



NC STATE AFL-CIO

2025

ANNUAL REPORT

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Dear Labor Leaders and Union Members,

The year 2025 marked a period of significant transition for the North Carolina Labor Movement, beginning with the second Trump administration immediately attacking federal workers' collective bargaining rights and illegally firing thousands of working people nationwide.

Despite this, our labor movement continued to advance, leading the South by example. Over 2,000 Duke grad student workers signed a historic first contract with SEIU, Workers United has organized more than a dozen Starbucks locations from Boone to Wilmington, and CWA is targeting Wells Fargo. We held three "Department of People Who Work For a Living" public hearings, and we strengthened labor-community bonds through our work with the Center for Transformational Organizing.

In September, the federation held its largest-ever convention to honor the retiring MaryBe McMillan, whose consequential leadership remains influential. At the same convention, delegates overwhelmingly elected me, Braxton Winston, to grab the baton of leadership and, with a new executive board, keep running forward together.

Since then, we have navigated a mid-cycle redistricting, a record-long government shutdown, and federal paramilitary operations that terrorized immigrant communities. Nevertheless, CLC-endorsed candidates won two-thirds of municipal and local elections this year, and we are gearing up for one of the most challenging and consequential mid-term elections ever in 2026.

Success requires solidarity to build worker power—in our workplaces, our communities, and in our democracy. Know that your State Fed remains committed to working with you to make North Carolina the best state for workers and their families.

Braxton

Braxton Winston, President



2025 HIGHLIGHTS

ANNUAL CONVENTION

- ★ Held our 68th Annual Convention in Wilmington, our largest ever with over 350 attendees and speakers including Gov. Josh Stein, Liz Shuler (AFL-CIO), April Verrett (SEIU), and Gwen Mills (UNITE HERE).
- ★ Elected a new state federation president, Braxton Winston (IATSE), and 8 new Vice Presidents.
- ★ Celebrated president emeritus MaryBe McMillan for her over 20 years of service to the labor movement.
- ★ Honored the Union of Southern Service Workers (SEIU) with the 2025 P.R. Latta Rank-and-File Award.

POLITICAL & POLICY PROGRESS

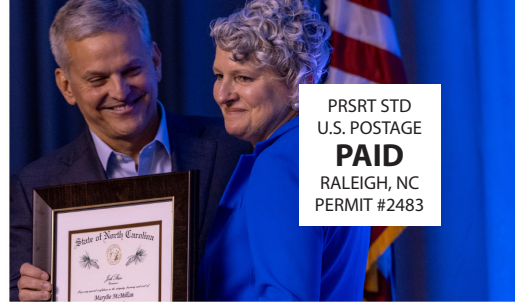
- ★ Held statewide Legislative Conference and Lobby Day to push a "Good Jobs & Shared Prosperity" agenda.
- ★ Secured passage of Utility Worker Protection Act to reduce assaults on utility and communications workers.
- ★ Advanced bills to increase unemployment benefits and improve benefits and protections for fire fighters both passed the state house and remain viable for 2026.
- ★ Elected two-thirds of our endorsed local candidates.
- ★ Durham Public Schools approved historic meet-and-confer policy to allow public employee unions without collective bargaining rights a voice in district matters.

AFFILIATE SUPPORT

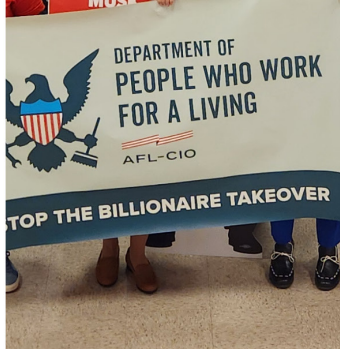
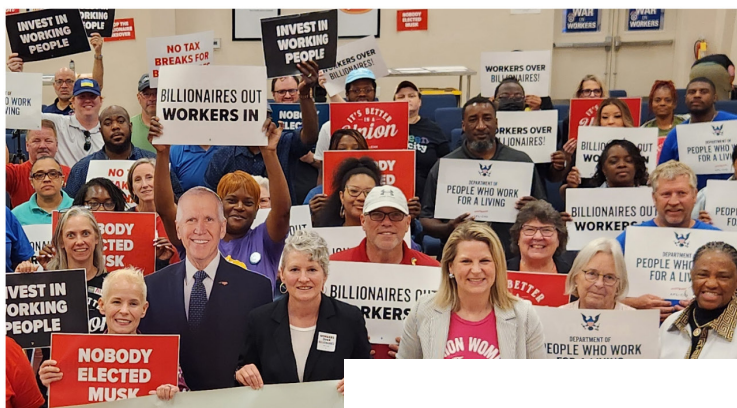
- ★ Supported Duke Graduate Students Union (SEIU) contract ratification, the first ever union contract for grad workers in the South.
- ★ Convened town halls by the Department of People who Work for a Living in Asheville, Charlotte, and Durham to demand Congress protect federal workers from DOGE.
- ★ Supported new organizing victories at Starbucks and ongoing organizing campaigns at Amazon, Duke, Wells Fargo, Corning, and other facilities.



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BUILDING POWER

- ★ Provided education and training to over seven dozen union members with both Carolina Labor School and the return of Advanced Labor School.
- ★ Continued building cross-union power through the Charlotte Airport Workers Committee and the Organizing Roundtable.
- ★ Displayed our Labor History exhibit in Boone, Durham, Raleigh, and Wilmington.
- ★ Organized an interfaith Workers' Memorial Day service in Raleigh and Labor in the Pulpit events across NC.
- ★ Supported federal workers in their fights against union attacks from the federal administration.
- ★ Partnered with community groups to educate and protect workers from illegal searches by federal immigration agents.
- ★ Strengthened labor-community partnerships to push for better jobs and stronger local economies.
- ★ Partnered with the Center for Transformational Organizing (CTO) to develop strategies, power mapping, and multi-union organizing efforts.
- ★ Hired eight paid interns to enhance program capacity and introduce new workers to the labor movement.
- ★ Held creative events to expand CLC outreach beyond monthly meetings from the mountains to the sea.

2026 DATES TO WATCH

- Mar. 3:** Primary Election Day
- Mar. 24-30:** National Farmworker Awareness Week
- April 28:** Workers' Memorial Day
- May 1:** May Day
- May 9:** Letter Carriers' Food Drive
- July 12-17:** Carolina Labor School
- Sept. 7:** Labor Day
- Sept. 17-18:** 69th Annual Convention in Cary – New Hotel!
- Nov. 3:** Election Day