

THE SEANC CONNECTION



District 19

Vol. 8, No. 4, July/August 2001

Chair's Column

OUR DISTRICT HAD A GOOD YEAR DESPITE THE BUDGET SHORTFALL

By Martha Fowler



We are very proud of the accomplishments made by District 19 during the current year. As budget problems in North Carolina worsen, it is important to see the positive side of the picture and focus on how we can make it better.

October 2000

Cathy Harrison was featured in the UNC Health Care newsletter *Connections*.

Two appointments were made of District 19 members on Statewide Committees, Joe Totten on Personnel Benefits and Gerry Lawrence on the Retirees Advisory Council.

District 19 sent six participants to the SEANC Orientation workshop on October 19 in Aberdeen.

November 2000

District 19 Policy Manuals were distributed to delegates to keep them informed of SEANC activities.

December 2000

We welcomed SEANC President Flint Benson and SEANC Secretary Betty Phelan to our Christmas meeting.

The Membership Committee provided a free one-year COSTCO membership valued at \$45 as a recruitment incentive and 100 new members joined our District.

January 2001

District 19, along with other members of Area 6 EMPAC, endorsed political candidates.

February 2001

The District 19 listserv was established. To join the SEANC 19 listserv send *subscribe seanc19list firstname lastname* as the body and your email message to *listserv@unc.edu*, leaving the *subject* field blank.

A trip to Atlanta, Georgia to see the Atlanta Braves vs. the Baltimore Orioles was planned for July 14-15 and approved as a fund-raiser. Flyers were distributed.

April 2001

Applications were reviewed by the Scholarship Committee and submitted to the State office for further consideration.

Suggestions were submitted to the Governor's Efficiency Group by Joe Totten to address the state budget shortfall.

May 2001

SEANC executive Director Dana Cope gave a spirited talk to the UNC-CH Employee Forum on May 2 about SEANC and the legislative process.

Members of District 19 participated in the SEANC Legislative Rally in Raleigh on May 16. They also participated in the Call to Action by contacting their legislators on issues of importance to them.

Other Accomplishments

We added several new businesses this year to our Group Buying Program, including The Painted Bird at University Square.

Three district newsletters have been printed to date, November, February and May.

The following proposed bylaws changes will be presented and considered at the convention:

1. Restructuring of the officers of SEANC to President, President-Elect, Vice President and Treasurer
2. Automatic dues increased based on the Cost of Living Adjustment.

As you can see, we have had a very busy SEANC year. We urge you to stay active and informed as the debate in the General Assembly continues. Let your legislators know what you are thinking. It's never been more challenging to be a State employee than it is now.

JOYFUL NEWS FROM DANA COPE

Lawson McRae Cope was born to Dana and Melinda Cope on July 12, at 1:17 p.m. and weighed 7 pounds, 8 ounces. Dana Cope is the Executive Director of SEANC.

DISTRICT 19 OFFICERS

CHAIR
Martha Fowler
966-1289

IMMEDIATE PAST CHAIR
Gerry Lawrence
968-4120

1ST VICE CHAIR
Anthony Weaver
962-6270

2ND VICE CHAIR
Marie Tate
732-8126

SECRETARY
Kay Daniels
732-8126

TREASURER
Pamela Siler
843-8094

5,000 STATE EMPLOYEES ATTEND LEGISLATIVE RALLY IN RALEIGH



More than 5,000 State employees from all over North Carolina traveled to Raleigh on May 16 to express concern over low salary increases, soaring health care costs, and

the decline of their retirement system. District 19 was there. The rally was sponsored by SEANC and gave State employees an opportunity to be heard on what matters to them most about their jobs. Many carried signs that reflected the rally theme, "Our Work Makes North Carolina Work," "Serving the Citizens of North Carolina," "Don't Cut Our Retirement," and "Show Me The Money."

The crowd gathered at the Halifax Mall at 11:30 a.m. President Flint Benson was the first to address the cheering crowd, urging them to "Tell your legislators enough is enough. Tell them to quit balancing the budget on your backs."



Executive Director Dana Cope painted a bleak picture. "This is no way to run a ship of state," he declared. "Agency budgets have been cut to the bone. Positions have been frozen. Opportunities for advancement are virtually nonexistent.... The turnover rate is getting higher. We're in a mess. Someone needs to step forward and turn things around. The employees of the State and the citizens (of North Carolina) who receive a host of public services deserve better."

That just about says it all.



DISTRICT 19 MEMBER RECEIVES PRESTIGIOUS AWARD



William L. Howard, Jr. was one of four outstanding UNC-CH employees to be presented with the C. Knox Massey Distinguished Service Award.

The late C. Knox Massey of Durham created the award in 1980 to recognize "unusual, meritorious or superior contributions" by UNC-CH employees. The award is supported by the Massey-Weatherspoon Fund, created by three generations of Massey and Weatherspoon families.

Chancellor James Moeser chose this year's winners based on nominations submitted by the campus community. Each honoree received an award citation and a \$5,000 stipend.

The petition supporting William L. Howard, Jr.'s nomination for a Massey award included 134 names of students he serves as a maintenance mechanic for the residence halls that make up the Spencer Triad.

There are numerous examples of how William Howard goes the extra mile to make the students' homes-away-from-home as comfortable as possible.

When the big snow of January 2000 overburdened the heating system for Kenan and McIver residence halls, Howard not only worked to get the heat back on but also remained on duty—sleeping in Kenan's basement—in case the heat went out again.

Responding to a request from a housekeeper to open a jammed bathroom window to ventilate the smell from the cleaning chemicals she used, Howard wondered why the chemical odor was so strong. He investigated and discovered that the exhaust fan failed to work. Moreover, he found that no exhaust fan in the building was working. So he fixed them all.

Howard's citation read, "Cheerfulness, a capacity for spontaneous humor, and undoubted devotion to the 485-student community he serves so well, make him an example of outstanding good citizenship and caring participation in the university community."

Well done, William. We're proud to claim you as a member of District 19.



SEANC LEGISLATIVE HOTLINE:
1-888-732-6242

ANNUAL MEETING WAS FULL OF WONDERFUL SURPRISES



Scholarship winner
Emily White



Scholarship winner
Yolonda Harrison



SEANC Distinguished
Service Award
Claire Miller



SEANC Member of the
Year Martha Fowler



District People's Award
Jim Vaughn



District Member of the
Year Marie Tate

District 19 held its annual meeting on June 19, 2001 in the Community Room of the OWASA Building in Carrboro. Special guests Paula Schubert, Immediate Past President of SEANC, and Mark Dearman, Central Region Representative to the Executive Committee and candidate for SEANC Treasurer, spoke. Martha Fowler reviewed the accomplishments of District 19 during the year.

Martha Fowler read a letter from Linda Rouse Sutton, who is a candidate for Second Vice President, and Joe Totten read an email from Cliff Brown, also a candidate for Second Vice President.

Andrea Bunn, Yolonda Harrison and Emily White are our scholarship winners this year. Yolonda, who attends the University of North Carolina at Chapel Hill, and Emily, who attends the University of North Carolina at Wilmington, accepted their scholarships. Andrea Bunn, who is working on an M.A. degree in Business Administration at Pfeiffer University, could not be present. Emily has received a district scholarship for three years and a State scholarship for two years.

Peggy Cotton reported that the Awards Committee met on June 11 to make the following decisions:

SEANC Distinguished Service Award
Claire Miller

SEANC Member of the Year
Martha Fowler

District People's Award
Jim Vaughn

District Member of the Year
Marie Tate

These awards were presented to the deserving recipients.

The election of officers and delegates to District 19 for 2001-2002 was held. Martha Fowler continues as Chair, Anthony Weaver 1st Vice Chair and Marie Tate 2nd Vice Chair. Patricia Harris was re-elected Auditing Chair and Beverly Leake Nominating Chair. Hazel Lunsford continues as Bylaws Chair and Joe Totten Policy Platform Chair. Muzetta Pettiford will be our new EMPAC Chair.

Congratulations, officers, award winners, and scholarship winners!

DELEGATES ELECTED TO ATTEND CONVENTION IN 2002

The delegates who were elected at the annual meeting of District 19 are:

Patricia Coleman	Pamela Siler
Peggy Cotton	Marie Tate
Kay Daniels	Joe Totten
Martha Fowler	Jim Vaughn
Patricia Harris	Wendy Watkins
Cathy Harrison	Anthony Weaver
Janie Jones	
Beverly Leake	Alternates:
Ruth Lewter	Fay Huskey
Mariah McPherson	Iola Lattie
Claire Miller	Vickie Overman (tie)
Muzetta Pettiford	Terri Hogan (tie)

STATE EMPLOYMENT COULD BE VERY DIFFERENT IN THE FUTURE

The Office of State Personnel (OSP) is proposing a comprehensive rewrite of the State Personnel Act (SPA). The SPA establishes policies and rules dealing with virtually every aspect of State employment, including compensation, position classification, recruitment, hours and days of work, holidays, vacation and sick leave, and longevity. It also assures State employees the privacy of employee records, protection from retaliation, intimidation or harassment and grievance appeals rights.

The SPA is of critical importance to equality in State Government employment. SEANC Executive Director Dana Cope had this to say about overhauling the SPA. "The current system is not the problem. The problem is the legislature's repeated failure to fully fund the system. Many people are not even aware that the legislature adopted a Comprehensive Compensation System in 1993 that would reward employees for exceptional performance and career service. This concept is not new. It simply hasn't been a legislative priority."

Another idea that has been advanced would grant university system employees an independent pay system of their own, separate and apart from any form of pay considerations of their fellow employees. Dana Cope expresses SEANC's position on the subject when he says, "This ... needs considerable study, public debate and input by all parties concerned."

What can you do? Inform yourself about what is going on. Speak up in employee forums and voice your concerns. Contact your legislators and tell them you want the State personnel system improved but you don't want it dismantled. Don't wait. There isn't time. Act now.

MAJOR CHANGES TO THE STATE HEALTH PLAN

Effective July 1, 2001

Deductibles

The deductible is \$350 per Plan year (July 1-June 30).

Co-Insurance

The 20% co-insurance maximum out-of-pocket is \$1,500 per Plan year per member.

Prescription Drugs

Prescription drug co-payments are \$25 for brands without a generic equivalent, \$35 for brands with a generic and \$40 for non-preferred prescription drugs. The co-payment for generic prescription drugs will remain at \$10 and all generics are preferred.

Co-Payments

Hospital inpatient co-payment is \$100 per visit.

Emergency room co-payment is \$100.

A \$50 co-payment will apply to hospital outpatient and ambulatory surgical facility services over \$500 per episode of care.

The lifetime maximum is \$5 million for each covered individual.

MARK YOUR CALENDARS

District 19 meets the third Tuesday of each month at 5:30 p.m., at the Orange Water and Sewer Authority (OWASA), 400 Jones Ferry Road, Carrboro. There is plenty of free parking and refreshments are served. All State employees are welcome.

July 17, 2001 Monthly Meeting

August 21, 2001 Monthly Meeting

September 6-8, 2001 Annual Convention, Greensboro

September 18, 2001 Monthly Meeting

The Retirees' Chapter meets on the fourth Tuesday of each month at 8:30 a.m. at Bob Evans Restaurant. All retirees are welcome. For information, call Mariah McPherson at 919-732-2583.



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