



AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATED FINANCIAL STATEMENTS

JUNE 30, 2024





AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATED FINANCIAL STATEMENTS

YEARS ENDED JUNE 30, 2024 AND 2023

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INDEPENDENT AUDITOR'S REPORT

To the Audit Committee of the
American Federation of Teachers, AFL-CIO

Opinion

We have audited the accompanying consolidated financial statements of American Federation of Teachers, AFL-CIO and related controlled entities (the Federation), which comprise the consolidated statements of financial position as of June 30, 2024 and 2023, and the related consolidated statements of activities, functional expenses, changes in fund balances, changes in net assets, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Federation as of June 30, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of the Federation and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Federation's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.





Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Federation's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Federation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.



Report on Consolidating Information

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The consolidating information on pages 36 and 37 and supplemental fund information on pages 4 through 6 and 9 through 12 are presented for purposes of additional analysis of the consolidated financial statements rather than to present the financial position, changes in net assets, and cash flows of the individual entities and funds, and are not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The consolidating information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the consolidating information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

Calibre CPA Group, PLLC

Bethesda, MD
January 21, 2025

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

JUNE 30, 2024 AND 2023
(WITH SUPPLEMENTAL FUND INFORMATION AT JUNE 30, 2024)

| | General Fund | Militancy/ Defense Fund | Solidarity Funds | Building Fund | Postretirement Benefits Fund | Committee on Political Education | Disaster Relief Fund | June 30, 2024 Total | June 30, 2023 Total |
|---|----------------------|-------------------------------|----------------------|----------------------|------------------------------------|--|----------------------------|---------------------------|---------------------------|
| Assets | | | | | | | | | |
| Current assets | | | | | | | | | |
| Cash and cash equivalents | \$ 12,459,726 | \$ 4,561,744 | \$ 27,781 | \$ 1,582,523 | \$ - | \$ 3,920,225 | \$ 66,408 | \$ 22,618,407 | \$ 18,939,275 |
| Due from (to) other funds | (3,244,883) | (9,009,410) | 16,574,954 | (4,320,661) | - | - | - | - | - |
| Receivables | | | | | | | | | |
| Per capita taxes | 28,799,557 | - | - | - | - | - | - | 28,799,557 | 39,842,769 |
| Other | 2,417,146 | 562,292 | - | 293,844 | - | - | - | 3,273,282 | 2,229,109 |
| Prepaid expenses | 4,341,599 | 92,378 | - | 5,960 | - | - | - | 4,439,937 | 2,276,243 |
| Total current assets | <u>44,773,145</u> | <u>(3,792,996)</u> | <u>16,602,735</u> | <u>(2,438,334)</u> | <u>-</u> | <u>3,920,225</u> | <u>66,408</u> | <u>59,131,183</u> | <u>63,287,396</u> |
| Investments at fair value | 44,982,990 | 6,822,007 | - | 12,609,355 | - | - | - | 64,414,352 | 61,886,913 |
| Property and equipment net of accumulated depreciation of \$65,446,666 and \$62,744,433 as of June 30, 2024 and 2023 | 3,917,318.00 | - | - | 9,316,652 | - | - | - | 13,233,970 | 13,957,799 |
| Other assets | | | | | | | | | |
| Interest rate swap | - | - | - | 428,529 | - | - | - | 428,529 | 849,480 |
| Right-of-use asset - operating leases | 98,569 | - | - | - | - | - | - | 98,569 | 136,042 |
| Right-of-use asset - finance leases | 1,266,411 | - | - | - | - | - | - | 1,266,411 | 560,383 |
| Loans receivable, net of allowance of \$340,329 and \$1,603,239 as of June 30, 2024 and 2023 | <u>2,962,131</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>2,962,131</u> | <u>3,618,221</u> |
| Total assets | <u>\$ 98,000,564</u> | <u>\$ 3,029,011</u> | <u>\$ 16,602,735</u> | <u>\$ 19,916,202</u> | <u>\$ -</u> | <u>\$ 3,920,225</u> | <u>\$ 66,408</u> | <u>\$ 141,535,145</u> | <u>\$ 144,296,234</u> |

See accompanying notes to consolidated financial statements.

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION (CONTINUED)

JUNE 30, 2024 AND 2023
(WITH SUPPLEMENTAL FUND INFORMATION AT JUNE 30, 2024)

| | General Fund | Militancy/ Defense Fund | Solidarity Funds | Building Fund | Postretirement Benefits Fund | Committee on Political Education | Disaster Relief Fund | June 30, 2024 Total | June 30, 2023 Total |
|--|----------------------|-------------------------------|----------------------|----------------------|------------------------------------|--|----------------------------|---------------------------|---------------------------|
| Liabilities and Net Assets | | | | | | | | | |
| Current liabilities | | | | | | | | | |
| Accounts payable | \$ 15,531,314 | \$ 7,188,477 | \$ - | \$ 853,009 | \$ - | \$ - | \$ - | \$ 23,572,800 | \$ 21,578,409 |
| Current maturities of mortgage note payable | - | - | - | 901,570 | - | - | - | 901,570 | 876,996 |
| Current portion of lease liability - operating leases | 38,867 | - | - | - | - | - | - | 38,867 | 36,581 |
| Current portion of lease liability - finance leases | 298,333 | - | - | - | - | - | - | 298,333 | 180,530 |
| Accrued vacation, severance and welfare benefits | 15,221,911 | - | - | - | - | - | - | 15,221,911 | 13,607,652 |
| Accrued expenses and other liabilities | 7,059,943 | - | - | - | - | - | - | 7,059,943 | 6,845,159 |
| Advanced per capita taxes | 58,072 | - | - | - | - | - | - | 58,072 | 72,378 |
| Estimated self-insurance reserve - members' liability insurance | - | 1,000,000 | - | - | - | - | - | 1,000,000 | 1,000,000 |
| Postretirement healthcare costs - current portion | - | - | - | - | 1,828,978 | - | - | 1,828,978 | 635,960 |
| Total current liabilities | <u>38,208,440</u> | <u>8,188,477</u> | <u>-</u> | <u>1,754,579</u> | <u>1,828,978</u> | <u>-</u> | <u>-</u> | <u>49,980,474</u> | <u>44,833,665</u> |
| Long-term liabilities | | | | | | | | | |
| Lease liability - operating leases | 62,653 | - | - | - | - | - | - | 62,653 | 101,520 |
| Lease liability - finance leases | 991,976 | - | - | - | - | - | - | 991,976 | 386,272 |
| Mortgage note payable, excluding current maturities, net of unamortized debt issuance cost | - | - | - | 15,559,641 | - | - | - | 15,559,641 | 16,926,870 |
| Postretirement healthcare costs - long term | - | - | - | - | 19,559,553 | - | - | 19,559,553 | 19,667,200 |
| Excess of pension benefit obligation over plan assets - long term | - | - | - | - | 10,717,515 | - | - | 10,717,515 | 11,314,978 |
| Total liabilities | <u>39,263,069</u> | <u>8,188,477</u> | <u>-</u> | <u>17,314,220</u> | <u>32,106,046</u> | <u>-</u> | <u>-</u> | <u>96,871,812</u> | <u>93,230,505</u> |
| Net assets (deficit) | | | | | | | | | |
| Without donor restrictions | | | | | | | | | |
| Designated | - | 3,000,000 | (11,366,418) | - | - | - | - | (8,366,418) | (7,425,386) |
| Undesignated | <u>58,737,495</u> | <u>(8,159,466)</u> | <u>27,969,153</u> | <u>2,601,982</u> | <u>(32,106,046)</u> | <u>-</u> | <u>-</u> | <u>49,043,118</u> | <u>54,950,862</u> |
| Total | 58,737,495 | (5,159,466) | 16,602,735 | 2,601,982 | (32,106,046) | - | - | 40,676,700 | 47,525,476 |
| With donor restrictions | | | | | | | | | |
| Total net assets (deficit) | <u>58,737,495</u> | <u>(5,159,466)</u> | <u>16,602,735</u> | <u>2,601,982</u> | <u>(32,106,046)</u> | <u>3,920,225</u> | <u>66,408</u> | <u>44,663,333</u> | <u>51,065,729</u> |
| Total liabilities and net assets (deficit) | <u>\$ 98,000,564</u> | <u>\$ 3,029,011</u> | <u>\$ 16,602,735</u> | <u>\$ 19,916,202</u> | <u>\$ -</u> | <u>\$ 3,920,225</u> | <u>\$ 66,408</u> | <u>\$ 141,535,145</u> | <u>\$ 144,296,234</u> |

See accompanying notes to consolidated financial statements.

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATED STATEMENTS OF ACTIVITIES

YEARS ENDED JUNE 30, 2024 AND 2023
(WITH SUPPLEMENTAL FUND INFORMATION FOR THE YEAR ENDED JUNE 30, 2024)

| | General Fund | Militancy/ Defense Fund | Solidarity Funds | Building Fund | Postretirement Benefits Fund | Committee on Political Education | Disaster Relief Fund | Eliminations | 2024 Total | 2023 Total |
|--|-----------------------|----------------------------|---------------------|-----------------------|------------------------------|----------------------------------|----------------------|--------------------|-----------------------|------------------------|
| Revenue | | | | | | | | | | |
| Per capita taxes (net of agency fee rebates of \$89,497 in 2024 and \$97,834 in 2023) | \$ 170,272,898 | \$ 9,802,780 | \$ 27,750,928 | \$ 996,871 | \$ - | \$ - | \$ - | \$ - | \$ 208,823,477 | \$ 203,303,545 |
| Members' liability insurance | - | 1,525,023 | - | - | - | - | - | - | 1,525,023 | 1,513,864 |
| Investment revenue (net of investment expenses of \$80,943 in 2024 and \$87,974 in 2023) | 1,623,024 | 273,336 | - | 388,535 | - | - | - | - | 2,284,895 | 1,853,576 |
| Net appreciation in fair value of investments | 1,625,170 | 301,108 | - | 981,607 | - | - | - | - | 2,907,885 | 1,587,812 |
| Appreciation (depreciation) in fair value of swap agreement | - | - | - | (420,951) | - | - | - | - | (420,951) | 403,508 |
| Program administration, royalties and other revenue | 3,225,829 | 20,421 | - | 4,804 | - | - | - | - | 3,251,054 | 3,169,643 |
| Net rental income | - | - | - | 566,325 | - | - | - | - | 566,325 | 572,351 |
| State AFL-CIO collection rebate | 2,147,000 | - | - | - | - | - | - | - | 2,147,000 | 1,975,986 |
| Contributions | - | - | 9,485,474 | - | - | 7,478,933 | 102,524 | (9,485,474) | 7,581,457 | 8,757,614 |
| Total revenue | 178,893,921 | 11,922,668 | 37,236,402 | 2,517,191 | - | 7,478,933 | 102,524 | (9,485,474) | 228,666,165 | 223,137,899 |
| Expenses | | | | | | | | | | |
| Program services | | | | | | | | | | |
| National Officers/Governance | 30,847,945 | - | - | - | - | - | - | - | 30,847,945 | 34,867,262 |
| Mobilization and organizing | 56,263,193 | - | - | - | - | - | - | - | 56,263,193 | 48,953,267 |
| Political, legislation and advocacy | 12,966,043 | - | 34,873,455 | - | - | 7,044,185 | - | (9,485,474) | 45,398,209 | 60,197,701 |
| Constituency, community and professional issues | 27,512,589 | - | - | - | - | - | - | - | 27,512,589 | 22,979,459 |
| Strategic priorities and support | 37,924,730 | 12,029,329 | - | - | - | - | 90,892 | - | 50,044,951 | 52,564,388 |
| Total program services | 165,514,500 | 12,029,329 | 34,873,455 | - | - | 7,044,185 | 90,892 | (9,485,474) | 210,066,887 | 219,562,077 |
| Supporting services | | | | | | | | | | |
| General and administrative | 18,144,482 | - | - | 6,369,284 | (1,178,923) | - | - | - | 23,334,843 | 20,172,662 |
| Total supporting services | 18,144,482 | - | - | 6,369,284 | (1,178,923) | - | - | - | 23,334,843 | 20,172,662 |
| Total expenses | 183,658,982 | 12,029,329 | 34,873,455 | 6,369,284 | (1,178,923) | 7,044,185 | 90,892 | (9,485,474) | 233,401,730 | 239,734,739 |
| Change in net assets from operating activities | (4,765,061) | (106,661) | 2,362,947 | (3,852,093) | 1,178,923 | 434,748 | 11,632 | - | (4,735,565) | (16,596,840) |
| Other components of defined benefit net periodic benefit costs | | | | | | | | | | |
| Pension benefits | - | - | - | - | (599,277) | - | - | - | (599,277) | (564,435) |
| Postretirement health care benefits | - | - | - | - | 324,369 | - | - | - | 324,369 | 267,635 |
| Defined benefit related changes other than net periodic benefit costs | | | | | | | | | | |
| Pension benefits | - | - | - | - | 172,292 | - | - | - | 172,292 | (258) |
| Postretirement health care benefits | - | - | - | - | (1,564,215) | - | - | - | (1,564,215) | (1,156,604) |
| Change in net assets | \$ (4,765,061) | \$ (106,661) | \$ 2,362,947 | \$ (3,852,093) | \$ (487,908) | \$ 434,748 | \$ 11,632 | \$ - | \$ (6,402,396) | \$ (18,050,502) |

See accompanying notes to consolidated financial statements.

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED JUNE 30, 2024

| | Program Services | | | | | Support Services | | Total |
|---|----------------------------------|--------------------------------|--|---|-------------------------------------|-------------------------------|-----------------------|-------|
| | National Officers/ Governance | Mobilization and Organizing | Political, Legislation and Advocacy | Constituency, Community and Professional Issues | Strategic Priorities and Support | General and Administrative | | |
| Salaries, benefits and payroll tax | \$ 4,570,886 | \$ 12,870,684 | \$ 5,454,202 | \$ 15,987,730 | \$ 17,296,743 | \$ 14,644,576 | \$ 70,824,821 | |
| Professional fees | 1,342,063 | 367,953 | 557,954 | 428,473 | 17,112,871 | 1,669,739 | 21,479,053 | |
| Travel, meetings, conferences and convention | 1,584,485 | 5,664,398 | 284,390 | 5,651,480 | 1,338,033 | 132,257 | 14,655,043 | |
| Assistance and state rebates | 5,435,052 | 35,578,644 | - | - | 977,172 | 875,679 | 42,866,547 | |
| Contributions and donations | 2,384,793 | 76,000 | 38,027,203 | 2,053,510 | 1,775,000 | 103 | 44,316,609 | |
| Marketing and promotion | 350,602 | 39,574 | 485,353 | 238,584 | 2,679,475 | 180,804 | 3,974,392 | |
| Publications | - | - | - | - | 1,770,457 | - | 1,770,457 | |
| Affiliation fees | 12,658,579 | - | - | - | - | 9,180 | 12,667,759 | |
| Subscriptions and memberships | 565,496 | 13,955 | 285 | 160,865 | 897,161 | 16,914 | 1,654,676 | |
| Office supplies and expenses | (40,981) | 40,880 | 7,463 | 225,841 | 127,325 | 667,250 | 1,027,778 | |
| Printing and postage | 107,658 | 27,545 | 2,455 | 47,688 | 378,701 | 283,377 | 847,424 | |
| Information technology | 2,498 | 5,592 | 9,890 | 327,926 | 163,622 | 260,660 | 770,188 | |
| Software and equipment rental | 17,200 | 3,117 | 1,118 | 34,094 | 1,247,037 | 966,571 | 2,269,137 | |
| Capital Place I operating expenses | 276,137 | 777,546 | 329,500 | 965,854 | 1,044,934 | 884,713 | 4,278,684 | |
| Interest | - | - | - | - | - | 741,343 | 741,343 | |
| Occupancy | 76,744 | 235,635 | - | 17,155 | 490 | 14,583 | 344,607 | |
| Insurance | 55,500 | - | - | 18,794 | 2,448,952 | 720,953 | 3,244,199 | |
| Depreciation and amortization | 194,675 | 548,166 | 232,297 | 680,922 | 736,674 | 623,717 | 3,016,451 | |
| Other | <u>1,266,558</u> | <u>13,504</u> | <u>6,099</u> | <u>673,673</u> | <u>50,304</u> | <u>642,424</u> | <u>2,652,562</u> | |
| Total operating expenses | 30,847,945 | 56,263,193 | 45,398,209 | 27,512,589 | 50,044,951 | 23,334,843 | 233,401,730 | |
| Other components of postretirement net periodic benefit cost | <u>17,742</u> | <u>49,958</u> | <u>21,170</u> | <u>62,057</u> | <u>67,138</u> | <u>56,843</u> | <u>274,908</u> | |
| Total expenses | <u>\$ 30,865,687</u> | <u>\$ 56,313,151</u> | <u>\$ 45,419,379</u> | <u>\$ 27,574,646</u> | <u>\$ 50,112,089</u> | <u>\$ 23,391,686</u> | <u>\$ 233,676,638</u> | |

See accompanying notes to consolidated financial statements.

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED JUNE 30, 2023

| | Program Services | | | | | Support Services | | Total |
|---|----------------------------------|--------------------------------|--|---|-------------------------------------|-------------------------------|-----------------------|-------|
| | National Officers/ Governance | Mobilization and Organizing | Political, Legislation and Advocacy | Constituency, Community and Professional Issues | Strategic Priorities and Support | General and Administrative | | |
| Salaries, benefits and payroll tax | \$ 4,459,722 | \$ 11,206,427 | \$ 5,285,990 | \$ 14,192,090 | \$ 16,372,219 | \$ 12,056,564 | \$ 63,573,012 | |
| Professional fees | 1,611,828 | 441,485 | 1,353,756 | 382,432 | 15,361,076 | 1,571,757 | 20,722,334 | |
| Travel, meetings, conferences and convention | 3,594,682 | 4,236,399 | 732,994 | 4,077,231 | 1,064,833 | 26,055 | 13,732,194 | |
| Assistance and state rebates | 5,661,819 | 31,256,617 | - | - | 2,609,039 | 770,544 | 40,298,019 | |
| Contributions and donations | 1,718,891 | 80,000 | 51,256,234 | 1,610,087 | 5,100,746 | 5,000 | 59,770,958 | |
| Marketing and promotion | 463,004 | 9,141 | 164,500 | 159,958 | 3,076,913 | 297,991 | 4,171,507 | |
| Publications | - | - | - | - | 2,008,434 | - | 2,008,434 | |
| Affiliation fees | 10,825,995 | - | - | - | - | 9,180 | 10,835,175 | |
| Subscriptions and memberships | 465,731 | 26,929 | 1,647 | 187,225 | 968,286 | 24,013 | 1,673,831 | |
| Office supplies and expenses | 2,564,501 | 39,758 | 137,385 | 112,545 | 54,622 | 782,583 | 3,691,394 | |
| Printing and postage | 121,007 | 29,389 | 411,596 | 31,547 | 478,598 | 264,242 | 1,336,379 | |
| Information technology | 1,258 | 1,631 | 38 | 351,730 | 148,193 | 244,847 | 747,697 | |
| Software and equipment rental | 96,113 | 8,095 | 719 | 31,713 | 495,400 | 841,353 | 1,473,393 | |
| Capital Place I operating expenses | 312,658 | 785,649 | 370,585 | 994,965 | 1,147,806 | 845,250 | 4,456,913 | |
| Interest | - | - | - | - | - | 657,173 | 657,173 | |
| Occupancy | 158,326 | 185,572 | - | 17,365 | 200 | - | 361,463 | |
| Insurance | (56,082) | 2,560 | - | 50,285 | 2,765,492 | 720,247 | 3,482,502 | |
| Depreciation | 220,941 | 555,183 | 261,876 | 703,097 | 811,103 | 597,298 | 3,149,498 | |
| Other | 2,646,868 | 88,432 | 220,381 | 77,189 | 101,428 | 458,565 | 3,592,863 | |
| Total operating expenses | <u>34,867,262</u> | <u>48,953,267</u> | <u>60,197,701</u> | <u>22,979,459</u> | <u>52,564,388</u> | <u>20,172,662</u> | <u>239,734,739</u> | |
| Other components of postretirement net periodic benefit cost | <u>20,821</u> | <u>52,319</u> | <u>24,679</u> | <u>66,258</u> | <u>76,436</u> | <u>56,287</u> | <u>296,800</u> | |
| Total expenses | <u>\$ 34,888,083</u> | <u>\$ 49,005,586</u> | <u>\$ 60,222,380</u> | <u>\$ 23,045,717</u> | <u>\$ 52,640,824</u> | <u>\$ 20,228,949</u> | <u>\$ 240,031,539</u> | |

See accompanying notes to consolidated financial statements.

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATED STATEMENTS OF CHANGES IN FUND BALANCES

YEARS ENDED JUNE 30, 2024 AND 2023 (WITH SUPPLEMENTAL FUND INFORMATION FOR THE YEAR ENDED)

| | General Fund | Militancy/ Defense Fund - Designated | Militancy/ Defense Fund - Undesignated | State Solidarity Fund Designated | National Solidarity Fund Undesignated | 527 Solidarity Fund Designated | Building Fund | Postretirement Benefits Fund | Committee on Political Education | Disaster Relief Fund | Total |
|---|---------------|--------------------------------------|--|----------------------------------|---------------------------------------|--------------------------------|---------------|------------------------------|----------------------------------|----------------------|---------------|
| Net assets, June 30, 2022 | | | | | | | | | | | |
| Without donor restrictions | \$ 64,294,189 | \$ 3,000,000 | \$ (6,483,727) | \$ 3,462,043 | \$ 19,165,071 | \$ (2,402,277) | \$ 9,932,328 | \$ (31,090,688) | \$ - | \$ - | \$ 59,876,939 |
| With donor restrictions | - | - | - | - | - | - | - | - | 8,989,381 | 249,911 | 9,239,292 |
| Total net assets | 64,294,189 | 3,000,000 | (6,483,727) | 3,462,043 | 19,165,071 | (2,402,277) | 9,932,328 | (31,090,688) | 8,989,381 | 249,911 | 69,116,231 |
| Change in net assets, year ended June 30, 2023 | (791,633) | 496,974 | (2,066,052) | 462,997 | 5,500,103 | (11,948,149) | (3,478,253) | (527,450) | (5,503,904) | (195,135) | (18,050,502) |
| Board approved transfer of designated funds | - | (496,974) | 496,974 | - | - | - | - | - | - | - | - |
| Net assets, June 30, 2023 | | | | | | | | | | | |
| Without donor restrictions | 63,502,556 | 3,000,000 | (8,052,805) | 3,925,040 | 24,665,174 | (14,350,426) | 6,454,075 | (31,618,138) | - | - | 47,525,476 |
| With donor restrictions | - | - | - | - | - | - | - | - | 3,485,477 | 54,776 | 3,540,253 |
| Total net assets | 63,502,556 | 3,000,000 | (8,052,805) | 3,925,040 | 24,665,174 | (14,350,426) | 6,454,075 | (31,618,138) | 3,485,477 | 54,776 | 51,065,729 |
| Change in net assets, year ended June 30, 2024 | (4,765,061) | 516,431 | (623,092) | (1,571,550) | 3,303,979 | 630,518 | (3,852,093) | (487,908) | 434,748 | 11,632 | (6,402,396) |
| Board approved transfer of designated funds | - | (516,431) | 516,431 | - | - | - | - | - | - | - | - |
| Net assets, June 30, 2024 | | | | | | | | | | | |
| Without donor restrictions | 58,737,495 | 3,000,000 | (8,159,466) | 2,353,490 | 27,969,153 | (13,719,908) | 2,601,982 | (32,106,046) | - | - | 40,676,700 |
| With donor restrictions | - | - | - | - | - | - | - | - | 3,920,225 | 66,408 | 3,986,633 |
| Total net assets | \$ 58,737,495 | \$ 3,000,000 | \$ (8,159,466) | \$ 2,353,490 | \$ 27,969,153 | \$ (13,719,908) | \$ 2,601,982 | \$ (32,106,046) | \$ 3,920,225 | \$ 66,408 | \$ 44,663,333 |

See accompanying notes to consolidated financial statements.

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATED STATEMENTS OF CHANGES IN NET ASSETS

YEARS ENDED JUNE 30, 2024 AND 2023
(WITH SUPPLEMENTAL FUND INFORMATION FOR THE YEAR ENDED JUNE 30, 2024)

| | Net Assets Without Donor Restrictions | Net Assets with Donor Restrictions | | Total Net Assets With Donor Restrictions | Total Net Assets |
|---|---|--|----------------------------|--|----------------------|
| | | Committee on Political Education | Disaster Relief Fund | | |
| Net assets, July 1, 2022 | \$ 59,876,939 | \$ 8,989,381 | \$ 249,911 | \$ 9,239,292 | \$ 69,116,231 |
| Revenues | 214,380,285 | 8,502,893 | 254,721 | 8,757,614 | 223,137,899 |
| Net assets released from restrictions | 14,456,653 | (14,006,797) | (449,856) | (14,456,653) | - |
| Expenses | (239,734,739) | - | - | - | (239,734,739) |
| Other changes in defined benefit plan obligations other than expense | (1,453,662) | - | - | - | (1,453,662) |
| Net assets, June 30, 2023 | <u>47,525,476</u> | <u>3,485,477</u> | <u>54,776</u> | <u>3,540,253</u> | <u>51,065,729</u> |
| Revenues | 221,084,708 | 7,478,933 | 102,524 | 7,581,457 | 228,666,165 |
| Net assets released from restrictions | 7,135,077 | (7,044,185) | (90,892) | (7,135,077) | - |
| Expenses | (233,401,730) | - | - | - | (233,401,730) |
| Other changes in defined benefit plan obligations other than expense | (1,666,831) | - | - | - | (1,666,831) |
| Net assets, June 30, 2024 | <u>\$ 40,676,700</u> | <u>\$ 3,920,225</u> | <u>\$ 66,408</u> | <u>\$ 3,986,633</u> | <u>\$ 44,663,333</u> |

See accompanying notes to consolidated financial statements.

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATED STATEMENTS OF CASH FLOWS

YEARS ENDED JUNE 30, 2024 AND 2023
(WITH SUPPLEMENTAL FUND INFORMATION FOR THE YEAR ENDED JUNE 30, 2024)

| | General Fund | Militancy/ Defense Fund | Solidarity Fund | Building Fund | Postretirement Benefits Fund | Committee on Political Education | Disaster Relief Fund | 2024 Total | 2023 Total |
|--|------------------|-------------------------------|--------------------|------------------|------------------------------------|--|----------------------------|------------------|---------------------|
| Cash flows from operating activities | | | | | | | | | |
| Change in net assets | \$ (4,765,061) | \$ (106,661) | \$ 2,362,947 | \$ (3,852,093) | \$ (487,908) | \$ 434,748 | \$ 11,632 | \$ (6,402,396) | \$ (18,050,502) |
| Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities | | | | | | | | | |
| Depreciation and amortization | 1,352,975 | - | - | 1,349,257 | - | - | - | 2,702,232 | 3,149,499 |
| Right-of-use asset amortization | 351,692 | - | - | - | - | - | - | 351,692 | - |
| Amortization of debt issuance costs | - | - | - | 31,888 | - | - | - | 31,888 | 31,888 |
| Change in measurement of leases | - | - | - | - | - | - | - | - | 20,579 |
| Gain on disposal of property and equipment | (4,100) | - | - | - | - | - | - | (4,100) | (18,000) |
| Net (appreciation) depreciation in fair value of investments | (1,625,170) | (301,108) | - | (981,607) | - | - | - | (2,907,885) | (1,587,812) |
| Appreciation in fair value of swap agreement | - | - | - | 420,951 | - | - | - | 420,951 | (403,508) |
| Decrease (increase) in assets | | | | | | | | | |
| Due from (to) other funds | (51,926) | (1,191,821) | (2,335,710) | 3,579,457 | - | - | - | - | - |
| Per capita taxes receivable | 11,043,212 | - | - | - | - | - | - | 11,043,212 | (16,142,656) |
| Loans receivable | 656,090 | - | - | - | - | - | - | 656,090 | 249,914 |
| Other receivables | (891,836) | (94,168) | - | (58,169) | - | - | - | (1,044,173) | (595,841) |
| Prepaid expenses | (2,155,134) | (8,560) | - | - | - | - | - | (2,163,694) | 957,300 |
| Increase (decrease) in liabilities | | | | | | | | | |
| Accounts payable | 1,872,944 | (267,009) | - | 388,456 | - | - | - | 1,994,391 | (1,159,518) |
| Accrued vacation and severance pay | 1,614,259 | - | - | - | - | - | - | 1,614,259 | 999,651 |
| Accrued expenses and other liabilities | 214,784 | - | - | - | - | - | - | 214,784 | 381,835 |
| Advance per capita taxes | (14,306) | - | - | - | - | - | - | (14,306) | (31,060) |
| Accrued postretirement health care costs | - | - | - | - | 1,085,371 | - | - | 1,085,371 | 923,376 |
| Accrued pension liability | - | - | - | - | (597,463) | - | - | (597,463) | (395,926) |
| Lease liability | 82,215 | - | - | - | - | - | - | 82,215 | - |
| Net cash provided by (used in) operating activities | <u>7,680,638</u> | <u>(1,969,327)</u> | <u>27,237</u> | <u>878,140</u> | <u>-</u> | <u>434,748</u> | <u>11,632</u> | <u>7,063,068</u> | <u>(31,670,781)</u> |

See accompanying notes to consolidated financial statements.

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATED STATEMENTS OF CASH FLOWS (CONTINUED)

YEARS ENDED JUNE 30, 2024 AND 2023
(WITH SUPPLEMENTAL FUND INFORMATION FOR THE YEAR ENDED JUNE 30, 2024)

| | General Fund | Militancy/ Defense Fund | Solidarity Fund | Building Fund | Postretirement Benefits Fund | Committee on Political Education | Disaster Relief Fund | 2024 Total | 2023 Total |
|---|----------------|-------------------------|-----------------|---------------|------------------------------|----------------------------------|----------------------|----------------|----------------|
| Cash flows from investing activities | | | | | | | | | |
| Purchases of property and equipment | \$ (1,767,205) | \$ - | \$ - | \$ (211,510) | \$ - | \$ - | \$ - | \$ (1,978,715) | \$ (2,568,325) |
| Proceeds from the sale of property and equipment | - | - | - | - | - | - | - | - | - |
| Purchases of investments | (11,429,576) | (2,081,524) | - | (1,416,599) | - | - | - | (14,927,699) | (70,973,258) |
| Proceeds from the sale of investments | 10,465,464 | 3,049,451 | - | 1,678,846 | - | - | - | 15,193,761 | 44,992,451 |
| Net cash provided by (used in) investing activities | (2,731,317) | 967,927 | - | 50,737 | - | - | - | (1,712,653) | (28,549,132) |
| Cash flows from financing activities | | | | | | | | | |
| Advances on line of credit | 4,000,000 | - | - | - | - | - | - | 4,000,000 | 2,500,000 |
| Repayments of line of credit | (4,000,000) | - | - | - | - | - | - | (4,000,000) | (2,500,000) |
| Repayments of principal on finance leases | (296,740) | - | - | - | - | - | - | (296,740) | (353,829) |
| Principal payments on mortgage note payable | - | - | - | (1,374,543) | - | - | - | (1,374,543) | (2,811,542) |
| Net cash (used in) provided by financing activities | (296,740) | - | - | (1,374,543) | - | - | - | (1,671,283) | (3,165,371) |
| Net change in cash and cash equivalents | 4,652,581 | (1,001,400) | 27,237 | (445,666) | - | 434,748 | 11,632 | 3,679,132 | (63,385,284) |
| Cash and cash equivalents | | | | | | | | | |
| Beginning of year | 7,807,145 | 5,563,144 | 544 | 2,028,189 | - | 3,485,477 | 54,776 | 18,939,275 | 82,324,559 |
| End of year | \$ 12,459,726 | \$ 4,561,744 | \$ 27,781 | \$ 1,582,523 | \$ - | \$ 3,920,225 | \$ 66,408 | \$ 22,618,407 | \$ 18,939,275 |
| Noncash investing activities | | | | | | | | | |
| Right-of-use asset | \$ 1,020,247 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,020,247 | \$ - |
| Lease liability | (1,020,247) | - | - | - | - | - | - | (1,020,247) | - |
| | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |

AFT paid \$984,362 and \$679,555 in interest during the years ended June 30, 2024 and 2023, respectively.



AMERICAN FEDERATION OF TEACHERS, AFL-CIO

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

YEARS ENDED JUNE 30, 2024 AND 2023

NOTE 1. DESCRIPTION OF THE ORGANIZATION

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.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Fund Accounting and Principles of Consolidation - To ensure observance of limitations and restrictions placed on the use of resources available to the Federation, the accounts of the Federation are maintained in accordance with the principles of fund accounting. This is the procedure by which resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purposes. Separate accounts are maintained for each fund. The Building Fund also includes the consolidated accounts of 555 New Jersey Avenue, N.W., Inc. (555 New Jersey), and a controlled limited partnership - Capitol Place I Associates Limited Partnership (Capitol Place I Associates) (see Note 5). All significant intercompany transactions have been eliminated in consolidation.

The assets, liabilities and net assets of the Federation are reported in seven self-balancing, net asset fund groups, as follows:

- General Fund
 - Undesignated - records all activity not accounted for in the other funds.
 - Designated - to engage members and provide services to assist locals in crisis.
- Militancy/Defense Fund
 - Undesignated - the undesignated portion of net assets is to financially support members and locals involved in strikes and in legal matters concerning job security and other issues.



NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

- Militancy/Defense Fund
Designated
- established to account for the reserve activity of the Federation's occupational liability insurance plan for members.
- Building Fund
- established to account for the Federation's sub-leasing activities and its consolidated investment in 555 New Jersey Avenue, N.W., Inc., and in a limited partnership, Capitol Place I Associates Limited Partnership.
- Solidarity Funds
Undesignated
- established to assist the Federation and its affiliates in participating in legislative and political activities with significant potential impact on members and the institutions where they work.
- Designated
- The State Solidarity Fund net assets are amounts designated for state affiliates with similar funds. The 527 Solidarity Fund net assets are amounts designated for electoral activities.
- Postretirement
Benefit Fund
- established to record the unfunded liabilities and expenses associated with providing healthcare and life insurance benefits to the Federation's retirees and pension benefits to the retired officers of the Federation.
- Committee on
Political Education
- established to improve public education through involvement in political activities. The Committee on Political Education is financed by contributions. Funds are disbursed via procedures established by the Executive Committee.
- Disaster Relief Fund
- established to provide assistance to persons affected by natural and man-made disasters.

Consolidated Financial Statement Presentation - Consolidated financial statement presentation follows the recommendations of U.S. generally accepted accounting principles in accordance with Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC), *Not-for-Profit Entities - Presentation of Financial Statements*. Under those principles, the Federation is required to report information regarding its consolidated financial position and activities according to two classes of net assets - net assets without donor restrictions and net assets with donor restrictions.



NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Net assets without donor restrictions - These net assets are available to finance the general operations of the Federation. The only limits on the use of net assets without donor restrictions are the broad limits resulting from the nature of the Federation, the environment in which it operates, and the purposes specified in its organizing documents.

Net assets with donor restrictions - These net assets result from contributions and other inflows of assets, the use of which by the Federation is limited by donor-imposed time or purpose restrictions that are either temporary or perpetual. The net assets of the Disaster Relief Fund and the Committee on Political Education are considered net assets with donor restriction and have been restricted for purpose.

Cash and Cash Equivalents - For the purposes of the consolidated statements of cash flows, the Federation considers all cash on hand, held in bank demand deposit accounts and money market and highly liquid monetary instruments purchased with a maturity of three months or less to be cash and cash equivalents.

Accounts Receivable - Accounts receivable consists of amounts due from locals and others for which the Federation has an unconditional right to receive payment. Accounts receivable are stated at the amount management expects to collect from outstanding balances. Due to the large number of locals and their dispersion across different geographic areas, there are no significant economic factors that might impact the nature, timing and uncertainty of cash collections. Management periodically evaluates the collectability of accounts receivable based on historical collections and the age of individual receivables and writes off receivables when there is information that indicates there is no possibility of recovery. If any recoveries are made from any accounts previously written off, they will be recognized in income or an offset to credit loss expense in the year of recovery, in accordance with the entity's accounting policy election. The total amount of write-offs was immaterial to the consolidated financial statements as a whole for the years ending June 30, 2024 and 2023.

Investment Valuation and Income Recognition - Investments are reported at fair value, which is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Purchases and sales of securities are reported on a trade-date basis. Interest income is reported on the accrual basis. Dividends are reported on the ex-dividend date. Net appreciation (depreciation) includes the Federation's gains and losses on investments bought and sold, as well as held during the year.

Property and Equipment - Property and equipment is carried at cost less accumulated depreciation and amortization. Major additions are capitalized while replacements, maintenance, and repairs which do not improve or extend the lives of respective assets are expensed. Depreciation is computed using the straight-line method over the estimated useful lives of the assets as follows on the next page:



NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

| | |
|---------------------------------------|---------------|
| Building | 40 years |
| Building renovations and improvements | 15 years |
| Furniture and equipment | 5 to 10 years |

Accrued Vacation, Severance and Welfare Benefits - The Federation recognizes accrued vacation and severance expense and employees' welfare benefits as earned by its employees under various contracts and agreements.

Finance and Operating Leases - In its consolidated statements of financial position, the Federation records right-of-use assets and lease liabilities, initially measured at the present value of total lease payments using a risk-free rate that approximates the remaining term of the lease. The Federation considers the likelihood of exercising renewal or termination clauses (if any) in measuring its right-of-use assets and lease liabilities. A single lease cost is calculated so that the cost of the lease is allocated over the lease term on straight-line basis. Short-term leases (those with an initial term of twelve months or less and no purchase option) are expensed over their terms, with no corresponding right-of-use asset or lease liability recorded. The Federation does not separate non-lease components (if any) from lease components in determining the lease payments for its leases.

Estimated Self-Insurance Health Claims Incurred but Not Reported - The Federation provides its employees with health insurance coverage under a self-insured plan. Self-insurance claims incurred but not reported represent amounts estimated for claims incurred but not reported at year end under the Federation's group health insurance plan for employees.

Per Capita Taxes - The Federation assesses each local a monthly per capita tax for each member. Annual per capita tax assessments and the allocation to the various funds are determined by the Federation's Executive Council pursuant to the Federation's constitution. Per capita taxes are recognized monthly as assessments become due from the various local organizations; taxes received in advance are deferred. With the exception of the State and National Solidarity Funds which are recorded directly, the General Fund initially records all per capita tax receipts and receivables and allocates the portion due to other funds and the AFL-CIO on a monthly basis.

Effective September 1, 2021, the monthly per capita tax is \$19.98 per member per month. Of the monthly per capita tax, within the general fund, \$1.20 has been designated to engage members and provide services to assist locals in crisis for the years ended June 30, 2024 and 2023. All monies had been spent from this designation at June 30, 2024 and 2023. Further, the monthly per capita tax allocated to the Solidarity Fund is \$2.70 effective September 1, 2021. Of the amount allocated to the Solidarity Fund, the portion of this amount designated for state affiliates with similar funds is \$1.04 effective September 1, 2021. Additionally, effective September 1, 2021, the amount allocated to the Militancy/Defense Fund is \$0.95. The amount allocated to the Building Fund has remained \$0.10 for the years ended June 30, 2024 and 2023.



NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

The Federation has allocated \$0.10 to the Albert Shanker Institute, a separate unconsolidated entity, for the years ended June 30, 2024 and 2023, which is reported as a contribution from the Federation, and \$0.05 to the AFT Innovation Fund, a restricted fund within the AFT Educational Foundation, a separate, unconsolidated entity. These have also been reported as contributions from the Federation for the years ended June 30, 2024 and 2023. Pursuant to the Federation's constitution, a rebate of per capita taxes of \$0.20 per member per month is provided to each chartered state federation based on the number of dues paying members.

Rental Income, Net - Net rental income represents the rental income of Capitol Place I Associates. Net rental income is recognized on a straight-line basis over the term of the respective leases, shown net of concessions.

Revenue Recognition - Revenue is derived from both exchange transactions and contribution transactions. Revenue from exchange transactions is recognized when control of promised goods or services is transferred to the Federation's members and customers, in an amount that reflects the consideration they expect to be entitled to in exchange for those goods or services. Except for goods and services provided in connection with per capita taxes and State AFL-CIO collections, which are transferred over the period of membership, members' liability insurance premiums, which are recognized over the coverage period, and royalties, which are recognized ratably over the period of the license agreement, all goods and services are transferred at a point in time.

Payments are generally required in advance and are reported as deferred revenue until the related revenue is recognized. Unconditional contributions are recognized upon receipt of cash or other assets, or when a donor promises to transfer cash or other assets in the future. Conditional promises to give, that is, those with a measurable performance or other barrier and a right of return or release, are not recognized until the conditions on which they depend have been substantially met.

Per capita taxes and State AFL-CIO collections - Per capita taxes and State AFL-CIO collections entitle members to a bundle of goods and services that are considered a single performance obligation provided ratably over the membership period.

Members' liability insurance premiums - The premiums entitle participating affiliates to occupational liability insurance coverage. Premiums are used to pay for a liability insurance policy. A reserve has been established which is to be used for the payment of benefits in excess of the policy. There are no distinct performance obligations, and these are considered a bundled group of performance obligations that are delivered to participating affiliates throughout the coverage period.

Program administration and royalties - The Federation has licensed the use of its name, logo and certain other intangible assets to third parties wishing to market products and services to its members and customers, in exchange for a royalty payment. Royalty revenue is generally recognized based on underlying sales made by the licensee.



NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Conference and meeting registration income - Conference and meeting registration income is recognized when the related events are held. Conference and meeting registration income is included in other revenue in the consolidated statements of activities.

Publication revenue - Publication revenue is recognized as periodical issues are published and distributed.

Estimates - The preparation of consolidated financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures in the consolidated financial statements. Actual results could differ from those estimates.

Functional Allocation of Expenses - The costs of providing various programs and supporting activities of the Federation have been summarized on a functional basis in the consolidated statements of activities and of functional expenses. Costs that can be specifically identified with a final cost objective are charged directly to that activity. Other costs are allocated among program and supporting services benefited based on management's best estimates.

The expenses of the Federation are in the following functional programs:

- **National Officers/Governance:** This program area represents the offices of the president, secretary-treasurer, and executive vice president and their work to lead the Federation in all areas including policy, program, administration, member benefits and staff. Specific directives set forth by the Federation constitution and by-laws fall within Federation's governance programs including executive council meetings, convention, formula assistance and rebates, as well as Federation's affiliation with the AFL-CIO.
- **Mobilization and Organizing:** This program area focuses on organizing new affiliates, recruiting new members, engaging and mobilizing current members including retirees, and securing effective collective bargaining agreements. This area also manages discretionary assistance programs to organizing projects and Federation affiliates.
- **Political, Legislative, and Advocacy:** This program area coordinates the political activity of the Federation at the local, state, and national levels by raising awareness and activism around key policies and legislation in support of candidates and elected officials who address issues of concern to Federation members. The Federation's political action committee and electoral campaign program is also represented within this service area.
- **Constituency, Community and Professional Issues:** This program area supports all constituency groups including PreK - 12 public teachers; paraprofessionals and school-related personnel; higher education; nurses and health professionals; and



NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

public employees to enrich the lives of Federation members and their communities both domestically and abroad through innovation, research, professional development, and capacity building.

- **Strategic Priorities and Support:** This program area accounts for the strategic activities necessary to both advance the mission of the Federation and its members, and help affiliates navigate through crises. The Funding Our Priorities program is reflected within this classification along with the support Federation officers and affiliate leaders receive from communications; legal and defense support; membership, data and analytics; research and strategic initiatives; and the union leadership institute. The occupational liability and union officials' insurance programs are also represented within this service area.
- **General and Administrative:** This support area represents the day-to-day operations of the Federation including administration and infrastructure; finance; human resources; and meetings and travel.

Reclassification - Certain amounts previously reported for the year ended June 30, 2023 have been reclassified to conform with the 2024 presentation.

New Accounting Pronouncement Adopted - During the year ended June 30, 2024, the Federation adopted the provisions of Accounting Standards Update (ASU) 2016-13, *Financial Instruments – Credit Losses* (Topic 326). This ASU replaced the incurred loss methodology with an expected loss methodology that is referred to as the current expected credit loss (CECL) methodology. The ASU requires nonprofit entities to immediately recognize the estimated expected credit losses over the life of a financial instrument, including receivables related to per capita dues and fees. The estimate of expected credit losses considers not only historical information, but also current and future economic conditions and events.

The Federation adopted the ASU effective July 1, 2023. The impact of the adoption was not considered material to the consolidated financial statements and primarily resulted in additional disclosures.

NOTE 3. TAX STATUS

The Federation is exempt from federal income taxes, except on net income, if any, from unrelated business activities, under Section 501(c)(5) of the Internal Revenue Code (IRC). The Disaster Relief Fund is exempt from federal income taxes, except on net income, if any, from unrelated business activities, under Section 501(c)(3) of the IRC. 555 New Jersey is exempt from federal income taxes, except on net income, if any, from unrelated business activities, under Section 501(c)(2) of the IRC. Capitol Place I Associates, as a partnership, passes all net income (loss) tax amounts through to the individual partners in accordance with the partnership agreement and the IRC. For state tax purposes, the District of Columbia imposes unincorporated business income taxes on any net income of the partnership.



NOTE 3. TAX STATUS (CONTINUED)

The Federation accounts for income taxes in accordance with ASC Topic *Income Taxes*. These provisions provide consistent guidance for the accounting for uncertainty in income taxes recognized in an entity's consolidated financial statements and prescribe a threshold of "more likely than not" for recognition and derecognition of tax positions taken or expected to be taken in a tax return. The Federation performed an evaluation of uncertain tax positions for the years ended June 30, 2024 and 2023, and determined that there were no matters that would require recognition or disclosure in the consolidated financial statements.

NOTE 4. LIQUIDITY AND AVAILABILITY OF FINANCIAL RESOURCES

As part of the Federation's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, the Federation invests cash in excess of its current requirements in a portfolio of investments designed to maximize long-term earnings with acceptable risk to investment principal.

Financial assets available for general expenditures within one year of June 30, 2024 and 2023 consist of the following:

| | <u>2024</u> | <u>2023</u> |
|---|-----------------------|-----------------------|
| Total assets at end of year | \$ 141,535,145 | \$ 144,296,234 |
| Less: nonfinancial assets | | |
| Prepaid expenses | (4,439,937) | (2,276,243) |
| Right-of-use assets | (1,364,980) | (696,425) |
| Net property and equipment | <u>(13,233,970)</u> | <u>(13,957,799)</u> |
| Total financial assets at end of year | 122,496,258 | 127,365,767 |
| Less: amounts not available to meet general expenditures coming due within one year | | |
| Loans receivables due in more than one year | (2,962,131) | (3,618,221) |
| ULLICO common stock | (237,671) | (237,671) |
| Interest rate swap | (428,529) | (849,480) |
| Amounts subject to donor-imposed restrictions | <u>(3,986,633)</u> | <u>(3,540,253)</u> |
| Total financial assets available for general expenditures coming due in the next year | <u>\$ 114,881,294</u> | <u>\$ 119,120,142</u> |

The Federation also has the ability to draw upon an available line of credit in the amount of \$10,000,000.

NOTE 5. INVESTMENT IN CAPITOL PLACE I ASSOCIATES LIMITED PARTNERSHIP

The Federation is a limited partner in Capitol Place I Associates Limited Partnership, a partnership established in 1982, for the purpose of building and owning an office building that was completed in 1984. From 1984 to October 29, 1992, the Federation

NOTE 5. INVESTMENT IN CAPITOL PLACE I ASSOCIATES LIMITED PARTNERSHIP (CONTINUED)

had a non-controlling 66 percent interest in Capitol Place I Associates, and in distribution of profits and losses and cash flow of the office building. During 1992 and 1994, the Federation purchased the remaining interests in the partnership and established 555 New Jersey as the managing general partner with a 1% interest in the partnership. The purchase price or cost of assets exchanged in acquiring the remaining interests, plus the deficit balances in the former remaining partners' capital accounts, have been allocated to the cost of the land and building. These amounts are being amortized on a straight-line basis over the remaining useful life of the building, from the date of acquisition.

NOTE 6. INVESTMENTS AND FAIR VALUE MEASUREMENTS

Investments by fund at June 30, 2024 and 2023 consisted of:

| | 2024 | | 2023 | |
|------------------------|----------------------|----------------------|----------------------|----------------------|
| | Cost | Fair Value | Cost | Fair Value |
| General Fund | \$ 42,501,251 | \$ 44,982,990 | \$ 41,278,282 | \$ 42,508,092 |
| Militancy/Defense Fund | 6,545,153 | 6,822,007 | 7,359,393 | 7,488,826 |
| Building Fund | <u>11,139,842</u> | <u>12,609,355</u> | <u>11,246,277</u> | <u>11,889,995</u> |
| | <u>\$ 60,186,246</u> | <u>\$ 64,414,352</u> | <u>\$ 59,883,952</u> | <u>\$ 61,886,913</u> |

Realized net gains (losses) on investments for the years ended June 30, 2024 and 2023 totaled \$569,128 and \$(459,490), respectively.

Accounting standards provide the framework for measuring fair value which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (Level 1) and the lowest priority to unobservable inputs (Level 3). The Federation uses the three levels of the fair value hierarchy described as follows:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Federation has the ability to access.
- Level 2 Inputs to the valuation methodology include other significant observable inputs including:
- Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets or liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability; and
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

NOTE 6. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The following tables set forth by level, within the fair value hierarchy, the Federation's assets and liabilities at fair value as of June 30, 2024 and 2023:

| Description | 06/30/24 Total | Quoted Market Price for Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
|---|----------------------|---|--|--|
| Assets | | | | |
| Investments | | | | |
| Equity investments | | | | |
| Common stock | \$ 7,860,479 | \$ 7,860,479 | \$ - | \$ - |
| Privately held stock | 1,277,828 | - | - | 1,277,828 |
| Mutual funds | 23,082,363 | 23,082,363 | - | - |
| Exchange traded funds | 5,708,131 | 5,708,131 | - | - |
| Corporate bonds and asset backed securities | | | | |
| Corporate bonds - domestic | 15,680,297 | - | 15,680,297 | - |
| Mortgage backed securities | 90,815 | - | 90,815 | - |
| U.S. Government agency securities | | | | |
| U.S. Treasury obligations | 1,642,921 | 1,642,921 | - | - |
| U.S. Government agency obligations | <u>9,071,518</u> | <u>-</u> | <u>9,071,518</u> | <u>-</u> |
| | 64,414,352 | 38,293,894 | 24,842,630 | 1,277,828 |
| Interest rate swap | <u>428,529</u> | <u>-</u> | <u>428,529</u> | <u>-</u> |
| Total assets | <u>\$ 64,842,881</u> | <u>\$ 38,293,894</u> | <u>\$ 25,271,159</u> | <u>\$ 1,277,828</u> |

NOTE 6. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

The following tables set forth by level, within the fair value hierarchy, the Federation's assets and liabilities at fair value as of June 30, 2024 and 2023:

| Description | 06/30/23 Total | Quoted Market Price for Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
|---|-------------------|---|--|--|
| Assets | | | | |
| Investments | | | | |
| Equity investments | | | | |
| Common stock | \$ 6,914,028 | \$ 6,914,028 | \$ - | \$ - |
| Privately held stock | 1,153,526 | - | - | 1,153,526 |
| Mutual funds | 22,449,666 | 22,449,666 | - | - |
| Exchange traded funds | 4,908,189 | 4,908,189 | - | - |
| Corporate bonds and asset backed securities | | | | |
| Corporate bonds - domestic | 16,048,228 | - | 16,048,228 | - |
| Mortgage backed securities | 103,903 | - | 103,903 | - |
| U.S. Government agency securities | | | | |
| U.S. Treasury obligations | 1,702,134 | 1,702,134 | - | - |
| U.S. Government agency obligations | 8,457,239 | - | 8,457,239 | - |
| Foreign bond - State of Israel | 150,000 | - | - | 150,000 |
| | 61,886,913 | 35,974,017 | 24,609,370 | 1,303,526 |
| Interest rate swap | 849,480 | - | 849,480 | - |
| Total assets | \$ 62,736,393 | \$ 35,974,017 | \$ 25,458,850 | \$ 1,303,526 |

Following are descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at June 30, 2024 and 2023.

Common and preferred stocks, mutual funds, exchange traded funds and U.S. Treasury obligations: Valued at the closing price reported on the active market on which the individual securities are traded.

Corporate bonds and asset backed securities, mortgage backed securities, U.S. Government and agency obligations and municipal bonds: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

Foreign bonds: Estimated at cost due to their limited salability.

Corporate stocks: The Federation's holdings in corporate stocks are comprised of two investments. One is estimated at fair value based upon the entity's annual, audited share price. The second is at cost due to its limited salability.

Interest rate swap: The fair value is based on Capitol Place I's floating interest rate on the mortgage note payable compared to the hedged fixed rate as reported by the lender.



NOTE 6. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

Sales of investments, whose fair value has been determined using significant unobservable inputs (Level 3), were \$150,000 and \$-0-. There were no purchases, issuances, or transfers in or out of Level 3 investments for the years ended June 30, 2024 and 2023.

NOTE 7. LOANS RECEIVABLE

The Federation has entered into signed loan agreements with various locals which are carried at cost, plus interest, less an estimate made for uncollectible amounts. Terms of the loans call for monthly payments. As of June 30, 2024 and 2023, the Federation had total loans receivable, including interest, of \$3,302,460 and \$5,221,460, respectively. Of this amount, management has estimated an allowance of \$340,329 and \$1,603,239 as of June 30, 2024 and 2023. This estimate is based on management's analysis of historical data.

NOTE 8. RELATED PARTY TRANSACTIONS

The Federation established the American Federation of Teachers Benefit Trust (the Trust), as a separate organization which is exempt from federal income taxes under Section 501(c)(5) of the IRC. The purpose of the Trust was originally to provide various medical, life and disability insurance benefits to participating Federation members as an enhancement to collectively bargained benefits. In 2015, Union Privilege became the primary third-party provider in use by the Trust. Certain Federation Executive Council members and officers serve as trustees of the Trust. In addition, the Federation provides facilities and administration assistance for which the Trust reimburses the Federation.

The Federation recognized \$21,534 and \$15,967 of reimbursements for services provided to the Trust for the years ended June 30, 2024 and 2023, respectively. The Federation also made contributions of \$61,102 and \$2,525,239 to the Trust for the years ended June 30, 2024 and 2023, respectively, which is included in contributions and donations in the consolidated statements of functional expenses. These contributions were to pay insurance premiums for accidental death and dismemberment coverage for members and identity theft protection. As of June 30, 2024, and 2023, no amounts were owed to the Federation.

The Federation established the AFT Education Foundation (AFTEF) as a separate organization which is exempt from federal income taxes under Section 501(c)(3) of the IRC. AFTEF is principally financed by grant funds received and contributions from donors. The officers and directors of AFTEF are comprised of the Federation's officers and select members of the Executive Council. For the years ended June 30, 2024 and 2023, the Federation was reimbursed \$128,643 and \$409,320, respectively, for salaries, fringe benefits and other expenses incurred on behalf of AFTEF. The Federation also advances funds for payment of AFTEF expenses until AFTEF receives reimbursements under the grants. At June 30, 2024 and 2023, no amounts were owed to the Federation



NOTE 8. RELATED PARTY TRANSACTIONS (CONTINUED)

from the AFTEF. As discussed in Note 2, the Federation also allocates a portion of per capita taxes to the AFTEF. The amount allocated for the years ended June 30, 2024 and 2023 was \$513,384 and \$498,548, respectively. During the years ended June 30, 2024 and 2023, the Federation provided accounting and administrative services to the Foundation without charge. During the year ended June 30, 2024, the Federation also provided salaries and fringe benefits of employees assigned to the AFTEF without charge. The value of these services have not been separately identified in these consolidated financial statements.

The Federation established The Albert Shanker Institute (the Institute) as a separate organization which is exempt from federal income taxes under Section 501(c)(3) of the IRC. The purpose of the Institute is to promote quality public education as a cornerstone of democracy. The Institute reimbursed all administrative costs for the years ended June 30, 2024 and 2023. As discussed in Note 2, the Federation allocates a portion of per capita taxes to the Institute. The amount allocated for the years ended June 30, 2024 and 2023 was \$1,026,768 and \$926,655, respectively.

NOTE 9. PROPERTY AND EQUIPMENT

Property and equipment consisted of the following at June 30, 2024 and 2023:

| | <u>2024</u> | <u>2023</u> |
|--|----------------------|----------------------|
| Land | \$ 5,084,148 | \$ 5,084,148 |
| Office building and improvements | 48,067,706 | 47,856,848 |
| Furniture and equipment | <u>25,528,782</u> | <u>23,761,236</u> |
| | 78,680,636 | 76,702,232 |
| Less: accumulated depreciation and amortization | <u>(65,446,666)</u> | <u>(62,744,433)</u> |
| | <u>\$ 13,233,970</u> | <u>\$ 13,957,799</u> |

Depreciation and amortization expense for property and equipment for the years ended June 30, 2024 and 2023 was \$2,702,232 and \$2,789,251, respectively.

NOTE 10. MORTGAGE NOTE PAYABLE, SWAP AGREEMENT AND GUARANTEE

In December 2015, Capitol Place I Associates refinanced its property with a \$25,000,000 mortgage loan, with a portion of the proceeds being used to repay a previous mortgage loan and interest rate swap agreement. The mortgage loan is payable over 10 years with a balloon payment due in December 2025. Interest accrues at a per annum rate equal to Secured Overnight Financing Rate (SOFR) (prior to September 2022, LIBOR) plus 1.60%. Capitol Place I Associates has entered into an interest rate

**NOTE 10. MORTGAGE NOTE PAYABLE, SWAP AGREEMENT AND GUARANTEE
(CONTINUED)**

hedge agreement with the lender to provide for a fixed rate hedge against increases in SOFR effectively fixing Capitol Place I Associates interest rate exposure on its floating rate mortgage loan to 3.21%.

The interest rate swap agreement matures at the time the mortgage loan matures. In the event of default by the counterparty, Capitol Place I Associates may be exposed to increased interest rates. Capitol Place I Associates does not anticipate default by the counterparty. In the event that Capitol Place I Associates pays off the mortgage loan before the full term, it could be liable for a yield differential payment to the lender based on the remaining term of the loan. At June 30, 2024 and 2023, the fair value of the asset under the interest rate swap agreement was \$428,529 and \$849,480, respectively.

The details of the mortgage note payable maturing December 10, 2025 are as follows:

| | |
|---|--------------|
| Fixed rate | 3.21% |
| Variable rate | SOFR |
| Original note payable balance covered by agreement (notional amount) | \$25,000,000 |
| Notional amount outstanding at June 30, 2024 | \$16,436,205 |
| Debt issuance costs, less accumulated amortization | \$ 44,325 |
| Note payable, net | \$16,391,880 |

The mortgage note payable contains certain financial and non-financial covenants. The Federation has complied with these covenants. The loan is secured by a deed of trust, assignment and security agreement, creating a first lien on the property and all related improvements, fixtures and equipment, all leases and rents with respect thereto, and all contracts and intangible property related thereto. In addition, the lender has required that all amounts payable to the partnership under the interest rate hedge agreement be assigned as additional security under the loan.

Future minimum principal obligations under the agreement are due as follows:

| | | |
|----------------------|-------|----------------------|
| Year Ending June 30, | 2025 | \$ 901,570 |
| | 2026 | <u>15,603,966</u> |
| | Total | <u>\$ 16,505,536</u> |

NOTE 11. ACCRUED EXPENSES AND OTHER LIABILITIES

Accrued expenses and other liabilities consisted of the following at June 30, 2024 and 2023:

| | <u>2024</u> | <u>2023</u> |
|---|---------------------|---------------------|
| Assistance payable to state and local federations | \$ 2,211,869 | \$ 2,035,215 |
| State federation per capita taxes payable | 210,210 | 308,325 |
| Affiliation fees payable | 297,032 | 917,789 |
| Estimated self-insurance health claims incurred but not reported | 556,171 | 556,171 |
| AFL-CIO collections payable | 665,760 | 665,760 |
| Other accrued expenses | <u>3,118,901</u> | <u>2,361,899</u> |
| | <u>\$ 7,059,943</u> | <u>\$ 6,845,159</u> |

NOTE 12. CONTRACT BALANCES

The timing of billings, cash collections, and revenue recognition result in contract assets and contract liabilities associated with revenue from exchange transactions. All of the Federation's contract assets are considered accounts receivable and are included within the per capita taxes and other receivables balances in the consolidated statements of financial position. The Federation's contract liabilities are included with deferred revenues in the consolidated statements of financial position.

Balances in these accounts as of the beginning and end of the years ended June 30, 2024 and 2023 are as follows.

| | <u>2024</u> | <u>2023</u> | <u>2022</u> |
|---------------------------|----------------------|----------------------|----------------------|
| Assets | | | |
| Accounts receivable | | | |
| Per capita taxes | \$ 28,799,557 | \$ 39,842,769 | \$ 23,700,113 |
| Royalties | <u>685,756</u> | <u>355,961</u> | <u>190,636</u> |
| | <u>\$ 29,485,313</u> | <u>\$ 40,198,730</u> | <u>\$ 23,890,749</u> |
| Liabilities | | | |
| Deferred revenue | | | |
| Advanced per capita taxes | \$ 58,072 | \$ 72,378 | \$ 103,438 |
| | <u>\$ 58,072</u> | <u>\$ 72,378</u> | <u>\$ 103,438</u> |



NOTE 13. OTHER REVENUE

Other revenue consisted of the following for the years ended June 30, 2024 and 2023:

| | <u>2024</u> | <u>2023</u> |
|---|---------------------|---------------------|
| Royalties and sponsorships | \$ 1,613,963 | \$ 901,042 |
| Program administration and reimbursements | 1,140,835 | 1,436,702 |
| Conference and meeting registration | 109,250 | 160,147 |
| Locals insurance reimbursements | - | - |
| Union Privilege benefits program | 170,218 | 195,455 |
| Miscellaneous income | <u>216,788</u> | <u>476,297</u> |
| | <u>\$ 3,251,054</u> | <u>\$ 3,169,643</u> |

NOTE 14. RETIREMENT PLANS

The Federation contributed between 21% and 22% of eligible employees' salaries to defined contribution retirement plans during the years ended June 30, 2024 and 2023, respectively. Total retirement plan expense was \$8,933,959 and \$8,631,160 for the years ended June 30, 2024 and 2023, respectively.

The Federation adopted a defined benefit plan for officers of the Federation who have completed 5 years of service in the capacity of President, Executive Vice President, or Secretary-Treasury, and have served the Federation or any of its state or local affiliates for a period of at least 20 years. The benefit, payable upon retirement, is equal to 60% of final annual compensation and is adjusted annually for an amount equal to Social Security cost of living increases. The surviving spouse of an eligible officer will receive a benefit of 50% of the officer's benefit. Normal retirement age is 62, with a reduction of 6% per year for retirement benefits beginning prior to age 62. Additionally, the monthly benefit is offset by 1/60th of the amount contributed by the Federation on behalf of each eligible officer under the AFT Management Retirement Plan, one of the defined contribution plans maintained by the Federation for its employees.

The plan was closed to new participants and the pay used for benefit calculation purposes was frozen as of June 30, 2016. Contributions to the AFT Management Retirement Plan, which offset the benefit in the plan have resumed. This freeze in benefits is reflected in the June 30, 2024 and 2023 valuations.

NOTE 14. RETIREMENT PLANS (CONTINUED)

The plan's obligations and funded status as of June 30, 2024 and 2023 is summarized as follows:

| | <u>2024</u> | <u>2023</u> |
|--------------------------------|------------------------|------------------------|
| Fair value of plan assets | \$ - | \$ - |
| Projected benefit obligation | <u>10,717,515</u> | <u>11,314,978</u> |
| Funded status of the plan | <u>\$ (10,717,515)</u> | <u>\$ (11,314,978)</u> |
| Accumulated benefit obligation | \$ (10,717,515) | \$ (11,314,978) |
| Benefit payments | \$ (1,024,448) | \$ (960,619) |
| Employer contributions | \$ 1,024,448 | \$ 960,619 |

The net accrued pension liability is based on the following weighted average assumptions at the end of the year:

| | <u>2024</u> | <u>2023</u> |
|-------------------------|-------------|-------------|
| Discount rate | 5.25% | 4.75% |
| Cost of living increase | 2.50% | 2.50% |

Information on net periodic pension cost and other amounts recognized as of June 30, 2024 and 2023 is as follows:

| | <u>2024</u> | <u>2023</u> |
|--|---------------------|-------------------|
| Service cost recognized in salaries, benefits and payroll tax | <u>\$ -</u> | <u>\$ -</u> |
| Other components of net periodic benefit costs | | |
| Interest cost | 513,131 | 477,300 |
| Amortization of prior service cost | <u>86,146</u> | <u>87,135</u> |
| | <u>599,277</u> | <u>564,435</u> |
| Total net periodic pension cost | <u>\$ 599,277</u> | <u>\$ 564,435</u> |
| | <u>2024</u> | <u>2023</u> |
| Items not yet recognized as a component of net periodic benefit cost | | |
| Unrecognized net (gain) loss | \$ (86,146) | \$ 87,393 |
| Unrecognized prior service cost | <u>(87,135)</u> | <u>(87,135)</u> |
| | <u>\$ (173,281)</u> | <u>\$ 258</u> |



NOTE 14. RETIREMENT PLANS (CONTINUED)

The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

| | | |
|---------------|-------------|-------------|
| | <u>2024</u> | <u>2023</u> |
| Discount rate | 4.75% | 4.25% |

Amounts that have not yet been recognized as components of net periodic benefit cost that will be amortized over the next fiscal year are estimated as follows:

| | | |
|------------------------|-------------|-------------|
| | <u>2024</u> | <u>2023</u> |
| Net prior service cost | \$ 87,135 | \$ 87,135 |

Estimated future benefits expected to be paid in each of the next five fiscal years and in the aggregate for the five years thereafter are as follows:

| | | |
|----------------------|-----------|---------------------|
| Year Ending June 30, | 2025 | \$ 1,058,054 |
| | 2026 | 1,056,554 |
| | 2027 | 1,022,122 |
| | 2028 | 983,666 |
| | 2029 | 943,912 |
| | 2030-2034 | <u>4,265,529</u> |
| | Total | <u>\$ 9,329,837</u> |

The plan is unfunded and benefits will be paid from the General Fund of the Federation. Total expected employer contributions for the year ending June 30, 2025 are approximately \$1,058,000.

Changes in assumptions and methods since the last valuation:

- The discount rate was adjusted from 4.75% to 5.25%.

NOTE 15. POSTRETIREMENT MEDICAL AND LIFE INSURANCE BENEFITS

In addition to providing pension benefits, the Federation also provides certain medical and life insurance benefits for retired employees meeting certain minimum age and years of service requirements, based on benefits negotiated in various collective bargaining agreements. Generally, medical and dental benefits are provided until age 65, prescription drugs are provided until death, and life insurance is provided until age 70. Substantially all of the Federation's employees may become eligible for certain of these benefits if they retire while working for the Federation.

NOTE 15. POSTRETIREMENT MEDICAL AND LIFE INSURANCE BENEFITS (CONTINUED)

The plan's obligations and funded status as of June 30, 2024 and 2023 are as follows:

| | <u>2024</u> | <u>2023</u> |
|---|------------------------|------------------------|
| Fair value of plan assets | \$ - | \$ - |
| Projected benefit obligation | <u>21,388,531</u> | <u>20,303,160</u> |
| Funded status of the plan | <u>\$ (21,388,531)</u> | <u>\$ (20,303,160)</u> |
| Accumulated postretirement benefit obligation | \$ (21,388,531) | \$ (20,303,160) |
| Benefits paid | \$ (984,052) | \$ (818,919) |
| Employer contributions | \$ 984,052 | \$ 818,919 |

Postretirement benefit costs for the years ended June 30, 2024 and 2023 include the following components:

| | <u>2024</u> | <u>2023</u> |
|--|---------------------|---------------------|
| Service cost recognized in salaries, benefits and payroll tax | <u>\$ 829,577</u> | <u>\$ 853,326</u> |
| Other components of net periodic benefit cost | | |
| Interest cost | 990,557 | 853,665 |
| Loss | - | - |
| Prior service cost | (1,314,926) | (1,314,926) |
| Transition costs | <u>-</u> | <u>193,626</u> |
| | <u>(324,369)</u> | <u>(267,635)</u> |
| Total net periodic postretirement benefit costs | <u>\$ 505,208</u> | <u>\$ 585,691</u> |
| Items not yet recognized as a component of net postretirement costs | | |
| Unrecognized net (gain) loss | \$ 249,289 | \$ 35,304 |
| Unrecognized net transition obligation | - | (193,626) |
| Unrecognized prior service cost | <u>1,314,926</u> | <u>1,314,926</u> |
| Total other postretirement adjustments | <u>\$ 1,564,215</u> | <u>\$ 1,156,604</u> |

Weighted-average assumptions used to determine benefit obligations at end of year:

| | <u>2024</u> | <u>2023</u> |
|---------------|-------------|-------------|
| Discount rate | 5.25% | 5.00% |

NOTE 15. POSTRETIREMENT MEDICAL AND LIFE INSURANCE BENEFITS (CONTINUED)

Estimated future benefits expected to be paid in each of the next five fiscal years and in the aggregate for the five years thereafter are as follows:

| | | |
|----------------------|-----------|----------------------|
| Year Ending June 30, | 2025 | \$ 1,177,065 |
| | 2026 | 1,167,349 |
| | 2027 | 1,119,334 |
| | 2028 | 1,226,569 |
| | 2029 | 1,175,011 |
| | 2030-2034 | <u>6,025,991</u> |
| | Total | <u>\$ 11,891,319</u> |

The plan is unfunded and benefits will be paid from the General Fund of the Federation. The amount expected to be required in contributions to the plan during the year ending June 30, 2025 is approximately \$1,180,000.

Amounts that have not yet been recognized as components of net periodic benefit cost that will be amortized over the next fiscal year are estimated as follows:

| | | |
|---|--------------|--------------|
| | <u>2024</u> | <u>2023</u> |
| Service cost | \$ 835,745 | \$ 853,326 |
| Other components of net periodic benefit cost | \$ (221,334) | \$ (267,635) |

The assumed health care cost trend rates used to measure the expected cost of medical, prescription, and dental benefits for the years ended June 30, 2024 and 2023 were as follows:

| | | | |
|---------------------------|----------------------|---------------|--------------|
| | Assumed rate as of | | |
| | <u>June 30, 2024</u> | Decreasing to | <u>As of</u> |
| Pre-65 Medical | 8.00% | 5.00% | 2030 |
| Pre-65 perscription drugs | 9.00% | 5.00% | 2032 |
| Dental | 5.75% | 3.00% | 2030 |
| Post-65 officer medial | 5.75% | 4.50% | 2029 |
| EDWP | 6.00% | 4.50% | 2030 |

| | | | |
|---------------------------|----------------------|---------------|--------------|
| | Assumed rate as of | | |
| | <u>June 30, 2023</u> | Decreasing to | <u>As of</u> |
| Pre-65 Medical | 8.00% | 5.00% | 2029 |
| Pre-65 perscription drugs | 9.00% | 5.00% | 2031 |
| Dental | 5.75% | 3.00% | 2029 |
| Post-65 officer medial | 5.75% | 4.50% | 2028 |
| EDWP | 6.00% | 4.50% | 2029 |



NOTE 15. POSTRETIREMENT MEDICAL AND LIFE INSURANCE BENEFITS (CONTINUED)

Change in Accumulated Post-Retirement Benefit Obligation - The plan's accumulated post-retirement benefit obligation changed due to changes in assumptions related to the discount rate, the per capita health care costs and assumed administrative fees.

NOTE 16. BORROWINGS AND CONTINGENT LIABILITIES

The Federation has a line of credit with a financial institution at June 30, 2024. It is a 364-day revolving line of credit up to \$10,000,000. Interest on this line of credit is payable monthly at LIBOR plus 1.44%. Effective September 2022, LIBOR was replaced by SOFR. The line of credit is secured by cash and investments held by the financial institutions.

The Federation obtained advances on the line of credit totaling \$4,000,000 and \$2,500,000 during the years ended June 30, 2024 and 2023, respectively. The Federation had no outstanding balance on the lines of credit at June 30, 2024 and 2023.

At June 30, 2024, the Federation has guaranteed loans obtained by an affiliate not to exceed \$1,133,383.

NOTE 17. LEASES

The Federation entered into various leasing arrangements for office space and office equipment with expiration dates through 2028. The Federation had no variable or short-term lease expense during the year ended June 30, 2024.

Supplemental qualitative information related to the Federation's leases is as follows:

| | Year Ended June 30, 2024 |
|---|-----------------------------|
| Right-of-use assets obtained in exchange for lease obligations | 1,020,217 |
| Weighted-average remaining lease term (in years) - finance leases | 4.19 |
| Weighted-average remaining lease term (in years) - operating leases | 2.50 |
| Weighted-average discount rate - finance leases | 4.30% |
| Weighted-average discount rate - operating leases | 2.88% |



NOTE 17. LEASES (CONTINUED)

The maturity of the lease liabilities under the Federation's operating and finance leases as of June 30, 2024 is as follows:

| Year ended December 31, | Operating Leases | Finance Leases |
|---------------------------------|---------------------|---------------------|
| 2025 | \$ 41,285 | \$ 345,231 |
| 2026 | 42,524 | 345,231 |
| 2027 | 21,576 | 342,691 |
| 2028 | - | 254,250 |
| 2029 | - | 127,533 |
| Undiscounted future cash flows | 105,385 | 1,414,936 |
| Less: discount to present value | (3,865) | (124,627) |
| Total lease liability | <u>\$ 101,520</u> | <u>\$ 1,290,309</u> |

NOTE 18. RENTAL INCOME

Leases of space in the office building owned by Capitol Place I Associates (Capitol Place) provide for base rentals plus provisions for escalation in the event of increased operating expenses, real estate taxes, and changes in the Consumer Price Index. These leases are for varying lease terms, which extend through September 2032.

Lease income for the years ended June 30, 2024 and 2023 was \$566,325 and \$572,351, respectively.

The maturity of the minimum lease revenue related to all non-cancellable operating leases as of June 30, 2024 is as follows:

| | | |
|----------------------|------------|---------------------|
| Year Ending June 30, | 2024 | \$ 609,946 |
| | 2025 | 529,265 |
| | 2026 | 426,946 |
| | 2027 | 353,190 |
| | 2028 | 358,605 |
| | Thereafter | <u>1,099,867</u> |
| | | <u>\$ 3,377,819</u> |

NOTE 19. COMMITMENTS AND CONTINGENCIES

The Federation has been named as a defendant in a number of actions, none of which, based on currently available information, appear to present significant potential liability in relation to the Federation's total net assets. The Federation intends to defend itself vigorously against pending litigation and maintains that it has no liability.



NOTE 20. UNINSURED CASH AND CASH EQUIVALENTS

The Federation maintains its cash accounts primarily with two banks in the United States which at times may exceed the federally insured limits per bank. Bank deposits in excess of Federal Deposit Insurance Corporation (FDIC) insured limits at June 30, 2024 were approximately \$15.3 million. Additionally, the Federation had approximately \$993,000 in money market accounts held by investment custodians which are not insured by the FDIC. The Federation has not experienced any losses in such accounts and believes it is not exposed to any significant credit risk in cash and cash equivalents.

NOTE 21. RISKS AND UNCERTAINTIES

The Federation invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect the amounts reported in the consolidated statements of financial position.

NOTE 22. SUBSEQUENT EVENTS

Subsequent events have been evaluated through January 21, 2025, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying consolidated financial statements.



SUPPLEMENTAL INFORMATION



AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATING SCHEDULE – BUILDING FUND SCHEDULE OF FINANCIAL POSITION

JUNE 30, 2024

| | Building Fund | 555 New Jersey Avenue N.W., Inc. | Capitol Place I Associates Limited Partnership | Elimination Entries | Consolidated Building Fund |
|---|----------------------|---|---|------------------------|-------------------------------|
| Assets | | | | | |
| Current assets | | | | | |
| Cash and cash equivalents | \$ 3,440 | \$ - | \$ 1,579,083 | \$ - | \$ 1,582,523 |
| Due (to) from other funds | (4,207,920) | (112,741) | - | - | (4,320,661) |
| Other receivables | - | - | 293,844 | - | 293,844 |
| Prepaid expenses | - | - | 5,960 | - | 5,960 |
| Total current assets | <u>(4,204,480)</u> | <u>(112,741)</u> | <u>1,878,887</u> | <u>-</u> | <u>(2,438,334)</u> |
| Investments | - | - | 12,609,355 | - | 12,609,355 |
| Interest rate swap agreement | - | - | 428,529 | - | 428,529 |
| Property and equipment | - | - | 7,387,920 | 1,928,732 | 9,316,652 |
| Other assets | | | | | |
| Investment in Capital Place I Associates Limited Partnership | <u>15,248,216</u> | <u>(245,975)</u> | <u>-</u> | <u>(15,002,241)</u> | <u>-</u> |
| Total assets | <u>\$ 11,043,736</u> | <u>\$ (358,716)</u> | <u>\$ 22,304,691</u> | <u>\$ (13,073,509)</u> | <u>\$ 19,916,202</u> |
| Liabilities and Net Assets | | | | | |
| Current liabilities | | | | | |
| Accounts payable | \$ 3,399 | \$ - | \$ 849,610 | \$ - | \$ 853,009 |
| Current maturities of mortgage note | - | - | 901,570 | - | 901,570 |
| Total current liabilities | <u>3,399</u> | <u>-</u> | <u>1,751,180</u> | <u>-</u> | <u>1,754,579</u> |
| Mortgage note payable, excluding current maturities, net of unamortized debt issuance cost | <u>-</u> | <u>-</u> | <u>15,559,641</u> | <u>-</u> | <u>15,559,641</u> |
| Total liabilities | <u>3,399</u> | <u>-</u> | <u>17,310,821</u> | <u>-</u> | <u>17,314,220</u> |
| Net assets and partners' equity | <u>11,040,337</u> | <u>(358,716)</u> | <u>4,993,870</u> | <u>(13,073,509)</u> | <u>2,601,982</u> |
| Total liabilities and net assets | <u>\$ 11,043,736</u> | <u>\$ (358,716)</u> | <u>\$ 22,304,691</u> | <u>\$ (13,073,509)</u> | <u>\$ 19,916,202</u> |

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

CONSOLIDATING SCHEDULE – BUILDING FUND SCHEDULE OF ACTIVITIES

YEAR ENDED JUNE 30, 2024

| | Building Fund | 555 New Jersey Avenue N.W., Inc. | Capitol Place I Associates Limited Partnership | Elimination Entries | Consolidated Building Fund |
|--|----------------------|---|---|------------------------|-------------------------------|
| Revenue | | | | | |
| Per capita taxes | \$ 996,871 | \$ - | \$ - | \$ - | \$ 996,871 |
| Investment revenue, net of expenses of \$59,173 | - | - | 388,535 | - | 388,535 |
| Net appreciation in fair value of investments | - | - | 981,607 | - | 981,607 |
| Rental income, net | - | - | 566,325 | - | 566,325 |
| Appreciation in fair value of swap agreement | - | - | (420,951) | - | (420,951) |
| Equity in (loss) income of Capitol Place I Associates Limited Partnership - AFT | (4,800,474) | (48,490) | - | 4,848,964 | - |
| Other | - | - | 4,804 | - | 4,804 |
| Total revenue | <u>(3,803,603)</u> | <u>(48,490)</u> | <u>1,520,320</u> | <u>4,848,964</u> | <u>2,517,191</u> |
| Expenses | | | | | |
| General operations - depreciation and amortization | - | - | 1,349,257 | - | 1,349,257 |
| Operating expenses | - | - | 4,278,684 | - | 4,278,684 |
| Interest expense | - | - | 741,343 | - | 741,343 |
| Total expenses | <u>-</u> | <u>-</u> | <u>6,369,284</u> | <u>-</u> | <u>6,369,284</u> |
| Excess (deficiency) of revenue over expenses | (3,803,603) | (48,490) | (4,848,964) | 4,848,964 | (3,852,093) |
| Net assets and partners' equity, | | | | | |
| Beginning of year | 14,843,940 | (310,226) | 5,261,975 | (13,341,614) | 6,454,075 |
| Net partnership transactions affecting equity | - | - | 4,580,859 | (4,580,859) | - |
| Net assets and partners' equity, end of year | <u>\$ 11,040,337</u> | <u>\$ (358,716)</u> | <u>\$ 4,993,870</u> | <u>\$ (13,073,509)</u> | <u>\$ 2,601,982</u> |