



2025 LEGISLATIVE
SESSION REVIEW

How They Voted

WHERE LEGISLATORS VOTED ON
NORTH CAROLINA'S JOBS AGENDA

INTRODUCING THE 2025 EDITION OF "How They Voted"



As North Carolina celebrates its third recognition in four years as CNBC's Top State for Business, the NC Chamber remains hard at work making sure we stay there. Quite simply, what got us here, won't get us there, and we are thankful for thoughtful legislators who understand that.

Significant policy was advanced this session, and the NC Chamber was fully engaged on behalf of job creators across the state.

Thanks to our consistent advocacy, coupled with the data-driven, independent research of the NC Chamber Foundation, significant new regulatory reforms that directly impact the efficiency, quality, and sustainability of North Carolina's child care infrastructure are now law. This is a critical step in removing child care as a barrier to work and without the advocacy of the NC Chamber, it would not happen.

We were also pleased to advance a long-supported provision that increases the cap on public-private partnership (P3s) agreements for the North Carolina Department of Transportation and the Turnpike Authority. The policy was included in our 2025 Legislative Agenda as P3s are a critical tool for investing in infrastructure to support our state's growing population, as well as its economic growth.

Legislators courageously overrode two vetoes of pro-growth policy that will ensure North Carolina's energy infrastructure can support our state's rapid growth and restore certainty in the rulemaking process.

Thank you to all members of the N.C. General Assembly for the opportunity to engage on behalf of North Carolina's business community. We appreciate your leadership and service to our state. Special thanks to those who continue to advance policy that helps provide the certainty and predictability it takes to compete for jobs and continued investment in our communities.

As an impasse on state spending continues, the NC Chamber once again turns to North Carolina Vision 2030, which elevates tax policy as de facto economic development policy that directly impacts North Carolina's ability to attract, retain, and create good jobs for working families. We urge legislators to prioritize a predictable, competitive tax system that continues to stimulate growth and job creation, and prioritizes competitiveness, fairness, efficiency, simplicity, and certainty.

How They Voted presents a straightforward, objective accounting of who stepped up to support job creators at the General Assembly. I hope you find this edition helpful in guiding your own efforts to shape a pro-business landscape here in North Carolina.

A stylized, handwritten signature in black ink, appearing to read "Gary J. Salamido".

Gary J. Salamido
President and CEO
NC Chamber

Process & Methodology

How They Voted uses a standardized formula to objectively assess the voting performance of North Carolina legislators on the bills that were most consequential to NC Chamber members and the state's business community. These bills are organized under the NC Chamber's three pillars of pro-business advocacy: **Education and Talent Supply, Competitive Business Climate**, and **Infrastructure and Growth Leadership**.

While numerous filed bills pertain to these policy areas, those eligible for consideration in *How They Voted* are bills on which our advocacy team took a public position – either through direct advocacy at the General Assembly or through the NC Chamber's advocacy-related communications.

The 2025 edition of *How They Voted* scored 16 bills in total, involving 22 House votes and 19 Senate votes.

Legislators who supported the Chamber's position on a given vote receive one "pro-business" point in their favor, as do any primary sponsors of pro-business bills scored in the report. Legislators who voted against the Chamber's position receive one "anti-business" point. "Pro-business" points are then divided by total points to calculate each legislator's session score. Scores of 80% or above earn a legislator the distinction of being named a "Jobs Champion" for 2025.

Note: The title of Jobs Champion does not equate to an endorsement of a legislator's future candidacy by the NC Chamber, NC Chamber PAC, or any other entity affiliated with the NC Chamber. Lifetime scores are calculated using the same formula but factor in votes from each of the past sessions a legislator has served in the General Assembly.

Bills Scored

SB 24	Govt Mandates Increase Healthcare Costs
HB 163	Pharmacy Benefits Manager Provisions
SB 261	Energy Security and Affordability Act
SB 266	Power Bill Reduction Act
SB 311	Law and Order Act
HB 388	Amend Business Corporations Act
SB 391	DOT Omnibus
SB 401	NC Farm Act of 2025
HB 402	Limits Rules w. Substantial Financial Costs
HB 412	Childcare Regulatory Reforms
SB 449	Continuing Budget Operations Part IV
SB 479	SCRIPT Act
SB 484	Workplace Violence Prevention/ Mass Picketing
SB 595	Various Revenue Laws Changes
SB 639	North Carolina Farm Act of 2025
HB 909	State Infrastructure Bank Board

Legislative Agenda

Education and Talent Supply

- Support sustainable early childhood education policy reforms and innovations that address the growing workforce challenges of the business community.
- Support efforts that define, standardize, and incentivize non-degree workforce credentials that align with in-demand jobs and increase student engagement.
- Advocate for proper assessment efforts, programs, and policies to help cultivate and enrich an emerging talent pipeline.
- Promote and advocate for high-impact programs that connect students with postsecondary and career opportunities.
- Work with the North Carolina Community College System to identify policy reforms and initiatives in support of a robust workforce.
- Champion data-driven, research-based initiatives and solutions that specifically target the evolving challenges within North Carolina's health care workforce.
- Assist with the modernization and removal of barriers to allow justice-involved individuals to return to the workforce.
- Advocate for solutions that retain and improve the talent supply pool of transitioning military personnel to employment opportunities in North Carolina.

Competitive Business Climate

- Advocate for long term economic and business recovery resources and solutions for hurricane relief in North Carolina.
- Advocate for solutions that increase value for North Carolina employees to improve health outcomes and make costs more predictable and affordable, while opposing efforts increase costs through mandates and other unnecessary market intervention.
- Advance tort and civil liability reforms that reestablish North Carolina's position as a top-10 state for legal business climate, including reforms that provide certainty and protect companies from frivolous nuisance lawsuits. Preserve and protect reforms from judicial creep.
- Eliminate the regressive state franchise tax that penalizes North Carolina and harms economic development.
- Advocate for a 30-day safe harbor for remote workers before an employer is required to withhold taxes in the state where the remote worker is staying.
- Adopt a model-like version of a statute for reporting adjustments to federal taxable income and federal partnership audit adjustments.
- Monitor data privacy and artificial intelligence regulatory proposals in North Carolina and across the nation. We will oppose private rights of action.
- Protect the integrity and solvency of our state's unemployment insurance (UI) system.
- Oppose legislation enacting burdensome mandates on employers with existing or new call centers in North Carolina.
- Support regulatory reforms that create consistency in rule adoption across rulemaking bodies, encourage education over regulation to achieve compliance, and increase public transparency. We oppose regulatory creep.
- Support permitting efficiency reforms that foster economic growth in North Carolina and accelerate job creation.
- Support the creation of a Manufacturing Caucus at the North Carolina General Assembly.
- Establish and maintain relationships with economic development organizations and leaders to assist with the legislative priorities in alignment with those of the Chamber's that impact the well-being of North Carolina.
- Advance agriculture policy priorities and legislation that protects and promotes North Carolina's agribusiness.

Infrastructure & Growth Leadership

- Advocate for long term infrastructure recovery solutions for hurricane relief in North Carolina.
- Remove the statutory cap on public-private partnerships, thereby advocating to increase the limited methods of achieving critical infrastructure projects.
- Advocate for a modernized transportation funding structure, including increasing overall revenue, to keep our residents and visitors safe, improve our quality of life, and meet the demands of a growing state in an increasingly competitive business environment
- Support creation of a State Infrastructure Bank and other innovative financing solutions to leverage private money for the expansion of infrastructure in North Carolina. Support efforts to improve and speed up transportation and infrastructure project delivery timelines.
- Promote a forward-thinking, "all-of-the-above" energy strategy that supports grid modernization and reliability and improves access to natural gas, nuclear, biomass, geothermal, renewables, solar, and wind power.
- Protect North Carolina's energy regulatory structure necessary for leadership in advancing nuclear power generation.
- Support efforts to strengthen broadband infrastructure grants, broaden access to digital devices, improve affordability and adoption, and enhance availability in unserved areas.
- Work to mitigate regulatory barriers and address challenges to housing availability to improve opportunities for the state's workforce.
- Support efforts to update and expand North Carolina's water infrastructure for long-term resiliency and sustainability.

NC Chamber Legal Reform Agenda

The NC Chamber will work to advance tort and civil liability reforms that establish North Carolina's position as a top-10 state for legal business climate, including reforms that provide certainty and protect companies from frivolous nuisance lawsuits.

- Support legislation that will prohibit third party litigation investment.
- Monitor legislation that would make consumer legal funding legal in North Carolina, ensuring that any framework embraces transparency and disclosure.
- Oppose efforts by personal injury plaintiff attorneys to manipulate juries into awarding inflated noneconomic damages – a practice called jury anchoring where the plaintiff's attorney provides the jury with a subjective and arbitrary range or formula to guide the award amount.
- Support legislation that prohibits the modern restatements of laws in order to prevent enhanced liability and the advancement of a liability-expanding legal reform agenda.
- Support legislation that requires conflict of interest due diligence in the administration of cy pres awards after a class action fund's creation.
- Oppose any effort to change North Carolina's decades-long adherence to the contributory negligence standard.
- Support legislation that prohibits the harmful practice of misleading trial lawyer advertising.
- Support a clarification to Rule 702 regarding expert testimony that would harmonize North Carolina and federal statutes.

Education & Talent Supply

The NC Chamber has always strived to enhance our state's talent pipelines by fostering alignment between education systems, workforce-training programs, and the realities of the modern workplace. Acute talent supply challenges impacting workers have only made it more crucial that we support agile, accountable, and strongly aligned workforce systems that can consistently produce and attract a competitive, diverse supply of talent for North Carolina.

PRO-BUSINESS BILLS

✓ **Senate Bill 311: The Law and Order Act**

Primary Bill Sponsors: Britt; Craven; Blue

Status: Passed into law with NC Chamber support.

The bill protects employees while they are trying to do their jobs by enhancing the penalties for assaulting utility or communications workers in North Carolina. Additionally, the bill continues to allow employees to engage in mass picketing, while minimizing workplace violence against employees who choose not to participate. North Carolina is the first state in the nation to pass these protections from mass picketing activities.

✓ **House Bill 412: Child Care Regulatory Reforms**

Primary Bill Sponsors: Arp; Lambeth; Paré; Rhyne

Status: Passed into law with NC Chamber support.

The bill addresses funding structures, policy reforms, and innovation in child care and streamlines the North Carolina State Building Code for family child care homes. It advances key regulatory reforms long championed by the NC Chamber and informed by NC Chamber Foundation research to strengthen the efficiency, quality, and sustainability of the state's child care infrastructure.

ANTI-BUSINESS BILLS

None scored.

Competitive Business Climate

Though North Carolina continues to rake in accolades for our increasingly competitive business climate, we cannot be complacent. We must continually strengthen and protect the core components of our competitive business climate so we can keep attracting job creators across industries and growing and retaining high-quality jobs for hardworking North Carolinians.

PRO-BUSINESS BILLS

✔ **Senate Bill 24: Govt. Mandates Increase Healthcare Costs**

Primary Bill Sponsors: Burgin; Galey; Sawrey

Status: Passed Senate with NC Chamber support. While the bill remains active, it has not moved.

This bill would avoid increased costs in the health care system. Businesses and the people they employ are the real payors to the health care system, and they want accessibility, predictability, and affordability in their health care. Increased costs in the system, through any means, but also including additional mandates, do not help North Carolina maintain its competitive position.

✔ **House Bill 388: Amend Business Corporations Act**

Primary Bill Sponsor: Stevens

Status: Passed into law with NC Chamber support.

This bill provides businesses with more predictability, including by clarifying and updating provisions related to officer exculpation, emergency bylaws, forum selection, and mergers. These changes can help businesses by reducing legal uncertainties and potential liabilities surrounding corporate governance. Businesses thrive on certainty and predictability in the legal system.

✔ **House Bill 402: Limit Rules With Substantial Financial Costs**

Primary Bill Sponsors: Chesser; Bell; Zenger; Schietzelt

Status: Passed into law with NC Chamber-supported veto override.

This bill enhances oversight over regulations by modifying how rules proposed by state agencies are approved and enacted. The bill mandates that rules expected to significantly impact the economy must receive explicit approval from the General Assembly before they can take effect, specifically if their financial impact exceeds \$20 million in a five-year period.

✔ **Senate Bill 449: Continuing Budget Operations Part IV**

Primary Bill Sponsors: Lee; Corbin; Overcash

Status: Passed into law with NC Chamber support.

This legislation contains a technical fix requested by the Department of Insurance to enable their final approval of the NC Chamber's new small business health care product that aims to bring affordable health coverage to small businesses and their employees. The bill also contains a provision authorizing the Environmental Management Commission to employ independent professional staff. This measure is critical in ensuring that North Carolina's environmental regulations are developed objectively and in a timely manner.

COMPETITIVE BUSINESS CLIMATE

✓ **Senate Bill 479: SCRIPT Act**

Primary Bill Sponsors: Sawrey; Britt; Galey

Status: Passed into law with NC Chamber support.

The legislation introduces definitions and regulations for pharmacy deserts, independent pharmacies, and pharmacy benefits managers (PBMs). The policy aims to make pharmacy access fairer, improve cost transparency, protect independent pharmacies, and ensure consumers and policymakers have the information and safeguards necessary to navigate prescription drug benefits, especially in rural areas where many small businesses are located.

✓ **Senate Bill 484: Workplace Violence Prevention/Mass Picketing**

Primary Bill Sponsors: Moffitt; Daniel; Britt

Status: Passed Senate with NC Chamber support. This bill was added to Chamber-supported Senate Bill 311, which was signed into law.

This bill supports a safer environment for workers and employers by introducing changes to North Carolina's workplace violence prevention laws to protect employees and employers. The bill continues to allow employees to engage in mass picketing, while minimizing workplace violence against employees who choose not to participate.

✓ **Senate Bill 595: Various Revenue Laws Changes**

Primary Bill Sponsors: McInnis; Craven

Status: The House and Senate passed different versions of this bill. The bill remains active and has moved to a conference committee.

This bill aligns state partnership audit procedures with federal standards, requiring partnerships to report and pay state taxes on federal adjustments. The bill also increases parity between rental cars on the market to ensure maximum dollars flow to transportation needs across our state.

✓ **Senate Bill 639: North Carolina Farm Act of 2025**

Primary Bill Sponsors: Jackson; Sanderson; Barnes

Status: Passed Senate with NC Chamber support. While the bill remains active, it has not moved.

Section 19 of this bill upholds a business's duty to comply with federal regulatory requirements. The provision would prevent our state from imposing liability on businesses for not including warnings that federal regulators do not allow and have said are untrue and unlawful. Imposing liability at the state level for something the federal government regulates creates a significant legal issue for businesses and would be detrimental to both our regulatory and legal climates.

ANTI-BUSINESS BILLS

✗ **House Bill 163: Pharmacy Benefits Manager Provisions**

Primary Bill Sponsors: Rhyne; Blackwell; Huneycutt; Lowery

Status: Passed House. While the bill remains active, it has not moved.

Provisions in this bill have the serious potential to drive up health insurance and health care costs for businesses and their employees by setting price floors, requiring mandatory reimbursements, or taking away contracting flexibility from businesses.

✗ **Senate Bill 401: NC Farm Act of 2025**

Primary Bill Sponsors: Jackson; Lazzara; Sawyer

Status: Passed House. The bill remains active and has moved to a conference committee.

Initially titled the Dealer License Renewal Modifications bill, a proposed committee substitute in the House revised the bill with the NC Farm Act of 2025. This bill, as passed by the House, removed Section 17, which would uphold a business's duty to comply with federal regulatory requirements. The provision would prevent our state from imposing liability on businesses for not including warnings that federal regulators do not allow and have said are untrue and unlawful. Imposing liability at the state level for something the federal government regulates creates a significant legal issue for businesses and would be detrimental to both our regulatory and legal climates. The bill is now stalled in conference, with Section 17 being supported by the Senate, signaled by the Senate's passage of S639.

Infrastructure & Growth Leadership

The last few years have been defined by widespread disruptions to critical infrastructure: a devastating hurricane in Western North Carolina, terror attacks on critical energy infrastructure, and a global supply chain gridlocked by inflation and a rising cost of doing business. To meet the demands of our growing population - and brace for the unknowns of a fast-changing world - North Carolina must modernize our strategies to strengthen and grow resilient, reliable, globally competitive infrastructure networks.

PRO-BUSINESS BILLS

✓ **Senate Bill 261: Energy Security and Affordability Act**

Primary Bill Sponsors: Berger; P. Newton; Barnes

Status: Passed Senate with NC Chamber support. While the bill remains active, its provisions were moved into Senate Bill 266, also supported and scored by the NC Chamber.

This bill supports efforts to ensure that North Carolina has an environmentally responsible strategy in place to provide reliable and affordable energy.

✓ **Senate Bill 266: The Power Reduction Act**

Primary Bill Sponsors: Moffitt; Daniel; Britt

Status: Passed into law with NC Chamber-supported veto override.

This bill marks an important advancement of policy for North Carolina to continue to provide nation-leading reliable, affordable energy for our manufacturers and residents so we can lead in economic growth and prosperity for North Carolina communities.

✓ **Senate Bill 391: DOT Omnibus**

Primary Bill Sponsors: Rabon; Sawyer; Lazzara

Status: Passed into law with NC Chamber support.

This omnibus piece of legislation includes a provision that increases the cap on public-private partnership agreements for DOT and Turnpike Authority from three to six. Public-private partnerships are critical to investing in infrastructure to support our state's growing population.

✓ **House Bill 909: State Infrastructure Bank Board**

Primary Bill Sponsors: Reives; Bell; Howard; Ross

Status: Passed House with NC Chamber support. While the bill remains active, it has not moved.

The bill establishes a state infrastructure bank in North Carolina. This type of sustainable and innovative funding mechanism could accelerate delivery of critical infrastructure projects by leveraging private and federal funding.

ANTI-BUSINESS BILLS

None scored.

☑ Denotes 2025 Job Champion

DISTRICT	LEGISLATOR	PRO-JOBS POINTS	ANTI-JOBS POINTS	2025 PERCENTAGE	LIFETIME PERCENTAGE
16	Gale Adcock	10	8	56%	70%
44	☑ W. Ted Alexander	18	0	100%	99%
19	Val Applewhite	10	6	63%	62%
11	☑ Lisa S. Barnes	7	0	100%	96%
17	Sydney Batch	11	6	65%	73%
26	☑ Phil Berger	19	0	100%	98%
14	☑ Dan Blue	15	3	83%	67%
42	Woodson Bradley	8	6	57%	57%
3	☑ Bob Brinson	17	0	100%	100%
24	☑ Danny Earl Britt, Jr.	18	0	100%	98%
12	☑ Jim Burgin	18	0	100%	99%
15	Jay J. Chaudhuri	10	7	59%	63%
22	Sophia Chitlik	9	9	50%	50%
50	☑ Kevin Corbin	18	0	100%	96%
29	☑ David W. Craven, Jr.	17	0	100%	100%
46	☑ Warren Daniel	19	0	100%	92%
18	Terence Everitt	10	6	63%	64%
33	☑ Carl Ford	16	0	100%	90%
25	☑ Amy S. Galey	19	0	100%	100%
27	Michael Garrett	11	5	69%	76%
13	Lisa Grafstein	9	9	50%	47%
1	☑ Bobby Hanig	13	0	100%	95%
47	☑ Ralph Hise	16	0	100%	93%
45	☑ Mark Hollo	18	0	100%	98%
9	☑ Brent Jackson	19	0	100%	98%

☑ Denotes 2025 Job Champion

DISTRICT	LEGISLATOR	PRO-JOBS POINTS	ANTI-JOBS POINTS	2025 PERCENTAGE	LIFETIME PERCENTAGE
30	☑ Steve Jarvis	18	0	100%	97%
35	☑ Todd Johnson	19	3	86%	96%
31	☑ Dana Jones	18	0	100%	100%
6	☑ Michael A. Lazzara	18	0	100%	100%
7	☑ Michael V. Lee	18	0	100%	100%
32	☑ Paul A. Lowe, Jr.	13	3	81%	73%
49	Julie Mayfield	9	9	50%	55%
21	☑ Tom McInnis	18	0	100%	99%
34	☑ Chris Measmer (appointed 04/08/2025)	15	0	100%	100%
23	Graig Meyer	8	4	67%	63%
48	☑ Timothy D. Moffitt	15	0	100%	98%
38	Mujtaba A. Mohammed	10	7	59%	61%
20	Natalie S. Murdock	9	7	56%	64%
4	☑ Buck Newton	13	0	100%	100%
43	☑ Brad Overcash	16	0	100%	100%
8	☑ Bill Rabon	18	0	100%	98%
28	Gladys A. Robinson	11	6	65%	60%
39	DeAndrea Salvador	6	4	60%	63%
2	☑ Norman W. Sanderson	18	0	100%	95%
10	☑ Benton G. Sawrey	19	0	100%	100%
37	☑ Vickie Sawyer	18	0	100%	99%
36	☑ Eddie D. Settle	17	0	100%	100%
5	Kandie D. Smith	9	7	56%	73%
41	Caleb Theodros	8	6	57%	57%
40	Joyce Waddell	14	4	78%	68%

🏆 Denotes 2025 Job Champion

DISTRICT	LEGISLATOR	PRO-JOBS POINTS	ANTI-JOBS POINTS	2025 PERCENTAGE	LIFETIME PERCENTAGE
96	🏆 Jay Adams	17	2	89%	93%
114	Eric Ager	13	8	62%	53%
73	🏆 Jonathan L. Almond	17	2	89%	89%
29	Vernetta Alston	11	8	58%	61%
69	🏆 Dean Arp	20	2	91%	92%
72	Amber M. Baker	9	7	56%	57%
117	🏆 Jennifer Balkcom	19	2	90%	92%
49	Cynthia Ball	12	9	57%	60%
88	Mary Belk	11	10	52%	61%
10	🏆 John R. Bell, IV	19	2	90%	94%
70	🏆 Brian Biggs	19	2	90%	89%
86	🏆 Hugh Blackwell	19	3	86%	80%
62	🏆 John M. Blust	9	1	90%	80%
59	🏆 Jerry "Alan" Branson	19	2	90%	90%
22	🏆 William D. Brisson	17	2	89%	90%
60	Cecil Brockman	9	7	56%	73%
55	🏆 Mark Brody	19	2	90%	86%
8	Gloristine Brown	12	9	57%	54%
71	Kanika Brown	14	6	70%	62%
92	Terry M. Brown Jr.	12	9	57%	60%
56	Allen Buansi	12	9	57%	47%
103	Laura Budd	13	8	62%	53%
18	Deb Butler	8	12	40%	56%
13	🏆 Celeste C. Cairns	19	2	90%	92%
83	🏆 Grant L. Campbell, MD	18	2	90%	90%
102	Becky Carney	12	9	57%	71%
95	🏆 Todd Carver	19	2	90%	90%
41	Maria Cervania	14	7	67%	56%
25	🏆 Allen Chesser	20	2	91%	92%
119	🏆 Mike Clampitt	14	2	88%	90%
57	Tracy Clark	11	7	61%	61%
32	Bryan Cohn	13	6	68%	68%

🏆 Denotes 2025 Job Champion

DISTRICT	LEGISLATOR	PRO-JOBS POINTS	ANTI-JOBS POINTS	2025 PERCENTAGE	LIFETIME PERCENTAGE
42	Mike Colvin	15	6	71%	71%
105	🏆 Tricia Ann Cotham	16	2	89%	90%
66	Sarah Crawford	14	7	67%	65%
106	🏆 Carla D. Cunningham	16	2	89%	68%
11	Allison A. Dahle	12	9	57%	63%
20	🏆 Ted Davis, Jr.	19	2	90%	93%
107	Aisha O. Dew	10	7	59%	59%
4	🏆 Jimmy Dixon	19	2	90%	94%
82	🏆 Brian Echevarria	19	2	90%	90%
94	🏆 Blair Eddins	19	2	90%	90%
14	🏆 Wyatt Gable	19	1	95%	95%
120	🏆 Karl E. Gillespie	19	2	90%	93%
1	🏆 Edward C. Goodwin	18	2	90%	91%
85	🏆 Dudley Greene	19	2	90%	93%
100	Julia Greenfield	11	10	52%	52%
87	🏆 Destin Hall	16	2	89%	91%
91	🏆 Kyle Hall	18	2	90%	92%
61	Pricey Harrison	6	15	29%	46%
110	🏆 Kelly E. Hastings	16	2	89%	91%
31	Zack Hawkins	13	8	62%	66%
98	Beth Helfrich	13	8	62%	62%
77	🏆 Julia C. Howard	20	2	91%	86%
12	🏆 Chris Humphrey	19	2	90%	93%
67	🏆 Cody Huneycutt	16	3	84%	84%
17	🏆 Frank Iler	19	2	90%	92%
45	Frances Jackson, PhD	12	9	57%	50%
78	🏆 Neal Jackson	11	1	92%	93%
2	B. Ray Jeffers	14	6	70%	70%
113	🏆 Jake Johnson	19	3	86%	91%
33	Monika Johnson-Hostler	12	7	63%	63%
38	Abe Jones	13	8	62%	59%
46	🏆 Brenden H. Jones	10	1	91%	96%

☑ Denotes 2025 Job Champion

DISTRICT	LEGISLATOR	PRO-JOBS POINTS	ANTI-JOBS POINTS	2025 PERCENTAGE	LIFETIME PERCENTAGE
79	☑ Keith Kidwell	19	2	90%	86%
75	☑ Donny Lambeth	20	2	91%	91%
21	Ya Liu	12	9	57%	53%
109	☑ Donnie Loftis	17	2	89%	88%
104	Brandon Lofton	13	6	68%	69%
101	Carolyn G. Logan	9	10	47%	61%
34	Tim Longest	13	8	62%	53%
112	Jordan Lopez	11	10	52%	52%
47	☑ Jarrod Lowery	15	3	83%	87%
99	Nasif Majeed	11	5	69%	78%
84	☑ Jeffrey C. McNeely	19	2	90%	93%
19	☑ Charles W. Miller	19	2	90%	93%
30	Marcia Morey	9	12	43%	51%
52	☑ Ben T. Moss, Jr.	14	2	88%	93%
37	☑ Erin Paré	20	2	91%	93%
53	☑ Howard Penny, Jr.	17	2	89%	92%
93	☑ Ray Pickett	19	2	90%	94%
48	Garland E. Pierce	15	6	71%	69%
27	Rodney D. Pierce	13	8	62%	62%
6	☑ Joseph Pike	12	1	92%	93%
24	Dante Pittman	15	6	71%	71%
118	☑ Mark Pless	17	2	89%	88%
81	☑ Larry W. Potts	19	2	90%	91%
115	Lindsey Prather	12	6	67%	52%
50	Renée A. Price	13	8	62%	53%
65	☑ A. Reece Pyrtle, Jr.	19	2	90%	93%
58	Amos L. Quick, III	10	8	56%	58%
9	☑ Timothy Reeder, MD	19	2	90%	94%

🏆 Denotes 2025 Job Champion

DISTRICT	LEGISLATOR	PRO-JOBS POINTS	ANTI-JOBS POINTS	2025 PERCENTAGE	LIFETIME PERCENTAGE
54	Robert T. Reives, II	14	8	64%	64%
97	🏆 Heather H. Rhyne	20	3	87%	87%
64	🏆 Dennis Riddell	19	2	90%	93%
39	James Roberson	13	8	62%	63%
63	🏆 Stephen M. Ross	20	1	95%	94%
40	Phil Rubin	11	10	52%	52%
51	🏆 John Sauls	5	1	83%	93%
35	🏆 Mike Schietzelt	20	2	91%	91%
111	🏆 Paul Scott	19	2	90%	90%
89	🏆 Mitchell S. Setzer	19	2	90%	83%
15	🏆 Phil Shepard	16	2	89%	91%
16	🏆 Carson Smith	18	2	90%	93%
44	Charles Smith	14	5	74%	62%
90	🏆 Sarah Stevens	19	2	90%	93%
28	🏆 Larry C. Strickland	16	3	84%	91%
108	🏆 John A. Torbett	19	2	90%	91%
116	Brian Turner	9	6	60%	73%
3	🏆 Steve Tyson	17	2	89%	90%
36	Julie von Haefen	11	10	52%	58%
5	🏆 Bill Ward	19	2	90%	89%
76	🏆 Harry Warren	18	2	90%	88%
80	🏆 Sam Watford	17	2	89%	92%
43	🏆 Diane Wheatley	19	2	90%	91%
26	🏆 Donna McDowell White	19	2	90%	92%
23	🏆 Shelly Willingham	17	2	89%	73%
68	🏆 David Willis	14	2	88%	91%
7	🏆 Matthew Winslow	17	2	89%	91%
74	🏆 Jeff Zenger	20	2	91%	92%

Message from the Vice President of Government Affairs

JAKE CASHION



On behalf of the NC Chamber and the statewide business community we represent, I want to express our sincere appreciation for your continued commitment to making North Carolina a place where every business and its workforce can thrive.

Thanks to the leadership and collaboration of the North Carolina General Assembly, this year the NC Chamber launched a new partnership with Blue Cross and Blue Shield of North Carolina to offer **Carolina HealthWorks** – a more affordable health plan for small businesses, their employees, and their families.

This milestone would not have been possible without the North Carolina General Assembly's support for the enabling legislation that made Carolina HealthWorks a reality. Your dedication to advancing solutions that strengthen North Carolina's economy and improve the lives of families across our state is deeply appreciated.

Thank you to the members of the North Carolina General Assembly for passing this legislation, it will change the lives of families across our state.

Sincerely,
Jake Cashion

Carolina  **HealthWorks**

Bills Scored

BY THE NUMBERS

80% 2025 NC General Assembly Average Score

85% Senate Average Score

32 Senate Jobs Champions

78% House Average Score

73 House Jobs Champions

16 Bills Scored

8 Pro-Business Policy Measures Became Law with Chamber Support

0 Anti-Business Bills Became Law

The title of Jobs Champion does not equate to an endorsement of a legislator's candidacy by the NC Chamber, NC Chamber PAC, or another entity affiliated with the NC Chamber.

LOOKING AHEAD

Unfinished Business

While the General Assembly has cleared key milestones this session, significant work remains. The NC Chamber continues to advocate for policies on its Legislative Agenda to best position North Carolina job creators to compete and invest in people and communities. Our team is singularly focused on a pro-growth agenda that encourages investment and jobs in communities across the state.

The NC Chamber urges legislators to give serious consideration to and welcomes every opportunity to discuss these policies prior to the legislative short session.

Eliminate the Tax on Hardworking People

For years, the NC Chamber has advocated for the elimination of the franchise tax, a duplicative and burdensome levy that continues to hinder economic growth. Despite recent reforms, the franchise tax remains a complex and onerous burden that North Carolina must abolish to keep its competitive edge.

Keep Dark Money Out of North Carolina Courts

Third party litigation investment is a practice in which an external investor, separate from the plaintiff and defendant, provides financial support to one of the parties involved in a legal dispute in exchange for a share of the potential settlement or judgment.

The practice is bad for business and bad for consumers. North Carolina could lead the nation in providing a fair, competitive legal climate that protects individuals and businesses by banning the practice.

We look forward to continued dialogue with lawmakers and aim to see movement on this policy in the short session.

Feed Families, Not the Pockets of Plaintiffs' Attorneys

Imposing liability at the state level for something that has been deemed untrue at the federal level creates a significant legal issue for businesses and would be detrimental to both our regulatory and legal climates. Section 17 of Senate Bill 401: NC Farm Act of 2025 has a critical legal provision, and the NC Chamber will continue to advocate for legislative support to protect our state's food supply, manufacturers, and families. Without this provision, North Carolina is opening a pathway for companies to be targeted by plaintiffs' attorneys for simply complying with federal law. The rigor of EPA requirements cannot be overstated, attempts to add a state-level of regulation to that process will increase lawsuits and bigger pockets for plaintiffs' attorneys, but it will not do anything for farmer safety.

The NC Chamber urges legislative support of Section 17 of the NC Farm Act of 2025.

Continue to Remove Barriers to Work

Policies that remove barriers to work are critical to connecting North Carolinians with good-paying jobs. The NC Chamber will advocate for policies that support reforms around housing, child care, and better connecting our transitioning military and justice-involved with employment.

The 2025 legislative session continued a trend of enacting NC Chamber-supported reforms to further strengthen North Carolina's position as a top state for business.

Here is just a sample of the positive recognition our state's business climate has earned lately:

- **A Top State for Business 2020-2025**
CNBC
- **2022 State of the Year Business Facilities Magazine**
- **Best State for Business Three Years Running**
Forbes
- **2023, 2022, and 2021 Prosperity Cup Winner for Success in Recruiting and Retaining**
- **2025 #2 Business Climate State**
Site Selection Magazine
- **2025, 2023, 2022 Platinum Shovel Award for Economic Development**
Area Development Magazine
- **2024 #4 Top State for Doing Business**
Area Development Magazine
- **#12 Overall on the 2025 State Tax Competitiveness Index**
Tax Foundation

NC CHAMBER

Vision, Mission, Pillars, Strategy, Tactics, and Values



VISION

Establish and maintain North Carolina as a national leader for private sector job growth, making North Carolina a top state in which to work and live.

MISSION

To research, develop, advocate, and communicate for solutions and policies that produce a nationally competitive business climate in North Carolina.

PILLARS

Education and Talent Supply

Competitive Business Climate

Infrastructure and Growth Leadership

NC Vision 2030

STRATEGY

The Foundation

Long-term Plan and Policy Center
(Research and Develop Policy)

NC Chamber

Advocacy and Education
(Advocate, Communicate, Educate)

Legal Institute

Protecting Advancements
(Develop Strategy and Provide Analysis)

Political Program

Accountability to the Plan
(Analyze and Shape)

Success is enabled by adequate resources.

TACTICS

Tactics to Achieve the Mission: Membership, Lobbying, Strategic Communications, and Business Education

VALUES

Community spirit
strengthens the organization.

Seeking and fostering connections
expands opportunity for all.

Future-focused, data-driven
decision-making fuels success.

Courageous, transparent communication
nurtures growth.

Accountability
drives performance and results.

Government Affairs Team



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Appendix

In addition to the bills formally scored in the 2025 edition of *How They Voted*, the NC Chamber tracks additional legislation in accordance with its Legislative Agenda. The following bills were tracked this session.

Education and Talent Supply

PRO-BUSINESS BILLS

House Bill 67: Healthcare Workforce Reforms

House Bill 69: Military and Veterans Educational Promise Act

House Bill 106: Revive High-Need Retired Teachers Program

Senate Bill 109: Veterans Appreciation Act

House Bill 146: Remote License Renewal/Active Duty Military

Senate Bill 190: Physician Assistant Licensure Compact

House Bill 231: Social Work Interstate Licensure Compact

House Bill 373: UNC Tuition Discounts for Certain Students

House Bill 389: Child Care Workforce Pilot Program

House Bill 426: Workforce Diploma Program

Senate Bill 441: Revive High-Need Retired Teachers Program

House Bill 498: Military to Teacher Ret. Incentive

Senate Bill 528: Child Care Regulatory Reforms & Flexibilities

House Bill 800: Review Effectiveness & Delivery of Child Care

House Bill 980: Remove Barriers to Employment from Court Debt

Competitive Business Climate

PRO-BUSINESS BILLS

House Bill 46: Make Healthcare Affordable

House Bill 48: Increase UI Max Benefit/2025 UI Tax Credit

Competitive Business Climate (Cont.)

House Bill 315: Gift Card Theft & Unlawful Business Entry

Senate Bill 380: Expand Certain APA Standing Provisions

Senate Bill 449: Continuing Budget Operations Part IV

Senate Bill 490: Augment Agency Appeal Rights

House Bill 926: Regulatory Reform Act of 2025

ANTI-BUSINESS BILLS

Senate Bill 120/House Bill 207: Remove Barriers to Labor Organizing

House Bill 179: Labor Org. Membership Dues Tax Deductible

House Bill 339/Senate Bill 326: Economic Security Act

House Bill 434: The CARE FIRST Act

House Bill 440: Healthy Food Healthy Bodies

Senate Bill 703: Update 1987 Rates/Organs and Disfigurement

House Bill 969: Study the Abolition of Contrib. Negligence

Infrastructure & Growth Leadership

PRO-BUSINESS BILLS

Senate Bill 172 / House Bill 364: STIP Grant Anticipation Notes

House Bill 247: 8-1-1 Amendments

House Bill 652: Transportation Goods Unit Pricing Cost

Senate Bill 205: Swimming Pools/Housing Regulatory Reform

Senate Bill 713: Limit Local Gov't Environmental Rqmt's

Senate Bill 730: Expand CEPS/Nuclear and Hydro

House Bill 765: Save the American Dream Act

House Bill 837: Study Alternative Methods for Highway Funding

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