

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2022

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.

Department of the Treasury Internal Revenue Service

A For the 2022 calendar year, or tax year beginning 07-01-2022, and ending 06-30-2023

- 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. City or town, state or province, country, and ZIP or foreign postal code: WASHINGTON, DC 20006

D Employer identification number: 53-0228172. E Telephone number: (202) 637-5199. G Gross receipts \$ 123,179,600

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), 4947(a)(1), 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. 2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets. 3 Number of voting members of the governing body (Part VI, line 1a) 95. 4 Number of independent voting members of the governing body (Part VI, line 1b) 86. 5 Total number of individuals employed in calendar year 2022 (Part V, line 2a) 455. 6 Total number of volunteers (estimate if necessary) 0. 7a Total unrelated business revenue from Part VIII, column (C), line 12 -687,169. 7b Net unrelated business taxable income from Form 990-T, Part I, line 11 0.

Table with 3 columns: Description, Prior Year, Current Year. Rows include Revenue (8-12) and Expenses (13-19).

Table with 3 columns: Description, Beginning of Current Year, End of Year. Rows include Net Assets or Fund Balances (20-22).

Part II Signature Block

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

Sign Here: Signature of officer, Date 2024-05-15, Name: FREDRICK D REDMOND, SECRETARY-TREASURER/EXECUTIVE VP

Paid Preparer Use Only: Print/Type preparer's name, Preparer's signature, Date 2024-05-13, Check if self-employed, PTIN P01712644, Firm's name CALIBRE CPA GROUP PLLC, Firm's EIN 47-0900880, Firm's address 7501 WISCONSIN AVENUE SUITE 1200 WEST BETHESDA, MD 20814, Phone no. (202) 331-9880

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

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

Table with 3 columns: Question number, Question text, and Yes/No response columns. Rows include questions 1 through 21 regarding organizational requirements and reporting.

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)

Table with 17 main rows (2a-17) and sub-rows (a-e) for various sections. Includes questions about employee reporting, federal employment tax returns, unrelated business gross income, foreign accounts, prohibited tax shelter transactions, deductible contributions, and charitable trusts. Includes input fields for amounts and checkboxes for Yes/No.

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... 1b Enter the number of voting members... 2 Did any officer, director, trustee... 3 Did the organization delegate control... 4 Did the organization make any significant changes... 5 Did the organization become aware... 6 Did the organization have members... 7a Did the organization have members... 7b Are any governance decisions... 8 Did the organization contemporaneously document... 8a The governing body... 8b Each committee with authority... 9 Is there any officer, director, trustee...

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... 10b If "Yes," did the organization have written policies... 11a Has the organization provided a complete copy... 11b Describe on Schedule O the process... 12a Did the organization have a written conflict of interest policy... 12b Were officers, directors, or trustees... 12c Did the organization regularly and consistently monitor... 13 Did the organization have a written whistleblower policy... 14 Did the organization have a written document retention... 15 Did the process for determining compensation... 15a The organization's CEO... 15b Other officers or key employees... 16a Did the organization invest in, contribute assets to... 16b If "Yes," did the organization follow a written policy...

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed
18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
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, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) AMBROSI JASON VICE PRESIDENT	3.00	X		X			0	0	0	
(2) APPELBAUM STUART VICE PRESIDENT	3.00	X		X			0	0	0	
(3) BIGGS MATTHEW VICE PRESIDENT	3.00	X		X			0	0	0	
(4) BROWN ROXANNE VICE PRESIDENT	3.00	X		X			0	0	0	
(5) BURKE MEGHANN VICE PRESIDENT	3.00	X		X			0	0	0	
(6) BURNHAM BERNIE VICE PRESIDENT	3.00	X		X			0	0	0	
(7) CALLAHAN JAMES VICE PRESIDENT	3.00	X		X			0	0	0	
(8) CARTERIS GABRIELLE VICE PRESIDENT	3.00	X		X			0	0	0	
(9) CASTILLO BONNIE VICE PRESIDENT	3.00	X		X			0	0	0	
(10) CHRISTENSEN FRANK VICE PRESIDENT	3.00	X		X			0	0	0	
(11) CONWAY THOMAS VICE PRESIDENT	3.00	X		X			0	0	0	
(12) COOPER GINA VICE PRESIDENT	3.00	X		X			0	0	0	
(13) COOPER KENNETH VICE PRESIDENT	3.00	X		X			0	0	0	
(14) COSTA JOHN VICE PRESIDENT	3.00	X		X			0	0	0	
(15) CURRY RAY VICE PRESIDENT	3.00	X		X			0	0	0	
(16) DRISCOLL TIM VICE PRESIDENT	3.00	X		X			0	0	0	
(17) DEAN ERIC 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	Highest compensated employee			
(18) DEJESUS EVELYN VICE PRESIDENT	3.00	X		X		0	0	0
(19) DEPETE JOE VICE PRESIDENT	3.00	X		X		0	0	0
(20) DIMONDSTEIN MARK VICE PRESIDENT	3.00	X		X		0	0	0
(21) ELIANO CHERYL VICE PRESIDENT	3.00	X		X		0	0	0
(22) ESTRADA CINDY VICE PRESIDENT	3.00	X		X		0	0	0
(23) FAIN SHAWN VICE PRESIDENT	3.00	X		X		0	0	0
(24) FAIRLEY WARREN VICE PRESIDENT	3.00	X		X		0	0	0
(25) KELLY EDWARD VICE PRESIDENT	3.00	X		X		0	0	0
(26) KELLEY EVERETT VICE PRESIDENT	3.00	X		X		0	0	0
(27) LANIGAN RICHARD VICE PRESIDENT	3.00	X		X		0	0	0
(28) LOEB MATTHEW VICE PRESIDENT	3.00	X		X		0	0	0
(29) LOGAN ERNEST VICE PRESIDENT	3.00	X		X		0	0	0
(30) MARATEA ARTHUR VICE PRESIDENT	3.00	X		X		0	0	0
(31) MARTINEZ JR ROBERT VICE PRESIDENT	3.00	X		X		0	0	0
(32) MCBRIDE ELISSA VICE PRESIDENT	3.00	X		X		0	0	0
(33) MCDANIEL VONDA VICE PRESIDENT	3.00	X		X		0	0	0
(34) MCGARVEY SEAN VICE PRESIDENT	3.00	X		X	482,895	0	106,188	0
(35) MCMANUS MARK VICE PRESIDENT	3.00	X		X		0	0	0
(36) MILLS GWEN VICE PRESIDENT	3.00	X		X		0	0	0
(37) NELSON SARA VICE PRESIDENT	3.00	X		X		0	0	0
(38) O'SULLIVAN TERRY VICE PRESIDENT	3.00	X		X		0	0	0
(39) PERRONE ANTHONY MARC VICE PRESIDENT	3.00	X		X		0	0	0
(40) RENFROE BRIAN VICE PRESIDENT	3.00	X		X		0	0	0
(41) REXHA ROLAND VICE PRESIDENT	3.00	X		X		0	0	0
(42) RIVERS CLYDE VICE PRESIDENT	3.00	X		X		0	0	0
(43) ROBERTS CECIL VICE PRESIDENT	3.00	X		X		0	0	0
(44) ROLANDO FREDRIC V VICE PRESIDENT	3.00	X		X		0	0	0
(45) SACCO MICHAEL VICE PRESIDENT	3.00	X		X		0	0	0
(46) SAMUELSEN JOHN VICE PRESIDENT	3.00	X		X		0	0	0
(47) SANTA RICH VICE PRESIDENT	3.00	X		X		0	0	0
(48) SAUNDERS LEE VICE PRESIDENT	3.00	X		X		0	0	0
(49) SELLERS JOSEPH VICE PRESIDENT	3.00	X		X		0	0	0
(50) SHELTON CHRISTOPHER VICE PRESIDENT	3.00	X		X		0	0	0
(51) SHELTON ANTHONY VICE PRESIDENT	3.00	X		X		0	0	0
(52) SLEVIN JAMES VICE PRESIDENT	3.00	X		X		0	0	0
(53) SMITH DEMAURICE VICE PRESIDENT	3.00	X		X		0	0	0
(54) STEPHENSON LONNIE VICE PRESIDENT	3.00	X		X		0	0	0
(55) TAYLOR D VICE PRESIDENT	3.00	X		X		0	0	0
(56) VELASQUEZ BALDEMAR VICE PRESIDENT	3.00	X		X		0	0	0
(57) WEINGARTEN RANDI VICE PRESIDENT	3.00	X		X		0	0	0
(58) WILLIAMS JAMES VICE PRESIDENT	3.00	X		X		0	0	0
(59) WOVKANECH CHARLES VICE PRESIDENT	3.00	X		X		0	0	0
(60) ALMEIDA PAUL GENERAL BOARD	1.00	X				0	0	0
(61) ALVAREZ VINCENT GENERAL BOARD	1.00	X				0	0	0
(62) ANDERSON KELLY GENERAL BOARD	1.00	X				0	0	0
(63) ATTIG WILL GENERAL BOARD	1.00	X				0	0	0
(64) BALDWIN MICHAEL GENERAL BOARD	1.00	X				0	0	0
(65) BEAUDIN CLAUDE GENERAL BOARD	1.00	X				0	0	0
(66) BOOKER BRENT GENERAL BOARD	1.00	X				0	0	0
(67) BROWN CLAYOLA GENERAL BOARD	1.00	X				0	0	0
(68) BRYANT ELISE GENERAL BOARD	1.00	X				0	0	0
(69) CABRAL SAM GENERAL BOARD	1.00	X				0	0	0
(70) CARMICHAEL-JACKSON TERRI GENERAL BOARD	1.00	X				0	0	0
(71) CLARK TONY GENERAL BOARD	1.00	X				0	0	0
(72) CLEMENTS MARK GENERAL BOARD	1.00	X				0	0	0
(73) COLEMAN MICHAEL GENERAL BOARD	1.00	X				0	0	0
(74) DAVIS JERAME GENERAL BOARD	1.00	X				0	0	0
(75) DESAI BHAIRAVI GENERAL BOARD	1.00	X				0	0	0
(76) DORNING JENNIFER GENERAL BOARD	1.00	X			214,527	0	66,416	0
(77) DREA TIM GENERAL BOARD	1.00	X				0	0	0
(78) DRESHER FRAN GENERAL BOARD	1.00	X				0	0	0
(79) EDWARDS DONNA GENERAL BOARD	1.00	X				0	0	0
(80) FIORLETTA CARLO GENERAL BOARD	1.00	X				0	0	0
(81) FOOSE BOB GENERAL BOARD	1.00	X				0	0	0
(82) GABIOU CHELSIE GENERAL BOARD	1.00	X				0	0	0
(83) HADEL JAMES GENERAL BOARD	1.00	X				0	0	0
(84) HANLON NED GENERAL BOARD	1.00	X				0	0	0
(85) HAIR RAY GENERAL BOARD	1.00	X				0	0	0
(86) HART JAMES V GENERAL BOARD	1.00	X			242,593	0	26,445	0
(87) HOGROGIAN PAUL GENERAL BOARD	1.00	X				0	0	0
(88) HEINDEL DAVID GENERAL BOARD	1.00	X				0	0	0
(89) JONES NEWTON B GENERAL BOARD	1.00	X				0	0	0
(90) KELLY GLENN GENERAL BOARD	1.00	X				0	0	0
(91) KHALIL HANY GENERAL BOARD	1.00	X				0	0	0
(92) KLINE RICHARD GENERAL BOARD	1.00	X			140,475	0	57,742	0
(93) LARKIN TERENCE GENERAL BOARD	1.00	X				0	0	0
(94) LITTLE JUDY GENERAL BOARD	1.00	X				0	0	0
(95) MARCUS DONALD GENERAL BOARD	1.00	X				0	0	0
(96) MARTIN SUE GENERAL BOARD	1.00	X				0	0	0
(97) MCCANN F LEO GENERAL BOARD	1.00	X				0	0	0
(98) MCMILLAN MARYBE GENERAL BOARD	1.00	X				0	0	0
(99) MELVIN TERRY GENERAL BOARD	1.00	X				0	0	0
(100) MERINO YANIRA GENERAL BOARD	1.00	X				0	0	0
(101) MORRISON MATT GENERAL BOARD	1.00	X			220,889	0	33,631	0
(102) PUGLIESE LEONARD GENERAL BOARD	1.00	X				0	0	0
(103) REGAN GREGORY GENERAL BOARD	1.00	X			264,302	0	89,367	0
(104) ROACH JR ROBERT GENERAL BOARD	1.00	X				0	0	0
(105) SEXTON KEVIN GENERAL BOARD	1.00	X				0	0	0
(106) SHINDLE KATE GENERAL BOARD	1.00	X				0	0	0
(107) SPANO MARK GENERAL BOARD	1.00	X				0	0	0
(108) SUPLEE ROBERT GENERAL BOARD	1.00	X				0	0	0
(109) VARGAS JOSE GENERAL BOARD	1.00	X				0	0	0
(110) VOKAC ADAM GENERAL BOARD	1.00	X				0	0	0
(111) WEINBERGER ADAM GENERAL BOARD	1.00	X				0	0	0
(112) YAMASHITA FRED GENERAL BOARD	1.00	X				0	0	0
(113) SHULER ELIZABETH PRESIDENT	40.00			X	281,641	0	95,882	0
(114) REDMOND FREDRICK SECRETARY-TREASURER	40.00			X	246,651	0	87,498	0
(115) GEBRE TEFFERE EXECUTIVE VICE PRESIDENT	40.00			X	43,217	0	19,517	0
(116) BECCERA RAMON DIRECTOR OF MOBILIZATION	40.00				204,582	0	44,493	0
(117) NEFF CHRISTYNE CHIEF OF STAFF/EXECUTIVE ASST TO PRESIDENT	40.00				195,879	0	85,518	0
(118) BECKER HAROLD GENERAL COUNSEL	40.00			X	184,155	0	73,174	0
(119) SMITH JOHN EXECUTIVE ASST TO SEC-TREASURER	40.00			X	174,468	0	80,376	0
(120) COLLIER JULIE CHIEF OF STAFF/EXECUTIVE ASST TO PRESIDENT	40.00			X	174,466	0	80,376	0

1b Sub-Total								
c Total from continuation sheets to Part VII, Section A								
d Total (add lines 1b and 1c)				3,070,740		0	946,623	

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 **▶ 147**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual	3	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	4	Yes
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person	5	No

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
CATALIST LLC 1310 L STREET NW SUITE 500 WASHINGTON, DC 20005	DATA-RELATED SERVICES	850,119
SHEPARDSON STERN & KAMINSKY LLC 88 PINE STREET 30TH FLOOR NEW YORK, NY 10005	COMMUNICATIONS SERVICES	431,500
TARGETSMART COMMUNICATIONS LLC 1155 15TH ST NW 750 WASHINGTON, DC 20005	COMMUNICATIONS SERVICES	410,000
CAFASSO CONSULTING LLC 1410 DECATUR ST NW WASHINGTON, DC 20011	MEETING PLANNER	236,230
LOCAL POLITECHS STRATEGIES LLC 1330 HAMLIN STREET NE WASHINGTON, DC 20017	STATE LEGISLATURE SERVICES	211,445

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 **▶ 16**

Part VIII Statement of Revenue

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

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other Similar Amounts				
1a Federated campaigns		1a		
b Membership dues		1b		
c Fundraising events		1c		
d Related organizations		1d		
e Government grants (contributions)		1e		
f All other contributions, gifts, grants, and similar amounts not included above		1f	2,672,900	
g Noncash contributions included in lines 1a - 1f:\$		1g		
h Total. Add lines 1a-1f				2,672,900

Program Service Revenue		Business Code				
			(A)	(B)	(C)	(D)
2a MEMBERSHIP DUES		900099	72,826,479	72,826,479		
b AFFILIATED EXEMPT ORG.		561499	1,030,651	663,210	367,441	
c EVENT INCOME		900099	530,000	530,000		
d						
e						
f All other program service revenue.			224,260	224,260		
g Total. Add lines 2a-2f.			74,611,390			

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		1,953,548			1,953,548	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties		36,325,340			36,325,340	
	6a Gross rents	(i) Real	2,210,692				
		(ii) Personal					
		b Less: rental expenses	3,265,302				
		c Rental income or (loss)	-1,054,610				
	d Net rental income or (loss)		-1,054,610		-1,054,610		
	7a Gross amount from sales of assets other than inventory	(i) Securities	1,748,695				
		(ii) Other					
		b Less: cost or other basis and sales expenses	1,883,027				
		c Gain or (loss)	-134,332				
	d Net gain or (loss)		-134,332			-134,332	
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a					
	b Less: direct expenses	8b					
c Net income or (loss) from fundraising events							
9a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances	10a						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory							

Other Revenue Misc Amt		Business Code				
			(A)	(B)	(C)	(D)
11a REBILLING INCOME		900099	1,262,674	1,262,674		
b						
c						
d All other revenue			2,394,361	2,394,361		
e Total. Add lines 11a-11d			3,657,035			
12 Total revenue. See instructions			118,031,271	77,900,984	-687,169	38,144,556

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	24,515,518			
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,563,357			
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	26,108,687			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	6,334,662			
9 Other employee benefits	12,726,780			
10 Payroll taxes	2,161,540			
11 Fees for services (non-employees):				
a Management				
b Legal	173,067			
c Accounting	148,000			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	72,035			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	2,557,037			
12 Advertising and promotion				
13 Office expenses	2,989,207			
14 Information technology	3,989,067			
15 Royalties				
16 Occupancy	2,661,462			
17 Travel	1,274,895			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	1,435,023			
20 Interest	1,186,331			
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	272,917			
23 Insurance	429,243			
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	11,025,725			
b PRINTING/PUBLICATIONS	8,780,022			
c STATE UNITY FUND	2,421,823			
d SPECIAL FUND CAMPAIGN G	755,549			
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	113,581,947			
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) Beginning of year		(B) End of year
Assets	1 Cash-non-interest-bearing	4,250	1	6,733
	2 Savings and temporary cash investments	21,211,967	2	22,774,867
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	15,173,458	4	16,942,925
	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	1,283,527	7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	234,863	9	621,305
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 72,030,102		
	b Less: accumulated depreciation	10b 54,509,382	19,387,773	10c 17,520,720
	11 Investments—publicly traded securities	46,481,192	11	50,638,380
	12 Investments—other securities. See Part IV, line 11	34,975,332	12	33,387,117
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	416,005	15	1,292,362
16 Total assets: Add lines 1 through 15 (must equal line 33)	139,168,367	16	143,184,409	
Liabilities	17 Accounts payable and accrued expenses	21,443,849	17	18,801,145
	18 Grants payable		18	
	19 Deferred revenue	155,266	19	167,389
	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	38,754,465	23	37,892,645
	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	0	25	936,171
	26 Total liabilities: Add lines 17 through 25	60,353,580	26	57,797,350
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	78,065,975	27	84,862,246
	28 Net assets with donor restrictions	748,812	28	524,813
	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	78,814,787	32	85,387,059
	33 Total liabilities and net assets/fund balances	139,168,367	33	143,184,409

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	118,031,271
2	Total expenses (must equal Part IX, column (A), line 25)	2	113,581,947
3	Revenue less expenses. Subtract line 2 from line 1	3	4,449,324
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	78,814,787
5	Net unrealized gains (losses) on investments	5	2,346,947
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-223,999
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	85,387,059

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 checked="" type="checkbox"/> Separate basis <input 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 Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		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

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

Employer identification number
 53-0228172

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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED		\$ RESTRICTED	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)

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

Employer identification number

53-0228172

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

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

Name of organization AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS	Employer identification number 53-0228172
--	--

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

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

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	_____	_____	_____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	_____	_____	_____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	_____	_____	_____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____	_____	_____
	_____	_____	_____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	

Additional Data

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Software ID:

Software Version:

SCHEDULE C
(Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

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

OMB No. 1545-0047

2022

Open to Public Inspection

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

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

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

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

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

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

Name of the organization 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 ▶ \$ 13,611,572
- 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		1,985,911
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:
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Supplemental Financial Statements

2022

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 regarding donor informed status.

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 types of easements, a table for 'Held at the End of the Year' with rows 2a-2d, and various questions about monitoring, expenses, 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 received or held.

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . **Yes** **No**

Part IV Escrow and Custodial Arrangements.

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

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|--|-----------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? **Yes** **No**
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds.

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

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

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment ▶
 - b** Permanent endowment ▶
 - c** Term endowment ▶
- The percentages on lines 2a, 2b, and 2c should equal 100%.

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

- (i)** Unrelated organizations
- (ii)** Related organizations

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

- b** If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?
- 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		50,053,860	36,290,294	13,763,566
c Leasehold improvements		941,478	872,442	69,036
d Equipment		12,713,347	12,158,473	554,874
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).) . . . ▶				17,520,720

Part VII Investments - Other Securities.

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A) AFL-CIO HOUSING INVESTMENT TRUST	29,137,991	F
(B) UNION LABOR LIFE INS CO CL A STK	4,229,397	F
(C) UNION LABOR LIFE INS CO CAP STK (C)	19,729	F
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	33,387,117	

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

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

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	936,171

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	123,571,485
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	2,346,947	
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	2,346,947
3	Subtract line 2e from line 1		3	121,224,538
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	72,035	
b	Other (Describe in Part XIII.)	4b	-3,265,302	
c	Add lines 4a and 4b		4c	-3,193,267
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	118,031,271

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	116,775,214
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	3,265,302	
e	Add lines 2a through 2d		2e	3,265,302
3	Subtract line 2e from line 1		3	113,509,912
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	72,035	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	72,035
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	113,581,947

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, 2023 AND 2022, 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, 2023, THE STATUTE OF LIMITATIONS FOR TAX YEARS 2019 THROUGH 2021 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 4B - OTHER ADJUSTMENTS:	RENTAL EXPENSES INCLUDED ON PART VIII, LINE 6B -3,265,302.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSES REPORTED ON PART VIII, LINE 6B 3,265,302.

Additional Data

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Software ID:

Software Version:

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 Grants and Assistance

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

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

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments

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. Contains 100 rows of data.

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.**

2022

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)	418,077	1,400	63,418	72,143	34,045	589,083	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
2 SHULER ELIZABETH PRESIDENT	(i)	272,250	0	9,391	65,340	30,542	377,523	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
3 REGAN GREGORY GENERAL BOARD	(i)	264,302	0	0	65,760	23,607	353,669	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
4 REDMOND FREDRICK SECRETARY-TREASURER	(i)	238,975	0	7,676	57,354	30,144	334,149	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
5 NEFF CHRISTYNE CHIEF OF STAFF/EXECUTIVE ASST TO PRE	(i)	194,731	0	1,148	46,735	38,783	281,397	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
6 DORNING JENNIFER GENERAL BOARD	(i)	214,527	0	0	0	66,416	280,943	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
7 HART JAMES V GENERAL BOARD	(i)	242,593	0	0	23,608	2,837	269,038	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
8 BECKER HAROLD GENERAL COUNSEL	(i)	182,126	0	2,029	43,710	29,464	257,329	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
9 SMITH JOHN EXECUTIVE ASST TO SEC-TREASURER	(i)	174,319	0	149	41,837	38,539	254,844	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
10 COLLIER JULIE CHIEF OF STAFF/EXECUTIVE ASST TO PRE	(i)	174,319	0	147	41,837	38,539	254,842	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
11 MORRISON MATT GENERAL BOARD	(i)	220,889	0	0	18,174	15,457	254,520	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
12 BECCERA RAMON DIRECTOR OF MOBILIZATION	(i)	93,398	0	111,184	22,416	22,077	249,075	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0
13 KLINE RICHARD GENERAL BOARD	(i)	125,000	0	15,475	30,000	27,742	198,217	0
	(ii)	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0	----- 0

Part III Supplemental Information

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

Return Reference	Explanation
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 \$(130,227) AND \$(212,752) OF PENSION (BENEFIT) EXPENSE FOR THE YEARS ENDED JUNE 30, 2023 AND 2022, 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 \$1,904,500 AND \$2,278,000 AT JUNE 30, 2023 AND 2022, 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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Software ID:

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Schedule L (Form 990)

Transactions with Interested Persons

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.

Table with 4 main columns: (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

Table with 10 main columns: (a) Name of interested person, (b) Relationship with organization, (c) Purpose of loan, (d) Loan to or from the organization (To/From), (e) Original principal amount, (f) Balance due, (g) In default? (Yes/No), (h) Approved by board or committee? (Yes/No), (i) Written agreement? (Yes/No)

Total \$

Part III Grants or Assistance Benefiting Interested Persons.

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

Table with 5 main columns: (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.	68,575	ELEVEN 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, MARK MCMANUS, AND TERRY O'SULLIVAN 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
------------------	-------------

Additional Data

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Software ID:
Software Version:

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

2022**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 -223,999.
PART XII, LINE 2C	THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

Additional Data

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**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No. 1545-0047
2022
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 INTERNAIONAL 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	

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?

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		No
b Gift, grant, or capital contribution to related organization(s)		No
c Gift, grant, or capital contribution from related organization(s)		No
d Loans or loan guarantees to or for related organization(s)		No
e Loans or loan guarantees by related organization(s)		No
f Dividends from related organization(s)		No
g Sale of assets to related organization(s)		No
h Purchase of assets from related organization(s)		No
i Exchange of assets with related organization(s)		No
j Lease of facilities, equipment, or other assets to related organization(s)	Yes	
k Lease of facilities, equipment, or other assets from related organization(s)		No
l Performance of services or membership or fundraising solicitations for related organization(s)		No
m Performance of services or membership or fundraising solicitations by related organization(s)		No
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		No
o Sharing of paid employees with related organization(s)	Yes	
p Reimbursement paid to related organization(s) for expenses	Yes	
q Reimbursement paid by related organization(s) for expenses	Yes	
r Other transfer of cash or property to related organization(s)	Yes	
s Other transfer of cash or property from related organization(s)	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	250,000	ACTUAL COST
(2) AFL-CIO COPE TREASURY FUND	R	1,985,911	ACTUAL COST
(3) AFL-CIO UNION LAWYERS ALLIANCE	O	150,353	ACTUAL COST
(4) AFL-CIO UNION LAWYERS ALLIANCE	Q	160,368	ACTUAL COST
(5) AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	Q	179,142	ACTUAL COST
(6) AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	R	300,000	ACTUAL COST
(7) WORKING AMERICA	Q	509,648	ACTUAL COST
(8) WORKING AMERICA	J	154,545	TENANT LEASE
(9) NORTH AMERICAS' BUILDING TRADES UNION	J	403,865	TENANT LEASE
(10) NORTH AMERICAS' BUILDING TRADES UNION	Q	67,937	ACTUAL COST
(11) MARITIME TRADES DEPARTMENT AFL-CIO	J	101,844	TENANT LEASE
(12) WORKING AMERICA	R	2,800,000	ACTUAL COST
(13) TRANSPORTATION TRADES DEPARTMENT AFL-CIO	J	117,858	TENANT LEASE
(14) DEPARTMENT OF PROFESSIONAL EMPLOYEES	J	62,475	TENANT LEASE
(15) AFL-CIO TECHNOLOGY INSTITUTE	R	1,600,000	ACTUAL COST
(16) WORKING FOR AMERICA INSTITUTE	O	340,175	ACTUAL COST
(17) WORKING FOR AMERICA INSTITUTE	Q	51,825	ACTUAL COST
(18) AFL-CIO TECHNOLOGY INSTITUTE	Q	143,977	ACTUAL COST

Part VII Supplemental Information

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

Return Reference

Explanation

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