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Form 990



Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

▶ Information about Form 990 and its instructions is at [www.irs.gov/form990](#)

OMB No 1545-0047

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 FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION

Doing business as

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

1775 K STREET NW

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

WASHINGTON, DC 20006

F Name and address of principal officer

ESTHER R LOPEZ

1775 K STREET NW

WASHINGTON, DC 20006

D Employer identification number

53-0220586

E Telephone number

(202) 223-3111

G Gross receipts \$ 404,224,213

I Tax-exempt status

☐ 501(c)(3)

☒ 501(c) (5) ◀ (insert no)

☐ 4947(a)(1) or

☐ 527

J Website: ▶ WWW.UFCW.ORG

K Form of organization

☐ Corporation

☐ Trust

☒ Association

☐ Other ▶

L Year of formation 1941

M State of legal domicile DC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities

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

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a)

4 Number of independent voting members of the governing body (Part VI, line 1b)

5 Total number of individuals employed in calendar year 2015 (Part V, line 2a)

6 Total number of volunteers (estimate if necessary)

7a Total unrelated business revenue from Part VIII, column (C), line 12

b Net unrelated business taxable income from Form 990-T, line 34

3

4

5

6

7a

7b

55

0

444

0

0

0

Revenue

8 Contributions and grants (Part VIII, line 1h)

9 Program service revenue (Part VIII, line 2g)

10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)

11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)

12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)

Prior Year

457,450

225,152,065

3,657,688

22,522,702

251,789,905

Current Year

188,987

219,939,484

3,417,066

19,809,904

243,355,441

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)

14 Benefits paid to or for members (Part IX, column (A), line 4)

15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)

16a Professional fundraising fees (Part IX, column (A), line 11e)

b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0

17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)

18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)

19 Revenue less expenses Subtract line 18 from line 12

3,157,153

6,243,629

147,871,999

0

95,359,517

252,632,298

-842,393

2,496,243

5,528,909

136,990,755

0

98,792,105

243,808,012

-452,571

Net Assets or Fund Balances

20 Total assets (Part X, line 16)

21 Total liabilities (Part X, line 26)

22 Net assets or fund balances Subtract line 21 from line 20

Beginning of Current Year

199,565,766

474,724

199,091,042

End of Year

196,439,948

626,812

195,813,136

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

2016-11-15

Date

ANTHONY M PERRONE INT'L SECRETARY-TREASURER

Type or print name and title

Print/Type preparer's name

SCOTT E HALLBERG CPA

Preparer's signature

SCOTT E HALLBERG CPA

Date

Check ☐ if self-employed

PTIN P01081188

Firm's name ▶ CALIBRE CPA GROUP PLLC

Firm's EIN ▶ 47-0900880

Firm's address ▶ 7501 WISCONSIN AVENUE SUITE 1200 WEST BETHESDA, MD 20814

Phone no (202) 331-9880

Paid Preparer Use Only

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

Form 990(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

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

2

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

Yes

No

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

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services?

Yes

No

If "Yes," describe these changes on Schedule O

4

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a

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

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

4b

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

4c

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

4d

Other program services (Describe in Schedule O)

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

4e

Total program service expenses

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants 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	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b		
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b	Yes	
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <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		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	191	
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	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	444
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	2b	Yes
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	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	Yes
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	Yes
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	
d	If "Yes," indicate the number of Forms 8282 filed during the year.	7d	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8	
9a	Did the sponsoring organization make any taxable distributions under section 4966?	9a	
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b	
10	Section 501(c)(7) organizations. Enter		
a	Initiation fees and capital contributions included on Part VIII, line 12.	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.	10b	
11	Section 501(c)(12) organizations. Enter		
a	Gross income from members or shareholders.	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.	13a	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.	13b	
c	Enter the amount of reserves on hand.	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	No
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14b	

Part VI Governance, Management, and Disclosure

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 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		
1b	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?	Yes	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6	Did the organization have members or stockholders?	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?	Yes	
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
8a	The governing body?	Yes	
8b	Each committee with authority to act on behalf of the governing body?	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		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?	Yes	
10b	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?	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	Yes	
11b	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	Yes	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	Yes	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	Yes	
13	Did the organization have a written whistleblower policy?		No
14	Did the organization have a written document retention and destruction policy?	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?		
15a	The organization's CEO, Executive Director, or top management official	Yes	
15b	Other officers or key employees of the organization	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?		No
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed ▶ GA

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

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

20 State the name, address, and telephone number of the person who possesses the organization's books and records
 ▶ ESTER R LOPEZ INTERNATIONAL SECRE 1775 K STREET NW WASHINGTON, DC 20006 (202) 223-3111

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

[illegible]

1b	Sub-Total			
c	Total from continuation sheets to Part VII, Section A			
d	Total (add lines 1b and 1c)	5,916,958	621,929	1,376,300

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 ► 23

		Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3 Yes	
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4 Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5	No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A)	(B)	(C)
Name and business address	Description of services	Compensation
PARK STREET STRATEGIES LLC 9217 GLENVILLE ROAD SILVER SPRING, MD 20901	CONSULTING SERVICES	771,979
COHEN WEISS AND SIMON COUNSELORS AT LAW 330 WEST 42ND STREET NEW YORK, NY 10036	LEGAL SERVICES	475,153
WEINBERG ROGER AND ROSENFELD 1001 MARINA VILLAGE PARKWAY SUITE ALAMEDA, CA 94501	LEGAL SERVICES	348,475
RED COATS INC 4401 EAST WEST HIGHWAY SUITE 500 BETHESDA, MD 20814	CLEANING SERVICES	311,843
CALIBRE CPA GROUP 7501 WISCONSIN AVENUE SUITE 1200 WE BETHESDA, MD 20814	ACCOUNTING SERVICES	283,966

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ► 12

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	116,775							
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	72,212							
	g	Noncash contributions included in lines 1a-1f \$									
	h	Total. Add lines 1a-1f			188,987						
Program Service Revenue	2a	MEMBERSHIP DUES	Business Code 900099	219,939,484	219,939,484						
	b										
	c										
	d										
	e										
	f	All other program service revenue									
	g	Total. Add lines 2a-2f			219,939,484						
	Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		3,366,882			3,366,882			
4		Income from investment of tax-exempt bond proceeds . . .									
5		Royalties		2,163,713			2,163,713				
6a		(i) Real		(ii) Personal							
		2,989,131									
		2,340,577									
		648,554									
b		Less rental expenses			648,554			648,554			
c		Rental income or (loss)									
d		Net rental income or (loss)									
7a		(i) Securities		(ii) Other							
		158,578,379									
		158,528,195									
		50,184									
b		Less cost or other basis and sales expenses			50,184			50,184			
c		Gain or (loss)									
d		Net gain or (loss)									
8a		Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18									
		a									
		b	Less direct expenses								
c	Net income or (loss) from fundraising events . . .										
9a	Gross income from gaming activities See Part IV, line 19										
	a										
	b	Less direct expenses									
c	Net income or (loss) from gaming activities										
10a	Gross sales of inventory, less returns and allowances										
	a										
	b	Less cost of goods sold									
c	Net income or (loss) from sales of inventory . . .										
Miscellaneous Revenue		Business Code									
11a	BENEFIT REIMBURSEMENTS		900099					11,374,588	11,374,588		
b	ADMIN REIMB FROM REL		900099	2,499,166	2,499,166						
c	INITIATION/REINSTATMEN		900099	1,987,075	1,987,075						
d	All other revenue			1,136,808	1,136,808						
e	Total. Add lines 11a-11d			16,997,637							
12	Total revenue. See Instructions			243,355,441	236,937,121	0	6,229,333				

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.	2,242,587			
2	Grants and other assistance to domestic individuals. See Part IV, line 22.	60,000			
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	193,656			
4	Benefits paid to or for members.	5,528,909			
5	Compensation of current officers, directors, trustees, and key employees.	5,595,649			
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.	32,937,594			
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).	86,685,381			
9	Other employee benefits.	8,797,924			
10	Payroll taxes.	2,974,207			
11	Fees for services (non-employees):				
a	Management.				
b	Legal.	1,174,114			
c	Accounting.	184,856			
d	Lobbying.				
e	Professional fundraising services. See Part IV, line 17.				
f	Investment management fees.	327,211			
g	Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	1,869,656			
12	Advertising and promotion.	320,431			
13	Office expenses.	2,330,284			
14	Information technology.	1,244,649			
15	Royalties.				
16	Occupancy.	1,106,741			
17	Travel.	10,568,197			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19	Conferences, conventions, and meetings.	2,386,410			
20	Interest.				
21	Payments to affiliates.	11,956,558			
22	Depreciation, depletion, and amortization.	1,115,245			
23	Insurance.	1,377,229			
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a	RETIREE HEALTH AND LIFE	29,991,650			
b	RWDSU COUNCIL ASSISTANC	14,554,720			
c	FINANCIAL ASSISTANCE	8,924,286			
d	STRUCTURED CAMPAIGN EXP	4,545,407			
e	All other expenses	4,814,461			
25	Total functional expenses. Add lines 1 through 24e.	243,808,012			
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		15,400,718	1	16,214,690
	2	Savings and temporary cash investments		29,503,931	2	28,043,037
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		317,378	4	220,953
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net		1,534,663	7	1,229,472
	8	Inventories for sale or use		217,768	8	141,706
	9	Prepaid expenses and deferred charges			9	
	10a	Land, buildings, and equipment—cost or other basis. Complete Part VI of Schedule D	10a34,900,353			
	b	Less: accumulated depreciation	10b28,975,320	6,478,101	10c	5,925,033
	11	Investments—publicly traded securities		144,642,999	11	143,278,680
	12	Investments—other securities. See Part IV, line 11		995,167	12	1,003,611
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		475,041	15	382,766
16	Total assets. Add lines 1 through 15 (must equal line 34).		199,565,766	16	196,439,948	
Liabilities	17	Accounts payable and accrued expenses		182,979	17	279,765
	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		291,745	25	347,047
	26	Total liabilities. Add lines 17 through 25.		474,724	26	626,812
	Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here ☒ and complete lines 27 through 29, and lines 33 and 34.				
27		Unrestricted net assets		198,223,819	27	195,523,924
28		Temporarily restricted net assets		867,223	28	289,212
29		Permanently restricted net assets			29	
Organizations that do not follow SFAS 117 (ASC 958), check here ☐ and complete lines 30 through 34.						
30		Capital stock or trust principal, or current funds			30	
31		Paid-in or capital surplus, or land, building or equipment fund			31	
32		Retained earnings, endowment, accumulated income, or other funds			32	
33		Total net assets or fund balances		199,091,042	33	195,813,136
34		Total liabilities and net assets/fund balances		199,565,766	34	196,439,948

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	243,355,441
2	Total expenses (must equal Part IX, column (A), line 25)	2	243,808,012
3	Revenue less expenses Subtract line 2 from line 1	3	-452,571
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . .	4	199,091,042
5	Net unrealized gains (losses) on investments	5	-2,529,885
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	-295,450
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	195,813,136

Part XII **Financial Statements and Reporting**

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

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

Additional Data

Software ID:

Software Version:

EIN: 53-0220586

Name: UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PERRONE ANTHONY INTERNATIONAL PRESIDENT	39 80 0 20	X		X				307,666	0	58,521
O'NEILL PATRICK J INTERNATIONAL SECRETARY-TREASURER	39 80 0 20	X		X				245,965	0	56,539
APPELBAUM STUART H EXECUTIVE VP/PRESIDENT RWDSU	10 00 30 00	X		X				0	249,556	62,371
LOPEZ ESTHER R EXECUTIVE VICE PRESIDENT	39 80 0 20	X		X				235,735	0	55,821
MEINEMA PAUL EXEC VP/NATL PRES UFCW CANADA	39 80 0 20	X		X				189,777	0	48,391
BARCLAY WARREN S INTERNATIONAL VICE PRESIDENT/DIRECTOR, ORGANIZING	40 00 0 00	X		X				323,779	0	58,321
CYPHERS FRANK INTERNATIONAL VICE PRESIDENT/COUNCIL PRESIDENT	40 00 0 00	X		X				174,040	0	54,183
JONES MILTON L INTERNATIONAL VICE PRESIDENT/REGION DIRECTOR	40 00 0 00	X		X				178,161	0	52,265
LAURITSEN MARK D INTERNATIONAL VICE PRESIDENT/DEPARTMENT DIRECTOR	40 00 0 00	X		X				198,733	0	57,837
NEFF CHRISTYNE L INTERNATIONAL VICE PRESIDENT/EXEC ASST TO THE PRES	40 00 0 00	X		X				235,978	0	58,527

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			
ORLANDO GEORGE J INTERNATIONAL VICE PRESIDENT/DISTILLERY DIRECTOR	40 00 0 00	X		X				181,809	0	54,321
PLUMB LAWRENCE G INTERNATIONAL VICE PRESIDENT/REGION DIRECTOR	40 00 0 00	X		X				178,909	0	55,227
RAMIREZ LETICIA INTERNATIONAL VICE PRESIDENT/REGION DIRECTOR	40 00 0 00	X		X				177,842	0	52,363
THOMSON EDWARD D INTERNATIONAL VICE PRESIDENT/REGION DIRECTOR	40 00 0 00	X		X				226,767	0	57,027
VINCENT JR ALVIN INTERNATIONAL VICE PRESIDENT/REGION DIRECTOR	40 00 0 00	X		X				177,172	0	54,981
WILLIAMSON KEVIN INTERNATIONAL VICE PRESIDENT/DIRECTOR, COLL BARGAI	40 00 0 00	X		X				301,363	0	55,991
YOUNG CHAD CARL INTERNATIONAL VICE PRESIDENT/REGION DIRECTOR	40 00 0 00	X		X				24,148	0	2,541
PLUMB THOMAS A RETIRED INTERNATIONAL VICE PRESIDENT	40 00 0 00	X		X				272,573	0	14,705
SALEEBY II GEORGE J RETIRED INTERNATIONAL VICE PRESIDENT/RETAIL FOOD D	40 00 0 00	X		X				281,219	0	9,726
BOTH BRUCE NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440

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			
BOYD KENNETH R NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
CHORPENNING II JOSEPH M NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
CONGER GREG M NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
CORDOVA KIM C NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				18,214	0	4,044
DERISO FRANK NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
DURSO JOHN NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
EIDEN JOHN NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
FILATO ANTONIO NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				15,850	0	3,661
HAGGERTY MICHAEL S NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				15,850	0	3,661
HALL JR. CHARLES NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440

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			
HANLEY WAYNE E NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				15,850	0	3,661
HOPKINS WILLIAM NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
ICAZA RICARDO F NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
KASPARIAN MICKEY NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
LOMAX DONALD S NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
LOPRESTI GEMMA NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				19,107	0	4,242
LOVEALL JACQUES NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				16,667	0	3,700
MCLAUGHLIN JAMES J NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
NICCOLLA JOHN T NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
O'HALLORAN DOUG G NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				15,850	0	3,661

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			
POWELL RONALD E NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
POWELL STEVEN M NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
RENNE FIORIGI NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
ROBINSON ROGER D NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				18,214	0	4,044
RODRIGUEZ JOHN NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
SAWYER PEARL NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				15,850	0	3,661
WHALEN RICHARD NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				13,333	0	2,960
WHILLE HARVEY L NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
WHITAKER JOHN A NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	134,786	20,195
WURM JACK C NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				0	237,587	61,172

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			
WYATT LENNIE NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
YOUNG IV WENDEL W NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				20,000	0	4,440
CHARETTE RICHARD O RETIRED NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				3,333	0	740
RUSSOW MARVIN D RETIRED NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				3,333	0	740
SCHMITZ DAVID C RETIRED NON-DIRECTOR INT'L VICE PRESIDENT	1 10 0 00			X				10,000	0	2,220
CLARK NICHOLAS W GENERAL COUNSEL	40 00 0 00					X		217,130	0	56,421
MERCER BETTE DIRECTOR OF UNION ADMINISTRATION	40 00 0 00					X		229,245	0	18,491
RENTZ CAROL COMPTROLLER	40 00 0 00					X		184,342	0	54,821
SULLIVAN KEVIN DIRECTOR OF FINANCE	40 00 0 00					X		182,826	0	56,021
WISZYNSKI GEORGE ASSOCIATE GENERAL COUNSEL	40 00 0 00					X		183,470	0	54,527

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
HANSEN JOSEPH T FORMER INTERNATIONAL PRESIDENT	0 00						X	386,858	0	759

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527
▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Information about Schedule C (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

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

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

1	Provide a description of the organization's direct and indirect political campaign activities in Part IV	
2	Political expenditures	\$ 0
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?	☐ Yes ☐ No	
4a	Was a correction made?	☐ Yes ☐ No	
b	If "Yes," describe in Part IV		

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

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

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
UFCW ACTIVE BALLOT CLUB (1) EDUCATION FUND	1775 K STREET NW WASHINGTON, DC 20006	52-1066961		295,450
2				
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 Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)

B Check ☐ if the filing organization checked box A and "limited control" provisions apply

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

☐ Yes

☐ No

4-Year Averaging Period Under section 501(h)

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 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	UFCW SUPPORTED UFCW ACTIVE BALLOT CLUB EDUCATION FUND

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

► 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.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Employer identification number
53-0220586

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" 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? ☐ Yes ☐ No	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No	

Part II Conservation Easements. Complete if the organization answered "Yes" 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)
☐ Protection of natural habitat
☐ Preservation of open space

☐ Preservation of an historically important land area
☐ Preservation of a certified historic structure

2

Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

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

3

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

4

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

5

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

☐ Yes ☐ No

6

Staff and volunteer hours devoted to monitoring, inspecting, 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

b

☐

Scholarly research

c

☐

Preservation for future generations

d

☐

Loan or exchange programs

e

☐

Other

4

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

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" 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

3a(i)

3a(ii)

3b

Yes

No

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	2,387,501		2,387,501
b	Buildings	19,865,959	18,626,826	1,239,133
c	Leasehold improvements	2,954,388	2,298,179	656,209
d	Equipment	9,692,505	8,050,315	1,642,190
e	Other			
Total.	Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) ▶			5,925,033

Part XI

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

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	243,534,303
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains (losses) on investments	2a	-2,529,885
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	2,867,336
e	Add lines 2a through 2d	2e	337,451
3	Subtract line 2e from line 1	3	243,196,852
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	158,589
c	Add lines 4a and 4b	4c	158,589
5	Total revenue Add lines 3 and 4c.(This must equal Form 990, Part I, line 12)	5	243,355,441

Part XII

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

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

1	Total expenses and losses per audited financial statements	1	242,819,165
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	3,223,445
e	Add lines 2a through 2d	2e	3,223,445
3	Subtract line 2e from line 1	3	239,595,720
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	4,212,292
c	Add lines 4a and 4b	4c	4,212,292
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)	5	243,808,012

Part XIII

Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
PART X, LINE 2	THE INTERNATIONAL UNION IS QUALIFIED AS A TAX-EXEMPT ORGANIZATION UNDER THE PROVISIONS OF INTERNAL REVENUE CODE SECTION 501(C)(5), THEREFORE, NOT SUBJECT TO TAX UNDER PRESENT INCOME TAX LAWS, EXCEPT THAT ANY UNRELATED BUSINESS INCOME IS SUBJECT TO FEDERAL AND DISTRICT OF COLUMBIA INCOME TAXES. THERE WERE NO ACCRUED INCOME TAXES FOR THE YEARS ENDED DECEMBER 31, 2015 AND 2014. ACCOUNTING PRINCIPLES REQUIRE MANAGEMENT TO EVALUATE TAX POSITIONS TAKEN BY THE INTERNATIONAL UNION AND RECOGNIZE A TAX LIABILITY (OR ASSET) IF THE ORGANIZATION HAS TAKEN AN UNCERTAIN TAX POSITION THAT MORE LIKELY THAN NOT WOULD NOT BE SUSTAINED UPON EXAMINATION BY THE INTERNAL REVENUE SERVICE. MANAGEMENT HAS ANALYZED THE TAX POSITIONS TAKEN BY THE INTERNATIONAL UNION, AND HAS CONCLUDED THAT AS OF DECEMBER 31, 2015, THERE ARE NO UNCERTAIN POSITIONS TAKEN OR EXPECTED TO BE TAKEN THAT WOULD REQUIRE RECOGNITION OF A LIABILITY (OR ASSET) OR DISCLOSURE IN THE FINANCIAL STATEMENTS. THE INTERNATIONAL UNION IS SUBJECT TO ROUTINE AUDITS BY TAXING JURISDICTIONS, HOWEVER, THERE ARE CURRENTLY NO AUDITS FOR ANY TAX PERIODS IN PROGRESS. MANAGEMENT BELIEVES THAT THE INTERNATIONAL UNION'S INCOME TAX RETURNS FOR THE TAX YEARS ENDED DECEMBER 31, 2012 THROUGH 2014 REMAIN SUBJECT TO EXAMINATION, BASED ON THE NORMAL STATUTORY PERIODS SUBJECT TO AUDIT, NOTWITHSTANDING ANY EVENTS OR CIRCUMSTANCES THAT MAY EXIST WHICH COULD EXPAND THE OPEN PERIOD.

