

Form 990

Return of Organization Exempt From Income Tax

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.

OMB No. 1545-0047

2021

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning 01-01-2021 , and ending 12-31-2021

B Check if applicable:

☐ Address change

☐ Name change

☐ Initial return

☐ Final return/terminated

☐ Amended return

☐ Application pending

C Name of organization

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)

Room/suite

25 LOUISIANA AVE NW

City or town, state or province, country, and ZIP or foreign postal code

WASHINGTON, DC 20001

F Name and address of principal officer:

FRED ZUCKERMAN

25 LOUISIANA AVE NW

WASHINGTON, DC 20001

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

0320

I Tax-exempt status:

☐ 501(c)(3) ☒ 501(c) (5) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website:

WWW.TEAMSTER.ORG

K Form of organization:

☐ Corporation ☐ Trust ☒ Association ☐ Other ▶

L Year of formation:

1903

M State of legal domicile:

DC

Part I

Summary

Activities & Governance

1 Briefly describe the organization’s mission or most significant activities:

THE OBJECTS OF THIS INTERNATIONAL UNION ARE TO ORGANIZE UNDER ONE BANNER ALL WORKERS ENGAGED IN INDUSTRY; TO EDUCATE THEM TO COOPERATE IN EVERY MOVEMENT WHICH TENDS TO BENEFIT THE ORGANIZATION; AND TO IMPRESS UPON OUR MEMBERSHIP, EMPLOYERS, AND THE PUBLIC THAT IT IS TO THE ADVANTAGE OF ALL CONCERNED THAT WORKERS BE ORGANIZED. THE ORGANIZATION OF OUR INDUSTRY REQUIRES HONEST AND INTELLIGENT MEMBERSHIP, ADAPTED TO THE BUSINESS. WE TEACH OUR MEMBERSHIP THE ADVANTAGE, BENEFITS, AND IMPORTANCE OF THEIR INDUSTRIAL POSITION, AND WE ENDEAVOR TO BUILD-UP AND PERFECT A LABOR ORGANIZATION IN CONFORMITY WITH THE HIGHEST STANDARDS OF OUR AMERICAN AND CANADIAN CITIZENSHIP. WE SEEK TO ENSURE THAT THE CONTRIBUTIONS MADE BY OUR MEMBERS TO IMPROVE THEIR INDUSTRIES ARE RECOGNIZED AND THAT WORKERS RECEIVE THE BENEFITS DERIVED FROM THEIR LABORS IN THE FORM OF REASONABLE HOURS, FAIR WAGES, IMPROVED WORKING CONDITIONS, AND RESPECTFUL TREATMENT BY THEIR EMPLOYERS.

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	24
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 2021 (Part V, line 2a)	5	574
6 Total number of volunteers (estimate if necessary)	6	0
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

Revenue

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	2,938,250	3,678,966
9 Program service revenue (Part VIII, line 2g)	185,962,581	190,021,590
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	12,813,766	17,927,053
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	81,626	163,359
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	201,796,223	211,790,968

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	3,681,840	1,883,845
14 Benefits paid to or for members (Part IX, column (A), line 4)	16,248,315	20,871,119
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	80,278,329	81,298,317
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)	56,384,071	56,541,012
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	156,592,555	160,594,293
19 Revenue less expenses. Subtract line 18 from line 12	45,203,668	51,196,675

Net Assets or Fund Balances

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	475,639,855	509,184,318
21 Total liabilities (Part X, line 26)	26,769,370	13,303,869
22 Net assets or fund balances. Subtract line 21 from line 20	448,870,485	495,880,449

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

FRED ZUCKERMAN GENERAL SECRETARY-TREASURER

Type or print name and title

2022-09-27

Date

Paid Preparer Use Only

Print/Type preparer's name

Preparer's signature

Date 2022-09-27

Check ☐ if self-employed

PTIN P00360279

Firm's name

▶ NOVAK FRANCELLA LLC

Firm's EIN ▶ 61-1436956

Firm's address

▶ 40 MONUMENT RD 5TH FLR

BALA CYNWYD, PA 19004

Phone no. (610) 668-9400

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 (2021)

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

THE OBJECTIVES OF THIS INTERNATIONAL UNION ARE TO ORGANIZE UNDER ONE BANNER ALL WORKERS ENGAGED IN INDUSTRY; TO EDUCATE THEM TO COOPERATE IN EVERY MOVEMENT WHICH TENDS TO BENEFIT THE ORGANIZATION; AND TO IMPRESS UPON OUR MEMBERSHIP, EMPLOYERS, AND THE PUBLIC THAT IT IS TO THE ADVANTAGE OF ALL CONCERNED THAT WORKERS BE ORGANIZED. THE ORGANIZATION OF OUR INDUSTRY REQUIRES HONEST AND INTELLIGENT MEMBERSHIP, ADAPTED TO THE BUSINESS. WE TEACH OUR MEMBERSHIP THE ADVANTAGE, BENEFITS, AND IMPORTANCE OF THEIR INDUSTRIAL POSITION, AND WE ENDEAVOR TO BUILD-UP AND PERFECT A LABOR ORGANIZATION IN CONFORMITY WITH THE HIGHEST STANDARDS OF OUR AMERICAN AND CANADIAN CITIZENSHIP. WE SEEK TO ENSURE THAT THE CONTRIBUTIONS MADE BY OUR MEMBERS TO IMPROVE THEIR INDUSTRIES ARE RECOGNIZED AND THAT WORKERS RECEIVE THE BENEFITS DERIVED FROM THEIR LABORS IN THE FORM OF REASONABLE HOURS, FAIR WAGES, IMPROVED WORKING CONDITIONS, AND RESPECTFUL TREATMENT BY THEIR EMPLOYERS.

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

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 \$)
 INTERNATIONAL BROTHERHOOD OF TEAMSTERS-TO ORGANIZE ALL WORKERS AND SECURE IMPROVED WAGES, HOURS, WORKING CONDITIONS & OTHER
 ADVANTAGES THROUGH ORGANIZING & COLLECTIVE BARGAINING.

