



# NC STATE AFL-CIO

NORTH CAROLINA'S UNIONS

North Carolina State  
American Federation  
of Labor and  
Congress of Industrial  
Organizations

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MaryBe McMillan  
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- Ray Blue, USW
- Bernetha Brown, SEIU Workers United
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- Corey Hill, UAW
- Ron Ingerick, SMART
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- Humberto Huerta Verdin, FLOC
- Alvin Warwick, Building Trades
- Grant Welch, CWA
- Donneta Williams, USW
- Wilbert Woods, IAMAW

**MEMORANDUM**

To: Affiliated Local Unions, Central Labor Councils, and State Councils

From: MaryBe McMillan, President;  
Executive Board

Subject: **67th Annual Convention Call - RALEIGH**

Date: Monday, June 3, 2024

Pursuant to the authority vested by the Constitution of the NC State AFL-CIO, we are excited to notify you that our 67<sup>th</sup> Annual Convention will be held at the Hilton Raleigh North Hills! We hope you will say *“Count me in!”* to join us on **Thursday and Friday, September 19-20th**. Registration will begin at 7pm on Wed. (9/18) and continue at 8am on Thurs. (9/19). The convention will begin at 9am on Thurs. (9/19) and end at noon Fri. (9/20). Guest speakers this year will include Int’l President Matthew Loeb (IATSE), Int’l Vice President Roxanne Brown (USW), and our labor-endorsed candidate for Governor, NC Attorney General Josh Stein!

Hotel rooms cost \$164 per night plus tax. The cutoff date for placing reservations is **Friday, August 27th**. Book your stay online (best option) at [bit.ly/ncafl24hot](https://bit.ly/ncafl24hot) or reference group code “AFLCIO” when you call 1-800-HILTONS. *Reserve NOW - you can always make changes later!*

**We estimate that «Union\_Local» will be eligible to send up to «Delegates» delegates based on a 12-month average of «Average» members\* through March 2024. \*See ‘Eligibility’ below for details.**

**\*\*\* NEW FOR 2024 \*\*\* ONLINE REGISTRATION!**  
Scan the QR Code below or visit [bit.ly/ncafl24tix](https://bit.ly/ncafl24tix) on your phone, tablet, or computer to register online. This is how everyone will register this year, whether you want to mail us a check or pay with a credit card through our secure online payment processor. There is no longer a processing fee to pay by credit card!

**No paper forms required for delegates/alternates! Still pay by check if you like! Scan this QR Code with your smartphone camera to register securely online. ➔**



**REGISTRATION FEES**

Registration fees must be paid in advance either online or by check. **You can pay fees online at [bit.ly/ncafl24tix](http://bit.ly/ncafl24tix).** The registration fees this year will be as follows:

<b>Convention Registration Fee Types</b>	<b>Early Bird Rate (Until 7/31)</b>	<b>Standard Rate (Until 8/31)</b>	<b>Late Rate (9/1 until convention)</b>	<b>How to Register</b>
<i>Delegates/Alternates</i>	\$150	\$175	<b>\$200</b>	bit.ly/ncafl24tix
<i>Guests</i>	\$75	\$75	\$75	bit.ly/ncafl24tix
<i>Retired Guests</i>	\$50	\$50	\$50	bit.ly/ncafl24tix

**Notes:** The fee schedule for delegates and alternates is the same. Register before September 1st to avoid paying the "Late Rate". **Pay online at [bit.ly/ncafl24tix](http://bit.ly/ncafl24tix).**

**ELIGIBILITY**

Only bona fide functioning organizations affiliated with the North Carolina State AFL-CIO will be seated at the Convention. Only members in good standing of an affiliated organization will be seated as delegates. **Dues must be paid through June 2024** by the start of the convention for delegates to be seated.

While we have provided an estimated number of delegates you can send based on your 12-month average membership through March 2024, payments received after today for membership through June 2024 may change your delegate eligibility. Refer to the schedule of delegate representation in ARTICLE IV, SECTION 2 of our Constitution (below) for more information.

**\*\*\*UPDATED FOR 2024 \*\*\* AFFILIATE SPONSORSHIPS**

Sending a full delegation is the #1 way to show your support for a successful Annual Convention, but registration fees alone do not cover the full cost to hold these events. We created a sponsorship program so pro-union vendors and allies can contribute to making each convention more educational and inspirational for our attendees. **Now affiliates wishing to do so can become official convention sponsors as well!**

Affiliate sponsors will get:

- A reserved table at the banquet.
- Priority access to the banquet buffet line.
- Additional reception & banquet tickets for their guests.
- Special recognition during the program and in printed materials.
- **If your union would like to become a convention sponsor with a donation of \$500, \$1000, \$1500, \$5000, or in any amount, contact [jeremy@aflicionc.org](mailto:jeremy@aflicionc.org) for details.**

**RESOLUTIONS**

RESOLUTIONS must be submitted at least 21 days in advance – so by Wednesday, August 28th – but sooner is better!

**IMPORTANT INFO FROM THE CONSTITUTION:**

1. DELEGATE SELECTION
2. CONVENTIONS

**1. ARTICLE IV - MEMBERSHIP AND DELEGATES**

SECTION 1. Membership in the North Carolina State AFL-CIO shall consist exclusively of such of the following organizations within the geographical limits of North Carolina as shall conform to the membership requirements of this organization: (1) local unions directly affiliated to the AFL-CIO and local unions of national and international unions and organizing committees affiliated with the AFL-CIO; (2) Central Labor Councils/Area Labor Federations chartered by and in good standing with the AFL-CIO; (3) local, district and state councils chartered by an international union or by a trade or industrial department of the AFL-CIO; (4) to the extent that participation is authorized by the AFL-CIO Executive Council, subordinate bodies of the Alliance for Retired Americans shall be permitted to affiliate; (5) State chapters of AFL-CIO constituency groups, as defined in the Rules Governing AFL-CIO State Central Bodies, that are chartered by a national AFL-CIO constituency group. If a constituency group has one or more chapters in the state, but no statewide chapter, a local chapter designated by the national constituency group may be admitted as an affiliate; and (6) local unions with solidarity charters authorized by the Executive Council of the AFL-CIO, for so long as the charter remains in effect.

Chapters may be created if the state federation and Central Labor Council/ Area Labor Federation determine that an organizational presence is needed in a specific geographic area within its jurisdiction. Chapters shall have no right of representation or involvement in the affairs of the state federation or Central Labor Council/Area Labor Federation. Chapters may be authorized to enact by-laws consistent with the state federation's Constitution; elect a chapter President and Secretary-Treasurer; hold meetings of delegates from local unions within the chapter's geographic jurisdiction and make recommendations to the state federation or Central Labor Council/Area Labor Federation for their consideration. Chapters may not assess a per capita or membership fee. In accordance with the endorsement procedure of the state federation the chapter may endorse candidates running for local office within the chapter's geographic jurisdiction and may screen, interview and recommend to the state federation or Central Labor Council/ Area Labor Federation candidates for state and federal legislative office but such recommendation is not binding on this state federation.

SECTION 2. Affiliated local unions in good standing shall be entitled to representation and votes in conventions of the North Carolina State AFL-CIO. Such representation shall be based upon the average number of members on whom per capita dues have been paid for the twelve-month period ending June 30 of the year in which the convention is held. Local unions affiliated for less than twelve (12) months shall have their average membership proportionately reduced by dividing the per capita dues paid for the months affiliated by twelve (12).

The schedule of delegate representation shall be as follows:

- 100 members or less: 2 delegates
- 101 to 300 members: 3 delegates
- 301 to 500 members: 4 delegates
- 501 to 700 members: 5 delegates
- 701 to 1,000 members: 6 delegates

Local unions having more than 1,000 members shall be entitled to one (1) additional delegate for each additional five hundred (500) members or major fraction thereof.

Local unions which are not in good standing (three (3) months or more in arrears in the payment of per capita dues at convention time), shall not be entitled to any delegates or votes at the convention.

SECTION 3. Except on roll call votes, each delegate shall be entitled to one (1) vote. Voting shall be by voice or division of the house (show of hands or standing vote) unless a roll call vote is properly demanded by the required number of delegates as provided in Section 8 of this Article. No delegate shall be permitted to cast the proxy of another delegate.

SECTION 4. On roll call votes, each local union shall be entitled to a number of votes equal to the average membership of the local union as determined in the manner set forth in Section 2 of this Article.

SECTION 5. Each central body or other subordinate bodies referred to in Section 1 (2) and (3) of this Article, in good standing, shall be entitled to the maximum number of 3 delegates and 3 votes. Subordinate bodies of the Alliance for Retired Americans as referred to in Section 1 (4) of this Article, in good standing, shall be entitled to one (1) delegate and one (1) vote. Each constituency group, as referred to in Section 1 (5) of this Article, shall be entitled to one (1) delegate and one (1) vote.

SECTION 6. The votes of an organization shall be apportioned equally among the registered and present delegates from that organization and any votes left over shall be discarded. Each delegate present shall be entitled to cast only his/her/their assigned number of votes; however, the delegation from an organization may agree that one of its delegates may be permitted to cast the total vote of the delegation. If any delegate shall challenge the correctness of the votes so cast, the individual delegates of that local shall be polled. In no case shall fractional votes be allowed.

SECTION 7. The apportionment of votes of each organization shall be included in the report of the credentials committee and shall not be changed except upon further report of the credentials committee.

SECTION 8. Upon the request of thirty percent (30%) of the delegates present at the convention and voting on the questions, including election of officers, the chairperson shall order a roll call vote.

SECTION 9. All delegates to the convention must be members in good standing of a local union affiliated with the North Carolina State AFL-CIO, unless the delegate is a district, state, national or international union representative regularly servicing such affiliated local union, or unless the delegate was selected to represent local bodies chartered by the trade and industrial departments of the AFL-CIO, or state or local chapters of AFL-CIO constituency groups within the geographic limits of the council that are chartered by a national AFL-CIO constituency group. No delegate shall be seated to represent more than one (1) organization.

SECTION 10. Each affiliated organization may designate one alternate delegate for each regular delegate to which it is entitled. The alternate delegate shall become a regular delegate representing his/her/their organization, in case a regular delegate is unable to serve, by registering with the credentials committee as a regular delegate.

SECTION 11. The President of the North Carolina State AFL-CIO, if elected as a delegate from an affiliated organization, shall have the number of votes as determined for all such delegates.

SECTION 12. No person will be eligible to serve as a delegate who holds a salaried position, or any other position of administrative or executive authority in a union or any subordinate branch of a union which has been suspended, disaffiliated, or expelled from the AFL-CIO.

SECTION 13. The North Carolina State AFL-CIO shall not reject any credentials presented by a duly elected or appointed delegate who is eligible to be a delegate under the provisions of this Article.

SECTION 14. No delegate shall be seated except upon presentation of a proper credential from an affiliated organization in good standing, which credential shall be examined and attested to by the Credential's Committee as to the eligibility of the delegate and the standing of the organization sending the delegate.

## 2. ARTICLE V - CONVENTIONS

SECTION 1. Regular conventions of the North Carolina State AFL-CIO shall be held annually in August, September, or October at a time and place designated by the Executive Board. The President shall issue the call for the regular convention not later than sixty (60) days preceding the convention.

SECTION 2. Special conventions may be called by the President with the concurrence of two-thirds (2/3) of the Executive Board, or they may be called by the Executive Board on its own motion, two-thirds (2/3) of the Board concurring. The President shall call a special convention upon written request of one-fourth (1/4) of the affiliated local unions representing at least one-third (1/3) of the membership on whom per capita dues are paid to the North Carolina State AFL-CIO setting forth the purpose or purposes for which they wish the convention called. The Executive Board shall fix the time and place of a special convention and shall cause at least thirty (30) days' notice to be given all affiliated organizations. The President shall issue the call that shall state the particular purpose or purposes of the special convention and no other business shall be transacted.

Representation at special conventions shall be the same as for regular conventions and shall be calculated as set forth in Article IV, Section 2, except that the last day of the third (3rd) month prior to the month in which the special convention is to be held shall be substituted for June 30th where it appears in said Section.

SECTION 3. Blank credentials in duplicate shall be sent out to each affiliated organization with the Convention Call. One copy of the credential shall be returned to the President with the name and address of the delegate duly certified thereon, at least fifteen (15) days prior to the opening of the convention if the delegate is to be considered for appointment to a convention committee. The other copy of the credential shall be presented to the Credentials Committee by the delegate at the time of registration; in the absence of credentials on the official form, the Credentials Committee may accept duly certified credentials which to it appears to be valid. This section shall be read to allow the President to furnish blank credentials electronically and permit delegates to return such credentials electronically.

SECTION 4. Each delegate's credentials shall be accompanied by a registration fee. Such fee shall be set forth by the North Carolina State AFL-CIO Executive Board to cover convention expenses.

SECTION 5. The President shall appoint a corps of Sergeants-At-Arms to assist in maintaining order and decorum at the convention. The President shall have the authority to appoint such committees as may be needed to expedite the work of the convention. Resolutions shall be referred by the President to the appropriate committee of the Executive Board according to subject matter, unless otherwise ordered by the convention.

SECTION 6. Resolutions for consideration of the convention may be submitted by an affiliated organization, by a duly certified delegate, or by the Executive Board and shall be sent to the President at least twenty-one (21) days prior to the date for convening the convention. No other resolutions shall be in order for consideration by the convention unless accepted by consent of two-thirds (2/3) of the delegates present and voting.

SECTION 7. Sectarian religious questions shall not be proposed, considered, acted on, or discussed in meetings of the North Carolina State AFL-CIO.

SECTION 8. A quorum for the transaction of the business of the convention shall consist of a majority of the registered delegates.