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Part III

Statement of Program Service Accomplishments

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

1

Briefly describe the organization’s mission

To organize all workers for the economic, moral, and social advancement of their condition and status

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

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?

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

Part IV

Checklist of Required Schedules (continued)

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? If "Yes," complete Schedule I, Parts I and II	21	Yes	
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23	Yes	
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 through 24d and complete Schedule K. If "No," go to line 25	24a		No
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? If "Yes," complete Schedule L, Part I	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		
26	Was a loan to or by a current or former officer, director, trustee, key employee, highest compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		No
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? If "Yes," complete Schedule L, Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b	Yes	
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	254	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
1c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	
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.	549	
2b	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).	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		No
3b	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)?	Yes	
b	If "Yes," enter the name of the foreign country: CA 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?		No
5b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		No
5c	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 as charitable contributions?	Yes	
6b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	Yes	
7	Organizations that may receive deductible contributions under section 170(c).		
7a	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?		
7b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
7c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		
7d	If "Yes," indicate the number of Forms 8282 filed during the year.		
7e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
7f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		
7g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
7h	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.		
9a	Did the organization make any taxable distributions under section 4966?		
9b	Did the organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter		
10a	Initiation fees and capital contributions included on Part VIII, line 12.		
10b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		
11	Section 501(c)(12) organizations. Enter		
11a	Gross income from members or shareholders.		
11b	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?		
12b	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.		
13a	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.		
13b	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.		
13c	Enter the amount of reserves on hand.		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		No
14b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.		

Part VI

Governance, Management, and Disclosure

For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

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

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	55	
	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			
b	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	Yes	
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		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Did the organization have members or stockholders?	6	Yes	
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	Yes	
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	Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No

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?	10a	Yes	
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?	10b	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
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	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13		No
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
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?	16b		

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 Form 1023 (or 1024 if applicable), 990, and 990-T (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 ☐ Other (explain in Schedule O)	
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 1775 K STREET NW WASHINGTON, DC (202) 223-3111

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

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 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, or 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

[illegible]

Part VII

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(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			
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)							5,330,768	729,735	1,850,920	

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▶117

		Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3	No
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? <i>If "Yes," complete Schedule J for such individual</i>	4	Yes
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5	No

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)	(B)	(C)
Name and business address	Description of services	Compensation
Convention Services Unlimited 1701 Cabin Branch Drive Cheverly MD 20785	Convention/Meeting Services	573,117
Slevin & Hart PC Attorneys-at-Law 1625 Massachusetts Avenue NW Washington DC 20036	Legal Services	551,451
SSI Consulting 10440 Little Patuxent Parkway Suit Columbia MD 21044	Software implementation services	465,751
Calibre CPA Group PLLC 7501 Wisconsin Avenue Suite 1200 W Bethesda MD 20814	Accounting Services	339,996
Metropolitan Travel Services 4520 Old Columbia Pike Annandale VA 22003	Travel Services	313,335

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 ►18

Part VIII

Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . . .	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	242,561			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	504,484			
	g	Noncash contributions included in lines 1a-1f \$					
	h	Total. Add lines 1a-1f		747,045			
Program Service Revenue	2a	MEMBERSHIP DUES	Business Code 900099	207,275,491	207,275,491		
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		207,275,491			
	Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)	3,332,698			3,332,698
4		Income from investment of tax-exempt bond proceeds . . .					
5		Royalties	2,226,899			2,226,899	
6a		Gross rents	(i) Real 2,995,545	(ii) Personal			
		b	Less rental expenses	2,085,049			
		c	Rental income or (loss)	910,496			
		d	Net rental income or (loss)	910,496			910,496
7a		Gross amount from sales of assets other than inventory	(i) Securities 61,906,678	(ii) Other			
		b	Less cost or other basis and sales expenses	62,147,980	2,034		
		c	Gain or (loss)	-241,302	-2,034		
		d	Net gain or (loss)	-243,336			-243,336
8a		Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a				
b		Less direct expenses	b				
c		Net income or (loss) from fundraising events . . .					
9a		Gross income from gaming activities See Part IV, line 19	a				
b		Less direct expenses	b				
c		Net income or (loss) from gaming activities . . .					
10a		Gross sales of inventory, less returns and allowances	a				
b		Less cost of goods sold	b				
c		Net income or (loss) from sales of inventory . . .					
Miscellaneous Revenue		Business Code					
11a		BENEFIT REIMBURSEMENTS	900099	12,801,849	12,801,849		
b	Admin reimb from rel	900099	3,449,214	3,449,214			
c	Initiation/reinstatmen	900099	1,671,785	1,671,785			
d	All other revenue		2,074,031	2,074,031			
e	Total. Add lines 11a-11d		19,996,879				
12	Total revenue. See Instructions		234,246,172	227,272,370	0	6,226,757	

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).

