

Short Form

Return of Organization Exempt From Income Tax

OMB No 1545-1150

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

2016

Open to Public
InspectionDepartment of the Treasury
Internal Revenue Service

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

► Information about Form 990-EZ and its instructions is at www.irs.gov/form990.

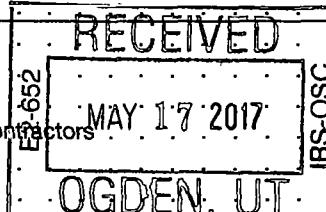
A For the 2016 calendar year, or tax year beginning		01/01	, 2016, and ending	12/31	, 20 16
B Check if applicable.		C Name of organization		D Employer identification number	
<input type="checkbox"/> Address change		USW INTERNATIONAL UNION LOCAL 4		03-0225594	
<input type="checkbox"/> Name change		Number and street (or P.O. box, if mail is not delivered to street address)		E Telephone number	
<input type="checkbox"/> Initial return		PO BOX 584		802-476-3181	
<input type="checkbox"/> Final return/terminated		City or town, state or province, country, and ZIP or foreign postal code		F Group Exemption Number ► 0280	
<input type="checkbox"/> Amended return		BARRE VT 05641-0584			
<input type="checkbox"/> Application pending					

G Accounting Method: Cash Accrual Other (specify) ►I Website: ► uswlocal4@live.comJ Tax-exempt status (check only one) — 501(c)(3) 501(c) (5) (insert no) 4947(a)(1) or 527K Form of organization: Corporation Trust Association Other INTERNATIONAL UNION

L Add lines 5b, 6c, and 7b to line 9 to determine gross receipts. If gross receipts are \$200,000 or more, or if total assets (Part II, column (B) below) are \$500,000 or more, file Form 990 instead of Form 990-EZ ► \$ 127798

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (see the instructions for Part I)Check if the organization used Schedule O to respond to any question in this Part I

Revenue	1 Contributions, gifts, grants, and similar amounts received	1	0	
	2 Program service revenue including government fees and contracts	2	0	
	3 Membership dues and assessments	3	98,308	
	4 Investment income	4	13	
	5a Gross amount from sale of assets other than inventory	5a	0	
	b Less: cost or other basis and sales expenses	5b	0	
	c Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c	0	
	6 Gaming and fundraising events			
	a Gross income from gaming (attach Schedule G if greater than \$15,000)	6a	0	
	b Gross income from fundraising events (not including \$ 0 of contributions from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds \$15,000)	6b	0	
	c Less: direct expenses from gaming and fundraising events	6c	0	
	d Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c)	6d	0	
	7a Gross sales of inventory, less returns and allowances	7a	0	
	b Less: cost of goods sold	7b	0	
	c Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c	0	
	8 Other revenue (describe in Schedule O)	8	29,477	
	9 Total revenue. Add lines 1, 2, 3, 4, 5c, 6d, 7c, and 8	9	127,798	
	Expenses	10 Grants and similar amounts paid (list in Schedule O)	10	0
11 Benefits paid to or for members		11	0	
12 Salaries, other compensation, and employee benefits		12	95,128	
13 Professional fees and other payments to independent contractors		13	230	
14 Occupancy, rent, utilities, and maintenance		14	9,762	
15 Printing, publications, postage, and shipping		15	286	
16 Other expenses (describe in Schedule O)		16	6,341	
17 Total expenses. Add lines 10 through 16		17	111,747	
Net Assets		18 Excess or (deficit) for the year (Subtract line 17 from line 9)	18	16,051
		19 Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	179,728
		20 Other changes in net assets or fund balances (explain in Schedule O)	20	657
		21 Net assets or fund balances at end of year. Combine lines 18 through 20	21	195,122



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Part II **Balance Sheets** (see the instructions for Part II)Check if the organization used Schedule O to respond to any question in this Part II

		(A) Beginning of year	(B) End of year
22	Cash, savings, and investments	37,575	22 53,627
23	Land and buildings	141,700	23 141,700
24	Other assets (describe in Schedule O)	3,000	24 3,000
25	Total assets	182,275	25 198,327
26	Total liabilities (describe in Schedule O)	2,547	26 3,205
27	Net assets or fund balances (line 27 of column (B) must agree with line 21)	179,728	27 195,122

Part III **Statement of Program Service Accomplishments** (see the instructions for Part III)Check if the organization used Schedule O to respond to any question in this Part III What is the organization's primary exempt purpose? **COLLECTIVE BARGAINING**

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.

Expenses

(Required for section 501(c)(3) and 501(c)(4) organizations; optional for others)

28	LOCAL UNION ENFORCED COLLECTIVE BARGAINING AGREEMENT TO BETTER WORKING CONDITIONS OF ITS LOCAL UNION AND TO PROVIDE REPRESENTATION TO ITS MEMBERS TO IT (Grants \$) If this amount includes foreign grants, check here ► <input type="checkbox"/>	28a
29 (Grants \$) If this amount includes foreign grants, check here ► <input type="checkbox"/>	29a
30 (Grants \$) If this amount includes foreign grants, check here ► <input type="checkbox"/>	30a
31	Other program services (describe in Schedule O) (Grants \$) If this amount includes foreign grants, check here ► <input type="checkbox"/>	31a
32	Total program service expenses (add lines 28a through 31a) ► <input type="checkbox"/>	32

Part IV **List of Officers, Directors, Trustees, and Key Employees** (list each one even if not compensated—see the instructions for Part IV)Check if the organization used Schedule O to respond to any question in this Part IV

(a) Name and title	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC) (if not paid, enter -0-)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation
RONALD CHRISTIE				
OUTGOING PRESIDENT	50	35,460	2,477	0
RAYMOND BETTIS				
INCOMING PRESIDENT	50	36,106	4,474	0
JOSEPH TROMBLY				
PRESIDENT	40	2,295	203	0
DENNIS LABOUNTY				
TREASURER	2	900	0	0
DONNA MCNALLY				
FINANCIAL SECRETARY	2	1,500	0	0
BRYAN WHITE				
TRUSTEE	2	0	0	0
RANDY SAVARD				
TRUSTEE	2	0	0	0
KANE PIKE				
INSIDE GUARD	2	0	0	0
LEVI BEACH				
GUIDE	2	0	0	0
GREG DONAHUE				
TRUSTEE	2	0	0	0
.....				
.....				

Part V Other Information (Note the Schedule A and personal benefit contract statement requirements in the instructions for Part V) Check if the organization used Schedule O to respond to any question in this Part V.

33 Did the organization engage in any significant activity not previously reported to the IRS? If "Yes," provide a detailed description of each activity in Schedule O 33

34 Were any significant changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the amended documents if they reflect a change to the organization's name. Otherwise, explain the change on Schedule O (see instructions) 34

35a Did the organization have unrelated business gross income of \$1,000 or more during the year from business activities (such as those reported on lines 2, 6a, and 7a, among others)? 35a

b If "Yes," to line 35a, has the organization filed a Form 990-T for the year? If "No," provide an explanation in Schedule O 35b

c Was the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization subject to section 6033(e) notice, reporting, and proxy tax requirements during the year? If "Yes," complete Schedule C, Part III 35c

36 Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N 36

37a Enter amount of political expenditures, direct or indirect, as described in the instructions ► 37a 0

b Did the organization file Form 1120-POL for this year?

38a Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the tax year covered by this return? 38a

b If "Yes," complete Schedule L, Part II and enter the total amount involved 38b

39 Section 501(c)(7) organizations. Enter:

a Initiation fees and capital contributions included on line 9 39a

b Gross receipts, included on line 9, for public use of club facilities 39b

40a Section 501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under: section 4911 ► ; section 4912 ► ; section 4955 ► 40b

b Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year, or did it engage in an excess benefit transaction in a prior year that has not been reported on any of its prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I 40c

c Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 40d

d Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Enter amount of tax on line 40c reimbursed by the organization 40e

e All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T

41 List the states with which a copy of this return is filed ► VERMONT

42a The organization's books are in care of ► DONNA MCNALLY Telephone no. ► 802-476-3181
Located at ► 790 EAST BARRE RD BARRE VT ZIP + 4 ► 05641

b 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)? If "Yes," enter the name of the foreign country: ►

See the instructions for exceptions and filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).

c At any time during the calendar year, did the organization maintain an office outside the United States? If "Yes," enter the name of the foreign country: ►

43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041—Check here ► and enter the amount of tax-exempt interest received or accrued during the tax year ► 43

44a Did the organization maintain any donor advised funds during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ 44a

b Did the organization operate one or more hospital facilities during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ 44b

c Did the organization receive any payments for indoor tanning services during the year? 44c

d If "Yes" to line 44c, has the organization filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O 44d

45a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 45a

b Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," Form 990 and Schedule R may need to be completed instead of Form 990-EZ (see instructions) 45b

	Yes	No
33	✓	
34	✓	
35a	✓	
35b		
35c	✓	
36	✓	
37b		
38a	✓	
38b		
39a		
39b		
40b		
40c		
40d		
40e	✓	
42b	✓	
42c	✓	
44a	✓	
44b	✓	
44c	✓	
44d	✓	
45a	✓	
45b	✓	

46 Did the organization engage, directly or indirectly, in political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I

Part VI Section 501(c)(3) organizations only

All section 501(c)(3) organizations must answer questions 47–49b and 52, and complete the tables for lines 50 and 51.

Check if the organization used Schedule O to respond to any question in this Part VI

Yes	No
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47 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

48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule F.

49a Did the organization make any transfers to an exempt non-charitable related organization?

47

5a Did the organization make any transfers to an exempt non-charitable related organization? 49a
b If "Yes," was the related organization a section 527 organization? 49b
50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees, and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None."

f Total number of other employees paid over \$100,000 ►

51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None."

(a) Name and business address of each independent contractor	(b) Type of service	(c) Compensation

d Total number of other independent contractors each receiving over \$100,000

52 Did the organization complete Schedule A? **Note:** All section 501(c)(3) organizations must attach a completed Schedule A.

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	<i>Donna C McNally</i>		<i>07/05/17</i>			
	Signature of officer					
	► DONNA C. MCNALLY FINANCIAL SECRETARY					
Paid Preparer Use Only	Print/Type preparer's name		Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
	► Firm's name			► Firm's EIN		
	► Firm's address			Phone no		

May the IRS discuss this return with the preparer shown above? See instructions ▶ Yes No

**SCHEDULE O`
(Form 990 or 990-EZ)**

Supplemental Information to Form 990 or 990-EZ

OMB No. 1545-0047

Department of the Treasury
Internal Revenue Service

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

2016

► 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.

**Open to Public
Inspection**

Name of the organization

USW INTERNATIONAL UNION LOCAL 4

Employer identification number

03-0225594

LINE 8-CHRISTMAS FUND,INITIATION FEES,CD TRANSFER,NYS WC REIMBURSEMENT

LINE 16-PER CAPITA FEE,DUES,EDUCATION,PROPERTY INSURANCE,DONATION,CELL PHONE

LINE 20-LESS MEMBERS/LESS DUES

LINE 24-PRINTER,COMPUTERS,DESKS,CHAIRS,TABLES,FILES,MISC OFFICE SUPPLIES

LINE 26-WITHHOLDING TAXES,DUES,PENSION,FUTA