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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

A For the 2010 calendar year, or tax year beginning and ending

B Check if applicable: <input type="checkbox"/> Address change <input checked="" type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization SEIU SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 284, CTW, CLC		D Employer identification number 41-0748153
	Doing Business As		E Telephone number (651) 256-9100
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	450 SOUTHVIEW BLVD		G Gross receipts \$ 3,812,061.
City or town, state or country, and ZIP + 4 SOUTH ST. PAUL, MN 55075		H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions) H(c) Group exemption number ▶ 0647	
F Name and address of principal officer: CAROL NIETERS SAME AS C ABOVE			
I Tax-exempt status: <input type="checkbox"/> 501(c)(3) <input checked="" type="checkbox"/> 501(c)(5) ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			
J Website: ▶ WWW.SEIU284.ORG			
K Form of organization: <input type="checkbox"/> Corporation <input checked="" type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶			L Year of formation: 1978
M State of legal domicile: MN			

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities. LABOR UNION	
	2 Check this box <input type="checkbox"/> 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 14
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4 0
	5 Total number of individuals employed in calendar year 2010 (Part V, line 2a)	5 172
	6 Total number of volunteers (estimate if necessary)	6 0
	7 a Total 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.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 0. Current Year 0.
	9 Program service revenue (Part VIII, line 2g)	3,594,337. 3,796,555.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	15,956. 12,509.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	2,976. 2,997.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,613,269. 3,812,061.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	10,527. 37,593.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0. 0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	1,701,524. 1,752,625.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0. 0.
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	1,872,548. 1,771,769.
	18 Total expenses - add lines 13-17 (must equal Part IX, column (A), line 25)	3,584,599. 3,561,987.
19 Revenue less expenses - subtract line 18 from line 12	28,670. 250,074.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 1,428,219. End of Year 1,676,094.
	21 Total liabilities (Part X, line 26)	1,386. 0.
	22 Net assets or fund balances - subtract line 21 from line 20	1,426,833. 1,676,094.

Part II Signature Block

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

Sign Here	Signature of officer <i>Carol Nieters</i>	Date 9-16-11			
	Type or print name and title Carol Nieters, Executive Director				
Paid Preparer Use Only	Print/Type preparer's name LEGACY PROFESSIONALS LLP	Preparer's signature <i>Legacy Professionals LLP</i>	Date 8/16/2011	Check if self-employed <input type="checkbox"/>	PTIN
	Firm's name ▶ LEGACY PROFESSIONALS LLP	Firm's EIN ▶		Phone no. (952) 841-3950	
Firm's address ▶ 4530 WEST 77TH STREET, STE 300 EDINA, MN 55435					

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

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Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response to any question in this Part III

1 Briefly describe the organization's mission

TO ORGANIZE ALL WORKERS FOR THE ECONOMIC, MORAL AND SOCIAL ADVANCEMENT OF THEIR CONDITION AND STATUS.

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 \$ _____)

THE OBJECT OF THIS LOCAL UNION SHALL BE TO DEVELOP AND MAINTAIN AN ACTIVE AND ENGAGED UNION MEMBERSHIP AND MORE COMPREHENSIVE ORGANIZATION OF ALL WAGE EARNERS UNDER ITS JURISDICTION, AND TO ASSIST ITS MEMBERS IN OBTAINING JUST COMPENSATION FOR THEIR LABOR AND THE GENERAL IMPROVEMENT OF THE CONDITIONS UNDER WHICH THEY WORK. IT SHALL BE THE OBJECT AND DUTY OF THIS LOCAL UNION TO ORGANIZE ITS JURISDICTION COMPLETELY AND FULLY.

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)? <i>If "Yes," complete Schedule A</i>		X
2 Is the organization required to complete Schedule B, Schedule of Contributors?		X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	X	
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>	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? <i>If "Yes," complete Schedule D, Part I</i>		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? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		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? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b 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? <i>If "Yes," complete Schedule D, Part VII</i>		X
c 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? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d 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? <i>If "Yes," complete Schedule D, Part IX</i>	X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f 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 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>		X
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional</i>	X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		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? <i>If "Yes," complete Schedule F, Parts I and IV</i>		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? <i>If "Yes," complete Schedule F, Parts II and IV</i>		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? <i>If "Yes," complete Schedule F, Parts III and IV</i>		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? <i>If "Yes," complete Schedule G, Part I</i>		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? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach its audited financial statements to this return? Note. Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)		

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? <i>If "Yes," complete Schedule I, Parts I and II</i>		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? <i>If "Yes," complete Schedule I, Parts I and III</i>	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? <i>If "Yes," complete Schedule J</i>		X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		
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? <i>If "Yes," complete Schedule L, Part II</i>		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? <i>If "Yes," complete Schedule L, Part III</i>		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? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		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? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	X	
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)?	X	
a Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
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? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19?	X	

Note. All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response to any question in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	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		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
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)?		X
b	If "Yes," enter the name of the foreign country See instructions for 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?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
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?	X	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	X	
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?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
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?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?		
b	Did the organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		
c	Enter the amount of reserves on hand		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		

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

Check if Schedule O contains a response to any question in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year		
1b	Enter the number of voting members included in line 1a, above, who are independent		
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?		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?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	X	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Does the organization have members or stockholders?	X	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	X	
7b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	X	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following.		
8a	a The governing body?	X	
8b	b Each committee with authority to act on behalf of the governing body?		X
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		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?		X
10b	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?		
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	X	
11b	b 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		X
12b	b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?		
12c	c Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done		
13	Does the organization have a written whistleblower policy?		X
14	Does the organization have a written document retention and destruction policy?	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?		
15a	a The organization's CEO, Executive Director, or top management official		X
15b	b Other officers or key employees of the organization		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?		X
16b	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?		

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed **NONE**
- 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: **CAROL NIETERS - (651) 256-9100**
450 SOUTHVIEW BLVD, SOUTH ST PAUL, MN 55075

**SEIU SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 284, CTW, CLC**

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

Check if Schedule O contains a response to any question in this Part VII

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.

- 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, if any. 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 neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
KEITH NIEMI PRESIDENT	50.00			X			83,210.	0.	34,113.	
PAUL WUETHRICH FIRST VICE PRESIDENT - PAST	50.00			X			80,842.	0.	23,734.	
MARK HANSON FIRST VICE PRESIDENT	1.00			X			1,012.	0.	0.	
SANDRA RINGLER SECOND VICE PRESIDENT	4.00			X			6,938.	0.	0.	
CAROL NIETERS EXECUTIVE DIRECTOR	50.00			X			95,218.	0.	34,277.	
PETER FITZPATRICK TRUSTEE	1.00			X			327.	0.	0.	
MARION CONWELL TRUSTEE	1.00			X			1,409.	0.	0.	
BRIAN DIMBERG TRUSTEE	1.00			X			1,518.	0.	0.	
MARK BOLIN SERGEANT AT ARMS	1.00			X			1,566.	0.	0.	
SUE KREFT MEMBER AT LARGE	1.00			X			1,166.	0.	0.	
VALERIE BROTT MEMBER AT LARGE	1.00			X			859.	0.	0.	
VALERIE ROLSTAD MEMBER AT LARGE	1.00			X			1,843.	0.	0.	
MARK KREY MEMBER AT LARGE	1.00			X			5,489.	0.	0.	
ROBERT COOK MEMBER AT LARGE	1.00			X			1,331.	0.	0.	
VAUGHAN HOLMES SENIOR MEMBER - PAST	1.00			X			308.	0.	0.	
GINIA KLAMECKI SENIOR MEMBER	1.00			X			164.	0.	0.	
JILL PAYNE TRUSTEE - PAST	1.00			X			0.	0.	0.	

**SEIU SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 284, CTW, CLC**

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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	1 a 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						
Program Service Revenue	2 a MEMBER DUES & ASSESS	Business Code 900099	3,696,838.	3,696,838.			
	b REIMB FROM AFFILIATES	900099	99,717.	99,717.			
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f		3,796,555.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		12,509.			12,509.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross Rents	(i) Real	(ii) Personal				
		b Less. rental expenses					
		c Rental income or (loss)					
		d Net rental income or (loss)					
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		b Less. cost or other basis and sales expenses					
		c Gain or (loss)					
		d Net gain or (loss)					
	8 a 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					
	9 a Gross income from gaming activities. See Part IV, line 19	a					
b Less. direct expenses		b					
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	a						
	b Less. cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue		Business Code					
11 a CHECKS WRITTEN OFF	900099	1,640.			1,640.		
b PRIOR YEAR TAX REIMBUR	900099	1,292.			1,292.		
c SALE OF SUPPLIES	900099	35.			35.		
d All other revenue	900099	30.			30.		
e Total. Add lines 11a-11d		2,997.					
12 Total revenue. See instructions.		3,812,061.	3,796,555.	0.	15,506.		

032009 12-21-10

Form 990 (2010)

**SEIU SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 284, CTW, CLC**

Form 990 (2010)

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Part IX Statement of Functional Expenses

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	4,812.			
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22	32,781.			
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	375,324.			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	843,787.			
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	113,093.			
9 Other employee benefits	320,050.			
10 Payroll taxes	100,371.			
11 Fees for services (non-employees).				
a Management				
b Legal	54,442.			
c Accounting	13,775.			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other	4,688.			
12 Advertising and promotion	5,467.			
13 Office expenses	105,124.			
14 Information technology				
15 Royalties				
16 Occupancy	49,584.			
17 Travel	88,792.			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	34,454.			
20 Interest				
21 Payments to affiliates	1,216,924.			
22 Depreciation, depletion, and amortization	19,870.			
23 Insurance	6,209.			
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24f. If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O.)				
a <u>STEWARD DUES REIMBURSEM</u>	97,662.			
b <u>ORGANIZING EXPENSES</u>	35,289.			
c <u>TRANSFER SEIU INTL PAC</u>	14,000.			
d <u>TRANSFER LOCAL 284 PAC</u>	13,000.			
e <u>REFUND DUES</u>	6,121.			
f All other expenses _____	6,368.			
25 Total functional expenses Add lines 1 through 24f	3,561,987.			
26 Joint costs. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720). Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

**SEIU SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 284, CTW, CLC**

Form 990 (2010)

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Part X Balance Sheet

		(A) Beginning of year		(B) End of year	
Assets	1	84,074.	1		
	2	644,330.	2	969,492.	
	3		3		
	4		4	4,408.	
	5		5		
	6		6		
	7		7		
	8		8		
	9		9		
	10a	257,039.			
	10b	213,228.	41,675.	10c	43,811.
	11			11	
	12			12	
	13			13	
	14			14	
	15		658,140.	15	658,383.
16	Total assets. Add lines 1 through 15 (must equal line 34)	1,428,219.	16	1,676,094.	
Liabilities	17		17		
	18		18		
	19		19		
	20		20		
	21		21		
	22		22		
	23		23		
	24		24		
	25		1,386.	25	0.
	26	Total liabilities. Add lines 17 through 25	1,386.	26	0.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.				
	27	1,426,833.	27	1,676,094.	
	28		28		
	29		29		
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.				
	30		30		
	31		31		
	32		32		
33	1,426,833.	33	1,676,094.		
34	1,428,219.	34	1,676,094.		

Form 990 (2010)

**SEIU SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 284, CTW, CLC**

Form 990 (2010)

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Part XI Reconciliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	3,812,061.
2	Total expenses (must equal Part IX, column (A), line 25)	2	3,561,987.
3	Revenue less expenses Subtract line 2 from line 1	3	250,074.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,426,833.
5	Other changes in net assets or fund balances (explain in Schedule O)	5	<813.>
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	1,676,094.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990. <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual <input type="checkbox"/> 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?		X
2b	Were the organization's financial statements audited by an independent accountant?	X	
2c	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? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	X	
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 separate basis, consolidated basis, or both. <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> 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?		X
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		

Form 990 (2010)

SCHEDULE C
(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No 1545-0047

2010

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under section 501(c) and section 527

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

Open to Public Inspection

▶ **See separate instructions.**

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

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

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

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

If the organization answered "Yes," to Form 990, Part IV, line 5 (Proxy Tax), or Form 990-EZ, Part V, line 35a (Proxy Tax), then

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

Name of organization SEIU SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 284, CTW, CLC	Employer identification number 41-0748153
---	---

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

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

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

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

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

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

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-
SEIU COMMITTEE POLITICAL EDUC	WASHINGTON, DC 20036	20-0859683	0.	14,000.
SUBURBAN SCHOOL EMP LOCAL 284 POL A	SOUTH ST PAUL, MN 55075	27-2333048	0.	13,000.

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

Schedule C (Form 990 or 990-EZ) 2010

LHA

SEE PART IV FOR CONTINUATION

SEIU SERVICE EMPLOYEES INTERNATIONAL

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A** Check if the filing organization belongs to an affiliated group.
B Check if the filing organization checked box A and "limited control" provisions apply

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

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

SEIU SERVICE EMPLOYEES INTERNATIONAL

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

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

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

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

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

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

Part IV Supplemental Information

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

PART I-A, LINE 1:

THE LOCAL TRANSFERS MONEY TO THE INTERNATIONAL AND LOCAL'S PAC FUNDS, WHOSE PURPOSES ARE TO HELP ADVANCE WORKER-FRIENDLY LEGISLATION THROUGH FEDERAL, STATE AND LOCAL POLITICAL CANDIDATES.

PART I-C CONTINUATION FOR INCOMPLETE NAME/ADDRESS INFORMATION:

Part IV Supplemental Information (continued)

SEIU COMMITTEE POLITICAL EDUC

1800 MASSACHUSETTS AVE NW WASHINGTON, DC 20036

SUBURBAN SCHOOL EMP LOCAL 284 POL ACT FUND

450 SOUTHVIEW BLVD SOUTH ST PAUL, MN 55075

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

2010

Open to Public
Inspection

Name of the organization **SEIU SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 284, CTW, CLC**

Employer identification number
41-0748153

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

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

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

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

	Held at the End of the Tax Year
a Total number of conservation easements	
b Total acreage restricted by conservation easements	
c Number of conservation easements on a certified historic structure included in (a)	
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	

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 section 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 (ASC 958), 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 (ASC 958), 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 (ASC 958) 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:

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

	Amount
1c	
1d	
1e	
1f	

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

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

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

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

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

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

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

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

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

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

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other		257,039.	213,228.	43,811.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c))				43,811.

**SEIU SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 284, CTW, CLC**

Schedule D (Form 990) 2010

41-0748153 Page 3

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
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Col (b) must equal Form 990, Part X, col (B) line 12.)		

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

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Col (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
(1) EQUITY IN SCHOOL SVCE EMPLOYEES BLDG CORP	658,383.
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15.)	658,383.

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

1. (a) Description of liability	(b) Amount
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25.)	

FIN 48 (ASC 740) 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 (ASC 740).

**SEIU SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 284, CTW, CLC**

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 X, LINE 2: THE LOCAL FILES FORM 990, RETURN OF ORGANIZATION

EXEMPT FROM INCOME TAX. THE LOCAL'S RETURN IS SUBJECT TO EXAMINATION BY THE INTERNAL REVENUE SERVICE UNTIL THE APPLICABLE STATUTE OF LIMITATIONS EXPIRE.

**SEIU SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 284, CTW, CLC**

Schedule I (Form 990) (2010)

Part III Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 22. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
SCHOLARSHIP	3	1,500.	0.	COST	
MEMORIAL DONATION	87	30,780.	501.	COST	FLOWERS FOR FUNERAL

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

SCHEDULE I, PART I, LINE 2: DUE DILIGENCE IS DONE PRIOR TO MAKING CONTRIBUTIONS. ALL CONTRIBUTIONS ARE APPROVED BY THE EXECUTIVE BOARD. CONTRIBUTIONS WERE MADE FOR THE GENERAL USE OF THE ORGANIZATION WHO RECEIVED THEM. DOCUMENTATION FOR CONTRIBUTIONS THAT WERE MADE ARE RETAINED AT THE LOCAL UNION OFFICE.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No 1545-0047

2010

Open to Public
Inspection

Name of the organization	SEIU SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 284, CTW, CLC	Employer identification number	41-0748153
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FORM 990, PART VI, SECTION A, LINE 4: SIGNIFICANT CHANGES MADE TO THE

BY-LAWS:

-CHANGED NAME TO SEIU SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 284, CTW,
CLC

-NO MEMBER SHALL BE ELIGIBLE FOR NOMINATION OR ELECTION TO THE OFFICE OF
SENIOR MEMBER UNLESS THE MEMBER IS 55 YEARS OF AGE OR OLDER; OR RETIRED
FROM ACTIVE EMPLOYMENT IN THE LOCAL UNION'S JURISDICTION.

-THE OFFICERS AND GENERAL BOARD MEMBERS SHALL RECEIVE A MEETING STIPEND. A
BOARD MEMBER WHO ALSO SERVES AS PAID STAFF SHALL NOT RECEIVE THIS STIPEND.

-EXECUTIVE DIRECTOR AND PRESIDENT SALARY AND BENEFITS SHALL BE SET BY THE
EXECUTIVE BOARD AND APPROVED BY THE GENERAL MEMBERSHIP.

-THE FIRST VICE PRESIDENT SHALL BE RESPONSIBLE FOR PROVIDING NOTIFICATION
TO THE SECRETARY-TREASURER OF THE INTERNATIONAL UNION OF THE NAMES AND
ADDRESSES, WITH PROPER ZIP CODES, OF ALL OFFICERS ELECTED TO OFFICE WITHIN
FIFTEEN (15) DAYS AFTER THE ELECTION.

-THE SECOND VICE PRESIDENT SHALL HAVE THE DUTY OF RECORDING ALL PROCEEDINGS
OF THE EXECUTIVE BOARD AND GENERAL MEMBERSHIP, INCLUDING MINUTES OF ALL
MEETINGS, AND KEEP A RECORD OF ALL EXECUTIVE BOARD MEMBERS PRESENT AT EACH
MEETING OF THE EXECUTIVE BOARD AND GENERAL MEMBERSHIP.

-IT SHALL BE THE DUTY OF THE TRUSTEE TO CONDUCT A QUARTERLY AUDIT OF THE
LOCAL UNION.

-WHEN THE EXECUTIVE BOARD IS NOT IN MEETING AND THE EXECUTIVE DIRECTOR
DEEMS IT NECESSARY FOR THE EXECUTIVE BOARD TO ACT PROMPTLY, THE EXECUTIVE
DIRECTOR SHALL POLL THE EXECUTIVE BOARD AND SUCH ACTION AND VOTE MAY BE
TAKEN BY EMAIL, LETTER, FACSIMILE, TELEPHONE OR ANY OTHER APPROPRIATE MEANS
OF COMMUNICATION. SUCH ACTION SO TAKEN ON VOTE OF THE MAJORITY OF THE

Name of the organization **SEIU SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 284, CTW, CLC**

Employer identification number
41-0748153

EXECUTIVE BOARD SHALL CONSTITUTE AN OFFICIAL ACTION OF THE EXECUTIVE BOARD.

**FORM 990, PART VI, SECTION A, LINE 6: ANY PERSON, EMPLOYED IN ANY
EMPLOYMENT WITHIN THE JURISDICTION OF THIS LOCAL UNION SHALL BE ELIGIBLE
FOR MEMBERSHIP. THERE SHALL BE NO DISCRIMINATION AGAINST ANY MEMBER, OR
ANY APPLICANT FOR MEMBERSHIP BY RACE, CREED, COLOR, RELIGION, SEX, SEXUAL
ORIENTATION, NATIONAL ORIGIN, ANCESTRY, AGE, OR DISABILITY.**

**FORM 990, PART VI, SECTION A, LINE 7A: OFFICERS OF THE LOCAL ARE ELECTED
BY THE ACTIVE MEMBERS OF THE LOCAL.**

**FORM 990, PART VI, SECTION A, LINE 7B: ANY PROPOSALS TO ADOPT OR AMEND THE
BY-LAWS OF THE LOCAL MUST BE APPROVED BY THE MEMBERSHIP. THE MEMBERSHIP IS
ALSO RESPONSIBLE FOR APPROVING THE SALARIES AND EXPENSES OF THE OFFICERS
AND THE COLLECTIVE BARGAINING AGREEMENTS.**

**FORM 990, PART VI, SECTION A, LINE 8B: THERE ARE NO COMMITTEES WITH THE
AUTHORITY TO ACT ON BEHALF OF THE GOVERNING BODY.**

**FORM 990, PART VI, SECTION B, LINE 11: FORM 990 IS PROVIDED TO AND
REVIEWED BY THE EXECUTIVE BOARD BEFORE THE FORM 990 IS FILED.**

**FORM 990, PART VI, SECTION C, LINE 19: THE FINANCIAL STATEMENTS WILL BE
MADE AVAILABLE UPON REQUEST TO MEMBERS OF THE UNION AND NOT THE PUBLIC AT
THE LOCAL'S MAIN OFFICE IN SOUTH ST. PAUL, MN. THE GOVERNING DOCUMENTS ARE
MADE AVAILABLE ON THE LOCAL'S WEBSITE.**

FORM 990, PART XI, LINE 5, CHANGES IN NET ASSETS:

Name of the organization SEIU SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 284, CTW, CLC

Employer identification number
41-0748153

DECREASE IN INVESTMENT IN BUILDING CORP

-813.

Multiple horizontal lines for data entry.

**SEIU SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 284, CTW, CLC**

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

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

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

b Gift, grant, or capital contribution to other organization(s)

c Gift, grant, or capital contribution from other organization(s)

d Loans or loan guarantees to or for other organization(s)

e Loans or loan guarantees by other organization(s)

f Sale of assets to other organization(s)

g Purchase of assets from other organization(s)

h Exchange of assets

i Lease of facilities, equipment, or other assets to other organization(s)

j Lease of facilities, equipment, or other assets from other organization(s)

k Performance of services or membership or fundraising solicitations for other organization(s)

l Performance of services or membership or fundraising solicitations by other organization(s)

m Sharing of facilities, equipment, mailing lists, or other assets

n Sharing of paid employees

o Reimbursement paid to other organization for expenses

p Reimbursement paid by other organization for expenses

q Other transfer of cash or property to other organization(s)

r Other transfer of cash or property from other organization(s)

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	(d) Method of determining amount involved	Yes	No
(1)						X
(2)						X
(3)						X
(4)						X
(5)						X
(6)						X

Key: new or changed language = **bold underlined**, deleted language = ~~strikethrough~~

SEIU LOCAL 284 Constitution and Bylaws

PREAMBLE

As almost every improvement in the condition of working people has been accomplished by the efforts of organized labor and as the welfare of wage, salary and service workers can best be protected and advanced by their united action in one International Union, we have organized SEIU Local 284 of the Service Employees International Union, CTW, CLC, as such a Union and have adopted the following Constitution and Bylaws:

ARTICLE I Recognition

This organization shall be known as SEIU ~~School~~ Service Employees International Union Local 284, CTW, CLC ~~of the Service Employees International Union~~, and herein referred to as Local Union. **This Local Union is chartered by the Service Employees International Union, affiliated with Change to Win and the Canadian Labour Congress, herein referred to as International Union.**

ARTICLE II Jurisdiction and Object

Section 1 This Local Union shall have jurisdiction as granted and approved by the International Union in accordance with the Constitution and Bylaws of the International Union Constitution and Bylaws.

