Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code
(except 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

For the 2008 calendar year, or tax year beginning Jul 1 **, 2008, and ending** Jun 30 **, 2009**

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: UA OF JOURNEYMEN APPRENTICES 412 PPF

Number and street (or P O box if mail is not delivered to street addr): 510 SAN PEDRO SE — Room/suite:

City, town or country: ALBUQUERQUE — State: NM — ZIP code + 4: 87108

D Employer Identification Number: 85-0061605

E Telephone number: (505) 265-1513

G Gross receipts $ 3,287,235.

F Name and address of principal officer: THOMAS MONTANO 510 SAN PEDRO SE ALBUQUERQUE NM 87108

H(a) Is this a group return for affiliates? [ ] Yes [X] No

H(b) Are all affiliates included? [ ] Yes [ ] No
If 'No,' attach a list (see instructions)

H(c) Group exemption number ►

I Tax-exempt status [X] 501(c) (5)◄ (insert no.) [ ] 4947(a)(1) or [ ] 527

J Website: ► N/A

K Type of organization [X] Corporation [ ] Trust [ ] Association [ ] Other ►

L Year of Formation 1910 **M** State of legal domicile NM

Part I Summary

Activities & Governance

1	Briefly describe the organization's mission or most significant activities: LABOR ORGANIZATION		
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	1,268
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	1,268
5	Total number of employees (Part V, line 2a)	5	37
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	

		Prior Year	Current Year
	Revenue		
8	Contributions and grants (Part VIII, line 1h)	554,999.	687,782.
9	Program service revenue (Part VIII, line 2g)	2,453,467.	2,454,934.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	32,909.	25,104.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	50,534.	119,415.
12	Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,091,909.	3,287,235.
	Expenses		
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)		
14	Benefits paid to or for members (Part IX, column (A), line 4)		
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	1,283,681.	1,268,646.
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)	1,498,843.	1,593,145.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	2,782,524.	2,861,791.
19	Revenue less expenses. Subtract line 18 from line 12	309,385.	425,444.
	Net Assets or Fund Balances	**Beginning of Year**	**End of Year**
20	Total assets (Part X, line 16)	2,766,393.	3,086,394.
21	Total liabilities (Part X, line 26)	108,925.	80,228.
22	Net assets or fund balances. Subtract line 21 from line 20	2,657,468.	3,006,166.

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OGDEN, UT
IRS-OSC

SCANNED JAN 04 2010

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

► Thomas A. Montano
Signature of officer — Date 12-4-09

► THOMAS MONTANO
Type or print name and title.

Paid Preparer's Use Only

Preparer's signature ► Ronald P. Heggem — Date 11/20/09 — Check if self-employed ► [ ] — Preparer's identifying number (see instructions) P00432986

Firm's name (or yours if self-employed), address, and ZIP + 4 ► RONALD P. HEGGEM, CPA, P.C.
9201 MONTGOMERY NE BLDG 4 STE 401
ALBUQUERQUE NM 87111

EIN ► 85-0467455
Phone no ► (505) 292-7152

May the IRS discuss this return with the preparer shown above? (see instructions) [X] Yes [ ] No

P 26

Part III Statement of Program Service Accomplishments (see instructions)

1 Briefly describe the organization's mission:

LABOR ORGANIZATION

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 $)

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).)*

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If 'Yes,' complete Schedule A*	1		X
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		X
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		X
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		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? *If 'Yes,' complete Schedule D, Part I*	6		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? *If 'Yes,' complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If 'Yes,' complete Schedule D, Part III*	8		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? *If 'Yes,' complete Schedule D, Part IV*	9		X
10	Did the organization hold assets in term, permanent, or quasi-endowments? *If 'Yes,' complete Schedule D, Part V*	10		X
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	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? *If 'Yes,' complete Schedule D, Parts XI, XII, and XIII*	12	X	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If 'Yes,' complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the U.S.?	14a		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.? *If 'Yes,' complete Schedule F, Part I*	14b		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? *If 'Yes,' complete Schedule F, Part II*	15		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? *If 'Yes,' complete Schedule F, Part III*	16		X
17	Did the organization report more than $15,000 on Part IX, column (A), line 11e? *If 'Yes,' complete Schedule G, Part I*	17		X
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		X
19	Did the organization report more than $15,000 on Part VIII, line 9a? *If 'Yes,' complete Schedule G, Part III*	19		X
20	Did the organization operate one or more hospitals? *If 'Yes,' complete Schedule H*	20		X
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		X
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		X
23	Did the organization answer 'Yes' to Part VII, Section A, questions 3, 4, or 5? *If 'Yes,' complete Schedule J*	23		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, and that was issued after December 31, 2002? *If 'Yes,' answer questions 24b-24d and complete Schedule K. If 'No,' go to question 25*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3) 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		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? *If 'Yes,' complete Schedule L, Part III*	27		X

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)? *If 'Yes,' complete Schedule L, Part IV*	28a		X
b	Have a family member who had a direct or indirect business relationship with the organization? *If 'Yes,' complete Schedule L, Part IV*	28b		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? *If 'Yes,' complete Schedule L, Part IV*	28c		X
29	Did the organization receive more than $25,000 in non-cash contributions? *If 'Yes,' complete Schedule M*	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If 'Yes,' complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If 'Yes,' complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If 'Yes,' complete Schedule N, Part II*	32		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? *If 'Yes,' complete Schedule R, Part I*	33		X
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		X
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		X
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If 'Yes,' complete Schedule R, Part V, line 2*	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If 'Yes,' complete Schedule R, Part VI*	37		X

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	0			
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	40			
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	X	
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	37			
2b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			2b	X	
Note. If the sum of lines 1a and 2a is greater than 250, you be required to *e-file* this return. (see instructions)					
3a Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?			3a		X
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)?			4a		X
b If 'Yes,' enter the name of the foreign country: ►					
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?			5a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		X
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?			6a		X
b If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not deductible?			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		X
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		X
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		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		X
g For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h For all 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 any distribution to a donor, donor advisor, or related person?			9b		
10 Section 501(c)(7) organizations. Enter:					
a Initiation fees and capital contributions included on Part VIII, line 12	10a				
b Gross Receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11 Section 501(c)(12) organizations. Enter:					
a Gross income from other members or shareholders	11a				
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b				
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?			12a		
b If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year	12b				

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

		Yes	No
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.			
1a Enter the number of voting members of the governing body — 1a 1,268			
b Enter the number of voting members that are independent — 1b 1,268			
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee or key employee?	2		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?	3		X
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		X
5 Did the organization become aware during the year of a material diversion of the organization's assets?	5		X
6 Does the organization have members or stockholders?	6		X
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		X
b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	X	
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a The governing body?	8a	X	
b Each committee with authority to act on behalf of the governing body?	8b	X	
9a Does the organization have local chapters, branches, or affiliates?	9a		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?	9b		
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	10		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*	11		X

Section B. Policies

		Yes	No
12a Does the organization have a written conflict of interest policy? *If 'No,' go to line 13*	12a		X
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		X
14 Does the organization have a written document retention and destruction policy?	14		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?	15a		X
b Other officers of key employees of the organization?	15b		X
Describe the process in Schedule O. (see instructions)			
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		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?	16b		

Section C. Disclosures

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

18 Section 6104 requires an organization to make its 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:

► JOHN CASE 510 SAN PEDRO SE, ALBUQUERQUE NM 87108 (505) 265-1513

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

1 a 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) or 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 $100,000 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): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
THOMAS MONTANO BUSINESS MGR	40.00				X			88,176.	0.	0.
DANIEL BEAVERS BUSINESS REP	40.00				X			79,856.	0.	0.
JOHN CASE FIN SEC'Y	40.00				X			79,910.	0.	0.
GEORGE RILEY BUSINESS REP	40.00				X			79,874.	0.	0.
JERRY VAUGHN BUSINESS REP	40.00				X			79,910.	0.	0.
STEVEN AUMILLER FINANCE COMMITTEE	0.00			X				2,199.	0.	0.
CHUCK SCHUMANN PRESIDENT	0.00			X				2,407.	0.	0.
BOBBY ESTES FINANCE COMM	0.00			X				2,633.	0.	0.
DAVID EVANS EXAM BOARD	0.00			X				2,525.	0.	0.
DANIEL GALLEGOS INSIDE GUARD	0.00			X				2,850.	0.	0.
LARRY ARCHULETA EXEC BOARD	0.00			X				2,633.	0.	0.
FERDINAND GRAPHIA VICE-PRES	0.00			X				3,068.	0.	0.
GERALD KNUCKLES EXAM BOARD	0.00			X				1,765.	0.	0.
SAMUEL MARES EXEC BOARD	0.00			X				2,416.	0.	0.
MAURY MODINE REC SEC'Y	0.00			X				3,077.	0.	0.
HARTSELL GRAY FINANCE COMM	0.00			X				2,199.	0.	0.
LEROY ORTIZ TRUSTEE	0.00	X		X				0.	0.	0.

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

(A) Name and Title	(B) Average hours per week	(C) Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
ARTHUR SPARKS EXEC BOARD	0.00			X				3,945.	0.	0.
DANIEL GLASS ORGANIZER	40.00				X			79,865.	0.	0.
SCOTT LEFEVRE ORGANIZER	40.00				X			28,281.	0.	0.
RAYMOND SANCHEZ SPECIAL REP	40.00				X			79,916.	0.	0.
JUAN PACHECO EXEC BOARD	0.00			X				2,425.	0.	0.
RUSSELL KENNEDY EXAM BOARD	0.00			X				2,416.	0.	0.
CARROLL LOWE EXAM BOARD	0.00			X				2,312.	0.	0.
PRESTON COLLINS EXAM BOARD	0.00			X				217.	0.	0.
RUDI SCHMIDT EXAM BOARD	0.00			X				2,850.	0.	0.
DAVID MATULKA EXEC BOARD	0.00			X				217.	0.	0.
1 b Total ►								702,140.	0.	0.

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

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

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

Part VIII Statement of Revenue

Section	Line	Description	Box	Amount	(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	1a	Federated campaigns	1a					
	b	Membership dues	1b	516,462.				
	c	Fundraising events	1c					
	d	Related organizations	1d					
	e	Government grants (contributions)	1e					
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	171,320.				
	g	Noncash contribns included in lns 1a-1f:	$					
	h	**Total.** Add lines 1a-1f			687,782.			
PROGRAM SERVICE REVENUE			Business Code					
	2a	ASSESSMENTS	900099		834,203.	834,203.	0.	0.
	b	INITIATION FEES	900099		59,873.	59,873.	0.	0.
	c	PERCENTAGE	900099		1,560,858.	1,560,858.	0.	0.
	d							
	e							
	f	All other program service revenue						
	g	**Total.** Add lines 2a-2f			2,454,934.			
OTHER REVENUE	3	Investment income (including dividends, interest and other similar amounts)			25,104.	0.	0.	25,104.
	4	Income from investment of tax-exempt bond proceeds						
	5	Royalties						
			(i) Real	(ii) Personal				
	6a	Gross Rents	80,180.					
	b	Less: rental expenses						
	c	Rental income or (loss)	80,180.					
	d	Net rental income or (loss)			80,180.	80,180.	0.	0.
			(i) Securities	(ii) Other				
	7a	Gross amount from sales of assets other than inventory						
	b	Less: cost or other basis and sales expenses						
	c	Gain or (loss)						
	d	Net gain or (loss)						
	8a	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						
	9a	Gross income from gaming activities. See Part IV, line 19	a					
	b	Less: direct expenses	b					
	c	Net income or (loss) from gaming activities						
	10a	Gross sales of inventory, less returns and allowances	a	6,492.				
	b	Less: cost of goods sold	b	0.				
	c	Net income or (loss) from sales of inventory			6,492.	6,492.	0.	0.
		Miscellaneous Revenue	Business Code					
	11a	MISCELLANEOUS	900099		2,784.	2,784.	0.	0.
	b							
	c							
	d	All other revenue			29,959.	29,959.	0.	0.
	e	**Total.** Add lines 11a-11d			32,743.			
	12	**Total Revenue.** Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e			3,287,235.	2,574,349.	0.	25,104.

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				
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				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	702,140.			
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	90,508.			
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	241,662.			
9 Other employee benefits	167,848.			
10 Payroll taxes	66,488.			
11 Fees for services (non-employees)				
a Management				
b Legal	3,285.			
c Accounting	11,763.			
d Lobbying				
e Prof fundraising svcs. See Part IV, ln 17				
f Investment management fees	2,673.			
g Other	8,337.			
12 Advertising and promotion	62,552.			
13 Office expenses	47,452.			
14 Information technology				
15 Royalties				
16 Occupancy	44,050.			
17 Travel	58,595.			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	17,555.			
20 Interest	3,063.			
21 Payments to affiliates	676,811.			
22 Depreciation, depletion, and amortization	73,927.			
23 Insurance	27,123.			
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 AUTO	51,203.			
b BUILDING SUPPLIES	5,001.			
c CONTRIBUTIONS	37,402.			
d DEATH BENEFITS	126,000.			
e DUES AND SUBSCRIPTIONS	862.			
f All other expenses	335,491.			
25 **Total functional expenses.** Add lines 1 through 24f	2,861,791.			
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		796,557.	1	726,239.
	2	Savings and temporary cash investments		317,313.	2	709,117.
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net			4	
	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			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges			9	
	10a	Land, buildings, and equipment: cost basis	10a 2,280,129.			
	b	Less: accumulated depreciation. Complete Part VI of Schedule D	10b 926,895.	1,289,496.	10c	1,353,234.
	11	Investments – publicly-traded securities		351,000.	11	285,777.
	12	Investments – other securities. See Part IV, line 11		10,800.	12	10,800.
	13	Investments – program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		1,227.	15	1,227.
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		2,766,393.	16	3,086,394.
LIABILITIES	17	Accounts payable and accrued expenses		43,978.	17	53,706.
	18	Grants payable			18	
	19	Deferred revenue		64,947.	19	26,522.
	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			25	
	26	**Total liabilities.** Add lines 17 through 25		108,925.	26	80,228.
NET ASSETS OR FUND BALANCES		**Organizations that follow SFAS 117, check here ► [X] and complete lines 27 through 29 and lines 33 and 34.**				
	27	Unrestricted net assets		2,657,468.	27	3,006,166.
	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, and equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	**Total net assets or fund balances.**		2,657,468.	33	3,006,166.
	34	Total liabilities and net assets/fund balances.		2,766,393.	34	3,086,394.

Part XI Financial Statements and Reporting

			Yes	No
1	Accounting method used to prepare the Form 990: [X] Cash [ ] Accrual [ ] Other			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		X
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
c	If 'Yes' to 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		X
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		X
b	If 'Yes,' did the organization undergo the required audit or audits?	3b		

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, lines 6, 7, 8, 9, 10, 11, or 12.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization

UA OF JOURNEYMEN APPRENTICES 412 PPF

Employer Identification number

85-0061605

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)
☐ Protection of natural habitat
☐ Preservation of open space
☐ Preservation of an historically important land area
☐ Preservation of certified historic structure

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 easement 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 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.

1 a 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, 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 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.

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

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

		Yes	No
(i) unrelated organizations	**3a(i)**		
(ii) related organizations	**3a(ii)**		
b If 'Yes' to 3a(ii), are the related organizations listed as required on Schedule R?	**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
1 a Land	211,867.			211,867.
b Buildings	691,284.		300,832.	390,452.
c Leasehold improvements	830,391.		198,889.	631,502.
d Equipment	316,057.		287,577.	28,480.
e Other	230,530.		139,597.	90,933.
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ►				1,353,234.

Part VII Investments—Other Securities See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
CAPITAL STOCK INVESTMENTS	10,800.	Cost
Total. *(Column (b) should equal Form 990 Part X, col. (B) line 12.)* ►	10,800.	

Part VIII Investments—Program Related (See Form 990, Part X, line 13)

(a) Description of investment type	(b) Book value	(c) Method of valuation 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, line 15)

(a) Description	(b) Book value
RENT DEPOSIT	1,227.
Total. *Column (b) Total (should equal Form 990, Part X, col.(B), line 15)* ►	1,227.

Part X Other Liabilities (See Form 990, Part X, line 25)

(a) Description of Liability	(b) Amount
Federal Income Taxes	
Total. *Column (b) Total (should equal Form 990, Part X, col. (B) line 25)* ►	

In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48.

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)	3,287,235.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2,861,791.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	425,444.
4	Net unrealized gains (losses) on investments	
5	Donated services and use of facilities	
6	Investment expenses	
7	Prior period adjustments	
8	Other (Describe in Part XIV)	
9	Total adjustments (net). Add lines 4-8	
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	425,444.

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	3,210,488.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains on investments	2a	-72,499.		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d	-4,248.		
e	Add lines **2a** through **2d**			2e	-76,747.
3	Subtract line **2e** from line **1**			3	3,287,235.
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**:				
a	Investments 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	3,287,235.

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

1	Total expenses and losses per audited financial statements			1	2,861,791.
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	2,861,791.
4	Amounts included on Form 990, Part IX, line 25, but not on line **1**:				
a	Investments 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	2,861,791.

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.

Pt XII Line 2d REALIZED LOSS ON INVESTMENT AND LOSS ON FIXED ASSET SALE

Part XIV Supplemental Information *(continued)*

SCHEDULE J-2 (Form 990)

Department of the Treasury Internal Revenue Service

Continuation Sheet for Form 990

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

OMB No. 1545-0047

2008

Open to Public Inspection

Name of the Organization: UA OF JOURNEYMEN APPRENTICES 412 PPF

Employler Identification number: 85-0061605

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
DANIEL RIVERA DELEGATE	0.00			X				217.	0.	0.
LONNIE DAME BUSINESS REP	40.00				X			6,527.	0.	0.
GINA MORAGA OFFICE STAFF	40.00				X			1,186.	0.	0.
DAVID WOOD ORGANIZER	40.00				X			3,187.	0.	0.
RUDY ZAMORA ORGANIZER	40.00				X			53,081.	0.	0.

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: UA OF JOURNEYMEN APPRENTICES 412 PPF

Employer identification number: 85-0061605

Pt VI-A, Line 7b SOME DECISIONS OF THE GOVERNING BODY ARE APPROVED BY MEMBERS

Pt VI-A, Line 10 THE 990 IS REVIEWED AND SIGNED BY THE BUSINESS MANAGER AND IS PROVIDED TO THE BOARD AFTER IT HAS BEEN FILED

Pt VI-C, Line 19 ALL DOCUMENTS ARE AVAILABLE TO PICK UP AT THE UNION OFFICES PER REQUEST.

Federal Basis

LOCAL UNION 412 BLDG FUND
Depreciation Schedule by Category
For the 12 Months Ended 06/30/09

11/16/09
09:26AM

Asset No	Asset Description	Date Acquired	Method	Life	Sold?	Cost	Accum Depr 07/01/08	Current Depreciation	Accum Depr 06/30/09
IMP									
1	HVAC Renovation ABQ	05/04/07	SL REAL	39/00	N	212,292 54	5,460 90	5,460 90	10,921 80
2	LC Welding Shop Improvements	10/18/07	SL REAL	39/00	N	26,969.93	489 84	691 54	1,181 38
3	Re-roofing LC	06/30/08	ST LINE	39/00	N	4,285.00	0 00	111.30	111 30
4	BALANCE FOR RE-ROOFING LC	08/07/08	SL REAL	39/00	N	5,463 38	0 00	122.58	122 58
5	SEPTIC SYSTEM, WATER AND S	08/11/08	SL REAL	39/00	N	6,379 34	0 00	143 13	143 13
6	RE-PAVE PARKING LOT	08/18/08	LAND IMPRV	15/00	N	49,696 87	0 00	1,656 56	1,656 56
7	BATHROOM ADDITION - FARMIN	05/04/09	SL REAL	39/00	N	26,340 00	0 00	84 42	84 42
8	NEW ADDITION - FARMINGTON	05/31/09	SL REAL	39/00	N	20,676 00	0.00	66.27	66 27
	Total for (IMP)					352,103 06	5,950 74	8,336 70	14,287 44
	Client Subtotal Before Sales					352,103 06	5,950 74	8,336 70	14,287 44
	Less Assets Sold					0.00			0 00
	Total					352,103 06	5,950.74	8,336 70	14,287 44

Federal Basis

11/16/09
09:26AM

LOCAL UNION #412- AUTO ACCOUNT
Depreciation Schedule by Category
For the 12 Months Ended 06/30/09

Asset No.	Asset Description	Date Acquired	Method	Life	Sold?	Cost	Accum Depr 07/01/08	Current Depreciation	Accum Depr 06/30/09
AUTOMOBILES									
1	Buick	03/24/05	ST LINE	05/00	Y	17,697 25	11,503 21	2,949.54	14,452 75
2	'05 Silver Buick LaSabre	05/31/06	ST LINE	05/00	Y	16,292 50	6,788.54	1,629 25	8,417.79
3	'05 Blue Buick LaSabre	09/21/05	ST LINE	05/00	N	16,981 75	9,339.96	3,396 35	12,736 31
4	'05 Gold Buick LaSabre	05/17/06	ST LINE	05/00	N	16,447 00	6,852.92	3,289 40	10,142 32
5	'05 Gold Buick LaSabre	05/17/06	ST LINE	05/00	N	16,447 00	6,852.92	3,289 40	10,142 32
6	'05 White Chevy K1500 Crew (LO	05/15/07	ST LINE	05/00	N	25,719 00	6,001.10	5,143 80	11,144 90
7	'05 Gold Buick La Sabre (TOM)	05/21/07	ST LINE	05/00	N	15,187 00	3,290.52	3,037 40	6,327 92
8	2007 CHEVY C1500 EXT	04/07/08	ST LINE	05/00	N	20,353 00	1,017 65	4,070 60	5,088 25
9	'08 BUICK LUCERNE CXL - WHITI	12/02/08	ST LINE	05/00	N	19,192.00	0 00	1,919 20	1,919 20
10	'08 BUICK LUCERNE CXL - SILVE	12/02/08	ST LINE	05/00	N	20,119 00	0 00	2,011 90	2,011 90
	Total for (AUTOMOBILES)					184,435 50	51,646 82	30,736 84	82,383 66
	Client Subtotal Before Sales					184,435.50	51,646 82	30,736 84	82,383 66
	Less Assets Sold					33,989 75			22,870 54
	Total					150,445 75	51,646 82	30,736 84	59,513 12

Federal Basis

LOCAL UNION 412 GENERAL
Depreciation Schedule by Category
For the 12 Months Ended 06/30/09

11/16/09
09:26AM

Asset No.	Asset Description	Date Acquired	Method	Life	Sold?	Cost	Accum Depr 07/01/08	Current Depreciation	Accum Depr 06/30/09
AUTOMOBILE									
119	GMC SIERRA 2GTEK19TX211461	10/09/01	ST LINE	05/00	N	31,997 52	31,997 52	0.00	31,997 52
134	2002 BUICK LESABRE	08/26/02	ST LINE	05/00	N	23,235 46	23,235 46	0.00	23,235 46
135	2003 BUICK CENTURY 2G4W552	03/27/03	ST LINE	05/00	Y	15,482 88	15,482 88	0 00	15,482 88
	Total for (AUTOMOBILE)					70,715 86	70,715 86	0 00	70,715 86
BUILDINGS & IMPROVEMENTS									
10	BUILDING	11/01/60	ST LINE	40/00	N	135,030 26	135,030 26	0 00	135,030 26
11	LAS CRUCES	12/01/76	ST LINE	25/00	N	16,477 67	16,477 67	0 00	16,477 67
12	REMODELING-LC	09/28/77	ST LINE	15/00	N	2,168 39	2,168 39	0 00	2,168 39
13	REMODELING-LC	11/14/77	ST LINE	25/00	N	63,652 66	63,652 66	0 00	63,652 66
14	LAS CRUCES	05/02/79	ST LINE	15/00	N	5,791 67	5,791 67	0 00	5,791 67
15	SCHOOL BUILDING	04/01/62	ST LINE	40/00	N	40,124 55	40,124 55	0 00	40,124 55
16	SCHOOL BUILDING	03/01/67	ST LINE	40/00	N	20,734 62	20,730 44	0 00	20,730 44
17	SCHOOL BUILDING	10/11/77	ST LINE	15/00	N	7,838 95	7,838 95	0 00	7,838 95
18	PARKING LOT	11/07/77	ST LINE	15/00	N	4,691 25	4,691 25	0 00	4,691 25
19	SCHOOL BUILDING	02/04/80	ST LINE	15/00	N	5,403 84	5,403 84	0 00	5,403 84
20	SCHOOL BUILDING	04/01/86	ST LINE	15/00	N	5,438 98	5,438 98	0 00	5,438 98
21	REROOFING	01/18/85	ST LINE	15/00	N	4,875 52	4,875.52	0.00	4,875 52
48	BUILDING - FARMINGTON	02/28/96	ST LINE	40/00	N	70,001 68	21,593 39	1,750.04	23,343 43
64	REROOFING ALBUQ. OFFICES	11/01/97	ST LINE	40/00	N	30,174 80	8,043 86	754.37	8,798 23
136	LIGHTING - OFFICES	06/09/03	ST LINE	07/00	N	4,043 10	2,936 08	577 59	3,513 67
152	OFFICE BUILDING REMODEL- AL	12/28/04	SL REAL	39/00	N	296,352 17	26,912 31	7,598 78	34,511 09
166	BUTANE HEATING TANK	06/30/08	ST LINE	15/00	N	10,644 41	0 00	709 63	709 63
	Total for (BUILDINGS & IMPROVEMENTS)					723,444 52	371,709 82	11,390 41	383,100 23
LAND									
47	LAND - FARMINGTON	02/28/96	LAND	00/00	N	30,000 00	0 00	0 00	0 00
49	LAND - ALBUQUERQUE	11/01/60	LAND	00/00	N	38,221 79	0.00	0 00	0 00
146	LAND-BEHIND ALB. OFFICE	03/16/02	LAND	00/00	N	139,574 99	0 00	0.00	0 00
154	LAND-CARLSBAD	12/01/76	LAND	00/00	N	4,070 33	0 00	0.00	0 00
	Total for (LAND)					211,867 11	0 00	0 00	0 00
OFFICE EQIP/FURNITURE									
22	SOUND SYSTEM	05/01/86	ST LINE	15/00	N	2,951 73	2,951.73	0.00	2,951 73
23	FOLDING CHAIRS	08/11/62	ST LINE	05/00	N	5,135 36	5,135 36	0 00	5,135 36
24	TYPEWRITER	01/04/87	ST LINE	10/00	N	681 53	681.53	0 00	681 53
25	OFFICE CHAIRS	03/07/89	ST LINE	05/00	N	1,041 50	1,041.50	0 00	1,041 50
26	FOLDING M	09/05/89	ST LINE	07/00	N	1,334 57	1,334.57	0.00	1,334 57
27	COMPUTER	01/04/90	ST LINE	10/00	N	6,661 27	6,661.27	0 00	6,661 27
28	FAX MACHINE - BIZMART	08/10/92	ST LINE	05/00	N	430 08	430.08	0 00	430 08
29	SHREDDER - BIZMART	12/09/92	ST LINE	05/00	N	444 41	444 41	0 00	444 41
30	MIDWAY OFFICE SUPPLY	01/06/93	ST LINE	05/00	N	1,649 42	1,649.42	0 00	1,649 42
31	CAMCORDER	07/01/92	ST LINE	05/00	N	931 01	931 01	0.00	931 01
32	SEARS IBM #4226 PRINTER	11/23/92	ST LINE	05/00	N	1,743 82	1,743.82	0 00	1,743 82
33	COMPUTER ASI	05/14/92	ST LINE	05/00	N	2,801 32	2,801 32	0 00	2,801 32
34	TINNEX ENTER, DESKS, CHAIRS	05/13/92	ST LINE	07/00	N	717 41	717.41	0.00	717 41
35	EPSON LASAR PRINTER	05/26/92	ST LINE	05/00	N	771 98	771 98	0.00	771 98

· Federal Basis

LOCAL UNION 412 GENERAL
Depreciation Schedule by Category
For the 12 Months Ended 06/30/09

11/16/09
09:26AM

Asset No.	Asset Description	Date Acquired	Method	Life	Sold?	Cost	Accum Depr 07/01/08	Current Depreciation	Accum Depr 06/30/09
OFFICE EQIP/FURNITURE									
36	COMPUTER 486 DX-33 VLB	09/22/93	ST LINE	05/00	N	2,237 93	2,237 93	0 00	2,237 93
37	2 FAX MACHINES	10/13/93	ST LINE	05/00	N	599.98	599 98	0 00	599 98
38	FILING CABINET	11/12/93	ST LINE	07/00	N	211 29	211 29	0.00	211 29
39	WALNUT CONFERENCE TABLE {	02/28/94	ST LINE	07/00	N	1,098 34	1,098 34	0 00	1,098 34
40	DESK JET PRINTER	02/28/94	ST LINE	05/00	N	299 00	299 00	0 00	299 00
41	COMPUTER 486DX-33	04/27/94	ST LINE	05/00	N	1,693 00	1,693 00	0 00	1,693 00
42	PAPER SHREDDER	05/04/94	ST LINE	07/00	N	1,948 37	1,948 37	0 00	1,948 37
43	HIGH BACK LEATHER CHAIR	07/01/93	ST LINE	07/00	N	232.78	232 78	0.00	232 78
44	HIGH BACK CHAIR	03/31/94	ST LINE	07/00	N	201 03	201 03	0.00	201 03
45	EXECUTIVE DESK	03/31/94	ST LINE	07/00	N	342 82	342 82	0 00	342 82
50	COPIER	07/18/95	ST LINE	05/00	N	857 09	857.09	0 00	857 09
51	COMPUTER DESK - MAIN OFFICI	02/08/96	ST LINE	07/00	N	319.96	319 96	0 00	319 96
52	COMPUTER - MIDWAY	09/21/94	ST LINE	05/00	N	1,795 54	1,795 54	0 00	1,795 54
53	CONDENSER UNIT	12/31/95	ST LINE	07/00	N	6,242 44	6,168 12	0 00	6,168 12
56	HP PRINTER	09/19/96	ST LINE	05/00	N	336 75	336 75	0 00	336 75
57	COMPUTER - PENTIUM, HD, CD I	03/07/97	ST LINE	05/00	N	2,041 59	2,041 59	0 00	2,041 59
65	2 COMPUTERS & MONITORS	04/14/98	ST LINE	05/00	N	3,809 14	3,809 14	0 00	3,809 14
66	A/C AIR COOLED & CONDENS.	04/22/98	ST LINE	07/00	N	9,664 91	9,664 91	0 00	9,664 91
67	2 COPY MACH.-LC & FARM.	07/14/97	ST LINE	05/00	N	1,504 51	1,504 51	0 00	1,504 51
68	FAX MACHINE-LC	02/04/98	ST LINE	05/00	N	322 71	322 71	0 00	322 71
69	COMP. MONITOR-DEA	04/17/98	ST LINE	05/00	N	399 90	399 90	0.00	399 90
100	COMPUTER SYSTEM	10/15/98	ST LINE	05/00	N	22,374.91	22,374 91	0 00	22,374 91
101	PRINTER	02/02/00	ST LINE	05/00	N	411.05	411 05	0 00	411 05
108	FOLDING CHAIRS & RACKS	04/07/00	ST LINE	07/00	N	1,476 61	1,476 61	0 00	1,476 61
109	FAX MACHINE/PRINTER	04/21/99	ST LINE	05/00	N	423 25	226 21	0 00	226 21
115	PRINTER	10/25/00	ST LINE	05/00	N	1,084.10	1,084 10	0.00	1,084 10
116	3 HD & MONITORS	11/07/00	ST LINE	05/00	N	4,806.41	4,806 41	0 00	4,806 41
117	COMPUTER	04/30/01	ST LINE	05/00	N	1,062 46	1,062 46	0 00	1,062 46
122	MEETING HALL SPEAKERS	10/12/01	ST LINE	05/00	N	1,022 15	1,022 15	0 00	1,022 15
124	FLAGPOLE	07/27/01	ST LINE	05/00	N	2,767 00	2,767 00	0 00	2,767 00
125	FENCING	12/18/01	ST LINE	05/00	N	7,187 01	7,187.01	0 00	7,187 01
126	FENCING	12/18/01	ST LINE	05/00	N	850 00	850 00	0 00	850 00
127	AIR CONDITIONER	06/03/02	ST LINE	05/00	N	11.285 28	11,285.28	0 00	11,285 28
128	COMPUTER SERVER	05/09/02	ST LINE	05/00	N	1,324 72	1,324 72	0.00	1,324 72
129	COMPUTER SERVER HD	05/22/02	ST LINE	05/00	N	792 54	792 54	0 00	792 54
131	COMPUTER MONITOR	03/20/02	ST LINE	05/00	N	380 00	380 00	0 00	380 00
132	COMPUTER MONITOR	03/20/02	ST LINE	05/00	N	380 00	380 00	0.00	380 00
133	HP COMPUTER (CARRIE)	03/20/02	ST LINE	05/00	N	1,000 00	1,000 00	0 00	1,000 00
138	NEW OFFICE COMPUTER	04/23/03	ST LINE	10/00	N	2,611 63	1,349 33	261.16	1,610 49
139	COMPUTER	05/21/03	ST LINE	05/00	N	2,145 63	2,145 63	0.00	2,145 63
140	LAPTOP	01/22/03	ST LINE	05/00	N	2,051 99	2,051 99	0 00	2,051 99
141	REPLACEMENT SERVER	12/16/02	ST LINE	05/00	N	654 98	654 98	0.00	654 98
142	DELL COMPUTER	06/02/03	ST LINE	05/00	N	755 63	755.63	0 00	755 63
143	FAX MACHINE	01/07/04	ST LINE	05/00	N	634 86	571 37	63 49	634 86

Federal Basis

LOCAL UNION 412 GENERAL
Depreciation Schedule by Category
For the 12 Months Ended 06/30/09

11/16/09
09:26AM

Asset No.	Asset Description	Date Acquired	Method	Life	Sold?	Cost	Accum Depr 07/01/08	Current Depreciation	Accum Depr 06/30/09
OFFICE EQIP/FURNITURE									
144	DELL COMPUTER SYSTEM	09/18/03	ST LINE	05/00	N	2,892 63	2,748 01	144 62	2,892 63
145	DELL COMPUTER SYSTEM	07/23/03	ST LINE	05/00	N	755 63	743 05	12 58	755 63
147	DRAPERIES-ALB REMODEL	11/03/04	ST LINE	07/00	N	3,086 42	1,616 70	440 92	2,057 62
148	KITCHEN APPLIANCES	01/15/05	ST LINE	07/00	N	1,204 05	602.03	172 01	774 04
149	FURNITURE-BUSINESS MGR	11/12/04	ST LINE	07/00	N	1,717 35	899.58	245 34	1,144 92
150	DELL FLAT SCREEN	12/14/04	ST LINE	05/00	N	332.10	238 01	66 42	304 43
151	COMPUTER DELL PENTIUM M76	03/02/05	ST LINE	05/00	N	2,092 65	1,395 10	418 53	1,813 63
155	DELL LAPTOP - BEAVERS	08/17/05	ST LINE	05/00	N	1,970 93	1,116.87	394.19	1,511 06
156	DELL LAPTOP - VAUGHN	08/17/05	ST LINE	05/00	N	1,970 93	1,116 87	394.19	1,511 06
157	DELL LAPTOP - DAME	08/17/05	ST LINE	05/00	N	1,970 93	1,116 87	394 19	1,511 06
158	DELL COMPUTER	01/04/06	ST LINE	05/00	N	3,839 06	1,919 53	767.81	2,687 34
159	DELL LAPTOP	06/10/06	ST LINE	05/00	N	1,856 49	773 54	371.30	1,144 84
160	DELL COMPUTER	08/24/05	ST LINE	05/00	N	2,328 91	1,319 71	465 78	1,785 49
162	SOUND SYSTEM	05/31/07	ST LINE	05/00	N	6,608 21	1,431 78	1,321 64	2,753 42
163	NM DATACOM SERVER	12/19/07	ST LINE	05/00	N	11,628 78	1,162.88	2,325 76	3,488 64
164	DESK - ADMIN ASST	06/30/08	ST LINE	70/00	N	1,521 85	0 00	21.74	21 74
165	72 FOLDING CHAIRS	06/30/08	ST LINE	07/00	N	2,273 00	0 00	324.71	324 71
167	DELL INSPIRON 530	08/11/08	ST LINE	05/00	N	915 38	0 00	91.54	91 54
	Total for (OFFICE EQIP/FURNITURE)					179,902 00	147,540 08	8,697.92	156,238 00
COMPUTER SOFTWARE									
61	COMPUTER SOFTWARE	02/28/97	ST LINE	03/00	N	675 75	675 75	0.00	675 75
62	COMPUTER SOFTWARE	03/31/97	ST LINE	03/00	N	643 00	643 00	0.00	643 00
99	INFORMATION ARCH SOFTWARI	07/01/99	ST LINE	03/00	N	6,635 00	6,635 00	0.00	6,635 00
105	INFORMATION ARCH SOFTWARI	01/26/00	ST LINE	03/00	N	620 00	620 00	0 00	620 00
106	PEACHTREE SOFTWARE	01/12/00	ST LINE	03/00	N	291 02	291.02	0 00	291 02
107	INFORMATION ARCH SOFTWARI	06/14/00	ST LINE	03/00	N	712 00	712 00	0 00	712 00
110	COMPUTER SOFTWARE	07/01/96	ST LINE	05/00	N	2,249.00	2,249 00	0 00	2,249 00
111	SOFTWARE-SAGE	11/12/98	ST LINE	03/00	N	705 05	383 76	0 00	383 76
114	INFORMATION ARCH	04/05/00	ST LINE	03/00	N	1,408 00	1,408 00	0 00	1,408 00
123	OFFICE XP PRO PKG	09/06/01	ST LINE	05/00	N	6,263 04	6,263 04	0 00	6,263 04
130	NORTON ANTI VIRUS SOFTWAR	09/19/01	ST LINE	05/00	N	580 91	580 91	0 00	580 91
137	PEACHTREE SOFTWARE	05/21/03	ST LINE	03/00	N	648 95	648.95	0 00	648 95
161	SONICWALL SOFTWARE & INST/	06/12/06	ST LINE	03/00	N	2,484 07	1,725 04	759 03	2,484 07
	Total for (COMPUTER SOFTWARE)					23,915 79	22,835.47	759 03	23,594 50
	Client Subtotal Before Sales					1,209,845 28	612,801 23	20,847.36	633,648 59
	Less Assets Sold					15,482 88			15,482 88
	Total					1,194,362.40	612,801 23	20,847 36	618,165 71

Federal Basis

LOCAL UNION 412 MARKETING
Depreciation Schedule by Category
For the 12 Months Ended 06/30/09

11/16/09
09:26AM

Asset No.	Asset Description	Date Acquired	Method	Life	Sold?	Cost	Accum Depr 07/01/08	Current Depreciation	Accum Depr 06/30/09
AUTO									
30	OLDSMOBILE 88 1G3HN52KXX4	07/18/01	ST LINE	05/00	N	11,920 53	11,920 53	0.00	11,920 53
34	BUICK CENTURY-SILVER #55575	09/11/03	ST LINE	05/00	N	12,930 25	12,499.24	431 01	12,930 25
	Total for (AUTO)					24,850.78	24,419 77	431 01	24,850 78
OFICE EQUIPMENT									
1	FAX MACHINE	10/31/91	ST LINE	05/00	N	867 15	867 15	0 00	867 15
2	ONE EXEC DESK, BOOKCASE 2	11/13/91	ST LINE	07/00	N	600 00	600 00	0 00	600 00
3	MAGNAVOX H/S SK20-286 MON	01/05/92	ST LINE	05/00	N	1,480 48	1,480 48	0 00	1,480 48
4	EPSON 5000 PRINTER/CORD	01/15/92	ST LINE	05/00	N	296 09	296 09	0 00	296 09
5	PITNEY BOWES COPIER	06/23/93	ST LINE	05/00	N	1,500 00	1,500.00	0 00	1,500 00
6	COLOR PRINTER	08/25/93	ST LINE	05/00	N	754 91	754 91	0.00	754 91
7	CANNON 8MM RECORDER/ACCE	10/27/93	ST LINE	05/00	N	1,000 00	1,000 00	0.00	1,000 00
8	PANASONIC VCR, TV MONITOR	01/15/94	ST LINE	05/00	N	485.00	485 00	0.00	485 00
9	OVERHEAD PROJECTOR	01/15/94	ST LINE	05/00	N	249 99	249 99	0 00	249 99
10	LAMINATING MACHINE	01/15/94	ST LINE	05/00	N	217.99	217.99	0 00	217 99
11	BINDING MACHINE	06/01/94	ST LINE	05/00	N	283 00	283.00	0 00	283 00
12	EXECUTIVE CHAIR	06/01/94	ST LINE	05/00	N	189 99	189 99	0 00	189 99
13	TELEPHONE SYSTEM	06/01/94	ST LINE	05/00	N	358 89	358 89	0 00	358 89
14	COMPUTER	05/11/94	ST LINE	05/00	N	2,013 61	2,013 61	0 00	2,013 61
15	COMPUTER-PACKARD BELL/MOI	12/03/96	ST LINE	05/00	N	791 42	791.42	0 00	791 42
16	COMPUTER - HEWLETT PACKAF	07/10/96	ST LINE	05/00	N	1,958 17	1,958 17	0 00	1,958 17
17	COMPUTER EQUIPMENT	07/01/95	ST LINE	05/00	N	1,973 30	1,973 30	0 00	1,973 30
18	OFFICE MAX	07/01/95	ST LINE	05/00	N	349 00	349.00	0 00	349 00
19	SOFTWARE	08/01/95	ST LINE	03/00	N	333 45	333 45	0 00	333 45
20	OFFICE FURNITURE	10/31/96	ST LINE	07/00	N	354 88	354 88	0 00	354 88
24	UA VISA	07/24/00	ST LINE	05/00	N	661.91	661 91	0 00	661 91
25	G2 OFFICE FURNITURE	09/21/00	ST LINE	07/00	N	3,703 00	3,703.00	0 00	3,703 00
26	FURNITURE	02/21/01	ST LINE	07/00	N	1,661 17	1,661 17	0 00	1,661 17
27	UA VISA	03/21/01	ST LINE	05/00	N	733 20	733 20	0 00	733 20
31	COPY MACHINE	08/19/03	ST LINE	05/00	N	937.56	906.30	31.26	937 56
32	DIGITAL CAMERA	07/24/03	ST LINE	05/00	N	807 33	793.89	13 44	807 33
33	DELL COMPUTER SYSTEM	12/05/03	ST LINE	05/00	N	2,365.50	2,168.38	197.12	2,365 50
35	SERVER PURCH'D FR COSTCO	02/28/06	ST LINE	05/00	N	1,919.53	895 79	383.91	1,279 70
36	SOUND SYSTEM	05/31/07	ST LINE	05/00	N	6,608 21	1,431 78	1,321 64	2,753 42
	Total for (OFICE EQUIPMENT)					35,454 73	29,012 74	1,947 37	30,960 11
	Client Subtotal Before Sales					60,305.51	53,432 51	2,378.38	55,810 89
	Less Assets Sold					0 00			0 00
	Total					60,305 51	53,432 51	2,378 38	55,810 89

Federal Basis

LOCAL UNION 412 TRAINING
Depreciation Schedule by Category
For the 12 Months Ended 06/30/09

11/16/09
09:26AM

Asset No.	Asset Description	Date Acquired	Method	Life	Sold?	Cost	Accum Depr 07/01/08	Current Depreciation	Accum Depr 06/30/09
BUILDINGS & IMPROVEMENTS									
8	TRAINING BUILDING	03/31/98	ST LINE	40/00	N	38,673 38	9,963 20	973 23	10,936 43
9	TRAINING BUILDING	07/01/00	ST LINE	40/00	N	393,546 63	73,790 01	9,838 66	83,628 67
10	TRAINING PARKING LOT	07/01/00	ST LINE	15/00	N	13,907 62	6,953 81	927.17	7,880 98
	Total for (BUILDINGS & IMPROVEMENTS)					446,127 63	90,707 02	11,739 06	102,446 08
TRAINING EQUIPMENT									
1	ARC MACHINES, INC	02/15/93	ST LINE	05/00	N	19,120 62	19,120.62	0 00	19,120 62
2	ARC MACHINES, INC.	02/15/93	ST LINE	05/00	N	1,062 00	1,062 00	0 00	1,062 00
3	ARC MACHINES	01/23/96	ST LINE	07/00	N	48,136 57	48,136 57	0 00	48,136 57
4	WELDING EQUIPMENT	05/15/96	ST LINE	07/00	N	943 00	943 00	0 00	943 00
5	TRI TOOL, INC.	02/10/93	ST LINE	05/00	N	1,536 80	1,536 80	0 00	1,536 80
6	2 WELDING MACHINES, 1 2X8 TF	05/20/98	ST LINE	07/00	N	5,985 48	5,985 48	0 00	5,985 48
	Total for (TRAINING EQUIPMENT)					76,784 47	76,784 47	0 00	76,784 47
	Client Subtotal Before Sales					522,912 10	167,491 49	11,739 06	179,230 55
	Less Assets Sold					0 00			0 00
	Total					522,912 10	167,491 49	11,739.06	179,230 55

Form **8868**
(Rev April 2008)
Department of the Treasury
Internal Revenue Service

Application for Extension of Time To File an Exempt Organization Return

OMB No 1545-1709

► File a separate application for each return.

● If you are filing for an **Automatic 3-Month Extension, complete only Part I** and check this box ► [X]

● If you are filing for an **Additional (Not Automatic) 3-Month Extension, complete only Part II** (on page 2 of this form)

Do not complete Part II unless *you have already been granted an automatic 3-month extension on a previously filed Form 8868*

Part I **Automatic 3-Month Extension of Time.** Only submit original (no copies needed).

A corporation required to file Form 990-T and requesting an automatic 6-month extension – check this box and complete Part I only ► [ ]

All other corporations (including 1120-C filers), partnerships, REMICS, and trusts must use Form 7004 to request an extension of time to file income tax returns

Electronic Filing *(e-file).* Generally, you can electronically file Form 8868 if you want a 3-month automatic extension of time to file one of the returns noted below (6 months for a corporation required to file Form 990-T). However, you cannot file Form 8868 electronically if (1) you want the additional (not automatic) 3-month extension or (2) you file Forms 990-BL, 6069, or 8870, group returns, or a composite or consolidated Form 990-T Instead, you must submit the fully completed and signed page 2 (Part II) of Form 8868 For more details on the electronic filing of this form, visit *www.irs.gov/efile* and click on *e-file for Charities & Nonprofits*

Type or print	Name of Exempt Organization UA OF JOURNEYMEN APPRENTICES 412 PPF	**Employer identification number** 85-0061605
File by the due date for filing your return See instructions	Number, street, and room or suite number If a P O box, see instructions 510 SAN PEDRO SE	
	City, town or post office, state, and ZIP code For a foreign address, see instructions ALBUQUERQUE NM 87108	

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

[X] Form 990	[ ] Form 990-T (corporation)	[ ] Form 4720
[ ] Form 990-BL	[ ] Form 990-T (section 401(a) or 408(a) trust)	[ ] Form 5227
[ ] Form 990-EZ	[ ] Form 990-T (trust other than above)	[ ] Form 6069
[ ] Form 990-PF	[ ] Form 1041-A	[ ] Form 8870

● The books are in the care of ► JOHN CASE

Telephone No ► (505) 265-1513 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 will cover

1 I request an automatic 3-month (6 months for a corporation required to file Form 990-T) extension of time until Feb 15, 20 10 , to file the exempt organization return for the organization named above. The extension is for the organization's return for·

► [ ] calendar year 20 ___ or

► [X] tax year beginning Jul 1 , 20 08 , and ending Jun 30 , 20 09

2 If this tax year is for less than 12 months, check reason: [ ] Initial return [ ] Final return [ ] Change in accounting period

3a 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	3a	$ 0.
b If this application is for Form 990-PF or 990-T, enter any refundable credits and estimated tax payments made Include any prior year overpayment allowed as a credit	3b	$ 0.
c Balance Due. Subtract line 3b from line 3a 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	3c	$ 0.

Caution. If you are going to make an electronic fund withdrawal with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions.

BY-LAWS
OF
UNITED
ASSOCIATION
LOCAL UNION NO.
412

Revised: 12/16/2008

ARTICLE I

Section 1.1 The name of this Association shall be Local Union No. 412 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry.

Section 1.2 The overall goal of this Association is to construct an organization, which shall serve effectively the interests of its members.

Section 1.3 The object of this Association is to protect the quality of life of its members. Such quality includes the health, aesthetic and recreational interest of the members. The object of this Association is also to protect its members from unjust and injurious competition, and to secure through unity of action among all workers of the trade, claiming as we do, that labor is capital and is the only capital that possesses power to reproduce itself, or in other words, to create capital. Labor is the interest underlying all other interests, therefore, it is entitled to and should receive from society and government protection and encouragement.

ARTICLE II
Meetings, By-Laws Committee and Amendments

Section 2.1 The regular union meetings of Local Union No. 412 shall be held on the second Friday of each month at 8:00 P.M. Seven (7) members in good standing shall constitute a quorum.

Section 2.2 Special called meetings may be called by the President upon a written request, signed by all members of the Executive Board or seven (7) members in good standing. Seven (7) members in good standing shall constitute a quorum.

Section 2.3 All Executive Board meetings shall be held at the main office of the Local Union.

Section 2.4 The By-Laws Committee shall consist of the duly elected Local Union Vice-President and Executive Board.

Section 2.5 The By-Laws Committee shall be empowered to make amendments and alterations to these By-Laws which then must be read at two (2) consecutive regular union meetings and adopted by a two-thirds (2/3) vote of the membership present at the second reading, after discussion and debate.

Section 2.6 Any member in good standing may propose an amendment to these By-Laws by submitting to the Vice-President a written resolution.

A. The Vice-President shall forward the resolution to the By-Laws Committee to check for compliance with the United Association Constitution and legal aspects before the resolution is submitted to the membership for reading.

B. The resolution shall be read at two (2) consecutive regular union meetings and at the second reading a copy shall be distributed to each member in attendance.

C. After the second reading, the resolution to amend the By-Laws shall be debated and shall require a two-thirds majority of the voting members to adopt.

ARTICLE III
Officers

Section 3.1 The officers of this Local Union shall consist of a President, Business Manager, three (3) Business Agents, Vice-President, Recording Secretary, Financial Secretary-Treasurer, Inside Guard, and an Executive Board composed of four (4) elected members.

Section 3.2 There shall be a Finance Committee of three (3) members as per the United Association Constitution.

Section 3.4 One or more Special Representatives may be appointed on the recommendation of the Business Manager and Executive Board and the concurrence of the majority of the members present at the next regular meeting. The Special Representative shall serve one (1) appointed term, but must be voted on and approved by simple majority at regular election of officers, or new appointment will be made.

Section 3.5 If, for financial reasons, or through the reduction of jurisdiction, or any other reasons, the Special Representative(s) may be terminated by the Business Manager.

Section 3.6 If, for financial reasons, or through the reduction of jurisdiction, or any other reasons, the Local Union deems it advisable to dispense with the services of one (1) or more Business Agents, it may do so at any meeting called especially for that purpose even though such officer was elected for a term of office that has not expired. The Business Agent who has been elected with the least number of votes shall be the first to go.

Section 3.7 If the services of a Business Agent are needed again, the Business Agent with the most number of votes shall be reinstated.

Section 3.8 There shall be a Plumbers and Pipe Fitters Examining Board of three (3) members each as per the United Association Constitution, whose duty it shall be to examine and pass on the qualifications of applicants for membership. The Examining Boards shall report their findings and recommendations back to the next regular meeting of the Local Union.

ARTICLE IV
Assistant Business Agent(s)

Section 4.1 One or more Assistant Business Agent(s) may be appointed by the Business Manager with the approval of the membership. The Assistant Business Agent(s) shall serve until the next regular election unless terminated by the Business Manager or the Local Union finances cannot afford the services.

ARTICLE V
Officer's Duties

Section 5.1 Duties of the President:

(a) It shall be the duty of the President to preside at all regular and special meetings of the Local Union, to preserve order, to enforce, protect and maintain the Constitution and By-Laws inviolate. He shall decide all questions at meetings of the Local Union in accordance with the Constitution and By-Laws, and all points of order in accordance with standard custom and Robert's Rules of Order, Revised.

(b) He shall discipline members for infractions of the rules or for obstructing the meetings, by imposing an assessment, expulsion from the meeting hall, or both. He shall allow all appeals taken from his decisions. He shall also have a deciding vote in case of a tie, but shall not vote on any other proposition other than a tie, except at the election of officers, when he shall vote the same as any other member.

(c) He shall have a general supervisory control over all matters pertaining to the internal affairs of the Local Union, but shall not have either power, authority or right to infringe upon or undertake to perform duties or functions of other officers.

(d) He shall appoint the membership of all committees unless otherwise provided in this Constitution and By-Laws and shall be ex-officio a member of all committees of the Local Union.

(e) He shall be empowered to temporarily fill vacancies in the offices of Inside Guard, Recording Secretary, Finance Committee, Examining Boards and Election Board.

(f) The President shall be reimbursed for any expense incurred while performing his duties as President of the Local. He shall be reimbursed for any time lost from work to perform Local Union No. 412 business (regular and special meetings included). The expense voucher shall be submitted to the Finance Board for their approval.

Section 5.2 Duties of the Business Manager:

(a) The Business Manager meets in daily contact with the public and the employers, becoming the trustee of the welfare of the members of the Local Union. It is his solemn duty and obligation to vigilantly protect the trade jurisdiction of the United Association in the Plumbing and Pipe Fitting Industry of this locality, to compel employers to observe and respect collective bargaining agreements, to adjust all grievances between members of the Local Union and their employers with justice and fairness and to foster and promote employment for members of the Local Union.

(b) The Business Manager shall have supervision and control over the Business Agent(s). He shall assign the Business Agent(s) to perform certain work in a given territory, when in his judgment; it is for the betterment and welfare of the Local Union.

He shall be empowered to carry out the aims and purposes of this organization in compliance with all federal and state laws, and he shall direct and control the operation of the Hiring Hall, in accordance with the Local Union Agreement.

(c) The Business Manager shall direct and be responsible for any organizing program undertaken by the Local Union. He shall direct and supervise the work activity of the Business Agent(s) in the enforcement of the collective bargaining agreement, protection of the trade jurisdiction of the United Association, and the adjustment of all jurisdictional disputes on job sites with other crafts, the adjustment of any grievance between a member and an employer, and he shall direct the Business Agent(s) to make such reports to him regarding the policing of his territory as the Business Manager deems advisable.

(d) The Business Manager may appoint job stewards and shall issue such instructions to job stewards concerning reports on the progress of the job.

(e) He shall attend all pre-job conferences or designate a Business Agent to attend in his stead. He shall attend all contract negotiation meetings, or shall designate a Business Agent to act in his stead. He shall be within his rights to act in his best judgment in any emergency in all matters in the best interest of the Local Union.

(f) The Business Manager shall make a report of his activities to the membership at each regular membership meeting unless prevented by illness or other such just cause.

(g) The Business Manager shall be furnished a vehicle by the Local Union for the sole purpose of the execution of his official duties. The Local Union shall be responsible for all expenses involved in the operation and maintenance of said vehicle. This vehicle shall be used for official Local Union business, only.

(h) The Business Manager shall be reimbursed for any unusual or extraordinary expenses when approved by the Local Union.

(i) His signature shall be required as a cosigner on all Local Union checks.

(j) He shall be a member of the Joint Apprenticeship Committee and of the New Mexico Pipe Trades Trustees.

(k) He shall be authorized to make any Local Union No. 412 business trips he deems necessary.

(l) A written policy statement on the use of vehicles will be made by the Business Manager and furnished to each vehicle user.

(m) In the event of an interim vacancy of the office of Business Manager, the

Business Agent with the highest vote total when elected shall be empowered to act as Business Manager, with full pay and authority, until an interim election can be held as provided for in the Local Union No. 412 Constitution and By-Laws.

(n) In the event of an interim vacancy of the office of Financial Secretary/Treasurer, the Business Manager shall appoint, with the Executive Board's approval and majority vote of the membership present at the next monthly meeting, a temporary replacement until an Interim Election can be provided. No Interim Election shall be deemed necessary if less than one (1) year remains before the expiration of term of office.

(o) Business Agent – same as (n).

(p) President – same as (n).

(q) Vice President – same as (n).

(r) Executive Board – same as (n).

Section 5.3 Duties of the Business Agent:

(a) The Business Agent shall be under the direct supervision and direction of the Business Manager. He shall promptly carry out all the duties or assignments given to him by the Business Manager.

(b) The Business Agent shall vigilantly protect the trade jurisdiction of the United Association on all jobs within the territory assigned to him. He shall enforce all national and local agreements, adjust all grievances between employees and employers, and perform any other duties assigned to him by the Business Manager. The Business Agent may appoint job stewards and shall issue such instructions to the job stewards concerning reports on the progress of the job with the approval of the Business Manager.

(c) The Business Agent shall make a report of his activities to the membership at each regular membership meeting unless prevented by illness or other such just cause.

(d) The Business Agent shall be furnished a vehicle by the Local Union for the sole purpose of the execution of his official duties. The Local Union shall be responsible for all expenses involved in the operation and maintenance of said vehicle. This vehicle shall be used for official Local Union business, only.

(e) The Business Agent shall be reimbursed for any unusual or extraordinary expenses when approved by the Local Union.

(f) The duties of a Special Representative shall be similar to those of the Business Agent as directed by the Business Manager.

Section 5.4 Duties of the Financial Secretary-Treasurer:

(a) There should not be any interference by the Financial Secretary-Treasurer with the Business Manager of the Local Union in conducting the daily affairs and operations of the Local Union. Therefore, a Financial Secretary-Treasurer should act in a spirit of cooperation with the Business Manager.

(b) The Financial-Secretary-Treasurer shall be elected to serve in the Albuquerque area.

(c) He shall perform the duties of Financial Secretary-Treasurer as outlined in the United Association Constitution.

(d) He shall be furnished a vehicle by the Local Union for the sole purpose of the execution of his official duties. The Local Union shall be responsible for all expenses involved in the operation and maintenance of said vehicle. This vehicle shall be used for official Local Union business, only.

(e) He shall be reimbursed for any unusual or extraordinary expenses approved by the Local Union.

(f) He shall be a member of the New Mexico Pipe Trades Trustees.

(g) His signature must be on all Local Union checks.

(h) He shall be authorized to make any trips necessary to conduct Local Union business, with prior approval of the Business Manager.

(i) He shall make a report of his activities to the membership unless prevented by illness or other such just cause.

(j) He shall have the authority to hire any clerical help needed to satisfactorily perform the clerical work of the Local Union if approved by the Business Manager.

ARTICLE VI
Duties of Assistant Business Agent(s)

Section 6.1 The duties of an Assistant Business Agent shall be similar to those of a Business Agent, as directed and supervised by the Business Manager.

ARTICLE VII
Salary Adjustments

Section 7.1 The salary of Local Union Officers shall be based on a forty-eight (48) hour workweek at Building Trades Journeyman scale.

(a) Business Manager - General Foreman's wage rate according to the highest negotiated CBA rate in Local 412's jurisdiction.

(b) Financial Secretary-Treasurer and Business Agents – Foreman's rate as negotiated.

Section 7.2 The Vice President, Executive Board and Finance Committee shall be reimbursed one (1) day's wage based at Building Trades Journeyman's scale for attending regular authorized meetings pertinent to official elected duties. They shall also be compensated for mileage at the Internal Revenue Service standard rate based on a round trip from either the job site or home. Out of state travel shall not be compensated.

Section 7.3 The President, Recording Secretary, Inside Guard and the Examining Boards shall be reimbursed eight (8) hours wages based on Building Trades Journeyman scale for attending various authorized meetings pertinent to official elected duties. They, also, shall be compensated for mileage per Internal Revenue Service Standard. Mileage will be paid round trip from the job if employed, or from the home if unemployed. Out of state travel will not be compensated.

Section 7.4 The Trustee shall receive one (1) day's wage based on Building Trades Journeyman's scale for attending authorized Trustee meetings and shall also be compensated for mileage per Internal Revenue Service standard. Mileage will be paid round trip from the job if employed, or from the home if unemployed. Out of state travel will not be compensated.

Section 7.5 Any additional compensations or reimbursements for additional special meetings must have prior approval of the Business Manager or membership. Any compensation requests shall have a signed pay voucher submitted to the Business Manager.

Section 7.6 The Local Union shall furnish a home telephone for the Business Manager, Business Agent(s) and Financial Secretary-Treasurer.

ARTICLE XIII
Nominations of Candidates for Office

Section 8.1 Nominations for office shall be as per the United Association Constitution.

ARTICLE IX
Eligibility for Office

Section 9.1 Journeymen members shall be eligible to hold office or serve on a committee, only if they have been in good standing for a period of two (2) years immediately prior to the election as per the United Association Constitution.

Section 9.2 Candidates nominated for office are subject to all applicable State and Federal regulations pertaining to Labor Organizations.

Section 9.3 Journeymen members shall be present at the time of their nomination or if not, have submitted to the President or Financial Secretary-Treasurer and the election committee a registered, notarized letter accepting such nomination. Those accepting the nomination, or their representative, shall immediately present to the election committee a notarized statement signed by the Financial Secretary-Treasurer that the nominee is eligible to be nominated under Section 123 of the United Association Constitution.

Section 9.4 Immediately after being nominated, the nominee, or their representative, shall submit to the election committee, a notarized statement that for the past twelve (12) months he or she has not held a financial interest in any mechanical company engaged in the Mechanical Contracting Business.

ARTICLE X
Eligible to Vote at Local 412 Elections

Section 10.1 As per the United Association Constitution.

ARTICLE XI
Election Board

Section 11.1 The Election Board shall consist of three (3) journeymen members who are not otherwise candidates for office.

Section 11.2 Election Board nominations shall be held at the regular Union meeting two (2) months prior to nominations of officers.

Section 11.3 The election of the Election Board shall be held at the same meeting at which nominations for the Election Board are taken. The three (3) receiving the highest number of votes shall be declared elected. In case of a tie vote, a run-off election will be held the same night. In the event an elected board member is unable to serve, the candidate receiving the next highest number of votes shall be an alternate and substitute for the member unable to serve, and be on call to serve at any time during the election period, as directed by the President.

Section 11.4 The President, Financial Secretary-Treasurer and the Election Board shall meet immediately and make the necessary arrangements, rules, and regulations for conducting the election.

Section 11.5 For the time spent conducting the election process, the Election Board members shall be reimbursed at Building Trades Journeyman scale and be compensated for mileage at the Internal Revenue Service standard rate based on a round trip from the job site or home. Out of state travel shall not be compensated.

ARTICLE XII
Election of Officers by Manual and/or Mail Balloting

Section 12.1 Mail and manual balloting shall be as per the United Association Constitution and as directed by the General President where applicable.

Section 12.2 The membership of Local Union No. 412 shall be notified at least fifteen (15) days prior to any vote being taken to file a request with the General President for Mail Balloting.

Section 12.3 All officers of Local Union No. 412 shall be elected for a term of three (3) years. The election shall be conducted or mail balloting results announced at the regular meeting in June, every three (3) years.

ARTICLE XIII
Installation of officers

Section 13.1 All elected officers shall be installed at the next regular meeting following any election unless a protest has been filed in accordance with the United Association constitution.

ARTICLE XIV
Shop or Job Steward

Section 14.1 The Union agrees to notify the company in writing as to who shall serve as steward. A steward shall be a working journeyman appointed by the Business Manager or an elected Business Agent of Local Union No. 412. He shall, in addition to his work as a journeyman, be permitted to perform, during working hours, any of his union duties that cannot be performed at other times. It is understood and agreed that the steward's duties shall not include any matters relating to referral, hiring, termination and/or disciplining of employees. There shall be no non-working stewards.

Section 14.2 Any shop or job within the jurisdiction of Local Union No. 412 shall, after the fourth (4^{th}) man hired, have a job steward at the discretion of the Business Manager and/or Business Agent, according to Local Union No. 412 By-Laws.

Section 14.3 The employer shall not discriminate against the shop or job steward, nor permit his Superintendent, General Foreman or Foreman to discriminate against the steward.

Section 14.4 When the shop steward is aware the rules of Local Union No. 412 are being violated, he shall attempt to adjust such differences; if unable to do so, he shall immediately notify the Business Agent of Local Union No. 412.

Section 14.5 The steward shall have a copy of the Collective Bargaining Agreement(s), United Association Constitution, Local Union No. 412 By-Laws and working rules with him on the job at all times.

Section 14.6 Foremen will not be allowed to act as shop stewards. The shop steward shall be under the supervision of the Business Manager or Business Agent.

Section 14.7 Representatives of the Union shall have the shop steward accompany them whenever they wish to bring any disputes to the attention of the proper representatives of the employer or wish to hold any discussions concerning any disputes or Labor Agreements.

Section 14.8 When two (2) or more crafts are working overtime on commercial or industrial work; and three (3) or more employees are working; the steward shall be included.

Section 14.9 Stewards shall be directed, at the discretion of the Business Manager and/or Business Agent, to observe welding procedures and/or tests.

ARTICLE XV
Real Estate Corporation

Section 15.1 Authority for operation and maintenance of buildings and other property of the Local Union shall be vested in the United Association, Local Union No. 412, Real Estate Trust consisting of the Business Manager, Financial Secretary-Treasurer, Recording Secretary, President and Vice-President.

No property or buildings may be acquired, bought, owned, held, mortgaged or sold without approval of a two-thirds (2/3) vote of the members present at a notified regular or special membership meeting and recommended by the Real Estate Corporation.

ARTICLE XVI
Qualifications for Membership

Section 16.1 As per the United Association Constitution.

ARTICLE XVII
Initiation Fees

Section 17.1 The initiation fees for Building Trades Journeymen shall be three hundred dollars ($300.00). The examination fee shall be $50.00, in addition to the initiation fee. If the applicant fails to pass the examination, or he/she is rejected by the Union, all money paid on his/her application shall be refunded with the exception of the $50.00 charged for the examination.

Section 17.2 If an applicant, after being duly notified, fails to show up for a scheduled examination, he shall be charged the examination fee as if he/she were present.

Section 17.3 The initiation fee for Building Trades Apprentices shall be fifty dollars ($50.00) and due in full at the time of initiation.

Section 17.4 The re-initiation fee for;
Building Trades Journeyman shall be six hundred dollars ($600.00)
Metal Trades Housing Journeyman shall be four hundred dollars ($400.00)
Building Trades and Metal Trades Housing Apprentices shall be one hundred dollars ($100.00)

Section 17.5 The initiation fee for Residential Branch Journeyman will be two hundred dollars ($200.00). The initiation for Residential Branch Trainee shall be fifty dollars ($50.00).

Section 17.6 A Metal Trades Journeyman desiring to transfer to the Building Trades branch of the Local Union shall be required to meet the requirements and qualifications as set forth in the United Association Constitution.

Section 17.7 Initiation fees in connection with organizing shall be determined by the Business Manager, his designee or the General President of the United Association.

ARTICLE XVIII
Dues

Section 18.1 All dues shall be paid in accordance with the United Association Constitution.

Section 18.1 (A) UA Local Union No. 412's monthly dues (Section 18.2) will automatically increase by the same amount whenever there is an increase in the per capita tax by the United Association.

Section 18.2 Monthly dues for each member of Local Union 412 shall be as indicated below:

Building Trades Journeyman	$30.00 per month
Building Trades Apprentice	$24.00 per month
Members of Local Union No. 412 excluded in Article XIII, Section 18.3(A)	
Building Trades Journeyman (MTC)	$30.00 per month
Metal Trades Journeyman	$28.00 per month
Metal Trades Apprentice	$24.00 per month
Members of Local Union No. 412 included in Article XIII, Section 18.3(B)	
Residential Branch Journeyman	$25.00 per month
Residential Branch Trainee	$22.00 per month
Federal, State and Municipal Mechanical Inspectors	$21.00 per month
Retirees	$15.00 per month
Disabled Members w/Documentation	$15.00 per month
*Metal Trades Journeyman (MTC)	$29.00 per month
Service Journeyman	$30.00 per month
Serviceman	$28.00 per month
Service Apprentice	$24.00 per month
Tradesman	$22.00 per month
(04/05/02)	

No dues stamps will be issued to any member until all working assessment and/ or dues in arrears are paid in full.

Section 18.3 (A) All journeymen, servicemen, apprentices and tradesmen working in the jurisdiction of Local Union No. 412, except where otherwise indicated in these By-laws shall pay an assessment of two and one-half percent (2-1/2%) of their gross earnings. However, a fourth of one percent (1/4%), if authorized by member (signature required) can be dedicated to go into the Local Union No. 412 Legislative and PAC funds.

(B) Members who are employees of the Sandia Corporation, PNM Gas Services, or strictly a Metal Trades Maintenance Agreement shall not be required to pay the two and one-half percent (2½%) assessment.

Section 18.4 Dues for members of Local Union No. 412 signatory to Local Union No. 412 Labor Agreement(s) shall be as per the United Association Constitution.

Section 18.5 Dues for retirees shall not exceed the United Association per-capita the Local Union pays on each member each month.

Section 18.6 (A) Stewards shall be reimbursed on a monthly basis, an amount equal to their monthly dues, after two (2) weeks of service after having paid all dues, death benefits and assessments up to date.

(B) The Financial Secretary-Treasurer shall be notified in writing by the responsible officer, the effective date of appointment as well as the date the steward's services are completed.

Section 18.7 A suspended member may be required to sign a letter authorizing the employer to withhold 20% of his wages each week until the account, which includes all dues, death benefits and assessments is paid in full.

Section 18.8 Any member of Local Union No. 412 who has not complied with this Article by having his working assessment and/or dues paid each month shall pay the Local Union as soon as he receives his statement or a letter requesting the payment of same, or when the Business Manager, Business Agent or Job Steward requests the member to forward same to the Local Union. Should the member fail or refuse to comply with the request for payment, the Business Manager may enforce the provisions of the Union Shop Article of the Labor Agreement between the Union and the Employer.

Section 18.9 If a member or applicant represented by Local Union No. 412 fails or refuses to pay his dues and initiation fee as per the Local Union No. 412 Constitution and By-Laws, this shall be sufficient cause to proceed with lawful enforcement of the provisions of the Union Shop Article of the current Labor Agreement.

Section 18.10 The Financial Secretary-Treasurer shall give the Business Manager a complete list of names of members who are suspended for non-payment of dues. The Business Manager shall assist the Financial Secretary-Treasurer in getting these members current.

Section 18.11 The Financial Secretary-Treasurer shall mail notices to all members of Local Union No. 412 to their last known address informing them of a vote by secret ballot to increase or decrease the dues and/or assessment for any purpose. Notices are to be mailed at least ten (10) days prior to the meeting, at which, the voting will occur.

Section 18.12 In the event an employer withholds dues and/or working assessment monies and these monies are not forwarded to Local Union No. 412, the employee is not liable for these monies. The dues and/or working assessment deduction must appear on the employee's check stub.

Section 18.13 Any Local Union member working under a Collective Bargaining Agreement where their working assessment is withheld by check-off shall maintain a current check-off agreement with his employer sufficient to cover their monthly working assessment to Local Union No. 412 as directed by the membership of Local Union No. 412.

ARTICLE XIX
Wage and Wage Rates

Section 19.1 As per the current Collective Bargaining Agreement(s).

ARTICLE XX
Finances

Section 20.1 General Fund: Monies are to be deposited in the General Fund and all expenditures are to be made from the General Fund. Monies in excess of normal needs shall be invested in accordance with Section 20.6 of this Article.

Section 20.2 All expenditures shall be referred to the Business Manager and Financial Secretary-Treasurer for their approval, then referred to the Finance Committee for approval at their next regular meeting and then presented at the regular meeting of the Local Union for approval.

Section 20.3 Change Funds: Change or petty cash funds may be established at the discretion of the Financial Secretary-Treasurer for any office, which has a bonded employee in charge and for any officer, employee or steward who is bonded.

Section 20.4 The signature of the Business Manager and Financial Secretary-Treasurer shall be required on all checks to withdraw or liquidate investments.

Section 20.5 Bonding of officers and employees: All officers, employees or stewards who handle monies shall be bonded in the amount set by the Labor Management Reporting and Disclosure Act of 1959.

Section 20.6 Surplus Funds: The officers of Local Union No. 412 taking into account the special problems and functions of a labor organization, shall hold its money and property solely for the benefit of the organization and its membership, and shall manage, invest and expend the same in accordance with the Constitution and By-Laws and such resolutions as shall from time to time be adopted by the membership. Any investment of Local 412 funds other than purchase of U.S. Government Bonds or deposit in a federally insured financial institution shall be after consultation with an Investment Advisor registered under the Investment Advisors Act of 1940.

Section 20.7 There shall be a certified audit of the books at the end of each fiscal year by a certified public accountant, selected by the Business Manager. The Finance Committee, Financial Secretary-Treasurer and Business Manager shall review the audit and report to the membership at a regular union meeting. The audit shall be kept in the office of the Financial Secretary-Treasurer for review by appointment of any Local Union No. 412 member in good standing. A financial statement shall be mailed to each member in good standing at his or her last known address.

Section 20.8 Any member or applicant, whose check is returned by the bank, shall have the official receipt, which was issued for said check declared null and void, and the items listed on the receipt shall revert to an unpaid status. An actual cost service charge will be added to the member or applicant's bill, and the bad check must be made good with cash or a money order.

Section 20.9 No member shall be elected or appointed to represent Local Union No. 412 without first having had the Business Manager and Finance Committee ascertain that the Local Union can reimburse the above mentioned representative for various expenses such as meals, travel, lodging, pay and registration fees.

Section 20.10 Members elected as delegates or appointed to represent Local Union No. 412 at various out-of-town functions shall be reimbursed for expenses while attending such functions after presenting receipts to the Business Manager and Finance Committee. The local shall furnish a round trip coach airfare airline or if traveling by vehicle, pay the member mileage as set by the Internal Revenue Service standards. The member shall also receive Building Trades Journeyman scale of eight (8) hours on travel days as well as days that the function is in session. (This pay does not apply to salaried Local Union officials.)

ARTICLE XXI
Death Fund

Section 21.1 The Death Fund was established on October 12, 1948 and revised as needed. To be eligible, a member must be in good standing with the Death Benefit Fund at the time of death. Death Benefits are due and payable within thirty (30) days of billing. Any member becoming in arrears more than $40.00 after billing: shall be given written notice by certified mail, return receipt, that they have been suspended from the Death Benefit Fund, and be informed that to re-establish their good standing they must have paid all Death Benefits in arrears which were paid in their name, plus a re-establishment fee of $40.00. No benefits shall be disbursed to a member's beneficiary after the return receipt is received by the Financial Secretary-Treasurer. Any member owing more than the above mentioned money shall not become in good standing unless all monies owed to the Fund and the reinstatement fee are paid before that member has expired.

Section 21.2 Upon proof of death any member who is eligible, a sum of six thousand dollars ($6,000.00) shall be paid to the person designated as beneficiary on the United Association Death Benefit form unless some other beneficiary is specifically designated, in writing, properly signed and witnessed. In the absence of a designated beneficiary, payment will be made to the estate of the deceased. Immediately upon payment of the death benefit for any member, each member of Local 412 shall be assessed the sum of $4.00 for each death.

Section 21.3 No member shall be exempt from paying death benefits. Members transferring into Local Union No. 412 or members initiated by Local Union No. 412 shall pay the sum of $20.00 prior to being transferred in or initiated. All monies collected for the Death Fund after January 1, 1956 shall be transferred at the end of each month to the Fund.

Section 21.4 In case of accident or epidemic in which more members are killed than the fund can pay, the amounts shall be apportioned equally, and the balance due shall be paid the beneficiaries when the assessments are collected.

ARTICLE XXII
United Association and Local Union Rules

Section 22.1 As per the Section "Offenses, Penalties, Trials and Appeals" to the Unites Association.

Section 22.2 No officer, representative or member of the United Association or it's Local Unions, or District Councils, or State or Provincial Associations shall resort to court proceedings of any description in any matter pertaining to this organization or it's Local Unions, or his membership, or his office, until all remedies provided for within the United Association Constitution have been fully exhausted.

Section 22.3 Any member preferring false charges against another shall be assessed not less than fifty dollars ($50.00) at the discretion of the Executive Board after notice and hearing.

Section 22.4 Any member divulging the proceedings or parts of the proceedings of any meeting of this Local to any person not a member of the United Association shall, upon conviction, be fined not less than fifty dollars ($50.00) after notice and hearing.

Section 22.5 All members when laid off in any shop shall not report to the Hiring Hall until member has a valid termination slip/notice in hand. Unemployed members shall not remain on or about any plumbing shop or job.

Section 22.6 Any member who accepts a referral to any job and does not report on said job after accepting the referral shall be subject to discipline by the Local Union, unless he notifies the Hiring Hall of his failure to report and the reason for said failure, in order that another employee can be referred to the job.

Section 22.7 Securing men when needed will be done per the Hiring Hall procedure.

Section 22.8 All members of Local Union No. 412 must install all work in accordance with the Labor Agreement.

Section 22.9 No member shall be required to work behind a legal picket.

Section 22.10 Prior to the filing of formal charges, all parties involved may be requested to appear before the Executive Board.

Section 22.11 Any member soliciting his own work or who goes to work without a referral at work covered by the United Association Constitution, Local Union No. 412 By-Laws or Local Union No. 412's Collective Bargaining Agreement(s) shall be liable to disciplinary action after notice and hearing.

Section 22.12 Members shall keep the Local Union posted on their current mailing address and phone number.

Section 22.13 No member shall sub-contract work covered in any Local Union No. 412 or United Association collective bargaining agreement(s) from any employer or individual.

Section 22.14 Any member, who is duly notified by Local Union No. 412, by registered mail, to appear at the Local Union office or before the Executive Board and does not present himself at such time and place, shall be in violation of these By-laws and subject to a penalty after notice and hearing.

Section 22.15 No member shall haul any shop tools or materials in his personal vehicle, at any time, nor shall he furnish, rent or lease any vehicle, tool or equipment to his employer unless it is permitted in a collective bargaining agreement. An employer is any contractor who hires Local Union No. 412 members.

Section 22.16 Any member using improper and profane language while in the Union Hall, or conducting himself in a manner that disturbs the decorum of the union meeting, may be removed from the hall and/or subjected to disciplinary charges and penalty.

Section 22.17 Removal from office shall be as per the United Association Constitution.

Section 22.18 Applications to strike shall be as per the United Association Constitution.

ARTICLE XXIII
Negotiating and Acceptance of Labor Agreement(s)

Section 23.1 The Business Manager, the Financial Secretary-Treasurer and one (1) Business Agent shall negotiate the Collective Bargaining Agreement(s).

Section 23.2 Progress reports shall be submitted to the members at the regular meeting for discussion and recommendations from the members to the negotiating committee.

Section 23.3 Notice shall be mailed to all members of Local Union No. 412 to their last known address at least ten (10) days prior to a regular or special meeting to vote on acceptance or rejection of the proposed new Collective Bargaining Agreement(s).

Section 23.4 The proposed Collective Bargaining Agreement(s) submitted by the negotiating committee to the members as per Section 3 of this Article can be accepted, amended or rejected by a majority vote by secret ballot.

Section 23.5 At a regular or special meeting, it shall require a two-thirds (2/3) vote of the members present to order a strike and a majority vote to call off a strike.

Section 23.6 After the collective bargaining agreement(s) have been ratified and printed, a copy shall be mailed to every eligible journeyman and apprentice member of Local Union No. 412.

ARTICLE XXIV
Miscellaneous

Section 24.1 All meetings of Local Union No. 412 shall be governed by Robert's Rules of Order, Revised. If anything is omitted from these By-laws, the members shall be governed by the United Association Constitution and the Local Union 412 Collective Bargaining Agreement(s).

Section 24.2 Any officer absent for three (3) consecutive meetings of the office to which he/she was duly elected, without just cause, charges shall be preferred against the officer. After specific written charges, notification and hearing, his office may be declared vacant after the membership approves the Executive Board report.

Section 24.3 Suspended members shall not be allowed to attend meetings. The Inside Guard will ascertain qualifications.

Section 24.4 These By-laws shall remain in full force and effect thereafter unless amended or replaced as herein provided. All other By-laws and motions, etc. are hereby declared null and void.

Section 24.5 If the Business Manager or Financial Secretary-Treasurer are unable to sign checks in case of an emergency, the President of Local Union No. 412 shall be authorized to act as an alternate to sign checks.

Section 24.6 The Hiring Hall shall be required to have a current copy of all out-of-work lists posted in the Union Hall, readily available to the membership.

Section 24.7 New members shall be required to appear before the Executive Board for indoctrination purposes.

Section 24.8 A quorum of three (3) Labor Trustees shall be required for any and all meetings, committee meetings, sub-committee.... etc. of the New Mexico Pipe Trades Trustees.

ARTICLE XXV
Savings Clause

If any provision of the Constitution shall be declared invalid or inoperative by any competent authority of the executive, judicial or administrative branch of Federal or State government, the officers shall have the authority to suspend the operation of such provision and the remainder of this Constitution or the application of such section to persons or circumstances other than those as to which it has been held invalid, shall not be affected thereby.