

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.

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

Department of the Treasury
Internal Revenue Service

A For the 2024 calendar year, or tax year beginning 01-01-2024 , and ending 12-31-2024

B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Final return/terminated ☐ Amended return ☐ Application pending	C Name of organization SERVICE EMPLOYEES INTERNATIONAL UNION		D Employer identification number 36-0852885	
	% MEGAN SWEENEY		E Telephone number (202) 730-7000	
	Doing business as			
	Number and street (or P.O. box if mail is not delivered to street address) 1800 MASSACHUSETTS AVENUE NW		Room/suite	
City or town, state or province, country, and ZIP or foreign postal code WASHINGTON, DC 20036		G Gross receipts \$ 371,825,633		
F Name and address of principal officer: APRIL VERRETT 1800 MASSACHUSETTS AVENUE NW WASHINGTON, DC 20036		H(a) Is this a group return for subordinates? ☐ Yes ☒ No H(b) Are all subordinates included? ☐ Yes ☐ No If "No," attach a list. See instructions. H(c) Group exemption number 0647		
I Tax-exempt status: ☐ 501(c)(3) ☒ 501(c) (5) (insert no.) ☐ 4947(a)(1) or ☐ 527				
J Website: WWW.SEIU.ORG				
K Form of organization: ☐ Corporation ☐ Trust ☒ Association ☐ Other		L Year of formation: 1921		M State of legal domicile: DC

Part I **Summary**

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: BARGAIN COLLECTIVELY WITH EMPLOYERS TO SECURE BETTER WORKING CONDITIONS, WAGES, AND BENEFITS FOR WORKERS.		
	2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	79
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	73
5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	514	
6 Total number of volunteers (estimate if necessary)	6	0	
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0	
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0	
Revenue		Prior Year	Current Year
	8 Contributions and grants (Part VIII, line 1h)	0	0
	9 Program service revenue (Part VIII, line 2g)	242,905,638	259,680,352
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	-5,415,208	8,380,897
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	9,473,526	12,735,142
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	246,963,956	280,796,391
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	0	0
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	78,912,719	81,529,382
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b Total fundraising expenses (Part IX, column (D), line 25) 0		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	195,173,764	246,379,539
	18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	274,086,483	327,908,921
19 Revenue less expenses. Subtract line 18 from line 12	-27,122,527	-47,112,530	
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	427,622,774	405,819,478
	21 Total liabilities (Part X, line 26)	47,846,332	56,082,684
	22 Net assets or fund balances. Subtract line 21 from line 20	379,776,442	349,736,794

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 ARCELIA SAENZ SECRETARY/TREASURER			Date 2025-11-12	
	Type or print name and title				
	Print/Type preparer's name		Preparer's signature		Date 2025-11-12
Paid Preparer Use Only			Check ☐ if self-employed		PTIN P00234075
	Firm's name WITHUMSMITHBROWNPC			Firm's EIN	
	Firm's address 1800 TYSONS BLVD SUITE 800 TYSONS, VA 22102			Phone no. (301) 272-6000	

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** (2024)

Part III

Statement of Program Service Accomplishments

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

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1 Briefly describe the organization’s mission:

SEE SCHEDULE O.

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 \$)

SUPPORTING ORGANIZING AND BARGAINING EFFORTS FOR AFFILIATES AND MEMBERS AND POLITICAL ACTION AND EDUCATION.

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	No
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	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 Rev. Proc. 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	Yes
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	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	Yes
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)?	11f	Yes
12a If "Yes," complete Schedule D, Part XI. 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	No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	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	
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? If "Yes," complete Schedule I, Parts I and II	21	No

Part IV

Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	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? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	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? If "Yes," complete Schedule L, Part 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? If "Yes," complete Schedule L, Part I	25b	
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or 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?	26	No
27	If "Yes," complete Schedule L, Part I. Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a	No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b	No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV	28c	No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?	30	No
31	If "Yes," complete Schedule M. Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	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?	33	No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34	Yes
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	Yes
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b	Yes
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	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? If "Yes," complete Schedule R, Part VI	37	No
38	Did the organization complete Schedule O and provide explanations on 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	1a	480
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	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

Part V	Statements Regarding Other IRS Filings and Tax Compliance (continued)					
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	514			
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		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: C A						
See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).						
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . .		5a			No	
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b			No	
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c				
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a			No	
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b				
7 Organizations that may receive deductible contributions under section 170(c).						
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a				
b If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b				
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c				
d If "Yes," indicate the number of Forms 8282 filed during the year		7d				
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e				
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f				
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g				
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h				
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8				
9 Sponsoring organizations maintaining donor advised funds.						
a 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?		13a				
Note. See the instructions for additional information the organization must report on Schedule O.						
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				
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?		15			No	
16 Is the organization a trust that is not a private foundation and is not a section 4968 excise tax on net investment income?		16			No	
If "Yes," complete Form 4720, Schedule O.						
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953?		17				
If "Yes," complete Form 6069.						

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

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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?		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		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 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	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 on Schedule O how this was done	Yes	
13	Did the organization have a written whistleblower policy?	Yes	
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	
15c	If "Yes" to line 15a or 15b, describe the process on 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	CA
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. ☐ 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: MEGAN SWEENEY 1800 MASSACHUSETTS AVENUE NW WASHINGTON, DC 20036 (202) 730-7050	

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

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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, box 6 of 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			
(1) NENEKI LEE CHIEF OF STAFF	35.0 0.0				X		237,815	0	167,850
(2) BARBARA ROSENTHAL NATIONAL ORGANIZING DIRECTOR	35.0 0.0				X		221,836	0	153,546
(3) APRIL VERRETT INTERN. PRESIDENT-EFF. 05/24	35.0 2.0	X		X			277,893	0	94,773
(4) ARCELIA SAENZ INTERNATIONAL SEC-TREAS	35.0 1.0	X		X			249,033	0	122,658
(5) MARY KAY HENRY INTERN. PRESIDENT-TERM. 05/24	35.0 2.0	X		X			187,998	0	167,296
(6) STEVEN URY GENERAL COUNSEL	35.0 0.0				X		226,910	0	106,949
(7) DORA CHEN DEPUTY GENERAL COUNSEL	35.0 0.0					X	214,266	0	107,446
(8) MEGAN SWEENEY CFO	35.0 0.0				X		187,373	0	124,466
(9) JOSEPH BRYANT EXECUTIVE VICE PRESIDENT	35.0 0.0	X		X			226,021	0	84,616
(10) NEAL BISNO EXECUTIVE VICE PRESIDENT	35.0 0.0	X		X			226,021	0	82,496
(11) Wendy Weiner Dir/Property Services Div	35.0 0.0					X	190,333	0	115,247
(12) ALMA HENDERSON DEPUTY GENERAL COUNSEL	35.0 0.0					X	214,266	0	90,773
(13) Alexander Shulman Dir/Healthcare Division	35.0 0.0					X	189,704	0	110,435
(14) HEATHER CONROY EXECUTIVE VICE PRESIDENT	35.0 0.0	X		X			226,021	0	73,419
(15) LESLIE FRANE EXECUTIVE VICE PRESIDENT	35.0 0.0	X		X			226,021	0	70,375
(16) CAITLIN LEOR-FISHMAN NATIONAL POLITICAL DIRECTOR	35.0 0.0				X		182,708	0	107,073
(17) MICHELLE HEALY REGIONAL ORGANIZING DIRECTOR	35.0 0.0					X	197,831	0	87,982

Part VII

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

(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		
(18) ARUN IVATURY CHIEF OF STAFF - TERM. 10/24	35.0 0.0					X			166,578	0
(19) ALPHONSO MAYFIELD VICE PRESIDENT	1.0 0.0	X							0	0
(20) DAVID GREEN VICE PRESIDENT	1.0 0.0	X							0	0
(21) MEG NIEMI VICE PRESIDENT	1.0 0.0	X							0	0
(22) EMANUEL PASTREICH VICE PRESIDENT	1.0 0.0	X							0	0
(23) ISRAEL MARRERO VICE PRESIDENT	1.0 0.0	X							0	0
(24) MILLY SILVA VICE PRESIDENT	1.0 0.0	X							0	0
(25) MAX ARIAS VICE PRESIDENT	1.0 0.0	X							0	0
(26) ROBERT BARIL VICE PRESIDENT	1.0 0.0	X							0	0
(27) ELSA FLORES VICE PRESIDENT	1.0 0.0	X							0	0
(28) JANE HOPKINS VICE PRESIDENT	1.0 0.0	X							0	0
(29) LYNNE FOX VICE PRESIDENT	1.0 0.0	X							0	0
(30) GEORGE GRESHAM VICE PRESIDENT	1.0 0.0	X							0	0
(31) STERLING HARDERS VICE PRESIDENT	1.0 0.0	X							0	0
(32) DAVID HOLWAY VICE PRESIDENT	1.0 0.0	X							0	0
(33) DAVID HUERTA VICE PRESIDENT	1.0 0.0	X							0	0
(34) GREG KELLEY VICE PRESIDENT	1.0 0.0	X							0	0
(35) SYLVIE NELSON VICE PRESIDENT	1.0 0.0	X							0	0
(36) DIAN PALMER VICE PRESIDENT	1.0 0.0	X							0	0
(37) ANDY POTTER VICE PRESIDENT	1.0 0.0	X							0	0
(38) DAVE REGAN VICE PRESIDENT	1.0 0.0	X							0	0
(39) EDGAR ROMNEY VICE PRESIDENT	1.0 0.0	X							0	0
(40) JAMIE GULLEY VICE PRESIDENT	1.0 0.0	X							0	0
(41) SHARLEEN STEWART VICE PRESIDENT	1.0 0.0	X							0	0
(42) MELISSA UNGER VICE PRESIDENT	1.0 0.0	X							0	0
(43) ARNULFO DE LA CRUZ VICE PRESIDENT	1.0 0.0	X							0	0
(44) BECKY WILLIAMS VICE PRESIDENT	1.0 0.0	X							0	0
(45) MATT YARNELL VICE PRESIDENT	1.0 0.0	X							0	0
(46) AI-jen Poo VICE PRESIDENT - EFF. 05/24	1.0 0.0	X							0	0
(47) YVONNE WALKER VICE PRESIDENT - TERM. 05/24	1.0 0.0	X							0	0
(48) MARIA CASTANEDA VICE PRESIDENT - TERM. 05/24	1.0 0.0	X							0	0
(49) MARTHA BAKER EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(50) DAVID BRIDGER EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(51) GRACE VERGARA-MACTAL EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(52) LISA BROWN EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(53) CRISTINA CABRAL EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(54) BARBARA CAPE EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(55) STEVE CATANESE EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(56) KIMBERLY EVON EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(57) KELLY GIBBONS EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(58) RIKO MENDEZ EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(59) WAYNE SPENCE EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(60) RICH GULLA EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(61) GREG NAMMACHER EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(62) SCOTT PHILLIPSON EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(63) CHARLOTTE SHINDLER EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(64) TRICIA SCHROEDER EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(65) VERONICA TURNER EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(66) HILARY GLASGOW EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(67) Mark Brunton EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(68) Roxana Rivera EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(69) SUSAN NARANJO EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(70) Theresa Rutherford EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(71) Stephanie Felix-Sowry EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(72) David Foley EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(73) ROB HILL EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(74) CRYSTAL IRVING EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(75) ZENIA JAVALERA EXECUTIVE BOARD MEMBER	1.0 0.0	X							0	0
(76) BRAD RAYSON EXEC. BOARD MEMBER-TERM 02/24	1.0 0.0	X							0	0
(77) DEAN STAFFIERI EXEC. BOARD MEMBER-TERM 01/24	1.0 0.0	X							0	0
(78) DAVID BRODER EXEC. BOARD MEMBER-TERM 05/24	1.0 0.0	X							0	0
(79) MERLE CUTTITTA EXEC. BOARD MEMBER-TERM 05/24	1.0 0.0	X							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	1a	1a Federated campaigns	1a		
Similar Amounts		b Membership dues	1b		
		c Fundraising events	1c		
		d Related organizations	1d		
		e Government grants (contributions)	1e		
		f All other contributions, gifts, grants, and similar amounts not included above	1f		
		g Noncash contributions included in lines 1a - 1f:\$	1g		
		h Total. Add lines 1a-1f			0
Program Service Revenue	2a PER CAPITA TAXES	Business Code			
		900099	257,724,806	257,724,806	
	b DUES FROM LOCALS	900099	1,655,842	1,655,842	
	c ADMINISTRATIVE REIMBURSEMENT	900099	299,704	299,704	
	d				
	e				
	f All other program service revenue.				
	g Total. Add lines 2a-2f.		259,680,352		

