

Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

SEIU LOCAL 2015 IS A CHARTERED LOCAL UNION OF THE SERVICE EMPLOYEES INTERNATIONAL UNION AND IS AN UNINCORPORATED, TAX-EXEMPT ASSOCIATION CURRENTLY REPRESENTING BARGAINING UNIT MEMBERS.

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 \$)

TO PROTECT AND DEVELOP THROUGH COLLECTIVE ACTION, THE WELFARE AND INTEREST OF ITS MEMBERSHIP, TO IMPROVE WORKING CONDITIONS, TO PROMOTE AND TO INCREASE HIGHER STANDARD OF WAGES AND BENEFITS, AND TO OBTAIN ECONOMIC ADVANTAGE THROUGH PARTICIPATION IN THE ACTIVITIES OF THE LABOR MOVEMENT AND THE COMMUNITY.

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	No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 🗳️	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX 🗳️	11d Yes	
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 🗳️	11e	No
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 X. 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	No
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	No
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 Yes	

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 Yes	
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? 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	No
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b	
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 128	
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	583			
b		If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.			2b	Yes			
3a		Did the organization have unrelated business gross income of \$1,000 or more during the year?			3a			No	
b		If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O			3b				
4a		At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? Enter the name of the foreign country: _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			4a			No	
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? Note. See the instructions for additional information the organization must report on Schedule O.			13a				
b		Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans			13b				
c		Enter the amount of reserves on hand			13c				
14a		Did the organization receive any payments for indoor tanning services during the tax year?			14a			No	
b		If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O			14b				
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		If the organization is a trust, did it file Form 720, Schedule N, to report the section 4968 excise tax on net investment income?			16			No	
17		Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? . . . If "Yes," complete Form 6069.			17				

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?	2	No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	No
6	Did the organization have members or stockholders?	6	Yes
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	Yes
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	Yes
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	a The governing body?	8a	Yes
8b	b Each committee with authority to act on behalf of the governing body?	8b	No
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	No

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

	Yes	No	
10a	Did the organization have local chapters, branches, or affiliates?	10a	No
10b	b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes
11b	b 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	12a	Yes
12b	b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
12c	c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	12c	Yes
13	Did the organization have a written whistleblower policy?	13	Yes
14	Did the organization have a written document retention and destruction policy?	14	Yes
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	a The organization's CEO, Executive Director, or top management official	15a	Yes
15b	b Other officers or key employees of the organization	15b	Yes
	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?	16a	No
16b	b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17	List the states with which a copy of this Form 990 is required to be filed	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: DERECK SMITH 2910 BEVERLY BLVD LOS ANGELES, CA 90057 (213) 985-0384	

Part VII

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

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

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

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

- List all of the organization’s **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization’s **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization’s five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization’s **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization’s **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) VERRETT APRIL PRESIDENT	40.00	X		X				276,345	0	56,712
(2) SMITH DERECK EXECUTIVE VICE PRESIDENT	40.00	X		X				245,855	0	62,156
(3) DE LA CRUZ ARNULFO EXECUTIVE VICE PRESIDENT	40.00	X		X				226,036	0	62,156
(4) EVON KIMBERLY EXECUTIVE VICE PRESIDENT	40.00	X		X				225,922	0	48,885
(5) ROGERS STEPHANIE BOARD MEMBER	1.00	X						20,256	0	0
(6) FIGUEROA CACHO JESUS BOARD MEMBER	1.00	X						6,674	0	0
(7) SANTANA PATRICIA BOARD MEMBER	1.00	X						6,105	0	0
(8) SEGURA IRENE BOARD MEMBER	1.00	X						5,858	0	0
(9) JOHNSON DESHARNA BOARD MEMBER	1.00	X						4,571	0	0
(10) NALBANDIAN AIDA BOARD MEMBER	1.00	X						3,985	0	0
(11) HOVHANNISYAN KRISTINE BOARD MEMBER	1.00	X						3,787	0	0
(12) MUNOZ BONITA BOARD MEMBER	1.00	X						1,604	0	0
(13) BROOKS MARKESHA BOARD MEMBER	1.00	X						1,523	0	0
(14) LU LI MING BOARD MEMBER	1.00	X						1,271	0	0
(15) AREVALO LOPEZ JEYSON BOARD MEMBER	1.00	X						936	0	0
(16) AZPEITIA LARA MARIA BOARD MEMBER	1.00	X						715	0	0
(17) KIM SUK BOARD MEMBER	1.00	X						660	0	0

