Form **990**

Department of the Treasury
Internal Revenue Service

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

2023

Open to Public Inspection

A For the 2023 calendar year, or tax year beginning 01-01-2023 , and ending 12-31-2023

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

D Employer identification number
53-0215427

E Telephone number
(202) 624-6800

G Gross receipts $ 323,913,583

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 2023 (Part V, line 2a)	5	580
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

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	3,405,979	4,344,773
	9	Program service revenue (Part VIII, line 2g)	199,526,234	210,706,547
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	34,918,705	12,969,007
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	214,444	170,689
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	238,065,362	228,191,016
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,358,358	1,024,122
	14	Benefits paid to or for members (Part IX, column (A), line 4)	20,294,971	18,234,121
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	76,383,179	76,604,817
	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)	67,270,621	77,909,726
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	165,307,129	173,772,786
	19	Revenue less expenses. Subtract line 18 from line 12	72,758,233	54,418,230

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	458,216,623	535,100,383
	21	Total liabilities (Part X, line 26)	24,147,840	36,507,901
	22	Net assets or fund balances. Subtract line 21 from line 20	434,068,783	498,592,482

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 — Date 2024-10-29
FRED ZUCKERMAN GENERAL SECRETARY-TREASURER
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2024-10-29		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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

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.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . ☐ Yes ☑ No

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? . . . . ☐ Yes ☑ No

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	Yes	
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	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)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	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)*

		Line	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? *If "Yes," complete Schedule L, Part II*	26		No
27	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? *If "Yes," complete Schedule M*	30		No
31	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? *If "Yes," complete Schedule R, Part I*	33		No
34	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 ☐

		Line	Amount	Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	5,359		
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)*

				Yes	No
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 580			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*		3b		
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 See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		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? *If "No," provide an explanation in Schedule O*		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.		15		No
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		16		No
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? 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. 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.	**1a** 24			
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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
(1) WILLIE FORD INTERNATIONAL TRUSTEE	35.00	X						91,188	152,546	73,418
(2) DANIEL KANE JR INTERNATIONAL TRUSTEE	35.00	X						91,524	146,219	96,977
(3) VINCENT PERRONE INTERNATIONAL TRUSTEE	35.00	X						91,683	170,194	87,759
(4) SEAN O'BRIEN GENERAL PRESIDENT	35.00			X				379,473	0	73,385
(5) FRED ZUCKERMAN GENERAL SECRETARY-TREASURE	35.00			X				333,932	0	47,856
(6) WILLIAM HAMILTON VICE PRESIDENT - EASTERN R	35.00			X				170,898	103,176	66,003
(7) JOHN PALMER IBT AT LARGE VICE PRESIDEN	35.00			X				118,626	0	34,118
(8) STANLEY J HENNESSY VICE PRESIDENT - CANADA	35.00			X				75,412	140,806	39,037
(9) CRAIG MCINNES VICE PRESIDENT - CANADA	35.00			X				73,489	232,333	35,288
(10) GREGORY FLOYD IBT AT LARGE VICE PRESIDEN	35.00			X				103,807	314,135	50,584
(11) FRANCOIS LAPORTE VICE PRESIDENT - CANADA	35.00			X				94,630	86,931	40,106
(12) CHARLES A JONES IBT AT LARGE - VICE PRESID	35.00			X				121,158	144,499	41,825
(13) JAMES AVRAL THOMPSON VICE PRESIDENT - CENTRAL R	35.00			X				105,744	125,451	35,860
(14) RICHARD D HICKS WESTERN REGION VICE - PRES	35.00			X				92,363	221,049	99,962
(15) DANIEL W AVELYN CENTRAL REGION VICE-PRESID	35.00			X				91,932	149,181	75,670
(16) BRENT TAYLOR SOUTHERN REGION VICE - PRE	35.00			X				91,787	127,860	77,832
(17) RICHARD TOM ERICKSON CENTRAL REGION VICE-PRESID	35.00			X				91,530	172,286	94,334

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): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(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
(18) MARK DAVISON WESTERN REGION VICE - PRES	35.00			X				91,409	159,398	81,054
(19) CHRIS GRISWOLD IBT AT-LARGE VICE - PRESID	35.00			X				92,085	170,591	188,858
(20) THOR TEE JOHNSON SOUTHERN REGION VICE - PRE	35.00			X				90,671	189,612	30,274
(21) JOAN COREY IBT AT-LARGE VICE - PRESID	35.00			X				92,952	142,185	85,097
(22) JUAN CARLOS CAMPOS IBT AT-LARGE VICE - PRESID	35.00			X				91,304	163,281	101,950
(23) PETER LEE FINN WESTERN REGION VICE - PRES	35.00			X				91,845	169,965	106,525
(24) ROCCO JAMES CALO EASTERN REGION VICE - PRES	35.00			X				91,552	225,163	93,290
(25) JAMES WRIGHT IBT AT-LARGE VICE - PRESID	35.00			X				91,524	149,437	31,848
(26) MATTHEW TAIBI EASTERN REGION VICE - PRES	35.00			X				91,128	155,851	97,467
(27) LINDSAY ELIZABETH DOUGHTERY WESTERN REGION VICE - PRES	35.00			X				38,841	245,762	122,601
(28) BRET CALDWELL DEPUTY CHIEF OF STAFF	35.00				X			227,301	0	46,329
(29) CHRISTOPHER ROSELL DEPARTMENT DIRECTOR	35.00				X			221,772	1,500	53,355
(30) RICHARD GIBSON STAFF ATTORNEY	35.00				X			259,135	0	47,853
(31) JOSEPH POLO INTERNATIONAL AUDITOR	35.00				X			197,347	0	41,106
(32) WILLIAM L PETTY DEPARTMENT DIRECTOR	35.00				X			219,177	0	45,948
(33) LISA PAU STAFF ATTORNEY	35.00				X			204,657	0	51,533
(34) KELLY HEMPLE ADMIN ASSISTANT & SPECIAL	35.00				X			209,359	0	44,601
(35) SCOTT HILTON ASST TO THE GST	35.00				X			225,524	0	44,436
(36) ROBERT COLONE EXE ASST& COUNSEL TO THE G	35.00				X			317,638	0	47,708
(37) BRIAN RAINVILLE EXEC ASST TO THE GP	35.00				X			254,791	0	47,708
(38) CASEY SEAN EMORY ASSISTANT CHIEF ENGINEER	35.00				X			208,025	0	37,931
(39) MICHAEL CAPUTY DEPARTMENT DIRECTOR	35.00				X			201,882	0	43,391
(40) DANIEL F RISTEEN FIELD SERVICES DIRECTOR	35.00				X			197,255	0	43,317
(41) JAMES L DONOVAN DEPARTMENT DIRECTOR	35.00				X			195,800	0	65,530
(42) BRIAN HAIRFIELD INTERNATIONAL AUDITOR	35.00				X			198,420	0	41,402
(43) LOUIS S BANIECKI INTERNATIONAL AUDITOR	35.00				X			197,940	0	41,180
(44) JOSEPH FERREIRA TRADE DIVISION DIRECTOR	35.00				X			249,591	0	47,219
(45) GREGORY UNTERSEHER MANAGER OF PILOT REPRESENT	35.00				X			244,262	40,000	46,627
(46) FRANCIS PATRICK HUGHES CHIEF INVESTOGATOR	35.00				X			196,061	0	42,799
(47) ARMANDO SOLA FARIAS INTERNATIONAL AUDITOR	35.00					X		191,036	0	40,665
(48) HEATHER KING INTERNATIONAL AUDITOR	35.00					X		191,824	0	41,865
(49) JOHN FRANCIS LENNOX INTERNATIONAL AUDITOR	35.00					X		192,405	0	40,419
(50) MICHAEL PRETE INTERNATIONAL AUDITOR	35.00					X		192,052	0	40,746
(51) RENEE PESCI INTERNATIONAL AUDITOR	35.00					X		196,710	0	42,080
(52) PAMELA TURNER DEPARTMENT DIRECTOR	35.00					X		192,704	0	30,936
(53) KEVIN MOORE INTERNATIONAL TRUSTEE (P)	35.00						X	167,080	147,108	84,366
(54) ROBERT KOPYSTYNSKY VICE PRESIDENT - CENTRAL R (P)	35.00						X	101,973	0	32,079

	(D)	(E)	(F)
1b Sub-Total			
c Total from continuation sheets to Part VII, Section A . . .			
d Total (add lines 1b and 1c)	8,734,208	4,246,519	3,242,107

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 189

			Yes	No
3	Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	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? *If "Yes," complete Schedule J for such individual*	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?*If "Yes," complete Schedule J for such person*	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
BALLOTPOINT ELECTION SERVICES 9115 SW OLESON ROAD SUITE 203 PORTLAND, OR 97223	ELECTION SERVICES	1,546,119
KELLY PRESS INC 1701 CABIN BRANCH DRIVE CHEVERLY, MD 20785	PRINTING SERVICES	1,433,978
NIXON PEABODY LLP 1300 CLINTON SQUARE NEW YORK, NY 10087	LEGAL SERVICES	1,422,310
BERLINROSEN LTD 5 MAIDEN LANE SUTE 1600 NEW YORK, NY 10038	PROFESSIONAL SERVICES	971,727
STRATEGIC ORGANIZING SYSTEMS LLC 848 MADISON STREET ALBANY, CA 94706	SOFTWARE SUPPORT	961,977

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 41

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 OtherAmt Similar Amounts	1a Federated campaigns . .	1a				
	b Membership dues . .	1b				
	c Fundraising events . .	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e 4,344,773				
	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		4,344,773			
Program Service Revenue		Business Code				
	2a PER CAPITA TAXES AND I	900099	210,706,547	210,706,547		
	b					
	c					
	d					
	e					
	f All other program service revenue.					
	g **Total.** Add lines 2a–2f.		210,706,547			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		15,467,516			15,467,516
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties		166,388			166,388
		(i) Real / (ii) Personal				
	6a Gross rents	6a (i) 2,500 / (ii)				
	b Less: rental expenses	6b (i) 0 / (ii)				
	c Rental income or (loss)	6c (i) 2,500 / (ii)				
	d Net rental income or (loss)		2,500			2,500
		(i) Securities / (ii) Other				
	7a Gross amount from sales of assets other than inventory	7a (i) 93,157,989 / (ii) 66,069				
	b Less: cost or other basis and sales expenses	7b (i) 95,653,384 / (ii) 69,183				
	c Gain or (loss)	7c (i) -2,495,395 / (ii) -3,114				
	d Net gain or (loss)		-2,498,509			-2,498,509
	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 504				
	b Less: cost of goods sold . .	10b 0				
	c Net income or (loss) from sales of inventory . .		504			504
OtherRevenueMiscAmt		Business Code				
	11a OTHER	900099	1,297			1,297
	b					
	c					
	d All other revenue					
	e **Total.** Add lines 11a–11d		1,297			
	12 **Total revenue.** See instructions		228,191,016	210,706,547	0	13,139,696

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	1,005,565			
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.	18,557			
4 Benefits paid to or for members	18,234,121			
5 Compensation of current officers, directors, trustees, and key employees	9,319,775			
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	39,634,387			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	4,444,535			
9 Other employee benefits	19,346,599			
10 Payroll taxes	3,859,521			
11 Fees for services (non-employees):				
a Management				
b Legal	7,213,845			
c Accounting	227,195			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	167,974			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	12,950,457			
12 Advertising and promotion	1,491,586			
13 Office expenses	8,085,104			
14 Information technology	4,392,793			
15 Royalties . .				
16 Occupancy	2,231,764			
17 Travel	14,431,978			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings	2,722,419			
20 Interest	12,827			
21 Payments to affiliates	10,273,826			
22 Depreciation, depletion, and amortization . .	2,238,360			
23 Insurance . . .	889,792			
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	7,779,774			
b REIMBURSED BENEFITS	3,116,264			
c TAXES-SALES, PERSONAL P	1,193,221			
d SUBSCRIPTIONS	338,910			
e All other expenses	-1,848,363			
25 **Total functional expenses.** Add lines 1 through 24e	173,772,786			
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) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing	-597,191	1	-2,794,649
	2	Savings and temporary cash investments	73,069,551	2	87,346,825
	3	Pledges and grants receivable, net	655,258	3	230,031
	4	Accounts receivable, net	20,301,328	4	23,978,908
	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	402,597	8	452,951
	9	Prepaid expenses and deferred charges	1,532,127	9	1,786,398
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D — 10a: 83,404,689			
	b	Less: accumulated depreciation — 10b: 47,687,044	36,395,434	10c	35,717,645
	11	Investments—publicly traded securities	23,323,082	11	14,994,281
	12	Investments—other securities. See Part IV, line 11	301,428,616	12	371,942,714
	13	Investments—program-related. See Part IV, line 11		13	
	14	Intangible assets		14	892,485
	15	Other assets. See Part IV, line 11	1,705,821	15	552,794
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)	458,216,623	16	535,100,383
Liabilities	17	Accounts payable and accrued expenses	16,064,105	17	24,624,168
	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	8,083,735	25	11,883,733
	26	**Total liabilities.** Add lines 17 through 25	24,147,840	26	36,507,901
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	434,068,783	27	498,592,482
	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	434,068,783	32	498,592,482
	33	Total liabilities and net assets/fund balances	458,216,623	33	535,100,383

Part XI Reconcilliation 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	228,191,016
2	Total expenses (must equal Part IX, column (A), line 25)	2	173,772,786
3	Revenue less expenses. Subtract line 2 from line 1	3	54,418,230
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	434,068,783
5	Net unrealized gains (losses) on investments	5	24,947,519
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	-14,842,050
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	498,592,482

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?	2a		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☐ Separate basis ☑ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a	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.	3b	Yes	

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

Schedule B

(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ Attach to Form 990, 990-EZ, or 990-PF.
▶ Go to *www.irs.gov/Form990* for the latest information.

OMB No. 1545-0047

2023

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

Organization type (check one):

Filers of:	**Section:**
Form 990 or 990-EZ	☐ 501(c)( ) (enter number) organization
	☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
	☐ 527 political organization
Form 990-PF	☐ 501(c)(3) exempt private foundation
	☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation
	☐ 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule.**
Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling $5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

☐ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** $5,000 or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than $1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than $1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling $5,000 or more during the year . . . . ▶ $ ____________

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

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

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED	,	$ RESTRICTED	Person Payroll Noncash (Complete Part II for noncash contributions.)
-		$	Person Payroll Noncash (Complete Part II for noncash contributions.)
-		$	Person Payroll Noncash (Complete Part II for noncash contributions.)
-		$	Person Payroll Noncash (Complete Part II for noncash contributions.)
-		$	Person Payroll Noncash (Complete Part II for noncash contributions.)
-		$	Person Payroll Noncash (Complete Part II for noncash contributions.)

Name of organization
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Employer identification number
53-0215427

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-		$	

Name of organization
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Employer identification number
53-0215427

Part III ***Exclusively*** **religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than $1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of *exclusively* religious, charitable, etc., contributions of $1,000 or less for the year. (Enter this information once. See instructions.) ▶ $**

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-			

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee
-	

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-			

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee
-	

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-			

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee
-	

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
-			

(e) Transfer of gift

Transferee's name, address, and ZIP 4	Relationship of transferor to transferee
-	

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE C (Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

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	Employer identification number
INTERNATIONAL BROTHERHOOD OF TEAMSTERS	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.		

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.

	(a)	(b)
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)** 2019	**(b)** 2020	**(c)** 2021	**(d)** 2022	**(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) Yes	(a) No	(b) 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 80.00% 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:

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

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.

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ ____________

4 Number of states where property subject to conservation easement is located ▶ ____________

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ 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:

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

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

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

Part V Endowment Funds.

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

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

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

a Board designated or quasi-endowment ▶ ....

b Permanent endowment ▶ ....

c Term endowment ▶ ....

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

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

			Yes	No
	(i) Unrelated organizations . . .	3a(i)		
	(ii) Related organizations . . .	3a(ii)		
b	If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? . . .	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		60,794,221	29,011,812	31,782,409
c Leasehold improvements				
d Equipment		224,829	141,312	83,517
e Other		21,591,522	18,533,920	3,057,602
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶				35,717,645

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) COMMON COLLECTIVE TRUST	114,460,670	F
(B) JP MORGAN CORE BOND FUND CLASS R6	91,060,878	F
(C) PIMCO INCOME FUND INSTITUTIONAL	101,281,665	F
(D) WESTERN ASSET CORE BOND FUND	65,139,501	F
(D)		
(E)		
(F)		
(G)		
(H)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶	371,942,714	

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

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

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

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

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
ACCRUED POSTRETIREMENT HEALTH CARE COSTS	755,302
ACCRUED PENSION COST	10,235,946
LEASE OBLIGATIONS	892,485
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	11,883,733

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**	253,120,083
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	**2a**	24,947,519		
b	Donated services and use of facilities	**2b**			
c	Recoveries of prior year grants	**2c**			
d	Other (Describe in Part XIII.)	**2d**	149,522		
e	Add lines **2a** through **2d**			**2e**	25,097,041
3	Subtract line **2e** from line **1**			**3**	228,023,042
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**	167,974		
b	Other (Describe in Part XIII.)	**4b**			
c	Add lines **4a** and **4b**			**4c**	167,974
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			**5**	228,191,016

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**	173,604,812
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**	173,604,812
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**	167,974		
b	Other (Describe in Part XIII.)	**4b**			
c	Add lines **4a** and **4b**			**4c**	167,974
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			**5**	173,772,786

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 149,522.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE F
(Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

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? . . . . ☐ Yes ☑ No

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 Activites 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	18,557		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 . . . . ▶ 1

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

Part V **Supplemental Information**

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.

ReturnReference	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

Software ID:	
Software Version:	

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

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
2023
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) AEROSPACE MAINTENACE COUNCIL INC 72 AUBURN ST SAUGUS,MA 01906	46-4733307	501(C)(3)	8,000	0			FINANCIAL SUPPORT
(2) ECONOMIC POLICY INSTITUTE 1333 H STREET NW STE 3 WASHINGTON,DC 20005	52-1368964	501(C)(3)	100,000	0			FINANCIAL SUPPORT
(3) GOOD JOBS FIRST 1616 P STREET NW STE 210 WASHINGTON,DC 20036	82-0542649	501(C)(3)	20,000	0			FINANCIAL SUPPORT
(4) IAFF FOUNDATION 1750 NEW YORK AVE NW WASHINGTON,DC 20006	61-1629460	501(C)(3)	25,000	0			FINANCIAL SUPPORT
(5) JOBS WITH JUSTICE 1616 P STREET NW SUITE 150 WASHINGTON,DC 20036	45-0518844	501(C)(4)	30,000	0			FINANCIAL SUPPORT
(6) LABORLAB 210 E LYNDALE AVENUE HELENA,MT 59601	86-3783640	501(C)(3)	20,000	0			FINANCIAL SUPPORT
(7) MARTORANA STRONG 33 CANCER FOUNDATION 10 PATTER KENNEBUNK,ME 04043	85-3699559	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(8) NAACP - BOSTON BRANCH PO BOX 301779 BOSTON,MA 02130	04-6188955	501(C)(4)	10,000	0			FINANCIAL SUPPORT
(9) NATIONAL MAINTENANCE AGREEMENT LABOR-MANAGEMENT POLICY COMMITTEE 1501 LEE HIGHWAY STE 202 ARLINGTON,VA 22209	52-1289622	501(C)(6)	5,500	0			FINANCIAL SUPPORT
(10) POWERSWITCH ACTION 1305 FRANKLIN STREET OAKLAND,CA 94612	71-0914032	501(C)(3)	25,000	0			FINANCIAL SUPPORT
(11) TEAMSTER HISPANIC CAUCUS NJ CHAPTER 485 CHESTNUT ST UNION,NJ 07083	22-3838368	501(C)(3)	10,000	0			FINANCIAL SUPPORT
(12) TEAMSTERS LOCAL 986 CHARITY FUND INC 1430 E HOLT AVE COVINA,CA 91724	95-2993422	501(C)(3)	8,000	0			FINANCIAL SUPPORT
(13) TEAMSTERS NATIONAL BLACK CAUCUS PO BOX 16707 MEMPHIS,TN 38186	35-1827988	501(C)(10)	10,000	0			FINANCIAL SUPPORT
(14) WHEELCHAIR CHARITIES INC 83-10 35TH AVENUE JACKSON HEIGHTS,NY 11372	11-2859217	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 . . . . ▶ 17

3 Enter total number of other organizations listed in the line 1 table . . . . ▶ 6

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

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

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

Return Reference	Explanation
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:

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Employer identification number
53-0215427

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☑ First-class or charter travel ☐ Travel for companions ☑ Tax idemnification and gross-up payments ☐ Discretionary spending account ☑ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e.g., maid, chauffeur, chef)			
b	If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**	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?	**2**	Yes	
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☐ Compensation committee ☐ Independent compensation consultant ☐ Form 990 of other organizations ☐ Written employment contract ☐ Compensation survey or study ☑ Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a	Receive a severance payment or change-of-control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		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.	**4c**		No
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:			
a	The organization?	**5a**		
b	Any related organization? . . . . If "Yes," on line 5a or 5b, describe in Part III.	**5b**		
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:			
a	The organization?	**6a**		
b	Any related organization? . . . . If "Yes," on line 6a or 6b, describe in Part III.	**6b**		
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	**7**		
8	Were any amounts reported on Form 990, Part VII, paid or accured 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	**8**		
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

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

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

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

(A) Name and Title		**(B)** Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			**(C)** Retirement and other deferred compensation	**(D)** Nontaxable benefits	**(E)** Total of columns (B)(i)-(D)	**(F)** Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	**(ii)** Bonus & incentive compensation	**(iii)** Other reportable compensation				
1 GREGORY FLOYD IBT AT LARGE VICE PRESIDEN	(i)	94,630	0	9,177	10,741	21,690	136,238	0
	(ii)	300,750	0	13,385	18,153	0	332,288	0
2 SEAN O'BRIEN GENERAL PRESIDENT	(i)	250,352	0	129,121	28,415	44,970	452,858	0
	(ii)	0	0	0	0	0	0	0
3 CHRIS GRISWOLD IBT AT-LARGE VICE - PRESID	(i)	83,451	0	8,634	9,472	20,876	122,433	0
	(ii)	169,913	0	678	127,005	31,505	329,101	0
4 RICHARD D HICKS WESTERN REGION VICE - PRES	(i)	83,451	0	8,912	9,472	21,098	122,933	0
	(ii)	203,615	5,226	12,208	12,804	56,588	290,441	0
5 ROCCO JAMES CALO EASTERN REGION VICE - PRES	(i)	83,451	0	8,101	9,472	20,876	121,900	0
	(ii)	214,827	5,000	5,336	27,126	35,816	288,105	0
6 LINDSAY ELIZABETH DOUGHTERY WESTERN REGION VICE - PRES	(i)	34,156	0	4,685	3,877	21,172	63,890	0
	(ii)	237,981	0	7,781	74,951	22,601	343,314	0
7 KEVIN MOORE INTERNATIONAL TRUSTEE (P)	(i)	150,807	0	16,273	17,117	22,080	206,277	0
	(ii)	147,108	0	0	17,888	27,281	192,277	0
8 FRED ZUCKERMAN GENERAL SECRETARY-TREASURE	(i)	222,535	0	111,397	25,258	22,598	381,788	0
	(ii)	0	0	0	0	0	0	0
9 PETER LEE FINN WESTERN REGION VICE - PRES	(i)	83,451	0	8,394	9,472	21,024	122,341	0
	(ii)	160,215	0	9,750	36,717	39,312	245,994	0
10 ROBERT COLONE EXE ASST& COUNSEL TO THE G	(i)	222,535	0	95,103	25,258	22,450	365,346	0
	(ii)	0	0	0	0	0	0	0
11 RICHARD TOM ERICKSON CENTRAL REGION VICE-PRESID	(i)	83,451	0	8,079	9,472	20,876	121,878	0
	(ii)	146,096	0	26,190	41,288	22,698	236,272	0
12 JUAN CARLOS CAMPOS IBT AT-LARGE VICE - PRESID	(i)	83,451	0	7,853	9,472	20,802	121,578	0
	(ii)	161,881	0	1,400	47,296	24,380	234,957	0
13 VINCENT PERRONE INTERNATIONAL TRUSTEE	(i)	83,450	0	8,233	9,472	20,876	122,031	0
	(ii)	155,794	0	14,400	31,331	26,080	227,605	0
14 MATTHEW TAIBI EASTERN REGION VICE - PRES	(i)	83,450	0	7,678	9,472	20,802	121,402	0
	(ii)	142,381	0	13,470	40,203	26,990	223,044	0
15 CRAIG MCINNES VICE PRESIDENT - CANADA	(i)	73,489	0	0	8,341	24,118	105,948	0
	(ii)	216,196	0	16,137	0	2,829	235,162	0
16 WILLIAM HAMILTON VICE PRESIDENT - EASTERN R	(i)	153,812	0	17,086	17,458	20,876	209,232	0
	(ii)	82,376	0	20,800	0	27,669	130,845	0
17 DANIEL KANE JR INTERNATIONAL TRUSTEE	(i)	83,450	0	8,074	9,472	20,876	121,872	0
	(ii)	146,219	0	0	49,052	17,577	212,848	0
18 MARK DAVISON WESTERN REGION VICE - PRES	(i)	83,450	0	7,959	9,472	20,876	121,757	0
	(ii)	159,398	0	0	27,414	23,292	210,104	0
19 GREGORY UNTERSEHER MANAGER OF PILOT REPRESENT	(i)	229,488	0	14,774	26,047	20,580	290,889	0
	(ii)	40,000	0	0	0	0	40,000	0
20 JOAN COREY IBT AT-LARGE VICE - PRESID	(i)	83,451	0	9,501	9,472	21,172	123,596	0
	(ii)	142,185	0	0	24,684	29,769	196,638	0

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC (i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	(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
21 WILLIE FORD INTERNATIONAL TRUSTEE	(i)	83,450	0	7,738	9,472	20,580	121,240	0
	(ii)	151,105	0	1,441	17,888	25,478	195,912	0
22 DANIEL W AVELYN CENTRAL REGION VICE-PRESID	(i)	83,451	0	8,481	9,472	20,802	122,206	0
	(ii)	116,388	11,368	21,425	43,503	1,893	194,577	0
23 THOR TEE JOHNSON SOUTHERN REGION VICE - PRE	(i)	83,451	0	7,220	9,472	20,802	120,945	0
	(ii)	165,763	0	23,849	0	0	189,612	0
24 CHARLES A JONES IBT AT LARGE - VICE PRESID	(i)	108,473	0	12,685	12,312	20,728	154,198	0
	(ii)	123,400	0	21,099	5,974	2,811	153,284	0
25 RICHARD GIBSON STAFF ATTORNEY	(i)	212,315	0	46,820	24,098	23,755	306,988	0
	(ii)	0	0	0	0	0	0	0
26 BRIAN RAINVILLE EXEC ASST TO THE GP	(i)	222,535	0	32,256	25,258	22,450	302,499	0
	(ii)	0	0	0	0	0	0	0
27 BRENT TAYLOR SOUTHERN REGION VICE - PRE	(i)	83,450	0	8,337	9,472	20,950	122,209	0
	(ii)	127,860	0	0	21,788	25,622	175,270	0
28 JOSEPH FERREIRA TRADE DIVISION DIRECTOR	(i)	234,704	0	14,887	26,639	20,580	296,810	0
	(ii)	0	0	0	0	0	0	0
29 CHRISTOPHER ROSELL DEPARTMENT DIRECTOR	(i)	192,870	0	28,902	21,891	22,524	266,187	0
	(ii)	1,500	0	0	8,940	0	10,440	0
30 BRET CALDWELL DEPUTY CHIEF OF STAFF	(i)	213,645	0	13,656	24,249	22,080	273,630	0
	(ii)	0	0	0	0	0	0	0
31 JAMES WRIGHT IBT AT-LARGE VICE - PRESID	(i)	83,450	0	8,074	9,472	22,376	123,372	0
	(ii)	143,262	0	6,175	0	0	149,437	0
32 SCOTT HILTON ASST TO THE GST	(i)	192,404	0	33,120	21,838	22,598	269,960	0
	(ii)	0	0	0	0	0	0	0
33 JAMES AVRAL THOMPSON VICE PRESIDENT - CENTRAL R	(i)	93,972	0	11,772	10,666	20,802	137,212	0
	(ii)	107,733	6,215	11,503	4,144	248	129,843	0
34 WILLIAM L PETTY DEPARTMENT DIRECTOR	(i)	203,116	0	16,061	23,054	22,894	265,125	0
	(ii)	0	0	0	0	0	0	0
35 JAMES L DONOVAN DEPARTMENT DIRECTOR	(i)	181,800	0	14,000	20,634	44,896	261,330	0
	(ii)	0	0	0	0	0	0	0
36 LISA PAU STAFF ATTORNEY	(i)	196,329	0	8,328	22,283	29,250	256,190	0
	(ii)	0	0	0	0	0	0	0
37 STANLEY J HENNESSY VICE PRESIDENT - CANADA	(i)	73,489	0	1,923	8,341	22,946	106,699	0
	(ii)	117,181	3,513	20,112	0	7,750	148,556	0
38 KELLY HEMPLE ADMIN ASSISTANT & SPECIAL	(i)	194,507	0	14,852	22,077	22,524	253,960	0
	(ii)	0	0	0	0	0	0	0
39 CASEY SEAN EMORY ASSISTANT CHIEF ENGINEER	(i)	133,793	0	74,232	15,185	22,746	245,956	0
	(ii)	0	0	0	0	0	0	0
40 MICHAEL CAPUTY DEPARTMENT DIRECTOR	(i)	187,763	0	14,119	21,311	22,080	245,273	0
	(ii)	0	0	0	0	0	0	0
41 DANIEL F RISTEEN FIELD SERVICES DIRECTOR	(i)	182,547	0	14,708	20,719	22,598	240,572	0
	(ii)	0	0	0	0	0	0	0

(A) Name and Title		(B)(i) Base compensation	(B)(ii) Bonus & incentive compensation	(B)(iii) Other reportable compensation	(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
		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC						
42 BRIAN HAIRFIELD INTERNATIONAL AUDITOR	(i)	165,678	0	32,742	18,804	22,598	239,822	0
	(ii)	0	0	0	0	0	0	0
43 LOUIS S BANIECKI INTERNATIONAL AUDITOR	(i)	165,678	0	32,262	18,804	22,376	239,120	0
	(ii)	0	0	0	0	0	0	0
44 FRANCIS PATRICK HUGHES CHIEF INVESTOGATOR	(i)	182,548	0	13,513	20,719	22,080	238,860	0
	(ii)	0	0	0	0	0	0	0
45 RENEE PESCI INTERNATIONAL AUDITOR	(i)	165,678	0	31,032	18,804	23,276	238,790	0
	(ii)	0	0	0	0	0	0	0
46 JOSEPH POLO INTERNATIONAL AUDITOR	(i)	165,678	0	31,669	18,804	22,302	238,453	0
	(ii)	0	0	0	0	0	0	0
47 HEATHER KING INTERNATIONAL AUDITOR	(i)	161,786	0	30,038	18,363	23,502	233,689	0
	(ii)	0	0	0	0	0	0	0
48 JOHN FRANCIS LENNOX INTERNATIONAL AUDITOR	(i)	161,577	0	30,828	18,339	22,080	232,824	0
	(ii)	0	0	0	0	0	0	0
49 MICHAEL PRETE INTERNATIONAL AUDITOR	(i)	162,502	0	29,550	18,444	22,302	232,798	0
	(ii)	0	0	0	0	0	0	0
50 ARMANDO SOLA FARIAS INTERNATIONAL AUDITOR	(i)	161,787	0	29,249	18,363	22,302	231,701	0
	(ii)	0	0	0	0	0	0	0
51 PAMELA TURNER DEPARTMENT DIRECTOR	(i)	125,152	0	67,552	14,205	16,731	223,640	0
	(ii)	0	0	0	0	0	0	0
52 FRANCOIS LAPORTE VICE PRESIDENT - CANADA	(i)	94,630	0	0	10,741	24,150	129,521	0
	(ii)	59,411	7,398	20,122	0	5,215	92,146	0
53 JOHN PALMER IBT AT LARGE VICE PRESIDEN	(i)	106,066	0	12,560	12,038	22,080	152,744	0
	(ii)	0	0	0	0	0	0	0
54 ROBERT KOPYSTYNSKY VICE PRESIDENT - CENTRAL R (P)	(i)	88,099	0	13,874	9,999	22,080	134,052	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, THE GENERAL SECRETARY-TREASURER, THE EXECUTIVE ASSISTANT & COUNSEL TO THE GST AND THE EXECUTIVE ASSISTANT TO THE GP 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.

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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.

OMB No. 1545-0047

2023

Open to Public Inspection

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 WEBSITE 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 WEBSITE 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 AND 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:	GAIN ON FOREIGN CURRENCY EXCHANGE 149,522. OTHER PENSION AND RETIREMENT ADJUSTMENT -14,991,572.
FORM 990, PART XII, LINE 2C:	THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS' (IBT'S) 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.

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SCHEDULE R (Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

OMB No. 1545-0047

2023

Open to Public Inspection

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)TEAMSTER FLORIDA CCE 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 27-0765573	POLITICAL ACTION COMMITTEE	FL	SECTION 527				No
(11)INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001 88-2958574	CHARITABLE SCHOLARSHIP FUND	DC	501(C)(3)	LINE 10			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) Disproprtionate allocations? Yes	(h) No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) No	(k) Percentage ownership

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	(i) No
(1)TEAMSTERS NATIONAL HEADQUARTERS BUILDING CORPORATION 25 LOUISIANA 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.

			Yes	No
1	During the tax year, did the orgranization 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**		No
q	Reimbursement paid by related organization(s) for expenses	**1q**	Yes	
r	Other transfer of cash or property to related organization(s)	**1r**		No
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	119,180	FMV
(2)INTERNATIONAL BROTHERHOOD OF TEAMSTERS SUPPLEMENTAL BENEFITS TRUST	Q	131,117	FMV
(3)THE TEAMSTER AFFILIATES PENSION PLAN	Q	1,039,092	FMV
(4)RETIREMENT AND FAMILY PROTECTION PLAN	Q	466,706	FMV

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.

(a) Name, address, and EIN of entity	**(b)** Primary activity	**(c)** Legal domicile (state or foreign country)	**(d)** Predominant income (related, unrelated, excluded from tax under sections 512-514)	**(e)** Are all partners section 501(c)(3) organizations?		**(f)** Share of total income	**(g)** Share of end-of-year assets	**(h)** Disproprtionate 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**		**Yes**	**No**	

Part VII **Supplemental Information**

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

Return Reference	Explanation

Additional Data

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