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CWA 12/20/22/12 56 AM Form

Department of the Treasury

SCANNED JAN 1

<u></u>

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 Open to Public

	TICH THOUGHT OF THE	The diganization may have to do a copy of and retain to educy of the			inspection.
<u>A</u>	For the 2011	calendar year, or tax year beginning 10/01/11, and ending 09/30/	12		
В	Check if applicable	C Name of organization COMMUNICATION WORKERS OF AMERICA	·	D Employ	er identification number
$\bar{\Box}$	Address change	LOCAL 1032			
닏	Address Glange	Doing Business As	· - · · · · · · · · · · · · · · · · · ·	52-	-1233872
	Name change		Room/suite		one number
\Box	Initial return	Number and street (or P O box if mail is not delivered to street address)	Roomsuite	•	
님	inidal return	67 SCOTCH ROAD		609	-434-1032
\sqcup	Terminated	City or town, state or country, and ZIP + 4			
\Box	Amended return	EWING NJ 08628		G Gross rece	epts \$ 2,079,449
믐		F Name and address of principal officer			
	Application pending		H(a) Is this a g	roup return for a	affiliates? Yes X No
			11/5> 4 11 /6		2 Yes No
			H(b) Are all aff		. – – –
			li 'No	o," attach a list	(see instructions)
1	Tax-exempt status	501(c)(3) X 501(c) (5) ◄ (insert no) 4947(a)(1) or 527			
	Website >	WWW.CWALOCAL1032.ORG	H(c) Group ex	emption numbe	er ▶ 1102
<u> </u>			ear of formation		M State of legal domicile
^ -	Form of organization		car or rormation		The Otale of Togal doffficial
<u>_</u>	_	ummary			
	1 Briefly	rescribe the organization's mission or most significant activities.			
0	ORG	ANIZATION OF EMPLOYEES FOR UNION REPRESENTATION;			
u	COI	LECTIVE BARGAINING; NEGOTIATE AND SETTLE MEMBER			
Ę	GRI	EVANCES; AS WELL AS OTHER MEMBERSHIP ACTIVITIES.			
Š	1	his box I if the organization discontinued its operations or disposed of more than 25%	of its not asset		
တ္ပ	1		Oi its fiet assets	1 1	18
නේ	1	r of voting members of the governing body (Part VI, line 1a)		3	
es	4 Numbe	r of independent voting members of the governing body (Part VI, line 1b)		4	0
<u>*</u>	5 Total n	ımber of indıviduals employed ın calendar year 2011 (Part V, line 2a)		5	13
Activities & Governance	6 Total ni	Imber of volunteers (estimate if necessary)		6	0
٩	7a Total u	nrelated business revenue from Part VIII_column (C)_line 12		7a	0
		elated business taxable income from form 990/1-line 34		7b	0
	D Net dill	elated pushiess taxable income intimity of 1, and of	Prior Yea		Current Year
	8 Contrib	utions and grants (Part VIII ine 1h)		0	0
en E		n service revenue (Part VIII, line 2g)\\\ 0 4 2013	2 16	8,951	2,078,957
en			2,10	779	
Revenue		1 (492
_		evenue (Part VIII, column (A), lines 5,667,8c, 9c, 10c, and 11e)		0	0 0 0 0 0 0
	12 Total re	venue – add lines 8 through-14 (must-equal Part VIII, column (A), line 12)	2,16	9,730	2,079,449
	13 Grants	and similar amounts paid (Part IX, column (A), lines 1–3)		0	0
	14 Benefit	s paid to or for members (Part IX, column (A), line 4)		0	0
(A	15 Salarie	s, other compensation, employee benefits (Part IX, column (A), lines 5–10)	1,68	6,616	1,640,726
nses		ional fundraising fees (Part IX, column (A), line 11e)	•	0	0
ē		ndraising expenses (Part IX, column (D), line 25) ▶ 0			
Expe	D FOLAI IU	radiality expenses (i air ix, estation (2), in 22)	53	4,516	486,380
	17 011010	xpenses (Part IX, column (A), lines 11a–11d, 11f–24e)			
		penses. Add lines 13–17 (must equal Part IX, column (A), line 25)		1,132	2,127,106
	19 Revenu	e less expenses Subtract line 18 from line 12		1,402	-47,657
Net Assets or	623	<u></u>	Beginning of Cur		End of Year
sets	20 Total a	ssets (Part X, line 16)		2,985	2,260,764
Š	21 Total lia	ibilities (Part X, line 26)	18	8,207	<u> 193,643</u>
ž	22 Net ass	ets or fund balances. Subtract line 21 from line 20	2,11	4,778	2,067,121
		Signature Block			
		f perjury, I declare that I have examined this return, including accompanying schedules and statements.	and to the heat of	f my knowles	Igo and ballof it is
•	inger penallies o	complete. Declaration of preparer (other than officer) is based on all information of which preparer has a	and to the best of	i iliy kilowica	ige and belief, it is
	ue, correct, and				
		_ Xaucxidinato			
Sig	gn 🖊	Signature of officer		Date	2017
He	re	PAUL POLOGRUTO - TRESURER		la	7-28-12
-		Type or print name and title		, , , ,	
	Print/T	ype preparer's name Preparer's signature	Date	Check	X of PTIN
Pai				/12 self-em	
	narer Ville	. VINCENT I VICARI CRA			
	parer Firm's	name /	F	irm's EIN	01-0755284
US	e Only	311 WHITEHORSE AVE STE A			COO FOR 0-0-
		HAMILTON, NJ 08610-1411	F	hone no	609-585-2500
		iss this return with the preparer shown above? (see instructions)		<u> </u>	Yes No
		Reduction Act Notice, see the separate instructions.			Form 990 (2011)
DAA	١				_

Pa	ırt III	Statement of Program Se Check if Schedule O conta	rvice Accomplishments ins a response to any question in this	Part III	П
C	RGANI OLLEC	escribe the organization's mission: ZATION OF EMPLOYE CTIVE BARGAINING;	ES FOR UNION REPRESENTA NEGOTIATE AND SETTLE ME OTHER MEMBERSHIP ACTIVI	ATION; EMBER	
2	prior For	rganization undertake any significar n 990 or 990-EZ? describe these new services on Sch	t program services during the year which were r	not listed on the	Yes X No
3	Did the o services' If "Yes,"	rganization cease conducting, or ma P describe these changes on Schedul	ake significant changes in how it conducts, any p e O		Yes X No
4	expenses	Section 501(c)(3) and 501(c)(4) o	accomplishments for each of its three largest programizations and section 4947(a)(1) trusts are re enses, and revenue, if any, for each program se	quired to report the amount of	
4a	(Code) (Expenses \$	including grants of \$) (Revenue \$)
4b	(Code) (Expenses \$	including grants of \$) (Revenue \$)
4c	(Code) (Expenses \$	including grants of \$) (Revenue \$)
4d		gram services. (Describe in Schedu) (D	
4e	(Expense	s \$ir gram service expenses ▶	cluding grants of \$) (Revenue \$	
			·		

1 is the organization described in section 501(x)3) or 447(x)(1) (other than a private foundation?) If "Yes," complete Schedule S				Yes	No
2 Is the organization required to complete Schedule B, Schedule B, Schedule B, Schedule B, Schedule C, Part I 3 Did the organization enapse in fuser or incircus profused carempses nectives on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I 4 Section 501(c)(3) organizations. Did the organization enapse in following activess, or have a section 501(c)(4) organization as used in the organization on enapse in following actives, or have a section 501(c)(4) organization saves or in enapse in following the section or effect during the laz year? If "Yes," complete Schedule C, Part II 5 Is the organization as defined in Revenue Procedure B 8-19° If "Yes," complete Schedule C, Part II 6 Did the organization maintain any donor advised funds or any smillar funds or accounts for which donors have the right to provide advise on the distribution or investment of amounts in such funds or accounts for which donors have the right to provide advise on the distribution or investment of amounts in such funds or accounts for which donors have the right to provide advise on the distribution or investment of amounts in such funds or accounts for which donors have the right to provide advise on the distribution or investment of amounts in such funds or accounts for which donors have the right to provide advise on the distribution or investment of amounts in such funds or accounts for the organization maintain collections of works of art, historical reasures, or other smallar asserts? If "Yes," complete Schedule D, Part II 5 Did the organization maintain collections for works of art, historical treasures, or other smallar asserts? If Yes," complete Schedule D, Part IV 7 Did the organization did the profuse of the regional funds for accounts and the part of the state of the organization report an amount in Part X, line 12" If Yes," complete Schedule D, Part V II 8 Did the organization report an amount for fand, buildings, and equipment in Part X, line 10" If Yes," complete Schedule D, P	1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"			
3 X Section 50 (1)(3) organizations compage in direct or indirect political campagin activities, or have a section 501(h) edication in office duming the tax year? If "Yes," complete Schedule C, Part II is the organization a section 501(e)(s) organizations. Did the organization angage in lobbying activities, or have a section 501(h) edication in office duming the tax year? If "Yes," complete Schedule C, Part II is the organization as section 501(e)(s), 501(e)(s) organization that receives membrarhip dues, assessments, or similar amounts as defined in Revenus Procedure 84-19? If "Yes," complete Schedule C, Part II is the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advise on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part II is Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structure? If "Yes," complete Schedule D, Part II is Did the organization maintain collections of widors of art, habrical treasures, or other similar asses? If "Yes," complete Schedule D, Part II is Did the organization maintain collections of widors of art, habrical treasures, or other similar asses? If "Yes," complete Schedule D, Part II is Did the organization and amounts in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit consisting, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part V if Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part V if If the organizations as serve to any of the following questions is "Yes," then complete Schedule D, Part V if If the organization report an amount for investments—other securities in Part X, line 10? If "Yes," complete Schedule D, Part X ii Did the organization report an amount for investments—other		·			
canadidates for public office? If "Yes," complete Schedula C, Part I section 501 ((s)) arganization. Did the organization engage in lobbying activities, or have a section 501 ((s)) election in effect during the tax year? If "Yes," complete Schedula C, Part II is the organization a section 501 ((c)(s), 501 ((s)(s), or 501 ((s)(s)) or 501 ((s)(s), or 501 ((s)(s)(s), or 501 ((s)(s)(s)(s)(s)(s)(s)(s)(s)(s)(s)(s)(s)	2		2		<u> </u>
4 Section 501(c)(3) organizations. Did the organization engage in lotbying activities, or have a section 501(h) section in effect during that by age? If "Mes," complete Schedule C, Part II 1 5 Is the organization as 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 86-197 If "Mes," complete Schedule C, Part II 1 6 Did the organization maintain any donor advised funds or any smillar funds or accounts for which donors have the right to provide advise on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part II 1 7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 1 8 Did the organization maintain accidence not whose of art, historical treasures, or other similar asses? If "Yes," complete Schedule D, Part II 1 9 Did the organization maintain accidence not whose of art, historical treasures, or other similar asses? If "Yes," complete Schedule D, Part II 1 8 X X or provide credit counseling, debt management, credit trapair, or debt negotiation services? If "Yes," complete Schedule D, Part II 1 9 Did the organization report an amount in Part X, line 21, serve as a custodien for amounts not listed in Part X, Iron (1971) and interest in temporarily restricted andominants, purpose organization, hold assets in temporarily restricted andominants, purpose organization report an amount for line following questions is "Yes," then complete Schedule D, Part V 1 10 Did the organization report an amount for line following questions is "Yes," then complete Schedule D, Part V 1 11 B Dd the organization report an amount for line section is part X, line 107 II "Yes," complete Schedule D, Part X 1 11 Dd the organization report an amount for remainment—program reliated in Part X, line 107 II "Yes," complete Schedule D, Part X 1 11 D	3				
election in effect during the tax year? If "res," complete Schedule C, Part II Is the organization a section Sol (c)(4)(4), 501(6)(5) or 501(c)(6) or 501(c)(6) By Art III The part III organization maintain any donor advised funds or any smilar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "res," complete Schedule D, Part II Did the organization maintain any donor advised funds or any smilar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "res," complete Schedule D, Part II Did the organization maintain collections of works of art, historical freasures, or other smilar assests? If "yes," complete Schedule D, Part III Did the organization maintain collections of works of art, historical freasures, or other smilar assests? If "yes," complete Schedule D, Part IV Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not lated in Part X or provide cradit counseling, debt management, credit repairs, or debt negotiation services? If "yes," complete Schedule D, Part IV Did the organization report an amount for land, buildings, and sequement in Part X, line 10? If "yes," complete Schedule D, Part V, IV, IV, IV, IV, X x x as applicable. Did the organization report an amount for land, buildings, and sequement in Part X, line 10? If "yes," complete Schedule D, Part V, IV, IV, IV, IV, X x x as applicable. Did the organization report an amount for investments—program related in Part X, line 10? If "yes," complete Schedule D, IV, IV, IV, IV, IV, IV, IV, IV, IV, IV			_3_		_ <u>X</u> _
5 is the organization a section 501 (c)(4), 501 (c)(5), or 501 (c)(6) organization that roceives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III 5 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? If "Yes," complete Schedule D, Part II 7 Did the organization reverse on hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or instone structures? If "Yes," complete Schedule D, Part III 8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 9 Did the organization report an amount in Part X, Ine 21, serve as a custodian for amounts not listed in Part X, or provide credit courseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V II 10 Life the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part V II 11 Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part V II 11 Did to the organization report an amount for lother assets in Part X, line 10? If "Yes," complete Schedule D, Part V II 11 Did to the organization report an amount for other labelities in Part X, line 10? If "Yes," complete Schedule D, Part V III 12 Did the organization report an amount for other labelities in Part X, line 10? If "Yes," complete Schedule D, Part X III 12 Did the organization seport and amount for other labelities in Part X, line 10? If "Yes," complete Sche	4				
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Part III 5 International Comparization 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? If "Yes," complete Schedule D, Part II 7 Dut the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part III 7 X X 1 Dut the organization maintain collections of works of art, historical treasures, or other semilar assets? If "Yes," complete Schedule D, Part III 8 Dut the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part V 1 9 X 2 Did the organization, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part V 1 10 If the organization answer to any of the following questions is "Yes," complete Schedule D, Part V 1 10 X X II if the organization answer to any of the following questions is "Yes," then complete Schedule D, Part V 1 10 Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part V 1 11 X X 1	5	· · · · · · · · · · · · · · · · · · ·			
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7 Dut the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part III 7 X X Dut the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 9 Dut the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part IV 9 X X complete Schedule D, Part IV 9 X X Did the organization, directly or through a related organization, hold assets in temporarily restricted 10 If the organizations assets in the angletic property of the organization of the part IV 10 If the organizations assets in the angletic property of the organization of the part IV 10 If the organization assets reported in Part X, line 167 If "Yes," complete Schedule D, Part V 10 If the organization report an amount for investments—organization in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 167 If "Yes," complete Schedule D, Part VII 11 If the organization report an amount for investments—organization Part VIII II I		• ,			v
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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, dobt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V 10 X 11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Part V 10 X 11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Part V 10 Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part V 11 II X 12 Did the organization report an amount for investments—other sociuties in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part V II 11 II X 12 Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part V II 11 II X 12 Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part V II 11 X 11 II X 12 Did the organization report an amount for other labibilities in Part X, line 25? If "Yes," complete Schedule D, Part X II II X 12 Did the organization shability for uncertain tax postshons under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X II II X 12 Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," and If the organization asked of described in section 170(b) (1)(b) If "Yes," complete Schedule D, Part X II II X IX II II X IX II II X IX II II	8		_		3.5
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Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E 13 X 14a Did the organization maintain an office, employees, or agents outside of the United States? 14a X 15 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? If "Yes," complete Schedule F, Parts I and IV 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Parts II and IV 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Parts III and IV 16 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions) 17 X 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? 19 If "Yes," complete Schedule G, Part III 20 Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20 X 20 Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H 20 X 20 Did the organization attach a copy of its audited financial statements to this return?	-		12b		X
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			20a		<u>_x</u> _
	b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		

Form 990 (2011) COMMUNICATION WORKERS OF AMERICA 52-1233872 Page 4 **Checklist of Required Schedules (continued)** Part IV Yes No Did the organization report more than \$5,000 of grants and other assistance to any government or organization X in the United States on Part IX, column (A), line 17 If "Yes," complete Schedule I, Parts I and II 21 Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States 22 X 22 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the 23 organization's current and former officers, directors, trustees, key employees, and highest compensated X 23 employees? If "Yes," complete Schedule J 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? If "Yes," answer lines 24b X 24a through 24d and complete Schedule K. If "No," go to line 25 24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? 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 25a with a disqualified person during the year? If "Yes," complete Schedule L, Part I b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes." complete Schedule L. Part I 25b Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L. Part II X 26 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 X 27 entity or family member of any of these persons? If "Yes," complete Schedule L, Part III Was the organization a party to a business transaction with one of the following parties (see Schedule L, 28 Part IV instructions for applicable filing thresholds, conditions, and exceptions). A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV X 28a A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete X 28b Schedule L. Part IV An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV 28c 29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M 29 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified 30 X 30 conservation contributions? If "Yes," complete Schedule M Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, 31 X 31 Part I Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," 32 X 32 complete Schedule N, Part II Did the organization own 100% of an entity disregarded as separate from the organization under Regulations 33 X sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I 33 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, 34 IV, and V, line 1 34 Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a Did the organization receive any payment from or engage in any transaction with a controlled entity within the X 35b meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable 36 related organization? If "Yes," complete Schedule R, Part V, line 2 36 Did the organization conduct more than 5% of its activities through an entity that is not a related organization 37

and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R,

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

Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and

X Form 990 (2011)

37

38

X

38

Part VI

Part V	Statements	Regarding	Other IRS Filings and	l Tax Compliance

	Check if Schedule O contains a response to any question in this Part V					
					Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable	1a	1			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and			•		•
	reportable gaming (gambling) winnings to prize winners?			1c	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax			Ę.		•
	Statements, filed for the calendar year ending with or within the year covered by this return	2a	13			Ī
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	?		2b	X	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			_		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?			3a	-	X
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O			3b	<u> </u>	 -
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authors for a signature or other authors for a signature or other forces.	•			ł	
	over, a financial account in a foreign country (such as a bank account, securities account, or other financial	ciai				x
L	account)?			4a	 	
b	If "Yes," enter the name of the foreign country. ► See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Ac	counte				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	counts		5a		х
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction	12		5b	 	X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			5c	\vdash	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the			30	\vdash	\vdash
-	organization solicit any contributions that were not tax deductible?			6a		x
b	If "Yes," did the organization include with every solicitation an express statement that such contributions	or				
-	gifts were not tax deductible?			6b		
7	Organizations that may receive deductible contributions under section 170(c).					
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for good	ds		-		
	and services provided to the payor?			7a		x
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
C	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was					1
	required to file Form 8282?			7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit control			7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form		•	<u>7g</u>		X
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization	n file a l	Form 1098-C?	7h	ļ	X
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting					
	organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring				•	
_	organization, have excess business holdings at any time during the year?			8		
9	Sponsoring organizations maintaining donor advised funds. Did the organization make any taxable distributions under section 4966?				1	
a	Did the organization make a distribution to a donor, donor advisor, or related person?			9a 9b		
ь 10	Section 501(c)(7) organizations. Enter:			1 30		
а	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	Section 501(c)(12) organizations. Enter					
а	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources					
	against amounts due or received from them.)	11b				
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1	041?		12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				
13	Section 501(c)(29) qualified nonprofit health insurance issuers.					
а	Is the organization licensed to issue qualified health plans in more than one state?			13a		
	Note. See the instructions for additional information the organization must report on Schedule O					
b	Enter the amount of reserves the organization is required to maintain by the states in which	, ,		.		
	the organization is licensed to issue qualified health plans	13b				
С	Enter the amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			14a	 	<u>x</u> _
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O			14b	99(
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Form 990 (2011) COMMUNICATION WORKERS OF AMERICA

Pa	art VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below			<u> </u>			
	"No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in S	chedu	le				
	O. See instructions. Check if Schedule O contains a response to any question in this Part VI						
<u>Sec</u>	tion 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 18	4					
	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.						
þ	Enter the number of voting members included in line 1a, above, who are independent 1b 0	_					
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with						
	any other officer, director, trustee, or key employee?	2		<u> </u>			
3	Did the organization delegate control over management duties customarily performed by or under the direct						
	supervision of officers, directors, or trustees, or key employees to a management company or other person?	3		<u> </u>			
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X			
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		_X			
6	Did the organization have members or stockholders?	6		X			
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?	7a		X			
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,						
	stockholders, or persons other than the governing body?	7b	Ĺ	X			
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following.						
а	The governing body?	8a	X				
b	Each committee with authority to act on behalf of the governing body?	8b	X				
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at	1					
	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		X			
<u>Sec</u>	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Co	de.)					
			Yes	No			
10a	Did the organization have local chapters, branches, or affiliates?	10a		X			
b	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?	11a		X			
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	12a		X			
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b					
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"						
	describe in Schedule O how this was done	12c					
13	Did the organization have a written whistleblower policy?	13		<u> </u>			
14	Did the organization have a written document retention and destruction policy?	14		X			
15	Did the process for determining compensation of the following persons include a review and approval by						
	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?						
а	The organization's CEO, Executive Director, or top management official	15a		<u> </u>			
b	Other officers or key employees of the organization	15b		X			
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)						
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement		1				
	with a taxable entity during the year?	16a		X			
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		I				
	organization's exempt status with respect to such arrangements?	16b					
<u>Sec</u>	tion C. Disclosure						
17	List the states with which a copy of this Form 990 is required to be filed ▶ None						
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (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 X 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. ► CWA LOCAL 1032 67 SCOTCH RD,						
_E		<u>-43</u>	4-1	<u> 32</u>			
			. 000				

Form 990 (2011) COMMUNICATION WORKERS OF AMERICA

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

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

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

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

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

(A) Name and Title	(B) Average hours per week (describe	bo	x, unle	Pos check ess pe	rson :	than o s both r/truste	an ee)	(D) Reportable compensation from the	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation
	hours for related organizations in Schedule O)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	organization (W-2/1099-MISC)	(W-2/1099-MISC)	from the organization and related organizations
(1) DUDLEY BURDGE	40.00	x						103,105	0	
(2)BILL RICCI	10.00	x						22,168	0	
(3) NANCY HOLLERAN	10.00	x						12,979	0	
(4) PATRICK KAVANAGH PRES	40.00			х				112,374	0	C
(5) PAUL A POLOGRUTO TREAS	40.00			x				101,478	0	
(6)										
(7)										
(8)										
(9)										
(10)										
(11)										
(12)						· -				
(13)										
(14)				-				-		

Pa	rt VII Section A. Officers	, Directors, Tru	stee	s, Ke	у Е	mplo	уее	s, an	d Highest Compensated	Employees (continued)			
	(A) Name and title	(B) Average hours per week (describe hours for	bc of	x, unl	Pos check ess pe ind a c	erson (than o	an ee)	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations (W-2/1099-MISC)	Estr amo o comp	(F) mated ount of ther ensation in the	
		related organizations in Schedule O)	Individual trustee or director	nstitutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)		and	nization related izations	
(15)													
(16)													
(17)									·	140 %			
(18)						_			,				
(19)						-							
(20)											_		
(21)													
(22)						<u> </u>							
(23)				<u> </u>									
(24)													
(25)				-						,			
1b	Sub-total	to to Don't VIII. C	4:-		<u>. </u>		1	>	352,104				
c d	Total from continuation shee Total (add lines 1b and 1c)	ets to Part VII, 5	ecuc	<i>y</i> n A				•	352,104				
2	Total number of individuals (increportable compensation from	-		to th	ose	listed	d abo	ve) v	who received more than \$10	00,000 in	_		
3	Did the organization list any for	mer officer, direc	ctor.	or trı	ustee	. ke	v em	plove	ee, or highest compensated			Yes	No
4	employee on line 1a? If "Yes," of For any individual listed on line	complete Schedu 1a, is the sum of	ile J f repo	for si	uch i le co	ndıvi	dual ensat	ion a	and other compensation from	n the	3		X
_	organization and related organi individual	_								in data.	4	<u> </u>	x
5	Did any person listed on line 1a for services rendered to the org	ganızatıon? If "Ye									5	<u> </u>	x
Sec 1	tion B. Independent Contractor Complete this table for your five compensation from the organiz	e highest comper	nsate	d inc	lepe	nder	nt cor	ntrac	tors that received more than	\$100,000 of	<u>.</u>		-
		(A) business address	nper	Sauc	JII 101	are	Cale	luai		(B) ion of services		(C) Compens	ation
			•				-						
-		·	_					_					
2	Total number of independent of								listed above) who	<u> </u>			
	received more than \$100,000 c	n compensation t	חוטו	uie C	ngar	uzati	OI1			0		00	0 (2014

Pa	rt V	III `Stat <u>e</u> n	nent of Reve	nue						
	•						(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
ts ts	1a	Federated carr	npaigns	1a				_		
ran	Ь	Membership di		1b						
ΩĒ	c	Fundraising ev		1c						
ifts ar A	d	Related organi		1d						
",E	e	Government grants		1e						
Sis	f	All other contribution								
her		and similar amounts		1f					·	
Ē	g	Noncash contribution	ns included in lines 1a-		\$					
ago	h	Total. Add line	s 1a–1f			•				
ne l					_	Busn. Code				
en l	2a	MEMBERSI	HIP DUES & AS	SESSI	MENTS		2,078,957	2,078,957		
æ	b	b								
Program Service Revenue Contributions, Giffs, Grants and Other Similar Amounts	С	c d								
	d									
E	е									
ogr	f	All other progra	am service rever	ıue						
P	g	Total. Add line	s 2a-2f			•	2,078,957			
	3	Investment inc	ome (ıncluding d	ividen	ds, interes	t,				
		and other simil	•			▶	492	492		
	4	Income from in	vestment of tax-	exemp	t bond pro	ceeds 🕨				
	5	Royalties				<u> </u>			/ ////////////////////////////////////	
			(ı) Real		(n) F	Personal				
	6a	Gross rents								
	b	Less rental exps								
	С	Rental inc or (loss)								
	d 72	7a Groce amount from			<u> </u>			· · · · · · · · · · · · · · · · · · ·		
	7 4	sales of assets (i) Securities (ii) (iii)		Other						
		other than inventory			ļ					
	b	Less cost or other								
		basis & sales exps			<u> </u>					
	С	Gain or (loss)	<u> </u>		L					
	d	Net gain or (los	•							
en	8a		m fundraising ever	າເຮ						
/en		(not including \$	anadad an lina 1a\							
Re		See Part IV, line	eported on line 1c)	_						
Other Revenue	.	Less direct ex		a b						
8			penses (loss) from fundr	~ 1	evente		1			
			om gaming activities		evenio					
	Ja	See Part IV, line		a						
	b	Less. direct ex		b						
			(loss) from gamı	ng acti	vities	<u> </u>			•	
		Gross sales of					· · · · · · · · · · · · · · · · · · ·			
		returns and alk		а						
	b	Less cost of g	oods sold	ь						
			(loss) from sales	of inv	entory	•				•
			cellaneous Revenue			Busn. Code			_	
	11a									
	b									
	С									
	d	All other reven	ue							
	е	Total. Add line	s 11a–11d			•				
	12	Total revenue	. See instruction	s.		▶	2,079,449	2,079,449	0	0

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			
Do	not include amounts reported on lines 6b,	(A) Total expenses	(B) Program service	(C) Management and	(D) Fundraising
7b,	8b, 9b, and 10b of Part VIII.		expenses	general expenses	expenses
1	Grants and other assistance to governments and				
	organizations in the U.S See Part IV, line 21				
2	Grants and other assistance to individuals in				
	the U.S. See Part IV, line 22				
3	Grants and other assistance to governments,				
	organizations, and individuals outside the				
	U.S See Part IV, lines 15 and 16				<u></u>
4	Benefits paid to or for members	- <u>-</u>			
5	Compensation of current officers, directors,				
	trustees, and key employees	252,675			
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	814,855			
8	Pension plan accruals and contributions (include				
	section 401(k) and 403(b) employer contributions)	130,336			
9	Other employee benefits	354,999			
10	Payroll taxes	87,861	 		
11	Fees for services (non-employees).				
а	Management		<u> </u>		
b	Legal	23,881			
С	Accounting	20,250		····-	
d	Lobbying	3,352	······	,	
0	Professional fundraising services See Part IV, line 17				
f	Investment management fees	0.615			·
g	Other	8,617			
12	Advertising and promotion	F0 004			
13	Office expenses	72,384			
14	Information technology				<u></u>
15	Royalties	01 221			
16	Occupancy	81,331			
17	Travel	35,087			
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials	25 457			
19	Conferences, conventions, and meetings	35,457	·		<u> </u>
20	Interest				
21	Payments to affiliates	44,149			
22	Depreciation, depletion, and amortization	32,844		-	
23	Insurance	32,044		(***************************************
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.)				
_	MEMBER BENEFITS	82,658	<u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u>		
a	DUES & AFFILIATION FEES	40,295	· · · · · · · · · · · · · · · · · · ·		
b	CONTRIBUTIONS	3,516			
۲ C	MEMBERSHIP TRAINING & EDU	2,559			<u> </u>
d	All other expenses	2,559			
	Total functional expenses Add lines 1 through 24e	2,127,106	0	0	0
<u>25</u> 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)				
_					

	rt X	Balance Sheet	1233072		Page II
	•		(A) Beginning of year		(B) End of year
	1	Cash—non-interest bearing		1	
- 1	2	Savings and temporary cash investments	477,520	2	548,835
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	228,279	4	155,916
	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			
ş		employees' beneficiary organizations (see instructions)		_6	
Assets	7	Notes and loans receivable, net		7	
₹	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	39,704	9	42,680
	10a	Land, buildings, and equipment. cost or			
		other basis Complete Part VI of Schedule D 10a 1,866,115			
	b	Less. accumulated depreciation 10b 354,732	1,555,532	10c	1,511,383
	11	Investments—publicly traded securities		11	
- 1	12	Investments—other securities. See Part IV, line 11		12	
	13	Investments—program-related See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11	1,950	15	1,950
	16	Total assets. Add lines 1 through 15 (must equal line 34)	2,302,985	16	2,260,764
	17	Accounts payable and accrued expenses	188,207	17	193,643
	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	
စ္အ	22	Payables to current and former officers, directors, trustees, key			
Liabilities		employees, highest compensated employees, and disqualified persons			
api api		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		25	
	26	Total liabilities. Add lines 17 through 25	188,207	26	193,643
		Organizations that follow SFAS 117, check here ▶ 🗓 and complete			
8		lines 27 through 29, and lines 33 and 34.			
aŭ	27	Unrestricted net assets	2,114,778	27	2,067,121
Bal	28	Temporarily restricted net assets		28	
밀	29	Permanently restricted net assets		29	
로		Organizations that do not follow SFAS 117, check here ▶ and			
ŏ		complete lines 30 through 34.	 		
Set	30	Capital stock or trust principal, or current funds		30	
Asi	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
Net Assets or Fund Balances	32	Retained earnings, endowment, accumulated income, or other funds		32	
-	33	Total net assets or fund balances	2,114,778	33	2,067,121
	34_	Total liabilities and net assets/fund balances	2,302,985	34	2,260,764

	550 (2011) COLLIGIZATION WOLLDEN OF THE TOTAL				gc I
Pa	rt Xi ` Reconciliation of Net Assets				
	Check if Schedule O contains a response to any question in this Part XI				$\perp \perp$
		1 1			
1	Total revenue (must equal Part VIII, column (A), line 12)	1	2,0		
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,1		
3	Revenue less expenses. Subtract line 2 from line 1	3			<u>657</u>
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	. 4	2,1	<u>14,</u>	<u>778</u>
5	Other changes in net assets or fund balances (explain in Schedule O)	5			
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	2,0	67,	121
Pa	rt XII Financial Statements and Reporting			_	
	Check if Schedule O contains a response to any question in this Part XII				
				Yes	No
1	Accounting method used to prepare the Form 990 Cash X Accrual Other				
	If the organization changed its method of accounting from a prior year or checked "Other," explain in				l
	Schedule O.				l
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a	X	
b			2b		Х
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight				
	of the audit, review, or compilation of its financial statements and selection of an independent accountant?		2c		X
	If the organization changed either its oversight process or selection process during the tax year, explain in				
	Schedule O.				
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were				
_	issued on a 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		f i		İ
Ju	the Single Audit Act and OMB Circular A-133?		3a		
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the				!
	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		3b		
	required dudit of dudito, explain with in concedio o and decembe any experience to undergo ducit dudito				1

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. OMB No 1545-0047 Open to Public

► Attach to Form 990. ► See separate instructions. Inspection Name of the organization Employer identification number COMMUNICATION WORKERS OF AMERICA LOCAL 1032 52-1233872 Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the Part I organization answered "Yes" to Form 990, Part IV, line 6. (a) Donor advised funds (b) Funds and other accounts Total number at end of year Aggregate contributions to (during year) 2 Aggregate grants from (during year) Aggregate value at end of year 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? 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? Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7 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 Preservation of a certified historic structure Protection of natural habitat Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year Held at the End of the Tax Year 2a a Total number of conservation easements Total acreage restricted by conservation easements 2b Number of conservation easements on a certified historic structure included in (a) 2c Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Number of states where property subject to conservation easement is located Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B) Yes No (i) and section 170(h)(4)(B)(ii)? 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 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 Revenues included in Form 990, Part VIII, line 1

52	_1	2	2	2	0	7	2
7	_ 1	1	. 3	. 7	7	•	_

Page 2

Pa	itt III <u>Organizations Maintainin</u>	g Collections of	Art, Hi	storical Ir	<u>easures, o</u>	<u>r Other</u>	Similar Asset	s (continue	ed)
3	Using the organization's acquisition, accession collection items (check all that apply):	on, and other records,	check a	ny of the follow	ving that are a	significan	t use of its	***	
а	Public exhibition	d 🗌	Loan or	exchange prog	grams				
b	Scholarly research	e 🗌	Other						
С	Preservation for future generations								
4	Provide a description of the organization's co	llections and explain l	how they	further the org	janization's ex	empt purp	ose in Part		
	XIV.								
5	During the year, did the organization solicit or	receive donations of	art, histo	rical treasures	s, or other simi	lar		_	
	assets to be sold to raise funds rather than to							Ye	
Pa	rt IV Escrow and Custodial Ar	rangements. Co	mplete	if the organ	ization ans	wered "	Yes" to Form 9	90, Part IV	,
	line 9, or reported an amou	nt on Form 990,	Part X,	line 21.				·	
1a	Is the organization an agent, trustee, custodia	an or other intermedia	ery for cor	ntributions or o	ther assets no	ot			_
	included on Form 990, Part X?							Ye	s 🗌 No
b	If "Yes," explain the arrangement in Part XIV	and complete the folk	owing tab	le					
								Amount	
C	Beginning balance						1c		
d	Additions during the year						1d		
е	Distributions during the year						1e		
f	Ending balance						1f		
2a	Did the organization include an amount on Fo	orm 990, Part X, line 2	21?					Ye	s 🗌 No
b	If "Yes," explain the arrangement in Part XIV.								
Pa	rt V Endowment Funds. Comp	lete if the organiz	zation a	inswered "Y	es" to Forr	n 990, F	Part IV, line 10.		
		(a) Current year	(1	b) Pnor year	(c) Two year	s back	(d) Three years back	(e) Four	years back
1a	Beginning of year balance								
b	Contributions		<u> </u>						
С	Net investment earnings, gains, and								
	losses								
d	Grants or scholarships								
	Other expenditures for facilities and						.		*************
	programs								
f	Administrative expenses		<u> </u>		1			***********	***************************************
g	End of year balance		1						······
2	Provide the estimated percentage of the curre	ent year end balance	(line 1a.	column (a)) he	ld as		*.	<u></u>	
	Board designated or quasi-endowment ▶	%	(
b	Permanent endowment ▶ %	,,							
	Temporarily restricted endowment ▶	%							
•	The percentages in lines 2a, 2b, and 2c shou								
32	Are there endowment funds not in the posses		on that a	re held and ad	ministered for	the			
Ja	organization by	ision of the organizati	on that th	o nois ans as				Г	Yes No
	(i) unrelated organizations							3a(i)	165 110
	(ii) related organizations							3a(ii)	
	If "Yes" to 3a(ii), are the related organizations	listed as required on	Schodul	. D2					- -
4		•						_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		(b) Cost or o		(c) A	ccumulated	(d) Book v	
	Description of property	(investment)		(b) cost of c	- 1		preciation	(a) Dook v	aiue
	Lond	(79,000		,	17	9,000
	Land	-			12,341		282 660		
	Buildings	-		1,0	12,341		282,669	1,32	9,672
	Leasehold improvements				74,774	 	72 063		0 711
	Equipment				14,114		72,063		2,711
	Other		/ a-1:	(D) I 10/ 1				4 -	1 200
Total	. Add lines 1a through 1e. (Column (d) must e	qual Form 990, Part >	k, column	(B), line 10(c)).)		>		1,383
							Sched	iule D (Form	990) 2011

Part VII	Investments—Other Securities. See Form 990	0, Part X, line 12.		
	(a) Description of security or category	(b) Book value	(c) Method of	valuation
•	(including name of security)		Cost or end-of-year	ar market value
(1) Financial d	erivatives			
(2) Closely-hel	d equity interests			
(3) Other				·
(A)				
(B)				
(C)				
(D)				
(E)				
(F)				
(G)				
(H)				
(1)				
	(b) must equal Form 990, Part X, col. (B) line 12.)			
Part VIII	Investments—Program Related. See Form 99	T .		
	(a) Description of investment type	(b) Book value	(c) Method of Cost or end-of-year	
(1)				
(2)				
(3)				
(4)			<u> </u>	
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				
	(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)				
	(b) must equal Form 990, Part X, col. (B) line 15)	<u> </u>		
Part X	Other Liabilities. See Form 990, Part X, line 25	<u>5</u>		
1.	(a) Description of liability	(b) Book value	4	
(1) Federalı	ncome taxes		4	
(2)			4	
_(3)				
(4)			4	
_(5)		-	4	
_(6)			4	
(7)			1	
(8)			4	
(9)			1	
(10)			1	
(11)				
	(b) must equal Form 990, Part X, col (B) line 25.)			
0 FINE 40 (ACC	2.740) Eastnote In Bort VIV provide the text of the footnote to	the organization's financial s	tatamanta that rangets the	

2. FIN 48 (ASC 740) Footnote. In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740)

he	dule D (Form 990) 2011 COMMUNICATION WORKERS OF AMER.	ICA	52-123387	<u>2</u>	Page 4
Pá	rt XI Reconciliation of Change in Net Assets from Form 990 to	Audited Fir	nancial Stateme	ents	
1	Total revenue (Form 990, Part VIII, column (A), line 12)			1	
2	Total expenses (Form 990, Part IX, column (A), line 25)			2	
3	Excess or (deficit) for the year. Subtract line 2 from line 1			3	
4	Net unrealized gains (losses) on investments			4	
5	Donated services and use of facilities			5	
6	Investment expenses			6	
7	Pnor period adjustments			7	
В	Other (Describe in Part XIV)			8	
9	Total adjustments (net) Add lines 4 through 8			9	
0	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9			10	
Pa	rt XII Reconciliation of Revenue per Audited Financial Statemer	nts With Re	venue per Retu	urn	
1	Total revenue, gains, and other support per audited financial statements			1	
2	Amounts included on line 1 but not on Form 990, Part Vill, line 12:				
а	Net unrealized gains on investments	2a	· · · · · · · · · · · · · · · · · · ·		
b	Donated services and use of facilities	2b		1	
С	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV.)	2d			
0	Add lines 2a through 2d			2е	
3	Subtract line 2e from line 1			3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:	1			
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV.)	4b			
C	Add lines 4a and 4b			4c	
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)			5	· .
Pε	rt XIII Reconciliation of Expenses per Audited Financial Stateme	ents With E	xpenses per Re	eturn	
1	Total expenses and losses per audited financial statements				•
2	Amounts included on line 1 but not on Form 990, Part IX, line 25	1 1			
а	Donated services and use of facilities	2a			
b	Prior year adjustments	2b		1	
C	Other losses	2c			
d	Other (Describe in Part XIV)	2d		1	
0	Add lines 2a through 2d			2е	
3	Subtract line 2e from line 1	r 1		3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:				
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV.)	4b			
C	Add lines 4a and 4b			4c	
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)			5	

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b,

Part V, line 4, Part X, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information

Schedule D (Form 990) 2011 COMMUNICATION WORKERS OF AMERICA

52-1233872

Page 5

Part XIV Supplemental Information (continued)

SCHEDULE O

Department of the Treasury

(Form 990 or 990-EZ)

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.

2011
Open to Public Inspection

Internal Revenue Service

Name of the organization

COMMUNICATION WORKERS OF AMERICA LOCAL 1032

Employer identification number 52-1233872

Form 990, Part VI, Line 11b - Organization's Process to Review Form 990 No review was or will be conducted.

Form 990, Part VI, Line 19 - Governing Documents Disclosure Explanation No documents available to the public

-om 4562

Depreciation and Amortization

(Including Information on Listed Property)

OMB No 1545-0172

2011

Department of the Treasury Internal Revenue Service

(99)

See separate instructions.

► Attach to your tax return.

Attachment

No 17

Name(s) shown on return

COMMUNICATION WORKERS OF AMERICA

LOCAL 1032

Identifying number 52-1233872

Business or activity to which this form relates Indirect Depreciation **Election To Expense Certain Property Under Section 179** Part I Note: If you have any listed property, complete Part V before you complete Part I. 500,000 Maximum amount (see instructions) Total cost of section 179 property placed in service (see instructions) 2 2 2,000,000 Threshold cost of section 179 property before reduction in limitation (see instructions) 3 3 4 4 Reduction in limitation. Subtract line 3 from line 2. If zero or less, enter -0-5 5 Dollar limitation for tax year. Subtract line 4 from line 1 If zero or less, enter -0- If married filing separately, see instructions 6 (a) Description of property (b) Cost (business use only) (c) Elected cost 7 7 Listed property Enter the amount from line 29 8 Total elected cost of section 179 property Add amounts in column (c), lines 6 and 7 8 9 Tentative deduction Enter the smaller of line 5 or line 8 9 10 Carryover of disallowed deduction from line 13 of your 2010 Form 4562 10 Business income limitation. Enter the smaller of business income (not less than zero) or line 5 (see instructions) 11 11 12 Section 179 expense deduction. Add lines 9 and 10, but do not enter more than line 11 12 13 Carryover of disallowed deduction to 2012. Add lines 9 and 10, less line 12 Note: Do not use Part II or Part III below for listed property. Instead, use Part V Part II Special Depreciation Allowance and Other Depreciation (Do not include listed property.) (See instructions) Special depreciation allowance for qualified property (other than listed property) placed in service 14 during the tax year (see instructions) Property subject to section 168(f)(1) election 15 1.217 16 Other depreciation (including ACRS) 16 Part III MACRS Depreciation (Do not include listed property.) (See instructions.) 42,932 17 17 MACRS deductions for assets placed in service in tax years beginning before 2011 If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here Section B—Assets Placed in Service During 2011 Tax Year Using the General Depreciation System (b) Month and year (c) Basis for depreciation (d) Recovery (a) Classification of property placed in (husiness/investment use (e) Convention (f) Method (g) Depreciation deduction period service only-see instructions) 19a 3-year property b 5-year property 7-year property d 10-year property 15-year property 20-year property 25 yrs S/L g 25-year property S/L h Residential rental 27 5 yrs мм property 27.5 vrs MM S/L ММ Nonresidential real 39 yrs S/L property MM S/L Section C—Assets Placed in Service During 2011 Tax Year Using the Alternative Depreciation System 20a Class life S/L 12 yrs S/L **b** 12-year c 40-year 40 yrs MM S/L Summary (See instructions.) Listed property. Enter amount from line 28 21 21 Total. Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21. Enter here 44,149 and on the appropriate lines of your return. Partnerships and S corporations—see instructions 22 For assets shown above and placed in service during the current year, enter the 23

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