

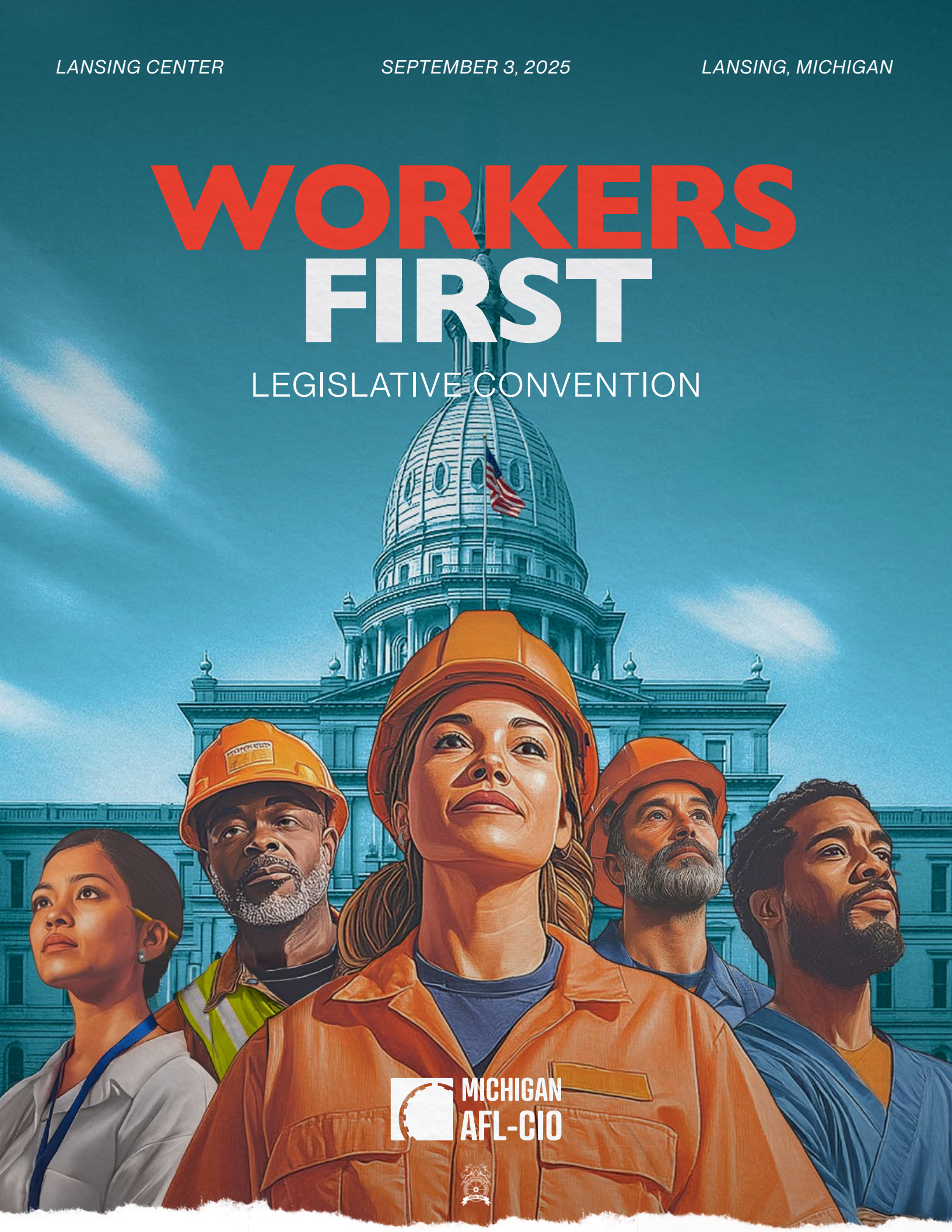
LANSING CENTER

SEPTEMBER 3, 2025

LANSING, MICHIGAN

# WORKERS FIRST

LEGISLATIVE CONVENTION



 MICHIGAN  
AFL-CIO



# WORKERS FIRST

***“Our movement is of the working people, for the working people, by the working people.”***

*– Samuel Gompers, the first and longest-serving president of the American Federation of Labor*

Dear union family,

We are witnessing an unprecedented attack on the labor movement — an unprecedented attack on the working people of this country. The next few years we will need to refight the battles generations before us fought and won — we will have to fight for our rights to organize, bargain, and improve the lives of our members and their families. How we respond will define Michigan’s labor movement for generations to come.

It’s a tough fight, and we need bold action from our leaders. We accomplished a lot in Lansing over the past two years. But far too much work was left unfinished, far too many promises were left unfulfilled, and far too many politicians left Lansing last December saying, “We didn’t get it all done, but we did good enough.” Let’s be clear: “Good enough” is not good enough. Now more than ever, we must elect leaders who will unconditionally put workers first when they’re holding a gavel, not just when they’re holding a rally or a fundraiser.

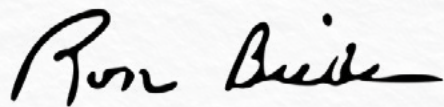
That’s why the theme of our September 3, 2025 Legislative Convention is Workers First. We are excited to invite our affiliated local unions, local central bodies, state councils, and constituency groups to the 36th Legislative Convention of the Michigan State AFL-CIO in accordance with Article IV, Section 1.3 of our Constitution. Together, we will reflect on our recent progress and strategize about the fight ahead. We will also honor former Congressman Dan Kildee for his lifelong support for Michigan’s labor movement.

The work of the labor movement is never done. But even in the face of existential threats, I have no doubt we will respond as we always have — with grit, strength, and solidarity. I look forward to continuing the fight with you.

In the pages ahead, you’ll find more information about the convention schedule, how to submit resolutions and amendments, hotel and lodging details, and more. We look forward to welcoming you as a delegate.

Thank you for your commitment to Michigan’s labor movement.

In solidarity,

A handwritten signature in black ink that reads "Ron Bieber". The signature is written in a cursive, flowing style.

Ron Bieber  
President, Michigan AFL-CIO

# QUICK CONVENTION FACTS

## **DATE**

Wednesday, September 3, 2025

## **VENUE**

The Lansing Center, 333 E Michigan Ave, Lansing, MI 48933

## **CONVENTION HOTEL**

Courtyard by Marriott Lansing Downtown, 600 East Michigan Avenue, Lansing, Michigan, 48912

## **REGISTRATION FEE**

\$100 per delegate or \$75 per guest. Please make checks payable to the "Michigan AFL-CIO." An additional \$25 will be assessed for registrations received after August 19, 2025.

## **MORE INFORMATION**

For more information on the convention and sponsorships, please visit [miaflcio.org/convention](http://miaflcio.org/convention)

## **COMMITTEES**

The Michigan AFL-CIO will convene a Credentials Committee, Rules Committee, and Resolutions Committee to conduct some of the work of the convention. You must be a registered delegate to serve on a committee. Delegates who are serving on convention committees will be contacted with information regarding their committee meetings.

## **QUESTIONS**

Contact **Stephanie Brown** at the Michigan AFL-CIO: **517-487-5966**, [sbrown@miaflcio.org](mailto:sbrown@miaflcio.org) with any questions or concerns. For more information, please **visit [miaflcio.org/convention](http://miaflcio.org/convention)**

# PLEASE MAKE YOUR RESERVATIONS **EARLY**

Our official convention hotel is the Courtyard by Marriott Lansing Downtown, 600 East Michigan Avenue, Lansing, Michigan, 48912. Rooms must be reserved no later than August 19, 2025. Please call the hotel at 517-367-6677 and reference the Michigan State AFL-CIO and our dates to receive our special negotiated rate of \$145.00 plus tax/fees per night. Our code for online bookings is available at [miaflcio.org/convention](https://miaflcio.org/convention)

## HOW TO **SUBMIT A RESOLUTION**

Resolutions may be presented on any subject proper for consideration by the Michigan State AFL-CIO. They may be sent by an affiliate or by any properly elected delegate. Follow these steps for submitting resolutions:

- **Resolutions must be clearly typewritten and double-spaced and fit on one side only of a piece of regular 8 ½" x 11" paper.**
- **The full name and street address of the organization or delegate proposing the resolution must be written at the top right-hand corner of the paper, preceded by the words "Introduced by".**
- **Each resolution shall deal with only one subject. Resolutions and amendments must be received no later than 5:00 p.m. Monday, July 14.**
- **Each resolution is to be emailed to Annabelle Hart at [ahart@miaflcio.org](mailto:ahart@miaflcio.org).**

If you have any questions regarding resolution submissions, please contact **Annabelle Hart** at [ahart@miaflcio.org](mailto:ahart@miaflcio.org).

# CONVENTION SUPPORTER LEVELS

## **\$10,000 – UNIONIST**

- 60 Second Video During Convention
- Main Event Panel Sponsor (logo displayed during panel)
- Sponsorship of Mixer With Strolling Appetizers
- Sponsorship Mention in Media Releases
- Logo and QR Code on Table Tents During Convention
- Special Event Signage
- Premium Full-Page Ad in Convention Program Book (full color, front page inside and back cover page)
- Digital Logo Displays at Convention
- Verbal Recognition at Convention
- Listing on Michigan AFL-CIO Convention Website
- Display/Vendor Booth with Two Meal Tickets

## **\$7,500 – ACTIVIST**

- 30 Second Video During Convention
- Special Event Panel Sponsor (logo displayed during panel)
- Sponsorship Mention in Media Releases
- Logo and QR Code on Table Tents During Convention
- Special Event Signage
- Full-Page Ad in Convention Program Book (first activist sponsor will have the option to inside back cover)
- Digital Logo Displays at Convention
- Verbal Recognition at Convention
- Listing on Michigan AFL-CIO Convention Website
- Display/Vendor Booth with Two Meal Tickets

## **\$5,000 – ADVOCATE**

- Food Sponsorship Signage (dinner, lunch, or snack breaks)
- Sponsorship Mention in Media Releases
- Logo and QR Code on Table Tents During Convention
- Special Event Signage
- Full-Page Ad in Convention Program Book
- Digital Logo Displays at Convention
- Verbal Recognition at Convention
- Listing on Michigan AFL-CIO Convention Website
- Display/Vendor Booth with Two Meal Tickets

## **\$3,000 – ALLY**

- Event Signage
- Full-Page Ad in Convention Program Book
- Digital Logo Displays at Convention
- Verbal Recognition at Convention
- Listing on Michigan AFL-CIO Convention Website
- Display/Vendor Booth with Two Meal Tickets

## **\$2,000 – FRIEND**

- Half-Page Ad in Convention Program Book
- Digital Logo Displays at Convention
- Verbal Recognition at Convention
- Listing on Michigan AFL-CIO Convention Website
- Display/Vendor Booth with Two Meal Tickets

## **\$750 – VENDOR TABLE**

- Listed in Convention Program Book
- Display/Vendor Booth with Two Meal Tickets

# INDIVIDUAL ADS

## IN CONVENTION PROGRAM

- **FULL PAGE AD:**.....\$500
- **HALF PAGE AD:**.....\$300
- **QUARTER PAGE AD:**.....\$200
- **EIGHTH PAGE AD:**.....\$125

### NOTES ON SUBMISSIONS

Notes on submissions: Submit ads in color (or black and white, if you prefer) in a high-resolution PDF file.

### REQUIRED DIMENSIONS

- Full-page: **7 5/16" x 10"**
- Half-page: **7 5/16" x 5"**
- Quarter-page: **3 5/8" x 5"**
- Eighth-page: **3 5/8" x 2 1/2"**

### SUBMISSION

**BECOME A SPONSOR:** Contact **Henrietta Hadley** at [hhadley@miwdi.org](mailto:hhadley@miwdi.org) to reserve a sponsorship. Sponsorships and ad space must be reserved **no later than 5:00 p.m. Friday, August 1.**

**PROGRAM/CREATIVE SUBMISSIONS:** Contact **Chad Cyrowski** at [ccyrowski@miaflcio.org](mailto:ccyrowski@miaflcio.org) to reserve ad space and submit design. Sponsorships and ad space must be reserved no later than 5:00 p.m. Friday, August 1. Video and other digital creative must be submitted **no later than 5:00 p.m. Friday, August 8.**

# MICHIGAN STATE AFL-CIO CONSTITUTION, ARTICLE IV - **CONVENTIONS**

## **Section 4- I. In General.**

### **Section 4- I.1. Preeminence.**

The convention shall be the supreme governing body of this organization and except as otherwise provided in this Constitution, its decisions shall be by majority vote. The Michigan AFL-CIO shall hold conventions not less than once every two years.

### **Section 4- I.2. Constitutional Convention.**

The constitutional convention of this body shall be held every four (4) years. The constitutional convention shall be held on a date during the nine (9) month period commencing with the month of January and in a city designated by the General Board. The constitutional convention of this body shall be in the odd numbered years preceding a presidential election year.

### **Section 4- I.3 Legislative Convention.**

A legislative convention shall be held every two (2) years in the alternate odd-numbered years of the constitutional convention. Business at the legislative convention shall consist of defining legislative goals and strategies to further the objectives and purposes of this organization.

### **Section 4- I.4. Special Convention.**

A special convention may be called by direction of a legislative or constitutional convention, by order of a two-thirds (2/3) vote of all members of the General Board, or upon request of affiliated organizations representing a majority of the total membership of this organization as evidenced by the records of the Secretary-Treasurer to the last convention.

Representation to special conventions shall be on the same basis and subject to like qualifications and procedures governing legislative or constitutional conventions. A special convention shall be clothed with like authority and power as legislative or constitutional conventions and its decisions shall be equally binding. Special conventions shall be limited solely, however, to the subject or subjects specifically indicated in the call for such special convention.

### **Section 4- I.5. Call to convention.**

Ninety (90) days prior to the convening of a convention, the Officers shall issue the call for the convention and shall furnish all local unions, local central bodies, state councils, the Alliance for Retired Americans, and state chapters of national AFL-CIO constituency groups with credential forms for regular and alternate delegates, which must be attested as required by the forms.

## **Section 4-2. Representation.**

### **Section 4-2.1. Delegate apportionment.**

Affiliated local unions in good standing shall be entitled to delegate representation and voting strength in conventions based on the per capita tax paid for the twenty-four (24) calendar month period (referred to as "base period") immediately preceding the 2nd last month prior to the month during which the Convention Call is issued. The average membership shall be computed by dividing the total aggregate number of members for which per capita tax payments have been paid during the base period by twenty-four (24). Affiliated local unions in good standing which affiliated subsequent to the first month of the twenty-four (24) month base period shall have their average membership computed by dividing the total aggregate number of members for which per capita tax payments have been paid and for which payments

have been received by the Michigan State AFL-CIO prior to the issuance of the Convention Call by twenty-four (24). Local unions which affiliated in the second month of the twenty-four (24) month base period and which also submitted per capita tax for one (1) month or two (2) months following the base period and preceding the month during which the Convention Call is issued shall have their average membership computed by dividing the total aggregate number of members for which per capita tax payments have been paid during the final twenty-three (23) months of the twenty-four (24) month base period and the first month following the base period by twenty-four (24). Local unions which affiliated after the second month of the twenty-four (24) month base period and which also submitted per capita tax for one (1) month or two (2) months following the base period and preceding the month during which the Convention Call is issued shall have their average membership computed by dividing the total aggregate number of members for which per capita tax payments have been paid during the twenty-four (24) month base period and the first two months following the base period by twenty-four (24).

The schedule of representation for local unions shall be as follows: one (1) delegate for the first two hundred (200) members or less; and one (1) additional delegate for the next three hundred (300) members or major fraction thereof; and one (1) additional delegate for each additional eight hundred (800) members or major fraction thereof. Locals which have been affiliated for less than one (1) month of the base period in which representation to the convention is computed or which have affiliated after such period, shall be entitled to one (1) delegate and one (1) vote, provided they paid one (1) month's per capita tax at least fifteen (15) days prior to the convening date of the convention. Locals which are not in good standing, that is, three (3) months in arrears as of the date fifteen (15) days prior to the convention, shall not be entitled to any delegate or votes. All delegates shall be selected by the organization they are to represent in a manner prescribed by the Constitutions of their respective organizations.

The following membership organizations that are in good standing shall be entitled to one (1) delegate and one (1) vote:

(a) Local central bodies chartered by and in good standing with the National AFL-CIO (a local central body is in good standing with the AFL-CIO when it is in compliance with the Constitution of the AFL-CIO

and the Rules Governing Local Central Bodies issued by the Executive Council of the National AFL-CIO).

(b) Local and state councils and other subordinate bodies recognized in the Constitution of the National AFL-CIO, if such councils and other subordinate bodies are in compliance with the Constitution of the National AFL-CIO.

(c) The Alliance for Retired Americans (ARA).

(d) State chapters chartered by AFL-CIO constituency groups or, where there is no state chapter, the national constituency group may designate a local chapter.

(e) Joint boards, district councils, state associations and similar subordinate organizations that are chartered by an affiliate of the National AFL-CIO.

(f) State union retiree councils that are composed of more than one local union retiree council.

(g) Associate member organizations that express values consistent with the Michigan AFL-CIO.

No AFL-CIO constituency group, allied or retiree organization, or its delegate, may be present for or have voice or vote in any meeting or proceeding concerning the endorsement of a political candidate or other partisan political activity concerning public elective office, nor may any AFL-CIO constituency group, or its delegate, be present for or have a voice or vote in any meeting or decision of the Michigan Committee on Political Education.

#### **SECTION 4-2.2. ELIGIBILITY.**

No person shall be eligible to serve as a delegate to the Michigan AFL-CIO convention unless he or she is a member in good standing of a local union affiliated with the Michigan AFL CIO. No delegate shall be seated to represent more than one national or international union.

No person shall 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 which is suspended from, unaffiliated with or has disaffiliated from the AFL-CIO.

### **SECTION 4-2.3. ALTERNATES.**

Each affiliated organization may designate one (1) alternate delegate for each regular delegate to which it is entitled. The alternate delegate shall become a regular delegate representing the organization in case a regular delegate is unable to serve by registration with the Credentials Committee as a regular delegate.

### **Section 4-2.5. ASSOCIATES**

Executive Officers, Executive Council members, General Board members and up to three (3) staff of Michigan AFL-CIO affiliates who are not delegates to the convention, but who are registered and have paid required fees, shall be credentialed as associates and have a voice but no vote in the convention, providing that they shall be subject to convention rules on speaking, and shall be seated in an area separate from credentialed convention delegates.

### **SECTION 4-2.5. GUESTS AND MEDIA.**

### **SECTION 4-3. VOTING.**

#### **SECTION 4-3.1 VOTING APPORTIONMENT.**

The votes of an organization shall be divided among all its registered delegates as equally as possible, without fractional votes, except that to facilitate the calling of the roll, one delegate may be designated to cast all of the votes of the delegates representing the local union, provided that if any delegate shall challenge the correctness of the votes cast, the individual delegates of that local union shall be polled. No other proxy voting shall be permitted, and no delegate shall be allowed to represent more than one organization. In no case shall fractional votes be allowed.

#### **SECTION 4-3.2 REAPPORTIONMENT.**

The votes of any listed delegate who fails to register shall be apportioned among the registered delegates from the organization, if any, in the manner prescribed in this section.

### **SECTION 4-3.3 TRANSFERABILITY.**

A delegate who has been seated and then leaves the convention may transfer their votes to another delegate or delegates representing the same local union, provided there is no alternate present at the convention, by certifying such transfer of votes to the Credentials Committee.

### **SECTION 4-3.4 QUORUM.**

A quorum for the transaction of the business of the convention shall consist of twenty five percent (25%) of the delegates seated. A roll call shall be ordered by the presiding officer on any pending question upon request of at least thirty percent (30%) of the delegates present.

### **SECTION 4-3.5 DECISIONS.**

Questions may be decided by division or show of hands, but a call of the roll may be demanded by thirty percent (30%) of the delegates present. Upon such roll call each delegate representing local unions shall be entitled to cast one (1) vote for every member whom he or she represents. Each organization other than local unions shall be entitled to one (1) vote.

### **SECTION 4-3.6 APPEALS.**

A candidate for office and/or any delegate or Principal Officer of an affiliated organization may make a protest of the election of any elected position of the Michigan AFL-CIO. Such protest must be filed with the Election Committee within thirty (30) days of the election and be in writing and signed by the protesting party. Within thirty (30) days of the receipt of the protest, the Election Committee shall deliver their report to the Executive Council at its next meeting and the Executive Council shall determine by majority vote whether or not the protest merits a hearing.

If a hearing is warranted, all parties to the dispute shall be given adequate notification of not less than thirty (30) days of the hearing date, along with a copy of the protest and a record of action taken by the Election Committee to date. Both the accused and the charging party shall be accorded full opportunity to be heard and to present evidence. Following a hearing, the Executive Council, by a two-thirds vote, may order

appropriate remedies up to and including the rerun of the election. The decision of the Executive Council may be appealed to the President of the National AFL-CIO within 30 days. If the President upholds a protest, in determining the appropriate remedy they may direct that the election be rerun or a new election be conducted, and they may decide the manner of conduct of any such election. The President may direct such other remedies as may be appropriate. No organization or individual subject to this constitution shall resort to any court until redress to the AFL-CIO.

#### **SECTION 4-4. COMMITTEES.**

##### **SECTION 4-4.1 MEMBERSHIP.**

The following legislative or constitutional convention committees of not more than twenty (20) members each, shall be selected by the President from the credentialed delegates: Credentials Committee; Constitution Committee, Committee on Rules; and Resolutions Committee. The President shall have authority to appoint sergeants at arms and such other committees as shall be deemed appropriate in the President's discretion to carry on the work of the convention.

##### **SECTION 4-4.2 CREDENTIALING.**

No credentials shall be accepted later than fifteen (15) days prior to the date for convening of the convention, if the delegate is to be considered for appointment to convention committees. The other copy of the credentials shall be presented to the Credentials Committee by the delegates at the time of registration. The Credentials Committee shall accept duly certified credentials, which to them appear to be valid.

##### **SECTION 4-4.3 REPORT.**

The apportionment of votes of each organization shall be included in the report of the Credentials Committee and shall not be changed except upon a further report of the Credentials Committee.

##### **SECTION 4-4.4 RESOLUTIONS.**

Resolutions for consideration of the convention may be submitted by an affiliated organization or by a duly

accredited delegate and shall be sent to the Secretary-Treasurer at least fifteen (15) days prior to the date for convening of the convention and the secretary shall cause copies to be prepared for the convenience of the committees, except such resolutions as may be initiated by the convention committees or the Executive Council or General Board. Disposition of additional resolutions shall be governed by the rules adopted by the convention.



**MICHIGAN  
AFL-CIO**

*[miaflcio.org/convention](http://miaflcio.org/convention)*