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Form **990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**

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

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

OMB No 1545-0047

2011Open to Public
Inspection**A For the 2011 calendar year, or tax year beginning****and ending****B Check if applicable**

- ☐ Address change
☐ Name change
☐ Initial return
☐ Terminated
☐ Amended return
☐ Application pending

C Name of organization

UNITED FOOD AND COMMERCIAL WORKERS

INTERNATIONAL UNION

Doing Business As

Number and street (or P.O. box if mail is not delivered to street address)

Room/suite

1775 K STREET, NW

City or town, state or country, and ZIP + 4

WASHINGTON, DC 20006

F Name and address of principal officer ANTHONY M. PERRONE

SAME AS C ABOVE

D Employer identification number

53-0220586

E Telephone number

(202) 223-3111

G Gross receipts \$ 351,784,237.**H(a) Is this a group return**for affiliates? ☐ Yes ☒ No**H(b) Are all affiliates included?** ☐ Yes ☐ No

If "No," attach a list. (see instructions)

H(c) Group exemption number ▶**I Tax-exempt status.** ☐ 501(c)(3) ☒ 501(c)(5) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527**J Website:** ▶ WWW.UFCW.ORG**K Form of organization:** ☐ Corporation ☐ Trust ☒ Association ☐ Other ▶**L Year of formation:** 1941**M State of legal domicile:** DC**Part I Summary**

Activities & Governance	1	Briefly describe the organization's mission or most significant activities		SEE SCHEDULE O	
	2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.			
	3	Number of voting members of the governing body (Part VI, line 1a)	3	55	
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	0	
	5	Total number of individuals employed in calendar year 2011 (Part V, line 2a)	5	562	
	6	Total number of volunteers (estimate if necessary)	6	0	
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.	
7b	Net unrelated business taxable income from Form 990-T, line 34	7b	0.		
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year	
	9	Program service revenue (Part VIII, line 2g)	238,981.	215,887.	
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	212,108,978.	210,077,744.	
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	2,405,646.	4,162,198.	
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	24,369,178.	23,992,854.	
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	239,122,783.	238,448,683.	
	14	Benefits paid to or for members (Part IX, column (A), line 4)	2,954,572.	2,531,368.	
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	8,046,915.	8,216,595.	
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	124,325,088.	123,855,523.	
	16b	Total fundraising expenses (Part IX, column (D), line 25) ▶	0.	0.	
Expenses	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	84,650,409.	93,493,416.	
	18	Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	219,976,984.	228,096,902.	
	19	Revenue less expenses Subtract line 18 from line 12	19,145,799.	10,351,781.	
	Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year	End of Year
		21	Total liabilities (Part X, line 26)	168,701,524.	177,167,479.
		22	Net assets or fund balances Subtract line 21 from line 20	511,780.	586,036.
				168,189,744.	176,581,443.

Part II Signature Block

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

Sign Here ▶ Signature of officer *Anthony M. Perrone* Date 11-28-12

▶ ANTHONY M. PERRONE, SECRETARY-TREASURER
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name: CRAIG A. STEVENS, CPA
 Preparer's signature: *Craig A. Stevens* Date: 12-13-12
 Check ☐ if self-employed PTIN: P01289490
 Firm's name: CALIBRE CPA GROUP PLLC
 Firm's EIN: 47-0900880
 Firm's address: 7501 WISCONSIN AVENUE, SUITE 1200 WEST BETHESDA, MD 20814
 Phone no.: (202) 331-9880

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

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Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response to any question in this Part III ☐**1** Briefly describe the organization's mission:

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

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured 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 \$ _____)

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

4b (Code _____) (Expenses \$ _____ including grants of \$ _____) (Revenue \$ _____)**4c** (Code _____) (Expenses \$ _____ including grants of \$ _____) (Revenue \$ _____)**4d** Other program services (Describe in Schedule O)

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

4e Total program service expenses

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>		X
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?		X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	X	
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>	X	
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>		X
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional</i>	X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?	X	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Parts II and IV</i>	X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		

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Part IV Checklist of Required Schedules (continued)

	Yes	No
21 Did the organization report more than \$5,000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	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? <i>If "Yes," complete Schedule I, Parts I and III</i>	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? <i>If "Yes," complete Schedule J</i>	23 x	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>	24a	x
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a	
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part II</i>	26	x
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	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? <i>If "Yes," complete Schedule L, Part IV</i>	28a	x
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b x	
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c	x
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	x
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	x
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	x
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	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? <i>If "Yes," complete Schedule R, Part I</i>	33	x
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	34 x	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	x
b Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	x
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	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? <i>If "Yes," complete Schedule R, Part VI</i>	37	x
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19?	38 x	

Note. All Form 990 filers are required to complete Schedule OForm **990** (2011)

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response to any question in this Part V ☐

	1a	1b	2a	7d	10a	10b	11a	11b	12a	12b	13a	13b	13c	14a	14b	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	267																
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		0															
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?																X	
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return			562														
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)																X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?																	X
b If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O																	
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?																X	
b If "Yes," enter the name of the foreign country: CANADA See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts																	
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?																	X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?																	X
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?																	
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?																X	
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?																X	
7 Organizations that may receive deductible contributions under section 170(c).																	
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?																	
b If "Yes," did the organization notify the donor of the value of the goods or services provided?																	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?																	
d If "Yes," indicate the number of Forms 8282 filed during the year																	
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?																	
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?																	
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?																	
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?																	
8 Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?																	
9 Sponsoring organizations maintaining donor advised funds.																	
a Did the organization make any taxable distributions under section 4966?																	
b Did the organization make a distribution to a donor, donor advisor, or related person?																	
10 Section 501(c)(7) organizations. Enter:																	
a Initiation fees and capital contributions included on Part VIII, line 12																	
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities																	
11 Section 501(c)(12) organizations. Enter:																	
a Gross income from members or shareholders																	
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)																	
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?																	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year																	
13 Section 501(c)(29) qualified nonprofit health insurance issuers.																	
a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O																	
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans																	
c Enter the amount of reserves on hand																	
14a Did the organization receive any payments for indoor tanning services during the tax year?																	X
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O																	

Form 990 (2011)

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 If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	55	
1b Enter the number of voting members included in line 1a, above, who are independent	0	
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	☒	
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?		☒
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		☒
5 Did the organization become aware during the year of a significant diversion of the organization's assets?		☒
6 Did the organization have members or stockholders?	☒	
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	☒	
7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	☒	
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	☒	
b Each committee with authority to act on behalf of the governing body?	☒	
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		☒

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

	Yes	No
10a Did the organization have local chapters, branches, or affiliates?	☒	
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	☒	
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	☒	
b Describe in Schedule O the process, if any, used by the organization to review this Form 990		
12a Did the organization have a written conflict of interest policy? If "No," go to line 13	☒	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	☒	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	☒	
13 Did the organization have a written whistleblower policy?		☒
14 Did the organization have a written document retention and destruction policy?	☒	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official	☒	
b Other officers or key employees of the organization 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," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take 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 **TN, GA**

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☐ Own website ☐ Another's website ☒ Upon request

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

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization **►**
ANTHONY M. PERRONE - (202) 223-3111
1775 K STREET, NW, WASHINGTON, DC 20006

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck 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 (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) HANSEN, JOSEPH T INTERNATIONAL PRESIDENT	40.00	X		X				319,248.	0.	67,515.
(2) PERRONE, ANTHONY INTERNATIONAL SECRETARY-TREASURER	40.00	X		X				254,512.	0.	66,140.
(3) HANLEY, WAYNE E EXECUTIVE VICE PRESIDENT	40.00	X		X				238,561.	0.	70,555.
(4) MCDONOUGH, WILLIAM EXECUTIVE VICE PRESIDENT	40.00	X		X				243,295.	0.	65,585.
(5) O'NEILL, PATRICK J EXECUTIVE VICE PRESIDENT	40.00	X		X				235,320.	0.	66,046.
(6) CYPHERS, FRANK S INTERNATIONAL VP/COUNCIL PRESIDENT	40.00	X		X				165,285.	0.	59,689.
(7) LAURITSEN, MARK D INTERNATIONAL VP/DEPARTMENT DIRECTOR	40.00	X		X				201,083.	0.	65,075.
(8) LUTTY, GERALYN A INTERNATIONAL VP/NATL FIELD DIRECTOR	40.00	X		X				176,629.	0.	66,915.
(9) NEFF, CHRISTYNE L INTERNATIONAL VP/EXEC. ASST TO THE P	40.00	X		X				236,158.	0.	67,565.
(10) ORLANDO, GEORGE J INTERNATIONAL VP/DISTILLERY DIRECTOR	20.00	X		X				180,291.	0.	63,711.
(11) SALEEBY II, GEORGE J INTERNATIONAL VP/RETAIL FOOD	40.00	X		X				182,341.	0.	66,711.
(12) BARCLAY, WARREN S INTERNATIONAL VP/REGION DIRECTOR	40.00	X		X				184,781.	0.	66,917.
(13) PLUMB, LAWRENCE G INTERNATIONAL VP/REGION DIRECTOR	40.00	X		X				178,339.	0.	65,241.
(14) VINCENT JR, ALVIN INTERNATIONAL VP/REGION DIRECTOR	40.00	X		X				177,557.	0.	64,452.
(15) WHALEN, RICHARD INTERNATIONAL VP/REGION DIRECTOR	40.00	X		X				179,146.	0.	63,917.
(16) WILLIAMSON, KEVIN INTERNATIONAL VP/REGION DIRECTOR	40.00	X		X				181,481.	0.	63,917.
(17) YOUNG, CHAD CARL INTERNATIONAL VP/REGION DIRECTOR	40.00	X		X				186,616.	0.	64,241.

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 (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) APPELBAUM, STUART H NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				0.	248,948.	72,121.
(19) BAIL, FRANK S NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(20) BERROYER, REBECCA A. NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				5,000.	0.	1,435.
(21) BOTH, BRUCE W NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(22) BOYD, KENNETH R. NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,259.	0.	5,740.
(23) CONGER, GREG M. NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(24) CORPORON, KEVIN M. NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				35,324.	0.	3,535.
(25) DERISO, FRANK C NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,269.	0.	5,740.
(26) DURSO, JOHN NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
1b Sub-total								3,681,495.	248,948.	1,225,723.
c Total from continuation sheets to Part VII, Section A								1,661,310.	444,261.	531,297.
d Total (add lines 1b and 1c)								5,342,805.	693,209.	1,757,020.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **22**

- 3** Did the organization list any **former** officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4** For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5** Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

	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. Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation
UNITED HEALTH CARE, PO BOX 1459 MN008-W340, MINNEAPOLIS, MN 55440	HEALTH CARE SERVICES	20,101,473.
UNITED HEALTHCARE OF MID-ATLANTIC, INC 9900 BREN ROAD, EAST, MINNETONKA, MN 55343	HEALTH CARE SERVICES	1,686,049.
SLEVIN & HART PC ATTORNEYS-AT-LAW, 1625 MASSACHUSETTS AVENUE, NW, WASHINGTON, DC	LEGAL SERVICES	783,083.
SSI CONSULTING, 10440 LITTLE PATUXENT PARKWAY, SUITE 300, COLUMBIA, MD 21044	SOFTWARE IMPLEMENTATION SERVICES	720,781.
TRUCORPS LLC, 1000 NORTH WEST STREET, SUITE 1200, WILMINGTON, DC 19801	CONSULTING SERVICES	450,361.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **29**

SEE PART VII, SECTION A CONTINUATION SHEETS

Form **990** (2011)

UNITED FOOD AND COMMERCIAL WORKERS

Form 990 (2011)

INTERNATIONAL UNION

53-0220586

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

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) EIDEN, JOHN R NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(28) FILATO, ANTONIO NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,513.	0.	7,069.
(29) HAGGERTY, MICHAEL NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				19,802.	0.	7,069.
(30) HARRINGTON, MARVIN L NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(31) HOPKINS, WILLIAM H NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(32) HURLEY, JOHN NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				19,802.	0.	7,069.
(33) ICAZA, RICARDO F NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(34) JENKINS, HENRY NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				55,352.	77,498.	2,870.
(35) KASPARIAN, MICKEY A NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(36) LEYVA, CONNIE NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(37) LIND, RONALD NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,207.	0.	5,740.
(38) LOMAX, DONALD S. NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(39) LOVEALL, JACQUES NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(40) MCARTHUR, DERIK NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				19,802.	130,588.	7,069.
(41) MCLAUGHLIN, JAMES J NON-DIRECTOR INT'L VICE PRESIDENT	40.00			X				20,000.	0.	5,740.
(42) MCNUTT, THOMAS P NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,319.	0.	5,740.
(43) NICCOLLAI, JOHN T NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(44) O'HALLORAN, DOUGLAS NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				28,918.	0.	7,069.
(45) POWELL, RONALD E NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(46) POWELL, STEVEN M. NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
Total to Part VII, Section A, line 1c										

UNITED FOOD AND COMMERCIAL WORKERS

Form 990 (2011)

INTERNATIONAL UNION

53-0220586

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

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(47) RENNE, FIORIGI NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,339.	0.	5,740.
(48) RODRIGUEZ, JOHN NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,269.	0.	5,740.
(49) RUSSOW, MARVIN D. NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(50) SCHMITZ, DAVID C. NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(51) WEST, ROBERTA J. NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,160.	0.	5,740.
(52) WHILLE, HARVEY L. NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(53) WURM, JACK C JR. NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				0.	236,175.	70,921.
(54) WYATT, LENNIE NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,344.	0.	5,740.
(55) YOUNG IV, WENDEL W. NON-DIRECTOR INT'L VICE PRESIDENT	20.00			X				20,000.	0.	5,740.
(56) WENDEL, EDWARD P. GENERAL COUNSEL	40.00					X		296,394.	0.	35,021.
(57) CLARK, NICHOLAS W. GENERAL COUNSEL	40.00					X		208,490.	0.	65,790.
(58) PEDERSEN, LISA D. ASST & SPCL COUNSEL TO THE PRESIDENT	40.00					X		184,894.	0.	65,084.
(59) SPAULDING, ALAN W. DEPARTMENT DIRECTOR	40.00					X		184,516.	0.	64,665.
(60) BLITZSTEIN, DAVID S. SPECIAL ASST FOR MULTI-EMPLOYER FUND	40.00					X		181,189.	0.	65,321.
Total to Part VII, Section A, line 1c								1,661,310.	444,261.	531,297.

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e 215,887.					
	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		215,887.				
	Program Service Revenue		Business Code				
2 a MEMBERSHIP DUES		900099	210,077,744.	210,077,744.			
b							
c							
d							
e							
f All other program service revenue							
g Total. Add lines 2a-2f			210,077,744.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		3,942,102.			3,942,102.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties		2,265,356.			2,265,356.	
	6 a Gross rents	(i) Real (ii) Personal					
	b Less rental expenses	3,352,870.					
	c Rental income or (loss)	2,044,708.					
	d Net rental income or (loss)	1,308,162.					
	7 a Gross amount from sales of assets other than inventory	(i) Securities (ii) Other					
	b Less cost or other basis and sales expenses	111,510,942.					
	c Gain or (loss)	111,288,176. 2,670.					
	d Net gain or (loss)	222,766. -2,670.					
	8 a Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18						
	b Less direct expenses						
	c Net income or (loss) from fundraising events						
	9 a Gross income from gaming activities See Part IV, line 19						
	b Less direct expenses						
	c Net income or (loss) from gaming activities						
	10 a Gross sales of inventory, less returns and allowances						
	b Less cost of goods sold						
	c Net income or (loss) from sales of inventory						
	Miscellaneous Revenue		Business Code				
	11 a BENEFIT REIMBURSEMENTS	900099	14,150,577.	14,150,577.			
	b ADMIN. REIMB. FROM REL	900099	3,320,225.	3,320,225.			
c INITIATION/REINSTATMEN	900099	1,564,382.	1,564,382.				
d All other revenue	900099	1,384,152.	1,384,152.				
e Total. Add lines 11a-11d		20,419,336.					
12 Total revenue See instructions.		238,448,683.	230,497,080.	0.	7,735,716.		

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).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the United States. See Part IV, line 21	1,452,076.			
2 Grants and other assistance to individuals in the United States. See Part IV, line 22	14,000.			
3 Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16	1,065,292.			
4 Benefits paid to or for members	8,216,595.			
5 Compensation of current officers, directors, trustees, and key employees	5,691,519.			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	35,337,870.			
8 Pension plan accruals and contributions (include section 401(k) and section 403(b) employer contributions)	69,748,393.			
9 Other employee benefits	10,056,984.			
10 Payroll taxes	3,020,757.			
11 Fees for services (non-employees)				
a Management				
b Legal	1,381,838.			
c Accounting	313,527.			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	195,391.			
g Other	2,486,634.			
12 Advertising and promotion				
13 Office expenses	3,542,838.			
14 Information technology	1,501,651.			
15 Royalties				
16 Occupancy	960,487.			
17 Travel	13,097,257.			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	2,162,734.			
20 Interest	2,739.			
21 Payments to affiliates	7,005,333.			
22 Depreciation, depletion, and amortization	856,138.			
23 Insurance	1,822,716.			
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a RETIREE HEALTH AND LIFE	27,060,677.			
b RWDSU COUNCIL ASSISTANC	10,794,192.			
c CAMPAIGN EXPENSES	8,576,226.			
d FINANCIAL ASSISTANCE	7,777,801.			
e All other expenses	3,955,237.			
25 Total functional expenses. Add lines 1 through 24e	228,096,902.			
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here ☐ if following SOP 98-2 (ASC 958-720)

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	32,954,170.	1	17,502,242.
	2 Savings and temporary cash investments	34,180,986.	2	26,793,636.
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	836,322.	4	723,756.
	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	1,299,261.	7	1,397,764.
	8 Inventories for sale or use	289,771.	8	274,948.
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment - cost or other basis. Complete Part VI of Schedule D.	10a 33,375,711.		
	b Less accumulated depreciation	10b 26,611,440.	10c 6,764,271.	
	11 Investments - publicly traded securities	85,330,463.	11	116,173,516.
	12 Investments - other securities. See Part IV, line 11	7,325,069.	12	6,943,982.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	644,747.	15	593,364.
16 Total assets. Add lines 1 through 15 (must equal line 34)	168,701,524.	16	177,167,479.	
Liabilities	17 Accounts payable and accrued expenses	255,346.	17	274,581.
	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 (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D.	256,434.	25	311,455.
	26 Total liabilities. Add lines 17 through 25	511,780.	26	586,036.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	168,189,744.	27	175,714,185.
	28 Temporarily restricted net assets		28	867,258.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	168,189,744.	33	176,581,443.
34 Total liabilities and net assets/fund balances	168,701,524.	34	177,167,479.	

Form 990 (2011)

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	238,448,683.
2	Total expenses (must equal Part IX, column (A), line 25)	2	228,096,902.
3	Revenue less expenses. Subtract line 2 from line 1	3	10,351,781.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	168,189,744.
5	Other changes in net assets or fund balances (explain in Schedule O)	5	-1,960,082.
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	176,581,443.

Part XII Financial Statements and Reporting

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

☒

- 1** Accounting method used to prepare the Form 990: ☐ Cash ☐ Accrual ☒ Other MODIFIED CASH
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?
- b** Were the organization's financial statements audited by an independent accountant?
- c** If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.
- d** If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis, or both
☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

Yes No

2a		x
2b	x	
2c	x	
3a		x
3b		

Form **990** (2011)

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

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

OMB No 1545-0047

2011

**Open to Public
Inspection**

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

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

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

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

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

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

Name of organization	UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION	Employer identification number	53-0220586
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV
- 2 Political expenditures ▶ \$ 705,000.
- 3 Volunteer hours

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

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

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ 705,000.
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ \$ 705,000. ☐ Yes ☒ No
- 4 Did the filing organization file Form 1120-POL for this year?
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-
UFCW ACTIVE BALLOT CLUB EDUCATION F	WASHINGTON, DC 20006	52-1066961	0.	705,000.

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

Schedule C (Form 990 or 990-EZ) 2011

LHA

SEE PART IV FOR CONTINUATION

132041
01-27-12

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

- A** Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)			
b Total lobbying expenditures to influence a legislative body (direct lobbying)			
c Total lobbying expenditures (add lines 1a and 1b)			
d Other exempt purpose expenditures			
e Total exempt purpose expenditures (add lines 1c and 1d)			
f Lobbying nontaxable amount Enter the amount from the following table in both columns.			
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:		
Not over \$500,000	20% of the amount on line 1e.		
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000		
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000		
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000		
Over \$17,000,000	\$1,000,000.		
g Grassroots nontaxable amount (enter 25% of line 1f)			
h Subtract line 1g from line 1a. If zero or less, enter -0-			
i Subtract line 1f from line 1c. If zero or less, enter -0-			
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?			

☐ Yes ☐ No
4-Year Averaging Period Under Section 501(h)

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2011

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

For each "Yes" response to lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

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

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

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

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

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

Part IV. Supplemental Information

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

PART I-A, LINE 1:

UFCW SUPPORTED UFCW ACTIVE BALLOT CLUB EDUCATION FUND, A SECTION 527

ORGANIZATION.

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

UFCW ACTIVE BALLOT CLUB EDUCATION FUND

Part IV Supplemental Information (continued)

1775 K STREET, NW WASHINGTON, DC 20006

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2011

Open to Public
Inspection

Name of the organization **UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION**

Employer identification number
53-0220586

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

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

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

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

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

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

☐ Preservation of land for public use (e.g., recreation or 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
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d

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

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

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

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

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

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

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
(ii) Assets included in Form 990, Part X	▶ \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

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

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

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

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

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

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

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

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

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

	Amount
1c	
1d	
1e	
1f	

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

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a					
1b					
1c					
1d					
1e					
1f					
1g					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

a Board designated or quasi-endowment ☐ _____ %

b Permanent endowment ☐ _____ %

c Temporarily restricted endowment ☐ _____ %

The percentages in lines 2a, 2b, and 2c should equal 100%

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

(i) unrelated organizations

(ii) related organizations

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

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

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 property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		2,387,501.		2,387,501.
b Buildings		19,312,738.	18,492,772.	819,966.
c Leasehold improvements		2,627,124.	1,562,705.	1,064,419.
d Equipment		9,048,348.	6,555,963.	2,492,385.
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c))				6,764,271.

Schedule D (Form 990) 2011

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		

Total. (Col (b) must equal Form 990, Part X, col (B) line 12.) ▶

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

(a) Description of investment type	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		

Total. (Col (b) must equal Form 990, Part X, col (B) line 13.) ▶

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	

Total. (Column (b) must equal Form 990, Part X, col (B) line 15.) ▶

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) SECURITY DEPOSITS	124,673.
(3) DUE TO CHARTERED BODIES	36,602.
(4) DEFERRED 401(K) ADMINISTRATION INCOME	138,903.
(5) FUNDS HELD FOR OTHERS	11,101.
(6) OTHER LIABILITIES	176.
(7)	
(8)	
(9)	
(10)	
(11)	

Total. (Column (b) must equal Form 990, Part X, col (B) line 25.) ▶

311,455.

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).

132053
01-23-12

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	238,448,683.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	228,096,902.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	10,351,781.
4	Net unrealized gains (losses) on investments	4	-1,255,869.
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	787.
8	Other (Describe in Part XIV.)	8	-705,000.
9	Total adjustments (net). Add lines 4 through 8	9	-1,960,082.
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10	8,391,699.

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	236,174,079.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	-1,255,869.
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	256,782.
e	Add lines 2a through 2d	2e	-999,087.
3	Subtract line 2e from line 1	3	237,173,166.
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	1,275,517.
c	Add lines 4a and 4b	4c	1,275,517.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	238,448,683.

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

1	Total expenses and losses per audited financial statements	1	227,057,675.
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	-710,130.
e	Add lines 2a through 2d	2e	-710,130.
3	Subtract line 2e from line 1	3	227,767,805.
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	329,097.
c	Add lines 4a and 4b	4c	329,097.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	228,096,902.

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 XI, LINE 8 - OTHER ADJUSTMENTS:

TRANSFER TO UFCW ACTIVE BALLOT CLUB EDUCATION FUND -705,000.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

INCOME OF UFCW BUILDING CORP 527,783.

INCOME OF ORGANIZATION UNITED FOR RESPECT AT WALMART 57,310.

AMOUNT OFFSET AGAINST EMPLOYEE BENEFIT EXPENSE 393.

Part XIV Supplemental Information (continued)

LOSS ON CURRENCY EXCHANGE -328,704.

TOTAL TO SCHEDULE D, PART XII, LINE 2D 256,782.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

AMOUNT OF RENTAL EXPENSES OFFSET AGAINST RENTAL INCOME -2,044,708.

ADMIN. REIMB. FROM RELATED ORG. 3,320,225.

TOTAL TO SCHEDULE D, PART XII, LINE 4B 1,275,517.

PART XIII, LINE 2D - OTHER ADJUSTMENTS:

AMOUNT OF RENTAL EXPENSE OFFSET AGAINST RENTAL INCOME 2,044,708.

EXPENSES OF ORGANIZATION UNITED FOR RESPECT AT WALMART 3,774.

EXPENSES OF UFCW BUILDING CORP 561,613.

ADMIN. REIMB. FROM RELATED ORG. -3,320,225.

TOTAL TO SCHEDULE D, PART XIII, LINE 2D -710,130.

PART XIII, LINE 4B - OTHER ADJUSTMENTS:

AMOUNT OFFSET AGAINST EMPLOYEE BENEFITS EXPENSE 393.

LOSS ON CURRENCY EXCHANGE 328,704.

TOTAL TO SCHEDULE D, PART XIII, LINE 4B 329,097.

Department of the Treasury
Internal Revenue Service

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

2011

Open to Public Inspection

INTERNATIONAL UNION

53-0220586

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

3 Activities per Region (The following Part I, line 3 table can be duplicated if additional space is needed)

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

SEE PART V FOR COLUMN (E) DESCRIPTIONS

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Check this box if no one recipient received more than \$5,000 ☐

Part II can be duplicated if additional space is needed

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		NORTH AMERICA	BUILDING FUND CONTRIBUTIONS	184,650	CHECK	0		
		NORTH AMERICA	GENERAL SUPPORT	5,941	CHECK	0		
		NORTH AMERICA	GENERAL SUPPORT	14,851	CHECK	0		
		NORTH AMERICA	GENERAL SUPPORT	9,901	CHECK	0		
		NORTH AMERICA	GENERAL SUPPORT	14,851	CHECK	0		
		NORTH AMERICA	GENERAL SUPPORT	38,812	CHECK	0		
		NORTH AMERICA	GENERAL SUPPORT	5,446	CHECK	0		
		NORTH AMERICA	GENERAL SUPPORT	14,852	CHECK	0		

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

3 Enter total number of other organizations or entities 9

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed

[illegible]

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* ☐ Yes ☒ No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A)* ☐ Yes ☒ No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations. (see Instructions for Form 5471)* ☐ Yes ☒ No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* ☐ Yes ☒ No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect To Certain Foreign Partnerships. (see Instructions for Form 8865)* ☐ Yes ☒ No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to file Form 5713, International Boycott Report (see Instructions for Form 5713)* ☐ Yes ☒ No

Schedule F (Form 990) 2011

Part V Supplemental Information

Complete this part to provide the information required by Part I, line 2 (monitoring of funds), Part I, line 3, column (f) (accounting method, amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information.

SCHEDULE F, PART I, LINE 2: REQUESTS FOR CONTRIBUTIONS ARE EITHER

INITIATED BY THE REQUESTING ORGANIZATION OR RECOMMENDED BY THE NATIONAL

PRESIDENT IN CANADA, THE ORGANIZATION'S MISSION AND/OR CHARITABLE PURPOSE

OF THE CONTRIBUTION ARE CONSIDERED IN THE GRANTING OF SUCH CONTRIBUTIONS.

THE MAJOR PROGRAMS SUPPORTED IN NORTH AMERICA ARE REVIEWED ON AN ONGOING

BASIS TO ENSURE THAT THE PROGRAMS ARE EFFECTIVE IN ORDER FOR FUNDING TO

BE RENEWED AND CONTINUED.

THE REQUESTS FOR DONATIONS AND SUPPORTING APPROVAL ARE MAINTAINED FOR ALL

CONTRIBUTIONS THAT ARE GIVEN. THE RECEIVING ORGANIZATION IS NOT REQUIRED

TO ACCOUNT BACK TO UFCW FOR THE CONTRIBUTIONS IT RECEIVES.

PART I, LINE 3, COLUMN (E):

REGION: NORTH AMERICA - CANADA AND MEXICO, BUT

(E) SPECIFIC TYPES OF SERVICES IN REGION: LABOR ORGANIZATION ACTIVITIES

TO ORGANIZE ALL WORKERS FOR ECONOMIC, MORAL, AND SOCIAL ADVANCEMENT OF

THEIR CONDITION AND STATUS

SCHEDULE I
(Form 990)

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**

Complete if the organization answered "Yes" to Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.

OMB No 1545-0047

2011

Open to Public
Inspection

Name of the organization UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION	Employer identification number 53-0220586
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Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Part II can be duplicated if additional space is needed. ▶ ☐

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ALLIANCE FOR RETIRED AMERICANS 815 16TH STREET, NW WASHINGTON, DC 20006-4103	52-2277805	501(C)(4)	125,000.	0.			GENERAL SUPPORT
AMERICAN RIGHTS AT WORK 1100 17 STREET, NW WASHINGTON, DC 20036-4646	45-0518844	501(C)(4)	60,000.	0.			GENERAL SUPPORT
AMERICANS FOR DEMOCRATIC ACTION 1625 K STREET, NW, SUITE 210 WASHINGTON, DC 20006	53-0180733	501(C)(4)	40,000.	0.			GENERAL SUPPORT
AMERICA'S AGENDA HEALTH CARE FOR ALL - 1150 CONNECTICUT AVENUE, NW, #1020 - WASHINGTON, DC 20036	20-0682634	501(C)(4)	30,000.	0.			GENERAL SUPPORT
BALLOT INITIATIVE STRATEGY CENTER INC - 1825 K STREET, NW - WASHINGTON, DC 20006	04-3411708	501(C)(4)	150,000.	0.			GENERAL SUPPORT
BLACK LEADERSHIP FORUM INC 633 PENNSYLVANIA AVE, NW, 5TH FL. WASHINGTON, DC 20004	52-1947942	501(C)(3)	20,000.	0.			GENERAL SUPPORT

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ 22.

3 Enter total number of other organizations listed in the line 1 table ▶ 17.

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

Schedule I (Form 990) (2011)

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
COALITION FOR CANNABIS POLICY REFORM 2012 - 1814 FRANKLIN STREET, SUITE 510 - OAKLAND, CA 94612	27-4822615	501(C)(4)	25,000.	0.			GENERAL SUPPORT
COALITION FOR HUMANE IMMIGRANT RIGHTS OF LOS ANGELES - 2533 WEST 3RD STREET - LOS ANGELES, CA 90057	95-4421521	501(C)(3)	6,000.	0.			GENERAL SUPPORT
COALITION OF BLACK TRADE UNIONISTS PO BOX 66268 WASHINGTON, DC 20035	52-1128179	501(C)(5)	5,600.	0.			GENERAL SUPPORT
KAISER PERMANENTE LABOR MANAGEMENT PARTNERSHIP TRUST - ONE KAISER PLAZA, 24 LAKESIDE - OAKLAND, CA 94612	94-3382057	501(C)(5)	8,315.	0.			GENERAL SUPPORT
CONGRESSIONAL BLACK CAUCUS FOUNDATION - 1720 MASSACHUSETTS AVE, NW - WASHINGTON, DC 20036	52-1160561	501(C)(3)	10,000.	0.			GENERAL SUPPORT
CONGRESSIONAL HISPANIC CAUCUS INSTITUTE - 911 2ND STREET, NE - WASHINGTON, DC 20002-3501	52-1114225	501(C)(3)	8,000.	0.			GENERAL SUPPORT
CONSUMER FEDERATION OF AMERICA 1620 EYE STREET, NW, #200 WASHINGTON, DC 20006	52-0880625	501(C)(3)	6,500.	0.			GENERAL SUPPORT
DISTRICT COUNCIL OF NEW YORK/NEW JERSEY ORGANIZING COMMITTEE - C/O ED LYNCH UFCW REG. 1 219 PATTERSON AVE - LITTLE FALLS, NJ 07424	22-2429849	501(C)(5)	75,000.	0.			GENERAL SUPPORT
ECONOMIC POLICY INSTITUTE 1333 H STREET, NW, SUITE 300, EAST WASHINGTON, DC 20005	52-1368964	501(C)(3)	58,000.	0.			GENERAL SUPPORT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
INSTITUTE FOR LOCAL SELF-RELIANCE INC - 2001 S STREET, NW, SUITE 570 - WASHINGTON, DC 20009	23-7394104	501(C)(3)	35,000.	0.			GENERAL SUPPORT
INTERFAITH WORKER JUSTICE 1020 W. BRYN MAWR CHICAGO, IL 60660-4627	36-4063982	501(C)(3)	43,000.	0.			GENERAL SUPPORT
JOB WITH JUSTICE EDUCATION FUND 1325 MASSACHUSETTS AVE, NW, SUITE WASHINGTON, DC 20005-4180	52-1865575	501(C)(3)	171,220.	0.			GENERAL SUPPORT
KEYSTONE RESEARCH CENTER INC 412 N THIRD STREET HARRISBURG, PA 17101	25-1776998	501(C)(3)	10,500.	0.			GENERAL SUPPORT
LABOR PROJECT FOR WORKING FAMILIES 2521 CHANNING WAY, NO. 5555 BERKELEY, CA 94720	94-3284312	501(C)(3)	10,000.	0.			GENERAL SUPPORT
LOS ANGELES ALLIANCE FOR A NEW ECONOMY - 464 LUCAS AVE, SUITE 202 - LOS ANGELES, CA 90017-2074	95-4459427	501(C)(3)	25,000.	0.			GENERAL SUPPORT
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE - 4805 MOUNT HOPE DRIVE - BALTIMORE, MD 21215	13-1084135	501(C)(3)	9,500.	0.			GENERAL SUPPORT
NATIONAL CONSUMERS LEAGUE INC 1701 K STREET, NW, SUITE 1200 WASHINGTON, DC 20006	53-0242038	501(C)(3)	7,500.	0.			GENERAL SUPPORT
NATIONAL EMPLOYMENT LAW PROJECT 75 MAIDEN LANE SUITE 601 NEW YORK, NY 10038	13-2758558	501(C)(3)	10,000.	0.			GENERAL SUPPORT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NATIONAL IMMIGRATION FORUM 50 F STREET, NW, #300 WASHINGTON, DC 20001	13-1776711	501(C)(3)	10,000.	0.			GENERAL SUPPORT
NATIONAL IMMIGRATION LAW CENTER 3435 WILSHIRE BLVD., SUITE 2850 LOS ANGELES, CA 90010	95-4539765	501(C)(3)	8,500.	0.			GENERAL SUPPORT
NATIONAL LABOR COLLEGE 10000 NEW HAMPSHIRE AVENUE SILVER SPRING, MD 20903	52-0895834	501(C)(3)	25,000.	0.			GENERAL SUPPORT
INSTITUTE FOR GLOBAL LABOUR AND HUMAN RIGHTS INC - 11 STANWIX ST., 5 GATEWAY CENTER - PITTSBURGH, PA 15222	13-3695377	501(C)(3)	65,000.	0.			GENERAL SUPPORT
PUBLIC JUSTICE CENTER INC ONE NORTH CHARLES STREET, SUITE 20 BALTIMORE, MD 21201	52-1412226	501(C)(3)	10,000.	0.			GENERAL SUPPORT
RAINBOW/PUSH COALITION 930 EAST 50TH STREET CHICAGO, IL 60615	36-4131441		25,000.	0.			GENERAL SUPPORT
SPORTS DAY PRODUCTIONS 12620-3 BEACH BLVD., SUITE 325 JACKSONVILLE, FL 32246	65-0686131		44,550.	0.			GENERAL SUPPORT
FAITH AND POLITICS INSTITUTE 110 MARYLAND AVENUE, NE, NO 504 WASHINGTON, DC 20002	52-1759052	501(C)(3)	12,500.	0.			GENERAL SUPPORT
UFCW LOCAL NO. 5 240 SOUTH MARKET STREET SAN JOSE, CA 95113-2310	20-8028546	501(C)(5)	60,000.	0.			GENERAL SUPPORT

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UFCW MINORITY COALITION 4301 GARDEN CITY DRIVE LANDOVER, MD 20785	52-2117494	501(C)(5)	10,000.	0.			GENERAL SUPPORT
UFCW REGION COUNCIL NO. 6 - NO. PLAINS - 20 N. MARTINGALE RD, SUITE 260 - SCHAUMBURG, IL 60173-2412	23-7114529	501(C)(5)	6,500.	0.			GENERAL SUPPORT
UFCW WOMEN'S NETWORK 425 MERRICK AVENUE, 221-10 JAMAICA WESTBURY, NY 11590	38-9194001	501(C)(5)	10,000.	0.			GENERAL SUPPORT
UNITED LATINOS OF THE UFCW INC 11041 GARLAND ROAD DALLAS, TX 75218	20-2928527	501(C)(5)	10,000.	0.			GENERAL SUPPORT
UNITED STATES HISPANIC LEADERSHIP INSTITUTE - 431 S. DEARBORN AVENUE #1203 - CHICAGO, IL 60605-1152	36-3191740	501(C)(5)	10,000.	0.			GENERAL SUPPORT
WORKING AMERICA EDUCATION FUND 815 16TH STREET, NW, NO 3107 WASHINGTON, DC 20006	20-2035052	501(C)(3)	10,000.	0.			GENERAL SUPPORT

Schedule I (Form 990)

Part III can be duplicated if additional space is needed.

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

UFCW FOR THE CONTRIBUTIONS IT RECEIVES.

Part IV Supplemental Information

THE UFCW MAINTAINS A SCHOLARSHIP PROGRAM FOR ACTIVE MEMBERS AND THEIR

ELIGIBLE CHILDREN.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees

▶ **Complete if the organization answered "Yes" to Form 990,
Part IV, line 23.**

▶ **Attach to Form 990.** ▶ **See separate instructions.**

OMB No 1545-0047

2011

**Open to Public
Inspection**

Name of the organization **UNITED FOOD AND COMMERCIAL WORKERS**

INTERNATIONAL UNION

Employer identification number

53-0220586

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990,
Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

☒ First-class or charter travel

☒ Travel for companions

☒ Tax indemnification and gross-up payments

☐ Discretionary spending account

☐ Housing allowance or residence for personal use

☐ Payments for business use of personal residence

☐ Health or social club dues or initiation fees

☐ Personal services (e.g., maid, chauffeur, chef)

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or
reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors,
trustees, and the CEO/Executive Director, regarding the items checked in line 1a?

3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's
CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to
establish compensation of the CEO/Executive Director. Explain in Part III.

☐ Compensation committee

☐ Independent compensation consultant

☒ Form 990 of other organizations

☐ Written employment contract

☒ Compensation survey or study

☒ Approval by the board or compensation committee

4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a, with respect to the filing
organization or a related organization.

a Receive a severance payment or change-of-control payment?

b Participate in, or receive payment from, a supplemental nonqualified retirement plan?

c Participate in, or receive payment from, an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.

5 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation
contingent on the revenues of

a The organization?

b Any related organization?

If "Yes" to line 5a or 5b, describe in Part III

6 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation
contingent on the net earnings of

a The organization?

b Any related organization?

If "Yes" to line 6a or 6b, describe in Part III

7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments
not described in lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the
initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in
Regulations section 53.4958-6(c)?

Yes No

1b **x**

2 **x**

4a **x**

4b **x**

4c **x**

5a

5b

6a

6b

7

8

9

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

Schedule J (Form 990) 2011

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii).

Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name	(B) Breakdown of W-2 and/or 1099-MISC compensation				(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported as deferred in prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation					
1 HANSEN, JOSEPH T	(i) 297,911.	0.	21,337.	0.	51,600.	15,915.	386,763.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
2 PERRONE, ANTHONY	(i) 243,755.	0.	10,757.	0.	51,518.	14,622.	320,652.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
3 HANLEY, WAYNE E	(i) 224,380.	0.	14,181.	0.	61,481.	9,074.	309,116.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
4 McDONOUGH, WILLIAM	(i) 226,493.	0.	16,802.	0.	51,000.	14,585.	308,880.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
5 O'NEILL, PATRICK J	(i) 226,493.	0.	8,827.	0.	51,000.	15,046.	301,366.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
6 CYPHERS, FRANK S	(i) 164,493.	0.	792.	0.	45,478.	14,211.	224,974.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
7 LAURITSEN, MARK D	(i) 191,493.	0.	9,590.	0.	49,950.	15,125.	266,158.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
8 LUTTY, GERALYN A	(i) 176,493.	0.	136.	0.	49,500.	17,415.	243,544.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
9 NEFF, CHRISTYNE L	(i) 226,493.	0.	9,665.	0.	51,000.	16,565.	303,723.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
10 ORLANDO, GEORGE J	(i) 176,493.	0.	3,798.	0.	49,500.	14,211.	244,002.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
11 SALEEBY II, GEORGE J	(i) 176,493.	0.	5,848.	0.	49,500.	17,211.	249,052.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
12 BARCLAY, WARREN S	(i) 176,493.	0.	8,288.	0.	49,500.	17,417.	251,698.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
13 PLUMB, LAWRENCE G	(i) 176,493.	0.	1,846.	0.	49,500.	15,741.	243,580.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
14 VINCENT JR, ALVIN	(i) 176,493.	0.	1,064.	0.	49,500.	14,952.	242,009.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
15 WHALEN, RICHARD	(i) 176,493.	0.	2,653.	0.	49,500.	14,417.	243,063.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.
16 WILLIAMSON, KEVIN	(i) 176,493.	0.	4,988.	0.	49,500.	14,417.	245,398.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.	0.

Schedule J (Form 990) 2011

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

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

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported as deferred in prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 YOUNG, CHAD CARL	(i) 176,493.	0.	10,123.	49,500.	14,741.	250,857.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
2 APPELBAUM, STUART H	(i) 0.	0.	0.	43,050.	0.	43,050.	0.
	(ii) 242,262.	0.	6,686.	0.	29,071.	278,019.	0.
3 MCARTHUR, DERIK	(i) 19,802.	0.	0.	7,069.	0.	26,871.	0.
	(ii) 122,520.	0.	8,068.	0.	0.	130,588.	0.
4 WURM, JACK C JR.	(i) 0.	0.	0.	43,050.	0.	43,050.	0.
	(ii) 232,262.	0.	3,913.	0.	27,871.	264,046.	0.
5 WENDEL, EDWARD P.	(i) 274,684.	0.	21,710.	27,944.	7,077.	331,415.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
6 CLARK, NICHOLAS W.	(i) 198,993.	0.	9,497.	50,175.	15,615.	274,280.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
7 PEDERSEN, LISA D.	(i) 176,493.	0.	8,401.	49,059.	16,025.	249,978.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
8 SPAULDING, ALAN W.	(i) 176,493.	0.	8,023.	49,500.	15,165.	249,181.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
9 BLITZSTEIN, DAVID S.	(i) 176,493.	0.	4,696.	49,500.	15,821.	246,510.	0.
	(ii) 0.	0.	0.	0.	0.	0.	0.
10	(i)						
	(ii)						
11	(i)						
	(ii)						
12	(i)						
	(ii)						
13	(i)						
	(ii)						
14	(i)						
	(ii)						
15	(i)						
	(ii)						
16	(i)						
	(ii)						

Schedule J (Form 990) 2011

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 1A: CERTAIN PAYMENTS IN CONNECTION WITH HOME RELOCATION

ARE GROSSED UP FOR TAX PURPOSES.

Department of the Treasury
Internal Revenue Service

► Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

OMB No 1545-0047

2011

Open To Public Inspection

Employer identification number
53-0220586

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

[illegible]

2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year under section 4958

▶ \$ _____
 ▶ \$ _____

Complete if the organization answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a.

(a) Name of interested person and purpose	(b) Loan to or from the organization?		(c) Original principal amount	(d) Balance due	(e) In default?		(f) Approved by board or committee?		(g) Written agreement?	
	To	From			Yes	No	Yes	No	Yes	No
Total				\$						

Total	\$
--------------	-----------

Complete if the organization answered "Yes" on Form 990, Part IV, line 27

[illegible]

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
DANIEL HANLEY	SON OF WAYNE HANLEY	22,283	EMPLOYEE/IN		X
DAVID HANSEN	SON OF JOSEPH HANSE	23,146	EMPLOYEE-SA		X
DONNA PERRONE	SPOUSE OF ANTHONY M	133,555	EMPLOYEE-SA		X
EMMANUELLE LOPEZ-BASTOS	SPOUSE OF WAYNE HAN	90,050	EMPLOYEE-SA		X
MICHAEL HANLEY	SON OF WAYNE HANLEY	10,163	EMPLOYEE/IN		X
RONALD POWELL	FATHER OF STEVEN PO	25,740	OFFICER COM		X
STEVEN M POWELL	SON OF RONALD POWEL	25,740	OFFICER COM		X
THOMAS A PLUMB	BROTHER OF LAWRENCE	243,825	EMPLOYEE-SA		X

Part V Supplemental Information

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

SCH L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS:

(A) NAME OF PERSON: DANIEL HANLEY

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SON OF WAYNE HANLEY, EXECUTIVE VICE PRESIDENT

(D) DESCRIPTION OF TRANSACTION: EMPLOYEE/INTERN

(A) NAME OF PERSON: DAVID HANSEN

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SON OF JOSEPH HANSEN, PRESIDENT

(D) DESCRIPTION OF TRANSACTION: EMPLOYEE-SALARY AND BENEFITS

(A) NAME OF PERSON: DONNA PERRONE

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SPOUSE OF ANTHONY M PERRONE, SECRETARY-TREASURER

(D) DESCRIPTION OF TRANSACTION: EMPLOYEE-SALARY AND BENEFITS

(A) NAME OF PERSON: EMMANUELLE LOPEZ-BASTOS

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SPOUSE OF WAYNE HANLEY, EXECUTIVE VICE PRESIDENT

(D) DESCRIPTION OF TRANSACTION: EMPLOYEE-SALARY AND BENEFITS

Part V Supplemental Information

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

(A) NAME OF PERSON: MICHAEL HANLEY

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SON OF WAYNE HANLEY, EXECUTIVE VICE PRESIDENT

(D) DESCRIPTION OF TRANSACTION: EMPLOYEE/INTERN

(A) NAME OF PERSON: RONALD POWELL

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

FATHER OF STEVEN POWELL, VICE PRESIDENT

(D) DESCRIPTION OF TRANSACTION: OFFICER COMPENSATION AND BENEFITS

(A) NAME OF PERSON: STEVEN M POWELL

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

SON OF RONALD POWELL, VICE PRESIDENT

(D) DESCRIPTION OF TRANSACTION: OFFICER COMPENSATION AND BENEFITS

(A) NAME OF PERSON: THOMAS A PLUMB

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

BROTHER OF LAWRENCE C PLUMB, VICE PRESIDENT

(D) DESCRIPTION OF TRANSACTION: EMPLOYEE-SALARY AND BENEFITS

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

2011

Open to Public
Inspection

Name of the organization
UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Employer identification number
53-0220586

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

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

FORM 990, PART VI, SECTION A, LINE 2: RONALD E POWELL (FATHER) AND
STEVEN M. POWELL (SON) ARE OFFICERS ON THE UFCW EXECUTIVE BOARD. THEY ARE
ALSO PRESIDENT AND SECRETARY-TREASURER, RESPECTIVELY, OF UFCW LOCAL 881.
STEVE POWELL ALSO IS A SPECIAL ASSISTANT TO THE UFCW PRESIDENT AND
FUNCTIONS AS THE LEGISLATIVE AND POLITICAL ACTION DEPARTMENT DIRECTOR.

FORM 990, PART VI, SECTION A, LINE 6: MEMBERSHIP IS IN ACCORDANCE WITH
THE FOLLOWING CLASSIFICATIONS: ACTIVE, AFFILIATED, ASSOCIATE, PAID-UP LIFE,
NONACTIVE, GENERAL, AND HONORARY. NO MEMBER CAN HOLD MORE THAN ONE
CLASSIFICATION OF MEMBERSHIP AT ANY ONE TIME.

FORM 990, PART VI, SECTION A, LINE 7A: THE MEMBERS OF EACH LOCAL UNION
ELECT DELEGATES TO THE UFCW INTERNATIONAL CONVENTION WHICH CONVENES EVERY
FIVE YEARS. THE DELEGATE APPORTIONMENT IS BASED ON THE NUMBER OF MEMBERS OF
THE LOCAL UNION. THE DELEGATES TO THE CONVENTION ELECT THE GOVERNING BODY
OF THE ORGANIZATION, WHICH IS THE UFCW EXECUTIVE BOARD.

FORM 990, PART VI, SECTION A, LINE 7B: THE ORGANIZATION'S CONSTITUTION IS
ITS GOVERNING DOCUMENT. THE DOCUMENT DESCRIBES THOSE DECISIONS THAT HAVE TO
BE MADE, RATIFIED OR APPROVED BY THE DELEGATES TO THE CONVENTION. BETWEEN
CONVENTIONS, THE UFCW EXECUTIVE BOARD IS THE HIGHEST AUTHORITY OF THE
ORGANIZATION AS PROVIDED IN THE CONSTITUTION. THE BOARD'S RESPONSIBILITIES

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

Schedule O (Form 990 or 990-EZ) (2011)

132211
01-23-12

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INTERNATIONAL UNION

Employer identification number
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AS WELL AS THOSE OF THE EXECUTIVE COMMITTEE ARE SPELLED OUT IN THE
CONSTITUTION.

FORM 990, PART VI, SECTION B, LINE 11: FORM 990 IS DRAFTED THROUGH A
COLLABORATIVE EFFORT OF THE ORGANIZATION'S OUTSIDE AUDIT FIRM AND IN-HOUSE
FINANCIAL AND LEGAL PROFESSIONALS. THE DRAFT IS DISTRIBUTED TO THE UFCW
EXECUTIVE COMMITTEE FOR REVIEW PRIOR TO FILING. THE FORM IS THEN FINALIZED
AND SUBMITTED.

FORM 990, PART VI, SECTION B, LINE 12C: PER THE ORGANIZATION'S
CONSTITUTION, ANY OFFICER OR EMPLOYEE OF THE INTERNATIONAL UNION OR ANY OF
ITS CHARTERED BODIES ACCEPTING ANY POLITICAL OFFICE, OR OTHER EMPLOYMENT OR
POSITION, WHICH IN THE JUDGMENT OF THE INTERNATIONAL EXECUTIVE BOARD
PRESENTS A CONFLICT OF INTEREST SHALL NOT BE ELIGIBLE TO SERVE AS AN
OFFICER OF THE INTERNATIONAL UNION OR ANY OF ITS CHARTERED BODIES, AND ANY
SUCH OFFICER OR EMPLOYEE SHALL RESIGN HIS OR HER OFFICE OR POSITION WITH
THE UNION IMMEDIATELY, UPON ORDER OF THE INTERNATIONAL EXECUTIVE BOARD,
UNLESS A LEAVE OF ABSENCE IS GRANTED WITH THE APPROVAL OF THE INTERNATIONAL
EXECUTIVE BOARD. THE ORGANIZATION ADOPTED A CODE OF CONDUCT PROMOTING THE
BEST INTERESTS OF THE UNION. THE ORGANIZATION WILL TAKE ALL APPROPRIATE
ACTION, CONSISTENT WITH THE LAW AND THE UFCW INTERNATIONAL CONSTITUTION, IN
ANY INSTANCE OF MISAPPROPRIATION OR ABUSE OF UNION FUNDS, OR OTHER FORM OF
CORRUPTION AT ANY LEVEL OF THE UNION.

COMMENCING WITH TAX YEAR 2008, QUESTIONNAIRES ARE SENT TO OFFICERS AND
FORMER OFFICERS ANNUALLY CONCERNING CONFLICTS OF INTEREST. THESE
QUESTIONNAIRES ARE REVIEWED FOR ANY POTENTIAL CONFLICTS OF INTEREST AND, TO
DATE, NONE HAVE BEEN REPORTED. IF A CONFLICT SHOULD BE REPORTED IN THE
FUTURE, THE APPROPRIATE ACTION WOULD BE TAKEN BY THE OFFICERS. IN ADDITION,

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OUR OFFICERS AND EMPLOYEES HAVE BEEN ADVISED OF OUR WRITTEN POLICY TO AVOID
CONFLICTS OF INTEREST WHICH WOULD RESULT IN THE FILING OF FORM LM-30 WITH
THE U.S. DEPARTMENT OF LABOR.

FORM 990, PART VI, SECTION B, LINE 15: THE COMPENSATION OF THE PRESIDENT
AND SECRETARY-TREASURER OF THE ORGANIZATION IS DETERMINED BY AND APPROVED
BY THE UFCW EXECUTIVE BOARD. THE LAST CHANGES OCCURRED IN MARCH 2004 AND
WERE DECREASES IN SALARY REQUESTED BY THE PRESIDENT AND SECRETARY-TREASURER
WHICH WERE RATIFIED BY THE BOARD.

THE COMPENSATION OF OFFICERS IS DETERMINED BY THE UFCW PRESIDENT, IN
CONSULTATION WITH THE UFCW SECRETARY-TREASURER, COMPARABILITY DATA IS
ANALYZED AS PART OF THE PROCESS. THE LAST SALARY CHANGES FOR OFFICERS WHO
ARE IN THE PRIMARY EMPLOYMENT OF THE ORGANIZATION OCCURRED IN JANUARY 2010
AND PRIOR TO THAT IN JANUARY 2006. FOR THOSE OFFICERS WHO ARE PRIMARILY
EMPLOYED BY THEIR RESPECTIVE LOCAL UNIONS, THE LAST INCREASE IN THE OFFICER
STIPEND AMOUNT WAS IN 1989.

FORM 990, PART VI, SECTION C, LINE 19: THE UFCW'S ANNUAL FINANCIAL RETURN,
FORM LM-2 IS FILED WITH THE DEPARTMENT OF LABOR AND IS AVAILABLE ON THEIR
WEBSITE. COPIES OF FORM 990 ARE ALSO AVAILABLE UNDER THE IRS PUBLIC
INSPECTION PROVISIONS.

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

NET UNREALIZED LOSSES ON INVESTMENTS: -1,255,869.

PRIOR PERIOD ADJUSTMENTS: 787.

TRANSFER TO UFCW ACTIVE BALLOT CLUB EDUCATION FUND -705,000.

TOTAL TO FORM 990, PART XI, LINE 5 -1,960,082.

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FORM 990, PART XII, LINE 1:

THE ORGANIZATION'S CONSOLIDATED STATEMENTS ARE PRESENTED ON A MODIFIED

CASH BASIS METHOD OF ACCOUNTING. GENERALLY, REVENUE IS RECOGNIZED WHEN

RECEIVED RATHER THAN EARNED AND EXPENSES ARE RECOGNIZED WHEN PAID

RATHER THAN WHEN THE OBLIGATION IS INCURRED, THESE INCLUDE UNREALIZED

APPRECIATION (DEPRECIATION) OF INVESTMENTS, DEPRECIATION AND

AMORTIZATION OF PROPERTY AND EQUIPMENT, AMORTIZATION OF DEFERRED

LEASING COMMISSIONS, LIABILITIES FOR PAYROLL WITHHOLDINGS AND CERTAIN

ASSETS AND LIABILITIES RESULTING FROM CASH TRANSACTIONS WITH CHARTERED

BODIES. THE ACCOUNTING METHOD DID NOT CHANGE FROM THE PRIOR YEAR.

FORM 990, PART XII, LINE 2C:

THE ORGANIZATION RECEIVED A CONSOLIDATED AUDIT. THE GENERAL PROCESS OF

THE CONSOLIDATED AUDIT IS THAT THE INTERNATIONAL EXECUTIVE BOARD

EMPLOYS A CERTIFIED PUBLIC ACCOUNTANT TO PERFORM AN AUDIT OF THE

FINANCIAL BOOKS AND RECORDS OF THE INTERNATIONAL UNION. THE BOARD OF

AUDIT REVIEWS THE REPORT OF THE CERTIFIED PUBLIC ACCOUNTANT RETAINED BY

THE INTERNATIONAL EXECUTIVE BOARD TO AUDIT THE FINANCIAL BOOKS AND

RECORDS OF THE INTERNATIONAL UNION. THE FINANCIAL STATEMENTS OF THE

CERTIFIED PUBLIC ACCOUNTANT AND REPORT OF THE BOARD OF AUDIT ARE THEN

FURNISHED TO EACH LOCAL UNION AND EACH INTERNATIONAL OFFICER. THE

PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

Part II Continuation of Identification of Related Tax-Exempt Organizations

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled organization?	
						Yes	No
UFCW ACTIVE BALLOT CLUB-EDUCATION/POLITICAL FUND - 52-1066961, 1775 K STREET, NW, WASHINGTON, DC 20006	SEPARATE SEGREGATED FUND	DISTRICT OF COLUMBIA	527		N/A		X
UFCW ACTIVE BALLOT CLUB-GENERAL FUND - 52-1064551, 1775 K STREET, NW, WASHINGTON, DC 20006	SEPARATE SEGREGATED FUND	DISTRICT OF COLUMBIA	527		N/A		X
UFCW PENSION PLAN FOR CANADIAN EMPLOYEES 300-61 INTERNATIONAL BLVD, REXDALE, ONTARIO, CANADA M9W 6K4	CANADIAN PENSION PLAN	CANADA			N/A		X
UFCW PHCBTD SICK BENEFIT PLAN - 52-1246412 1775 K STREET, NW							
WASHINGTON, DC 20006	BENEFIT PLAN	DISTRICT OF COLUMBIA	501(C)(9)		N/A		X
UFCW SAVINGS & RETIREMENT PLAN FOR U.S. OFFICERS & EMPLOYEES - 52-1384948, 1775 K STREET, NW, WASHINGTON, DC 20006	401(K) PLAN	DISTRICT OF COLUMBIA	401(K)		N/A		X
UFCW SAVINGS AND RETIREMENT PLAN FOR CHARTERED LOCAL BODIES - 53-0220586, 1775 K STREET, NW, WASHINGTON, DC 20006	401(K) PLAN	DISTRICT OF COLUMBIA	401(K)		N/A		X
UFCW SUFFRIDGE/JIMMERSON SCHOLARSHIP FUND - 52-6033919, 1775 K STREET, NW, WASHINGTON, DC 20006	SCHOLARSHIP FUND	DISTRICT OF COLUMBIA	501(C)(3)	LINE 11C, III-FI	N/A		X
UFCW WORKING FAMILIES ADVOCACY PROJECT - 27-2711274, 1775 K STREET, NW, WASHINGTON, DC 20006	SEPARATE SEGREGATED FUND	DISTRICT OF COLUMBIA	527		N/A		X
UNITED FOOD AND COMMERCIAL WORKERS ANNUITY PLAN - 52-1106252, 1775 K STREET, NW, WASHINGTON, DC 20006	PENSION PLAN	DISTRICT OF COLUMBIA	401(A)		N/A		X
UNITED FOOD AND COMMERCIAL WORKERS BUILDING CORPORATION - 34-1032202, 1775 K STREET, NW, WASHINGTON, DC 20006	BUILDING CORP	OHIO	501(C)(2)		N/A		X
UNITED FOOD AND COMMERCIAL WORKERS LOCAL 1657 - 63-0414660, 2013 FIRST AVENUE NORTH, SUITE 300, BIRMINGHAM, AL 35203	LABOR UNION	ALABAMA	501(C)(5)		N/A		X
UNITED FOOD AND COMMERCIAL WORKERS LOCAL UNION 348S - 13-1995772, 9235 4TH AVENUE, BROOKLYN, NY 11209	LABOR UNION	NEW YORK	501(C)(5)		N/A		X

Part II

Continuation of Identification of Related Tax-Exempt Organizations

[illegible]

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

[illegible]

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

[illegible]

Part V Transactions With Related Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34, 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 related organization(s)

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

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

e Loans or loan guarantees by related organization(s)

f Sale of assets to related organization(s)

g Purchase of assets from related organization(s)

h Exchange of assets with related organization(s)

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

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

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

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

m Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

n Sharing of paid employees with related organization(s)

o Reimbursement paid to related organization(s) for expenses

p Reimbursement paid by related organization(s) for expenses

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

r Other transfer of cash or property from related 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) UNITED FOOD AND COMMERCIAL WORKERS BUILDING CORPORATION	N	191,758.	
(2) RWDSU DISTRICT COUNCIL OF THE UFCW INTERNATIONAL CHEMICAL WORKERS UNION COUNCIL OF THE UFCW	O	10,794,192.	
(3) (ICWUC)	P	2,530,144.	
(4)			
(5)			
(6)			

Part VI **Unrelated Organizations Taxable as a Partnership** (Complete if the organization answered "Yes" to 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.

[illegible]

Part VII Supplemental Information

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

Lined area for supplemental information.