Section 2 The object of this Local Union shall be to develop and maintain an closer active and engaged union membership and more comprehensive organization of all wage earners under its jurisdiction, and to assist its members in obtaining adequate just compensation for their labor and the general improvement of the conditions under which they work. It shall be the object and duty of this Local Union to organize its jurisdiction completely and fully.

Section 3 The policy of the Local Union and its methods of operation shall be such as to facilitate and stimulate the broadest achievable rank and file participation in the formulation and execution of the program of the local; and to encourage the development of effective leadership.

ARTICLE III Membership

Section 1 Any person, employed in any employment within the jurisdiction of this Local Union shall be eligible for membership.

Section 2 There shall be no discrimination against any member, or any applicant for membership by race, creed, color, religion, sex, sexual orientation, gender expression, national origin, citizenship status, marital status, ancestry, age, or disability.

ARTICLE IV Officers and Executive Board

Section 1 The officers of this Local Union shall consist of an Executive Director, President, two (2) Vice-Presidents, three (3) Trustees, a Sergeant-At-Arms, five (5) Members-At-Large and a Senior Member. Retired officers shall be referred to as "Emeritus" as long as they are a member

of the Local Union. "Officers Emeritus" do not receive a salary but shall have the same rights and obligations of other retired members and shall serve as non-voting advisors to the Executive Board.

Section 2 The elected officers of the Local Union shall make up the Executive Board of the Local Union. It shall be their responsibility to meet at such times and places as determined by the President and to consider such issues that may require expeditious handling and issues requiring in-depth review. All minutes of the Executive Board shall be reported to the membership at the next two (2) general member meetings. The Executive Board shall be vested with such authority as is necessary to resolve issues of concern to the Local Union and shall have authority to dispense funds as it sees fit to meet the current needs of the Local Union. The President shall be presiding officer of the Executive Board.

Meetings of the Executive Board shall be open to members in good standing, except when the Executive Board meets in Executive Session. In the event an elected officer is absent from two (2) consecutive meetings of the Executive Board without an excused absence, granted by the Executive Board, that office shall be declared vacant and filled pursuant to the provisions of the Constitution and Bylaws for the period of the unexpired term. Members of the Executive Board, by virtue of their office, are also members of the Leadership and Representative Assembly.

Section 3 The Executive Board may increase the number of officers, subject to ratification by the members at a regular meeting.

ARTICLE V Nomination and Election of Officers

Section 1 The officers shall be nominated at the regular monthly meeting in October, and elected by secret mail ballot. The tally of votes will be announced at the meeting in November, and the newly elected officers shall be administered the Installation Obligation set forth in the Constitution and Bylaws of the International Union Constitution and Bylaws and shall perform their official duties immediately. All terms of officers shall be for (3) years. Officers Except as specified in Article V, Section 12, officers elected and qualified shall hold office until their successors are duly elected and installed. No member shall be eligible to hold more than one of the elected offices in ~~Section 1 of Article IV, Section 1~~ at a time.

Section 2 Any nominee who is unopposed shall be deemed elected without the necessity for further procedures.

Section 3 No person who has been convicted of a felony as defined in Section 504 of the Landrum-Griffin Act (or an indictable offense in Canada) shall in accordance with the provisions of applicable law be eligible to hold office in this Local Union.

Section 4 No candidate (including a prospective candidate) for any office in this Local Union or affiliated body or supporter of a candidate may solicit or accept financial support or any other direct or indirect support, of any kind from any non-member of the International Union.

Section 5 No member shall be eligible for nomination or election to the office of Trustee or Member-At-Large unless the member is actively employed under a collective bargaining agreement in Local 284's Jurisdiction at the time of the election. Any member may be nominated and elected to the office of Executive Director, President, Vice President and/or

Sergeant-At-Arms. No more than three of these five named positions shall be members who are employed by this Local Union. No member shall be eligible for nomination or election to the office of Senior Member unless the member is 55 years of age or older; or retired from active employment in this Local Union's Local 284's jurisdiction. No member shall be eligible for nomination or election as an officer in this Local Union unless he or she has been a member two (2) years immediately preceding the nomination and continuously in good standing of this Local Union School Service Employees Local 284 and is paying at least the minimum dues required for working members ~~or retiree dues in the case of retired members.~~

Section 6 The above named Officers and General Board Members shall receive upon attendance of each Executive Board meeting, a meeting stipend as approved by the Executive Board and General Membership. A Board Member who also serves as paid staff shall not receive this payment. Executive Director and President salary and benefits shall be set by the Executive Board and approved by the General Membership. Travel expenses for Board members shall be reimbursed at the IRS mileage reimbursement rate.

Section 67 All nominations for officers of this Local Union shall be made in open meetings. All nominations shall be in writing, designating the name of the person nominated, the office for which nominated and the nominee's program of goals and objectives for the office being sought. The candidate must be personally present to accept the nomination or have submitted a written signed and notarized statement of his or her acceptance prior to the nominations meeting. Election shall be by secret mail ballot. Write-in candidates and proxy voting shall not be permitted. A brief profile by each candidate of 100 words or less will be mailed out with the ballots. If the candidate desires to take advantage of this option the candidate must submit their profile in the union office no later than 4:00 P.M. on the Monday following nominations.

Section 78 No Local Union money, supplies or facilities are to be used by any member to campaign for election to any office or to campaign for or against any member who is seeking election to any office in this Local Union, except as referenced in Article V, Section 67. This Local Union will comply with all reasonable requests of any candidate to distribute campaign literature to the membership at the candidate's expense pursuant to applicable law.

Section 89 Before a vote is taken, it shall be the duty of the President to appoint an election board in an amount sufficient to meet the need to count the ballots, and who are not candidates to an office. Each candidate may be present and will be permitted one observer who is not a candidate for office. Tellers and observers shall be compensated at the regular meeting rate. The President shall announce the results of the election at the November meeting.

Section 910 The elections shall be decided for the candidate or candidates receiving the most votes.

Section 1011 Election Ballot Procedure All ballots must be returned by U.S. Mail as prescribed in the election notice. No other form of conveyance will be allowed. Only single ballots in double sealed envelopes may be tabulated and only those envelopes bearing the signature of the eligible voter on the outer envelope will be accepted. Signatures will be checked against the union membership card at random in the union office to determine authenticity. Ballots will only be mailed to union members who are recorded as being current, with their union dues in

the union office on the date of the mailing.

Section 1112 Upon the death, resignation or removal for cause of any officer it shall be the duty of the President to appoint a member officer to fill the unexpired term, subject to ratification by the Executive Board and membership at the next meeting. Should the Executive Board and or membership not ratify the appointment, a special election shall be held within 30 days. The installation of a new officer shall take place immediately.

Section 1213 All officers and employees handling any monies of this Local Union shall be bonded. Said bond or bonds to be procured immediately upon assuming office or employment. The premiums to be paid for by this Local Union. The International Secretary-Treasurer of the International Union may direct the increase or decrease in the amount of the bond when the International Secretary Treasurer deems it advisable.