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

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

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	Yes
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	Yes
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 	11e	Yes
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 X,  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	Yes
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	Yes
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	No
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	No
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	
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	1,860
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	

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	574			
b		If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.		2b	Yes			
3a		Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a			No	
b		If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation in Schedule O</i>		3b				
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	Yes			
b		If "Yes," enter the name of the foreign country: ▶ C A <i>See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts</i>						
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?		8				
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?		12a				
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? Note. See the instructions for additional information the organization must report on Schedule O.		13a				
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? <i>If "No," provide an explanation in Schedule O</i>		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		If the organization is a trust, did it file Form 720, Schedule N, to report the section 4968 excise tax on net investment income?		16			No	
17		Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? . . . If "Yes," complete Form 6069.		17				

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.	1a	24	
	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.			
b	Enter the number of voting members included in line 1a, above, who are independent	1b	0	
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		No
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	Yes	
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	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
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	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
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:

INTERNATIONAL BROTHERHOOD OF TEAMSTERS 25 LOUISIANA AVE NW WASHINGTON, DC 20001 (202) 624-6800

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, 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) JIM KABELL INTERNATIONAL TRUSTEE	35.00	X						95,586	0	32,270
(2) KEVIN MOORE INTERNATIONAL TRUSTEE	35.00	X						156,714	134,740	84,650
(3) DENIS TAYLOR INTERNATIONAL TRUSTEE	35.00	X						170,743	154,413	41,786
(4) JAMES P HOFFA GENERAL PRESIDENT	35.00			X				419,216	0	67,234
(5) JOHN F MURPHY VICE PRESIDENT - AT LARGE	35.00			X				217,993	37,965	49,832
(6) DANIEL J KANE SR VICE PRESIDENT - EASTERN R	35.00			X				115,826	14,900	34,638
(7) FREDRICK P POTTER VICE PRESIDENT - AT LARGE	35.00			X				131,494	61,727	37,976
(8) FREDDIE N SIMPSON VICE PRESIDENT - AT LARGE	35.00			X				105,256	194,702	33,138
(9) GEORGE TEDESCHI VICE PRESIDENT - AT LARGE	35.00			X				115,917	0	34,638
(10) WILLIAM HAMILTON VICE PRESIDENT - EASTERN REGION	35.00			X				155,787	205,561	126,874
(11) JOHN PALMER VICE PRESIDENT - SOUTHERN REGION	35.00			X				96,679	0	33,805
(12) STANLEY J HENNESSY VICE PRESIDENT - CANADA	35.00			X				71,430	144,606	36,730
(13) RICK MIDDLETON VICE PRESIDENT - WESTERN REGION	35.00			X				149,167	206,246	89,239
(14) GEORGE MIRANDA VICE PRESIDENT - AT LARGE	35.00			X				98,350	216,172	32,270
(15) RONALD HERRERA VICE PRESIDENT - TRADE DIV	35.00			X				138,336	166,698	102,235
(16) CRAIG MCINNES VICE PRESIDENT - CANADA	35.00			X				69,355	238,219	36,326
(17) SEAN O'BRIEN VICE PRESIDENT - EASTERN REGION	35.00			X				94,211	211,049	84,684

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) STEVEN VAIRMA VICE PRESIDENT - AT LARGE	35.00			X				148,355	159,780	103,453
(19) RICHARD KEN HALL GENERAL SECRETARY TREASURER	35.00			X				249,643	0	53,848
(20) GREGORY FLOYD INTERNATIONAL VICE PRESIDENT	35.00			X				89,958	336,121	46,437
(21) FRANCOIS LAPORTE VICE PRESIDENT - CANADA	35.00			X				301,461	97,929	69,955
(22) WILLIAM M FRISKY VICE PRESIDENT - CENTRAL REGION	35.00			X				92,315	78,650	74,562
(23) CHARLES A JONES VICE PRESIDENT - CENTRAL REGION	35.00			X				92,828	127,156	33,744
(24) ROBERT KOPYSTYNSKY VICE PRESIDENT - CENTRAL REGION	35.00			X				93,427	0	31,938
(25) KIMBERLY SCHULTZ VICE PRESIDENT - SOUTHERN REGION	35.00			X				92,534	0	31,878
(26) JAMES AVRAL THOMPSON VICE PRESIDENT - CENTRAL REGION	35.00			X				92,205	120,889	75,569
(27) ROME ALOISE VICE PRESIDENT - WESTERN REGION	35.00			X				185,864	191,327	94,532
(28) GARY S WITLEN DEPARTMENT DIRECTOR/LEGAL	35.00				X			290,669	0	58,999
(29) CHRISTINE BAILEY DEPARTMENT DIRECTOR, FIELD ACTION	35.00				X			216,978	0	48,956
(30) JEFFREY FARMER DEPARTMENT DIRECTOR/ORGANIZING	35.00				X			215,656	0	48,872
(31) BRET CALDWELL DEPARTMENT DIRECTOR/COMMUNICATIONS	35.00				X			216,047	0	47,197
(32) LAMONT BYRD DEPARTMENT DIRECTOR/SAFETY	35.00				X			211,288	0	49,772
(33) RICHARD GIBSON STAFF ATTORNEY	35.00				X			209,311	0	50,561
(34) NICOLAS MANICONE STAFF ATTORNEY	35.00				X			190,100	0	46,002
(35) NEIL DITCHEK GENERAL PRES ASSISTANT/GENERAL COUNCIL	35.00				X			221,652	0	53,260
(36) IAIN GOLD DEPARTMENT DIRECTOR/STRATE	35.00				X			199,722	0	45,197
(37) TODD J THOMPSON SPECIAL ASST TO GP	35.00				X			214,786	0	49,009
(38) FREDERICK DUBINSKY INTERNATIONAL REPRESENTATIVE	35.00				X			187,359	0	41,445
(39) CYNTHIA IMPALA DEPARTMENT DIRECTOR/TRAINI	35.00				X			204,049	0	48,127
(40) JOHN SLATERY DEPARTMENT DIRECTOR/BENEFITS	35.00				X			186,667	35,000	46,883
(41) ROBERT GRAY ASSISTANT DIRECTOR/SPECIAL COUNSEL	35.00				X			186,783	0	36,107
(42) DAVID BOURNE TRADE DIVISION DIRECTOR, AIRLINE	35.00				X			216,588	81,955	51,588
(43) ANTHONY MATHIS ASST TO GST AND AUDITOR	35.00				X			225,302	0	50,146
(44) CARIN ZELENKO DEPARTMENT DIRECTOR, CAPITAL STRATEGIES	35.00				X			202,435	0	48,925
(45) RONALD SCHWAB ASSISTANT DIRECTOR	35.00				X			192,024	0	44,512
(46) JOHN K SULLIVAN INTERNATIONAL REPRESENTATIVE	35.00				X			185,693	0	37,425
(47) JESSE PAUL MILTON DEPARTMENT DIRECTOR, BUILDING & CONSTRUCTION	35.00				X			188,416	0	36,404
(48) JAMES KIMBALL INTERNATIONAL AUDITOR	35.00					X		184,673	0	44,770
(49) SCOTT HEGLAND INTERNATIONAL AUDITOR	35.00					X		185,926	0	43,753
(50) JOSEPH POLO INTERNATIONAL AUDITOR	35.00					X		183,139	0	42,644
(51) MARION DAVIS DEPT. DIRECTOR, BLDG & CON	35.00					X		184,820	0	43,557
(52) SCOTT HILTON INTERNATIONAL AUDITOR	35.00					X		182,037	0	42,663
(53) DENNIS PIERCE RAIL CONFERENCE-BLET NATIONAL	35.00						X	36,000	264,718	0

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	8,958,770	3,480,523	2,731,015

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

216

		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>	3 Yes	
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>	4 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>	5	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
BRACEWELL LLP 711 LOUISIANA ST STE 2300 HOUSTON, TX 77002	LEGAL SERVICES	1,764,134
BERLINROSEN LTD 15 MAIDEN LANE STE 1600 NEW YORK, NY 10038	PROFESSIONAL SERVICES	1,605,127
STRATEGIC ORGANIZING SYSTEMS LLC 848 MADISON ST ALBANY, CA 94706	SOFTWARE SUPPORT	1,292,220
ARANDELL CORPORATION PO BOX 405 MENOMONEE FALLS, WI 530520405	MAGAZINE PRODUCTION SERVCIES	734,634
CENERO LLC 2587 YELLOW SPRINGS RD MALVERN, PA 19355	A/V INSTALLATION	723,414
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		50

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 Similar Amounts			1a Federated campaigns . .		1a				
			b Membership dues . .		1b				
			c Fundraising events . .		1c				
			d Related organizations		1d				
			e Government grants (contributions)		1e 3,678,966				
			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		3,678,966				
			Program Service Revenue	2a PER CAPITA TAXES AND I			Business Code		
		900099		190,021,590	190,021,590				
b									
c									
d									
e									
f All other program service revenue.									
9 Total. Add lines 2a-2f.			190,021,590						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			9,311,840		9,311,840			
	4 Income from investment of tax-exempt bond proceeds								
	5 Royalties			45,911		45,911			
	6a Gross rents	(i) Real	(ii) Personal						
		6a	30,000						
		b Less: rental expenses	6b					0	
		c Rental income or (loss)	6c					30,000	
	d Net rental income or (loss)			30,000			30,000		
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other						
		7a	21,614,742					1,556	
		b Less: cost or other basis and sales expenses	7b					12,997,057	4,028
		c Gain or (loss)	7c					8,617,685	-2,472
	d Net gain or (loss)			8,615,213			8,615,213		
	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	12,278						
		b Less: cost of goods sold	10b					0	
	c Net income or (loss) from sales of inventory . .			12,278			12,278		
Miscellaneous Revenue			Business Code						
11a OTHER			900099	75,170		75,170			
b									
c									
d All other revenue									
e Total. Add lines 11a-11d			75,170						
12 Total revenue. See instructions			211,790,968	190,021,590	0	18,090,412			

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	1,877,696			
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.	6,149			
4 Benefits paid to or for members	20,871,119			
5 Compensation of current officers, directors, trustees, and key employees	9,960,074			
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	42,546,494			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	5,602,760			
9 Other employee benefits	18,980,140			
10 Payroll taxes	4,208,849			
11 Fees for services (non-employees):				
a Management				
b Legal	5,258,621			
c Accounting	802,747			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	115,677			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	2,694,181			
12 Advertising and promotion	595,173			
13 Office expenses	7,397,925			
14 Information technology	4,130,340			
15 Royalties				
16 Occupancy	2,405,687			
17 Travel	5,455,558			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	1,397,702			
20 Interest	11,975,721			
21 Payments to affiliates	2,650,823			
22 Depreciation, depletion, and amortization	763,894			
23 Insurance				
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 REIMBURSED SALARIES	7,090,208			
b REIMBURSED BENEFITS	2,974,674			
c TAXES-SALES, PERSONAL P	1,288,309			
d SUBSCRIPTIONS	299,988			
e All other expenses	-756,216			
25 Total functional expenses. Add lines 1 through 24e	160,594,293			
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		-1,094,465	1	-1,231,275	
	2	Savings and temporary cash investments		48,604,494	2	46,464,259	
	3	Pledges and grants receivable, net		342,312	3	367,242	
	4	Accounts receivable, net		22,377,291	4	21,617,186	
	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		357,790	8	338,515	
	9	Prepaid expenses and deferred charges		718,490	9	993,641	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	81,060,724			
	b	Less: accumulated depreciation	10b	43,549,786	37,946,062	10c	37,510,938
	11	Investments—publicly traded securities		333,191,372	11	363,974,865	
	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		33,196,509	15	39,148,947	
16	Total assets. Add lines 1 through 15 (must equal line 33)		475,639,855	16	509,184,318		
Liabilities	17	Accounts payable and accrued expenses		25,766,312	17	12,319,993	
	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		1,003,058	25	983,876	
	26	Total liabilities. Add lines 17 through 25		26,769,370	26	13,303,869	
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		448,870,485	27	495,880,449	
	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		448,870,485	32	495,880,449	
	33	Total liabilities and net assets/fund balances		475,639,855	33	509,184,318	

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	211,790,968
2	Total expenses (must equal Part IX, column (A), line 25)	2	160,594,293
3	Revenue less expenses. Subtract line 2 from line 1	3	51,196,675
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	448,870,485
5	Net unrealized gains (losses) on investments	5	-90,987
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	-4,095,724
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	495,880,449

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 _____ 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? 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		No
b Were the organization's financial statements audited by an independent accountant? 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	Yes	
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 Single Audit Act and OMB Circular A-133?	Yes	
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.	Yes	

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 INTERNATIONAL BROTHERHOOD OF TEAMSTERS	Employer identification number 53-0215427
--	--

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	\$
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				
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) 2018	(b) 2019	(c) 2020	(d) 2021	(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:	DURING THE YEAR IBT MEMBERS AND EMPLOYEES WERE PRESENT AT VARIOUS POLITICAL RALLIES TO SUPPORT VARIOUS CANDIDATES RUNNING FOR POLITICAL OFFICE. THE IBT HAS TWO SEPARATE DEPARTMENTS ASSOCIATED WITH POLITICAL ACTIVITY. THE DEPARTMENT OF FEDERAL LEGISLATION AND REGULATION AND THE DEPARTMENT OF POLITICAL AND LEGISLATIVE ACTION. EMPLOYEES IN BOTH DEPARTMENTS SPEND 84.00% OF THEIR WORK TIME ON POLITICAL ACTIVITIES. APPROXIMATELY 2.00% OF THE IBT OFFICERS WORK TIME IS SPENT ON POLITICAL ACTIVITIES AND APPROXIMATELY 4.00% OF THE IBT EMPLOYEES WORK TIME IS SPENT ON POLITICAL ACTIVITIES.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Name of the organization INTERNATIONAL BROTHERHOOD OF TEAMSTERS	Employer identification number 53-0215427
--	--

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? ☐ Yes ☐ No	
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? ☐ Yes ☐ No	

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 7/25/06, 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? ☐ Yes ☐ No	
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)? ☐ Yes ☐ No	
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:

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
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		794,117		794,117
b Buildings		56,682,163	26,569,268	30,112,895
c Leasehold improvements				
d Equipment		146,060	82,385	63,675
e Other		23,438,384	16,898,133	6,540,251
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				37,510,938

Schedule D (Form 990) 2021

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)SECURITY DEPOSITS	1,216,828
(2)POSTRETIREMENT BENEFIT ASSET	37,932,119
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	39,148,947

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	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	983,876

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

☒

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	211,626,604
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	-90,987
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	42,300
e	Add lines 2a through 2d	2e	-48,687
3	Subtract line 2e from line 1	3	211,675,291
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	115,677
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	115,677
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	211,790,968

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	160,478,616
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	0
3	Subtract line 2e from line 1	3	160,478,616
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	115,677
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	115,677
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	160,594,293

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 PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA REQUIRE MANAGEMENT TO EVALUATE TAX POSITIONS TAKEN BY THE INTERNATIONAL UNION AND RECOGNIZE A TAX LIABILITY IF THE INTERNATIONAL UNION HAS TAKEN AN UNCERTAIN POSITION THAT MORE LIKELY THAN NOT WOULD NOT BE SUSTAINED UPON EXAMINATION BY THE U.S. FEDERAL, STATE, OR LOCAL TAXING AUTHORITIES. THE INTERNATIONAL UNION IS SUBJECT TO ROUTINE AUDITS BY TAXING JURISDICTIONS; HOWEVER, THERE ARE CURRENTLY NO AUDITS FOR ANY TAX PERIODS IN PROGRESS. TYPICALLY, TAX YEARS WILL REMAIN OPEN FOR THREE YEARS, HOWEVER THIS MAY DIFFER DEPENDING UPON THE CIRCUMSTANCES OF THE INTERNATIONAL UNION.
PART XI, LINE 2D - OTHER ADJUSTMENTS:	LOSS ON FOREIGN CURRENCY EXCHANGE 42,300.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Department of the Treasury
Internal Revenue Service

Name of the organization
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Employer identification number
53-0215427

Part I

General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

1

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

YesNo

2

For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3

Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	0	0			0
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	0	0			0

Part II

Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			EUROPE (INCLUDING ICELAND & GREENLAND) - ALBANIA, ANDORRA, AUSTRIA, BELGIUM	CONTRIBUTION	6,149		0		
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter

3 Enter total number of other organizations or entities

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

- 1

Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)*

☐ Yes

☒ No
- 2

Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)*

☐ Yes

☒ No
- 3

Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)*

☐ Yes

☒ No
- 4

Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)*

☐ Yes

☒ No
- 5

Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)*

☐ Yes

☒ No
- 6

Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).*

☐ Yes

☒ No

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

[illegible]

Additional Data

Software ID:

Software Version:

Schedule I
(Form 990)

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 the latest information.

OMB No. 1545-0047

2021

Open to Public
Inspection

Name of the organization
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Employer identification number
53-0215427

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) AMERICAS AGENDA HEALTHCARE EDUCATION FUND 1025 CONNECTICUT AVE NW STE 1000 WASHINGTON,DC 20036	20-0685396	501(C)(3)	25,000	0			FINANCIAL SUPPORT
(2) CAPITAL & MAIN 1910 W SUNSET BLVD NO 740 LOS ANGELES,CA 90026	81-0895767	501(C)(3)	25,000	0			FINANCIAL SUPPORT
(3) CHILDREN'S HOME SOCIETY OF WEST VIRGINIA PO BOX 2942 CHARLESTON,WV 25330	55-0360199	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(4) GOOD JOBS FIRST 1616 P STREET NW STE 210 WASHINGTON,DC 20036	82-0542649	501(C)(3)	20,000	0			FINANCIAL SUPPORT
(5) ECONOMIC POLICY INSTITUTE 1333 H STREET NW STE 3 WASHINGTON,DC 20005	52-1368964	501(C)(3)	100,000	0			FINANCIAL SUPPORT
(6) EQUAL JUSTICE INTIATIVE 122 COMMERCE STREET MONTGOMERY,AL 36104	63-1135091	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(7) HARVARD UNIVERSITY 79 JOHN F KENNEDY STREET CAMBRIDGE,MA 02138	53-0199180	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(8) HUTCHINSON LABOR BUILDING ASSOCIATION INC 427 N MAIN ST HUTCHINSON,KS 67501	48-0553832	501(C)(5)	10,000	0			FINANCIAL SUPPORT
(9) JEWISH LABOR COMMITTEE 140 WEST 31ST ST 3RD FLR NEW YORK,NY 10001	13-1675650	501(C)(3)	5,200	0			FINANCIAL SUPPORT
(10) JOBS WITH JUSTICE 1616 P STREET NW STE 210 WASHINGTON,DC 20036	45-0518844	501(C)(4)	30,000	0			FINANCIAL SUPPORT
(11) KEEGEL YATES EDUCATION FUND 3001 UNIVERSITY AVENUE SE MINNEAPOLIS,MN 55414	41-1453519	501(C)(3)	20,000	0			FINANCIAL SUPPORT
(12) LOS ANGELES ALLIANCE FOR A NEW ECONOMY 464 LUCAS AVENUE SUITE 202 LOS ANGELES,CA 90017	95-4459527	501(C)(3)	207,000	0			FINANCIAL SUPPORT
(13) LOS ANGELES COUNTY FEDERATION OF LABOR AFL-CIO 2130 W JAMES WOOD BLVD	95-2019312	501(C)(5)	12,000	0			FINANCIAL SUPPORT

LOS ANGELES,CA 90006							
(14) PENN STATE DONOR & MEMBER SERVICES 2583 GATEWAY DR STATE COLLEGE,PA 16801	24-6000376	501(C)(3)	25,000	0			FINANCIAL SUPPORT
(15) POWERSWITCH ACTION 1305 FRANKLIN STREET OAKLAND,CA 94612	71-0914032	501(C)(3)	25,000	0			FINANCIAL SUPPORT
(16) ROOSEVELT INSTITUTE 570 LEXINGTON AVE 5TH FLR NEW YORK,NY 10022	23-7213592	501(C)(3)	25,000	0			FINANCIAL SUPPORT
(17) ROUNDY'S OCONOMOWOC DIST CTR VICTIMS AND SURVIVORS FUND 1450 DUKE STREET ALEXANDRIA,VA 22314	30-0022798	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(18) STEEL VALLEY AUTHORITY REGIONAL JOBS CORPORATION 1112 SOUTH BRADDOCK AVENUE SWISSVALE,PA 15218	25-1730742	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(19) TEAMSTERS JOINT COUNCIL 42 CHARITY FUND 981 CORPORATE CENTER DR POMONA,CA 91768	95-4531147	501(C)(3)	11,000	0			FINANCIAL SUPPORT
(20) TEAMSTERS JOINT COUNCIL 58 4303 N SAM HOUSTON PKWY HOUSTON,TX 77032	74-6045496	501(C)(5)	9,832	0			DISASTER RELIEF ASSITANCE
(21) TEAMSTERS LOCAL UNION 270 PO BOX 3398 NEW ORLEANS,LA 70177	72-0393018	501(C)(5)	50,000	0			DISASTER RELIEF ASSITANCE
(22) THE PEGGY BROWING FUND 100 S BROAD STREET STE 1208 PHILADELPHIA,PA 19103	23-2887086	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(23) UMWA 2021 STRIKE AID FUND PO BOX 513 DUMFRIES,VA 22026	53-0159200	501(C)(5)	50,000	0			STRIKE AID CONTRIBUTION
(24) UNITED LABOR AGENCY OF NEVADA INC 1201 N DECATUR BLVD STE 106 LAS VEGAS,NV 89108	88-0344011	501(C)(3)	25,000	0			FINANCIAL SUPPORT

2

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

32

3

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

9

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
PART I, LINE 2:	DOCUMENTATION IS MAINTAINED TO SUBSTANTIATE THE AMOUNT OF THE GRANT OR ASSISTANCE AND ANY GRANT IN EXCESS OF \$25,000 REQUIRES EXECUTIVE BOARD APPROVAL.

Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Employer identification number
53-0215427

Part I

Questions Regarding Compensation

	Yes	No
1a		
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	Yes	
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	Yes	
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		
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		
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		No
a Receive a severance payment or change-of-control payment?		
b		No
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?		
c		No
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		
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		
a The organization?		
b		
b Any related organization? If "Yes," on line 5a or 5b, describe in Part III.		
6		
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		
a The organization?		
b		
b Any related organization? If "Yes," on line 6a or 6b, describe in Part III.		
7		
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		
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		
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?		

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				
1WILLIAM HAMILTON VICE PRESIDENT - EASTERN REGION	(i)	140,825	0	14,962	18,941	20,580	195,308	0
	(ii)	-	-	-	54,926	-	-	0
2JAMES P HOFFA GENERAL PRESIDENT	(i)	184,761	0	20,800	45,869	21,365	292,914	0
	(ii)	-	-	-	0	-	-	0
3GREGORY FLOYD INTERNATIONAL VICE PRESIDENT	(i)	0	0	0	11,136	20,580	121,674	0
	(ii)	82,792	0	7,166	14,721	-	-	0
4ROME ALOISE VICE PRESIDENT - WESTERN REGION	(i)	320,223	0	15,898	22,848	0	350,842	0
	(ii)	169,876	0	15,988	14,621	22,080	230,792	0
5FRANCOIS LAPORTE VICE PRESIDENT - CANADA	(i)	-	-	-	40,547	23,781	365,789	0
	(ii)	64,087	12,010	21,832	0	5,627	103,556	0
6RICK MIDDLETON VICE PRESIDENT - WESTERN REGION	(i)	136,914	0	12,253	18,415	20,580	188,162	0
	(ii)	-	-	-	27,383	-	-	0
7STEVEN VAIRMA VICE PRESIDENT - AT LARGE	(i)	205,596	650	0	22,861	22,861	256,490	0
	(ii)	136,915	0	11,440	18,415	20,580	187,350	0
8RONALD HERRERA VICE PRESIDENT - TRADE DIV	(i)	-	-	-	29,307	-	-	0
	(ii)	140,151	0	19,629	35,151	224,238	224,238	0
9SEAN O'BRIEN VICE PRESIDENT - EASTERN REGION	(i)	126,915	0	11,421	17,071	20,580	175,987	0
	(ii)	-	-	-	34,572	-	-	0
10KEVIN MOORE INTERNATIONAL TRUSTEE	(i)	159,448	650	6,600	30,012	231,282	231,282	0
	(ii)	86,914	0	7,297	11,690	20,580	126,481	0
11DENIS TAYLOR INTERNATIONAL TRUSTEE	(i)	-	-	-	24,684	-	-	0
	(ii)	204,211	0	6,838	27,730	263,463	263,463	0
12DAVID BOURNE TRADE DIVISION DIRECTOR, AIRLINE	(i)	142,186	0	14,528	19,124	22,080	197,918	0
	(ii)	-	-	-	17,888	-	-	0
13GARY S WITLEN DEPARTMENT DIRECTOR/LEGAL	(i)	134,740	0	0	25,558	178,186	178,186	0
	(ii)	155,878	0	14,865	20,966	20,820	212,529	0
14GEORGE MIRANDA VICE PRESIDENT - AT LARGE	(i)	-	-	-	0	-	-	0
	(ii)	150,213	0	4,200	0	154,413	154,413	0
15CRAIG MCINNES VICE PRESIDENT - CANADA	(i)	190,867	0	25,721	25,672	22,080	264,340	0
	(ii)	-	-	-	3,836	-	-	0
16FREDDIE N SIMPSON VICE PRESIDENT - AT LARGE	(i)	81,955	0	0	0	85,791	85,791	0
	(ii)	274,489	0	16,180	36,919	22,080	349,668	0
17JOHN F MURPHY VICE PRESIDENT - CENTRAL REGION	(i)	-	-	-	0	-	-	0
	(ii)	0	0	0	0	0	0	0
18RICHARD KEN HALL GENERAL SECRETARY TREASURER	(i)	86,914	0	11,436	11,690	20,580	130,620	0
	(ii)	-	-	-	0	-	-	0
19DENNIS PIERCE RAIL CONFERENCE-BLET NATIONAL	(i)	200,692	0	15,480	0	0	216,172	0
	(ii)	69,355	0	0	9,328	23,824	102,507	0
20JAMES AVRAL THOMPSON VICE PRESIDENT - WESTERN REGION	(i)	-	-	-	0	-	-	0
	(ii)	224,587	0	13,632	3,174	241,393	241,393	0
	(i)	93,368	0	11,888	12,558	20,580	138,394	0
	(ii)	-	-	-	0	-	-	0
	(i)	194,702	0	0	0	194,702	194,702	0
	(ii)	191,613	0	26,380	25,771	355	244,119	0
	(i)	-	-	-	0	-	-	0
	(ii)	35,267	0	2,698	23,706	61,671	61,671	0
	(i)	231,771	0	17,872	31,173	22,675	303,491	0
	(ii)	-	-	-	0	-	-	0
	(i)	0	0	0	0	0	0	0
	(ii)	36,000	0	0	0	0	36,000	0
	(i)	-	-	-	0	-	-	0
	(ii)	244,030	0	20,688	0	264,718	264,718	0
	(i)	82,217	0	9,988	11,058	20,580	123,843	0
	(ii)	-	-	-	21,888	-	-	0
	(i)	109,387	0	11,502	22,043	164,820	164,820	0
	(ii)	-	-	-	-	-	-	-

(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				
21ANTHONY MATHIS ASST TO GST AND AUDITOR	(i)	206,033 -----	0 -----	19,269 -----	27,711 -----	22,435 -----	275,448 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
22NEIL DITCHEK GENERAL PRES ASSISTANT/GENERAL COUNC	(i)	211,376 -----	0 -----	10,276 -----	28,430 -----	24,830 -----	274,912 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
23JOHN SLATERY DEPARTMENT DIRECTOR/BENEFITS	(i)	173,255 -----	0 -----	13,412 -----	23,303 -----	23,580 -----	233,550 -----	0 -----
	(ii)	- 35,000	- 0	- 0	0	- 0	- 35,000	0
24CHRISTINE BAILEY DEPARTMENT DIRECTOR, FIELD ACTION	(i)	199,822 -----	0 -----	17,156 -----	26,876 -----	22,080 -----	265,934 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
25JEFFREY FARMER DEPARTMENT DIRECTOR/ORGANIZING	(i)	199,194 -----	0 -----	16,462 -----	26,792 -----	22,080 -----	264,528 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
26TODD J THOMPSON SPECIAL ASST TO GP	(i)	200,214 -----	0 -----	14,572 -----	26,929 -----	22,080 -----	263,795 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
27BRET CALDWELL DEPARTMENT DIRECTOR/COMMUNICATIONS	(i)	201,614 -----	0 -----	14,433 -----	27,117 -----	20,080 -----	263,244 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
28LAMONT BYRD DEPARTMENT DIRECTOR/SAFETY	(i)	196,967 -----	0 -----	14,321 -----	26,492 -----	23,280 -----	261,060 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
29RICHARD GIBSON STAFF ATTORNEY	(i)	198,375 -----	0 -----	10,936 -----	26,681 -----	23,880 -----	259,872 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
30CHARLES A JONES VICE PRESIDENT - CENTRAL REGION	(i)	82,217 -----	0 -----	10,611 -----	11,058 -----	20,580 -----	124,466 -----	0 -----
	(ii)	- 112,145	- 0	- 15,011	2,106	- 0	- 129,262	0
31STANLEY J HENNESSY VICE PRESIDENT - CANADA	(i)	69,355 -----	0 -----	2,075 -----	9,328 -----	23,825 -----	104,583 -----	0 -----
	(ii)	- 125,631	- 5,703	- 13,272	0	- 3,577	- 148,183	0
32CYNTHIA IMPALA DEPARTMENT DIRECTOR/TRAINI	(i)	186,473 -----	0 -----	17,576 -----	25,081 -----	23,046 -----	252,176 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
33CARIN ZELENKO DEPARTMENT DIRECTOR, CAPITAL STRATEG	(i)	188,436 -----	0 -----	13,999 -----	25,345 -----	23,580 -----	251,360 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
34WILLIAM M FRISKY VICE PRESIDENT - CENTRAL REGION	(i)	82,217 -----	0 -----	10,098 -----	11,058 -----	20,580 -----	123,953 -----	0 -----
	(ii)	- 68,450	- 0	- 10,200	19,994	- 22,930	- 121,574	0
35IAIN GOLD DEPARTMENT DIRECTOR/STRATE	(i)	186,741 -----	0 -----	12,981 -----	25,117 -----	20,080 -----	244,919 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
36RONALD SCHWAB ASSISTANT DIRECTOR	(i)	166,783 -----	0 -----	25,241 -----	22,432 -----	22,080 -----	236,536 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
37NICOLAS MANICONE STAFF ATTORNEY	(i)	177,858 -----	0 -----	12,242 -----	23,922 -----	22,080 -----	236,102 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
38FREDRICK P POTTER VICE PRESIDENT - AT LARGE	(i)	118,033 -----	0 -----	13,461 -----	15,875 -----	22,080 -----	169,449 -----	0 -----
	(ii)	- 46,121	- 0	- 15,606	0	- 21	- 61,748	0
39SCOTT HEGLAND INTERNATIONAL AUDITOR	(i)	161,139 -----	0 -----	24,787 -----	21,673 -----	22,080 -----	229,679 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
40JAMES KIMBALL INTERNATIONAL AUDITOR	(i)	168,702 -----	0 -----	15,971 -----	22,690 -----	22,080 -----	229,443 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
41FREDERICK DUBINSKY INTERNATIONAL REPRESENTATIVE	(i)	164,425 -----	0 -----	22,934 -----	22,115 -----	19,330 -----	228,804 -----	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				
42MARION DAVIS DEPT. DIRECTOR, BLDG & CON	(i)	159,683 -----	0 -----	25,137 -----	21,477 -----	22,080 -----	228,377 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
43JOSEPH POLO INTERNATIONAL AUDITOR	(i)	152,892 -----	0 -----	30,247 -----	20,564 -----	22,080 -----	225,783 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
44JESSE PAUL MILTON DEPARTMENT DIRECTOR, BUILDING & CONS	(i)	117,651 -----	57,937 -----	12,828 -----	15,824 -----	20,580 -----	224,820 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
45SCOTT HILTON INTERNATIONAL AUDITOR	(i)	153,033 -----	0 -----	29,004 -----	20,583 -----	22,080 -----	224,700 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
46JOHN K SULLIVAN INTERNATIONAL REPRESENTATIVE	(i)	116,319 -----	58,126 -----	11,248 -----	15,645 -----	21,780 -----	223,118 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
47ROBERT GRAY ASSISTANT DIRECTOR/SPECIAL COUNSEL	(i)	115,441 -----	58,538 -----	12,804 -----	15,527 -----	20,580 -----	222,890 -----	0 -----
	(ii)	- 0	- 0	- 0	0	- 0	- 0	0
48DANIEL J KANE SR VICE PRESIDENT - EASTERN R	(i)	93,368 -----	0 -----	22,458 -----	12,558 -----	22,080 -----	150,464 -----	0 -----
	(ii)	- 14,900	- 0	- 0	0	- 0	- 14,900	0
49GEORGE TEDESCHI VICE PRESIDENT - AT LARGE	(i)	93,368 -----	0 -----	22,549 -----	12,558 -----	22,080 -----	150,555 -----	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
PART I, LINE 1A	THE GENERAL PRESIDENT AND THE GENERAL SECRETARY-TREASURER ARE PROVIDED HOUSING, THE FAIR VALUE IS INCLUDED ON THEIR W-2. EMPLOYEES RECEIVE A FICA MATCH WHICH IS A GROSS-UP PAYMENT INCLUDED ON THEIR W-2.

Additional Data

Return to Form

Software ID:
Software Version:

2021**Open to Public
Inspection****SCHEDULE O**
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990 or 990-EZ****Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.**▶ **Attach to Form 990 or 990-EZ.**▶ **Go to www.irs.gov/Form990 for the latest information.**Name of the organization
INTERNATIONAL BROTHERHOOD OF TEAMSTERS**Employer identification number**

53-0215427

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS (IBT) IS A MEMBERSHIP ORGANIZATION. MEMBERSHIP TO THE ORGANIZATION IS DISCUSSED IN ARTICLE II, SECTION 2(A) OF ITS BY-LAWS WHICH ARE LOCATED ON IBT'S WEB-SITE WWW.TEAMSTER.ORG.
FORM 990, PART VI, SECTION A, LINE 7A	ELECTION OF OFFICERS AND DELEGATES OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS (IBT) IS DISCUSSED IN ARTICLE IV OF ITS BY-LAWS WHICH ARE LOCATED ON IBT'S WEB-SITE WWW.TEAMSTER.ORG.
FORM 990, PART VI, SECTION B, LINE 11B	THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS FORM 990 IS PREPARED BY ITS INDEPENDENT PUBLIC ACCOUNTANT WHO THEN FORWARDS THE COMPLETED RETURN TO IBT'S GENERAL-SECRETARY TREASURER FOR REVIEW AND SIGNATURE.
FORM 990, PART VI, SECTION B, LINE 12C	THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS MONITORS ITS CONFLICT OF INTEREST POLICY ANNUALLY.
FORM 990, PART VI, SECTION C, LINE 19	THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST.
FORM 990, PART XI, LINE 9:	LOSS ON FOREIGN CURRENCY EXCHANGE 42,300. FASB ASC 715 ADJUSTMENT -4,138,024.
FORM 990, PART XII, LINE 2C:	THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS (IBT) FINANCIAL STATEMENTS WERE AUDITED AS PART OF A CONSOLIDATED STATEMENT. IBT'S OFFICERS ARE RESPONSIBLE FOR OVERSEEING THE FINANCIAL STATEMENT AUDIT AND SELECTION OF THE INDEPENDENT ACCOUNTANT THAT PERFORMS THE AUDIT. NO CHANGE TO THE PROCESS WAS MADE FROM THE PRIOR YEAR.

Additional Data

Return to Form

Software ID:

Software Version:

Name of the organization
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Employer identification number
53-0215427

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

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)THE COMMITTEE FOR DEMOREPINDEPENDENT VOTER EDUCATION (DRIVE) 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 53-0261255	POLITICAL ACTION COMMITTEE	DC	SECTION 527				No
(2)THE TEAMSTER AFFILIATES PENSION PLAN 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 52-6128127	PENSION FUND	DC	401(A)/501(A)				No
(3)RETIREMENT AND FAMILY PROTECTION PLAN 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 53-0215427	PENSION FUND	DC	401(A)/501(A)				No
(4)TEAMSTERS NATIONAL 401(K) SAVINGS PLAN 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 52-1967784	PENSION FUND	DC	401(A)/501(A)				No
(5)INTERNATIONAL BROTHERHOOD OF TEAMSTERS VOLUNTARY EMPLOYEE BENEFITS TRUST 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 01-6196051	VEBA TRUST	DC	501(C)(9)				No
(6)TEAMSTER DISASTER RELIEF FUND 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 52-1790540	CHARITABLE RELIEF FUND	DC	501(C)(3)	170(B)(1)(A)(VI)			No
(7)INTERNATIONAL BROTHERHOOD OF TEAMSTERS SUPPLEMENTAL BENEFITS TRUST 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 20-0412571	SUPPLEMENTAL BENEFITS TRUST	DC	501(C)(5)				No
(8)TEAMSTERS EDUCATION AND MOBILIZATION FUND 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 26-2912925	POLITICAL ACTION COMMITTEE	DC	SECTION 527				No
(9)TEAMSTERS LEGAL DEFENSE TRUST 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 26-3361356	LEGAL DEFENSE FUND	DC	501(C)(9)				No
(10)JLMC TEAMSTERS VOLUNTARY EMPLOYEE BENEFITS TRUST 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 27-4722755	VEBA TRUST	DC	501(C)(4)				No
(11)TEAMSTER FLORIDA CCE 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 27-0765573	POLITICAL ACTION COMMITTEE	FL	SECTION 527				No

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) Disproportionate 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
(1)TEAMSTERS NATIONAL HEADQUARTERS BUILDING CORPORATION 25 LOUISIAN AVENUE NW WASHINGTON, DC 20001 53-0226398	BUILDING CORPORATION	DC	INTERNATIONAL BROTHERHOOD OF TEAMSTERS	C			100.000 %		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

1a

No

b

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

1b

No

c

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

1c

No

d

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

1d

No

e

Loans or loan guarantees by related organization(s)

1e

No

f

Dividends from related organization(s)

1f

No

g

Sale of assets to related organization(s)

1g

No

h

Purchase of assets from related organization(s)

1h

No

i

Exchange of assets with related organization(s)

1i

No

j

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

1j

No

k

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

1k

No

l

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

1l

No

m

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

1m

No

n

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

1n

Yes

o

Sharing of paid employees with related organization(s)

1o

Yes

p

Reimbursement paid to related organization(s) for expenses

1p

Yes

q

Reimbursement paid by related organization(s) for expenses

1q

Yes

r

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

1r

Yes

s

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

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
(1)INTERNATIONAL BROTHERHOOD OF TEAMSTERS VOLUNTARY EMPLOYEE BENEFITS TRUST	Q	266,001	FMV
(2)INTERNATIONAL BROTHERHOOD OF TEAMSTERS SUPPLEMENTAL BENEFITS TRUST	Q	184,457	FMV
(3)THE TEAMSTER AFFILIATES PENSION PLAN	Q	814,495	FMV
(4)RETIREMENT AND FAMILY PROTECTION PLAN	Q	256,109	FMV
(5)THE COMMITTEE FOR DEMOREPINDEPENDENT VOTER EDUCATION (DRIVE)	R	46,352	FMV
(6)INTERNATIONAL BROTHERHOOD OF TEAMSTERS VOLUNTARY EMPLOYEE BENEFITS TRUST	P	250,000	FMV

Schedule R (Form 990) 2021

Part VI **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

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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Schedule R (Form 990) 2021

Additional Data

Return to Form

Software ID:
Software Version: