

Raising Wages: A Working People's Agenda for Shared Prosperity for All



Prepared by North Carolina State AFL-CIO
James Andrews, President

2017-18 Legislative Session
MaryBe McMillan, Secretary-Treasurer

Times have been hard for North Carolina's working families. The last sessions of the legislature have not helped and have even made those times harder. Legislators have radically slashed unemployment benefits, undermined our public schools, changed the tax code to benefit the wealthy, denied Medicaid benefits for 500,000 North Carolinians, enacted the most draconian voter-suppression law in the nation, eliminated incentives to keep good paying jobs in the state, enacted needless expansions of the so-called right-to-work law, passed the infamous HB2, failed to address the growing problem of employee misclassification, enacted broad "ag-gag" legislation, and made laws making life even more difficult for immigrant workers.

Decisions made by the General Assembly in the upcoming 2017-18 session will again be critical in determining the future of working families in our state. As in the past, the N.C. State AFL-CIO will be one of the few voices for working people at the legislature.

Our legislative agenda addresses the most fundamental needs of North Carolina's working people: good paying jobs, strong workplace protections, and an adequate safety net.

Given the political realities of our state, we realize our goals aren't easy to achieve. This will be a long-term effort. Talking about policies that address income inequality is a good place to start, and two steps in this direction need to be priorities for this session.

Our Priorities

1). Raise the minimum wage to \$12 an hour by 2020 and \$15 by 2022, phased in at about \$1.55 per year.

North Carolina should join the 29 states that have decided to raise their minimum wages. Those states have recognized that the current federal minimum wage of \$7.25 (or \$15,080 a year) keeps people in poverty and is wholly inadequate. This is particularly important in North Carolina where the majority of jobs created in the past 7 years pay low wages. Raising the minimum wage helps local economies by putting money in the pockets of residents most likely to spend it in their communities. It is also an issue that polls show the majority of Americans and North Carolinians support.

2). Restore unemployment benefits that were slashed in 2013 because the program now reaches too few jobless workers for too short a period and provides those jobless workers too little in payments.

At one point, the fund from which unemployment benefits are paid was broke, largely because taxes on employers were inadequate to deal with the recession. The legislature's answer was not to ask more from employers, but to dramatically cut the amount and duration of benefits and make it more difficult to be eligible for any benefits at all. The fund is now fully solvent - meaning at least some of the benefit cuts, which put our state among the worst in the country, should be restored. For example the duration of benefits should be returned to 26 weeks, the formula that calculates the weekly check amount should be changed, the maximum amount that an unemployed worker can receive should be increased, multiple waiting weeks should be eliminated, and eligibility for those who must leave work due to a family hardship should be restored.

The rest of our agenda outlines other important areas that ought be addressed.

Contacting the NC State AFL-CIO

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[facebook.com/ncstateafclcio](https://www.facebook.com/ncstateafclcio)
P.O. Box 10805, Raleigh, NC 27605 | 1408 Hillsborough Street

Good Jobs

The people of North Carolina deserve good jobs that are reliable and pay family-sustaining wages. Far too many good jobs, especially in the manufacturing sector, have been lost, and far too many people are unemployed or working at replacement jobs that provide lower pay and less stability. Therefore, legislators should:

- Repeal HB2, which prohibits local governments from ensuring that companies with which they contract provide decent wages and benefits.
- Require companies receiving tax incentives to provide jobs that will raise, not lower, the standard of living of working families.
- Expand apprenticeship programs and focus workforce development efforts on skills that enable workers to move into good-paying jobs.
- Create work-sharing programs that will keep people employed, preserve the skills of our workers, and reduce both lay-offs and costs to employers.

