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Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2008

Open to Public Inspection

A For the 2008 calendar year, or tax year beginning and ending

B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Termination ☐ Amended return ☐ Application pending	Please use IRS label or print or type: See Specific Instructions	C Name of organization UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION Doing Business As Number and street (or P.O. box if mail is not delivered to street address) Room/suite 1775 K STREET, N.W. City or town, state or country, and ZIP + 4 WASHINGTON, DC 20006	D Employer identification number 53-0220586	E Telephone number (202) 223-3111
F Name and address of principal officer ANTHONY M. PERRONE SAME AS C ABOVE			G Gross receipts \$ 262,094,894	
I Tax-exempt status: ☒ 501(c) (5) (insert no) ☐ 4947(a)(1) or ☐ 527			H(a) Is this a group return for affiliates? ☐ Yes ☒ No H(b) Are all affiliates included? ☐ Yes ☒ No If "No," attach a list. (see instructions) H(c) Group exemption number ▶	
J Website: ▶ www.UFCW.ORG			L Year of formation: 1941 M State of legal domicile: DC	
K Type of organization: ☐ Corporation ☐ Trust ☒ Association ☐ Other ▶				

Part I Summary

1 Briefly describe the organization's mission or most significant activities: SEE SCHEDULE O:				
2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its assets				
3 Number of voting members of the governing body (Part VI, line 1a)	3	55		
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	0		
5 Total number of employees (Part V, line 2a)	5	519		
6 Total number of volunteers (estimate if necessary)	6	0		
7a Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a	0		
b Net unrelated business taxable income from Form 990-T, line 34	7b	0		
Revenue	Prior Year	Current Year		
8 Contributions and grants (Part VIII, line 1h)	170,535	243,355		
9 Program service revenue (Part VIII, line 2g)	200,343,617	199,588,190		
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	7,919,263	3,553,931		
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	21,566,329	15,115,579		
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	229,999,744	218,501,055		
Expenses				
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		4,651,258		
14 Benefits paid to or for members (Part IX, column (A), line 4)	24,121,508	4,345,347		
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	121,106,155	91,829,599		
16a Professional fundraising fees (Part IX, column (A), line 11e)				
b Total fundraising expenses (Part IX, column (D), line 25) ▶				
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	69,477,555	107,681,224		
18 Total expenses - Add lines 13-17 (must equal Part IX, column (A), line 25)	214,705,218	208,507,428		
19 Revenue less expenses. Subtract line 18 from line 12	15,294,526	9,993,627		
Net Assets or Fund Balances	Beginning of Year	End of Year		
20 Total assets (Part X, line 16)	158,313,327	159,117,005		
21 Total liabilities (Part X, line 26)	440,188	190,384		
22 Net assets or fund balances - Subtract line 21 from line 20	157,873,139	158,926,621		

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: <i>Anthony M. Perrone</i>	Date: 11-23-09	Preparer's identifying number (see instructions)
	ANTHONY M. PERRONE, SECRETARY-TREASURER Type or print name and title		
Paid Preparer's Use Only	Preparer's signature: <i>Art E. Hallberg, CPA</i> Firm's name (or yours if self-employed), address, and ZIP + 4: CALIBRE CPA GROUP PLLC, 1850 K STREET, N.W., WASHINGTON, DC 20006	Date: 11/16/09 Check if self-employed: ☐	Preparer's identifying number (see instructions): EIN: ▶ Phone no.: (202) 331-9880

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

23NE 6/2

Part III Statement of Program Service Accomplishments (see instructions)**1** Briefly describe the organization's mission:

TO ORGANIZE ALL WORKERS FOR THE ECONOMIC, MORAL, AND SOCIAL
ADVANCEMENT OF THEIR CONDITION AND STATUS.

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 exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts 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 \$)
ORGANIZED ALL WORKERS FOR THE ECONOMIC, MORAL, AND SOCIAL ADVANCEMENT
OF THEIR CONDITION AND STATUS.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe in Schedule O)

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses ► \$ (Must equal Part IX, Line 25, column (B))Form **990** (2008)

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)? <i>If "Yes," complete Schedule A</i>		X
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	X	
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>		
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? <i>If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	X	
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>		X
13 Is the organization a school as described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the U.S.?	X	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? <i>If "Yes," complete Schedule F, Part I</i>	X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Part II</i>	X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>		X
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20 Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		X
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	X	
23 Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer questions 24b-24d and complete Schedule K</i> <i>If "No," go to question 25</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? <i>If "Yes," complete Schedule L, Part I</i>		
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>		X

Form **990** (2008)

Part IV Checklist of Required Schedules (continued)

	Yes	No
28 During the tax year, did any person who is a current or former officer, director, trustee, or key employee:		
a Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? <i>If "Yes," complete Schedule L, Part IV</i>		X
b Have a family member who had a direct or indirect business relationship with the organization? <i>If "Yes," complete Schedule L, Part IV</i>	X	
c Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	X	
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X

Form **990** (2008)

Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable		
1a	484		
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
1c			
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
2a	519		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)	X	
2b			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
3a			
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
3b			
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	X	
4a			
b	If "Yes," enter the name of the foreign country: <u>CANADA</u> See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
5a			
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
5b			
c	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
5c			
6a	Did the organization solicit any contributions that were not tax deductible?	X	
6a			
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	X	
6b			
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?		
7a			
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
7b			
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		
7c			
d	If "Yes," indicate the number of Forms 8282 filed during the year		
7d			
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
7e			
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		
7f			
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		
7g			
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		
7h			
8	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
8			
9	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?		
9a			
b	Did the organization make a distribution to a donor, donor advisor, or related person?		
9b			
10	Section 501(c)(7) organizations. Enter: N/A		
a	Initiation fees and capital contributions included on Part VIII, line 12		
10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
10b			
11	Section 501(c)(12) organizations. Enter: N/A		
a	Gross income from members or shareholders		
11a			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)		
11b			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
12a			
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year: N/A		
12b			

Form 990 (2008)

Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)**Section A. Governing Body and Management**

For each "Yes" response to lines 2-7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

	Yes	No
1a Enter the number of voting members of the governing body	55	
1b Enter the number of voting members that are independent	0	
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		X
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?		X
5 Did the organization become aware during the year of a material diversion of the organization's assets?		X
6 Does the organization have members or stockholders?	X	
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	X	
7b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	X	
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	X	
b Each committee with authority to act on behalf of the governing body?	X	
9a Does the organization have local chapters, branches, or affiliates?	X	
b If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	X	
10 Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	X	
11 Is there any officer, director or 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		X

Section B. Policies

	Yes	No
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	X	
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	X	
13 Does the organization have a written whistleblower policy?		X
14 Does the organization have a written document retention and destruction policy?	X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision:		
a The organization's CEO, Executive Director, or top management official?	X	
b Other officers or key employees of the organization? Describe the process in Schedule O (see instructions)	X	
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

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

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.
☐ Own website ☒ Another's website ☒ Upon request

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

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: **ANTHONY M. PERRONE - (202) 223-3111**
1775 K STREET, NW, WASHINGTON, DC 20006

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

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

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

• 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, and 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.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

☐ Check this box if the organization did not compensate any officer, director, trustee, or key employee.

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(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			
JOSEPH T. HANSEN INTERNATIONAL PRESIDENT	40.00	X		X				334,680.	0.	52,671.
ANTHONY PERRONE INT'L SECRETARY-TREASURE	40.00	X		X				261,484.	0.	52,990.
WILLIAM MCDONOUGH EXECUTIVE VICE PRESIDENT	40.00	X		X				238,705.	0.	52,192.
PATRICK J. O'NEILL EXECUTIVE VICE PRESIDENT	40.00	X		X				234,345.	0.	52,027.
WAYNE HANLEY EXECUTIVE VICE PRESIDENT	40.00	X		X				211,987.	0.	23,268.
GEORGE J. ORLANDO INT'L VP/DIRECTOR	40.00	X		X				175,727.	0.	49,692.
GEORGE J. SALEEBY II INT'L VP/DIRECTOR	40.00	X		X				177,399.	0.	52,208.
FRANK CYPHERS INT'L VP/COUNCIL PRESIDE	40.00	X		X				152,536.	0.	36,883.
MARK D. LAURITSEN INT'L VP/DEPARTMENT DIRE	40.00	X		X				189,477.	0.	50,992.
MICHAEL J. WILSON INT'L VP/DEPT DIRECTOR	40.00	X		X				178,365.	0.	51,922.
CHRISTYNE L. NEFF INT'L VP/EXECUTIVE ASST	40.00	X		X				226,029.	0.	58,217.
GERALYN A. LUTTY INT'L VP/NATL FIELD DIRE	40.00	X		X				174,184.	0.	53,112.
ALVIN VINCENT JR. INT'L VP/REGION DIRECTOR	40.00	X		X				173,471.	0.	50,419.
CHAD CARL YOUNG INT'L VP/REGION DIRECTOR	40.00	X		X				174,620.	0.	46,623.
KEVIN WILLIAMSON INT'L VP/REGION DIRECTOR	40.00	X		X				176,970.	0.	50,218.
LAWRENCE G. PLUMB INT'L VP/REGION DIRECTOR	40.00	X		X				174,311.	0.	50,341.
RICHARD WHALEN INT'L VP/REGION DIRECTOR	40.00	X		X				173,871.	0.	50,408.

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

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(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			
WARREN S. BARCLAY INT'L VP/REGION DIRECTOR	40.00	X		X				185,839.	0.	51,408.
STUART APPELBAUM NON-DIRECTOR INT'L VP	20.00	X		X				0.	223,577.	57,347.
ANTONIO FILATO NON-DIRECTOR INT'L VP	20.00	X		X				18,282.	0.	2,448.
BRIAN A. PETRONELLA NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
BRUCE BOTH NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
C. JAMES LOWTHERS NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
CONNIE LEYVA NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
DAVID C. SCHMITZ NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
DONALD S. LOMAX NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
DOUG G. O'HALLORAN NON-DIRECTOR INT'L VP	20.00	X		X				18,282.	0.	2,448.
1b Total								5,679,144.	675,907.	1,453,783.

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization

25

- 3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3	X	
4	X	
5		X

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.

(A) Name and business address	(B) Description of services	(C) Compensation
UNITED HEALTH CARE, P.O. BOX 1459 MN008-W340, MINNEAPOLIS, MN 55440	HEALTH CARE SERVICES	18,675,302.
BREDHOFF & KAISER, P.L.L.C., 805 FIFTEENTH STREET, NW, WASHINGTON, DC 20005	LEGAL SERVICES	4,651,255.
RESEARCH ASSOCIATES OF AMERICA, INC, 1420 K STREET, NW, SUITE 300, WASHINGTON, DC	CONSULTING SERVICES	1,611,771.
UNITED HEALTHCARE OF MID-ATLANTIC, INC 9900 BREN RD EAST, MINNETONKA, MN 55343	HEALTH CARE SERVICES	1,479,093.
MUNDY KATOWITZ MEDIA, INC, 904 PENNSYLVANIA AVE., SE, WASHINGTON, DC	MEDIA SERVICES	1,038,434.

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization

48

SEE SCHEDULE J-2 FOR PART VII, SECTION A CONTINUATION

Form 990 (2008)

Part VIII Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	239,784.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	3,571.				
	g Noncash contributions included in lines 1a-1f \$						
	h Total. Add lines 1a-1f			243,355.			
Program Service Revenue	Business Code						
	2 a MEMBERSHIP DUES	900099		199,588,190.	199,588,190.		
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f			199,588,190.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			4,391,583.			4,391,583.
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross Rents	(i) Real	(ii) Personal				
	b Less rental expenses	2,908,219.					
	c Rental income or (loss)	2,267,713.					
	d Net rental income or (loss)	640,506.		640,506.		640,506.	
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
	b Less cost or other basis and sales expenses	40,488,474.					
	c Gain or (loss)	41,326,126.					
	d Net gain or (loss)	-837,652.		-837,652.		-837,652.	
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a					
	b Less direct expenses	b					
	c Net income or (loss) from fundraising events						
	9 a Gross income from gaming activities. See Part IV, line 19	a					
	b Less direct expenses	b					
	c Net income or (loss) from gaming activities						
	10 a Gross sales of inventory, less returns and allowances	a					
b Less cost of goods sold	b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue		Business Code					
11 a BENEFIT REIMBURSEMENTS	900099		11,893,174.	11,893,174.			
b ROYALTY INCOME	900099		3,033,316.	3,033,316.			
c MISCELLANEOUS REIMBURS	900099		2,718,118.	2,718,118.			
d All other revenue	900099		-3,169,535.	-3,169,535.			
e Total. Add lines 11a-11d			14,475,073.				
12 Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e			218,501,055.	214,063,263.	0.	4,194,437.	

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) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	3,807,561.			
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16	843,697.			
4 Benefits paid to or for members	4,345,347.			
5 Compensation of current officers, directors, trustees, and key employees	7,082,096.			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	31,107,973.			
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	45,418,293.			
9 Other employee benefits	5,542,083.			
10 Payroll taxes	2,679,154.			
11 Fees for services (non-employees):				
a Management				
b Legal	896,327.			
c Accounting	197,250.			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	98,319.			
g Other	1,896,832.			
12 Advertising and promotion				
13 Office expenses	1,488,077.			
14 Information technology	1,169,064.			
15 Royalties				
16 Occupancy	679,744.			
17 Travel	10,970,773.			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	9,497,760.			
20 Interest				
21 Payments to affiliates	6,785,978.			
22 Depreciation, depletion, and amortization	1,996,860.			
23 Insurance	1,872,355.			
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a RETIREE HEALTH AND LIFE	26,873,591.			
b CAMPAIGN EXPENSES	20,276,119.			
c FINANCIAL ASSISTANCE-CB	12,010,144.			
d RWDSU COUNCIL EXPENSES	7,603,608.			
e PRINTING	1,874,533.			
f All other expenses	1,493,890.			
25 Total functional expenses. Add lines 1 through 24f	208,507,428.			
26 Joint Costs Check here ☐ if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	16,604,197.	1	13,972,677.
	2 Savings and temporary cash investments	53,621,774.	2	71,598,398.
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	95,336.	4	107,259.
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net	3,160,352.	7	2,522,680.
	8 Inventories for sale or use	227,196.	8	319,886.
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment: cost basis	10a 31,113,586.		
	b Less: accumulated depreciation. Complete Part VI of Schedule D	10b 23,645,914.		
		9,008,137.	10c	7,467,672.
	11 Investments - publicly traded securities	74,800,948.	11	62,367,819.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets. See Part IV, line 11	795,387.	15	760,614.	
16 Total assets. Add lines 1 through 15 (must equal line 34)	158,313,327.	16	159,117,005.	
Liabilities	17 Accounts payable and accrued expenses	190,045.	17	
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable		24	
	25 Other liabilities. Complete Part X of Schedule D	250,143.	25	190,384.
	26 Total liabilities. Add lines 17 through 25	440,188.	26	190,384.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	157,873,139.	27	158,926,621.
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	157,873,139.	33	158,926,621.
	34 Total liabilities and net assets/fund balances	158,313,327.	34	159,117,005.

Part XI Financial Statements and Reporting

- 1 Accounting method used to prepare the Form 990. ☐ Cash ☐ Accrual ☒ Other
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
- b Were the organization's financial statements audited by an independent accountant?
- c If "Yes" to lines 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?
- 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?

	Yes	No
2a		X
2b		X
2c		
3a		X
3b		

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

OMB No 1545-0047

2008

Open to Public
Inspection

► To be completed by organizations described below.

► Attach to Form 990 or Form 990-EZ.

If the organization answered "Yes," to Form 990, Part IV, line 3, or Form 990-EZ, Part VI, 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," to 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," to Form 990, Part IV, line 5 (Proxy Tax), then

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

Name of organization **UNITED FOOD AND COMMERCIAL WORKERS**
INTERNATIONAL UNION Employer identification number **53-0220586**

Part I-A To be completed by all organizations exempt under section 501(c) and section 527 organizations.

See the instructions for Schedule C for details.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political expenditures ► \$ **379,378.**
- 3 Volunteer hours

Part I-B To be completed by all organizations exempt under section 501(c)(3).

See the instructions for Schedule C for details.

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ► \$
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ► \$
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No
- 4a Was a correction made? ☐ Yes ☐ No
- b If "Yes," describe in Part IV

Part I-C To be completed by all organizations exempt under section 501(c), except section 501(c)(3).

See the instructions for Schedule C for details.

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ► \$ **379,378.**
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ► \$
- 3 Total of direct and indirect exempt function expenditures. Add lines 1 and 2 and enter here and on Form 1120-POL, line 17b ► \$ **379,378.**
- 4 Did the filing organization file Form 1120-POL for this year? ☒ Yes ☐ No
- 5 State the names, addresses and employer identification number (EIN) of all section 527 political organizations to which payments were made. Enter the amount paid and indicate if the amount was paid from the filing organization's funds or were political contributions received and promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV

SEE PART IV FOR CONTINUATION

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
AMERICA VOTES	WASHINGTON, DC 20005	83-0364856	75,000.	0.
UFCW ACTIVE BALLOT CLUB				
EDUCATION F	WASHINGTON, DC 20006	52-1066961	0.	2,715,000.

Part II-A To be completed by organizations exempt under section 501(c)(3) that filed Form 5768**(election under section 501(h)).** See the instructions for Schedule C for details

- A Check ☐ if the filing organization belongs to an affiliated group.
- B Check ☐ if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)															
b Total lobbying expenditures to influence a legislative body (direct lobbying)															
c Total lobbying expenditures (add lines 1a and 1b)															
d Other exempt purpose expenditures															
e Total exempt purpose expenditures (add lines 1c and 1d)															
f Lobbying nontaxable amount Enter the amount from the following table in both columns															
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000														
Over \$17,000,000	\$1,000,000.														
g Grassroots nontaxable amount (enter 25% of line 1f)															
h Subtract line 1g from line 1a. Enter -0- if line g is more than line a															
i Subtract line 1f from line 1c. Enter -0- if line f is more than line c															
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?															

☐ Yes ☐ No
4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f of the instructions.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) Total
2a Lobbying non-taxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots non-taxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2008

Part II-B To be completed by organizations exempt under section 501(c)(3) that have NOT filed Form 5768 (election under section 501(h)). See the instructions for Schedule C for details.

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

Part III-A To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6). See the instructions for Schedule C for details.

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

Part III-B To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, questions 1 and 2 are answered "No" OR if Part III-A, question 3 is answered "Yes." See Schedule C instructions for details.

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

Part IV Supplemental Information

Complete this part to provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; and Part II-B, line 1. Also, complete this part for any additional information.

PART I-A, LINE 1:

THE ORGANIZATION RAN TELEVISION ADS FOR ONE OF OUR STRUCTURED PROGRAMS

WITH REFERENCES TO JOHN MCCAIN; WE ALSO SUPPORTED A SECTION 527

ORGANIZATION

PART I-C CONTINUATION FOR INCOMPLETE NAME/ADDRESS INFORMATION:

Schedule C (Form 990 or 990-EZ) 2008

Part IV Supplemental Information (continued)

AMERICA VOTES

1401 NEW YORK AVENUE, N.W., WASHINGTON, DC 20005

UFCW ACTIVE BALLOT CLUB EDUCATION FUND

1775 K STREET, NW WASHINGTON, DC 20006

Schedule D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

OMB No. 1545-0047

2008

Open to Public
Inspection

Name of the organization UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Employer identification number
53-0220586

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		☐ Yes ☐ No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit?		☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

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

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

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

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable 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, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶ _____

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

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

9 In Part XIV, 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" to Form 990, Part IV, line 8

1a If the organization elected, as permitted under SFAS 116, 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 XIV, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116, 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) Revenues included in 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 SFAS 116 relating to these items:

a Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

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

3 Using the organization's 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 XIV

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 Trust, Escrow and Custodial Arrangements. Complete if organization answered "Yes" to 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 XIV and complete the following table

	Amount
1c	
1d	
1e	
1f	

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

2a Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV.

Part V Endowment Funds. Complete if organization answered "Yes" to Form 990, Part IV, line 10

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Investment earnings or 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 year end balance held as

a Board designated or quasi-endowment ▶ _____ %

b Permanent endowment ▶ _____ %

c Term endowment ▶ _____ %

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

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

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

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

Part VI Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land		2,387,501.		2,387,501.
b Buildings		19,193,827.	16,873,635.	2,320,192.
c Leasehold improvements		1,860,347.	921,731.	938,616.
d Equipment		7,671,911.	5,850,548.	1,821,363.
e Other				
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c))				7,467,672.

Schedule D (Form 990) 2008

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	218,501,055.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	208,507,428.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	9,993,627.
4	Net unrealized gains (losses) on investments	4	-6,225,145.
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	-2,715,000.
9	Total adjustments (net). Add lines 4-8	9	-8,940,145.
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	1,053,482.

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

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

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

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

Part XIV Supplemental Information

Complete this part to 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; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b

PART XI, LINE 8 - OTHER ADJUSTMENTS:

TRANSFER TO UFCW ACTIVE BALLOT CLUB EDUCATION FUND: -2715000.

Department of the Treasury
Internal Revenue Service

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

OMB No. 1545-0047

2008

Open to Public Inspection

UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

53-0220586

1 **For grantmakers.** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No

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

3 Activities per Region (Use Schedule F-1 (Form 990) if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures in region
NORTH AMERICA	4	63	PROGRAM SERVICES	LABOR ORGANIZATION ACTIVITIES.	26,372,666.
Totals	4	63			26,372,666.

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

Schedule F (Form 990) 2008

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Check this box if no one recipient received more than \$5,000 ☐

Use Schedule F-1 (Form 990) if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA	BUILDING FUND CONTRIBUTIONS	222,565	CHECK	0		
		NORTH AMERICA	SUPPORT OF WORKER SUPPORT CENTRES	135,006	CHECK	0		
		NORTH AMERICA	GENERAL SUPPORT	9,141	CHECK	0		
		NORTH AMERICA	GENERAL SUPPORT	9,141	CHECK	0		
		NORTH AMERICA	GENERAL SUPPORT	8,684	CHECK	0		
		NORTH AMERICA	GENERAL SUPPORT	9,141	CHECK	0		
		NORTH AMERICA	SUPPORT OF WORKER SUPPORT CENTRES	450,019	CHECK	0		

2 Enter total number of organizations that are recognized as charities by the foreign country or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter

3 Enter total number of other organizations or entities

Schedule F (Form 990) 2008

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

Use Schedule F-1 (Form 990) if additional space is needed.

[illegible]

Part IV Supplemental Information

Complete this part to provide the information required by Part I, line 2, and any other additional information

SCHEDULE F, PART I, LINE 2: REQUESTS FOR CONTRIBUTIONS ARE EITHER

INITIATED BY THE REQUESTING ORGANIZATION OR RECOMMENDED BY THE NATIONAL

PRESIDENT IN CANADA. THE ORGANIZATION'S MISSION AND/OR CHARITABLE

PURPOSE OF THE CONTRIBUTION ARE CONSIDERED IN THE GRANTING OF SUCH

CONTRIBUTIONS.

THE MAJOR PROGRAMS SUPPORTED IN NORTH AMERICA ARE REVIEWED ON AN ONGOING

BASIS TO ENSURE THAT THE PROGRAMS ARE EFFECTIVE IN ORDER FOR FUNDING TO

BE RENEWED AND CONTINUED.

THE REQUESTS FOR DONATIONS AND SUPPORTING APPROVAL ARE MAINTAINED FOR ALL

CONTRIBUTIONS THAT ARE GIVEN. THE RECEIVING ORGANIZATION IS NOT REQUIRED

TO ACCOUNT BACK TO UFCW FOR THE CONTRIBUTIONS IT RECEIVES.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the U.S.**

▶ **Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22.**
▶ **Attach to Form 990.**

OMB No. 1545-0047

2008

**Open to Public
Inspection**

Name of the organization **UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION**

Employer identification number
53-0220586

Part I General Information on Grants and Assistance

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

☒ **Yes** ☐ **No**

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

Part II Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed. ▶

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
A. PHILIP RANDOLPH INSTITUTE 815 16TH STREET, N.W. 5TH FLOOR WASHINGTON, DC 20006	13-2548181	501 C 4	6,200.	0.			GENERAL SUPPORT
ALLIANCE FOR RETIRED AMERICANS 815 16TH STREET, N.W. WASHINGTON, DC 20007	52-2277805	501 C 4	165,041.	0.			GENERAL SUPPORT
ALLIANCE FOR A BETTER MINNESOTA 1600 UNIVERSITY AVENUE SUITE 309 SAINT PAUL, MN 55104	26-0317208	501 C 4	375,000.	0.			GENERAL SUPPORT
AMERICAN RIGHTS AT WORK 1100 17TH STREET, NW #950 WASHINGTON, DC 20036	45-0518844	501 C 4	620,000.	0.			GENERAL SUPPORT
AMERICA'S AGENDA HEALTH CARE FOR ALL - 1301 K STREET, N.W. 8TH TOWER EAST - WASHINGTON, DC 20005	20-0682634	501 C 4	115,000.	0.			GENERAL SUPPORT
APOLLO ALLIANCE 330 TOWNSEND STREET SUITE 205 SAN FRANCISCO, CA 94107	94-3213100	501 C 3	25,000.	0.			GENERAL SUPPORT

2 Enter total number of section 501(c)(3) and government organizations

3 Enter total number of other organizations

▶ 26.
▶ 17.

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

Schedule I (Form 990) 2008

Part III **Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Use Schedule I-1 (Form 990) if additional space is needed

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance

Part IV **Supplemental Information.** Complete this part to provide the information required in Part I, line 2, and any other additional information

SCHEDULE I, PART I, LINE 2: REQUESTS FOR CONTRIBUTIONS ARE EITHER INITIATED

BY THE REQUESTING ORGANIZATION OR RECOMMENDED BY VARIOUS DEPARTMENT HEADS.

THE ORGANIZATION'S MISSION AND/OR CHARITABLE PURPOSE OF THE CONTRIBUTION

ARE CONSIDERED IN THE GRANTING OF SUCH CONTRIBUTIONS. THE REQUESTS FOR

DONATIONS AND SUPPORTING APPROVAL ARE MAINTAINED FOR ALL CONTRIBUTIONS THAT

ARE GIVEN. THE RECEIVING ORGANIZATION IS NOT REQUIRED TO ACCOUNT BACK TO

UFCW FOR THE CONTRIBUTIONS IT RECEIVES.

SCHEDULE I-1
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Schedule I (Form 990)
Attach to Form 990 to list additional information for
Part II and Part III, Schedule I (Form 990).

OMB No. 1545-0047
2008

Open to Public
Inspection

Name of the organization **UNITED FOOD AND COMMERCIAL WORKERS**

INTERNATIONAL UNION

Employer identification number

53-0220586

Part I	Continuation of Grants and Other Assistance to Governments and Organizations in the U.S. (Schedule I (Form 990), Part II)							
	(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
	CESAR E. CHAVEZ FOUNDATION 3602 W. THOMAS ROAD SUITE 1650 PHOENIX, AZ 85019	77-0379630	501 C 3	15,000.	0.			GENERAL SUPPORT
	CHANGE TO WIN FEDERATION 1900 L STREET N.W. SUITE 900 WASHINGTON, DC 20036	20-3688367	501 C 5	344,580.	0.			GENERAL SUPPORT
	COALITION OF KAISER PERMANENTE UNIONS - 888 16TH STREET NW - WASHINGTON, DC 20006		501 C 5	24,999.	0.			GENERAL SUPPORT
	DENVER 2008 CONVENTION PLANNING COMMITTEE - 1391 SPEER BOULEVARD, SUITE 450 - DENVER, CO 80204	20-8966803	501 C 3	500,000.	0.			GENERAL SUPPORT
	ECONOMIC POLICY INSTITUTE 1333 H STREET, NW SUITE 300 EAST T WASHINGTON, DC 20005	52-1368964	501 C 3	68,000.	0.			GENERAL SUPPORT
	INSTITUTE FOR WOMEN'S POLICY RESEARCH - 1707 L STREET, NW SUITE 750 - WASHINGTON, DC 20036	52-1549572	501 C 3	10,000.	0.			GENERAL SUPPORT
	INTERFAITH WORKER JUSTICE 1020 W. BRYN MAWR AVENUE 4TH FLOOR CHICAGO, IL 60660	36-4063982	501 C 3	46,000.	0.			GENERAL SUPPORT
	JOBS WITH JUSTICE 1325 MASSACHUSETTS AVENUE, NW WASHINGTON, DC 20005	52-1865575	501 C 3	27,500.	0.			GENERAL SUPPORT
2	Enter total number of Section 501(c)(3) and government organizations							
3	Enter total number of other organizations							

2 Enter total number of Section 501(c)(3) and government organizations

3 Enter total number of other organizations

SCHEDULE I-1
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Schedule I (Form 990)

▶ **Attach to Form 990 to list additional information for**
Part II and Part III, Schedule I (Form 990).

OMB No. 1545-0047
2008

Open to Public
Inspection

Name of the organization		UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION		Employer identification number		53-0220586	
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Part I Continuation of Grants and Other Assistance to Governments and Organizations in the U.S. (Schedule I (Form 990), Part II)							
(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
JOINT LABOR MANAGEMENT COMMITTEE 20 TRUMAN SUITE 210 IRVINE, CA 92620	52-0998933	501 C 6	40,000.	0.			GENERAL SUPPORT
LA FUENTE 101 AVENUE OF THE AMERICAS 17TH FL NEW YORK, NY 10013	65-1198030	501 C 3	10,000.	0.			GENERAL SUPPORT
LABOR RESEARCH ASSOCIATION 436 FORT WASHINGTON SUITE 3H NEW YORK, NY 10033	13-5192920	501 C 3	8,000.	0.			GENERAL SUPPORT
LEADERSHIP CONFERENCE ON CIVIL RIGHTS - 1629 K STREET, NW SUITE 1000 - WASHINGTON, DC 20006	52-0789800	501 C 4	6,000.	0.			GENERAL SUPPORT
LOS ANGELES ALLIANCE FOR A NEW ECONOMY - 464 LUCAS AVENUE SUITE 202 - LOS ANGELES, CA 90017	95-4459427	501 C 3	25,000.	0.			GENERAL SUPPORT
MINISTERS FOR RACIAL, SOCIAL & ECONOMIC JUSTICE - 7000 SOUTH KING DRIVE - CHICAGO, IL 60637	52-0808432		10,000.	0.			GENERAL SUPPORT
NATIONAL COALITION ON HEALTH CARE 1200 G STREET, N.W. SUITE 750 WASHINGTON, DC 20005	52-1687849	501 C 3	25,000.	0.			GENERAL SUPPORT
NATIONAL CONSUMERS LEAGUE 1701 K STREET, NW SUITE 1200 WASHINGTON, DC 20006	53-0242038	501 C 3	7,500.	0.			GENERAL SUPPORT

2 Enter total number of Section 501(c)(3) and government organizations

3 Enter total number of other organizations

SCHEDULE I-1
(Form 990)
Department of the Treasury
Internal Revenue Service

Continuation Sheet for Schedule I (Form 990)
▲ Attach to Form 990 to list additional information for
Part II and Part III, Schedule I (Form 990).

OMB No. 1545-0047
2008
Open to Public Inspection

Name of the organization		Employer identification number					
UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION		53-0220586					
Part I	Continuation of Grants and Other Assistance to Governments and Organizations in the U.S. (Schedule I (Form 990), Part II.)						
(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NATIONAL IMMIGRATION FORUM 50 F STREET, NW SUITE 300 WASHINGTON, DC 20001	13-1776711	501 C 3	10,000.	0.			GENERAL SUPPORT
NATIONAL IMMIGRATION LAW CENTER 3435 WILSHIRE BOULEVARD SUITE 2850 LOS ANGELES, CA 90010	95-4539765	501 C 3	15,000.	0.			GENERAL SUPPORT
NAT'L COALITION ON BLACK CIVIC PARTICIPATION - 1900 L STREET, NW SUITE 700 - WASHINGTON, DC 20036	52-1253112	501 C 3	5,300.	0.			GENERAL SUPPORT
OMAHA TOGETHER ONE COMMUNITY 3647 LAFAYETTE AVENUE OMAHA, NE 68131	47-0758839	501 C 4	16,500.	0.			GENERAL SUPPORT
PARTNERSHIP FOR WORKING FAMILIES 464 LUCAS AVENUE SUITE 202 LOS ANGELES, CA 90017	71-0914032	501 C 3	117,500.	0.			GENERAL SUPPORT
PROTECT COLORADO'S FUTURE 140 SHERIDAN BOULEVARD, #310 DENVER, CO 80226	26-1897462		100,000.	0.			GENERAL SUPPORT
RAINBOW/PUSH COALITION 930 EAST 50TH ST CHICAGO, IL 60615	36-4131441		60,000.	0.			GENERAL SUPPORT
RURAL & MIGRANT MINISTRY INC. P.O. BOX 4757 POUGHKEEPSIE, NY 12602	22-2527596	501 C 3	10,500.	0.			GENERAL SUPPORT
2 Enter total number of Section 501(c)(3) and government organizations ▲							
3 Enter total number of other organizations ▲							

SCHEDULE I-1
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Schedule I (Form 990)
Attach to Form 990 to list additional information for
Part II and Part III, Schedule I (Form 990).

OMB No. 1545-0047
2008

Open to Public
Inspection

Name of the organization **UNITED FOOD AND COMMERCIAL WORKERS**

INTERNATIONAL UNION

Employer identification number
53-0220586

Part I **Continuation of Grants and Other Assistance to Governments and Organizations in the U.S. (Schedule I (Form 990), Part II)**

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
RURAL EMPOWERMENT ASSOCIATION 1912 W. WARDS BRIDGE ROAD WARSAW, NC 28398	06-1649804	501 C 3	47,593.	0.			GENERAL SUPPORT
THE ACORN INSTITUTE 2609 CANAL STREET 5TH FLOOR NEW ORLEANS, LA 70119	72-1488419	501 C 3	10,000.	0.			GENERAL SUPPORT
THE AMERICAN FRIENDS OF YITZHA 886 SECOND AVENUE, 10TH FLOOR NEW YORK, NY 10017		501 C 3	15,000.	0.			GENERAL SUPPORT
THE FAITH AND POLITICS INSTITUTE 110 MARYLAND AVENUE, NE SUITE 504 WASHINGTON, DC 20002	52-1759052	501 C 3	17,500.	0.			GENERAL SUPPORT
THE PEGGY BROWNING FUND 1818 MARKET STREET SUITE 2300 PHILADELPHIA, PA 19103	23-2887086	501 C 3	8,450.	0.			GENERAL SUPPORT
TRANSAFRICA FORUM 1629 K STREET NW SUITE 1100 WASHINGTON, DC 20006	52-1093189	501 C 3	10,000.	0.			GENERAL SUPPORT
UFCW LOCAL 455 MEMBERSHIP ASSIST FUND - C/O UFCW LOCAL 455 121 NORTHPOINT DRIVE - HOUSTON, TX 77060	74-1290941	501 C 5	25,000.	0.			DISASTER ASSISTANCE
UFCW LOCAL NO. 7R 7760 WEST 38TH AVENUE SUITE 400 WHEAT RIDGE, CO 80033	84-0235295	501 C 5	150,000.	0.			GENERAL SUPPORT

2 Enter total number of Section 501(c)(3) and government organizations

3 Enter total number of other organizations

SCHEDULE I-1
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Schedule I (Form 990)
▲ Attach to Form 990 to list additional information for
Part II and Part III, Schedule I (Form 990).

OMB No. 1545-0047
2008

Open to Public
Inspection

Name of the organization **UNITED FOOD AND COMMERCIAL WORKERS**

Employer identification number

INTERNATIONAL UNION

53-0220586

Part I Continuation of Grants and Other Assistance to Governments and Organizations in the U.S. (Schedule I (Form 990), Part II)

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UFCW MIDWEST DISASTER RELIEF FUND C/O UFCW REGION 6 - NORTHCENTRAL 650 EAST DEVON AVENUE SUITE 170 - ITASCA, IL	23-7114529	501 C 5	25,000.	0.			DISASTER ASSISTANCE
UNITED FARM WORKERS OF AMERICA 29700 WOODFORD-TEHACHAPI RD OLD HW KEENE, CA 93531	94-1448579	501 C 5	25,000.	0.			GENERAL SUPPORT
UNITED STATES HISPANIC LEADERS 431 S. DEARBORN STREET SUITE 1203 CHICAGO, IL 60605	36-3191740	501 C 3	10,000.	0.			GENERAL SUPPORT
UNITED STUDENTS AGAINST SWEATS 1150 17TH ST. NW -SUITE 300 WASHINGTON, DC 20036	52-2094677	501 C 3	6,100.	0.			GENERAL SUPPORT
US/LEAP P O BOX 268-290 CHICAGO, IL 60626	36-3739951	501 C 3	10,000.	0.			GENERAL SUPPORT

2 Enter total number of Section 501(c)(3) and government organizations

3 Enter total number of other organizations

832241 12-17-08 LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I-1 (Form 990) 2008

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

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

► Attach to Form 990. To be completed by organizations that
answered "Yes" to Form 990, Part IV, line 23.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION	Employer identification number 53-0220586
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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 in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items

- | | |
|--|--|
| ☒ First-class or charter travel | ☐ Housing allowance or residence for personal use |
| ☒ Travel for companions | ☐ Payments for business use of personal residence |
| ☐ Tax indemnification and gross-up payments | ☐ Health or social club dues or initiation fees |
| ☐ Discretionary spending account | ☐ Personal services (e g , maid, chauffeur, chef) |

b If line 1a is 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 officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?

3 Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply.

- | | |
|---|---|
| ☐ Compensation committee | ☐ Written employment contract |
| ☐ Independent compensation consultant | ☒ Compensation survey or study |
| ☒ Form 990 of other organizations | ☒ Approval by the board or compensation committee |

4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a:

- a** Receive a severance payment or change of control payment?
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
- c** Participate in, or receive payment from, an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only 501(c)(3) and 501(c)(4) organizations must complete lines 5-8.

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

- a** The organization?
- b** Any related organization?

If "Yes," to line 5a or 5b, describe in Part III

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

- a** The organization?
- b** Any related organization?

If "Yes" to line 6a or 6b, describe in Part III

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

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

	Yes	No
1b	X	
2	X	
4a	X	
4b		X
4c		X
5a		
5b		
6a		
6b		
7		
8		

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

Schedule J (Form 990) 2008

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space is needed.

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

Note. The sum of columns (B)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
JOSEPH T. HANSEN	(i) 309,240.	0.	25,440.	39,420.	13,251.	387,351.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
ANTHONY PERRONE	(i) 253,000.	0.	8,484.	39,420.	13,570.	314,474.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
WILLIAM MCDONOUGH	(i) 222,405.	0.	16,299.	39,150.	13,042.	290,897.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
PATRICK J. O'NEILL	(i) 222,405.	0.	11,939.	39,150.	12,877.	286,372.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
WAYNE HANLEY	(i) 210,897.	0.	1,090.	20,085.	3,183.	235,255.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
GEORGE J. ORLANDO	(i) 172,248.	0.	3,479.	37,645.	12,047.	225,419.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
GEORGE J. SALEEBY II	(i) 172,248.	0.	5,151.	37,645.	14,563.	229,607.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
FRANK CYPHERS	(i) 150,349.	0.	2,187.	24,620.	12,263.	189,419.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
MARK D. LAURITSEN	(i) 183,152.	0.	6,325.	37,972.	13,020.	240,469.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
MICHAEL J. WILSON	(i) 172,248.	0.	6,117.	37,645.	14,277.	230,287.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
CHRISTYNE L. NEFF	(i) 222,405.	0.	3,623.	39,150.	19,067.	284,246.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
GERALYN A. LUTTY	(i) 172,248.	0.	1,936.	37,645.	15,467.	227,296.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
ALVIN VINCENT JR.	(i) 172,248.	0.	1,223.	37,645.	12,774.	223,890.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
CHAD CARL YOUNG	(i) 171,140.	0.	3,480.	34,852.	11,771.	221,243.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
KEVIN WILLIAMSON	(i) 172,248.	0.	4,722.	37,645.	12,573.	227,188.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
LAWRENCE G. PLUMB	(i) 172,248.	0.	2,063.	37,645.	12,696.	224,652.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.

Schedule J (Form 990) 2008

Part III Supplemental Information

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

PART I, LINE 4A: GREGORY C. HAMBLET 82,250

EUGENE H. FEATHER 28,799

SCHEDULE J-1
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Schedule J (Form 990)
► Attach to Form 990 to list additional information
regarding compensation.

OMB No. 1545-0047

2008
Open to Public
Inspection

Name of the organization		UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION				Employer identification number 53-0220586	
Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (Schedule J, Part II)		(B) Breakdown of W-2 and/or 1099-MISC compensation		(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
(A) Name	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
RICHARD WHALEN	(i) 172,248. (ii) 0.	0.	1,623. 0.	37,645. 0.	12,763. 0.	224,279. 0.	0. 0.
WARREN S. BARCLAY	(i) 172,248. (ii) 0.	0.	13,591. 0.	37,645. 0.	13,763. 0.	237,247. 0.	0. 0.
STUART APPELBAUM	(i) 212,800. (ii) 20,000. (iii) 122,928.	0. 0. 0.	10,777. 0. 5,755.	26,027. 4,176. 0.	0. 0. 0.	31,320. 249,604. 128,683.	0. 0. 0.
HENRY JENKINS	(i) 0. (ii) 202,800. (iii) 201,128.	0. 0. 0.	0. 7,527. 9,641.	31,320. 24,804. 38,511.	0. 0. 15,251.	31,320. 235,131. 264,531.	0. 0. 0.
JACK C. WURM JR.	(i) 0. (ii) 172,248. (iii) 0.	0. 0. 0.	0. 8,228. 0.	0. 37,645. 0.	0. 14,467. 0.	0. 232,588. 0.	0. 0. 0.
EDWARD P. WENDEL	(i) 0. (ii) 172,248. (iii) 0.	0. 0. 0.	0. 8,057. 0.	0. 37,645. 0.	0. 13,067. 0.	0. 231,017. 0.	0. 0. 0.
NICHOLAS W. CLARK	(i) 0. (ii) 172,248. (iii) 0.	0. 0. 0.	0. 5,152. 0.	0. 37,645. 0.	0. 12,251. 0.	0. 227,296. 0.	0. 0. 0.
ALAN W. SPAULDING	(i) 0. (ii) 172,248. (iii) 0.	0. 0. 0.	0. 4,213. 0.	0. 37,645. 0.	0. 13,977. 0.	0. 228,083. 0.	0. 0. 0.
DONALD H. SALSBERY	(i) 0. (ii) 64,440. (iii) 0.	0. 0. 0.	0. 159,735. 0.	0. 14,051. 0.	0. 4,400. 0.	0. 242,626. 0.	0. 0. 0.
DAVID S. BLITZSEN	(i) 0. (ii) 37,611. (iii) 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 37,611. 0.	0. 0. 0.
GREGORY C. HAMBLET	(i) 0. (ii) 14,273. (iii) 0.	0. 0. 0.	0. 0. 0.	0. 2,784. 0.	0. 0. 0.	0. 17,057. 0.	0. 0. 0.
LARRY V. GREGOIRE	(i) 0. (ii) 130,055. (iii) 0.	0. 0. 0.	0. 69,052. 0.	0. 30,831. 0.	0. 12,547. 0.	0. 242,485. 0.	0. 0. 0.
CARVEL MAYS JR.	(i) 0. (ii) 0. (iii) 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.
H. EUGENE FEATHER	(i) 0. (ii) 0. (iii) 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.
	(i) 0. (ii) 0. (iii) 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.
	(i) 0. (ii) 0. (iii) 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.
	(i) 0. (ii) 0. (iii) 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.	0. 0. 0.

SCHEDULE J-2
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Form 990

OMB No. 1545-0047

2008

Open to Public Inspection

▶ **Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.**

Name of the Organization **UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION**

Employer Identification number
53-0220586

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(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			
ELAISE L. FOX NON-DIRECTOR INT'L VP	20.00	X		X				21,058.	0.	4,176.
ERNEST DURAN JR. NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
EUGENE PRONOVOST NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
FIORIGI RENNE NON-DIRECTOR INT'L VP	20.00	X		X				20,487.	0.	4,176.
FRANK DERISO NON-DIRECTOR INT'L VP	20.00	X		X				20,368.	0.	4,176.
GREG M. CONGER NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
HARVEY L. WHILLE NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
JACQUES LOVEALL NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
JAMES J. MCLAUGHLIN NON-DIRECTOR INT'L VP	20.00	X		X				7,833.	0.	1,636.
JOHN DURSO NON-DIRECTOR INT'L VP	20.00	X		X				20,712.	0.	4,176.
JOHN HURLEY NON-DIRECTOR INT'L VP	20.00	X		X				18,282.	0.	2,448.
JOHN RODRIGUEZ NON-DIRECTOR INT'L VP	20.00	X		X				20,309.	0.	4,176.
JOHN T. NICCOLLAI NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
KENNETH R. BOYD NON-DIRECTOR INT'L VP	20.00	X		X				20,247.	0.	4,176.
KEVIN CORPORON NON-DIRECTOR INT'L VP	20.00	X		X				18,282.	0.	2,448.
LENNIE WYATT NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
MARVIN D. RUSSOW NON-DIRECTOR INT'L VP	20.00	X		X				21,156.	0.	4,176.
REBECCA A. BERROYER NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
RICARDO F. ICAZA NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
ROBERTA J. WEST NON-DIRECTOR INT'L VP	20.00	X		X				20,292.	0.	4,176.

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

Schedule J-2 (Form 990) 2008

SCHEDULE J-2
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Form 990

OMB No 1545-0047

2008

**Open to Public
Inspection**

▶ **Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.**

Name of the Organization **UNITED FOOD AND COMMERCIAL WORKERS**
INTERNATIONAL UNION

Employer Identification number
53-0220586

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(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			
RONALD E. POWELL NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	5,376.
WENDEL W. YOUNG IV NON-DIRECTOR INT'L VP	20.00	X		X				20,356.	0.	4,176.
WILLIAM HOPKINS NON-DIRECTOR INT'L VP	20.00	X		X				20,000.	0.	4,176.
DERIK MCARTHUR NON-DIRECTOR RW VP	20.00	X		X				18,282.	113,320.	2,448.
FRANK S. BAIL NON-DIRECTOR RW VP	20.00	X		X				20,339.	0.	4,176.
HENRY JENKINS NON-DIRECTOR RW VP	20.00	X		X				20,000.	128,683.	4,176.
JACK C. WURM JR. NON-DIRECTOR RW VP	20.00	X		X				0.	210,327.	56,124.
EDWARD P. WENDEL GENERAL COUNSEL	40.00					X		210,769.	0.	53,762.
NICHOLAS W. CLARK ASSOCIATE GENERAL COUNSEL	40.00					X		180,476.	0.	52,112.
ALAN W SPAULDING DEPARTMENT DIRECTOR	40.00					X		180,305.	0.	50,712.
DONALD H. SALSBERY DIRECTOR OF FINANCE	40.00					X		177,400.	0.	49,896.
DAVID S. BLITZSEN SPECIAL ASSISTANT, MEP	40.00					X		176,461.	0.	51,622.
GREGORY C. HAMBLET FORMER INT'L VP	40.00						X	224,175.	0.	18,451.
LARRY V. GREGOIRE FORMER INT'L VP	5.00						X	37,611.	0.	0.
CARVEL MAYS JR. FORMER INT'L VP	5.00						X	14,273.	0.	2,784.
H. EUGENE FEATHER FORMER ASSISTANT DIRECTO	40.00						X	199,107.	0.	43,378.

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

Schedule J-2 (Form 990) 2008

SCHEDULE L
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Transactions with Interested Persons

▶ Attach to Form 990 or Form 990-EZ.

▶ To be completed by organizations that answered

"Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c,
or Form 990-EZ, Part V, lines 38a or 40b.

OMB No 1545-0047

2008

Open To Public
Inspection

Name of the organization **UNITED FOOD AND COMMERCIAL WORKERS**

INTERNATIONAL UNION

Employer identification number

53-0220586

Part I Excess Benefit Transactions (section 501(c)(3) and section 501(c)(4) organizations only)

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

1	(a) Name of disqualified person	(b) Description of transaction	(c) Corrected?	
			Yes	No

2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year under section 4958

▶ \$

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization

▶ \$

Part II Loans to and/or From Interested Persons.

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a.

(a) Name of interested person and purpose	(b) Loan to or from the organization?		(c) Original principal amount	(d) Balance due	(e) In default?		(f) Approved by board or committee?		(g) Written agreement?	
	To	From			Yes	No	Yes	No	Yes	No
Total					▶ \$					

Part III Grants or Assistance Benefiting Interested Persons.

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 27

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of grant or type of assistance

Part IV Business Transactions Involving Interested Persons.

To be completed by organizations that answered "Yes" on Form 990, Part IV, lines 28a, 28b, or 28c

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
DONNA PERRONE	SPOUSE OF ANTHONY M	88,838	EMPLOYEE		X
DANIEL HANLEY	SON OF WAYNE HANLEY	13,068	EMPLOYEE/IN		X
BRITTANY JOY HAMBLET	DAUGHTER OF GREGORY	49,798	EMPLOYEE		X
CHERYL ANDERSON	SISTER OF C JAMES L	71,139	EMPLOYEE		X
THOMAS A PLUMB	BROTHER OF LAWRENCE	176,443	EMPLOYEE		X

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

Schedule L (Form 990 or 990-EZ) 2008

SEE SCHEDULE O FOR SCHEDULE L CONTINUATIONS

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION	Employer identification number 53-0220586
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FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

TO ORGANIZE ALL WORKERS FOR THE ECONOMIC, MORAL AND SOCIAL ADVANCEMENT
OF THEIR CONDITION AND STATUS.

FORM 990, PART VI, SECTION A, LINE 6: MEMBERSHIP SHALL BE IN ACCORDANCE
WITH THE FOLLOWING CLASSIFICATIONS, AND NO MEMBER SHALL HOLD MORE THAN ONE
CLASSIFICATION OF MEMBERSHIP AT ANY ONE TIME: ACTIVE, AFFILIATED,
ASSOCIATE, PAID-UP LIFE, NON ACTIVE, GENERAL, AND HONORARY. ONLY ACTIVE
MEMBERS HAVE VOTING RIGHTS INCLUDING RIGHTS TO VOTE AND HOLD OFFICE IN
THEIR RESPECTIVE LOCAL UNIONS, MEMBERS DO NOT RECEIVE A SHARE OF THE
PROFITS OF THEIR LOCAL UNIONS.

FORM 990, PART VI, SECTION A, LINE 7A: THE ACTIVE MEMBERS OF EACH LOCAL
UNION ELECT DELEGATES TO THE UFCW INTERNATIONAL CONVENTION WHICH CONVENES
EVERY FIVE YEARS. THE DELEGATE APPORTIONMENT IS BASED ON THE NUMBER OF
ACTIVE MEMBERS OF THE LOCAL UNION. THE DELEGATES TO THE CONVENTION ELECT
THE GOVERNING BODY OF THE ORGANIZATION, WHICH IS THE UFCW EXECUTIVE BOARD.

FORM 990, PART VI, SECTION A, LINE 7B: THE ORGANIZATION'S CONSTITUTION IS
ITS GOVERNING DOCUMENT. THE DOCUMENT DESCRIBES THOSE DECISIONS THAT HAVE
TO BE MADE, RATIFIED OR APPROVED BY THE DELEGATES TO THE CONVENTION,
BETWEEN CONVENTIONS, THE UFCW EXECUTIVE BOARD IS THE HIGHEST AUTHORITY OF
THE ORGANIZATION AS PROVIDED IN THE CONSTITUTION. THE BOARD'S
RESPONSIBILITIES AS WELL AS THOSE OF THE EXECUTIVE COMMITTEE ARE DESCRIBED

IN THE CONSTITUTION.

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

Schedule O (Form 990) 2008

832211
12-18-08

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No. 1545-0047

2008

Open to Public
Inspection

Name of the organization	UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION	Employer identification number 53-0220586
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FORM 990, PART VI, SECTION A, LINE 10: FORM 990 IS DRAFTED THROUGH A
COLLABORATIVE EFFORT OF THE ORGANIZATION'S OUTSIDE AUDIT FIRM AND IN-HOUSE
FINANCIAL AND LEGAL PROFESSIONALS. THE DRAFT IS DISTRIBUTED TO THE UFCW
EXECUTIVE COMMITTEE FOR REVIEW PRIOR TO FILING. THE FORM IS THEN FINALIZED
AND SUBMITTED.

FORM 990, PART VI, SECTION B, LINE 12C: PER THE ORGANIZATION'S
CONSTITUTION, ANY OFFICER OR EMPLOYEE OF THE INTERNATIONAL UNION OR ANY OF
ITS CHARTERED BODIES ACCEPTING ANY POLITICAL OFFICE, OR OTHER EMPLOYMENT OR
POSITION, WHICH IN THE JUDGMENT OF THE INTERNATIONAL EXECUTIVE BOARD
PRESENTS A CONFLICT OF INTEREST SHALL NOT BE ELIGIBLE TO SERVE AS AN
OFFICER OF THE INTERNATIONAL UNION OR ANY OF ITS CHARTERED BODIES, AND ANY
SUCH OFFICER OR EMPLOYEE SHALL RESIGN HIS OR HER OFFICE OR POSITION WITH
UNION IMMEDIATELY, UPON ORDER OF THE INTERNATIONAL EXECUTIVE BOARD, UNLESS
A LEAVE OF ABSENCE IS GRANTED WITH THE APPROVAL OF THE INTERNATIONAL
EXECUTIVE BOARD. THE ORGANIZATION ADOPTED A CODE OF CONDUCT PROMOTING THE
BEST INTEREST OF THE UNION. THE ORGANIZATION WILL TAKE ALL APPROPRIATE
ACTION, CONSISTENT WITH THE LAW AND THE UFCW INTERNATIONAL CONSTITUTION, IN
ANY INSTANCE OF MISAPPROPRIATION OR ABUSE OF UNION FUNDS, OR OTHER FORM OF
CORRUPTION AT ANY LEVEL OF THE UNION.
COMMENCING WITH TAX YEAR 2008, QUESTIONNAIRES ARE SENT TO OFFICERS AND
FORMER OFFICERS ANNUALLY CONCERNING CONFLICTS OF INTEREST. THESE
QUESTIONNAIRES ARE REVIEWED FOR ANY POTENTIAL CONFLICTS OF INTEREST AND, TO
DATE, NONE HAVE BEEN REPORTED. IF A CONFLICT SHOULD BE REPORTED IN THE
FUTURE, THE APPROPRIATE ACTION WOULD BE TAKEN BY THE OFFICERS. IN

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

Schedule O (Form 990) 2008

832211
12-18-08

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization	UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION	Employer identification number	53-0220586
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ADDITION, OUR OFFICERS AND EMPLOYEES HAVE BEEN ADVISED OF OUR WRITTEN

POLICY TO AVOID CONFLICTS OF INTEREST WHICH WOULD RESULT IN THE FILING OF

FORM LM-30 WITH THE U.S. DEPARTMENT OF LABOR.

FORM 990, PART VI, SECTION B, LINE 15: THE COMPENSATION OF THE PRESIDENT

AND SECRETARY-TREASURER OF THE ORGANIZATION IS DETERMINED BY AND APPROVED

BY THE UFCW EXECUTIVE BOARD. THE LAST CHANGES OCCURRED IN MARCH 2004 AND

WERE DECREASES IN SALARY REQUESTED BY THE PRESIDENT AND SECRETARY-TREASURER

WHICH WERE RATIFIED BY THE BOARD. THE COMPENSATION OF OTHER OFFICERS IS

DETERMINED BY THE UFCW PRESIDENT, IN CONSULTATION WITH THE UFCW

SECRETARY-TREASURER. COMPARABILITY DATA IS ANALYZED AS PART OF THE

PROCESS. THE LAST SALARY CHANGES FOR OFFICERS WHO ARE IN THE PRIMARY

EMPLOYMENT OF THE ORGANIZATION OCCURRED IN JANUARY 2006. FOR THOSE

OFFICERS WHO ARE PRIMARILY EMPLOYED BY THEIR RESPECTIVE LOCAL UNIONS, THE

LAST INCREASE IN THE OFFICER STIPEND AMOUNT WAS IN 1989.

FORM 990, PART VI, SECTION C, LINE 19: FINANCIAL STATEMENTS AND GOVERNING

DOCUMENTS ARE AVAILABLE TO THE GENERAL PUBLIC THROUGH THE DEPARTMENT OF

LABOR WEBSITE.

FORM 990, PART XI, LINE 1

OTHER ACCOUNTING METHOD:

THE ORGANIZATION'S CONSOLIDATED FINANCIAL STATEMENTS ARE PRESENTED ON A

MODIFIED CASH BASIS METHOD OF ACCOUNTING. GENERALLY, REVENUE IS

RECOGNIZED WHEN RECEIVED RATHER THAN WHEN EARNED AND EXPENSES ARE

RECOGNIZED WHEN PAID RATHER THAN WHEN THE OBLIGATION IS INCURRED. THESE

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

Schedule O (Form 990) 2008

832211
12-18-08

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization	UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION	Employer identification number	53-0220586
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INCLUDE UNREALIZED APPRECIATION(DEPRECIATION) OF INVESTMENTS,

DEPRECIATION AND AMORTIZATION OF PROPERTY AND EQUIPMENT, AMORTIZATION

OF DEFERRED LEASING COMMISSIONS, LIABILITIES FOR PAYROLL WITHHOLDINGS

AND CERTAIN ASSETS AND LIABILITIES RESULTING FROM CASH TRANSACTIONS

WITH CHARTERED BODIES.

FORM 990, PART XI, LINE 2

ANNUAL AUDIT

THE ORGANIZATION RECEIVED A CONSOLIDATED AUDIT. THE GENERAL PROCESS OF

THE CONSOLIDATED AUDIT IS THAT THE INTERNATIONAL EXECUTIVE BOARD

EMPLOYS A CERTIFIED PUBLIC ACCOUNTANT TO PERFORM AN ANNUAL AUDIT OF THE

FINANCIAL BOOKS AND RECORDS OF THE INTERNATIONAL UNION.

THE BOARD OF AUDIT REVIEWS THE REPORT OF THE CERTIFIED PUBLIC

ACCOUNTANT RETAINED BY THE INTERNATIONAL EXECUTIVE BOARD TO AUDIT THE

FINANCIAL BOOKS AND RECORDS OF THE INTERNATIONAL UNION. THE FINANCIAL

STATEMENTS OF THE CERTIFIED PUBLIC ACCOUNTANT AND REPORT OF THE BOARD

OF AUDIT ARE THEN FURNISHED TO EACH LOCAL UNION AND EACH INTERNATIONAL

OFFICER.

FORM 990, PART XI, LINE 2C

THE PROCESS FOR OVERSIGHT OF THE AUDITED FINANCIAL STATEMENTS:

THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

SCH L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS:

(A) NAME OF PERSON: DONNA PERRONE

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

Schedule O (Form 990) 2008

832211
12-18-08

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No. 1545-0047

2008
Open to Public
Inspection

Name of the organization UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Employer identification number
53-0220586

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SPOUSE OF ANTHONY M PERRONE, SECRETARY-TREASURER

(A) NAME OF PERSON: DANIEL HANLEY

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SON OF WAYNE HANLEY, EXECUTIVE VICE PRESIDENT

(D) DESCRIPTION OF TRANSACTION: EMPLOYEE/INTERN

(A) NAME OF PERSON: BRITTANY JOY HAMBLET

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

DAUGHTER OF GREGORY HAMBLET, FORMER OFFICER

(A) NAME OF PERSON: CHERYL ANDERSON

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SISTER OF C JAMES LOWTHERS, VICE PRESIDENT

(A) NAME OF PERSON: THOMAS A PLUMB

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

BROTHER OF LAWRENCE C PLUMB, VICE PRESIDENT

FORM 990, PART IX, LINE 24C

FINANCIAL ASSISTANCE-CHARTERED BODIES:

THE UFCW INTERNATIONAL UNION PARTICIPATES WITH SOME OF ITS AFFILIATED

LOCAL UNIONS, COVERED UNDER OUR GROUP EXEMPTION, ON A NUMBER OF

PROGRAMS RELATED TO OUR EXEMPT FUNCTION. THESE PROGRAMS INCLUDE

ORGANIZING PROGRAMS TO INCREASE MEMBERSHIP, UTILIZATION OF LOCAL UNION

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

Schedule O (Form 990) 2008

832211
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INTERNATIONAL UNION

Employer identification number

53-0220586

STAFF ON VARIOUS ASSIGNMENTS, AND OTHER COORDINATED EFFORTS, THESE

AMOUNTS ARE REFLECTED AS FINANCIAL ASSISTANCE-CHARTERED BODIES UNDER

LINE 24C- OTHER EXPENSES.

Part V Transactions With Related Organizations

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

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 (iv) rent from a controlled entity

b Gift, grant, or capital contribution to other organization(s)

c Gift, grant, or capital contribution from other organization(s)

d Loans or loan guarantees to or for other organization(s)

e Loans or loan guarantees by other organization(s)

f Sale of assets to other organization(s)

g Purchase of assets from other organization(s)

h Exchange of assets

i Lease of facilities, equipment, or other assets to other organization(s)

j Lease of facilities, equipment, or other assets from other organization(s)

k Performance of services or membership or fundraising solicitations for other organization(s)

l Performance of services or membership or fundraising solicitations by other organization(s)

m Sharing of facilities, equipment, mailing lists, or other assets

n Sharing of paid employees

o Reimbursement paid to other organization for expenses

p Reimbursement paid by other organization for expenses

q Other transfer of cash or property to other organization(s)

r Other transfer of cash or property from other 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 transaction thresholds.

(A) Name of other organization(s)	(B) Transaction type (a-r)	(C) Amount involved
(1) RWDSU DISTRICT COUNCIL OF THE UFCW	O	7,603,608
(2) INTERNATIONAL CHEMICAL WORKERS UNION COUNCIL OF THE UFCW (ICWUC)	P	1,557,163
(3) UFCW BUILDING CORPORATION	N	144,049
(4)		
(5)		
(6)		

Part II Continuation of Identification of Related Tax-Exempt Organizations

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Exempt Code section	(E) Public charity status (if section 501(c)(3))	(F) Direct controlling entity
UFCW SUPFRIDGE/JIMERSON SCHOLARSHIP FUND - 52-6033919, 1775 K STREET, NW, WASHINGTON, DC 20006	SCHOLARSHIP FUND	DISTRICT OF COLUMBIA	501 C 3	509 (A) 3 - TYPE II	
PATRICK E. GORMAN SCHOLARSHIP FUND - 52-1289741, 1775 K STREET, NW, WASHINGTON, DC 20006	SCHOLARSHIP FUND	DISTRICT OF COLUMBIA	501 C 3	PF	
UFCW SAVINGS & RETIREMENT PLAN FOR U.S. OFFICERS & EMPLOYEES - 53-0220586, 1775 K STREET, NW, WASHINGTON, DC 20006	401K PLAN	DISTRICT OF COLUMBIA	401K		
UFCW SAVINGS AND RETIREMENT PLAN FOR CHARTERED LOCAL BODIES - 53-0220586, 1775 K STREET, NW, WASHINGTON, DC 20006	401K PLAN	DISTRICT OF COLUMBIA	401K		
UFCW ACTIVE BALLOT CLUB-GENERAL FUND - 52-1064551, 1775 K STREET, NW, WASHINGTON, DC 20006	SEPARATE SEGREGATED FUND	DISTRICT OF COLUMBIA	527		
UFCW ACTIVE BALLOT CLUB-EDUCATION/POLITICAL FUND - 52-1066961, 1775 K STREET, NW, WASHINGTON, DC 20006	SEPARATE SEGREGATED FUND	DISTRICT OF COLUMBIA	527		
UFCW PHCBTD SICK BENEFIT PLAN - 53-0220586 1775 K STREET, NW	BENEFIT PLAN	DISTRICT OF COLUMBIA	501 C 9		
WASHINGTON, DC 20006		NEW YORK	501 C 5		
RWDSU DISTRICT COUNCIL OF THE UFCW - 13-1426674, 30 EAST 29TH STREET, NEW YORK, NY 10016		OHIO	501 C 5		
INTERNATIONAL CHEMICAL WORKERS UNION COUNCIL OF THE UFCW (ICWUC) - 34-064425, 1799 AKRON-PENINSULA ROAD, SUITE 300, AKRON, OH		TEXAS	501 C 5		
UFCW LOCAL 408 - 74-0482380 1445 NORTH LOOP WEST, SUITE #175 HOUSTON, TX 77008		CALIFORNIA	501 C 5		
UFCW LOCAL 1036 - 77-0134020 816 CAMARILLO SPRING ROAD, SUITE H CAMARILLO, CA 93011		CALIFORNIA	501C2		
UFCW LOCAL 1036 BUILDING CORPORATION - 77-0232954, 816 CAMARILLO SPRING ROAD, SUITE H, CAMARILLO, CA 93011	BUILDING CORP	CALIFORNIA			

Schedule R-1 (Form 990) 2008

• If you are filing for an **Additional (Not Automatic) 3-Month Extension**, complete only **Part II** and check this box ☒ **X**

Note. Only complete Part II if you have already been granted an automatic 3-month extension on a previously filed Form 8868.

• If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** (on page 1).

Part II		Additional (Not Automatic) 3-Month Extension of Time. Only file the original (no copies needed).	
Type or print File by the extended due date for filing the return. See instructions.	Name of Exempt Organization UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION	Employer identification number 53-0220586	
	Number, street, and room or suite no. If a P.O. box, see instructions. 1775 K STREET, N.W.	For IRS use only	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. WASHINGTON, DC 20006		

Check type of return to be filed (File a separate application for each return):

☒ Form 990 ☐ Form 990-EZ ☐ Form 990-T (sec. 401(a) or 408(a) trust) ☐ Form 1041-A ☐ Form 5227 ☐ Form 8870
☐ Form 990-BL ☐ Form 990-PF ☐ Form 990-T (trust other than above) ☐ Form 4720 ☐ Form 6069

STOP! Do not complete Part II if you were not already granted an automatic 3-month extension on a previously filed Form 8868.

THE ORGANIZATION

- The books are in the care of **1775 K STREET, NW - WASHINGTON, DC 20006**
 Telephone No. **(202) 223-3111** FAX No. _____
- If the organization does not have an office or place of business in the United States, check this box ☐
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box ☐. If it is for part of the group, check this box ☐ and attach a list with the names and EINs of all members the extension is for.

- 4 I request an additional 3-month extension of time until **NOVEMBER 15, 2009**.
- 5 For calendar year **2008**, or other tax year beginning _____, and ending _____.
- 6 If this tax year is for less than 12 months, check reason: ☐ Initial return ☐ Final return ☐ Change in accounting period
- 7 State in detail why you need the extension

ADDITIONAL TIME IS NEEDED TO GATHER INFORMATION TO COMPLETE THE RETURN.

8a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	8a	\$
b If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit and any amount paid previously with Form 8868.	8b	\$
c Balance Due. Subtract line 8b from line 8a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	8c	\$ N/A

Signature and Verification

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete, and that I am authorized to prepare this form.

Signature **J. Lynn Nordson** Title **CFA** Date **8/13/09**

Form 8868 (Rev. 4-2009)