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		16,558			16,558		
	4 Income from investment of tax-exempt bond proceeds		0					
	5 Royalties		349,389			349,389		
	6a Gross rents	(i) Real	(ii) Personal					
		6a	74,430					
		b Less: rental expenses						
	c Rental income or (loss)	6c	74,430	0				
	d Net rental income or (loss)		74,430			74,430		
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other					
		7a	99,393,581					
		b Less: cost or other basis and sales expenses	7b					91,029,242
	c Gain or (loss)	7c	8,364,339					
	d Net gain or (loss)		8,364,339			8,364,339		
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a	0					
		b Less: direct expenses	8b					0
		c Net income or (loss) from fundraising events						0
	9a Gross income from gaming activities. See Part IV, line 19	9a	0					
b Less: direct expenses		9b	0					
c Net income or (loss) from gaming activities		0						
10a Gross sales of inventory, less returns and allowances	10a	0						
	b Less: cost of goods sold	10b					0	
	c Net income or (loss) from sales of inventory						0	

OtherRevenueMiscAmt	11a REIMBURSEMENTS FROM LOCALS AND OTHERS		Business Code			
			900099	12,283,183	12,283,183	
	b SETTLEMENT INCOME		900099	28,140	28,140	
	c					
	d All other revenue					
	e Total. Add lines 11a-11d			12,311,323		
	12 Total revenue. See instructions			280,796,391	271,991,675	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	0			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	0			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	0			
4 Benefits paid to or for members	0			
5 Compensation of current officers, directors, trustees, and key employees	4,261,329			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7 Other salaries and wages	52,463,009			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	8,544,496			
9 Other employee benefits	11,718,363			
10 Payroll taxes	4,542,185			
11 Fees for services (non-employees):				
a Management	0			
b Legal	4,472,463			
c Accounting	258,964			
d Lobbying	0			
e Professional fundraising services. See Part IV, line 17	0			
f Investment management fees	188,250			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	46,314,513			
12 Advertising and promotion	8,332,473			
13 Office expenses	3,698,604			
14 Information technology	6,692,138			
15 Royalties	0			
16 Occupancy	5,761,391			
17 Travel	16,573,558			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19 Conferences, conventions, and meetings	19,556,461			
20 Interest	0			
21 Payments to affiliates	5,868,144			
22 Depreciation, depletion, and amortization	1,167,213			
23 Insurance	1,106,415			
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 REIMBURSEMENTS/SUBSIDIES	83,591,551			
b REBATES TO AFFILIATES	24,239,680			
c LOCALS PROJECTS	16,284,215			
d BOOKS AND SUBSCRIPTIONS	1,887,169			
e All other expenses	386,337			
25 Total functional expenses. Add lines 1 through 24e	327,908,921			
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 IX