Worker Protection

We urge policymakers to strengthen worker protections and safeguard fundamental labor rights so that workers receive the pay and benefits they deserve. Therefore, legislators should:

- Stop workplace fraud resulting from wage theft and misclassification of employees. Workplace fraud cheats people out of workers' compensation and other protections, penalizes honest employers and is estimated to cost our state \$467 million each year in lost revenue.
- Maintain a stable workers' compensation system which pays adequate benefits to those injured on the job.
- Insure workplace safety and health for all, including our migrant workers.
- Guarantee a minimum number of paid sick days for workers to care for themselves, their children, and their parents. Expand the definition of "family" in the FMLA to allow leave to care for siblings, grandparents, or grandchildren - while preserving the exemption for family farms.
- Provide funding for child care subsidies to offset the cost of affordable, quality child care for low income workers and those pursuing training.
- Use savings from the Justice Reinvestment Act to provide a coordinated delivery system of re-entry services to individuals with criminal records and expand expungement opportunities for rehabilitated individuals.
- Allow governmental entities that wish to do so to enter into collective bargaining agreements with their employees.

A Strong Safety Net

If workers earned decent wages, tax revenue would increase and the need for public assistance would decrease, but in this low wage economy, the opposite is true. Too many families are struggling to make ends meet, and if severe budget cuts continue, many of our citizens will lose the help they depend upon for their survival. Providing necessary support to the most vulnerable establishes a lifeline to families in need and also helps stimulate local economies. Therefore, legislators should:

- Protect vital services for the elderly, children, and those with special needs.
- Improve our tax code to insure adequate revenue and progressive, fair taxation. Do not reduce or eliminate personal and corporate income taxes. Reinststate the Earned Income Tax Credit. Close loopholes that allow large corporations to avoid paying their fair share.
- Increase access to health care for the uninsured by expanding Medicaid.
- Provide adequate funding for appropriate educational services for all students, expand pre-K for all children, insure that public revenue is used exclusively for public schools and not to support private education, and stop for-profit education schemes, including virtual schools.

A Fair and Open Democracy

If we want policies that enable working people to enjoy the fruits of their labor and to pursue their own happiness, it's important to have a fair political process that is not unduly influenced by corporate interests. We believe in a government of, by, and for the people. For that reason, we oppose any efforts that make it harder for citizens to exercise their right and responsibility to vote and encourage efforts to reinstate public campaign financing so that working people can run for office. We also oppose gerrymandering and support the establishment of an Independent Redistricting Commission to draw legislative and congressional boundaries.

Consumer Protection

We've seen how unscrupulous lending practices have damaged our economy and ruined many people's lives. More than ever we need to guard against predatory lending, the unnecessary garnishment of wages, and other abusive lending practices that take hard-earned wages out of the pockets of working people.

Federal Issues

We recognize that much of our job on a federal level will be to fight against anticipated legislation by the new administration and new Congress that will be aimed at crippling unions and threatening the wages and benefits and the job security of union members, and indeed, all working people. We will oppose any attempts to undermine wage standards or ship jobs overseas through unfair trade deals. We will work to protect

Federal Issues (cont.)

Social Security, Medicare, and Medicaid. We will fight for fair wages and working conditions for federal employees as well as to protect their representation and bargaining rights.

The election makes our task as difficult as ever - but perhaps more important than ever. We are counting on you, our members, to make that task possible. Together we can help protect and improve life for all working people.

Contacting Your Legislators

Use this information to reach out to your elected lawmakers in Raleigh and Washington and press them to adopt an agenda that raises wages for working people.

