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 07/01, 2009, and ending 06/30, 2010

B Check if applicable: Address change; Name change; Initial return; Terminated; Amended return; Application pending	
C Name of organization	DISTRICT COUNCIL NO. 16
Doing Business As	
Number and street (or P O box if mail is not delivered to street address) / Room/suite	2705 CONSTITUTION DRIVE
City or town, state or country, and ZIP + 4	LIVERMORE, CA 94551-6206
D Employer identification number	94-0433056
E Telephone number	(925) 245-1080
G Gross receipts $	12,065,234.
F Name and address of principal officer	DOUGLAS CHRISTOPHER 2705 CONSTITUTION DRIVE, LIVERMORE, CA 94551-9206
H(a) Is this a group return for affiliates?	Yes [ ] No [X]
H(b) Are all affiliates included?	Yes [ ] No [ ] If "No," attach a list (see instructions)
I Tax-exempt status	[X] 501(c) (5) ◀ (insert no) [ ] 4947(a)(1) or [ ] 527
J Website: ▶	N/A
H(c) Group exemption number ▶	
K Form of organization	[ ] Corporation [ ] Trust [ ] Association [X] Other ▶ LABOR ORG
L Year of formation	1934
M State of legal domicile	CA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
SEE SCHEDULE O

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	9
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	0
5	Total number of employees (Part V, line 2a)	5	64
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)		
9	Program service revenue (Part VIII, line 2g)	10,519,414.	10,300,700.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	228,029.	134,108.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,030,467.	1,630,426.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	11,777,910.	12,065,234.
Expenses			
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)		
14	Benefits paid to or for members (Part IX, column (A), line 4)		
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	7,046,553.	7,692,924.
16a	Professional fundraising fees (Part IX, column (A), line 11e)		
b	Total fundraising expenses, Part IX, column (D), line 25) ▶		
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	2,799,109.	4,264,859.
18	Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	9,845,662.	11,957,783.
19	Revenue less expenses Subtract line 18 from line 12	1,932,248.	107,451.
Net Assets or Fund Balances		**Beginning of Year**	**End of Year**
20	Total assets (Part X, line 16)	18,452,030.	18,644,475.
21	Total liabilities (Part X, line 26)	19,479.	20,929.
22	Net assets or fund balances Subtract line 21 from line 20	18,432,551.	18,623,546.

RECEIVED
APR 0 1 2011
OGDEN, UT
IRS-OSC

SCANNED APR 13 2011

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

▶ Douglas E Christopher — Signature of officer — Date 3/28/11

▶ Douglas E. Christopher Bus. Mgr. / Secty-Treas. — Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶	Catherine Gardner	Date 3/25/11	Check if self-employed ▶ [ ]
Preparer's identifying number (see instructions)	P00350865		
Firm's name (or yours if self-employed), address, and ZIP + 4 ▶	MILLER, KAPLAN, ARASE & CO., LLP 180 MONTGOMERY STREET, SUITE 1840, SAN FRANCISCO, CA 94104-4233	EIN ▶	95-2036255
		Phone no ▶	415-956-3600

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

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

Form **990** (2009)

Part III Statement of Program Service Accomplishments

1 Briefly describe the organization's mission
SEE SCHEDULE O

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . . . ☐ Yes ☒ No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? . . . . . . ☐ Yes ☒ No
If "Yes," describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code:) (Expenses $ including grants of $) (Revenue $)

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

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

4d Other program services (Describe in Schedule O.)
(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses ▶**

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1		X
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		X
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		X
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities? *If "Yes," complete Schedule C, Part II*	4		
5	**Sections 501(c)(4), 501(c)(5), and 501(c)(6) organizations.** Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? *If "Yes," complete Schedule C, Part III*	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		X
9	Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		X
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? *If" Yes," complete Schedule D, Part V*	10		X
11	Is the organization's answer to any of the following questions "Yes"? *If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable*	11	X	
	• Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI*			
	• Did the organization report an amount for investments—other-securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII.*			
	• Did the organization report an amount for investments-program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*			
	• Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX.*			
	• Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*			
	• Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? *If "Yes," complete Schedule D, Part X*			
12	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI, XII, and XIII.*	12		X
12A	Was the organization included in consolidated, independent audited financial statement for the tax year? *If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional* — 12A: Yes X, No			
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E.*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the United States? *If "Yes," complete Schedule F, Part I*	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If "Yes," complete Schedule F, Part II.*	15		X
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If "Yes," complete Schedule F, Part III*	16		X
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I*	17		X
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		X
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
20	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20		X

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
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		X
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		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	X	
24 a	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 lines 24b through 24d and complete Schedule K. If "No," go to question 25*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25 a	**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		X
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		X
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		X
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b		X
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 direct or indirect owner? *If "Yes," complete Schedule L, Part IV*	28c		X
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1*	34	X	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35		X
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		X
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	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

				Yes	No
1a Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U S Information Returns Enter -0- if not applicable	1a	12			
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0			
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	X	
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	64			
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			2b	X	
Note. If the sum of lines 1a and 2a is greater than 250, you may be required to *e-file* this return. (see instructions)					
3a Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?			3a		X
b If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		X
b If "Yes," enter the name of the foreign country ▶ See the instructions for exceptions and filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts					
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		X
c If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?			5c		
6a Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible?			6a		X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b		
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 line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.*

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body . . . 1a 9			
b	Enter the number of voting members that are independent . . . 1b 0			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4	X	
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		X
6	Does the organization have members or stockholders?	6	X	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	X	
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	X	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b		
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*	9a		X

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

Section C. 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 Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you make these available Check all that apply

☐ Own website ☐ Another's website ☒ Upon request

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

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization. ▶ DOUGLAS CHRISTOPHER, 2705 CONSTITUTION DRIVE, LIVERMORE, CA 94551-9206
925-245-1080

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

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year. Use Schedule J-2 if additional space is needed.

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

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

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

(A) 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
TODD KOCH TRUSTEE-BM/ST ASST	40.00			X				89,357.	0	34,108.
ELMER KENNESSEY VICE PRESIDENT	40.00			X				26,919.	0	0.
DOUGLAS CHRISTOPHER BM/SEC-TREASURER	40.00			X				183,581.	0	61,480.
JOHN PAPA WARDEN/BUS. AGENT	40.00			X				106,382.	0	62,665.
LES PROTEAU PRESIDENT	40.00			X				122,471.	0	64,458.
VINCENT ECHEVERRIA TRUSTEE-BM/ST ASST	40.00			X				119,735.	0	44,737.
TIMOTHY DAVIS TRUSTEE CHAIRMAN/BUS. AGENT	40.00			X				124,880.	0	61,789.
JOHN SHERAK FLOOR COVERER/E-BOARD	40.00			X				141,180.	0	55,325.
ARTHUR HOPKINS TRUSTEE/BUS. AGENT	40.00			X				116,917.	0	52,788.
CHRIS CHRISTOPHERSEN PAINTER E-BOARD	40.00			X				135,284.	0	48,508.
JAMES HEWETT BUSINESS REP/VICE PRESIDENT	40.00			X				123,538.	0	64,458.
JAMES RUIGOMEZ DRYWALL FINISHER/E-BOARD	40.00			X				106,382.	0	62,665.
FERNANDO GONZALEZ TRUSTEE CHAIRMAN	40.00			X				0.	0	0.
NICK WILDE TRUSTEE	40.00			X				0.	0	0.
ROBERT RINGOR TRUSTEE	40.00			X				0.	0	0.
TROY NOTRANGELO TRUSTEE	40.00			X				0.	0	0.

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

(A) Name and title	(B) Average hours per week	(C) Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
MARK SHELLEY GLAZIER E-BOARD	40.00			X				79,525.	0.	57,215.
JUAN CALDERON ORGANIZER	40.00					X		116,917.	0.	52,788.
CURTIS DAY ORGANIZER	40.00					X		116,917.	0.	52,788.
DAVE FIGUEROA BUSINESS REP	40.00					X		116,917.	0.	57,468.
HADEN BLAYLOCK BUSINESS REP	40.00					X		123,538.	0.	64,458.
ANTHONY TOFANI BUSINESS REP	40.00					X		116,917.	0.	57,468.
1b Total . . . ▶								2,067,357.	0.	955,166.

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 ▶ 26

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
ATTACHMENT 2		

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 ▶ 1

Form 990 (2009) 94-0433056

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts						
1a Federated campaigns	1a					
b Membership dues	1b					
c Fundraising events	1c					
d Related organizations	1d					
e Government grants (contributions)	1e					
f All other contributions, gifts, grants, and similar amounts not included above	1f					
g Noncash contributions included in lines 1a-1f $						
h **Total.** Add lines 1a-1f			0.			
Program Service Revenue		Business Code				
2a MEMBERSHIP DUES & ASSESSMENTS		900099	9,436,916.	9,436,916		
b "GO FUND" ASSISTANCE FROM IUPAT		900099	197,500	197,500.		
c ORGANIZING ASSISTANCE FROM IUPAT		900099	392,096.	392,096		
d AFFILIATED ORGANIZATION RENTAL		900099	274,188	274,188.		
e						
f All other program service revenue						
g **Total.** Add lines 2a-2f			10,300,700			
Other Revenue						
3 Investment income (including dividends, interest, and other similar amounts)			134,108			134,108
4 Income from investment of tax-exempt bond proceeds			0			
5 Royalties			0			
	(i) Real	(ii) Personal				
6a Gross Rents	7,200					
b Less rental expenses	0					
c Rental income or (loss)	7,200					
d Net rental income or (loss)			7,200	7,200.		
	(i) Securities	(ii) Other				
7a Gross amount from sales of assets other than inventory						
b Less cost or other basis and sales expenses						
c Gain or (loss)						
d Net gain or (loss)			0.			
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			0			
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			0			
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			0.			
Miscellaneous Revenue		Business Code				
11a LITIGATION SETTLEMENT INCOME		900099	78,000	78,000		
b REIMBURSEMENTS AND REFUNDS		900099	1,545,226	1,545,226		
c						
d All other revenue						
e **Total.** Add lines 11a-11d			1,623,226.			
12 **Total Revenue.** See instructions			12,065,234	11,931,126		134,108

Form **990** (2009)

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).

