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Form 990



Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public

▶ Information about Form 990 and its instructions is at www.irs.gov/form990

OMB No 1545-0047

2014

Open to Public Inspection

A For the 2014 calendar year, or tax year beginning 10-01-2014 , and ending 09-30-2015

B Check if applicable ☐ Address change ☐ Name change ☐ Initial return ☐ Final return/terminated ☐ Amended return ☐ Application pending	C Name of organization THE CIVIL SERVICE EMPLOYEES ASSOCIATION INC	D Employer identification number 14-0479613
	Doing business as	
	Number and street (or P O box if mail is not delivered to street address) Room/suite 143 WASHINGTON AVENUE	E Telephone number (518) 257-1000
	City or town, state or province, country, and ZIP or foreign postal code ALBANY, NY 12210	
F Name and address of principal officer DANIEL DONOHUE 143 WASHINGTON AVENUE ALBANY, NY 12210		H(a) Is this a group return for subordinates? ☐ Yes ☒ No H(b) Are all subordinates included? ☐ Yes ☐ No If "No," attach a list (see instructions) H(c) Group exemption number ▶
I Tax-exempt status ☐ 501(c)(3) ☒ 501(c) (5) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527		
J Website: ▶ WWW.CSEALOCAL1000.ORG		

K Form of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶	L Year of formation 1911	M State of legal domicile NY
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Part I

Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities AS WORKING MEN AND WOMEN - EVERYONE AND EVERYWHERE - WE ARE OUR GREATEST RESOURCE WE ORGANIZE AND REPRESENT WORKERS TO ENSURE OUR VOICE IS HEARD, OUR PLACE AT THE TABLE IS KEPT		
2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets			
3 Number of voting members of the governing body (Part VI, line 1a)	3	89	
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	79	
5 Total number of individuals employed in calendar year 2014 (Part V, line 2a)	5	379	
6 Total number of volunteers (estimate if necessary)	6	0	
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	48,745	
b Net unrelated business taxable income from Form 990-T, line 34	7b	0	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 124,289,314	Current Year 122,678,205
	9 Program service revenue (Part VIII, line 2g)	2,377,500	2,172,884
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	4,411,885	3,437,351
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,050,473	4,443,044
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	132,129,172	132,731,484
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	7,036,231	6,890,860
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	44,703,927	50,513,063
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	69,989,602	68,354,758
	18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	121,729,760	125,758,681
	19 Revenue less expenses Subtract line 18 from line 12	10,399,412	6,972,803
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	147,001,358	186,356,932
	21 Total liabilities (Part X, line 26)	143,136,291	170,764,579
	22 Net assets or fund balances Subtract line 21 from line 20	3,865,067	15,592,353

Part II

Signature Block

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

Sign Here	***** Signature of officer	2016-08-15 Date
	PETER DIANA PRESIDENT Type or print name and title	

Paid Preparer Use Only	Print/Type preparer's name TERRI CONRAD REGAN	Preparer's signature TERRI CONRAD REGAN	Date	Check ☐ if self-employed	PTIN P00449706
	Firm's name ▶ BONADIO & CO LLP			Firm's EIN ▶ 16-1131146	
	Firm's address ▶ 6 WEMBLEY COURT ALBANY, NY 12205			Phone no (518) 464-4080	

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

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III ☒

1 Briefly describe the organization’s mission

SEE STATEMENTAS WORKING MEN AND WOMEN - EVERYONE AND EVERYWHERE - WE ARE OUR GREATEST RESOURCE WE ORGANIZE AND REPRESENT WORKERS TO ENSURE OUR VOICE IS HEARD, OUR PLACE AT THE TABLE IS KEPT, AND THE AMERICAN DREAM IS OURS IN THE 21ST CENTURY AS A LABOR UNION, WE HOLD THESE VALUES AS OUR WORKING PRINCIPLES - HONESTY WE ARE HONEST WITH OURSELVES AND EACH OTHER, INCLUSIVENESS EVERY GROUP, EVERY IDEA IS WELCOMED, FULL PARTICIPATION WE ENCOURAGE AND EXPECT FULL PARTICIPATION IN ALL UNION MATTERS, RESPECT WE RESPECT EACH OTHER AND HONOR OUR DIFFERENCES, DIVERSITY WE CELEBRATE OUR DIVERSITY AND USE IT TO STRENGTHEN US, OPEN COMMUNICATIONS WE LISTEN AND PROVIDE FOR OPEN COMMUNICATION ACROSS ALL PARTS OF OUR UNION AND IN ALL DIRECTIONS, ACCOUNTABILITY WE ARE ACCOUNTABLE FOR OUR ACTIONS AND DECISIONS, FISCAL RESPONSIBILITY WE CONDUCT OUR BUSINESS IN A FISCALLY SOUND MANNER AS A LABOR UNION, WE ARE COMMITTED TO UNION DEMOCRACY AND WE FOLLOW THESE VALUES WITH INTEGRITY

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

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

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

If "Yes," describe these changes on Schedule O

4 Describe the organization’s program service accomplishments for each of its three largest program services, as measured by expenses Section 501(c)(3) and 501(c)(4) organizations 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 \$)
	PROMOTE THE ORGANIZATION OF WORKERS, TO REPRESENT ITS MEMBERS WITH RESPECT TO ALL TERMS AND CONDITIONS OF EMPLOYMENT, TO UPHOLD AND EXTEND THE PRINCIPLES OF MERIT AND FITNESS IN EMPLOYMENT, AND TO ADVANCE THE INTERESTS OF ITS MEMBERS

4b	(Code) (Expenses \$ including grants of \$) (Revenue \$)
	THE ASSOCIATION MAINTAINS AN INSURANCE FUND WHICH ADMINISTERS GROUP LIFE PLANS FOR INSURED MEMBERS REIMBURSEMENT FROM THE INSURANCE COMPANY IS REQUIRED TO COVER ADMINISTRATIVE COSTS

4c	(Code) (Expenses \$ including grants of \$) (Revenue \$)
	EDUCATING AND TRAINING MEMBERS AS UNION LEADERS AND PROVIDING THEM WITH JOB SKILL TRAINING

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		No
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 	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 		No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II		
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III 	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 		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 		No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 		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 		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 		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 	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 	Yes	
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 		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 	Yes	
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 	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 		No
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 		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 	Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		No
14a Did the organization maintain an office, employees, or agents outside of the United States?		No
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		No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV		No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV		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)		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		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		No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		

Part IV

Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	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? <i>If "Yes," complete Schedule J</i>	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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	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), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b		
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>	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? <i>If "Yes," complete Schedule L, Part III</i>	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? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		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? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes	
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)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	Yes	
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		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 or note to any line in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	430	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
c. Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		1c	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.	379	
b. If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).		2b	Yes
3a. Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a	Yes
b. If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O.		3b	Yes
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)?		4a	No
b. If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a. Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a	No
b. Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b	No
c. If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c	
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?		6a	No
b. If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b	
7. Organizations that may receive deductible contributions under section 170(c).			
a. Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a	
b. If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b	
c. Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c	
d. If "Yes," indicate the number of Forms 8282 filed during the year.		7d	
e. Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e	
f. Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f	
g. If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g	
h. If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h	
8. Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8	
9a. Did the sponsoring organization make any taxable distributions under section 4966?		9a	
b. Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b	
10. Section 501(c)(7) organizations. Enter			
a. Initiation fees and capital contributions included on Part VIII, line 12.		10a	
b. Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		10b	
11. Section 501(c)(12) organizations. Enter			
a. Gross income from members or shareholders.		11a	
b. Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).		11b	
12a. Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		12a	
b. If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		12b	
13. Section 501(c)(29) qualified nonprofit health insurance issuers.			
a. Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.		13a	
b. Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.		13b	
c. Enter the amount of reserves on hand.		13c	
14a. Did the organization receive any payments for indoor tanning services during the tax year?		14a	No
b. If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.		14b	

Part VI

Governance, Management, and Disclosure

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

Check if Schedule O contains a response or note to any line 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	89	
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	79	
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	No
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	No
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	No
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	
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	
13	Did the organization have a written whistleblower policy?	13	Yes
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
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, address, and telephone number of the person who possesses the organization's books and records PETER DIANA

143 WASHINGTON AVENUE
ALBANY, NY 12210 (518) 257-1000

Part VII

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

Check if Schedule O contains a response or note to any line in this Part VII

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

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

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

(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			

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)	2,245,497	0	427,561

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 75

		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
NOWAK ASSOCIATES C/O THE BONADIO GROUP 6 WEMBLEY CT ALBANY, NY 12205	MEDIA/ADVERTISING	1,297,888
LAW OFFICES OF LOUIS D STOBER JR LLC 350 OLD COUNTRY RD STE 205 GARDEN CITY, NY 11530	LEGAL	424,188
CLARITY PUBLISHING INC 944 LOUDON RD LATHAM, NY 12110	PRINTING	309,591
ORACLE AMERICA INC PO BOX 203448 DALLAS, TX 75320	SOFTWARE SUPPORT	248,293
LUMIERE COMMUNICATIONS LP 55 SHEFFIELD CT PHOENIXVILLE, PA 19460	EVENT PRODUCTION	192,710

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 ▶15

Part VIII

Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . . .	1a				
	b	Membership dues	1b	113,136,202			
	c	Fundraising events	1c				
	d	Related organizations	1d	2,075,000			
	e	Government grants (contributions)	1e	7,439,841			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	27,162			
	g	Noncash contributions included in lines 1a-1f \$					
	h	Total. Add lines 1a-1f		122,678,205			
Program Service Revenue			Business Code				
	2a	GROUP LIFE/ACCIDENT DENTAL & HEAL	525100	1,830,004	1,830,004		
	b	RENT FROM AFFILIATES	532000	245,092			245,092
	c	CONVENTION AND WORKSHOPS	611430	97,788	97,788		
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		2,172,884			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		2,855,658		48,745	2,806,913
	4	Income from investment of tax-exempt bond proceeds . .					
	5	Royalties					
			(i) Real	(ii) Personal			
	6a	Gross rents	7,200				
	b	Less rental expenses	4,104				
	c	Rental income or (loss)	3,096				
	d	Net rental income or (loss)		3,096			3,096
			(i) Securities	(ii) Other			
	7a	Gross amount from sales of assets other than inventory	55,244,873	853			
	b	Less cost or other basis and sales expenses	54,664,033	0			
	c	Gain or (loss)	580,840	853			
	d	Net gain or (loss)		581,693	853		580,840
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18					
	b	Less direct expenses					
	c	Net income or (loss) from fundraising events . .					
	9a	Gross income from gaming activities See Part IV, line 19					
	b	Less direct expenses					
	c	Net income or (loss) from gaming activities . .					
	10a	Gross sales of inventory, less returns and allowances .					
	b	Less cost of goods sold					
	c	Net income or (loss) from sales of inventory . .					
	Miscellaneous Revenue		Business Code				
	11a	GROUP INSURANCE RESERVE	900099	3,331,083	3,331,083		
	b	MISCELLANEOUS OTHER INCOME	900099	1,108,865	1,108,865		
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d		4,439,948			
	12	Total revenue. See Instructions		132,731,484	6,368,593	48,745	3,635,941

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 or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21				
2	Grants and other assistance to domestic individuals See Part IV, line 22	6,890,860			
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees				
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	25,956,472			
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9	Other employee benefits	22,636,618			
10	Payroll taxes	1,919,973			
11	Fees for services (non-employees)				
a	Management				
b	Legal	2,391,857			
c	Accounting	270,849			
d	Lobbying	6,920			
e	Professional fundraising services See Part IV, line 17				
f	Investment management fees	344,586			
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	3,851,479			
12	Advertising and promotion				
13	Office expenses	1,906,421			
14	Information technology				
15	Royalties				
16	Occupancy	2,932,744			
17	Travel	3,067,211			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	1,008,939			
20	Interest				
21	Payments to affiliates	51,227,449			
22	Depreciation, depletion, and amortization	1,273,869			
23	Insurance				
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	OTHER	62,601			
b	CONSTITUTIONALLY REQUIR	8,250			
c	MISCELLANEOUS	1,583			
d					
e	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	125,758,681			
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 or note to any line in this Part X

				(A)		(B)
				Beginning of year		End of year
Assets	1	Cash—non-interest-bearing		114,029	1	89,268
	2	Savings and temporary cash investments		38,558,250	2	39,287,722
	3	Pledges and grants receivable, net		3,701,972	3	3,034,876
	4	Accounts receivable, net		2,640,127	4	2,988,684
	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		105,100	7	97,893
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		470,687	9	1,176,319
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D.	10a30,837,479			
	b	Less: accumulated depreciation	10b20,359,052	10,770,874	10c	10,478,427
	11	Investments—publicly traded securities		73,793,300	11	99,980,067
	12	Investments—other securities. See Part IV, line 11.		14,547,461	12	16,754,655
	13	Investments—program-related. See Part IV, line 11.			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11.		2,299,558	15	12,469,021
	16	Total assets. Add lines 1 through 15 (must equal line 34).		147,001,358	16	186,356,932
Liabilities	17	Accounts payable and accrued expenses		7,447,127	17	6,205,231
	18	Grants payable			18	
	19	Deferred revenue		584,194	19	294,229
	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.		135,104,970	25	164,265,119
	26	Total liabilities. Add lines 17 through 25.		143,136,291	26	170,764,579
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		3,865,067	27	15,592,353
	28	Temporarily restricted net assets			28	
	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		3,865,067	33	15,592,353
	34	Total liabilities and net assets/fund balances		147,001,358	34	186,356,932

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	132,731,484
2	Total expenses (must equal Part IX, column (A), line 25)	2	125,758,681
3	Revenue less expenses Subtract line 2 from line 1	3	6,972,803
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	3,865,067
5	Net unrealized gains (losses) on investments	5	-3,883,004
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	28,623,259
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-19,985,772
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	15,592,353

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? 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		No
2b	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	Yes	
2c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	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?		No
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		

Additional Data

Software ID:

Software Version:

EIN: 14-0479613

Name: THE CIVIL SERVICE EMPLOYEES ASSOCIATION INC

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			
(1) JEAN AHLERT DIRECTOR	5 00	X						1,311	0	0
(1) DONNA ANASTASIO DIRECTOR	5 00	X						0	0	0
(2) KATHRYN BAYER DIRECTOR	5 00	X						450	0	0
(3) ABRAHAM R BENJAMIN JR DIRECTOR	5 00	X						1,311	0	0
(4) DENISE BERKLEY SECRETARY	37 50	X		X				102,246	0	7,550
(5) IRA BETHEA DIRECTOR	5 00	X						0	0	0
(6) KAREN L BRIGHT DIRECTOR	5 00	X						1,311	0	0
(7) KATHLEEN A BUTTON DIRECTOR	5 00	X						1,311	0	0
(8) SALLY BYWATER DIRECTOR	5 00	X						1,311	0	0
(9) BARBARA CARNRIKE DIRECTOR	5 00	X						1,693	0	0
(10) PATRICIA CASLER DIRECTOR	5 00	X						1,311	0	0
(11) CARMEN S CHURCH DIRECTOR	5 00	X						375	0	0
(12) JAMES COURSON DIRECTOR	5 00	X						0	0	0
(13) LESTER CROCKETT VICE PRESIDENT	37 50	X		X				104,846	0	11,683
(14) MICHAEL D'ALESSANDRO DIRECTOR	5 00	X						736	0	0
(15) ELIZABETH J DAUGHERTY DIRECTOR	5 00	X						575	0	0
(16) WILLIAM DAVIGNON DIRECTOR	5 00	X						1,186	0	0
(17) ANTHONY DECARO DIRECTOR	5 00	X						325	0	0
(18) STEPHEN DELAIR DIRECTOR	5 00	X						736	0	0
(19) DANIEL F DONOHUE PRESIDENT	37 50	X		X				206,120	0	-3,636
(20) WAYNE DORLER DIRECTOR	5 00	X						2,557	0	0
(21) TOM E EDWARDS DIRECTOR	5 00	X						1,311	0	0
(22) ROBERT ELLIS DIRECTOR	5 00	X						2,527	0	0
(23) BRENDA FACIN DIRECTOR	5 00	X						1,357	0	0
(24) JUDY GANJE DIRECTOR	5 00	X						250	0	0

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			
(26) KATHLEEN GARRISON VICE PRESIDENT	37 50	X		X				127,203	0	20,833
(1) DENICE GOLDEN DIRECTOR	5 00	X						0	0	0
(2) KENNETH GREENLEAF DIRECTOR	5 00	X						1,311	0	0
(3) CAROLINE GUARDIANO DIRECTOR	5 00	X						1,311	0	0
(4) BETH HALL DIRECTOR	5 00	X						575	0	0
(5) DEBORAH HANNA DIRECTOR	5 00	X						736	0	0
(6) JOHN HARRIS DIRECTOR	5 00	X						2,851	0	0
(7) PATTY HART DIRECTOR	5 00	X						0	0	0
(8) MATT HATTORFF DIRECTOR	5 00	X						1,236	0	0
(9) STEPHEN HEALY DIRECTOR	5 00	X						1,311	0	0
(10) FREDERICK HIDDE DIRECTOR	5 00	X						0	0	0
(11) LAURENE A HILDEBRANT DIRECTOR	5 00	X						825	0	0
(12) RENEE J JACKSON DIRECTOR	5 00	X						1,311	0	0
(13) KAREN JAZVINSKI DIRECTOR	5 00	X						1,311	0	0
(14) SAMUEL KOROMA DIRECTOR	5 00	X						1,261	0	0
(15) NICHOLAS LAMORTE VICE PRESIDENT	37 50	X		X				130,110	0	24,590
(16) JERRY LARICCHIUTA DIRECTOR	5 00	X						1,311	0	0
(17) DAVID W LEE DIRECTOR	5 00	X						2,811	0	0
(18) SALLY MACDOUGAL DIRECTOR	5 00	X						1,311	0	0
(19) JOSEPH MCMULLEN TREASURER	37 50	X		X				112,478	0	11,505
(20) PENELOPE MCNALLY DIRECTOR	5 00	X						450	0	0
(21) MARY MIGUEZ DIRECTOR	5 00	X						250	0	0
(22) CHARLES E MILLER DIRECTOR	5 00	X						450	0	0
(23) DONNA M MILLER DIRECTOR	5 00	X						700	0	0
(24) CHARLES PARSONS DIRECTOR	5 00	X						736	0	0

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			
(51) MICHAEL A PATTERSON DIRECTOR	5 00	X						1,311	0	0
(1) ROBERT PAZIK DIRECTOR	5 00	X						1,491	0	0
(2) BONNIE E PETERS DIRECTOR	5 00	X						2,402	0	0
(3) LIZABETH M PIRAINO DIRECTOR	5 00	X						1,111	0	0
(4) ROBERT L PYJAS DIRECTOR	5 00	X						1,311	0	0
(5) SHARON L RADTKE DIRECTOR	5 00	X						1,311	0	0
(6) SCOTT RAJCZI DIRECTOR	5 00	X						736	0	0
(7) KEVIN W RAY SR DIRECTOR	5 00	X						1,711	0	0
(8) THERESA REAGAN DIRECTOR	5 00	X						1,311	0	0
(9) JAMES H REEDY DIRECTOR	5 00	X						1,232	0	0
(10) LEONNE REYNOLDS DIRECTOR	5 00	X						1,186	0	0
(11) WILLIAM RICCALDO VICE PRESIDENT	37 50	X		X				108,568	0	2,447
(12) JUDITH RICHARDS DIRECTOR	5 00	X						1,138	0	0
(13) MARK SEMO DIRECTOR	5 00	X						450	0	0
(14) SABINA SHAPIRO DIRECTOR	5 00	X						400	0	0
(15) JOHN SHEPHERD DIRECTOR	5 00	X						375	0	0
(16) AMY SIMMONS DIRECTOR	5 00	X						1,311	0	0
(17) TODD R SMITH DIRECTOR	5 00	X						2,783	0	0
(18) MARIE SNYDER DIRECTOR	5 00	X						1,311	0	0
(19) RICHARD H STAHL JR DIRECTOR	5 00	X						825	0	0
(20) JOHN STAINO DIRECTOR	5 00	X						1,311	0	0
(21) LINDA STIEFEL DIRECTOR	5 00	X						1,311	0	0
(22) FRANCIS V STRACK DIRECTOR	5 00	X						1,186	0	0
(23) MARY SULLIVAN EXCUTIVE VP	37 50	X		X				128,849	0	18,874
(24) BENGT SWARD DIRECTOR	5 00	X						700	0	0

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			
(76) ROSEMARY TEACHMAN DIRECTOR	5 00	X						1,311	0	0
(1) KIM TETA DIRECTOR	5 00	X						0	0	0
(2) ROBERT J TIMPANO DIRECTOR	5 00	X						875	0	0
(3) FLORENCE TRIPI VICE PRESIDENT	37 50	X		X				117,916	0	23,866
(4) VINCENZA TURPIN DIRECTOR	5 00	X						500	0	0
(5) CHRISTOPHER VOGEL DIRECTOR	5 00	X						0	0	0
(6) KELLY L VOLPE DIRECTOR	5 00	X						1,311	0	0
(7) KIMBERLY WALLACE-RUSSO DIRECTOR	5 00	X						1,111	0	0
(8) SCOTT WEATHERBY DIRECTOR	5 00	X						1,311	0	0
(9) GERALD WEATHERWAX DIRECTOR	5 00	X						575	0	0
(10) WESTON THOMAS DIRECTOR	5 00	X						1,982	0	0
(11) COLLEEN WHEATON VICE PRESIDENT	37 50	X		X				111,828	0	19,165
(12) TAMARA E WITTEMAN DIRECTOR	5 00	X						1,186	0	0
(13) MAUREEN WOLFE DIRECTOR	5 00	X						1,186	0	0
(14) KATHLEEN LUSCOMBE EXEC ASST TO PRESIDENT	37 50				X			150,543	0	48,204
(15) STEVEN ALVIENE DIR FIELD AND MEMBER	37 50					X		151,514	0	48,370
(16) STEPHEN MADARASZ DIRECTOR OF COMMUNICATIONS	37 50					X		151,849	0	48,428
(17) ROSS HANNA DIRECTOR OF CONTRACT ADM	37 50					X		152,729	0	48,579
(18) CATHY BRUNO DIRECTOR OF INTERNAL OPERATIONS	37 50					X		154,977	0	48,965
(19) STEVEN CRAIN GENERAL COUNSEL	37 50					X		150,157	0	48,138

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.**

▶ **Information about Schedule C (Form 990 or 990-EZ) and its instructions is at**

www.irs.gov/form990.

OMB No 1545-0047

2014

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) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

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

Name of the organization THE CIVIL SERVICE EMPLOYEES ASSOCIATION INC	Employer identification number 14-0479613
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

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

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

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

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

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

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-

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 separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(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

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, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation

[illegible]

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

► Complete if the organization answered "Yes," to Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
► Attach to Form 990.
Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2014

Open to Public Inspection

Name of the organization THE CIVIL SERVICE EMPLOYEES ASSOCIATION INC	Employer identification number 14-0479613
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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 value of contributions to (during year)	
3	Aggregate value of 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) Revenue 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

Revenue 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) 2014

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
- c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance
- | | |
|----|--------|
| | Amount |
| 1c | |
| 1d | |
| 1e | |
| 1f | |
- 2a

Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?

☐ 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)

(ii) related organizations

3a(ii)
- b

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

3b
- 4

Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment. Complete if the organization answered 'Yes' to Form 990, Part IV, line 11a. 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		2,323,365		2,323,365
b Buildings		13,369,724	7,422,953	5,946,771
c Leasehold improvements		5,065,227	4,117,063	948,164
d Equipment		10,079,163	8,819,036	1,260,127
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				10,478,427

Part XI

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	77,625,135
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains (losses) on investments	2a	-3,883,004
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	-51,227,449
e	Add lines 2a through 2d	2e	-55,110,453
3	Subtract line 2e from line 1	3	132,735,588
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	-4,104
c	Add lines 4a and 4b	4c	-4,104
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	5	132,731,484

Part XII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	74,535,336
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	4,104
e	Add lines 2a through 2d	2e	4,104
3	Subtract line 2e from line 1	3	74,531,232
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	51,227,449
c	Add lines 4a and 4b	4c	51,227,449
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)	5	125,758,681

Part XIII

Supplemental Information

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.

Return Reference	Explanation

[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.

▶ Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2014

Open to Public
Inspection

Name of the organization
THE CIVIL SERVICE EMPLOYEES ASSOCIATION INC

Employer identification number
14-0479613

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 Domestic Organizations and Domestic Governments. 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 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

2

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

3

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

Part III

Grants and Other Assistance to Domestic Individuals. 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) TUITION ASSISTANCE FOR MEMBERS	3474	4,662,918		BOOK	PROFESSIONAL DEVELOPMENT
(2) SCHOLARSHIP PROGRAM FOR MEMBERS	24	24,000		BOOK	SCHOLARSHIP
(3) GROUP LIFE TERM INSURANCE REBATE	33127	2,074,417		BOOK	REBATE PREMIUM
(4) VOICE HEALTH SUBSIDY	184	129,525		BOOK	REIMBURSEMENT OF HEALTH INSURANCE

Part IV

Supplemental Information. Provide the information required in Part I, line 2, Part III, column (b), and any other additional information.

Return Reference	Explanation
PART I, LINE 2	THE CSEA MEMBERS OR THE INSTITUTIONS PROVIDING EDUCATION TO CSEA MEMBERS PROVIDE PROOF OF ATTENDANCE AND GRADES AND THEN ARE REIMBURSED FOR THE COURSES FOR MEMBERS PARTICIPATING IN THE EARLY LEARNING PROGRAM, THE MEMBERS SUBMIT APPLICATIONS WITH DOCUMENTATION TO CSEA WHICH REVIEWS THEM TO DETERMINE IF THEY MEET THE CRITERIA BEFORE BEING PROCESSED

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

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

▶ Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2014

Open to Public Inspection

Name of the organization
THE CIVIL SERVICE EMPLOYEES ASSOCIATION INC

Employer identification number
14-0479613

Part I

Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel ☐ Travel for companions ☐ Tax idemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e g , maid, chauffeur, chef)		
b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain.	1b	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?	2	
3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. ☒ Compensation committee ☐ Independent compensation consultant ☐ Form 990 of other organizations ☐ Written employment contract ☒ Compensation survey or study ☒ Approval by the board or compensation committee		
4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization:		
a Receive a severance payment or change-of-control payment?	4a	No
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	Yes
c Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.	4c	No
Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:		
a The organization?	5a	
b Any related organization? If "Yes," to line 5a or 5b, describe in Part III.	5b	
6 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
a The organization?	6a	
b Any related organization? If "Yes," to line 6a or 6b, describe in Part III.	6b	
7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III.	7	
8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.	8	
9 If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9	

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 in column(B) reported as deferred in prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 DANIEL F DONOHUE, PRESIDENT	(i)	160,269	0	45,851	-3,636	0	202,484	0
	(ii)	1,844	0	0	0	0	1,844	0
2 NICHOLAS LAMORTE, VICE PRESIDENT	(i)	59,980	0	70,130	24,590	0	154,700	0
	(ii)	2,054	0	0	0	0	2,054	0
3 MARY SULLIVAN, EXECUTIVE VP	(i)	109,983	0	18,866	18,874	0	147,723	0
	(ii)	2,606	0	0	0	0	2,606	0
4 KATHLEEN LUSCOMBE, EXEC ASST TO PRESIDENT	(i)	150,543	0	0	25,834	22,370	198,747	0
	(ii)	0	0	0	0	0	0	0
5 STEVEN ALVIENE, DIR FIELD AND MEMBER	(i)	151,514	0	0	26,000	22,370	199,884	0
	(ii)	0	0	0	0	0	0	0
6 STEPHEN MADARASZ, DIRECTOR OF COMMUNICATIONS	(i)	151,849	0	0	26,058	22,370	200,277	0
	(ii)	0	0	0	0	0	0	0
7 ROSS HANNA, DIRECTOR OF CONTRACT ADM	(i)	152,729	0	0	26,209	22,370	201,308	0
	(ii)	0	0	0	0	0	0	0
8 CATHY BRUNO, DIRECTOR OF INTERNAL OPERATIONS	(i)	154,977	0	0	26,595	22,370	203,942	0
	(ii)	0	0	0	0	0	0	0
9 STEVEN CRAIN, GENERAL COUNSEL	(i)	150,157	0	0	25,768	22,370	198,295	0
	(ii)	0	0	0	0	0	0	0

Part III **Supplemental Information**

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

Return Reference	Explanation
PART I, LINE 3	OFFICER'S COMPENSATION IS DETERMINED BY A SPECIAL COMMITTEE APPOINTED BY THE PRESIDENT THE FINDINGS OF THE COMMITTEE ARE PRESENTED TO THE BOARD FOR APPROVAL THE COMMITTEE SURVEYS OTHER UNIONS KEY EMPLOYEES' COMPENSATION IS DETERMINED USING THE SAME METHODOLOGY AS TOP MANAGEMENT

Additional Data

Software ID:

Software Version:

EIN: 14-0479613

Name: THE CIVIL SERVICE EMPLOYEES ASSOCIATION INC

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

(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 in column (B) reported as deferred in prior Form 990
	(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
DANIEL F DONOHUE, PRESIDENT	(i) 160,269	0	45,851	-3,636	0	202,484	0
	(ii) 1,844	0	0	0	0	1,844	0
NICHOLAS LAMORTE, VICE PRESIDENT	(i) 59,980	0	70,130	24,590	0	154,700	0
	(ii) 2,054	0	0	0	0	2,054	0
MARY SULLIVAN, EXECUTIVE VP	(i) 109,983	0	18,866	18,874	0	147,723	0
	(ii) 2,606	0	0	0	0	2,606	0
KATHLEEN LUSCOMBE, EXEC ASST TO PRESIDENT	(i) 150,543	0	0	25,834	22,370	198,747	0
	(ii) 0	0	0	0	0	0	0
STEVEN ALVIENE, DIR FIELD AND MEMBER	(i) 151,514	0	0	26,000	22,370	199,884	0
	(ii) 0	0	0	0	0	0	0
STEPHEN MADARASZ, DIRECTOR OF COMMUNICATIONS	(i) 151,849	0	0	26,058	22,370	200,277	0
	(ii) 0	0	0	0	0	0	0
ROSS HANNA, DIRECTOR OF CONTRACT ADM	(i) 152,729	0	0	26,209	22,370	201,308	0
	(ii) 0	0	0	0	0	0	0
CATHY BRUNO, DIRECTOR OF INTERNAL OPERATIONS	(i) 154,977	0	0	26,595	22,370	203,942	0
	(ii) 0	0	0	0	0	0	0
STEVEN CRAIN, GENERAL COUNSEL	(i) 150,157	0	0	25,768	22,370	198,295	0
	(ii) 0	0	0	0	0	0	0

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

**▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at
www.irs.gov/form990.**

OMB No 1545-0047

2014

**Open to Public
Inspection**

Name of the organization THE CIVIL SERVICE EMPLOYEES ASSOCIATION INC	Employer identification number 14-0479613
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990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	
FORM 990, PART VI, SECTION A, LINE 7A	MEMBERS ELECT THEIR UNIT, LOCAL & REGIONAL OFFICERS AS WELL AS THEIR BOARD REPRESENTATIVES , THE FOUR STATEWIDE OFFICERS AND THEIR AFSCME DELEGATE
FORM 990, PART VI, SECTION B, LINE 11	CSEA'S 990 IS REVIEWED BY THE DIRECTOR OF FINANCE AND THE DIRECTOR OF INTERNAL OPERATIONS THE NUMBERS ARE COMPARED TO THE AUDITED TRIAL BALANCE, BALANCE SHEET, AND INCOME STATEMEN TS ANY QUESTIONS ARE DISCUSSED WITH THE EXTERNAL ACCOUNTANTS
FORM 990, PART VI, SECTION B, LINE 15	CSEA EXECUTIVE DIRECTOR AND TOP MANAGEMENT THE PERSONNEL COMMITTEE OF THE BOARD OF DIRECTO RS REVIEWS, CREATES AND PRESENTS TO THE BOARD THE COMPENSATION OF TOP MANAGEMENT THE BOAR D APPROVES THE COMPENSATION CSEA DOES NOT HAVE AN EXECUTIVE DIRECTOR CSEA SURVEYS OTHER LABOR UNIONS CONTEMPORANEOUS MINUTES OF THE MEETINGS ARE KEPT OTHER OFFICERS OR KEY EMPL OYEEES OFFICER'S COMPENSATION IS DETERMINED BY A SPECIAL COMMITTEE APPOINTED BY THE PRESIDE NT THE FINDINGS OF THE COMMITTEE ARE PRESENTED TO THE BOARD FOR APPROVAL THE COMMITTEE S URVEYS OTHER UNIONS KEY EMPLOYEES' COMPENSATION IS DETERMINED USING THE SAME METHODOLOGY AS TOP MANAGEMENT
FORM 990, PART VI, SECTION C, LINE 19	CSEA PROVIDES COPIES OF ITS GOVERNING DOCUMENTS, POLICIES AND FINANCIAL INFORMATION ON REQUEST AND FOR INSPECTION AT ITS OFFICES
FORM 990, PART XI, LINE 9	PENSION/POST-RETIREMENT CHARGES OTHER THAN NET PERIODIC COSTS -19,985,772
FORM 990, PART XII, LINE 2C	CSEA'S FINANCIAL STATEMENTS ARE AUDITED ON A CONSOLIDATED BASIS WITH CSEA INSTITUTE FOR WO RKERS' OPPORTUNITIES, RESOURCES AND KNOWLEDGE CSEA HAS AN AUDIT COMMITTEE WHICH OVERSEES THE CONSOLIDATED FINANCIAL STATEMENT AUDIT

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

▶ Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2014

Open to Public Inspection

Name of the organization
THE CIVIL SERVICE EMPLOYEES ASSOCIATION INC

Employer identification number
14-0479613

Part I Identification of Disregarded Entities

Complete if the organization answered "Yes" on 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" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) CSE POLITICAL ACTION FUND 143 WASHINGTON AVENUE ALBANY, NY 12210 14-1594968	LOBBYING	NY	527		N/A		No
(2) CSEA EMPLOYEE BENEFIT FUND 1 LEAR JET LANE LATHAM, NY 12110 14-1610554	HEALTH BENEFITS	NY	501(C)(9)		THE CIVIL SERVICE EMPLOYEES ASSOCIATION INC	Yes	
(3) CSEA WORK INSTITUTE TRUST 1 LEAR JET LANE LATHAM, NY 12110 65-6405612	EDUCATION	NY	501(C)(3)	LINE 7	THE CIVIL SERVICE EMPLOYEES ASSOCIATION INC	Yes	

Part III

Identification of Related Organizations Taxable as a Partnership

Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproporionate 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" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

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

Part V

Transactions With Related Organizations

Complete if the organization answered "Yes" on 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 Yes

1b No

1c No

1d No

1e No

1f No

1g No

1h No

1i No

1j Yes

1k No

1l Yes

1m Yes

1n No

1o Yes

1p Yes

1q Yes

1r No

1s 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 related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) CSEA EMPLOYEE BENEFIT FUND	A	245,092	ACTUAL COST

Schedule R (Form 990) 2014

Part VI **Unrelated Organizations Taxable as a Partnership** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.
Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization See instructions regarding exclusion for certain investment partnerships

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(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		Yes	No	

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R (see instructions)

Return Reference	Explanation
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