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Form 990

## Return of Organization Exempt From Income Tax

OMB No 1545-0047

Department of the Treasury  
Internal Revenue Service

2010

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

Open to Public  
Inspection

<b>A For the 2010 calendar year, or tax year beginning</b>		<b>, 2010, and ending</b>	
<b>B Check if applicable</b>		<b>C Name of organization</b> GLAZIERS ARCHITECTURAL METAL AND GLASSWORKERS LOCAL UNION NO. 1621	
Address change		Doing Business As	
Name change		Number and street (or P O box if mail is not delivered to street address)	
Initial return		Room/suite	
Terminated		2102 ALMADEN ROAD 104	
Amended return		City or town, state or country, and ZIP + 4	
Application pending		SAN JOSE, CA 95125-2104	
<b>D Employer identification number</b>		94-1533756	
<b>E Telephone number</b>		(408) 266-1302	
<b>F Name and address of principal officer</b>		JOSHUA HUCKABY 2102 ALMADEN ROAD, #104, SAN JOSE, CA 95125-2104	
<b>G Gross receipts \$</b>		817,020.	
<b>H(a) Is this a group return for affiliates?</b>		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> X <input type="checkbox"/> No	
<b>H(b) Are all affiliates included?</b>		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> X <input type="checkbox"/> No	
If "No," attach a list (see instructions)			
<b>H(c) Group exemption number</b>		►	
<b>I Tax-exempt status</b>		501(c)(3)	X 501(c) ( 5 ) ◀ (insert no)
<b>J Website</b>		► N/A	
<b>K Form of organization</b>		Corporation	Trust
		Association	X Other ► LABOR UNION
<b>L Year of formation</b>		1947	<b>M State of legal domicile</b> CA

**Part I Summary**

<b>Activities &amp; Governance</b>	1 Briefly describe the organization's mission or most significant activities THE ORGANIZATION ENGAGES IN COLLECTIVE BARGAINING, GRIEVANCE REPRESENTATION AND BENEFITS ADMINISTRATION ON BEHALF OF ITS MEMBERSHIP.		
	2 Check this box ► <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
<b>Revenue</b>	3 Number of voting members of the governing body (Part VI, line 1a) . . . . .	3	12.
	4 Number of independent voting members of the governing body (Part VI, line 1b) . . . . .	4	6.
<b>Expenses</b>	5 Total number of individuals employed in calendar year 2010 (Part V, line 2a) . . . . .	5	0.
	6 Total number of volunteers (estimate if necessary) . . . . .	6	0.
<b>Net Assets or Fund Balances</b>	7a Total gross unrelated business revenue from Part VIII, column (C), line 12 . . . . .	7a	0.
	b Net unrelated business taxable income from Form 990-T, line 34 . . . . .	7b	0.
		<b>Prior Year</b>	<b>Current Year</b>
	8 Contributions and grants (Part VIII, line 1h) . . . . .	888,788.	324,577.
	9 Program service revenue (Part VIII, line 2g) . . . . .	60,904.	57,358.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) . . . . .	6,888.	3,218.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) . . . . .	956,580.	385,153.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) . . . . .		
	13 Grants and similar amounts paid (Part IX, column (A), lines 1-8) 2011 . . . . .	14,310.	12,500.
	14 Benefits paid to or for members (Part IX, column (A), line 4) . . . . .		
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) . . . . .		
	16a Professional fundraising fees (Part IX, column (A), line 11e) . . . . .		
	b Total fundraising expenses (Part IX, column (D), line 25) ► . . . . .		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f) . . . . .	997,688.	1,171,907.
	18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) . . . . .	1,011,896.	1,184,407.
	19 Revenue less expenses Subtract line 18 from line 12 . . . . .	-55,316.	-799,254.
		<b>Beginning of Current Year</b>	<b>End of Year</b>
	20 Total assets (Part X, line 16) . . . . .	2,399,777.	1,564,206.
	21 Total liabilities (Part X, line 26) . . . . .	56,082.	166.
	22 Net assets or fund balances Subtract line 21 from line 20. . . . .	2,343,695.	1,564,040.

**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

<b>Sign Here</b>	<b>Signature of officer</b>	7/19/11			
	Type or print name and title	Joshua Huckaby Financial Secretary			
<b>Paid Preparer Use Only</b>	Prep/Type preparer's name	Preparer's signature	Date	Check if self-employed ► <input type="checkbox"/>	PTIN
	Catherine Gardner	Alexenia Good	6/30/11		P00350865
	Firm's name ► MILLER, KAPLAN, KRASE & CO., LLP			Firm's EIN ► 95-2036255	
	Firm's address ► 180 MONTGOMERY STREET, SUITE 1840, SAN FRANCISCO, CA 94104-4233			Phone no	415-956-3600

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

For Paperwork Reduction Act Notice, see the separate instructions

Form 990 (2010)

JSA

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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:
<p style="margin-left: 10px;"><u>THE ORGANIZATION ENGAGES IN COLLECTIVE BARGAINING, GRIEVANCE REPRESENTATION AND BENEFITS ADMINISTRATION ON BEHALF OF ITS MEMBERSHIP.</u></p>	
<hr/>	
2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . .
	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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? . . . . .
	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If "Yes," describe these changes on Schedule O	
4	Describe the exempt purpose achievements for each of the organization's three largest program services by expenses
Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported	

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

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

**4c (Code** \_\_\_\_\_) (Expenses \$ \_\_\_\_\_) including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)

**4d Other program services (Describe in Schedule O)**

(Expenses \$ **including grants of \$** ) (Revenue \$ **)**

#### 4e Total program service expenses ►

## Part IV Checklist of Required Schedules

1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A . . . . .

2 Is the organization required to complete Schedule B, Schedule of Contributors? (see instructions) . . . . .

3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I . . . . .

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? If "Yes," complete Schedule C, Part II . . . . .

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? If "Yes," complete Schedule C, Part III . . . . .

6 Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I . . . . .

7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II . . . . .

8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III . . . . .

9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV . . . . .

10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V . . . . .

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? If "Yes," complete Schedule D, Part VI . . . . .

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? If "Yes," complete Schedule D, Part VII . . . . .

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? If "Yes," complete Schedule D, Part VIII . . . . .

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? If "Yes," complete Schedule D, Part IX . . . . .

e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part 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)? If "Yes," complete Schedule D, Part X . . . . .

12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII . . . . .

b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional . . . . .

13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E . . . . .

14a Did the organization maintain an office, employees, or agents outside of the United States? . . . . .

b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If "Yes," complete Schedule F, Parts I and IV . . . . .

15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Parts II and IV . . . . .

16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Parts III and IV . . . . .

17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions) . . . . .

18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II . . . . .

19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III . . . . .

20a Did the organization operate one or more hospitals? If "Yes," complete Schedule H . . . . .

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) . . . . .

	Yes	No
1		X
2		X
3		X
4		
5		X
6		X
7		X
8		X
9		X
10		X
11a	X	
11b	X	
11c	X	
11d	X	
11e	X	
11f	X	
12a	X	
12b	X	
13	X	
14a	X	
14b	X	
15	X	
16	X	
17	X	
18	X	
19	X	
20a	X	
20b		

## Part IV Checklist of Required Schedules (continued)

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

**Part V Statements Regarding Other IRS Filings and Tax Compliance**Check if Schedule O contains a response to any question in this Part V. 

1 a Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable. **1a** 10  
 b Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable. **1b** 0  
 c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? **1c** X

2 a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return **2a** 0

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)

3 a Did the organization have unrelated business gross income of \$1,000 or more during the year? **3a**  
 b If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O **3b**

4 a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? **4a** X  
 b If "Yes," enter the name of the foreign country ► See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts.

5 a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? **5a** X  
 b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? **5b**  
 c If "Yes," to line 5a or 5b, did the organization file Form 8886-T? **5c**

6 a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible? **6a** X  
 b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? **6b**

**7 Organizations that may receive deductible contributions under section 170(c).**

a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? **7a**  
 b If "Yes," did the organization notify the donor of the value of the goods or services provided? **7b**  
 c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? **7c**  
 d If "Yes," indicate the number of Forms 8282 filed during the year **7d**  
 e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? **7e**  
 f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? **7f**  
 g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? **7g**  
 h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? **7h**

8 **Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year? **8**

9 **Sponsoring organizations maintaining donor advised funds.**  
 a Did the organization make any taxable distributions under section 4966? **9a**  
 b Did the organization make a distribution to a donor, donor advisor, or related person? **9b**

**10 Section 501(c)(7) organizations. Enter**

a Initiation fees and capital contributions included on Part VIII, line 12 **10a**  
 b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities **10b**

**11 Section 501(c)(12) organizations. Enter**

a Gross income from members or shareholders **11a**  
 b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) **11b**

12 a **Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041? **12a**  
 b If "Yes," enter the amount of tax-exempt interest received or accrued during the year **12b**

**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? **13a**  
 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 **13b**  
 c Enter the amount of reserves on hand **13c**

14 a Did the organization receive any payments for indoor tanning services during the tax year? **14a** X  
 b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O **14b**

**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 . . . . .	1a	12
b	Enter the number of voting members included in line 1a, above, who are independent . . . . .	1b	6
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? . . . . .	2	X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? . . . . .	3	X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? . . . . .	4	X
5	Did the organization become aware during the year of a significant diversion of the organization's assets? . . . . .	5	X
6	Does the organization have members or stockholders? . . . . .	6	X
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body? . . . . .	7a	X
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons? . . . . .	7b	X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body? . . . . .	8a	X
b	Each committee with authority to act on behalf of the governing body? . . . . .	8b	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O . . . . .	9	X

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

		Yes	No
10a	Does the organization have local chapters, branches, or affiliates? . . . . .	10a	X
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization? . . . . .	10b	
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form? . . . . .	11a	X
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.	12a	X
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13 . . . . .	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	X
13	Does the organization have a written whistleblower policy? . . . . .	14	X
14	Does the organization have a written document retention and destruction policy? . . . . .	15a	
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?	15b	X
a	The organization's CEO, Executive Director, or top management official . . . . .	16a	
b	Other officers or key employees of the organization . . . . .	16b	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? . . . . .		
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 ►
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
	<input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> 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 ► JOSHUA HUCKABY, 2102 ALMADEN ROAD, #104, SAN JOSE, CA 95125-2104 408-266-1302

**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
		Or director Individual trustee	Institutional trustee	Officer	Key employee	Highest compensated			
(1) NEIL STRUTHERS TRUSTEE	1.00	X					0	0	0
(2) GREGORY BOWMAN TRUSTEE	1.00	X					0	0	0
(3) THOMAS FORTE TRUSTEE	1.00	X					0	0	0
(4) RICHARD STOCK TRUSTEE	1.00	X					600	0	0
(5) KEVIN TUCKER TRUSTEE	1.00	X					1,000	0	0
(6) JOE CARDOZA TRUSTEE	1.00	X					0	0	0
(7) DAVID AMOS TRUSTEE	1.00	X					0	0	0
(8) BRETT DAVIS VICE PRESIDENT	1.00		X				850	0	0
(9) DANIEL BARBEE WARDEN	1.00		X				0	0	0
(10) PAUL MANUEL PRESIDENT	1.00		X				1,225	0	0
(11) DUANE CABRAL VICE PRESIDENT	1.00		X				0	0	0
(12) DANIEL PINON TREASURER	1.00		X				0	0	0
(13) DONALD MOSIER SO. AREA, VP	1.00		X				825	0	0
(14) JOSHUA HUCKABY FINANCIAL SECRETARY	1.00		X				3,300	0	0
(15) BRAD CABRAL RECORDING SECRETARY	1.00		X				1,800	0	0
(16) BRYAN CASSELL MEMBER AT LARGE	1.00		X				0	0	0

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

(A) Name and title	(B) Average hours per week (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	Trustee Institutional	Officer	Key employee	Highest compensated employee			
(17) TIMMOTHY HUCKABY MEMBER AT LARGE	1.00		X				0.	0.	0.
(18)									
(19)									
(20)									
(21)									
(22)									
(23)									
(24)									
(25)									
(26)									
(27)									
(28)									
<b>1b Sub-total</b>							<b>9,600.</b>	0.	0.
<b>c Total from continuation sheets to Part VII, Section A</b>									
<b>d Total (add lines 1b and 1c)</b>							<b>9,600.</b>	0.	0.

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

	Yes	No
3	X	
4	X	
5	X	

## Section B. Independent Contractors

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

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

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

## Part VIII Statement of Revenue

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
Contributions, gifts, grants and other similar amounts	1a Federated campaigns . . . . .	1a				
	b Membership dues . . . . .	1b				
	c Fundraising events . . . . .	1c				
	d Related organizations . . . . .	1d				
	e Government grants (contributions) . . . . .	1e				
	f All other contributions, gifts, grants, and similar amounts not included above . . . . .	1f				
	g Noncash contributions included in lines 1a-1f \$					
h Total. Add lines 1a-1f . . . . . ►	0.					
Program Service Revenue	Business Code					
	2a MEMBERSHIP DUES AND ASSESSMENTS	900099	324,577.	324,577.		
	b					
	c					
	d					
	e					
	f All other program service revenue . . . . .		324,577.			
g Total. Add lines 2a-2f . . . . . ►						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) . . . . . ►	44,388.			44,388.	
	4 Income from investment of tax-exempt bond proceeds . . . . . ►	0.				
	5 Royalties . . . . . ►	0.				
	6a Gross Rents . . . . .	(i) Real	(ii) Personal			
	b Less rental expenses . . . . .					
	c Rental income or (loss) . . . . .					
	d Net rental income or (loss) . . . . . ►		0.			
7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
b Less cost or other basis and sales expenses . . . . .	437,655.	7,182.				
c Gain or (loss) . . . . .	424,685	7,182.				
d Net gain or (loss) . . . . . ►	12,970		12,970.		12,970.	
8a Gross income from fundraising events (not including \$ . . . . . of contributions reported on line 1c) See Part IV, line 18 . . . . . a						
b Less direct expenses . . . . . b						
c Net income or (loss) from fundraising events . . . . . ►		0				
9a Gross income from gaming activities See Part IV, line 19 . . . . . a						
b Less direct expenses . . . . . b						
c Net income or (loss) from gaming activities . . . . . ►		0				
10a Gross sales of inventory, less returns and allowances . . . . . a						
b Less cost of goods sold . . . . . b						
c Net income or (loss) from sales of inventory . . . . . ►		0.				
Miscellaneous Revenue		Business Code				
11a SALE OF MERCHANDISE	900099	1,370.	1,370.			
b MISCELLANEOUS REIMBURSEMENTS	900099	1,848.	1,848.			
c						
d All other revenue . . . . .						
e Total. Add lines 11a-11d . . . . . ►		3,218.				
12 Total revenue See instructions . . . . . ►		385,153.	327,795.		57,358.	

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D)

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>	<b>(A) Total expenses</b>	<b>(B) Program service expenses</b>	<b>(C) Management and general expenses</b>	<b>(D) Fundraising expenses</b>
1 Grants and other assistance to governments and organizations in the US See Part IV, line 21 . . . . .	0.			
2 Grants and other assistance to individuals in the US See Part IV, line 22 . . . . .	0.			
3 Grants and other assistance to governments, organizations, and individuals outside the US See Part IV, lines 15 and 16 . . . . .	0.			
4 Benefits paid to or for members . . . . .	0.			
5 Compensation of current officers, directors, trustees, and key employees . . . . .	9,600.			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .	0.	501(c)(5) organization electing not to complete columns (B), (C) and (D).		
7 Other salaries and wages . . . . .	2,900.			
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions) . . . . .	0.			
9 Other employee benefits . . . . .	0.			
10 Payroll taxes . . . . .	0.			
11 Fees for services (non-employees)				
a Management . . . . .	0.			
b Legal . . . . .	0.			
c Accounting . . . . .	12,280.			
d Lobbying . . . . .	0.			
e Professional fundraising services See Part IV, line 17	0.			
f Investment management fees . . . . .	0.			
g Other . . . . .	0.			
12 Advertising and promotion . . . . .	0.			
13 Office expenses . . . . .	24,167.			
14 Information technology . . . . .	3,028.			
15 Royalties . . . . .	0.			
16 Occupancy . . . . .	18,487.			
17 Travel . . . . .	0.			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0.			
19 Conferences, conventions, and meetings . . . . .	7,500.			
20 Interest . . . . .	0.			
21 Payments to affiliates . . . . .	147,267.			
22 Depreciation, depletion, and amortization . . . . .	738.			
23 Insurance . . . . .	1,246.			
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 MARKET RECOVERY SUBSIDIES	696,850.			
b REIMBURSED OFFICE STAFF				
c SALARY AND RELATED EXPENSE	50,732.			
d MEMBER EVENT	15,445.			
e UNALLOCATED JOB SUBS.TRANS.	170,000.			
f All other expenses	24,167.			
25 Total functional expenses Add lines 1 through 24f	1,184,407.			
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 . . . . .				

## Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing . . . . .	45,722.	1	40,371.
	2 Savings and temporary cash investments . . . . .	1,170,853.	2	650,912.
	3 Pledges and grants receivable, net . . . . .		3	
	4 Accounts receivable, net . . . . .		4	
	5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L . . . . .		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) . . . . .		6	
	7 Notes and loans receivable, net . . . . .		7	
	8 Inventories for sale or use . . . . .		8	
	9 Prepaid expenses and deferred charges . . . . .		9	
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 45,003.		
	b Less accumulated depreciation . . . . .	10b 41,428.	3,444.	10c 3,575.
	11 Investments - publicly traded securities . . . . .	1,030,786.	11	781,437.
	12 Investments - other securities See Part IV, line 11 . . . . .	148,972.	12	87,911.
	13 Investments - program-related See Part IV, line 11 . . . . .		13	
	14 Intangible assets . . . . .		14	
	15 Other assets See Part IV, line 11 . . . . .		15	
	16 Total assets. Add lines 1 through 15 (must equal line 34) . . . . .	2,399,777.	16	1,564,206.
Liabilities	17 Accounts payable and accrued expenses . . . . .	235.	17	166.
	18 Grants payable . . . . .		18	
	19 Deferred revenue . . . . .		19	
	20 Tax-exempt bond liabilities . . . . .		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L . . . . .		22	
	23 Secured mortgages and notes payable to unrelated third parties . . . . .		23	
	24 Unsecured notes and loans payable to unrelated third parties . . . . .		24	
	25 Other liabilities Complete Part X of Schedule D . . . . .	55,847.	25	0.
	26 Total liabilities. Add lines 17 through 25 . . . . .	56,082.	26	166.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ► <input type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets . . . . .		27	
	28 Temporarily restricted net assets . . . . .		28	
	29 Permanently restricted net assets . . . . .		29	
	Organizations that do not follow SFAS 117, check here ► <input checked="" type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds . . . . .		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund . . . . .		31	
	32 Retained earnings, endowment, accumulated income, or other funds . . . . .	2,343,695.	32	1,564,040.
	33 Total net assets or fund balances . . . . .	2,343,695.	33	1,564,040.
	34 Total liabilities and net assets/fund balances . . . . .	2,399,777.	34	1,564,206.

Form 990 (2010)

**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	385,153.
2	Total expenses (must equal Part IX, column (A), line 25) . . . . .	2	1,184,407.
3	Revenue less expenses Subtract line 2 from line 1 . . . . .	3	-799,254.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . . . . .	4	2,343,695.
5	Other changes in net assets or fund balances (explain in Schedule O) . . . . .	5	19,599.
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	1,564,040.

**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 type="checkbox"/> Cash <input type="checkbox"/> Accrual <input checked="" type="checkbox"/> Other <u>MODIFIED CASH</u> If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? . . . . .	2a	X
2b	Were the organization's financial statements audited by an independent accountant? . . . . .	2b	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	2c	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 checked="" type="checkbox"/> Separate basis <input 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? . . . . .	3a	
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	3b	

**SCHEDULE D  
(Form 990)**Department of the Treasury  
Internal Revenue Service**Supplemental Financial Statements**

OMB No. 1545-0047

**2010**Open to Public  
Inspection► 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.

Name of the organization **GLAZIERS ARCHITECTURAL METAL AND  
GLASSWORKERS LOCAL UNION NO. 1621**Employer identification number  
**94-1533756****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)

Preservation of land for public use (e.g., recreation or education)  Preservation of an historically important land area  
 Protection of natural habitat  Preservation of a certified historic structure  
 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
2a	
2b	
2c	
2d	

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 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 . . . . . ► \$ -----

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

JSA

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Schedule D (Form 990) 2010

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

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

a  Public exhibition  
 b  Scholarly research  
 c  Preservation for future generations

d  Loan or exchange programs  
 e  Other

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

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

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

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

b If "Yes," explain the arrangement in Part XIV and complete the following table:

	Amount
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 organization answered "Yes" to Form 990, Part IV, line 10.

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

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

a Board designated or quasi-endowment ► %

b Permanent endowment ► %

c Term endowment ► %

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

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

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

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 . . . . .		6,835	6,545	290
d Equipment . . . . .		38,168	34,883	3,285
e Other . . . . .				
<b>Total.</b> Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)). . . . . ►				3,575

Schedule D (Form 990) 2010

**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) AMERICAN EQUITY LIFE-FLEXIBLE		
(B) PREMIUM DEFERRED ANNUITY		
(C) CONTRACT	80,902.	FMV
(D) INVESTMENT IN LABOR TEMPLE		
(E) ASSOCIATES	7,009.	COST
(F)		
(G)		
(H)		
(I)		
<b>Total (Column (b) must equal Form 990, Part X, col (B) line 12 ) ►</b>	<b>87,911.</b>	

**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)		
<b>Total (Column (b) must equal Form 990, Part X, col (B) line 13 ) ►</b>		

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
<b>Total (Column (b) must equal Form 990, Part X, col (B) line 15 ) . . . . . ►</b>	

**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)	
<b>Total. (Column (b) must equal Form 990, Part X, col (B) line 25 ) ►</b>	

2. 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)

**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) . . . . .	385,153.
2	Total expenses (Form 990, Part IX, column (A), line 25) . . . . .	1,184,407.
3	Excess or (deficit) for the year Subtract line 2 from line 1 . . . . .	-799,254.
4	Net unrealized gains (losses) on investments . . . . .	19,599.
5	Donated services and use of facilities . . . . .	
6	Investment expenses . . . . .	
7	Prior period adjustments . . . . .	
8	Other (Describe in Part XIV) . . . . .	
9	Total adjustments (net). Add lines 4 through 8 . . . . .	19,599.
10	Excess or (deficit) for the year per audited financial statements Combine lines 3 and 9 . . . . .	-779,655.

## 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	404,752.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12.		
a	Net unrealized gains on investments . . . . .	2a	19,599.
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	19,599.
3	Subtract line 2e from line 1 . . . . .	3	385,153.
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	385,153.

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

1	Total expenses and losses per audited financial statements . . . . .	1	1,184,407.
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	1,184,407.
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	1,184,407.

**Part XIV** **Supplemental Information**

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

**Part XIV Supplemental Information (continued)**

**SCHEDULE 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 GLAZIERS ARCHITECTURAL METAL AND GLASSWORKERS LOCAL UNION NO. 1621	Employer identification number 94-1533756
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**PART VI, LINE 2:**

JOSHUA HUCKABY, FINANCIAL SECRETARY AND TIMMOTHY HUCKABY, MEMBER AT LARGE  
ARE SIBLINGS.

**PART VI, LINE 4:**

THE LOCAL UNION REVISED ITS BY-LAWS EFFECTIVE MAY 2010. SEE ATTACHED.

**PART VI LINE 6:**

MEMBERSHIP CONSISTS OF REGULAR MEMBERS, INDUSTRIAL MEMBERS, REGULAR  
RETIREES, LIFE MEMBER RETIREES, DISABLED RETIREES AND SUSPENDED MEMBERS.

**PART VI, LINE 7A:**

MEMBERS IN GOOD STANDING ACCORDING TO THE INTERNATIONAL CONSTITUTION MAY  
VOTE FOR LOCAL UNION OFFICERS, EXECUTIVE BOARD MEMBERS AND DELEGATES TO  
DISTRICT COUNCIL.

**PART VI, LINE 7B:**

DECISIONS MADE BY THE EXECUTIVE BOARD ARE SUBJECT TO MEMBERSHIP'S  
APPROVAL.

**PART VI, LINE 11B:**

THE EXECUTIVE BOARD HAS A MANDATORY REVIEW OF FORM 990. MEMBERS ARE ABLE  
TO OBTAIN A COPY OF FORM 990 UPON REQUEST.

Name of the organization GLAZIERS ARCHITECTURAL METAL AND GLASSWORKERS LOCAL UNION NO. 1621	Employer identification number 94-1533756
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## PART VI, LINE 15B:

COMPENSATION IS DEFINED IN ARTICLE 9 OF THE LOCAL UNION'S BY-LAWS.

## PART VI, LINE 19:

THE WEBSITE AT WWW.DC16IUPAT.ORG HAS THE LOCAL UNION'S GOVERNING DOCUMENTS AND AGREEMENTS WHICH ARE AVAILABLE TO THE PUBLIC. THE LOCAL UNION FILES AN ANNUAL FINANCIAL REPORT (LM-2) WITH THE DEPARTMENT OF LABOR WHICH CAN ALSO BE OBTAINED ON THE ONLINE PUBLIC DISCLOSURE ROOM.

## PART XI, LINE 5:

UNREALIZED APPRECIATION IN FAIR VALUE OF INVESTMENTS - \$19,599.

## PART XII, LINE 1:

THE ACCOUNTING METHOD USED TO PREPARE THIS FORM 990 IS THE MODIFIED CASH BASIS.

**SCHEDULE R**  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Name of the organization  
GLASSWORKERS LOCAL UNION NO. 1621

**Related Organizations and Unrelated Partnerships**

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

OMB No 1545-0047  
**2010**  
Open to Public  
Inspection

Name of the organization  
GLAZIERS ARCHITECTURAL METAL AND  
GLASSWORKERS LOCAL UNION NO. 1621

Employer identification number  
94-15333756

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

	(a) Name, address, and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1)						
(2)						
(3)						
(4)						
(5)						
(6)						

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

	(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section (if section 501(c)(3))	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?
(1)	DISTRICT COUNCIL NO. 16 2705 CONSTITUTION DRIVE, LIVERMORE, CA 94550	94-0433056	LABOR UNION	501 (C) (5)	N/A	N/A	Yes
(2)	INT'L UNION OF PAINTERS & ALLIED TRADES 1750 NEW YORK AVE., NW WASHINGTON, DC 20006	35-0198600	INT'L UNION	501 (C) (5)	N/A	N/A	No
(3)							X
(4)							X
(5)							X
(6)							
(7)							

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

Schedule R (Form 990) 2010

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?	(i) Code V-JUBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?	(k) Percentage ownership
										Yes
(1)										
(2)										
(3)										
(4)										
(5)										
(6)										
(7)										

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp., S corp., or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	
								Yes
(1)								
(2)								
(3)								
(4)								
(5)								
(6)								
(7)								

**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
(1)	DISTRICT COUNCIL NO. 16	0	50,732.	CASH PAID
(2)	INT'L UNION OF PAINTERS & ALLIED TRADES	Q	143,341.	CASH PAID
(3)				
(4)				
(5)				
(6)				

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

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

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Are all partners section 501(c)(3) organizations? Yes      No	(e) Share of end-of-year assets	(f) Disproportionate allocations? Yes      No	(g) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(h) General or managing partner? Yes      No
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							

**Part VII Supplemental Information**

Complete this part to provide additional information for responses to questions on Schedule R (see instructions).



