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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](http://www.irs.gov/form990)

OMB No 1545-0047

2015

Open to Public Inspection

A For the 2015 calendar year, or tax year beginning 01-01-2015 , and ending 12-31-2015

B Check if applicable

☐ Address change

☐ Name change

☐ Initial return

☐ Final return/terminated

☐ Amended return

☐ Application pending

C Name of organization

UNITED STEEL PAPER AND FORESTRY  
RUBBER MANUFACTURING ENERGY ALLIED

Doing business as

UNITED STEELWORKERS USW

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

60 BLVD OF THE ALLIES

Room/suite

City or town, state or province, country, and ZIP or foreign postal code

PITTSBURGH, PA 15222

F Name and address of principal officer

LEO W GERARD  
60 BLVD OF THE ALLIES  
PITTSBURGH, PA 15222

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 ▶ 0260

I Tax-exempt status

☐ 501(c)(3) ☒ 501(c) ( 5 ) ◀ (insert no ) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW USW ORG

K Form of organization

☐ Corporation ☐ Trust ☒ Association ☐ Other ▶

L Year of formation 1936

M State of legal domicile PA

Part I Summary			
Activities & Governance	<b>1</b> Briefly describe the organization's mission or most significant activities TO CONTINUE TO WORK TOGETHER TO PROMOTE FAIRNESS, JUSTICE & EQUALITY IN THE WORKPLACE & IN SOCIETY		
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	20
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	0
	<b>5</b> Total number of individuals employed in calendar year 2015 (Part V, line 2a)	<b>5</b>	1,507
	<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	0
	<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	0
	<b>b</b> Net unrelated business taxable income from Form 990-T, line 34	<b>7b</b>	0
Revenue	<b>8</b> Contributions and grants (Part VIII, line 1h) <b>9</b> Program service revenue (Part VIII, line 2g) <b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7 d ) <b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) <b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	Prior Year	Current Year
		0	0
		476,327,887	477,256,237
		28,676,598	27,572,509
		225,735	186,701
		505,230,220	505,015,447
Expenses	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1–3 ) <b>14</b> Benefits paid to or for members (Part IX, column (A), line 4) <b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) <b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e) <b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ 0 <b>17</b> Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e) <b>18</b> Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25) <b>19</b> Revenue less expenses Subtract line 18 from line 12	6,208,712	5,410,207
		7,819,272	31,894,063
		128,388,627	136,002,547
		0	0
		255,287,751	285,457,730
		397,704,362	458,764,547
Net Assets or Fund Balances	<b>20</b> Total assets (Part X, line 16) <b>21</b> Total liabilities (Part X, line 26) <b>22</b> Net assets or fund balances Subtract line 21 from line 20	Beginning of Current Year	End of Year
		689,101,596	686,279,647
		629,099,252	716,250,657
		60,002,344	-29,971,010

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

2016-10-05

Date

STANLEY W JOHNSON SECRETARY-TREASURER

Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name

SUSAN M KIRSCH

Preparer's signature

SUSAN M KIRSCH

Date

Check ☐ if self-employed

PTIN

P00341397

Firm's name ▶ SCHNEIDER DOWNS & CO INC

Firm's EIN ▶ 25-1408703

Firm's address ▶ ONE PPG PLACE SUITE 1700

Phone no (412) 261-3644

PITTSBURGH, PA 15222

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form990(2015)

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

WORK TOGETHER TO IMPROVE JOBS, BUILD A BETTER FUTURE, PROMOTE FAIRNESS, JUSTICE AND EQUALITY IN THE  
WORKPLACE AND IN SOCIETY

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 \$ )

NEGOTIATION OF COLLECTIVE BARGAINING AGREEMENTS AND THE ADMINISTRATION AND ENFORCEMENT OF THE AGREEMENTS MADE BY THE LABOR ORGANIZATION

4b

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

ORGANIZING EFFORTS TO BECOME THE EXCLUSIVE BARGAINING REPRESENTATIVE FOR ANY UNIT OF EMPLOYEES AND TO RECRUIT NEW MEMBERS

4c

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

ASSISTING WITH LOCAL UNION ADMINISTRATION INCLUDING MEMBERSHIP EDUCATION PROGRAMS, MEMBERSHIP MEETINGS AND ELECTIONS

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)? . . . .		No
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 ☒ . . . . .	Yes	
4	<b>Section 501(c)(3) organizations.</b> 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 ☒ . . . . .		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 ☒ . . . . .		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 ☒ . . . . .		No
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 ☒ . . . . .	Yes	
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? . . . . .	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 . . . . .	Yes	
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 . . . . .	Yes	
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	Yes	
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		No
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	<b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> 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	<b>Section 501(c)(3) organizations.</b> 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? <b>Note.</b> 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.	299	
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.	2a	1,507
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> 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	No
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	
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	Yes
b If "Yes," enter the name of the foreign country: CA 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? <b>Note.</b> 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		
	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		
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	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	No
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	No
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	No
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. <input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> 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 STANLEY W JOHNSON   60 BLVD OF THE ALLIES   PITTSBURGH, PA 15222 (412) 562-2400

Check if Schedule O contains a response or note to any line 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 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

[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				
See Additional Data Table											

**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 ► 366

		Yes	No
<b>3</b>	Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i> . . . . .		
	<b>3</b>		No
<b>4</b>	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> . . . . .		
	<b>4</b>	Yes	
<b>5</b>	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> . . . . .		
	<b>5</b>		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) Name and business address	(B) Description of services	(C) Compensation
PHILION LEBLANC BEAUDRY 565 BOUL CREMAZIE EST BUREAU 5400 MONTREAL, QC H2M 2V6 CA	LEGAL SERVICES	904,868
VICTORY SQUARE LAW OFFICE LLP 500-128 W PENDER ST VANCOUVER, BC V6B 1R8 CA	LEGAL SERVICES	828,135
GILBERT & SACKMAN 3699 WILSHIRE BLVD SUITE 1200 LOS ANGELES, CA 900102732	LEGAL SERVICES	775,613
PALIARE ROLAND ROSENBERG ROTHSTEIN LLP 155 WELLINGTON ST W TORONTO, ON M5V 3H1 CA	LEGAL SERVICES	693,969
BREDHOFF & KAISER 805 FIFTEENTH STREET NW STE 1000 WASHINGTON, DC 20005	LEGAL SERVICES	629,787

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				
	c	Fundraising events . . . . .	1c				
	d	Related organizations . . . . .	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f				
	g	Noncash contributions included in lines 1a-1f \$					
	h	Total. Add lines 1a-1f . . . . .					
Program Service Revenue			Business Code				
	2a	MEMBERSHIP DUES	900099	474,956,916	474,956,916		
	b	LOCAL UNION ESCROW	900099	1,094,205	1,094,205		
	c	EDUCATIONAL CONFERENCES	900099	635,864	635,864		
	d	SHARED SERVICES/EXP REIMB	900099	380,995	380,995		
	e	LEGAL SETTLEMENTS	900099	95,935	95,935		
	f	All other program service revenue		92,322	92,322		
	g	Total. Add lines 2a-2f . . . . .		477,256,237			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts) . . . . .		12,776,148		12,776,148	
	4	Income from investment of tax-exempt bond proceeds . . . . .					
	5	Royalties . . . . .		1,867,799		1,867,799	
	6a	Gross rents	(i) Real	(ii) Personal			
		b	Less rental expenses				
		c	Rental income or (loss)				
		d	Net rental income or (loss) . . . . .				
	7a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
		b	Less cost or other basis and sales expenses				
		c	Gain or (loss)				
		d	Net gain or (loss) . . . . .		14,796,361		14,796,361
	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	INVESTMENT IN SUBSIDIARY	900003	-1,681,098			-1,681,098
	b						
c							
d	All other revenue . . . . .						
e	Total. Add lines 11a-11d . . . . .		-1,681,098				
12	Total revenue. See Instructions . . . . .		505,015,447	477,256,237	0	27,759,210	

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	3,429,743			
2 Grants and other assistance to domestic individuals See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16	1,980,464			
4 Benefits paid to or for members	31,894,063			
5 Compensation of current officers, directors, trustees, and key employees	4,060,620			
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	64,567,108			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	10,726,905			
9 Other employee benefits	48,732,851			
10 Payroll taxes	7,915,063			
11 Fees for services (non-employees)				
a Management				
b Legal	7,741,001			
c Accounting	202,927			
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees	2,129,869			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	1,791,067			
12 Advertising and promotion				
13 Office expenses	3,463,296			
14 Information technology	1,924,374			
15 Royalties				
16 Occupancy	14,250,119			
17 Travel	17,687,921			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	4,179,256			
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	889,429			
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 LOCAL UNION REFUNDS	181,844,229			
b FOREIGN EXCHANGE LOSS	27,300,303			
c DIST EDUC/LEGIS FUNDS	7,894,648			
d PER CAPITA DUES	5,869,103			
e All other expenses	8,290,188			
25 Total functional expenses. Add lines 1 through 24e	458,764,547			
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 . . . . .		257,044,050	1	171,541,789
	2	Savings and temporary cash investments . . . . .			2	
	3	Pledges and grants receivable, net . . . . .			3	
	4	Accounts receivable, net . . . . .		364,241	4	954,105
	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 . . . . .		161,801	7	168,204
	8	Inventories for sale or use . . . . .		719,932	8	630,832
	9	Prepaid expenses and deferred charges . . . . .		2,944,750	9	2,031,407
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D . . . . .	10a	31,501,399		
	b	Less: accumulated depreciation . . . . .	10b	30,239,610	10c	1,261,789
	11	Investments—publicly traded securities . . . . .		412,337,793	11	495,763,613
	12	Investments—other securities. See Part IV, line 11 . . . . .		1,000,000	12	1,000,000
	13	Investments—program-related. See Part IV, line 11 . . . . .			13	
	14	Intangible assets . . . . .			14	
	15	Other assets. See Part IV, line 11 . . . . .		13,163,104	15	12,927,908
	16	<b>Total assets.</b> Add lines 1 through 15 (must equal line 34) . . . . .		689,101,596	16	686,279,647
Liabilities	17	Accounts payable and accrued expenses . . . . .		20,442,116	17	18,407,069
	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 . . . . .		608,657,136	25	697,843,588
	26	<b>Total liabilities.</b> Add lines 17 through 25 . . . . .		629,099,252	26	716,250,657
Net Assets or Fund Balances	<b>Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b>					
	27	Unrestricted net assets . . . . .		60,002,344	27	-29,971,010
	28	Temporarily restricted net assets . . . . .			28	
	29	Permanently restricted net assets . . . . .			29	
	<b>Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.</b>					
	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	<b>Total net assets or fund balances</b> . . . . .		60,002,344	33	-29,971,010
	34	<b>Total liabilities and net assets/fund balances</b> . . . . .		689,101,596	34	686,279,647

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	505,015,447
2	Total expenses (must equal Part IX, column (A), line 25)	2	458,764,547
3	Revenue less expenses Subtract line 2 from line 1	3	46,250,900
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	60,002,344
5	Net unrealized gains (losses) on investments	5	-28,512,487
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	-107,711,767
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	-29,971,010

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 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> 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 <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	2a	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 <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	2b	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	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
3b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b	

Additional Data

Software ID:

Software Version:

EIN: 25-0818080

Name: UNITED STEEL PAPER AND FORESTRY  
RUBBER MANUFACTURING ENERGY ALLIED

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			
LEO W GERARD ..... PRESIDENT	40 00 ..... 1 90	X		X				190,632	0	65,570
STANLEY W JOHNSON ..... SECRETARY/TREASURER	40 00 ..... 2 20	X		X				162,417	0	59,927
THOMAS M CONWAY ..... VICE PRESIDENT	40 00 ..... 1 90	X		X				153,605	0	58,163
FREDRICK D REDMOND ..... VICE PRESIDENT	40 00 ..... 1 90	X		X				155,997	0	58,225
KENNETH G NEUMANN ..... NATIONAL DIRECTOR-CANADA	40 00 ..... 0 80	X		X				162,421	0	31,702
CAROL LANDRY ..... VICE PRESIDENT	40 00 ..... 0 80	X						155,677	0	58,387
JON T GEENEN ..... VICE PRESIDENT	40 00 ..... 0 30	X						158,098	0	58,052
GARY BEEVERS ..... VICE PRESIDENT (1-1-15 TO 11-30-15)	40 00 ..... 0 30	X						164,506	0	42,755
DAVID R MCCALL ..... DIRECTOR	40 00 ..... 2 00	X						134,667	0	52,777
MICHAEL BOLTON ..... DIRECTOR	40 00 ..... 2 00	X						127,862	0	52,617
STEVE HUNT ..... DIRECTOR	40 00 ..... 0 30	X						141,787	0	29,899
JOHN E SHINN ..... DIRECTOR	40 00 ..... 2 00	X						126,509	0	52,653
DANIEL ROY ..... DIRECTOR	40 00 ..... 0 30	X						150,348	0	27,907
ORVILLE M WARREN ..... DIRECTOR	40 00 ..... 0 30	X						141,216	0	27,907
MICHAEL R MILLSAP ..... DIRECTOR	40 00 ..... 2 00	X						127,683	0	52,679
ERNEST R THOMPSON ..... DIRECTOR	40 00 ..... 2 00	X						126,907	0	52,927
R DANIEL FLIPPO ..... DIRECTOR	40 00 ..... 2 00	X						126,619	0	52,553
ROBERT J MCAULIFFE ..... DIRECTOR	40 00 ..... 2 00	X						127,282	0	52,795
EMIL A RAMIREZ ..... DIRECTOR	40 00 ..... 2 00	X						126,249	0	52,703
ROBERT LAVENTURE ..... DIRECTOR	40 00 ..... 2 00	X						128,194	0	52,795
RUBEN A GARZA ..... DIRECTOR	40 00 ..... 2 00	X						126,410	0	52,541
RICHARD J BREAN ..... GENERAL COUNSEL	40 00 ..... 0 30					X		155,048	0	57,467
JOSEPH P STULIGROSS ..... ASSISTANT GENERAL COUNSEL	40 00 ..... 0 30					X		141,649	0	54,499
DANIEL M KOVALIK ..... ASSISTANT GENERAL COUNSEL	40 00 ..... 0 30					X		141,611	0	54,539
BRUCE A FICKMAN ..... ASSOCIATE GENERAL COUNSEL	40 00 ..... 0 30					X		141,237	0	54,851

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			
MARY ANNE WESTON ..... ASSISTANT	40 00 ..... 0 30					X		140,037	0	54,621

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](http://www.irs.gov/form990).

OMB No 1545-0047

2015

Open to Public Inspection

If the organization answered "Yes" on 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" on 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" on 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 UNITED STEEL PAPER AND FORESTRY RUBBER MANUFACTURING ENERGY ALLIED	Employer identification number  25-0818080
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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	▶ \$ 4,369,540
3	Volunteer hours	0

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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
4a	Was a correction made?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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	▶ \$	0
2	Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities	▶ \$	0
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?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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) USW WORKS	60 BLVD OF THE ALLIES PITTSBURGH, PA 15222	46-4517192	0	2,100,267
UNITED STEELWORKERS NON-(2) FEDERAL ACCOUNT	60 BLVD OF THE ALLIES PITTSBURGH, PA 15222	20-5395553	0	163,747
3				
4				
5				
6				



Part II-A

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

- A☐ 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☐ 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?														
		<input type="checkbox"/> Yes	<input type="checkbox"/> 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)2012	(b)2013	(c)2014	(d)2015	(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 on 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
PART I-A, LINE 1	THE ORGANIZATION PROVIDED INFORMATION TO ITS MEMBERS ABOUT ELECTORAL CAMPAIGNS AND ISSUES, ENCOURAGES ITS MEMBERS TO PARTICIPATE IN THE ELECTORAL PROCESS, AND COLLABORATES WITH OTHER LABOR ORGANIZATIONS AND ALLIED GROUPS ON ELECTORAL MATTERS, ALL IN ORDER TO SERVE THE BEST INTERESTS OF THE ORGANIZATION'S MEMBERS, THEIR FAMILIES AND ALL WORKING PEOPLE. THE ORGANIZATION ALSO SPONSORS SEPARATE SEGREGATED FUNDS THAT ARE REGISTERED AS FEDERAL POLITICAL COMMITTEES WITH THE FEDERAL ELECTION COMMISSION (FEC), AND A SEPARATE SEGREGATED FUND THAT IS REGISTERED AS A POLITICAL ORGANIZATION WITH THE INTERNAL REVENUE SERVICE (IRS). THE ORGANIZATION PROVIDED ADMINISTRATIVE SUPPORT FOR THESE FUNDS IN ACCORDANCE WITH THE RESPECTIVE FEC AND TREASURY REGULATIONS.

SCHEDULE D  
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2015

Open to Public Inspection

Department of the Treasury  
Internal Revenue Service

► Complete if the organization answered "Yes," on 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](http://www.irs.gov/form990).

Name of the organization UNITED STEEL PAPER AND FORESTRY RUBBER MANUFACTURING ENERGY ALLIED	Employer identification number  25-0818080
---	--

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on 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? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>	
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? <div><input type="checkbox"/> Yes <input type="checkbox"/> No</div>	

Part II Conservation Easements.

Complete if the organization answered "Yes" on 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	2a
b	2b
c	2c
d	2d

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

4 Number of states where property subject to conservation easement is located ► \_\_\_\_\_

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

☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year  
► \_\_\_\_\_

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, 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" on 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 on 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 on Form 990, Part VIII, line 1  
► \$ \_\_\_\_\_

b Assets included in Form 990, Part X  
► \$ \_\_\_\_\_

Part III

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

(continued)

3

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

a

☐ Public exhibition

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

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" on 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 on lines 2a, 2b, and 2c should equal 100%

3a

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

(i)

unrelated organizations . . . . .

(ii)

related organizations . . . . .

b

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

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)	Accumulated (c)depreciation	(d)Book value
1a Land . . . . .				
b Buildings . . . . .				
c Leasehold improvements . . . . .				
d Equipment . . . . .		31,501,399	30,239,610	1,261,789
e Other . . . . .				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				1,261,789



<b>Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return</b> Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.				
1	Total revenue, gains, and other support per audited financial statements . . . . .			1
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments . . . . .	2a		
b	Donated services and use of facilities . . . . .	2b		
c	Recoveries of prior year grants . . . . .	2c		
d	Other (Describe in Part XIII ) . . . . .	2d		
e	Add lines 2a through 2d . . . . .			2e
3	Subtract line 2e from line 1 . . . . .			3
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		
c	Add lines 4a and 4b . . . . .		4c	
5	Total revenue Add lines 3 and 4c.(This must equal Form 990, Part I, line 12 ) . . . . .			5

<b>Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.</b> Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.				
1	Total expenses and losses per audited financial statements . . . . .			1
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		
e	Add lines 2a through 2d . . . . .			2e
3	Subtract line 2e from line 1 . . . . .			3
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	
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18 ) . . . . .			5

<b>Part XIII Supplemental Information</b>	
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
PART X, LINE 2	THE USW'S COMBINED STATEMENTS OF FINANCIAL POSITION AT DECEMBER 31, 2015 AND 2014 DO NOT INCLUDE ANY LIABILITIES ASSOCIATED WITH UNCERTAIN TAX POSITIONS, FURTHER, THE USW HAS NO UNRECOGNIZED TAX BENEFITS THERE WERE NO INTEREST OR PENALTIES RECOGNIZED IN THE COMBINED STATEMENTS OF ACTIVITIES FOR THE YEARS ENDED DECEMBER 31, 2015 AND 2014 THE STATUTORY TAX YEARS REMAIN OPEN TO EXAMINATION

[illegible]

Additional Data

Software ID:

Software Version:

EIN: 25-0818080

Name: UNITED STEEL PAPER AND FORESTRY  
RUBBER MANUFACTURING ENERGY ALLIED

Form 990, Schedule D, Part X, - Other Liabilities

1	(a) Description of Liability	(b) Book Value
	FUNDS FOR INACTIVE LOCAL UNIONS	4,749,127
	DEFERRED COMPENSATION	1,699,515
	DISTRICT POLITICAL EDUCATION AND LEGISLATIVE FUNDS	7,632,370
	ACCRUED PENSION EXPENSE	84,106,747
	DISTRICT EDUCATION FUNDS	1,228,207
	ACCRUED POSTRETIREMENT BENEFIT	589,278,454
	DUE TO UNITED STEELWORKERS BUILDING FUND	5,779,352
	LINDEN HALL	1,213,398
	DUE TO UNITED STEELWORKERS EDUCATION CENTER	2,156,418



SCHEDULE F  
(Form 990)

Statement of Activities Outside the United States

► Complete if the organization answered "Yes" to Form 990,  
Part IV, line 14b, 15, or 16.  
► Attach to Form 990.

► Information about Schedule F (Form 990) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

OMB No 1545-0047

2015

Open to Public Inspection

Department of the Treasury  
Internal Revenue Service

Name of the organization  
UNITED STEEL PAPER AND FORESTRY  
RUBBER MANUFACTURING ENERGY ALLIED

Employer identification number  
25-0818080

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 its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . . ☒ Yes ☐ No
- 2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance 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
( 1 ) See Add'l Data					
( 2 )					
( 3 )					
( 4 )					
( 5 )					
3a Sub-total	4	269			57,353,094
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	4	269			57,353,094

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)
( 1 )	See Add'l Data								
( 2 )									
( 3 )									
( 4 )									
( 5 )									
( 6 )									
( 7 )									
( 8 )									
( 9 )									
( 10 )									
( 11 )									
( 12 )									
( 13 )									
( 14 )									
( 15 )									
( 16 )									

- 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 . . . . ▶ 5
- 3 Enter total number of other organizations or entities . . . . . ▶ 11

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.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
( 1 )							
( 2 )							
( 3 )							
( 4 )							
( 5 )							
( 6 )							
( 7 )							
( 8 )							
( 9 )							
( 10 )							
( 11 )							
( 12 )							
( 13 )							
( 14 )							
( 15 )							
( 16 )							
( 17 )							
( 18 )							

**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; do not file with Form 990)*

☐

Yes

☒

No
- 3

Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)*

☐

Yes

☒

No
- 4

Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)*

☐

Yes

☒

No
- 5

Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships. (see Instructions for Form 8865)*

☐

Yes

☒

No
- 6

Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to file Form 5713, International Boycott Report (see Instructions for Form 5713; do not file with Form 990)*

☐

Yes

☒

No

**Part V**   **Supplemental Information**

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).

**990 Schedule F, Supplemental Information**

Return Reference	Explanation
PART I, LINE 2	CONTRIBUTIONS ARE APPROVED BY MEMBERS OF THE INTERNATIONAL EXECUTIVE BOARD

Additional Data

Software ID:  
Software Version:  
EIN: 25-0818080  
Name: UNITED STEEL PAPER AND FORESTRY  
RUBBER MANUFACTURING ENERGY ALLIED

Form 990 Schedule F Part I - Activities Outside The United States

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, 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 region
NORTH AMERICA	4	269	COLLECTIVE BARGAINING	PROGRAM SERVICES	57,101,836
EUROPE	0	0	SUPPORT WORKERS RIGHTS	PROGRAM SERVICES	183,818
SOUTH AMERICA	0	0	SUPPORT WORKERS RIGHTS	PROGRAM SERVICES	27,862

**Form 990 Schedule F Part I - Activities Outside The United States**

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, 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 region
EAST ASIA AND THE PACIFIC	0	0	SUPPORT WORKERS RIGHTS	PROGRAM SERVICES	25,581
SOUTH ASIA	0	0	SUPPORT WORKERS RIGHTS	PROGRAM SERVICES	1,641
CENTRAL AMERICA AND THE CARIBBEAN	0	0	COLLECTIVE BARGAINING	PROGRAM SERVICES	7,771

Form 990 Schedule F Part I - Activities Outside The United States

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, 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 region
MIDDLE EAST AND NORTH AFRICA - ALGERIA, BAHRAIN, DJIBOUTI, EGYPT,	0	0	SUPPORT WORKERS RIGHTS	PROGRAM SERVICES	4,585



Form 990 Schedule F Part II - Grants or Entities Outside The United States

(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	GENERAL SUPPORT	1,500,000	CHECK	0	N/A	N/A
		NORTH AMERICA	GENERAL SUPPORT	56,600	CHECK	0	N/A	N/A
		NORTH AMERICA	GENERAL SUPPORT	50,000	CHECK	0	N/A	N/A
		NORTH AMERICA	GENERAL SUPPORT	43,333	CHECK	0	N/A	N/A

Form 990 Schedule F Part II - Grants or Entities Outside The United States

(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	GENERAL SUPPORT	40,000	CHECK	0	N/A	N/A
		NORTH AMERICA	GENERAL SUPPORT	35,000	CHECK	0	N/A	N/A
		NORTH AMERICA	GENERAL SUPPORT	20,000	CHECK	0	N/A	N/A
		NORTH AMERICA	GENERAL SUPPORT	17,000	CHECK	0	N/A	N/A

Form 990 Schedule F Part II - Grants or Entities Outside The United States

(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	GENERAL SUPPORT	15,000	CHECK	0	N/A	N/A
		NORTH AMERICA	GENERAL SUPPORT	12,500	CHECK	0	N/A	N/A
		NORTH AMERICA	GENERAL SUPPORT	10,000	CHECK	0	N/A	N/A
		NORTH AMERICA	GENERAL SUPPORT	10,000	CHECK	0	N/A	N/A

Form 990 Schedule F Part II - Grants or Entities Outside The United States

(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	GENERAL SUPPORT	8,000	CHECK	0	N/A	N/A
		NORTH AMERICA	GENERAL SUPPORT	8,000	CHECK	0	N/A	N/A
		NORTH AMERICA	GENERAL SUPPORT	6,500	CHECK	0	N/A	N/A
		NORTH AMERICA	GENERAL SUPPORT	5,400	CHECK	0	N/A	N/A

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," on 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](http://www.irs.gov/form990).

OMB No 1545-0047

2015

Open to Public  
Inspection

Name of the organization  
UNITED STEEL PAPER AND FORESTRY  
RUBBER MANUFACTURING ENERGY ALLIED

Employer identification number  
25-0818080

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" on 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
See Additional Data Table							

2

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

19

3

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

15

Part III

Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on 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

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	CONTRIBUTIONS ARE APPROVED BY MEMBERS OF THE INTERNATIONAL EXECUTIVE BOARD

Additional Data

Software ID:  
Software Version:  
EIN: 25-0818080  
Name: UNITED STEEL PAPER AND FORESTRY  
RUBBER MANUFACTURING ENERGY ALLIED

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(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
5A ELITE YOUTH EMPOWERMENT PO BOX 16024 PITTSBURGH,PA 15242	47-1118194	501(C)(3)	8,500	0	N/A	N/A	GENERAL SUPPORT
AFL-CIO SECRETARY-TREASURER 815 16TH STREET NW WASHINGTON,DC 20006	53-0228172	501(C)(5)	78,000	0	N/A	N/A	GENERAL SUPPORT
AIDS-FREE WORLDTIDES CENTER 857 BROADWAY THIRD FLOOR NEWYORK,NY 10003	94-3213100	501(C)(3)	35,000	0	N/A	N/A	GENERAL SUPPORT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(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
ALLEGHENY COUNTY LABOR COUNCIL AFL-CIO 401 WOOD STREET SUITE 501 PITTSBURGH, PA 15222	25-0728563	501(C)(5)	6,200	0	N/A	N/A	GENERAL SUPPORT
ALLIANCE FOR RETIRED AMERICANS 815 16TH STREET NW 4TH FLOOR WASHINGTON, DC 20006	52-2277805	501(C)(4)	130,000	0	N/A	N/A	GENERAL SUPPORT
AMERICAN HEART ASSOCIATION 444 LIBERTY AVE STE 1300 PITTSBURGH, PA 15222	13-5613797	501(C)(3)	25,000	0	N/A	N/A	GENERAL SUPPORT



Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(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
AMERICAN RED CROSS 225 BLVD OF THE ALLIES PITTSBURGH, PA 15222	53-0196605	501(C)(3)	10,000	0	N/A	N/A	GENERAL SUPPORT
AMERICANS FOR DEMOCRATIC ACTION 1629 K STREET NW SUITE 300 WASHINGTON, DC 20006	53-0180733	501(C)(4)	14,750	0	N/A	N/A	GENERAL SUPPORT
APRI 815 16TH STREET NW 4TH FLOOR WASHINGTON, DC 20006	13-2548181	501(C)(4)	10,700	0	N/A	N/A	GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(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
APRI - PITTSBURGH CHAPTER PO BOX 22194 PITTSBURGH,PA 15222	80-0564629	501(C)(3)	28,500	0	N/A	N/A	GENERAL SUPPORT
CAMPAIGN FOR AMERICA'S FUTURE 1825 K STREET NW SUITE 400 WASHINGTON,DC 20006	52-1971942	501(C)(4)	25,000	0	N/A	N/A	GENERAL SUPPORT
COALITION OF KAISER PERMANENTE UNIONS 8484 GEORGIA AVENUE SUITE 620 SILVER SPRING,MD 20910	52-2360920	501(C)(5)	40,187	0	N/A	N/A	GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
COALITION TO STOP FAST TRACK 815 16TH STREET NW WASHINGTON,DC 20006	47-2965424	501(C)(4)	50,000	0	N/A	N/A	GENERAL SUPPORT
COLLEGE ATHLETES PLAYERS ASSOCIATION 11748 MAGNOLIA AVENUE SUITE C1 RIVERSIDE,CA 92503	46-4601824	501(C)(5)	140,000	0	N/A	N/A	GENERAL SUPPORT
COMMUNITY COLLEGE OF ALLEGHENY COUNTY EDUCATIONAL FOUNDATION 808 RIDGE AVENUE 102 PITTSBURGH,PA 15212	25-1384469	501(C)(3)	10,500	0	N/A	N/A	GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(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
DEMOS 220 FIFTH AVENUE 2ND FLOOR NEW YORK,NY 10001	13-4105066	501(C)(3)	10,000	0	N/A	N/A	GENERAL SUPPORT
ECONOMIC POLICY INSTITUTE 1333 H ST NW STE 300 EAST TOWER WASHINGTON,DC 20005	52-1368964	501(C)(3)	100,000	0	N/A	N/A	GENERAL SUPPORT
EPILEPSY FOUNDATION OF WESTERNCENTRAL PENNSYLVANIA 1501 REEDSDALE STREET PITTSBURGH,PA 15233	23-7241930	501(C)(3)	10,500	0	N/A	N/A	GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(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
GREATER PITTSBURGH COMMUNITY FOOD BANK 1 N LINDEN STREET DUQUESNE,PA 15110	25-1420599	501(C)(3)	7,500	0	N/A	N/A	GENERAL SUPPORT
INSTITUTE FOR GLOBAL LABOUR & HUMAN RIGHTS 60 BLVD OF THE ALLIES SIXTH FLOOR PITTSBURGH,PA 15222	13-3695377	501(C)(3)	70,000	0	N/A	N/A	GENERAL SUPPORT
JEFFERSON AWARDS FOR PUBLIC SERVICE 100 W 10TH STREET SUITE 215 WILMINGTON,DE 19801	52-0959336	501(C)(3)	26,000	0	N/A	N/A	GENERAL SUPPORT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(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
JUST HARVEST - A CENTER FOR ACTION AGAINST HUNGER 16 TERMINAL WAY PITTSBURGH, PA 15219	25-1549432	501(C)(4)	5,220	0	N/A	N/A	GENERAL SUPPORT
LOS ANGELES ALLIANCE FOR A NEW ECONOMY 464 LUCAS AVENUE SUITE 202 LOS ANGELES, CA 90017	95-4459427	501(C)(3)	25,000	0	N/A	N/A	GENERAL SUPPORT
NEW MEXICO FEDERATION OF LABOR AFL-CIO 2300 BUENA VISTA DRIVE SE 126 ALBUQUERQUE, NM 87106	85-0057176	501(C)(5)	10,000	0	N/A	N/A	GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(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
ROOSEVELT INSTITUTE 570 LEXINGTON AVENUE 5TH FLOOR NEW YORK,NY 10022	23-7213592	501(C)(3)	10,000	0	N/A	N/A	GENERAL SUPPORT
STEEL VALLEY AUTHORITY 1112 S BRADDOCK AVENUE SUITE 300 SWISSVALE,PA 15218	25-1528181	GOVERNMENT	10,000	0	N/A	N/A	GENERAL SUPPORT
TEXAS AFL-CIO BUILDING FUND PO BOX 12727 AUSTIN,TX 78711	74-1289747	501(C)(5)	10,000	0	N/A	N/A	GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(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
THE AMERICAN IRELAND FUND 211 CONGRESS STREET 10TH FLOOR BOSTON,MA 02110	25-1306992	501(C)(3)	7,500	0	N/A	N/A	GENERAL SUPPORT
THE HARKIN INSTITUTE FOR PUBLIC POLICY AND CITIZEN ENGAGEMENT 2429 UNIVERSITY AVENUE DES MOINES,IA 50311	42-0680460	501(C)(3)	34,650	0	N/A	N/A	GENERAL SUPPORT
UNION SPORTSMEN'S ALLIANCE 3340 PERIMETER HILL DRVIE NASHVILLE,TN 37211	27-2345009	501(C)(4)	10,000	0	N/A	N/A	GENERAL SUPPORT



Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(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
UNITED STUDENTS AGAINST SWEATSHOPS 1150 17TH STREET NW WASHINGTON,DC 20036	52-2094677	501(C)(3)	10,000	0	N/A	N/A	GENERAL SUPPORT
UNITED WAY OF ALLEGHENY COUNTY 1250 PENN AVENUE PITTSBURGH,PA 15222	25-1043578	501(C)(3)	100,700	0	N/A	N/A	GENERAL SUPPORT
USW WORKS 60 BLVD OF THE ALLIES PITTSBURGH,PA 15222	46-4517192	527	2,100,267	0	N/A	N/A	GENERAL SUPPORT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(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
WORKING AMERICA 815 16TH STREET WASHINGTON, DC 20006	20-0263611	501(C)(5)	10,000		N/A	N/A	GENERAL SUPPORT

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" on 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](http://www.irs.gov/form990).

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization UNITED STEEL PAPER AND FORESTRY RUBBER MANUFACTURING ENERGY ALLIED	Employer identification number  25-0818080
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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 on Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items		
	<div><div><input checked="" type="checkbox"/> First-class or charter travel</div><div><input type="checkbox"/> Housing allowance or residence for personal use</div></div> <div><div><input checked="" type="checkbox"/> Travel for companions</div><div><input type="checkbox"/> Payments for business use of personal residence</div></div> <div><div><input type="checkbox"/> Tax idemnification and gross-up payments</div><div><input type="checkbox"/> Health or social club dues or initiation fees</div></div> <div><div><input type="checkbox"/> Discretionary spending account</div><div><input type="checkbox"/> Personal services (e g , maid, chauffeur, chef)</div></div>		
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	Yes
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	Yes
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		
	<div><div><input type="checkbox"/> Compensation committee</div><div><input checked="" type="checkbox"/> Written employment contract</div></div> <div><div><input type="checkbox"/> Independent compensation consultant</div><div><input type="checkbox"/> Compensation survey or study</div></div> <div><div><input type="checkbox"/> Form 990 of other organizations</div><div><input checked="" type="checkbox"/> Approval by the board or compensation committee</div></div>		
4	During the year, did any person listed on 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	Yes
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	4c	No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III		
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.		
5	For persons listed on 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?	5b	
	If "Yes," on line 5a or 5b, describe in Part III		
6	For persons listed on 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?	6b	
	If "Yes," on line 6a or 6b, describe in Part III		
7	For persons listed on 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 on 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" on 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 on 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 on prior Form 990
	Base (i) compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
See Additional Data Table							

**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 4A	GARY BEEVERS - \$24,136

Additional Data

Software ID:

Software Version:

EIN: 25-0818080

Name: UNITED STEEL PAPER AND FORESTRY  
RUBBER MANUFACTURING ENERGY ALLIED

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 on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1LEO W GERARDPRESIDENT	(i)	180,387	0	10,245	34,093	31,477	256,202	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
1STANLEY W JOHNSON SECRETARY/TREASURER	(i)	154,832	0	7,585	29,263	30,664	222,344	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
2THOMAS M CONWAY VICE PRESIDENT	(i)	146,313	0	7,292	27,653	30,510	211,768	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
3FREDRICK D REDMOND VICE PRESIDENT	(i)	146,313	0	9,684	27,653	30,572	214,222	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
4KENNETH G NEUMANN NATIONAL DIRECTOR- CANADA	(i)	137,795	0	24,626	26,043	5,659	194,123	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
5CAROL LANDRY VICE PRESIDENT	(i)	146,313	0	9,364	27,653	30,734	214,064	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
6JON T GEENEN VICE PRESIDENT	(i)	146,313	0	11,785	27,653	30,399	216,150	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
7GARY BEEVERS VICE PRESIDENT (1-1-15 TO 11-30-15)	(i)	158,381	0	6,125	29,934	12,821	207,261	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
8DAVID R MCCALLDIRECTOR	(i)	119,333	0	15,334	22,554	30,223	187,444	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
9MICHAEL BOLTONDIRECTOR	(i)	119,333	0	8,529	22,554	30,063	180,479	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
10STEVE HUNTDIRECTOR	(i)	119,333	0	22,454	22,554	7,345	171,686	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
11JOHN E SHINNDIRECTOR	(i)	119,333	0	7,176	22,554	30,099	179,162	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
12DANIEL ROYDIRECTOR	(i)	119,333	0	31,015	22,554	5,353	178,255	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
13ORVILLE M WARREN DIRECTOR	(i)	119,333	0	21,883	22,554	5,353	169,123	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
14MICHAEL R MILLSAP DIRECTOR	(i)	119,333	0	8,350	22,554	30,125	180,362	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
15ERNEST R THOMPSON DIRECTOR	(i)	119,333	0	7,574	22,554	30,373	179,834	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
16R DANIEL FLIPPO DIRECTOR	(i)	119,333	0	7,286	22,554	29,999	179,172	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
17ROBERT J MCAULIFFE DIRECTOR	(i)	119,333	0	7,949	22,554	30,241	180,077	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
18EMIL A RAMIREZ DIRECTOR	(i)	119,333	0	6,916	22,554	30,149	178,952	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
19ROBERT LAVENTURE DIRECTOR	(i)	119,333	0	8,861	22,554	30,241	180,989	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0

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 on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1RUBEN A GARZADIRECTOR	(i)	119,333	0	7,077	22,554	29,987	178,951	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
1RICHARD J BREAN GENERAL COUNSEL	(i)	141,434	0	13,614	26,731	30,736	212,515	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
2JOSEPH P STULIGROSS ASSISTANT GENERAL COUNSEL	(i)	129,367	0	12,282	24,450	30,049	196,148	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
3DANIEL M KOVALIK ASSISTANT GENERAL COUNSEL	(i)	129,367	0	12,244	24,450	30,089	196,150	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
4BRUCE A FICKMAN ASSOCIATE GENERAL COUNSEL	(i)	129,367	0	11,870	24,450	30,401	196,088	0
	(ii)	-	-	-	-	-	-	-
		0	0	0	0	0	0	0
5MARY ANNE WESTON ASSISTANT	(i)	129,367	0	10,670	24,450	30,171	194,658	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](http://www.irs.gov/form990).

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization UNITED STEEL PAPER AND FORESTRY RUBBER MANUFACTURING ENERGY ALLIED	Employer identification number 25-0818080
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990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	ACTIVE MEMBERS PAY FULL DUES THEY HAVE THE RIGHT TO VOTE ASSOCIATE MEMBERS DO NOT MEET THE REQUIREMENT FOR FULL MEMBERSHIP THEY ARE NOT EMPLOYED IN A BARGAINING UNIT REPRESENTED BY THE UNION ASSOCIATE MEMBERS ARE ENTITLED TO VOTE WITHIN THE ASSOCIATE MEMBER ORGANIZATION ASSOCIATE MEMBERS DO NOT PAY FULL REGULAR DUES
FORM 990, PART VI, SECTION A, LINE 7A	ACTIVE MEMBERS IN GOOD STANDING MAY VOTE IN LOCAL AND INTERNATIONAL ELECTIONS
FORM 990, PART VI, SECTION A, LINE 7B	CONSTITUTIONAL AMENDMENTS MAY BE MADE BY A MAJORITY VOTE OF THE DELEGATES AT THE INTERNATIONAL CONVENTION
FORM 990, PART VI, SECTION A, LINE 8B	THE INTERNATIONAL EXECUTIVE BOARD DOES NOT AUTHORIZE COMMITTEES TO ACT ON ITS BEHALF
FORM 990, PART VI, SECTION B, LINE 11	THE COMPLETED FORM 990 WAS REVIEWED BY FINANCIAL MANAGEMENT UPON COMPLETION OF THE REVIEW , COPIES OF THE RETURN WERE PROVIDED TO THE INTERNATIONAL EXECUTIVE BOARD AND DISCUSSED AT A MEETING BEFORE FILING WITH THE INTERNAL REVENUE SERVICE
FORM 990, PART VI, SECTION B, LINE 15	ALL SALARIES FOR THE INTERNATIONAL OFFICERS AND DIRECTORS ARE PROVIDED FOR IN ARTICLE IV, SECTION 21 OF THE USW CONSTITUTION
FORM 990, PART VI, SECTION C, LINE 19	THE UNION DOES NOT ROUTINELY MAKE SUCH DOCUMENTS AVAILABLE TO THE PUBLIC
FORM 990, PART XI, LINE 9	BENEFIT CHANGES OTHER THAN NET PERIODIC BENEFIT COST -107,540,950 WORKERS UNITING EXPENSE -170,817
FORM 990, PART XII, LINE 2C, OVERSIGHT OF FINANCIAL STATEMENT AUDIT	USW'S FINANCIAL STATEMENTS ARE AUDITED BY AN INDEPENDENT ACCOUNTING FIRM IN ADDITION, USW HAS IDENTIFIED CERTAIN INDIVIDUALS THAT ASSUME THE RESPONSIBILITY FOR OVERSIGHT OF THE AUDIT OF ITS FINANCIAL STATEMENTS AND ITS SELECTION OF THE INDEPENDENT ACCOUNTANT THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR
SCHEDULE J, PART I, QUESTION 3, COMPENSATION	THE BASE SALARIES OF THE INTERNATIONAL OFFICERS AND DIRECTORS ARE PROVIDED FOR IN ARTICLE IV, SECTION 21 OF THE USW CONSTITUTION ALL AMENDMENTS TO THE CONSTITUTION ARE APPROVED BY A MAJORITY OF USW MEMBERS ALL OF WHOM ARE INDEPENDENT WITH RESPECT TO COMPENSATION MATTER S ANNUAL SALARY CHANGES ARE BENCHMARKED AGAINST MEMBERS WAGES, THEREFORE, THE PROCESS INCORPORATES COMPARABILITY DATA AND IS INTENDED TO SATISFY THE REASONABLE COMPENSATION SAFE HARBOR SET FORTH IN THE INTERNAL REVENUE CODE AND THE REGULATIONS ENACTED THEREUNDER



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](http://www.irs.gov/form990).

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization  
UNITED STEEL PAPER AND FORESTRY  
RUBBER MANUFACTURING ENERGY ALLIED

Employer identification number  
25-0818080

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
See Additional Data Table							

Part III

Identification of Related Organizations Taxable as a Partnership

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-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
(1) LINDEN HALL CORPORATION  432 LINDEN HALL RD DAWSON, PA 15428 25-1299377	WHOLLY OWNED SUBSIDIARY OF THE USW	PA	UNITED STEEL PAPER AND FORESTRY RUBBER MANUFACTURING ENERGY ALLIED	C	1,761,063	845,872	100 000 %		No
AMERICAN FLINT GLASS WORKERS UNION (2)SCHOLARSHIP FUND  1440 SOUTH BYRNE ROAD TOLEDO, OH 43614 34-1804857	SCHOLARSHIP	OH	N/A	T					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

No

1b

Yes

1c

No

1d

No

1e

No

1f

No

1g

No

1h

No

1i

No

1j

No

1k

Yes

1l

No

1m

Yes

1n

No

1o

No

1p

Yes

1q

Yes

1r

Yes

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
See Additional Data Table			

Schedule R (Form 990) 2015

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

[illegible]

Part VII

Supplemental Information

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

Return Reference	Explanation
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Additional Data

Software ID:

Software Version:

EIN: 25-0818080

Name: UNITED STEEL PAPER AND FORESTRY  
RUBBER MANUFACTURING ENERGY ALLIED

Form 990, Schedule R, Part II - Identification of Related Tax-Exempt Organizations

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501 (c)(3))	(f) Direct controlling entity	(g) Section 512 (b)(13) controlled entity?	
						Yes	No
STEELWORKER ORGANIZATION OF ACTIVE RETIREES 60 BLVD OF THE ALLIES PITTSBURGH, PA 15222 25-1501684	RETIREE ORGANIZATION	PA	501(C)(5)		N/A		No
STEELWORKERS CHARITABLE AND EDUCATIONAL ORGANIZATION 60 BLVD OF THE ALLIES PITTSBURGH, PA 15222 83-0400973	FORMED TO CONDUCT THE CHARITABLE ACTIVITIES OF THE UNITED STEELWORKERS	PA	501(C)(3)	509(A)(3) TYPE I	UNITED STEEL PAPER AND FORESTRY RUBBER MANUFACTURING ENERGY ALLIED	Yes	
UNITED STEELWORKERS NON-FEDERAL ACCOUNT 60 BLVD OF THE ALLIES PITTSBURGH, PA 15222 20-5395553	527 ORGANIZATION	PA	527		N/A		No
UNITED STEELWORKERS POLITICAL ACTION FUND 60 BLVD OF THE ALLIES PITTSBURGH, PA 15222	HELPS SPEAK WITH A UNITED VOICE TO FIGHT ISSUES	PA	527		N/A		No
UNITED STEELWORKERS BUILDING FUND 60 BLVD OF THE ALLIES PITTSBURGH, PA 15222 23-7270416	COMPANY HOLDS TITLE TO UNITED STEELWORKERS BUILDING	PA	501(C)(2)		UNITED STEEL PAPER AND FORESTRY RUBBER MANUFACTURING ENERGY ALLIED	Yes	
UNITED STEELWORKERS EDUCATION CENTER 60 BLVD OF THE ALLIES PITTSBURGH, PA 15222 25-1299546	HOLDS TITLE TO UNITED STEELWORKERS EDUCATION TRAINING CENTER	PA	501(C)(2)		UNITED STEEL PAPER AND FORESTRY RUBBER MANUFACTURING ENERGY ALLIED	Yes	
UNITED STEELWORKERS OF AMERICA DISTRICT 3 HOLDING SOCIETY 300-3920 NORLAND AVENUE BURNABY V5G4K7 CA	COMPANY HOLDS TITLE TO REAL PROPERTY	CA			N/A		No
STEELWORKERS TRUSTEED BENEFIT PLAN PO BOX 6020 STATION B ETOBICOKE M9W7A3 CA	BENEFITS	CA			N/A		No
UNITED STEELWORKERS DISTRICT 1 PCE 777 DEARBORN PARK LANE SUITE J COLUMBUS, OH 43085 20-5461013	527 ORGANIZATION	OH	527		N/A		No
USWA DIST 1 OHIO PAC LA 766 777 DEARBORN PARK LANE SUITE J COLUMBUS, OH 43085 91-2101105	527 ORGANIZATION	OH	527		N/A		No
USW DISTRICT 2 WI NON-FEDERAL ACCOUNT 1244A MIDWAY ROAD MENASHA, WI 54952 46-5719094	527 ORGANIZATION	WI	527		N/A		No
USW DISTRICT 4 MASSACHUSETTS NON-FEDERAL ACCOUNT 305 CAYUGA ROAD SUITE 175 CHEEKTOWAGA, NY 14225 20-5733533	527 ORGANIZATION	NY	527		N/A		No
USW DISTRICT 4 RHODE ISLAND NON-FEDERAL ACCOUNT 305 CAYUGA ROAD SUITE 175 CHEEKTOWAGA, NY 14225 20-8978834	527 ORGANIZATION	NY	527		N/A		No
USW DISTRICT 4 NY NJ DE ME NON-FEDERAL ACCOUNT 305 CAYUGA ROAD SUITE 175 CHEEKTOWAGA, NY 14225 20-8979911	527 ORGANIZATION	NY	527		N/A		No
USW DISTRICT 7 NON-FEDERAL ACCOUNT 1301 TEXAS STREET ROOM 200 GARY, IN 46402 20-5397361	527 ORGANIZATION	IN	527		N/A		No
USW DISTRICT 7 NON-FEDERAL ACCOUNT - ILLINOIS 1301 TEXAS STREET ROOM 200 GARY, IN 46402 20-5397474	527 ORGANIZATION	IN	527		N/A		No
USW DISTRICT 8 KY NON-FEDERAL ACCOUNT 85 C MICHAEL DAVENPORT BOULEVARD SU FRANKFORT, KY 40601 20-5488742	527 ORGANIZATION	KY	527		N/A		No
USW DISTRICT 8 WV NON-FEDERAL ACCOUNT 85 C MICHAEL DAVENPORT BOULEVARD SU FRANKFORT, KY 40601 20-5488896	527 ORGANIZATION	KY	527		N/A		No
USW DISTRICT 8 MD VA NON-FEDERAL ACCOUNT 85 C MICHAEL DAVENPORT BOULEVARD SU FRANKFORT, KY 40601 20-5488980	527 ORGANIZATION	KY	527		N/A		No
USW DISTRICT 9 NON-FEDERAL ACCOUNT 1413 THOMPSON CIRCLE SUITE 101 PO B GARDENDALE, AL 35071 20-5397114	527 ORGANIZATION	AL	527		N/A		No

Form 990, Schedule R, Part II - Identification of Related Tax-Exempt Organizations

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c) (3))	(f) Direct controlling entity	(g) Section 512 (b)(13) controlled entity?	
						Yes	No
UNITED STEELWORKERS DISTRICT 11 NON-FEDERAL ACCOUNT 2929 UNIVERSITY AVENUE SE SUITE 150 MINNEAPOLIS, MN 55414 20-5476420	527 ORGANIZATION	MN	527		N/A		No
UNITED STEELWORKERS DISTRICT 12 3150 CARLISLE BOULEVARD NE SUITE 11 ALBUQUERQUE, NM 87110 20-5400370	527 ORGANIZATION	NM	527		N/A		No
UNITED STEELWORKERS DISTRICT 12 CALIFORNIA 3150 CARLISLE BOULEVARD NE SUITE 11 ALBUQUERQUE, NM 87110 20-5670270	527 ORGANIZATION	NM	527		N/A		No
UNITED STEELWORKERS DISTRICT 12 COLORADO 3150 CARLISLE BOULEVARD NE SUITE 11 ALBUQUERQUE, NM 87110 20-5670003	527 ORGANIZATION	NM	527		N/A		No
UNITED STEELWORKERS DISTRICT 12 UTAH 3150 CARLISLE BOULEVARD NE SUITE 11 ALBUQUERQUE, NM 87110 20-5400494	527 ORGANIZATION	NM	527		N/A		No
UNITED STEELWORKERS DISTRICT 13 NON-FEDERAL ACCOUNT 1300 ROLLINGBROOK DRIVE SUITE 504 BAYTOWN, TX 77521 20-5445127	527 ORGANIZATION	TX	527		N/A		No
WORKERS UNITING 60 BLVD OF THE ALLIES PITTSBURGH, PA 15222 27-0205511	GLOBAL UNION	PA	501(C)(5)		N/A		No
STEELWORKERS HUMANITY FUND 234 EGLINTON AVENUE 8TH FLOOR TORONTO M4P 1K7 CA	BENEFITS	CA			N/A		No
USW WORKS 60 BLVD OF THE ALLIES PITTSBURGH, PA 15222 46-4517192	HELPS SPEAK WITH A UNITED VOICE TO FIGHT ISSUES	PA	527		N/A		No

Form 990, Schedule R, Part V - Transactions With Related Organizations

(a) Name of related organization		(b) Transaction type(a-s)	(c) Amount Involved	(d) Method of determining amount involved
(1)	DISTRICT 3 HOLDING SOCIETY	K	282,326	FMV
(1)	USW BUILDING FUND	K	1,644,706	FMV
(2)	LINDEN HALL CORPORATION	M	574,170	FMV
(3)	USW BUILDING FUND	P	68,388	FMV
(4)	STEELWORKERS CHARITABLE AND EDUCATIONAL ORGANIZATION	P	165,399	FMV
(5)	STEELWORKERS CHARITABLE AND EDUCATIONAL ORGANIZATION	Q	441,491	FMV
(6)	LINDEN HALL CORPORATION	R	1,722,874	FMV
(7)	USW BUILDING FUND	R	900,955	FMV
(8)	STEELWORKERS TRUSTEED BENEFIT PLAN	R	2,170,000	FMV
(9)	USW WORKS	B	2,100,267	FMV