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DLN: 93493133005330

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)

2008

OMB No 1545-0047

Open to Public

Department of the Treasury Internal Revenue Service

Form **990**

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

Inspection

A Fo	r the 2	2008 ca	lendar yea	r, or tax year beginning 07-01-2008	and ending 06-30-200	19		<u> </u>		
		pplicable	Please	C Name of organization	_		D Employer ide	entification number		
Address change			use IRS	REGIONAL DISTRICT COUNCIL			36-463353			
— _{Na}	me char	nge	label or print or	Doing Business As			E Telephone nu	ımber		
✓ Initial return Sp			type. See Specific	type. See			(386) 734-0721			
✓ Initial return — Termination		Instruc-	Number and street (or P O box if mail i 317 N FLORIDA AVENUE	is not delivered to street addre	ess) Room/suite	G Gross receip	ts \$ 1,582,235			
			tions.							
	nended r			City or town, state or country, and ZIP - DELAND, FL 32720	+ 4					
Ар	plication	pending								
				ne and address of Principal Officer		H(a) Is the	s a group return			
				L S PARKER FLORIDA AVENUE		affilia	tes?	ΓYes Γ Nο		
				D,FL 32720		H(b) Are al	l affiliates include	ed?		
та Та	x-exem	pt status	5 01(c)) (5) ◀ (insert no)	□ 527	` ´		See instructions)		
w	eb site	e: ► httr	//iwrdc or	·a		_	p Exemption Nu			
			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			, ,				
∢ Тур	e of org	anızatıon	Corporat	ion		L Year of Fo	rmation 2008 M	State of legal domicile FL		
Pa	rt I	Sumi	marv							
			-	e organization's mission or most sig	gnificant activities					
υ		A LABO	RORGAN	IZATION, AFFILIATED WITH THE	- E IAOBSORIW. ENGAGE	D IN ORGAN	IZING AND RE	PRESENTING		
3				RIOUS SEGMENTS OF THE IRON	•					
<u> </u>										
aovemance	2	Checkt	his box 🗀	if the organization discontinued its	operations or disposed o	of more than 2	5% of its asset	5		
5	3	Number	of voting r	nembers of the governing body (Pai	rt VI, line 1a)		3 _	7		
ő	1		_	ndent voting members of the govern			_	6		
ACHAINES	1			nployees (Part V, line 2a)		,		10		
Ĕ				olunteers (estimate if necessary)			_	0		
ş	1			ted business revenue from Part VII		_	_	0		
•		-		ness taxable income from Form 99	, , , , , , , , , , , , , , , , , , , ,		76 _ 7b	0		
	+-				,	Pric	or Year	Current Year		
elle	8	Contri	hutions and	d grants (Part VIII, line 1h)		- 110	0	1,559,000		
	9						0	7,287		
re.	10	_	Program service revenue (Part VIII, line 2g)				0	0		
Æ	11		r revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)				0	15,948		
Reveni	12			dd lines 8 through 11 (must equal F				15,940		
	12	12)	evenue—a	du illes o tillough 11 (must equal i	art viii, column (A), m		О	1,582,235		
	13	Grants	and simila	ar amounts paid (Part IX, column (A	(), lines 1-3)		0	100		
	14	Benefit	ts paid to c	or for members (Part IX, column (A)	, line 4)		0	0		
	15	Salarıe	s, other co	mpensation, employee benefits (Part IX, column (A), lines 5-		5 –				
\$		10)					0	799,259		
ē	16a	Profes	sıonal fund	raısıng fees (Part IX, column (A), lı	ne 11e)		0	0		
Expenses	ь	(Total fu	undraising ex	penses, Part IX, column (D), line 25 <u>0</u>)					
	17	Other	expenses ((Part IX, column (A), lines 11a-11c	d, 11f–24f)		0	715,231		
	18	Totale	xpenses—	add lines 13–17 (must equal Part I	IX, line 25, column (A))		0	1,514,590		
	19	Reven	ue less exp	penses Subtract line 18 from line 1	2		0	67,645		
8 % %						Beginni	ng of Year	End of Year		
8 <u>m</u>	20	Totala	assets (Par	rt X, line 16)			0	88,913		
88.	21			Part X, line 26)			0	21,268		
net Assets of Fund Bafances			•	,	una 20		-	· · ·		
_	22			d balances Subtract line 21 from li	ille ZU		0	67,645		
Рā	rt II		ature Blo		roturn including	r cebedul ===	tatamente === t	he heat of my limanitation		
				erjury, I declare that I have examined this r correct, and complete Declaration of prepa						
Plea	ise					2010-	-05-13			
Sign		Signa	ature of office	er		Date				
Her	е	DANI	EL S PARKER	PRESIDENT						
			or print nam							
		Preparer'	's k		Date	Check If	Preparer's PTIN	(See Gen Inst)		
Paid		signature				self- empolyed 🕨 🦵		,		
	arer's	Eirm/a ==	mo /or was	s & BOND BEEBE		cilipolyeu F				
	Only	ıf self-en	ame (or yours nployed),	· · · · · · · · · · · · · · · · · · ·			EIN 🕨			
	-···y	address,	and ZIP + 4	4600 EAST-WEST HIGHWAY SUITE 900	0		Dhara a k 12	01) 272 6000		
				BETHESDA, MD 208143423			Phone no 🕨 (3			
/lav	the ID	Sidiecije	e this ratii	rn with the preparer shown above?	(See instructions)			L Vas L No		

Part III Statement of Program Service Accomplishments (See the instructions.)

4e	Total program service expenses \$		Must equal Part IX, Line	25, column (B).	
4d	Other program services (Describe (Expenses \$	in Schedule O) including grants of \$) (Revenue \$)
4d	Other program services (Describe	in Schedule O N			
4c	(Code) (Expenses	\$ inc	luding grants of \$) (Revenue \$)
4b	(Code) (Expenses	\$ inc	luding grants of \$) (Revenue \$)
	UNIONS				
4a	(Code) (Expenses THE ORGANIZATION IS AN INTERMEDIATE E REGIONAL LOCAL UNION 847 THE ORGANI	BODY OF THE IABSORIW, AFL-			
4	Describe the exempt purpose achiev Section 501(c)(3) and (4) organizati others, the total expenses, and rever	ons and 4947(a)(1) trus	ts are required to repo		
	If "Yes," describe these changes on	Schedule O		, .	es / 110
3	Did the organization cease conducting services?	ng or make significant ch	nanges in how it conduc	ts any program	es 🗸 No
	If "Yes," describe these new service:	on Schedule O			es /* No
2	Did the organization undertake any s the prior Form 990 or 990-EZ? .	ıgnıfıcant program servı	ces during the year whi	ch were not listed on	es 🔽 No
See A	dditional Data Table				
1	Briefly describe the organization's mission				

art IV	Checklist of	Required	Schedules
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			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1		No
2	Is the organization required to complete Schedule B, Schedule of Contributors? 🕏	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		No
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4		
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? If "Yes," complete Schedule C, Part III	5		No
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? If "Yes," complete Schedule D, Part I.	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		No
10	Did the organization hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		l No
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable	11	Yes	
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? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12	Yes	
13	Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the U.S.?	14a		No
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 ? If "Yes," complete Schedule F, Part I	14b		No
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>	15		No
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</i> "Yes," complete Schedule F, Part III	16		No
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I	17		No
18	Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		No
19	Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		No
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		No
21	Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		No
22	Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J	23		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25	24a		No
ь	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I	25b		
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? If "Yes," complete Schedule L, Part II	26		No
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? If "Yes," complete Schedule L, Part III	27		Νο

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			
а	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)? If "Yes," complete Schedule L, Part			
		28a		No
b	Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV	28b		No
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? If "Yes," complete Schedule L, Part IV.	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		Νο
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Νο
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If</i> "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? <i>If</i> "Yes," complete Schedule R, Part I	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34		No
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35		No
36	501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		
37	Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No

Pa	rt 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 5			
Ь	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	4.	V	
-	gaming (gambling) winnings to prize winners?	1c	Yes	
2a	Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax</i> Statements filed for the calendar year ending with or within the year covered by this			
	return			
b	If at least one is reported in 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.	2b	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	3a		Νο
ь	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)?	4a		N o
ь				
	If "Yes," enter the name of the foreign country			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		Νο
Ь	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Νο
c	If "Yes," to 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?	6a		N o
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	a Did the organization provide goods or services in exchange for any quid pro quo contribution of \$75 or more?			
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	7-		
	file Form 8282?	7c		
u	If "Yes," indicate the number of Forms 8282 filed during the year			
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		
	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g		
_	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.		-	_
	Did the organization make any taxable distributions under section 4966?	9a		
a b		9b		
10	Section 501(c)(7) organizations. Enter			
	Initiation fees and capital contributions included on Part VIII, line 12 10a			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club			
U	facilities			
11	Section 501(c)(12) organizations Enter			
а	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			
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			

6

11

No

Νo

Νo

N o N o

Νo

Νo

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

Se	ction A. Governing Body and Management				
					Yes
	For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below processes, or changes in Schedule O. See instructions.	, desc	ribe the circumstances,		
a	Enter the number of voting members of the governing body	1a	7		
b	Enter the number of voting members that are independent	1b	6		
	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		2		
1	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		3		
	Did the organization make any significant changes to its organizational documents s filed?	ınce t	he prior Form 990 was	4	
	Did the organization become aware during the year of a material diversion of the organization	nızatı	on's assets?	5	
,	Does the organization have members or stockholders?			6	Yes
a	Does the organization have members, stockholders, or other persons who may elect	one o	r more members of the		

	, car b, the femouring	
а	the governing body?	
b	each committee with authority to act on behalf of the governing body?	
9a	Does the organization have local chapters, branches, or affiliates?	

b Are any decisions of the governing body subject to approval by members, stockholders, or other persons? .

Did the organization contemporaneously document the meetings held or written actions undertaken during the

Ь	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?
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organization

must describe in Schedule O the process, if any, the organization uses to review the Form 990				
Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot	be	reach	ned a	a t
the organization's mailing address? If "Vos." provide the names and addresses in Schodule O				

	9a	Yes	
	9b	Yes	
s •	10	Yes	
at •	11		No

Yes

Yes

7a

7b

8a

8Ь

Section B. Policies

year by the following

			Yes	No
12a	Does the organization have a written conflict of interest policy? If "No", go to line 13	12a		Νο
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b		
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c		
13	Does the organization have a written whistleblower policy?	13		Νo
14	Does the organization have a written document retention and destruction policy?	14		Νo
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			
а	The organization's CEO, Executive Director, or top management official?	15a		Νo
b	Other officers or key employees of the organization?	15b		No
	Describe the process in Schedule O			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		Νο
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?	16b		

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed
- Section 6104 requires an organization to make its Form 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. See Additional Data Table
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

DANIEL S PARKER
317 N FLORIDA AVENUE
DELAND, FL 32720
(386) 734-0721

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) and key employees 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, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- * List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

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 r	not compens	ate any	office	er, di	rect	or, tru	stee	or key employee		
		Posit t	(C tion (hat a	chec		I			(5)	(F)
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee		Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations
DANIEL S PARKER , PRESIDENT	5 0			Х				0	0	0
DONALD ZAMPA, VICE PRESIDENT	5 0			Х				0	0	0
DAVID GORNEWICZ , FIN SEC - TREAS/RECORDING SEC	5 0			х				0	0	0
LUIS QUINTANA, SERGEANT-AT-ARMS	5 0			Х				0	0	0
BERNARD A EVERS , TRUSTEE	1 0			Х				0	0	0
GUSTAVO AVILA, TRUSTEE/BUSINESS AGENT	1 0			Х				12,327	0	0
KURT HOFFMANN , TRUSTEE	1 0			Х				0	0	0
				_			_			
							-			
				_			-			
							\vdash			
	+			\vdash			\vdash			
							1			
			1			1				

Part VII Continued

(A) Name and Title	(B) Average hours per week	Individual Trustee or Prector	o at Institutional Trustee	(che ipply	/)	Highest compensated	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
1b Total							•	12,327	0	0

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization ►0

			 110
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If</i> "Yes," complete Schedule J for such individual	3	No
4	For any individual listed online 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	4	No
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	5	Νο

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
2 Total number of independent contractors (including those in 1) who received more than \$	100,000 in compensation	0

Part VIII Statement of Revenue

				(A) Total Revenue	(B) Related or	(C) Unrelated	(D) Revenue
					Exempt Function Revenue	Business Revenue	Excluded from Tax under IRC 512, 513, or 514
	1a	Federated campaigns 1a	ı				
ants ints	ь	Membership dues					
Contributions, gifts, grants and other similar amounts	С	fundraising events 1c					
	d	Related organizations1d					
ons, sím	e	Government grants (contributions) 1e All other contributions, gifts, grants, and	1,559,000				
Buti ther	f	similar amounts not included above	1,339,000				
nd o	g	Noncash contributions included in					
Ö ल	h	Innes 1a-1f \$ Total (Add lines 1a-1f)		1,559,000			
			Business Code				
werlu	2a b	WORKING ASSESSMENTS	900,099	7,287	7,287		
<u>æ</u>	c						
ACe	d						
Š	e						
Program Service Revenue	f	All other program service revenue					
₹	g	Total. Add lines 2a-2f					
	3	► \$ 7,287	danda intarast				
	3	Investment income (including diviother similar amounts)	·	0			
	4	Income from investment of tax-exempt b	▶	0			
			▶	0			
	5	Royalties	(II) Personal	0			
	6a	Gross Rents	, ,				
	ь	Less rental expenses					
	с	Rental income or (loss)					
	d	Net rental income or (loss)					
		(ı) Securities	(II) O ther				
	7a	Gross amount from sales of assets other					
	b	than inventory Less cost or					
		other basis and sales expenses					
	c	Gain or (loss)					
	d	Net gain or (loss)		0			
	8a	Gross income from fundraising events (not including \$					
Other Revenue		of contributions reported on line 1c) See Part IV, line 18					
leve		Attach Schedule G if total exceeds \$15,000					
7	ь	Less direct expensesb					
ğ	с	Net income or (loss) from fundrais	ing events	0			
	9a	Gross income from gaming activities See part IV, line 19	-				
		Complete Schedule G ıf total					
		exceeds \$15,000					
	ь	Less direct expensesb					
	С	Net income or (loss) from gaming	activities F	0			
	10a	Gross sales of inventory, less returns and allowances .					
	ь	Less cost of goods sold b					
	С	Net income or (loss) from sales of		0			
	11-	Miscellaneous Revenue	Business Code 900,099	4,513			4,513
	11a b	MISCELLANEOUS INCOME	561,000				4,313
	С	ADMINISTRATIVE FEES					
	d	All other revenue					
	e	Total. Add lines 11a-11d					
	12	Total Revenue. Add lines 1h, 2g, 3	\$ 15,948 3.4.5.6d.7d.	1,582,235	18,722		4,513
		8c, 9c, 10c, and 11e		· ·	· 		

Page **9**

Part IX Statement of Functional Expenses

A	Section 501(c)(3) and 501(c)(4) orga Il other organizations must complete column (A) but are not re).
Do i	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	0			
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22	100			
3	Grants and other assistance to governments, organizations and individuals outside the U.S. See Part IV, lines 15 and 16	0			
4	Benefits paid to or for members	0			
5	Compensation of current officers, directors, trustees, and key employees	12,327			
6	Compensation not included above, to disqualified persons (as defined under section $4958(f)(1)$) and persons described in section $4958(c)(3)(B)$	0			
7	Other salaries and wages	451,897			
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	96,910			
9	Other employee benefits	197,408			
10	Payroll taxes	40,717			
11	Fees for services (non-employees)				
а	Management	0			
b	Legal	643			
c	Accounting	9,787			
d	Lobbying	0			
e	Professional fundraising See Part IV, line 17	0			
f	Investment management fees	0			
g	Other	5,428			
12	Advertising and promotion	0			
13	Office expenses	52,962			
14	Information technology	2,132			
15	Royalties	0			
16	Occupancy	19,670			
17	Travel	180,455			
18	Payments of travel or entertainment expenses for any Federal, state or local public officials	0			
19	Conferences, conventions and meetings	0			
20	Interest	0			
21	Payments to affiliates	0			
22	Depreciation, depletion, and amortization	0			
23	Insurance	3,051			
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)				
а	STRIKERS ASSISTANCE COSTS	333,627			
b	ADMINISTRATIVE EXPENSES	99,313			
c	ORGANIZING MATERIALS	8,163			
f	All other expenses				
25	Total functional expenses. Add lines 1 through 24f	1,514,590			
26	Joint Costs. Check 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)		(B)
ı	1	Cook was interest because	Beginning of year	1	End of year 88.91
		Cash—non-interest-bearing	ļ		00,91
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net		3 4	
	4	Accounts receivable, net		4	
	5	Receivables from current and former officers, directors, trustees, key employees or other related parties <i>Complete Part II of Schedule L</i>		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		7	
	8	Inventories for sale or use		8	
ا بع	9	Prepaid expenses and deferred charges		9	
Assets	10a				
2		Land, buildings, and equipment cost basis			
	b	Less accumulated depreciation Complete Part VI of Schedule D		10c	
	11	Investments—publicly traded securities		11	
	12	Investments—other securities See Part IV, line 11 Complete Part VII of Schedule D		12	
	13	Investments—program-related See Part IV, line 11 Complete Part VIII of Schedule D.		13	
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11 Complete Part IX of Schedule		14	
	13	D		15	
	16	Total assets. Add lines 1 through 15 (must equal line 34)	0	16	88,91
	17	Accounts payable and accrued expenses .		17	
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
<u>@</u>	21	Escrow account liability Complete Part IV of Schedule D		21	
Liabilities	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified			
띄		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	0	25	21,26
	26	Total liabilities. Add lines 17 through 25	0	26	21,26
丌		Organizations that follow SFAS 117, check here ► □ and complete lines 27			
		through 29, and lines 33 and 34.			
Balance	27	Unrestricted net assets		27	
3 0	28	Temporarily restricted net assets		28	
2	29	Permanently restricted net assets		29	
		Organizations that do not follow SFAS 117, check here ▶			
5	30	Capital stock or trust principal, or current funds		30	67,64
Ç.	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	0	33	67,64
2	34	Total liabilities and net assets/fund balances	0	34	88,91
Pai	rt XI	Financial Statements and Reporting			
					Yes No

ParitXI	Financial	Statements	and Reporting

			res	140
1	Accounting method used to prepare the Form 990			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		Νo
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
С	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?	2c		Νο
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?	3a		Νo
ь	If "Yes." did the organization undergo the required audit or audits?	3b		

OMB No 1545-0047

2008

Open to Public Inspection

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

► 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.

Supplemental Financial Statements

	me of the organization GIONAL DISTRICT COUNCIL		Employer identification number
KL	SIONAL DISTRICT COUNCIL		36-4633539
Pā	art I Organizations Maintaining Donor	Advised Funds or Other Similar I	
	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 action funds are the organization's property, subject to the	-	nor advised Yes No
6	Did the organization inform all grantees, donors, as used only for charitable purposes and not for the b impermissible private benefit?		•
Pa	rt III Conservation Easements. Complet	te if the organization answered "Yes"	to Form 990, Part IV, line 7.
1	Purpose(s) of conservation easements held by the Preservation of land for public use (e.g., recreation of natural habitat Preservation of open space	ation or pleasure)	n historically importantly land area ertified historic structure
2	Complete lines 2a-2d if the organization held a quon the last day of the tax year	alified conservation contribution in the for	
			Held at the End of the Year
а	Total number of conservation easements		2a
b	Total acreage restricted by conservation easeme	ents	2b
c	Number of conservation easements on a certified	historic structure included in (a)	2c
d	Number of conservation easements included in (c	c) acquired after 8/17/06	2d
3	Number of conservation easements modified, trans	sferred, released, extinguished, or terminat	ted by the organization during
	the taxable year ►		
4	Number of states where property subject to conse	rvation easement is located 🕨	
5	Does the organization have a written policy regard enforcement of the conservation easements it hold	- · · · · · · · · · · · · · · · · · · ·	lations, and Yes No
6	Staff or volunteer hours devoted to monitoring, ins	pecting and enforcing easements during th	e year 🕨
7	A mount of expenses incurred in monitoring, inspec	cting, and enforcing easements during the	year ► \$
8	Does each conservation easement reported on line 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?	e 2(d) above satisfy the requirements of se	Yes No
9	In Part XIV, describe how the organization reports balance sheet, and include, if applicable, the text of the organization's accounting for conservation eas	of the footnote to the organization's financia	

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

- \$

- 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
- Revenues included in Form 990, Part VIII, line 1

- \$

b Assets included in Form 990, Part X

For Paperwork Reduction Act Notice, see the Intructions for Form 990 Cat No 52283D

Schedule D (Form 990) 2008

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Organizations Maintaining Collections of Art,	His	<u>tori</u>	<u>cal Treasur</u>	es, or on	<u> 161 21</u>	illilla i A	ssets (c	ontinuea,
Using the organization's accession and other records, check any items (check all that apply)	of th	e foll	owing that are	a sıgnıfıcan	t use o	fits collec	tion	
Public exhibition	d	Γ	Loan or excha	inge prograi	ns			
Scholarly research	e	Γ	Other					
Preservation for future generations								
Provide a description of the organization's collections and explain Part XIV	n how	v the	/ further the or	ganızatıon's	exemp	ot purpose	ın	
During the year, did the organization solicit or receive donations of assets to be sold to raise funds rather than to be maintained as p					ımılar		┌ Yes	┌ No
Trust, Escrow and Custodial Arrangements. C				ızatıon ans	swere	d "Yes" to	Form 9	90,
Part IV, line 9, or reported an amount on Form 990				- 4 1 4				
Is the organization an agent, trustee, custodian or other intermed included on Form 990, Part X?	liary	TOT C	ontributions or	otner asset	s not		☐ Yes	┌ No
If "Yes," explain why in Part XIV and complete the following table	<u>!</u>							
						Aı	nount	
Beginning balance				10	С			
Additions during the year				10	d			
Distributions during the year				10	e			
Ending balance				11	F			
Did the organization include an amount on Form 990, Part X, line	21?						┌ Yes	┌ No
If "Yes," explain the arrangement in Part XIV								
rt V Endowment Funds. Complete if the organization	ans	were	ed "Yes" to Fo	rm 990, P	art IV	', lıne 10.		
(a)Current Year	(b)	Prior '	rear (c)Two	Years Back (d) Three	Years Back	(e) Four Y	ears Back
Beginning of year balance								
Contributions								
Investment earnings or losses								
Grants or scholarships								
Other expenditures for facilities and programs								
Administrative expenses								
End of year balance								
Provide the estimated percentage of the year end balance held as	5							
Board designated or quasi-endowment 🕨								
Permanent endowment 🕨								
Term endowment ▶								
Are there endowment funds not in the possession of the organization by	ion t	hat a	re held and ad	mınıstered f	or the		Yes	No
(i) unrelated organizations		•				3a	(i)	
(ii) related organizations						_	<u> </u>	
						. 3a	` 	
If "Yes" to 3a(II), are the related organizations listed as required	on S	ched	ule R?			3a	` 	
If "Yes" to 3a(II), are the related organizations listed as required Describe in Part XIV the intended uses of the organization's endo	on S wme	ched ent fu	ule R? nds	+ V line 1			` 	
If "Yes" to 3a(II), are the related organizations listed as required	on S wme	ched ent fu ee F	ule R? nds orm 990, Par	i '			` 	
If "Yes" to 3a(II), are the related organizations listed as required Describe in Part XIV the intended uses of the organization's endo	on S wme	ched ent fu ee F	ule R? nds	t X, line 10 (b)Cost or or basis (othe	her ,		b	Book value
If "Yes" to 3a(II), are the related organizations listed as required Describe in Part XIV the intended uses of the organization's endo	on S wme	ched ent fu ee F	ule R? nds orm 990, Par a) Cost or other	(b)Cost or of	her ,	3	b	Book value
If "Yes" to 3a(II), are the related organizations listed as required pescribe in Part XIV the intended uses of the organization's endot VI Investments—Land, Buildings, and Equipmen Description of investment	on S wme	ched ent fu ee F	ule R? nds orm 990, Par a) Cost or other	(b)Cost or of	her ,	3	b	Book value
If "Yes" to 3a(II), are the related organizations listed as required Describe in Part XIV the intended uses of the organization's endo **T VI Investments—Land, Buildings, and Equipmen Description of investment Land	on S wme	ched ent fu ee F	ule R? nds orm 990, Par a) Cost or other	(b)Cost or of	her ,	3	b	Book value
If "Yes" to 3a(II), are the related organizations listed as required to Describe in Part XIV the intended uses of the organization's endot to VI Investments—Land, Buildings, and Equipmen Description of investment Land	on S wme	ched ent fu ee F	ule R? nds orm 990, Par a) Cost or other	(b)Cost or of	her ,	3	b	Book value

Part VIII Investments—Other Securities. Sec	e Form 990, Part X, line 1	
(a) Description of security or cateory (including name of security)	(b)Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
		
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)		
Total. (Column (b) should equal Form 990, Part X, Col (b) line 12)		
Part VIII Investments—Program Related. S	ee Form 990, Part X, line	13.
(a) Description of investment type	(b) Book value	(c) Method of valuation
(1) 2 333 page 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	(2) 20011 14140	Cost or end-of-year market value
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)		
Part IX Other Assets. See Form 990, Part X,		1 425
(a) Descr	ription	(b) Book value
Total. (Column (b) should equal Form 990, Part X, col.(B) line		
Part X Other Liabilities. See Form 990, Part		
(a) Description of Liability	(b) A mount	
Federal Income Taxes		
DUES PAYMENT ESCROW	21,268	
	1	
Total. (Column (b) should equal Form 990, Part X, col (B) line 25)	21,268	

Par	t XI Reconciliation of C	<u>hange in Net Assets from For</u>	m 990) to F	<u>inancial Stateme</u>	nts	
1	Total revenue (Form 990, Part	VIII, column (A), line 12)				1	1,582,235
2	Total expenses (Form 990, Par	t IX, column (A), line 25)				2	1,514,590
3	Excess or (deficit) for the year	Subtract line 2 from line 1				3	67,645
4	Net unrealized gains (losses) o					4	
5	Donated services and use of fa					5	1
6	Investment expenses					6	
7	Prior period adjustments					7	
8	Other (Describe in Part XIV)					8	
9	Total adjustments (net) Add lir	205.4.8				9	1
10	• • •		- 2	٠ ٦		10	67,645
		per financial statements Combine line evenue per Audited Financial			ts With Revenue		
1		r support per audited financial	State	ZIII CII	ts with Revenue	1	1,582,235
2		it not on Form 990, Part VIII, line 12					
а	Net unrealized gains on invest	·	. 1	2a			
Ь	Donated services and use of fa			2b			
c	Recoveries of prior year grants	s	.	2c		1	
d	Other (Describe in Part XIV)			2d			
e	Add lines 2a through 2d .					2e	
3	Subtract line 2e from line 1 .					3	1,582,235
4	Amounts included on Form 99	0, Part VIII, line 12, but not on line 1					
а		uded on Form 990, Part VIII, line 7b	.	4a			
b	Other (Describe in Part XIV)		.	4b		1	
с	Add lines 4a and 4b					4c	
5	Total Revenue Add lines 3 an	d 4c. (This should equal Form 990, Par	t I, line	e 12)		5	1,582,235
Part		xpenses per Audited Financia				s per	
1	Total expenses and losses per	r audited financial statements				1	1,514,590
2	A mounts included on line 1 bu	t not on Form 990, Part IX, line 25					
а	Donated services and use of fa	acılıtıes		2a			
b	Prior year adjustments						
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 ${f 2e}$ from line ${f 1}$.					3	1,514,590
4	Amounts included on Form 99	0, Part IX, line 25, but not on line 1:					
а	Investment expenses not incl	uded on Form 990, Part VIII, line 7b		4a			
b	Other (Describe in Part XIV)			4b			
c	Add lines 4a and 4b					4c	
5		nd 4c. (This should equal Form 990, Pa	rt I, lır	ne 18)		5	1,514,590
Par	t XIV Supplemental Inf	ormation					
		scriptions required for Part II, lines 3, , Part XII, lines 2d and 4b, and Part XI				art XIV	', lines 1b and 2b,
	Ident if ier	Return Reference			Explanat	tion	

OMB No 1545-0047

2008

SCHEDULE 0 (Form 990)

Department of the Treasury Internal Revenue Service

▶ Attach to Form 990. To be completed by organizations to provide additional information for

Supplemental Information to Form 990

responses to specific questions for the Form 990 or to provide any additional information.

Open to Public Inspection

Name of the organization REGIONAL DISTRICT COUNCIL

Employer identification number

36-4633539

ldentifier	Return Reference	Explanation
MEMBERS OF THE ORGANIZATION	FORM 990, PART VI, SECTION A, LINE 6	MEMBERSHIP IN THIS COUNCIL SHALL INCLUDE THE FOLLOWING LOCAL UNIONS CHARTERED BY THE INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTRUAL, ORNAMENTAL AND REINFORCING IRON WORKERS AND MEMBERSHIP IN THIS COUNCIL SHALL BE COMPRISED OF DELEGATES OF SAID LOCAL UNIONS AND INTERNATION OFFICERS AND REPRESENTATIVES WHO SERVICE THE LOCAL UNIONS AFFILIATED WITH THIS COUNCIL REGIONAL LOCAL UNION NO 846 REGIONAL LOCAL UNION NO 847

ldentifier	Return Reference	Explanation
ELECTION OF GOVERNING BODY OF ORGANIZATION	FORM 990, PART VI, SECTION A, LINE 7A	NOMINATION AND ELECTION OF OFFICERS SHALL BE HELD EVERY THREE YEARS AT THE REGULAR QUARTERLY MEETING OF THE REGIONAL DISTRICT COUNCIL IN THE MONTH OF OCTOBER THE NOMINATION AND ELECTION SHALL BE HELD IN ACCORDANCE WITH THE ELECTION LAWS AS INCORPORATED IN THE INTERNATIONAL CONSTITUTION OFFICERS TO THIS REGIONAL DISTRICT COUNCIL SHALL BE ELECTED FROM A MONG THE DELEGATES TO THE REGIONAL DISTRICT COUNCIL ANY DISTRICT REPRESENTATIVE, GENERAL ORGANIZER OR GENERAL VICE PRESIDENT ASSIGNED TO SERVICE THE LOCAL UNIONS AFFILIATED WITH THIS REGIONAL DISTRICT COUNCIL, BY VIRTUE OF HIS POSITION AND RESPONSIBILITIES, SHALL BE ELIGIBLE TO BE ELECTED TO ANY OFFICE OF THIS REGIONAL DISTRICT COUNCIL WITH ALL RIGHTS AND FULL VOTING PRIVILEGES DELEGATES SHALL BE ELECTED AT THE REGULAR ELECTION OF THEIR RESPECTIVE LOCAL UNIONS IN ACCORDANCE WITH THE ELECTION LAWS AS INCORPORATED IN THE INTERNATIONAL CONSTITUTION THEY SHALL SERVE FOR A TERM OF THREE YEARS IN THE EVENT OF RESIGNATION OR REMOVAL FROM OFFICE, THE PRESIDENT OF THE LOCAL UNION SHALL APPOINT A DELEGATE TO SERVE FOR THE UNEXPIRED TERM

ldentifier	Return Reference	Explanation		
REVIEW OF FORM 990	FORM 990, PART VI, SECTION A, LINE 10	THE FORM 990 IS REVIEWED BY THE PRESIDENT OF THE REGIONAL DISTRICT COUNCIL AND NOTIFIES THE OUTSIDE ACCOUNTANTS THAT THE RETURN IS APPROVED FOR FILING		

ldentifier	Return Reference	Explanation
PUBLIC AVAILABILITY OF GOVERNING	FORM 990, PART VI,	THE GOVERNING DOCUMENTS AND FINANCIAL STATEMENTS
DOCUMENTS AND FINANCIAL STATEMENTS	SECTION C, LINE 19	ARE NOT MADE AVAILABLE TO THE PUBLIC

ldentifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION A, LINE 8B	REGIONAL DISTRICT COUNCIL HAS NO OTHER COMMITTEES THAT MAY ACT ON AUTHORITY OF THE GOVERNING BODY

Additional Data

Software ID: Software Version:

EIN: 36-4633539

Name: REGIONAL DISTRICT COUNCIL

Form 990, Part III, Line 1 - Briefly describe the organization's mission:

The Regional District Council's goals are to create a harmonious feeling between the Local Unions and to settle all differences arising between them, to create a higher standard of skill, to secure adequate compensation for our work, to cultivate better relations between the Employers, to assist our members to secure employment and protect our members by legal and proper methods against any injustice that may be done to them, to improve the standard of living, moral and intellectual condition of our members and to establish uniform agreements for our industry.