☐

				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		11,665,060	1	18,976,574	
	2	Savings and temporary cash investments		129,385	2	147,705	
	3	Pledges and grants receivable, net		0	3	0	
	4	Accounts receivable, net		38,289,613	4	44,790,558	
	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		0	5	0	
	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)		0	6	0	
	7	Notes and loans receivable, net		10,924,180	7	8,622,593	
	8	Inventories for sale or use		0	8	0	
	9	Prepaid expenses and deferred charges		2,239,280	9	1,158,116	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	17,623,466			
	b	Less: accumulated depreciation	10b	11,547,793	5,624,619	10c	6,075,673
	11	Investments—publicly traded securities		192,668,273	11	175,989,251	
	12	Investments—other securities. See Part IV, line 11		127,349,738	12	115,295,242	
	13	Investments—program-related. See Part IV, line 11		0	13	0	
	14	Intangible assets		0	14	0	
	15	Other assets. See Part IV, line 11		38,732,626	15	34,763,766	
16	Total assets. Add lines 1 through 15 (must equal line 33)		427,622,774	16	405,819,478		
Liabilities	17	Accounts payable and accrued expenses		12,150,374	17	24,483,165	
	18	Grants payable		0	18	0	
	19	Deferred revenue		0	19	0	
	20	Tax-exempt bond liabilities		0	20	0	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		0	21	0	
	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		0	22	0	
	23	Secured mortgages and notes payable to unrelated third parties		0	23	0	
	24	Unsecured notes and loans payable to unrelated third parties		0	24	0	
	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		35,695,958	25	31,599,519	
	26	Total liabilities. Add lines 17 through 25		47,846,332	26	56,082,684	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.						
	27	Net assets without donor restrictions		379,776,442	27	349,736,794	
	28	Net assets with donor restrictions		0	28	0	
	Organizations that do not follow FASB ASC 958, check here ☐ and complete lines 29 through 33.						
	29	Capital stock or trust principal, or current funds			29		
	30	Paid-in or capital surplus, or land, building or equipment fund			30		
	31	Retained earnings, endowment, accumulated income, or other funds			31		
	32	Total net assets or fund balances		379,776,442	32	349,736,794	
	33	Total liabilities and net assets/fund balances		427,622,774	33	405,819,478	

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	280,796,391
2	Total expenses (must equal Part IX, column (A), line 25)	2	327,908,921
3	Revenue less expenses. Subtract line 2 from line 1	3	-47,112,530
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	379,776,442
5	Net unrealized gains (losses) on investments	5	18,235,037
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	-1,162,155
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	349,736,794

Part XII

Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain 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: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		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	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.	Yes	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		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.		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

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 SERVICE EMPLOYEES INTERNATIONAL UNION	Employer identification number 36-0852885
---	--

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. See instructions for definition of "political campaign activities."	
2	Political campaign activity expenditures. See instructions	\$ 35,673,214
3	Volunteer hours for political campaign activities. See instructions	

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-
(1) SEIU POLITICAL EDUCATION & ACTION	1800 MASSACHUSETTS AVE NW WASHINGTON, DC 20036	52-2263644		
(2) SEIU COMMITTEE ON POLITICAL EDUCATION	1800 MASSACHUSETTS AVENUE NW WASHINGTON, DC 20036	20-0859683		
(3) UNITED WE CAN	1800 MASSACHUSETTS AVENUE NW WASHINGTON, DC 20036	47-5491558		
(4) UNITED WE CAN MICHIGAN	1800 MASSACHUSETTS AVE NW WASHINGTON, DC 20036	83-0647866		
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) 2021	(b) 2022	(c) 2023	(d) 2024	(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					

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Name of the organization

SERVICE EMPLOYEES INTERNATIONAL UNION

Employer identification number

36-0852885

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)

☐ Preservation of an historically important land area

☐ Protection of natural habitat

☐ Preservation of a certified historic structure

☐ Preservation of open space

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

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

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

4 Number of states where property subject to conservation easement is located ▶

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

☐ Yes ☐ No

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

▶

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year

▶ \$

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

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

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB 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 FASB 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 FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 ▶ \$

b Assets included in Form 990, Part X ▶ \$

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat. No. 52283D

Schedule D (Form 990) (Rev. 1-2025)

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3

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

a

☐ Public exhibition

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

4

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

5

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

☐ Yes

☐ No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☒ No

b

If "Yes," explain the arrangement in Part XIII and complete the following table:

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

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

☐ Yes

☒ No

b

If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

☐

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(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

Term endowment ▶

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a

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

(i) Unrelated organizations

(ii) Related organizations

b

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

	Yes	No
3a(i)		
3a(ii)		
3b		

4

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

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		829,220	785,341	43,879
d Equipment		16,734,242	10,702,448	6,031,794
e Other		60,004	60,004	0
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				6,075,673

Schedule D (Form 990) (Rev. 1-2025)

Part VII

Investments - Other Securities.
Complete if the organization answered "Yes" on Form 990, Part IV, line 11b.See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A) 1800 MASSACHUSETTS AVE CORP	38,767,018	C
(B) COMMON COLLECTIVE TRUST	76,528,224	F
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) ▶	115,295,242	

Part VIII

Investments - Program Related.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.) ▶		

Part IX

Other Assets.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)RIGHT OF USE ASSET	31,298,674
(2)DUE FROM OTHER FUNDS	3,366,336
(3)DEPOSITS	98,756
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.) ▶	34,763,766

Part X

Other Liabilities.
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f.
See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	0
LEASE LIABILITY	31,599,519
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.) ▶	31,599,519

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☒

Schedule D (Form 990) (Rev. 1-2025)

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	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	

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	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	

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 - FIN 48 FOOTNOTE:	U.S. GAAP REQUIRES MANAGEMENT TO EVALUATE INCOME TAX POSITIONS TAKEN AND ACCRUE AN INCOME TAX LIABILITY IF THE ORGANIZATION HAS TAKEN AN UNCERTAIN POSITION THAT MORE LIKELY THAN NOT WOULD NOT BE SUSTAINED UPON EXAMINATION BY THE IRS. MANAGEMENT HAS EVALUATED THE INCOME TAX POSITIONS TAKEN AND CONCLUDED THAT AS OF DECEMBER 31, 2024 AND 2023 THERE ARE NO UNCERTAIN POSITIONS TAKEN OR EXPECTED TO BE TAKEN THAT WOULD REQUIRE RECOGNITION IN THE CONSOLIDATED FINANCIAL STATEMENTS. THE GENERAL FUND (US), GENERAL FUND (CANADA), PEA INTERNATIONAL, 1800 MASS, COPE AND UNITED WE CAN ARE SUBJECT TO ROUTINE AUDITS BY TAXING JURISDICTIONS; HOWEVER, THERE ARE CURRENTLY NO AUDITS IN PROGRESS FOR ANY TAX PERIODS. IN ADDITION, THERE HAVE BEEN NO TAX RELATED INTEREST OR PENALTIES FOR THE PERIODS PRESENTED IN THESE CONSOLIDATED FINANCIAL STATEMENTS. SHOULD SUCH PENALTIES AND INTEREST BE INCURRED, MANAGEMENT'S POLICY WOULD BE TO RECOGNIZE THEM AS ADMINISTRATIVE EXPENSES.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Name of the organization
SERVICE EMPLOYEES INTERNATIONAL UNION

Employer identification number
36-0852885

Part I

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

- 1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants or 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

Activities 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 the region	(d) Activities conducted in region (by type) (such as, 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 the region	(f) Total expenditures for and investments in the region
(1) Europe (Including Iceland and Greenland)	0	1	Program Services	SEE PART V	2,642,558
(2) South America	0	5	Program Services	SEE PART V	465,839
(3) North America	0	2	Program Services	SEE PART V	112,365
(4) Middle East and North Africa	0	0	Program Services	SEE PART V	53,091
(5) East Asia and the Pacific	0	0	Program Services	SEE PART V	19,800
(6) Sub-Saharan Africa	0	0	Program Services	SEE PART V	8,550
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	0	8			3,302,203
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)	0	8			3,302,203

Part II

Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" on 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 noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)									
(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

3 Enter total number of other organizations or entities

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on 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 noncash assistance	(g) Description of noncash 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 separately 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; don't 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 separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).*

☐ Yes

☒ No

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.

[illegible]

Additional Data

Software ID:

Software Version:

Schedule J
(Form 990)

(Rev. January 2025)

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

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization
SERVICE EMPLOYEES INTERNATIONAL UNION

Employer identification number
36-0852885

Part I Questions Regarding Compensation

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

☐ Travel for companions

☐ Tax idemnification and gross-up payments

☐ Discretionary spending account

☐ Housing allowance or residence for personal use

☐ Payments for business use of personal residence

☐ Health or social club dues or initiation fees

☐ Personal services (e.g., maid, chauffeur, chef)

b

If any of the boxes on 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
.

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 on Line 1a?
.

3

Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

☐ Compensation committee

☐ Independent compensation consultant

☒ Form 990 of other organizations

☐ Written employment contract

☒ Compensation survey or study

☒ Approval by the board or compensation committee

4

During the year, did any person listed 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.

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.

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.

7

For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III

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

9

If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes

No

1b

2

4a

Yes

4b

No

4c

No

5a

5b

6a

6b

7

8

9

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat. No. 50053T

Schedule J (Form 990) (Rev. 1-2025)

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, 1099-MISC compensation, and/or 1099-NEC			(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				
1 MARY KAY HENRY INTERN. PRESIDENT-TERM. 05/24	(i)	187,533	0	465	134,840	32,456	355,294	0
	(ii)	0	0	0	0	- 0	- 0	0
2 APRIL VERRETT INTERN. PRESIDENT-EFF. 05/24	(i)	277,893	0	0	75,127	19,646	372,666	0
	(ii)	0	0	0	0	- 0	- 0	0
3 LESLIE FRANE EXECUTIVE VICE PRESIDENT	(i)	226,021	0	0	51,090	19,285	296,396	0
	(ii)	0	0	0	0	- 0	- 0	0
4 NEAL BISNO EXECUTIVE VICE PRESIDENT	(i)	226,021	0	0	50,201	32,295	308,517	0
	(ii)	0	0	0	0	- 0	- 0	0
5 JOSEPH BRYANT EXECUTIVE VICE PRESIDENT	(i)	226,021	0	0	49,751	34,865	310,637	0
	(ii)	0	0	0	0	- 0	- 0	0
6 HEATHER CONROY EXECUTIVE VICE PRESIDENT	(i)	226,021	0	0	41,124	32,295	299,440	0
	(ii)	0	0	0	0	- 0	- 0	0
7 ARCELIA SAENZ INTERNATIONAL SEC-TREAS	(i)	249,033	0	0	90,180	32,478	371,691	0
	(ii)	0	0	0	0	- 0	- 0	0
8 STEVEN URY GENERAL COUNSEL	(i)	221,990	4,920	0	77,077	29,872	333,859	0
	(ii)	0	0	0	0	- 0	- 0	0
9 ALMA HENDERSON DEPUTY GENERAL COUNSEL	(i)	209,846	4,420	0	57,988	32,785	305,039	0
	(ii)	0	0	0	0	- 0	- 0	0
10 DORA CHEN DEPUTY GENERAL COUNSEL	(i)	209,846	4,420	0	74,750	32,696	321,712	0
	(ii)	0	0	0	0	- 0	- 0	0
11 BARBARA ROSENTHAL NATIONAL ORGANIZING DIRECTOR	(i)	211,417	5,420	4,999	121,293	32,253	375,382	0
	(ii)	0	0	0	0	- 0	- 0	0
12 MICHELLE HEALY REGIONAL ORGANIZING DIRECTOR	(i)	192,411	5,420	0	55,624	32,358	285,813	0
	(ii)	0	0	0	0	- 0	- 0	0
13 MEGAN SWEENEY CFO	(i)	181,953	5,420	0	92,348	32,118	311,839	0
	(ii)	0	0	0	0	- 0	- 0	0
14 NENEKI LEE CHIEF OF STAFF	(i)	232,895	4,920	0	135,617	32,233	405,665	0
	(ii)	0	0	0	0	- 0	- 0	0
15 ARUN IVATURY CHIEF OF STAFF - TERM. 10/24	(i)	164,078	2,500	0	36,662	26,922	230,162	0
	(ii)	0	0	0	0	- 0	- 0	0
16 CAITLIN LEOR-FISHMAN NATIONAL POLITICAL DIRECTOR	(i)	178,288	4,420	0	74,962	32,111	289,781	0
	(ii)	0	0	0	0	- 0	- 0	0
17 Wendy Weiner Dir/Property Services Div	(i)	185,413	4,920	0	83,013	32,234	305,580	0
	(ii)	0	0	0	0	- 0	- 0	0
18 Alexander Shulman Dir/Healthcare Division	(i)	185,284	4,420	0	78,397	32,038	300,139	0
	(ii)	0	0	0	0	- 0	- 0	0

Part III **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
PART I, LINE 1A - OTHER ITEMS PROVIDED TO OFFICERS AND KEY EMPLOYEES:	FULL-TIME OFFICERS ARE COVERED BY THE SAME SEIU STAFF TRAVEL & EXPENSE REIMBURSEMENT POLICY THAT APPLIES TO SEIU MANAGERS. SEIU OFFICERS MAY TRAVEL IN AN UPGRADED SEAT WHEN NECESSARY DUE TO MEDICAL REASONS. OFFICERS MAY ELECT TO USE MILES ACCRUED DURING WORK TRAVEL TO UPGRADE ON OTHER FLIGHTS.
PART I, LINE 1B - WRITTEN POLICIES FOR REIMBURSED EXPENSES:	LEASES CAN BE APPROVED IN LIEU OF HOTEL STAYS. THERE IS A WRITTEN POLICY PROVIDING FOR LEASES WHERE AN EMPLOYEE IS ON AN EXTENDED ASSIGNMENT. ALL LEASES MUST UNDERGO THE UNION'S NORMAL CONTRACT APPROVAL PROCESS.
PART I, LINE 4A: SEVERANCE PAYMENT	In 2024, Mary Kay Henry received a severance payment of \$33,118, which was reported as taxable income on her 2024 W-2 form from Service Employees International Union.

Additional Data

Return to Form

Software ID:
Software Version:

SCHEDULE O (Form 990) (Rev. January 2025) 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 instructions and the latest information.		OMB No. 1545-0047 Open to Public Inspection	
Name of the organization SERVICE EMPLOYEES INTERNATIONAL UNION			Employer identification number 36-0852885		
Return Reference	Explanation				
PART III, LINE 1 - ORGANIZATION'S MISSION:	SEIU IS A LARGE INTERNATIONAL LABOR ORGANIZATION. IT IS FIRST AND FOREMOST AN ASSOCIATION OF WORKERS WHO HAVE JOINED TOGETHER TO PROTECT AND PROMOTE THE INTERESTS OF ITS MEMBERS AND ALL WORKERS BY BARGAINING COLLECTIVELY WITH THEIR EMPLOYERS TO SECURE BETTER WORKING CONDITIONS, WAGES AND SIMILAR BENEFITS. SEIU BELIEVES IN AND WILL FIGHT FOR A JUST SOCIETY WHERE ALL WORKERS ARE VALUED AND PEOPLE RESPECTED, WHERE ALL FAMILIES AND COMMUNITIES THRIVE, AND WHERE WE LEAVE A BETTER AND MORE EQUAL WORLD FOR GENERATIONS TO COME. SEIU FULL MISSION STATEMENT IS SET FORTH IN ITS CONSTITUTION AND BYLAWS.				
PART VI, SECTION A, LINE 6 - MEMBERS:	SEIU MEMBERS ARE WORKING PEOPLE WHO ARE EMPLOYED OR ENGAGED IN ANY PHASE OF PRIVATE, NONPROFIT OR PUBLIC EMPLOYMENT, OVER WHICH SEIU CLAIMS OR EXERCISES JURISDICTION. MEMBERS IN GOOD STANDING HAVE THE RIGHT TO RUN FOR LOCAL UNION OFFICE AND INTERNATIONAL UNION OFFICE, INCLUDING GOVERNING BOARDS, AND TO ELECT OFFICERS AND MEMBERS OF THE GOVERNING BOARDS OF THEIR LOCAL UNIONS. MEMBERS ALSO HAVE THE RIGHT TO ELECT DELEGATES FROM THEIR LOCAL UNIONS TO REPRESENT THEM AT SEIU'S HIGHEST GOVERNING BODY, THE INTERNATIONAL CONVENTION, AND AT CONVENTIONS OF SEIU INTERMEDIATE BODIES SUCH AS STATE COUNCILS.				
PART VI, SECTION A, LINE 7A - MEMBERS POWER TO ELECT OR APPOINT:	UNDER THE SEIU CONSTITUTION & BYLAWS, ALL UNION MEMBERS IN GOOD STANDING HAVE THE RIGHT TO RUN FOR ELECTED OFFICE IN THEIR LOCAL UNION AND IN THE INTERNATIONAL UNION, AS WELL AS HAVE THE POWER TO ELECT OFFICERS AND MEMBERS OF THEIR LOCAL UNIONS' GOVERNING BOARDS. MEMBERS ALSO HAVE THE RIGHT TO ELECT DELEGATES FROM AMONG THEIR MEMBERSHIP TO REPRESENT THEM AT SEIU'S HIGHEST GOVERNING BODY, THE INTERNATIONAL CONVENTION (AS WELL AS AT THE CONVENTIONS OF SEIU INTERMEDIATE BODIES, SUCH AS STATE COUNCILS). AT THE INTERNATIONAL CONVENTION, MEMBERS, THROUGH THEIR ELECTED DELEGATES, ELECT THE OFFICERS AND INTERNATIONAL EXECUTIVE BOARD MEMBERS OF THEIR INTERNATIONAL UNION.				
PART VI, SECTION A, LINE 7B - GOVERNANCE DECISIONS RESERVED TO MEMBERS:	MEMBERS ACTIVELY PARTICIPATE IN ALL ASPECTS OF THE GOVERNANCE OF THE UNION. MEMBERS, THROUGH THEIR ELECTED DELEGATES AT THE INTERNATIONAL CONVENTION, ELECT FROM AMONG THEIR MEMBERSHIP THE OFFICERS AND INTERNATIONAL EXECUTIVE BOARD MEMBERS OF THE INTERNATIONAL UNION. THE INTERNATIONAL EXECUTIVE BOARD IS THE HIGHEST DECISION-MAKING BODY IN SEIU BETWEEN CONVENTIONS, WHICH TAKE PLACE EVERY FOUR YEARS.				
PART VI, SECTION B, LINE 11B - REVIEW PROCESS OF FORM 990:	A COPY OF THE FORM 990 WAS PROVIDED TO ALL MEMBERS OF THE SEIU INTERNATIONAL EXECUTIVE BOARD FOR THEIR REVIEW AND COMMENT BEFORE IT WAS FILED. THE INTERNATIONAL EXECUTIVE BOARD IS A GOVERNING BODY OF THE SEIU WITH AUTHORITY TO ACT ON BEHALF OF THE UNION. IT PRESENTLY CONSISTS OF 79 OFFICERS WHO ARE RESPONSIBLE FOR OVERSEEING THE AFFAIRS AND FINANCIAL OPERATIONS OF THE UNION. IN ADDITION TO REVIEW BY THIS GOVERNING BODY, THE FORM 990 IS CAREFULLY SCRUTINIZED BY THE SEIU'S FINANCE DEPARTMENT, SEIU'S LEGAL DEPARTMENT, AND ITS OUTSIDE AUDITORS. ALSO, IT IS PREPARED IN CONSULTATION WITH OUTSIDE TAX COUNSEL TO HELP ENSURE THE UNION'S COMPLIANCE WITH ALL TAX REPORTING REQUIREMENTS.				
PART VI, SECTION B, LINE 12C - CONFLICT OF INTEREST POLICY COMPLIANCE:	THE CODE OF ETHICS AND CONFLICT OF INTEREST POLICY IS AVAILABLE TO ALL COVERED INDIVIDUALS AS DEFINED IN THE CODE (NOT JUST EMPLOYEES) AND THE PUBLIC. IT IS APPENDED TO SEIU'S CONSTITUTION AND BYLAWS AND AVAILABLE THROUGH SEIU'S WEBSITE. ALL COVERED INDIVIDUALS MUST ANNUALLY ACKNOWLEDGE THAT THEY HAVE REVIEWED AND UNDERSTAND THAT CODE, AND THAT THEY AGREE TO COMPLY WITH IT.				
PART VI, SECTION B, LINE 15 - DETERMINATION OF OFFICER COMPENSATION:	PURSUANT TO ARTICLE XI, SECTION 6(C) OF THE SEIU CONSTITUTION AND BYLAWS, THE INTERNATIONAL EXECUTIVE BOARD (THE "IEB") SETS AND APPROVES THE COMPENSATION OF THE INTERNATIONAL PRESIDENT AND SECRETARY-TREASURER. UNDER ARTICLE VIII, SECTION 1(G) OF THE SEIU CONSTITUTION AND BYLAWS, THE INTERNATIONAL PRESIDENT HAS THE AUTHORITY TO FIX THE COMPENSATION FOR EXECUTIVE VICE PRESIDENTS. HOWEVER, IN PRACTICE, THE IEB SETS AND APPROVES THE COMPENSATION FOR THE EXECUTIVE VICE PRESIDENTS.				
PART VI, SECTION C, LINE 19 - AVAILABILITY OF GOVERNING DOCUMENTS AND F/S:	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENT, ITS CONSTITUTION AND BYLAWS, AVAILABLE TO THE PUBLIC THROUGH SEIU'S WEBSITE AND BY REQUEST. THE CODE OF ETHICS AND CONFLICT OF INTEREST POLICY IS APPENDED TO THE CONSTITUTION AND BYLAWS AND AVAILABLE TO THE PUBLIC THROUGH SEIU'S WEBSITE. THE ORGANIZATION'S FINANCIAL STATEMENTS ARE MADE AVAILABLE UPON REQUEST TO THE PUBLIC AND CERTAIN DOCUMENTS ARE AVAILABLE ONLINE.				
PART XI, LINE 9 - OTHER CHANGES IN NET ASSETS:	OTHER CHANGES IN NET ASSETS CONSIST OF BAD DEBT RESERVE OF \$ -1,162,155				
FORM 990 PART IX LINE 11G	DESCRIPTION:CONSULTING FEES TOTAL FEES:33021073				
FORM 990 PART IX LINE 11G	DESCRIPTION:OTHER PROFESSIONAL SERVICES TOTAL FEES:12879987				
FORM 990 PART IX LINE 11G	DESCRIPTION:TEMPORARY HELP TOTAL FEES:413453				

Additional Data

[Return to Form](#)

Software ID:

Software Version:

SCHEDULE R
(Form 990)
(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

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

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

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization
SERVICE EMPLOYEES INTERNATIONAL UNION

Employer identification number

36-0852885

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)1800 MASSACHUSETTS AVENUE CORP 1800 MASSACHUSETTS AVENUE NW WASHINGTON, DC 20036 20-0451177	RE TITLE HLDG	DC	501(C)(2)		SEIU	Yes	
(2)SEIU COMMITTEE ON POLITICAL EDUCATION 1800 MASSACHUSETTS AVENUE NW WASHINGTON, DC 20036 20-0859683	POLITICAL ORG	DC	527		SEIU	Yes	
(3)SEIU POLITICAL EDUCATION & ACTION FUND 1800 MASSACHUSETTS AVENUE NW WASHINGTON, DC 20036 52-2263644	POLITICAL ORG	DC	527		SEIU	Yes	
(4)UNITED WE CAN 1800 MASSACHUSETTS AVENUE NW WASHINGTON, DC 20036 47-5491558	POLITICAL ORG	DC	527		SEIU	Yes	
(5)UNITED WE CAN MICHIGAN 1800 MASSACHUSETTS AVENUE NW WASHINGTON, DC 20036 83-0647866	POLITICAL ORG	DC	527		SEIU	Yes	

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of- year assets	(h) Disproprrtionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K- 1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

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

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

a Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity

b Gift, grant, or capital contribution to related organization(s)

c Gift, grant, or capital contribution from related organization(s)

d Loans or loan guarantees to or for related organization(s)

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

j Lease of facilities, equipment, or other assets to related organization(s)

k Lease of facilities, equipment, or other assets from related organization(s)

l Performance of services or membership or fundraising solicitations for related organization(s)

m Performance of services or membership or fundraising solicitations by related organization(s)

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

r Other transfer of cash or property to related organization(s)

s Other transfer of cash or property from related organization(s)

	Yes	No
1a		No
1b		No
1c		No
1d		No
1e		No
1f		No
1g		No
1h		No
1i		No
1j		No
1k	Yes	
1l		No
1m		No
1n	Yes	
1o	Yes	
1p		No
1q	Yes	
1r		No
1s		No

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)1800 MASSACHUSETTS AVENUE CORP	K	4,573,629	BILLINGS
(2)1800 MASSACHUSETTS AVENUE CORP	O	45,094	ALLOCATED COST
(3)COMMITTEE ON POLITICAL EDUCATION	Q	4,921,913	RECEIPTS

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

[Return to Form](#)

Software ID:

Software Version: