Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

OMB No. 1545-0047

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning 07-01-2024 , and ending 06-30-2025

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) 815 SIXTEENTH STREET NW

Room/suite

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 $ 144,260,548

F Name and address of principal officer:
FREDRICK D REDMOND
815 SIXTEENTH STREET NW
WASHINGTON,DC 20006

H(a) Is this a group return for subordinates? ☐ Yes ☑ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. See instructions.

H(c) Group exemption number

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.

Activities & Governance

2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.		
3	Number of voting members of the governing body (Part VI, line 1a)	**3**	109
4	Number of independent voting members of the governing body (Part VI, line 1b)	**4**	101
5	Total number of individuals employed in calendar year 2024 (Part V, line 2a)	**5**	498
6	Total number of volunteers (estimate if necessary)	**6**	0
7a	Total unrelated business revenue from Part VIII, column (C), line 12	**7a**	-106,773
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	**7b**	0

Revenue

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	3,805,100	2,559,556
9	Program service revenue (Part VIII, line 2g)	79,860,483	89,819,420
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,375,485	2,613,696
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	45,198,896	36,139,737
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	131,239,964	131,132,409

Expenses

13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	27,167,206	33,433,481
14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	52,859,129	57,047,349
16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b	Total fundraising expenses (Part IX, column (D), line 25) 0		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	40,271,615	49,747,071
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	120,297,950	140,227,901
19	Revenue less expenses. Subtract line 18 from line 12	10,942,014	-9,095,492

Net Assets or Fund Balances

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	164,129,938	159,470,555
21	Total liabilities (Part X, line 26)	59,805,240	56,821,235
22	Net assets or fund balances. Subtract line 21 from line 20	104,324,698	102,649,320

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
FREDRICK D REDMOND SECRETARY-TREASURER
Type or print name and title

2026-05-14
Date

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2026-05-12		P01299207

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

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

Part IV Checklist of Required Schedules *(continued)*

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

				Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	101		
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		1c	Yes	

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

2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	**2a**	498		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			**2b**	Yes
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			**3a**	Yes
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*			**3b**	Yes
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			**4a**	No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			**5a**	No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			**5b**	No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			**5c**	
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			**6a**	Yes
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			**6b**	Yes
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			**7a**	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			**7b**	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			**7c**	
d	If "Yes," indicate the number of Forms 8282 filed during the year	**7d**			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			**7e**	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			**7f**	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			**7g**	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			**7h**	
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			**8**	
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?			**9a**	
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			**9b**	
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	**10a**			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	**10b**			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	**11a**			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	**11b**			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			**12a**	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	**12b**			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O.			**13a**	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	**13b**			
c	Enter the amount of reserves on hand	**13c**			
14a	Did the organization receive any payments for indoor tanning services during the tax year?			**14a**	No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*			**14b**	
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.			**15**	No
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.			**16**	No
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.			**17**	

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

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	**1a**	109		
b	Enter the number of voting members included in line 1a, above, who are independent	**1b**	101		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		**2**	Yes	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		**3**		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		**4**		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		**5**		No
6	Did the organization have members or stockholders?		**6**	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		**7a**	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		**7b**		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?		**8a**	Yes	
b	Each committee with authority to act on behalf of the governing body?		**8b**		No
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*		**9**		No

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

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

Section C. Disclosure

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

18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☐ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)

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

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
FREDRICK D REDMOND SECRETARY-TREA 815 SIXTEENTH STREET 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 0.00	X		X				0	0	0
(2) APPELBAUM STUART VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(3) BIGGS MATTHEW VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(4) BOOKER BRENT VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(5) BROWN ROXANNE VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(6) BRYANT BRIAN VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(7) BURKE MEGHANN VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(8) BURNHAM BERNIE VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(9) CARTERIS GABRIELLE VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(10) CASTILLO BONNIE RN VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(11) CHRISTENSEN FRANK VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(12) COLEMAN MICHAEL VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(13) COOPER KENNETH VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(14) COSTA JOHN VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(15) CUMMINGS CLAUDE JR VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(16) DEAN ERIC VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(17) DEJESUS EVELYN VICE PRESIDENT	3.00 0.00	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) Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(18) DIMONDSTEIN MARK VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(19) DOWNEY JOHN VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(20) DRISCOLL TIM VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(21) ELIANO CHERYL VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(22) FAIN SHAWN VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(23) HEINDEL DAVID VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(24) HOWELL LLOYD JR VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(25) JONES MILTON VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(26) KELLEY EVERETT VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(27) KELLY EDWARD VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(28) LOEB MATTHEW VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(29) LOGAN ERNEST VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(30) MARATEA ARTHUR VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(31) MCBRIDE ELISSA VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(32) MCCALL DAVID VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(33) MCDANIEL VONDA VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(34) MCGARVEY SEAN VICE PRESIDENT	3.00 40.00	X		X				0	525,781	81,199
(35) MCMANUS MARK VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(36) MILLS GWEN VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(37) MOCK MARGARET VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(38) NELSON SARA VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(39) RENFROE BRIAN VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(40) REXHA ROLAND VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(41) ROBERTS CECIL VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(42) SENZ ROCO VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(43) SAMUELSEN JOHN VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(44) SAUNDERS LEE VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(45) SHELTON ANTHONY VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(46) SLEVIN JAMES VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(47) TURNER TYLER VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(48) VALDEPENA BEN VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(49) VELSQUEZ BALDEMAR VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(50) VERRETT APRIL VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(51) WEINGARTEN RANDI VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(52) WILLIAMS JAMES JR VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(53) WOWKANECH CHARLES VICE PRESIDENT	3.00 0.00	X		X				0	0	0
(54) ALMEIDA PAUL GENERAL BOARD	1.00 0.00	X						0	0	0
(55) ALVAREZ VINCENT GENERAL BOARD	1.00 0.00	X						0	0	0
(56) ANDERSON BRITTANY GENERAL BOARD	1.00 0.00	X						0	0	0
(57) ANDERSON KELLY GENERAL BOARD	1.00 0.00	X						0	0	0
(58) ATTIG WILLIAM GENERAL BOARD	1.00 0.00	X						0	0	0
(59) BALDWIN MICHAEL GENERAL BOARD	1.00 0.00	X						0	0	0
(60) BEAUDIN CLAUDE GENERAL BOARD	1.00 0.00	X						0	0	0
(61) BROWN CLAYOLA GENERAL BOARD	1.00 0.00	X						0	0	0
(62) BRYANT ELISE GENERAL BOARD	1.00 0.00	X						0	0	0
(63) CABRAL SAM GENERAL BOARD	1.00 0.00	X						0	0	0
(64) CARMICHAE-JACKSON TERRI GENERAL BOARD	1.00 0.00	X						0	0	0
(65) CLARK TONY GENERAL BOARD	1.00 0.00	X						0	0	0
(66) DANIELS NICK GENERAL BOARD	1.00 0.00	X						0	0	0
(67) DESAI BHAIRAVI GENERAL BOARD	1.00 0.00	X						0	0	0
(68) DORNING JENNIFER GENERAL BOARD	1.00 40.00	X						0	221,245	72,697
(69) DOWELL L ED GENERAL BOARD	1.00 0.00	X						0	0	0
(70) DREA TIM GENERAL BOARD	1.00 0.00	X						0	0	0
(71) DRESCHER FRAN GENERAL BOARD	1.00 0.00	X						0	0	0
(72) EDWARDS DONNA GENERAL BOARD	1.00 0.00	X						0	0	0
(73) ENGLE SANDRA GENERAL BOARD	1.00 0.00	X						0	0	0
(74) FIORLETTA CARLO GENERAL BOARD	1.00 0.00	X						0	0	0
(75) FOOSE BOB GENERAL BOARD	1.00 0.00	X						0	0	0
(76) GAGLIARDI AUGUSTINO GENERAL BOARD	1.00 0.00	X						0	0	0
(77) GLAUBITZ-GABIOU CHELSIE GENERAL BOARD	1.00 0.00	X						0	0	0
(78) HADEL JAMES GENERAL BOARD	1.00 0.00	X						0	0	0
(79) HANLON NED GENERAL BOARD	1.00 0.00	X						0	0	0
(80) HOGROGIAN PAUL GENERAL BOARD	1.00 0.00	X						0	0	0
(81) JONES EDWARD GENERAL BOARD	1.00 40.00	X						0	240,392	84,446
(82) JOSBERGER DON GENERAL BOARD	1.00 0.00	X						0	0	0
(83) KELLY GLENN JR GENERAL BOARD	1.00 0.00	X						0	0	0
(84) KHALIL HANY GENERAL BOARD	1.00 0.00	X						0	0	0
(85) KLINE RICHARD GENERAL BOARD	1.00 40.00	X						0	153,500	67,147
(86) LARKIN TERRENCE GENERAL BOARD	1.00 0.00	X						0	0	0
(87) LITTLE JUDY GENERAL BOARD	1.00 0.00	X						0	0	0
(88) MARTIN SUE GENERAL BOARD	1.00 0.00	X						0	0	0
(89) MCMILLAN MARYBE GENERAL BOARD	1.00 0.00	X						0	0	0
(90) MELVIN TERRENCE GENERAL BOARD	1.00 0.00	X						0	0	0
(91) MORRISON MATT GENERAL BOARD	1.00 40.00	X						0	211,417	27,648
(92) PINEDA KARLA GENERAL BOARD	1.00 0.00	X						0	0	0
(93) POTTER BRITTANIE GENERAL BOARD	1.00 0.00	X						0	0	0
(94) PUGLIESE LEONARD GENERAL BOARD	1.00 0.00	X						0	0	0
(95) RAMSAY BRIAN GENERAL BOARD	1.00 0.00	X						0	0	0
(96) REGAN GREG GENERAL BOARD	1.00 40.00	X						0	296,996	100,112
(97) ROACH ROBERT JR GENERAL BOARD	1.00 0.00	X						0	0	0
(98) SEXTON KEVIN GENERAL BOARD	1.00 0.00	X						0	0	0
(99) SHIELDS BROOKE GENERAL BOARD	1.00 0.00	X						0	0	0
(100) SIMMONS TIMOTHY GENERAL BOARD	1.00 0.00	X						0	0	0
(101) SPANO MARK GENERAL BOARD	1.00 0.00	X						0	0	0
(102) SUPLEE ROBERT GENERAL BOARD	1.00 0.00	X						0	0	0
(103) TAKEUCHI-CULLEN LISA GENERAL BOARD	1.00 0.00	X						0	0	0
(104) VOKAC ADAM GENERAL BOARD	1.00 0.00	X						0	0	0
(105) WALSH MARTY GENERAL BOARD	1.00 0.00	X						0	0	0
(106) WEINBERGER ADAM GENERAL BOARD	1.00 0.00	X						0	0	0
(107) YAMASHITA FRED GENERAL BOARD	1.00 0.00	X						0	0	0
(108) SHULER ELIZABETH PRESIDENT	40.00 0.00			X				321,541	0	110,972
(109) REDMOND FREDRICK SECRETARY-TREASURER	40.00 0.00			X				280,215	0	101,324
(110) COLLIER JULIE CHIEF OF STAFF/EXEC ASST TO PRES	40.00 0.00				X			211,343	0	97,209
(111) GINSBURG MATTHEW GENERAL COUNSEL	40.00 0.00					X		201,358	0	94,393
(112) GOUMBRI MARC DEPUTY CHIEF OF STAFF	40.00 0.00					X		200,413	0	92,931
(113) NEFF CHRISTYNE CHIEF OF STAFF/EXEC ASST TO PRES	40.00 0.00					X		199,951	0	92,931
(114) SMITH JOHN P EXECUTIVE ASSISTANT TO SEC-TREASURER	40.00 0.00					X		197,326	0	92,931
(115) BECKER HAROLD CRAIG GENERAL COUNSEL	40.00 0.00					X		195,416	0	81,712
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								1,807,563	1,649,331	1,197,652

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 166

		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
PETEL & CO 1209 FAIRMONT ST NW WASHINGTON, DC 20009	PRINTING SERVICES	1,810,763
CATALIST LLC 1310 L STREET NW SUITE 500 WASHINGTON, DC 20005	DATA-RELATED SERVICES	1,413,764
LOCAL POLITECHS STRATEGIES LLC 1330 HAMLIN STREET NE WASHINGTON, DC 20017	STATE LEGISLATIVE SERVICES	463,460
ANGLE MASTAGNI MATTHEWS POLITICAL STRATE 507 N SYLVANIA AVENUE FORT WORTH, TX 76111	POLLING SERVICES	374,727
W MINNEAPOLIS OPCO VIII LLC 1001 MARQUETTE AVE MINNEAPOLIS, MN 55403	LODGING SERVICES	294,037

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 18

Part VIII Statement of Revenue

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

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and OtherAmt Similar Amounts				
1a Federated campaigns . .	1a			
b Membership dues . .	1b			
c Fundraising events . .	1c			
d Related organizations	1d			
e Government grants (contributions)	1e			
f All other contributions, gifts, grants, and similar amounts not included above	1f	2,559,556		
g Noncash contributions included in lines 1a - 1f:$	1g			
h **Total.** Add lines 1a-1f		2,559,556		
Program Service Revenue	Business Code			
2a MEMBERSHIP DUES	900099	89,087,508	89,087,508	
b AFFILIATED EXEMPT ORG.	561499	700,912	319,051	381,861
c EVENT INCOME	900099	31,000	31,000	
d				
e				
f All other program service revenue.				
g **Total.** Add lines 2a–2f.	89,819,420			
3 Investment income (including dividends, interest, and other similar amounts)		2,498,041		2,498,041
4 Income from investment of tax-exempt bond proceeds				
5 Royalties		32,788,095		32,788,095
	(i) Real	(ii) Personal		
6a Gross rents 6a	2,537,893			
b Less: rental expenses 6b	3,026,527			
c Rental income or (loss) 6c	-488,634			
d Net rental income or (loss)		-488,634		
	(i) Securities	(ii) Other		
7a Gross amount from sales of assets other than inventory 7a	10,217,267			
b Less: cost or other basis and sales expenses 7b	10,101,612			
c Gain or (loss) 7c	115,655			
d Net gain or (loss)		115,655		115,655
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	Business Code			
11a REBILLING INCOME	900099	528,264	528,264	
b				
c				
OtherRevenueMiscAmt				
d All other revenue		3,312,012	3,312,012	
e **Total.** Add lines 11a–11d		3,840,276		
12 **Total revenue.** See instructions		131,132,409	93,277,835	-106,773 35,401,791

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	33,423,481			
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.	10,000			
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,366,487			
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	29,163,963			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	9,983,025			
9 Other employee benefits	13,714,849			
10 Payroll taxes	2,819,025			
11 Fees for services (non-employees):				
a Management				
b Legal	335,160			
c Accounting	147,805			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	60,672			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	4,270,617			
12 Advertising and promotion				
13 Office expenses	3,616,934			
14 Information technology	5,884,258			
15 Royalties				
16 Occupancy	2,555,981			
17 Travel	2,785,673			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	2,145,188			
20 Interest	1,131,520			
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	165,843			
23 Insurance	443,960			
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 PRINTING/PUBLICATIONS	12,008,466			
b ROYALTIES-PARTICIPATING	11,429,546			
c STATE UNITY FUND	2,490,448			
d SPECIAL FUND CAMPAIGN G	275,000			
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	140,227,901			
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

				(A) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing		4,478	1	3,471
	2	Savings and temporary cash investments		37,564,945	2	26,129,775
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		17,421,394	4	17,323,127
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6	
	7	Notes and loans receivable, net			7	160,000
	8	Inventories for sale or use			8	129,450
	9	Prepaid expenses and deferred charges		673,165	9	1,306,838
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 72,541,101			
	b	Less: accumulated depreciation	10b 57,721,044	15,705,648	10c	14,820,057
	11	Investments—publicly traded securities		57,395,609	11	62,745,617
	12	Investments—other securities. See Part IV, line 11		34,341,130	12	36,082,717
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		1,023,569	15	769,503
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		164,129,938	16	159,470,555
Liabilities	17	Accounts payable and accrued expenses		21,982,275	17	20,018,506
	18	Grants payable			18	
	19	Deferred revenue		80,769	19	186,868
	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		37,006,979	23	36,090,348
	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		735,217	25	525,513
	26	**Total liabilities.** Add lines 17 through 25		59,805,240	26	56,821,235
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here** ☑ **and complete lines 27, 28, 32, and 33.**				
	27	Net assets without donor restrictions		103,548,470	27	101,768,807
	28	Net assets with donor restrictions		776,228	28	880,513
		Organizations that do not follow FASB ASC 958, check here ▶ ☐ **and complete lines 29 through 33.**				
	29	Capital stock or trust principal, or current funds			29	
	30	Paid-in or capital surplus, or land, building or equipment fund			30	
	31	Retained earnings, endowment, accumulated income, or other funds			31	
	32	Total net assets or fund balances		104,324,698	32	102,649,320
	33	Total liabilities and net assets/fund balances		164,129,938	33	159,470,555

Part XI Reconcilliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	131,132,409
2	Total expenses (must equal Part IX, column (A), line 25)	2	140,227,901
3	Revenue less expenses. Subtract line 2 from line 1	3	-9,095,492
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	104,324,698
5	Net unrealized gains (losses) on investments	5	7,315,828
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	104,286
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	102,649,320

Part XII Financial Statements and Reporting

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

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

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

Schedule B
(Form 990)
(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

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

Employer identification number
53-0228172

Organization type (check one):

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

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

General Rule

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

Special Rules

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

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

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

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

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

Return to Form

Software ID:

Software Version:

SCHEDULE C (Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

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

OMB No. 1545-0047

2024

Open to Public Inspection

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

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

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

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

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

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

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

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 ▶ $ 18,215,645

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 16TH ST NW WASHINGTON,DC 20006	52-2257723		2,312,071
2				
3				
4				
5				
6				

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

A Check ▶ ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over $500,000	20% of the amount on line 1e.
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000.
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000.
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000.
Over $17,000,000	$1,000,000.

g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a. If zero or less, enter -0-.		
i Subtract line 1f from line 1c. If zero or less, enter -0-.		

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **No**

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

Lobbying Expenditures During 4-Year Averaging Period

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

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

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

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

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

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

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

Part IV Supplemental Information

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

Return Reference	Explanation
PART I-A, LINE 1:	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

Return to Form

Software ID:

Software Version:

SCHEDULE D
(Form 990)

(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

OMB No. 1545-0047

Open to Public Inspection

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.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements.

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

☐ Preservation of land for public use (e.g., recreation or education)
☐ Preservation of an historically important land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

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

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ $ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

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

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 ▶ $ _____

(ii) Assets included in Form 990, Part X ▶ $ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 ▶ $ _____

b Assets included in Form 990, Part X ▶ $ _____

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

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

- **a** ☐ Public exhibition
- **b** ☐ Scholarly research
- **c** ☐ Preservation for future generations
- **d** ☐ Loan or exchange programs
- **e** ☐ Other .....

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

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

Part IV Escrow and Custodial Arrangements.

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

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

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

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

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

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

Part V Endowment Funds.

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

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

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

- **a** Board designated or quasi-endowment ▶ .....
- **b** Permanent endowment ▶ .....
- **c** Term endowment ▶ .....

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

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

	Yes	No
(i) Unrelated organizations . . . . . **3a(i)**		
(ii) Related organizations . . . . . **3a(ii)**		

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

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		3,133,244		3,133,244
b Buildings		50,684,254	39,591,232	11,093,022
c Leasehold improvements		941,478	939,412	2,066
d Equipment		12,593,952	12,002,227	591,725
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).)* . . ▶				14,820,057

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	29,591,403	F
(B) UNION LABOR LIFE INS CO CL A STK	6,471,585	F
(C) UNION LABOR LIFE INS CO CAP STK	19,729	F
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶	36,082,717	

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	
LEASE LIABILITY	525,513
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	525,513

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	141,414,092
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	7,315,828		
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	7,315,828
3	Subtract line **2e** from line **1**			3	134,098,264
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	60,672		
b	Other (Describe in Part XIII.)	4b	-3,026,527		
c	Add lines **4a** and **4b**			4c	-2,965,855
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	131,132,409

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	143,193,756
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	3,026,527		
e	Add lines **2a** through **2d**			2e	3,026,527
3	Subtract line **2e** from line **1**			3	140,167,229
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	60,672		
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	60,672
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	140,227,901

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part lV, 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, 2025 AND 2024, 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, 2025, THE STATUTE OF LIMITATIONS FOR TAX YEARS 2021 THROUGH 2023 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 -3,026,527.
PART XII, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSES REPORTED ON PART VIII, LINE 6B 3,026,527.

Additional Data

Return to Form

Software ID:

Software Version:

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

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ **Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.**

▶ **Attach to Form 990.**

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

OMB No. 1545-0047

Open to Public Inspection

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 and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . . ☐ **Yes** ☑ **No**

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

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

	(a) Region	**(b)** Number of offices in the region	**(c)** Number of employees, agents, and independent contractors in the region	**(d)** Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	**(e)** If activity listed in (d) is a program service, describe specific type of service(s) in the region	**(f)** Total expenditures for and investments in the region
(1)	NORTH AMERICA	0	0	GRANTS TO RECIPIENTS LOCATED IN REGION		10,000
(2)						
(3)						
(4)						
(5)						
(6)						
(7)						
(8)						
(9)						
(10)						
(11)						
(12)						
(13)						
(14)						
(15)						
(16)						
(17)						
3a	Sub-total	0	0			10,000
b	Total from continuation sheets to Part I . . .	0	0			0
c	**Totals** (add lines 3a and 3b)	0	0			10,000

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)			NORTH AMERICA	GENERAL CONTRIBUTION	10,000	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 . . . . . ▶ 0

3 Enter total number of other organizations or entities . . . . . ▶ 1

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

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

Part IV Foreign Forms

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

Part V **Supplemental Information**

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

ReturnReference	Explanation
PART I, LINE 2:	THE ORGANIZATION PAYS INTERNATIONAL MEMBERSHIP DUES TO AN ORGANIZATION OUTSIDE THE UNITED STATES AND DOES NOT CONSIDER IT NECESSARY TO MONITOR THE USE OF SUCH FUNDS.

Additional Data

Software ID:

Software Version:

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

Schedule I
(Form 990)

Department of the Treasury
Internal Revenue Service

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

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.

▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Employer identification number

Name of the organization
SALVATION ARMY, THE

52-0149147

Part I **General Information on Grants and Assistance**

	Yes	No
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.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than $5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Purpose of grant or assistance
(1) A POLICE SURGICAL FOUNDATION 1 E 33RD ST 405 10TH FLR WASHINGTON DC 20006	11-2348181	501(C)3	181,400	30,270 BOOK	OFFICE SPACE	OPERATING SUBSIDY; PROGRAM SUPPORT
(2) ABUNDANT HARVEST BAGS AND THE EVERSWEET COALITION 2901 W CARROLL AVE CHICAGO IL 60612	46-1496965	501(C)3	1,000			GENERAL CONTRIBUTION
(3) ACADEMY FOR EDUCATIONAL DEVELOPMENT 1825 K STREET NW 7TH FLOOR WASHINGTON DC 20006	52-0915110	501(C)3	11,000			GENERAL CONTRIBUTION
(4) AFRICARE 440 R'ST 1ST, NW WASHINGTON DC 20001	54-0936436	501(C)3	6,500			DISASTER RELIEF
(5) AMERICAN CORPS SERVICES 1201 NEW YORK AVE NW WASHINGTON DC 20005	91-1966108	501(C)3	1,700,000	353,830 BOOK	OFFICE SPACE; PERSONNEL	OPERATING SUBSIDY; OFFICE SPACE; PERSONNEL; PROGRAM SUPPORT
(6) AFL-CIO UNION LABOR LIFE INSTITUTE 815 16TH ST NW WASHINGTON DC 20006	52-1204063	501(C)3	80,000	0		PROGRAM SUPPORT
(7) ALBANIA STRAY ANIMAL RESCUE AND ADOPTION 1 DUPONT CIRCLE NW SUITE 450 WASHINGTON DC 20036	82-0616348	501(C)3	70,000	0		OPERATING FUNDING GRANT
(8) ALEXANDER FAYETTE MEDICAL CENTER FOUNDATION 1000 WOODWARD ST LEXINGTON KY 40509	31-0728582	501(C)3	83,333	0		PROGRAM SUPPORT
(9) ALLIANCE FOR AFRICAN ASSISTED AMERICANS 1100 H STREET NW WASHINGTON DC 20005	52-2157307	501(C)3	625,000	0		OPERATING SUBSIDY; PROGRAM SUPPORT
(10) AMERICAN CANCER SOCIETY 1599 CLIFTON RD NE ATLANTA GA 30329	35-0456340	501(C)3	100,000	0		PROGRAM SUPPORT
(11) AMERICAN CENTER FOR LAW AND JUSTICE 1000 PENNSYLVANIA AVE NW SUITE 400 WASHINGTON DC 20004	52-1984711	501(C)3	300,000	0		OPERATING SUBSIDY
(12) AMERICANS FOR DEMOCRATIC ACTION 1811 I STREET NW WASHINGTON DC 20006	52-1925325	501(C)3	25,000	0		GENERAL CONTRIBUTION
(13) ANACOSTIA WATERSHED SOCIETY 2100 M L KING JR AVE SE BUILDING 202 WASHINGTON DC 20020	86-0655931	501(C)3	422,885	0		SOLICITATION FUNDING GRANT; PROGRAM SUPPORT
(14) ASIAN PACIFIC AMERICAN LABOR ALLIANCE 815 16TH ST NW WASHINGTON DC 20006	52-1777981	501(C)3	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(15) ATLANTA NORTH GEORGIA HABITAT FOR HUMANITY 420 EDGEWOOD AVE ATLANTA GA 30312	58-1630996	501(C)3	131,922	0		SOLICITATION FUNDING GRANT; PROGRAM SUPPORT
(16) ATLANTA UNION LABOR HOUSING CORP 1776 PEACHTREE ST NW ATLANTA GA 30309	58-1612111	501(C)3	300,000	0		OPERATING SUBSIDY
(17) BALLET INSTITUTE STRAYEUX CENTER 1201 15TH STREET NW WASHINGTON DC 20005	54-2411708	501(C)3	20,000	0		GENERAL CONTRIBUTION
(18) BLACK MEN WITH VISION FOUNDATION 1400 MASSACHUSETTS AVE NW WASHINGTON DC 20005	46-1965600	501(C)3	40,000	0		PROGRAM SUPPORT
(19) BMA MEDIA GROUP PO BOX 64 ANNAPOLIS MD 21404	20-1674265	C CORP	7,500	0		SOLICITATION FUNDING GRANT
(20) CALIFORNIA LABOR FEDERATION AFL-CIO 1212 BROADWAY OAKLAND CA 94612	94-1571116	501(C)4	50,000	0		SOLICITATION FUNDING GRANT
(21) CAPITAL DISTRICT LABOR-RELIGION COALITION 260 CENTRE ST ALBANY NY 12210	14-1834608	501(C)3	11,417	0		SOLICITATION FUNDING GRANT
(22) CENTER FOR ECONOMIC AND POLICY RESEARCH 1611 CONNECTICUT AVE NW SUITE 400 WASHINGTON DC 20009	91-2126310	501(C)3	25,000	0		SOLICITATION FUNDING GRANT
(23) CENTRAL LABOR COUNCIL OF NORTHEAST OHIO 1031 SUPERIOR AVE CLEVELAND OH 44114	34-0421187	501(C)3	20,000	0		SOLICITATION FUNDING GRANT
(24) CENTRAL LABOR COUNCIL, AFL-CIO 1126 17TH ST NW SUITE 300 WASHINGTON DC 20036	53-0171272	501(C)3	50,000	0		SOLICITATION FUNDING GRANT
(25) CHARITIES OF LABOR 1900 SOUTH WESTERN AVE 2ND FL CHICAGO IL 60608	23-7071323	501(C)3	111,000	0		OPERATING SUBSIDY
(26) CHICAGO AFL-CIO 175 W JACKSON BLVD SUITE 1400 CHICAGO IL 60604	36-6053396	501(C)4	138,750	0		SOLICITATION FUNDING GRANT
(27) CHICAGO FEDERATION OF LABOR UNION HALL ASSOCIATION 175 W JACKSON BLVD SUITE 1400 CHICAGO IL 60604	36-6053397	501(C)3	7,500	0		SOLICITATION FUNDING GRANT
(28) CHRISTMAS SEALS 1150 17TH ST NW SUITE 310 WASHINGTON DC 20036	53-0196605	501(C)3	15,000	0		SOLICITATION FUNDING GRANT
(29) COLORADO AFL-CIO 1600 DOWNING ST DENVER CO 80218	84-0453286	501(C)4	138,750	0		SOLICITATION FUNDING GRANT
(30) COLORADO LABOR LOBBY 1600 DOWNING ST DENVER CO 80218	87-0652307	501(C)3	7,500	0		SOLICITATION FUNDING GRANT
(31) COMMUNITY CHANGE 1536 U ST NW WASHINGTON DC 20009	52-1180561	501(C)3	15,000	0		GENERAL CONTRIBUTION
(32) CONGRESSIONAL BLACK CAUCUS FOUNDATION 1720 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-1197041	501(C)3	20,000	0		GENERAL CONTRIBUTION
(33) CONGRESSIONAL HISPANIC CAUCUS INSTITUTE INC 911 2ND ST NE WASHINGTON DC 20002	52-1214165	501(C)3	20,000	0		GENERAL CONTRIBUTION
(34) CONGRESSIONAL PROGRESSIVE CAUCUS CENTER 407 E STREET NW WASHINGTON DC 20003	26-3214344	501(C)3	20,000	0		GENERAL CONTRIBUTION
(35) CONSTITUTION PROJECT 1200 18TH ST NW SUITE 1000 WASHINGTON DC 20036	26-0330344	501(C)3	55,000	0		SOLICITATION FUNDING GRANT
(36) CRAIN LOW BRASS VALLEY AFL-CIO 4350 HID WARNE SAGINAW MI 48603	31-0627866	501(C)3	30,000	0		SOLICITATION FUNDING GRANT
(37) DEFEND PO BOX 2195 ANNAPOLIS MD 21404	52-2132419	501(C)3	25,000	0		SOLICITATION FUNDING GRANT
(38) DEMOCRACY ALLIANCE 1875 I STREET NW WASHINGTON DC 20006	20-2139549	TAXABLE NONPROFIT	72,500	0		SOLICITATION FUNDING GRANT
(39) DEMOCRATIC CONGRESSIONAL CAMPAIGN COMMITTEE 430 S CAPITOL ST SE	52-1370470	527	50,000	0		SOLICITATION FUNDING GRANT
(40) DISTRICT MARCH 2010 810 SECOND AVE SEATTLE WA 98104	26-1456278	501(C)4	15,000	0		PROGRAM SUPPORT
(41) DOLORES HUERTA FOUNDATION 5950 ALLENTOWN BV HARRISBURG PA 17112	94-1361805	501(C)3	7,500	0		SOLICITATION FUNDING GRANT
(42) EASTERN MAINE LABOR COUNCIL AFL-CIO 1 MERCHANTS PLZ BANGOR ME 04401	26-2055469	501(C)3	17,100	0		SOLICITATION FUNDING GRANT
(43) ECONOMIC POLICY INSTITUTE 1225 I STREET NW SUITE 600 WASHINGTON DC 20005	52-1966662	501(C)3	75,000	0		SOLICITATION FUNDING GRANT
(44) EMPLOYEE RIGHTS ADVOCACY INSTITUTE 55 JOHN ST 7TH FLOOR NEW YORK NY 10038	52-2157473	501(C)3	25,000	0		PROGRAM SUPPORT
(45) FAMILY VALUES AT WORK FUND 1 W BAYSHORE ST ANN ARBOR MI 48103	45-1347242	501(C)3	15,000	0		PROGRAM SUPPORT
(46) FAMILY VALUES AT WORK FUND 1 W BAYSHORE ST ANN ARBOR MI 48103	45-1347242	501(C)3	225,000	0		PROGRAM SUPPORT
(47) FOUNDATION FOR ECONOMIC EDUCATION 1730 CROSS BEAM DR CHARLOTTESVILLE VA 22901	13-5565617	501(C)3	65,000	0		SOLICITATION FUNDING GRANT
(48) FOUNDATION FOR THE PRESERVATION OF AMERICAN DEMOCRACY 1726 M STREET NW SUITE 1001 WASHINGTON DC 20036	52-2157473	501(C)3	21,787	0		PROGRAM SUPPORT
(49) FRANCIS BOSTON BUSINESS UNION SCHOOL AFL-CIO 8 ESSEX CTR DR WELLESLEY MA 02181	04-3163070	501(C)3	60,000	0		SOLICITATION FUNDING GRANT
(50) FRANCIS BOSTON BUSINESS UNION SCHOOL AFL-CIO 8 ESSEX CTR DR WELLESLEY MA 02181	04-3163070	501(C)3	30,000	0		SOLICITATION FUNDING GRANT
(51) GREATER ST LOUIS LABOR COUNCIL AFL-CIO 1041 GRATTAN ST BRIDGETON MO 63044	43-6195153	501(C)3	35,000	0		SOLICITATION FUNDING GRANT
(52) GREENPEACE FUND 1436 U STREET NW WASHINGTON DC 20009	94-3096785	501(C)3	145,900	0		PROGRAM SUPPORT
(53) HIGHER STATE NFL 1706 W 18TH ST INDIANAPOLIS IN 46202	35-1915669	501(C)5	50,000	0		SOLICITATION FUNDING GRANT
(54) HOUSTON AREA LABOR COUNCIL AFL-CIO 2000 KIRBY DR HOUSTON TX 77019	74-6056428	501(C)3	18,000	0		SOLICITATION FUNDING GRANT
(55) IOMA FEDERATION OF LABOR AFL-CIO 6500 WALKER ST SAINT LOUIS PARK MN 55426	42-0781381	501(C)3	18,000	0		SOLICITATION FUNDING GRANT
(56) IRON TO THE PEOPLE 1409 E 60ST LOS ANGELES CA 90011	46-2265075	501(C)3	50,000	0		SOLICITATION FUNDING GRANT
(57) IRON TO THE PEOPLE 1409 E 60ST LOS ANGELES CA 90011	46-2265075	501(C)3	20,000	0		SOLICITATION FUNDING GRANT
(58) IRON TO THE PEOPLE 1409 E 60ST LOS ANGELES CA 90011	46-2265075	501(C)3	7,500	0		SOLICITATION FUNDING GRANT
(59) JEWISH LABOR COMMITTEE 25 BROADWAY NEW YORK NY 10004	13-2732237	501(C)3	7,500	0		SOLICITATION FUNDING GRANT
(60) LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT 815 16TH ST NW WASHINGTON DC 20006	52-1913307	501(C)3	181,400	25,962 BOOK	OFFICE SPACE	OFFICE SPACE; OPERATING SUBSIDY; PROGRAM SUPPORT
(61) LABOR HERITAGE FOUNDATION 815 16TH ST NW WASHINGTON DC 20006	52-1313615	501(C)3	0	27,631 BOOK	OFFICE SPACE	OFFICE SPACE
(62) LABORFEST 1106 HARRISON ST SAINT PAUL MN 55104	41-1796204	501(C)3	50,000	0		SOLICITATION FUNDING GRANT
(63) LEADERSHIP CONFERENCE EDUCATION AND HUMAN RIGHTS INSTITUTE 1629 K STREET NW WASHINGTON DC 20006	52-0789892	501(C)3	10,000	0		GENERAL CONTRIBUTION
(64) LEGAL PROGRESS INSTITUTE 1629 K STREET NW WASHINGTON DC 20006	47-2066637	C CORP	25,000	0		GENERAL CONTRIBUTION
(65) MAINE AFL-CIO 195 ROSE ST LEWISTON ME 04240	01-0114040	501(C)4	135,000	0		SOLICITATION FUNDING GRANT
(66) MARYLAND STATE & DC AFL-CIO 8 WALTH ST 300 FL JAMAICA NY 11435	91-0178788	501(C)4	181,400	0		SOLICITATION FUNDING GRANT; OPERATING SUBSIDY
(67) MASSACHUSETTS AFL-CIO 389 MAIN ST MALDEN MA 02148	04-2104393	501(C)4	90,000	0		SOLICITATION FUNDING GRANT
(68) MASSACHUSETTS & RHODE ISLAND LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT 815 16TH ST NW WASHINGTON DC 20006	52-2067995	501(C)3	150,000	0		SOLICITATION FUNDING GRANT
(69) METROPOLITAN WASHINGTON AFL-CIO 815 16TH ST NW WASHINGTON DC 20006	52-0908566	501(C)4	50,000	0		SOLICITATION FUNDING GRANT
(70) NATIONAL STATE NFL 1706 W 18TH ST INDIANAPOLIS IN 46202	46-3830785	501(C)5	461,338	0		SOLICITATION FUNDING GRANT
(71) NATIONAL WOMEN'S LAW CENTER 11 DUPONT CIRCLE NW SUITE 800 WASHINGTON DC 20036	52-1652207	501(C)3	181,400	25,962 BOOK	OFFICE SPACE	OFFICE SPACE; OPERATING SUBSIDY; PROGRAM SUPPORT
(72) NEBRASKA STATE AFL-CIO 5225 S 16TH ST LINCOLN NE 68512	47-0706688	501(C)4	7,500	0		SOLICITATION FUNDING GRANT
(73) NEVADA STATE AFL-CIO 1106 HARRISON ST SAINT PAUL MN 55104	41-1796204	501(C)3	50,000	0		SOLICITATION FUNDING GRANT
(74) NEW HAMPSHIRE AFL-CIO 2 PILLSBURY ST CONCORD NH 03301	02-0393532	501(C)4	50,000	0		SOLICITATION FUNDING GRANT
(75) NEW HAMPSHIRE STATE AFL-CIO 2 PILLSBURY ST CONCORD NH 03301	02-0393532	501(C)4	50,000	0		SOLICITATION FUNDING GRANT
(76) NEW JERSEY STATE AFL-CIO 360 WEST STATE ST TRENTON NJ 08608	22-2216400	501(C)4	181,400	25,962 BOOK	OFFICE SPACE	OFFICE SPACE; OPERATING SUBSIDY; PROGRAM SUPPORT
(77) NEW JERSEY STATE AFL-CIO 360 WEST STATE ST TRENTON NJ 08608	22-2216400	501(C)4	50,000	0		SOLICITATION FUNDING GRANT
(78) NEW MEXICO AFL-CIO 1400 CENTRAL AVE SW ALBUQUERQUE NM 87104	85-0367289	501(C)4	50,000	0		SOLICITATION FUNDING GRANT
(79) NEW YORK STATE AFL-CIO 2 PARK AVE NEW YORK NY 10016	14-6014309	501(C)4	181,400	25,962 BOOK	OFFICE SPACE	OFFICE SPACE; OPERATING SUBSIDY; PROGRAM SUPPORT
(80) NORTH AMERICA'S BUILDING TRADES UNION 815 16TH ST NW WASHINGTON DC 20006	52-1965233	501(C)5	0	151,737 BOOK	OFFICE SPACE	OFFICE SPACE
(81) NORTH DAKOTA FEDERATION OF LABOR 1323 E BROADWAY AVE BISMARCK ND 58501	26-0649461	501(C)3	1,150,500	0		SOLICITATION FUNDING GRANT
(82) NORTH DAKOTA LABOR COUNCIL AFL-CIO 1323 E BROADWAY AVE BISMARCK ND 58501	26-0276671	501(C)3	60,000	0		SOLICITATION FUNDING GRANT
(83) OHIO AFL-CIO 1223 DUBLIN RD COLUMBUS OH 43215	31-1417249	501(C)4	121,394	0		SOLICITATION FUNDING GRANT
(84) OKLAHOMA STATE AFL-CIO 2727 E 21ST ST TULSA OK 74114	73-0674439	501(C)4	92,500	0		SOLICITATION FUNDING GRANT
(85) OREGON AFL-CIO 1120 SW 3RD AVENUE PORTLAND OR 97204	93-0605409	501(C)4	100,000	0		SOLICITATION FUNDING GRANT
(86) PENNSYLVANIA AFL-CIO 230 S SECOND STREET HARRISBURG PA 17101	23-1175001	501(C)4	168,972	0		SOLICITATION FUNDING GRANT
(87) PENNSYLVANIA LABOR COUNCIL AFL-CIO 22 S 22ND ST 2ND FL PHILADELPHIA PA 19103	23-2175001	501(C)3	100,000	0		SOLICITATION FUNDING GRANT
(88) PUBLIC CITIZEN FOUNDATION 1600 20TH STREET NW WASHINGTON DC 20009	53-0242535	501(C)3	20,000	0		PROGRAM SUPPORT
(89) RHODE ISLAND AFL-CIO 1 DAVIS PARK PROVIDENCE RI 02908	05-0366483	501(C)4	50,000	0		SOLICITATION FUNDING GRANT
(90) RHODE ISLAND LABOR COUNCIL AFL-CIO 1 DAVIS PARK PROVIDENCE RI 02908	05-0366483	501(C)3	50,000	0		SOLICITATION FUNDING GRANT
(91) SAN DIEGO AFL-CIO 2280 CAMINO DEL RIO S SAN DIEGO CA 92108	33-0276671	501(C)4	50,000	0		SOLICITATION FUNDING GRANT
(92) SAN DIEGO LABOR COUNCIL AFL-CIO 2280 CAMINO DEL RIO S SAN DIEGO CA 92108	33-0276671	501(C)3	50,000	0		SOLICITATION FUNDING GRANT
(93) SAN FRANCISCO COUNTY LABOR COUNCIL 1188 FRANKLIN ST SUITE 203 SAN FRANCISCO CA 94109	94-2424139	501(C)3	30,000	0		SOLICITATION FUNDING GRANT
(94) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	181,400	19,780 BOOK	OFFICE SPACE	OPERATING SUBSIDY; PROGRAM SUPPORT
(95) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	675,000	0		PROGRAM SUPPORT
(96) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(97) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(98) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(99) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(100) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(101) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(102) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(103) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(104) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(105) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(106) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(107) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(108) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(109) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(110) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(111) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(112) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(113) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(114) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(115) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(116) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(117) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(118) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(119) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(120) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(121) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(122) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(123) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(124) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(125) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(126) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(127) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(128) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(129) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(130) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(131) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(132) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(133) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(134) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(135) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(136) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(137) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(138) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(139) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(140) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(141) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(142) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(143) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(144) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(145) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(146) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(147) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(148) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(149) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5	0	19,780 BOOK	OFFICE SPACE	PROGRAM SUPPORT
(150) SEIU 1800 MASSACHUSETTS AVE NW WASHINGTON DC 20036	52-2217827	501(C)5

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

Return to Form

Software ID:

Software Version:

Schedule J (Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

Open to Public Inspection

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

Employer identification number
53-0228172

Part I Questions Regarding Compensation

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

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

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

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

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 MCGARVEY SEAN VICE PRESIDENT	(i)	0	0	0	0	0	0	0
	(ii)	449,795	3,541	72,445	78,299	2,900	606,980	0
2 SHULER ELIZABETH PRESIDENT	(i)	313,088	0	8,453	75,141	35,831	432,513	0
	(ii)	0	0	0	0	0	0	0
3 REGAN GREG GENERAL BOARD	(i)	0	0	0	0	0	0	0
	(ii)	291,495	0	5,501	72,179	27,933	397,108	0
4 REDMOND FREDRICK SECRETARY-TREASURER	(i)	274,821	0	5,394	65,957	35,367	381,539	0
	(ii)	0	0	0	0	0	0	0
5 JONES EDWARD GENERAL BOARD	(i)	0	0	0	0	0	0	0
	(ii)	234,392	0	6,000	42,105	42,341	324,838	0
6 COLLIER JULIE CHIEF OF STAFF/EXEC ASST TO PRES	(i)	212,090	0	-747	51,802	45,407	308,552	0
	(ii)	0	0	0	0	0	0	0
7 GINSBURG MATTHEW GENERAL COUNSEL	(i)	200,945	0	413	49,127	45,266	295,751	0
	(ii)	0	0	0	0	0	0	0
8 DORNING JENNIFER GENERAL BOARD	(i)	0	0	0	0	0	0	0
	(ii)	221,245	0	0	53,228	19,469	293,942	0
9 GOUMBRI MARC DEPUTY CHIEF OF STAFF	(i)	195,150	5,000	263	47,736	45,195	293,344	0
	(ii)	0	0	0	0	0	0	0
10 NEFF CHRISTYNE CHIEF OF STAFF/EXEC ASST TO PRES	(i)	195,150	0	4,801	47,736	45,195	292,882	0
	(ii)	0	0	0	0	0	0	0
11 SMITH JOHN P EXECUTIVE ASSISTANT TO SEC-TREASURER	(i)	195,150	0	2,176	47,736	45,195	290,257	0
	(ii)	0	0	0	0	0	0	0
12 BECKER HAROLD CRAIG GENERAL COUNSEL	(i)	193,218	0	2,198	47,272	34,440	277,128	0
	(ii)	0	0	0	0	0	0	0
13 MORRISON MATT GENERAL BOARD	(i)	0	0	0	0	0	0	0
	(ii)	209,971	0	1,446	20,119	7,529	239,065	0
14 KLINE RICHARD GENERAL BOARD	(i)	0	0	0	0	0	0	0
	(ii)	138,000	0	15,500	33,120	34,027	220,647	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	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 $140,759 AND $182,125 OF PENSION (BENEFIT) EXPENSE FOR THE YEARS ENDED JUNE 30, 2025 AND 2024, 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 $1,807,500 AND $1,900,600 AT JUNE 30, 2025 AND 2024, 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.

Additional Data

Return to Form

Software ID:

Software Version:

Schedule L
(Form 990)
(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

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.

OMB No. 1545-0047

Open to Public Inspection

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? 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.

(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.	71,807	TEN OF THE OFFICERS OF THE ORGANIZATION, KENNETH COOPER, ERIC DEAN, TIMOTHY DRISCOLL, JOHN DOWNEY, SEAN MCGARVEY, FREDRICK REDMOND, ELIZABETH SHULER, MARK MCMANUS, JAMES WILLIAMS AND MARTIN WALSH 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

Return to Form

Software ID:

Software Version:

SCHEDULE O
(Form 990)
(Rev. January 2025)
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 instructions and the latest information.

OMB No. 1545-0047

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 104,286.
PART XII, LINE 2C	THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

Additional Data

Return to Form

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SCHEDULE R (Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
AMERICAN 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	(g) Section 512(b)(13) controlled entity? 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	(g) Section 512(b)(13) controlled entity? 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

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

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

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity? Yes	(i) Section 512(b)(13) controlled entity? 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.

			Yes	No
1	During the tax year, did the orgranization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a	Receipt of **(i)** interest, **(ii)**annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity	1a		No
b	Gift, grant, or capital contribution to related organization(s)	1b		No
c	Gift, grant, or capital contribution from related organization(s)	1c		No
d	Loans or loan guarantees to or for related organization(s)	1d		No
e	Loans or loan guarantees by related organization(s)	1e		No
f	Dividends from related organization(s)	1f		No
g	Sale of assets to related organization(s)	1g		No
h	Purchase of assets from related organization(s)	1h		No
i	Exchange of assets with related organization(s)	1i		No
j	Lease of facilities, equipment, or other assets to related organization(s)	1j	Yes	
k	Lease of facilities, equipment, or other assets from related organization(s)	1k		No
l	Performance of services or membership or fundraising solicitations for related organization(s)	1l		No
m	Performance of services or membership or fundraising solicitations by related organization(s)	1m		No
n	Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n		No
o	Sharing of paid employees with related organization(s)	1o	Yes	
p	Reimbursement paid to related organization(s) for expenses	1p	Yes	
q	Reimbursement paid by related organization(s) for expenses	1q	Yes	
r	Other transfer of cash or property to related organization(s)	1r	Yes	
s	Other transfer of cash or property from related organization(s)	1s	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	2,312,071	ACTUAL COST
(3)AFL-CIO UNION LAWYERS ALLIANCE	O	196,669	ACTUAL COST
(4)AFL-CIO UNION LAWYERS ALLIANCE	Q	327,797	ACTUAL COST
(5)AFL-CIO UNION LAWYERS ALLIANCE	R	114,470	ACTUAL COST
(6)AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	R	300,000	ACTUAL COST
(7)WORKING AMERICA	Q	769,407	ACTUAL COST
(8)WORKING AMERICA	J	226,185	TENANT LEASE
(9)WORKING AMERICA	R	9,096,950	ACTUAL COST
(10)NORTH AMERICAS' BUILDING TRADES UNION	J	411,965	TENANT LEASE
(11)NORTH AMERICAS' BUILDING TRADES UNION	Q	54,358	ACTUAL COST
(12)MARITIME TRADES DEPARTMENT AFL-CIO	J	106,264	TENANT LEASE
(13)TRANSPORTATION TRADES DEPARTMENT AFL-CIO	J	118,672	TENANT LEASE
(14)DEPARTMENT OF PROFESSIONAL EMPLOYEES	J	65,247	TENANT LEASE
(15)AFL-CIO TECHNOLOGY INSTITUTE	R	3,400,000	ACTUAL COST
(16)WORKING FOR AMERICA INSTITUTE	J	99,344	TENANT LEASE
(17)TRANSPORTATION TRADES DEPARTMENT AFL-CIO	S	804,088	ACTUAL COST
(18)TRANSPORTATION TRADES DEPARTMENT AFL-CIO	R	804,088	ACTUAL COST
(19)AFL-CIO COPE TREASURY FUND	O	348,833	ACTUAL COST
(20)WORKING AMERICA	S	5,704,705	ACTUAL COST
(21)AFL-CIO TECHNOLOGY INSTITUTE	Q	69,674	ACTUAL COST

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

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproprtionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	

Part VII Supplemental Information

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

Return Reference	Explanation

Additional Data

Return to Form

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