ARTICLE VI LEADERSHIP & REPRESENTATIVE ASSEMBLY

Section 1 The elected leaders of this Local Union shall convene in a representative Leadership Assembly at least ~~three (3)~~ one (1) times per calendar year at such time and place as determined by ~~the Local Union Executive Board~~. The Leadership and Representative Assembly, concurrent with a General Member Meeting, shall be chaired by the Executive Director-President and shall set the budget and strategic plan of this Local Union and approve the salary system and benefits for its officers, agents and employees. ~~There shall be a general member meeting in conjunction with the Leader & Representative Assembly where decisions of the Leader & Representative Assembly will be reported to the General Membership and voted on.~~

Section 2 ~~The basis of representation shall be one leader for every bargaining unit of 100 members or less, and one additional leader for every additional 100 bargaining unit members or fraction thereof. For the purpose of voting, the computation of membership for a local bargaining unit shall include members in good standing and excluding fair share fee payers. Elected leaders should serve a two (2) year term~~

~~**Section 3** In addition to the leaders elected in Section 2, the Local Union retired members group of more than 100 members shall be entitled to one retired member leader who shall serve with a voice and a vote at the representative assembly. Only retired members who have been members in good standing for 60 days prior to the representative assembly as either members, retired members, or who were life members prior to May 2000 of the Local Union shall serve as a retired member leader. The retired member leader shall not be permitted to vote on dues.~~

Section 42 Members in any elected position within their bargaining unit will be sent a written notice or said members may elect to receive their notice electronically of the Leadership & Representative Assembly at least ~~thirty (30)~~ fourteen (14) days prior to the scheduled meeting. The Leadership Assembly shall also be placed on the Local Union web site calendar thirty (30) days prior to said meeting date. ~~Leaders representing one-fourth of the votes entitled to be cast at the Representative Assembly shall constitute a quorum for the transaction of business.~~

ARTICLE VII Duties of Officers

Section 1 Executive Director The Executive Director shall be the chief officer of this Local Union and shall advise, direct, guide and effectuate programs ~~that will to~~ meet the needs of this Local Union. The Executive Director shall be elected for a term of three (3) years pursuant to Article V, Section 1. It shall be the duty of the Executive Director to hire personnel. If it should become necessary to terminate personnel of the union, the Executive Director shall have that authority also, subject to terms and conditions of the staff Collective Bargaining Agreement and ratification approval by the Executive Board. The Executive Director shall designate staff to negotiate all contracts and agreements in conjunction with the elected steward(s) and elected negotiating committee subject to the mandate of the membership, and to sign them on behalf of this Local Union. The Executive Director shall see that all grievances when submitted are handled prudently and shall keep a correct record of all communications and contracts for the benefit of this Local Union. In the absence of a steward at any unit meeting, the Executive Director or designated staff person will conduct the meeting according to the rules. ~~The executive director will maintain a petty cash fund not to exceed fifty dollars (\$50.00) and shall submit vouchers to the local monthly on expenditures with final approval by the trustees at their audit.~~ The Executive Director shall also preside at general meetings in absence of both the President and Vice Presidents.

The Executive Director shall be empowered to arrange for legislative assistance. The Executive Director and such members of the Executive Board, the membership and/or staff as the Executive Director may designate shall be authorized to travel and to attend such meetings and seminars as the Executive Director determines to be for the benefit of the Local Union and its affiliated members and the Local Union shall pay the expense incurred therefore.

~~It shall be the duty of the executive director to keep a correct and impartial account of the proceedings of each general member meeting of the local union and executive board meeting. The executive director shall notify the International Secretary Treasurer of the International Union of the names and addresses, with proper ZIP codes, of all officers elected to office within fifteen (15) days after the election.~~ The Executive Director shall be responsible for all financial records and transactions. The Executive Director shall collect all dues and other revenues of this Local Union and, upon request, issue official receipts for same, and notify all suspended members two (2) months in arrears of the amount of their indebtedness. It shall be the duty of the Executive Director to announce receipts and disbursements at each meeting; the Executive Director shall deposit all monies in a financial institution recommended by the Trustees; keep a correct record of all dues, payments, and all other money received and expended; submit financial statements quarterly at the membership meeting of this Local Union, pay all bills ordered by the Local Union; the Executive Director shall submit all books and receipts to the Trustees for their audit and approval when called upon to do so, and at the expiration of the Executive Director's official term of office shall turn over to the successor all monies and property of the Local Union that may be in the Executive Director's possession. All funds shall be deposited in a financial institution in the name of the Local Union, and all checks must be signed by the Executive Director and countersigned by one other person as designated by the Executive Board. The Executive Director shall keep all membership records and application cards and a record of all members admitted by initiation or otherwise, as well as rejections and suspended or expelled members. The Executive Director shall send to the International Union an accurate record of all dues, payments, and other revenue and shall forward to the

International Secretary-Treasurer of the International Union the correct names and addresses with proper ZIP codes and social security member identification number of all members initiated or readmitted, and of all other persons from whom revenue is derived, as well as those suspended for non-payment of dues or for any other cause; also a correct list of those who take a transfer or withdrawal card. The Executive Director shall promptly forward to the International Secretary-Treasurer copies of all annual audit reports and copies of all financial reports setting forth a statement of liabilities and a statement of receipts and disbursements which are required by law. It shall be the duty of the Executive Director to serve as a delegate to appropriate assemblies as required. The names and addresses and Social Security member identification number (including e-mail address and phone number, if available) of all members should also be sent to the State Council with which this Local Union is affiliated.

Section 2 President The President shall be elected for a term of three (3) years pursuant to Article V, Section 1. It shall be the duty of the President to preside at all meetings of this Local Union and conduct same in accordance with Parliamentary Rule and in conformity with this Constitution and Bylaws and the International Constitution and Bylaws of the International Union; to execute the laws and order thereof; to vote on all questions where it is necessary, to appoint all committees unless otherwise provided for, of which committees the President shall be ex-officio a member. The President shall, when authorized by the Local Union, have the full power and authority to sign all contracts and agreements or any other documents for or in behalf of the Local Union. It shall be the duty of the President to serve as a delegate to appropriate assemblies as required.

Section 3 Vice Presidents The Vice Presidents shall be elected for a term of three (3) years pursuant to Article V, Section 1. There shall be two (2)-Vice Presidents. The First Vice President shall be a member of the Executive Board and perform the duties of the President in the absence of that Officer. The First Vice President shall also be responsible for providing notification to the Secretary-Treasurer of the International Union of the names and addresses, with proper ZIP codes, of all Officers elected to office within fifteen (15) days after the election. The Second Vice President shall be a member of the Executive Board and perform the duties of the First Vice President in the absence of that Officer. It shall also be the duty of the Second Vice President to keep a record of all proceedings of the Executive Board and General Membership, including minutes of all meetings, and keep a record of all Executive Board members present at each meeting of the Executive Board and General Membership. It shall be the duty of the Vice Presidents to serve as delegates to appropriate assemblies as required.

Section 4 Trustees Three (3) Trustees shall be elected for a term of three (3) years, with a Trustee elected each year pursuant to Article V, Section 1. The Trustees shall see to it that all funds ~~other than fifty dollars (\$50.00) held by the authorized employees to pay immediate demands upon the local union,~~ are placed in a proper financial institution in accordance with the provisions of this Constitution and Bylaws. It shall be the duty of the Trustees to conduct a quarterly audit of the Local Union. It shall be the further duty of the Trustees to supervise all funds, bonds, properties, securities and investments of this Local Union, subject to the instructions from this Local Union; to inform the financial institution officials as to the proper signatures on checks issued by the Local Union. They shall prepare and execute the bonds of the Officers with a licensed surety company. It shall be their duty to recommend such measures as will safeguard the funds of this Local Union. It shall be the duty of the Trustees to serve as

delegates to appropriate assemblies as required.

Section 5 Sergeant-At-Arms The Sergeant-At-Arms shall be elected for a term of three (3) years pursuant to Article V, Section 1. The Sergeant-At-Arms shall attend the door and register all members attending the meeting of the Local Union, assist the President when called upon in preserving order, and perform such duties as may pertain to the Sergeant-At-Arms office or which the Local Union or the President may direct; allow no person to enter who is not a member in good standing or to retire from the meeting without permission from the Vice President. It shall be the duty of the Sergeant-At-Arms to serve as a delegate to appropriate assemblies as required.

Section 6 Members-At-Large Five (5) Members-At-Large shall be elected for a term of three (3) years, with at least one (1) Member-At-Large elected each year pursuant to Article V, Section 1. The Members-At-Large shall be members of the Executive Board and shall serve as delegates to appropriate assemblies as required.

Section 7 Senior Member The Senior Member shall be elected for a term of three (3) years pursuant to Article V, Section 1. The Senior Member shall be a member of the Executive Board, is the Chair of the Senior Member Committee and shall serve as a delegate to appropriate assemblies as required.

Section 8 Stewards The Stewards of each individual unit shall be elected by the members in their unit. All stewards from each unit shall serve attend s-a delegate to appropriate assemblies as required. The number of stewards in each unit, their duties beyond those listed herein and remuneration shall be as determined by the Executive Board. All meetings within the unit shall be called by the Steward. It shall be the duty of the Steward and unit employees to duly elect a negotiating committee. The negotiating committee should be as no larger as than necessary and but should have representation of each group of employees in the unit. but usually not to exceed five.

Section 9 Polling the Board When the Executive Board is not in meeting and the Executive Director deems it necessary for the Executive Board to act promptly, the Executive Director or his/her designee shall poll the Executive Board and such action and vote may be taken by email, letter, facsimile, telephone, or any other appropriate means of communication. Such action so taken on vote of the majority of the Executive Board shall constitute an official action of the Executive Board.

ARTICLE VIII - Salaries

The salaries of the Officers and employees, except the Executive Director and President, shall be adjusted in accordance with previous General Membership actions and subject to terms and conditions of the staff Collective Bargaining Agreement as amended. Executive Director and President salary and benefits shall be set by the Executive Board and approved by the General Membership. All past agreements previously approved, and presently in effect, by the Local Union relative to benefits of employees and Officers of the Local Union shall be ongoing and irrevocable, subject only to modification by mutual agreement of the General Membership at a regular meeting held in conjunction with the Leadership ~~& Representative~~ Assembly, the affected employee(s) and the Executive Board.

ARTICLE IX Dues and Initiation Fees

Section 1 The revenues of this Local Union shall be derived from initiation fees, monthly dues, fair share fees, and other applicable sources.

Section 2 The term "dues" as used in this Constitution and Bylaws shall include the regular membership fees, fair share fees, initiation fees and readmission fees.

Section 3 The initiation fee for membership in this Local Union shall be established by the Executive Board and approved at a regular membership meeting and any increase shall be made in keeping with the provisions of applicable law. It may be waived or reduced at the discretion of the Executive Board, ~~when it is deemed advisable in connection with the organization of unorganized employees.~~

Section 4 The minimum monthly membership dues of the Local Union are calculated annually ~~using the basic formula approved by the general membership, and~~ as adjusted in accordance with changes mandated by the International Union. Each member must pay the dues or assessments of this Local Union on or before the last day of the month in which the same are due and the Local Union must remit the member's per capita tax to the International Union not later than the last day of the month following the payment by the member. ~~A complete current dues schedule can be obtained by contacting the union office.~~

Section 5 Life Members There shall be a category of Life Member for retired members who are 70 years of age or older, and who have been paying dues continuously to the Local Union, either as full members or retired members, for at least ten years immediately prior thereto. Life Members shall have no continuing dues obligations, but they shall nonetheless be eligible to enjoy all the benefits and privileges of retired members in the International Union and the Local Union. The Life Membership category was deleted from the ~~international~~ Constitution and Bylaws of the International Union at the 2000 convention. Thus, the language contained in this Section will be deleted. However, any members that were Life Members prior to May 2000 will continue as Life Members.

Section 6 Any member failing to pay dues or having dues withheld to of the Local Union on or before the last day of the month in which the same are due shall stand automatically suspended from membership in this Local Union, and from all rights and privileges of such membership. Any suspended member may be readmitted to membership within thirty (30) days after automatic suspension upon payment of back and current dues, but in no event shall such readmission restore any privileges, death gratuities or other benefits. Any member who has been in suspension for a period greater than thirty (30) days can be readmitted upon the payment of a readmission fee of one dollar (\$1.00) in addition to the amount of dues, but in no event shall such readmission restore any privileges, death gratuities or other benefits.

Section 7 All members of the Local Union are under a positive duty to see that their dues are paid on or before the last day of the month in which the same are due at the office of the Local Union.

Section 8 The failure of a Steward or any Officer of the Local Union to appear to collect the dues shall not in any manner excuse the member from the obligations to pay their dues on or

before their due date at the office of the Local Union.

Section 9 At their request a member may be issued a withdrawal card only when leaving employment, provided all of their dues and assessments shall have been paid up to the date of their application of such withdrawal card. Members who work less than 12 months per year will not be issued withdrawal card for the months when they are not working.

Section 10 A member taking out a withdrawal card from this Local Union shall be entitled to no benefits of any kind.

Section 11 This Local Union shall pay per capita tax to the International Union for any person from whom the Local Union receives revenue, whether called dues or otherwise. This Local Union shall have no right to pay any bills before it pays its full obligation to the International Union each month.

Section 12 All records of this Local Union pertaining to income, disbursements, and financial transactions of any kind, whatsoever, must be kept for a period of at least six (6) years or longer if required by applicable law.

ARTICLE X Collective Bargaining

Section 1 The authority to bargain collectively for the Local Union is vested in the designated staff, in conjunction with the elected Steward(s) and elected Negotiating Committee subject to the mandate of the membership.

Section 2 The Steward solicits suggestions for new contract negotiations from union members in the unit and brings to the unit general membership a recommendation of the new proposals for their approval or revision.

Section 3 The results of any collective bargaining negotiations shall be subject to ratification by the membership of the local unit. Ratification votes must be by secret ballot if requested by any member of the unit. Members must be present to vote unless those members that are present first vote to count absentee ballots, in which case only single absentee ballots enclosed in sealed envelopes with the member's signature on the envelope will be counted. There shall be no voting by proxy.

Section 4 A true copy of all final agreements shall immediately upon execution be filed with the Research Department of the International Union.

Section 5 The International Union shall be notified in writing when any collective bargaining negotiations or Memorandum of Understanding have been concluded and the number of employee's covered and the expiration date of the contract. ~~Beginning in 2006, this~~ **The Local Union shall forward to the International Secretary-Treasurer, by April 1 of each year, information and supporting documentation showing the average gross wage rate of its membership for the previous calendar year.**

ARTICLE XI Affiliations

Section 1 This Local Union should affiliate with the appropriate Central Labor Body and the State Federation of Labor, where these exist, and shall affiliate with the appropriate Service Employees Joint Council, State Council, Conference, Division or Service Council as determined

by the International Union.

ARTICLE XII Charges and Appeals

Preamble; In order to ensure members' protection from the filing of frivolous charges, the following procedures shall apply:

Section 1 Whenever charges are preferred against any member or Officer of this Local Union, the charges shall be filed in writing in duplicate with the Executive Director. A written copy of such charges specifying the nature of the offense of which he or she is accused, shall be served by the Executive Director by registered mail or certified mail, and directed to the last known address of the accused, at least ten (10) days prior to the hearing upon the charges. Such charges shall be referred to the Executive Board which may hear the charges or appoint a Hearing Officer which shall have power to call witnesses and investigate and shall promptly report back to the Local Union with the findings and recommendations if any. The accused shall be given a full and fair hearing. The charges must specify the events or acts which the charging party believes constitute a basis for charges and must state which portion of this Constitution and Bylaws or which subsection of Article XVII, Section 1 of the ~~International Constitution and Bylaws of the International Union~~ the charging party believes has been violated. If the charges are not specific, the trial body may dismiss the charges either before or at the hearing, but the charging party shall have the right to re-file more detailed charges which comply with this Section. No charges may be filed more than six (6) months after the charging party learned, or could have reasonably learned, of the act or acts which are the basis of the charges.

Section 2 Any member under charges may have another member of this Local Union act or appear with them as counsel to represent them in the presentation of their defense.

Section 3 Charges and the basis for charges shall be governed by the provisions of the Constitution and Bylaws of the International Union.

Section 4 In the event disciplinary action is taken against the accused, appeals may be taken in accordance with the provisions of the Constitution and Bylaws of the International Union.

Section 5 Subject to the provisions of applicable statutes, every member or Officer of this Local Union against whom charges have been preferred and disciplinary action taken as a result thereof, or who claims to be aggrieved as a result of adverse rulings or decisions rendered against them agrees, as a condition of membership or affiliation and the continuation of membership or affiliation, to exhaust all remedies provided for in the Constitution and Bylaws of the International Union and in this Constitution and Bylaws and further agrees not to file or prosecute any action in any court, tribunal or other agency until those remedies have been exhausted.

Section 6 The Local 284 Member Bill of Rights and Responsibilities in the Union contained in this Constitution and Bylaws shall be enforced exclusively through the procedures provided in this Article and any decision rendered pursuant to the procedures provided for herein, including any appeal, shall be final and binding on all parties and not subject to judicial review.

ARTICLE XIII Strikes

Section 1 A strike action cannot be commenced unless over ~~1/2~~ fifty percent of the employees in the ~~Local Union~~ Bargaining Unit vote to strike. The strike vote shall be by secret ballot. Absentee ballots shall not be allowed. All members of ~~the a Local Union~~ Bargaining Unit must hold picket duty in case of a strike. A strike may be settled by a majority vote of the members in good standing of the Local Union Bargaining Unit members attending a union meeting called for such a purpose. A strike requires previous notification to the International President, who shall have the right to veto any strike. If the International President has vetoed any such strike, this Local Union may not call the strike thus vetoed.

ARTICLE XIV Meetings

Section 1 This Local Union shall hold a General Member Meeting at least once a month, excluding July when it shall be an Executive Board decision if a meeting is held. Monthly meetings shall be held at a time, date and place as the Local Union may direct. This provision may be waived by membership action with the approval of the International President when it is determined to be in the best interest of the Local Union.

Section 2 Special General Member Meetings shall be called by the President whenever in the President's judgment the interests of the Local Union demand it or upon a written request submitted by fifty (50) members in good standing. Members shall be notified at least five days prior to the date of said meeting. The notice must state the purpose of the meeting and the time, date and place of said meeting.

Section 3 The President shall have the power to call emergency meetings when deemed necessary.

ARTICLE XV Quorum

A quorum shall consist of fifteen (15) members assembled at a regular, emergency or special meeting, called in accordance with this Constitution and Bylaws and they shall be qualified to transact such business that may properly be considered at such meeting. A quorum for the Executive Board shall be a majority of Executive Board Members.

ARTICLE XVI Dissolution

Dissolution will be in accordance with the ~~bylaws of Service Employees International Union's~~ Constitution and Bylaws of the International Union.

ARTICLE XVII Property Rights

Section 1 The title to all property, funds and other assets of this Local Union shall at all times be vested in the Local Union Executive Board for the joint use of the membership of this Local Union, but no member shall have any severable proprietary rights, title or interest therein. Membership in this ~~organization~~ Local Union shall not vest any member with any right, title or interest in or to the funds, property or other assets of this Local Union, now owned and possessed or that may hereafter be acquired, and each member hereby expressly waives any right, title or interest in or to the property of this Local Union, including the funds of this Local Union. Local Union employee rights shall be established by contract or administrative policy.

ARTICLE XVIII Amendments

Section 1 The Constitution and Bylaws of this Local Union may be amended by a two-thirds vote at any regular General Member meeting of this Local Union, provided the amendment to be voted on has been posted on the Local Union website, presented in writing and read at least at one two prior General Member regular meetings. The website posting will be posted continuously until the vote is taken. ~~held in conjunction with a Leader & Representative Assembly before the regular meeting at which action is taken.~~ No amendment shall be valid or become effective until approved by the International Union.

The Executive Director is authorized to correct article and section designations, punctuations, and cross-references and to make such other technical and conforming changes as may be necessary to reflect the intent of the membership.

ARTICLE XIX Meeting Procedure

Section 1 The meeting of this Local Union shall be governed by the Debate and Order of Business sections in the Manual of Common Procedure Rules and of Debate and Order of Business set forth in the Constitution and Bylaws of the International Union. All questions of procedure not specifically covered by the aforesaid Manual of Common Procedure Rules of Debate shall be decided by the current edition of Roberts Rules of Order. Resolutions and motions regarding the revenues and expenditures of this Local Union funds that arise between ~~Representative &~~ Leadership Assembly meetings shall be referred to the Executive Board pursuant to Article IV, Section 2.

ARTICLE XX ~~International Constitution and Bylaws~~ of the International Union

Section 1 If any conflict should arise between the Constitution and Bylaws of this Local Union, or any amendments thereto, and the ~~International Constitution and Bylaws~~ of the International Union, or any amendments thereto, or if the Local Union Constitution and Bylaws are silent, the provisions of the ~~International Constitution and Bylaws~~ of the International Union shall control.

Each Local Union shall provide its members, upon request, with a copy of the Constitution and Bylaws of the International Union and the Local Union. Copies of the ~~International Constitution and Bylaws~~ of the International Union will be provided by the International Union to the Local Union at cost.

ARTICLE XXI Convention Attendance

Section 1 The following procedure shall hereby be established for determining the order of convention delegates and attendance:

By virtue of the office, the Executive Director shall automatically be the first eligible to attend any and all conventions on behalf of the Local Union. If additional delegates are allowed and attendance is desirable, the remaining Officers shall be eligible as delegates as follows: President, 1st Vice-President, 2nd Vice-President, Trustees ranked by length of time as a Trustee, Sergeant-At-Arms, Members-At-Large ranked by length of time as Members-At-Large and Senior Member. If additional delegates are allowed and attendance is desirable or the ranking

of delegates must be further determined, delegates shall be selected from the interested remaining officers, Stewards, ~~staff, or members~~ members, or staff through the election process at a regularly scheduled general member meeting with at least one (1) month written notice to the membership. Any expenses incurred in performing the delegate functions on behalf of the Local Union at said conventions shall be determined and payment shall be authorized by the Executive Board.

ARTICLE XXII Committees

Section 1 Senior Member Committee The Executive Board of the Local Union shall appoint a Senior Member Committee to assist such Executive Board in developing a program for senior members and retired members. The Senior Member Committee will be chaired by the Senior Member, elected pursuant to Article V, Section 1.

Section 2 Committee on Political Education (C.O.P.E.) This is a Political Action Committee maintained by the Local Union to assist the Local Union in legislative work, lobbying and to assist local units in electing school board candidates and legislative candidates, etc. Any unit may request financial assistance through the COPE Chairman. The amount of financial consideration is determined by the Chairman in accordance with rules previously established.

The COPE committee shall also interview and make recommendation to the Local Union Executive Board on candidates for paid lost-time positions on local and national political campaigns. This committee shall also assist the Local Union in carrying out a program for sound political education and political action encouraging workers and their families to register and vote. This committee shall meet at least quarterly. The COPE Committee shall be chaired by a Member-At-Large.

Section 3 Organizing Committee ~~The Leader & Representative Assembly of this local union shall appoint an Organizing Committee to assist the Local Union in developing organizing programs for the Local Union.)~~ This is a organizing committee maintained by the local union to shall assist the Local Union in member engagement, both external and internal organizing campaigns. The Organizing Committee shall have input in the Local Union organizing program and shall be responsible for continued and ongoing member engagement, review Member Organizer programs and organizing internship programs. This committee shall also review annually the number of fair share members in all of the Local Union bargaining units and make recommendations to the Executive Board on bargaining units that the Organizing Committee identifies as having excessive fair share numbers. This committee shall meet at least quarterly. The Organizing Committee shall be chaired by a Member-At-Large.

Section 4 Civil and Human Rights Community Relations Committee ~~The Leader & Representative Assembly shall appoint a Civil and Human Rights~~ This committee to shall assist the Local Union in carrying out the civil and human rights programs and policies of this Local Union. This committee shall work with community groups and faith based organization to raise awareness of social and economic injustice and engaging members in the process, with a goal of correcting disparities where they exist. The committee chair may request funds from the Local Union through the Executive Board to assist in a community/employer campaign to correct a social or economic injustice. This committee shall meet at least quarterly. The Community Relations Committee shall be chaired by a Member-At-Large.

Section 5 Budget, Dues and Finance Committee This committee shall assist the Local Union in maintaining fiscal responsibility by reviewing the monthly and annual budget of the Local Union. The committee shall review and make recommendations on current and future budgets, and review the dues systems. This committee shall be chaired by the Executive Director and shall meet at least quarterly. A Member-At-Large shall co-chair this committee and shall keep accurate and impartial meeting minutes and report at the next General Member Meeting following Committee meeting.

Section 6 Pension Security Committee This committee shall assist the Local Union in maintaining member's retirement security in their public pension (PERA). This committee shall monitor proposed changes to PERA, inform and engage members to ensure retirement security for our members and actively engage members in the PERA Board elections including; recruiting members as candidates to run for election to the PERA Board and assist in getting members elected. The Pension Security Committee shall be chaired by a Member-At-Large and shall meet at least quarterly.

Section 7 Committee Assignment Committee chair appointments shall be made as specified in the above sections by the President annually at the January Executive Board Meeting. Committee chairs shall keep accurate and impartial meeting minutes and report at the next General Member Meeting following Committee meeting.

Section 58 No Local Union shall establish its own registered federal committee or any political candidates fund for contributions in connection with federal elections, provided, however, that the International President may in his or her own discretion waive this provision or establish such conditions as the International President may deem necessary.

Section 69 The International Secretary-Treasurer of the International Union shall be notified promptly by the Local Union Executive Director of the composition of the ~~Civil and Human Rights~~ Community Relations Committee, the Committee on Political Education, the Senior Members Committee, and the Organizing Committee, the Budget, Dues and Finance Committee, and the Pension Security Committee.

Article XXIII Saving Provision

Section 1 If any provision of this Constitution and Bylaws shall be modified or declared invalid or inoperative by any competent authority of the executive, judicial, or administrative branch of the State Government, Federal Government, or International Union, the Executive Board shall have authority to suspend the operation of such provision during the period of invalidity or modification and to substitute in its place and stead a provision which will meet either the objection or modify the provision to bring it into compliance with intent and purposes necessary for compliance.

Section 2 If any article or section of this Constitution and Bylaws should be modified or held invalid by operation of law or any tribunal of competent jurisdiction or by International Union action the remainder of this Constitution and Bylaws or the application's such article or section to persons or circumstances other than those as to which it has been held invalid, amended or modified, shall not be affected thereby.

Member Bill of Rights and Responsibilities in the Union

1. The right to have opinions heard and respected, to be informed of Union activity, to be educated in Union values and Union skills.
2. The right to choose the leaders of the Union in a fair and democratic manner.
3. The right to a full accounting of Union dues and the proper stewardship over Union resources.
4. The right to participate in the Union's bargaining efforts and to approve Union contracts.
5. The right to have members' concerns resolved in a fair and expeditious manner.
6. The responsibility to help build a strong and more effective labor movement, to support the organizing of unorganized workers, to help build political voice for working people, and to stand up for one's coworkers and all workers.
7. The responsibility to be informed about the internal governance of the Union and to participate in the conduct of the Union's affairs
8. The responsibility to contribute to the support of the Union.
9. The responsibility to treat all workers and members fairly.
10. The responsibility to offer constructive criticism of the Union.

Worker Bill of Rights and Responsibilities on the Job

1. The right to have work that is worthwhile to society, personally satisfying to the worker and which provides a decent standard of living, a healthy and safe workplace, and the maximum possible employment security.
2. The right to have a meaningful and protected voice in the design and execution of one's work and in the long-term planning by one's employer as well as the training necessary to take part in such planning.
3. The right to fair and equitable treatment on the job.
4. The right to share fairly in the gains of the employer.
5. The right to participate fully in the work of the Union on the scope, content and structure of one's job.
6. The responsibility to participate in the Union's efforts to establish and uphold collective principles and values for effective workplace participation.

7. **The responsibility to recognize and respect the interests of all Union members when making decisions about Union goals.**
78. **The responsibility to be informed about the industry in which one works and about the forces that will affect the condition of workers in the industry.**
89. **The responsibility to participate fully in the Union's efforts to expand the voice of workers on the job.**
910. **The responsibility to give fully and fairly of one's talents and efforts on the job and to recognize the legitimate goals of one's employer.**

Application for Extension of Time To File an Exempt Organization Return

OMB No. 1545-1709

▶ **File a separate application for each return.**

- If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** and check this box **X**
- If you are filing for an **Additional (Not Automatic) 3-Month Extension**, complete only **Part II** (on page 2 of this form).

Do not complete Part II unless you have already been granted an automatic 3-month extension on a previously filed Form 8868.

Electronic filing (e-file). You can electronically file Form 8868 if you need a 3-month automatic extension of time to file (6 months for a corporation required to file Form 990-T), or an additional (not automatic) 3-month extension of time. You can electronically file Form 8868 to request an extension of time to file any of the forms listed in Part I or Part II with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, which must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit www.irs.gov/efile and click on *e-file for Charities & Nonprofits*.

Part I Automatic 3-Month Extension of Time. Only submit original (no copies needed).

A corporation required to file Form 990-T and requesting an automatic 6-month extension - check this box and complete Part I only

All other corporations (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Type or print	Name of exempt organization SCHOOL SERVICE EMPLOYEES INTERNATIONAL 284	Employer identification number 41-0748153
File by the due date for filing your return See instructions	Number, street, and room or suite no. If a P.O. box, see instructions. 450 SOUTHVIEW BLVD	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. SOUTH ST. PAUL, MN 55075	

Enter the Return code for the return that this application is for (file a separate application for each return) 01

Application Is For	Return Code	Application Is For	Return Code
Form 990	01	Form 990-T (corporation)	07
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

CAROL NIETERS

• The books are in the care of ▶ **450 SOUTHVIEW BLVD, SOUTH ST PAUL, MN - 55075**
• Telephone No. ▶ **(651) 256-9100** 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

1 I request an automatic 3-month (6 months for a corporation required to file Form 990-T) extension of time until **AUGUST 15, 2011**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:
▶ calendar year **2010** or
▶ tax year beginning _____, and ending _____

2 If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return Change in accounting period

3a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$	0.
b If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit	3b	\$	0.
c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions	3c	\$	0.

Caution. If you are going to make an electronic fund withdrawal with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions.

LHA For Paperwork Reduction Act Notice, see Instructions. Form **8868** (Rev. 1-2011)

• 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 File by the extended due date for filing your return. See instructions	Name of exempt organization SEIU SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 284, CTW, CLC	Employer identification number 41-0748153
	Number, street, and room or suite no. If a P.O. box, see instructions 450 SOUTHVIEW BLVD	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. SOUTH ST. PAUL, MN 55075	

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

01

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.

CAROL NIETERS

• The books are in the care of **450 SOUTHVIEW BLVD, SOUTH ST PAUL, MN - 55075**
Telephone No. **(651) 256-9100** 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.

- I request an additional 3-month extension of time until **NOVEMBER 15, 2011.**
- For calendar year **2010**, or other tax year beginning _____, and ending _____.
- If the tax year entered in line 5 is for less than 12 months, check reason Initial return Final return Change in accounting period
- State in detail why you need the extension

ADDITIONAL TIME IS NECESSARY IN ORDER TO GATHER SUFFICIENT INFORMATION 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	\$	0.
b If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit and any amount paid previously with Form 8868.	8b	\$	0.
c Balance due. Subtract line 8b from line 8a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	8c	\$	0.

Signature and Verification

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

Signature **[Signature]** Title **CRA** Date **8/15/2011**