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Form **990-EZ****Short Form**
Return of Organization Exempt From Income Tax

OMB No 1545-1150

2009Department of the Treasury
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code
(except black lung benefit trust or private foundation)

► Sponsoring organizations of donor advised funds and controlling organizations as defined in section 512(b)(13) must file Form 990. All other organizations with gross receipts less than \$500,000 and total assets less than \$1,250,000 at the end of the year may use this form.

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

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

B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Termination ☐ Amended return ☐ Application pending	C Please use IRS label or print or type. See Specific Instructions. Western Conference of Bakery, Confection & Tobacco Workers Int'l Union 8316 Clairemont Mesa Blvd #201 San Diego, CA 92111	D Employer identification number 91-6056171
		E Telephone number 1-858-571-0735
		F Group Exemption Number 0096

• Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

G Accounting method: ☒ Cash ☐ Accrual
Other (specify) ►

I Website: ► N/A

H Check ☒ if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF)

J Tax-exempt status (check only one) — ☒ 501(c) (5) ◀ (insert no) 4947(a)(1) or 527

K Check ☐ if the organization is not a section 509(a)(3) supporting organization and its gross receipts are normally not more than \$25,000. A Form 990-EZ or Form 990 return is not required, but if the organization chooses to file a return, be sure to file a complete return.

L Add lines 5b, 6b, and 7b, to line 9 to determine gross receipts, if \$500,000 or more, file Form 990 instead of Form 990-EZ

► \$ 64,119.

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See the instructions for Part I.)

1 Contributions, gifts, grants, and similar amounts received	1	2,250.
2 Program service revenue including government fees and contracts	2	1,775.
3 Membership dues and assessments	3	57,841.
4 Investment income	4	2,253.
5a Gross amount from sale of assets other than inventory	5a	
b Less: cost or other basis and sales expenses	5b	
c Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c	
6 Special events and activities (complete applicable parts of Schedule G). If any amount is from gaming, check here ☐		
a Gross revenue (not including \$ _____ of contributions reported on line 1)	6a	
b Less: direct expenses other than fundraising expenses	6b	
c Net income or (loss) from special events and activities (Subtract line 6b from line 6a)	6c	
7a Gross sales of inventory, less returns and allowances	7a	
b Less: cost of goods sold	7b	
c Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c	
8 Other revenue (describe ► _____)	8	
9 Total revenue. Add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8	9	64,119.
10 Grants and similar amounts paid (attach schedule)	10	350.
11 Benefits paid to or for members	11	
12 Salaries, other compensation, and employee benefits	12	2,400.
13 Professional fees and other payments to independent contractors	13	1,450.
14 Occupancy, rent, utilities, and maintenance	14	
15 Printing, publications, postage, and shipping	15	
16 Other expenses (describe ► See Statement 2)	16	67,758.
17 Total expenses. Add lines 10 through 16	17	71,958.
18 Excess or (deficit) for the year (Subtract line 17 from line 9)	18	-7,839.
19 Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	148,306.
20 Other changes in net assets or fund balances (attach explanation)	20	
21 Net assets or fund balances at end of year. Combine lines 18 through 20	21	140,467.

Part II Balance Sheets. If Total assets on line 25, column (B) are \$1,250,000 or more, file Form 990 instead of Form 990-EZ.

(See the instructions for Part II.)

	(A) Beginning of year	(B) End of year
22 Cash, savings, and investments	148,306.	22 140,467.
23 Land and buildings		23
24 Other assets (describe ► _____)		24
25 Total assets	148,306.	25 140,467.
26 Total liabilities (describe ► _____)	0.	26 0.
27 Net assets or fund balances (line 27 of column (B) must agree with line 21)	148,306.	27 140,467.

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

Form 990-EZ (2009)

Expenses

(Required for section 501(c)(3) and (4) organizations and section 4947(a)(1) trusts, optional for others)

--	--

28 a

29 a

30 a

31 a

32

(e) Expense account and other allowances	
--	--

0.

Cameron Taylor

0.

0.

0.

0.

0.

0.

Part V Other Information (Note the statement requirements in the instrs for Part V.)

	Yes	No
33 Did the organization engage in any activity not previously reported to the IRS? If 'Yes,' attach a detailed description of each activity		X
34 Were any changes made to the organizing or governing documents? If 'Yes,' attach a conformed copy of the changes	X	
35 If the organization had income from business activities, such as those reported on lines 2, 6a, and 7a (among others), but not reported on Form 990-T, attach a statement explaining why the organization did not report the income on Form 990-T		
a Did the organization have unrelated business gross income of \$1,000 or more or was it subject to section 6033(e) notice, reporting, and proxy tax requirements?		X
b If 'Yes,' has it filed a tax return on Form 990-T for this year?		
36 Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If 'Yes,' complete applicable parts of Schedule N		X
37a Enter amount of political expenditures, direct or indirect, as described in the instructions 37a 0.		
b Did the organization file Form 1120-POL for this year?		X
38a Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the period covered by this return?		X
b If 'Yes,' complete Schedule L, Part II and enter the total amount involved 38b N/A		
39 Section 501(c)(7) organizations Enter:		
a Initiation fees and capital contributions included on line 9 39a N/A		
b Gross receipts, included on line 9, for public use of club facilities 39b N/A		
40a Section 501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under: section 4911 N/A , section 4912 N/A , section 4955 N/A		
b Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in any section 4958 excess benefit transaction during the year or is it 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 40b		
c Section 501(c)(3) and 501(c)(4) organizations Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 0.		
d Section 501(c)(3) and 501(c)(4) organizations Enter amount of tax on line 40c reimbursed by the organization 0.		
e All organizations At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If 'Yes,' complete Form 8886-T 40e		X
41 List the states with which a copy of this return is filed None		

42a The organization's books are in care of **Deborah Lacey-Zuelsdorf** Telephone no. **(858) 571-0735**
 Located at **8316 Clairemont Mesa Blvd #201 San Diego CA** ZIP + 4 **92111**

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)?
 If 'Yes,' enter the name of the foreign country

	Yes	No
42b		X
42c		X

See the instructions for exceptions and filing requirements for **Form TD F 90-22.1, Report of a Foreign Bank and Financial Accounts**.

c At any time during the calendar year, did the organization maintain an office outside of the U S ?
 If 'Yes,' enter the name of the foreign country

43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of **Form 1041** — Check here and enter the amount of tax-exempt interest received or accrued during the tax year **43**

☐ N/A
N/A

44 Did the organization maintain any donor advised funds? If 'Yes,' Form 990 must be completed instead of Form 990-EZ

	Yes	No
44		X
45		X

45 Is any related organization a controlled entity of the organization within the meaning of section 512(b)(13)? If 'Yes,' Form 990 must be completed instead of Form 990-EZ

Part VI Section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts only. All section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts must answer questions 46-49b and complete the tables for lines 50 and 51.

46 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

	Yes	No
46		
47		
48		
49a		
49b		

47 Did the organization engage in lobbying activities? If 'Yes,' complete Schedule C, Part II

48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E

49a Did the organization make any transfers to an exempt non-charitable related organization?

b If 'Yes,' was the related organization a section 527 organization?

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter 'None'

(a) Name and address of each employee paid more than \$100,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account and other allowances

f Total number of other employees paid over \$100,000 ▶

51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter 'None'

(a) Name and address of each independent contractor paid more than \$100,000	(b) Type of service	(c) Compensation

d Total number of other independent contractors each receiving over \$100,000 ▶

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 3.24.10

Signature of officer: Deborah Lacey-Zuelsdorf Date: 3.24.10

Type or print name and title: DEBORAH LACEY-ZUELSDOFF, SECRETARY-TREASURER

Paid Preparer's Use Only

Preparer's signature: Lori A. Pierson Date: 3/23/10

Firm's name (or yours if self-employed), address, and ZIP + 4: Lori A. Pierson, CPA
PO Box 6466
Spokane, WA 99217-6466

Check if self-employed: ☒ **X** Preparer's Identifying Number (See instructions): N/A

EIN: N/A Phone no: (509) 465-0762

May the IRS discuss this return with the preparer shown above? See instructions

☒ **X** Yes ☐ **No**

BAA

Form 990-EZ (2009)

Statement 1
Form 990-EZ, Part I, Line 10
Grants and Similar Amounts Paid

Class of Activity:	Community support	
Donee's Name:	Candy, Pasta and Snack Council	
Donee's Address:	1030 Dill Ave. SW	
	Atlanta, GA 30310	
Relationship of Donee:	Unrelated	
Cash Amount Given:		\$ 350.

Statement 2
Form 990-EZ, Part I, Line 16
Other Expenses

Conference hospitality & hotel	\$ 28,161.
Conference pictures	423.
Conference supplies & misc	629.
Guest travel	399.
Insurance	298.
Office Expenses	221.
Promotional gifts	10,092.
Travel & expense allowances	27,535.
Total	\$ <u>67,758.</u>

Statement 3
Form 990-EZ, Part III, Line 28
Statement of Program Service Accomplishments

To assist in authorized strikes, organizing campaigns, legislative action, union label promotion and public relations for the industry.
The Conference serves 17,330 members in 17 Local Unions, throughout Washington, Idaho, Oregon, California, Arizona, Colorado, Nevada, New Mexico, Utah, Montana, and Wyoming. The administrative office is currently located in San Diego, California.

Statement 4
Form 990-EZ, Part VI
Regarding Transfers Associated with Personal Benefit Contracts

(a) Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	No
(b) Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	No

BY-LAWS
OF
WESTERN CONFERENCE OF BAKERY, CONFECTIONERY, TOBACCO WORKERS
& GRAIN MILLERS INTERNATIONAL UNION

COMPRISING THE STATES OF

ARIZONA
CALIFORNIA
COLORADO
IDAHO
MONTANA
NEVADA
NEW MEXICO
OREGON
UTAH
WASHINGTON
WYOMING

AS APPROVED AND ADOPTED MAY 10, 2001

Revised: 2009

ARTICLE I

ORDER OF BUSINESS

1. Call to Order.
2. Pledge of Allegiance to the Flag.
3. Roll Call of Delegates.
4. Communications and Bills.
5. Reports of Committees and Officers.
6. Report of Executive Board.
7. Reading of Local Unions Delinquent and Action Thereon.
8. New Business.
9. Nominations, Election and Installation of New Officers.
10. Good of the Conference.
11. Receipts and Disbursements.
12. Adjournment.

SECTION 1: This organization shall consist of Locals coming under the jurisdiction of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union and in the States of Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

The purpose of this Conference is to (1) Assist in authorized strikes; (2) organizing campaigns; (3) legislative activity; (4) union label promotion and public relations activity; (5) pasta, snack and candy activity and (6) Retail Bakery Conference. The President shall appoint a standing committee for the purpose of carrying out the above objectives. A Chairperson and Secretary of each committee shall be elected in the same manner as the officers of Article III and they shall serve a term of office for a period of three (3) years.

ARTICLE II

AFFILIATIONS

SECTION 1: Any Local union in the Pacific Coast States or Region VI coming under the jurisdiction of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union may become affiliated by paying one month's per capita tax for the month for which it may make application. Any affiliated local that becomes suspended

from membership for non payment of dues may be reinstated by payment of all back dues, but in no case to exceed one (1) year.

SECTION 2: Each local affiliated with this conference, paying per capita tax for members from One to Six Hundred (1-600) members, shall be allowed one (1) Delegate. Paying on from Six Hundred and One to One Thousand (601-1,000) members, Two (2) Delegates shall be allowed. Paying on from One Thousand and One to Two Thousand (1,001-2,000) members, Three (3) Delegates shall be allowed. Paying on Two Thousand or more, Four (4) Delegates shall be allowed.

However, not more than Four (4) Delegates shall be allowed from any local to vote or have voice on the floor. The number of Delegates entitled to attend shall be based upon the average of per capita tax paid into the conference by the local unions for the prior year, January 1st to December 31st.

SECTION 3: Credentials for delegates must be presented before a delegate can be seated at a meeting. Such credentials must be signed by the President and Secretary, and the seal affixed of the Local in which the delegate holds membership, and must be accompanied by a twenty-five (\$25.00) registration fee for each delegate. Each delegate accompanied by a guest must register the guest or guests and pay the above fee.

SECTION 4: All delegates shall have not less than six (6) Union Labels on their wearing apparel.

ARTICLE III

OFFICERS

SECTION 1: The Officers of this conference shall be:

President
Vice-President
General Secretary-Treasurer
Sergeant-at-Arms
Three Trustees

None but bona fide delegates to this conference shall be eligible to hold office.

ELECTION AND INSTALLATION OF OFFICERS

SECTION 1: All officers shall be elected for a three (3) year term.

SECTION 2: No member shall be eligible for office until he has held membership in an affiliated local for two (2) years preceding nomination.

SECTION 3: Nominations, Elections, and Installation shall take place at the annual meeting.

SECTION 4: The Chair shall appoint an election board of three (3) delegates to the conference as tellers who shall distribute ballots, tally the votes, and give a report of same.

SECTION 5: In case of a vacancy in any office, or on the Executive Board, the Executive Board shall elect a delegate to complete the unexpired term.

SECTION 6: The duties of officers shall be those of the International Constitution of the Bakery, Confectionery, Tobacco Workers & Grain Millers International Union.

ARTICLE IV

REVENUE

SECTION 1: The revenue of the conference shall be derived from a Per Capita Tax of thirty (.30) cents per member, per month, payable from all affiliated locals, and shall be paid according to the rules governing the International Union's Per Capita Tax, as amended May 1, 2007.

SECTION 2: The per capita tax charged locals may be changed at any conference by a two-thirds (2/3) vote of regular delegates in attendance. All Local Unions will be encouraged to join; however, Locals affiliating after May 1, 2001, must maintain a minimum per capita, per month, of four hundred (400) members in order to be reimbursed regular delegate expenses for conference attendance, in accordance with Article VI, Section 2.

SECTION 3: All monies shall be payable by check to the General Secretary-Treasurer, and the Local's cancelled check shall serve as receipt.

SECTION 4: No monies shall be withdrawn from the bank unless signed by the President and General Secretary-Treasurer or Chairman of the Trustees.

ARTICLE V

DONATIONS

SECTION 1: All donations of monies shall be approved by the Western Conference of Bakery, Confectionery, Tobacco Workers and Grain Millers International Union.

Upon a written request by any Local Union of the Western Conference, the Secretary of the Western Conference shall poll the Executive Board, which by a majority vote shall approve all donations of monies for any affiliated Local Union for strike or distress.

ARTICLE VI

SECTION 1: All Officers of this conference shall serve without compensation. The General Secretary-Treasurer shall receive Two Hundred Dollars (\$200.00) per month effective May 1, 2001, for personal expenses and is authorized to incur any and pay normal operating expenses.

The President shall be allowed necessary expenses by presenting the bills to the trustee for their approval.

SECTION 2: All delegates attending General meetings shall be allowed regular coach airline fare to and from place of meeting, and hosting delegates not receiving travel expenses shall be reimbursed valet parking expenses. All bona fide delegates shall receive one hundred and fifteen (\$115.00) per day for expenses, including one (1) day of travel as amended April 14, 2008.

SECTION 3: The Executive Board shall consist of all elected officers, the Chairman and Secretaries of the standing Committees named in Article I.

SECTION 4: Members of the Executive Board and Special Committees shall be allowed transportation and hotel expenses according to Section 2 of this Article.

SECTION 5: Executive Board members and delegates to this conference must answer to roll call and stay in attendance at their respective meetings until adjournment in order to qualify for the payment of expenses.

SECTION 6: The Executive Board shall have the power to send out committees when necessity arises and charge the expenses to the conference.

SECTION 7: Effective April 1, 1976, only two (2) delegates from any Local Union shall serve on the Executive Board of the Western Conference.

ARTICLE VII

SECTION 1: One general meeting shall be held each year, and each local is expected to have the specified number of delegates present. This general meeting shall be held in the Spring, in a city to be decided on by the delegates of the previous conference. Call shall be made by the General Secretary at least two (2) months prior to the actual date and shall state the date, time and place. The Executive Board shall meet on the afternoon of the first (1st) day.

SECTION 2: Special meetings of the conference may be called by the Executive Board by a three-fourths majority vote. Special meetings of the Executive Board may be called by the Secretary at the request of five (5) locals.

ARTICLE VIII

SECTION 1: Any alterations or amendments to these By-Laws shall be introduced in writing to the meeting of the Executive Board and shall be signed by delegates of at least three (3) locals. The Executive Board shall make recommendations to the Conference and there it shall take a majority vote of all delegates present for acceptance of the Executive Board recommendations.

As approved and adopted May 10, 2001.

LOCAL NO.

- 9 5950 6th Ave., South
Suite 201
Seattle, WA 98108
- 24 500 Jefferson Ave.
Redwood City, CA 94063
- 26 2201 W. 52nd Ave.
Denver, CO 80221
- 31 450 E. Carson Plaza Dr.
Carson, CA 90746
- 37 6801 E. Washington Blvd.
City of Commerce, CA 90040
- 59G 2912 Fernwood Dr.
Lodi, CA 95242
- 83 6275 Auto Center Dr.
Buena Park, CA 90621
- 85 7125 Governors Circle
Sacramento, CA 95823
- 114 7931 NE Halsey St. #205
Portland, OR 97213

LOCAL NO.

- 125 14144 Doolittle Dr.
San Leandro, CA 94577
- 232 5818 N. 7th St., #109
Phoenix, AZ 85011-7250
- 283-G 2451 Ironwood Ave.
Twin Falls, ID 83301
- 315 8316 Clairemont Mesa Blvd.
Suite 201
San Diego, CA 92111
- 351 1608 Truman St., SE
Albuquerque, NM 87108
- 364 2205 N. Lombard St.
Portland, OR 97217
- 401 2261 S. Redwood Rd., #9
Salt Lake City, UT 84119
- 466 P.O. Box 80241
Billings, MT 59108-0241