



2024

ANNUAL REPORT

AFLCIONC.org | 919-833-6678



Dear Labor Leaders and Union Members,

In 2024, unions of working people in North Carolina overcame corporate power, natural disasters, and national political headwinds to win record contracts, rebuild communities, and elect labor champions.

Over 7,000 UAW members at Daimler Trucks took a stand and said that record corporate profits should equal record contracts, and they won!

CWA members at AT&T Southeast went out on a month-long strike to force the company to bargain in good faith with 17,000 telecom workers, and they won!

NNU members and the Asheville community fought for improved working conditions and a fair contract for 1,800 nurses at Mission Health, and they won!

Together, we poured the same determination and solidarity that fueled those efforts into our largest member-to-member political campaign yet and won key victories at the ballot box—including electing Josh Stein as our next Governor and breaking the anti-worker supermajority in the state house next year.

And we came together as hundreds of union members donated their labor, money, and supplies to aid victims of Hurricane Helene.

We will face challenges on the road ahead, especially on the federal level, but our task remains the same—to organize, organize, organize!

Together is how we will grow our movement, defend our democracy, and secure our freedom to thrive.

Count me in,

MaryBe McMillan, President



2024 HIGHLIGHTS

POLITICS

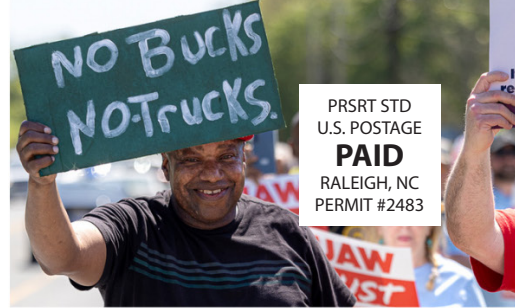
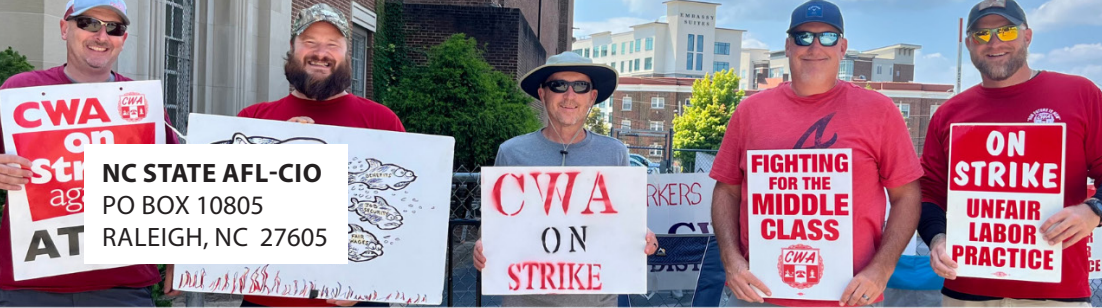
- ★ Ran our largest campaign ever, knocking over 81,000 doors and making over 225,000 calls to union voters.
- ★ Elected over 68 percent of our endorsed candidates to federal, state, and local office including for Governor, Lt. Governor, Attorney General, Superintendent, and NC Supreme Court.
- ★ Helped break the anti-worker supermajority in the NC House for the 2025-2026 legislative session.

POLICY PROGRESS

- ★ Federal regulation finally requires two-person crews on all freight trains.
- ★ Project Labor Agreements on all federal construction projects valued at or above \$35 million.
- ★ Pensions of more than 19,000 union workers and retirees in NC protected by federal Butch Lewis Act.
- ★ \$12.8 billion in federal investments in clean energy, infrastructure, and manufacturing in NC.

AFFILIATE SUPPORT

- ★ Joined solidarity rallies and practice pickets to help 7,300 UAW workers avoid a strike and sign a record contract at Daimler Truck North America.
- ★ Rallied support for 17,000 workers through a month-long unfair labor practice strike at AT&T Southeast.
- ★ Aided 1,800 union nurses in securing a fair second contract at Mission Health in Asheville.
- ★ Raised money to help union members recover from Hurricane Helene.
- ★ Honored United Auto Workers DTNA Council with the P.R. Latta Rank-and-File Award.
- ★ Supported new organizing victories at Duke Raleigh Hospital (IUOE); Democracy NC (CWA); food co-ops, nursing homes, and meat processing plants (UFCW); and ongoing campaigns at Amazon.



BUILDING POWER

- ★ Held a retreat with Executive Board, CLC leaders, and staff to develop a new 4-year strategic plan.
- ★ Built cross-union power through the Charlotte Airport Workers Committee and the Organizing Roundtable.
- ★ Arranged meetings of US Sec. of Labor and Sec. of Transportation with members in Raleigh, Charlotte.
- ★ Secured investment by Center for Transformational Organizing to expand state fed staff capacity to support affiliate organizing in NC.
- ★ Hired a new campaign manager and got funding to maintain full-time election staff through June 2025.
- ★ Displayed our Labor History exhibit in Charlotte, Concord, Fayetteville, Raleigh, Roanoke Rapids, and Wilmington.
- ★ Organized an interfaith Workers' Memorial Day service in Raleigh and Labor in the Pulpit events across NC.
- ★ Conducted the largest in-person Carolina Labor School since before the pandemic with over 90 participants.
- ★ Held 22 trainings about racial justice, anti-semitism, and local union and CLC leadership development.
- ★ Had a successful 67th Annual Convention with over 250 participants and remarks by Gov. Roy Cooper, Matt Loeb (IATSE), Roxanne Brown (USW), and AFL-CIO President Liz Shuler.

2025 DATES TO WATCH

- Mar. 4-5:** Legislative Conference
- Mar. 24-30:** National Farmworker Awareness Week
- April 28:** Workers' Memorial Day
- May 1:** May Day
- May 10:** Letter Carriers' Food Drive
- May TBD:** Advanced Labor School
- July 20-25:** Carolina Labor School
- Sept. 1:** Labor Day
- Sept. 10-12:** 68th Annual Convention in Wilmington – Election Year