

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

A For the 2024 calendar year, or tax year beginning 01-01-2024 , and ending 12-31-2024

B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Final return/terminated ☐ Amended return ☐ Application pending	C Name of organization AMERICAN POSTAL WORKERS UNION AFL-CIO		D Employer identification number 52-0913725	
	Doing business as		E Telephone number (202) 842-4215	
	Number and street (or P.O. box if mail is not delivered to street address) 1300 L STREET NW 200	Room/suite	G Gross receipts \$ 81,230,211	
	City or town, state or province, country, and ZIP or foreign postal code WASHINGTON, DC 200054128		H(a) Is this a group return for subordinates? ☐ Yes ☒ No H(b) Are all subordinates included? ☐ Yes ☐ No If "No," attach a list. See instructions. H(c) Group exemption number	
	F Name and address of principal officer: ELIZABETH POWELL 1300 L STREET NW 200 WASHINGTON, DC 200054128			
I Tax-exempt status: ☐ 501(c)(3) ☒ 501(c) (5) (insert no.) ☐ 4947(a)(1) or ☐ 527				
J Website: WWW.APWU.ORG				
K Form of organization: ☐ Corporation ☐ Trust ☒ Association ☐ Other			L Year of formation: 1971	M State of legal domicile: DC

Part I **Summary**

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: APWU IS RESPONSIBLE FOR THE NEGOTIATION AND IMPLEMENTATION OF A COLLECTIVE BARGAINING CONTRACT WITH THE USPS ON BEHALF OF THE MEMBERS OF THE UNION AND EMPLOYEES IN THE BARGAINING UNIT.			
	2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.			
	3 Number of voting members of the governing body (Part VI, line 1a)	3	13	
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	0	
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	457	
6 Total number of volunteers (estimate if necessary)	6	0		
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	661,316		
7b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	94,990		
Revenue			Prior Year	Current Year
	8 Contributions and grants (Part VIII, line 1h)		0	0
	9 Program service revenue (Part VIII, line 2g)	60,547,604	59,519,465	
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	3,262,988	5,642,256	
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	679,436	498,522	
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	64,490,028	65,660,243	
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	155,877	153,330	
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0	
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	25,694,648	25,367,915	
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0	
	b Total fundraising expenses (Part IX, column (D), line 25) 0			
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	23,792,840	29,632,119	
	18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	49,643,365	55,153,364	
	19 Revenue less expenses. Subtract line 18 from line 12	14,846,663	10,506,879	
Net Assets or Fund Balances			Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	159,242,969	168,176,629	
	21 Total liabilities (Part X, line 26)	5,833,249	3,019,782	
	22 Net assets or fund balances. Subtract line 21 from line 20	153,409,720	165,156,847	

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer ELIZABETH POWELL SECRETARY-TREASURER			2025-06-18	
	Type or print name and title			Date	
	Print/Type preparer's name		Preparer's signature		Date 2025-06-18
Paid Preparer Use Only			Check ☐ if self-employed		PTIN P01712644
	Firm's name CALIBRE CPA GROUP PLLC			Firm's EIN 47-0900880	
	Firm's address 7501 WISCONSIN AVENUE SUITE 1200 WEST BETHESDA, MD 20814			Phone no. (202) 331-9880	

May the IRS discuss this return with the preparer shown above? See Instructions. . . . ☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat. No. 11282Y

Form **990** (2024)

Part III

Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization’s mission:

APWU IS RESPONSIBLE FOR THE NEGOTIATION AND IMPLEMENTATION OF A COLLECTIVE BARGAINING CONTRACT WITH THE USPS ON BEHALF OF THE MEMBERS OF THE UNION AND EMPLOYEES IN THE BARGAINING UNIT.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

If "Yes," describe these changes on Schedule O.

4 Describe the organization’s program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ including grants of \$) (Revenue \$)

IMPLEMENTATION OF NATIONAL COLLECTIVE BARGAINING AGREEMENT WITH US POSTAL SERVICE FOR 300,000 MEMBERS OF BARGAINING UNIT, INCLUDING NEGOTIATION & GRIEVANCE ARBITRARY PROCEDURES. ORGANIZING-UNION SOLICITS VOLUNTARY MEMBERSHIP FROM EMPLOYEES OF USPS & FROM PRIVATE CONTRACTORS PROVIDING SERVICES TO USPS.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

EDUCATION-PUBLICATION OF MONTHLY TABLOID, BI-WEEKLY NEWSLETTERS & OTHER PRINTED MATTER; CONDUCTING TRAINING PROGRAMS IN STEWARDSHIP AND FEDERAL REPORTING, ETC.

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

OPERATION OF APWU HEALTH PLAN (SEPARATE REPORTING ENTITY) UNDER FEHBA PROGRAM TO PROVIDE HEALTH/MEDICAL INSURANCE BENEFITS TO HP MEMBERS.

4d Other program services (Describe in Schedule O.)

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses

Part IV

Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	No
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions.	2	No
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I 🗲	3	Yes
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III 🗲	5	Yes
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 🗲	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 🗲	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 🗲	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 🗲	9	No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V	10	No
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI. 🗲	11a	Yes
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 🗲	11b	No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 🗲	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX 🗲	11d	No
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 🗲	11e	No
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)?	11f	Yes
12a If "Yes," complete Schedule D, Part XI. Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 🗲	12a	No
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 🗲	12b	Yes
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b	No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15	No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions.	17	No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	Yes

Part IV

Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a	No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a	
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b	
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons?	26	No
27	If "Yes," complete Schedule L, Part I. Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	30	No
31	If "Yes," complete Schedule M. Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32	No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?	33	Yes
34	If "Yes," complete Schedule R, Part I. Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	Yes
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b	No
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36	
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37	No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38	Yes

Part V

Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

		Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	254
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes

Part V	Statements Regarding Other IRS Filings and Tax Compliance (continued)					
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		2a	457			
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b		Yes		
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a		Yes		
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		3b		Yes		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a			No	
b If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)						
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . .		5a			No	
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b			No	
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c				
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a			No	
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b				
7 Organizations that may receive deductible contributions under section 170(c).						
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a				
b If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b				
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c				
d If "Yes," indicate the number of Forms 8282 filed during the year		7d				
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e				
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f				
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g				
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h				
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?						
9 Sponsoring organizations maintaining donor advised funds.						
a Did the sponsoring organization make any taxable distributions under section 4966?		9a				
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b				
10 Section 501(c)(7) organizations. Enter:						
a Initiation fees and capital contributions included on Part VIII, line 12		10a				
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		10b				
11 Section 501(c)(12) organizations. Enter:						
a Gross income from members or shareholders		11a				
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		11b				
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?						
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		12b				
13 Section 501(c)(29) qualified nonprofit health insurance issuers.						
a Is the organization licensed to issue qualified health plans in more than one state?		13a				
Note. See the instructions for additional information the organization must report on Schedule O.						
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		13b				
c Enter the amount of reserves on hand		13c				
14a Did the organization receive any payments for indoor tanning services during the tax year?		14a			No	
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O . . .		14b				
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?		15			No	
16 Is the organization subject to the section 4968 excise tax on net investment income?		16			No	
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? . . .		17				
If "Yes," complete Form 6069.						

Part VI

Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.
Check if Schedule O contains a response or note to any line in this Part VI ☒

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	1a13		
b	Enter the number of voting members included in line 1a, above, who are independent	1b0		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Did the organization have members or stockholders?	6	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	Yes	
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a		No
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a		No
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b		
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	12c		
13	Did the organization have a written whistleblower policy?	13		No
14	Did the organization have a written document retention and destruction policy?	14		No
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a		No
b	Other officers or key employees of the organization	15b		No
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed

18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
ELIZABETH POWELL SEC TREAS 1300 L STREET NW 200 WASHINGTON, DC 200054128 (202) 842-4215

Part VII

Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization’s tax year.
- List all of the organization’s **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

List all of the organization’s **current** key employees, if any. See the instructions for definition of "key employee."

List the organization’s five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

List all of the organization’s **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

List all of the organization’s **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) AMY PUHALSKI CENTRAL RGNL COORDINATOR	40.00	X						133,504	0	28,862
(2) ARRION BROWN DIRECTOR SUPPORT SERVICES	40.00	X						163,269	0	42,322
(3) ARTHUR JONES EASTERN RGNL COORDINATOR	40.00	X						137,537	0	37,550
(4) CHARLES CASH DIRECTOR INDUSTRIAL RELATIONS	40.00	X						162,969	0	42,322
(5) DEBORAH SZEREDY EXECUTIVE VICE-PRESIDENT	40.00	X						167,101	0	27,969
(6) ELIZABETH POWELL SECRETARY-TREASURER	40.00	X						167,101	0	27,969
(7) IDOWU BALOGUN DIRECTOR MAINTENANCE DIV	40.00	X						160,879	0	25,855
(8) LAMONT BROOKS DIRECTOR CLERK DIVISION	40.00	X						163,548	0	25,819
(9) MARK DIMONDSTEIN PRESIDENT	40.00	X						191,276	0	31,640
(10) MICHAEL FOSTER DIRECTOR MOTOR VEHICLE	40.00	X						163,442	0	25,814
(11) OMAR GONZALEZ WESTERN RGNL COORDINATOR	40.00	X						136,190	0	37,321
(12) TIFFANY FOSTER NORTHEAST RGNL COORDINATOR	40.00	X						136,190	0	28,862
(13) YARED WONDE SOUTHERN REGNL COORDINATOR	40.00	X						128,720	0	37,321
(14) BRUCE AMEY NBA SO REG SW SUB-REG MVS	40.00			X				128,069	0	20,610
(15) ORLANDO ANDERSON NBA SUPPORT SERVICES	40.00			X				125,021	0	20,092
(16) HECTOR BAEZ NBA WESTERN REGION MAINT	40.00			X				124,531	0	36,558
(17) JEFFREY BEATON NBA B CENTRAL REG MAINT DIV	40.00			X				124,531	0	35,290

Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(18) GREGORY BECKER NBA B MNPLS MN REG	40.00			X				117,696	0	26,988
(19) SONIA CANCHOLA NBA B CENTRAL REG MAINT DIV	40.00			X				117,696	0	31,524
(20) ASHLEY CARGILL NBA B WITCHITA REG	40.00			X				124,531	0	33,567
(21) PETER CORADI NBA A NEW YORK REGION	40.00			X				124,780	0	20,051
(22) JACK CRAWFORD NBA A DALLAS REGION	40.00			X				68,628	0	6,382
(23) JAMES DEMAURO NBA A ATLANTIC REG	40.00			X				124,531	0	36,558
(24) FABIOLA DOMINGUEZ NBA C SAN FRANCISCO REG	40.00			X				128,069	0	20,610
(25) BRIAN DUNN NBA B WITCHITA REG	40.00			X				73,839	0	4,852
(26) MORNING DUNN NBA A WESTERN REGION	40.00			X				92,464	0	25,626
(27) BRIAN DUNSMORE NBA A MNPLS MINN REG	40.00			X				117,696	0	36,558
(28) TODD ELKERTON NBA CENTRAL REG MAINT	40.00			X				123,392	0	36,558
(29) CRAIG FISHER NORTHEAST RGNL COORDINATOR	40.00			X				124,531	0	20,008
(30) MICHAEL FUNK NBA A WESTERN REGION	40.00			X				125,008	0	20,089
(31) JOHN GEARHARD NBA A SOUTHERN REG MAINT	40.00			X				124,780	0	20,051
(32) LAMONT GREEN NBA A DENVER REG	40.00			X				117,696	0	20,008
(33) SAMUEL HERNANDEZ NBA CARIBBEAN AREA	40.00			X				117,696	0	28,416
(34) MICHAEL HETTICHER NBA B SAN FRANCISCO AREA	40.00			X				124,531	0	35,447
(35) SCOTT HOFFMAN NBA B NEW ENGLAND REG	40.00			X				119,975	0	26,499
(36) JOHN JACKSON NBA PHILADELPHIA REGION	40.00			X				124,980	0	21,583
(37) JOE JOLLEY NBA A MEMPHIS REG CLRK DIV	40.00			X				124,531	0	26,988
(38) ROBERT KESSLER NBA A ST LOUIS REG	40.00			X				118,186	0	20,092
(39) LOUIS KINGSLEY NBA A WESTERN REGION	40.00			X				124,531	0	35,447
(40) MARK KRUEGER NBA CENTRAL REG MVS	40.00			X				117,696	0	27,269
(41) KENNETH LESTER NBA EASTERN REG MAINT DIV	40.00			X				124,531	0	23,356
(42) CHUCK LOCKE NBA D SAN FRANCISCO AREA	40.00			X				124,531	0	35,447
(43) STEPHANIE LOGAN NBA C CENTRAL REG MAINT DIV	40.00			X				16,376	0	2,784
(44) BILL MAZUROWSKI NBA A PHILADELPHIA REG	40.00			X				124,531	0	34,032
(45) JOSH MONTGOMERY NBA C MAINTENANCE DIV	40.00			X				34,336	0	5,837
(46) SANDRA MUNOZ NBA B TAMPA FL	40.00			X				122,253	0	20,008
(47) THOMAS OBRIEN NBA C NEW ENGLAND REG	40.00			X				124,833	0	20,060
(48) DORIS ORR RICHARDSON NBA B TAMPA FL	40.00			X				117,696	0	20,008
(49) RUFINA PAGADUAN NBA PACIFIC AREA	40.00			X				122,253	0	20,008
(50) SHANA PARKER NBA EASTERN REG MVS	40.00			X				117,696	0	32,918
(51) JAMES PATARINI NBA ALASKA AREA PART TIME	40.00			X				17,970	0	3,055
(52) CARLOS PAZ NBA FT WORTH AREA MAINT	40.00			X				125,139	0	20,112
(53) JEROME PITTMAN NBA WESTERN REG MVS	40.00			X				117,696	0	20,008
(54) DEVENDRA RATHORE NBA B WASH DC REG	40.00			X				124,531	0	35,447
(55) PAMELA RICHARDSON NBA A NEW ENGLAND REG	40.00			X				124,780	0	20,051
(56) DAVE SARNACKI NBA C CINN OH REG	40.00			X				124,531	0	35,447
(57) MICHAEL SCHMID NBA C WORTH AREA	40.00			X				124,553	0	20,090
(58) DIANN SCURLARK NBA SW SUB AND SO REG MVS	40.00			X				126,159	0	20,285
(59) DYRIKE SHAW NBA B ST LOUIS REG	40.00			X				124,531	0	26,499
(60) DANIEL SKEMP NBA B MEMPHIS	40.00			X				128,069	0	21,133
(61) PAMELA SMITH NBA B MEMPHIS	40.00			X				124,531	0	20,008
(62) JAMES STEVENSON NBA C CHICAGO REG	40.00			X				125,316	0	20,151
(63) ELIZABETH SWIGERT NBA B NORTHEAST REG	40.00			X				124,723	0	20,041
(64) VINCE TARDUCCI NBA CENTRAL REG MAINT	40.00			X				128,391	0	20,664
(65) CHARLES TILLMAN NBA B DALLAS REGION	40.00			X				124,531	0	20,008
(66) BERNARD TIMMERMAN NBA A NORTHEAST AREA	40.00			X				124,531	0	25,685
(67) LINDA TURNEY NBA CENTRAL REG	40.00			X				124,531	0	34,032
(68) CURTIS WALKER NBA C CENTRAL REG	40.00			X				149,288	0	20,819
(69) RACHEL WALTHALL NBA A WASH DC REGION	40.00			X				124,531	0	35,447
(70) EMILY WEBER NBA WITCHITA KS	40.00			X				124,531	0	55,347
(71) RICHARD WHITE NBA NORTHEAST REG MVS	40.00			X				124,531	0	35,447
(72) CARLTON WILLIAMS NBA DALLAS REGION	40.00			X				78,850	0	23,097
(73) JOSEPH ZAMENICK NBA B DENVER CO AREA	40.00			X				117,696	0	35,179
(74) JUDY BEARD DIRECTOR LEGISLATIVE DEPT	40.00			X				154,728	0	25,814
(75) DALEO FREEMAN DIRECTOR HUMAN RELATIONS	40.00			X				153,980	0	40,877
(76) GARRET LANGLEY ASST DIRECTOR MOTOR VEHICLE	40.00			X				151,400	0	39,766
(77) SAM LISENBE ASST DIRECTOR A CLERK DIV	40.00			X				155,608	0	24,604
(78) TERRY MARTINEZ ASST DIRECTOR A MAINT DIV	40.00			X				154,588	0	24,430
(79) NANCY OLUMEKOR DIRECTOR RETIREE DEPT	40.00			X				131,549	0	21,925
(80) LYNN PALLAS BARBER ASST DIRECTOR B CLERK DIV	40.00			X				151,890	0	24,410
(81) JOYCE ROBINSON DIRECTOR RESEARCH & EDUC	40.00			X				146,244	0	24,369
(82) ROBERT ROMANOWSKI ASST DIRECTOR C CLERK DIV	40.00			X				144,821	0	34,620
(83) ANNA SMITH DIRECTOR ORGANIZATION DEPT	40.00			X				153,980	0	38,351
(84) JASON TREIER ASST DIR B MAINT DIV	40.00			X				153,980	0	30,818
(85) ELIZABETH CONOLLY CONTROLLER	40.00					X		142,171	0	104,088
(86) HANNAH DECKER HR MNGR/EXEC ASST TO SEC-TREA	40.00					X		143,551	0	133,708
(87) MANJUSHA NAIR SR PROGRAMMER/DATA MINER	40.00					X		132,181	0	129,225
(88) MICHAEL MACHO MNGR NEG SPRT & SPCL PROJ	40.00					X		130,120	0	53,592
(89) STEPHEN DEMATTEO EXEC ASST TO THE PRESIDENT	40.00					X		128,188	0	101,454
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)					11,283,296			0	2,767,908	
2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 9 5										

		Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
CONVENTION SERVICES	CONVENTION	3,295,388
1701 CABIN BRANCH DR LANDOVER, MD 20785 KELLY PRESS INC	PRINTING SERVICES	2,139,526
1701 CABIN BRANCH DR LANDOVER, MD 20785 MURPHY ANDERSON PLLC	LEGAL SERVICES	1,671,949
1401 K STREET NW STE 300 WASHINGTON, DC 20005 SODEXO LIVE - VOLUME SERVICES INC	CATERERING SERVICES	1,502,053
495 S GRAND CENTRAL PKWY 10TH FLOOR LAS VEGAS, NV 89106 K & R INDUSTRIES	BRANDING SERVICES	1,210,699
14110 SULLYFIELD CIR STE D CHANTILLY, VA 20151		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 2 8

Part VIII

Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other	1a Federated campaigns		1a	
Amt Similar Amounts	b Membership dues		1b	
	c Fundraising events		1c	
	d Related organizations		1d	
	e Government grants (contributions)		1e	
	f All other contributions, gifts, grants, and similar amounts not included above		1f	
	g Noncash contributions included in lines 1a - 1f:\$		1g	
	h Total. Add lines 1a-1f			

Program Service Revenue	2a MEMBERSHIP DUES	Business Code				
		900099	51,777,785	51,116,469	661,316	
	b HEALTH PLAN SERVICE	900099	7,741,680	7,741,680		
	c					
	d					
	e					
	f All other program service revenue.					
g Total. Add lines 2a-2f.		59,519,465				

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		6,486,482			6,486,482	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties		457,547			457,547	
	6a Gross rents	(i) Real	(ii) Personal				
		6a	329,121				
		b Less: rental expenses	6b				
	c Rental income or (loss)	6c	1,546	1,546			1,546
	d Net rental income or (loss)						
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		7a	14,116,038				
		b Less: cost or other basis and sales expenses	7b				
	c Gain or (loss)	7c	-844,226	-844,226			-844,226
	d Net gain or (loss)						
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a					
		b Less: direct expenses	8b				
c Net income or (loss) from fundraising events							
9a Gross income from gaming activities. See Part IV, line 19	9a						
	b Less: direct expenses	9b					
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances	10a	127,164					
	b Less: cost of goods sold	10b					282,129
c Net income or (loss) from sales of inventory			-154,965			-154,965	

OtherRevenueMiscAmt	11a MISCELLANEOUS REVENUE	Business Code				
		900099	190,601	190,601		
	b LEGAL SETTLEMENT & AWARDS INCOME	900099	3,000	3,000		
	c FIDELITY BOND REIMBURSEMENT	900099	793	793		
	d All other revenue					
	e Total. Add lines 11a-11d		194,394			
12 Total revenue. See instructions			65,660,243	59,052,543	661,316	5,946,384

Part IX

Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX ☒

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	153,330			
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	12,852,927			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	5,706,626			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,192,905			
9 Other employee benefits	4,159,844			
10 Payroll taxes	1,455,613			
11 Fees for services (non-employees):				
a Management				
b Legal	1,708,865			
c Accounting	153,020			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	83,039			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	2,479,218			
12 Advertising and promotion	1,287,842			
13 Office expenses	1,829,205			
14 Information technology	826,438			
15 Royalties				
16 Occupancy	2,759,246			
17 Travel	1,169,299			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	7,560,584			
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	994,195			
23 Insurance	265,357			
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a UBIT	-11,509			
b AFFILIATIONS & ASST	3,398,917			
c GENERAL UNION EXPENSES	2,238,191			
d MAGAZINE & PUBLIC RELAT	1,606,735			
e All other expenses	1,283,477			
25 Total functional expenses. Add lines 1 through 24e	55,153,364			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X

Balance Sheet

Check if Schedule O contains a response or note to any line in this Part IX

☐

				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		14,431,339	1	14,199,534	
	2	Savings and temporary cash investments		306,361	2	375,212	
	3	Pledges and grants receivable, net			3		
	4	Accounts receivable, net		48,104	4	70,960	
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5		
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6		
	7	Notes and loans receivable, net			7		
	8	Inventories for sale or use			8		
	9	Prepaid expenses and deferred charges			9		
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	12,178,018			
	b	Less: accumulated depreciation	10b	6,908,607	5,333,879	10c	5,269,411
	11	Investments—publicly traded securities		139,035,515	11	148,044,628	
	12	Investments—other securities. See Part IV, line 11			12		
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets			14		
	15	Other assets. See Part IV, line 11		87,771	15	216,884	
16	Total assets: Add lines 1 through 15 (must equal line 33)		159,242,969	16	168,176,629		
Liabilities	17	Accounts payable and accrued expenses		5,819,101	17	3,019,782	
	18	Grants payable			18		
	19	Deferred revenue			19		
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21		
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22		
	23	Secured mortgages and notes payable to unrelated third parties			23		
	24	Unsecured notes and loans payable to unrelated third parties			24		
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		14,148	25	0	
	26	Total liabilities. Add lines 17 through 25		5,833,249	26	3,019,782	
	Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.					
27		Net assets without donor restrictions		153,409,720	27	165,156,847	
28		Net assets with donor restrictions			28		
Organizations that do not follow FASB ASC 958, check here ☐ and complete lines 29 through 33.							
29		Capital stock or trust principal, or current funds			29		
30		Paid-in or capital surplus, or land, building or equipment fund			30		
31		Retained earnings, endowment, accumulated income, or other funds			31		
32		Total net assets or fund balances		153,409,720	32	165,156,847	
33		Total liabilities and net assets/fund balances		159,242,969	33	168,176,629	

Part XI

Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	65,660,243
2	Total expenses (must equal Part IX, column (A), line 25)	2	55,153,364
3	Revenue less expenses. Subtract line 2 from line 1	3	10,506,879
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	153,409,720
5	Net unrealized gains (losses) on investments	5	1,240,247
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	165,156,847

Part XII

Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☐ Accrual ☒ Other MODIFIED CASH If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		No
If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	Yes	
If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization AMERICAN POSTAL WORKERS UNION AFL-CIO	Employer identification number 52-0913725
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1	Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."	
2	Political campaign activity expenditures. See instructions	\$ 0
3	Volunteer hours for political campaign activities. See instructions	

Part I-B Complete if the organization is exempt under section 501(c)(3).

1	Enter the amount of any excise tax incurred by the organization under section 4955	\$	
2	Enter the amount of any excise tax incurred by organization managers under section 4955	\$	
3	If the organization incurred a section 4955 tax, did it file Form 4720 for this year?	☐ Yes ☐ No	
4a	Was a correction made?	☐ Yes ☐ No	
b	If "Yes," describe in Part IV.		

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1	Enter the amount directly expended by the filing organization for section 527 exempt function activities	\$	
2	Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities	\$	
3	Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b	\$	
4	Did the filing organization file Form 1120-POL for this year?	☐ Yes ☐ No	
5	Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.		

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
(1) APWU COMMITTEE OF POLITICAL ACTION	1300 L STREET NW WASHINGTON, DC 20006	52-1130171		794,405
2				
3				
4				
5				
6				

Part II-A

Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)															
b Total lobbying expenditures to influence a legislative body (direct lobbying)															
c Total lobbying expenditures (add lines 1a and 1b)															
d Other exempt purpose expenditures															
e Total exempt purpose expenditures (add lines 1c and 1d)															
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.															
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e.</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000.</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000.</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000.</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000.</td></tr></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g Grassroots nontaxable amount (enter 25% of line 1f)															
h Subtract line 1g from line 1a. If zero or less, enter -0-															
i Subtract line 1f from line 1c. If zero or less, enter -0-															
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ Yes ☐ No													

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

		(a)		(b)
		Yes	No	Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities?			
j	Total. Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

		Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1 Yes	
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	No
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3	No

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures. See Instructions	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation
PART I-A, LINE 1:	THE ORGANIZATION HELPS SUPPORT THE SECTION 527 BY PROMPTLY TRANSFERING THE CONTRIBUTIONS RECEIVED TO THE SEPARATE SEGREGATED FUND.

Additional Data

Return to Form

Software ID:

Software Version:

Name of the organization AMERICAN POSTAL WORKERS UNION AFL-CIO	Employer identification number 52-0913725
--	--

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate value of contributions to (during year)	
3	Aggregate value of grants from (during year)	
4	Aggregate value at end of year	
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1	Purpose(s) of conservation easements held by the organization (check all that apply).	
	☐ Preservation of land for public use (e.g., recreation or education) ☐ Preservation of an historically important land area	
	☐ Protection of natural habitat ☐ Preservation of a certified historic structure	
	☐ Preservation of open space	
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.	
a	Total number of conservation easements	2a
b	Total acreage restricted by conservation easements	2b
c	Number of conservation easements on a certified historic structure included in (a)	2c
d	Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶	
4	Number of states where property subject to conservation easement is located ▶	
5	Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?	
6	Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶	
7	Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$	
8	Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?	
9	In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.	

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a	If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.	
b	If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:	
	(i) Revenue included on Form 990, Part VIII, line 1	▶ \$
	(ii) Assets included in Form 990, Part X	▶ \$
2	If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:	
a	Revenue included on Form 990, Part VIII, line 1	▶ \$
b	Assets included in Form 990, Part X	▶ \$

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a ☐ Public exhibition

b ☐ Scholarly research

c ☐ Preservation for future generations

d ☐ Loan or exchange programs

e ☐ Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII ☐

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment ▶

b Permanent endowment ▶

c Term endowment ▶

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) Unrelated organizations

(ii) Related organizations

b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		
3a(ii)		
3b		

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		782,171		782,171
b Buildings		3,296,806	1,450,831	1,845,975
c Leasehold improvements		1,986,817	1,085,098	901,719
d Equipment		6,032,166	4,292,620	1,739,546
e Other		80,058	80,058	0
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				5,269,411

Part VII

Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII

Investments - Program Related.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

Part IX

Other Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

Part X

Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f.
See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	
2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☒	

Schedule D (Form 990) (Rev. 1-2025)

Part XI

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	

Part XII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	

Part XIII

Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
PART X, LINE 2:	ACCOUNTING STANDARDS PROVIDE CONSISTENT GUIDANCE FOR THE ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES RECOGNIZED IN AN ENTITY'S FINANCIAL STATEMENTS AND PRESCRIBE A THRESHOLD OF "MORE LIKELY THAN NOT" FOR RECOGNITION AND DERECOGNITION OF TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. APWU PERFORMED AN EVALUATION OF UNCERTAIN TAX POSITIONS FOR THE YEAR ENDED DECEMBER 31, 2024, AND DETERMINED THAT THERE WERE NO MATTERS THAT WOULD REQUIRE RECOGNITION IN THE CONSOLIDATED FINANCIAL STATEMENTS.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Schedule I
(Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations,
Governments and Individuals in the United States

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization
AMERICAN POSTAL WORKERS UNION
AFL-CIO

Employer identification number
52-0913725

Part I General Information on Grants and Assistance

- 1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☐ Yes ☒ No
- 2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) NCBCP 5 FL STE 500 WASHINGTON,DC 20036	52-1253112	501(C)(3)	15,000	0			CONTRIBUTION
(2) WORKING FAMILIES ORGANIZATION INC 77 SANDS STREET 6TH FL BROOKLYN,NY 11201	20-4994004	501(C)(4)	15,000	0			CONTRIBUTION
(3) A PHILIP RANDOLPH INST 815 BLACK LIVES MATTER PLAZA WASHINGTON,DC 20006	13-2548181	501(C)(4)	12,600	0			CONTRIBUTION
(4) CONGRESSIONAL BLACK CAUCUS 1720 MASSACHUSETTS AVENUE NW WASHINGTON,DC 20036	52-1160561	501(C)(3)	11,000	0			CONTRIBUTION
(5) ECONOMIC POLICY INSTITUTE 1225 EYE ST NW SUITE 600 WASHINGTON,DC 20005	52-1368964	501(C)(3)	10,000	0			CONTRIBUTION
(6) NATIONAL ACTION NETWORK 106 W 145TH ST NEW YORK,NY 100394138	11-3269182	501(C)(4)	10,000	0			CONTRIBUTION
(7) NATIONAL VOTE AT HOME INSTITUTE PO BOX 513 DUMFRIES,VA 22026	53-0159200	501(C)(3)	10,000	0			CONTRIBUTION
(8) YES FOR FREEDOM TO VOTE BY MAIL		501(C)(3)	10,000	0			CONTRIBUTION
(9) CBTU REGION III PO BOX 8303 FORT LAUDERDALE,FL 33310		501(C)(5)	8,950	0			CONTRIBUTION
(10) CBTU PO BOX 66268 WASHINGTON,DC 20035	52-1128179	501(C)(5)	5,675	0			CONTRIBUTION
(11) A PHILIP RANDOLPH MIAMI-DADE CHAPTER PO BOX 11387 MIAMI,FL 33101	20-5034001	501(C)(4)	5,500	0			CONTRIBUTION

- 2

Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

5
- 3

Enter total number of other organizations listed in the line 1 table

6

Part III

Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV	Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.
Return Reference	Explanation

Additional Data

Return to Form

Software ID:
Software Version:

Schedule J
(Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization
AMERICAN POSTAL WORKERS UNION
AFL-CIO

Employer identification number

52-0913725

Part I

Questions Regarding Compensation

1a

Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

☐ First-class or charter travel

☐ Travel for companions

☐ Tax idemnification and gross-up payments

☐ Discretionary spending account

☐ Housing allowance or residence for personal use

☐ Payments for business use of personal residence

☐ Health or social club dues or initiation fees

☐ Personal services (e.g., maid, chauffeur, chef)

b

If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain
.

2

Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?
.

3

Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

☐ Compensation committee

☐ Independent compensation consultant

☐ Form 990 of other organizations

☐ Written employment contract

☒ Compensation survey or study

☒ Approval by the board or compensation committee

4

During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

a

Receive a severance payment or change-of-control payment?

b

Participate in, or receive payment from, a supplemental nonqualified retirement plan?

c

Participate in, or receive payment from, an equity-based compensation arrangement?
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

a

The organization?

b

Any related organization?
If "Yes," on line 5a or 5b, describe in Part III.

6

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

a

The organization?

b

Any related organization?
If "Yes," on line 6a or 6b, describe in Part III.

7

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III

8

Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9

If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes

No

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat. No. 50053T

Schedule J (Form 990) (Rev. 1-2025)

Part II

Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 HANNAH DECKER HR MNGR/EXEC ASST TO SEC-TREA	(i)	128,985	4,500	10,066	21,927	111,781	277,259	0
	(ii)	- 0	0	0	0	- 0	- 0	0
2 MANJUSHA NAIR SR PROGRAMMER/DATA MINER	(i)	121,923	600	9,658	20,727	108,498	261,406	0
	(ii)	- 0	0	0	0	- 0	- 0	0
3 ELIZABETH CONOLLY CONTROLLER	(i)	132,603	0	9,568	22,543	81,545	246,259	0
	(ii)	- 0	0	0	0	- 0	- 0	0
4 STEPHEN DEMATTEO EXEC ASST TO THE PRESIDENT	(i)	125,394	0	2,794	21,317	80,137	229,642	0
	(ii)	- 0	0	0	0	- 0	- 0	0
5 MARK DIMONDSTEIN PRESIDENT	(i)	186,116	0	5,160	31,640	0	222,916	0
	(ii)	- 0	0	0	0	- 0	- 0	0
6 ARRION BROWN DIRECTOR SUPPORT SERVICES	(i)	151,598	0	11,671	25,772	16,550	205,591	0
	(ii)	- 0	0	0	0	- 0	- 0	0
7 CHARLES CASH DIRECTOR INDUSTRIAL RELATIONS	(i)	151,598	0	11,371	25,772	16,550	205,291	0
	(ii)	- 0	0	0	0	- 0	- 0	0
8 DEBORAH SZEREDY EXECUTIVE VICE-PRESIDENT	(i)	164,521	0	2,580	27,969	0	195,070	0
	(ii)	- 0	0	0	0	- 0	- 0	0
9 ELIZABETH POWELL SECRETARY-TREASURER	(i)	164,521	0	2,580	27,969	0	195,070	0
	(ii)	- 0	0	0	0	- 0	- 0	0
10 DALEO FREEMAN DIRECTOR HUMAN RELATIONS	(i)	143,100	0	10,880	24,327	16,550	194,857	0
	(ii)	- 0	0	0	0	- 0	- 0	0
11 ANNA SMITH DIRECTOR ORGANIZATION DEPT	(i)	143,100	0	10,880	24,327	14,024	192,331	0
	(ii)	- 0	0	0	0	- 0	- 0	0
12 GARRET LANGLEY ASST DIRECTOR MOTOR VEHICLE	(i)	143,100	0	8,300	24,327	15,439	191,166	0
	(ii)	- 0	0	0	0	- 0	- 0	0
13 LAMONT BROOKS DIRECTOR CLERK DIVISION	(i)	151,877	0	11,671	25,819	0	189,367	0
	(ii)	- 0	0	0	0	- 0	- 0	0
14 MICHAEL FOSTER DIRECTOR MOTOR VEHICLE	(i)	151,848	0	11,594	25,814	0	189,256	0
	(ii)	- 0	0	0	0	- 0	- 0	0
15 IDOWU BALOGUN DIRECTOR MAINTENANCE DIV	(i)	152,088	0	8,791	25,855	0	186,734	0
	(ii)	- 0	0	0	0	- 0	- 0	0
16 JASON TREIER ASST DIR B MAINT DIV	(i)	143,100	0	10,880	24,327	6,491	184,798	0
	(ii)	- 0	0	0	0	- 0	- 0	0
17 MICHAEL MACHO MNGR NEG SPPRT & SPCL PROJ	(i)	120,541	0	9,579	20,492	33,100	183,712	0
	(ii)	- 0	0	0	0	- 0	- 0	0
18 JUDY BEARD DIRECTOR LEGISLATIVE DEPT	(i)	151,848	0	2,880	25,814	0	180,542	0
	(ii)	- 0	0	0	0	- 0	- 0	0
19 SAM LISENBE ASST DIRECTOR A CLERK DIV	(i)	144,728	0	10,880	24,604	0	180,212	0
	(ii)	- 0	0	0	0	- 0	- 0	0
20 EMILY WEBER NBA WITCHITA KS	(i)	117,696	0	6,835	20,008	35,339	179,878	0
	(ii)	- 0	0	0	0	- 0	- 0	0

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
21 ROBERT ROMANOWSKI ASST DIRECTOR C CLERK DIV	(i)	136,521	0	8,300	23,209	11,411	179,441	0
	(ii)	- 0	0	0	0	- 0	- 0	0
22 TERRY MARTINEZ ASST DIRECTOR A MAINT DIV	(i)	143,708	0	10,880	24,430	0	179,018	0
	(ii)	- 0	0	0	0	- 0	- 0	0
23 LYNN PALLAS BARBER ASST DIRECTOR B CLERK DIV	(i)	143,590	0	8,300	24,410	0	176,300	0
	(ii)	- 0	0	0	0	- 0	- 0	0
24 ARTHUR JONES EASTERN RGNL COORDINATOR	(i)	130,066	0	7,471	22,111	15,439	175,087	0
	(ii)	- 0	0	0	0	- 0	- 0	0
25 OMAR GONZALEZ WESTERN RGNL COORDINATOR	(i)	128,719	0	7,471	21,882	15,439	173,511	0
	(ii)	- 0	0	0	0	- 0	- 0	0
26 JOYCE ROBINSON DIRECTOR RESEARCH & EDUC	(i)	143,349	0	2,895	24,369	0	170,613	0
	(ii)	- 0	0	0	0	- 0	- 0	0
27 CURTIS WALKER NBA C CENTRAL REG	(i)	122,467	0	26,821	20,819	0	170,107	0
	(ii)	- 0	0	0	0	- 0	- 0	0
28 YARED WONDE SOUTHERN REGNL COORDINATOR	(i)	128,720	0	0	21,882	15,439	166,041	0
	(ii)	- 0	0	0	0	- 0	- 0	0
29 TIFFANY FOSTER NORTHEAST RGNL COORDINATOR	(i)	128,719	0	7,471	21,882	6,980	165,052	0
	(ii)	- 0	0	0	0	- 0	- 0	0
30 AMY PUHALSKI CENTRAL RGNL COORDINATOR	(i)	128,720	0	4,784	21,882	6,980	162,366	0
	(ii)	- 0	0	0	0	- 0	- 0	0
31 HECTOR BAEZ NBA WESTERN REGION MAINT	(i)	117,696	0	6,835	20,008	16,550	161,089	0
	(ii)	- 0	0	0	0	- 0	- 0	0
32 JAMES DEMAURO NBA A ATLANTIC REG	(i)	117,696	0	6,835	20,008	16,550	161,089	0
	(ii)	- 0	0	0	0	- 0	- 0	0
33 MICHAEL HETTICHER NBA B SAN FRANCISCO AREA	(i)	117,696	0	6,835	20,008	15,439	159,978	0
	(ii)	- 0	0	0	0	- 0	- 0	0
34 LOUIS KINGSLEY NBA A WESTERN REGION	(i)	117,696	0	6,835	20,008	15,439	159,978	0
	(ii)	- 0	0	0	0	- 0	- 0	0
35 CHUCK LOCKE NBA D SAN FRANCISCO AREA	(i)	117,696	0	6,835	20,008	15,439	159,978	0
	(ii)	- 0	0	0	0	- 0	- 0	0
36 DEVENDRA RATHORE NBA B WASH DC REG	(i)	117,696	0	6,835	20,008	15,439	159,978	0
	(ii)	- 0	0	0	0	- 0	- 0	0
37 DAVE SARNACKI NBA C CINN OH REG	(i)	117,696	0	6,835	20,008	15,439	159,978	0
	(ii)	- 0	0	0	0	- 0	- 0	0
38 RACHEL WALTHALL NBA A WASH DC REGION	(i)	117,696	0	6,835	20,008	15,439	159,978	0
	(ii)	- 0	0	0	0	- 0	- 0	0
39 RICHARD WHITE NBA NORTHEAST REG MVS	(i)	117,696	0	6,835	20,008	15,439	159,978	0
	(ii)	- 0	0	0	0	- 0	- 0	0
40 TODD ELKERTON NBA CENTRAL REG MAINT	(i)	117,696	0	5,696	20,008	16,550	159,950	0
	(ii)	- 0	0	0	0	- 0	- 0	0
41 JEFFREY BEATON NBA B CENTRAL REG MAINT DIV	(i)	117,696	0	6,835	20,008	15,282	159,821	0
	(ii)	- 0	0	0	0	- 0	- 0	0

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
42 BILL MAZUROWSKI NBA A PHILADELPHIA REG	(i)	117,696 -----	0 -----	6,835 -----	20,008 -----	14,024 -----	158,563 -----	0 -----
	(ii)	- 0	0	0	0	- 0	- 0	0
43 LINDA TURNEY NBA CENTRAL REG	(i)	117,696 -----	0 -----	6,835 -----	20,008 -----	14,024 -----	158,563 -----	0 -----
	(ii)	- 0	0	0	0	- 0	- 0	0
44 ASHLEY CARGILL NBA B WITCHITA REG	(i)	117,696 -----	0 -----	6,835 -----	20,008 -----	13,559 -----	158,098 -----	0 -----
	(ii)	- 0	0	0	0	- 0	- 0	0
45 BRIAN DUNSMORE NBA A MNPLS MINN REG	(i)	117,696 -----	0 -----	0 -----	20,008 -----	16,550 -----	154,254 -----	0 -----
	(ii)	- 0	0	0	0	- 0	- 0	0
46 NANCY OLUMEKOR DIRECTOR RETIREE DEPT	(i)	128,969 -----	0 -----	2,580 -----	21,925 -----	0 -----	153,474 -----	0 -----
	(ii)	- 0	0	0	0	- 0	- 0	0
47 JOSEPH ZAMENICK NBA B DENVER CO AREA	(i)	117,696 -----	0 -----	0 -----	20,008 -----	15,171 -----	152,875 -----	0 -----
	(ii)	- 0	0	0	0	- 0	- 0	0
48 JOE JOLLEY NBA A MEMPHIS REG CLRK DIV	(i)	117,696 -----	0 -----	6,835 -----	20,008 -----	6,980 -----	151,519 -----	0 -----
	(ii)	- 0	0	0	0	- 0	- 0	0
49 DYRIKE SHAW NBA B ST LOUIS REG	(i)	117,696 -----	0 -----	6,835 -----	20,008 -----	6,491 -----	151,030 -----	0 -----
	(ii)	- 0	0	0	0	- 0	- 0	0
50 SHANA PARKER NBA EASTERN REG MVS	(i)	117,696 -----	0 -----	0 -----	20,008 -----	12,910 -----	150,614 -----	0 -----
	(ii)	- 0	0	0	0	- 0	- 0	0
51 BERNARD TIMMERMAN NBA A NORTHEAST AREA	(i)	117,696 -----	0 -----	6,835 -----	20,008 -----	5,677 -----	150,216 -----	0 -----
	(ii)	- 0	0	0	0	- 0	- 0	0

Part III **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
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Additional Data

Return to Form

Software ID:
Software Version:

Additional Data

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Software ID:

Software Version:

SCHEDULE R
(Form 990)
(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
AMERICAN POSTAL WORKERS UNION
AFL-CIO

Employer identification number
52-0913725

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) APWU FLORIDA LLC 1300 L ST NW WASHINGTON, DC 20005	HOLD TITLE TO PROPERTY	DC			AMERICAN POSTAL WORKERS UNION AFL-CIO
(2) APWU NEW YORK LLC 1300 L ST NW WASHINGTON, DC 20005	HOLD TITLE TO PROPERTY	DC			AMERICAN POSTAL WORKERS UNION AFL-CIO
(3) APWU NEW JERSEY LLC 1300 L ST NW WASHINGTON, DC 20005	HOLD TITLE TO PROPERTY	DC			AMERICAN POSTAL WORKERS UNION AFL-CIO
(4) APWU TRAVEL AND PLANNING LLC 1300 L ST NW WASHINGTON, DC 20005	TRAVEL SERVICES	DC			AMERICAN POSTAL WORKERS UNION AFL-CIO

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)HALLBECK SCHOLARSHIP FUND 1300 L STREET NW WASHINGTON, DC 20005 23-7058046	SCHOLARSHIP BENEFITS FOR THE CHILDREN OF POSTAL CLERKS	DC	501(C)(3)	LINE 12C, III-FI			No
(2)APWU HOLDING CORPORATION 1300 L STREET NW WASHINGTON, DC 20005 52-1975237	OWNS THE APWU HEADQUARTERS BUILDING	DC	501(C)(2)				No
(3)APWU COMMITTEE ON POLITICAL ACTION 1300 L STREET NW WASHINGTON, DC 20005 52-1130171	SEPARATE SEGREGATED FUND	DC	527				No
(4)APWU HEALTH PLAN 799 CROMWELL PARK DRIVE GLEN BURNIE, MD 21061 52-0940594	HEALTH PLAN TO ALL MEMBERS, RETIREES AND ELIGIBLE DEPENDENTS	DC	501(C)(9)				No
(5)APWU OFFICERS QUALIFIED RETIREMENT PLAN 1300 L STREET NW WASHINGTON, DC 20005 52-6130923	DEFINED BENEFIT PLAN	DC	401(B)				No
(6)APWU EMPLOYEES' RETIREMENT PLAN 1300 L STREET NW WASHINGTON, DC 20005 52-6100773	DEFINED BENEFIT PLAN	DC	401(B)				No
(7)APWU EMPLOYEES' RETIREMENT 401K PLAN 1300 L STREET NW WASHINGTON, DC 20005 52-0913725	DEFINED CONTRIBUTION PLAN	DC	401(K)				No
(8)APWU CWA GUILD 401K PLAN 1300 L STREET NW WASHINGTON, DC 20005 52-0913725	DEFINED CONTRIBUTION PLAN	DC	401(K)				No
(9)APWU SEPARATE SEGREGATED ACCOUNT 1300 L STREET NW WASHINGTON, DC 20005 35-2456340	SEPARATE SEGREGATED FUND	DC	527				No

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat. No. 50135Y

Schedule R (Form 990) (Rev. 1-2025)

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of- year assets	(h) Disproprrtionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K- 1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

a Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity

b Gift, grant, or capital contribution to related organization(s)

c Gift, grant, or capital contribution from related organization(s)

d Loans or loan guarantees to or for related organization(s)

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

j Lease of facilities, equipment, or other assets to related organization(s)

k Lease of facilities, equipment, or other assets from related organization(s)

l Performance of services or membership or fundraising solicitations for related organization(s)

m Performance of services or membership or fundraising solicitations by related organization(s)

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

r Other transfer of cash or property to related organization(s)

s Other transfer of cash or property from related organization(s)

	Yes	No
1a		No
1b		No
1c		No
1d		No
1e		No
1f		No
1g		No
1h		No
1i		No
1j	Yes	
1k		No
1l		No
1m		No
1n		No
1o		No
1p		No
1q	Yes	
1r	Yes	
1s		No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R. See instructions.

Return Reference	Explanation
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Additional Data

[Return to Form](#)

Software ID:
Software Version: