

NCRSP 2021-22 Public Policy Priorities* (Strategies)

State Retirement

Priority 1: Maintain and strengthen the Defined Benefit (DB) pension plan for North Carolina's current and future public school and state government employees.

- Continue to fully fund the Actuarially Determined Employer Contribution (ADEC).
- NCRSP and NCAE will work collaboratively, legislatively, when applicable.

Strategies:

NCRSP Region Legislative Chairs and Local Legislative Chairs will work in cooperation with NCAE's Chief Legislative Lobbyist to:

1. Garner the support of House and Senate Appropriations Chairs as to the critical nature of maintaining a fully funded ADEC:
2. Monitor any bills and amendments introduced which would call for changes to the Defined Benefit plan.
3. Oversee growth in the investments so COLAs could be paid in the future out of TSERS investment funds.
4. Document the growth of the TSERS funds as the Department of the State Treasurer works to increase it's funding from about 86.7% to 100% in the next 10+ years.
5. Continue the dialogue to maintain and strengthen the Defined Benefit Pension Plan with the North Carolina Legislature and others as needed.
6. Work with NCAE when dealing with legislative concerns.
7. Assist NCAE when a 'Call to Action' is issued.

Priority 2: Obtain bipartisan support for a path forward which would include assurance that retiree pension benefits keep up with inflation, including a significant COLA and/or bonus. .

Strategies:

1. NCRSP Executive Board members, Region and Local Officers, and Region and Local Legislative Chairs will contact key legislators who are instrumental in crafting the budget regarding the importance of including a COLA for retirees in the budget.
2. Statewide retirees will share information with legislators about our COLA and bonus history since 2009. Emphasis will be given to the realities of living on a fixed income.
3. NCRSP members will share information comparing how much a 1% COLA would do to help our retirees financially versus a 1% bonus.
4. NCRSP leadership and staff will organize a lobbying effort by NCRSP members to advocate for our needs in the General Assembly.

5. Create videos showing personal stories of our members and their financial concerns using the NCAE videographer.
6. The Region Legislative Chairs will locate retired members from across the state who have a personal relationship with legislators, especially those who serve on the Pensions and Retirement Committees, as well as, the Appropriations Committees.
7. Our lobbyist, in cooperation with NCAE, will organize member campaigns including but not limited to Emails, letter writing, phone call, personal contact etc. to key legislators during the legislative session
8. Evaluate and act accordingly with stakeholders (i.e. NCAE, NCRGEA) when equitable state pension reform opportunities arise.

Health Care for Retirees

Priority 1: Fully fund the State Health Plan

Strategy:

1. NCRSP members in conjunction with NCAE will monitor the status of funding for the State Health Plan and contact legislators if recommendations are made for limiting the funding.
2. Lobby the legislature to fully fund the State Health Plan.
3. Continue to appropriate funds to pay for its unfunded liability.

Priority 2: Maintain current benefits for NC's public-school retirees so there is a premium free plan (70-30) for those under 65 as well as the (Humana Medicare Advantage Basic Plan) for those 65 and over.

Strategies:

1. NCRSP Region Legislative Chairs will contact our representatives on the State Health Plan Board of Trustees to encourage for the continuation of a premium free plan for all retirees. (Kim Hargett and Dr. Don Martin)
2. NCRSP leaders will work with NCAE to contact the appropriate groups, including our state legislators and State Treasurer, to support continuation of a premium free plan for all state retirees.
3. Defend the need for current retiree benefits as well as advocate for a free 70/30 plan for those under 65 and a Medicare Advantage Plan for those 65 and older.
4. Continue to retain a premium free plan (70-30) for those under 65 years old.
5. Continue to retain Humana Medicare Advantage Basic Plan for those over 65 years old.

Priority 3: Secure enhanced benefits that meet the health care needs of retirees.

Strategy:

1. NCRSP's Executive Director will obtain information from NEA-R about additional retiree health benefits, such as hearing aids.
2. Lobby the NC legislature to secure enhanced health care needs of retirees as needed.

Priority 4: Reinstate retired state health care benefits for public school employees and state employees when they retire, retroactive to January 1, 2021.

Strategy:

1. NCRSP members will support NCAE leaders and members in a campaign to reinstate retiree health care benefits for new hires.
2. Lobby the legislature to reinstate the retired health care benefits for public school employees and state employees.

NCRSP – Putting Retirees First!

For almost 60 years, the North Carolina Retired School Personnel (NCRSP) has represented North Carolina's public school system retirees, including educators and other school personnel. NCRSP's purpose is to:

- Act on behalf of current and future retired school personnel regarding issues involving their health, welfare, interests, and other needs.
- Promote the social, economic, and professional status of retired school personnel.
- Advocate on behalf of its members on issues related to the Teachers' and State Employees' Retirement System (TSERS) and the State Health Plan.
- Encourage members and NCAE to be active self-advocates on public policies that impact their quality of retirement living.