Part XIII **Supplemental Information** *(continued)*

Return Reference	Explanation
PART XI, LINE 4B - OTHER ADJUSTMENTS	AMOUNT OF RENTAL EXPENSES OFFSET AGAINST RENTAL INCOME -2,340,577 ADMIN REIMB FROM RELATED ORG 2,499,166
PART XII, LINE 2D - OTHER ADJUSTMENTS	AMOUNT OF RENTAL EXPENSE OFFSET AGAINST RENTAL INCOME 2,340,577 EXPENSES OF ORGANIZATION UNITED FOR RESPECT AT WALMART 70,361 EXPENSES OF UFCW BUILDING CORP 542,648 ADMIN REIMB FROM RELATED ORG -2,499,166 EXPENSES FROM RELATED ENTITIES 2,769,025
PART XII, LINE 4B - OTHER ADJUSTMENTS	LOSS ON CURRENCY EXCHANGE 4,137,664 OFFICE SPACE/FACILITY RENT 74,628

SCHEDULE F
(Form 990)

Department of the Treasury
Internal Revenue Service

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.

OMB No 1545-0047

2015

Open to Public
Inspection

Name of the organization
UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Employer identification number
53-0220586

Part I

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

- 1 For grantmakers. Does the organization maintain records to substantiate the amount of 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) NORTH AMERICA (EXCLUDING U S)	4	74	PROGRAM SERVICES	LABOR ORGANIZATION ACTIVITIES - TO ORGANIZE ALL WORKERS FOR ECONOMIC, MORAL, AND SOCIAL ADVANCEMENT OF THEIR CONDITION AND STATUS	35,662,141
(2)					
(3)					
(4)					
(5)					
3a Sub-total	4	74			35,662,141
b Total from continuation sheets to Part I	0	0			0
c Totals (add lines 3a and 3b)	4	74			35,662,141

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 ▶

1

3

Enter total number of other organizations or entities ▶

10

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16.
Part III can be duplicated if additional space is needed.

(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	REQUESTS FOR CONTRIBUTIONS ARE EITHER INITIATED BY THE REQUESTING ORGANIZATION OR RECOMMEN DED BY THE NATIONAL PRESIDENT IN CANADA THE ORGANIZATION'S MISSION AND/OR CHARITABLE PURP OSE OF THE CONTRIBUTION ARE CONSIDERED IN THE GRANTING OF SUCH CONTRIBUTIONS THE MAJOR PR OGRAMS SUPPORTED IN NORTH AMERICA ARE REVIEWED ON AN ONGOING BASIS TO ENSURE THAT THE PROG RAMS ARE EFFECTIVE IN ORDER FOR FUNDING TO BE RENEWED AND CONTINUED THE REQUESTS FOR DONA TIONS AND SUPPORTING APPROVAL ARE MAINTAINED FOR ALL CONTRIBUTIONS THAT ARE GIVEN THE REC EIVING ORGANIZATION IS NOT REQUIRED TO ACCOUNT BACK TO UFCW FOR THE CONTRIBUTIONS IT RECEI VES

Additional Data

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

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	5,129	CHECK			
		NORTH AMERICA	GENERAL SUPPORT	5,384	CHECK			
		NORTH AMERICA	GENERAL SUPPORT	9,510	CHECK			
		NORTH AMERICA	GENERAL SUPPORT	5,944	CHECK			

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	6,340	CHECK			
		NORTH AMERICA	GENERAL SUPPORT	7,925	CHECK			
		NORTH AMERICA	GENERAL SUPPORT	31,700	CHECK			
		NORTH AMERICA	GENERAL SUPPORT	7,925	CHECK			

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	16,524	CHECK			
		NORTH AMERICA	GENERAL SUPPORT	23,775	CHECK			
		NORTH AMERICA	GENERAL SUPPORT	7,925	CHECK			

2015

Open to Public Inspection

53-0220586

☒ Yes ☐ No[illegible]

3	Enter total number of other organizations listed in the line 1 table	10
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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
(1) UFCW SCHOLARSHIP AWARDS - 2015	29	60,000	0		

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	REQUESTS FOR CONTRIBUTIONS ARE EITHER INITIATED BY THE REQUESTING ORGANIZATION OR RECOMMENDED BY VARIOUS DEPARTMENT HEADS THE ORGANIZATION'S MISSION AND/OR CHARITABLE PURPOSE OF THE CONTRIBUTION ARE CONSIDERED IN THE GRANTING OF SUCH CONTRIBUTIONS THE REQUESTS FOR DONATIONS AND SUPPORTING APPROVAL ARE MAINTAINED FOR ALL CONTRIBUTIONS THAT ARE GIVEN THE RECEIVING ORGANIZATION IS NOT REQUIRED TO ACCOUNT BACK TO UFCW FOR THE CONTRIBUTIONS IT RECEIVES
SCHEDULE I, PART III SCHOLARSHIPS	SCHOLARSHIPS ARE AWARDED TO ELIGIBLE CANDIDATES WHO ARE MEMBERS OF UFCW INTERNATIONAL UNION FOR ONE YEAR OR MORE OR TO THEIR UNMARRIED CHILDREN THE APPLICANTS MUST BE 20 YEARS OF AGE OR YOUNGER AT THE CLOSING DATE OF THE APPLICATION PROCESS THE SCHOLARSHIPS ARE AWARDED ANNUALLY FOR A FOUR YEAR PERIOD, SUBJECT TO REVIEW, SUBMISSION OF GRADES AND MAINTENANCE OF SATISFACTORY SCHOLASTIC STANDARDS

Additional Data

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

Form 990,Schedule I, Part II, Grants and Other Assistance to 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
ALLIANCE FOR RETIRED AMERICANS 815 16TH STREET NW WASHINGTON,DC 200064103	52-2277805	501 (C) (4)	125,000				GENERAL SUPPORT
ALIGN THE ALLIANCE FOR A GREATER NY INC 50 BROADWAY SUITE 29 NEW YORK,NY 100041696	20-0559291	501 (C) (3)	52,000				GENERAL SUPPORT
AMERICA VOTES 1155 CONNECTICUT AVE NW SUITE 600 WASHINGTON,DC 20036	26-4568349	501 (C) (4)	150,000				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
AMERICA'S AGENDA HEALTH CARE FOR ALL 1150 CONNECTICUT AVENUE NW 1020 WASHINGTON,DC 20036	20-0682634	501 (C) (4)	52,500				GENERAL SUPPORT
BALLOT INITIATIVE STRATEGY CENTER INC 1825 K STREET NW SUITE 411 WASHINGTON,DC 20006	04-3411708	501 (C) (4)	150,000				GENERAL SUPPORT
CENTER FOR COMMUNITY CHANGE 1536 U STREET NW WASHINGTON,DC 20009	52-0888113	501 (C) (3)	50,000				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
CHICAGO FEDERATION OF LABOR WORKERS' ASSISTANCE COMMITTEE 130 E RANDOLPH ST SUITE 2600 CHICAGO, IL 60601	36-3977262	501 (C) (3)	10,000				GENERAL SUPPORT
KAISER PERMANENTE LABOR MANAGEMENT PARTNERSHIP TRUST ONE KAISER PLAZA 24 LAKESIDE OAKLAND, CA 94612	94-3382057	501 (C) (5)	35,048				GENERAL SUPPORT
COALITION TO STOP FAST TRACK 815 16TH STREET WASHINGTON, DC 20006	47-2965424	501 (C) (4)	100,000				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
COLOROFCHANGEORG 1714 FRANKLIN STREET STE 100-136 OAKLAND,CA 94612	20-4496889	501 (C) (4)	70,000				GENERAL SUPPORT
CONSUMER FEDERATION OF AMERICA 1620 EYE STREET NW 200 WASHINGTON,DC 20006	52-0880625	501 (C) (3)	6,500				GENERAL SUPPORT
CORNELL UNIVERSITY FOUNDATION 130 EAST SENECA STREET SUITE 400 ITHACA,NY 14850	22-2848738	501 (C) (3)	10,000				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
ECONOMIC POLICY INSTITUTE 1333 H STREET NW SUITE 300 EAST TOWER WASHINGTON, DC 20005	52-1368964	501 (C) (3)	62,000				GENERAL SUPPORT
FAIR ELECTIONS LEGAL NETWORK 1825 K STREET NW SUITE 450 WASHINGTON, DC 20006	20-5087102		20,000				GENERAL SUPPORT
HARKIN INSTITUTE FOR PUBLIC POLICY AND CITIZEN ENGAGEMENT DRAKE UNIVERSITY 2507 UNIVERSITY AVENUE DES MOINES, IA 503114505	42-0680460	501 (C) (3)	125,000				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
HUMAN RIGHTS CAMPAIGN INC 1640 RHODE ISLAND AVENUE NW WASHINGTON, DC 200363278	52-1243457	501 (C) (4)	6,000				GENERAL SUPPORT
INSTITUTE FOR GLOBAL LABOUR AND HUMAN RIGHTS INC 11 STANWIX ST 5 GATEWAY CENTER PITTSBURGH, PA 15222	13-3695377	501 (C) (3)	60,000				GENERAL SUPPORT
INSTITUTE FOR POLICY STUDIES 1112 16TH STREET NW SUITE 600 WASHINGTON, DC 200364823	52-0788947	501 (C) (3)	15,000				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
INTERFAITH WORKER JUSTICE 1020 W BRYN MAWR CHICAGO, IL 606604627	36-4063982	501 (C) (3)	108,000				GENERAL SUPPORT
JAMES R HOFFA MEMORIAL SCHOLARSHIP FUND 25 LOUISIANA AVENUE NW WASHINGTON, DC 20001	52-2206826	501 (C) (3)	8,000				GENERAL SUPPORT
JOBS WITH JUSTICE EDUCATION FUND 1325 MASSACHUSETTS AVE NW SUITE 200 WASHINGTON, DC 200054180	52-1865575	501 (C) (3)	26,500				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
LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT 815 16TH STREET NO 3RD FLOOR WASHINGTON,DC 20006	52-1002207	501 (C) (3)	10,000				GENERAL SUPPORT
LABOR HERTIAGE FOUNDATION 815 16TH STREET NW WASHINGTON,DC 20006	52-1313015	501 (C) (3)	5,250				GENERAL SUPPORT
LEADERSHIP CONFERENCE ON CIVIL & HUMAN RIGHTS INC 1629 K STREET NW 10TH FLOOR WASHINGTON,DC 20006	52-0789800	501 (C) (4)	6,000				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
LOS ANGELES ALLIANCE FOR A NEW ECONOMY 464 LUCAS AVE SUITE 202 LOS ANGELES, CA 900172074	95-4459427	501 (C) (3)	10,000				GENERAL SUPPORT
LUTHERN IMMIGRATION AND REFUGEE SERVICE INC 700 LIGHT STREET BALTIMORE, MD 21230	13-2574854	501 (C) (3)	10,000				GENERAL SUPPORT
MAKE THE ROAD NEW YORK 92-10 ROOSEVELT AVENUE JACKSON HEIGHTS, NY 11372	11-3344389	501 (C) (3)	25,000				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
CENTER FOR LABOR EDUCATION AND RESEARCH INC 3353 WASHINGTON STREET JAMAICA PLAIN, MA 021302617	22-2604923	501 (C) (3)	30,065				GENERAL SUPPORT
THE MIGUEL CONTRERAS FOUNDATION 2130 JAMES M WOOD BLVD LOS ANGELES, CA 900062202	27-1149852	501 (C) (3)	30,000				GENERAL SUPPORT
NATIONAL ALLIANCE OF LATIN AMERICAN AND CARIBBEAN COMMUNITIES 1638 S BLUE ISLAND CHICAGO, IL 60608	34-2066826	501 (C) (3)	20,000				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
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE (NAACP) 4805 MOUNT HOPE DRIVE BALTIMORE, MD 21215	13-1084135	501 (C) (3)	6,000				GENERAL SUPPORT
NATIONAL CONSUMERS LEAGUE INC 1701 K STREET NW SUITE 1200 WASHINGTON, DC 20006	53-0242038	501 (C) (3)	10,000				GENERAL SUPPORT
NATIONAL COALITION ON BLACK CIVIC PARTICIPATION INC 1050 CONNECTICUT AVENUE NW 10TH FLOOR WASHINGTON, DC 20036	52-1253112	501 (C) (3)	7,000				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
NEW ORLEANS WORKERS CENTER FOR RACIAL JUSTICE 217 N PRIEUR STREET NEW ORLEANS, LA 70112	33-1176415	501 (C) (3)	538,295				GENERAL SUPPORT
NEW YORK IMMIGRATION COALITION INC 137-139 WEST 25TH STREET NEW YORK, NY 10001	13-3573409	501 (C) (3)	10,000				GENERAL SUPPORT
THE OHIO ORGANIZING COLLABORATIVE 25 E BOARDMAN STREET YOUNGSTOWN, OH 44503	26-1601472	501 (C) (3)	25,000				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
PEOPLE FOR THE AMERICAN WAY 1101 15TH STREET NW SUITE 600 WASHINGTON, DC 20005	13-3065716	501 (C) (3)	10,000				GENERAL SUPPORT
PLANNED PARENTHOOD FOUNDATION 434 WEST 33RD STREET NEW YORK, NY 100012601	13-3772613	501 (C) (3)	10,000				GENERAL SUPPORT
PRESERVE MIDDLE CLASS AMERICA 1850 EAST DIVISION STREET SPRINGFIELD, MO 65803	80-0734319	501 (C) (4)	50,000				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
PUBLIC JUSTICE CENTER ONE NORTH CHARLES STREET SUITE 200 BALTIMORE, MD 21201	52-1412226	501 (C) (3)	10,000				GENERAL SUPPORT
RAINBOWPUSH COALITION 930 EAST 50TH STREET CHICAGO, IL 60615	36-4131441		5,850				GENERAL SUPPORT
RWDSU DISTRICT COUNCIL OF THE UFCW 370 SEVENTH AVENUE SUITE 501 NEW YORK, NY 10001	13-1426674	501 (C) (5)	10,000				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
SAMUEL DEWITT PROCTOR CONFERENCE INC 4533 S LAKE PARK CHICAGO, IL 60653	06-1707903	501 (C) (3)	7,500				GENERAL SUPPORT
SIXTEEN THIRTY FUND 1201 CONNECTICUT AVENUE NW SUITE 300 WASHINGTON, DC 20036	26-4486735	501 (C) (4)	10,000				GENERAL SUPPORT
UFCW MINORITY COALITION 4301 GARDEN CITY DRIVE LANDOVER, MD 20785	52-2117494	501 (C) (6)	10,000				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
UFCW OUTREACH C/O LORI RICHARDS 1775 K STREET NW WASHINGTON, DC 20006	46-2734109	501 (C) (5)	12,000				GENERAL SUPPORT
UFCW WOMEN'S NETWORK 425 MERRICK AVENUE 221- 10 JAMAICA AVENUE WESTBURY, NY 11590	38-9194001	501 (C) (5)	10,000				GENERAL SUPPORT
UNITED LATINOS OF THE UFCW INC 11041 GARLAND ROAD DALLAS, TX 75218	20-2928527	501 (C) (5)	10,000				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
ALLIANCE FOR GLOBAL JUSTICE 225 E 26TH STREET TUCSON, AZ 85713	52-2094677	501 (C) (3)	6,000				GENERAL SUPPORT
WORKING AMERICA 815 16TH STREET NW WASHINGTON, DC 20006	20-0263611	501 (C) (5)	60,000				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.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Employer identification number
53-0220586

Part I Questions Regarding Compensation

	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. ☒ First-class or charter travel ☐ Housing allowance or residence for personal use ☒ Travel for companions ☐ Payments for business use of personal residence ☒ Tax indemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)		
b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b 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. ☐ Compensation committee ☐ Written employment contract ☐ Independent compensation consultant ☒ Compensation survey or study ☒ Form 990 of other organizations ☒ Approval by the board or compensation committee		
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? b Participate in, or receive payment from, a supplemental nonqualified retirement plan? c Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III	4a No 4b No 4c No	
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? b Any related organization? If "Yes," on line 5a or 5b, describe in Part III	5a 5b	
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? b Any related organization? If "Yes," on line 6a or 6b, describe in Part III	6a 6b	
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
	(i) Base 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 1A	CERTAIN PAYMENTS IN CONNECTION WITH HOME RELOCATION ARE GROSSED UP FOR TAX PURPOSES

Additional Data

Software ID:

Software Version:

EIN: 53-0220586

Name: UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

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

(A) Name 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				
1PERRONE ANTHONY INTERNATIONAL PRESIDENT	(i)	297,362	0	10,304	42,450	16,071	366,187	0
	(ii)	0	0	0	0	- 0	- 0	0
10NEILL PATRICK J INTERNATIONAL SECRETARY-TREASURER	(i)	243,631	0	2,334	41,762	14,777	302,504	0
	(ii)	0	0	0	0	- 0	- 0	0
2APPELBAUM STUART H EXECUTIVE VP/PRESIDENT RWDSU	(i)	0	0	0	33,300	0	33,300	0
	(ii)	242,262	0	7,294	0	- 29,071	- 278,627	0
3LOPEZ ESTHER R EXECUTIVE VICE PRESIDENT	(i)	228,492	0	7,243	41,250	14,571	291,556	0
	(ii)	0	0	0	0	- 0	- 0	0
4MEINEMA PAUL EXEC VP/NATL PRES UFCW CANADA	(i)	179,659	0	10,118	40,991	7,400	238,168	0
	(ii)	0	0	0	0	- 0	- 0	0
5BARCLAY WARREN S INTERNATIONAL VICE PRESIDENT/DIRECTO	(i)	228,492	0	95,287	41,250	17,071	382,100	0
	(ii)	0	0	0	0	- 0	- 0	0
6CYPHERS FRANK INTERNATIONAL VICE PRESIDENT/COUNCIL	(i)	171,986	0	2,054	39,612	14,571	228,223	0
	(ii)	0	0	0	0	- 0	- 0	0
7JONES MILTON L INTERNATIONAL VICE PRESIDENT/REGION	(i)	173,191	0	4,970	37,240	15,025	230,426	0
	(ii)	0	0	0	0	- 0	- 0	0
8LAURITSEN MARK D INTERNATIONAL VICE PRESIDENT/DEPARTM	(i)	191,569	0	7,164	40,200	17,637	256,570	0
	(ii)	0	0	0	0	- 0	- 0	0
9NEFF CHRISTYNE L INTERNATIONAL VICE PRESIDENT/EXEC AS	(i)	226,569	0	9,409	41,250	17,277	294,505	0
	(ii)	0	0	0	0	- 0	- 0	0
10ORLANDO GEORGE J INTERNATIONAL VICE PRESIDENT/DISTILL	(i)	176,569	0	5,240	39,750	14,571	236,130	0
	(ii)	0	0	0	0	- 0	- 0	0
11PLUMB LAWRENCE G INTERNATIONAL VICE PRESIDENT/REGION	(i)	176,569	0	2,340	39,750	15,477	234,136	0
	(ii)	0	0	0	0	- 0	- 0	0
12RAMIREZ LETICIA INTERNATIONAL VICE PRESIDENT/REGION	(i)	173,191	0	4,651	37,240	15,123	230,205	0
	(ii)	0	0	0	0	- 0	- 0	0
13THOMSON EDWARD D INTERNATIONAL VICE PRESIDENT/REGION	(i)	176,569	0	50,198	39,750	17,277	283,794	0
	(ii)	0	0	0	0	- 0	- 0	0
14VINCENT JR ALVIN INTERNATIONAL VICE PRESIDENT/REGION	(i)	176,569	0	603	39,750	15,231	232,153	0
	(ii)	0	0	0	0	- 0	- 0	0
15WILLIAMSON KEVIN INTERNATIONAL VICE PRESIDENT/DIRECTO	(i)	228,492	0	72,871	41,250	14,741	357,354	0
	(ii)	0	0	0	0	- 0	- 0	0
16PLUMB THOMAS A RETIRED INTERNATIONAL VICE PRESIDENT	(i)	97,962	0	174,611	11,364	3,341	287,278	0
	(ii)	0	0	0	0	- 0	- 0	0
17SALEEBY II GEORGE J RETIRED INTERNATIONAL VICE PRESIDENT	(i)	60,288	0	220,931	7,633	2,093	290,945	0
	(ii)	0	0	0	0	- 0	- 0	0
18WHITAKER JOHN A NON-DIRECTOR INT'L VICE PRESIDENT	(i)	20,000	0	0	4,440	0	24,440	0
	(ii)	131,292	0	3,494	0	- 15,755	- 150,541	0
19WURM JACK C NON-DIRECTOR INT'L VICE PRESIDENT	(i)	0	0	0	33,300	0	33,300	0
	(ii)	232,262	0	5,325	0	- 27,872	- 265,459	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				
21CLARK NICHOLAS W GENERAL COUNSEL	(i)	206,569	0	10,561	40,650	15,771	273,551	0
	(ii)	0	0	0	0	0	0	0
1MERCER BETTE DIRECTOR OF UNION ADMINISTRATION	(i)	55,166	0	174,079	13,902	4,589	247,736	0
	(ii)	0	0	0	0	0	0	0
2RENTZ CAROL COMPTROLLER	(i)	177,003	0	7,339	39,750	15,071	239,163	0
	(ii)	0	0	0	0	0	0	0
3SULLIVAN KEVIN DIRECTOR OF FINANCE	(i)	177,067	0	5,759	39,750	16,271	238,847	0
	(ii)	0	0	0	0	0	0	0
4WISZYNSKI GEORGE ASSOCIATE GENERAL COUNSEL	(i)	176,569	0	6,901	39,750	14,777	237,997	0
	(ii)	0	0	0	0	0	0	0
5HANSEN JOSEPH T FORMER INTERNATIONAL PRESIDENT	(i)	3,420	0	383,438	759	0	387,617	0
	(ii)	0	0	0	0	0	0	0

Schedule L
(Form 990 or 990-EZ)

Transactions with Interested Persons
▶ Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.
▶ Attach to Form 990 or Form 990-EZ.
▶ Information about Schedule L (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047
2015
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Department of the Treasury
Internal Revenue Service

Name of the organization UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION	Employer identification number 53-0220586
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Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and 501(c)(29) organizations only)

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

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

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

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

Part II Loans to and/or From Interested Persons.

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

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

Part III Grants or Assistance Benefiting Interested Persons.

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

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

Part IV Business Transactions Involving Interested Persons.

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

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) LOPEZ-BASTOS EMMANUELLE	SPOUSE OF WAYNE HANLEY, VICE PRESIDENT	111,257	EMPLOYEE-SALARY AND BENEFITS		No
(2) LAURITSEN THERON	BROTHER OF MARK LAURITSON, VICE PRESIDENT	137,560	EMPLOYEE-SALARY AND BENEFITS		No
(3) NEFF CHRISTYNE L	SPOUSE OF ALVIN VINCENT, JR, VICE PRESIDENT	294,505	OFFICER COMPENSATION AND BENEFITS		No
(4) PERRONE DONNA	SPOUSE OF ANTHONY M PERRONE, SECRETARY-TREASURER	134,180	EMPLOYEE-SALARY AND BENEFITS		No
(5) PLUMB LAWRENCE	BROTHER OF THOMAS A PLUMB, VICE PRESIDENT	234,136	OFFICER COMPENSATION AND BENEFITS		No
(6) PLUMB THOMAS	BROTHER OF LAWRENCE C PLUMB, VICE PRESIDENT	287,278	EMPLOYEE-SALARY AND BENEFITS		No
(7) POWELL RONALD E	FATHER OF STEVEN POWELL, VICE PRESIDENT	24,440	OFFICER COMPENSATION AND BENEFITS		No
(8) POWELL STEVEN M	SON OF RONALD POWELL, VICE PRESIDENT	24,440	OFFICER COMPENSATION AND BENEFITS		No
(9) RUSSOW MICHAEL	BROTHER OF MARVIN RUSSOW, VICE PRESIDENT	137,725	EMPLOYEE-SALARY AND BENEFITS		No
(10) VINCENT JR ALVIN	SPOUSE OF CHRISTYNE L NEFF, VICE PRESIDENT	232,153	OFFICER COMPENSATION AND BENEFITS		No

Part V Supplemental Information

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

Return Reference	Explanation
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**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.

2015

**Open to Public
Inspection**

Name of the organization
UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

Employer identification number

53-0220586

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

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	MEMBERSHIP IS IN ACCORDANCE WITH THE FOLLOWING CLASSIFICATIONS ACTIVE, AFFILIATED, ASSOCIATE, PAID-UP LIFE, NONACTIVE, GENERAL, AND HONORARY NO MEMBER CAN HOLD MORE THAN ONE CLASSIFICATION OF MEMBERSHIP AT ANY ONE TIME ONLY ACTIVE MEMBERS HAVE VOTING RIGHTS INCLUDING RIGHTS TO VOTE AND HOLD OFFICE IN THEIR RESPECTIVE LOCAL UNIONS

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

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

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

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	PER THE ORGANIZATION'S CONSTITUTION, ANY OFFICER OR EMPLOYEE OF THE INTERNATIONAL UNION OR ANY OF ITS CHARTERED BODIES ACCEPTING ANY POLITICAL OFFICE, OR OTHER EMPLOYMENT OR POSITION, WHICH IN THE JUDGMENT OF THE INTERNATIONAL EXECUTIVE BOARD PRESENTS A CONFLICT OF INTEREST SHALL NOT BE ELIGIBLE TO SERVE AS AN OFFICER OF THE INTERNATIONAL UNION OR ANY OF ITS CHARTERED BODIES, AND ANY SUCH OFFICER OR EMPLOYEE SHALL RESIGN HIS OR HER OFFICE OR POSITION WITH THE UNION IMMEDIATELY, UPON ORDER OF THE INTERNATIONAL EXECUTIVE BOARD. UNLESS A LEAVE OF ABSENCE IS GRANTED WITH THE APPROVAL OF THE INTERNATIONAL EXECUTIVE BOARD. THE ORGANIZATION ADOPTED A CODE OF CONDUCT PROMOTING THE BEST INTERESTS OF THE UNION. THE ORGANIZATION WILL TAKE ALL APPROPRIATE ACTION, CONSISTENT WITH THE LAW AND THE UFCW INTERNATIONAL CONSTITUTION, IN ANY INSTANCE OF MISAPPROPRIATION OR ABUSE OF UNION FUNDS, OR OTHER FORM OF CORRUPTION AT ANY LEVEL OF THE UNION. COMMENCING WITH TAX YEAR 2008, QUESTIONNAIRES ARE SENT TO OFFICERS AND FORMER OFFICERS ANNUALLY CONCERNING CONFLICTS OF INTEREST. THESE QUESTIONNAIRES ARE REVIEWED FOR ANY POTENTIAL CONFLICTS OF INTEREST AND, TO DATE, NONE HAVE BEEN REPORTED. IF A CONFLICT SHOULD BE REPORTED IN THE FUTURE, THE APPROPRIATE ACTION WOULD BE TAKEN BY THE OFFICERS. IN ADDITION, OUR OFFICERS AND EMPLOYEES HAVE BEEN ADVISED OF OUR WRITTEN POLICY TO AVOID CONFLICTS OF INTEREST WHICH WOULD RESULT IN THE FILING OF FORM LM-30 WITH THE U.S. DEPARTMENT OF LABOR.

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	THE COMPENSATION OF THE PRESIDENT AND SECRETARY-TREASURER OF THE ORGANIZATION IS DETERMINED BY AND APPROVED BY THE UFCW EXECUTIVE BOARD THE LAST CHANGES OCCURRED IN MARCH 2004 AND WERE DECREASES IN SALARY REQUESTED BY THE PRESIDENT AND SECRETARY-TREASURER WHICH WERE RATIFIED BY THE BOARD THE COMPENSATION OF OFFICERS IS DETERMINED BY THE UFCW PRESIDENT, IN CONSULTATION WITH THE UFCW SECRETARY-TREASURER COMPARABILITY DATA IS ANALYZED AS PART OF THE PROCESS THE LAST SALARY CHANGES FOR OFFICERS WHO ARE IN THE PRIMARY EMPLOYMENT OF THE ORGANIZATION OCCURRED IN JANUARY 2010 AND PRIOR TO THAT IN JANUARY 2006 FOR THOSE OFFICERS WHO ARE PRIMARILY EMPLOYED BY THEIR RESPECTIVE LOCAL UNIONS, THE LAST INCREASE IN THE OFFICER STIPEND AMOUNT WAS IN 1989

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

Return Reference	Explanation
FORM 990, PART XI, LINE 9	TRANSFER TO UFCW ACTIVE BALLOT CLUB EDUCATION FUND -295,450

Return Reference	Explanation
FORM 990, PART XII, LINE 1	THE ORGANIZATION'S CONSOLIDATED STATEMENTS ARE PRESENTED ON A MODIFIED CASH BASIS METHOD OF ACCOUNTING. GENERALLY, REVENUE IS RECOGNIZED WHEN RECEIVED RATHER THAN EARNED AND EXPENSES ARE RECOGNIZED WHEN PAID RATHER THAN WHEN THE OBLIGATION IS INCURRED. THESE INCLUDE UNREALIZED APPRECIATION (DEPRECIATION) OF INVESTMENTS, DEPRECIATION AND AMORTIZATION OF PROPERTY AND EQUIPMENT, AMORTIZATION OF DEFERRED LEASING COMMISSIONS, LIABILITIES FOR PAYROLL WITHHOLDINGS AND CERTAIN ASSETS AND LIABILITIES RESULTING FROM CASH TRANSACTIONS WITH CHARTERED BODIES. THE ACCOUNTING METHOD DID NOT CHANGE FROM THE PRIOR YEAR.

Return Reference	Explanation
FORM 990, PART XII, LINE 2C	THE ORGANIZATION RECEIVED A CONSOLIDATED AUDIT THE GENERAL PROCESS OF THE CONSOLIDATED AUDIT IS THAT THE INTERNATIONAL EXECUTIVE BOARD EMPLOYS A CERTIFIED PUBLIC ACCOUNTANT TO PERFORM AN AUDIT OF THE FINANCIAL BOOKS AND RECORDS OF THE INTERNATIONAL UNION THE BOARD OF AUDIT REVIEWS THE REPORT OF THE CERTIFIED PUBLIC ACCOUNTANT RETAINED BY THE INTERNATIONAL EXECUTIVE BOARD TO AUDIT THE FINANCIAL BOOKS AND RECORDS OF THE INTERNATIONAL UNION THE FINANCIAL STATEMENTS OF THE CERTIFIED PUBLIC ACCOUNTANT AND REPORT OF THE BOARD OF AUDIT ARE THEN FURNISHED TO EACH LOCAL UNION AND EACH INTERNATIONAL OFFICER THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR

SCHEDULE R
(Form 990)

Related Organizations and Unrelated Partnerships

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 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.

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

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)

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)UNITED FOOD AND COMMERCIAL WORKERS BUILDING CORPORATION	N	96,213	
(2)RWDSU DISTRICT COUNCIL OF THE UFCW	O	14,554,720	
(3)INTERNATIONAL CHEMICAL WORKERS UNION COUNCIL OF THE UFCW (ICWUC)	P	1,542,456	

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: 53-0220586

Name: UNITED FOOD AND COMMERCIAL WORKERS
INTERNATIONAL UNION

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 FOOD AND COMMERCIAL WORKERS PENSION PLAN FOR EMPLOYEES 1775 K STREET NW WASHINGTON, DC 20006 81-2741678	PENSION PLAN	DC	401(A)		N/A		No
UFCW PENSION PLAN FOR CANADIAN EMPLOYEES 300-61 INTERNATIONAL BLVD REXDALE, ONTARIO M9W 6K4 CA	CANADIAN PENSION PLAN	CA			N/A		No
UFCW BUILDING CORPORATION 1775 K STREET NW WASHINGTON, DC 20006 34-1023202	BUILDING CORP	DC	501(C)(2)		N/A		No
PATRICK E GORMAN SCHOLARSHIP FUND 1775 K STREET NW WASHINGTON, DC 20006 52-1289741	SCHOLARSHIP FUND	DC	501(C)(3)		N/A		No
UFCW SAVINGS AND RETIREMENT PLAN FOR US OFFICERS & EMPLOYEES 1775 K STREET NW WASHINGTON, DC 20006 52-1384948	401K PLAN	DC	401(K)		N/A		No
UFCW SAVINGS AND RETIREMENT PLAN CHARTERED LOCAL BODIES 1775 K STREET NW WASHINGTON, DC 20006 53-0220586	401K PLAN	DC	401(K)		N/A		No
UFCW ACTIVE BALLOT CLUB-GENERAL FUND 1775 K STREET NW WASHINGTON, DC 20006 52-1064551	SEPARATE SEGREGATED FUND	DC	527		N/A		No
UFCW WORKING FAMILIES ADVOCACY PROJECT 1775 K STREET NW WASHINGTON, DC 20006 27-2711274	SEPARATE SEGREGATED FUND	DC	527		N/A		No
UFCW ACTIVE BALLOT CLUB-EDUCATIONPOLITICAL FUND 1775 K STREET NW WASHINGTON, DC 20006 52-1066961	SEPARATE SEGREGATED FUND	DC	527		N/A		No
UFCW PHCBTD SICK BENEFIT PLAN 1775 K STREET NW WASHINGTON, DC 20006 52-1246412	BENEFIT PLAN	DC	501(C)(9)		N/A		No
UFCW MEMBER VOLUNTARY BENEFIT FUND 1775 K STREET NW WASHINGTON, DC 20006 45-2293755	VOLUNTARY BENEFIT PLAN	DC	501(C)(9)		N/A		No
INT'L CHEMICAL WORKERS UNION COUNCIL OF THE UFCW (ICWUC) 1655 W MARKET ST 6TH FL AKRON, OH 44313 34-0644259	LABOR UNION	OH	501(C)(5)		N/A		No
RWDSU DISTRICT COUNCIL OF THE UFCW 370 SEVENTH AVENUE SUITE 501 NEW YORK, NY 10001 13-1426674	LABOR UNION	NY	501(C)(5)		N/A		No
UFCW LOCAL UNION 1208 14400 HIGHWAY 87 WEST TARHEEL, NC 28392 80-0356571	LABOR UNION	NC	501(C)(5)		N/A		No