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Rollover Platform Planks Carrying Over from 47th Annual OPEA Convention

These Planks were previously adopted at the 47th Convention and are not eligible for vote or discussion. Planks that were not passed during the 2023 Legislative Session will rollover and are still eligible for consideration in the 2024 Legislative Session

1. **Market Based Pay Concept – Presented & Authored by Rita Heath**   
   *Coauthored by Treston Wilson, Cade Johnson, Cathleen Burkhead, Precious LaFaver, Giles Fuankeng, Kacia Robinson, Dalton Stuart, and Robert Callahan*
   1. Develop and implements a market-based pay plan and philosophy for state employees.
2. **Pay for Performance Concept – Presented & Authored by Jim Cook**
   1. Develops and implement a pay for performance pay plan and philosophy for state employees.
3. **Cost of Living Adjustment (COLA) for State Retirees – Presented & Authored by Connie Stockton***Coauthored by Cheryl Horsley, Alice Fuller, and Larry Johnson*
   1. Grant a Cost-of-Living increase for retired state employees.
4. **Cost of Living Adjustment Triggers – Presented &Authored by Thomas Kalayilparampil***Coauthored by Cheryl Horsley and Larry Johnson*
   1. Develop and implements market-based criteria or “Triggers” for the public retirement system to grant Cost of Living increases to retirees.
5. **Use it or Lose it Leave Reform – Presented & Authored by Hank Swearingen***Coauthored by Willy Haddox*
   1. Ensure State employees do not lose their annual leave they have accrued like OPEA’s 2021 Legislation HB 2294.
6. **Civil Service Modernization Edits – Presented & Authored by Randy Chitwood***Coauthored by Treston Wilson*
   1. Continue to update and revise the Civil Service Modernization Act to best protect state employees.
7. **Return to the Defined Benefit Pension Retirement Plan – Presented & Authored by Rita Heath***Coauthored by John Vandiver and Alicia Lincoln*
   1. Return state employees to a defined benefit plan and close the current defined contribution Plan “Pathfinder” that was implemented for state employees hired after November 2015
8. **Add positions into the Hazard Duty Retirement (20-year Retirement) – Presented & Authored by Jon Vandiver**
   1. Place additional job titles under the OPERS Hazardous Duty retirement system (i.e., Fire Marshals, Military Police, Child Welfare)
9. **Create a stipend for state employees who have adopted children – Presented & Authored by Jon Vandiver**
   1. Establish a stipend to cover adoption costs for state employees
10. **Return to the rule of 80 for state retirement qualification – Presented & Authored by Shana Stafford**
    1. Return retirement age to the “Rule of 80”. The rule of 80 referred to your years of service plus age to determine retirement eligibility.
11. **Option for employees to pay slightly more for insurance to get better coverage – Presented & Authored by Jon Vandiver**
    1. Expand the options for vision, dental, and other supplemental insurance benefits
12. **Establish a Floating Holiday – Presented & Authored by Jon Vandiver***Coauthored by Precious LaFaver, Kacia Robinson, Lisa Linzy, and Sharon Pullen*
    1. (Juneteenth, Indigenous Peoples Day, Birthday, Anniversary, etc.) (HB 4190) – Pass legislation like the Texas Floating Holiday rule. Allowing each individual employee to choose their preferred floating holiday.
13. **Paid Leave for Volunteering at a non-profit – Presented & Authored by Jon Vandiver**
    1. Expand HB 1943 (2021) to allow for paid/admin leave to volunteer for nonprofits
14. **Expand the COVID-19 Child Care Credit – Presented & Authored by Jon Vandiver***Coauthored by Precious LaFaver*
    1. Codify and make permanent the Child Care Credit that was offered during the COVID-19 pandemic.
15. **Tuition Reimbursement for advancing education in a topic relevant to your state job – Presented & Authored by Traci Allen***Coauthored by Jon Vandiver*
    1. Develop a program to assist all state employees with continuing education in exchange for service.
16. **Standardize on-call practices across state government – Presented & Authored by Valerie Adair***Coauthored by Christy Owens*
    1. Establish standardized on-call compensation & practices through all agencies.
17. **Discounts for state employees at state parks – Presented & Authored by Kacia Robinson***Coauthored by Brandi Dohm*
    1. Expand the Dept. of Tourism Employee Stay benefit to all state employees. Reintroduce HB 3320 (2022).
18. **Increase Benefit Allowance – Presented & Authored by Kacia Robinson**
    1. Further expand the benefit allowance increases established by SB 650.
19. **Grant Park rangers increased power and authority to police – Presented & Authored by Michael Willeby**
    1. Pass rules or legislation granting Park Rangers the same law enforcement jurisdictions as other statewide LE Officers.
20. **Hazard Duty Pay for DHS Child Welfare – Presented & Authored by Robert Callahan***Coauthored by Treston Wilson*
    1. Grant Child Welfare employees hazardous duty pay while conducting investigations.
21. **Standardized Differential Pay – Presented & Authored by Tina Anderson**
    1. Pass rules or legislation requiring differential pay for employees in positions that previously required extended certification but no longer list those requirements.
22. **Pay out sick leave over 960 upon retirement – Presented & Authored by Lisa Linzy**
    1. Pass Legislation to have 50-70 percent of unused sick leave be paid out upon retirement or have the equivalent monetary amount placed in SoonerSave.
23. **Increase Retiree Benefit Allowance – Presented & Authored by Larry Johnson**
    1. Increase the retiree benefit allowance to match the Medicare premium.
24. **Add Paid Maternity, Paternity, and Medical Leave to the State Employee Benefits Package – Presented & Authored by Chris Cremin**
    1. Establish paid maternity, paternity, and medical leave in the state employee benefits package.
25. **Expand the Employee Assistance Program EAP – Presented & Authored by Jennifer Johnson**
    1. Expand EAP for work related stress
26. **Expand FMLA – Presented by Alicia Lincoln**
    1. Add siblings and mother in laws and father in laws to the state's definition of family for FMLA.

**Full Plank Procedure Policy**

Members must RSVP to be eligible to attend. A RSVP link will be shared with members via email and social media. RSVPs will be accepted until August 14, 2023. Members that elected to attend can do so in two ways, in person at the OPEA Offices in Oklahoma City or via Zoom online. Members must select either the in-person or Zoom option while RSVPing. Persons must be a member prior to August 1, 2023 to be eligible to attend.

Platform Planks will be officially introduced at OPEA Business Meeting. The OPEA member who submitted the plank must attend the meeting in person at the OPEA offices in Oklahoma City to present their plank or the plank will be introduced by a member of the Board of Directors.

Attending members, both in person and via Zoom, can debate, amend, and ask questions. A detailed order for this process will be listed below but will follow this format

1. The member or Board Director will be recognized to introduce and explain the reason for their proposed plank
2. The President will ask if there are questions regarding the plank
3. If there are no questions/no further questions, the President will ask if there are proposed amendments
   1. If there are proposed amendments, the Presenter can accept the amendment and the plank is then eligible for further questions
   2. If the presenter rejects amendments, debate and a vote must be held.
      1. If there is debate, 5 minutes for the amendment and 5 minutes against will be set out. Attendees are eligible to debate on either side so long as they do not exceed their allotted time. A vote will then be taken on the amendment. The plank is then returned to further questions either as introduced or as amended.
4. If there are no amendments or no further amendments, the President will then ask if there will be debate on the plank. If there will be, 5 minutes will be set aside for the plank and 5 minutes against the plank. Members choosing to debate will be allotted time.
5. Upon the close of debate, the plank will then be eligible for online voting.

***We will not be voting to approve or deny planks at the business meeting.***

OPEA Business Meeting will be live via Zoom and recorded for review.

The final approval voting will take place online

* Online Voting on Platform Planks will begin no later than August 29, 2023 at 5 PM and will close on September 12, 2023 at 5PM
* Voting opens following the conclusion of OPEA business meeting to ensure that the online voting system accurately reflects any changes to planks
* The voting form will be published online via Facebook, Twitter, OPEA.org, and members will have to form emailed to them.
* OPEA platform plank committee and staff will count and verify votes using the online form
* To vote on platform planks you must be an OPEA member prior to Aug. 1, 2023
* OPEA platform plank committee & staff will certify the votes
* The voting results on the platform will be announced on or before September 15, 2023.

