

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2021

Open to Public Inspection

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundation): 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.

Form 990
Department of the Treasury

For the 2021 calendar year, or tax year beginning 07-01-2021, and ending 06-30-2022

- B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending

C Name of organization: AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS
Doing business as
Number and street (or P.O. box if mail is not delivered to street address) Room/suite: 815 BLACK LIVES MATTER PLAZA NW

D Employer identification number: 53-0228172
E Telephone number: (202) 637-5199
G Gross receipts \$ 117,875,484

F Name and address of principal officer: FREDRICK D REDMOND, 815 BLACK LIVES MATTER PLAZA NW, WASHINGTON, DC 20006

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
H(c) Group exemption number

I Tax-exempt status: 501(c)(3) 501(c) (5) (insert no.) 4947(a)(1) or 527

J Website: WWW.AFLCIO.ORG

K Form of organization: Corporation Trust Association Other UNINCORPORATED ASSOCIATION

L Year of formation: 1955 M State of legal domicile: DC

Part I Summary

1 Briefly describe the organization's mission or most significant activities: THE ORGANIZATION IS A FEDERATION OF LABOR UNIONS. ITS MISSION IS TO IMPROVE THE LIVES OF WORKING FAMILIES - TO BRING ECONOMIC JUSTICE TO THE WORKPLACE AND SOCIAL JUSTICE TO OUR NATION.

Table with 2 columns: Description, Amount. Rows include: 2 Check this box if the organization discontinued its operations... 3 Number of voting members... 4 Number of independent voting members... 5 Total number of individuals employed... 6 Total number of volunteers... 7a Total unrelated business revenue... 7b Net unrelated business taxable income...

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 8 Contributions and grants... 9 Program service revenue... 10 Investment income... 11 Other revenue... 12 Total revenue...

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 13 Grants and similar amounts paid... 14 Benefits paid to or for members... 15 Salaries, other compensation... 16a Professional fundraising fees... 16b Total fundraising expenses... 17 Other expenses... 18 Total expenses... 19 Revenue less expenses...

Table with 3 columns: Description, Beginning of Current Year, End of Year. Rows include: 20 Total assets... 21 Total liabilities... 22 Net assets or fund balances...

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.

Signature of officer: FREDRICK D REDMOND, SECRETARY-TREASURER/EXECUTIVE VP. Date: 2023-05-15

Paid Preparer Use Only: Print/Type preparer's name, Preparer's signature, Date, Check if self-employed, PTIN, Firm's name, Firm's EIN, Firm's address, Phone no.

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 ORGANIZATION IS A FEDERATION OF LABOR UNIONS. ITS MISSION IS TO IMPROVE THE LIVES OF WORKING FAMILIES - TO BRING ECONOMIC JUSTICE TO THE WORKPLACE AND SOCIAL JUSTICE TO OUR NATION.

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 \$)

THE AFL-CIO IS A FEDERATION OF AFFILIATED NATIONAL AND INTERNATIONAL LABOR UNIONS, TRADE AND INDUSTRIAL DEPARTMENTS, STATE AND LOCAL CENTRAL BODIES AND DIRECTLY AFFILIATED LOCAL UNIONS. THE AFL-CIO ENGAGED IN A WIDE RANGE OF ACTIVITIES ON BEHALF OF ITS AFFILIATES AND THEIR MEMBERS. THESE ACTIVITIES ARE DESIGNED TO IMPROVE THE LIVES OF WORKING FAMILIES - TO BRING ECONOMIC JUSTICE TO THE WORKPLACE AND SOCIAL JUSTICE TO OUR NATION. THE AFL-CIO WORKED TO BUILD A BROAD MOVEMENT OF AMERICAN WORKERS BY ORGANIZING WORKERS INTO UNIONS, AND PROVIDED A VOICE FOR WORKERS' INTERESTS ON THE JOB, IN THEIR COMMUNITIES, AT ALL LEVELS OF GOVERNMENT, AND IN THE CHANGING GLOBAL ECONOMY.


















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		No
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions. 	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 	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		
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 	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 		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 		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 		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 		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		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. 	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 	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 		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 		No
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 		No
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)?	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 		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 	Yes	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV		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 	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 		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.		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		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		No
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
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 	Yes	

Part IV Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		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? <i>If "Yes," complete Schedule J</i>	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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
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? <i>If "Yes," complete Schedule L, Part I</i>		
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? <i>If "Yes," complete Schedule L, Part I</i>		
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?		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? <i>If "Yes," complete Schedule L, Part III</i>		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? <i>If "Yes," complete Schedule L, Part IV</i>		No
b	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	Yes	
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		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?		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	Yes	
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	Yes	
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
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? <i>If "Yes," complete Schedule R, Part VI</i>		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.	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

<p>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</p>	<p>2a 428</p>			
<p>b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.</p>	<p>2b</p>	<p>Yes</p>		
<p>3a Did the organization have unrelated business gross income of \$1,000 or more during the year?</p>	<p>3a</p>	<p>Yes</p>		
<p>b If "Yes," has it filed a Form 990-T for this year?<i>If "No" to line 3b, provide an explanation in Schedule O</i></p>	<p>3b</p>	<p>Yes</p>		
<p>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)?</p>	<p>4a</p>		<p>No</p>	
<p>b Enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).</p>	<p>4b</p>			
<p>5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?</p>	<p>5a</p>		<p>No</p>	
<p>b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?</p>	<p>5b</p>		<p>No</p>	
<p>c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?</p>	<p>5c</p>			
<p>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?</p>	<p>6a</p>	<p>Yes</p>		
<p>b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?</p>	<p>6b</p>	<p>Yes</p>		
<p>7 Organizations that may receive deductible contributions under section 170(c).</p>				
<p>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?</p>	<p>7a</p>			
<p>b If "Yes," did the organization notify the donor of the value of the goods or services provided?</p>	<p>7b</p>			
<p>c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?</p>	<p>7c</p>			
<p>d If "Yes," indicate the number of Forms 8282 filed during the year</p>	<p>7d</p>			
<p>e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?</p>	<p>7e</p>			
<p>f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?</p>	<p>7f</p>			
<p>g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?</p>	<p>7g</p>			
<p>h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?</p>	<p>7h</p>			
<p>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?</p>	<p>8</p>			
<p>9 Sponsoring organizations maintaining donor advised funds.</p>				
<p>a Did the sponsoring organization make any taxable distributions under section 4966?</p>	<p>9a</p>			
<p>b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?</p>	<p>9b</p>			
<p>10 Section 501(c)(7) organizations. Enter:</p>				
<p>a Initiation fees and capital contributions included on Part VIII, line 12</p>	<p>10a</p>			
<p>b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities</p>	<p>10b</p>			
<p>11 Section 501(c)(12) organizations. Enter:</p>				
<p>a Gross income from members or shareholders</p>	<p>11a</p>			
<p>b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)</p>	<p>11b</p>			
<p>12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?</p>				
<p>b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.</p>	<p>12b</p>			
<p>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</p>				
<p>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.</p>	<p>13a</p>			
<p>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</p>	<p>13b</p>			
<p>c Enter the amount of reserves on hand</p>	<p>13c</p>			
<p>14a Did the organization receive any payments for indoor tanning services during the tax year?</p>	<p>14a</p>		<p>No</p>	
<p>b If "Yes," has it filed a Form 720 to report these payments?<i>If "No," provide an explanation in Schedule O</i></p>	<p>14b</p>			
<p>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?</p>	<p>15</p>		<p>No</p>	
<p>16 If the organization is a trust, did it file Form 720, Schedule E, to report the section 4968 excise tax on net investment income? Note. See the instructions for additional information the organization must report on Schedule O.</p>	<p>16</p>		<p>No</p>	
<p>17 Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.</p>	<p>17</p>			

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

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members... 104; 1b Enter the number of voting members included in line 1a... 94; 2 Did any officer, director, trustee, or key employee have a family relationship...; 3 Did the organization delegate control over management duties...; 4 Did the organization make any significant changes to its governing documents...; 5 Did the organization become aware during the year of a significant diversion of the organization's assets...; 6 Did the organization have members or stockholders...; 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...; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body...; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? 8b Each committee with authority to act on behalf of the governing body?; 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.

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates?; 10b 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?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?; 11b 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; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done; 13 Did the organization have a written whistleblower policy?; 14 Did the organization have a written document retention and destruction policy?; 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? 15a The organization's CEO, Executive Director, or top management official; 15b Other officers or key employees of the organization; 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?; 16b 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?

Section C. Disclosure

Table with 2 columns: Question, Answer. Rows include: 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: FREDRICK D REDMOND SECRETARY-TREA 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 (202) 637-5250

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

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

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

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

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

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

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) APPELBAUM STUART VICE PRESIDENT	3.00	X		X				0	0	0
(2) BIGGS MATTHEW VICE PRESIDENT	3.00	X		X				0	0	0
(3) BROWN ROXANNE VICE PRESIDENT	3.00	X		X				0	0	0
(4) CALLAHAN JAMES VICE PRESIDENT	3.00	X		X				0	0	0
(5) CARTERIS GABRIELLE VICE PRESIDENT	3.00	X		X				0	0	0
(6) CASTILLO BONNIE VICE PRESIDENT	3.00	X		X				0	0	0
(7) CONWAY THOMAS VICE PRESIDENT	3.00	X		X				0	0	0
(8) COSTA JOHN VICE PRESIDENT	3.00	X		X				0	0	0
(9) CURRY RAY VICE PRESIDENT	3.00	X		X				0	0	0
(10) DRISCOLL TIM VICE PRESIDENT	3.00	X		X				0	0	0
(11) DEAN ERIC VICE PRESIDENT	3.00	X		X				0	0	0
(12) DEJESUS EVELYN VICE PRESIDENT	3.00	X		X				0	0	0
(13) DEPETE JOE VICE PRESIDENT	3.00	X		X				0	0	0
(14) DIMONDSTEIN MARK VICE PRESIDENT	3.00	X		X				0	0	0
(15) ELIANO CHERYL VICE PRESIDENT	3.00	X		X				0	0	0
(16) ESTRADA CINDY VICE PRESIDENT	3.00	X		X				0	0	0
(17) FAIRLEY WARREN VICE PRESIDENT	3.00	X		X				0	0	0

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee			
(18) KELLY EDWARD VICE PRESIDENT	3.00	X		X			0	0	
(19) KELLEY EVERETT VICE PRESIDENT	3.00	X		X			0	0	
(20) LANIGAN RICHARD VICE PRESIDENT	3.00	X		X			0	0	
(21) LOEB MATTHEW VICE PRESIDENT	3.00	X		X			0	0	
(22) LOGAN ERNEST VICE PRESIDENT	3.00	X		X			0	0	
(23) MARATEA ARTHUR VICE PRESIDENT	3.00	X		X			0	0	
(24) MARTINEZ JR ROBERT VICE PRESIDENT	3.00	X		X			0	0	
(25) MCBRIDE ELISSA VICE PRESIDENT	3.00	X		X			0	0	
(26) MCDANIEL VONDA VICE PRESIDENT	3.00	X		X			0	0	
(27) MCGARVEY SEAN VICE PRESIDENT	3.00	X		X			0	571,681	
(28) MCMANUS MARK VICE PRESIDENT	3.00	X		X			0	0	
(29) MILLS GWEN VICE PRESIDENT	3.00	X		X			0	0	
(30) NELSON SARA VICE PRESIDENT	3.00	X		X			0	0	
(31) O'SULLIVAN TERRY VICE PRESIDENT	3.00	X		X			0	0	
(32) PERRONE ANTHONY MARC VICE PRESIDENT	3.00	X		X			0	0	
(33) RIVERS CLYDE VICE PRESIDENT	3.00	X		X			0	0	
(34) ROBERTS CECIL VICE PRESIDENT	3.00	X		X			0	0	
(35) ROLANDO FREDRIC V VICE PRESIDENT	3.00	X		X			0	0	
(36) SACCO MICHAEL VICE PRESIDENT	3.00	X		X			0	0	
(37) SAMUELSEN JOHN VICE PRESIDENT	3.00	X		X			0	0	
(38) SAUNDERS LEE VICE PRESIDENT	3.00	X		X			0	0	
(39) SELLERS JOSEPH VICE PRESIDENT	3.00	X		X			0	0	
(40) SHELTON CHRISTOPHER VICE PRESIDENT	3.00	X		X			0	0	
(41) SHELTON ANTHONY VICE PRESIDENT	3.00	X		X			0	0	
(42) SLEVIN JAMES VICE PRESIDENT	3.00	X		X			0	0	
(43) SMITH DEMAURICE VICE PRESIDENT	3.00	X		X			0	0	
(44) STEPHENSON LONNIE VICE PRESIDENT	3.00	X		X			0	0	
(45) TAYLOR D VICE PRESIDENT	3.00	X		X			0	0	
(46) VELASQUEZ BALDEMAR VICE PRESIDENT	3.00	X		X			0	0	
(47) WEINGARTEN RANDI VICE PRESIDENT	3.00	X		X			0	0	
(48) WILLIAMS JAMES VICE PRESIDENT	3.00	X		X			0	0	
(49) WOWKANECH CHARLES VICE PRESIDENT	3.00	X		X			0	0	
(50) ALMEIDA PAUL GENERAL BOARD	1.00	X					0	0	
(51) ALVAREZ VINCENT GENERAL BOARD	1.00	X					0	0	
(52) ANDERSON KELLY GENERAL BOARD	1.00	X					0	0	
(53) ATTIG WILL GENERAL BOARD	1.00	X					0	0	
(54) BALDWIN MICHAEL GENERAL BOARD	1.00	X					0	0	
(55) BEAUDIN CLAUDE GENERAL BOARD	1.00	X					0	0	
(56) BOOKER BRENT GENERAL BOARD	1.00	X					0	0	
(57) BROWN CLAYOLA GENERAL BOARD	1.00	X					0	0	
(58) BRYANT ELISE GENERAL BOARD	1.00	X					0	0	
(59) CABRAL SAM GENERAL BOARD	1.00	X					0	0	
(60) CARMICHAEL-JACKSON TERRI GENERAL BOARD	1.00	X					0	0	
(61) CLARKTONY GENERAL BOARD	1.00	X					0	0	
(62) DAVIS JERAME GENERAL BOARD	1.00	X					0	0	
(63) DESAI BHAIRAVI GENERAL BOARD	1.00	X					0	0	
(64) DORNING JENNIFER GENERAL BOARD	1.00	X					0	204,694	
(65) DREA TIM GENERAL BOARD	1.00	X					0	0	
(66) DRESHER FRAN GENERAL BOARD	1.00	X					0	0	
(67) EDWARDS DONNA GENERAL BOARD	1.00	X					0	0	
(68) FIORLETTA CARLO GENERAL BOARD	1.00	X					0	0	
(69) FOOSE BOB GENERAL BOARD	1.00	X					0	0	
(70) GABIOU CHELSIE GENERAL BOARD	1.00	X					0	0	
(71) HADEL JAMES GENERAL BOARD	1.00	X					0	0	
(72) HAIR RAY GENERAL BOARD	1.00	X					0	0	
(73) HART JAMES V GENERAL BOARD	1.00	X					0	168,093	
(74) HOGROGIAN PAUL GENERAL BOARD	1.00	X					0	0	
(75) HEINDEL DAVID GENERAL BOARD	1.00	X					0	0	
(76) JONES NEWTON B GENERAL BOARD	1.00	X					0	0	
(77) KELLY GLENN GENERAL BOARD	1.00	X					0	0	
(78) KHALIL HANY GENERAL BOARD	1.00	X					0	0	
(79) KLINE RICHARD GENERAL BOARD	1.00	X					0	155,550	
(80) LARKIN TERRENCE GENERAL BOARD	1.00	X					0	0	
(81) LITTLE JUDY GENERAL BOARD	1.00	X					0	0	
(82) MARCUS DONALD GENERAL BOARD	1.00	X					0	0	
(83) MARTIN SUE GENERAL BOARD	1.00	X					0	0	
(84) MCCANN F LEO GENERAL BOARD	1.00	X					0	0	
(85) MENARD RAY GENERAL BOARD	1.00	X					0	0	
(86) MELVIN TERRY GENERAL BOARD	1.00	X					0	0	
(87) MERINO YANIRA GENERAL BOARD	1.00	X					0	0	
(88) MORRISON MATT GENERAL BOARD	1.00	X					0	146,968	
(89) PUGLIESE LEONARD GENERAL BOARD	1.00	X					0	0	
(90) REGAN GREGORY GENERAL BOARD	1.00	X					0	195,092	
(91) ROACH JR ROBERT GENERAL BOARD	1.00	X					0	0	
(92) SEXTON KEVIN GENERAL BOARD	1.00	X					0	0	
(93) SHINDLE KATE GENERAL BOARD	1.00	X					0	0	
(94) SPANO MARK GENERAL BOARD	1.00	X					0	0	
(95) SUPLEE ROBERT GENERAL BOARD	1.00	X					0	0	
(96) VOKAC ADAM GENERAL BOARD	1.00	X					0	0	
(97) WEINBERGER ADAM GENERAL BOARD	1.00	X					0	0	
(98) WINSHIP MICHAEL GENERAL BOARD	1.00	X					0	0	
(99) YAMASHITA FRED GENERAL BOARD	1.00	X					0	0	
(100) YEH ALVINA GENERAL BOARD	1.00	X					0	0	
(101) SHULER ELIZABETH PRESIDENT	40.00			X			262,305	89,022	
(102) TRUMKA RICHARD PRESIDENT	40.00			X			170,311	58,387	
(103) REDMOND FREDRICK SEC TREAS/EXECUTIVE VICE PRESIDENT	40.00			X			21,586	7,527	
(104) GEBRE TEFERE EXECUTIVE VICE PRESIDENT	40.00			X			252,545	95,154	
(105) NEFF CHRISTYNE CHIEF OF STAFF/EXECUTIVE ASST TO PRESIDENT	40.00			X			191,040	80,543	
(106) LEMMON PAUL SPECIAL ADVISOR TO PRESIDENT	40.00				X		199,892	72,328	
(107) BECKER HAROLD GENERAL COUNSEL	40.00				X		194,184	72,038	
(108) SILVERS DAMON SPECIAL COUNSEL TO PRESIDENT	40.00				X		184,490	79,103	
(109) BARCHIESI RICHARD EXEC. ASST. TO EXEC. VP	40.00				X		322,147	70,293	
(110) MARKELL BRAD DIRECTOR OF WORKING AMERICA INSTITUTE	40.00				X		145,629	60,495	

1b Sub-Total			
c Total (add lines 1b and 1c)	1,944,129	1,442,078	1,017,314

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 **148**

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		Yes	No
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual		Yes	No
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		Yes	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
CATALIST LLC 1310 L STREET NW SUITE 500 WASHINGTON, DC 20005	DATA-RELATED SERVICES	679,331
DELIVER STRATEGIES LLC PO BOX 100970 ARLINGTON, VA 22210	PRINTING SERVICES	371,280
LOCAL POLITECHS STRATEGIES LLC 1330 HAMLIN STREET NE WASHINGTON, DC 20017	STATE LEGISLATURE SERVICES	285,700
SHEPARDSON STERN & KAMINSKY LLC 88 PINE STREET 30TH FLOOR NEW YORK, NY 10005	COMMUNICATIONS SERVICES	210,000
MURRAY JEANI M 1315 W STREET NW 345 WASHINGTON, DC 20009	STATE LEGISLATURE SERVICES	192,000

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 **13**

Part VIII Statement of Revenue

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

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other Amt Similar Amounts				
1a Federated campaigns				
b Membership dues				
c Fundraising events				
d Related organizations				
e Government grants (contributions)				
f All other contributions, gifts, grants, and similar amounts not included above			2,724,000	
g Noncash contributions included in lines 1a - 1f:\$				
h Total. Add lines 1a-1f				2,724,000

Program Service Revenue		Business Code				
			(A)	(B)	(C)	(D)
2a MEMBERSHIP DUES		900099	68,603,039	68,603,039		
b AFFILIATED EXEMPT ORG.		561499	1,289,143	1,031,765	257,378	
c						
d						
e						
f All other program service revenue.						
g Total. Add lines 2a-2f.			69,892,182			

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		1,818,869			1,818,869	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties		33,965,584			33,965,584	
	6a Gross rents	(i) Real	1,983,315				
		(ii) Personal					
		6b Less: rental expenses	2,048,972				
		6c Rental income or (loss)	-65,657				
	d Net rental income or (loss)		-65,657			-65,657	
	7a Gross amount from sales of assets other than inventory	(i) Securities	4,617,056				
		(ii) Other					
		7b Less: cost or other basis and sales expenses	4,401,629				
		7c Gain or (loss)	215,427				
	d Net gain or (loss)		215,427			215,427	
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18						
		8b Less: direct expenses					
c Net income or (loss) from fundraising events							
9a Gross income from gaming activities. See Part IV, line 19							
	9b Less: direct expenses						
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances							
	10b Less: cost of goods sold						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	Business Code						
11a MISC RECEIPTS & REIMB	900099		2,874,478	2,874,478			
b							
c							
d All other revenue							
e Total. Add lines 11a-11d			2,874,478				
12 Total revenue. See instructions			111,424,883	72,509,282	191,721	35,999,880	

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	19,991,816			
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.	11,139			
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	971,607			
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	24,865,753			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	5,772,020			
9 Other employee benefits	12,419,775			
10 Payroll taxes	2,153,529			
11 Fees for services (non-employees):				
a Management				
b Legal	235,717			
c Accounting	114,000			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	80,698			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	2,474,176			
12 Advertising and promotion				
13 Office expenses	1,902,939			
14 Information technology	4,141,190			
15 Royalties				
16 Occupancy	2,632,832			
17 Travel	388,226			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	6,515,426			
20 Interest	1,212,368			
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	416,648			
23 Insurance	517,195			
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 ROYALTIES-PARTICIPATING	9,168,307			
b PRINTING/PUBLICATIONS	3,907,750			
c STATE UNITY FUND	1,885,725			
d SPECIAL FUND CAMPAIGN G	578,106			
e All other expenses	169,259			
25 Total functional expenses. Add lines 1 through 24e	102,526,201			
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 <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

		(A)		(B)
		Beginning of year		End of year
Assets	1 Cash-non-interest-bearing	4,250	1	4,250
	2 Savings and temporary cash investments	20,952,533	2	21,211,967
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	13,020,777	4	15,173,458
	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	1,351,805	7	1,283,527
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	355,254	9	234,863
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 71,838,493		
	b Less: accumulated depreciation	10b 52,450,720	21,319,630	10c 19,387,773
	11 Investments—publicly traded securities	48,104,048	11	46,481,192
	12 Investments—other securities. See Part IV, line 11	32,905,838	12	34,975,332
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	461,030	15	416,005
16 Total assets: Add lines 1 through 15 (must equal line 33)	138,475,165	16	139,168,367	
Liabilities	17 Accounts payable and accrued expenses	19,170,731	17	21,443,849
	18 Grants payable		18	
	19 Deferred revenue	129,903	19	155,266
	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	39,590,248	23	38,754,465
	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		25	
	26 Total liabilities: Add lines 17 through 25	58,890,882	26	60,353,580
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	78,968,772	27	78,065,975
	28 Net assets with donor restrictions	615,511	28	748,812
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> 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	79,584,283	32	78,814,787
33 Total liabilities and net assets/fund balances	138,475,165	33	139,168,367	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	111,424,883
2	Total expenses (must equal Part IX, column (A), line 25)	2	102,526,201
3	Revenue less expenses. Subtract line 2 from line 1	3	8,898,682
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	79,584,283
5	Net unrealized gains (losses) on investments	5	-9,882,177
6	Donated services and use of facilities	6	
7	Investment expenses	7	80,698
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	133,301
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	78,814,787

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: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
2b	Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
2c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		No
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

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.**

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

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

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

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

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

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

Name of the organization AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS	Employer identification number 53-0228172
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."

2 Political campaign activity expenditures. See instructions ▶ \$ 2,210,265

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) AFL-CIO COPE TREASURY FUND	815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006	52-2257723		441,655
2				
3				
4				
5				
6				

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)														
c Total lobbying expenditures (add lines 1a and 1b)														
d Other exempt purpose expenditures														
e Total exempt purpose expenditures (add lines 1c and 1d)														
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:35%; text-align:left;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width:65%; text-align:left;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
Not over \$500,000	20% of the amount on line 1e.													
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.													
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.													
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.													
Over \$17,000,000	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)														
h Subtract line 1g from line 1a. If zero or less, enter -0-														
i Subtract line 1f from line 1c. If zero or less, enter -0-														
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?	<input type="checkbox"/> Yes <input type="checkbox"/> No													

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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

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

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

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

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

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

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

Part IV Supplemental Information

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

Return Reference	Explanation
PART I-A, LINE 1:	THE ORGANIZATION PROVIDED INFORMATION TO ITS MEMBERS ABOUT ELECTORAL CAMPAIGNS AND ISSUES, ENCOURAGED ITS MEMBERS TO PARTICIPATE IN THE POLITICAL PROCESS, ADVOCATED FOR PARTICULAR CANDIDATES, AND COLLABORATED WITH OTHER ORGANIZATIONS AND ALLIED GROUPS ON ELECTORAL MATTERS, ALL IN ORDER TO SERVE THE BEST INTERESTS OF THE ORGANIZATION'S MEMBERS, THEIR FAMILIES AND ALL WORKING PEOPLE. THE ORGANIZATION ALSO SPONSORED BOTH FEDERAL AND NONFEDERAL SEPARATE SEGREGATED FUNDS THAT ARE VARIOUSLY REGISTERED WITH THE FEDERAL ELECTION COMMISSION AND THE INTERNAL REVENUE SERVICE.

Additional Data

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Software ID:

Software Version:

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2021

Open to Public Inspection

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.

Department of the Treasury Internal Revenue Service

Name of the organization AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

Employer identification number

53-0228172

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor information.

Part II Conservation Easements.

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

Form for Part II Conservation Easements. Includes checkboxes for various purposes (land for public use, natural habitat, etc.), a table for 'Held at the End of the Year' with rows 2a-2d, and several text-based questions about monitoring and reporting.

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.

Form for Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Includes questions about reporting art collections and amounts related to these items.

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		3,133,244		3,133,244
b Buildings		49,924,713	34,619,599	15,305,114
c Leasehold improvements		959,216	692,022	267,194
d Equipment		12,633,147	11,950,926	682,221
e Other		5,188,173	5,188,173	0
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				19,387,773

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.

Table with 3 columns: (a) Description of security or category, (b) Book value, (c) Method of valuation. Rows include (1) Financial derivatives, (2) Closely-held equity interests, (3) Other, and specific investments like AFL-CIO HOUSING INVESTMENT TRUST.

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.

Table with 3 columns: (a) Description of investment, (b) Book value, (c) Method of valuation. Rows numbered (1) through (9).

Part IX Other Assets.

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

Table with 2 columns: (a) Description, (b) Book value. Rows numbered (1) through (9).

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.

Table with 2 columns: (a) Description of liability, (b) Book value. Rows numbered 1 through (9).

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

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

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

Part XIII Supplemental Information

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

Return Reference	Explanation
PART X, LINE 2:	EFFECTIVE JULY 1, 2009, THE FEDERATION ADOPTED THE AUTHORITATIVE GUIDANCE RELATING TO ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES INCLUDED IN ASC TOPIC INCOME TAXES. THESE PROVISIONS PROVIDE CONSISTENT GUIDANCE FOR THE ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES RECOGNIZED IN AN ENTITY'S FINANCIAL STATEMENTS AND PRESCRIBE A THRESHOLD OF "MORE LIKELY THAN NOT" FOR RECOGNITION AND DERECOGNITION OF TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. THE FEDERATION PERFORMED AN EVALUATION OF UNCERTAIN TAX POSITIONS FOR THE YEARS ENDED JUNE 30, 2022 AND 2021, AND DETERMINED THAT THERE WERE NO MATTERS THAT WOULD REQUIRE RECOGNITION IN THE FINANCIAL STATEMENTS OR THAT MAY HAVE AN EFFECT ON ITS TAX-EXEMPT STATUS. AS OF JUNE 30, 2022, THE STATUTE OF LIMITATIONS FOR TAX YEARS 2018 THROUGH 2020 REMAINS OPEN WITH THE U.S. FEDERAL JURISDICTION AND THE VARIOUS STATES AND LOCAL JURISDICTIONS IN WHICH THE FEDERATION FILES RETURNS. IT IS THE FEDERATION'S POLICY TO RECOGNIZE INTEREST AND/OR PENALTIES RELATED TO UNCERTAIN TAX POSITIONS, IF ANY, IN UNRELATED BUSINESS INCOME TAX EXPENSE.
PART XI, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSES

Additional Data

[Return to Form](#)

Software ID:
Software Version:

2021

Open to Public Inspection

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.

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization
AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

Employer identification number
53-0228172

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

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

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

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			EUROPE	GENERAL CONTRIBUTION	11,139	WIRE TRANSFER	0		
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

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

3 Enter total number of other organizations or entities

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

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

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* . Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* Yes No

Additional Data

Software ID:

Software Version:

Schedule I (Form 990) 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.

Internal Revenue Service Department of the Treasury AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

Employer identification number 53-0228172

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 process 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.

3 Enter the total number of section 501(c)(3) and government organizations listed in the line 1 table 24

Table with 8 columns: (a) Name and address of organization, (b) EIN, (c) IRC section, (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation, (g) Description of non-cash assistance, (h) Purpose of grant or assistance. Rows include organizations like PHILIP RANDOLPH INSTITUTE, AFL-CIO TECHNOLOGY INSTITUTE, ALASKA AFL-CIO, ALLEGHENY COUNTY LABOR COUNCIL AFL-CIO, ALLIANCE FOR RETIRED AMERICANS, AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY, AMERICANS FOR AFFORDABLE HOUSING, ARIZONA AFL-CIO, ARKANSAS AFL-CIO, ATLANTA NORTH GEORGIA LABOR COUNCIL AFL-CIO, ASIAN PACIFIC AMERICAN LABOR ALLIANCE, ATLANTIAN CATERERS INTERNATIONAL INC, BALLOT INITIATIVE STRATEGY CENTER, CAPITAL DISTRICT AREA LABOR FEDERATION, CENTRAL FLORIDA AFL-CIO, CENTRAL LABOR COUNCIL OF NASHVILLE AND MIDDLE TENNESSEE, CENTRAL NEW YORK LABOR COUNCIL AFL-CIO, CENTRAL OHIO LABOR COUNCIL AFL-CIO, CHARLOTTE-METROLINA LABOR COUNCIL, CHICAGO FEDERATION OF LABOR AND INDUSTRIAL COUNCIL AFL-CIO, COALITION OF BLACK TRADE UNIONISTS, COALITION OF LABOR UNION WORKERS, COLORADO AFL-CIO, CONGRESSIONAL PROGRESSIVE CAUCUS CENTER, CONNECTICUT AFL-CIO, DAYTON-MIAMI VALLEY AFL-CIO, DEMOCRACY ALLIANCE, DENVER AREA LABOR FEDERATION AFL-CIO, DIABETES RESEARCH INSTITUTE, EASTERN CONNECTICUT AREA LABOR FEDERATION, EASTERN MAINE LABOR COUNCIL AFL-CIO, ECONOMIC POLICY INSTITUTE, FAMILY VALUES WORK CONSORTIUM, FLORIDA AFL-CIO, GEORGIA STATE AFL-CIO, GREATER BOSTON LABOR COUNCIL AFL-CIO, GREATER SOUTHEASTERN MASSACHUSETTS LABOR COUNCIL, HOOSIER HEARTLAND AREA LABOR FEDERATION AFL-CIO, HURON VALLEY AREA LABOR FEDERATION AFL-CIO, IDAHO STATE AFL-CIO, INDIANA STATE AFL-CIO, INSTITUTE FOR ASIAN PACIFIC AMERICAN LEADERSHIP & ADVANCEMENT, INTERNATIONAL LABOR COMMUNICATIONS ASSOCIATION, JOBS TO MOVE AMERICA, JOBS WITH JUSTICE, KANSAS AFL-CIO, KENTUCKY STATE AFL-CIO, LABOR COUNCIL FOR AMERICAN LEADERSHIP & ADVANCEMENT, LABOR HERITAGE FOUNDATION, LEADERSHIP CONFERENCE ON CIVIL AND HUMAN RIGHTS, LOCAL PROGRESS POLICY INSTITUTE, MAINE AFL-CIO, MARTIN LUTHER KING JR COUNTY LABOR COUNCIL AFL-CIO, MEMPHIS & WEST TENNESSEE AFL-CIO LABOR COUNCIL, MI FAMILIA VOTA, MICHIGAN STATE AFL-CIO, MILWAUKEE AREA LABOR COUNCIL AFL-CIO, MINNEAPOLIS REGIONAL LABOR FEDERATION AFL-CIO, MINNESOTA AFL-CIO, MISSISSIPPI AFL-CIO, MISSOURI AFL-CIO, MONTANA STATE AFL-CIO, NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE, NATIONAL EMPLOYMENT LAW PROJECT INC, NATIONAL LABOR COUNCIL AFL-CIO, NATIONAL NEW HAMPSHIRE AVENUE SPRING, NATIONAL WOMEN'S LAW CENTER, INCNSL FOUNDATION FOR STATE LEGISLATURES, NEBRASKA STATE AFL-CIO, NEIGHBORHOOD FUNDERS GROUP, NEVADA STATE AFL-CIO, NEW HAMPSHIRE AFL-CIO, NEW JERSEY STATE AFL-CIO, NEW YORK CITY AFL-CIO, NORTH AMERICA'S BUILDING TRADES UNION, NORTH CAROLINA STATE AFL-CIO, NORTH SHORE LABOR COUNCIL AFL-CIO, OHIO AFL-CIO, OKLAHOMA STATE AFL-CIO, ORANGE COUNTY LABOR FEDERATION AFL-CIO, OREGON AFL-CIO, PENNSYLVANIA AFL-CIO, PHILADELPHIA AFL-CIO, PHILADELPHIA COUNCIL OF THE AFL-CIO, PIERCE COUNTY CENTRAL LABOR COUNCIL AFL-CIO, PIMA AREA LABOR FEDERATION AFL-CIO, POWERSWITCH ACTION, PRIDE AT WORK, PUERTO RICO FEDERATION OF LABOR AFL-CIO, SACRAMENTO CENTRAL LABOR COUNCIL AFL-CIO, SAINT PAUL REGIONAL LABOR FEDERATION AFL-CIO, SAN DIEGO AND INDIAN COUNTY LABOR COUNCIL AFL-CIO, SAN FRANCISCO LABOR COUNCIL AFL-CIO, SAVANNAH REGIONAL AFL-CIO, SOUTH CAROLINA AFL-CIO, SOUTH CENTRAL FEDERATION OF LABOR AFL-CIO, SOUTH SHORE LABOR COUNCIL AFL-CIO, TEXAS AFL-CIO, TEXAS GULF COAST AREA LABOR FEDERATION AFL-CIO, THE PARTNERSHIP FOR WORKING FAMILIES, THE PROXIMITY PROJECT INC, THEODORE ROOSEVELT CONSERVATION PARTNERSHIP INC, TRANSPORTATION TRADES DEPARTMENT, UNION COMMUNITY FUND, UNION COUNTY LABOR COUNCIL AFL-CIO, UNION WORKERS OF AMERICA, UNITED MINING GATEWAY DRIVE, UNITED STUDENTS AGAINST SWATCHOPS - AFGJ, UPPER PENINSULA REGIONAL LABOR FEDERATION, VIRGINIA AFL-CIO, WASHINGTON STATE LABOR COUNCIL AFL-CIO, WEST VIRGINIA AFL-CIO, WESTERN CONNECTICUT AREA LABOR FEDERATION AFL-CIO, WESTERN MASSACHUSETTS AREA LABOR FEDERATION, WISCONSIN STATE AFL-CIO, WORKING AMERICA, WYOMING STATE AFL-CIO, WESTERN MASSACHUSETTS AREA LABOR FEDERATION, WISCONSIN STATE AFL-CIO, WORKING AMERICA, WYOMING STATE AFL-CIO.

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:	CERTAIN ENTITIES ARE REQUIRED TO SUBMIT PROGRAM REPORTS PERIODICALLY.

Additional Data

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Schedule J
(Form 990)

Compensation Information

OMB No. 1545-0047

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.**

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
AMERICAN FEDERATION OF LABOR AND
CONGRESS OF INDUSTRIAL ORGANIZATIONS

Employer identification number
53-0228172

Part I Questions Regarding Compensation

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

- | | |
|--|--|
| <input checked="" type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input checked="" type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input checked="" type="checkbox"/> Tax idemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

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

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

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

- | | |
|--|---|
| <input type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

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

- a** Receive a severance payment or change-of-control payment?
 - b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
 - c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

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

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

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

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

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

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

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

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

	Yes	No
1b	Yes	
2		No
4a		No
4b	Yes	
4c		No
5a		
5b		
6a		
6b		
7		
8		
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 MCGARVEY SEAN VICE PRESIDENT	(i)	0	0	0	0	0	0	0
	(ii)	----- 495,631	----- 12,350	----- 63,700	----- 70,400	----- 32,489	----- 674,570	----- 0
2 BARCHIESI RICHARD EXEC. ASST. TO EXEC. VP	(i)	248,668	4,000	69,479	42,045	28,248	392,440	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
3 SHULER ELIZABETH PRESIDENT	(i)	255,942	0	6,363	59,899	29,123	351,327	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
4 GBRE TEFERE EXECUTIVE VICE PRESIDENT	(i)	245,760	0	6,785	57,354	37,800	347,699	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
5 REGAN GREGORY GENERAL BOARD	(i)	0	0	0	0	0	0	0
	(ii)	----- 195,092	----- 0	----- 0	----- 47,661	----- 32,473	----- 275,226	----- 0
6 LEMMON PAUL SPECIAL ADVISOR TO PRESIDENT	(i)	191,566	4,000	4,326	43,978	28,350	272,220	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
7 NEFF CHRISTYNE CHIEF OF STAFF/EXECUTIVE ASST TO PRE	(i)	185,997	4,000	1,043	43,429	37,114	271,583	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
8 DORNING JENNIFER GENERAL BOARD	(i)	0	0	0	0	0	0	0
	(ii)	----- 204,694	----- 0	----- 0	----- 800	----- 63,567	----- 269,061	----- 0
9 BECKER HAROLD GENERAL COUNSEL	(i)	188,155	4,000	2,029	43,710	28,328	266,222	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
10 SILVERS DAMON SPECIAL COUNSEL TO PRESIDENT	(i)	179,839	4,000	651	42,045	37,058	263,593	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
11 TRUMKA RICHARD PRESIDENT	(i)	166,307	0	4,004	38,953	19,434	228,698	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
12 MARKELL BRAD DIRECTOR OF WORKING AMERICA INSTITUT	(i)	140,941	4,000	688	32,701	27,794	206,124	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
13 HART JAMES V GENERAL BOARD	(i)	0	0	0	0	0	0	0
	(ii)	----- 168,093	----- 0	----- 0	----- 0	----- 25,407	----- 193,500	----- 0
14 KLINE RICHARD GENERAL BOARD	(i)	0	0	0	0	0	0	0
	(ii)	----- 140,275	----- 0	----- 15,275	----- 30,000	----- 0	----- 185,550	----- 0
15 MORRISON MATT GENERAL BOARD	(i)	0	0	0	0	0	0	0
	(ii)	----- 146,968	----- 0	----- 0	----- 14,170	----- 15,457	----- 176,595	----- 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
SCHEDULE J, PART I, LINE 4B	<p>THE FEDERATION'S CONSTITUTION PROVIDES FOR A NON-QUALIFIED PENSION PLAN FOR THE AFL-CIO'S EXECUTIVE OFFICERS. IF THE BENEFITS PROVIDED UNDER THE CONSTITUTION ARE GREATER THAN THE BENEFITS PROVIDED BY THE AFL-CIO STAFF RETIREMENT PLAN, THEN THE DIFFERENCE IS PAYABLE BY THE GENERAL FUND. THE FEDERATION RECOGNIZED \$(212,752) AND \$(20,169) OF PENSION (BENEFIT) EXPENSE FOR THE YEARS ENDED JUNE 30, 2022 AND 2021, RESPECTIVELY, ATTRIBUTABLE TO THE ESTIMATED PRESENT VALUE OF FUTURE PENSION BENEFITS EXPECTED TO BE PAID FROM THE GENERAL FUND. THE FEDERATION'S ESTIMATED LIABILITY FOR PAYMENTS TO RETIRED AND CURRENT OFFICERS UNDER THIS PLAN WAS \$2,278,000 AND \$2,758,800 AT JUNE 30, 2022 AND 2021, RESPECTIVELY. IN SEPTEMBER 2013, THE EXECUTIVE COUNCIL APPROVED TWO CHANGES TO THE CONSTITUTION IN REGARDS TO THE EXECUTIVE OFFICER'S BENEFITS. THE EXECUTIVE COUNCIL HAS THE AUTHORITY TO MODIFY OR ELIMINATE THE OFFICER'S RETIREMENT BENEFITS AND THE NON-QUALIFIED PLAN IS NOT APPLICABLE TO EXECUTIVE OFFICERS ELECTED AFTER AUGUST 31, 2013.</p>

Additional Data

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Schedule L
(Form 990)

Transactions with Interested Persons

OMB No. 1545-0047

2021

Open to Public Inspection

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.**
▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

Department of the Treasury
Internal Revenue Service

Name of the organization
AMERICAN FEDERATION OF LABOR AND
CONGRESS OF INDUSTRIAL ORGANIZATIONS

Employer identification number

53-0228172

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only).
Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

1	(a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected?	
				Yes	No

2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958. _____
3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization. . . . ▶ \$. ▶ _____
 \$ _____

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

(a) Name of interested person	(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization?		(e) Original principal amount	(f) Balance due	(g) In default?		(h) Approved by board or committee?		(i) Written agreement?	
			To	From			Yes	No	Yes	No	Yes	No

Total ▶ \$ _____

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) UNION LABOR LIFE INSURANCE	THE COMPANY PROVIDES INSURANCE COVERAGE AND INVESTMENT SERVICES TO ORG.	54,620	TEN OF THE OFFICERS OF THE ORGANIZATION, KENNETH COOPER, ERIC DEAN, TIMOTHY DRISCOLL, TERRY O'SULLIVAN, SEAN MCGARVEY, DEMAURICE SMITH, KINSEY ROBINSON, JAMES CALLAHAN, ELIZABETH SHULER AND MARK MCMANUS ARE ALSO ON THE BOARD OF DIRECTORS OF UNION LABOR LIFE INSURANCE.		No
(2)					No

Part V Supplemental Information

Provide additional information for responses to questions on Schedule L (see instructions).

Return Reference	Explanation
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Additional Data

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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

2021**Open to Public
Inspection**Name of the organization
AMERICAN FEDERATION OF LABOR AND
CONGRESS OF INDUSTRIAL ORGANIZATIONS

Employer identification number

53-0228172

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 2	SOME OF THE OFFICERS OF THE ORGANIZATION SERVE ON THE SAME BOARD OF UNION LABOR LIFE INSURANCE COMPANY.
FORM 990, PART VI, SECTION A, LINE 6	THIS IS A MEMBERSHIP ORGANIZATION.
FORM 990, PART VI, SECTION A, LINE 7A	PER ARTICLE VI OF THE AFL-CIO CONSTITUTION THE OFFICERS SHALL BE ELECTED AT EVERY REGULAR QUADRENNIAL CONVENTION BY DELEGATES OF THE AFFILIATES.
FORM 990, PART VI, SECTION A, LINE 8B	NOT APPLICABLE.
FORM 990, PART VI, SECTION B, LINE 11B	AFL-CIO ATTORNEYS REVIEW FORM 990 WITH THE OFFICERS IN CONJUNCTION WITH THE AUDITORS PRIOR TO FILING.
FORM 990, PART VI, SECTION B, LINE 12C	AFL-CIO GENERAL COUNSEL ANNUALLY SURVEYS ALL EMPLOYEES AND OFFICERS AND FOLLOWS UP ON ALL REPORTED INSTANCES.
FORM 990, PART VI, SECTION B, LINE 15	OFFICERS' COMPENSATION IS APPROVED BY THE EXECUTIVE COUNCIL. SALARIES OF KEY EMPLOYEES ARE SET BY EXECUTIVE OFFICERS.
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS AVAILABLE ON ITS WEBSITE.
FORM 990, PART XI, LINE 9:	CHANGE IN NET ASSETS WITH TEMPORARY DONOR RESTRICTIONS 133,301.
PART XII, LINE 2C	THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

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**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No. 1545-0047
2021
Open to Public Inspection

▶ **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.**

Department of the Treasury
Internal Revenue Service

Name of the organization
AMERICAN FEDERATION OF LABOR AND
CONGRESS OF INDUSTRIAL ORGANIZATIONS

Employer identification number
53-0228172

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) AFL-CIO UNION LAWYERS ALLIANCE 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 52-1304063	LEGAL COORDINATION AND EDUCATION AMONG LAWYERS SERVING AFL-CIO AFFILIATES	DC	501(C)(5)				No
(2) COALITION OF KAISER PERMANENTE UNIONS AFL-CIO 8484 GEORGIA AVENUE SUITE 620 SILVER SPRING, MD 20910 52-2360920	COLLECTIVE BARGAINING AND RELATED ACTIVITIES	DC	501(C)(5)				No
(3) AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY 1130 CONNECTICUT AVE NW SUITE 800 WASHINGTON, DC 20036 52-1984713	BETTERING THE LIVES OF WORKING MEN AND WOMEN WORLDWIDE	DC	501(C)(5)				No
(4) AFL-CIO MUTUAL BENEFIT FUND 1125 15TH STREET NW WASHINGTON, DC 20006 13-4237843	GROUP/OTHER INSURANCE COVERAGE, INTEREST FREE MORTGAGE LOANS TO MEMBERS	DC	501(C)(5)				No
(5) WORKING AMERICA 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 20-0263611	COMMUNITY ORGANIZING OF NON-UNION HOUSEHOLDS	DC	501(C)(5)				No
(6) NORTH AMERICA'S BUILDING TRADES UNION 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 53-0025755	FEDERATION OF UNIONS	DC	501(C)(5)				No
(7) MARITIME TRADES DEPARTMENT AFL-CIO 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 53-0231686	FEDERATION OF UNIONS	DC	501(C)(5)				No
(8) METAL TRADES DEPARTMENT AFL-CIO 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 53-0025758	FEDERATION OF UNIONS	DC	501(C)(5)				No
(9) TRANSPORTATION TRADES DEPARTMENT AFL-CIO 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 52-1673883	FEDERATION OF UNIONS	DC	501(C)(5)				No
(10) DEPARTMENT OF PROFESSIONAL EMPLOYEES 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 52-1107237	FEDERATION OF UNIONS	DC	501(C)(5)				No
(11) UNION LABEL AND SERVICES TRADE DEPARTMENT 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 53-0025759	FEDERATION OF UNIONS	DC	501(C)(5)				No
(12) WORKING FOR AMERICA INSTITUTE	CONNECT UNIONS TO	DC	501(C)(3)		LINE 7		No

(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
815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 52-0884503	ECONOMIC AND WORKPLACE DEVELOPMENT SYSTEMS				N/A		
(13) EDUCATION FUND OF THE AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY 1130 CONNECTICUT AVE NW SUITE 800 WASHINGTON, DC 20036 52-1984719	EDUCATE WORKERS ON THE RIGHT OF FREE ASSOCIATION TO PROMOTE DEMOCRATIC TRADE	DC	501(C)(3)	LINE 7	N/A		No
(14) UNION COMMUNITY FUND 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 52-2184499	COORDINATING AND ADMINISTERING CHARITABLE GIVING OF UNION MEMBERS	DC	501(C)(3)	LINE 7	N/A		No
(15) AFL-CIO COPE TREASURY FUND 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 52-2257723	POLITICAL ACTION COMMITTEE	DC	527		AFL-CIO		No
(16) AFL-CIO COPE POLITICAL CONTRIBUTIONS COMMITTEE 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 53-0229679	POLITICAL ACTION COMMITTEE	DC	527		AFL-CIO		No
(17) AFL-CIO COPE STATE AND LOCAL FUND 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 52-2257719	POLITICAL ACTION COMMITTEE	DC	527		AFL-CIO		No
(18) WORKING PEOPLE RISING POLITICAL ACTION COMMITTEE 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 83-1722811	POLITICAL ACTION COMMITTEE	DC	527		AFL-CIO		No
(19) AFL-CIO TECHNOLOGY INSTITUTE 815 BLACK LIVES MATTER PLAZA NW WASHINGTON, DC 20006 87-1908508	RESEARCH AND EDUCATION CONCERNING THE INTERSECTION OF WORK AND TECHNOLOGY	DC	501(C)(3)	LINE 7	N/A		No

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

Cat. No. 50135Y

Schedule R (Form 990) 2021

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
(1) UNION PRIVILEGE 1125 15TH STREET NW SUITE 300 WASHINGTON, DC 20005 52-1457836	UP WAS ESTABLISHED TO OFFER SUPPLEMENTAL BENEFITS FOR UNION MEMBERS.	DC		C				Yes	
(2) UNION PLUS MORTGAGE COMPANY 309 FELLOWSHIP ROAD SUITE 200 MT LAUREL, NJ 08054 81-4090141	UPMC WAS ESTABLISHED TO OFFER MORTGAGE LENDING TO UNION MEMBERS	NJ	AFL-CIO	C			72.190 %	Yes	

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

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

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

- a** Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity
- b** Gift, grant, or capital contribution to related organization(s)
- c** Gift, grant, or capital contribution from related organization(s)
- d** Loans or loan guarantees to or for related organization(s)
- e** Loans or loan guarantees by related organization(s)

- f** Dividends from related organization(s)
- g** Sale of assets to related organization(s)
- h** Purchase of assets from related organization(s)
- i** Exchange of assets with related organization(s)
- j** Lease of facilities, equipment, or other assets to related organization(s)

- k** Lease of facilities, equipment, or other assets from related organization(s)
- l** Performance of services or membership or fundraising solicitations for related organization(s)
- m** Performance of services or membership or fundraising solicitations by related organization(s)
- n** Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)
- o** Sharing of paid employees with related organization(s)

- p** Reimbursement paid to related organization(s) for expenses
- q** Reimbursement paid by related organization(s) for expenses

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

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

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) UNION PRIVILEGE	S	25,000	ACTUAL COST
(2) AFL-CIO COPE TREASURY FUND	R	441,655	ACTUAL COST

Part VII Supplemental Information

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

Return Reference

Explanation

Schedule R (Form 990) 2021

Additional Data[Return to Form](#)**Software ID:****Software Version:**