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

0908

OMB No 1545-0047

2008

Open to Public Inspection

For the 2008 calendar year, or tax year beginning Sep 1, 2008, and ending Aug 31, 2009

B Check if applicable
- [ ] Address change
- [X] Name change
- [ ] Initial return
- [ ] Termination
- [ ] Amended return
- [ ] Application pending

Please use IRS label or print or type. See specific Instructions.

C Name of organization FLOR
UNITED FACULTY OF FLORIDA

Number and street (or P O box if mail is not delivered to street addr) Room/suite
306 EAST PARK AVENUE

City, town or country State ZIP code + 4
TALLAHASSEE FL 32301-1531

D Employer Identification Number 59-1657609

E Telephone number (850) 224-8220

G Gross receipts $ 1,165,262.

F Name and address of principal officer
Ed Mitchell 306 EAST PARK AVENUE TALLAHASSEE FL 32301

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)

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

J Website: ► http://www.unitedfacultyofflorida.org/

H(c) Group exemption number ► 3082

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

L Year of Formation 1976 **M** State of legal domicile FL

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities. LABOR UNION FOR FACULTY, PROFESSIONAL EMPLOYEES, AND STAFF OF FLORIDA'S COLLEGES AND UNIVERSITIES.

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	11
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	11
5	Total number of employees (Part V, line 2a)	5	9
6	Total number of volunteers (estimate if necessary)	6	150
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	

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		Prior Year	Current Year
Revenue			
8	Contributions and grants (Part VIII, line 1h)	973,776.	245,395.
9	Program service revenue (Part VIII, line 2g)		915,384.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	22,107.	4,483.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	280,731.	
12	Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,276,614.	1,165,262.
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)	641,035.	898,715.
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)	549,481.	686,164.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	1,190,516.	1,584,879.
19	Revenue less expenses Subtract line 18 from line 12	86,098.	-419,617.
Net Assets or Fund Balances		**Beginning of Year**	**End of Year**
20	Total assets (Part X, line 16)	1,107,359.	753,542.
21	Total liabilities (Part X, line 26)	518,996.	671,672.
22	Net assets or fund balances Subtract line 21 from line 20	588,363.	81,870.

Part II Signature Block

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

Sign Here

► [signature] 06/10/10
Signature of officer Date

► Ed Mitchell SERVICE UNIT DIRECTOR
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ► [signature] CPA Date 06/10/10
Check if self-employed ► [ ]
Preparer's identifying number (see instructions)

Firm's name (or yours if self-employed), address, and ZIP + 4 ► KELLEY, KING & ASSOCIATES, P.A.
1549 COLONIAL DRIVE
TALLAHASSEE FL 32303
EIN ►
Phone no ► (850) 681-7300

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

2

SCANNED JUN 2 4 2011

Part III Statement of Program Service Accomplishments (see instructions)

1 Briefly describe the organization's mission

LABOR UNION FOR FACULTY, PROFESSIONAL EMPLOYEES AND STAFF OF FLORIDA'S COLLEGES AND UNIVERSITIES.
AND UNIVERSITIES.

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 $ ________)

Provide for contract administration including collective bargaining, member grievances, legal representation and arbitration.

4b (Code ________) (Expenses $ ________ including grants of $ ________) (Revenue $ ________)

Provide for member engagement in legislative and political activities that impact Florida's colleges and universities.

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

Provide for member professional and leadership development.

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	6			
b Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	1b	0			
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			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	9			
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 may 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		
b If 'Yes,' did the organization notify the donor of the value of the goods or services provided?			7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		
d If 'Yes,' indicate the number of Forms 8282 filed during the year	7d				
e Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		
g For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h For 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

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

		Line	Yes	No
1a Enter the number of voting members of the governing body	1a 11			
b Enter the number of voting members that are independent	1b 11			
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	X	
10 Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990		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

	Line	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

►Michael Gilliard 213 S Adams Street TALLAHASSEE, FL 32301 (850) 201-2800

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

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

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

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

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) 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 $10,000 of reportable compensation from the organization and any related organizations

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

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

(A) Name and Title	(B) Average hours per week	(C) Position: 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
Tom Auxter, University of Florida Steering Committee/President	10.00	X		X				23,019.	0.	0.
Daniel Rieger, Broward College Steering Committee/First Vice President	5.00	X		X				0.	0.	0.
Sherman Dorm, USF Steering Committee/State University Bargaini	2.00	X						0.	0.	0.
Judi Schatte, Brevard CC Steering Committee/College Bargaining Counci	2.00	X						0.	0.	0.
Bret Seferian, UF Steering Committee/Graduate Asst Bargaining	2.00	X						0.	0.	0.
Jack McTague, Saint Leo University Steering Committee/Independent Colleges Barg	2.00	X						0.	0.	0.
Lee Stepina, FSU Steering Committee/Contract Enforcement Chair	2.00	X						0.	0.	0.
Henry Thomas, UNF Steering Committee/Govnment Relations Chair	2.00	X						0.	0.	0.
Damon Davis, Broward College Steering Committee/FEA Government Board	2.00	X						0.	0.	0.
Madelyn Isaacs, FGCU Steering Committee/Membership Chair	2.00	X						0.	0.	0.
Roy Weatherford, FEA Retired Steering Committee	2.00	X						1,400.	0.	0.
F. Edward Mitchell Service Unit Director	40.00					X		111,959.	0.	66,860.

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

(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
1 b Total ►								136,378.	0.	66,860.

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

		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 ► 0

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
CONTRIBUTIONS, GIFTS, GRANTS AND OTHER SIMILAR AMOUNTS	1a Federated campaigns	1a				
	b Membership dues	1b				
	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 245,395.				
	g Noncash contribns included in lns 1a-1f	$				
	h Total. Add lines 1a-1f ►		245,395.			
PROGRAM SERVICE REVENUE		Business Code				
	2a Membership Dues	900099	913,190.	913,190.	0.	0.
	b Expense Reimbursement	900099	2,194.	2,194.	0.	0.
	c					
	d					
	e					
	f All other program service revenue					
	g Total. Add lines 2a-2f ►		915,384.			
OTHER REVENUE	3 Investment income (including dividends, interest and other similar amounts) ►		4,483.	0.	0.	4,483.
	4 Income from investment of tax-exempt bond proceeds ►					
	5 Royalties ►					
		(i) Real / (ii) Personal				
	6a Gross Rents					
	b Less rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss) ►					
		(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				
	b Less cost of goods sold	b				
	c Net income or (loss) from sales of inventory ►					
	Miscellaneous Revenue	Business Code				
	11a					
	b					
	c					
	d All other revenue					
	e Total. Add lines 11a-11d ►					
	12 Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e ►		1,165,262.	915,384.	0.	4,483.

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	17,802.			
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	497,832.			
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	132,286.			
9 Other employee benefits	214,259.			
10 Payroll taxes	36,536.			
11 Fees for services (non-employees)				
a Management				
b Legal				
c Accounting	7,600.			
d Lobbying				
e Prof fundraising svcs See Part IV, ln 17				
f Investment management fees				
g Other				
12 Advertising and promotion				
13 Office expenses	26,029.			
14 Information technology				
15 Royalties				
16 Occupancy	31,369.			
17 Travel	118,206.			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	128,258.			
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	535.			
23 Insurance				
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 MEMBERSHIP EXPENSE	56,534.			
b CHAPTER REBATES	277,087.			
c BARGAINING/CONTRACT ENFORCEMENT	39,796.			
d FILING FEES	150.			
e MEMBERSHIP DUES	600.			
f All other expenses				
25 Total functional expenses. Add lines 1 through 24f	1,584,879.			
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	48.	1	172.
	2	Savings and temporary cash investments	812,746.	2	708,133.
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	98,198.	4	37,063.
	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 13,706.			
	b	Less accumulated depreciation Complete Part VI of Schedule D — 10b 12,185.	2,056.	10c	1,521.
	11	Investments – publicly-traded securities		11	
	12	Investments – other securities See Part IV, line 11	3,755.	12	4,288.
	13	Investments – program-related See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11	190,556.	15	2,365.
	16	**Total assets** Add lines 1 through 15 (must equal line 34)	1,107,359.	16	753,542.
Liabilities	17	Accounts payable and accrued expenses	88,702.	17	106,240.
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow account liability Complete Part IV of Schedule D		21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable		24	
	25	Other liabilities Complete Part X of Schedule D	430,294.	25	565,432.
	26	**Total liabilities.** Add lines 17 through 25	518,996.	26	671,672.
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	588,363.	27	81,870.
	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.**	588,363.	33	81,870.
	34	Total liabilities and net assets/fund balances	1,107,359.	34	753,542.

Part XI Financial Statements and Reporting

			Yes	No
1	Accounting method used to prepare the Form 990 [ ] Cash [X] 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	Employer Identification number
UNITED FACULTY OF FLORIDA	59-1657609

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	

2 a 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 ► ______ %

3 a 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				
b Buildings				
c Leasehold improvements				
d Equipment		13,706.	12,185.	1,521.
e Other				
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ►				1,521.

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		
538 SHS CREATIVE BENEFITS FOR EDUCATORS	4,288.	FMV
Total. *(Column (b) should equal Form 990 Part X, col (B) line 12)* ►	4,288.	

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
DUE FROM FEA POST RETIREMENT BENEFIT	0.
SECURITY DEPOSITS	2,365.
Total. *Column (b) Total (should equal Form 990, Part X, col.(B), line 15)* ►	2,365.

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

(a) Description of Liability	(b) Amount
Federal Income Taxes	
POSTRETIREMENT BENEFIT OBLIGATION	565,432.
DUE TO FEA	0.
Total. *Column (b) Total (should equal Form 990, Part X, col (B) line 25)* ►	565,432.

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)	1,165,262.
2	Total expenses (Form 990, Part IX, column (A), line 25)	1,584,879.
3	Excess or (deficit) for the year Subtract line 2 from line 1	-419,617.
4	Net unrealized gains (losses) on investments	533.
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	533.
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	-419,084.

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	1,165,795.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12.				
a	Net unrealized gains on investments	2a	533.		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	533.
3	Subtract line **2e** from line **1**			3	1,165,262.
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	1,165,262.

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

1	Total expenses and losses per audited financial statements			1	1,584,879.
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	1,584,879.
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	1,584,879.

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b; Part V, line 4, Part X; Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b.

Part XIV Supplemental Information (continued)

SCHEDULE O (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990

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

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization: UNITED FACULTY OF FLORIDA

Employer identification number: 59-1657609

Pt VI-B, Line 15 The governing Senate of the Association makes all comparisons and decisions regarding compensation.

Pt VI-A, Line 6 Members

Pt VI-A, Line 7a Members

Pt VI-A, Line 7b Members

Pt VI-A, Line 10 Form 990 is prepared by an accounting firm and reviewed by management of UFF and the state affiliate prior to filing

Pt VI-A, Line 10 under the direction of the Service Unit Director.

Pt VI-C, Line 19 The Association makes it governing documents available on

Pt VI-C, Line 19 its website. Financial statements are available upon request.

Pt I, Line 8 In Prior Year Membership dues are included per instructions.

Pt I, Line 9 Membership dues are now considered program service.

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

► **Attach to Form 990. To be completed by organizations that answered 'Yes' to Form 990, Part IV, lines 33, 34, 35, 36, or 37.**
► **See separate instructions.**

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization

UNITED FACULTY OF FLORIDA

Employer identification number

59-1657609

Part I Identification of Disregarded Entities

(A) Name, address, and EIN of disregarded entity	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Total income	(E) End-of-year assets	(F) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Exempt Code section	(E) Public charity status (if section 501(c)(3))	(F) Direct controlling entity
United Faculty of Florida Political Action Committee 306 East Park Avenue, Tallahassee FL 32301	Political Committee	FL	527		

Part III Identification of Related Organizations Taxable as a Partnership

(A) Name, address, and EIN of related organization	(B) Primary Activity	(C) Legal domicile (state or foreign country)	(D) Direct controlling entity	(E) Predominant income (related, investment, unrelated)	(F) Share of total income	(G) Share of end-of-year assets	(H) Disproportionate allocations?		(I) Code V-UBI amount in Box 20 of Schedule K-1 (Form 1065)	(J) General or managing partner?	
							Yes	No		Yes	No

Part IV Identification of Related Organizations Taxable as a Corporation or Trust

(A) Name, address, and EIN of related organization	(B) Primary Activity	(C) Legal domicile (state or foreign country)	(D) Direct controlling entity	(E) Type of entity (C corp, S corp, or trust)	(F) Share of total income	(G) Share of end-of-year assets	(H) Percentage ownership

Part V Transactions With Related Organizations

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

		Line	Yes	No
1	During the tax year did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV			
a	Receipt of **(i)** interest **(ii)** annuities **(iii)** royalties **(iv)** rent from a controlled entity	1a		X
b	Gift, grant, or capital contribution to other organization(s)	1b		X
c	Gift, grant, or capital contribution from other organization(s)	1c		X
d	Loans or loan guarantees to or for other organization(s)	1d		X
e	Loans or loan guarantees by other organization(s)	1e		X
f	Sale of assets to other organization(s)	1f		X
g	Purchase of assets from other organization(s)	1g		X
h	Exchange of assets	1h		X
i	Lease of facilities, equipment, or other assets to other organization(s)	1i		X
j	Lease of facilities, equipment, or other assets from other organization(s)	1j		X
k	Performance of services or membership or fundraising solicitations for other organization(s)	1k	X	
l	Performance of services or membership or fundraising solicitations by other organization(s)	1l		X
m	Sharing of facilities, equipment, mailing lists, or other assets	1m	X	
n	Sharing of paid employees	1n	X	
o	Reimbursement paid to other organization for expenses	1o		X
p	Reimbursement paid by other organization for expenses	1p		X
q	Other transfer of cash or property to other organization(s)	1q		X
r	Other transfer of cash or property from other organization(s)	1r		X

2 If the answer to any of the above is 'Yes,' see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

	(A) Name of other organization	(B) Transaction type (a-r)	(C) Amount involved
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			

Part VI Unrelated Organizations Taxable as a Partnership

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total asset or gross revenue) that was not a related organization See Instructions regarding exclusion for certain investment partnerships

(A) Name, address, and EIN of entity	(B) Primary activity	(C) Legal Domicile (State or Foreign Country)	(D) Are all partners section 501(c)(3) organizations?		(E) Share of end-of-year assets	(F) Dispropor-tionate allocations?		(G) Code V-UBI amount in Box 20 of Schedule K-1 Form (1065)	(H) General or managing partner?	
			Yes	No		Yes	No		Yes	No

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 File by the due date for filing your return See instructions	Name of Exempt Organization UNITED FACULTY OF FLORIDA	**Employer identification number** 59-1657609
	Number, street, and room or suite number If a P O box, see instructions 306 EAST PARK AVENUE	
	City, town or post office, state, and ZIP code For a foreign address, see instructions TALLAHASSEE FL 32301-1531	

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 ► Michael Gilliard

Telephone No. ► (850) 201-2800 FAX No. ► (850) 222-1763

- 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) 3082 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 Apr 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 Sep 1, 20 08, and ending Aug 31, 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.

Form 8868 (Rev 4-2008) UNITED FACULTY OF FLORIDA 59-1657609 Page 2

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

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

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

Part II **Additional (Not Automatic) 3-Month Extension of Time.** You **must** file original and one copy.

Type or print File by the extended due date for filing the return See instructions	Name of Exempt Organization UNITED FACULTY OF FLORIDA	Employer identification number 59-1657609
	Number, street, and room or suite number If a P O box, see instructions 306 EAST PARK AVENUE	For IRS use only
	City, town or post office, state, and ZIP code For a foreign address, see instructions TALLAHASSEE FL 32301-1531	

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

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

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

- The books are in care of ► Michael Gilliard
  Telephone No ► (850) 201-2800 FAX No ► (850) 222-1763
- 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) 3082 If this is for the whole group, check this box ► [ ] If it is for part of the group, check this box ► [X] and attach a list with the names and EINs of all members the extension is for.

4 I request an additional 3-month extension of time until Jul 15, 20 10.

5 For calendar year ____, or other tax year beginning Sep 1, 20 08, and ending Aug 31, 20 09

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

7 State in detail why you need the extension Additional time is required to gather information from third parties to accurately prepare a complete and accurate return including disclosures and related schedules.

8a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits See instructions	8a	$ 0.
b If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made Include any prior year overpayment allowed as a credit and any amount paid previously with Form 8868	8b	$ 0.
c Balance Due. Subtract line 8b from line 8a Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instrs	8c	$ 0.

Signature and Verification

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

Signature ► Jena King Title ► CPA Date ► 4/14/10

Supporting Statement of:

Form 990 p 9/Other amt. not included

Description	Amount
FEA Local Assistance	170,425.
FEA Rental Assistance	10,000.
NEA Higher Ed Grant	30,000.
FEA SURC Grant	18,975.
FEA New Member Rebate	12,990.
NEA Grad Assistant Organizing Grant	3,005.
Total	245,395.

Supporting Statement of:

Form 990 p 10/Line 13 col (A)

Description	Amount
Office Supplies & Expenses	7,200.
Copying	4,634.
Telephone	8,012.
Postage & Shipping	3,687.
Printing	2,496.
Total	26,029.

Supporting Statement of:

Form 990 p 10/Line 16 col (A)

Description	Amount
Rent	31,369.
Total	31,369.

Supporting Statement of:

Form 990 p 11/Line 17, column (A)

Description	Amount
ACCOUNTS PAYABLE	52,965.
ACCRUED PAYROLL	8,504.
ACCRUED ANNUAL LEAVE	27,233.
Total	88,702.

Supporting Statement of:

Form 990 p 11/Line 17, column (B)

Description	Amount
ACCOUNTS PAYABLE	62,415.
ACCRUED PAYROLL	13,323.
ACCRUED ANNUAL LEAVE	30,502.
Total	106,240.

Supporting Statement of:

Form 990 p 11/Line 27, column (A)

Description	Amount
UNRESTRICTED NET ASSETS	779,374.
OTHER COMPREHENSIVE FAS #158 POSTRETIREMENT BENEFITS	-191,011.
Total	588,363.

Supporting Statement of:

Form 990 p 11/Line 27, column (B)

Description	Amount
UNRESTRICTED NET ASSETS	360,290.
OTHER COMPREHENSIVE INCOME FAS #158 POSTRETIREMENT BENEFITS	-278,420.
Total	81,870.

UNITED FACULTY OF FLORIDA
CONSTITUTION AND BYLAWS

CONSTITUTION

PREAMBLE

We, the members of the United Faculty of Florida, have established this union in order to achieve certain objectives which are paramount to our individual and collective interests. Accordingly, the membership body shall be sovereign in all areas of organizational concern. Authority to represent member interests shall be delegated to the UFF Senate and Steering Committee which shall constitute the union's official governing units.

ARTICLE I. NAME

Section 1. This organization shall be known as the United Faculty of Florida which shall be an affiliate of the Florida Education Association (FEA), the National Education Association (NEA), the American Federation of Teachers (AFT), and the AFL-CIO.

ARTICLE II. OBJECTIVES

Section 1. To bring faculty, professional employees and staff of Florida's colleges and universities into a relationship of mutual assistance and cooperation in order to obtain for them the rights and privileges to which they are entitled.

Section 2. To take appropriate action in order to safeguard rights guaranteed under the Constitutions of the United States of America and the State of Florida and to take appropriate political action that will promote the passage of progressive legislation, thereby improving the political, economic, and educational conditions of society.

Section 3. To promote a democratization of the colleges and universities of Florida that will enable members to better serve the people of the State of Florida.

Section 4 To achieve and safeguard due process and academic freedom.

Section 5. To combat all forms of discrimination based on age, disability, gender, marital status, national origin, political belief, race, religion, or sexual orientation in the colleges and universities of Florida and society.

Section 6. To promote academic excellence in teaching, research, and community service in Florida's institutions of higher education

Section 7. To strengthen the well-being of the people of Florida through research, teaching, and community service in Florida's institutions of higher education.

ARTICLE III. MEMBERSHIP

Section 1. Faculty, professional employees, employed graduate students, and staff in the public and private colleges and universities of the State of Florida, who are members or may become members of a bargaining unit, shall be eligible for active membership in UFF except as otherwise provided in this Constitution and Bylaws. The right to vote and to hold elective office shall be limited to active and educational support members except as otherwise provided in the Constitution and Bylaws.

Section 2. No discrimination shall ever be shown toward members or applicants for membership because of age, disability, gender, marital status, national origin, political belief, race, religion, or sexual orientation.

Section 3. UFF members shall be unified dues members of the Florida Education Association and the National Education Association.

Section 4. Membership shall be open to retired teachers and others eligible for membership who withdraws from the profession who wish to maintain affiliation. In order to be eligible for retired membership, individuals must previously have paid at least one year of active UFF dues.

Section 5. Reserve membership is open to any person who is on a leave of absence of at least six months from the employment that qualifies him or her for active membership or who has held active membership but whose employment status no longer qualifies that individual for such membership.

Section 6. Associate membership shall be open to any person who is interested in advancing the cause of education but who is not eligible for any other class of membership in UFF. Associate members shall be eligible to receive reports and publications of UFF.

Section 7. A member may only be removed from the rolls for failure to pay dues.

ARTICLE IV. CHAPTERS AND BARGAINING COUNCILS

Section 1. The UFF Senate shall establish Chapters and Bargaining Councils.

Section 2. Each Chapter may adopt Bylaws which are in addition to, but in conformity with, the Constitution and Bylaws of the United Faculty of Florida. Chapter officers shall be elected annually unless another term of office is provided for in the Chapter Bylaws

Section 3. Senators shall be organized into appropriate Councils as set forth in the Bylaws.

ARTICLE V. OFFICERS

Section 1. The membership shall elect biennially by open nomination and secret ballot a president and a first vice-president.

Section 2. Each Bargaining Council shall annually elect a UFF vice-president by open nomination and secret ballot, who may, but need not, be already a member of the UFF Senate. The appropriate Council shall fill vacancies

ARTICLE VI. UFF SENATE

Section 1. The UFF Senate shall be the union's official legislative body and shall consist of the president, the first vice-president, chapter presidents and senators elected in a manner presented in the Bylaws. Senators shall serve a term of one year. The Senate shall at all times be apportioned on the basis of one person-one vote and shall reflect women and minorities as legally permissible at least in proportion to the women and minority membership of the union.

Section 2. The UFF Senate shall adopt a budget

Section 3. The UFF Senate shall have the power to interpret and enforce this Constitution and to make rules not in conflict with this Constitution.

Section 4. The UFF Senate shall appoint such committees as it deems appropriate and not inconsistent with the Constitution.

Section 5. The UFF Senate shall have the power to carry on all business affairs of the United Faculty of Florida.

Section 6. The UFF Senate shall establish procedures for periodically evaluating the union's goals and redirecting the resources of the union to achieve these goals.

Section 7. The UFF Senate shall meet at its discretion or upon call by the president at least once a year

ARTICLE VII. UFF STEERING COMMITTEE

Section 1. The UFF Steering Committee shall consist of the president, the first vice-president, the vice-president of each bargaining council, the chairpersons of the Contract Enforcement, Government Relations, and Membership Committees, and the UFF members of the FEA Governing Board. The Chair of the Contract Enforcement Committee shall not vote on appeals from denial of arbitration. Women and minorities shall be represented as legally permissible, at least in proportion to their membership numbers.

Section 2. The Steering Committee shall prepare a budget for submission to the UFF Senate

Section 3. The Steering Committee shall be the UniServ Coordinating Council.

Section 4. The Steering Committee shall have the authorization to employ staff and enter into contracts for the organization

Section 5. The Steering Committee shall have the authority to act for the UFF Senate between meetings of the Senate and shall report all actions to the Senate.

Section 6. The President shall have the duty, authority and responsibility to investigate claims of chapter dysfunction. The Steering Committee shall have the authority based upon evidence presented, to place chapters in trusteeship for violation of the UFF Constitution and Bylaws; the Chapter's Bylaws; Florida Statutes, Chapter 447; the Federal Landrum-Griffin Act, Subchapter V, Section 481 (Terms of Office and Election Procedures); Subchapter VI, Section 501 (Fiduciary Responsibility of Officers of Labor Organizations); and/or for the purpose of assuring faithful and consistent performance of collective bargaining obligations and other duties as bargaining agent.

Section 7. The Steering Committee shall meet at least once a quarter.

ARTICLE VIII. REFERENDA, RECALL, AND CONSTITUTIONAL AMENDMENTS

Section 1. Referendum actions, including recall of elected statewide officers, shall be submitted to a referendum vote by Senate action, by request of at least 20 percent of the UFF membership, by request of chapters representing at least three-fourths of UFF membership, or by at least one-half of the chapters. The UFF Senate shall be responsible for validating all referendum petitions and shall ensure that ample opportunity be given for pro and con arguments to be presented to the membership and shall ensure that the membership has the opportunity to vote by a fair and secret ballot. A simple majority of those voting shall prevail.

Section 2. Constitutional amendments shall be adopted by two-thirds vote of the UFF Senate. Proposed amendments shall be mailed to all senators at least 30 days prior to the Senate meeting at which proposed action is to be taken.

BYLAWS

ARTICLE I. RULES OF ORDER

Section 1. Robert's Rules of Order, revised, shall govern in all cases not covered by the Constitution and Bylaws

ARTICLE II. CHAPTERS, BARGAINING COUNCILS AND PRESIDENTS' COUNCILS

Section 1. Chapters shall be established by the UFF Senate.

Section 2. Bargaining Councils of senators shall be established by the UFF Senate. Bargaining Councils shall set legislative, bargaining, and other priorities in the area under their jurisdiction.

Section 3. The Senate shall establish a Presidents' Council for each Bargaining Council, made up of the Chapter Presidents in that Council, or that chapter president's representative, to facilitate dialogue on issues and matters confronting the union and its chapters. The Vice Presidents of the Bargaining Councils shall chair meetings of their respective Presidents' Council. The President of UFF shall chair collective meetings of the Presidents' Councils.

Section 4. Presidents' Councils shall meet at least twice a year, at least one of which meetings must be apart from the Senate meetings, shall prepare the agenda for their respective Bargaining Council meetings, shall work with the state leadership in establishing union priorities, and shall review union progress in the areas of membership, political action, contract enforcement, and other relevant areas.

Section 5. The Presidents' Council shall have the authority to act for their respective bargaining councils between meetings of the bargaining councils and shall report all actions to the bargaining councils.

ARTICLE III. DELEGATE SELECTION TO AFFILIATE ORGANIZATIONS

Section 1. The president and president-elect and first vice-president and first vice-president-elect shall be delegates to the NEA Representative Assembly. All other delegates to the NEA Representative Assembly shall be elected in accordance with NEA Bylaws biannually to two-year terms.

Section 2. The president and president-elect and first vice president and first vice president-elect shall be delegates to the FEA Delegate Assembly. Remaining delegates shall be elected annually through elections in each chapter and statewide among the at-large members, with the number of delegate seats to be elected by members of each chapter and by the at-large members determined by the membership count as of January 15. The delegate election process shall provide for open nominations and be conducted by secret ballot. The members receiving the highest numbers of votes shall be elected as delegates. Remaining nominees may serve as alternate delegates. Candidates for UFF senator or alternate senator may run concurrently for FEA delegate or alternate delegate. The number of FEA delegates per chapter shall be fixed at one for each 50 members or major portion thereof. The number of FEA alternate delegates shall be limited to the number of FEA delegates. In the event a chapter cannot send its allotted delegation to the FEA Delegate Assembly, alternate delegates from other chapters shall be selected by the UFF

President, from the same bargaining council, if possible. FEA delegates and alternates must be elected and reported to UFF at least 30 days prior to the convening of the first session of the annual FEA Delegate Assembly.

Section 3. UFF members of the FEA Governance Board shall be elected in conjunction with the election of UFF officers. FEA Governance Board members shall be elected to two-year terms commencing on July 15 of odd-numbered years.

Section 4. In the event of a vacancy on the FEA Governance Board, a successor will be elected following open nominations and secret ballot of the UFF membership. Vacancies on the Board shall be filled within 60 days. The person elected will serve for the period remaining in the existing term.

ARTICLE IV. DUTIES AND ELECTION OF OFFICERS

Section 1. The president shall preside at all meetings of the UFF Senate and of the UFF Steering Committee. The president shall be an ex-officio member of all committees, shall sign all necessary documents and papers, shall represent the organization, shall coordinate and oversee the organization's programs and policies, as determined by the UFF Senate, shall make an annual report to the members, and shall convene special meetings of committees, councils, and Senates. The president shall be a member of the FEA Governance Board.

Section 2. The first vice-president shall represent the president when the president cannot be present and shall carry out the duties assigned by the president or the Senate. In the event of a vacancy in the office of the president, the first vice-president shall serve as acting president. A vacancy in the office of the president will be filled within 60 days, following open nomination and secret mail ballot of the UFF membership. The person elected shall fill the vacant office for the period remaining in the existing term. In the event only one candidate has been nominated by the published nomination deadline, then that candidate shall be deemed elected by acclamation and no election by secret ballot of the membership is required.

Section 3. In the event of a vacancy in the office of first vice-president, a successor will be elected within 60 days following open nomination and election by secret ballot of the membership. The person elected shall fill the vacant office for the period remaining in the existing term. In the event only one candidate has been nominated by the published nomination deadline, then that candidate shall be deemed elected by acclamation and no election by secret ballot of the membership is required.

Section 4. The vice-presidents selected by the Bargaining Councils shall preside at meetings of their respective Bargaining and Presidents' councils.

Section 5. By April 1, the president and first vice-president shall be elected by open nomination and secret mail ballots of the UFF membership to congruent two-year terms commencing on August 15 of odd-numbered years. The vice-presidents selected by the Bargaining Councils shall be elected by open nomination and secret ballot at the first meeting of the Bargaining Council after March 1 of each year and shall take office immediately upon election.

Section 6. Chapter presidents shall preside at all meetings of their respective chapters. They shall be ex-officio members of all committees of their chapters and members of their respective Presidents' Council, shall sign all necessary documents and papers of their chapters, and shall represent their chapters within UFF Chapter presidents shall make annual reports to the membership of their chapters.

Section 7. Elections for all statewide UFF offices and all delegates to the FEA Representative Assembly and the NEA Representative Assembly, shall be by plurality vote.

ARTICLE V. EXECUTIVE DIRECTOR

Section 1. The UFF Executive Director shall be the chief administrative officer of the United Faculty of Florida and shall implement and carry out the union program of activities as determined by the UFF Senate and President.

ARTICLE VI. UFF SENATE

Section 1. The number of senators shall be fixed at one for each 25 members or a major portion thereof for each chapter, including the chapter president, who shall be a senator. The number of senators shall be determined by the membership on file as of January 15. Senators shall be elected by April 15 and shall take office by September 1 of each year Every chapter shall have at least two senators regardless of membership.

Section 2. Chapters are permitted but not required to elect senators from precincts established by the chapter. The precincts shall have approximately the same number of members and the members shall have a community of interest.

Section 3. Each voting member of the UFF Senate may carry the proxy of up to two other members of the Senate, provided that the members are from the same chapter.

Section 4. Meetings of the Senate shall be scheduled, when possible, to be held in various parts of the state

Section 5. Each chapter of UFF may elect as many alternates as senators and may send alternates to replace delegates who may not attend The seat of a senator who is not represented for two consecutive meetings shall be declared vacant, unless the absence is excused by the Senate. The alternate, if any, shall fill the vacancy or a replacement shall be elected.

ARTICLE VII. UNION STANDING COMMITTEES AND COUNCILS

Section 1. The following shall comprise the union's Standing Committees:

a) Contract Enforcement
b) Government Relations
c) Membership

Section 2. Committee chairs and members shall be nominated by the President and confirmed by the Senate biennially.

Section 3. The President may appoint special committees when needed.

Section 4. The Senate shall set forth the functions of all committees and councils and shall establish policies and procedures governing their operations.

ARTICLE VIII. MEETINGS

Section 1. The time and place of the Senate meetings shall be fixed by the UFF Senate. All policy resolutions shall be referred to the UFF Senate for consideration.

Section 2. Special Senate meetings of the United Faculty of Florida may be called by the President, by a majority of senators, or by a majority of the Steering Committee.

Section 3. Bargaining Council meetings may be called by a majority of the senators composing the Council, by the bargaining council vice presidents, or by the UFF President.

Section 4 Presidents' Councils shall meet in conformity with Article II, Section 4 of the Bylaws.

Section 5. All Senate meetings of the United Faculty of Florida and of its councils, chapters, and committees, including the Steering Committee, are open to the membership, except when personnel matters and grievances are being considered.

ARTICLE IX. DUE PROCESS AND APPEALS

Section 1. All subordinate bodies of the United Faculty of Florida (such as chapters, councils, etc.) and members thereof, shall be entitled to the right of appeal.

Section 2. An initial appeal goes to the membership of the appropriate chapter or council for decision, to be taken at a membership meeting, in the case of a chapter.

Section 3. If the appellant is dissatisfied with the decision rendered on the initial appeal, a written appeal may be filed within 30 days to the Steering Committee through the president. The Steering Committee also has the authority to take jurisdiction over an initial appeal that is not acted upon within 45 days after it has been submitted.

Section 4. If the appellant is dissatisfied with the decision of the Steering Committee, it may be appealed to the UFF Senate whose decision shall be final and binding upon all parties of interest.

Section 5. Only the chapter from which the grievance is filed may appeal to the UFF Steering Committee a decision by the Contract Enforcement Committee to not arbitrate a case. The Steering Committee decision shall be final.

ARTICLE X. AFFIRMATIVE ACTION

Section 1. To carry out its commitment to affirmative action within the internal governance structures of the union, the UFF urges all members to commit themselves to selected balanced representation, with due regard to proportional representation of ethnic minorities and women.

ARTICLE XI. DUES

Section 1. Regular dues shall be one percent of regular salary for members of those chapters which are bargaining agents or part of larger units for which the United Faculty of Florida is the bargaining agent or for those members serving as executive officers of UFF, FEA, or NEA Regular dues shall include the dues of FEA and NEA

Section 2. Dues for members of UFF who are not members of bargaining units shall be $45 plus the cost of FEA and NEA dues. This amount shall be raised each year by the average increase in salary for UFF members as determined by the UFF Senate. Dues for Life UFF Retired members shall be $100 plus FEA and NEA life dues.

Section 3. Dues for those members who are off payroll in the regular academic year, whether on unpaid leave or on phased retirement, shall be one-half dues set forth in Section 2, for each semester the member is not on the payroll.

ARTICLE XII. AMENDMENT

Section 1. Proposed amendments shall be mailed to all senators at least 30 days prior to the Senate meeting at which proposed action is to be taken. A majority of the senators present and voting shall be sufficient to adopt the amendment.

(as amended by the UFF Senate, September 26, 2009)