501(c)(5) organization electing not 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	0.			
2 Grants and other assistance to individuals in the U S See Part IV, line 22	0.			
3 Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16	0.			
4 Benefits paid to or for members	0.			
5 Compensation of current officers, directors, trustees, and key employees	2,146,347.			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0.			
7 Other salaries and wages	3,896,596.			
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	568,017.			
9 Other employee benefits	674,938.			
10 Payroll taxes	407,026.			
11 Fees for services (non-employees)				
a Management	0.			
b Legal	180,531.			
c Accounting	71,910.			
d Lobbying	0.			
e Professional fundraising services See Part IV, line 17	0.			
f Investment management fees	35.			
g Other	20,756.			
12 Advertising and promotion	6,000.			
13 Office expenses	229,015.			
14 Information technology	42,895.			
15 Royalties	0.			
16 Occupancy	393,328.			
17 Travel	8,517.			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0.			
19 Conferences, conventions, and meetings	157,794.			
20 Interest	0.			
21 Payments to affiliates	256,509.			
22 Depreciation, depletion, and amortization	410,654.			
23 Insurance	92,011.			
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 DONATIONS	66,201.			
b PUBLIC RELATIONS	251,476.			
c DUES CHECK-OFF	41,552.			
d PENALTIES	50,585.			
e MARKET RECOVERY SUBSIDY	1,926,950.			
f All other expenses	58,140.			
25 **Total functional expenses.** Add lines 1 through 24f	11,957,783.			
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	
	2	Savings and temporary cash investments	10,254,892.	2	10,535,406.
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net		4	
	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		9	
	10a	Land, buildings, and equipment. cost or other basis. Complete Part VI of Schedule D — 10a: 9,301,375.			
	b	Less accumulated depreciation — 10b: 3,573,219.	5,594,388.	10c	5,728,156.
	11	Investments - publicly traded securities	1,981,304.	11	709,133.
	12	Investments - other securities See Part IV, line 11	609,446.	12	1,659,780.
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	12,000.	15	12,000.
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)	18,452,030.	16	18,644,475.
Liabilities	17	Accounts payable and accrued expenses	19,479.	17	20,929.
	18	Grants payable		18	
	19	Deferred revenue		19	
	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	19,479.	26	20,929.
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		27	
	28	Temporarily restricted net assets		28	
	29	Permanently restricted net assets		29	
		Organizations that do not follow SFAS 117, check here ▶ ☒ and complete lines 30 through 34.			
	30	Capital stock or trust principal, or current funds		30	
	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
	32	Retained earnings, endowment, accumulated income, or other funds	18,432,551.	32	18,623,546.
	33	Total net assets or fund balances	18,432,551.	33	18,623,546.
	34	Total liabilities and net assets/fund balances	18,452,030.	34	18,644,475.

Part XI Financial Statements and Reporting

			Yes	No
1	Accounting method used to prepare the Form 990 [ ] Cash [ ] Accrual [X] 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		X
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O			
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 [X] Consolidated basis [ ] Both consolidated and separate 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		
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		

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: DISTRICT COUNCIL NO. 16

Employer identification number: 94-0433056

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 can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

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

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

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

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

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

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ ____

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ $ ____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.** Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

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

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

(i) Revenues included in Form 990, Part VIII, line 1 ▶ $ ____

(ii) Assets included in Form 990, Part X ▶ $ ____

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

a Revenues included in Form 990, Part VIII, line 1 ▶ $ ____

b Assets included in Form 990, Part X ▶ $ ____

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

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a ☐ Public exhibition
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 organization answered "Yes" to Form 990, Part IV, line 10.

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

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

a Board designated or quasi-endowment ▶ ______ %

b Permanent endowment ▶ ______ %

c Term endowment ▶ ______ %

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

		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		1,167,391		1,167,391.
b Buildings		7,178,455	2,840,317	4,338,138.
c Leasehold improvements		75,088	31,528	43,560.
d Equipment		792,030	678,282	113,748.
e Other		88,411	23,092	65,319.
Total. Add lines 1a through 1e *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				5,728,156.

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 NEW YORK LIFE ANNUITY	425,712.	FMV
MASS MUTUAL ANNUITY	211,477.	FMV
PACIFIC LIFE EXPLORER DEFERRED		
ANNUITY	520,697.	FMV
WESTERN NATIONAL ANNUITY	501,894.	FMV
Total. *(Column (b) must equal Form 990, Part X, col (B) line 12)* ▶	1,659,780.	

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) must equal Form 990, Part X, col (B) line 13)* ▶		

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

(a) Description	(b) Book value
Total. *(Column (b) must equal Form 990, Part X, col (B) line 15)* ▶	

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

1. (a) Description of liability	(b) Amount
Federal income taxes	
Total *(Column (b) must equal Form 990, Part X, col (B) line 25)* ▶	

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

Part XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements

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

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

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

1	Total expenses and losses per audited financial statements			1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIV.)	2d			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	
4	Amounts included on Form 990, Part IX, line 25, but not on line **1**.				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total expenses Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 18.)*			5	

Part XIV Supplemental Information

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

Part XIV . Supplemental Information *(continued)*

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, line 23.

▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization: DISTRICT COUNCIL NO. 16

Employer identification number: 94-0433056

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropriate 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 indemnification 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 on line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of 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		X
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b		X
c	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		X
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 501(c)(3) and 501(c)(4) organizations 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 accrued 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		

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

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space is 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 (i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable 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
DOUGLAS CHRISTOPHER	(i)	183,581.			17,306.	44,174.	245,061.	
	(ii)	0.			0.	0.	0.	
JOHN PAPA	(i)	106,382.			33,030.	29,635.	169,047.	
	(ii)	0.			0.	0.	0.	
LES PROTEAU	(i)	122,471.			33,031.	31,427.	186,929.	
	(ii)	0.			0.	0.	0.	
VINCENT ECHEVERRIA	(i)	119,735.			20,239.	24,498.	164,472.	
	(ii)	0.			0.	0.	0.	
TIMOTHY DAVIS	(i)	124,880.			17,243.	44,546.	186,669.	
	(ii)	0.			0.	0.	0.	
JOHN SHERAK	(i)	141,180.			25,459.	29,866.	196,505.	
	(ii)	0.			0.	0.	0.	
ARTHUR HOPKINS	(i)	116,917.			25,459.	27,329.	169,705.	
	(ii)	0.			0.	0.	0.	
CHRIS CHRISTOPHERSEN	(i)	135,284.			12,696.	35,812.	183,792.	
	(ii)	0.			0.	0.	0.	
JAMES HEWETT	(i)	123,538.			33,030.	31,428.	187,996.	
	(ii)	0.			0.	0.	0.	
JAMES RUIGOMEZ	(i)	106,382.			33,030.	29,635.	169,047.	
	(ii)	0.			0.	0.	0.	
JUAN CALDERON	(i)	116,917.			25,460.	27,328.	169,705.	
	(ii)	0.			0.	0.	0.	
CURTIS DAY	(i)	116,917.			25,460.	27,328.	169,705.	
	(ii)	0.			0.	0.	0.	
DAVE FIGUEROA	(i)	116,917.			30,140.	27,328.	174,385.	
	(ii)	0.			0.	0.	0.	
HADEN BLAYLOCK	(i)	123,538.			33,031.	31,427.	187,996.	
	(ii)	0.			0.	0.	0.	
ANTHONY TOFANI	(i)	116,917.			30,140.	27,328.	174,385.	
	(ii)	0.			0.	0.	0.	
	(i)							
	(ii)							

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.

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	Employer identification number
DISTRICT COUNCIL NO. 16	94-0433056

ATTACHMENT 1

PART I AND PART III, LINE 1 - ORGANIZATION'S MISSION:

THE PURPOSE OF DISTRICT COUNCIL 16 IS TO FURTHER THE OBJECTIVES OF THE INTERNATIONAL UNION, ORGANIZE THE UNORGANIZED, TO BRING ABOUT HARMONY AND UNITY AMONG LOCAL UNIONS; TO ESTABLISH A MINIMUM RATE OF WAGES IN THE DISTRICT; TO ENFORCE A CODE OF WORKING RULES GOVERNING HOURS, WAGES AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT; TO ESTABLISH A HIGH PERFORMANCE/HIGH VALUE CULTURE AMONGST THE MEMBERSHIP AND TO CREATE A MARKETPLACE IN WHICH AN ATMOSPHERE OF LABOR/MANAGEMENT COOPERATION WILL ENHANCE PROSPERITY FOR UNION EMPLOYERS WHILE, AT THE SAME TIME, ENSURING JOB SECURITY, SAFETY, TRAINING AND EXCELLENT WAGES AND BENEFITS FOR OUR MEMBERS.

PART VI, LINE 4:

THE ORGANIZATION REVISED THEIR BYLAWS EFFECTIVE MARCH 12, 2010. SEE ATTACHED.

PART VI, LINE 6:

THE ORGANIZATION HAS 9,410 REGULAR, INDUSTRIAL, APPRENTICE, RETIREE AND LIFE MEMBERS.

PART VI, LINE 7A:

THE MEMBERS AS DESCRIBED IN THE RESPONSE TO LINE 6 ELECT ALL THE OFFICERS OF THE ORGANIZATION.

Name of the organization: DISTRICT COUNCIL NO. 16

Employer identification number: 94-0433056

ATTACHMENT 1 (CONT'D)

PART VI, LINE 7B:

THE DECISIONS OF THE OFFICERS ARE SUBJECT TO APPROVAL OF THE MEMBERS.

PART VI, LINE 10A:

THE DISTRICT COUNCIL HAS 17 AFFILIATED LOCAL UNIONS IN NORTHERN CALIFORNIA AND NORTHERN NEVADA THAT ARE SUBJECT TO THE BYLAWS AND INTERNATIONAL GOVERNING BOARD CONSTITUTION.

PART VI, LINE 11A:

DISTRICT COUNCIL 16'S CPA PREPARES THE FORM 990 AND PRESENTS IT TO THE BUSINESS MANAGER. UPON HIS APPROVAL, HE WILL SIGN AND FILE. A COPY IS PRESENTED TO THE GOVERNING BOARD.

PART VI, LINE 12C:

AN INTERESTED PERSON MUST DISCLOSE THE EXISTENCE OF THE FIANCIAL INTEREST AND BE GIVEN THE OPPORTUNITY TO DISCLOSE ALL MATERIAL FACTS TO THE BUSINESS MANAGER/SECRETARY-TREASURER OR CHAIRMAN CONSIDERING THE PROPOSED TRANSACTION OR ARRANGEMENT.

PART VI, LINES 15A AND 15B:

SALARIES ARE DETERMINED BY THE CONSTITUTION AND BYLAWS.

PART VI, LINE 19:

GOVERNING DOCUMENTS AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST. ANNUALLY DISTRICT COUNCIL 16 FILES AN LM-2 (LABOR ORGANIZATION ANNUAL

Name of the organization: DISTRICT COUNCIL NO. 16

Employer identification number: 94-0433056

ATTACHMENT 1 (CONT'D)

REPORT) WITH THE DEPARTMENT OF LABOR AND IS AVAILABLE ON THEIR WEBSITE.

PART XI, LINE 1:

THIS ORGANIZATION IS ON THE MODIFIED CASH BASIS OF ACCOUNTING.

ATTACHMENT 2

990, PART VII- COMPENSATION OF THE FIVE HIGHEST PAID IND. CONTRACTORS

NAME AND ADDRESS	DESCRIPTION OF SERVICES	COMPENSATION
WEINBERG ROGER & ROSENFELD 1001 MARINA VILLAGE PARKWAY, SUITE 200 ALAMEDA, CA 94501-1091	LEGAL FEES	121,878.
TOTAL COMPENSATION		121,878.

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: DISTRICT COUNCIL NO. 16

Employer identification number: 94-0433056

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
CARPET, LINOLEUM, & SOFT TILE WORKERS 12 94-3148839 2102 ALMADEN ROAD, STE. 106, SAN JOSE, CA 95125	LABOR UNION	CA	501(C)(5)	N/A	N/A
CARPET,LINOLEUM,& SOFT TILE WORKERS 1237 94-1236926 7111 GOVERNORS CIRCLE, SACRAMENTO, CA 95823	LABOR UNION	CA	501(C)(5)	N/A	N/A
PAINTERS AND TAPERS 3 94-2861117 8400 ENTERPRISE WAY, RM. 123, OAKLAND, CA 94621	LABOR UNION	CA	501(C)(5)	N/A	N/A
PAINTERS AND TAPERS 83 94-0748033 1130 INDUSTRIAL AVENUE, UNIT 7 PETALUMA, CA 94952	LABOR UNION	CA	501(C)(5)	N/A	N/A
PAINTERS AND TAPERS 272 94-0939977 406 MAIN STREET, STE. 420, WATSONVILLE, CA 95076	LABOR UNION	CA	501(C)(5)	N/A	N/A
PAINTERS AND TAPERS 376 94-0925639 404 NEBRASKA STREET, VALLEJO, CA 94590	LABOR UNION	CA	501(C)(5)	N/A	N/A
PAINTERS AND TAPERS 487 94-0748032 7111 GOVERNORS CIRCLE, SACRAMENTO, CA 95823	LABOR UNION	CA	501(C)(5)	N/A	N/A

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

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) Disproportionate allocations? Yes	(h) No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) 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 of this schedule

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

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

	(a) Name of other organization	(b) Transaction type (a–r)	(c) Amount involved
(1)	INT'L UNION OF PAINTERS & ALLIED TRADES	R	641,959.
(2)			
(3)			
(4)			
(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) Disproportionate 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

SCHEDULE R-1
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Schedule R (Form 990)

▶ Attach to Form 990 to list additional information for Schedule R (Form 990), Part I; Part II; Part III; Part IV; Part V, line 2; or Part VI.

▶ See instructions for Schedule R (Form 990).

OMB No 1545-0047
2009
Open to Public Inspection

Name of filing organization: DISTRICT COUNCIL NO. 16

Employer identification number: 94-0433056

Part I Continuation of Identification of Disregarded Entities

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

Part II Continuation of Identification of Related Tax-Exempt Organizations

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity
PAINTERS AND TAPERS 507 94-0748035 2102 ALMADEN ROAD, STE. 100, SAN JOSE, CA 95125	LABOR UNION	CA	501(C)(5)	N/A	N/A
PAINTERS AND TAPERS 741 94-0748039 742-C ARNOLD DRIVE, MARTINEZ, CA 94553	LABOR UNION	CA	501(C)(5)	N/A	N/A
PAINTERS AND TAPERS 913 94-0748029 555 DE HARO STREET, STE. 280B, SAN FRANCISCO, CA 94107	LABOR UNION	CA	501(C)(5)	N/A	N/A
PAINTERS MIXED 294 94-0748030 4969 E. CLINTON AVENUE, #117, FRESNO, CA 93727	LABOR UNION	CA	501(C)(5)	N/A	N/A
PAINTERS & ALLIED TRADES LOCAL 567 88-0039930 1819 HYMER AVENUE, SPARKS, NV 89431	LABOR UNION	NV	501(C)(5)	N/A	N/A
GLAZIERS, ARCH. METAL & GLASS WORKER 767 94-1165073 7111 GOVERNORS CIRCLE, SACRAMENTO, CA 95823	LABOR UNION	CA	501(C)(5)	N/A	N/A
GLAZIERS,ARCH. METAL & GLASS WORKER 1621 94-1533756 2102 ALMADEN ROAD, STE. 104, SAN JOSE, CA 95125	LABOR UNION	CA	501(C)(5)	N/A	N/A
GLAZIERS,ARCH. METAL & GLASS WORKERS 718 94-0507786 555 DE HARO STREET, STE. 280A, SAN FRANCISCO, CA 94107	LABOR UNION	CA	501(C)(5)	N/A	N/A
GLAZIERS, ARCH. METAL & GLASS WORKER 169 94-0057785 8400 ENTERPRISE WAY, RM. 118, OAKLAND, CA 94621	LABOR UNION	CA	501(C)(5)	N/A	N/A
AUTO, MARINE & SPECIALTY PAINTERS 1176 94-0342998 8400 ENTERPRISE WAY, RM. 124, OAKLAND, CA 94621	LABOR UNION	CA	501(C)(5)	N/A	N/A
INTN'L UNION OF PAINTERS & ALLIED TRADES 35-0198600 1750 NEW YORK AVE NW, WASHINGTON, DC 20006	LABOR UNION	DC	501(C)(5)	N/A	N/A
WALTER CANTRELL SCHOLARSHIP FUND 32-0165331 2705 CONSTITUTION DRIVE, LIVERMORE, CA 94551	CHARITY	CA	501(C)(3)	9	N/A

Part III Continuation of Identification of Related Organizations Taxable as a Partnership

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

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

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

Part V **Continuation of Transactions With Related Organizations** (Schedule R (Form 990), Part V, line 2)

	(A) Name of other organization	(B) Transaction type (a-r)	(C) Amount involved
(7)			
(8)			
(9)			
(10)			
(11)			
(12)			
(13)			
(14)			
(15)			
(16)			
(17)			
(18)			
(19)			
(20)			
(21)			
(22)			
(23)			
(24)			

Part VI Continuation of Unrelated Organizations Taxable as a Partnership

(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) Disproportionate allocations?		(g) Code V-UBI amount on Box 20 of K-1	(h) General or managing partner?	
			Yes	No		Yes	No		Yes	No

High Performance/High Value

Bylaws

of

District Council 16

Northern California & Northern Nevada

International Union of Painters & Allied Trades

Effective March 12, 2010

PREAMBLE

We, the members of District Council 16, of the International Union of Painters and Allied Trades, AFL-CIO, believing that organization and collective action is necessary to foster and adopt ways and means for the continuous improvement of the working and living standards of the members of the Locals affiliated with this International Union; to secure legislation in the interests of our members; to bring about higher wages, shorter hours and better working conditions for them; to influence public opinion by peaceful and legal methods, in favor of our affiliated organizations and all organized labor generally; to promote, encourage and bring into existence satisfactory contractual relationships with employers in the industries from which the members of our affiliates are drawn; to advance and maintain better relations between our members and their employers; and to otherwise enrich the lives of our members and their families and all other working men and women hereby formulate and adopt these Bylaws for our guidance and government.

ARTICLE 1
BYLAWS

1.1 These Bylaws shall be subordinate to the provisions of the Constitution of the International Union of Painters and Allied Trades, AFL-CIO (hereinafter called "the International" or "International Union"). In case of conflict between these provisions and the provisions of the International Constitution, the latter shall govern. These Bylaws shall conform to Section 194 of the Constitution of the International Union.

ARTICLE 2
NAME

2.1 This organization shall be known as IUPAT, District Council 16, a subordinate body of the International Union of Painters and Allied Trades, and shall be comprised of Local Unions: 3, 12, 83, 169, 272, 294, 376, 487, 507, 567, 718, 741, 767, 913, 1176, 1237, 1621 and any future affiliates.

ARTICLE 3
OBJECTS

3.1 The objects of District Council 16 are to further the objects of the International Union; organize the unorganized; to bring about harmony and unity between Local Unions; to establish a minimum rate of wages in the District; to enforce a code of working rules governing hours, wages, and other terms and conditions of employment; to establish a High Performance/High Value culture amongst the membership and to create a marketplace in which an atmosphere of labor/management cooperation will enhance prosperity for Union employers while, at the same time, insuring job security, safety, training and excellent wages and benefits for our members.

ARTICLE 4
JURISDICTION

4.1 The territorial jurisdiction of District Council 16 shall include the counties of: Alameda, Alpine, Amador, Butte, Colusa, Calaveras, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba in California and Carson City, Churchill, Douglas, Elko, Eureka, Humboldt, Lander, Lyon, Mineral, Pershing, Storey, Washoe and White Pine in Nevada. The territorial jurisdiction of District Council 16 may be altered at any time by the General Executive Board in accordance with the International Constitution.

4.2 The work jurisdiction of District Council 16 shall be all work set forth in Section 6 of the International Constitution and such other work as may be obtained and maintained through organizing and collective bargaining agreements.

4.3 All Local Unions of the International Union within the territorial jurisdiction of District Council 16 shall come under the jurisdiction of District Council 16 and shall be fully affiliated with District Council 16.

4.4 "Full affiliates" or "fully affiliated" means paying Administrative Dues Check Off, Organizing Dues and Unity Action Dues to District Council 16, enjoying full voting rights, full trade recognition, receiving direction, advice and assistance from the Business Manager/Secretary-Treasurer and all other Representatives and Officers of District Council 16 in negotiating collective bargaining agreements and adopting Bylaws, merging all fringe benefit funds, and policing jobs and enforcing contracts on a District Council-wide basis.

ARTICLE 5
OFFICERS

5.1 The Officers of District Council 16 shall consist of a Business Manager/Secretary-Treasurer, President, Vice President, Warden and four (4) Trustees One (1) Trustee from each affiliated craft (Drywall Finisher, Floor Coverer, Glazier and Painter).

5.2 DUTIES OF THE BUSINESS MANAGER/SECRETARY-TREASURER

(a) The Business Manager/Secretary-Treasurer shall be a fulltime position and shall serve as the active fulltime principal officer of District Council 16. The Business Manager/Secretary-Treasurer shall be an automatic trustee to any District Council 16 Trust Funds and any Trust Funds established by Local Unions fully affiliated with District Council 16; shall appoint and have the authority to remove all Union Trustees to all Trust Funds of District Council 16 and all Trust Funds established by Local Unions fully affiliated with District Council 16; shall have full charge of the business office of District Council 16 and all Local Union business offices affiliated with District Council 16 and shall have the authority to employ and discharge such employees and purchase and utilize such equipment and supplies as he or she deems necessary for the proper operation of such offices; shall maintain a current list of names and addresses of all members of the affiliated Local Unions; shall be spokesperson on all District Council 16 negotiating committees; shall have the authority to direct, and supervise Business Representatives in the employ of District Council 16 in the performance of their duties and assign them to any territory or task irrespective of trade; and shall have the authority to appoint, discharge and set salaries and expenses for Regional Directors, Organizers, Field Representatives or any other staff and direct them in the performance of their duties; and shall serve as a delegate to and act as principal representative of labor on the Joint Trade Board(s), if established by collective bargaining agreement and appoint all other delegates to the Joint Trade Boards. The Business Manager/Secretary-Treasurer shall have such other duties and authority as specified in the International Constitution and these Bylaws.

(b) The Business Manager/Secretary-Treasurer is authorized to make expenditures to pay salaries, bonuses and benefits to all District Council 16 employees and to purchase office equipment and supplies, to pay all obligations owed to the International Union, and to pay recurring expenses authorized by District Council 16 Delegates. The Business Manager/Secretary-Treasurer also is authorized to make such expenditures as he or she deems appropriate to promote and protect the interests of the membership, provided that such expenditures are not prohibited by resolution adopted by District Council 16 Delegates. The Business Manager/Secretary-Treasurer must also present to District Council 16 Delegates, for their approval, a copy of the check registry of all expenditures of all District Council 16 bank accounts since the last District Council 16 Delegates meeting.

(c) The Business Manager/Secretary-Treasurer shall be held responsible to District Council 16, the affiliated Local Unions, and the General President for results in organizing the jurisdiction of District Council 16, for establishing working relations with employers, and for protecting the jurisdiction of the International Union.

(d) The Business Manager/Secretary–Treasurer shall take and maintain accurate minutes of District Council meetings and forward same to all affiliated Local Unions and to all delegates to District Council 16 and to the General Secretary-Treasurer. At a minimum, the minutes shall contain the following:

(1) a listing of District Council 16 Delegates and Officers who were present or absent at each meeting, as well as a list of all members and guests in attendance,

(2) a description of each item of business conducted at the meeting, which shall note all motions made and the disposition of each.

(e) When any question arises respecting the construction or interpretation of District Council 16 Bylaws, the Business Manager/Secretary-Treasurer shall, in the first instance decide any such question subject to the approval of District Council 16 Delegates. If District Council 16 Delegates take no action in respect to such interpretation at the next meeting after it is made, the same shall be deemed approved by District Council 16 Delegates.

(f) The Business Manager/Secretary-Treasurer shall be the official Council Representative and shall be the first Delegate to all conventions. The Business Manager/Secretary-Treasurer shall act on all committees (Election Committee excepted), set up under these Bylaws. In case of the Business Manager/Secretary-Treasurer's absence, the Assistant to the Business Manager/Secretary-Treasurer shall act in place of the Business Manager/Secretary-Treasurer. The Business Manager/Secretary-Treasurer shall automatically be a Delegate from his Local Union to represent said Local Union and District Council 16 to the regular and special conventions of the International Union pursuant to the International Constitution.

(g) The Business Manager/Secretary-Treasurer shall direct all work being performed by Business Representatives and shall advise them in respect to all matters which will assist them in the discharge of their duties. The Business Manager/Secretary-Treasurer shall have the authority to terminate Business Representatives if in his sole discretion he deems it in the best interest of the membership.

(h) The Business Manager/Secretary-Treasurer shall attest all money orders drawn on District Council 16.

(i) The Business Manager/Secretary-Treasurer's records shall be maintained in accordance with good business practices.

(j) The Business Manager/Secretary-Treasurer shall be empowered to select competent, qualified members in good standing with any of the Council's affiliated Local Unions to fill the positions of Assistant to the Business Manager/Secretary-Treasurer/Director of Service, Director of Organizing, Director of Communications, Regional Director, Organizer, and/or any other position deemed necessary. Said appointees are to be under the direct supervision of the Business Manager/Secretary-Treasurer and to work under directives issued by him to carry out the approved policies and procedures of this Council.

(k) It is recognized that from time to time the Business Manager/Secretary-Treasurer of District Council 16 for good public relations of the Union, will be called upon to disburse funds. In order to facilitate the disbursement of such funds in the interest of District Council 16 and its affiliated Local Unions, for the entertainment of members, employees, Business Agents, International Officials and for such other diverse reasons as may from time to time benefit the Union, the Business Manager/Secretary-Treasurer shall have the sole authority to disburse sums of money. He shall, however, account for any disbursements to the Trustees of District Council 16 who shall pass upon the validity of such expenditures. It is the intent of this action that the Business Manager/Secretary-Treasurer shall not be called upon to use his own personal monies as working capital for public relations purposes for the Union.

(l) The Business Manager/Secretary-Treasurer or his authorized Business Representative shall attend to all of the business of the Union whenever such business may arise. He is specifically authorized in the pursuit of such business to travel to such locations as may be convenient from time to time to transact such business. All such travel expenses shall be reimbursed to the Business Manager/Secretary-Treasurer or his authorized Business Representative by District Council 16 pursuant to Article 7.8 or 7.9 of these Bylaws.

(m) The Business Manager/Secretary-Treasurer shall maintain a file record of all findings and decisions of the Trial Board. The Business Manager/Secretary-Treasurer shall maintain all records, communications and statements as shall be required in accordance with the provisions of the Constitution of the International Union.

(n) The Business Manager/Secretary-Treasurer shall receive all monies due District Council 16, and deposit same in the bank.

(o) Violation of the Constitution of the International Union or the Bylaws of District Council 16 by the Business Manager/Secretary-Treasurer shall subject him to be cited before the Executive Board of District Council 16 to show cause why charges should not be preferred. Upon filing of such, a hearing will be held as provided for in these Bylaws.

(p) The Business Manager/Secretary-Treasurer shall receive a weekly salary of sixty (60) hours pay at the highest collectively bargained hourly Total Package Wage Rate set forth in District Council 16 collective bargaining agreements, plus $400.00 per week expense.

5.3 DUTIES OF THE PRESIDENT

It shall be the duty of the President to preside at all meetings of District Council 16 Delegates and conduct the meetings according to parliamentary rules, enforce a due observance of the International Constitution and these Bylaws at such meetings, decide all questions of order without debate, subject to an appeal to the meeting, and see that all Officers perform their respective duties faithfully during each meeting. The President shall sign all official documents that have been passed by District Council 16 Delegates. The President shall not take part in any debate, nor make or second any motion while occupying the Chair. The President shall not vote on any motion except in case of a tie, when he or she shall have the deciding vote. The President shall appoint all committees, except as otherwise provided in the International Constitution or in these Bylaws.

5.4 DUTIES OF THE VICE PRESIDENT

The Vice President shall assist the President in the performance of his or her duties and preside at the meetings in the President's absence.

5.5 DUTIES OF THE WARDEN

The Warden shall take charge of the door at the meetings, and see that none but the Delegates to District Council 16 and authorized representatives and guests, be admitted. He or she shall also act as Sergeant-at-Arms.

5.6 DUTIES OF THE TRUSTEES

District Council 16 shall elect four (4) Trustees. The Trustees shall, immediately upon election, elect one (1) Trustee as Chairperson.

(a) No District Council 16 Trustee may be employed by District Council 16 in any other capacity.

(b) On no less than an annual basis the Trustees shall meet with the Independent Certified or Chartered Public Accountant to review the audit report upon its completion as required by Section 202(b) of the International Constitution. The Trustees will subsequently render a report on the audit to District Council 16 delegates, with a copy of the audit and report being forwarded to the office of the General Secretary-Treasurer. Further, the Trustees in fulfilling their duties as prescribed in Section 216(a) of the International Constitution shall be required to complete any and all forms and/or checklists issued by the General Secretary-Treasurer's office.

(c) The Trustees shall have supervision of all funds and property of District Council 16.

(d) The Trustees shall examine the cash receipts journal and cash disbursements journal as well as the bank records for each month to determine that all monies collected and disbursed have been properly accounted for. They shall also review the reconciliations of District Council 16's bank statements to verify their balance. They shall see that all bonds, notes or other securities owned by District Council 16 are properly secured in an appropriate depository in District Council 16's name. They shall instruct the officers of the bank to pay no money nor cash any bonds, notes or other securities on account of District Council 16 except on an order or check signed in accordance with the International Constitution. They shall verify that expenditures have been made in strict compliance with the International Constitution.

(e) At the end of each fiscal quarter the Trustees shall jointly fill out the quarterly checklist of the Trustees and forward the original copy to the office of the General

Secretary–Treasurer and District Council 16 Business Manager/Secretary–Treasurer. They shall examine the membership records of District Council 16 so as to ascertain the membership at the close of each month and shall compare their findings with the duplicates of the reports of the Business Manager/Secretary-Treasurer to the General Secretary-Treasurer's Office to see if District Council 16 is paying per capita tax on the proper number of members and if all suspensions, reinstatements, initiations, admissions of members on clearance cards and other changes in membership of District Council 16 and its affiliates have been properly reported.

(f) In lieu of the required quarterly checklist and other duties of Trustees set forth above, District Council 16 may submit to the office of the General Secretary-Treasurer a quarterly, semi-annual, or annual financial statement prepared by an independent accountant. The financial statement is to be reviewed and signed by the Trustees prior to submission to the General Secretary-Treasurer and District Council 16 Business Manager/Secretary-Treasurer. The Trustees shall report to the membership on the essential elements of the financial statement.

(g) The Trustees shall see that the Business Manager/Secretary-Treasurer and other officers, representatives and employees required to be bonded are bonded in the manner and in the amount required by law, but not for less than $2,500.00, sufficient to thoroughly protect the funds of District Council 16 and its affiliates and when directed by District Council 16 the Trustees shall file bonds in such amounts as District Council 16 shall require.

ARTICLE 6
EXECUTIVE BOARD

6.1 The Executive Board shall consist of the Business Manager/Secretary-Treasurer, President, Vice President, Warden and Trustee Chairperson in addition to one (1) duly elected Delegate from each affiliated craft (Drywall Finisher, Floor Coverer, Glazier and Painter).

6.2 The Executive Board shall be vested with the authority of recommendation only unless specifically authorized by District Council 16 Delegates. Provided, however, that during the interim between Council meetings the Board shall be authorized to act for District Council 16 in cases of emergency.

6.3 The Executive Board shall meet prior to all District Council Meetings and at other times as deemed necessary by the Business Manager/Secretary-Treasurer and/or President.

6.4 Five (5) members of the Board shall constitute a quorum for the transaction of business.

ARTICLE 7
BUSINESS REPRESENTATIVES

7.1 It shall be the duty of District Council 16's Business Representatives to render such assistance to the Business Manager/Secretary-Treasurer as he or she may require and, under his or her direction, to carry out their assigned functions. Business Representatives shall also be subject to assignment in accordance with Section 45 of the International Constitution.

7.2 Elected Business Representatives shall receive a weekly salary of forty (40) hours per week at the highest collectively bargained Foreman Taxable Net Wage Rate as prescribed in the current Collective Bargaining Agreement of their respective Local Union, plus $400.00 per week expense.

7.3 The Assistant to the Business Manager/Secretary-Treasurer/Director of Service, Director of Organizing and Director of Communications shall receive a weekly salary which shall be 10% higher than the Total Package Wage Rate of the highest paid Business Representative, plus $400.00 per week expense.

7.4 Regional Directors shall receive a weekly salary which shall be equal to the Total Package Wage Rate of the highest paid Business Representative within their respective regions plus 10% of the Taxable Net Wage Rate, plus $400.00 per week expense.

7.5 Elected Business Representatives, Assistant to the Business Manager/Secretary-Treasurer/Director of Service, Director of Organizing, Director of Communications, Regional Directors and the Business Manager/Secretary-Treasurer shall receive fringe benefits as prescribed in the current Collective Bargaining Agreement and Trust Agreements of their respective Local Unions. District Council 16 shall make the contributions and provide for such coverage's in the amounts and in the manner provided for in said Collective Bargaining Agreements and Trust Agreements.

7.6 Elected Business Representatives, Assistant to the Business Manager/Secretary-Treasurer/Director of Service, Director of Organizing, Director of Communications, Regional Directors and the Business Manager/Secretary-Treasurer shall receive two (2) weeks paid vacation per year.

7.7 District Council 16 shall, upon receipt of verified insurance coverage, reimburse up to $1,250.00 per year for car insurance. A minimum of $300,000.00 in bodily injury liability and $100,000.00 in property damage liability is required.

7.8 When any fulltime employee of District Council 16 is required by work assignment to be away overnight on business of District Council 16, said employee will be reimbursed for the actual cost of reasonable travel, reasonable hotel room and the amount of $100.00 per day expense money. Under extenuating circumstances, additional daily expense may be granted by District Council 16.

7.9 Delegates elected and/or appointed by District Council 16 to attend conventions, conferences, etc., shall in addition to wages lost, receive the actual cost of reasonable travel, reasonable hotel room and the amount of $100.00 per day expense money. Under extenuating circumstances, additional daily expense may be granted by District Council 16.

ARTICLE 8
DUTIES AND AUTHORITY SUBJECT TO INTERNATIONAL UNION POLICIES

8.1 The duties of all Officers, Business Representatives and employees of District Council 16 shall be carried out, and their authority shall be exercised, in strict accord with the International Constitution; the policies and programs established by the International Union's General Conventions, by the General President, by the General Executive Board; these Bylaws, and the policies established by District Council 16 Delegates.

ARTICLE 9
NOMINATIONS AND ELECTION OF BUSINESS MANAGER/SECRETARY-TREASURER

9.1 The Business Manager/Secretary-Treasurer shall be elected at large by the membership of all Local Unions affiliated with District Council 16. All nominations for the Office of Business Manager/Secretary-Treasurer shall be filed with District Council 16.

9.2 Each Local Union may nominate any number of candidates for the Office of Business Manager/Secretary-Treasurer; and a nominee need not be a member of the Local Union that nominates him or her.

9.3 Candidates nominated for the Office of Business Manager/Secretary-Treasurer shall be members in good standing of their Local Union, meeting the requirements of Section 227 of the International Constitution.

9.4 The Notice of Nominations and the ballot shall note that the Business Manager/Secretary-Treasurer shall also be an automatic Delegate to General Conventions, pursuant to Section 224(b) of the International Constitution.

9.5 The term of the Business Manager/Secretary-Treasurer, elected District Council 16 Business Representatives and Local Union Delegates to District Council 16 shall be four (4) years and all terms shall run concurrently in accordance with the provisions of Sections 180 through 183 of the International Constitution. All terms shall commence immediately upon certification of the election results by the Election Committee.

ARTICLE 10
NOMINATIONS AND ELECTION OF
DISTRICT COUNCIL 16 BUSINESS REPRESENTATIVE

10.1 Each affiliated Local Union shall be entitled to the following schedule of Business Representatives:

Local 3 1	Local 376. 1	Local 767. 1
Local 12 1	Local 487. 1	Local 913. 1
Local 83 1	Local 507. 1	Local 1176. 1
Local 169 1	Local 567. 1	Local 1237. 1
Local 272 1	Local 718. 1	Local 1621. 1
Local 294 1	Local 741. 1	

10.2 The Business Manager/Secretary-Treasurer, at his or her sole discretion, shall be permitted to reduce or increase the number of Business Representatives as the financial conditions of District Council 16 may dictate.

10.3 The Business Representatives shall be elected at-large by the membership of all Local Unions fully affiliated with District Council 16.

10.4 Fully affiliated Local Unions entitled to a Business Representative under Section 10.1 shall nominate candidates for Business Representative from among their respective members. The Business Representative nominees must be members in good standing of their Local Union, meeting the requirements of Section 227 of the International Constitution.

10.5 The term of office for the position of Business Representative(s) shall be four (4) years and shall run concurrently with the term of office of the Business Manager/Secretary-Treasurer in accordance with the provisions of Sections 180 through 183 of the International Constitution.

10.6 The notice of nominations and the ballot shall note that the Business Representative(s) shall also be an automatic delegate to District Council 16.

ARTICLE 11
ELECTION BOARD - ELECTION PROCEDURES

11.1 The President of District Council 16 shall appoint in January of each election year an Election Committee from among the regular Delegates. This Election Committee shall supervise the election of Business Manager/Secretary-Treasurer and Business Representatives in accordance with these Bylaws and in accordance with the International Constitution's election provisions. The Election Committee shall immediately elect, from among its appointed members, a Chairman. The Election Committee shall draft rules governing the election. The Chairman of the Election Committee shall be permitted to appoint Judges, Tellers and assistants from the membership of the Council to help the Board conduct the election.

11.2 The Election Committee, Judges, Tellers and assistants shall receive compensation in the amounts established by the Delegates of District Council 16.

11.3 The election of the Business Manager/Secretary-Treasurer and Business Representatives employed by District Council 16 shall take place in June of each election year pursuant to Section 225(b) of the International Constitution. Nominations shall take place in the Local Unions' last meeting in May. Notice of the Local Unions' nomination meetings, and the election, shall be given by the Business Manager/Secretary-Treasurer by mail posted to the last known home address of all members at least five (5) days prior to the nomination dates and at least fifteen (15) days prior to the election date. Secret ballots shall be cast on such date, at times and locations as shall be established by the Election Committee. Each candidate may designate one (1) election observer to remain in each polling place. No other persons shall be allowed to remain in the polling places except members of the Election Committee and appointed Judges, Tellers and assistants.

11.4 The Chairman of the Election Committee shall have full authority over the election process after the rules are implemented by the Election Committee. All challenges regarding eligibility, taking place after a candidates' nomination has been accepted by the Local Union, shall be decided by the Chairman of the Election Committee pursuant to these Bylaws. All rulings of the Chairman of the Election Committee shall be in accordance with the International Constitution and these Bylaws.

11.5 At each polling place, the Financial Secretary of each affiliated Local Union shall be responsible for supplying a current list, to the Judge at each of their respective polling places, of members who are in good standing and eligible to vote.

11.6 The Election Committee shall prepare ballots with numbered tear-off stubs and with the names of candidates printed alphabetically along with their Local Union number. Candidates for Business Manager/Secretary-Treasurer and for Business Representatives for each Local Union entitled to a Business Representative under Section 10.1, respectively, shall be separately grouped and listed on each ballot. Each ballot shall clearly state the number of candidates to be voted for within each grouping.

11.7 The candidates receiving the highest number of votes in each grouping shall be officially certified by the Election Committee as having been elected to the Offices of Business Manager/Secretary-Treasurer and Business Representatives.

11.8 The Election Committee shall tabulate the vote as cast and shall immediately submit a report thereon to District Council 16.

ARTICLE 12
VACANCIES

12.1 All vacancies shall be filled in accordance with Section 231 of the International Constitution.

ARTICLE 13
NOMINATIONS AND ELECTION OF AFFILIATED LOCAL UNION OFFICERS AND DELEGATES

13.1 The nomination and election of Local Officers, Executive Board members and Delegates to central bodies, Building Trades Councils and District Council 16 shall be held in accordance with Sections 180 through 183 of the International Constitution.

13.2 Delegates to District Council 16 shall be elected by all affiliated Local Unions on the following basis:

0 to 500 Working Members . . . . 4 Delegates
501 to 1000 Working Members . . . . 5 Delegates
1001 or more Working Members. . . . . . 6 Delegates

13.3 To be entitled to elect Delegates, each affiliated Local Union is required to be current in its payment of per capita tax to the International Union.

13.4 The eligibility of Delegates shall be as set forth in Section 181 of the International Constitution. Credentials for elected Delegates must be forwarded by Local Unions to District Council 16. Each Delegate shall be entitled to one (1) vote at District Council meetings.

13.5 The term of office for the position of District Council 16 Delegate shall be four (4) years and shall run concurrently with the term of office of the Business Manager/Secretary-Treasurer in accordance with the provisions of Sections 180 through 183 of the International Constitution.

ARTICLE 14
NOMINATIONS AND ELECTION OF DISTRICT COUNCIL 16 EXECUTIVE BOARD

14.1 The President, Vice President, Trustees, Warden, and Delegate members of the Executive Board shall be nominated, and elected by secret ballot, by the Delegates of District Council 16 within thirty (30) days after District Council 16 elections every four (4) years. The term of each office shall be four (4) years.

ARTICLE 15
FINANCES

15.1 The revenue of District Council 16 shall be derived from Administrative Dues Check Off, Organizing Dues Check Off, Unity Action Dues Check Off, assessments, fines or such other means as permitted by the International Constitution. All monies received from Administrative Dues Check Off, Organizing Dues Check Off, Unity Action Dues Check Off, assessments, fines, etc. shall be placed in the General Fund unless otherwise specified.

15.2 **(a)** All Local Unions shall establish for the payment of Administrative Dues Check Off to District Council 16 that is hereby established at 3% of each member's Taxable Net Wage Rate.

(1) Each Local Union shall receive a rebate of a portion of the Administrative Dues Check Off paid to District Council 16 for the purpose of paying its Officers, holding its meetings, and otherwise conducting its affairs. The amount of said rebate shall be determined by the Business Manager/Secretary-Treasurer.

(b) All Local Unions shall establish for the payment of Organizing Dues Check Off to District Council 16 that is hereby established at $0.15 per hour.

(c) All Local Unions shall establish for the payment of Unity Action Dues Check Off to District Council 16 that is hereby established at $0.05 per hour.

15.3 District Council 16 and all affiliated Local Unions shall use the IUPAT Integrated Membership System (IMS) computer system or other system approved by the General Secretary-Treasurer for dues collection, member records, and member activity, no later than January 1, 2014.

15.4 Assessments may be levied in accordance with Section 194 of the International Constitution.

15.5 Trustees shall have supervision over funds and property of the Council, subject to such instructions as they shall receive from District Council 16 Delegates. The Trustees shall audit all bills and receipts of District Council 16 and shall ensure that a competent and professional Certified Public Accountant will be hired to perform an annual audit of all District Council funds and expenditures.

15.6 The finances of District Council 16 shall be maintained, and appropriations of District Council 16 funds shall be made, in accordance with Sections 202 through 208 of the International Constitution. All funds of District Council 16 shall be audited at least once annually by a certified public accountant; and copies of the audit report shall be submitted to District Council 16 delegates, each affiliated Local Union, and the International Union. Such audit shall be done in accordance with Section 202(b) of the International Constitution.

15.7 **(a)** When a member works outside the jurisdiction of District Council 16 and within the jurisdiction of another Local Union or District Council affiliated with the International Union, and the Bylaws of the other Local Union or District Council make provisions for Administrative Dues, the member shall pay to that other Local Union or District Council, either directly or by check off, the amount of administrative dues.

(b) When a member works outside the jurisdiction of District Council 16 and within the jurisdiction of another Local Union or District Council affiliated with the

International Union, and the Bylaws of that other Local Union or District Council make no provision for Administrative Dues the member shall continue to pay to District Council 16, either directly or by check off, the amount of Administrative Dues provided in the first sentence of this sub-section.

ARTICLE 16
MEMBERSHIP

16.1 An applicant shall be considered a member upon meeting all requirements set forth in Sections 85 through 92 of the International Constitution.

16.2 A member may lose his or her good standing in the organization by suspension or expulsion or other disqualification from membership after appropriate proceedings consistent with the provisions of these Bylaws and International Constitution, or by nonpayment of Regular or Administrative Dues as provided by the International Constitution. A member who loses his or her good standing because of a failure to pay dues or other obligations as required by the International Constitution and these Bylaws may reinstate his or her good standing for the purpose of attending Local Union meetings and voting at elections by payment of all delinquent dues and other financial obligations prior to such meetings and elections as provided by the International Constitution. Expelled members may be reinstated only in accordance with the International Constitution.

16.3 Every member, by virtue of the member's membership in a Local Union affiliated with District Council 16, authorizes District Council 16 to act as his or her exclusive bargaining representative with full and exclusive power to execute agreements with the member's employer governing terms and conditions of employment and to act for the member and have final authority in representing, processing and adjusting any grievance, difficulty or dispute arising under any collective bargaining agreement, or out of his or her employment with such employer in such manner as it deems within its discretion to be in the best interests of District Council 16. District Council 16 Officers, Business Representatives and agents may decline to process any grievance, complaint or dispute if, in their sole discretion and judgment, such grievance, complaint or dispute lacks merit.

16.4 Every member, by virtue of his or her membership in a Local Union affiliated with District Council 16, is obligated to adhere to and follow the terms of these Bylaws, the Bylaws of their Local Union and the provisions of the International Constitution with respect to their rights, duties, privileges and immunities. Each member shall faithfully carry out such duties and obligations and shall not interfere with the rights of other members.

16.5 No member shall interfere with the elected officers or authorized representatives of District Council 16, the International Union or its subordinate bodies in the performance of their duties, and each member shall, when requested, render such assistance and support in the performance of such duties as may be required of them, provided this does not interfere with the individual's right as a member. Each member shall adhere to the terms and conditions of pertinent collective bargaining agreements and shall refrain from conduct that would interfere with the performance of the International Union, its subordinate bodies or District Council 16 of its legal, contractual, and Constitutional obligations.

16.6 Every member shall be required to assist the International Union, its subordinate bodies, District Council 16 and their Local Union, as well as their officers and representatives, by engaging in picketing, hand-billing, salting, and other organizing activities, and attending education and training seminars, as directed and assigned by the International Union, District Council 16's Executive Board, Business Manager/Secretary-Treasurer, Business Representatives or Local Union Officers. No charges shall be filed or processed against any member for his or her decision to accept employment with an approved, targeted non-signatory employer for the purpose of organizing.

ARTICLE 17
MEETINGS

17.1 Regular meetings of District Council 16 shall be held monthly. The regular meetings of District Council 16 shall be the third Wednesday of each month. Meetings shall be opened at 7:00 p.m. promptly and shall be held at 8400 Enterprise Way, Oakland, California.

17.2 A quorum shall consist of seven (7) Delegates representing at least four (4) Local Unions.

17.3 Special Meetings may be called by the Business Manager/Secretary-Treasurer and President acting jointly, or upon written request of Delegates representing a majority of the affiliated Local Unions provided that notice of date, time and place of such meetings is given to all Delegates of all affiliated Local Unions at least 48 hours in advance of the meeting.

17.4 Only duly elected and Credentialed Delegates and Representatives of the Council may attend Council Meetings, unless invited or granted permission by the Body. The Business Manager/Secretary-Treasurer shall keep a Roll Call Record Book to record the presence or absence of all Credentialed Delegates and Officers of the Council at meetings. The seat of any Delegate or Officer that is absent from three (3) consecutive meetings without reasonable excuse shall be declared vacant and the vacancy shall be filled in accordance with these Bylaws.

17.5 The Business Manager/Secretary-Treasurer shall take and maintain accurate minutes in accordance with Section 213(e) of the International Constitution and forward the same to all affiliated Local Unions and Delegates to District Council 16. A copy of the minutes shall be sent to the International Union.

17.6 Meetings of District Council 16 shall be conducted and governed by the "Order of Business" and the "Parliamentary Rules and Rituals" set forth in the International Constitution.

ARTICLE 18
TRADE RULES

18.1 In accordance with Section 85(e) of the International Constitution, all new members of District Council 16 must attend a new member orientation class offered by District Council 16 within 90 days of being initiated.

18.2 Any violation of the International Constitution, Local Union Bylaws and/or District Council 16 Collective Bargaining Agreements hereby becomes a violation of these Bylaws.

Membership Rights, Duties and Obligations:
18.3 All members of the Union shall be empowered to cite any other members of the Union before the Executive Board for the purpose of investigating possible violations of the Collective Bargaining Agreement, International Constitution, Local Union Bylaws and these Bylaws. Members failing to answer citations of District Council 16 Executive Board will be subject to a fifty dollar ($50.00) fine and the citation meeting shall proceed regardless of the absence of the cited member.

18.4 Any member who rushes, drives, intimidates or uses foul language toward another member or uses their position to abuse or to cause a member to violate conditions of the Collective Bargaining Agreement or these Bylaws or discriminates against a member, shall have charges preferred against them.

18.5 Members shall investigate all building job sites to determine if all work covered by the jurisdiction of the International Union is to be performed by Union Members and shall report to the Union Office if said work is assigned to non-union and/or another craft, or if such information is not available at the job site.

18.6 All members must demand and receive payment as set forth in the applicable Collective Bargaining Agreement covering the appropriate branch of the trade. All travel time and expenses shall be in accordance with the applicable Collective Bargaining Agreement.

18.7 Members who are employed on projects outside of the jurisdiction of their home Local Union and/or outside the jurisdiction of their home Collective Bargaining Agreement, must notify the Local Union having geographical jurisdiction over where the work is being performed regarding the job location and start date. In all cases the member shall demand and receive the wages and conditions effective in either their home or outside jurisdiction, whichever is more favorable to such member.

18.8 Any member found working for an employer below the minimum rate of wages and/or conditions established in the applicable Collective Bargaining Agreement shall have charges preferred against them.

18.9 Each member shall be responsible for their own overtime permit.

18.10 No member shall supply, purchase or maintain any tools and/or equipment that the employer is required to supply, purchase or maintain under the Collective Bargaining Agreement.

18.11 Members shall not pass or work behind a picket line recognized by the Building Trades Council or Central Labor Council. Any member found crossing an authorized picket line or working behind same shall have charges preferred against them. Recognizing the "special problems" in the construction industry including the friction, conflicts, and confrontations when union and non-union employees work side-by-side, members shall immediately leave or shall refuse to enter upon any construction site where non-union employees are working.

18.12 Whenever a Business Representative of the Union notifies the members that their employer or job is struck, declared unfair or their employer is in default with it's trust fund and/or any other monetary obligation imposed under the terms and conditions of the Collective Bargaining Agreement, all members must immediately remove themselves from working until released to return to work by the Union. Members failing to remove themselves or returning to work prior to the Union's instruction shall have charges preferred against them.

18.13 Any member who refuses to comply with the instructions (paycheck inspection included) of a District Council 16 Business Representative shall have charges preferred against them.

18.14 No member shall be allowed to work with other than members in good standing of any classification.

18.15 Regular members shall not work on their own behalf, as self employed individuals, on any work covered in each craft jurisdiction.

18.16 No member shall instruct or give information to any other craft in any work of our trades.

18.17 Any member found working for a builder or non-signatory employer performing work covered under District Council 16 agreements, and/or assisting that entity in any aspect of our industry, without written consent of District Council 16 shall have charges preferred against them.

18.18 Any member who is working in a shop or job where a violation exists, and fails to notify a Business Representative, shall have charges preferred against them.

18.19 All members are expected to participate in District Council 16 STAR Training and exemplify a High Performance/High Value culture while engaged in any activities associated with District Council 16, their Local Union or the International Union.

18.20 No work shall be performed during the twenty-four (24) hours of Labor Day.

18.21 All members must notify their Local Union Office of any change of address.

18.22 Members who wish to file a grievance against a contractor or a member of the Union, must do so within twelve (12) days of the violation.

18.23 Members who are no longer actively engaged working with the tools and wish to maintain membership must notify their Local Union immediately so status may be determined.

18.24 Any member who is off work and is collecting either Workers Compensation insurance payments or State Disability payments must notify their Local Union within seven (7) days.

Quarterly Working Cards:
18.25 Quarterly Working Cards shall be obtained in accordance with Section 122 of the International Constitution. All members must secure their current quarterly working card by the 20th of the first month of the current quarter. Any member failing to secure a current working card shall be subject to removal from the job. It shall be the duty of each member to keep their working card in their possession and determine that each payment to the Local Union is correct. A member's last dues receipt/working card shall be deemed sufficient notice of arrears, and no further notice shall be required.

18.26 Quarterly working cards shall be issued by the Local Union Financial Secretary. The working card shall not be issued unless such card is paid for in advance for the full quarter.

18.27 In order to properly identify members of District Council 16, identification cards may be issued to its members. The identification card may include the members' picture and other information as designated by District Council 16.

18.28 It shall be the duty of each member to carry their working cards at all times. Failure to comply may subject the member to charges, trial and such penalties as District Council 16 may decide.

18.29 All members must show their working cards and/or work referrals when requested to do so by a member of any Local Union affiliated with District Council 16, provided the requesting member displays his or her card. The member shall be required to show his or her working card and/or work referral when requested to do so by an authorized representative of District Council 16 or the International, provided the representative displays his or her card.

Referral System Procedures:
18.30 Each affiliated Local Union shall maintain a nondiscriminatory referral system and shall maintain an accurate membership Out-of-Work-List. There shall be no discrimination in hiring and/or promotion and/or any other aspects of employment because of race, creed, color, sex, national origin or age.

18.31 It shall be the sole responsibility of each member, who is unemployed and wishes to make them self available for work, to notify their Local Union of such and place their name on their Local Union's Out-of-Work-List. The Local Union's Out-Of-Work-List shall include the member's name, classification, current telephone number and the date the member placed his or her name on the List. It shall be the sole responsibility of each member, who wish to continue being available for dispatch and have their name remain on their Local Union's Out-of-Work-

List, to check in with their Local on the first working day of each month. Members who do not check in on the first working day of each month shall have their names removed from their Local Union's Out-of-Work-List.

18.32 Members in good standing with a Local Union may seek their own job and Employers may have referred to them any applicant, who is registered on the Local Union's Out-of-Work-List, by submitting a written request by name to the Local Union.

18.33 In the event no specific member is requested by name, the Local Union will dispatch members in the order in which they are registered on the Local Union's Out-of-Work-List.

18.34 Each member shall be responsible to comply with these referral system procedures and must secure and sign-off on a work referral from their Local Union prior to commencing work for any signatory employer. Members failing to comply with these procedures shall be assessed a twenty-five dollar ($25.00) fine.

18.35 These referral system procedures shall not be applied and/or interpreted so as to contradict Apprenticeship Standards as approved by DAS.

ARTICLE 19
STEWARDS

19.1 Shop and Job Stewards shall be appointed by the Business Manager/Secretary-Treasurer or his or her designee.

19.2 Stewards are charged with the responsibility of notifying the Business Manager/Secretary-Treasurer or his or her designee of any potential violations of the International Constitution, these Bylaws, Working Rules, Local Union Bylaws and/or provisions of the Collective Bargaining Agreement.

19.3 It shall be the duty of the Shop and Job Stewards to see that all persons have their working cards and to contact District Council 16 immediately if there should be any irregularity.

19.4 All members serving as stewards shall be responsible for attending union meetings and assisting District Council 16 in activities including, but not limited to, organizing, political member mobilization, PATCH fundraising and community outreach.

ARTICLE 20
TRIALS AND APPEALS

20.1 The Executive Board of District Council 16 shall conduct all Trials of all members of the International Union in District Council 16 who are formally charged with violations of the Constitution of the International Union, violations of these Bylaws, violations of Local Union Bylaws and/or violations of any District Council 16 Collective Bargaining Agreements.

20.2 The Executive Board shall be governed in both Trials and Appeals by the procedure outlined in the applicable sections of the International Constitution.

20.3 In the application of all rules and procedures relating to District Council 16 discipline the essential requirements of due process of law, notice, hearing, and judgment based upon the evidence shall be observed without, however, requiring technical formality followed in courts of law.

20.4 The requirements of the International Constitution and of fairness and due process will be attained by substantial adherence to the following:

(a) Charges must be filed within a reasonable time as specified in Section 291 of the International Constitution.

(b) Copies of all charges together with the Notice of Hearing shall be submitted in writing by Registered or Certified Mail to the last known address of the person charged at least fourteen (14) days prior to any trial or hearing.

(c) Details of the conduct or activity charged shall be described in the charges, giving dates, places and persons involved where possible.

(d) The Trial Board shall not include among its members any person who is also in the role of an accuser.

(e) Either verbatim minutes, stenographic transcripts, or accurate summaries of the evidence shall be kept.

(f) The accused shall have the right to confront and cross examine witnesses giving testimony against him or her.

(g) The Trial Board shall give to the accused full opportunity to make his or her defense and to produce testimony or documentary evidence for that purpose.

(h) The decision of the Trial Board shall recite the facts which it finds to be true and shall also set forth the basis for the decision reached.

(i) All documents in the proceedings, as well as summaries of evidence or stenographic minutes, shall be preserved and kept available for use in further proceedings in District Council 16.

(j) Every accusation must be supported by proof, even though the accused may not appear.

20.5 Any Officer or member who commits any offense enumerated in the International Constitution shall be given an impartial trial, and if found guilty, shall be subject to penalties.

20.6 Any Business Representative or the Business Manager/Secretary-Treasurer of District Council 16 who is alleged to have violated the Constitution of the International Union, or these Bylaws, or who is alleged to have been negligent in the performance of his or her duties, may be subject to trial by District Council 16. Such charges must be made in writing and signed by the complainant. If after an impartial Trial, the accused is found guilty, he or she shall be subject to penalties as set forth in the International Constitution. If the accused is not satisfied with the result of the trial, an appeal may be made to the General Executive Board of the International Union.

20.7 All appeals from District Council 16's Executive Board, acting as Trial Board, must be made directly to the General Executive Board of the International Union, in accordance with Sections 307 and 308 of the International Constitution.

ARTICLE 21
BONDS

21.1 Officers of District Council 16 and its affiliated Local Unions shall be bonded in accordance with Section 209 of the International Constitution.

ARTICLE 22
STRIKES & LOCKOUTS

22.1 Procedures regarding strikes and lockouts shall be handled in accordance with Sections 276 through 280 of the International Constitution.

22.2 The Executive Board shall make themselves available at all times and they shall be, or they shall appoint, a Strike Committee prior to a strike or lockout.

22.3 All members who are employed by an employer who is signed to an Interim Working Agreement binding the employer to the terms of the successor Collective Bargaining Agreement shall be assessed an amount equal to one (1) hour's taxable net wage per each day worked during the strike. Those members so working shall register at their respective Local Union on the first day of the strike and obtain a work referral. Said members shall report to their respective Local Unions on each Saturday and pay their strike assessment and any other assignment in support of the Union and their Brothers and Sisters. Those members failing to timely pay their working assessment, as described above, shall have their work referral revoked.

(a) All monies received from the temporary working assessment shall be accounted for separately and shall be disbursed by the Strike Committee to the members who are performing physical strike and picket duties.

(b) The Strike Committee may require written permission or re-dispatch for all members working under the terms of an Interim Agreement and/or Project Labor Agreements.

22.4 All active members in good standing of the craft on strike must register at their respective Local Unions on the first day of a strike or lockout. Each member shall check in daily during the strike or lockout for assignment and/or information.

22.5 Any member who fails to register and/or check in daily as required by these rules shall be cited to appear before the Executive Board of District Council 16.

ARTICLE 23
PROPERTY

23.1 The funds and property of District Council 16 shall be governed by Sections 198-201 of the International Constitution.

ARTICLE 24
AGENCY

24.1 Neither District Council 16, nor any of its Officers or employees, has any power to make any representation, contract, or agreement, nor to incur any liability, which shall be binding upon the International Union without the expressed written consent of the General President or his designee. Neither District Council 16, nor any of its Officers or employees, has been authorized or empowered to act as agent of the International Union and shall not be deemed an agent of the International Union unless expressly authorized in writing by the General President or his designee.

ARTICLE 25
AMENDMENTS

25.1 All Bylaw amendments shall be processed, voted upon, and adopted in accordance with, and subject to, the provisions set forth in Section 194 of the International Constitution.

ARTICLE 26
STANDING COMMITTEES

26.1 The Business Manager/Secretary-Treasurer shall appoint from among the members of all affiliated Local Unions the following standing committees:

(a) Bylaws Committee

(b) Organizing Committee

(c) Political Action Committee

(d) Building Committee

(e) Voluntary Activist Committee

(f) Retiree Committee

(g) Community Organizing For Real Economics Committee

All other Committees of District Council 16 shall be appointed by the President or as otherwise set forth in District Council 16's Bylaws.

ARTICLE 27
SAVINGS CLAUSE

27.1 The provisions of these Bylaws relating to the payment of dues, assessments, fines or penalties, shall not be construed as incorporating into any union-security contract those requirements for good standing membership which may be in violation of applicable law, nor shall they be construed as requiring any employer to violate any applicable law. However, all financial obligations imposed by or under the International Constitution and these District Council 16 Bylaws (and in conformity therewith) shall be legal obligations of the members upon whom imposed, and enforceable in a court of law.

27.2 If any provision of these Bylaws shall be declared invalid or inoperative, by a competent authority of the executive, judicial or administrative branch of the federal, state, or provincial government, the Executive Board, subject to approval of District Council 16, shall have the authority to suspend the operation of such provisions during the period of its invalidity and to substitute in its place a provision which will meet the objections to its validity and which will be in accord with the intent and purpose of the invalid provision. If any article or section of these Bylaws should be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of these Bylaws or the application of such article or section to person or circumstances other than those as to which it has been held invalid, shall not be affected thereby.

- If you are filing for an **Additional (Not Automatic) 3-Month Extension, complete only Part II** and check this box . . . . ▶ ☐

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

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

Part II **Additional (Not Automatic) 3-Month Extension of Time.** Only file the original (no copies needed).

Type or print	Name of exempt organization	Employer identification number
	DISTRICT COUNCIL NO. 16	94-0433056
File by the extended due date for filing your return See instructions	Number, street, and room or suite no. If a P.O. box, see instructions.	
	2705 CONSTITUTION DRIVE	
	City, town or post office, state, and ZIP code For a foreign address, see instructions	
	LIVERMORE, CA 94550-9206	

Enter the Return code for the return that this application is for (file a separate application for each return) 0 1

Application Is For	Return Code	Application Is For	Return Code
Form 990	01		
Form 990-BL	02	Form 1041-A	08
Form 990-EZ	03	Form 4720	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12

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

- The books are in the care of ▶ DOUGLAS CHRISTOPHER
  Telephone No. ▶ 925 245-1080 FAX No ▶
- If the organization does not have an office or place of business in the United States, check this box . . . . ▶ ☐
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) ______ . If this is for the whole group, check this box . . . . . . ▶ ☐ . If it is for part of the group, check this box . . . . ▶ ☐ and attach a list with the names and EINs of all members the extension is for.

4 I request an additional 3-month extension of time until 05/16 , 20 11 .

5 For calendar year ______ , or other tax year beginning 07/01 , 20 09 , and ending 06/30 , 20 10

6 If the tax year entered in line 5 is for less than 12 months, check reason: ☐ Initial return ☐ Final return ☐ Change in accounting period

7 State in detail why you need the extension ADDITIONAL TIME IS REQUIRED IN ORDER TO OBTAIN THE INFORMATION NECESSARY TO FILE A COMPLETE AND ACCURATE RETURN

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

Signature and Verification

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

Signature ▶ [signature] Title ▶ CPA Date ▶ 2/7/11

MILLER, KAPLAN ARASE & CO., LLP
180 MONTGOMERY STREET, SUITE 1840
SAN FRANCISCO, CA 94104-4233