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

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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.	4,282,978			
2	Grants and other assistance to individuals in the United States. See Part IV, line 22.	46,000			
3	Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16.	1,355,272			
4	Benefits paid to or for members.	4,980,539			
5	Compensation of current officers, directors, trustees, and key employees.	5,843,035			
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.	36,186,205			
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).	69,756,370			
9	Other employee benefits.	10,596,467			
10	Payroll taxes.	3,084,738			
11	Fees for services (non-employees):				
a	Management.				
b	Legal.	980,040			
c	Accounting.	226,223			
d	Lobbying.				
e	Professional fundraising services. See Part IV, line 17.				
f	Investment management fees.	269,824			
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	2,071,482			
12	Advertising and promotion.				
13	Office expenses.	2,841,876			
14	Information technology.	1,455,181			
15	Royalties.				
16	Occupancy.	1,131,243			
17	Travel.	13,247,157			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19	Conferences, conventions, and meetings.	2,514,901			
20	Interest.				
21	Payments to affiliates.	7,246,961			
22	Depreciation, depletion, and amortization.	1,035,809			
23	Insurance.	1,778,932			
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	28,597,287			
b	RWDSU Council Assistanc	11,954,706			
c	Financial Assistance	7,118,718			
d	Campaign Expenses	6,160,178			
e	All other expenses	3,763,935			
25	Total functional expenses. Add lines 1 through 24e.	228,526,057			
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

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

☐

				(A)		(B)
				Beginning of year		End of year
Assets	1	Cash—non-interest-bearing		17,502,242	1	14,150,943
	2	Savings and temporary cash investments		26,793,636	2	29,822,695
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		723,756	4	805,043
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			5	
	6	Loans and other 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) Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net		1,397,764	7	925,884
	8	Inventories for sale or use		274,948	8	235,241
	9	Prepaid expenses and deferred charges			9	
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a34,086,725			
	b	Less accumulated depreciation	10b27,547,430	6,764,271	10c	6,539,295
	11	Investments—publicly traded securities		116,173,516	11	127,474,618
	12	Investments—other securities See Part IV, line 11		6,943,982	12	995,409
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11		593,364	15	667,832
	16	Total assets. Add lines 1 through 15 (must equal line 34)		177,167,479	16	181,616,960
Liabilities	17	Accounts payable and accrued expenses		274,581	17	200,416
	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	Loans and other 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		311,455	25	560,211
	26	Total liabilities. Add lines 17 through 25		586,036	26	760,627
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here ☒ and complete lines 27 through 29, and lines 33 and 34.					
	27	Unrestricted net assets		175,714,185	27	179,989,075
	28	Temporarily restricted net assets		867,258	28	867,258
	29	Permanently restricted net assets			29	
	Organizations that do not follow SFAS 117 (ASC 958), 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		176,581,443	33	180,856,333
	34	Total liabilities and net assets/fund balances		177,167,479	34	181,616,960

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	234,246,172
2	Total expenses (must equal Part IX, column (A), line 25)	2	228,526,057
3	Revenue less expenses Subtract line 2 from line 1	3	5,720,115
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	176,581,443
5	Net unrealized gains (losses) on investments	5	2,455,903
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-3,901,128
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	180,856,333

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☐ Accrual ☒ Other <u>MODIFIED CASH</u> If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2a	No
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separate basis	2b	Yes
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	2c	Yes
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b	

SCHEDULE 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

2012

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 the organization UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION	Employer identification number 53-0220586
---	--

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

1	Provide a description of the organization’s direct and indirect political campaign activities in Part IV	
2	Political expenditures	▶ \$ 3,901,128
3	Volunteer hours	

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

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

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

1	Enter the amount directly expended by the filing organization for section 527 exempt function activities	▶ \$	
2	Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities	▶ \$	3,901,128
3	Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b	▶ \$	3,901,128
4	Did the filing organization file Form 1120-POL for this year?		☐ Yes ☒ No
5	Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization’s funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV		

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
(1) UFCW Active Ballot Club Education Fund	1775 K Street NW Washington, DC 20006	52-1066961		2,786,128
(2) UFCW Working Families Advocacy Project	1775 K Street NW Washington, DC 20006	27-2711274		1,115,000

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															
<table><tr><td>If the amount on line 1e, column (a) or (b) is:</td><td>The lobbying nontaxable amount is:</td></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000</td></tr></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000	Over \$17,000,000	\$1,000,000		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000														
Over \$17,000,000	\$1,000,000														
g Grassroots nontaxable amount (enter 25% of line 1f)															
h Subtract line 1g from line 1a If zero or less, enter -0-															
i Subtract line 1f from line 1c If zero or less, enter -0-															
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ 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) 2009	(b) 2010	(c) 2011	(d) 2012	(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					

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 Yes	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	No
3 Did the organization agree to carry over lobbying and political expenditures from the prior year?	3	No

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 (affiliated group list), Part II-A, line 2, and Part II-B, line 1. Also, complete this part for any additional information.

Identifier	Return Reference	Explanation
Organizations Direct and Indirect Political Campaign Activities	Part I-A, Line 1	UFCW supported UFCW Active Ballot Club Education Fund and UFCW Working Families Advocacy Project, Section 527 organizations

SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2012

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

► 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.

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

3

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

4

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

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6

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

7

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

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9

In Part XIII, 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 XIII, the text of the footnote to its financial statements that describes these items

b

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

(i)

Revenues included in Form 990, Part VIII, line 1

► \$ _____

(ii)

Assets included in Form 990, Part X

► \$ _____

2

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

a

Revenues included in Form 990, Part VIII, line 1

► \$ _____

b

Assets included in Form 990, Part X

► \$ _____

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

Cat No 52283D

Schedule D (Form 990) 2012

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 XIII

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 XIII and complete the following table

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

☐

Part V

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

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

2

Provide the estimated percentage of the 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

3a(i)

Yes

No

(ii) related organizations

3a(ii)

Yes

No

b

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

3b

Yes

No

4

Describe in Part XIII 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		19,424,331	18,518,932	905,399
c Leasehold improvements		2,634,900	1,750,966	883,934
d Equipment		9,639,993	7,277,532	2,362,461
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				6,539,295

Schedule D (Form 990) 2012

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return				
1	Total revenue, gains, and other support per audited financial statements	1	240,284,186	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains on investments	2a	2,455,903	
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d	4,946,276	
e	Add lines 2a through 2d	2e	7,402,179	
3	Subtract line 2e from line 1	3	232,882,007	
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 XIII)	4b	1,364,165	
c	Add lines 4a and 4b	4c	1,364,165	
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	5	234,246,172	
Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return				
1	Total expenses and losses per audited financial statements	1	236,285,572	
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 XIII)	2d	7,759,515	
e	Add lines 2a through 2d	2e	7,759,515	
3	Subtract line 2e from line 1	3	228,526,057	
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 XIII)	4b		
c	Add lines 4a and 4b	4c	0	
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)	5	228,526,057	

Part XIII 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, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.		
Identifier	Return Reference	Explanation
Part XI, Line 2d - Other Adjustments		Income of UFCW Building Corp 505,190 Income of Organization United for Respect at Walmart 151,520 Income from Related Entities 4,289,566
Part XI, Line 4b - Other Adjustments		Amount of Rental Expenses offset against rental income - 2,085,049 Admin reimb from related org 3,449,214
Part XII, Line 2d - Other Adjustments		Amount of rental expense offset against rental income 2,085,049 Expenses of Organization United for Respect at Walmart 46,301 Expenses of UFCW Building Corp 500,550 Admin reimb from related org -3,449,214 Expenses from Related Entities 8,576,829

SCHEDULE F
(Form 990)

Statement of Activities Outside the United States

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.**

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Employer identification number
53-0220586

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

1 For grantmakers. 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 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of grant funds outside the United States.

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

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e.g., fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
North America - Canada and Mexico, but	4	83	Program Services	Labor Organization activities to organize all workers for economic, moral, and social advancement of their condition and status	35,599,275
3a Sub-total	4	83			35,599,275
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	4	83			35,599,275

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. 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 - Canada and Mexico, but	Building Fund Contributions	117,193	Check			
			North America - Canada and Mexico, but	General Support	8,430	check			
			North America - Canada and Mexico, but	General Support	29,754	check			
			North America - Canada and Mexico, but	General Support	9,918	check			
			North America - Canada and Mexico, but	General Support	49,590	Check			
			North America - Canada and Mexico, but	General Support	9,422	check			
			North America - Canada and Mexico, but	General Support	10,414	check			
			North America - Canada and Mexico, but	Support of Worker Support Centres	758,727	Check			
			North America - Canada and Mexico, but	General Support	7,439	Check			
			North America	General Support	9,918	check			

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 ▶

10

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, 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

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 (see instructions).

[illegible]

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

2012

Open to Public
Inspection

Name of the organization
UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Employer identification number
53-0220586

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. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
See Additional Data Table							

2

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

20

3

Enter total number of other organizations listed in the line 1 table

32

Part III

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

(a)Type of grant or assistance	(b)Number of recipients	(c)Amount of cash grant	(d)Amount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
(1) UFCW SCHOLARSHIP AWARD - 2012 WINNERS	33	46,000			

Part IV

Supplemental Information.

Complete this part to provide the information required in Part I, line 2, Part III, column (b), and any other additional information

Identifier	Return Reference	Explanation
Procedure for Monitoring Grants in the U S	Part I, Line 2	Schedule I, Part I, Line 2 Requests for contributions are either initiated by the requesting organization or recommended by various Department Heads The organization's mission and/or charitable purpose of the contribution are considered in the granting of such contributions 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
Schedule I, Part III Scholarships		Scholarships are awarded to eligible candidates who are members of UFCW International Union for one year or more or to their unmarried children The applicants must be 20 years of age or younger at the closing date of the application process The scholarships are awarded annually for a four year period, subject to review, submission of grades and maintenance of satisfactory scholastic standards

Software ID:

Software Version:

EIN: 53-0220586

Name: UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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 A BETTER CALIFORNIA 2012 NO ON PAYCHECK DECEPTION555 CAPITOL MALL SUITE 1425 SACRAMENTO,CA 95814	45-2827420	501(c)(4)	500,000				General Support
ALLIANCE FOR GLOBAL JUSTICE1247 E STREET SE WASHINGTON,DC 200032221	52-2094677	501(c)(3)	10,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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 AMERICANS815 16TH STREET NW WASHINGTON, DC 200064103	52-2277805	501(c)(4)	125,000				General Support
AMERICA VOTES1155 CONNECTICUT AVENUE NW SUITE 600 WASHINGTON, DC 20036	26-4568349	501(c)(4)	50,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
AMERICA'S AGENDA HEALTH CARE FOR ALL 1150 CONNECTICUT AVENUE NW SUITE 1020 WASHINGTON,DC 20036	20-0682634	501(c)(4)	30,000				General Support
AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS815 16TH STREET NW WASHINGTON,DC 20006	53-0228172	501(c)(5)	200,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
AMERICAN FRIENDS OF THE YITZHAK RABIN CENTER FOR THE STUDY OF ISRAEL866 SECOND AVENUE 10TH FLOOR NEW YORK,NY 10017	13-3962392	501(c)(3)	15,000				General Support
AMERICAN RIGHTS AT WORK1100 17 STREET NW WASHINGTON,DC 200364646	45-0518844	501(c)(4)	10,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
AMERICANS FOR DEMOCRATIC ACTION 1625 K STREET NW SUITE 210 WASHINGTON,DC 20006	53-0180733	501(c)(4)	10,000				General Support
AMERICANS FOR SAFE ACCESS FOUNDATION 1300 CLAY STREET SUITE 600 OAKLAND,CA 94612	51-0579227	501(c)(3)	10,400				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
BALLOT INITIATIVE GROUP OF MISSOURI 1509B SOUTH NOLAND ROAD INDEPENDENCE, MO 64055	04-3411708		10,000				General Support
BALLOT INITIATIVE STRATEGY CENTER INC 1825 K STREET NW SUITE 411 WASHINGTON, DC 20006		501(c)(4)	185,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
BLACK LEADERSHIP FORUM INC633 PENNSYLVANIA AVENUE NW 5TH FLOOR WASHINGTON,DC 20004	52-1947942	501(c)(3)	20,000				General Support
CALIFORNIA LABOR FEDERATION AFL-CIO600 GRAND AVENUE SUITE 410 OAKLAND,CA 94610	94-0362030	501(c)(5)	173,300				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
CALIFORNIANS TO PROTECT SCHOOLS UNIVERSITIES AND PUBLIC SAFETY2633 TELEGRAPH AVENUE UNIT 317 OAKLAND,CA 94612	36-4718020		100,000				General Support
CALIFORNIANS TO REGULATE MEDICAL MARIJUANA5940 COLLEGE AVENUE OAKLAND,CA 94618	45-4216693		50,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
CONGRESSIONAL HISPANIC CAUCUS INSTITUTE911 2ND STREET NE WASHINGTON,DC 200023501	52-1114225	501(c)(3)	8,000				General Support
CONSUMER FEDERATION OF AMERICA1620 EYE STREET NW SUITE 200 WASHINGTON,DC 20006	52-0880625	501(c)(3)	6,500				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
DC JOBS WITH JUSTICE316 F STREET NE SUITE 203 WASHINGTON,DC 20002	26-0038632	501(c)(3)	54,000				General Support
DISTRICT COUNCIL OF NEW YORKNEW JERSEY ORGANIZING COMMITTEE 219 PATTERSON AVENUE LITTLE FALLS,NJ 07424	22-2429849	501(c)(5)	80,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
ECONOMIC POLICY INSTITUTE1333 H STREET NW SUITE 300 EAST TOWER WASHINGTON,DC 20005	52-1368964	501(c)(3)	44,000				General Support
FAIR ELECTIONS LEGAL NETWORK1825 K STREET NW SUITE 450 WASHINGTON,DC 20006	20-5087102		20,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
HUMAN RIGHTS CAMPAIGN INC1640 RHODE ISLAND AVENUE NW WASHINGTON,DC 200363278	52-1243457	501(c)(4)	6,000				General Support
INSTITUTE FOR LOCAL SELF-RELIANCE INC2001 S STREET NW SUITE 570 WASHINGTON,DC 20009	23-7394104	501(c)(3)	60,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
INTERFAITH WORKER JUSTICE1020 W BRYN MAWR CHICAGO,IL 606604627	36-4063982	501(c)(3)	33,000				General Support
INTERNATIOAL LABOR RIGHTS FORUM1634 I STREET NW SUITE 1001 WASHINGTON,DC 20006	52-1497461	501(c)(3)	8,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
JEWISH LABOR COMMITTEE 140 WEST 31ST STREET 3RD FLOOR NEW YORK,NY 10001	13-1675650	501(c)(3)	5,500				General Support
JOBS WITH JUSTICE EDUCATION FUND1325 MASSACHUSETTS AVENUE NW SUITE 200 WASHINGTON,DC 200054180	52-1865575	501(c)(3)	248,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
KAISER PERMANENTE LABOR MANAGEMENT PARTNERSHIP TRUSTONE KAISER PLAZA 24 LAKESIDE OAKLAND,CA 94612	94-3382057	501(c)(5)	56,578				General Support
LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT815 16TH STREET NW 4TH FLOOR WASHINGTON,DC 20006	52-1002207	501(c)(3)	10,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
LEADERSHIP CONFERENCE ON CIVIL & HUMAN RIGHTS1629 K STREET NW 10TH FLOOR WASHINGTON,DC 20006	52-0789800	501(c)(4)	7,000				General Support
LOS ANGELES ALLIANCE FOR A NEW ECONOMY464 LUCAS AVENUE SUITE 202 LOS ANGELES,CA 900172074	95-4459427	501(c)(3)	25,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
LOS ANGELES COUNTY FEDERATION OF LABOR AFL-CIO2130 W JAMES M WOOD BLVD LOS ANGELES, CA 900062202	95-2019312	501(c)(5)	100,000				General Support
MAKE THE ROAD NEW YORK92-10 ROOSEVELT AVENUE JACKSON HEIGHTS, NY 11372	11-3344389	501(c)(3)	10,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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 ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE4805 MOUNT HOPE DRIVE BALTIMORE,MD 21215	13-1084135	501(c)(3)	76,500				General Support
NATIONAL CONSUMERS LEAGUE INC1701 K STREET NW SUITE 1200 WASHINGTON,DC 20006	53-0242038	501(c)(3)	9,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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 COUNCIL OF LA RAZA1126 16TH STREET NW WASHINGTON,DC 200364845	86-0212873	501(c)(3)	75,000				General Support
NATIONAL IMMIGRATION FORUM50 F STREET NW SUITE 300 WASHINGTON,DC 20001	13-1776711	501(c)(3)	10,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
PROTECT OUR JOBSPO BOX 1317 NOVI,MI 483761317	45-4620833		150,000				General Support
RAINBOWPUSH COALITION930 EAST 50TH STREET CHICAGO,IL 60615	36-4131441		25,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
RAISE THE WAGE NEMP OLE EDUCATION FUND MEASURE FINANCE COMMITTEE411 BELLAMAH NW ALBUQUERQUE,NM 87102	45-5252571		25,000				General Support
SEE FORWARD FUND INC 150 MAIN STREET SUITE 26 NORTHAMPTON,MA 01060	20-5490000	501(c)(4)	40,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
STATE UNITY FUND815 16TH STREET NW WASHINGTON,DC 20006	53-0228172		600,000				General Support
THE ADVOCACY FUNDPO BOX 29229 SAN FRANCISCO,CA 94129	94-3153687	501(c)(4)	200,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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 LOCAL NO 5240 SOUTH MARKET STREET SAN JOSE, CA 951132310	20-8028546	501(c)(5)	15,000				General Support
UFCW LOCAL NO 770630 SHATTO PLACE LOS ANGELES, CA 900051372	95-4076624	501(c)(5)	9,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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 COALITION4301 GARDEN CITY DRIVE LANDOVER,MD 20785	52-2117494	501(c)(6)	10,000				General Support
UFCW WOMEN'S NETWORK 425 MERRICK AVENUE 221-10 JAMAICA AVENUE WESTBURY,NY 11590	38-9194001	501(c)(5)	10,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
UFCWRWDSU HURRICANE SANDY RELIEF FUND30 EAST 29TH STREET NEW YORK,NY 10016	13-1426674	501(c)(5)	325,863				General Support
UNITED FARM WORKERS OF AMERICAPO BOX 62 KEENE,CA 93531	94-1448579	501(c)(5)	10,000				General Support

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code 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
UNITED LATINOS OF THE UFCW INC11041 GARLAND ROAD DALLAS, TX 75218	20-2928527	501(c)(5)	10,000				General Support
US ACTION1825 K STREET NW WASHINGTON,DC 20006	52-2214305	501(c)(4)	20,000				General Support

OMB No 1545-0047

Open to Public Inspection

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

53-0220586

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 and Title		(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				
See Additional Data Table								

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.

Identifier	Return Reference	Explanation
	Part I, Line 1a	Certain payments in connection with home relocation are grossed up for tax purposes

Software ID:

Software Version:

EIN: 53-0220586

Name: UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
Hansen Joseph T	(i)	297,941	0	12,788	51,300	14,891	376,920	0
	(ii)	0	0	0	0	0	0	0
Perrone Anthony	(i)	243,785	0	9,590	51,068	15,598	320,041	0
	(ii)	0	0	0	0	0	0	0
Hanley Wayne E	(i)	223,155	0	16,829	58,445	8,436	306,865	0
	(ii)	0	0	0	0	0	0	0
McDonough William	(i)	226,523	0	16,403	50,550	14,060	307,536	0
	(ii)	0	0	0	0	0	0	0
O'Neill Patrick J	(i)	226,523	0	2,456	50,550	14,541	294,070	0
	(ii)	0	0	0	0	0	0	0
Cyphers Frank S	(i)	167,783	0	2,382	48,788	13,891	232,844	0
	(ii)	0	0	0	0	0	0	0
Lauritsen Mark D	(i)	191,523	0	-2,730	49,500	17,601	255,894	0
	(ii)	0	0	0	0	0	0	0
Lopez Esther	(i)	176,523	0	2,239	49,050	14,097	241,909	0
	(ii)	0	0	0	0	0	0	0
Lutty Geralyn A	(i)	176,523	0	1,215	49,050	16,891	243,679	0
	(ii)	0	0	0	0	0	0	0
Neff Christyne L	(i)	226,523	0	9,994	50,550	16,041	303,108	0
	(ii)	0	0	0	0	0	0	0
Orlando George J	(i)	176,523	0	3,850	49,050	13,891	243,314	0
	(ii)	0	0	0	0	0	0	0
Saleeby II George J	(i)	176,523	0	1,328	49,050	16,891	243,792	0
	(ii)	0	0	0	0	0	0	0
Barclay Warren S	(i)	176,523	0	13,655	49,050	16,291	255,519	0
	(ii)	0	0	0	0	0	0	0
Plumb Lawrence G	(i)	176,523	0	1,823	49,050	15,221	242,617	0
	(ii)	0	0	0	0	0	0	0
Vincent Jr Alvin	(i)	176,523	0	311	49,050	14,632	240,516	0
	(ii)	0	0	0	0	0	0	0
Whalen Richard	(i)	176,523	0	2,623	49,050	14,097	242,293	0
	(ii)	0	0	0	0	0	0	0
Williamson Kevin	(i)	176,523	0	6,626	49,050	14,097	246,296	0
	(ii)	0	0	0	0	0	0	0
Young Chad Carl	(i)	176,523	0	4,437	49,050	14,097	244,107	0
	(ii)	0	0	0	0	0	0	0
Appelbaum Stuart H	(i)	0	0	0	42,600	0	42,600	0
	(ii)	242,262	0	7,248	0	29,071	278,581	0
Whitaker John A	(i)	20,161	0	0	5,726	0	25,887	0
	(ii)	120,151	0	2,624	0	14,418	137,193	0

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
Wurm Jack C Jr	(i)	0	0	0	42,600	0	42,600	0
	(ii)	232,262	0	5,279	0	27,871	265,412	0
Clark Nicholas W	(i)	206,523	0	10,261	49,950	13,944	280,678	0
	(ii)	0	0	0	0	0	0	0
Pedersen Lisa D	(i)	176,523	0	7,831	49,050	15,295	248,699	0
	(ii)	0	0	0	0	0	0	0
Blitzstein David S	(i)	176,523	0	5,475	49,050	15,781	246,829	0
	(ii)	0	0	0	0	0	0	0
Wiszynski George	(i)	176,523	0	6,577	49,050	14,845	246,995	0
	(ii)	0	0	0	0	0	0	0
Plumb Thomas A	(i)	176,523	0	3,018	49,050	15,501	244,092	0
	(ii)	0	0	0	0	0	0	0

Schedule L
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Transactions with Interested Persons

▶ Complete if the organization answered
"Yes" on Form 990, Part IV, lines 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

2012

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 Excess Benefit Transactions (section 501(c)(3) and section 501(c)(4) organizations only).

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

1	(a) Name of disqualified person	(b) Relationship between disqualified person and organization	(c) Description of transaction	(d) Corrected?	
				Yes	No

2 Enter the amount of tax incurred by organization managers or disqualified persons during the year under section 4958 ▶ \$

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization ▶ \$

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26, or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

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

Part III Grants or Assistance Benefitting Interested Persons.

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

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance

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
See Additional Data Table					

Part V Supplemental Information

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

Identifier	Return Reference	Explanation
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Additional Data

Software ID:
Software Version:
EIN: 53-0220586
Name: UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Form 990, Schedule L, Part IV - Business Transactions Involving Interested Persons

(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
(1) Daniel Hanley	Son of Wayne Hanley, Executive Vice President	23,982	Employee/intern		No
(2) David Hansen	Son of Joseph Hansen, President	77,810	Employee-Salary and benefits		No
(3) Donna Perrone	Spouse of Anthony M Perrone, Secretary-Treasurer	135,891	Employee-Salary and benefits		No
(4) Emmanuelle Lopez-Bastos	Spouse of Wayne Hanley, Executive Vice President	85,948	Employee-Salary and benefits		No
(5) Ronald Powell	Father of Steven Powell, Vice President	25,680	Officer compensation and benefits		No
(6) Steven M Powell	Son of Ronald Powell, Vice President	25,680	Officer compensation and benefits		No
(7) Thomas A Plumb	Brother of Lawrence C Plumb, Vice President	244,092	Employee-Salary and benefits		No

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 to provide any additional information.
▶ Attach to Form 990 or 990-EZ.

OMB No 1545-0047

2012

Open to Public
Inspection

Name of the organization UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION	Employer identification number 53-0220586
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Identifier	Return Reference	Explanation
	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

Identifier	Return Reference	Explanation
	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

Identifier	Return Reference	Explanation
	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.

Identifier	Return Reference	Explanation
	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 as well as those of the Executive Committee are spelled out in the Constitution.

Identifier	Return Reference	Explanation
	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.

Identifier	Return Reference	Explanation
	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, 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.

Identifier	Return Reference	Explanation
	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.

Identifier	Return Reference	Explanation
	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.

Identifier	Return Reference	Explanation
Changes in Net Assets or Fund Balances	Form 990, Part XI, line 9	TRANSFER TO UFCW ACTIVE BALLOT CLUB EDUCATION FUND -2,786,128 TRANSFER TO UFCW WORKING FAMILIES ADVOCACY PROJECT -1,115,000

Identifier	Return Reference	Explanation
	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.

Identifier	Return Reference	Explanation
	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.

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Employer identification number

53-0220586

Part I Identification of Disregarded Entities (Complete if the organization answered "Yes" to Form 990, Part IV, line 33.)					
(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.)							
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
See Additional Data Table							

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.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

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.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No

Part V

Transactions With Related Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34, 35b, 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 Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

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

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

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

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

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

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

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

s Other transfer of cash or property from related organization(s)

Yes

No

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

1l

1m

1n

1o

1p

1q

1r

1s

No

No

No

No

No

No

No

No

No

No

No

No

No

Yes

Yes

Yes

No

No

No

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-s)	(c) Amount involved	(d) Method of determining amount involved
(1) United Food and Commercial Workers Building Corporation	N	192,945	
(2) RWDSU District Council of the UFCW	O	11,954,706	
(3) International Chemical Workers Union Council of the UFCW (ICWUC)	P	1,748,484	

Schedule R (Form 990) 2012

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]

Software ID:
Software Version:
EIN: 53-0220586
Name: UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Part VII **Supplemental Information**

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

Identifier	Return Reference	Explanation
	Schedule R, Part V	The United Food and Commercial Workers International Union performs services for and shares facilities, equipment and paid employees with the Organization United for Respect at Walmart

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Additional Data

Software ID:

Software Version:

EIN: 53-0220586

Name: UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(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			
Hansen Joseph T International President	39 00 1 00	X		X				310,729	0	66,191
Perrone Anthony International Secretary-Treasurer	39 00 1 00	X		X				253,375	0	66,666
Hanley Wayne E Exec VP/Natl President UFCW Canada	39 80 20	X		X				239,984	0	66,881
McDonough William Executive Vice President	39 80 20	X		X				242,926	0	64,610
O'Neill Patrick J Executive Vice President	39 80 20	X		X				228,979	0	65,091
Cyphers Frank S International VP/Council President	40 00	X		X				170,165	0	62,679
Launtsen Mark D International VP/Department Director	40 00	X		X				188,793	0	67,101
Lopez Esther International VP/Department Director	40 00	X		X				178,762	0	63,147
Lutty Geralyn A International VP/Natl Field Director	40 00	X		X				177,738	0	65,941
Neff Christyne L Intl VP/Exec Asst to the President	40 00	X		X				236,517	0	66,591
Orlando George J International VP/Distillery Director	40 00	X		X				180,373	0	62,941
Saleeby II George J Intl VP/Retail Food Director	40 00	X		X				177,851	0	65,941
Barclay Warren S International VP/Region Director	40 00	X		X				190,178	0	65,341
Plumb Lawrence G International VP/Region Director	40 00	X		X				178,346	0	64,271
Vincent Jr Alvin International VP/Region Director	40 00	X		X				176,834	0	63,682
Whalen Richard International VP/Region Director	40 00	X		X				179,146	0	63,147
Williamson Kevin Intl VP/Spec Asst to the President	40 00	X		X				183,149	0	63,147
Young Chad Carl International VP/Region Director	40 00	X		X				180,960	0	63,147
Appelbaum Stuart H Non-Director Int'l Vice President	1 00			X				0	249,510	71,671
	39 00									
Bail Frank S Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Both Bruce W Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Boyd Kenneth R Non-Director Int'l Vice President	1 00			X				20,384	0	5,680
Chorpenning II Joseph M Non-Director Int'l Vice President	1 00			X				18,656	0	5,298
Conger Greg M Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
DeRiso Frank C Non-Director Int'l Vice President	1 00			X				20,000	0	5,680

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(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			
Durso John Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Eiden John R Non-Director Int'l Vice President	1 00			X				20,266	0	5,680
Filato Antonio Non-Director Int'l Vice President	1 00			X				19,836	0	6,685
Haggerty Michael s Non-Director Int'l Vice President	1 00			X				19,836	0	6,685
Hall Jr Charles Non-Director Int'l Vice President	1 00			X				10,000	0	2,840
Harrington Marvin L Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Hopkins William H Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Hurley John Non-Director Int'l Vice President	1 00			X				19,836	0	6,685
Icaza Ricardo F Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Kasparian Mickey A Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Leyva Connie Non-Director Int'l Vice President	1 00			X				20,458	0	5,680
Lind Ronald Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Lomax Donald S Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Loveall Jacques Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
McArthur Derik Non-Director Int'l Vice President	1 00 39 00			X				19,836	119,909	6,685
McLaughlin James J Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
McNutt Thomas P Non-Director Int'l Vice President	1 00			X				20,569	0	5,680
Niccollai John T Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
O'Halloran Douglas Non-Director Int'l Vice President	1 00			X				19,836	0	6,685
Powell Ronald E Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Powell Steven M Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Renne Fiorigi Non-Director Int'l Vice President	1 00			X				20,384	0	5,680
Rodriguez John Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Russow Marvin D Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Schmitz David C Non-Director Int'l Vice President	1 00			X				20,128	0	5,680

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(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			
West Roberta J Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Whille Harvey L Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Whitaker John A Non-Director Int'l Vice President	1 00 39 00			X				20,161	122,775	20,144
Wurm Jack C Jr Non-Director Int'l Vice President	1 00 39 00			X				0	237,541	70,471
Wyatt Lennie Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Young IV Wendel W Non-Director Int'l Vice President	1 00			X				20,000	0	5,680
Clark Nicholas W General Counsel	40 00					X		216,784	0	63,894
Pedersen Lisa D Asst & Spcl Counsel to the President	40 00					X		184,354	0	64,345
Blitzstein David S Special Asst for Multi-Employer Funds	40 00					X		181,998	0	64,831
Wiszynski George Associate General Counsel	40 00					X		183,100	0	63,895
Plumb Thomas A Department Director	40 00					X		179,541	0	64,551