



NC STATE AFL★CIO

2018 ANNUAL REPORT

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Dear Labor Leaders and Union Members,

Our movement has much to celebrate in 2018. From the teachers' strikes to the massive defeat of right to work in Missouri to victories on Election Day, working people are standing together, and we are winning.

It is a new day and we must seize the moment. Our movement can't be about business as usual, and our strategy can't be the same old, same old.

That's why our Executive Board, Central Labor Council presidents, and constituency group leaders met in March for our first ever strategic planning retreat and developed a new plan of action to build a bigger, more engaged, more powerful labor movement to win victories for working families. As a result of that retreat, we've made changes: restructured our board committees, explored new technology and training opportunities, made our convention more interactive, and hired a field coordinator based in Charlotte.

This year has been about changing things up and about stepping up. It will take ALL of us to build the movement we want. In 2018, we asked you to say "Count Me In" to help us build a stronger labor movement, and you answered the call. Thanks to you, we won big on November 6 by breaking the anti-worker supermajority in our legislature and electing worker-friendly candidates

to our state courts. We had record attendance at our Carolina Labor School and our annual convention. And we were able to assist over 500 union members affected by Hurricane Florence.

Thank you for all you did this year to support our state fed and help working families. We hope you will do even more in 2019. More exciting changes are to come as we work our plan to grow our movement, build independent political power, and drive a pro-active, good jobs policy agenda. Together we win so I hope you will say "Count Me In!" to help us build a stronger labor movement in North Carolina.



In Solidarity,

MaryBe McMillan
President



Hug A Thug



NC Needs Unions Town Hall



61st Annual Convention



Durham Workers Assembly

NC STATE AFL-CIO 2018 HIGHLIGHTS

In addition to our normal work supporting union organizing and mobilizing around legislative issues and labor-endorsed candidates, we accomplished the following:

COUNT ME IN

- ★ Held our first ever strategic planning retreat with Executive Board members, Central Labor Council presidents, and constituency groups
- ★ Adopted a two-year plan of action to build a bigger, more engaged, and more powerful labor movement to win victories for working families in our state
- ★ Reorganized our Executive Board committees to empower Vice Presidents to take greater ownership of our work
- ★ Set an attendance record for our 61st Annual Convention (right), completely revamped to make it more interactive and inspiring
- ★ Conducted a statewide survey of union members to find out the issues most important to them



Executive Board Retreat

LABOR 2018

- ★ Fielded the largest slate of pro-labor candidates in the history of our state federation
- ★ Elected Anita Earls (right) to the North Carolina Supreme Court and all three of our endorsed candidates to the Court of Appeals
- ★ Broke the anti-worker supermajority in both the state house and state senate, thereby restoring Governor Cooper's veto power during the 2019-2020 General Assembly
- ★ Produced a second installment of our "Mike's Take" video series to educate voters about misleading constitutional amendments
- ★ Defeated two constitutional amendments that were blatant power-grabs by state lawmakers
- ★ Helped to elect new sheriffs and new district attorneys in several counties including Wake and Mecklenburg
- ★ Flipped control of the Mecklenburg County Commission and New Hanover County Board of Education to pro-worker candidates
- ★ Held pro-labor candidate forums in Durham
- ★ Met or exceeded internal campaign goals for released staff, volunteers, door knocks, and phone banks



CWA Picket at Century Link

AFFILIATE SUPPORT

- ★ Launched the North Carolina Workers' Relief Fund to help union members recover from Hurricane Florence and to prepare for future natural disasters
- ★ Raised over \$150,000 for our disaster relief efforts from almost 700 individuals, local and international unions, and union federations across the country
- ★ Provided direct financial assistance to 512 union members impacted by the hurricane
- ★ Provided grants to the Farm Labor Organizing Committee and NC A. Philip Randolph Institute to assist with recovery efforts
- ★ Opened disaster relief centers and coordinated the distribution of food, water, and other supplies in areas hardest hit by the hurricane
- ★ Supported the Farm Labor Organizing Committee's Boycott Vuse campaign
- ★ Supported Working America's successful campaign for \$15/hour family-wage for Winston-Salem city workers
- ★ Walked picket lines to help the Communications Workers of America in contract fights at AT&T Mobility and Century Link
- ★ Supported SEIU Faculty Forward organizing at Elon University and the first successful effort to unionize political campaign workers in North Carolina
- ★ Supported teachers and school support staff by distributing food for students and over 4000 water bottles and literature during May 16th Red for Ed Rally

May 16th Red for Ed Rally

BUILDING POWER

- ★ Held a second Advanced Labor School and the largest ever Carolina Labor School
- ★ Hosted the Twitter Power Academy, a seven-session online training for union members and allies
- ★ More than doubled our Twitter following since 2017
- ★ Conducted a Central Labor Council leadership training
- ★ Held a strategic campaign research training to support several union organizing campaigns
- ★ Expanded our paid internship program and hosted two paid apprentices to help move our work
- ★ Hired a field program coordinator based in Charlotte
- ★ Helped launch the Durham Workers Assembly to fight for the creation of an official workers' rights commission
- ★ Held a first-of-its-kind "North Carolina Needs Unions" town hall in Durham
- ★ Unveiled "My Union Story," our union member storytelling project
- ★ Held a Workers' Memorial Day observance in Raleigh
- ★ Participated in the largest ever Charlotte Labor Day Parade
- ★ Worked with Governor Cooper to increase labor representation on workforce development boards

Charlotte Labor Day Parade



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2019 DATES TO WATCH

- January 9:** N.C. General Assembly convenes
- February 9:** Historic Thousands on Jones St (HKonJ)
- February 12-13:** N.C. Labor Legislative Conference
- April 26:** Workers' Memorial Day (observed)
- May 1:** May Day
- July 21-26:** Carolina Labor School
- Sept. 2:** Labor Day
- Sept. 19-20:** 62nd Annual Convention (Charlotte)
- Oct. 8/Nov. 5:** Municipal Elections