

<b>efile Public Visual Render</b>	<b>ObjectID: 202121379349306337 - Submission: 2021-05-17</b>	<b>TIN: 36-0725240</b>
Form <b>990</b> Department of the Treasury Internal Revenue Service	<b>Return of Organization Exempt From Income Tax</b> 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 <a href="http://www.irs.gov/Form990">www.irs.gov/Form990</a> for instructions and the latest information.	OMB No. 1545-0047 <div style="font-size: 2em; font-weight: bold; margin: 10px 0;">2019</div> Open to Public Inspection

**A For the 2019 calendar year, or tax year beginning 07-01-2019, and ending 06-30-2020**

<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>C</b> Name of organization AMERICAN FEDERATION OF TEACHERS AFL-CIO PARENT ORGANIZATION Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite 555 NEW JERSEY AVENUE NW City or town, state or province, country, and ZIP or foreign postal code WASHINGTON, DC 20001	<b>D</b> Employer identification number 36-0725240 <b>E</b> Telephone number (202) 879-4509 <b>G</b> Gross receipts \$ 213,069,501
<b>I</b> Tax-exempt status: <input type="checkbox"/> 501(c)(3) <input checked="" type="checkbox"/> 501(c)(5) (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527	<b>F</b> Name and address of principal officer: RANDI WEINGARTEN 555 NEW JERSEY AVENUE NW WASHINGTON, DC 20001	<b>H(a)</b> Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions) <b>H(c)</b> Group exemption number ▶
<b>J</b> Website: ▶ WWW.AFT.ORG	<b>K</b> Form of organization: <input type="checkbox"/> Corporation <input type="checkbox"/> Trust <input checked="" type="checkbox"/> Association <input type="checkbox"/> Other ▶	<b>L</b> Year of formation: 1916 <b>M</b> State of legal domicile: DC

Part I Summary				
	<b>1</b>	Briefly describe the organization's mission or most significant activities: THE AMERICAN FEDERATION OF TEACHERS, AFL-CIO (THE FEDERATION) IS COMMITTED TO ADVANCING AN AGENDA THAT PROVIDES EDUCATIONAL OPPORTUNITY, LIFTS THE DISADVANTAGED, REBUILDS THE MIDDLE CLASS, IMPROVES THE AMERICAN ECONOMY AND PUBLIC INFRASTRUCTURE, AND FOSTERS THE DEMOCRATIC PRINCIPLES OF RESPECT, DIGNITY AND ECONOMIC SECURITY FOR ALL THOSE WHO CALL AMERICA HOME AND SEEK THE AMERICAN DREAM. THE FEDERATION, WORKING WITH LOCAL AND STATE AFFILIATES, SEEKS TO ENSURE THAT THE EDUCATORS, HEALTHCARE PROVIDERS AND PUBLIC EMPLOYEES WHO MAKE UP OUR MEMBERSHIP HAVE THE TOOLS AND RESOURCES THEY NEED TO MAKE THIS VISION A REALITY. THE MAJOR SOURCE OF REVENUE TO THE FEDERATION IS PER CAPITA TAXES PAID BY LOCALS.		
Activities & Governance	<b>2</b>	Check this box <input type="checkbox"/>		
	<b>3</b>	Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	45
	<b>4</b>	Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	42
	<b>5</b>	Total number of individuals employed in calendar year 2019 (Part V, line 2a)	<b>5</b>	365
	<b>6</b>	Total number of volunteers (estimate if necessary)	<b>6</b>	0
	<b>7a</b>	Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	0
	<b>7b</b>	Net unrelated business taxable income from Form 990-T, line 39	<b>7b</b>	-652,334
Revenue			<b>Prior Year</b>	<b>Current Year</b>
	<b>8</b>	Contributions and grants (Part VIII, line 1h)	0	0
	<b>9</b>	Program service revenue (Part VIII, line 2g)	201,714,363	203,114,616
	<b>10</b>	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,300,765	1,331,521
	<b>11</b>	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,452,257	832,669
	<b>12</b>	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	204,467,385	205,278,806
Expenses	<b>13</b>	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	534,622	986,856
	<b>14</b>	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	<b>15</b>	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	61,142,605	59,871,500
	<b>16a</b>	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	<b>b</b>	Total fundraising expenses (Part IX, column (D), line 25) ▶ 0		
	<b>17</b>	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	135,747,325	135,133,154
	<b>18</b>	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	197,424,552	195,991,510
	<b>19</b>	Revenue less expenses. Subtract line 18 from line 12	7,042,833	9,287,296
Assets or Balances			<b>Beginning of Current Year</b>	<b>End of Year</b>
	<b>20</b>	Total assets (Part X, line 16)	116,583,450	132,179,879
	<b>21</b>	Total liabilities (Part X, line 26)	60,781,124	81,222,616

Net Funds	21 Total liabilities (Part X, line 20)	03,701,127	01,322,010
	22 Net assets or fund balances. Subtract line 21 from line 20	46,802,326	50,857,263

Part II Signature Block

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

Sign Here

Signature of officer: \_\_\_\_\_ Date: 2021-05-17

FEDRICK INGRAM SECRETARY-TREASURER  
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN P00365899
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

For Paperwork Reduction Act Notice, see the separate instructions. Cat. No. 11282Y Form 990 (2019)

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:  
SEE STATEMENT FOR PART I, LINE 1

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 \$ )  
GENERAL MEMBERSHIP SERVICES: PROVIDED VARIOUS SERVICES AND SUPPORT TO APPROXIMATELY 1.7 MILLION MEMBERS IN 3,200 LOCAL AFFILIATES, INCLUDING EDUCATIONAL PROGRAMS, PUBLICATIONS AND ACCESS TO OTHER COMMUNICATIONS, INSURANCE PROGRAMS AND OTHER MEMBER BENEFITS, COLLECTIVE BARGAINING ADVICE AND RESEARCH.

4b (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )  
CONFERENCES AND MEMBER ENGAGEMENT: PROVIDED ASSISTANCE VIA CONFERENCES AND TRAININGS TO STATE AND LOCAL AFFILIATES ON MEMBER ENGAGEMENT, COMMUNITY ENGAGEMENT, COLLECTIVE BARGAINING AND REPRESENTATION CAMPAIGNS, UNION ADMINISTRATION AND PROFESSIONAL ISSUES.

4c (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )  
MEMBER RECRUITMENT WITHIN EXISTING LOCALS AND ORGANIZING OF NEW AFFILIATES

4d Other program services (Describe in Schedule O.)  
(Expenses \$ including grants of \$ ) (Revenue \$ )

4e Total program service expenses

Part IV Checklist of Required Schedules

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

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Part IV Checklist of Required Schedules (continued)

		Yes	No
<b>22</b>	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 . . . . .		No
<b>23</b>	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 . . . . .	Yes	
<b>24a</b>	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 . . . . .		<b>24a</b>		NO
<b>b</b>	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .	<b>24b</b>		
<b>c</b>	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .	<b>24c</b>		
<b>d</b>	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . . .	<b>24d</b>		
<b>25a</b>	<b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I . . . . .	<b>25a</b>		
<b>b</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 . . . . .	<b>25b</b>		
<b>26</b>	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 . . . . .	<b>26</b>		No
<b>27</b>	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 . . . . .	<b>27</b>		No
<b>28</b>	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
<b>a</b>	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV . . . . .	<b>28a</b>		No
<b>b</b>	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV . . . . .	<b>28b</b>		No
<b>c</b>	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV . . . . .	<b>28c</b>		No
<b>29</b>	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M . . . . .	<b>29</b>		No
<b>30</b>	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M . . . . .	<b>30</b>		No
<b>31</b>	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I . . . . .	<b>31</b>		No
<b>32</b>	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II . . . . .	<b>32</b>		No
<b>33</b>	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 . . . . .	<b>33</b>		No
<b>34</b>	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 . . . . .	<b>34</b>	Yes	
<b>35a</b>	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	<b>35a</b>	Yes	
<b>b</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 . . . . .	<b>35b</b>		No
<b>36</b>	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2 . . . . .	<b>36</b>		
<b>37</b>	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 . . . . .	<b>37</b>		No
<b>38</b>	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O. . . . .	<b>38</b>	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 . . . . .

			<b>Yes</b>	<b>No</b>
<b>1a</b>	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable . . . . .	<b>1a</b>	521	
<b>b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable . . . . .	<b>1b</b>	0	
<b>c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .	<b>1c</b>	Yes	

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

<b>2a</b>	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 . . . . .	<b>2a</b>	365		
<b>b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	<b>2b</b>	Yes		
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year? . . . . .	<b>3a</b>	Yes		
<b>b</b>	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O . . . . .	<b>3b</b>	Yes		

<b>4a</b>	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)?		No
<b>b</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).		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		No
<b>b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		No
<b>c</b>	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
<b>6a</b>	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?	Yes	
<b>b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	Yes	
<b>7 Organizations that may receive deductible contributions under section 170(c).</b>			
<b>a</b>	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?		
<b>b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
<b>c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		
<b>d</b>	If "Yes," indicate the number of Forms 8282 filed during the year	<b>7d</b>	
<b>e</b>	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	<b>7e</b>	
<b>f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	<b>7f</b>	
<b>g</b>	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	<b>7g</b>	
<b>h</b>	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	<b>7h</b>	
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	<b>8</b>	
<b>9 Sponsoring organizations maintaining donor advised funds.</b>			
<b>a</b>	Did the sponsoring organization make any taxable distributions under section 4966?	<b>9a</b>	
<b>b</b>	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	<b>9b</b>	
<b>10 Section 501(c)(7) organizations.</b> Enter:			
<b>a</b>	Initiation fees and capital contributions included on Part VIII, line 12	<b>10a</b>	
<b>b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	<b>10b</b>	
<b>11 Section 501(c)(12) organizations.</b> Enter:			
<b>a</b>	Gross income from members or shareholders	<b>11a</b>	
<b>b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	<b>11b</b>	
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?	<b>12a</b>	
<b>b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	<b>12b</b>	
<b>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</b>			
<b>a</b>	Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O.	<b>13a</b>	
<b>b</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	<b>13b</b>	
<b>c</b>	Enter the amount of reserves on hand	<b>13c</b>	
<b>14a</b>	Did the organization receive any payments for indoor tanning services during the tax year?	<b>14a</b>	No
<b>b</b>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	<b>14b</b>	
<b>15</b>	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.	<b>15</b>	No
<b>16</b>	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	<b>16</b>	No

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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
-----	----

<b>1a</b> 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.	<b>1a</b>	45		
<b>b</b> Enter the number of voting members included in line 1a, above, who are independent	<b>1b</b>	42		
<b>2</b> 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?	<b>2</b>			No
<b>3</b> 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?	<b>3</b>			No
<b>4</b> Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	<b>4</b>			No
<b>5</b> Did the organization become aware during the year of a significant diversion of the organization's assets?	<b>5</b>			No
<b>6</b> Did the organization have members or stockholders?	<b>6</b>		Yes	
<b>7a</b> 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?	<b>7a</b>		Yes	
<b>b</b> Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	<b>7b</b>			No
<b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
<b>a</b> The governing body?	<b>8a</b>		Yes	
<b>b</b> Each committee with authority to act on behalf of the governing body?	<b>8b</b>		Yes	
<b>9</b> 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	<b>9</b>			No

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

		Yes	No
<b>10a</b> Did the organization have local chapters, branches, or affiliates?	<b>10a</b>	Yes	
<b>b</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?	<b>10b</b>	Yes	
<b>11a</b> Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	<b>11a</b>	Yes	
<b>b</b> Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
<b>12a</b> Did the organization have a written conflict of interest policy? If "No," go to line 13	<b>12a</b>	Yes	
<b>b</b> Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	<b>12b</b>	Yes	
<b>c</b> Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	<b>12c</b>	Yes	
<b>13</b> Did the organization have a written whistleblower policy?	<b>13</b>	Yes	
<b>14</b> Did the organization have a written document retention and destruction policy?	<b>14</b>	Yes	
<b>15</b> 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?			
<b>a</b> The organization's CEO, Executive Director, or top management official	<b>15a</b>	Yes	
<b>b</b> Other officers or key employees of the organization	<b>15b</b>	Yes	
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
<b>16a</b> Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	<b>16a</b>		No
<b>b</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?	<b>16b</b>		

**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 (or 1024-A if applicable), 990, and 990-T (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:  
 ▶ STACEY B JOHNSON 555 NEW JERSEY AVENUE NW WASHINGTON, DC 20001 (202) 662-4804

Form 990 (2019)

**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 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 and/or Box 7 of Form 1099-MISC) 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 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee			
(1) RANDI WEINGARTEN ..... VICE PRES.	70.00 .....	X		X			452,422	0	81,818
(2) MARY CATHRYN RICKER ..... FORMER VICE PRES.	60.00 .....	X		X			3,799	0	874
(3) EVELYN DEJESUS ..... VICE PRES.	60.00 .....	X		X			60,352	0	15,075
(4) LORRETTA JOHNSON ..... VICE PRES.	60.00 .....	X		X			308,252	0	67,895
(5) ADAM URBANSKI ..... VICE PRES.	5.00 .....	X		X			0	0	0
(6) AIDA DIAZ RIVERA ..... VICE PRES.	5.00 .....	X		X			0	0	0
(7) ALEX CAPUTO-PEARL ..... VICE PRES.	5.00 .....	X		X			0	0	0
(8) ANDREW PALLOTTA ..... VICE PRES.	5.00 .....	X		X			0	0	0
(9) ANN TWOMEY ..... VICE PRES.	5.00 .....	X		X			0	0	0
(10) ANTHONY HARMON ..... VICE PRES.	5.00 .....	X		X			0	0	0
(11) BARBARA BOWEN ..... VICE PRES.	5.00 .....	X		X			0	0	0
(12) CANDICE OWLEY ..... VICE PRES.	5.00 .....	X		X			0	0	0
(13) CHRISTINE CAMPBELL ..... VICE PRES.	5.00 .....	X		X			0	0	0
(14) DANIEL J MONTGOMERY ..... VICE PRES.	5.00 .....	X		X			0	0	0
(15) DAVID GRAY ..... VICE PRES.	5.00 .....	X		X			0	0	0
(16) DAVID HECKER .....	5.00 .....	X		X			0	0	0

VICE PRES.											
(17) DAVID QOLKE	5.00	X		X					0	0	0
VICE PRES.											

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(18) DENISE SPECHT VICE PRES.	5.00	X		X				0	0	0
(19) DON CARLISTO VICE PRES.	5.00	X		X				0	0	0
(20) ERIC FEAVER VICE PRES.	5.00	X		X				0	0	0
(21) FEDRICK C INGRAM VICE PRES.	5.00	X		X				0	0	0
(22) FRANK FLYNN VICE PRES.	5.00	X		X				0	0	0
(23) FREDERICK KOWAL VICE PRES.	5.00	X		X				0	0	0
(24) J PHILLIPPE ABRAHAM VICE PRES.	5.00	X		X				0	0	0
(25) JAN HOCHADEL VICE PRES.	5.00	X		X				0	0	0
(26) JEFFREY W FREITAS VICE PRES.	5.00	X		X				0	0	0
(27) JERRY JORDAN VICE PRES.	5.00	X		X				0	0	0
(28) JESSE SHARKEY VICE PRES.	5.00	X		X				0	0	0
(29) JESSICA TANG VICE PRES.	5.00	X		X				0	0	0
(30) JOANNE MCCALL VICE PRES.	5.00	X		X				0	0	0
(31) JOHN MCDONALD VICE PRES.	5.00	X		X				0	0	0
(32) JOLENE DIBRANGO VICE PRES.	5.00	X		X				0	0	0
(33) JOSHUA PECHTHALT VICE PRES.	5.00	X		X				0	0	0
(34) KATHY A CHAVEZ VICE PRES.	5.00	X		X				0	0	0
(35) LARRY CARTER VICE PRES.	5.00	X		X				0	0	0
(36) LOUIS Malfaro VICE PRES.	5.00	X		X				0	0	0
(37) MARIETTA ENGLISH	5.00	X		X				0	0	0



.....	5.00	X		X					0	0	0
VICE PRES.											
(38) MELISSA CROPPER	5.00	X		X					0	0	0
VICE PRES.											
(39) MICHAEL MULGREW	5.00	X		X					0	0	0
VICE PRES.											
(40) PAUL PECORALE	5.00	X		X					0	0	0
VICE PRES.											
(41) SHELVEY Y ABRAMS	5.00	X		X					0	0	0
VICE PRES.											
(42) TED KIRSCH	5.00	X		X					0	0	0
VICE PRES.											
(43) TERENCE MARTIN	5.00	X		X					0	0	0
VICE PRES.											
(44) TIM STOELB	5.00	X		X					0	0	0
VICE PRES.											
(45) VICKY BYRD	5.00	X		X					0	0	0
VICE PRES.											
(46) WAYNE SPENCE	5.00	X		X					0	0	0
VICE PRES.											
(47) ZEPH CAPO	5.00	X		X					0	0	0
VICE PRES.											
(48) PHILIP KUGLER	60.00					X			241,914	0	80,464
ASSIST. TO PRES. FOR ORGANIZATION & FIELD SERVCS											
(49) MICHAEL S POWELL	60.00					X			240,900	0	66,329
ASSIST. TO PRES. FOR COMMUNICATIONS											
(50) JESSICA SMITH	60.00					X			245,480	0	81,805
CHIEF OF STAFF											
(51) DARRIN L NEDROW	60.00					X			226,574	0	75,766
DIRECTOR ORGANIZING & FIELD											
(52) MARK A BOSTIC	60.00					X			228,282	0	74,521
DIRECTOR ORGANIZING & FIELD											
<b>1b Sub-Total</b>											
<b>1c Total from continuation sheets to Part VII, Section A</b>											
<b>1d Total (add lines 1b and 1c)</b>									2,007,975	0	544,547

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 ▶ 225

	Yes	No
3 Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		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? <i>If "Yes," complete Schedule J for such individual</i>	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		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
NEW TARGET INC 815 N ROYAL ST 100 ALEXANDRIA, VA 22314	SOFTWARE CONSULTANT	2,671,513
K&R INDUSTRIES 14110 SULLYFIELD CR CHANTILLY, VA 20151	ADVERTISING & PROMOTION	1,367,591
MATRIX TRUST COMPANY 717 17TH STREET SUITE 1300 DENVER, CO 80202	TRUST SERVICES	699,879
TAG1 CONSULTING INC 2637 E ATLANTIC BLVD 21865 POMPANO BEACH, FL 33062	SOFTWARE CONSULTANT	652,396

STILLWATER SOLUTIONS

CONSULIANI

450,000

5045 FRANKLIN AVE  
WACO, TX 76710

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 ▶ 80

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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
erated campaigns . . . . . <b>1a</b>				
embership dues . . . . . <b>1b</b>				
draising events . . . . . <b>1c</b>				
ited organizations . . . . . <b>1d</b>				
ernment grants (contributions) . . . . . <b>1e</b>				
ther contributions, gifts, grants, and similar amounts not included above . . . . . <b>1f</b>				
<b>g</b> Noncash contributions included in lines 1a - 1f: \$ . . . . . <b>1g</b>				
<b>h Total.</b> Add lines 1a-1f . . . . . ▶				

Program Service Revenue	Business Code				
		Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax
<b>2a</b> MEMBERSHIP DUES	900099	198,022,247	198,022,247		
INSURANCE PREMIUMS	900099	1,586,433	1,586,433		
AFFILIATION FEE REBATE	900099	1,448,333	1,448,333		
PROGRAM ADMINISTRATION	900099	1,330,134	1,330,134		
OTHER	900099	587,355	587,355		
<b>f</b> All other program service revenue.		140,114	140,114		
<b>g Total.</b> Add lines 2a-2f. . . . . ▶		203,114,616			

<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . . ▶		1,359,939			1,359,939
<b>4</b> Income from investment of tax-exempt bond proceeds . . . . . ▶					
<b>5</b> Royalties . . . . . ▶		800,027			800,027
<b>6a</b> Gross rents	(i) Real				
	(ii) Personal				
	<b>6a</b>				
<b>b</b> Less: rental expenses	<b>6b</b>				
<b>c</b> Rental income or (loss)	<b>6c</b>				
<b>d</b> Net rental income or (loss) . . . . . ▶					
<b>7a</b> Gross amount from sales of assets other than inventory	(i) Securities				
	(ii) Other				
<b>7a</b>		7,762,277			

<b>7b</b> Less: cost or other basis and sales expenses . . . . .		7,790,695			
<b>7c</b> Gain or (loss) . . . . .		-28,418			
<b>d</b> Net gain or (loss) . . . . .			-28,418		-28,418
<b>Other Revenue</b>	<b>8a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 . . . . .				
	<b>8b</b> Less: direct expenses . . . . .				
	<b>c</b> Net income or (loss) from fundraising events . . . . .				
<b>9a</b> Gross income from gaming activities. See Part IV, line 19 . . . . .					
<b>9b</b> Less: direct expenses . . . . .					
<b>c</b> Net income or (loss) from gaming activities . . . . .					
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .					
<b>10b</b> Less: cost of goods sold . . . . .					
<b>c</b> Net income or (loss) from sales of inventory . . . . .					
Miscellaneous Revenue		Business Code			
<b>11a</b>	REFUNDS-DEFUNCT LOCAL UNIONS	900099	32,642	32,642	
<b>b</b>					
<b>c</b>					
<b>d</b>	All other revenue . . . . .				
<b>e Total.</b> Add lines 11a-11d . . . . .			32,642		
<b>12 Total revenue.</b> See instructions . . . . .			205,278,806	203,147,258	0 2,131,548

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**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
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 . . . . .	986,856			
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22 . . . . .				
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16. . . . .				
<b>4</b> Benefits paid to or for members . . . . .				
<b>5</b> Compensation of current officers, directors, trustees, and key employees . . . . .	915,060			
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .				
<b>7</b> Other salaries and wages . . . . .	38,029,790			
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) . . . . .	8,616,431			
<b>9</b> Other employee benefits . . . . .	9,447,672			
<b>10</b> Payroll taxes . . . . .	2,862,547			
<b>11</b> Fees for services (non-employees):				
<b>a</b> Management				

a Management . . . . .				
b Legal . . . . .				
c Accounting . . . . .	12,799,395			
d Lobbying . . . . .	350,559			
e Professional fundraising services. See Part IV, line 17				
f Investment management fees . . . . .	37,313			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	19,518,135			
12 Advertising and promotion . . . . .	4,406,804			
13 Office expenses . . . . .	7,710,081			
14 Information technology . . . . .	711,014			
15 Royalties . . . . .				
16 Occupancy . . . . .	249,517			
17 Travel . . . . .	8,476,616			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .				
19 Conferences, conventions, and meetings . . . . .	1,904,368			
20 Interest . . . . .				
21 Payments to affiliates . . . . .	10,773,276			
22 Depreciation, depletion, and amortization . . . . .	1,084,050			
23 Insurance . . . . .	3,181,121			
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 ASSISTANCE TO LOCALS	31,681,741			
b CONTRIBUTIONS	25,372,325			
c POSTRETIREMENT EXPENSES	4,031,893			
d SUBSCRIPTIONS AND MEMBE	1,348,669			
e All other expenses	1,496,277			
25 Total functional expenses. Add lines 1 through 24e	195,991,510			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

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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
<b>Assets</b>	1 Cash—non-interest-bearing . . . . .		1	
	2 Savings and temporary cash investments . . . . .	23,479,674	2	38,161,600
	3 Pledges and grants receivable, net . . . . .		3	
	4 Accounts receivable, net . . . . .	34,634,442	4	33,712,361
	5 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 . . . . .		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 . . . . .	2,862,168	7	5,216,644
	8 Inventories for sale or use . . . . .		8	
	9 Prepaid expenses and deferred charges . . . . .	3,503,288	9	1,252,800
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	22,410,250		
	b Less: accumulated depreciation	17,345,165	2,961,770	10c
11 Investments—publicly traded securities . . . . .		32,525,764	11	33,353,119

	<b>12</b>	Investments—other securities. See Part IV, line 11 . . . . .	16,616,344	<b>12</b>	15,418,270
	<b>13</b>	Investments—program-related. See Part IV, line 11 . . . . .		<b>13</b>	
	<b>14</b>	Intangible assets . . . . .		<b>14</b>	
	<b>15</b>	Other assets. See Part IV, line 11 . . . . .	0	<b>15</b>	0
	<b>16</b>	<b>Total assets.</b> Add lines 1 through 15 (must equal line 33) . . . . .	116,583,450	<b>16</b>	132,179,879
	<b>Liabilities</b>	<b>17</b>	Accounts payable and accrued expenses . . . . .	14,704,629	<b>17</b>
<b>18</b>		Grants payable . . . . .		<b>18</b>	
<b>19</b>		Deferred revenue . . . . .	279,852	<b>19</b>	514,901
<b>20</b>		Tax-exempt bond liabilities . . . . .		<b>20</b>	
<b>21</b>		Escrow or custodial account liability. Complete Part IV of Schedule D		<b>21</b>	
<b>22</b>		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 . . . . .		<b>22</b>	
<b>23</b>		Secured mortgages and notes payable to unrelated third parties . . . . .		<b>23</b>	776,575
<b>24</b>		Unsecured notes and loans payable to unrelated third parties . . . . .		<b>24</b>	
<b>25</b>		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	54,796,643	<b>25</b>	61,149,178
<b>26</b>		<b>Total liabilities.</b> Add lines 17 through 25 . . . . .	69,781,124	<b>26</b>	81,322,616
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>				
	<b>27</b>	Net assets without donor restrictions . . . . .	46,802,326	<b>27</b>	50,857,263
	<b>28</b>	Net assets with donor restrictions . . . . .		<b>28</b>	
	<b>Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.</b>				
	<b>29</b>	Capital stock or trust principal, or current funds . . . . .		<b>29</b>	
	<b>30</b>	Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>30</b>	
	<b>31</b>	Retained earnings, endowment, accumulated income, or other funds		<b>31</b>	
<b>32</b>	<b>Total net assets or fund balances</b> . . . . .	46,802,326	<b>32</b>	50,857,263	
<b>33</b>	<b>Total liabilities and net assets/fund balances</b> . . . . .	116,583,450	<b>33</b>	132,179,879	

Form 990 (2019)

Part XI Reconciliation of Net Assets

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

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12) . . . . .	<b>1</b>	205,278,806
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25) . . . . .	<b>2</b>	195,991,510
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1 . . . . .	<b>3</b>	9,287,296
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) . . . . .	<b>4</b>	46,802,326
<b>5</b>	Net unrealized gains (losses) on investments . . . . .	<b>5</b>	-5,232,359
<b>6</b>	Donated services and use of facilities . . . . .	<b>6</b>	
<b>7</b>	Investment expenses . . . . .	<b>7</b>	
<b>8</b>	Prior period adjustments . . . . .	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O) . . . . .	<b>9</b>	0
<b>10</b>	<b>Net assets or fund balances at end of year.</b> Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	50,857,263

Part XII Financial Statements and Reporting

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

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 in Schedule O.

2a Were the organization's financial statements compiled or reviewed by an independent accountant?  
If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:  
 Separate basis  Consolidated basis  Both consolidated and separate basis

b Were the organization's financial statements audited by an independent accountant?  
If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:

	Yes	No
<b>2a</b>		No
<b>2b</b>	Yes	

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? 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 Single Audit Act and OMB Circular A-133?

**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.

<b>2c</b>		No
<b>3a</b>		No
<b>3b</b>		

Form 990 (2019)

Form 990 (2019)

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Special Condition Description

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<b>efile Public Visual Render</b>		<b>ObjectId: 202121379349306337 - Submission: 2021-05-17</b>	<b>TIN: 36-0725240</b>
<b>SCHEDULE C</b> (Form 990 or 990-EZ)  Department of the Treasury Internal Revenue Service	<b>Political Campaign and Lobbying Activities</b> For Organizations Exempt From Income Tax Under section 501(c) and section 527  ▶ <b>Complete if the organization is described below. ▶ Attach to Form 990 or Form 990-EZ.</b> ▶ Go to <a href="http://www.irs.gov/Form990">www.irs.gov/Form990</a> for instructions and the latest information.		OMB No. 1545-0047  <div style="font-size: 2em; font-weight: bold; text-align: center;">2019</div> Open to Public Inspection

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

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

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

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

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

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

Name of the organization AMERICAN FEDERATION OF TEACHERS AFL-CIO PARENT ORGANIZATION	<b>Employer identification number</b>  36-0725240
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**Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.**

1	Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")	
2	Political campaign activity expenditures (see instructions) .....	▶ \$ _____
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?.....	<input type="checkbox"/> Yes <input type="checkbox"/> 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.

Table with 5 columns: (a) Name, (b) Address, (c) EIN, (d) Amount paid from filing organization's funds, (e) Amount of political contributions received and promptly and directly delivered to a separate political organization.

For Paperwork Reduction Act Notice, see the instructions for Form 990 or 990-EZ. Cat. No. 50084S Schedule C (Form 990 or 990-EZ) 2019

Schedule C (Form 990 or 990-EZ) 2019

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.

Table titled 'Limits on Lobbying Expenditures' with columns for (a) Filing organization's totals and (b) Affiliated group totals. Includes rows for total lobbying expenditures, nontaxable amount, and grassroots nontaxable amount.

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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) Total
<b>2a</b> Lobbying nontaxable amount					
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					
<b>c</b> Total lobbying expenditures					
<b>d</b> Grassroots nontaxable amount					
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					
<b>f</b> Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2019

Schedule C (Form 990 or 990-EZ) 2019

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

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

	(a)		(b)
	Yes	No	Amount
<b>1</b> 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:			
<b>a</b> Volunteers? .....			
<b>b</b> Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? .....			
<b>c</b> Media advertisements? .....			
<b>d</b> Mailings to members, legislators, or the public? .....			
<b>e</b> Publications, or published or broadcast statements? .....			
<b>f</b> Grants to other organizations for lobbying purposes? .....			
<b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body? .....			
<b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? .....			
<b>i</b> Other activities? .....			
<b>j</b> Total. Add lines 1c through 1i .....			
<b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? .....			
<b>b</b> If "Yes," enter the amount of any tax incurred under section 4912 .....			
<b>c</b> If "Yes," enter the amount of any tax incurred by organization managers under section 4912 .....			
<b>d</b> 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).

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

<b>1</b> Dues, assessments and similar amounts from members .....	<b>1</b>	
<b>2</b> Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
<b>a</b> Current year .....	<b>2a</b>	
<b>b</b> Carryover from last year .....	<b>2b</b>	
<b>c</b> Total .....	<b>2c</b>	
<b>3</b> Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	<b>3</b>	
<b>4</b> 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? .....	<b>4</b>	
<b>5</b> Taxable amount of lobbying and political expenditures (see instructions) .....	<b>5</b>	

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
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Schedule C (Form 990 or 990EZ) 2019

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SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2019

Open to Public Inspection

Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

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

Department of the Treasury Internal Revenue Service

Name of the organization AMERICAN FEDERATION OF TEACHERS AFL-CIO PARENT ORGANIZATION Employer identification number 36-0725240

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 3 columns: Question number, (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4.

- 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?
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?

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

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

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

Cat. No. 52283D Schedule D (Form 990) 2019

Schedule D (Form 990) 2019

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:
Table with columns: Amount, 1c Beginning balance, 1d Additions during the year, 1e Distributions during the year, 1f Ending balance
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.

Table with 5 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows include: 1a Beginning of year balance, b Contributions, c Net investment earnings, gains, and losses, d Grants or scholarships, e Other expenditures for facilities and programs, f Administrative expenses, g End of year balance.

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

- a Board designated or quasi-endowment
b Permanent endowment
c Term endowment
The percentages on lines 2a, 2b, and 2c should equal 100%.

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

- (i) Unrelated organizations
(ii) Related organizations

Table with 2 columns: Yes, No. Rows: 3a(i), 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
<b>1a</b> Land . . . . .				
<b>b</b> Buildings . . . . .				
<b>c</b> Leasehold improvements		1,601,120	1,601,120	0
<b>d</b> Equipment . . . . .		20,513,552	15,608,349	4,905,203
<b>e</b> Other . . . . .		295,578	135,696	159,882
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . . .				5,065,085

Schedule D (Form 990) 2019

Schedule D (Form 990) 2019

**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
<b>(1)</b> Financial derivatives . . . . .		
<b>(2)</b> Closely-held equity interests . . . . .	15,418,270	C
<b>(3)</b> Other		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 12.)	15,418,270	

**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
<b>(2)</b>		
<b>(3)</b>		
<b>(4)</b>		
<b>(5)</b>		
<b>(6)</b>		
<b>(7)</b>		
<b>(8)</b>		
<b>(9)</b>		
<b>(10)</b>		
<b>Total.</b> (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
<b>(2)</b>	

(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
<b>Total.</b> (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	
(5)		
(6)		
(7)		
(8)		
(9)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 25.)		61,149,178

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

Schedule D (Form 990) 2019

Schedule D (Form 990) 2019

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**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 . . . . .		<b>1</b>	213,464,392
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
	a Net unrealized gains (losses) on investments . . . . .	<b>2a</b> -5,232,359		
	b Donated services and use of facilities . . . . .	<b>2b</b>		
	c Recoveries of prior year grants . . . . .	<b>2c</b>		
	d Other (Describe in Part XIII.) . . . . .	<b>2d</b> 13,455,258		
	e Add lines <b>2a</b> through <b>2d</b> . . . . .		<b>2e</b>	8,222,899
3	Subtract line <b>2e</b> from line <b>1</b> . . . . .		<b>3</b>	205,241,493
4	Amounts included on Form 990, Part VIII, line 12, but not on line <b>1</b> :			
	a Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b> 37,313		
	b Other (Describe in Part XIII.) . . . . .	<b>4b</b>		
	c Add lines <b>4a</b> and <b>4b</b> . . . . .		<b>4c</b>	37,313
5	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.) . . . . .		<b>5</b>	205,278,806

**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 . . . . .		<b>1</b>	205,503,289
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
	a Donated services and use of facilities . . . . .	<b>2a</b>		
	b Prior year adjustments . . . . .	<b>2b</b>		
	c Other losses . . . . .	<b>2c</b>		
	d Other (Describe in Part XIII.) . . . . .	<b>2d</b> 9,549,092		
	e Add lines <b>2a</b> through <b>2d</b> . . . . .		<b>2e</b>	9,549,092
3	Subtract line <b>2e</b> from line <b>1</b> . . . . .		<b>3</b>	195,954,197
4	Amounts included on Form 990, Part IX, line 25, but not on line <b>1</b> :			
	a Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b> 37,313		
	b Other (Describe in Part XIII.) . . . . .	<b>4b</b>		

<b>c</b> Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	37,313
<b>5</b> Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.) . . . . .	<b>5</b>	195,991,510

**Part XIII**

**Supplemental Information**

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

Return Reference	Explanation
PART X, LINE 2:	THE FEDERATION ACCOUNTS FOR INCOME TAXES IN ACCORDANCE WITH THE ACCOUNTING STANDARDS CODIFICATION (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 "MC 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 YEAR ENDED JUNE 30, 2020, AND DETERMINED THAT THERE WERE NO MATTERS THAT WOULD REQUIRE RECOGNITION IN THE CONSOLIDATED FINANCIAL STATEMENTS.
PART XI, LINE 2D - OTHER ADJUSTMENTS:	REVENUE OF CONSOLIDATED SUBSIDIARY 13,455,258. RENTAL REVENUE INCLUDED ON FORM LINE 6A
PART XII, LINE 2D - OTHER ADJUSTMENTS:	RENTAL EXPENSES INCLUDED ON FORM 990, LINE 6B EXPENSES OF CONSOLIDATED SUBSIDIARY 9,549,092.

Schedule D (Form 990) 2019

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**Schedule I (Form 990)**

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

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

▶ Attach to Form 990.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

Department of the Treasury  
Internal Revenue Service

Name of the organization  
AMERICAN FEDERATION OF TEACHERS AFL-CIO  
PARENT ORGANIZATION

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

- Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, the selection criteria used to award the grants or assistance? . . . . .
- 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 that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)
(1) THE ALBERT SHANKER INSTITUTE 555 NEW JERSEY AVENUE NW WASHINGTON, DC 20001	52-1432693	501(C)(3)	986,856		
(2) AFT EDUCATION FOUNDATION 555 NEW JERSEY AVENUE NW WASHINGTON, DC 20001	52-1439116	501(C)(3)	971,860		

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

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Cat. No. 50055P

Schedule I (Form 990) 2019

**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)
(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

**Additional Data**

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<b>efile Public Visual Render</b>		<b>ObjectID: 202121379349306337 - Submission: 2021-05-17</b>	<b>TIN: 36-0725240</b>
<b>Schedule J</b> (Form 990)	<b>Compensation Information</b>		OMB No. 1545-0047
	For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23. ▶ Attach to Form 990. ▶ Go to <a href="http://www.irs.gov/Form990">www.irs.gov/Form990</a> for instructions and the latest information.		<b>2019</b> Open to Public Inspection
Department of the Treasury Internal Revenue Service	Name of the organization AMERICAN FEDERATION OF TEACHERS AFL-CIO PARENT ORGANIZATION	Employer identification number 36-0725240	

**Part I Questions Regarding Compensation**

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

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

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

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

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

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
|--|--|

	Yes	No
<b>1b</b>	Yes	
<b>2</b>	Yes	
<b>3</b>		

- Independent compensation consultant
- Form 990 of other organizations
- Compensation survey or study
- Approval by the board or compensation committee

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

<b>a</b> Receive a severance payment or change-of-control payment? . . . . .	<b>4a</b>	No
<b>b</b> Participate in, or receive payment from, a supplemental nonqualified retirement plan? . . . . .	<b>4b</b>	Yes
<b>c</b> Participate in, or receive payment from, an equity-based compensation arrangement? . . . . .	<b>4c</b>	No

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

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

<b>a</b> The organization? . . . . .	<b>5a</b>	
<b>b</b> Any related organization? . . . . .	<b>5b</b>	

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:

<b>a</b> The organization? . . . . .	<b>6a</b>	
<b>b</b> Any related organization? . . . . .	<b>6b</b>	

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 accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III. . . . .

**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**

**For Paperwork Reduction Act Notice, see the Instructions for Form 990.** Cat. No. 50053T **Schedule J (Form 990) 2019**

Schedule J (Form 990) 2019

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional individuals are reported.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations 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 (C).

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	
1 RANDI WEINGARTEN VICE PRES.	(i)	404,109	0	48,313	56,000
	(ii)	0	0	0	0
2 LORRETTA JOHNSON VICE PRES.	(i)	291,395	0	16,857	56,000
	(ii)	0	0	0	0
3 PHILIP KUGLER ASSIST. TO PRES. FOR ORGANIZATION &	(i)	236,668	0	5,246	54,646
	(ii)	0	0	0	0
4 MICHAEL S POWELL ASSIST. TO PRES. FOR COMMUNICATIONS	(i)	236,668	0	4,232	54,434
	(ii)	0	0	0	0
5 JESSICA SMITH CHIEF OF STAFF	(i)	236,668	0	8,812	55,496
	(ii)	0	0	0	0
6 DARRIN L NEDROW DIRECTOR ORGANIZING & FIELD	(i)	213,007	0	13,567	49,948
	(ii)	0	0	0	0



ZIMMERMAN BUSTIL  
DIRECTOR ORGANIZING & FIELD

	(i)	207,555	0	20,687	48,703
(ii)		0	0	0	0

Schedule J (Form 990) 2019

**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

Return Reference	Explanation
PART I, LINE 1A	PART I - QUESTIONS REGARDING COMPENSATION: 1A FIRST-CLASS OR CHARTER TRAVEL: AFT OFFICERS AND VICE PRESIDENTS WHO ARE ON TRAVEL FOR MORE THAN THE SCHEDULED FLIGHT TIME IS TWO HOURS OR LONGER. TRAVEL FOR COMPANIONS: IF OFFICERS OR VICE PRESIDENT MEMBER OR COMPANION WITH THEM ON TRAVEL AND THEY ARE ELIGIBLE FOR A FIRST CLASS TICKET, THEY MAY REQUEST TRAVEL IN FIRST CLASS. UNDER THIS POLICY, THEY ARE ENTITLED TO AIRFARE UP TO THE COST OF A SINGLE FIRST CLASS TICKET FOR A TRIP WOULD COST \$1,000, THEY CAN CONVERT THE TICKET TO COACH CLASS AND AFT WOULD COVER THE DIFFERENCE UP TO A TOTAL OF \$1,000. AS LONG AS THE COST OF THE COACH TICKETS IS EQUAL TO OR LESS THAN THE FIRST CLASS TICKET, AFT WILL PAY FOR THE TICKETS. HOUSING ALLOWANCE OR RESIDENCE FOR PERSONAL USE: THE AFT COVER THE COST OF HOUSING ALLOWANCE.

**Additional Data**

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**SCHEDULE O**  
**(Form 990 or 990-EZ)**

**Supplemental Information to Form 990 or 990-EZ**

OMB No. 1545-0047

**2019**

Open to Public Inspection

Department of the Treasury  
Internal Revenue Service

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](http://www.irs.gov/Form990) for the latest information.

Name of the organization  
AMERICAN FEDERATION OF TEACHERS AFL-CIO  
PARENT ORGANIZATION

Employer identification number  
36-0725240

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE ORGANIZATION HAS MEMBERS. THE MEMBERSHIP CONSISTS OF DIVISIONS OF PUBLIC AND PRIVATE SCHOOL TEACHERS, PARAPROFESSIONALS AND SCHOOL-RELATED PERSONNEL, HIGHER EDUCATION FACULTY AND PROFESSIONALS, NURSES, ALLIED HEALTH PROFESSIONALS AND OTHER HEALTH CARE EMPLOYEES, STATE AND LOCAL PUBLIC EMPLOYEES AND OTHER WORKERS.
FORM 990, PART VI, SECTION A, LINE 7A	THE EXECUTIVE COUNCIL IS ELECTED ON EVEN YEARS BY THE CONVENTION FOR A TERM OF 2 YEARS.
FORM 990, PART VI, SECTION B, LINE 11B	THE FORM 990 IS DRAFTED THROUGH A COLLABORATIVE EFFORT OF AFT'S OUTSIDE AUDIT FIRM AND IN-HOUSE FINANCIAL AND LEGAL PROFESSIONALS. THE DRAFT IS DISTRIBUTED TO THE EXECUTIVE TEAM FOR REVIEW PRIOR TO FILING. THE FORM IS THEN FINALIZED AND SUBMITTED.
FORM 990, PART VI, SECTION B, LINE 12C	A CONFLICT OF INTEREST QUESTIONNAIRE IS CIRCULATED ANNUALLY TO VICE PRESIDENTS AND ALL NEW VICE PRESIDENTS ARE PROVIDED WITH A COPY OF THE POLICY.
FORM 990, PART VI, SECTION B, LINE 15	AS STATED IN THE AFT CONSTITUTION, THE EXECUTIVE COUNCIL SHALL DETERMINE THE SALARY OF THE PRESIDENT. THERE IS A REVIEW OF COMPARABILITY OF SALARY WITH OTHER PEER GROUPS. AS STATED IN THE AFT CONSTITUTION, THE EXECUTIVE COUNCIL SHALL SET THE SALARY OF THE SECRETARY-TREASURER AND EXECUTIVE VICE PRESIDENT. THERE IS A REVIEW OF COMPARABILITY OF SALARY WITH OTHER PEER GROUPS.
FORM 990, PART VI, SECTION C, LINE 19	AFT'S FORM 990 IS AVAILABLE AS REQUIRED BY LAW UPON REQUEST. THE DEPARTMENT OF LABOR FORM LM-2 IS AVAILABLE ONLINE ON THE DOL WEBSITE DATABASE. AFT'S GOVERNING DOCUMENTS ALONG WITH AUDITED FINANCIAL STATEMENTS ARE AVAILABLE ON THE ORGANIZATION'S PUBLIC WEBSITE.

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

Cat. No. 51056K

Schedule O (Form 990 or 990-EZ) 2019

**Additional Data**

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**SCHEDULE R**  
**(Form 990)**

**Related Organizations and Unrelated Partnerships**

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

Department of the Treasury  
Internal Revenue Service

Name of the organization  
AMERICAN FEDERATION OF TEACHERS AFL-CIO  
PARENT ORGANIZATION

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**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

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**Part II Identification of Related Tax-Exempt Organizations.** Complete if the organization answered "Yes" on Form 990, Part I 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	Publi (if se
<b>(1)</b> AMERICAN FEDERATION OF TEACHERS EDUCATIONAL FOUNDATION 555 NEW JERSEY AVE NW  WASHINGTON, DC 20001 52-1439116	TO CONDUCT AND SPONSOR STUDY AND RESEARCH IN EDUCATIONAL AND RELATED FIELDS	DC	501(C)(3)	LINE 1
<b>(2)</b> AMERICAN FEDERATION OF TEACHERS BENEFIT TRUST 555 NEW JERSEY AVE NW  WASHINGTON, DC 20001 52-1846907	TO PROVIDE WELFARE BENEFITS TO MEMBERS OF AFT	DC	501(C)(5)	
<b>(3)</b> 555 NEW JERSEY AVENUE NW INC 555 NEW JERSEY AVE NW  WASHINGTON, DC 20001 52-1797147	TITLE HOLDING COMPANY	DC	501(C)(2)	
<b>(4)</b> AMERICAN FEDERATION OF TEACHERS COPE 555 NEW JERSEY AVE NW  WASHINGTON, DC 20001 23-7269962	POLITICAL ACTION COMMITTEE	DC	527	
<b>(5)</b> AMERICAN FEDERATION OF TEACHERS COPE STATE AND LOCAL 555 NEW JERSEY AVE NW  WASHINGTON, DC 20001 52-2256152	TO IMPROVE PUBLIC EDUCATION THROUGH INVOLVEMENT IN POLITICAL ACTIVITIES	DC	527	
<b>(6)</b> AFT DISASTER RELIEF FUND 555 NEW JERSEY AVENUE NW  WASHINGTON, DC 20001 20-3664119	PROVIDING ASSISTANCE TO PERSONS AFFECTED BY NATURAL AND MAN-MADE DISASTERS	DC	501(C)(3)	LINE 1
<b>(7)</b> THE ALBERT SHANKER INSTITUTE 555 NEW JERSEY AVENUE NW  WASHINGTON, DC 20001 52-1432693	TO CARRY ON, CONDUCT, AND SPONSOR STUDY AND RESEARCH IN EDUCATION	DC	501(C)(3)	509(A)

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Cat. No. 50135Y

Schedule R (Form 990) 2019

**Part III Identification of Related Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Fo 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
<b>(1)</b> CAPITOL PLACE I ASSOCIATES LIMITED PARTNERSHIP  555 NEW JERSEY AVENUE NW WASHINGTON, DC 20001 52-1293001	REAL ESTATE RENTAL	DC	AMERICAN FEDERATION OF TEACHERS	INVESTMENT		

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

Table with 6 columns: (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.

Schedule R (Form 990) 2019

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 3

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

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

- a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity.
b Gift, grant, or capital contribution to related organization(s).
c Gift, grant, or capital contribution from related organization(s).
d Loans or loan guarantees to or for related organization(s).
e Loans or loan guarantees by related organization(s).
f Dividends from related organization(s).
g Sale of assets to related organization(s).
h Purchase of assets from related organization(s).
i Exchange of assets with related organization(s).
j Lease of facilities, equipment, or other assets to related organization(s).
k Lease of facilities, equipment, or other assets from related organization(s).
l Performance of services or membership or fundraising solicitations for related organization(s).
m Performance of services or membership or fundraising solicitations by related organization(s).
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s).
o Sharing of paid employees with related organization(s).
p Reimbursement paid to related organization(s) for expenses.
q Reimbursement paid by related organization(s) for expenses.
r Other transfer of cash or property to related organization(s).
s Other transfer of cash or property from related organization(s).

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

Table with 3 columns: (a) Name of related organization; (b) Transaction type (a-s); (c) Amount involved.

Schedule R (Form 990) 2019

**Part VI Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV. Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (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	(l) Disprop alloca
				Yes	No			Yes

Schedule R (Form 990) 2019

**Part VII Supplemental Information**

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

Return Reference	Explanation

**Additional Data**

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