**BYLAWS**  
*of*  
**Glaziers, Architectural Metal  
and Glass Workers**

**LOCAL UNION 1621**  
2102 Almaden Road – Suite 104  
SAN JOSE, CA 95125

**AFFILIATED WITH DISTRICT COUNCIL 16**

**Effective May 10, 2010**



## ARTICLE I: BYLAWS

These Bylaws are subordinate to the provisions of the International Constitution of the International Union of Painters and Allied Trades (hereinafter called the "International Union") and the Bylaws of District Council 16. In the case of conflict between these Bylaws and the provisions of the International Constitution, the latter shall govern. In the case of conflict between these Bylaws and the District Council 16 Bylaws, the latter shall govern.

## ARTICLE II: NAME

This organization, a subordinate body of the International Union and an affiliated Local Union of District Council 16, shall be known as Glaziers, Architectural Metal and Glass Workers, Local Union 1621.

## ARTICLE III: JURISDICTION

The territorial jurisdiction of this Local Union shall be as set forth in its Charter and as determined by the General Executive Board from time to time under Section 70 of the International Constitution, provided that the Local Union shall be guided within its jurisdiction by the directives of District Council 16.

## **ARTICLE IV:** **OBJECTS**

The objects of this Local Union shall be as set forth in the Preamble and Section 2 of the International Constitution, Section 125 of the International Constitution and Article 3 of the District Council 16 Bylaws.

## **ARTICLE V:** **ELIGIBILITY FOR MEMBERSHIP**

Eligibility for membership in this Local Union shall be as set forth in Sections 85-86 of the International Constitution and as otherwise set forth in the International Constitution or policies adopted by the General Executive Board.

## **ARTICLE VI:** **OFFICERS**

1. Eligibility to hold office shall be as set forth in Sections 92(b) and 181 of the International Constitution.
2. Officers of this Local Union shall be as set forth in Section 152 of the International Constitution and their duties shall be as set forth in the following sections of the International Constitution:
  - a. **President:** The duties of the President shall be as set forth in Sections 156-159.
  - b. **Vice President:** The duties of the Vice President shall be as set forth in Section 161.

- c. **Recording Secretary:** The duties of the Recording Secretary shall be as set forth in Sections 162-164.
- d. **Financial Secretary:** The duties of the Financial Secretary shall be as set forth in Sections 165-170, Section 182(d) and Section 228(d).
- e. **Treasurer:** The duties of the Treasurer shall be as set forth in Section 171.
- f. **Trustees:** The duties of the Trustees shall be as set forth in Sections 172-175.
- g. **Warden:** The duties of the Warden shall be as set forth in Section 176.

## ARTICLE VII: DELEGATES

All delegates (other than delegates to the General Convention) shall be elected at the June elections in accordance with Article XI of these Bylaws and Article 11 of the District Council 16 Bylaws.

## ARTICLE VIII: EXECUTIVE BOARD

- 1. The Executive Board of this Local Union shall be as set forth in Section 152(j) of the International Constitution.
- 2. Duties of the Executive Board:
  - a. To enforce the laws of the Local Union between meetings.

- b. To handle all matters delegated to the Executive Board by the members voting at regular or special called meetings.
- c. All requests for donation of funds shall be directed to the Executive Board. It shall investigate and submit its findings and recommendations for membership action.
- d. The Executive Board shall be vested with the authority of recommendation only, unless otherwise specifically authorized by the Local Union membership voting at a regular or special called meetings; provided, however, that during the interim between meetings it shall be authorized to act for the Local Union in cases of emergency, subject to review at the next regular meeting.

**ARTICLE IX:**  
**COMPENSATION OF OFFICERS,**  
**DELEGATES AND COMMITTEE**  
**MEMBERS**

1. Officers:

- (a) President - fifty dollars (\$50.00) per meeting attended (not to exceed one hundred dollars (\$100.00) per month).
- (b) Vice President - thirty-seven dollars and fifty cents (\$37.50) per meeting attended (not to exceed seventy-five dollars (\$75.00) per month).
- (c) Recording Secretary -two hundred twenty-five (\$225.00) per month.

- (d) Financial Secretary - three hundred dollars (\$300.00) per month.
- (e) Southern Area Vice President - thirty-seven dollars and fifty cents (\$37.50) per meeting attended (not to exceed seventy-five dollars (\$75.00) per month).
- (f) Treasurer - twenty-five dollars (\$25.00) per meeting attended (not to exceed fifty dollars (\$50.00) per month).
- (g) Trustees -twenty-five dollars (\$25.00) per meeting attended (not to exceed fifty dollars (\$50.00) per month).
- (h) Warden - twenty- five dollars (\$25.00) per meeting attended (not to exceed fifty dollars (\$50.00) per month)
- (i) At-large Executive Board Members – twenty-five dollars (\$25.00) per meeting attended (not to exceed fifty dollars (\$50.00) per month).

2. Delegates:

- (a) To District Council No. 16 Delegate – twenty-five dollars (\$25.00) per month (must attend monthly Delegates Meeting to collect).
- (b) Building Trades Delegate – twenty-five dollars (\$25.00) per month (must attend monthly Delegates Meeting to collect).
- (c) Central Labor Council Delegate – twenty-five dollars (\$25.00) per month (must attend monthly Delegates Meeting to collect).
- (d) Additional Committee (when needed) – twenty-

five dollars (\$25.00) per month (must attend monthly Committee Meeting to collect).

(e) To Conventions – Conferences, etc. Delegates elected and/or appointed by this Local Union to attend conventions, conferences, etc., shall in addition to wages lost, receive the actual cost of reasonable travel, reasonable hotel room and the amount of \$100.00 per day expense money. Under extenuating circumstances, additional daily expense may be granted by the District Council.

3. Committee Members:

Twenty-five dollars (\$25.00) per month (must attend monthly Delegates Meeting to collect).

**ARTICLE X:**  
**BONDS**

Officers of Local Unions shall be bonded in accordance with Section 147 of the International Constitution and as required by the Labor-Management Reporting and Disclosure Act of 1959, as amended.

**ARTICLE XI:**  
**ELECTIONS**

1. Elections shall be held under the procedures and provisions as set forth in Sections 180-183 of the International Constitution and Article 11 of the District Council 16 Bylaws.
2. The election of Local Union Officers, Executive

Board members, and delegates to District Council 16 (and Central Bodies, if any) shall be held at the last meeting in June. Nominations for the same shall be held at the last meeting in May, as per Section 180(a) of the International Constitution. Delegates to District Council 16 shall be elected to a four (4) year term. All other offices shall be elected to a three (3) year term.

3. Delegates to the General Conventions of the International shall be elected as set forth in Section 28 of the International Constitution. Delegates to District Council 16, Central Bodies (if any), shall be nominated and elected in accordance with Sections 180-183 of the International Constitution. The qualifications for such positions shall be as set forth in the International Constitution.

## ARTICLE XII: VACANCIES

Vacancies occurring among the officers shall be filled in accordance with Sections 186 through 187 of the International Constitution.

## ARTICLE XIII: DUES, FEES, AND ASSESSMENTS

### 1. Dues:

- a. Dues from members of Local Union 1621 shall be as follows:

(1) All members shall pay monthly over-the-

counter dues (Regular Dues) equivalent to the total of all per capita taxes approved and paid for by the Local Union on behalf of each member rounded upward to the nearest dollar. In no case shall the Regular Dues exceed the maximum allowable under Section 93 of the International Constitution. Regular Dues shall be payable to the Local Union on a quarterly basis.

(2) Dues shall increase by the amount of any increase in the per capita and Death Benefit payment due to the International Union and all affiliated organizations and such increase shall be effective the date the increase in the payments due to the International Union becomes effective.

2. Owner Member Dues:

All Owner Members shall pay monthly over-the-counter dues of one hundred dollars (\$100.00) per month. Owner Member Dues shall be payable to the Local Union on a quarterly basis.

3. Late Fees:

Quarterly dues will be payable in the first month of each quarter (January, April, July and October) prior to the 20th of each month. A late fee of five dollars (\$5.00) per month will be assessed on all late payments.

4. Dues Check Off:

a. Local Union 1621 shall establish for the payment of Administrative Dues Check Off to the District Council that is hereby established at 3% of each member's Taxable Net Wage Rate. Local Union

1621 shall receive a rebate of a portion of the Administrative Dues Check Off paid to the Council for the purpose of paying its Officers, holding its meetings, and otherwise conducting its affairs. The amount of said rebate shall be determined by the Business Manager/Secretary Treasurer of District Council 16.

- b. Local Union 1621 shall establish for the payment of Organizing Dues Check Off to the District Council that is hereby established at \$0.15 per hour.
- c. Local Union 1621 shall establish for the payment of Unity Action Dues Check Off to the District Council that is hereby established at \$0.05 per hour.
- d. Local Union 1621 shall use the IUPAT Integrated Membership Systems (IMS) computer systems or other system approved by the General Secretary-Treasurer for dues collection, member records, and member activity, no later than January 1, 2014.
- e. The dues payment required by sub-section (a) includes the Death Benefit payment called for by Sections 17(b) and 18 of the International Constitution and the Rules and Regulations of the International Union's Death Benefit Fund. Accordingly, members not covered by the Death Benefit Fund pursuant to the foregoing provisions (example: members who are 60 years of age or over when initiated; or Life Members working at the trade who elected non-participation) will be required to pay the dues specified in sub-section (a) less the current Death Benefit Payment.
- f. Quarterly working cards shall be obtained in ac-

cordance with Section 122 of the International Constitution.

g. **Administrative Processing Fees:** There shall be no initiation fees for membership in this Local Union. New members/candidates and apprentices shall be charged an Administrative Processing Fee in accordance with the provisions set forth in Sections 93 and 94 of the International Constitution.

h. **Administrative Processing Fees** shall be in accordance with Section 93 of the IUPAT International Constitution and the District Council Bylaws.

i. **Life Membership fees** shall be in accordance with Section 100 of the IUPAT International Constitution.

**5. Clearance Cards:**

Clearance Card fees and rules shall be as set forth in Section 256 of the International Constitution.

**6. Assessments and Funds:**

a. **Assessments** can only be levied in accordance with the International Constitution.

b. **International Union Death Benefit Fund:** The International Union's Death Benefit Fund is governed by Section 314 through 316 of the International Constitution, and the rules and regulations of the fund. Members should refer to the pamphlet "Rules and Regulations covering the Death Benefit Fund and the former Death and Disability Fund."

c. **All monies due the International Union for per capita tax, Administrative Processing Fees or**

application fees, Death Benefit Fund payments, reinstatements, clearance card fees, life membership fees, and supplies shall be forwarded to the General Secretary-Treasurer immediately after the close of the month, along with required reports. Remittances must be made by express or post office money order, check or bank draft payable to the IUPAT.

- d. Should a majority of the Trustees doubt the accuracy of any bill from the General Secretary-Treasurer, the Local Union shall pay the same under protest, and such protest shall be the first business taken up by the General Executive Board at their next meeting.
- e. Each month the Local Union shall hold in its treasury, as a standing appropriation to be forwarded to the General Secretary-Treasurer, a sum equivalent to its monthly per capita tax, Death Benefit Fund obligations, IUPAT Local Union and District Council Pension Fund payments and all other payments that must be made to the International Union as required by Section 140 of the International Constitution. Such required payments shall be made prior to allowing other expenditures.

#### ARTICLE XIV: MEETINGS

1. Regular Meetings: The Regular Meetings of Local Union 1621 shall be held on the third Tuesday of each month at the Union Hall located at 2102 Almaden Rd., #104, San Jose, California. Meetings will be called to order promptly at 6:30 p.m.

2. **Executive Board Meetings:** The Executive Board Meetings of Local Union 1621 shall be held on the third Tuesday of each month at the Union Hall located at 2102 Almaden Rd., #104, San Jose, California. Meetings will be called to order promptly at 5:30 p.m.
3. **Southern Area Meetings:** The Southern Area Meetings of Local Union 1621 shall be held on the first Tuesday of the second month of each quarter in the Castroville area, for the members who reside in the Southern Area of Glaziers Local Union 1621. Members attending Southern Area Meetings shall be entitled to make recommendations, and vote on any issue that directly affects them and requires a secret ballot, at this meeting. Nominations and motions that affect the total membership of Glaziers Local Union 1621 must take place at the Regular Meeting in San Jose, on the third Tuesday of each month. Meetings will be called to order promptly at 5:30 p.m.
4. **Special Meetings:** Special meetings of this Local Union may be called by the President as he or she deems necessary. Special meetings shall also be called as required by Section 158 of the International Constitution.
5. **Quorum:** A quorum for a membership meeting shall consist of seven (7) members, provided that five (5) members shall constitute a quorum if the Local Union's membership is fewer than twenty-five (25) members.
6. **Members' Rights:** Members in attendance at meetings shall have the right to express their views, arguments or opinions upon any business properly presented before the meeting, subject to these by-

laws and the rules and regulations adopted by the Local Union pertaining to the conduct of meetings, but no member in exercising such rights shall evade or avoid his or her responsibility to the organization as an institution or engage in or advocate any conduct that would interfere in the Local Union's performance of its legal or contractual obligations, or conduct him or herself in an unruly, or boisterous manner.

7. Recording Devices: No member shall be permitted to use recording devices during any portion of any meeting in the Local Union.

## ARTICLE XV: COMMITTEES

1. Committees shall be appointed by the President and in conformity with the International Constitution.
2. Any member who shall accept an appointment to serve on a committee and who shall fail to attend to the duties of the same shall be subject to removal unless a satisfactory excuse is given.

## ARTICLE XVI: CONTRACTORS

1. Contractors may be admitted to membership in the Local Union in accordance with Sections 91 and 92 of the International Constitution and must comply with all rules and regulations that apply to all members. Contractors who are admitted into membership shall be classified as Owner Members. The number

of Owner Members permitted to perform covered work for any contractor shall be as established in the Northern California Glaziers Master Agreement.

2. An Owner Member is one who performs covered work for a signatory contractor who is also, in relation to said contractor, a substantial owner, partner, officer, director or share holder. No Owner Member shall be allowed to work as a journeyperson for another contractor or employer.
3. No Owner Member shall be eligible or permitted to hold office, serve on an executive board, act as delegate, vote on any question pertaining to hours, wages (wage allocations), benefits or conditions of employment, vote at elections of officers, delegates and Executive Board Members, or attend meetings at which contract proposals are discussed or voted on or at which the nomination or election is held for any officer, delegate, Business Representative, or any elected position.