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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								
(18) PARK YOUNG SOON BOARD MEMBER	1.00	X					652	0	0					
(19) SANCHEZ ARMINDA BOARD MEMBER	1.00	X					645	0	0					
(20) WILLIAMS SHERRY BOARD MEMBER	1.00	X					570	0	0					
(21) RODRIGUEZ ELISABET BOARD MEMBER	1.00	X					561	0	0					
(22) ORONIA ROBERTO BOARD MEMBER	1.00	X					496	0	0					
(23) SMITH LUPE BOARD MEMBER	1.00	X					405	0	0					
(24) FABROS ANTONIO BOARD MEMBER	1.00	X					264	0	0					
(25) MONTGOMERY NYLA BOARD MEMBER	1.00	X					233	0	0					
(26) BAKER JACQUELINE BOARD MEMBER	1.00	X					219	0	0					
(27) STUBBS CHERYL BOARD MEMBER	1.00	X					219	0	0					
(28) THOMZSOND H BOARD MEMBER	1.00	X					214	0	0					
(29) AVILA MARISSA BOARD MEMBER	1.00	X					198	0	0					
(30) GUO YAN ZHEN BOARD MEMBER	1.00	X					187	0	0					
(31) AWAD ABDALLAH BOARD MEMBER	1.00	X					182	0	0					
(32) BARRIOS MARY GRACE BOARD MEMBER	1.00	X					182	0	0					
(33) BONDURANT BARBARA BOARD MEMBER	1.00	X					182	0	0					
(34) BREWER ANGELA BOARD MEMBER	1.00	X					182	0	0					
(35) CAMACHO ENRIQUE BOARD MEMBER	1.00	X					182	0	0					
(36) CARIAS BLANCA BOARD MEMBER	1.00	X					182	0	0					
(37) CHANG YUEHPI BOARD MEMBER	1.00	X					182	0	0					
(38) CHAVEZ JUANITA BOARD MEMBER	1.00	X					182	0	0					
(39) CHEN FENG BOARD MEMBER	1.00	X					182	0	0					
(40) CHOW JULIE BOARD MEMBER	1.00	X					182	0	0					
(41) CIBRIAN MARIA BOARD MEMBER	1.00	X					182	0	0					
(42) CLEMENTE DOLORES BOARD MEMBER	1.00	X					182	0	0					
(43) DENISTON VIVIAN BOARD MEMBER	1.00	X					182	0	0					
(44) DIAZ MARIA BOARD MEMBER	1.00	X					182	0	0					
(45) DIXON RANDY BOARD MEMBER	1.00	X					182	0	0					
(46) DUNSTAN DAPHNE BOARD MEMBER	1.00	X					182	0	0					
(47) GARNER BRENDA BOARD MEMBER	1.00	X					182	0	0					
(48) GAWAD PATRICIA BOARD MEMBER	1.00	X					182	0	0					
(49) GONZALEZ PEARL BOARD MEMBER	1.00	X					182	0	0					
(50) HAMMOND TRACY BOARD MEMBER	1.00	X					182	0	0					
(51) HAYES-MANNING VICKEY BOARD MEMBER	1.00	X					182	0	0					
(52) HU CECILI BOARD MEMBER	1.00	X					182	0	0					
(53) JAMES LOUIS BOARD MEMBER	1.00	X					182	0	0					
(54) JAUREGUI HORALIA BOARD MEMBER	1.00	X					182	0	0					
(55) JIRSCHESKE SUSAN BOARD MEMBER	1.00	X					182	0	0					
(56) LEWIS RACHELLE BOARD MEMBER	1.00	X					182	0	0					
(57) LOPEZ DINA BOARD MEMBER	1.00	X					182	0	0					
(58) LOURO LESIA BOARD MEMBER	1.00	X					182	0	0					
(59) MA LI BOARD MEMBER	1.00	X					182	0	0					
(60) MACKEY VICTORIA BOARD MEMBER	1.00	X					182	0	0					
(61) MARTINEZ BELEN BOARD MEMBER	1.00	X					182	0	0					
(62) MELARA ROXANA BOARD MEMBER	1.00	X					182	0	0					
(63) MENDEZ JUANA BOARD MEMBER	1.00	X					182	0	0					
(64) NGHISHAKENWA TAMARA BOARD MEMBER	1.00	X					182	0	0					
(65) NOBLE ANDREA BOARD MEMBER	1.00	X					182	0	0					
(66) OK NA MI BOARD MEMBER	1.00	X					182	0	0					
(67) PEREZ SHERI BOARD MEMBER	1.00	X					182	0	0					
(68) PHOMMALAYVANE BERLINDA BOARD MEMBER	1.00	X					182	0	0					
(69) POON POSUM BOARD MEMBER	1.00	X					182	0	0					
(70) REED LEILANI BOARD MEMBER	1.00	X					182	0	0					
(71) REED MICHELE BOARD MEMBER	1.00	X					182	0	0					
(72) REYES FELIX BOARD MEMBER	1.00	X					182	0	0					
(73) SKILES ANTOINETTE BOARD MEMBER	1.00	X					182	0	0					
(74) TEMPLETON PAMELA BOARD MEMBER	1.00	X					182	0	0					
(75) THOMAS CAROL BOARD MEMBER	1.00	X					182	0	0					
(76) VALLADAREZ MARTHA BOARD MEMBER	1.00	X					182	0	0					
(77) WHITAKER WENDY BOARD MEMBER	1.00	X					182	0	0					
(78) YANG GUI LAN BOARD MEMBER	1.00	X					182	0	0					
(79) ZHAO QI HUA BOARD MEMBER	1.00	X					182	0	0					
(80) ANGEL MARY LOU BOARD MEMBER	1.00	X					132	0	0					
(81) BRITO KRISS BOARD MEMBER	1.00	X					132	0	0					
(82) BROWN DONOT USE PATRICE BOARD MEMBER	1.00	X					132	0	0					
(83) CANSLER PEGGY BOARD MEMBER	1.00	X					132	0	0					
(84) CARLES AMANDA BOARD MEMBER	1.00	X					132	0	0					
(85) DO NOT USE RILEY KEITH BOARD MEMBER	1.00	X					132	0	0					
(86) DUARTE ANA BOARD MEMBER	1.00	X					132	0	0					
(87) GHARAPETYAN KHACHATOOR BOARD MEMBER	1.00	X					132	0	0					
(88) GIUMELI CEVA BOARD MEMBER	1.00	X					132	0	0					
(89) MENDOZA DE PEN A ADRIANA BOARD MEMBER	1.00	X					132	0	0					
(90) NGUYEN LANA BOARD MEMBER	1.00	X					132	0	0					
(91) NGUYEN TINA BOARD MEMBER	1.00	X					132	0	0					
(92) OKOLI-UGBIYOBO BRENDA BOARD MEMBER	1.00	X					132	0	0					
(93) RODRIGUEZ ANA BOARD MEMBER	1.00	X					132	0	0					
(94) SMITH TAKIYAH BOARD MEMBER	1.00	X					132	0	0					
(95) BEDOYA PATRICIA BOARD MEMBER	1.00	X					116	0	0					
(96) GONZALEZ ARCELIA BOARD MEMBER	1.00	X					116	0	0					
(97) LEUNG GUM BOARD MEMBER	1.00	X					116	0	0					
(98) LOCKYER CHRISTINA BOARD MEMBER	1.00	X					116	0	0					
(99) MCDERMOTT JANICE BOARD MEMBER	1.00	X					116	0	0					
(100) MENDOZA OLGA BOARD MEMBER	1.00	X					116	0	0					
(101) ORNELAS PATRICIA BOARD MEMBER	1.00	X					116	0	0					
(102) ROBERTS CARMEN BOARD MEMBER	1.00	X					116	0	0					
(103) ROSALES DE ALVARADO MIRELLA BOARD MEMBER	1.00	X					116	0	0					
(104) TWYMAN CHIQUITA BOARD MEMBER	1.00	X					116	0	0					
(105) HUERTA ANGELICA BOARD MEMBER	1.00	X					67	0	0					
(106) CHRISTIAN CAMILLE BOARD MEMBER	1.00	X					66	0	0					
(107) CLEVELAND BRENDA BOARD MEMBER	1.00	X					66	0	0					
(108) DAI REN FANG BOARD MEMBER	1.00	X					66	0	0					
(109) DO NOT USE BERRIEL CHUE BOARD MEMBER	1.00	X					66	0	0					
(110) EVANS OLGA BOARD MEMBER	1.00	X					66	0	0					
(111) LOPEZ JANETT L BOARD MEMBER	1.00	X					66	0	0					
(112) MONTANEZ MARGARITA BOARD MEMBER	1.00	X					66	0	0					
(113) MONTES DE OCA TERESA BOARD MEMBER	1.00	X					66	0	0					
(114) MORGANFIELD JACKIE BOARD MEMBER	1.00	X					66	0	0					
(115) AREVALO NICOLASA BOARD MEMBER	1.00	X					50	0	0					
(116) BERRIEL CHUE BOARD MEMBER	1.00	X					50	0	0					
(117) BROWN PATRICE BOARD MEMBER	1.00	X					50	0	0					
(118) CHRISTIAN CAMILLE BOARD MEMBER	1.00	X					50	0	0					
(119) GREGORY JAVETA BOARD MEMBER	1.00	X					50	0	0					
(120) HENDERSON BARBARA BOARD MEMBER	1.00	X					50	0	0					
(121) HEREDIA NORA BOARD MEMBER	1.00	X					50	0	0					
(122) HIBBLER DEBORAH BOARD MEMBER	1.00	X					50	0	0					
(123) RILEY KEITH BOARD MEMBER	1.00	X					50	0	0					
(124) RIOS PATRICIA BOARD MEMBER	1.00	X					50	0	0					
(125) RODRIGUEZ ALVA BOARD MEMBER	1.00	X					50	0	0					
(126) SLAUGHTER CONNIE BOARD MEMBER	1.00	X					50	0	0					
(127) WARD ANJENEAU BOARD MEMBER	1.00	X					50	0	0					
(128) CULBREATH FAITH CHIEF OPERATING OFFICE	40.00			X			187,894	0	43,182					
(129) BUSCH JENNIFER STATEWIDE FIELD DIRECTOR	40.00				X		183,353	0	54,418					
(130) WERLIN DAVID STATEWIDE FIELD DIRECTOR	40.00				X		176,905	0	50,798					
(131) DUCHEN WENDY REGIONAL DIRECTOR - REGION 1	40.00				X		172,398	0	45,319					
(132) JACKSON RICKMAN ORGANIZING DIRECTOR	40.00				X		165,470	0	27,743					
(133) GONZALES SANDRA MEMBERSHIP DIRECTOR	40.00				X		163,547	0	49,907					
1b Sub-Total														
c Total from continuation sheets to Part VII, Section A														
d Total (add lines 1b and 1c)							2,099,902	0	501,276					
2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 56														
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual								Yes	No					
								3	No					
								4	Yes					
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person								5	No					
Section B. Independent Contractors														
1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.														
(A) Name and business address							(B) Description of services		(C) Compensation					
DO BIG THINGS LLC PO BOX 128 MILL VALLEY, CA 94942 TELE-TOWN HALL SERVICES							MEDIA AND COMMUNICATIONS		1,169,942					
1001 NORTH 19TH STREET SUITE 1200 ARLINGTON, VA 22209 SALESFORCE							TELECOMMUNICATIONS SERVICES		743,389					
PO BOX 203141 DALLAS, TX 75320 AL MEDIA							SOFTWARE PROVIDER		526,263					
222 WEST ONTARIO SUITE 600 CHICAGO, IL 60654 MERRIMAN RIVER GROUP							MEDIA		369,671					
3000 WHITNEY AVENUE SUITE 135 HAMDEN, CT 06518							CONSULTING		205,839					
2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 11														

Form 990 (2021)

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 Federated campaigns . . b Membership dues . . c Fundraising events . . d Related organizations e Government grants (contributions) f All other contributions, gifts, grants, and similar amounts not included above g Noncash contributions included in lines 1a - 1f:\$ h Total. Add lines 1a-1f	1a		
Amt Similar Amounts		1b		
		1c		
		1d		
		1e		
		1f		
		1g		

Program Service Revenue	2a MEMBERSHIP DUES & AGENCY FEES	Business Code				
		900099	90,047,190	90,047,190		
	b					
	c					
	d					
	e					
	f All other program service revenue.					
	9 Total. Add lines 2a-2f.	90,047,190				

Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		104,166			104,166
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
		(i) Real	(ii) Personal			
	6a Gross rents	6a	11,520			
	b Less: rental expenses	6b	0			
	c Rental income or (loss)	6c	11,520			
	d Net rental income or (loss)		11,520			11,520
		(i) Securities	(ii) Other			
	7a Gross amount from sales of assets other than inventory	7a				
	b Less: cost or other basis and sales expenses	7b				
	c Gain or (loss)	7c				
	d Net gain or (loss)					
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	8a				
	b Less: direct expenses	8b				
	c Net income or (loss) from fundraising events					
	9a Gross income from gaming activities. See Part IV, line 19	9a				
	b Less: direct expenses	9b				
	c Net income or (loss) from gaming activities					
	10a Gross sales of inventory, less returns and allowances	10a				
	b Less: cost of goods sold	10b				
	c Net income or (loss) from sales of inventory					
Miscellaneous Revenue		Business Code				
11a	COPE OVERAGE INCOME	900099	1,428,829	1,428,829		
b	ISSUES FUND INCOME	900099	1,071,622	1,071,622		
c	AFFILIATE REIMBURSEMENT	900099	884,707	884,707		
d	All other revenue		525,480	525,480		
e	Total. Add lines 11a-11d		3,910,638			
12	Total revenue. See instructions		94,073,514	93,957,828	0	115,686

Part IX

Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	2,142,545			
2 Grants and other assistance to domestic individuals. See Part IV, line 22	153,740			
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,435,143			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	17,756,093			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	3,406,434			
9 Other employee benefits	4,854,816			
10 Payroll taxes	1,501,915			
11 Fees for services (non-employees):				
a Management				
b Legal	490,955			
c Accounting	129,750			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	4,758,404			
12 Advertising and promotion	268,986			
13 Office expenses	2,084,704			
14 Information technology	1,410,937			
15 Royalties				
16 Occupancy	2,471,751			
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	855,030			
20 Interest				
21 Payments to affiliates	27,200,896			
22 Depreciation, depletion, and amortization	206,145			
23 Insurance	396,924			
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 PAC FUND CONTRIBUTION	3,000,000			
b VIDEO/PHOTOGRAPHY PRODU	369,260			
c SECURITY GUARD FEES	108,666			
d AUTOMOTIVE EXPENSES	85,987			
e All other expenses	546,240			
25 Total functional expenses. Add lines 1 through 24e	75,635,321			
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) Beginning of year		(B) End of year
Assets	1	Cash-non-interest-bearing		89,026,677	1	102,213,351
	2	Savings and temporary cash investments			2	
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		5,298,407	4	7,755,939
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		854,897	9	795,006
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	5,614,124		
	b	Less: accumulated depreciation	10b	4,775,813	10c	838,311
	11	Investments—publicly traded securities			11	
	12	Investments—other securities. See Part IV, line 11			12	
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		7,236,357	15	11,087,778
	16	Total assets: Add lines 1 through 15 (must equal line 33)		103,326,967	16	122,690,385
Liabilities	17	Accounts payable and accrued expenses		4,100,367	17	5,025,592
	18	Grants payable			18	
	19	Deferred revenue			19	
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D			25	
	26	Total liabilities. Add lines 17 through 25		4,100,367	26	5,025,592
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		99,226,600	27	117,664,793
	28	Net assets with donor restrictions			28	
	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		99,226,600	32	117,664,793
	33	Total liabilities and net assets/fund balances		103,326,967	33	122,690,385

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	94,073,514
2	Total expenses (must equal Part IX, column (A), line 25)	2	75,635,321
3	Revenue less expenses. Subtract line 2 from line 1	3	18,438,193
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	99,226,600
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	117,664,793

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 Single Audit Act and OMB Circular A-133?		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 SEIU LOCAL 2015	Employer identification number 47-4164197
---	--

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	\$ 3,000,000
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	\$	3,000,000
3	Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b	\$	3,000,000
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 LOCAL 2015 STATE PAC	2910 BEVERLY BLVD LOS ANGELES, CA 90057	47-4468642		497,265
2				
3				
4				
5				
6				

Part II-A

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

- A
- Check
- ☐
- if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B
- Check
- ☐
- if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)															
b Total lobbying expenditures to influence a legislative body (direct lobbying)															
c Total lobbying expenditures (add lines 1a and 1b)															
d Other exempt purpose expenditures															
e Total exempt purpose expenditures (add lines 1c and 1d)															
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.															
<table><tr><th>If the amount on line 1e, column (a) or (b) is:</th><th>The lobbying nontaxable amount is:</th></tr><tr><td>Not over \$500,000</td><td>20% of the amount on line 1e.</td></tr><tr><td>Over \$500,000 but not over \$1,000,000</td><td>\$100,000 plus 15% of the excess over \$500,000.</td></tr><tr><td>Over \$1,000,000 but not over \$1,500,000</td><td>\$175,000 plus 10% of the excess over \$1,000,000.</td></tr><tr><td>Over \$1,500,000 but not over \$17,000,000</td><td>\$225,000 plus 5% of the excess over \$1,500,000.</td></tr><tr><td>Over \$17,000,000</td><td>\$1,000,000.</td></tr></table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
g Grassroots nontaxable amount (enter 25% of line 1f)															
h Subtract line 1g from line 1a. If zero or less, enter -0-															
i Subtract line 1f from line 1c. If zero or less, enter -0-															
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		☐ Yes ☐ No													

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B

Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

		(a)		(b)
		Yes	No	Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities?			
j	Total. Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A

Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

		Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1	Yes
2	Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	No
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3	No

Part III-B

Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures. See Instructions	5	

Part IV

Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation
PART I-A, LINE 1:	THE ORGANIZATION ESTABLISHED A STATE POLITICAL FUND FOR THE PURPOSE OF SUPPORTING STATE AND LOCAL CANDIDATES WHICH FURTHERS THE GOALS OF LABOR UNION ORGANIZATIONS AND COLLECTIVE BARGAINING WITHIN THE STATE OF CALIFORNIA.

Additional Data

Return to Form

Software ID:

Software Version:

Name of the organization
SEIU LOCAL 2015

Employer identification number
47-4164197

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.

a Total number of conservation easements

b Total acreage restricted by conservation easements

c Number of conservation easements on a certified historic structure included in (a)

d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register

	Held at the End of the Year
2a	
2b	
2c	
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) 2021

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

3

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

a☐ Public exhibition

b☐ Scholarly research

c☐ Preservation for future generations

d☐ Loan or exchange programs

e☐ Other

4

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

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements.

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

1a

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

☐ Yes ☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b

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

Part V Endowment Funds.

Complete if the organization answered "Yes" 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		135,000		135,000
b Buildings		780,838	373,563	407,275
c Leasehold improvements		59,512	15,352	44,160
d Equipment		4,371,188	4,119,312	251,876
e Other		267,586	267,586	0
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				838,311

Schedule D (Form 990) 2021

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)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

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)INVESTMENT IN 2910 BUILDING	11,087,778
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.) ▶	11,087,778

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.

(a) Description of liability	(b) Book value
1. (1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.) ▶	

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 ☒

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:	ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA REQUIRE MANAGEMENT TO EVALUATE TAX POSITIONS TAKEN BY THE LOCAL UNION AND RECOGNIZE A TAX LIABILITY (OR ASSET) IF THE ORGANIZATION HAS TAKEN AN UNCERTAIN TAX POSITION THAT MORE LIKELY THAN NOT WOULD BE SUSTAINED UPON EXAMINATION BY THE INTERNAL REVENUE SERVICES. MANAGEMENT HAS ANALYZED THE TAX POSITIONS TAKEN BY THE LOCAL UNION, AND HAS CONCLUDED THAT AS OF DECEMBER 31, 2021, THERE ARE NO UNCERTAIN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN WHICH WOULD REQUIRE RECOGNITION OF A LIABILITY (OR ASSET) OR DISCLOSURE IN THE FINANCIAL STATEMENTS.

Additional Data

[Return to Form](#)

Software ID:

Software Version:

Schedule I
(Form 990)

Department of the
Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations,
Governments and Individuals in the United States

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021

Open to Public
Inspection

Name of the organization
SEIU LOCAL 2015

Employer identification number
47-4164197

Part I

General Information on Grants and Assistance

- 1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☐ Yes ☒ No
- 2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II

Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) NEO PHILANTHROPY ACTION FUND INC - VIRGINIA FUNDS 45 WEST 36TH STREET 6TH FLOOR NEW YORK,NY 10018	80-0444461	501 C 4	30,000	0			AWARD DINNER
(2) ADVANCEMENT PROJECT PO BOX 39347 LOA ANGELES,CA 90039	95-4835230	501 C 3	10,000	0			AWARD DINNER
(3) ASIAN AMERICANS ADVANCING JUSTICE - LOS ANGELES 1145 WILSHIRE BLVD LOS ANGELES,CA 90017	95-3854152	501 C 3	10,000	0			AWARD DINNER
(4) BROTHERHOOD CRUSADE 200 E SLAUSON AVE LOS ANGELES,CA 90011	95-2543819	501 C 3	35,000	0			ACHIEVEMENT AWARD
(5) CHIRLA 2533 W THIRD STREET SUITE 100 LOA ANGELES,CA 90057	95-4421521	501 C 3	20,000	0			AWARD DINNER
(6) INNERCITY STRUGGLE 530 S BOYLE AVE LOS ANGELES,CA 90033	27-2133211	501 C 3	25,000	0			AWARD DINNER
(7) LAANE ATTENTION DEVELOPMENT 464 LUCAS AVENUE LOS ANGELES,CA 90017	95-4459427		10,000	0			AWARD DINNER
(8) NATIONAL FOSTER YOUTH INSTITUTE 3550 WILSHIRE BLVD STE 1601 LOS ANGELES,CA 90010	46-0809227	501 C 3	10,000	0			AWARD DINNER
(9) SCLC OF SOUTHERN CALIFORNIA PO BOX 1313 UPLAND,CA 91785	95-3147555	501 C 3	10,000	0			SSUPPORT
(10) SEIU 1800 MASSACHUSETTS AVE WASHINGTON,DC 20036	20-3875068	501 C 5	25,000	0			DISASTER RELIEF
(11) SEIU HEALTHCARE 1199NW CO SWEDISH SOLIDARITY 15 SOUTH GRADY WAY RENTON,WA 98057	80-0377196	501 C 5	15,000	0			AWARD DINNER
(12) SOUTHERN CALIFORNIA GRANTMAKERS 1000 N ALAMEDA STREET LOS ANGELES,CA 90012	95-2831058	501 C 3	50,000	0			AWARD DINNER
(13) TASTE OF SOUL 3800 SOUTH CRENSHAW LOS ANGELES,CA 90008	95-2673465		25,000	0			AWARD DINNER
(14) CAPITAL AND MAIN 1901 W SUNSET SUITE 740 LOS ANGELES,CA 90026	81-0895767		30,000	0			AWARD DINNER
(15) CENTER FOR CAREGIVER ADVANCEMENT 2910 W BEVERLY BLVD LOS ANGELES,CA 90057	95-4783478	501 C 3	678,000	0			GENERAL SUPPORT