N.C. Representatives

Member	Room	Phone (919)	Email (@ncleg.net)
Adams	2223 LB	733-5988	Jay.Adams
Adcock	1211 LB	733-5602	Gale.Adcock
Ager	1315 LB	733-5746	John.Ager
Alexander, Jr.	404 LOB	733-5778	Kelly.Alexander
Arp	529 LOB	715-3007	Dean.Arp
Autry	1019 LB	715-0706	John.Autry
Ball	1319 LB	733-5860	Cynthia.Ball
Beasley	403 LOB	733-5654	Chaz.Beasley
Belk	1424 LB	733-5607	Mary.Belk
Bell	510 LOB	733-5863	Larry.Bell
Bell, IV	301F LOB	715-3017	John.Bell
Blackwell	541 LOB	733-5805	Hugh.Blackwell
Blust	2208 LB	733-5781	John.Blust
Boles, Jr.	528 LOB	733-5903	Jamie.Boles
Boswell	531 LOB	733-5906	Beverly.Boswell
Bradford, III	2123 LB	733-5828	John.Bradford
Brawley	534 LOB	733-5800	Bill.Brawley
Brisson	405 LOB	733-5772	William.Brisson
Brockman	1311 LB	733-5825	Cecil.Brockman
Brody	2219 LB	715-3029	Mark.Brody
Bumgardner	2119 LB	733-5809	Dana.Bumgardner
Burr	307A LOB	733-5908	Justin.Burr
Carney	1221 LB	733-5827	Becky.Carney
Clampitt	1420 LB	715-3005	Mike.Clampitt
Cleveland	417A LOB	715-6707	George.Cleveland
Collins	1106 LB	733-5802	Jeff.Collins
Conrad	416B LOB	733-5787	Debra.Conrad
Corbin	2215 LB	733-5859	Kevin.Corbin
Cunningham	1109 LB	733-5807	Carla.Cunningham
Davis, Jr.	417B LOB	733-5786	Ted.Davis
Dixon	2226 LB	715-3021	Jimmy.Dixon
Dobson	301N LOB	733-5862	Josh.Dobson
Dollar	307B LOB	715-0795	Nelson.Dollar
Dulin	609 LOB	715-3009	Andy.Dulin
Earle	514 LOB	715-2530	Beverly.Earle
Elmore	306A3 LOB	733-5935	Jeffrey.Elmore
Faircloth	613 LOB	733-5877	John.Faircloth
Farmer-Butterfield	1220 LB	733-5898	Jean.Farmer-Butterfield
Fisher	504 LOB	715-2013	Susan.Fisher
Floyd	1325 LB	733-5959	Elmer.Floyd
Ford	608 LOB	733-5881	Carl.Ford
Fraley	637 LOB	733-5741	John.Fraley
Garrison	1017 LB	733-5824	Terry.Garrison
Gill	1303 LB	733-5880	Rosa.Gill
Goodman	542 LOB	733-5823	Ken.Goodman

Member	Room	Phone (919)	Email (@ncleg.net)
Graham	1309 LB	715-0875	Charles.Graham
Graham	1321 LB	733-5995	George.Graham
Grange	604 LOB	733-5830	Holly.Grange
Hall	306C LOB	733-5931	Destin.Hall
Hall	1004 LB	733-5755	Duane.Hall
Hall	536 LOB	733-5609	Kyle.Hall
Hall	506 LOB	733-5872	Larry.Hall
Hamilton	1313 LB	733-5754	Susi.Hamilton
Hanes, Jr.	1006 LB	733-5829	Edward.Hanes
Hardister	638 LOB	733-5191	Jon.Hardister
Harrison	1218 LB	733-5771	Pricey.Harrison
Hastings	1206 LB	715-2002	Kelly.Hastings
Henson	537 LOB	715-4466	Cody.Henson
Holley	1219 LB	733-5758	Yvonne.Holley
Horn	305 LOB	733-2406	Craig.Horn
Howard	302 LOB	733-5904	Julia.Howard
Hunter, III	1307 LB	733-5780	Howard.Hunter
Hurley	532 LOB	733-5865	Pat.Hurley
Iler	639 LOB	301-1450	Frank.Iler
Insko	502 LOB	733-7208	Verla.Insko
Jackson	506 LOB	733-5974	Darren.Jackson
John	1013 LB	733-5530	Joe.John
Johnson	301D LOB	733-5861	Linda.Johnson2
Jones	416A LOB	733-5779	Bert.Jones
Jones	2217 LB	733-5821	Brenden.Jones
Jordan	420 LOB	733-7727	Jonathan.Jordan
Lambeth	303 LOB	733-5747	Donny.Lambeth
Lehman	1111 LB	733-7663	Philip.Lehman
Lewis	2301 LB	715-3015	David.Lewis
Lucas	509 LOB	733-5775	Marvin.Lucas
Malone	1229 LB	715-3010	Chris.Malone
Martin	1023 LB	733-5773	Grier.Martin
Martin	526 LOB	715-3023	Susan.Martin
McElraft	634 LOB	733-6275	Pat.McElraft
McGrady	304 LOB	733-5956	Chuck.McGrady
McNeill	418B LOB	715-4946	Allen.McNeill
Meyer	1426 LB	715-3019	Graig.Meyer
Michaux, Jr.	1227 LB	715-2528	Mickey.Michaux
Millis	633 LOB	715-9664	Chris.Millis
Moore	402 LOB	733-5606	Rodney.Moore
Moore	2304 LB	733-3451	Tim.Moore
Murphy, MD	632 LOB	733-5757	Gregory.Murphy
Pierce	1204 LB	733-5803	Garland.Pierce
Pittman	1010 LB	715-2009	Larry.Pittman
Potts	607 LOB	715-0873	Larry.Potts
Presnell	418A LOB	733-5732	Michele.Presnell
Quick, III	1317 LB	733-5902	Amos.Quick
Reives, II	1323 LB	733-0057	Robert.Reives
Richardson	1217 LB	715-3032	Bobbie.Richardson
Richardson	1021 LB	733-5601	William.Richardson
Riddell	533 LOB	733-5905	Dennis.Riddell
Rogers	418C LOB	733-5749	David.Rogers
Ross	635 LOB	733-5820	Stephen.Ross
Saine	1326 LB	733-5782	Jason.Saine
Sauls	610 LOB	715-3026	John.Sauls
Setzer	2204 LB	733-4948	Mitchell.Setzer
Shepard	530 LOB	715-9644	Phil.Shepard
Speciale	1008 LB	733-5853	Michael.Speciale
Steinburg	301B LOB	733-0010	Bob.Steinburg
Stevens	419 LOB	715-1883	Sarah.Stevens
Stone	2213 LB	733-5886	Scott.Stone
Strickland	602 LOB	733-5849	Larry.Strickland
Szoka	2207 LB	733-9892	John.Szoka
Terry	1015 LB	733-5777	Evelyn.Terry
Torbett	538 LOB	733-5868	John.Torbett

Member	Room	Phone (919)	Email (@ncleg.net)
Turner	1209 LB	715-3012	Brian.Turner
Turner	606 LOB	733-5661	Rena.Turner
Warren	611 LOB	733-5784	Harry.Warren
Watford	2121 LB	715-2526	Sam.Watford
White	306A2 LOB	733-5605	Donna.White
Williams	603 LOB	733-2962	Linda.Williams
Willingham	513 LOB	715-3024	Shelly.Willingham
Wray	503 LOB	733-5662	Michael.Wray
Yarborough	1301 LB	715-0850	Larry.Yarborough
Zachary	1002 LB	715-8361	Lee.Zachary

N.C. Senators

Member	Room	Phone (919)	Email (@ncleg.net)
Alexander, Jr.	625 LOB	733-5850	John.Alexander
Ballard	521 LOB	733-5742	Deanna.Ballard
Barefoot	406 LOB	715-3036	Chad.Barefoot
Barringer	629 LOB	733-5653	Tamara.Barringer
Berger	2007 LB	733-5708	Phil.Berger
Bishop	2108 LB	733-5655	Dan.Bishop
Blue	1129 LB	733-5752	Dan.Blue
Britt, Jr.	2117 LB	733-5651	Danny.Britt
Brock	310 LOB	715-0690	Andrew.Brock
Brown	300-B LOB	715-3034	Harry.Brown
Bryant	516 LOB	733-5878	Angela.Bryant
Chaudhuri	1121 LB	715-6400	Jay.Chaudhuri
Clark	1117 LB	733-9349	Ben.Clark
Cook	1026 LB	715-8293	Bill.Cook
Curtis	410 LOB	715-3038	David.Curtis
Daniel	627 LOB	715-7823	Warren.Daniel
Davis	519 LOB	715-8363	Don.Davis
Davis	621 LOB	733-5875	Jim.Davis
Dunn	2113 LB	733-5665	Cathy.Dunn
Edwards	2115 LB	733-5745	Chuck.Edwards
Ford	520 LOB	733-5955	Joel.Ford
Foushee	517 LOB	733-5804	Valerie.Foushee
Gunn	523 LOB	301-1446	Rick.Gunn
Harrington	300-C LOB	733-5734	Kathy.Harrington
Hise	312 LOB	733-3460	Ralph.Hise
Horner	2106 LB	715-3030	Rick.Horner
Jackson	2022 LB	733-5705	Brent.Jackson
Jackson	1104 LB	715-8331	Jeff.Jackson
Krawiec	308 LOB	733-7850	Joyce.Krawiec
Lee	408 LOB	715-2525	Michael.Lee
Lowe, Jr.	1119 LB	733-5620	Paul.Lowe
McInnis	620 LOB	733-5953	Tom.McInnis
McKissick, Jr.	515 LOB	733-4599	Floyd.McKissick
Meredith	314 LOB	733-5776	Wesley.Meredith
Newton	2111 LB	733-7223	Paul.Newton
Pate	311 LOB	733-5621	Louis.Pate
Rabin	411 LOB	733-5748	Ron.Rabin
Rabon	2010 LB	733-5963	Bill.Rabon
Randleman	628 LOB	733-5743	Shirley.Randleman
Robinson	1120 LB	715-3042	Gladys.Robinson
Sanderson	1127 LB	733-5706	Norman.Sanderson
Smith-Ingram	1118 LB	715-3040	Erica.Smith-Ingram
Tarte	623 LOB	715-3050	Jeff.Tarte
Tillman	309 LOB	733-5870	Jerry.Tillman
Tucker	300-A LOB	733-7659	Tommy.Tucker
Van Duyn	1025 LB	715-3001	Terry.VanDuyn
Waddell	1113 LB	733-5650	Joyce.Waddell
Wade	525 LOB	733-5856	Trudy.Wade
Wells	1028 LB	733-5876	Andy.Wells
Woodard	518 LOB	733-4809	Mike.Woodard

Writing N.C. Legislators

LB vs. LOB

LB = Legislative Building

LOB = Legislative Office Building

N.C. House of Representatives
or

N.C. House of Representatives
or

N.C. Senate
16 W. Jones Street, Room _____
Raleigh, NC 27601-1096

N.C. Senate
300 N. Salisbury Street, Room _____
Raleigh, NC 27603-5925

U.S. Senators

Senator (Party)	Office (DC)	Phone
Hon. Richard Burr (R)	217 Russell Bldg (DC) Winston-Salem Asheville Wilmington	202-224-3154 800-685-8916 828-350-2437 888-848-1833
Hon. Thom Tillis (R)	185 Dirksen Bldg (DC) Raleigh Charlotte High Point	202-224-6342 919-856-4630 704-509-9087 336-885-0685

For more information, visit the U.S. Senate website: www.senate.gov

U.S. Representatives

District/Member	Party	Office (DC)	Phone
1 Butterfield, G.K.	D	2080 Rayburn	202-225-3101
2 Holding, George	R	1110 Longworth	202-225-3032
3 Jones, Walter B.	R	2333 Rayburn	202-225-3415
4 Price, David	D	2108 Rayburn	202-225-1784
5 Foxx, Virginia	R	2262 Rayburn	202-225-2071
6 Walker, Mark	R	1305 Longworth	202-225-3065
7 Rouzer, David	R	424 Cannon	202-225-2731
8 Hudson, Richard	R	429 Cannon	202-225-3715
9 Pittenger, Robert	R	224 Cannon	202-225-1976
10 McHenry, Patrick T.	R	2334 Rayburn	202-225-2576
11 Meadows, Mark	R	1024 Longworth	202-225-6401
12 Adams, Alma	D	222 Cannon	202-225-1510
13 Budd, Ted	R	118 Cannon	202-225-4531

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