



YEAR-END REPORT

2024

AFL-CIO

AMERICA'S UNIONS



Dear Union Family,

This isn't where any of us wanted to be in the final days of 2024.

But what has given us hope as we look back on the past year is the strength and resolve of our movement and the unwavering solidarity of our unions.

Last year, we said that we were building a movement that meets this moment—and that charge is more important than ever.

We didn't get the results we wanted on Election Day. But it has become clearer and clearer in the weeks since that labor's electoral program worked, and our aim of building the largest mobilization of union voters in American history was resoundingly successful.

In a time of unprecedented cynicism about our political system and distrust for politicians, our pre-election polling found that union members trusted their fellow union members as a source about politics even more than their own families. And union members showed up to deliver a powerful message focused on key economic issues impacting our jobs, our unions and our contracts.

Nationally, more than 26,000 union volunteers from 48 different affiliated unions contacted more than 10 million people on their phones, at their door or at their workplace—a 400% increase in unique

volunteers from 2022. In our battleground states, volunteers showed up an average of six times to engage in voter contact activities.

From our in-depth Project 2025 analysis and interactive digital tool and our new "Mobilize" distributed events system, to the 20,000 election-related data and analytics support requests handled, we ensured our affiliates and federated bodies had the tools they needed to reach their members this election cycle. And our digital advertising program in battleground states—featuring our union members' own voices in each ad—boosted intent to vote by 4.7 percentage points and shifted candidate consideration toward Kamala Harris by 4.5 percentage points, which in a razor-thin race made a significant difference.

On election night, AP VoteCast data showed that union members broke 57%–41% for Harris, while nonunion voters broke 47%–51% for Trump. In some cases, we even outperformed 2020 with President Biden on the ballot. We just didn't reach the broader working class in large enough numbers.

So where do we go from here?

WE DEFEND AND BUILD UPON THE MOMENTUM OF WORKER POWER ACROSS THE COUNTRY.



We use every tool we can to defend the gains we've reached working closely with the most pro-union president in modern history.

Once again, 2024 saw historic gains for working people from the Biden-Harris administration, including the executive order on good jobs to promote project labor agreements, voluntary recognition and neutrality; an Occupational Safety and Health Administration standard to protect workers from extreme heat; a National Labor Relations Board decision to ban captive-audience meetings; a Department of Labor-proposed rule to end the subminimum wage for workers with disabilities; and the signing of the Social Security Fairness Act into law to repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) for public sector workers.

The AFL-CIO will continue to fight any efforts to overturn these and all gains we've made together with the Biden-Harris administration over the past four years, and to prevent the radical Project 2025 agenda from harming our members and wrecking our right to organize. And we will not stop fighting for the Protecting the Right to Organize (PRO) Act, the Public Service Freedom to Negotiate Act and labor law reform to rewrite the rules that have systematically locked workers out of organizing.

The labor movement has lived through difficult moments before. We've weathered the storm in the past, and we'll do it again now. Sticking together and fighting back in unity will be critical.

WE ORGANIZE.



If every working-class person in this country was in a union, this election would have been a landslide for Kamala Harris. We need more union members. We need to organize, organize, organize. That is the cure.

In 2024, we continued to build on our historic wins through strikes, collective bargaining and organizing work in sectors all across the nation. The AFL-CIO Strike Support team supported more than 70 contract campaigns and strikes impacting more than 900,000 workers in the past year. Those strikes made headlines and changed lives—from the 33,000 Machinists (IAM) who held strong in Seattle for an industry-defining contract with Boeing, to the 20,000 Communications Workers of America (CWA) members who held the longest telecom strike in the region’s history for AT&T Southeast, to 27,500+ Fairfax County educators and staff who joined Fairfax Education Unions, to the 10,000 UNITE HERE hotel workers who went on strike in 11 cities across the United States since Labor Day.

And we shattered norms and ceilings as we did it—like the NWSL Players Association (NWSLPA) reaching a game-changing collective bargaining agreement to end their draft, and the UAW organizing Volkswagen workers in Chattanooga, Tennessee, to raise the bar for union and nonunion autoworkers in the South.

WE ORGANIZE.

Now we must keep that momentum going—even in a rougher political landscape.

In 2024, our Center for Transformational Organizing invested in ground infrastructure to support organizing through state federations and central labor councils in Georgia, North Carolina and Tennessee. This increase in capacity is bolstering long-term coalitions that can organize in manufacturing workplaces and communities.

This is a model for the entire labor movement moving forward. As workers realize that it is up to us—not politicians in Washington—to fight for a raise, or better health care, or security on the job, the labor movement must be poised to help workers see that unions can and will deliver the change they need.



WE TAKE OUR FIGHTS TO THE STATES.



Initiatives like the AFL-CIO Tech Institute and Clean Energy Jobs have had tremendous influence during the Biden-Harris administration.

This past year, our worker-centered artificial intelligence (AI) recommendations were prominently featured in the White House executive order on AI, the Office of Management and Budget’s memorandum on Advancing Governance, Innovation, and Risk Management for Agency Use of Artificial Intelligence, the Senate majority’s bipartisan road map for AI policy, and the Department of Labor’s Artificial Intelligence and Worker Well-being: Principles and Best Practices for Developers and Employers.

And the Clean Energy Jobs initiative and its affiliated union table developed and drove a successful strategy with the administration, employers and civil society to ensure that the historic federal investments in clean energy included strong labor standards and good union jobs.

Now, the AFL-CIO shifts focus to our states, where we’ll use the capacity we’ve built for our electoral program—including more than 1,800 union staff, members and retirees with release staff experience from 30 unions who served as leaders just in recent months—to block and tackle in red states as our rights are under attack, and to defend and push forward a pro-worker agenda in blue states.

WE CONTINUE TO LEAD THE FIGHTS FOR RACIAL JUSTICE AND EQUITY.



Following our historic Dr. Martin Luther King Jr. Civil and Human Rights Conference in Montgomery, Alabama, last January, we convened more than 25 affiliated union civil rights directors and constituency group leaders on a monthly basis to coordinate on key civil rights issues and the Labor 2024 program. That work continues beyond Election Day.

As workers of color and immigrant workers face alarming threats from the Project 2025 agenda, we will refuse to let the Trump administration and its allies divide us. We will directly protect immigrant workers and their families from the mass deportation campaign Trump has threatened, and we will continue to build power in the South through our investments and organizing work.

WE'RE GOING TO HOLD THE LINE.

We're going to stand together against the attacks that come. But more than anything, we're going to continue growing this movement together.

We end this hard-fought year deeply grateful to you for your leadership and unwavering solidarity. We could not be more proud to stand shoulder to shoulder with you, and continue our steadfast work for all working families.

In Solidarity,

Liz Shuler

AFL-CIO President

Fred Redmond

AFL-CIO Secretary-Treasurer



AFL-CIO

AMERICA'S UNIONS

Actors' Equity Association • Air Line Pilots Association • Amalgamated Transit Union • American Federation of Government Employees • American Federation of Musicians of the United States and Canada • American Federation of School Administrators • American Federation of State, County and Municipal Employees • American Federation of Teachers • American Guild of Musical Artists • American Postal Workers Union • American Radio Association • American Train Dispatchers Association • Associated Actors and Artistes of America • Bakery, Confectionery, Tobacco Workers and Grain Millers International Union • Brotherhood of Railroad Signalmen • California School Employees Association • Communications Workers of America • Farm Labor Organizing Committee • International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada • International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers • International Association of Fire Fighters • International Association of Heat and Frost Insulators and Allied Workers • International Association of Machinists and Aerospace Workers • International Association of Sheet Metal, Air, Rail and Transportation Workers • International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers • International Brotherhood of Electrical Workers • International Federation of Professional and Technical Engineers • International Organization of Masters, Mates & Pilots • International Plate Printers, Die Stampers and Engravers Union of North America • International Union of Allied, Novelty and Production Workers • International Union of Bricklayers and Allied Craftworkers • International Union of Elevator Constructors • International Union of Operating Engineers • International Union of Painters and Allied Trades of the United States and Canada • International Union of Police Associations • Laborers' International Union of North America • Major League Baseball Players Association • Major League Soccer Players Association • Marine Engineers' Beneficial Association • National Air Traffic Controllers Association • National Association of Letter Carriers • National Nurses United • National Taxi Workers Alliance • National Women's Soccer League Players Association • NFL Players Association • Office and Professional Employees International Union • Operative Plasterers' and Cement Masons' International Association of the United States and Canada • Screen Actors Guild-American Federation of Television and Radio Artists • Seafarers International Union of North America • Transport Workers Union of America • UNITE HERE • United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada • International Union, United Automobile, Aerospace and Agricultural Implement Workers of America • United Food and Commercial Workers International Union • United Mine Workers of America • United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union • United Union of Roofers, Waterproofers and Allied Workers • Utility Workers Union of America • Women's National Basketball Players' Association • Writers Guild of America East