## **ARTICLE XVII:** **MEMBERSHIP**

1. An applicant is considered a member when the applicant meets all the requirements as set forth in Sections 85-90 of the International Constitution.
2. A member may lose his or her good standing in the organization by suspension or expulsion or other disqualification for membership, after appropriate proceedings consistent with the provisions of the International Constitution, or by non-payment of dues as provided in Sections 119-120 of the International Constitution.

A member who loses his or her good standing status because of his or her failure to pay dues or other obligations as required by the International Constitution and these Bylaws, but who has not been expelled from membership, may reinstate his or her good standing for the purpose of attending Local Union meetings and voting at elections, by paying all delinquent dues and other financial obligations prior to such meeting and election as provided in Section 121 of the International Constitution. Expelled members may be reinstated only in accordance with Section 301 of the International Constitution.

When Local Unions provide for quarterly dues payments, such quarterly payments must be made on or before the 20th day of the first month of the quarter to maintain good standing membership for the entire quarter period.

Resignation from membership is governed by Section 123 of the International Constitution.

3. Members' Responsibility:

- a. Every member by virtue of membership in this Local Union is obligated to adhere to and follow the terms of the Local Union's Bylaws and the International Constitution with respect to the members' rights, duties, privileges and immunities conferred by them and by statute. Each member shall faithfully carry out such duties and obligations and shall not interfere with the rights of other members.
- b. Every member by virtue of membership in this Local Union authorizes the District Council to act as his or her exclusive bargaining representative with full and exclusive power to execute agreements with his or her employer governing terms

and conditions of employment and to act for the member and have final authority in presenting, processing and adjusting any grievance, difficulty or dispute arising under any collective bargaining agreement or out of the member's employment with such employer in such manner as it deems within its discretion to be in the best interests of the District Council. The District Council and its officers, and agents may decline to process any such grievance, complaint, difficulty or dispute, if in their sole discretion and judgment, such grievance, complaint or dispute lacks merit.

- c. No member shall interfere with the elected officers or representatives of the International Union, its subordinate bodies, District Council or this Local Union in the performance of their duties. Each member shall when requested, render such assistance and support in the performance of such duties as may be required by them, provided that this does not interfere with their individual rights as members. Each member shall adhere to the terms and conditions of pertinent collective bargaining agreements and shall refrain from any conduct that would interfere with the International Union, District Council or Local Union's performance of its legal or contractual obligations.
- d. Every member shall be required to assist the International Union, its subordinate bodies, the District Council and the Local Union, as well as their officers and representatives, by engaging in picketing, hand billing, salting and other organizing activities, and attending education and training and seminars, as directed and assigned by the International Union, the District Council's Executive Board, Business Manager or Business Rep-

resentatives or Local Union officers. No charges shall be filed or processed against any member for his or her decision to accept employment with an approved, targeted non-signatory employer for the purpose of organizing.

- e. All new members of this Local Union shall attend a new member orientation class offered by the District Council within ninety days of being initiated.

## ARTICLE XVIII: GENERAL/TRADE RULES

1. In accordance with Section 85(e) of the International Constitution, all new members of Local Union 1621 must attend a new member orientation class offered by District Council 16 within ninety days of being initiated.
2. Any violation of the International Constitution, Local Union Bylaws and/or District Council 16 Collective Bargaining Agreements hereby becomes a violation of these Bylaws.
3. **Membership Rights, Duties and Obligations:** All members of the Union shall be empowered to cite any other members of the Union before the Executive Board for the purpose of investigating possible violations of the Collective Bargaining Agreement, International Constitution, Local Union Bylaws and these Bylaws. Members failing to answer citations of District Council 16 Executive Board will be subject to a fifty dollar (\$50.00) fine and the citation meeting shall proceed regardless of the absence of the cited member.

4. Any member who rushes, drives, intimidates or uses foul language toward another member or uses their position to abuse or to cause a member to violate conditions of the Collective Bargaining Agreement or these Bylaws or discriminates against a member, shall have charges preferred against them.
5. Members shall investigate all building job sites to determine if all work covered by the jurisdiction of the International Union is to be performed by Union Members and shall report to the Union Office if said work is assigned to non-union and/or another craft, or if such information is not available at the job site.
6. All members must demand and receive payment as set forth in the applicable Collective Bargaining Agreement covering the appropriate branch of the trade. All travel time and expenses shall be in accordance with the applicable Collective Bargaining Agreement.
7. Members who are employed on projects outside of the jurisdiction of their home Local Union and/or outside the Jurisdiction of their home Collective Bargaining Agreement, must notify the Local Union having geographical jurisdiction over where the work is being performed regarding the job location and start date. In all cases the member shall demand and receive the wages and conditions effective in either their home or outside jurisdiction, whichever is more favorable to such member.
8. Any member found working for an employer below the minimum rate of wages and/or conditions established in the applicable Collective Bargaining Agreement shall have charges preferred against them.

9. Each member shall be responsible for their own overtime permit.
10. No member shall supply, purchase or maintain any tools and/or equipment that the employer is required to supply, purchase or maintain under the Collective Bargaining Agreement.
11. Members shall not pass or work behind a picket line recognized by the Building Trades Council or Central Labor Council. Any member found crossing an authorized picket line or working behind same shall have charges preferred against them. Recognizing the "special problems" in the construction industry including the friction, conflicts, and confrontations when union and non-union employees work side-by-side, members shall immediately leave or shall refuse to enter upon any construction site where non-union employees are working.
12. Whenever a Business Representative of the Union notifies the members that their employer or job is struck, declared unfair or their employer is in default with it's trust fund and/or any other monetary obligation imposed under the terms and conditions of the Collective Bargaining Agreement, all members must immediately remove themselves from working until released to return to work by the Union. Members failing to remove themselves or returning to work prior to the Union's instruction shall have charges preferred against them.
13. Any member who refuses to comply with the instructions (paycheck inspection included) of a District Council 16 Business Representative shall have charges preferred against them.
14. No member shall be allowed to work with

other than members in good standing of any classification.

15. Regular members shall not work on their own behalf, as self employed individuals, on any work covered in each craft jurisdiction.
16. No member shall instruct or give information to any other craft in any work of our trades.
17. Any member found working for a builder or non-signatory employer performing work covered under District Council 16 agreements, and/or assisting that entity in any aspect of our industry, without written consent of District Council 16 shall have charges preferred against them.
18. Any member who is working in a shop or job where a violation exists, and fails to notify a Business Representative, shall have charges preferred against them.
19. All Members are expected to participate in District Council 16 STAR Training and exemplify a High Performance/High Value culture while engaged in any activities associated with District Council 16, their Local Union or the International Union.
20. No work shall be performed during the twenty-four (24) hours of Labor Day.
21. All members must notify their Local Union Office of any change of address.
22. Members who wish to file a grievance against a contractor or a member of the Union, must do so within twelve (12) days of the violation.
23. Members who are no longer actively engaged working with the tools and wish to maintain membership

must notify their Local Union immediately so status may be determined.

24. Any member who is off work and is collecting either Workers Compensation insurance payments or State Disability payments must notify their Local Union within seven (7) days.
25. **Quarterly Working Cards:** Quarterly Working Cards shall be obtained in accordance with Section 122 of the International Constitution. All members must secure their current quarterly working card by the 20th of the first month of the current quarter. Any member failing to secure a current working card shall be subject to removal from the job. It shall be the duty of each member to keep their working card in their possession and determine that each payment to the Local Union is correct. A member's last dues receipt/working card shall be deemed sufficient notice of arrears, and no further notice shall be required.
26. Quarterly working cards shall be issued by the Local Union Financial Secretary. The working card shall not be issued unless such card is paid for in advance for the full quarter.
27. In order to properly identify members of the District Council, identification cards may be issued to its members. The identification card may include the members' picture and other information as designated by District Council 16.
28. It shall be the duty of each member to carry their working cards at all times. Failure to comply may subject the member to charges, trial and such penalties as the District Council may decide.
29. All members must show their working cards and/or

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

30. **Referral System Procedures:** Each affiliated Local Union shall maintain a nondiscriminatory referral system and shall maintain an accurate membership Out-of-Work List. There shall be no discrimination in hiring and/or promotion and/or any other aspects of employment because of race, creed, color, sex, national origin or age.
31. It shall be the sole responsibility of each member, who is unemployed and wishes to make them self available for work, to notify their Local Union of such and place their name on their Local Union's Out-of-Work List. The Local Union's Out-Of-Work List shall include the member's name, classification, current telephone number and the date the member placed his or her name on the List. It shall be the sole responsibility of each member, who wish to continue being available for dispatch and have their name remain on their Local Union's Out-of-Work List, to check in with their Local on the first working day of each month. Members who do not check in on the first working day of each month shall have their names removed from their Local Union's Out-of-Work List.
32. Members in good standing with a Local Union may seek their own job and Employers may have referred to them any applicant, who is registered on the Local

Union's Out-of-Work List, by submitting a written request by name to the Local Union.

33. In the event no specific member is requested by name, the Local Union will dispatch members in the order in which they are registered on the Local Union's Out-of-Work List.
34. Each member shall be responsible to comply with these referral system procedures and must secure and sign-off on a work referral from their Local Union prior to commencing work for any signatory employer. Members failing to comply with these procedures shall be assessed a twenty-five dollar (\$25.00) fine.

#### ARTICLE XIX: CHARGES AND TRIALS

1. Each member of this Local Union shall have the right to fair treatment in the application of Local Union rules and law in accordance with the International Constitution and these Bylaws. In the application of all rules and procedures relating to Local Union discipline, the essential requirements of due process of law – notice, hearing, and judgment based upon the evidence shall be observed without, however, requiring technical formality followed in courts of law.
2. All charges preferred by members of this Local Union shall be referred to the District Council 16 Trial Board for disposition and shall be processed in accordance with the International Constitution.

**ARTICLE XX:**  
**EXHAUSTION OF REMEDIES**

No Local Union or other subordinate body, or any member or officer thereof shall resort to any court or agency outside this International until all forms of relief and avenues of appeal, as provided by the International Constitution, have been exhausted, unless otherwise provided by statutory law.

**ARTICLE XXI:**  
**PROPERTY**

1. The funds and property of the Local Union shall be governed by Sections 142-145 of the International Constitution.
2. No property of the Local Union, and no property in the possession, custody or control of this Local Union or any of its officers or employees, and no property held in trust, express or implied, which was created or established by this Local Union and whose primary purpose is to provide benefit for the members of the Local Union or their beneficiaries, shall be given, contributed or donated, either directly or indirectly, to aid or assist, or be expended in behalf of, any seceding, dual or antagonistic labor organization, nor to any Local Union which is in violation of the International Constitution.

**ARTICLE XXII:**  
**AGENCY**

Neither this Local Union, nor any of its officers or employees, has any power to make any representation, contract, or

agreement, nor to incur any liability, which shall be binding upon the International Union without the written consent of the General President or his designee. Neither this Local Union, nor any of its officers or employees has been authorized or empowered to act as agent of the International Union and shall not be deemed an agent of the International Union unless expressly authorized in writing by the General President or his designee to act in that capacity.

**ARTICLE XXIII:**  
**AMENDMENTS**

There shall be a standing Bylaws Committee whose duties and functions shall be as set forth in Section 135(b) of the International Constitution. Any amendment to these Bylaws shall be done in accordance with the procedure set forth in Section 135 of the International Constitution.

**ARTICLE XXIV:**  
**STANDING RULES FOR**  
**UNION MEETINGS**

Rules for the conduct of Local Union meetings are contained in the "Order of Business" for Local Unions, and in "Parliamentary Rules and Ritual" set forth in the International Constitution.

**ARTICLE XXV:**  
**INTERNATIONAL UNION**  
**CONSTITUTION**

The Local Union acknowledges that the International Constitution of the International Union supercedes any provisions of these Bylaws which are inconsistent with such Constitution. The Local Union further acknowledges that the Bylaws of District Council 16 shall govern and supercede these Bylaws to the extent that any provisions set forth herein are inconsistent with such Bylaws.

**ARTICLE XXVI:**  
**SAVING CLAUSE**

1. The provisions of these Bylaws relating to the payment of dues, assessments, fines or penalties, shall not be construed as incorporating into any union-security contract those requirements for good standing membership which may be in violation of applicable law, nor shall they be construed as requiring any employer to violate any applicable law. However, all financial obligations imposed by or under the International Constitution, the District Council 16 Bylaws and these Local Union Bylaws (and in conformity therewith) shall be legal obligations of the members upon whom imposed, and enforceable in a court of law.
2. If any provision of these Bylaws shall be declared invalid or inoperative, by a competent authority of the executive, judicial or administrative branch of the federal or state government, the Local Union Executive Board, subject to approval of the Local Union, shall have the authority to suspend the operation of

such provisions during the period of its invalidity and to substitute in its place and stead a provision which will meet the objections to its validity and which will be in accord with the intent and purpose of the invalid provision. If any article or section of these Bylaws should be held invalid by operation of law or by any tribunal of competent jurisdiction, the remainder of these Bylaws or the application of such article or section to persons or circumstances other than those as to which it has been held invalid, shall not be affected thereby.

Notes

# **Application for Extension of Time To File an Exempt Organization Return**

► **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 ►
- 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](http://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.

<b>Type or print</b>	Name of exempt organization GLAZIERS ARCHITECTURAL METAL AND GLASSWORKERS LOCAL UNION NO. 1621	<b>Employer identification number</b> 94-1533756
	Number, street, and room or suite no. If a P O box, see instructions 2102 ALMADEN ROAD, SUITE 104	
<b>File by the due date for filing your return. See instructions</b>	City, town or post office, state, and ZIP code For a foreign address, see instructions SAN JOSE, CA 95125-2104	

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

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

- The books are in the care of ► KEVIN TUCKER

Telephone No ► 408 266-1302 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

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	\$
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	\$
c	<b>Balance Due.</b> 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	\$

**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.

**For Paperwork Reduction Act Notice, see Instructions**