



Proposed Bylaws Amendments

**Favorable Report By State Bylaws Committee
July 15, 2026**

The SEANC State Bylaws Committee met on July 15, 2026, to discuss proposed amendments passed at district meetings. The following amendments were adopted by the Committee with a favorable report and will be voted on by the 2026 Annual Convention in accordance with Article XIV of the SEANC Bylaws. Amendments to Articles I, II, IV, V, XII and XIV require a 2/3 vote of delegates to be adopted, with amendments to other articles requiring a simple majority.

STATE EMPLOYEES ASSOCIATION OF NORTH CAROLINA

Proposed Amendment 1

Proposed change to Article III (Membership)

Section 2

Requires a simple majority of delegates to be adopted.

Present wording:

The right to vote, make or second motions, place names in nomination, hold office and serve on committees shall be confined to active members of SEANC. State-elected officials, legislators, appointed members of the Governor's Executive Cabinet and permanent full-time/permanent part-time SEANC employees who are active members of SEANC shall not exercise these rights.

Section as amended:

The right to vote, make or second motions, place names in nomination, hold office and serve on committees shall be confined to active members of SEANC. State-elected officials, legislators, appointed members of the Governor's Executive Cabinet, and permanent full-time, permanent part-time, temporary, time-limited SEANC employees, or individuals employed by SEANC in any manner who are active members of SEANC shall not exercise these rights.

Rationale:

This amendment strengthens SEANC's governance by reducing the potential for actual or perceived conflicts of interest. It helps ensure that organizational decisions, elections, and leadership remain independent and are guided solely by the interests of the membership, thereby preserving the integrity and credibility of the association.

Submitted by Districts 59 & 60

Proposed Amendment 2

Proposed change to Article III (Membership)

Section 6. Membership Dues

6.2

Requires a simple majority of delegates to be adopted.

Present wording:

Retired members' dues shall be \$120 per year effective April 1, 2017.

Section as amended:

Retired members' dues shall be \$180 per year effective April 1, 2027.

Rationale:

This amendment under Membership represents increasing retired members' dues by \$5/month — from \$10/month (\$120/yr) to the proposed \$15/month (\$180/yr). Retiree dues have not been increased since 2017. SEANC operating costs have increased significantly. Our retiree membership has increased from 30% in 2018 to almost 50% in 2025, further decreasing our income. Twenty-five percent of current state employees will be eligible to retire in the next three years. The proposed budget has been cut to the “bare bones,” and any further cuts will negatively impact our ability to recruit, retain, and represent members. Except for a few insurance products, retirees enjoy the same benefits as those enjoyed by active members. By taking advantage of SEANC's insurance products, discounts, and scholarships, members can save more money than the \$15/month dues. Retirees should be partners with active members in SEANC. Think of the dues as an investment in SEANC so that we can remain strong and continue to be the voice of state employees and retirees.

Submitted by District 38

Proposed Amendment 3

Proposed change to Article III (Membership)

Section 8. Rebate of Membership Dues

8.6

Requires a simple majority of delegates to be adopted.

Present wording:

Districts who do not contribute to membership growth/retention of 10% of their annual dues rebate shall have the difference not met deducted from their membership rebate. Districts who do not pay SEANC membership invoice expenses within two months (after a reminder SEANC Office notice has been sent) shall have the amount of that invoice deducted from their member rebates. (9/25)

Section as amended:

Districts who do not contribute to membership growth/retention of 10% of their annual dues rebate may have the difference not met deducted from their membership rebate. Districts who do not pay SEANC membership invoice expenses within 60 days of the due date on the invoice may have the amount of that invoice deducted from their member rebates. (9/26)

Rationale:

This amendment would allow for some discretion for justifiable reasons expressed by the District regarding the reason for late payment.

Submitted by District 2

Proposed Amendment 4

Proposed change to Article XII (Meetings)

Section 1. Annual Convention

1.6

Requires a two-thirds (2/3) vote of delegates to be adopted.

Present wording:

This is a new section.

Section as amended:

The only approved charitable contribution during the SEANC convention should be the announced charity by the SEANC president prior to convention. This charity should be an approved charity by IRS standards.

Rationale:

Random requests from the convention floor cannot be verified. These requests should be made to the SEANC CARES committee for verification and disposition.

By policy, all expenditures by a district not approved in their yearly budget are to be voted on by the district and documented in the meeting minutes. This policy cannot be done on the convention floor.

Submitted by District 62

Proposed Amendment 5

Two-Year Convention Cycle

Proposed changes to Articles IV, V, VI, VIII, IX, X, XII, and XIV

Requires a two-thirds (2/3) vote of delegates to be adopted.

Overview:

These proposed changes are intended to help SEANC respond to declining membership and reduced revenue by creating a more cost-effective and sustainable operating model while preserving meaningful member participation in the governance of the Association. By reducing expenses for both SEANC and its districts and leveraging technology to keep members informed and engaged throughout the year, this proposal seeks to strengthen the Association's long-term financial stability and ability to serve its members effectively. If approved by the delegates at the Annual Convention, these proposed bylaw amendments would take effect beginning in 2029 and would establish an alternating convention format in which SEANC would hold an in-person Annual Convention in even-numbered years and a virtual Annual Convention in odd-numbered years. Under this proposed schedule, the 2027 and 2028 Annual Conventions would continue to be held in person, and 2029 would be the first year in which SEANC would conduct its Annual Convention virtually.

Sections amended (deletions struck through, additions underlined):

ARTICLE IV — ORGANIZATION

3.2 Actions taken by the Board of Governors which extend beyond the current fiscal year shall be affirmed by a resolution or by an amendment to the Bylaws by delegates at the next ~~annual~~scheduled convention.

Section 4 (State Executive Committee): ... The State Executive Committee shall ensure that the policies of the ~~annual~~-convention and the directives of the Board of Governors are realized. ...

6.1 ... A current copy of each district's bylaws or a letter certifying no changes have been made for the current year shall be filed with SEANC Headquarters after the ~~annual~~-convention but no later than December 1. (9/23)

ARTICLE V — OFFICERS

Section 1 (President): The President shall preside at meetings of the ~~annual~~-convention and serve as chairperson of the Board of Governors and State Executive Committee. ...

1.1 Perform such duties as may be delegated by the ~~annual~~-convention or Board of Governors, and those duties outlined in the Operations Manual. (9/23)

1.3 Submit an annual report to the Board of Governors concerning the status of all objectives passed by the last ~~annual~~-convention. ... A copy of the President's report shall be submitted to each district chairperson and shall be published in the next SEANC newsletter; (9/23)

2.2 Perform such other duties as may be assigned by the President, the ~~annual~~-convention, and the Board of Governors and those duties outlined in the Operations Manual. (9/23)

3.2 Perform such other duties as may be assigned by the President, the ~~annual~~-convention and the Board of Governors and those duties outlined in the Operations Manual. (9/23)

Section 4 (Treasurer): ... resumes for election must be submitted by May Board of Governors prior to ~~annual~~ convention. No nominations will be accepted from the floor. (9/24)

4.3 ... The Treasurer will ensure that the most current monthly financial statement shall also be submitted to the ~~annual~~-convention; (9/23)

ARTICLE VI — EXECUTIVE DIRECTOR

1.7 Prepare and submit an annual report to the ~~annual~~-convention on the activities of the Executive Director and on the operations of SEANC;

1.10 Perform other duties as directed by the ~~annual~~-convention, President, State Executive Committee, or Board of Governors;

ARTICLE VIII — ELECTIONS AND VACANCIES

Section 1 (State Officers): ... All officers except the Immediate Past-President shall be elected from nominees submitted by the Board of Governors to the ~~annual~~-in-person convention or from nominations from the floor at the ~~annual~~-in-person convention. ...

1.1 Candidates for office should announce their candidacy in writing or in person to the Board of Governors no later than 45 days prior to the ~~annual~~-in-person convention.

1.2 The term of office for all State officers shall be a two-year term and begin on October 1, ~~2018~~2028, following the adjournment of the ~~annual~~-in-person convention. Officers will continue to serve until a successor is appointed and duly installed. To align the State officers' elections with even years, the officers elected at the 2027 convention will serve a one-year term with the option of running for a second, two-year term at the 2028 convention.

1.6 No absentee ballots or proxy votes shall be cast at the ~~annual~~-in-person convention.

1.7 A simple majority of the total votes cast shall be required for the election of each officer.

1.8 ... The run-off election will be held prior to the adjournment of the ~~annual~~-in-person convention.

Section 3 (Regional Representatives): Regional representatives shall be elected by their respective district chairpersons at the incoming Board of Governors' meeting during the ~~annual~~-in-person convention. ...

Section 4 (Alternate Delegates): In the event that an elected delegate cannot attend the ~~annual~~-convention, the chairperson of the district shall designate an alternate delegate to fill that slot. ...

ARTICLE IX — STANDING COMMITTEES

State standing committees are those committees authorized to report directly to the ~~annual~~-convention ...

1.1 Article XIV of these Bylaws places this responsibility in the hands of this Committee alone and prescribes the only method of presenting amendments to the Bylaws at the ~~annual~~-in-person convention.

1.2 The State Bylaws Committee shall assume such additional duties as may be assigned in connection with the conduct of SEANC elections at the ~~annual~~-in-person convention.

Section 2 (State Policy Platform Committee): ... The Committee shall submit recommended amendments ... to the ~~annual~~-convention. In response to issues that arise between the State Policy Platform meeting and SEANC's ~~annual~~ convention ... SEANC Policy Platform objectives shall be determined by adoption and modification of the Policy Platform approved by the ~~annual~~-convention.

Section 3 (Audit Committee): The Audit Committee shall consist of twelve members elected by the ~~annual~~-in-person convention. ... There will be no nominations for the Audit Committee accepted from the floor at the ~~annual~~ in-person convention. ...

3.4 New Audit Committee members will be elected for 3-year terms at the ~~Annual~~-in-person Convention. Members may not serve more than two elected consecutive terms.

4.4 The Insurance Board shall be comprised of two (2) premium paying insured members from each region of SEANC, to be elected by the delegates of each region, at the ~~annual~~-in-person convention. ... The District Executive Committee who is allowed a nominee may submit the name of a member of their District, along with a brief resume of the nominee, to the Director of ~~Member Services~~-Insurance and Insurance Board's Chairperson no later than July 15th. ... (9/23)

4.5 ... In the event that a natural disaster shall prevent the convening of the ~~Annual~~-Convention of SEANC, the board members shall serve until successors have been elected. ... and shall perform such other duties as may be

delegated by the President, the ~~Annual~~ Convention, Board of Governors, and such other duties as are usually incumbent upon the office of Chairperson.

6.3 The Planning Committee shall report to the Executive Committee, the Board of Governors, and ~~Annual~~ Convention and carry out any directives made by either body. (9/23)

Section 7 (Retiree Council): The Retiree Council shall be comprised of three retired members elected from each SEANC region by delegates at the ~~annual-in-person~~ convention. ...

ARTICLE X — SUBSIDIARY BODIES

2.1 The EMPAC shall operate with SEANC as its parent entity but shall be governed by the State EMPAC Committee as authorized by the EMPAC Bylaws. These Bylaws may be amended at the SEANC ~~annual-in-person~~ convention by a majority vote of the delegates present.

ARTICLE XII — MEETINGS

Section 1 (Annual Convention): SEANC will hold ~~an annual convention which shall meet at a time and place~~ annual conventions as follows: an in-person convention shall be held in even-numbered years at a time and place approved by the Board of Governors. In odd-numbered years, SEANC shall hold a virtual convention conducted electronically in accordance with Section 3 of this Article, at a time approved by the Board of Governors.

1.1 The voting delegates to ~~the annual-any~~ convention, whether in-person or virtual, shall consist of the officers, Insurance Board chairperson, Retiree Council chairperson, and the district delegates. Each delegate shall be entitled to vote on each question. (9/23)

1.2 Each district shall be represented at ~~the annual-any~~ convention ~~and shall be entitled to 7 delegates for the first 350 members. Districts shall have one (1) additional delegate for each additional 75 members or any major portion thereof.~~ District representation shall be determined as follows:

1.2.1 For in-person conventions, each district shall be entitled to seven (7) delegates for the first 350 members. Districts shall have one (1) additional delegate for each additional 75 members or any major portion thereof.

1.2.2 For virtual conventions, each district shall be entitled to one (1) delegate for each 150 members, and one (1) additional delegate if dividing the district's total membership by 150 results in a remainder of 100 or greater.

1.3 Certification of the membership of each district shall occur on June 30th before the ~~annual~~ convention. ... (9/25)

1.4 The President of SEANC shall be responsible for making arrangements to record ~~the annual~~ each convention.

1.5 The ~~annual~~ convention agenda shall include time for delegates to rank their top ten policy platform objectives.

2.1 A quorum for ~~the annual-any~~ convention shall be a majority of the delegates eligible to vote at that meeting.

ARTICLE XIV — AMENDMENTS

These Bylaws may be amended at any ~~annual-in-person~~ convention by a simple majority of the total votes cast, except that a two-thirds vote is needed to amend Articles I, II, IV, V, XII, and XIV, provided that:

1.3 The State Bylaws Committee has voted to approve presentation of the amendment for a vote at the ~~annual-an~~ in-person convention.

1.4 Emergency exception: ... However, a report of any emergency exceptions occurring during any year shall be reported at the ~~annual~~ next scheduled convention. (9/23)

Rationale:

SEANC's membership has been shrinking, and our revenue has shrunk with it, putting financial pressure on both the association and the districts. To keep SEANC strong for the long haul, we need to cut costs without cutting back on member engagement.

A full in-person convention every year is one of our biggest annual expenses — travel, lodging, meals, and meeting space add up fast for everyone involved. It currently costs more than \$344,000 to put on one convention, and costs are increasing each year.

For decades, the annual convention has been how SEANC kept members informed, gathered input, and conducted the business of the association. It worked — and it still does. But the world has changed. Today, we can reach members in real time through email, text, social media, and video, keeping everyone connected year-round in ways that weren't possible when the annual convention model was built. Holding an in-person convention every other year and using teleconferencing with an adjusted delegate structure in the off years would save money that could be used to serve our mission.

Members stay informed, engaged, and able to vote on the business of the association — just in a more affordable way.

This change saves money for SEANC and the districts, fits how the state workforce is evolving, and keeps the association financially healthy for years to come.

Submitted by District 38

Proposed EMPAC Amendment

Proposed change to EMPAC Bylaws — Article V (Officers)

Section 4. Treasurer

Amends the EMPAC Bylaws; adopted by a majority vote of the delegates present.

Present wording:

The Treasurer shall keep accurate financial records of all EMPAC funds, file all reports required by federal, state and local laws or regulations, co-sign all checks drawn from EMPAC accounts, and submit the books and records of EMPAC for periodic audit as requested by the State EMPAC, the Internal Revenue Service, SEANC, and the North Carolina State Board of Elections. The Treasurer shall also coordinate a biennial annual outside audit of EMPAC and provide the necessary records for the audit as outlined in the EMPAC Operations Manual. The auditing firm shall be selected through competitive bids. At least three bids must be considered. In concert with the EMPAC Chair and SEANC Executive Director or designee, the Treasurer shall prepare a balanced annual budget for the approval of the State EMPAC by August 15th. The Treasurer shall be bonded or insured and be a non-voting member of EMPAC.

Section as amended:

The Treasurer(s) shall keep accurate financial records of all EMPAC funds, file all reports required by federal, state and local laws or regulations, co-sign all checks drawn from EMPAC accounts, and submit the books and records of EMPAC for periodic evaluation as requested by the State EMPAC, the Internal Revenue Service, SEANC, and the North Carolina State Board of Elections.

The Treasurer shall coordinate a biennial financial statement engagement by an outside accountant/Certified Public Accountant (CPA) firm as outlined in the EMPAC Operations Manual. The biennial financial statement engagement will occur after the end of the EMPAC Chair term. The Treasurer shall provide the necessary records for the financial statement engagement. The Certified Public Accountant (CPA) firm shall be selected through competitive bids. At least three bids must be considered and reviewed by EMPAC Chair and SEANC Executive Director or designee to ensure compliance with RFP. The information will be submitted to statewide EMPAC committee for final approval.

The treasurer(s) shall prepare a balanced biennial budget, in accordance with the EMPAC operations manual, for the approval by the State EMPAC Committee by November 15th of each year.

The Treasurer(s) shall be bonded or insured and be a non-voting member of EMPAC.

Rationale:

Updates information for required fiscal reviews and process to be defined in the Ops Manual. Moving the date to November allows for a new chair to have input. Requires bonding of all persons serving in a treasurer's position.

Adopted with a favorable report by the State EMPAC Committee.

Submitted by the State EMPAC Committee