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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

**2009**Open to Public  
Inspection**A For the 2009 calendar year, or tax year beginning , 2009, and ending , 20**

|                                                                                                                                                                                                                                                                                                          |                                                                          |                                                                                                           |  |                                                                                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>B</b> Check if applicable:<br><input type="checkbox"/> Address change<br><input checked="" type="checkbox"/> Name change<br><input type="checkbox"/> Initial return<br><input type="checkbox"/> Terminated<br><input type="checkbox"/> Amended return<br><input type="checkbox"/> Application pending | <b>Please use IRS label or print or type. See Specific Instructions.</b> | <b>C Name of organization</b> SEIU HEALTHCARE PENNSYLVANIA                                                |  | <b>D Employer identification number</b><br>25-1283514                                                                                                                                                                                                                     |
|                                                                                                                                                                                                                                                                                                          |                                                                          | Doing Business As                                                                                         |  | <b>E Telephone number</b><br>(717) 238-3030                                                                                                                                                                                                                               |
|                                                                                                                                                                                                                                                                                                          |                                                                          | Number and street (or P O box if mail is not delivered to street address) Room/suite<br>1500 N 2ND STREET |  | <b>G Gross receipts \$</b> 9,883,442.                                                                                                                                                                                                                                     |
|                                                                                                                                                                                                                                                                                                          |                                                                          | City or town, state or country, and ZIP + 4<br>HARRISBURG, PA 17102-2528                                  |  | <b>H(a) Is this a group return for affiliates?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><b>H(b) Are all affiliates included?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No<br>If "No," attach a list. (see instructions) |
| <b>F Name and address of principal officer</b> KIM PATTERSON<br>1500 N 2ND ST HARRISBURG, PA 17102                                                                                                                                                                                                       |                                                                          | <b>H(c) Group exemption number</b> ▶ 0647                                                                 |  |                                                                                                                                                                                                                                                                           |
| <b>I Tax-exempt status</b> <input checked="" type="checkbox"/> 501(c) ( 05 ) ◀ (insert no ) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527                                                                                                                                          |                                                                          |                                                                                                           |  |                                                                                                                                                                                                                                                                           |
| <b>J Website:</b> ▶ WWW.SEIUHEALTHCAREPA.ORG                                                                                                                                                                                                                                                             |                                                                          |                                                                                                           |  |                                                                                                                                                                                                                                                                           |
| <b>K Form of organization</b> <input type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input checked="" type="checkbox"/> Other ▶ LABOR UNION <b>L Year of formation</b> 1974 <b>M State of legal domicile</b> PA                                       |                                                                          |                                                                                                           |  |                                                                                                                                                                                                                                                                           |

**Part I Summary**

|                                                                          |                                                                                                                                                                                          |                   |              |
|--------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------------|
| <b>Activities &amp; Governance</b>                                       | <b>1</b> Briefly describe the organization's mission or most significant activities<br>ADMINISTRATION OF LABOR CONTRACTS IN FORCE AND ORGANIZING AND<br>NEGOTIATING NEW LABOR CONTRACTS. |                   |              |
|                                                                          | <b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets                                          |                   |              |
|                                                                          | <b>3</b> Number of voting members of the governing body (Part VI, line 1a)                                                                                                               | <b>3</b>          | 50           |
|                                                                          | <b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)                                                                                                   | <b>4</b>          | 41           |
|                                                                          | <b>5</b> Total number of employees (Part V, line 2a)                                                                                                                                     | <b>5</b>          | 108          |
|                                                                          | <b>6</b> Total number of volunteers (estimate if necessary)                                                                                                                              | <b>6</b>          |              |
|                                                                          | <b>7a</b> Total gross unrelated business revenue from Part VIII, column (C), line 12                                                                                                     | <b>7a</b>         |              |
| <b>7b</b> Net unrelated business taxable income from Form 990-T, line 34 | <b>7b</b>                                                                                                                                                                                |                   |              |
| <b>Revenue</b>                                                           | <b>8</b> Contributions and grants (Part VIII, line 1h)                                                                                                                                   | Prior Year        | Current Year |
|                                                                          | <b>9</b> Program service revenue (Part VIII, line 2g)                                                                                                                                    | 0.                | 0.           |
|                                                                          | <b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)                                                                                                                  | 9,484,577.        | 9,879,003.   |
|                                                                          | <b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)                                                                                                       | 18,478.           | 4,439.       |
|                                                                          | <b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)                                                                                             | 0.                | 0.           |
|                                                                          | <b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)                                                                                                               | 9,503,055.        | 9,883,442.   |
|                                                                          | <b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)                                                                                                                  | 0.                | 0.           |
|                                                                          | <b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)                                                                                              | 0.                | 0.           |
|                                                                          | <b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)                                                                                                                 | 5,659,664.        | 5,955,440.   |
|                                                                          | <b>16b</b> Total fundraising expenses (Part IX, column (D), line 25)                                                                                                                     | 0.                | 0.           |
| <b>Expenses</b>                                                          | <b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)                                                                                                                   | 3,896,176.        | 3,621,496.   |
|                                                                          | <b>18</b> Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)                                                                                                       | 9,555,840.        | 9,576,936.   |
|                                                                          | <b>19</b> Revenue less expenses Subtract line 18 from line 12                                                                                                                            | -52,785.          | 306,506.     |
|                                                                          | <b>20</b> Total assets (Part X, line 16)                                                                                                                                                 | Beginning of Year | End of Year  |
| <b>Net Assets or Fund Balances</b>                                       | <b>21</b> Total liabilities (Part X, line 26)                                                                                                                                            | 2,453,586.        | 2,731,170.   |
|                                                                          | <b>22</b> Net assets or fund balances Subtract line 21 from line 20                                                                                                                      | 1,082,326.        | 1,053,404.   |
|                                                                          |                                                                                                                                                                                          | 1,371,260.        | 1,677,766.   |

**Part II Signature Block**

|                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                       |                    |                                                 |                                                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|-------------------------------------------------|---------------------------------------------------------------|
| <b>Sign Here</b>                                                                                                                                      | 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. |                    |                                                 |                                                               |
|                                                                                                                                                       | Signature of officer <i>Kim Patterson</i>                                                                                                                                                                                                                                                                             |                    | Date <i>8/12/10</i>                             |                                                               |
| Type of print name and title                                                                                                                          |                                                                                                                                                                                                                                                                                                                       |                    |                                                 |                                                               |
| <b>Paid Preparer's Use Only</b>                                                                                                                       | Preparer's signature <i>B. J. R.</i>                                                                                                                                                                                                                                                                                  | Date <i>8/6/10</i> | Check if self-employed <input type="checkbox"/> | Preparer's identifying number (see instructions)<br>P00033514 |
|                                                                                                                                                       | Firm's name (or yours if self-employed), address, and ZIP + 4<br>BROWN SCHULTZ SHERIDAN FRITZ<br>210 GRANDVIEW AVENUE CAMP HILL, PA 17011                                                                                                                                                                             |                    |                                                 | EIN ▶ 25-1644159                                              |
|                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                       |                    |                                                 | Phone no ▶ 717-761-7171                                       |
| May the IRS discuss this return with the preparer shown above? (see instructions) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |                                                                                                                                                                                                                                                                                                                       |                    |                                                 |                                                               |

For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions. \*

Form 990 (2009)

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

ADMINISTRATION OF LABOR CONTRACTS IN FORCE AND ORGANIZING AND  
NEGOTIATING NEW LABOR CONTRACTS.

**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 \$ \_\_\_\_\_)  
ADMINISTRATION OF LABOR CONTRACTS IN FORCE AND ORGANIZING AND  
NEGOTIATING NEW LABOR CONTRACTS.

**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 ►

**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 <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II . . . . .                                                                                                                  | 4   |    |
| 5 <b>Sections 501(c)(4), 501(c)(5), and 501(c)(6) organizations.</b> 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 similar funds or 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, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V . . . . .                                                                                       | 10  | X  |
| 11 Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable . . . . .                                                                                                      | 11  | X  |
| • Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI                                                                                                                           |     |    |
| • Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII                                                         |     |    |
| • Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII                                                         |     |    |
| • Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX                                                                          |     |    |
| • Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X                                                                                                                                         |     |    |
| • Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? If "Yes," complete Schedule D, Part X                          |     |    |
| 12 Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII . . . . .                                                                                            | 12  | X  |
| 12A Was the organization included in consolidated, independent audited financial statement for the tax year? If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional . . . . .                                                                     | 12A | 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 United States? . . . . .                                                                                                                                                       | 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 United States? 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 a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I . . . . .                                                         | 17  | X  |
| 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions 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 of gross income from gaming activities 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  |

**Part IV Checklist of Required Schedules (continued)**

|                                                                                                                                                                                                                                                                                                                 | Yes        | No |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----|
| <b>21</b> Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II.</i> . . . . .                                                                    | <b>21</b>  | X  |
| <b>22</b> Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III.</i> . . . . .                                                                                     | <b>22</b>  | X  |
| <b>23</b> Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J.</i> . . . . .                                | <b>23</b>  | X  |
| <b>24 a</b> Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to question 25.</i> . . . . . | <b>24a</b> | X  |
| <b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .                                                                                                                                                                                            | <b>24b</b> |    |
| <b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .                                                                                                                                                   | <b>24c</b> |    |
| <b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . . .                                                                                                                                                                                      | <b>24d</b> |    |
| <b>25 a</b> <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I.</i> . . . . .                                                                              | <b>25a</b> |    |
| <b>b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I.</i> . . . . .                  | <b>25b</b> |    |
| <b>26</b> Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II.</i> . . . . .                                              | <b>26</b>  | X  |
| <b>27</b> Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III.</i> . . . . .                      | <b>27</b>  | X  |
| <b>28</b> Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)                                                                                                          |            |    |
| <b>a</b> A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV.</i> . . . . .                                                                                                                                                                              | <b>28a</b> | X  |
| <b>b</b> A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV.</i> . . . . .                                                                                                                                                           | <b>28b</b> | X  |
| <b>c</b> An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV.</i> . . . . .                                                   | <b>28c</b> | X  |
| <b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M.</i> . . . . .                                                                                                                                                                            | <b>29</b>  | X  |
| <b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M.</i> . . . . .                                                                                                            | <b>30</b>  | X  |
| <b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I.</i> . . . . .                                                                                                                                                                  | <b>31</b>  | X  |
| <b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II.</i> . . . . .                                                                                                                                                | <b>32</b>  | X  |
| <b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I.</i> . . . . .                                                                                                | <b>33</b>  | X  |
| <b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1.</i> . . . . .                                                                                                                                                   | <b>34</b>  | X  |
| <b>35</b> Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2.</i> . . . . .                                                                                                                                             | <b>35</b>  | X  |
| <b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2.</i> . . . . .                                                                                                     | <b>36</b>  |    |
| <b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI.</i> . . . . .                                                       | <b>37</b>  | X  |
| <b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .                                                                                                          | <b>38</b>  | X  |

Form 990 (2009)

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

|            |                                                                                                                                                                                                                                                                                        | Yes | No  |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|
| <b>1a</b>  | 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  | 107 |
| <b>1b</b>  | Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable . . . . .                                                                                                                                                                                               | 1b  | 0   |
| <b>1c</b>  | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .                                                                                                                     | 1c  | X   |
| <b>2a</b>  | 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  | 108 |
| <b>2b</b>  | If at least one is reported on line 2a, did the organization file all required federal employment tax returns?<br><b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions)                                         | 2b  | X   |
| <b>3a</b>  | Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return? . . . . .                                                                                                                                                         | 3a  | X   |
| <b>3b</b>  | If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O . . . . .                                                                                                                                                                             | 3b  |     |
| <b>4a</b>  | 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>4b</b>  | If "Yes," enter the name of the foreign country ▶<br>See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts                                                                                                  |     |     |
| <b>5a</b>  | Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . . .                                                                                                                                                                        | 5a  | X   |
| <b>5b</b>  | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? . . . . .                                                                                                                                                             | 5b  | X   |
| <b>5c</b>  | 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  |     |
| <b>6a</b>  | Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible? . . . . .                                                                                                  | 6a  | X   |
| <b>6b</b>  | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .                                                                                                                                | 6b  |     |
| <b>7</b>   | <b>Organizations that may receive deductible contributions under section 170(c).</b>                                                                                                                                                                                                   |     |     |
| <b>7a</b>  | Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? . . . . .                                                                                                                              | 7a  |     |
| <b>7b</b>  | If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .                                                                                                                                                                              | 7b  |     |
| <b>7c</b>  | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .                                                                                                                                         | 7c  |     |
| <b>7d</b>  | If "Yes," indicate the number of Forms 8282 filed during the year . . . . .                                                                                                                                                                                                            | 7d  |     |
| <b>7e</b>  | Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? . . . . .                                                                                                                                            | 7e  |     |
| <b>7f</b>  | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . . .                                                                                                                                                                 | 7f  |     |
| <b>7g</b>  | For all contributions of qualified intellectual property, did the organization file Form 8899 as required? . . . . .                                                                                                                                                                   | 7g  |     |
| <b>7h</b>  | For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required? . . . . .                                                                                                                                                        | 7h  |     |
| <b>8</b>   | <b>Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</b> Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year? . . . . . | 8   |     |
| <b>9</b>   | <b>Sponsoring organizations maintaining donor advised funds.</b>                                                                                                                                                                                                                       |     |     |
| <b>9a</b>  | Did the organization make any taxable distributions under section 4966? . . . . .                                                                                                                                                                                                      | 9a  |     |
| <b>9b</b>  | Did the organization make a distribution to a donor, donor advisor, or related person? . . . . .                                                                                                                                                                                       | 9b  |     |
| <b>10</b>  | <b>Section 501(c)(7) organizations.</b> Enter                                                                                                                                                                                                                                          |     |     |
| <b>10a</b> | Initiation fees and capital contributions included on Part VIII, line 12 . . . . .                                                                                                                                                                                                     | 10a |     |
| <b>10b</b> | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . . . . .                                                                                                                                                                                  | 10b |     |
| <b>11</b>  | <b>Section 501(c)(12) organizations.</b> Enter                                                                                                                                                                                                                                         |     |     |
| <b>11a</b> | Gross income from members or shareholders . . . . .                                                                                                                                                                                                                                    | 11a |     |
| <b>11b</b> | Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) . . . . .                                                                                                                                                  | 11b |     |
| <b>12a</b> | <b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041? . . . . .                                                                                                                                                            | 12a |     |
| <b>12b</b> | If "Yes," enter the amount of tax-exempt interest received or accrued during the year . . . . .                                                                                                                                                                                        | 12b |     |

**Part VI Governance, Management, and Disclosure** For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

**Section A. Governing Body and Management**

|                                                                                                                                                                                                                                        | Yes          | No |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|----|
| <b>1a</b> Enter the number of voting members of the governing body . . . . .                                                                                                                                                           | <b>1a</b> 50 |    |
| <b>b</b> Enter the number of voting members that are independent . . . . .                                                                                                                                                             | <b>1b</b> 41 |    |
| <b>2</b> 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? . . . . .                                               | <b>2</b>     | X  |
| <b>3</b> 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? . . . . . | <b>3</b>     | X  |
| <b>4</b> Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed? . . . . .                                                                                               | <b>4</b>     | X  |
| <b>5</b> Did the organization become aware during the year of a material diversion of the organization's assets? . . . . .                                                                                                             | <b>5</b>     | X  |
| <b>6</b> Does the organization have members or stockholders? . . . . .                                                                                                                                                                 | <b>6</b> X   |    |
| <b>7a</b> Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body? . . . . .                                                                                        | <b>7a</b> X  |    |
| <b>b</b> Are any decisions of the governing body subject to approval by members, stockholders, or other persons? . . . . .                                                                                                             | <b>7b</b> X  |    |
| <b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following . . . . .                                                                                    |              |    |
| <b>a</b> The governing body? . . . . .                                                                                                                                                                                                 | <b>8a</b> X  |    |
| <b>b</b> Each committee with authority to act on behalf of the governing body? . . . . .                                                                                                                                               | <b>8b</b> X  |    |
| <b>9</b> Is there any officer, director, 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 . . . . .        | <b>9a</b>    | X  |

**Section B. Policies** (This Section B requests information about policies not required by the Internal Revenue Code.)

|                                                                                                                                                                                                                                                                                                                   | Yes          | No |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|----|
| <b>10a</b> Does the organization have local chapters, branches, or affiliates? . . . . .                                                                                                                                                                                                                          | <b>10a</b>   | X  |
| <b>b</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? . . . . .                                                                             | <b>10b</b>   |    |
| <b>11</b> Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form? . . . . .                                                                                                                                                                            | <b>11</b> X  |    |
| <b>11A</b> Describe in Schedule O the process, if any, used by the organization to review this Form 990 . . . . .                                                                                                                                                                                                 |              |    |
| <b>12a</b> Does the organization have a written conflict of interest policy? If "No," go to line 13 . . . . .                                                                                                                                                                                                     | <b>12a</b> X |    |
| <b>b</b> Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .                                                                                                                                                              | <b>12b</b> X |    |
| <b>c</b> Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done . . . . .                                                                                                                                             | <b>12c</b> X |    |
| <b>13</b> Does the organization have a written whistleblower policy? . . . . .                                                                                                                                                                                                                                    | <b>13</b> X  |    |
| <b>14</b> Does the organization have a written document retention and destruction policy? . . . . .                                                                                                                                                                                                               | <b>14</b> X  |    |
| <b>15</b> 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? . . . . .                                                                          |              |    |
| <b>a</b> The organization's CEO, Executive Director, or top management official . . . . .                                                                                                                                                                                                                         | <b>15a</b> X |    |
| <b>b</b> Other officers or key employees of the organization . . . . .                                                                                                                                                                                                                                            | <b>15b</b> X |    |
| If "Yes" to line 15a or 15b, describe the process in Schedule O (See instructions) . . . . .                                                                                                                                                                                                                      |              |    |
| <b>16a</b> Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? . . . . .                                                                                                                                        | <b>16a</b>   | X  |
| <b>b</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? . . . . . | <b>16b</b>   |    |

**Section C. Disclosure**

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

**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 ▶ KIM PATTERSON 1500 N 2ND ST HARRISBURG, PA 17102-2528  
 717-238-3030

**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. Report compensation for the calendar year ending with or within the organization's tax year. 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. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

| (A)<br>Name and Title                        | (B)<br>Average hours per week | (C)<br>Position (check all that apply) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|----------------------------------------------|-------------------------------|----------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
|                                              |                               | Individual trustee or director         | Institutional trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| EDDIE ABREU<br>EXECUTIVE BOARD DIRECTOR      |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| ROBERT ARMSTRONG<br>EXECUTIVE BOARD DIRECTOR |                               | X                                      |                       |         |              |                              |        | 2,511.                                                               | 0.                                                                        | 0.                                                                                            |
| NICOLLE BENDER<br>EXECUTIVE BOARD DIRECTOR   |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| DEBORAH BONN<br>EXECUTIVE BOARD DIRECTOR     | 54.00                         | X                                      |                       |         |              |                              |        | 59,447.                                                              | 0.                                                                        | 13,310.                                                                                       |
| MARCIE BOYER<br>EXECUTIVE BOARD DIRECTOR     |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| MARGIE BUTLER<br>EXECUTIVE BOARD DIRECTOR    |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| RUTH CHESLAW<br>EXECUTIVE BOARD DIRECTOR     |                               | X                                      |                       |         |              |                              |        | 742.                                                                 | 0.                                                                        | 0.                                                                                            |
| MELISSA COSTELLO<br>EXECUTIVE BOARD DIRECTOR |                               | X                                      |                       |         |              |                              |        | 631.                                                                 | 0.                                                                        | 0.                                                                                            |
| DENISE COX<br>EXECUTIVE BOARD DIRECTOR       |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| KATHLEEN CREWS<br>EXECUTIVE BOARD DIRECTOR   |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| CHARMAINE CURRIN<br>EXECUTIVE BOARD DIRECTOR |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| SHANRIKA DUKES<br>EXECUTIVE BOARD DIRECTOR   |                               | X                                      |                       |         |              |                              |        | 4,256.                                                               | 0.                                                                        | 0.                                                                                            |
| BRENDA FIELDS<br>EXECUTIVE BOARD DIRECTOR    |                               | X                                      |                       |         |              |                              |        | 11,267.                                                              | 0.                                                                        | 2,539.                                                                                        |
| KAY FISHER<br>EXECUTIVE BOARD DIRECTOR       |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| DAWN FUTRELL<br>EXECUTIVE BOARD DIRECTOR     |                               | X                                      |                       |         |              |                              |        | 892.                                                                 | 0.                                                                        | 0.                                                                                            |
| KAY GOOD<br>EXECUTIVE BOARD DIRECTOR         |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |



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

| (A)<br>Name and title                           | (B)<br>Average hours per week | (C)<br>Position (check all that apply) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|-------------------------------------------------|-------------------------------|----------------------------------------|-----------------------|---------|--------------|------------------------------|--------|----------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
|                                                 |                               | Individual trustee or director         | Institutional trustee | Officer | Key employee | Highest compensated employee | Former |                                                                      |                                                                           |                                                                                               |
| BONNIE GOULD<br>EXECUTIVE BOARD DIRECTOR        |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| LINDA GRAHAM<br>EXECUTIVE BOARD DIRECTOR        | 55.00                         | X                                      |                       |         |              |                              |        | 47,427.                                                              | 0.                                                                        | 12,282.                                                                                       |
| JOE GRANT<br>EXECUTIVE BOARD DIRECTOR           |                               | X                                      |                       |         |              |                              |        | 627.                                                                 | 0.                                                                        | 0.                                                                                            |
| CHRISTINE HASSELMAN<br>EXECUTIVE BOARD DIRECTOR |                               | X                                      |                       |         |              |                              |        | 5,274.                                                               | 0.                                                                        | 0.                                                                                            |
| ELIZABETH HULSIZER<br>EXECUTIVE BOARD DIRECTOR  |                               | X                                      |                       |         |              |                              |        | 1,378.                                                               | 0.                                                                        | 0.                                                                                            |
| WANDA KING<br>EXECUTIVE BOARD DIRECTOR          |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| HELEN NOEL<br>EXECUTIVE BOARD DIRECTOR          |                               | X                                      |                       |         |              |                              |        | 756.                                                                 | 0.                                                                        | 0.                                                                                            |
| ELAINE OLEY<br>EXECUTIVE BOARD DIRECTOR         |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| MARIA RAZANAUSKAS<br>EXECUTIVE BOARD DIRECTOR   |                               | X                                      |                       |         |              |                              |        | 5,782.                                                               | 0.                                                                        | 0.                                                                                            |
| LORI REINHART<br>EXECUTIVE BOARD DIRECTOR       |                               | X                                      |                       |         |              |                              |        | 0.                                                                   | 0.                                                                        | 0.                                                                                            |
| MELISSA ROBINE<br>EXECUTIVE BOARD DIRECTOR      |                               | X                                      |                       |         |              |                              |        | 3,000.                                                               | 0.                                                                        | 0.                                                                                            |
| JAMES SCHELLHAMMER<br>EXECUTIVE BOARD DIRECTOR  |                               | X                                      |                       |         |              |                              |        | 1,616.                                                               | 0.                                                                        | 0.                                                                                            |
| KATHY SHANER<br>EXECUTIVE BOARD DIRECTOR        |                               | X                                      |                       |         |              |                              |        | 1,542.                                                               | 0.                                                                        | 0.                                                                                            |
| <b>1b Total</b> CONTINUED AT SCHEDULE J-2       |                               |                                        |                       |         |              |                              |        | 828,626.                                                             | 0.                                                                        | 152,692.                                                                                      |

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization **0**

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

|   | Yes | No |
|---|-----|----|
| 3 |     | X  |
| 4 |     | X  |
| 5 |     | X  |

**Section B. Independent Contractors**

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

| (A)<br>Name and business address | (B)<br>Description of services | (C)<br>Compensation |
|----------------------------------|--------------------------------|---------------------|
|                                  |                                |                     |
|                                  |                                |                     |
|                                  |                                |                     |
|                                  |                                |                     |

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization **0**

**Part VIII Statement of Revenue**

25-1283514

|                                                                   |                                                                    |                                                                                                                                            |                           | (A)<br>Total revenue | (B)<br>Related or<br>exempt<br>function<br>revenue | (C)<br>Unrelated<br>business<br>revenue | (D)<br>Revenue<br>excluded from tax<br>under sections<br>512, 513, or 514 |
|-------------------------------------------------------------------|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|----------------------|----------------------------------------------------|-----------------------------------------|---------------------------------------------------------------------------|
| <b>Contributions, gifts, grants<br/>and other similar amounts</b> | 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,<br>and similar amounts not included above . . . . .                                                | 1f                        |                      |                                                    |                                         |                                                                           |
|                                                                   | g                                                                  | Noncash contributions included in lines 1a-1f \$ . . . . .                                                                                 |                           |                      |                                                    |                                         |                                                                           |
|                                                                   | h                                                                  | <b>Total.</b> Add lines 1a-1f . . . . .                                                                                                    |                           | 0.                   |                                                    |                                         |                                                                           |
| <b>Program Service Revenue</b>                                    | 2a                                                                 | MEMBERSHIP DUES AND ASSESSMENTS                                                                                                            | Business Code<br>900099   | 9,879,003.           | 9,879,003                                          |                                         |                                                                           |
|                                                                   | b                                                                  |                                                                                                                                            |                           |                      |                                                    |                                         |                                                                           |
|                                                                   | c                                                                  |                                                                                                                                            |                           |                      |                                                    |                                         |                                                                           |
|                                                                   | d                                                                  |                                                                                                                                            |                           |                      |                                                    |                                         |                                                                           |
|                                                                   | e                                                                  |                                                                                                                                            |                           |                      |                                                    |                                         |                                                                           |
|                                                                   | f                                                                  | All other program service revenue . . . . .                                                                                                |                           |                      |                                                    |                                         |                                                                           |
|                                                                   | g                                                                  | <b>Total.</b> Add lines 2a-2f . . . . .                                                                                                    |                           | 9,879,003            |                                                    |                                         |                                                                           |
| <b>Other Revenue</b>                                              | 3                                                                  | Investment income (including dividends, interest, and<br>other similar amounts) . . . . .                                                  |                           | 4,439                |                                                    |                                         | 4,439                                                                     |
|                                                                   | 4                                                                  | Income from investment of tax-exempt bond proceeds . . . . .                                                                               |                           | 0                    |                                                    |                                         |                                                                           |
|                                                                   | 5                                                                  | Royalties . . . . .                                                                                                                        |                           | 0                    |                                                    |                                         |                                                                           |
|                                                                   |                                                                    |                                                                                                                                            | (i) Real (ii) Personal    |                      |                                                    |                                         |                                                                           |
|                                                                   | 6a                                                                 | Gross Rents . . . . .                                                                                                                      |                           |                      |                                                    |                                         |                                                                           |
|                                                                   | b                                                                  | Less rental expenses . . . . .                                                                                                             |                           |                      |                                                    |                                         |                                                                           |
|                                                                   | c                                                                  | Rental income or (loss) . . . . .                                                                                                          |                           |                      |                                                    |                                         |                                                                           |
|                                                                   | d                                                                  | Net rental income or (loss) . . . . .                                                                                                      |                           | 0.                   |                                                    |                                         |                                                                           |
|                                                                   | 7a                                                                 | Gross amount from sales of<br>assets other than inventory                                                                                  | (i) Securities (ii) Other |                      |                                                    |                                         |                                                                           |
|                                                                   | b                                                                  | Less cost or other basis<br>and sales expenses . . . . .                                                                                   |                           |                      |                                                    |                                         |                                                                           |
|                                                                   | c                                                                  | Gain or (loss) . . . . .                                                                                                                   |                           |                      |                                                    |                                         |                                                                           |
|                                                                   | d                                                                  | Net gain or (loss) . . . . .                                                                                                               |                           | 0                    |                                                    |                                         |                                                                           |
|                                                                   | 8a                                                                 | Gross income from fundraising<br>events (not including \$ _____<br>of contributions reported on line 1c)<br>See Part IV, line 18 . . . . . | a                         |                      |                                                    |                                         |                                                                           |
|                                                                   | b                                                                  | Less direct expenses . . . . .                                                                                                             | b                         |                      |                                                    |                                         |                                                                           |
|                                                                   | c                                                                  | Net income or (loss) from fundraising events . . . . .                                                                                     |                           | 0                    |                                                    |                                         |                                                                           |
|                                                                   | 9a                                                                 | Gross income from gaming activities<br>See Part IV, line 19 . . . . .                                                                      | a                         |                      |                                                    |                                         |                                                                           |
|                                                                   | b                                                                  | Less direct expenses . . . . .                                                                                                             | b                         |                      |                                                    |                                         |                                                                           |
| c                                                                 | Net income or (loss) from gaming activities . . . . .              |                                                                                                                                            | 0                         |                      |                                                    |                                         |                                                                           |
| 10a                                                               | Gross sales of inventory, less<br>returns and allowances . . . . . | a                                                                                                                                          |                           |                      |                                                    |                                         |                                                                           |
| b                                                                 | Less cost of goods sold . . . . .                                  | b                                                                                                                                          |                           |                      |                                                    |                                         |                                                                           |
| c                                                                 | Net income or (loss) from sales of inventory . . . . .             |                                                                                                                                            | 0                         |                      |                                                    |                                         |                                                                           |
|                                                                   | Miscellaneous Revenue                                              | Business Code                                                                                                                              |                           |                      |                                                    |                                         |                                                                           |
| 11a                                                               |                                                                    |                                                                                                                                            |                           |                      |                                                    |                                         |                                                                           |
| b                                                                 |                                                                    |                                                                                                                                            |                           |                      |                                                    |                                         |                                                                           |
| c                                                                 |                                                                    |                                                                                                                                            |                           |                      |                                                    |                                         |                                                                           |
| d                                                                 | All other revenue . . . . .                                        |                                                                                                                                            |                           |                      |                                                    |                                         |                                                                           |
| e                                                                 | <b>Total.</b> Add lines 11a-11d . . . . .                          |                                                                                                                                            | 0                         |                      |                                                    |                                         |                                                                           |
| 12                                                                | <b>Total Revenue.</b> See instructions . . . . .                   |                                                                                                                                            | 9,883,442                 | 9,879,003.           |                                                    | 4,439.                                  |                                                                           |

**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).**

| <b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>                                                                                                                                                              | <b>(A)<br/>Total expenses</b> | <b>(B)<br/>Program service expenses</b> | <b>(C)<br/>Management and general expenses</b> | <b>(D)<br/>Fundraising expenses</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-----------------------------------------|------------------------------------------------|-------------------------------------|
| <b>1</b> Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21 . . . . .                                                                                                                                   | 0.                            |                                         |                                                |                                     |
| <b>2</b> Grants and other assistance to individuals in the U.S. See Part IV, line 22 . . . . .                                                                                                                                                     | 0.                            |                                         |                                                |                                     |
| <b>3</b> Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16 . . . . .                                                                                                        | 0.                            |                                         |                                                |                                     |
| <b>4</b> Benefits paid to or for members . . . . .                                                                                                                                                                                                 | 0.                            |                                         |                                                |                                     |
| <b>5</b> Compensation of current officers, directors, trustees, and key employees . . . . .                                                                                                                                                        | 792,199.                      |                                         |                                                |                                     |
| <b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .                                                                                   | 0.                            |                                         |                                                |                                     |
| <b>7</b> Other salaries and wages . . . . .                                                                                                                                                                                                        | 3,658,899.                    |                                         |                                                |                                     |
| <b>8</b> Pension plan contributions (include section 401(k) and section 403(b) employer contributions) . . . . .                                                                                                                                   | 287,928.                      |                                         |                                                |                                     |
| <b>9</b> Other employee benefits . . . . .                                                                                                                                                                                                         | 763,981.                      |                                         |                                                |                                     |
| <b>10</b> Payroll taxes . . . . .                                                                                                                                                                                                                  | 452,433.                      |                                         |                                                |                                     |
| <b>11</b> Fees for services (non-employees)                                                                                                                                                                                                        |                               |                                         |                                                |                                     |
| <b>a</b> Management . . . . .                                                                                                                                                                                                                      | 0.                            |                                         |                                                |                                     |
| <b>b</b> Legal . . . . .                                                                                                                                                                                                                           | 117,246.                      |                                         |                                                |                                     |
| <b>c</b> Accounting . . . . .                                                                                                                                                                                                                      | 21,425.                       |                                         |                                                |                                     |
| <b>d</b> Lobbying . . . . .                                                                                                                                                                                                                        | 0.                            |                                         |                                                |                                     |
| <b>e</b> Professional fundraising services See Part IV, line 17 . . . . .                                                                                                                                                                          | 0.                            |                                         |                                                |                                     |
| <b>f</b> Investment management fees . . . . .                                                                                                                                                                                                      | 0.                            |                                         |                                                |                                     |
| <b>g</b> Other . . . . .                                                                                                                                                                                                                           | 194,217.                      |                                         |                                                |                                     |
| <b>12</b> Advertising and promotion . . . . .                                                                                                                                                                                                      | 34,175.                       |                                         |                                                |                                     |
| <b>13</b> Office expenses . . . . .                                                                                                                                                                                                                | 396,932.                      |                                         |                                                |                                     |
| <b>14</b> Information technology . . . . .                                                                                                                                                                                                         | 193,376.                      |                                         |                                                |                                     |
| <b>15</b> Royalties . . . . .                                                                                                                                                                                                                      | 0.                            |                                         |                                                |                                     |
| <b>16</b> Occupancy . . . . .                                                                                                                                                                                                                      | 254,651.                      |                                         |                                                |                                     |
| <b>17</b> Travel . . . . .                                                                                                                                                                                                                         | 787,127.                      |                                         |                                                |                                     |
| <b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .                                                                                                                                 | 0.                            |                                         |                                                |                                     |
| <b>19</b> Conferences, conventions, and meetings . . . . .                                                                                                                                                                                         | 507,193.                      |                                         |                                                |                                     |
| <b>20</b> Interest . . . . .                                                                                                                                                                                                                       | 3,260.                        |                                         |                                                |                                     |
| <b>21</b> Payments to affiliates . . . . .                                                                                                                                                                                                         | 451,671.                      |                                         |                                                |                                     |
| <b>22</b> Depreciation, depletion, and amortization . . . . .                                                                                                                                                                                      | 51,048.                       |                                         |                                                |                                     |
| <b>23</b> Insurance . . . . .                                                                                                                                                                                                                      | 28,846.                       |                                         |                                                |                                     |
| <b>24</b> 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)                                                                      |                               |                                         |                                                |                                     |
| <b>a</b> <u>NEGOTIATIONS</u> . . . . .                                                                                                                                                                                                             | 128,890.                      |                                         |                                                |                                     |
| <b>b</b> <u>UNION ADMINISTRATION</u> . . . . .                                                                                                                                                                                                     | 124,667.                      |                                         |                                                |                                     |
| <b>c</b> <u>ARBITRATIONS</u> . . . . .                                                                                                                                                                                                             | 75,911.                       |                                         |                                                |                                     |
| <b>d</b> <u>STAFF EXPENSES</u> . . . . .                                                                                                                                                                                                           | 64,258.                       |                                         |                                                |                                     |
| <b>e</b> <u>CHAPTER REBATES</u> . . . . .                                                                                                                                                                                                          | 57,424.                       |                                         |                                                |                                     |
| <b>f</b> All other expenses . . . . .                                                                                                                                                                                                              | 129,179.                      |                                         |                                                |                                     |
| <b>25</b> <b>Total functional expenses.</b> Add lines 1 through 24f . . . . .                                                                                                                                                                      | 9,576,936.                    |                                         |                                                |                                     |
| <b>26</b> <b>Joint Costs.</b> Check here <input type="checkbox"/> 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)<br>Beginning of year |            | (B)<br>End of year  |
|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------|---------------------|
| <b>Assets</b>                                                                    | <b>1</b> Cash - non-interest-bearing .....                                                                                                                                           | 1,009,215.               | <b>1</b>   | 1,261,801.          |
|                                                                                  | <b>2</b> Savings and temporary cash investments .....                                                                                                                                | 112,659.                 | <b>2</b>   | 100,000.            |
|                                                                                  | <b>3</b> Pledges and grants receivable, net .....                                                                                                                                    |                          | <b>3</b>   |                     |
|                                                                                  | <b>4</b> Accounts receivable, net .....                                                                                                                                              | 1,142,300.               | <b>4</b>   | 1,147,493.          |
|                                                                                  | <b>5</b> Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L .....                   |                          | <b>5</b>   |                     |
|                                                                                  | <b>6</b> 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 .....      |                          | <b>6</b>   |                     |
|                                                                                  | <b>7</b> Notes and loans receivable, net .....                                                                                                                                       |                          | <b>7</b>   |                     |
|                                                                                  | <b>8</b> Inventories for sale or use .....                                                                                                                                           |                          | <b>8</b>   |                     |
|                                                                                  | <b>9</b> Prepaid expenses and deferred charges .....                                                                                                                                 | 24,111.                  | <b>9</b>   | 91,177.             |
|                                                                                  | <b>10 a</b> Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D .....                                                                                 | <b>10a</b> 405,394.      |            |                     |
|                                                                                  | <b>b</b> Less accumulated depreciation .....                                                                                                                                         | <b>10b</b> 281,903.      | 158,093.   | <b>10c</b> 123,491. |
|                                                                                  | <b>11</b> Investments - publicly traded securities .....                                                                                                                             |                          | <b>11</b>  |                     |
|                                                                                  | <b>12</b> Investments - other securities. See Part IV, line 11 .....                                                                                                                 |                          | <b>12</b>  |                     |
|                                                                                  | <b>13</b> Investments - program-related. See Part IV, line 11 .....                                                                                                                  |                          | <b>13</b>  |                     |
|                                                                                  | <b>14</b> Intangible assets .....                                                                                                                                                    |                          | <b>14</b>  |                     |
|                                                                                  | <b>15</b> Other assets. See Part IV, line 11 .....                                                                                                                                   | 7,208.                   | <b>15</b>  | 7,208.              |
| <b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 34) ..... | 2,453,586.                                                                                                                                                                           | <b>16</b>                | 2,731,170. |                     |
| <b>Liabilities</b>                                                               | <b>17</b> Accounts payable and accrued expenses .....                                                                                                                                | 1,082,326.               | <b>17</b>  | 953,404.            |
|                                                                                  | <b>18</b> Grants payable .....                                                                                                                                                       |                          | <b>18</b>  |                     |
|                                                                                  | <b>19</b> Deferred revenue .....                                                                                                                                                     |                          | <b>19</b>  |                     |
|                                                                                  | <b>20</b> Tax-exempt bond liabilities .....                                                                                                                                          |                          | <b>20</b>  |                     |
|                                                                                  | <b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....                                                                                                |                          | <b>21</b>  |                     |
|                                                                                  | <b>22</b> Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L ..... |                          | <b>22</b>  |                     |
|                                                                                  | <b>23</b> Secured mortgages and notes payable to unrelated third parties .....                                                                                                       | 0.                       | <b>23</b>  | 100,000.            |
|                                                                                  | <b>24</b> Unsecured notes and loans payable to unrelated third parties .....                                                                                                         |                          | <b>24</b>  |                     |
|                                                                                  | <b>25</b> Other liabilities. Complete Part X of Schedule D .....                                                                                                                     |                          | <b>25</b>  |                     |
|                                                                                  | <b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 .....                                                                                                                    | 1,082,326.               | <b>26</b>  | 1,053,404.          |
| <b>Net Assets or Fund Balances</b>                                               | <b>Organizations that follow SFAS 117, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27 through 29, and lines 33 and 34.</b>                              |                          |            |                     |
|                                                                                  | <b>27</b> Unrestricted net assets .....                                                                                                                                              | 1,371,260.               | <b>27</b>  | 1,677,766.          |
|                                                                                  | <b>28</b> Temporarily restricted net assets .....                                                                                                                                    |                          | <b>28</b>  |                     |
|                                                                                  | <b>29</b> Permanently restricted net assets .....                                                                                                                                    |                          | <b>29</b>  |                     |
|                                                                                  | <b>Organizations that do not follow SFAS 117, check here</b> <input type="checkbox"/> <b>and complete lines 30 through 34.</b>                                                       |                          |            |                     |
|                                                                                  | <b>30</b> Capital stock or trust principal, or current funds .....                                                                                                                   |                          | <b>30</b>  |                     |
|                                                                                  | <b>31</b> Paid-in or capital surplus, or land, building, or equipment fund .....                                                                                                     |                          | <b>31</b>  |                     |
|                                                                                  | <b>32</b> Retained earnings, endowment, accumulated income, or other funds .....                                                                                                     |                          | <b>32</b>  |                     |
|                                                                                  | <b>33</b> <b>Total net assets or fund balances</b> .....                                                                                                                             | 1,371,260.               | <b>33</b>  | 1,677,766.          |
| <b>34</b> <b>Total liabilities and net assets/fund balances</b> .....            | 2,453,586.                                                                                                                                                                           | <b>34</b>                | 2,731,170. |                     |

Form 990 (2009)

**Part XI Financial Statements and Reporting**

|                                                                                                                                                                                                                                                                                                                                                                         | Yes | No |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|
| <b>1</b> Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____<br>If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O                                                                              |     |    |
| <b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant? . . . . .                                                                                                                                                                                                                                                     |     | X  |
| <b>b</b> Were the organization's financial statements audited by an independent accountant? . . . . .                                                                                                                                                                                                                                                                   | X   |    |
| <b>c</b> If "Yes" to line 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? . . . . .<br>If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O | X   |    |
| <b>d</b> If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both<br><input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis                            |     |    |
| <b>3a</b> 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? . . . . .                                                                                                                                                                                            |     | X  |
| <b>b</b> If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits                                                                                                                                           |     |    |

Form **990** (2009)

**SCHEDULE C**  
(Form 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

**Political Campaign and Lobbying Activities**  
For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶ **Complete if the organization is described below.**  
▶ **Attach to Form 990 or Form 990-EZ.** ▶ **See separate instructions**

OMB No 1545-0047

**2009**

**Open to Public Inspection**

If the organization answered "Yes," to Form 990, Part IV, line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations Complete Part I-A only

If the organization answered "Yes," to Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

If the organization answered "Yes," to Form 990, Part IV, line 5 (Proxy Tax), then

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

|                              |                                |
|------------------------------|--------------------------------|
| Name of organization         | Employer identification number |
| SEIU HEALTHCARE PENNSYLVANIA | 25-1283514                     |

**Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.**

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV
- 2 Political expenditures ▶ \$
- 3 Volunteer hours

**Part I-B Complete if the organization is exempt under section 501(c)(3).**

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

**Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).**

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ 0.
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ 0.
- 3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$ 0.
- 4 Did the filing organization file Form 1120-POL for this year? ☐ Yes ☒ No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which payments were made For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

| (a) Name       | (b) Address                                    | (c) EIN    | (d) Amount paid from filing organization's funds If none, enter -0- | (e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0- |
|----------------|------------------------------------------------|------------|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| SEIU COPE FUND | 1800 MASSACHUSETTS AVE<br>WASHINGTON, DC 20036 | 20-0859683 | 0.                                                                  | 241,326.                                                                                                                                   |
|                |                                                |            |                                                                     |                                                                                                                                            |
|                |                                                |            |                                                                     |                                                                                                                                            |
|                |                                                |            |                                                                     |                                                                                                                                            |
|                |                                                |            |                                                                     |                                                                                                                                            |
|                |                                                |            |                                                                     |                                                                                                                                            |

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule C (Form 990 or 990-EZ) 2009

JSA  
9E1264 2 000

**Part II-A** Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**A** Check ☐ if the filing organization belongs to an affiliated group.**B** Check ☐ if the filing organization checked box A and "limited control" provisions apply.

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

**4-Year Averaging Period Under Section 501(h)**

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f on page 4.)

| Lobbying Expenditures During 4-Year Averaging Period                |          |          |          |          |           |
|---------------------------------------------------------------------|----------|----------|----------|----------|-----------|
| Calendar year (or fiscal year beginning in)                         | (a) 2006 | (b) 2007 | (c) 2008 | (d) 2009 | (e) Total |
| <b>2 a</b> Lobbying non-taxable amount                              |          |          |          |          |           |
| <b>b</b> Lobbying ceiling amount<br>(150% of line 2a, column (e))   |          |          |          |          |           |
| <b>c</b> Total lobbying expenditures                                |          |          |          |          |           |
| <b>d</b> Grassroots nontaxable amount                               |          |          |          |          |           |
| <b>e</b> Grassroots ceiling amount<br>(150% of line 2d, column (e)) |          |          |          |          |           |
| <b>f</b> Grassroots lobbying expenditures                           |          |          |          |          |           |

Schedule C (Form 990 or 990-EZ) 2009

**Part II-B** Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

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

**Part III-A** Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

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

**Part III-B** Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered "No" OR if Part III-A, line 3 is answered "Yes."

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

**Part IV** Supplemental Information

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

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**Part IV** Supplemental Information *(continued)*

Area with horizontal dashed lines for supplemental information.

SCHEDULE D  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Supplemental Financial Statements

- Complete if the organization answered "Yes," to Form 990,  
Part IV, line 6, 7, 8, 9, 10, 11, or 12.  
► Attach to Form 990. ► See separate instructions.

OMB No 1545-0047

2009

Open to Public  
Inspection

Name of the organization

SEIU HEALTHCARE PENNSYLVANIA

Employer identification number

25-1283514

**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? . . . . .                                                            |                         | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? . . . . . |                         | <input type="checkbox"/> Yes <input type="checkbox"/> 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)

|                                                                                             |                                                                              |
|---------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| <input type="checkbox"/> Preservation of land for public use (e g , recreation or pleasure) | <input type="checkbox"/> Preservation of an historically important land area |
| <input type="checkbox"/> Protection of natural habitat                                      | <input type="checkbox"/> Preservation of a certified historic structure      |
| <input type="checkbox"/> Preservation of open space                                         |                                                                              |

2 Complete lines 2a through 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 tax 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, handling of violations, and enforcement of the conservation easements it holds? . . . . . ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ► \_\_\_\_\_

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation 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.

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1 . . . . . ► \$ \_\_\_\_\_

(ii) Assets included in Form 990, Part X . . . . . ► \$ \_\_\_\_\_

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a Revenues included in Form 990, Part VIII, line 1 . . . . . ► \$ \_\_\_\_\_

b Assets included in Form 990, Part X . . . . . ► \$ \_\_\_\_\_

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

3 Using the organization's acquisition, 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 d ☐ Loan or exchange programs  
 b ☐ Scholarly research e ☐ Other \_\_\_\_\_  
 c ☐ Preservation for future generations

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 Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . . ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XI V 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 XI V

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

|                                                            | (a) Current Year | (b) Prior year | (c) Two years back | (d) Three years back | (e) Four years back |
|------------------------------------------------------------|------------------|----------------|--------------------|----------------------|---------------------|
| 1a Beginning of year balance . . . . .                     |                  |                |                    |                      |                     |
| b Contributions . . . . .                                  |                  |                |                    |                      |                     |
| c Net investment earnings, gains, and losses . . . . .     |                  |                |                    |                      |                     |
| d Grants or scholarships . . . . .                         |                  |                |                    |                      |                     |
| e Other expenditures for facilities and programs . . . . . |                  |                |                    |                      |                     |
| f Administrative expenses . . . . .                        |                  |                |                    |                      |                     |
| g End of year balance . . . . .                            |                  |                |                    |                      |                     |

2 Provide the estimated percentage of the year end balance held as

- a Board designated or quasi-endowment ▶ \_\_\_\_\_ %  
 b Permanent endowment ▶ \_\_\_\_\_ %  
 c Term endowment ▶ \_\_\_\_\_ %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

- (i) unrelated organizations . . . . .  
 (ii) related organizations . . . . .

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

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

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) Accumulated depreciation | (d) Book value |
|-------------------------------------------------------------------------------------------------------------------|--------------------------------------|---------------------------------|------------------------------|----------------|
| 1a Land . . . . .                                                                                                 |                                      |                                 |                              |                |
| b Buildings . . . . .                                                                                             |                                      |                                 |                              |                |
| c Leasehold improvements . . . . .                                                                                |                                      |                                 |                              |                |
| d Equipment . . . . .                                                                                             |                                      |                                 |                              |                |
| e Other . . . . .                                                                                                 |                                      | 405,394.                        | 281,903.                     | 123,491.       |
| <b>Total.</b> Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c) ) . . . . . |                                      |                                 |                              | 123,491.       |

Schedule D (Form 990) 2009

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

| (a) Description of security or category<br>(including name of security)  | (b) Book value | (c) Method of valuation<br>Cost or end-of-year market value |
|--------------------------------------------------------------------------|----------------|-------------------------------------------------------------|
| Financial derivatives . . . . .                                          |                |                                                             |
| Closely-held equity interests . . . . .                                  |                |                                                             |
| Other . . . . .                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 12.) |                |                                                             |

**Part VIII Investments - Program Related.** See Form 990, Part X, line 13.

| (a) Description of investment type                                       | (b) Book value | (c) Method of valuation<br>Cost or end-of-year market value |
|--------------------------------------------------------------------------|----------------|-------------------------------------------------------------|
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
|                                                                          |                |                                                             |
| <b>Total.</b> (Column (b) must 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 |
|--------------------------------------------------------------------------|----------------|
|                                                                          |                |
|                                                                          |                |
|                                                                          |                |
|                                                                          |                |
|                                                                          |                |
|                                                                          |                |
|                                                                          |                |
|                                                                          |                |
|                                                                          |                |
|                                                                          |                |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 15.) |                |

**Part X Other Liabilities.** See Form 990, Part X, line 25.

| 1. (a) Description of liability                                          | (b) Amount |
|--------------------------------------------------------------------------|------------|
| Federal income taxes                                                     |            |
|                                                                          |            |
|                                                                          |            |
|                                                                          |            |
|                                                                          |            |
|                                                                          |            |
|                                                                          |            |
|                                                                          |            |
|                                                                          |            |
|                                                                          |            |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 25.) |            |

2. FIN 48 Footnote 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 Audited Financial Statements**

|    |                                                                                         |    |            |
|----|-----------------------------------------------------------------------------------------|----|------------|
| 1  | Total revenue (Form 990, Part VIII, column (A), line 12)                                | 1  | 9,883,442. |
| 2  | Total expenses (Form 990, Part IX, column (A), line 25)                                 | 2  | 9,576,936. |
| 3  | Excess or (deficit) for the year Subtract line 2 from line 1                            | 3  | 306,506.   |
| 4  | Net unrealized gains (losses) on investments                                            | 4  |            |
| 5  | Donated services and use of facilities                                                  | 5  |            |
| 6  | Investment expenses                                                                     | 6  |            |
| 7  | Prior period adjustments                                                                | 7  |            |
| 8  | Other (Describe in Part XIV)                                                            | 8  |            |
| 9  | Total adjustments (net) Add lines 4 through 8                                           | 9  |            |
| 10 | Excess or (deficit) for the year per audited financial statements Combine lines 3 and 9 | 10 | 306,506.   |

**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  | 9,883,442. |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12            |    |            |
| a | Net unrealized gains on investments                                           | 2a |            |
| b | Donated services and use of facilities                                        | 2b |            |
| c | Recoveries of prior year grants                                               | 2c |            |
| d | Other (Describe in Part XIV)                                                  | 2d |            |
| e | Add lines 2a through 2d                                                       | 2e |            |
| 3 | Subtract line 2e from line 1                                                  | 3  | 9,883,442. |
| 4 | Amounts included on Form 990, Part VIII, line 12, but not on line 1           |    |            |
| a | Investment expenses not included on Form 990, Part VIII, line 7b              | 4a |            |
| b | Other (Describe in Part XIV)                                                  | 4b |            |
| c | Add lines 4a and 4b                                                           | 4c |            |
| 5 | Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12) | 5  | 9,883,442. |

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

|   |                                                                                |    |            |
|---|--------------------------------------------------------------------------------|----|------------|
| 1 | Total expenses and losses per audited financial statements                     | 1  | 9,576,936. |
| 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 | Other losses                                                                   | 2c |            |
| d | Other (Describe in Part XIV)                                                   | 2d |            |
| e | Add lines 2a through 2d                                                        | 2e |            |
| 3 | Subtract line 2e from line 1                                                   | 3  | 9,576,936. |
| 4 | Amounts included on Form 990, Part IX, line 25, but not on line 1              |    |            |
| a | Investment expenses not included on Form 990, Part VIII, line 7b               | 4a |            |
| b | Other (Describe in Part XIV)                                                   | 4b |            |
| c | Add lines 4a and 4b                                                            | 4c |            |
| 5 | Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18) | 5  | 9,576,936. |

**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, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

SEE PAGE 5

**Part XIV** Supplemental Information (continued)

FIN 48 FOOTNOTE

PART X, LINE 2

THE INTERNAL REVENUE SERVICE HAS DETERMINED THAT THE UNION IS EXEMPT FROM TAXATION UNDER SECTION 501(C)(5) OF THE INTERNAL REVENUE CODE. IT IS ALSO EXEMPT FOR STATE PURPOSES. THE UNION IS, HOWEVER, SUBJECT TO TAX ON UNRELATED BUSINESS INCOME. THERE WERE NO FEDERAL INCOME TAXES DUE FOR UNRELATED BUSINESS INCOME FOR THE YEARS ENDED DECEMBER 31, 2009 AND 2008.

EFFECTIVE JANUARY 1, 2009, THE UNION ADOPTED FINANCIAL ACCOUNTING STANDARDS BOARD (FASB) INTERPRETATION NO. 48, AS NOW CODIFIED IN FASB ACCOUNTING STANDARDS CODIFICATION (ASC) 740, TO ACCOUNT FOR UNCERTAINTY IN INCOME TAXES. THERE WAS NO IMPACT ON THE STATEMENTS OF FINANCIAL POSITION OR STATEMENTS OF ACTIVITIES FROM ADOPTION. THE UNION FILES A FORM 990, RETURN OF ORGANIZATION EXEMPT FROM INCOME TAX, WITH THE INTERNAL REVENUE SERVICE. THE UNION IS NO LONGER SUBJECT TO U.S. FEDERAL INCOME TAX EXAMINATIONS BY TAX AUTHORITIES FOR YEARS BEFORE 2006.

**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.

► See the Instructions for Form 990.

OMB No 1545-0047

**2009**

**Open to Public  
Inspection**

Name of the Organization

SEIU HEALTHCARE PENNSYLVANIA

Employer identification number

25-1283514

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

| (A)<br>Name and title                           | (B)<br>Average hours<br>per week | (C)<br>Position (check all that apply) |                       |         |              |                                 |        | (D)<br>Reportable<br>compensation<br>from<br>the<br>organization<br>(W-2/1099-MISC) | (E)<br>Reportable<br>compensation<br>from related<br>organizations<br>(W-2/1099-MISC) | (F)<br>Estimated<br>amount of<br>other<br>compensation<br>from the<br>organization<br>and related<br>organizations |
|-------------------------------------------------|----------------------------------|----------------------------------------|-----------------------|---------|--------------|---------------------------------|--------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
|                                                 |                                  | Individual trustee<br>or director      | Institutional trustee | Officer | Key employee | Highest compensated<br>employee | Former |                                                                                     |                                                                                       |                                                                                                                    |
| CATHY STODDART<br>EXECUTIVE BOARD DIRECTOR      |                                  | X                                      |                       |         |              |                                 |        | 8,150.                                                                              | 0.                                                                                    | 0.                                                                                                                 |
| EVELYN THOROUGHGOOD<br>EXECUTIVE BOARD DIRECTOR |                                  | X                                      |                       |         |              |                                 |        | 699.                                                                                | 0.                                                                                    | 0.                                                                                                                 |
| MICHELE UHRANOWSKY<br>EXECUTIVE BOARD DIRECTOR  |                                  | X                                      |                       |         |              |                                 |        | 4,293.                                                                              | 0.                                                                                    | 66.                                                                                                                |
| PAULA VALVANO<br>EXECUTIVE BOARD DIRECTOR       |                                  | X                                      |                       |         |              |                                 |        | 989.                                                                                | 0.                                                                                    | 0.                                                                                                                 |
| RUTH VISINTAINER<br>EXECUTIVE BOARD DIRECTOR    |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 0.                                                                                                                 |
| SCOTT YOUNG<br>EXECUTIVE BOARD DIRECTOR         |                                  | X                                      |                       |         |              |                                 |        | 1,958.                                                                              | 0.                                                                                    | 0.                                                                                                                 |
| JOHN ZIEGLER<br>EXECUTIVE BOARD DIRECTOR        |                                  | X                                      |                       |         |              |                                 |        | 2,352.                                                                              | 0.                                                                                    | 0.                                                                                                                 |
| MARGARET DURAND<br>EXECUTIVE BOARD DIRECTOR     |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 0.                                                                                                                 |
| MICHELLE GROSCHE<br>EXECUTIVE BOARD DIRECTOR    |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 0.                                                                                                                 |
| VERONICA KAYLOR<br>EXECUTIVE BOARD DIRECTOR     |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 0.                                                                                                                 |
| MARIE MARSH<br>EXECUTIVE BOARD DIRECTOR         |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 0.                                                                                                                 |
| JAMES MCINTIRE<br>EXECUTIVE BOARD DIRECTOR      |                                  | X                                      |                       |         |              |                                 |        | 1,294.                                                                              | 0.                                                                                    | 0.                                                                                                                 |
| BRENNAN MILLS<br>EXECUTIVE BOARD DIRECTOR       |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 0.                                                                                                                 |
| LINDA PARLETT<br>EXECUTIVE BOARD DIRECTOR       |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 0.                                                                                                                 |
| IRIS POWELL<br>EXECUTIVE BOARD DIRECTOR         |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 626.                                                                                                               |
| LYNWOOD SCHULTZ<br>EXECUTIVE BOARD DIRECTOR     |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 0.                                                                                                                 |
| MICHELLE STEWART<br>EXECUTIVE BOARD DIRECTOR    |                                  | X                                      |                       |         |              |                                 |        | 613.                                                                                | 0.                                                                                    | 0.                                                                                                                 |
| RHODA STEWART<br>EXECUTIVE BOARD DIRECTOR       |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 0.                                                                                                                 |
| MADLINE VAZQUEZ<br>EXECUTIVE BOARD DIRECTOR     |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 0.                                                                                                                 |
| SANDRA WILLIAMS<br>EXECUTIVE BOARD DIRECTOR     |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 0.                                                                                                                 |
| SANDY ZIMMERMAN<br>EXECUTIVE BOARD DIRECTOR     |                                  | X                                      |                       |         |              |                                 |        | 0.                                                                                  | 0.                                                                                    | 0.                                                                                                                 |

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

Schedule J-2 (Form 990) 2009

**Continuation Sheet for Form 990**

OMB No 1545-0047

2009

**Open to Public  
Inspection**

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

▶ See the Instructions for Form 990.

Name of the Organization

SEIU HEALTHCARE PENNSYLVANIA

Employer identification number

25-1283514

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

[illegible]



**SCHEDULE O  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990**

**Complete to provide information for responses to specific questions on  
Form 990 or to provide any additional information.  
▶ Attach to Form 990.**

OMB No 1545-0047

**2009**

**Open to Public  
Inspection**

Name of the organization

SEIU HEALTHCARE PENNSYLVANIA

Employer identification number

25-1283514

ATTACHMENT 1

MEMBERS OF THE ORGANIZATION

PART VI, SECTION A, QUESTION 6

ELIGIBILITY FOR MEMBERSHIP, RIGHTS AND PRIVILEGES OF MEMBERS AND DUTIES  
OF MEMBERS IS SET FORTH IN THE ORGANIZATION'S BY-LAWS.

MEMBERS ELECTING GOVERNING BODY

PART VI, SECTION A, QUESTION 7A

ELECTIONS OF THE GOVERNING BODY ARE SET FORTH IN THE ORGANIZATION'S  
BY-LAWS.

DECISIONS OF GOVERNING BODY SUBJECT TO APPROVAL OF MEMBERS

PART VI, SECTION A, QUESTION 7B

DECISIONS OF THE GOVERNING BODY THAT ARE SUBJECT TO APPROVAL OF THE  
ORGANIZATION'S MEMBERS IS SET FORTH IN THE ORGANIZATION'S BY-LAWS.

FORM 990 PROVIDED TO GOVERNING BODY

PART VI, SECTION B, QUESTION 11

THE ORGANIZATION'S FINANCE DIRECTOR PROVIDED A COPY OF THE FINAL VERSION  
OF FORM 990 TO EACH MEMBER OF THE GOVERNING BODY BEFORE IT WAS FILED FOR  
THEM TO REVIEW.

ENFORCING COMPLIANCE WITH CONFLICT OF INTEREST POLICY

PART VI, SECTION B, QUESTION 12C

THE ORGANIZATION REQUIRES THE OFFICERS, DIRECTORS AND KEY EMPLOYEES TO

Name of the organization

SEIU HEALTHCARE PENNSYLVANIA

Employer identification number

25-1283514

ATTACHMENT 1 (CONT'D)

COMPLETE A CONFLICT OF INTEREST ANNUALLY. ANY CONFLICTS OF INTEREST ARE  
EVALUATED SEPARATELY BASED UPON THE FACTS AND CIRCUMSTANCES INVOLVED FOR  
EACH CASE.

PROCESS FOR DETERMINING COMPENSATION

PART VI, SECTION B, QUESTION 15

THE COMPENSATION FOR THE ORGANIZATION'S TOP MANAGEMENT OFFICIAL, OTHER  
OFFICERS AND KEY EMPLOYEES ARE REVIEWED AND APPROVED BY THE EXECUTIVE  
BOARD.

DOCUMENTS AVAILABLE TO THE PUBLIC

PART VI, SECTION C, QUESTION 19

COPIES ARE MADE AVAILABLE UPON REQUEST BY THE PUBLIC.

BY-LAWS  
OF  
SEIU HEALTHCARE PENNSYLVANIA

ADOPTED IN 1974

AMENDED IN  
1976, 1978, 1981, 1984, 1985, 1988, 1991, 1993, 1997, 2000, 2005 & 2009

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**ARTICLE 1**  
**NAME AND AFFILIATION**

1.1 (a) This organization shall be known as SEIU Healthcare Pennsylvania, and may be referred to hereinafter as "Union" or "District".

(b) SEIU Healthcare Pennsylvania (formerly SEIU District 1199P) is a chartered local union of the Service Employees International Union which includes an affiliation between Local 1199P and the Service Employees International Union.

**ARTICLE 2**  
**JURISDICTION**

2.1 The jurisdiction of the District shall extend to all healthcare employees, including employees of health systems, hospitals and medical centers, medical clinics, long term care facilities and agencies, home and community based services and agencies, public health facilities, pharmacies, pharmacy distribution centers, and similar, related or comparable institutions and shall embrace all registered nurses, licensed practical nurses, other professional, technical, clerical, service and maintenance and all other employees in the health care field.

The geographical jurisdiction of the District shall encompass the State of Pennsylvania.

**ARTICLE 3**  
**OBJECTS AND GUIDING PRINCIPLES**

**OBJECTS**

3.1 The objects of the District are:

(a) To organize and unite all workers within its jurisdiction without regard to race, creed, color, sex, gender expression, age, religion, national origin, political belief, affiliation, sexual orientation, citizen status, marital status, ancestry or disability.

(b) To ensure the highest quality of care, safety, and support for patients, residents, and healthcare consumers; to achieve for its members higher wages, shorter hours and improved working conditions; and to promote and safeguard the economic interests and job security of its members and their families.

(c) To educate the workers in trade union principles; to maintain, preserve and extend the democratic processes and institutions of our country; to advance, defend and protect civil liberties and civil rights; to eliminate all forms of discrimination and racism; and to aid in the adoption of legislation in the best interests of its members, their communities, and the people generally.

(d) To protect and advance the technical and professional status of its members; to aid and encourage members to acquire greater knowledge and skill in the health care field and; to advocate for and help achieve the highest quality health care possible for all people regardless of their economic status.

### **GUIDING PRINCIPLES**

3.2 (a) The policy of the District and its methods of operation shall be such as to facilitate and stimulate the broadest possible rank and file participation in the formulation and execution of the program of the District; to organize, mobilize to action, and fully engage its members at work, in their communities and globally; and to encourage development of the most effective leadership.

(b) There shall be full respect for all differences of opinion and all members shall have full freedom of expression.

(c) Majority rule shall prevail and all members shall be bound by, respect and support the decisions of the majority.

(d) Roberts' Rules of Order shall control the conduct of all membership meetings, except as otherwise provided by these By-Laws.

### **ARTICLE 4** **ORGANIZATIONAL STRUCTURE**

4.1 For proper administration and effective functioning, the District shall be operated through Chapters as hereinafter more specifically provided.

### **CHAPTERS**

4.2 (a) The District shall be subdivided into Chapters. A Chapter shall consist of the members covered under a bargaining unit. In order to build power for members and to develop the most effective representational structures possible, the President, in consultation with the affected members, may combine bargaining units, where more than one bargaining unit or bargaining agreement exists in any one worksite or with a single employer that owns or operates



multiple worksites. In such event the members of all bargaining units at the site or owned or operated by that employer, even if under different bargaining agreements, shall be considered a single Chapter for all purposes of these By-Laws.

(b) The District has implemented the Chapter Criteria For Building A Stronger Union which was adopted and approved by the District Executive Board. Chapters that have been certified by the responsible union Staff and Chapter Officer(s) as meeting the criteria as defined in the Chapter Criteria For Building A Stronger Union shall be entitled to a dues rebate, as long as the Chapter maintains such requirements. The dues rebate shall be equal to one dollar (\$1.00) per member per month or a minimum of twenty-five dollars (\$25.00) per month.

(c) Each chapter that has been certified shall be re-certified within six (6) months of that chapter's election cycle, unless some special situation requires reconsideration between chapter elections.

### **CHAPTER LEADERSHIP STRUCTURE**

4.3 (a) Each Chapter shall maintain an elected Chapter Leadership structure in accordance with the Chapter Criteria For Building a Stronger Union, as adopted and approved by the District Executive Board. Such Leadership Structure shall include, as a minimum, a Chapter President, Chapter Vice President, Chapter Secretary-Treasurer, Delegates and Work Area Leaders. In accordance with the Chapter Criteria For Building a Stronger Union, some Chapters may have a different structure which must be approved by the District President.

(b) In addition to the minimum elected chapter leadership structure set forth above, the District may, at the discretion of the President and Executive Board, establish additional member leadership roles or positions to promote the goal of more effectively organizing, mobilizing and engaging members. Individual chapters shall also be encouraged to develop additional roles and positions, at the chapter members' discretion, to most effectively achieve these objectives.

### **CHAPTERS OFFICERS, DELEGATES AND WORK AREA LEADERS**

4.4 (a) Chapter Officers, Delegates and Work Area Leaders elected under Article 7 shall be responsible for the execution of District decisions for enforcement of the applicable collective bargaining agreement on behalf of the members they represent.

(b) Chapter Officers and Delegates shall be members of the Leadership Assemblies and are obligated to attend all regular and special meetings of the Leadership Assembly.

(c) Should a Chapter Officer, Delegate or Work Area Leader, for any reason whatsoever, cease to be a Chapter Officer, Delegate or Work Area Leader, the position shall be declared vacant and an Officer or Representative of the District shall arrange for an interim election as soon as practicable following the date of vacancy. Such new Chapter Officer, Delegate or Work Area Leader shall be sworn in and shall assume his/her responsibilities immediately.

(d) A Chapter Officer, Delegate or Work Area Leader may be removed from his/her position by a majority vote of the members comprising his/her group or department. This vote shall only occur following a petition signed by a majority of the members comprising his/her group or department requesting the removal.

(e) All elected Leaders of the District shall take the following oath upon assuming their positions:

#### **ELECTED LEADERSHIP PLEDGE**

"I, John/Mary Doe, do hereby accept the position of \_\_\_\_\_. I pledge to faithfully carry out the obligations and responsibilities of my office; to work to organize, mobilize, and engage the members I represent; and to secure, for the members I represent, every right and privilege of union membership. I pledge to help build our District and defend it from all its enemies. I pledge to help build a stronger and more effective labor movement, to support organizing the unorganized and to help build a strong political program that will ensure a more effective voice for working people. On this pledge, I stake my good name, my honor and my conscience."

#### **LEADERSHIP COUNCILS**

4.5 The District Officers, with the approval of the Executive Board, may create and implement Leadership Councils to include as many regions of the State as possible and the Leadership Councils shall meet on a regular basis. Elected Chapter Leadership shall attend the Leadership Councils as required by the Chapter Criteria For Building a Stronger Union. Leadership Councils will be open to all interested members of the union.

## **ARTICLE 5**

### **GENERAL MEMBERSHIP**

5.1 The term "General Membership" as used in these By-Laws shall mean the membership of the District. A decision of the General Membership shall require a majority vote of those present and voting in the respective Chapters.

The General Membership of the District shall be the supreme authority of the District in the following respects:

- (a) It shall have the power and authority to adopt and/or amend the By-Laws, rules and regulations.
- (b) It shall elect all General Officers of the District.
- (c) It shall vote on all general strikes and settlements.
- (d) It shall have the power and authority to set dues and initiation fees for the members of the District.
- (e) It shall receive and act upon reports from the President of the District.

### **CHAPTER MEMBERSHIP**

5.2 (a) The members of a Chapter shall meet on a regular basis as a Chapter for the purpose of transacting such business, as they deem necessary or desirable. Decisions made by the Chapter shall not be inconsistent with the rules, regulations, decisions or policies of the District as a whole. Chapters shall be encouraged to develop meeting and communications structures and practices that promote the goals of maximum member participation and engagement, consistent with the Chapter Criteria for Building a Stronger Union and these By-Laws.

- (b) The members of a Chapter shall receive and act upon reports on the activities of the District from an Officer or Representative of the District.
- (c) They shall have the right to vote on strike calls, strike settlements and collective bargaining agreements directly affecting them.
- (d) For purposes of building greater power and unity among members involved, Chapters may be combined for the purposes of voting on strike calls, strike settlements and collective bargaining agreements with the approval of the members of the Chapters affected and the District President.

### **ELIGIBILITY FOR MEMBERSHIP**

5.3 (a) All persons working as employees in the trades, crafts, occupations, industries or establishments within the jurisdiction of the District as defined in these By-Laws shall be eligible for membership in the District including persons employed by the District and other related organizations. For persons employed by the District, eligibility for membership shall cease when such employment terminates.

(b) An applicant for membership in the District shall file an application with SEIU Healthcare Pennsylvania. To become a member of the District entitled to rights, privileges and benefits thereof, an applicant shall:

1. Pay an initiation fee of \$25.00 unless applicant is covered under a bargaining agreement that does not require an employee to pay union dues or fees.

In a new organization, the employees employed before the ratification of an initial collective bargaining agreement shall not be required to pay an initiation fee provided he/she joins in the initial period following implementation of the collective bargaining agreement.

2. Pay the first month's dues.

(c) An Associate Member must be an individual who is not part of a bargaining unit for which the local is the exclusive bargaining agent and is part of a group or an individual which has been approved by the District as being eligible for Associate Membership in the Associate Member Chapter Affiliation with the District.

Associate Members will be allowed to attend membership meetings of the District, as the Executive Board deems appropriate, but shall have no voting rights at such meetings nor the right to nominate or run for union office. The Executive Board will determine the benefits and privileges applicable to Associate Members.

The Executive Board shall be permitted to enact procedures and regulations to implement the establishment of the Associate Membership classification of membership, in accordance with the International Constitution, including but not limited to approving a business term(s) for Associate Members that shall be consistent with the programs and objectives of the District.

A regular fee and/or fee structure for Associate Members shall be established by the Executive Board of the District in accordance with the International Union's Associate Member Program or as otherwise established by the Executive Board of the District.

(d) Retired Members: Retired members shall be entitled to maintain membership in the District and shall pay less than the full dues required for working members of the District, established by the District Executive Board, but shall not be eligible to vote and/or be a candidate for regular chapter or District-wide elections.

### **RIGHTS AND PRIVILEGES OF MEMBERS**

5.4 Every member of the District in good standing shall have the right to enjoy the full benefits of the District without discrimination of any kind, as follows:

(a) To vote on collective bargaining agreements directly affecting the members as an employee.

(b) To vote on all strike calls and strike settlements directly affecting the member as an employee.

(c) To receive such strike benefits as the SEIU Health Care Division Strike and Defense Fund shall in its judgment fix and determine.

(d) To vote in all District elections in accordance with these By-Laws.

(e) To attend all regular and special meetings of his or her Chapter, and participate in discussion and vote on all questions.

(f) To be a candidate for elective office and/or position in accordance with the provisions of these By-Laws.

(g) To utilize all services provided by the District and to participate in all social, educational and cultural activities.

(h) To receive a fair and open hearing in accordance with the provisions of these By-Laws on any charge brought by or against the member.

### **RESPONSIBILITIES OF MEMBERS**

5.5 A member of the District shall have the responsibility to strengthen and defend the District and its membership to the best of his or her ability.

- (a) A member shall attend all regular and special meetings of his or her Chapter.
- (b) A member shall observe orderly procedure and decorum at all meetings.
- (c) A member shall comply with decisions of the District made pursuant to these By-Laws.
- (d) A member shall abide by and carry out all the terms of the District collective bargaining agreement.
- (e) A member shall assist in organizing the unorganized, and participate in the work and programs of the District, to the best of his or her ability.

### **DUES AND GOOD STANDING**

5.6 Every member shall share in the cost of maintaining and operating the District as provided by these By-Laws.

- (a) Dues shall become due and payable on or before the last day of the current month.
- (b) A member who authorizes the employer to check-off dues and/or initiation fees pursuant to a collective bargaining agreement shall be considered to be in good standing, unless there is an outstanding dues obligation under Section 5.7.
- (c) Members of the District shall pay monthly dues based on the following schedule:
  - 1. Effective November 1, 2005, all employees shall pay 1.8% of their regular monthly pay (exclusive of overtime) or a minimum dues amount of \$15.00, increasing to \$20.00 effective November 1, 2006, whichever is greater.
  - 2. Dues for the current month shall be calculated based on the previous month's earning, or based on the current earnings per pay period, per chapter practice.
  - 3. The maximum dues for all employees effective November 1, 2005 shall be

\$65.00 (not including a \$1.00 assessment, see (d) below), which shall be increased by \$2.00 each year, to be effective starting with the dues paid for November in each calendar year:

Unemployed members of a Chapter who are not receiving any form of supplemental income shall pay dues of \$1.50 per month.

The term "regular monthly pay" as used here shall mean the contractual rate of pay and shall include all benefits provided under a collective bargaining agreement, (i.e., disability benefits, Back-Pay awards, differentials, all paid time off, on-call and other types of payments, exclusive of overtime, as overtime is defined by contract).

All dues, fees, initiation fees and assessments, if any, shall be paid to SEIU Healthcare Pennsylvania. A portion of the dues collected shall be set aside to be used to participate in a District and/or National Strike and Defense Fund(s).

(d) A permanent \$1 per month, per member assessment shall be used for establishing a Patient and Health Care Workers Defense Fund for the purpose of funding the union's political and legislative program, to advocate for the highest standards of working conditions for health care employees and for access to the highest quality patient care for all Pennsylvanians. The District President and Secretary-Treasurer will oversee the disbursements of these funds with oversight by the District Finance Committee and Executive Board.

### **SUSPENSION**

5.7 Any member who shall fail to pay by the twentieth of the following month in which the same is due or shall fail to pay any other financial obligation by the due date shall be deemed suspended and shall lose all rights, privileges and benefits of membership. However, when a member is absent from work due to an employer lock-out or a union-authorized strike for more than twenty (20) days in any calendar month, such member will be credited for membership for the period of unemployment not to exceed six (6) months in any calendar year.

### **TERMINATION**

5.8 A member who has been suspended for a period of two (2) months shall be sent a certified letter to the last known address notifying the member that unless he/she pays up the financial obligation to the District within ten (10) days from the date of mailing of such letter, his/her membership in the District will be terminated.

### **REINSTATEMENT**

5.9 A suspended member may be reinstated to good standing by paying up all financial obligations to the District, plus a reinstatement fee of one (\$1.00) dollar for each month he/she is not in good standing, and the cost of the certified letter sent to him/her, provided these payments are made within the ten (10) day period from date of mailing of said certified letter as provided.

### **REAPPLICATION**

5.10 (a) A member whose membership has been terminated may apply for readmission to membership in the District and if accepted, shall pay all back dues and other monies due from him/her to the District, plus a new initiation fee, if applicable.

(b) Any other person applying for membership in the District who ceased being a member without obtaining a withdrawal card, shall pay the initiation fee plus any monies owed to the District at the time he/she ceased being a member.

(c) A request for the waiver of a new initiation fee may be referred for determination to the District Executive Board. The decision of the Board shall be final and binding.

### **WITHDRAWAL CARDS**

5.11 (a) A member who leaves the jurisdiction of the District or becomes self-employed shall cease to be an active member of the District. If such a person has been a member of the District for one (1) year or longer, he/she shall be entitled to acquire the status of a member on withdrawal, provided that the member:

1. applies for a withdrawal card within forty-five (45) days from the date he/she ceased being an active member;
2. pays the annual fee as provided.

(b) A member on withdrawal shall be entitled to the following rights:

1. to participate in the social and cultural activities of the District;
2. to be reinstated to active membership in the District without paying an initiation fee upon resumption of employment in an establishment covered by a District collective bargaining agreement.



(c) The annual fee for withdrawal cards shall be \$20. The fee for a withdrawal card issued between January 1 and June 30 of any year shall be one-half (½) of the above stipulated fee.

(d) All withdrawal cards whenever issued shall, expire on June 30 of each year.

(e) A withdrawal card may be denied or revoked by the District Executive Board. If revoked, a pro rata reimbursement shall be made.

## **ARTICLE 6**

### **OFFICERS**

6.1 The Officers of the union shall be a President, Secretary-Treasurer, two Executive Vice Presidents and five Vice Presidents.

### **PRESIDENT**

6.2 (a) The President shall function as the Chief Executive of the District. The President shall direct, coordinate, guide and supervise all of the affairs of the District and the activities of its Officers, organizers and personnel.

(b) The President shall sign all official documents.

(c) The President shall have the power to call all regular and special meetings of the District and shall have the right to preside at such meetings or to delegate such right to another Officer.

(d) The President shall appoint Committees not otherwise provided for, subject to the approval of the Executive Board. The President shall be an ex-officio member of all committees.

(e) The President shall be a member of all Leadership Assemblies.

(f) The President shall report to the Leadership Assemblies and the membership on behalf of the Executive Board.

(g) The President shall sign all collective bargaining agreements on behalf of the District and may delegate such power to other Officers of the District.

(h) The President shall have the power, jointly with the Secretary-Treasurer and one Executive Vice President as designated by the President, to sign promissory

notes. The President, the Secretary-Treasurer and one Executive Vice President as designated by the President shall each have the power to sign checks or other instruments for the payment of money against the accounts of the District.

(i) Except in cases of capital expenditures individually exceeding \$10,000, the President and the Secretary-Treasurer shall each have the power to make or authorize commitments or disbursements as they determine in their discretion to be required to operate the District or to promote the aims and objects of the District. For the purposes of these By-Laws, the term "capital expenditures" means expenditures for the purchase, lease or improvement of tangible property. The Executive Board shall have the power pursuant to Section 6.8 to make or authorize commitments or disbursements with respect to capital expenditures individually exceeding \$10,000.

(j) The President shall direct and have overall authority for collective bargaining on behalf of the District. However, the President may delegate such authority for collective bargaining in specific industry sectors as she/he deems appropriate, to the Vice Presidents overseeing the Hospital Systems, Long Term Care, and State Health Professionals sector programs of the District.

(k) The President shall have the power to hire, fire, promote, demote, supervise, discipline and determine which wage steps are applicable to non-officer employees of the District.

(l) The President shall be responsible for the proper performance of duties to the Executive Board, Leadership Assemblies and the membership.

(m) The President shall be a voting member of the Executive Board and shall preside over meetings of the Executive Board.

(n) The President shall have the power to authorize strikes, subject to the approval of the members directly involved.

(o) The President shall have the authority to decide all points of By-Law interpretations submitted to him/her, subject to appeal to the Executive Board.

### **SECRETARY-TREASURER**

6.3(a) The Secretary-Treasurer shall assist the President in the administration of the District, and shall be responsible for the keeping of meeting records, minutes, publication and recreation, and shall preside at meetings in the absence of the President.

(b) He/she shall be the Chief Financial Officer of the District. Except in cases of capital expenditures individually exceeding \$10,000, the Secretary-Treasurer and the President shall each have the power to make or authorize commitments or disbursements as they determine in their discretion to be required to operate the District or to promote the aims and objects of the District. For the purposes of these By-Laws, the term "capital expenditures" means expenditures for the purchase, lease or improvement of tangible property. The Executive Board shall have the power pursuant to Section 6.8 to make or authorize commitments or disbursements with respect to capital expenditures individually exceeding \$10,000.

(c) He/she shall be in charge of, preserve and maintain for safekeeping all monies and properties, securities and other evidences of investment, received by, held or in the possession of the District.

(d) He/she shall have the power jointly with the President or one Executive Vice President as designated by the President if the President is incapacitated, to sign promissory notes. The Secretary-Treasurer the President, and one Executive Vice President as designated by the President shall each have the power to sign checks or other instruments for the payment of money against the accounts of the District.

(e) He/she shall prepare and submit to the Executive Board an annual financial report and such other additional reports as the Executive Board may require.

(f) He/she shall submit all books and records of the District for audit, examination and inspection each year, and at such other times, as the Executive Board may require.

(g) He/she shall be a voting member of the Executive Board and all Leadership Assemblies.

(h) In case of the death or disability of the President, the Secretary-Treasurer shall assume the powers of the President.

(i) The Secretary-Treasurer shall be responsible for the proper performance of duties to the President, the Executive Board, Leadership Assemblies and the membership.

(j) The Secretary-Treasurer shall send to the International Union an accurate record of all dues payment and other revenue and he/she shall forward to the

International Secretary-Treasurer of the International Union the correct names and addresses and social security numbers of all members initiated or readmitted and all other persons from whom revenue is derived, as well as a correct list of those who take transfer or withdrawal cards. The proper zip code shall be included for each address.

(k) The Secretary-Treasurer shall promptly forward to the International Union Secretary-Treasurer copies of all annual audit reports and copies of all financial reports setting forth a statement of assets and liabilities and a statement of receipts and disbursements which are required by law.

### **EXECUTIVE VICE PRESIDENT**

6.4 (a) There shall be two Executive Vice Presidents.

(b) The two Executive Vice-Presidents, along with the President and Secretary-Treasurer, shall make up the Executive Officers of the District.

(c) The Executive Vice-Presidents shall be assigned by the President, responsibility for overall direction, coordination, and supervision of various operations and programs of the District, and to assist the President and Secretary-Treasurer in the performance of their duties, as may be appropriate and necessary.

(d) The Executive Vice-Presidents shall be voting members of the Executive Board.

### **VICE PRESIDENT**

6.5 (a) There shall be five Vice Presidents.

(b) Two Vice Presidents shall be generally assigned to assist the President and Executive Officers in the administration of the District while the other three shall consist of the Team Coordinators of the Hospital Systems, Long Term Care, and State Health Professionals sectors of the union. Effective with the District elections in 2012, Vice Presidents shall be assigned to assist the President and Executive Officers in the administration of the District and its operations and programs, including but not limited to the oversight of the Long Term Care, Hospital Systems, and State Health Professionals sectors of the union.

(c) The Vice Presidents shall be responsible to the President, Executive Officers, Executive Board, the General Leadership Assembly and the membership.

(d) The Vice Presidents may chair Chapter Membership Meetings, District Standing Committees, and other District meetings and committees as assigned by the President.

(e) The Vice Presidents shall be voting members of the Executive Board.

### **BONDING OF OFFICERS AND UNION REPRESENTATIVES**

6.6 Every Officer, agent or other representative of the District who handles funds or other property of the District shall be bonded for the discharge of his/her duties in a sum fixed by the District in conformity with the requirements of any applicable law.

### **SALARIES FOR OFFICERS**

6.7 Officers shall be salaried and paid by the District, as determined by the Executive Board.

### **NO DUAL SALARIES**

6.8 No person holding a regular full-time salaried position in the District shall hold any other salaried position. Consideration will be given to staff who request exceptions involving minimal hours, for the purpose of maintaining certification or professional licensure.

### **EXECUTIVE BOARD**

6.9 (a) The Executive Board shall consist of all the Officers of the District and one member for every 500 Chapter Members or major fraction thereof, provided that the District Executive Board may combine Chapters in order to assure Chapter representation on the Executive Board.

(b) The Executive Board shall meet at least quarterly. A special meeting of the Executive Board may be called at the discretion of the President. When the Executive Board is not in meeting and the District President deems it necessary for the Executive Board to act promptly, the District President shall poll the Executive Board and such action and vote may be taken by telephone or by any other appropriate means of communication. Such action so taken on a vote of the majority of the Executive Board shall constitute official action of the Executive Board.

(c) The Executive Board shall have the following powers:

1. To adopt an annual budget for the District.
2. To receive and act upon reports of the President and other Officers of the District on the state of the District, including but not limited to the financial condition of the District, its collective bargaining situation, and the status of the various funds in which the District has an interest.
3. To make or authorize commitments or disbursements for capital expenditures individually exceeding \$10,000 which the Executive Board in its discretion determines to be required to operate, or to promote the aims and objects of the District.
4. To invest or reinvest the funds of the District, as it shall consider prudent, necessary and desirable in the interest of the District and its members.
5. To appoint Trustees or alternates of all trust funds established by or in which the District has an interest.
6. To interpret these By-Laws; and any such interpretations made by it shall be final, binding and conclusive and shall remain in full force and effect, unless reversed, modified or otherwise changed by the Leadership Assembly.
7. To formulate plans, programs and policies for the District.
8. To fill any vacancies that occur pending elections.
9. To formulate the order of business for the Leadership Assemblies and any other District-Wide membership meeting.
10. To fix the salaries and formulate expense reimbursement policies for the Officers of the District, subject to reporting to the District Leadership Assemblies.
11. To define and set the terms of wage scales which shall be applied to non-Officer employees by the President pursuant to Section 6.2 (k), and to formulate expense reimbursement policies applicable to non-Officer employees of the District.

(d) Any Executive Board member that is absent for three (3) Executive Board meetings in a twelve (12) month period without excuse approved by the Executive Board shall be removed from his/her Executive Board seat and the seat shall be declared vacant.

### **LEADERSHIP ASSEMBLIES**

6.10 (a) The Leadership Assembly shall consist of all the District Officers and Executive Board Members, Chapter Officers and Delegates. The District's member activists and Chapter Work Area Leaders may also be invited to attend and participate.

(b) The Leadership Assembly shall meet at least once every two years.

(c) The Leadership Assembly shall have all of the powers conferred by these By-Laws, provided however that any action taken binding upon the District shall require an affirmative vote of the District Officers and Executive Board, and Chapter Officers and Delegates present and voting.

### **DISTRICT STANDING COMMITTEES AND ADVISORY COUNCILS**

6.11 (a) The District shall, at the discretion of the Executive Board, establish District Standing Committees which shall include members of the District Executive Board to assist the District in the development of policies and procedures to encourage broader member participation in the union and to promote District priorities such as new organizing, political action, diversity and human rights, and member education and development. At a minimum, a Finance Committee shall at all times be constituted as a Standing Committee of the District Executive Board.

(b) The District shall establish Advisory Councils to encourage broader member participation in the union and to assist the District in developing programs around specific sectors and specialized areas of the health care industry. At a minimum there shall be a Nurse Alliance Leadership Council, which shall serve as a formal advisory body to the District Officers and Executive Board. The creation of additional Advisory Councils shall be subject to Executive Board approval.

## **ARTICLE 7**

### **NOMINATIONS AND ELECTIONS**

7.1 (a) The general election of Officers and Executive Board Members, Chapter Officers, Delegates and Work Area Leaders shall take place every three (3) years. Effective with collective bargaining agreements negotiated in 2012, the election of Chapter Officers, Delegates and Work Area Leaders shall take place within three (3) months following the negotiation or renegotiation of each chapter's collective bargaining agreement. In the case of collective bargaining agreements

of greater than three (3) years duration, the election of Chapter Officers, Delegates and Work Area Leaders may take place three (3) years after the previous such chapter election at the discretion of the Chapter, subject to the approval of the District President.

(b) The election of District Officers and Executive Board members shall be held in May in an election year. The election shall be a mail ballot election and every member in good standing shall be mailed a ballot no later than May 1 of an election year to the last known address on record at the District office. The member must follow the voting procedures as established by the District Election Committee. Ballots must be returned to the District office, postmarked no later than May 31.

(c) Each Chapter shall be entitled to elect Chapter Officers, Delegates and Work Area Leaders on the basis of the criteria defined in the Chapter Criteria To Build A Stronger Union, as adopted and approved by the District Executive Board. The election of Chapter Officers, Delegates and Work Area Leaders shall be conducted by a Chapter Election Committee in accordance with these By-Laws. To be eligible for the Chapter Election Committee one must be a member of the District in good standing and not a candidate for any office in the chapter election. Any challenge or appeal shall be submitted to the District Executive Board. All such appeals timely made shall be considered and decided by the Executive Board and its decision shall be final and binding.

(e) Notification of the dates, times, places and candidates for the District and Chapter elections must be mailed to the membership at least fifteen (15) days prior to the election or prior to the ballots being mailed, as applicable. Notice of such election in the District publication shall be deemed good and sufficient.

(f) There shall be no write-in or proxy voting allowed.

### **DISTRICT ELECTION COMMITTEE**

7.2 (a) No later than January 1 of an election year, a District Election Committee (Committee) shall be appointed by the District President and approved by the Executive Board to conduct the affairs of the General Election for District Officers and Executive Board. The District Election Committee shall consist of no less than seven (7) members and shall be selected from those recommended or whom the Leadership Assembly may nominate. The District Election Committee shall designate two (2) of its members as Chairperson and Secretary.



(b) The duties of the District Election Committee shall include:

1. Conducting the affairs of the District election;
2. Establishing safeguards and rules to ensure a fair and democratic election;
3. Validating the qualifications of the nominees for candidacy, and;
4. Promptly after the election, tabulating the results and certify the election.

(c) To be eligible for the District Election Committee one must be a member of the District in good standing for not less than six (6) months and not a candidate for any District office in the election.

(d) The District Election Committee shall preserve the ballots and all other records pertaining to the election for a period of not less than one (1) year following the election.

(e) The District Election Committee shall hear and determine all objections to candidates and to the conduct of the elections.

(f) Any and all appeals from decisions of the District Election Committee regarding the conduct of the election shall be deemed waived unless made in writing and filed with the President of the District within fifteen (15) days after the announcement by the District Election Committee of the results of the election. All such appeals timely made shall be considered and decided by the Executive Board and its decision shall be final and binding.

### **NOMINATIONS FOR DISTRICT OFFICERS AND EXECUTIVE BOARD MEMBERS**

7.3 (a) Not later than the first Wednesday in February in an election year, the District Election Committee shall make available to the membership nomination petitions for the District Officers and Executive Board Members.

(b) To be a candidate as a District Officer one must be a member in good standing at least one (1) year.

(c) To be a candidate for Executive Board, one must be a member in good standing at least one (1) year, except this provision may be waived by the President of the District for newly organized Chapters.

(d) A nominating petition for a candidate as a District Officer shall require the signatures of no less than two percent ( 2%) of the members in good standing in the District as of the month of January immediately preceding the election.

(e) A nominating petition for a candidate for Executive Board shall require the signatures of no less than two percent ( 2%) of the members in good standing as of the month of January immediately preceding the election, from the Chapter or combination of Chapters in which the member seeks election.

(f) Nominating petitions for District Officers and Executive Board shall be submitted to the District Election Committee not later than the first Wednesday in March in the election year.

(g) A candidate for a District Officer or Executive Board shall be required to complete a Leadership Commitment Contract as approved and adopted by the District Executive Board.

#### **NOMINATIONS FOR CHAPTER OFFICERS, DELEGATES AND WORK AREA LEADERS**

7.4 (a) Effective with collective bargaining agreements negotiated in 2012, the election of Chapter Officers, Delegates, and Work Area Leaders shall take place within three (3) months following the negotiation or renegotiation of each chapter's collective bargaining agreement at which time the Chapter Election Committee shall make available to the membership nomination petitions for Chapter Officers, Delegates and Work Area Leaders. In the case of collective bargaining agreements of greater than three (3) years duration, the election of Chapter Officers, Delegates and Work Area Leaders may take place three (3) years after the previous such chapter election at the discretion of the Chapter, subject to the approval of the District President.

(b) To be a candidate as a Chapter Officer, Delegate or Work Area Leader one must be a member in good standing for at least six (6) months. In any Chapter or Department where no member meets the requirement or no member who does is willing to serve, the requirement may be waived.

(c) (1) A nominating petition for a candidate as a Chapter Officer, Delegate or Work Area Leader shall require the signatures of no less than two percent (2%) – or two (2) signatures, whichever is greater – of the members in good standing from the group or department in which the member seeks election.

(2) While members can run for multiple positions, they can only hold one elected position. In the event that a member is elected to multiple positions, they will serve in the highest elected position and the candidate with the next highest number of votes will assume the lesser position.

(d) Nominating petitions for Chapter Officers, Delegates and Work Area Leaders shall be submitted to the Chapter Election Committee.

(e) A candidate for an elected Chapter Leadership position shall be required to complete an SEIU Healthcare Pennsylvania Leadership Commitment Contract in accordance with the Description Of Chapter Leadership Responsibilities, Standing Committees And Commitment Form, as adopted and approved by the District Executive Board.

### **ELECTIONS**

7.5 (a) To be elected to the position of President or Secretary-Treasurer, a candidate must receive a majority of the votes cast. If no candidate for the particular office receives such required number of votes, a run-off election shall be held within forty-five (45) days thereafter to fill the office of vacancy.

In such run-off, the two (2) candidates who receive the highest total number of votes shall be placed on the run-off ballot. In this run-off election, the candidate or candidates receiving a majority of the votes cast shall be declared elected.

The term of an incumbent Officer whose office is involved in a run-off election shall be deemed extended until the election of a successor to the office.

To be elected to the position of Executive Vice President and/or Vice President, a candidate must receive a plurality of the votes cast.

(b) If only 1 (one) candidate is successfully nominated for a particular office he/she shall be considered to have been elected without further procedures.

(c) The Chapter Officer, Delegate or Work Area Leader in a Chapter or Department receiving the highest number of votes shall fill the vacancies in accordance with these By-Laws.

(d) Every candidate shall have the right to an observer at the polls and at the tabulation of the ballots.

## **INSTALLATION**

7.6 (a) The newly elected District Officers and Executive Board members shall be installed within sixty (60) days from the announcement of the results of the election and shall immediately thereafter assume their office or position.

(b) Retiring incumbents shall turn over all District records and property of whatsoever nature, appertaining to their office or position to their successors immediately after the installation meeting.

(c) The newly elected Chapter Officers, Delegates and Work Area Leaders shall assume their office or position immediately after the announcement of the results of the election.

## **ARTICLE 8** **HEARING AND APPEALS BOARD**

8.1 It is the objective of the District to provide a democratic and orderly procedure for its members in order to hear and determine grievances, complaints and/or charges and appeals, hereinafter collectively called "complaints," brought by or against a member, organizer, representative or Officer.

The following shall be included among the grounds for filing such complaints: disloyalty of a member to the District; incompetence of an organizer or representative; incompetence or gross inefficiency of an Officer which might hinder and impair the interests of the District; corrupt or unethical practices or racketeering; dual unionism, including but not limited to aiding a rival labor organization, or secession; conduct calculated to bring the District into disrepute; violation of the District By-Laws; failure to enforce the collective bargaining agreement; violation of wage or work standards established by the District. The complaints must specify the specific events or acts which the charging party believes constitutes a basis for the complaints and must state the specific provisions of these By-Laws the charging party believes has been violated. If the complaints are not specific, the union may dismiss the complaints either before or at the hearing but the charging party shall have the right to re-file more detailed complaints which comply with this Section. No complaints may be filed more than six (6) months after the charging party learned, or could have reasonably learned, of the act or acts which are the basis of the complaints.

To this end, the following Chapter Hearing Board procedures are established to hear complaints against members or Chapter representatives:

- (a) A Chapter Hearing Board shall be comprised of not less than three (3) and not more than seven (7) members.
- (b) Each Board shall have a Chairperson who shall be the Chapter President unless the Board is convened for the purpose of hearing charges brought against the Chapter President. In such a case, the Chapter Vice President shall assume these responsibilities unless they are also involved, in which case the District Secretary- Treasurer shall appoint a Chairperson. In addition, the Chapter Secretary-Treasurer shall serve as a member of the Chapter Hearing Board unless the Board is convened for the purpose of hearing charges brought against the Chapter Secretary-Treasurer. A Recording Secretary shall be elected by the members of the Board.
- (c) The Board's decision shall be in writing and shall require a majority vote. A quorum necessary for a hearing or appeal shall be a majority of the members of the Board.
- (d) No person shall sit on any Board who is directly or indirectly involved in the subject matter of the hearing including the Chapter President, Chapter Vice President and/or Chapter Secretary-Treasurer.
- (e) Parties that make complaints and against whom complaints are made must appear personally at all stages of the proceedings. They may select a member of the District to act as spokesperson on their behalf in presenting their evidence and argument. Should a party fail to appear at a hearing, without having obtained a postponement of the hearing, the Board may proceed in his/her absence and render its decision.
- (f) It shall be a condition of membership and the continuation of membership that a member must exhaust all remedies provided for in these By-Laws, and that he/she will not file or prosecute any action in any court, tribunal or other agency until those remedies have been exhausted.

#### **CHAPTER HEARING BOARD AND COMPLAINTS AGAINST A MEMBER**

8.2 (a) A member shall have the right to bring a complaint against another member or Chapter Representative for any of the reasons set forth in these By-Laws. A complaint by a member against another member or Chapter Representative shall be filed with the District Secretary-Treasurer.

A hearing shall be held on any such complaint within thirty (30) days of the receipt of the complaint, or within a reasonable amount of time if there are extenuating circumstances, by the District Secretary-Treasurer. Notice of the hearing date, time and place shall be sent by the District Secretary-Treasurer to the parties concerned in the complaint. It shall be the duty of such District Secretary-Treasurer or his/her designee to convene the Chapter Hearing Board for the hearing.

(b) The Board shall hear the parties and their witnesses and based on all the evidence, oral and documentary, presented, shall render its decision. The Board may dismiss the complaint, impose a reprimand, and/or a censure. It may also recommend to the Executive Board a suspension or expulsion.

(c) The Secretary of the Board shall maintain and preserve the records of the hearing, including the Board's decision, copies of which shall be forwarded to the parties, the District Secretary-Treasurer and the President of the District. A formal transcript of the hearing need not be made.

### **EXECUTIVE BOARD**

8.3 (a) In order to appeal from a decision of the Chapter Hearing Board or to bring a complaint against an organizer or representative, a member must make a request in writing to the President of the District. In the case of an appeal from the Chapter Hearing Board, such appeal must be made not later than fifteen (15) days from the date of mailing of the decision of the Chapter Hearing Board. Upon receipt of a timely appeal, in the event of a recommendation of suspension or expulsion as provided in Section 8.2(b) above and/or a complaint against an organizer or staff representative, the President shall place the matter on the agenda of the District Executive Board Meeting.

(b) Notice of the date, time and place of hearing shall be sent to the parties not later than ten (10) days prior to the date of the hearing.

(c) The District Secretary-Treasurer shall maintain and preserve all records of hearings and appeals. A formal transcript of the hearing or appeal need not be made.

(d) The Executive Board shall render its decision within ten (10) days from the date of the conclusion of the hearing and shall forward copies of its decision to the parties.

(e) The Executive Board may sustain, modify or reverse the decision of the Chapter Hearing Board, and may accept, modify or reject the recommendations, if any, of the said Board.

### **APPEALS**

8.4 Any further appeals must be made in accordance with the Service Employees International Union Constitution and the District 1199P Affiliation Agreement.

### **COMPLAINTS AGAINST AN OFFICER**

8.5 (a) A complaint against an Officer of the District shall be filed with the President of the District unless the complaint is against the President, in which case it shall be filed with the Secretary-Treasurer.

The President or the Secretary-Treasurer, as the case may be, shall convene the District's Executive Board within thirty (30) days of receipt of the complaint. Notice of the hearing date, time and place, together with a copy of the complaint, shall be sent to the parties involved not later than ten (10) days prior to the date of hearing.

(b) The Board shall hear the parties and witnesses and based on all the evidence presented, oral and documentary, shall render its decision. The Board may dismiss the complaint, issue a reprimand or censure, impose a suspension or expulsion. The Secretary-Treasurer shall maintain and preserve the records of the hearing, including the Board's decision, copies of which shall be forwarded to the parties. A formal transcript of the hearing need not be made.

### **APPEALS**

8.6 Any further appeals by an Officer shall be in accordance with the procedure set forth in Section 8.4 above.

## **ARTICLE 9**

### **OBLIGATION TO EXHAUST PROCEDURAL REMEDIES**

9.1 Subject to applicable law, no member shall bring any action against the District or any officers thereof, with respect to any matter arising out of the affairs of the District unless he or she has exhausted all procedures available under these By-Laws. Any member filing suit in violation of this provision may, in addition to other penalties, be ordered to reimburse the organization or officers sued for the costs and attorneys' fees expended or a portion thereof.

## **ARTICLE 10**

### **AFFILIATION**

10.1 The District may affiliate with or disaffiliate from such central labor bodies and/or other organizations as the Executive Board may from time to time determine.

## **ARTICLE 11**

### **AMENDMENTS**

11.1 (a) Amendments to these By-Laws may be initiated by (1) a majority vote of a District Leadership Assembly, (2) a majority vote of the Executive Board, or (3) a petition signed by ten percent (10%) of the members of the District who are in good standing.

(b) The Executive Board shall submit the proposed amendment(s) to a vote of the District membership within ninety (90) days from the date of initiation of the amendment(s) or receipt of a valid petition.

(c) A copy of the proposed amendment(s) shall be mailed to the members of the District at least fifteen (15) days before the meeting at which such amendment(s) are to be submitted to a vote. A copy of any proposed amendment(s) appearing in the District publication and mailed at least fifteen (15) days before such meeting shall be deemed good and sufficient notice for this purpose.

(d) The amendment(s) shall become effective upon its adoption unless otherwise provided for.

## **ARTICLE 12**

### **SEIU CONVENTIONS**

12.1 All elected District Officers shall be considered to be eligible delegates to any International Union Convention, Conference Convention or State Council Convention and shall automatically be entitled to attend such Convention as a delegate. In addition, all other members of the Executive Board elected in conformity with these By-Laws shall be considered to be eligible delegates to any International Convention, Conference Convention or State Council Convention, which may take place during their term of office. The Executive Board of the District shall determine the number of delegates and alternates, in addition to the District Officers, who shall represent the District at the Convention based on economic factors and other appropriate considerations.



If at the time of the Convention call it appears that such number of Executive Board members is less than the number of delegates which the District is entitled, then arrangements may be made for nominations and a secret ballot election of an additional number of eligible members as convention delegates. Nominees for delegates, if unopposed, shall be deemed elected.

If the total number of Executive Board members is greater than the number of delegates which the District is permitted to send to a Convention, then Executive Board members shall be entitled to attend such Convention based on longevity of continuous membership in SEIU, the members with the greatest longevity of continuous membership in SEIU having the first opportunity to attend. Provided however, that no more than one (1) Executive Board member from a single Chapter may attend such Convention as a delegate until all Executive Board members have been provided the opportunity to attend. Once all Executive Board members have had the opportunity to attend, then a second and/or third Executive Board member from a single Chapter shall be offered the opportunity to attend based on the greatest longevity of continuous membership in SEIU. The District Officers shall attend as delegates regardless of their longevity of continuous membership in SEIU.

# 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](http://www.irs.gov/efile) and click on *e-file for Charities & Nonprofits*.

|                                                                                     |                                                                                          |                              |                                |            |                           |
|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------|--------------------------------|------------|---------------------------|
| Type or print<br><br>File by the due date for filing your return. See instructions. | Name of Exempt Organization                                                              | SEIU HEALTHCARE PENNSYLVANIA | Employer identification number | 25-1283514 |                           |
|                                                                                     | Number, street, and room or suite no. If a P.O. box, see instructions.                   |                              |                                |            | 1500 N. 2ND STREET        |
|                                                                                     | City, town or post office, state, and ZIP code. For a foreign address, see instructions. |                              |                                |            | HARRISBURG, PA 17102-2528 |

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

- |                                              |                                                                   |                                    |
|----------------------------------------------|-------------------------------------------------------------------|------------------------------------|
| <input checked="" type="checkbox"/> Form 990 | <input type="checkbox"/> Form 990-T (corporation)                 | <input type="checkbox"/> Form 4720 |
| <input type="checkbox"/> Form 990-BL         | <input type="checkbox"/> Form 990-T (sec. 401(a) or 408(a) trust) | <input type="checkbox"/> Form 5227 |
| <input type="checkbox"/> Form 990-EZ         | <input type="checkbox"/> Form 990-T (trust other than above)      | <input type="checkbox"/> Form 6069 |
| <input type="checkbox"/> Form 990-PF         | <input type="checkbox"/> Form 1041-A                              | <input type="checkbox"/> Form 8870 |

- The books are in the care of ► KIM PATTERSON, SEC./TREAS.

Telephone No. ► 717 238-3030

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 08/15, 2010, to file the exempt organization return for the organization named above. The extension is for the organization's return for:

- ☒ calendar year 2009 or  
► ☐ tax year beginning \_\_\_\_\_, \_\_\_\_\_, and ending \_\_\_\_\_, \_\_\_\_\_.

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 <b>Balance Due.</b> 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 8853-EO and Form 8879-EO for payment instructions.

For Privacy Act and Paperwork Reduction Act Notice, see instructions.

Form **8868** (Rev. 4-2009)

INTERNAL REVENUE SERVICE  
W&I-FIELD OFFICE  
HARRISBURG, PA 17108

MAY 13 2010  
RECEIVED  
17405