2

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

18

3

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

8

Part III

Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) FUNDS PROVIDED TO MEMBERS FOR ASSISTANCE IN THE PAYMENT OF BURIAL COSTS.	42	28,236			
(2) FUNDS PROVIDED TO MEMBERS FOR ASSISTANCE IN THE PAYMENT OF RENTAL COSTS.	79	47,437			
(3) FUNDS PROVIDED TO MEMBERS FOR ASSISTANCE IN THE PAYMENT OF UTILITY COSTS.	133	53,958			
(4) FUNDS PROVIDED TO MEMBERS FOR ASSISTANCE IN TE PAYMENT OF AUTO REPAIRS	4	24,109			
(4)					
(5)					
(6)					
(7)					

Part IV

Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
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Additional Data

Return to Form

Software ID:
Software Version:

Name of the organization SEIU LOCAL 2015	Employer identification number 47-4164197
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Part I	Questions Regarding Compensation		Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ 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 .	1b		
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? .	2		
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.	4a		No
		4b		No
		4c		No
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of: a The organization? b Any related organization? If "Yes," on line 5a or 5b, describe in Part III.	5a		
		5b		
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of: a The organization? b Any related organization? If "Yes," on line 6a or 6b, describe in Part III.	6a		
		6b		
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	7		
8	Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8		
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9		

Part II

Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2, 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				
1VERRETT APRIL PRESIDENT	(i)	259,473	9,072	7,800	49,451	7,261	333,057	0
	(ii)	0	0	0	0	0	0	0
2SMITH DERECK EXECUTIVE VICE PRESIDENT	(i)	230,410	7,645	7,800	41,623	20,533	308,011	0
	(ii)	0	0	0	0	0	0	0
3DE LA CRUZ ARNULFO EXECUTIVE VICE PRESIDENT	(i)	210,591	7,645	7,800	41,623	20,533	288,192	0
	(ii)	0	0	0	0	0	0	0
4EVON KIMBERLY EXECUTIVE VICE PRESIDENT	(i)	210,477	7,645	7,800	41,624	7,261	274,807	0
	(ii)	0	0	0	0	0	0	0
5BUSCH JENNIFER STATEWIDE FIELD DIRECTOR	(i)	169,668	5,885	7,800	33,885	20,533	237,771	0
	(ii)	0	0	0	0	0	0	0
6CULBREATH FAITH CHIEF OPERATING OFFICE	(i)	181,778	6,116	0	35,921	7,261	231,076	0
	(ii)	0	0	0	0	0	0	0
7WERLIN DAVID STATEWIDE FIELD DIRECTOR	(i)	163,442	5,663	7,800	30,265	20,533	227,703	0
	(ii)	0	0	0	0	0	0	0
8DUCHEN WENDY REGIONAL DIRECTOR - REGION 1	(i)	158,935	5,663	7,800	30,805	14,514	217,717	0
	(ii)	0	0	0	0	0	0	0
9GONZALES SANDRA MEMBERSHIP DIRECTOR	(i)	150,354	5,393	7,800	29,374	20,533	213,454	0
	(ii)	0	0	0	0	0	0	0
10JACKSON RICKMAN ORGANIZING DIRECTOR	(i)	152,583	5,087	7,800	27,734	9	193,213	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
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FORM 990, PART VI, SECTION A, LINE 6	ONE CLASS ONLY: GENERAL MEMBERSHIP. MEMBERS ARE ABLE TO PARTICIPATE IN UNION FUNCTIONS WHEREIN MEMBERSHIP IS A REQUIREMENT, E.G., ACCESS TO MEMBER BENEFITS OR VOTING IN UNION ELECTIONS.
FORM 990, PART VI, SECTION A, LINE 7A	CERTAIN DECISIONS OF THE GOVERNING BODY ARE APPROVED BY THE MEMBERSHIP.
FORM 990, PART VI, SECTION A, LINE 7B	THE GOVERNING BODY IS ELECTED BY THE MEMBERS OF THE ORGANIZATION.
FORM 990, PART VI, SECTION A, LINE 8B	THE GOVERNING BODY DOES NOT DELEGATE ITS AUTHORITY TO SUB-COMMITTEES. SUB-COMMITTEES ARE ADVISORY ONLY.
FORM 990, PART VI, SECTION B, LINE 11B	THE 990 IS PRESENTED AT A REGULARLY SCHEDULED MEETING OF THE BOARD'S FINANCE COMMITTEE, WHICH RECOMMENDS ACTION TO THE GENERAL GOVERNING BODY. THE BOARD CONSIDERS THE ADVISEMENT BUT ACTS OF ITS OWN ACCORD IN CONSIDERATION OF THE 990.
FORM 990, PART VI, SECTION B, LINE 12C	A PERMANENT STAFF MEMBER IS ASSIGNED TO BE THE ETHICS LIASON WHO DEALS WITH THIS POLICY AND ITS ENFORCEMENT. ALSO, ALL STAFF AND GOVERNING BODY MEMBERS UNDERGO ETHICS TRAINING AND RECEIVE CERTIFICATION UPON COMPLETION. ALSO, THE BOARD MAINTAINS A PERMANENT STANDING ETHICS COMMITTEE
FORM 990, PART VI, SECTION B, LINE 15	COMPENSATION OF THE UNION PRESIDENT IS THE PROVINCE OF THE EXECUTIVE BOARD. DISCUSSIONS ON THE TOPIC MAKE USE OF COMPARABILITY DATA AND ACCESS TO DATA POOLS MAINTAINED ON THE SUBJECT ON THE INTERNET. COMPENSATION OF KEY EMPLOYEES IS THE PROVINCE OF THE UNION PRESIDENT. DISCUSSIONS ON THE TOPIC MAKE USE OF COMPARABILITY DATA AND ACCESS TO DATA POOLS MAINTAINED ON THE SUBJECT ON THE INTERNET.
FORM 990, PART VI, SECTION C, LINE 19	ALL DOCUMENTS APPROPRIATE FOR NON-PROPRIETARY REVIEW ARE AVAILABLE BY WRITTEN REQUEST SUBMITTED TO THE UNION'S EXECUTIVE OFFICES AT THE MAIN LOS ANGELES HEADQUARTERS
FORM 990, PART XII, LINE 2C:	THE UNION'S EXECUTIVE BOARD MAINTAINS A PERMANENT FINANCE CMTE THAT HAS OVERSIGHT AND PURVIEW OF ALL OF THE ORGANIZATION'S FINANCIAL MATTERS. THE UNION'S POLICY IS TO DO AN ANNUAL AUDIT OF FINANCIAL STATEMENTS AND RECORDS, MITIGATING THE NEED FOR A POLICY ADDRESSING FINANCIAL REVIEWS, AS THAT TERM IS COMMONLY UNDERSTOOD AMONG FINANCIAL PROFESSIONALS.

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SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization
SEIU LOCAL 2015

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

2021

Open to Public
Inspection

Employer identification number

47-4164197

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)SEIU LOCAL 2015 STATE PAC 2910 BEVERLY BLVD LOS ANGELES, CA 90057 47-4468642	SEGREGATED STATE PAC FUND	CA	527				No
(2)DIGNITY CA SEIU LOCAL 2015 2910 BEVERLY BLVD LOS ANGELES, CA 90057 47-4477966	SEGREGATED STATE PAC FUND	CA	527				No

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) Disproporionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K- 1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

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

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

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

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

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

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

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

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

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

e Loans or loan guarantees by related organization(s)

f Dividends from related organization(s)

g Sale of assets to related organization(s)

h Purchase of assets from related organization(s)

i Exchange of assets with related organization(s)

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

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

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

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

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

o Sharing of paid employees with related organization(s)

p Reimbursement paid to related organization(s) for expenses

q Reimbursement paid by related organization(s) for expenses

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

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

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

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

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved

Part VI **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

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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Schedule R (Form 990) 2021

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