

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2021

Open to Public Inspection

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundation): Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

Form 990 Department of the Treasury Internal Revenue Service

For the 2021 calendar year, or tax year beginning 01-01-2021, and ending 12-31-2021

- B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending

C Name of organization: WORKERS UNITING. Doing business as. Number and street (or P.O. box if mail is not delivered to street address): 60 BLVD OF THE ALLIES. Room/suite. City or town, state or province, country, and ZIP or foreign postal code: PITTSBURGH, PA 15222

D Employer identification number: 27-0205511. E Telephone number: (412) 562-2348. G Gross receipts \$ 9,134

F Name and address of principal officer: THOMAS M CONWAY, 60 BLVD OF THE ALLIES, PITTSBURGH, PA 15222

H(a) Is this a group return for subordinates? No. H(b) Are all subordinates included? No. H(c) Group exemption number

I Tax-exempt status: 501(c)(3) [checked] 501(c) (5) (insert no.) 4947(a)(1) or 527

J Website: WWW.WORKERSUNITING.ORG

K Form of organization: Association [checked] Corporation, Trust, Other

L Year of formation: 2011. M State of legal domicile: PA

Part I Summary

Table with 3 main sections: Activities & Governance (mission, members, employees, volunteers, revenue), Revenue (contributions, program service, investment, other), Expenses (grants, salaries, fundraising, other), and Net Assets or Fund Balances (assets, liabilities, net assets).

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.

Sign Here: Signature of officer JOHN E SHINN STEERING COMMITTEE, Date 2022-11-08

Paid Preparer Use Only: Print/Type preparer's name, Preparer's signature, Date, Firm's name SCHNEIDER DOWNS & CO INC, Firm's EIN 25-1408703, Firm's address ONE PPG PLACE SUITE 1700, PITTSBURGH, PA 15222, Phone no. (412) 261-3644

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:

PROMOTE GLOBAL UNION ACTIVISM

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 \$)

DEVELOP STRATEGIES TO ADVANCE GLOBAL UNION ACTIVISM.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

SUPPORT AND DEVELOP THE GLOBAL TRADE UNION MOVEMENT.

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

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1 through 21 regarding organizational requirements, such as political activities, lobbying, and financial reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding tax-exempt bond issues, excess benefit transactions, and related party transactions.

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

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Main form area containing questions 2a through 17, including sections for organizations with unrelated business income, charitable contributions, and other IRS filings. Includes sub-questions like 2a, 2b, 3a, 3b, etc.

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

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year... 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? 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? 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 5 Did the organization become aware during the year of a significant diversion of the organization's assets? 6 Did the organization have members or stockholders? 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? 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? 8b Each committee with authority to act on behalf of the governing body? 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.

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? 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? 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11b Describe on 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 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done 13 Did the organization have a written whistleblower policy? 14 Did the organization have a written document retention and destruction policy? 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 15b Other officers or key employees of the organization 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? 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
18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
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:
JOHN E SHINN 60 BLVD OF THE ALLIES PITTSBURGH, PA 15222 (412) 562-2400

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the 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, Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) THOMAS M CONWAY JOINT CHAIR	0.50	X		X				0	0	0
(2) SHARON GRAHAM JOINT CHAIR	0.50	X		X				0	0	0
(3) DAVID R MCCALL STEERING COMMITTEE	0.50	X						0	0	0
(4) FREDRICK D REDMOND STEERING COMMITTEE	0.50	X						0	0	0
(5) KENNETH G NEUMANN STEERING COMMITTEE	0.50	X						0	0	0
(6) ROXANNE BROWN STEERING COMMITTEE	0.50	X						0	0	0
(7) TONY BURKE STEERING COMMITTEE	0.50	X						0	0	0
(8) TONY WOODHOUSE STEERING COMMITTEE	0.50	X						0	0	0
(9) MAGGIE RYAN STEERING COMMITTEE	0.50	X						0	0	0
(10) DAVID AGLEBY STEERING COMMITTEE	0.50	X						0	0	0
(11) JAYNE TAYLOR STEERING COMMITTEE	0.50	X						0	0	0
(12) TOMMY MURPHY STEERING COMMITTEE	0.50	X						0	0	0
(13) DIANA HOLLAND STEERING COMMITTEE	0.50	X						0	0	0
(14) LEEANN FOSTER STEERING COMMITTEE	0.50	X						0	0	0
(15) BEN DAVIS STEERING COMMITTEE	0.50	X						0	0	0
(16) JOHN E SHINN STEERING COMMITTEE	0.50	X						0	0	0

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 Amt Similar Amounts		1a Federated campaigns b Membership dues c Fundraising events d Related organizations e Government grants (contributions) f All other contributions, gifts, grants, and similar amounts not included above g Noncash contributions included in lines 1a - 1f:\$		1a 1b 1c 1d 1e 1f 9,134 1g						
h Total. Add lines 1a-1f				9,134						
Program Service Revenue	2a	Business Code								
	b									
	c									
	d									
	e									
	f All other program service revenue.									
	g Total. Add lines 2a-2f.									
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)									
	4 Income from investment of tax-exempt bond proceeds ▶									
	5 Royalties ▶									
	6a Gross rents	(i) Real	6a							
							(ii) Personal			
		b Less: rental expenses	6b							
		c Rental income or (loss)	6c							
	d Net rental income or (loss) ▶									
	7a Gross amount from sales of assets other than inventory	(i) Securities	7a							
							(ii) Other ▶			
		b Less: cost or other basis and sales expenses	7b							
		c Gain or (loss)	7c							
	d Net gain or (loss) ▶									
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18		8a							
							b Less: direct expenses	8b		
							c Net income or (loss) from fundraising events ▶			
	9a Gross income from gaming activities. See Part IV, line 19		9a							
							b Less: direct expenses	9b		
							c Net income or (loss) from gaming activities ▶			
	10a Gross sales of inventory, less returns and allowances		10a							
b Less: cost of goods sold							10b			
c Net income or (loss) from sales of inventory ▶										
Miscellaneous Revenue	Business Code									
11a										
b										
c										
d All other revenue										
e Total. Add lines 11a-11d ▶										
12 Total revenue. See instructions ▶		9,134	0	0	0					

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages				
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes				
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting				
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)				
12 Advertising and promotion				
13 Office expenses				
14 Information technology	3,000			
15 Royalties				
16 Occupancy				
17 Travel	6,134			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance				
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a				
b				
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	9,134			
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 <input type="checkbox"/> 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 IX

		(A) Beginning of year		(B) End of year
Assets	1 Cash-non-interest-bearing		1	
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a		
	b Less: accumulated depreciation	10b		10c
	11 Investments—publicly traded securities		11	
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets: Add lines 1 through 15 (must equal line 33)		0	16	0
Liabilities	17 Accounts payable and accrued expenses		17	
	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 any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		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		25	
	26 Total liabilities. Add lines 17 through 25		0	26
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions		27	
	28 Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds	0	29	0
	30 Paid-in or capital surplus, or land, building or equipment fund	0	30	0
	31 Retained earnings, endowment, accumulated income, or other funds	0	31	0
	32 Total net assets or fund balances	0	32	0
33 Total liabilities and net assets/fund balances	0	33	0	

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	9,134
2	Total expenses (must equal Part IX, column (A), line 25)	2	9,134
3	Revenue less expenses. Subtract line 2 from line 1	3	0
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	0
5	Net unrealized gains (losses) on investments	5	
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	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	0

Part XII Financial Statements and Reporting

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

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

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE O
(Form 990)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.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021**Open to Public
Inspection**Name of the organization
WORKERS UNITING

Employer identification number

27-0205511

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 2	BUSINESS RELATIONSHIP: T. CONWAY, F. REDMOND, K. NEUMANN, J. SHINN, D. MCCALL, R. BROWN, L. FOSTER, B. DAVIS. BUSINESS RELATIONSHIP: S. GRAHAM, T. BURKE, T. WOODHOUSE, M. RYAN, D. AGLEBY, J. TAYLOR, T. MURPHY, D. HOLLAND.
FORM 990, PART VI, SECTION A, LINE 7A	THE STEERING COMMITTEE SHALL INITIALLY CONSIST OF SIXTEEN MEMBERS. UNITE THE UNION ("UNITE") AND THE UNITED STEEL, PAPER, FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION ("UNITED STEELWORKERS OR "USW"), TOGETHER, THE "FOUNDING UNIONS," SHALL EACH APPOINT EIGHT OF THOSE SIXTEEN MEMBERS. THE MEMBERS APPOINTED BY UNITE SHALL INCLUDE BOTH OF ITS JOINT GENERAL SECRETARIES (OR ITS GENERAL SECRETARY) AND THE MEMBERS APPOINTED BY THE USW SHALL INCLUDE ITS INTERNATIONAL PRESIDENT. ONE OF THE UNITE JOINT GENERAL SECRETARIES (OR ITS GENERAL SECRETARY) AND THE USW INTERNATIONAL PRESIDENT SHALL BE CO-CHAIRS OF THE STEERING COMMITTEE.
FORM 990, PART VI, SECTION A, LINE 7B	THE STEERING COMMITTEE SHALL HAVE THE POWER TO AMEND THIS CONSTITUTION, BUT ONLY WITH THE CONSENT OF BOTH THE FOUNDING UNIONS. THE UNION MAY BE DISSOLVED BY A RESOLUTION PUT FORWARD BY A MEMBER OF THE STEERING COMMITTEE WHICH IS SUPPORTED BY NOT LESS THAN SEVENTY-FIVE PERCENT OF ALL OF THE MEMBERS OF THE STEERING COMMITTEE, BUT ONLY WITH THE CONSENT OF BOTH THE FOUNDING UNIONS.
FORM 990, PART VI, SECTION A, LINE 8B	STEERING COMMITTEE DOES NOT PERMIT COMMITTEES TO ACT ON ITS BEHALF.
FORM 990, PART VI, SECTION B, LINE 11B	THE COMPLETED FORM 990 WAS REVIEWED BY FINANCIAL MANAGEMENT. UPON COMPLETION OF THE REVIEW, COPIES OF THE RETURN WERE PROVIDED TO THE INTERNATIONAL EXECUTIVE BOARD AND DISCUSSED AT A MEETING BEFORE FILING WITH THE IRS.
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION DOES NOT ROUTINELY MAKE SUCH DOCUMENTS AVAILABLE TO THE PUBLIC.
FORM 990, PART VI, LINE 9: ADDRESSES OF STEERING COMMITTEE MEMBERS	THE FOLLOWING STEERING COMMITTEE MEMBERS' CONTACT ADDRESS IS UNITE HOUSE, 128 THEOBALD'S ROAD, LONDON WC1X8TN: - SHARON GRAHAM - TONY BURKE - MAGGIE RYAN - DIANA HOLLAND - TONY WOODHOUSE - DAVID AGLEBY - JAYNE TAYLOR - TOMMY MURPHY

Additional Data

Return to Form

Software ID:

Software Version: