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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 01-01-2009 and ending 12-31-2009

B Check if applicable
☐ Address change
☐ Name change
☐ Initial return
☐ Terminated
☐ Amended return
☐ Application pending

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

C Name of organization
American Center for International Labor Solidarity

Doing Business As

Number and street (or P O box if mail is not delivered to street address) | Room/suite
888 16th Street NW No 400

City or town, state or country, and ZIP + 4
Washington, DC 20006

D Employer identification number
52-1984713

E Telephone number
(202) 974-8383

G Gross receipts $ 30,261,108

F Name and address of principal officer
JOHN SWEENEY
888 16th Street NW No 400
Washington, DC 20006

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) **Are all affiliates included?** ☐ Yes ☐ No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status ☑ 501(c) (5) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J **Website:** ▶ SOLIDARITYCENTER ORG

K Form of organization ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1997

M State of legal domicile DC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY IS DEDICATED TO BETTERING THE LIVES OF WORKING MEN AND WOMEN WORLDWIDE, PRIMARILY THROUGH PROMOTING INTERNATIONAL LABOR RIGHTS AND STANDARDS

2 Check this box ▶☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	11
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	7
5	Total number of employees (Part V, line 2a)	5	95
6	Total number of volunteers (estimate if necessary)	6	0
7a	Total gross unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, line 34	7b	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	29,205,914	29,537,585
	9	Program service revenue (Part VIII, line 2g)		0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	95,819	122,960
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		9,969
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	29,301,733	29,670,514
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)		1,076,541
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	16,852,051	16,632,412
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶0		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	12,587,650	12,079,711
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	29,439,701	29,788,664
	19	Revenue less expenses Subtract line 18 from line 12	-137,968	-118,150

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	9,480,764	9,246,146
	21	Total liabilities (Part X, line 26)	12,173,273	11,383,818
	22	Net assets or fund balances Subtract line 21 from line 20	-2,692,509	-2,137,672

Part II Signature Block

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

Sign Here

▶ Signature of officer | 2010-11-15 Date

▶ NANCY MILLS INTERIM EXECUTIVE DIRECTOR
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶	Date	Check if self-employed ▶ ☐	Preparer's identifying number (see instructions)
Firm's name (or yours if self-employed), address, and ZIP + 4 ▶	CALIBRE CPA GROUP PLLC 1850 K STREET NW WASHINGTON, DC 20006		EIN ▶ Phone no ▶ (202) 331-9880

May the IRS discuss this return with the preparer shown above? (see instructions) ☑ Yes ☐ No

Part III Statement of Program Service Accomplishments

1 Briefly describe the organization's mission

The Solidarity Center's mission is to help build a global labor movement by strengthening the economic and political power of workers around the world through effective, independent and democratic unions

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 $)

ConductED studies of international labor issues through a global program of research activities and publications

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

ConductED educational and cultural exchange programs designed to bring selected visitors to the U S to observe, interact, and consult with specialists on labor issues

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

SupportED free trade unions and trainED members and leaders overseas in emerging democracies

4d Other program services (Describe in Schedule O) **See also Additional Data for Description**

(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		No
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities? *If "Yes," complete Schedule C, Part II*	4		
5	**Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.** Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? *If "Yes," complete Schedule C, Part III*	5		No
6	Did the organization maintain any donor advised funds or any 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		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in term, permanent,or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		No
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	Yes	
	• Did the organization report an amount for land, buildings, and equipment in Part X, line10? *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		No
12A	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional* — 12A: Yes (Yes / No)			
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	Yes	
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	Yes	
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 U S ? *If "Yes," complete Schedule F, Part II*	15	Yes	
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 U S ? *If "Yes," complete Schedule F, Part III*	16		No
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		No
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		No
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		No
20	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20		No

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
21	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? *If "Yes," complete Schedule I, Parts I and II*	21		No
22	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? *If "Yes," complete Schedule I, Parts I and III*	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to line 25*	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		
b	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? *If "Yes," complete Schedule L, Part I*	25b		
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *If "Yes," complete Schedule L, Part II*	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? *If "Yes," complete Schedule L, Part III*	27		No
28	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)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b		No
c	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 owner? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	33		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1*	34	Yes	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35		No
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? **Note.** All Form 990 filers are required to complete Schedule O	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096, *Annual Summary and Transmittal of U.S. Information Returns*. Enter -0- if not applicable	1a	36			
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	
2a	Enter the number of employees reported on Form W-3, *Transmittal of Wage and Tax Statements* filed for the calendar year ending with or within the year covered by this return	2a	95			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note:** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions)			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?			3a		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a	Yes	
b	If "Yes," enter the name of the foreign country ▶ AG , BG , BR , CB , CO , CG , EC , GG , GT , ID , JO , KE , KU , KG , MX , MO , NI , PK , PE , QA , SF , CE , TH , UP , VE , ZI , DR See the instructions for exceptions and filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?			5c		
6a	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	Yes	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b	Yes	
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	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	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?			7h		
8	**Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** 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		
9	**Sponsoring organizations maintaining donor advised funds.**					
a	Did the organization make any taxable distributions under section 4966?			9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		
10	**Section 501(c)(7) organizations.** Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	**Section 501(c)(12) organizations.** Enter					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body	1a 11			
b	Enter the number of voting members that are independent	1b 7			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		3		No
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?		4		No
5	Did the organization become aware during the year of a material diversion of the organization's assets?		5		No
6	Does the organization have members or stockholders?		6		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		7a		No
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
a	The governing body?		8a	Yes	
b	Each committee with authority to act on behalf of the governing body?		8b		No
9	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		9		No

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

			Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a		No
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?	10b		
11	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11	Yes	
11A	Describe in Schedule O the process, if any, used by the organization to review the Form 990			
12a	Does the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b		No
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c		No
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line a or b, describe the process in Schedule O (See instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

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

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you make these available Check all that apply

☐ Own website ☐ Another's website ☑ Upon request

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

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization ▶

LYSTIA SANTOSA
888 16TH ST NW SUITE 400
WASHINGTON, DC 20006
(202) 974-8323

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

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

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
See add'l data										

1b Total . . . . ▶	845,356	873,435	688,292

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 ▶29

		Yes	No
3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	**3**		No
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	**4**	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? *If "Yes," complete Schedule J for such person*	**5**		No

Section B. Independent Contractors

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

(A) Name and business address	**(B)** Description of services	**(C)** Compensation

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

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a Federated campaigns . .	1a				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations . . .	1d 600,000				
	e Government grants (contributions)	1e 28,875,063				
	f All other contributions, gifts, grants, and similar amounts not included above	1f 62,522				
	g Noncash contributions included in lines 1a-1f $					
	h **Total.** Add lines 1a-1f . . . . ▶		29,537,585			
Program Service Revenue		Business Code				
	2a					
	b					
	c					
	d					
	e					
	f All other program service revenue					
	g **Total.** Add lines 2a–2f . . . . ▶					
Other Revenue	3 Investment income (including dividends, interest and other similar amounts) . . . . . ▶		138,503			138,503
	4 Income from investment of tax-exempt bond proceeds . . ▶					
	5 Royalties . . . . ▶					

	(i) Real	(ii) Personal
6a Gross Rents		
b Less rental expenses		
c Rental income or (loss)		

				(A)	(B)	(C)	(D)
6d Net rental income or (loss) . . . . ▶							
	(i) Securities	(ii) Other					
7a Gross amount from sales of assets other than inventory	575,051						
b Less cost or other basis and sales expenses	590,594						
c Gain or (loss)	-15,543						
d Net gain or (loss) . . . . ▶				-15,543			-15,543
8a Gross income from fundraising events (not including $ of contributions reported on line 1c) See Part IV, line 18 . . .	a						
b Less direct expenses . . .	b						
c Net income or (loss) from fundraising events . . ▶							
9a Gross income from gaming activities See Part IV, line 19 . . .	a						
b Less direct expenses . . .	b						
c Net income or (loss) from gaming activities . . . ▶							
10a Gross sales of inventory, less returns and allowances .	a						
b Less cost of goods sold . .	b						
c Net income or (loss) from sales of inventory . . ▶							
Miscellaneous Revenue		Business Code					
11a OTHER INCOME		900,099		9,969			9,969
b							
c							
d All other revenue							
e **Total.** Add lines 11a–11d . . . . . . ▶				9,969			
12 **Total revenue.** See Instructions . . . ▶				29,670,514	0	0	132,929

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

	Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21				
2	Grants and other assistance to individuals in the U S See Part IV, line 22				
3	Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16	1,076,541			
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	1,203,607			
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	9,718,919			
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	1,406,390			
9	Other employee benefits	3,726,800			
10	Payroll taxes	576,696			
11	Fees for services (non-employees)				
a	Management				
b	Legal	113,211			
c	Accounting	196,554			
d	Lobbying				
e	Professional fundraising *See Part IV, line 17* . .				
f	Investment management fees				
g	Other	2,101,738			
12	Advertising and promotion	2,135			
13	Office expenses	1,934,034			
14	Information technology	99,255			
15	Royalties . .				
16	Occupancy	1,963,530			
17	Travel	4,666,715			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	468,070			
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	11,603			
23	Insurance	120,656			
24	Other expenses Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
a	Temporary Personnel	263,323			
b	MIscELLANEOUS	138,887			
c					
d					
e					
f	All other expenses				
25	**Total functional expenses.** Add lines 1 through 24f	29,788,664			
26	**Joint costs.** Check here ▶ ☐ if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

				(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing		1,923,475	1	2,164,574
	2	Savings and temporary cash investments		509,866	2	944,703
	3	Pledges and grants receivable, net		1,988,856	3	1,444,798
	4	Accounts receivable, net		69,283	4	154,009
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		295,106	9	311,206
	10a	Land, buildings, and equipment cost or other basis *Complete Part VI of Schedule D*	10a 494,372			
	b	Less accumulated depreciation	10b 467,207	38,768	10c	27,165
	11	Investments—publicly traded securities		2,869,207	11	3,301,787
	12	Investments—other securities See Part IV, line 11			12	
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11		1,786,203	15	897,904
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		9,480,764	16	9,246,146
Liabilities	17	Accounts payable and accrued expenses		10,957,668	17	11,235,259
	18	Grants payable		1,180,437	18	138,370
	19	Deferred revenue		35,168	19	10,189
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability *Complete Part IV of Schedule D*			21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons *Complete Part II of Schedule L*			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities Complete Part X of Schedule D			25	
	26	**Total liabilities.** Add lines 17 through 25		12,173,273	26	11,383,818
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**				
	27	Unrestricted net assets		-2,694,373	27	-2,139,536
	28	Temporarily restricted net assets		1,864	28	1,864
	29	Permanently restricted net assets			29	
		Organizations that do not follow SFAS 117, check here ▶ ☐ and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		-2,692,509	33	-2,137,672
	34	Total liabilities and net assets/fund balances		9,480,764	34	9,246,146

Part XI Financial Statements and Reporting

			Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☑ Accrual ☐ Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? . .	2a		No
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
c	If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O . . .	2c		No
d	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 ☐ Separate basis ☑ Consolidated basis ☐ Both consolidated and separated basis			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	Yes	
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 . .	3b	Yes	

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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
American Center for International Labor Solidarity

Employer identification number
52-1984713

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

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate contributions to (during year)		
3	Aggregate grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit ☐ Yes ☐ No

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

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

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

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

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

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶______________

4 Number of states where property subject to conservation easement is located ▶______________

5 Does the organization have a written policy regarding the periodic monitoring, inspection, 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 accession and other records, check any of the following that are a significant use of its collection items (check all that apply)

a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange programs
e ☐ Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV 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 XIV and complete the following table

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

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

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

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

	(a) Current Year	(b) Prior Year	(c) Two Years Back	(d) Three Years Back	(e) Four Years Back
1a Beginning of year balance					
b Contributions					
c Investment earnings or losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

a Board designated or quasi-endowment ▶ %

b Permanent endowment ▶ %

c Term endowment ▶ %

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

		Yes	No
(i) unrelated organizations	3a(i)		
(ii) related organizations	3a(ii)		
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		214,861	214,861	0
d Equipment		279,511	252,346	27,165
e Other				
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ▶				27,165

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives		
Closely-held equity interests		
Other		
Total. *(Column (b) should 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 Cost or end-of-year market value
Total. *(Column (b) should equal Form 990, Part X, col (B) line 13)* ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
ADVANCES TO FIELD OFFICES	589,275
EXPENSE ADVANCES TO EMPLOYEES	109,581
DUE FROM Education Fund	199,048
Total. *(Column (b) should equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	897,904

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

1 (a) Description of Liability	(b) Amount
Federal Income Taxes	
See Additional Data Table	
Total. *(Column (b) should 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 Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	29,670,514
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	29,788,664
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-118,150
4	Net unrealized gains (losses) on investments	4	21,257
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	3,481
8	Other (Describe in Part XIV)	8	648,249
9	Total adjustments (net) Add lines 4 - 8	9	672,987
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	554,837

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	30,383,084
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	21,257		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d	691,313		
e	Add lines **2a** through **2d**			2e	712,570
3	Subtract line **2e** from line **1**			3	29,670,514
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	0
5	Total Revenue Add lines **3** and **4c.** (This should equal Form 990, Part I, line 12)			5	29,670,514

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

1	Total expenses and losses per audited financial statements			1	30,465,188
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	676,524		
e	Add lines **2a** through **2d**			2e	676,524
3	Subtract line **2e** from line **1**			3	29,788,664
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	0
5	Total expenses Add lines **3** and **4c.** (This should equal Form 990, Part I, line 18)			5	29,788,664

Part XIV Supplemental Information

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

Identifier	Return Reference	Explanation
Part XI, Line 8 - Other Adjustments		POSTRETIREMENT BENEFIT COSTS OTHER THAN NET PERIODIC BENEFIT COST 648249
Part XII, Line 2d - Other Adjustments		In-kind Contributions 611595 REVENUE OF RELATED ORGANIZATION 79718
Part XIII, Line 2d - Other Adjustments		IN-KIND EXPENSES 608944 EXPENSES OF RELATED ORGANIZATION 67580

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SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

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

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization
American Center for International Labor Solidarity

Employer identification number
52-1984713

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

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

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
central america	2	7	PROGRAM SERVICES	Conducted studies of international labor issues through a global program of research activities and publications	1,056,315
EAST ASIA AND THE PACIFIC	3	41	PROGRAM SERVICES	Conducted studies of international labor issues through a global program of research activities and publications	2,660,820
MIDDLE EAST AND NORTH AFRICA	5	23	PROGRAM SERVICES	Conducted studies of international labor issues through a global program of research activities and publications	2,669,356
NORTH AMERICA	1	8	PROGRAM SERVICES	Conducted studies of international labor issues through a global program of research activities and publications	663,721
SOUTH AMERICA	3	14	PROGRAM SERVICES	Conducted studies of international labor issues through a global program of research activities and publications	2,094,710
SOUTH ASIA	3	26	PROGRAM SERVICES	Conducted studies of international labor issues through a global program of research activities and publications	1,460,573
SUB-SAHARAN AFRICA	5	65	PROGRAM SERVICES	Conducted studies of international labor issues through a global program of research activities and publications	3,758,928
RUSSIA & NEWLY INDEPENDENT STATES	3	11	PROGRAM SERVICES	Conducted studies of international labor issues through a global program of research activities and publications	1,092,229
Totals . . . . . ►	25	195			15,456,652

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than $5,000. Check this box if no one recipient received more than $5,000 . . . . ▶ ☑
Use Schedule F-1 (Form 990) if additional space is needed.

1 **(a)** Name of organization	**(b)** IRS code section and EIN (if applicable)	**(c)** Region	**(d)** Purpose of grant	**(e)** Amount of cash grant	**(f)** Manner of cash disbursement	**(g)** Amount of of non-cash assistance	**(h)** Description of non-cash assistance	**(i)** Method of valuation (book, FMV, appraisal, other)
See Add'l Data								

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . . . ▶ 0

3 Enter total number of other organizations or entities . . . . ▶ 94

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16. Use Schedule F-1 (Form 990) if additional space is needed.

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

Part IV Supplemental Information

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

Identifier	ReturnReference	Explanation
Procedure for Monitoring Grants Outside the U S		Schedule F, Part I, Line 2 SOLIDARITY CENTER HAS MONITORING POLICIES AND PROCEDURES WHICH ARE APPLIED TO ALL OF THE AGREEMENTS THE CENTER ISSUES TO OUR PARTNERS' ORGANIZATIONS OVERSEAS THE AGREEMENTS SPECIFY THE TERMS, THE BUDGET AMOUNT AND PERIOD, THE SCOPE OF WORK, AS WELL AS THE NARRATIVE AND FINANCIAL REPORT REQUIREMENTS ON HOW TO ACCOUNT FOR THE FUNDS GIVEN TO THE PARTNERS' ORGANIZATIONS OUR FIELD OFFICES ARE RESPONSIBLE FOR MONITORING AND OVERSEEING THE PROGRESS AND IMPLEMENTATION OF THE PROGRAM ACTIVITIES CONDUCTED BY THE PARTNERS ADVANCE FUNDS ARE GIVEN TO THE SUBGRANTEES BY OUR FIELD OFFICES WITH THE TERMS AND CONDITIONS IN WHICH THE SUBGRANTEE MUST COMPLY WITH ALL DISBURSEMENTS PAID BY THE SUBGRANTEE MUST BE ACCOUNTED FOR AND SUPPORTED BY LEGITIMATE RECEIPTS IN ORDER TO BE ACCEPTED BY THE SOLIDARITY CENTER THE RECEIPTS ARE BEING AUDITED BY OUR FINANCIAL STAFF IN FIELD OFFICES PRIOR TO SENDING TO SOLIDARITY CENTER'S HEADQUARTERS FOR FINAL REVIEW AND AUDIT

Additional Data

Software ID:
Software Version:
EIN: 52-1984713
Name: American Center for International Labor Solidarity

Form 990 Schedule F Part II - Grants or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		CENTRAL AMERICA	PROGRAM AND PARTNERS ADMIN COST TO SUPPORT TRADE UNION STAFF, EDUCATORS, ORGANIZERS, LABOR RIGHTS AND NEGOTIATING SKILLS	15,654	WIRE TRANSFER			
		CENTRAL AMERICA	PROGRAM AND PARTNERS ADMIN COST TO SUPPORT TRADE UNION STAFF, EDUCATORS AND ORGANIZERS	34,228	WIRE TRANSFER			
		CENTRAL AMERICA	PROVIDE SUPPORT FOR FESTRAS TO RETAIN A LEGAL ADVISOR	38,229	WIRE TRANSFER			
		CENTRAL AMERICA	PROVIDE SUPPORT, EDUCATION AND TRAININGS FOR WORKERS IN THE ELECTRICITY SECTOR	6,067	WIRE TRANSFER			
		CENTRAL AMERICA	SUPPORT A WORKER EDUCATOR TO CONDUCT OUTREACH AND WORKER RIGHTS TRAININGS BY C E A L	5,582	WIRE TRANSFER			
		CENTRAL AMERICA	PROVIDE SUPPORT AND SITES CONDUCT SMALL MONTHLY MEETINGS	10,348	WIRE TRANSFER			
		CENTRAL AMERICA	SUPPORT EDUCATION AND TRAININGS FOR WORKERS IN THE ELECTRICITY SECTOR	6,394	WIRE TRANSFER			
		CENTRAL AMERICA	PROVIDE SUPPORT AND STIPES CONDUCTED 2 TRAINING WORKSHOPS OF 2 DAYS, 4 TRAINING WORKSHOPS OF 1 DAY, WITH A MINIMUM OF 15 PARTICIPANTS IN EACH	6,568	WIRE TRANSFER			
		CENTRAL AMERICA	SUPPORT THE DRAFT CENTRAL TRADE UNIONS IN THE BANANA INDUSTRY AND FRUIT AND VEGETABLES FROM THE GARDEN / AGRICULTURAL PRODUCTS FOR EXPORT IN GUATEMALA, AND HONDURAS	25,401	WIRE TRANSFER			
		CENTRAL AMERICA	PROVIDE SUPPORT AND SIREMAH CONDUCT 2 TRAINING WORKSHOPS FOR 2 DAYS, 4 TRAINING WORKSHOPS OF 1 DAY, WITH A MINIMUM OF 15 PARTICIPANTS IN EACH	10,851	WIRE TRANSFER			
		CENTRAL AMERICA	SUPPORT THE DRAFT CENTRAL TRADE UNIONS IN TEH BANANA INDUSTRY AND FRUIT AND VEGETABLES FROM THE GARDEN / AGRICULTURAL PRODUCTS FOR EXPORT IN GUATEMALA, HONDURAS AND NICARAGUA	13,651	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	A FOUR-DAY TRAINING OCCUPATIONAL HEALTH AND SAFETY TRAINING	11,521	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	DEVELOP COMMON STRATEGIES FOR PERSUADING EMPLOYERS AND GOVERNMENTS TO ADOPT WET PROCESSING LAWS AND PROCESSES	6,748	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	SUPPORT OSH WORKSHOP	13,213	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	SUPPORT THE ANNUAL CONFERENCE OF ANROAV	40,467	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	TWO CAPACITY BUILDING SEMINARS FOR LABOR LAWYERS	10,336	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	SUPPORT THE LABOR CONTRACT LAW IMPLEMENTATION WEBSITE AND SEMINAR	12,230	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	SUPPORT PROJECT TO ENHANCE THE CAPACITY OF UNION MEMBERS TO EFFECTIVELY ADVOCATE BEFORE THE TRIBUNAL	66,093	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	STRENGTHEN RULE OF LAW IN THE AREA OF LABOR RIGHTS ENFORCEMENT IN CHINA	18,544	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	STRENGTHEN THE CAPABILITIES OF INDEPENDENT LABOR ACTIVISTS	19,290	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	SUPPORT A CENTER FOR THE COLLECTION AND DISTRIBUTION OF INFORMATION ON WORKERS' RIGHTS	18,900	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	STRENGTHEN RULE OF LAW IN CHINA BY PROMOTING LABOR RIGHTS ENFORCEMENT THROUGH THE PEACEFUL RESOLUTION OF LABOR DISPUTES	57,691	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	STRENGTHEN THE CAPACITY OF UNION MEMBERS TO ADVOCATE FOR MINIMUM WAGE LEGISLATION THAT BENEFITS ALL INCOME WORKERS IN HONG KONG	13,405	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	SUPPORT INCREASED AWARENESS OF TRAFFICKING AND SAFE MIGRATION OF PEOPLE IN RURAL AREAS TARGETED BY TRAFFICKERS	331,433	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	SUPPORT FOR THE MALAYSIAN TRADE UNION CONGRESS TO CONDUCT TRAINING FOR NEW LOCAL LEADERS AND ACTIVISTS	21,219	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	SUPPORT ALNI/PHILLIPINES IN CONDUCTING ORIENTATION ON ADB CLS HANDBOOK AND TWO SURVEYS OF CLS COMPLIANCE	6,980	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	SUPPORT ALNI/PHILLIPINES IN CONDUCTING ADVOCACY FORUMS	5,100	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	ADDITIONAL FUNDING TO SUPPORT THE RULE OF LAW PROGRAM	8,057	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	RESEARCH ON VIOLATIONS AMONG MIGRANT LABORERS IN SAMUT SAKORN PROVINCE EDUCATING AND TRAINING WORKERS IN LABOR RIGHTS HELP WORKERS FORM AN INTERNAL GROUP, DEMANDING EMPLOYERS TO IMPROVE WORKING CONDITIONS THROUGH COLLECTIVE BARGAINING	11,388	WIRE TRANSFER			
		easT ASIA AND THE PACIFIC	SUPPORT MAESOT AND MAESAREANG OFFICES TO CONDUCT EDUCATIONAL RESEARCH AND MONITORING ACTIVITIES TO PROMOTE THE RIGHTS OF BURMESE MIGRANT WORKERS AND PROTECT THEM FROM TRAFFICKING BROADEN SUPPORT FOR BURMA'S DEMOCRACY MOVEMENT AND PROMOTE GREATER COMPLIANCE BY THE BURMESE GOVERNMENT WITH INTERNAL LABOR STANDARDS AND ILO CONVENTIONS ON FORCED LABOR AND FREEDOM OF ASSOCIATION	8,698	WIRE TRANSFER			

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EAST ASIA AND THE PACIFIC	PROVIDE SUPPORT TO THE PROJECT "MAKING MIGRANT SAFETY AT WORK MATTER"	5,736	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	BUILD AN ORGANIZATIONAL STRUCTURE WHICH PROVIDES LEGAL REPRESENTATION TO MIGRANT WORKERS IN SAMUT SAKHON PROVINCE BOTH THROUGH INDIVIDUAL CASE REPRESENTATION AND NATIONAL POLICY ADVOCACY	107,057	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	SUPPORT THE EFFORT TO EDUCATE INTERNATIONAL TRADE UNION ORGANIZATIONS AND HUMAN RIGHTS GROUPS	59,657	WIRE TRANSFER			
		EAST ASIA AND THE PACIFIC	STRENGTHEN COOPERATION AND PLANNING AND OTHER COMPONENTS OF THE PRO-DEMOCRACY MOVEMENT	204,324	WIRE TRANSFER			
		MIDDLE EAST AND NORTH AFRICA	STRENGTHEN THE COLLABORATION BETWEEN NATIONAL JOURNALISTS' UNIONS IN EASTERN AFRICA AND THEIR REGIONAL ORGANIZATION, TEH EASTERN AFRICAN JOURNALISTS' ASSOCIATION (EAJA)	67,050	WIRE TRANSFER			
		MIDDLE EAST AND NORTH AFRICA	THREE-DAY WORKER RIGHTS MONITORING FOR JOURNALISTS WORKSHOP	44,470	WIRE TRANSFER			
		MIDDLE EAST AND NORTH AFRICA	CONDUCT TWO LEADERSHIP DEVELOPMENT AND STRATEGIC PLANNING 3-DAY WORKSHOPS	72,650	WIRE TRANSFER			
		MIDDLE EAST AND NORTH AFRICA	THREE-DAY WORKSHOP FOR WOMEN LABOR LEADERS TO INVOLVE IN UNOIN ACTIVITIES AND HELP BUILD AND STRENGTHEN THEIR ORGANIZATION	25,481	WIRE TRANSFER			
		MIDDLE EAST AND NORTH AFRICA	STRENGTHEN THE ORGANIZING CAPACITY OF THE UNION AND SUPPORT ITS ORGANIZING EFFORTS	50,730	WIRE TRANSFER			
		MIDDLE EAST AND NORTH AFRICA	IMPROVE THE CAPACITY OF LABOR FEDERATIONS IN YEMEN AND KUWAIT TO REPORT ON VIOLATIONS OF WORKER RIGHTS	9,041	WIRE TRANSFER			
		NORTH AMERICA	STRENGTHEN DEMOCRATIC UNION ORGANIZATIONS AND EDUCATE AUTO PARTS WORKERS OF THEIR HUMAN AND LABOR RIGHTS	32,059	WIRE TRANSFER			
		NORTH AMERICA	SUPPORT THE SECTION 301 SNTMMSRM ORGANIZING CAMPAIGN IN CLUDAD ACUNA, COAHUILA	23,201	WIRE TRANSFER			
		NORTH AMERICA	STRENGTEHN DEMOCRATIC UNION ORGANIZATIONS AND EDUCATE AUTO PARTS WORKERS OF THEIR HUMAN AND LABOR RIGHTS	12,879	WIRE TRANSFER			
		NORTH AMERICA	STRENGTHEN DEMOCRATIC UNION ORGANIZATIONS AND EDUCATE AUTO PARTS WORKERS OF THEIR HUMAN AND LABOR RIGHTS	7,893	WIRE TRANSFER			
		SOUTH AMERICA	WORKSHOPS	39,408	WIRE TRANSFER			
		SOUTH AMERICA	STRENGTHENING ACTIONS WITH YOUTH WORKERS OF THE CHEMICAL SECTOR	10,500	WIRE TRANSFER			
		SOUTH AMERICA	PRODUCTION OF MATERIAL AND TRAINERS CAPACITATION ON REDUCTION OF THE WORKING DAYS THEME	7,587	WIRE TRANSFER			
		SOUTH AMERICA	PUBLICATION OF DIEESE'S TECHNICAL PRODUCTION IN SPANISH	7,587	WIRE TRANSFER			
		SOUTH AMERICA	YOUTH SEMINAR IN DEC 2009	6,947	WIRE TRANSFER			
		SOUTH AMERICA	SUPPORT EREMIM FROM JUNE TO SEPTEMBER 2009	8,416	WIRE TRANSFER			
		SOUTH AMERICA	TRAINING COURSE FOR UNION LEADERS	9,418	WIRE TRANSFER			
		SOUTH AMERICA	SEMINAR IN SALVADOR APR 24-25, 2009	6,599	WIRE TRANSFER			
		SOUTH AMERICA	INSTITUTIONAL SUPPORT	20,381	WIRE TRANSFER			
		SOUTH AMERICA	TWO UGT YOUTH SEMINAR	14,945	WIRE TRANSFER			
		SOUTH AMERICA	CUT YOUTH NATIONAL MEETING	5,497	WIRE TRANSFER			
		SOUTH AMERICA	GERDAU EMPLOYEES NATIONAL MEETING CNM/CUT AND CNTTM/FS	5,687	WIRE TRANSFER			
		SOUTH AMERICA	SUPPORT NATIONAL LEVEL JOURNALIST WORKER RIGHTS AWARENESS RAISING CAMPAIGNS	10,000	WIRE TRANSFER			
		SOUTH ASIA	WORKERS EDUCATION AND TRADE UNION SUPPORT PROGRAM INCLUDING ORGANIZING TRAINING, UNION CAPACITY BUILDING TRAINING, INDUSTRY PROMOTION TRAINING, MONITORING AND EVALUATION, BRANDS & BUYERS CODE OF CONDUCT, BANGLADESH LABOR LAWS AND ILO CONVENTION	24,251	WIRE TRANSFER			
		SOUTH ASIA	WORKERS EDUCATION AND TRADE UNION SUPPORT PROGRAM INCLUDING ORGANIZING TRAINING, UNION CAPACITY BUILDING TRAINING, INDUSTRY PROMOTION TRAINING, MONITORING AND EVALUATION, BRANDS & BUYERS CODE OF CONDUCT, BANGLADESH LABOR LAWS AND ILO CONVENTION	13,051	WIRE TRANSFER			
		SOUTH ASIA	LABOR LAW TRAINING PROGRAM INCLUDING LEGAL COUNSELING AND COURT CASES HANDLING	8,937	WIRE TRANSFER			

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH ASIA	COMBAT HUMAN TRAFFICKING BY ADDRESSING ALL ASPECTS OF THE PROBLEM, INCLUDING PREVENTION, PROTECTION, AND ACCESS TO JUSTICE	6,770	WIRE TRANSFER			
		SOUTH ASIA	CAPACITY BUILDING PROGRAMS ON TRADE UNIONS AND DEMOCRACY	51,255	WIRE TRANSFER			
		SOUTH ASIA	CAPACITY BUILDING PROGRAMS ON TRADE UNIONS AND DEMOCRACY	19,850	WIRE TRANSFER			
		SOUTH ASIA	SUPPORT THE CENTER FOR LABOR ADVOCACY AND DIALOGUE (CLAD) IN ENGAGING GOVERNMENT, BUSINESS AND UNION OFFICIALS	10,876	WIRE TRANSFER			
		SOUTH ASIA	SUPPORT IN COMBATING CHILD LABOR BY EXPOSING PROBLEMS AND PUSHING FOR COORDINATED ACTION BY STAKEHOLDERS	7,419	WIRE TRANSFER			
		SOUTH ASIA	SUPPORT THE LHRLA/WWSC WORK ON STRENGTHENING THE ROLE OF WORKING WOMEN IN PAKISTAN	11,918	WIRE TRANSFER			
		SOUTH ASIA	ACTIVITIES THROUGH THE FTZ & GSEU TO PROMOTE LABOR RIGHTS AND TRADE UNIONISM IN THE EXPORT PROCESSING ZONES (EPZS) IN KATUNAYAKE, BIYAGAMA (WESTERN PROVINCE) AND KOGGALA (SOUTHERN PROVINCE)	7,942	WIRE TRANSFER			
		SOUTH ASIA	PROMOTE LABOR RIGHTS AND TRADE UNIONISM IN THE EXPORT PROCESSING ZONES (EPZ'S), KATUNAYAKE, BIYAGAMA AND KOGGALA	5,020	WIRE TRANSFER			
		SOUTH ASIA	ACTIVITIES THROUGH PU TO PROMOTE LABOR RIGHTS AND TRADE UNIONISM IN THE EXPORT PROCESSING ZONE (EPZ) IN BIYAGAMA (WESTERN PROVINCE)	6,060	WIRE TRANSFER			
		SOUTH ASIA	ACTIVITIES THROUGH THE FRIENDSHIP HOUSES TO PROMOTE LABOR RIGHTS AND TRADE UNIONISM IN THE EXPORT PROCESSING ZONES IN KATUNAYAKE	12,912	WIRE TRANSFER			
		SOUTH ASIA	PROMOTE LABOR RIGHTS AND TRADE UNIONISM IN THE EXPORT PROCESSING ZONES, KATUNAYAKE, KIYAGAMA AND KOGGALA	7,757	WIRE TRANSFER			
		SOUTH ASIA	PROMOTE LABOR RIGHTS AND TRADE UNIONISM IN THE EXPORT PROCESSING ZONES, KATUNAYAKE, KIYAGAMA AND KOGGALA	5,051	WIRE TRANSFER			
		SOUTH ASIA	WORKERS - IMPACT ON THE LABOR FORCE IN SRI LANKA OF THE GLOBAL ECONOMIC CRISIS	6,642	WIRE TRANSFER			
		SOUTH ASIA	PROMOTING HTE RIGHTS OF MIGRANT WORKERS	10,655	WIRE TRANSFER			
		SOUTH ASIA	SUPPORT 15 PRE-DEPARTURE ORIENTATION PROGRAMS AND ONE MEDIA GATHERING	5,514	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	CONDUCT HIV EDUCATION TRAINING AND SUPPORT SERVICES TO MOBILE POPULATIONS PRIMARILY TRUCK DRIVERS	19,637	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	SUPPORT KUDHEIHA WORKERS COMMITTEES' COMMUNICATION AND TRANSPORT	21,215	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	BUILD ITS CAPACITY TO ORGANIZE DOMESTIC WORKERS IN KISUMU AND NAIROBI IN KENYA	6,580	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	SUPPORT A TWO-DAY CAPACITY BUILDING WORKSHOP	9,360	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	SUPPORT KPAWU WITH COMMUNICATION AND TRANSPORT FOR ORGANZING CAMPAIGNS	13,300	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	SUPPORT CATV HOLD A TWO DAY NATIONAL LEADERSHIP ORGANIZING CONFERENCE	6,450	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	SUPPORT THE PARALEGAL EVALUATION 2009	7,075	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	SUPPORT COTU-K WOMEN'S DEPARTMENT CONDUCT A TWO DAY NATIONAL WOMEN IN LEADERSHIP CONFERENCE FOR 60 PARTICIPANTS	7,435	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	COLLABORATE WITH KLDTDU AND OTHER APHIA II AND ROADS II PARTERS TO CONTINUE PROVIDING SERVICES TO THE TRUCK DRIVERS AND COMMUNITY MEN AT MARIAKANI RESOURCE CENTER	29,194	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	COMBAT THE PROBLEM OF CHILD TRAFFICKING WITHIN THE TEA, COFFEE AND SISAL SECTORS IN KENYA	41,460	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	CONDUCT HIV EDUCATION TRAINING AND SUPPORT SERVICES TO MOBILE POPULATION PRIMARILY TRUCK DRIVERS	84,071	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	IMPROVE THE CAPABILITY OF THE EAJA AFFILIATE IN SOMALIA (NUSOJ) TO INCREASE MEMBERSHIP ACTIVISM	21,008	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	SUPPORT THE FUNDING OF TWO THREE-DAY WORKSHOPS TO BRING NUSOJ MEMBERS TOGETHER FOR BASIC UNION TRAINING	19,010	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	CONDUCT HIV EDUCATION TRAINING AND SUPPORT SERVICES TO MOBILE POPULATION PRIMARILY TRUCK DRIVERS	67,239	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	CONDUCT HIV EDUCATION TRAINING AND SUPPORT SERVICES TO MOBILE POPULATION PRIMARILY TRUCK DRIVERS	71,814	WIRE TRANSFER			

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SUB-SAHARAN AFRICA	SUPPORT THE ZCTU TO RETAIN ITS TECHNICAL CAPACITY BY FUNDING THE SALARY OF THE LEDRIZ CHIEF ECONOMIST	24,000	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	INCREASE THE PRODUCTION AND DISTRIBUTION OF ITS MONTHLY PUBLICATION, THE WORKER, FROM 7,000 PER MONTH TO 15,000	30,000	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	PARLIAMENTARY DESK CONSULTANT	7,560	WIRE TRANSFER			
		SUB-SAHARAN AFRICA	SUPPORT THE COST FOR PUBLISHING THE WORKER NEWSLETTER	28,051	WIRE TRANSFER			

Schedule J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Complete if the organization answered "Yes" to Form 990, Part IV, question 23.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization
American Center for International Labor Solidarity

Employer identification number
52-1984713

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)			
b	If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement orprovision of all the expenses described above? If "No," complete Part III to explain	**1b**		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	**2**		
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply ☐ Compensation committee ☐ Written employment contract ☐ Independent compensation consultant ☐ Compensation survey or study ☐ Form 990 of other organizations ☐ Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization			
a	Receive a severance payment or change-of-control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	**4c**		No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III			
	Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.			
5	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of			
a	The organization?	**5a**		
b	Any related organization?	**5b**		
	If "Yes," to line 5a or 5b, describe in Part III			
6	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
a	The organization?	**6a**		
b	Any related organization?	**6b**		
	If "Yes," to line 6a or 6b, describe in Part III			
7	For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		
8	Were any amounts reported in Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III	**8**		
9	If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?	**9**		

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

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

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

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
John Sweeney	(i)	0	0	0	0	0	0	0
	(ii)	219,470	0	0	59,817	0	279,287	0
Richard Trumka	(i)	0	0	0	0	0	0	0
	(ii)	264,339	0	0	77,414	0	341,753	0
ARLENE HOLT BAKER	(i)	0	0	0	0	0	0	0
	(ii)	253,668	0	0	72,512	0	326,180	0
ELLIE LARSON	(i)	137,567	0	0	28,636	29,658	195,861	0
	(ii)	0	0	0	0	0	0	0
LYSTIA SANTOSA	(i)	108,626	0	0	22,612	23,424	154,662	0
	(ii)	0	0	0	0	0	0	0
NANCY MILLS	(i)	0	0	0	0	0	0	0
	(ii)	135,958	0	0	52,610	0	188,568	0
Kathleen Doherty	(i)	118,677	0	0	24,704	25,586	168,967	0
	(ii)	0	0	0	0	0	0	0
DARCY WERTZ	(i)	108,565	0	0	22,599	23,411	154,575	0
	(ii)	0	0	0	0	0	0	0
ROBERt Pajkovski	(i)	128,893	0	0	26,830	27,795	183,518	0
	(ii)	0	0	0	0	0	0	0
CATHerine Feingold	(i)	128,500	0	0	26,749	27,710	182,959	0
	(ii)	0	0	0	0	0	0	0
EARL BROWN	(i)	114,528	0	0	23,840	24,697	163,065	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

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

Identifier	Return Reference	Explanation

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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
American Center for International Labor Solidarity

Employer identification number
52-1984713

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 8b		THE BOARD OF TRUSTEES DOES NOT HAVE COMMITTEES
Form 990, Part VI, Section B, line 11		THE RETURN IS PROVIDED TO THE GOVERNING BODY FOR REVIEW PRIOR TO FILING
Form 990, Part VI, Section B, line 15		THE process of determining compensation - Solidarity Center has the pay scales or structures that are approved by the AFL-CIO for the Executive Director, Deputy ExecUTIVE Director and the managers The pay scales WERE DIVIDED into categories FOR each position for management AND staff Each year, the pay SCALES may be adjusted for COLA increases in accordance with ANY increase MADE BY the AFL-CIO
Form 990, Part VI, Section C, line 19		THE DOCUMENTS ARE AVAILABLE UPON REQUEST

SCHEDULE R (Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization
American Center for International Labor Solidarity

Employer identification number
52-1984713

Part I Identification of Disregarded Entities (Complete if the organization answered "Yes" on Form 990, Part IV, line 33.)

(a) Name, address, and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity
EDUCATION FUND OF THE AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY 888 16TH STREET NW Washington, DC 20006 52-1984719	BETTERMENT OF THE LIVES OF WORKING MEN AND WOMEN WORLDWIDE, PRIMARILY THROUG	DC	501(c)(3)	Line 7	N/A
AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS 888 16TH STREET NW Washington, DC 20006 53-0228172	FEDERATION OF LABOR UNIONS	DC	501(c)(5)		N/A

Part III **Identification of Related Organizations Taxable as a Partnership** (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproprtionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?	
							Yes	No		Yes	No

Part IV **Identification of Related Organizations Taxable as a Corporation or Trust** (Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership

Part V Transactions With Related Organizations (Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35, or 36.)

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

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

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

	(a) Name of other organization	(b) Transaction type(a-r)	(c) Amount involved
(1)	EDUCATION FUND OF THE AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	M	44,499
(2)	EDUCATION FUND OF THE AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	N	23,911
(3)	AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS	C	600,000
(4)	amerICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS	N	35,958
(5)			
(6)			

Part VI **Unrelated Organizations Taxable as a Partnership** (Complete if the organization answered "Yes" on Form 990, Part IV, line 37.)

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Are all partners section 501(c)(3) organizations?		(e) Share of end-of-year assets	(f) Disproprtionate allocations?		(g) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(h) General or managing partner?	
			Yes	**No**		**Yes**	**No**		**Yes**	**No**

Additional Data

Software ID:
Software Version:
EIN: 52-1984713
Name: American Center for International Labor Solidarity

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

4d. Other program services

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

PromoteD workers rights overseas including the protection of children from exploItation PromoteD freedom of association, collective bargaining and other worker rights in emerging democracies

Form 990, Part VII - Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
John Sweeney CHAIR	2 00	X						0	219,470	59,817
Richard Trumka SECRETARY/TREASURER	2 00	X		X				0	264,339	77,414
Linda Chavez-Thompson Trustee	2 00	X						0	0	67,688
MARK GAFFNEY Trustee	2 00	X						0	0	0
BARBARA SHAILOR Trustee	2 00	X						0	0	0
JOSLYN WILLIAMS Trustee	2 00	X						0	0	0
LARRY COHEN Trustee	2 00	X						0	0	0
LEO GERARD Trustee	2 00	X						0	0	0
THOMAS BUFFENBARGER Trustee	2 00	X						0	0	0
William Lucy VICE-CHAIR	2 00	X						0	0	0
ARLENE HOLT BAKER Trustee	2 00	X						0	253,668	72,512
ELLIE LARSON ExeCUTIVE Director/PRESI	40 00			X				137,567	0	58,294
LYSTIA SANTOSA DIRECTOR OF FINANCE	40 00			X				108,626	0	46,036
NANCY MILLS EXECUTIVE DIRECTOR/PRESI	40 00			X				0	135,958	52,610
Kathleen Doherty Deputy DIRector ED	40 00					X		118,677	0	50,290
DARCY WERTZ DIRECTOR OF OPERATIONS	40 00					X		108,565	0	46,010
ROBERt Pajkovski COUNTRY PROGRAM DIRECTOR	40 00					X		128,893	0	54,625
CATHerine Feingold COUNTRY PROGRAM DIRECTOR	40 00					X		128,500	0	54,459
EARL BROWN LABOR & EMPLOYMENT LAW D	40 00					X		114,528	0	48,537