Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047

2020

Open to Public Inspection

A For the 2020 calendar year, or tax year beginning 07-01-2020 , and ending 06-30-2021

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

C Name of organization
UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES OF THE PLUMBING & PIPE

Doing business as

Number and street (or P.O. box if mail is not delivered to street address): THREE PARK PLACE
Room/suite

City or town, state or province, country, and ZIP or foreign postal code
ANNAPOLIS, MD 21401

D Employer identification number
53-0159020

E Telephone number
(410) 269-2000

G Gross receipts $ 265,571,828

F Name and address of principal officer:
PATRICK KELLETT
3 PARK PLACE
ANNAPOLIS,MD 21401

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 ▶

I Tax-exempt status: ☐ 501(c)(3) ☑ 501(c) (5) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ UA.ORG

K Form of organization: ☐ Corporation ☐ Trust ☐ Association ☑ Other ▶ INTERNATIONAL LABOR UNION

L Year of formation: 1889

M State of legal domicile: MD

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
LABOR ORGANIZATION GENERAL OFFICE

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**	7
4	Number of independent voting members of the governing body (Part VI, line 1b)	**4**	0
5	Total number of individuals employed in calendar year 2020 (Part V, line 2a)	**5**	147
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, line 39	**7b**	0

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	0	0
9	Program service revenue (Part VIII, line 2g)	125,960,321	134,299,908
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	7,730,307	8,072,401
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	12,705,816	25,235,539
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	146,396,444	167,607,848
13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	11,095,069	20,679,260
14	Benefits paid to or for members (Part IX, column (A), line 4)	11,066,021	11,226,124
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	37,062,186	36,994,463
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)	39,444,092	47,373,501
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	98,667,368	116,273,348
19	Revenue less expenses. Subtract line 18 from line 12	47,729,076	51,334,500

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	370,115,473	420,767,020
21	Total liabilities (Part X, line 26)	14,760,157	14,077,204
22	Net assets or fund balances. Subtract line 21 from line 20	355,355,316	406,689,816

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 — Date: 2022-05-12

PATRICK KELLETT GENERAL SECRETARY-TREASURER
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☑ if self-employed	PTIN
		2022-05-12		P01236267

Firm's name ▶ CALIBRE CPA GROUP PLLC — Firm's EIN ▶ 47-0900880

Firm's address ▶ 7501 WISCONSIN AVENUE STE 1200W, BETHESDA, MD 20814 — Phone no. (202) 331-9880

May the IRS discuss this return with the preparer shown above? (see instructions) ☑ Yes ☐ No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

PROVIDING SERVICES AND BENEFITS TO 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 $)

PROVIDING SERVICES AND BENEFITS TO MEMBERS

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 Revenue Procedure 98-19? *If "Yes," complete Schedule C, Part III*	5	Yes	
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D,* Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D,* Part III	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? *If "Yes," complete Schedule D, Part V*	10		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D,* Part VI.	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b	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		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a		No
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	Yes	
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b	Yes	
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15	Yes	
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or other assistance to or for foreign individuals? *If "Yes," complete Schedule F, Parts III and IV*	16		No
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I* (see instructions)	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
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		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? *If "Yes," complete Schedule L, Part II*	26		No
27	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 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 lines 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? *If "Yes," complete Schedule M*	30		No
31	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? *If "Yes," complete Schedule R, Part I*	33	Yes	
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 in Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O.	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

				Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	76		
b	Enter the number of Forms W-2G included in 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** 147				
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	**2b**	Yes		
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?	**3a**		No	
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*	**3b**			
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	**4a**	Yes		
b	If "Yes," enter the name of the foreign country: ▶ 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? **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	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	**16**		No	

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

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	**1a**	7		
b	Enter the number of voting members included in line 1a, above, who are independent	**1b**	0		
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	
b	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:				
a	The governing body?			Yes	
b	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?	**10a**	Yes	
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**	Yes	
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	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	**12a**		No
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	**12b**		
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this was done*	**12c**		
13	Did the organization have a written whistleblower policy?	**13**		No
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?			
a	The organization's CEO, Executive Director, or top management official	**15a**		No
b	Other officers or key employees of the organization	**15b**		No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	**16a**	Yes	
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**	Yes	

Section C. Disclosure

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

18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☐ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)

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

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
▶PATRICK KELLETT 3 PARK PLACE ANNAPOLIS,MD 21401 (410) 269-2000

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 instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

See 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) MARK MCMANUS GENERAL PRESIDENT	40.00			X				469,517	0	170,256
(2) PATRICK KELLETT GENERAL SECY TREASURER	40.00			X				412,315	0	152,562
(3) MICHAEL PLEASANT ASST GENERAL PRESIDENT	40.00			X				413,268	0	152,557
(4) JAMES MOSS EXECUTIVE VICE PRESIDENT	40.00			X				149,866	0	55,388
(5) MICHAEL MULVANEY EXECUTIVE VICE PRESIDENT	40.00			X				337,458	0	127,885
(6) BRADLEY KARBOWSKY ADMINISTRATIVE ASSISTANT	40.00			X				331,426	0	126,825
(7) CHRIS HASLINGER ADMINISTRATIVE ASSISTANT	40.00			X				331,514	0	126,825
(8) TERRENCE SNOOKS DIR CANADIAN AFFAIRS	40.00			X				351,966	0	97,281
(9) DAVID BARNETT DIR PIPELINE & GAS DISTRI	40.00			X				314,038	0	121,226
(10) THOMAS BIGLEY DIR PLUMBING SVCS	40.00			X				315,762	0	121,459
(11) ROBERT LAMB DIR INFORMATION TECHNOLOGY	40.00			X				320,886	0	122,733
(12) BRETT MCCOY DIR METAL TRADES DEPT	40.00			X				316,038	0	121,459
(13) WENDELL HIBDON DIR ENERGY & INFRASTRUCTUR	40.00			X				297,996	0	116,129
(14) BRIAN KELLY DIR HVACR SERVICE	40.00			X				315,501	0	121,459
(15) ANTHONY GALLAGHER DIR TRADE JURISDICTION	40.00			X				315,522	0	120,877
(16) JAMES TUCKER DIR OF ORGANIZING	40.00			X				315,522	0	121,459
(17) KENNETH BROADBENT VICE PRESIDENT	40.00			X				101,310	0	72,010

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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(18) STEVEN BREITLOW VICE PRESIDENT	40.00			X				96,962	0	30,567
(19) PATRICK DOLAN VICE PRESIDENT	40.00			X				105,436	0	32,004
(20) DANNY HENDRIX VICE PRESIDENT	40.00			X				104,884	0	32,628
(21) STANLEY SMITH VICE PRESIDENT	40.00			X				102,150	0	31,688
(22) LANCE ALBIN INTL REP	40.00			X				277,562	0	110,071
(23) RICHARD ALLEN INTL REP	40.00			X				277,562	0	110,071
(24) DOUGLAS BROADRICK INTL REP	40.00			X				277,802	0	110,071
(25) KEVIN CARDEN INTL REP	40.00			X				278,078	0	110,071
(26) DAVID DONATO INTL REP	40.00			X				278,810	0	110,071
(27) DARREN JONES INTL REP	40.00			X				274,812	0	109,838
(28) DERRICK KUALAPAI INTL REP	40.00			X				277,452	0	110,071
(29) WILLIAM MEYERS JR INTL REP	40.00			X				278,078	0	110,071
(30) ROGER MORGAN INTL REP	40.00			X				277,802	0	110,071
(31) JOHN MURPHY INTL REP	40.00			X				276,802	0	110,071
(32) BRUCE MYLES INTL REP	40.00			X				277,186	0	74,904
(33) MICHAEL O'MARA INTL REP	40.00			X				278,078	0	109,838
(34) KENNY RUGGLES INTL REP	40.00			X				277,802	0	110,071
(35) GREG SAYLES INTL REP	40.00			X				278,078	0	110,071
(36) RUSSELL SHELTON INTL REP	40.00			X				277,562	0	110,071
(37) SCOTT SMITH INTL REP	40.00			X				278,078	0	110,071
(38) KURT STEENHOEK INTL REP	40.00			X				277,802	0	110,071
(39) CHARLES WATTS INTL REP	40.00			X				189,227	0	95,197
(40) HEIKO WEICHERN INTL REP	40.00			X				277,186	0	74,466
(41) TERRY WEBB INTL REP	40.00			X				300,941	0	82,478
(42) MARK BUSS ADMINISTRATIVE ASSISTANT - FORMER OFFICER	40.00			X				1,524	0	0
(43) JAMES PAVESIC DIR EDUC & TRAINING	40.00					X		315,977	0	121,459
(44) PHILLIP MARTIN SPECIAL REPRESENTATIVE	40.00					X		277,848	0	109,782
(45) JOSEPH ROHRER SPECIAL REPRESENTATIVE	40.00					X		277,562	0	110,071
(46) LARRY BULMAN SPECIAL REPRESENTATIVE	40.00					X		277,562	0	110,071
(47) MIKE MIKICH SPECIAL REPRESENTATIVE	40.00					X		276,562	0	110,071
(48) RICHARD OLIVER INTL REP - FORMER OFFICER	40.00						X	118,098	0	45,857
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								12,851,170	0	4,870,303

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 ▶ 84

			Yes	No
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*	**3**	Yes	
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	**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
O'DONOGHUE & O'DONOGHUE 5301 WISCONSIN AVENUE NW WASHINGTON, DC 20016	LEGAL SERVICES	3,388,802
KELLY PRESS INC 1701 CABIN BRANCH ROAD CHEVERLY, MD 20785	PRINTING SERVICES	1,926,431
PRINT MANAGEMENT INC 36523 MOUNTVILLE ROAD MIDDLEBURG, VA 20117	EDITORIAL SERIVCES	1,024,698
VISION TECHNOLOGY SERVICES PO BOX 678231 DALLAS, TX 75267	PROFESSIONAL IT SERVICES	860,359
CALIBRE CPA GROUP 7501 WISCONSIN AVE BETHESDA, MD 20814	ACCOUNTING SERVICES	522,157

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 ▶ 15

Part VIII Statement of Revenue

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

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts				
1a Federated campaigns . . 1a				
b Membership dues . . 1b				
c Fundraising events . . 1c				
d Related organizations 1d				
e Government grants (contributions) 1e				
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 . . . . . ▶				
Program Service Revenue	Business Code			
2a MEMBERSHIP DUES & ASSESSMENTS	900099	134,155,562	134,155,562	
b SALE OF JEWELRY, DECALS	900099	144,346	144,346	
c				
d				
e				
f All other program service revenue.				
g **Total.** Add lines 2a–2f. . . . . ▶	134,299,908			
3 Investment income (including dividends, interest, and other similar amounts)	6,980,353			6,980,353
4 Income from investment of tax-exempt bond proceeds ▶				
5 Royalties . . . . . ▶				
	(i) Real	(ii) Personal		
6a Gross rents 6a	1,622,276			
b Less: rental expenses 6b	0			
c Rental income or (loss) 6c	1,622,276			
d Net rental income or (loss) . . . . . ▶	1,622,276			1,622,276
	(i) Securities	(ii) Other		
7a Gross amount from sales of assets other than inventory 7a	99,056,028			
b Less: cost or other basis and sales expenses 7b	97,963,980			
c Gain or (loss) 7c	1,092,048			
d Net gain or (loss) . . . . . ▶	1,092,048	1,092,048		
Other Revenue 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 CANADIAN OPERATIONS	900099	17,916,679	17,916,679	
b REIMBURSEMENTS	900099	5,696,584	5,696,584	
c				
d All other revenue				
e **Total.** Add lines 11a–11d . . . . . ▶	23,613,263			
12 **Total revenue.** See instructions . . . . . ▶	167,607,848	159,005,219	0	8,602,629

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	19,182,500			
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	1,496,760			
4 Benefits paid to or for members	11,226,124			
5 Compensation of current officers, directors, trustees, and key employees	17,492,418			
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	10,644,430			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	2,976,570			
9 Other employee benefits	4,716,893			
10 Payroll taxes	1,164,152			
11 Fees for services (non-employees):				
a Management	163,850			
b Legal	3,482,741			
c Accounting	413,673			
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	773,345			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	1,538,900			
12 Advertising and promotion	2,701,064			
13 Office expenses	1,264,785			
14 Information technology	929,817			
15 Royalties				
16 Occupancy	1,483,132			
17 Travel	417,553			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	9,578,758			
20 Interest	778,264			
21 Payments to affiliates	3,640,073			
22 Depreciation, depletion, and amortization	1,265,194			
23 Insurance	260,630			
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 CANADIAN OPERATIONS	6,643,412			
b DONATIONS	5,770,773			
c UA JOURNAL	3,131,616			
d ORGANIZING EXPENSES	1,837,348			
e All other expenses	1,298,573			
25 **Total functional expenses.** Add lines 1 through 24e	116,273,348			
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		250	1	250
	2	Savings and temporary cash investments		132,593,021	2	157,715,790
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net			4	
	5	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			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		7,238,934	7	7,228,349
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges			9	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 56,475,030			
	b	Less: accumulated depreciation	10b 15,250,568	41,878,933	10c	41,224,462
	11	Investments—publicly traded securities		158,973,444	11	182,321,281
	12	Investments—other securities. See Part IV, line 11		29,291,221	12	32,276,888
	13	Investments—program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11		139,670	15	0
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		370,115,473	16	420,767,020
Liabilities	17	Accounts payable and accrued expenses			17	
	18	Grants payable			18	
	19	Deferred revenue			19	
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22	
	23	Secured mortgages and notes payable to unrelated third parties		14,551,833	23	13,685,166
	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		208,324	25	392,038
	26	**Total liabilities.** Add lines 17 through 25		14,760,157	26	14,077,204
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			27	
	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		355,355,316	29	406,689,816
	30	Paid-in or capital surplus, or land, building or equipment fund		0	30	0
	31	Retained earnings, endowment, accumulated income, or other funds		0	31	0
	32	Total net assets or fund balances		355,355,316	32	406,689,816
	33	Total liabilities and net assets/fund balances		370,115,473	33	420,767,020

Part XI Reconcilliation 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	167,607,848
2	Total expenses (must equal Part IX, column (A), line 25)	2	116,273,348
3	Revenue less expenses. Subtract line 2 from line 1	3	51,334,500
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	355,355,316
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	10	406,689,816

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 in Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
	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			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	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			
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?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	3b		

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE C (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶**Complete if the organization is described below.** ▶**Attach to Form 990 or Form 990-EZ.**
▶**Go to *www.irs.gov/Form990* for instructions and the latest information.**

OMB No. 1545-0047

2020

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization	Employer identification number
UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES OF THE PLUMBING & PIPE	53-0159020

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) ▶ $ 6,612,858

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) 21ST CENTURY FUND	606 TOWNSEND STREET LANSING,MI 48933		32,000	
(2) AFFORDABLE ENERGY COALITION	300 LENORA ST SEATTLE,WA 98121		200,000	
(3) AMERICA'S FUTURE MAJORITY FUND	1200 PENNSYLVANIA AVE NW WASHINGTON,DC 20044		400,000	
(4) BLUE GREEN ALLIANCE	2701 UNIVERSITY AVENUE MINNEAPOLIS,MN 55414		100,000	
(5) BRIAN EGOLF	PO BOX 27654 ALBUQUERQUE,NM 87125		5,000	
(6) BUILDING BACK TOGETHER	901 NEW YORK AVE NW WASHINGTON,DC 20001		250,000	
(7) BUILDING JOBS AND OPPORTUNITY	1125 17TH STREET NW WASHINGTON,DC 20036		100,000	
(8) CMTE FOR STRONGER RURAL COMMUNITES	403 8TH STREET MOORHEAD,MN 56560		25,000	
(9) CQ ROLL CALL INC	1201 PENNSYLVANIA AVENUE WASHINGTON,DC 20004		20,172	
(10) DEFENDING MAIN STREET	325 7TH STREET NW WASHINGTON,DC 20004		400,000	
(11) DEMOCRATIC ASSOC OF SECRETARIES	1414 K STREET SACRAMENTO,CA 95814		200,000	
(12) DEMOCRATIC GOVERNORS ASSOCIATION	1225 I STREET NW WASHINGTON,DC 20006		150,000	
(13) DEMOCRATIC LEGISLATIVE CAMPAIGN	1225 I STREET NW WASHINGTON,DC 20006		100,000	
(14) DEMOCRATIC LT GOVERNORS ASSOCIATION	1090 VERMOT AVENUE NW WASHINGTON,DC 20005		10,000	
(15) DEMOCRATIC MUNICIPAL OFFICIALS	430 SOUTH CAPITOL STREET WASHINGTON,DC 20003		15,000	
(16) ECONOMIC POLICY INSTITUTE	1225 I STREET NW WASHINGTON,DC 20006		50,000	
(17) EMILY'S LIST	1800 M STREET NW WASHINGTON,DC 20036		100,000	
(18) ENERGY EQUIPMENT & INFRASTRUCTURE	601 PENNSYLVANIA AVE NW WASHINGTON,DC 20004		15,000	
(19) FRIENDS OF MARIO MATTERA	PO BOX 2 ST JAMES,NY 11780		11,800	
(20) FUTURE PROGRESS	PO BOX 65322 WASHINGTON,DC 20035		30,000	
(21) HARD HATS FOR AMERICA	PO BOX 33138 WASHINGTON,DC 20033		158,793	
(22) HOUSE MAJORITY PAC	100 13TH STREET NW WASHINGTON,DC 20005		500,000	
(23) JPM&M INC	920 11ST STREET SACRAMENTO,CA 95814		34,988	
(24) MAINE SENATE DEMOCRATIC CAMPAIGN	PO BOX 2207 AUGUSTA,ME 04338		25,000	
(25) MCCARTHY ADVANCED CONSULTING	2332 N EARLY STREET ALEXANDRIA,VA 22302		120,000	
(26) MDP COORDINATED CAMPAIGN COMMITTEE	40 WEST 14TH STREET HELENA,MT 59601		25,000	
(27) MID ATLANTIC PIPE TRADES	7050 OAKLAND MILLS ROAD COLUMBIA,MD 21046		37,500	
(28) MIKVA CHALLENGE	200 S MICHIGAN AVENUE CHICAGO,IL 60604		5,000	
(29) MONTANA STATE AFL-CIO	2711 AIRPORT ROAD HELENA,MT 59601		25,000	
(30) MOVING MISSOURI FORWARD	PO BOX 1218 JEFFERSON CITY,MO 65102		25,000	
(31) NEIGHBORS FOR HOUSING SOLUTIONS	1787 TRIBUTE ROAD SACRAMENTO,CA 95815		25,000	
(32) NEW HAMPSHIRE BLDG TRADES COUNCIL	PO BOX 1527 CONCORD,NH 03303		25,000	
(33) NEW JERSEY AFL-CIO COPE	106 WEST STATE STREET TRENTON,NJ 08608		8,000	
(34) NEW LEADERSHIP PAC	124 WASHNIGTON STREET FOXBORO,MA 02035		30,000	
(35) PARTNERS FOR ENERGY PROGRESS	1414 CHERRY STREET NE OLYMPIA,WA 98501		100,000	
(36) POLITICO LLC	PO BOX 419432 BOSTON,MA 02241		26,079	
(37) PRESIDENTIAL INAUGURATION COMMITTEE	PO BOX 23683 WASHINGTON,DC 20026		250,000	
(38) PRIORITIES USA ACTION	1150 18TH STREET NW WASHINGTON,DC 20036		500,000	
(39) REBUILD USA LLC	1740 N STREET NW WASHINGTON,DC 20036		63,010	
(40) REPUBLICAN MAIN STREET PARTNERSHIP	325 7TH STREET NW WASHINGTON,DC 20004		35,000	
(41) ROOSEVELT INSTITUTE	320 7TH AVENUE BROOKLYN,NY 11215		5,000	
(42) SENATE MAJORITY PAC	700 13TH STREET NW WASHINGTON,DC 20005		500,000	
(43) SIFF & ASSOCIATES	PO BOX 7598 ARLINGTON,VA 22207		90,000	
(44) SOUTH CENTRAL PIPE TRADES	1211 RAPIDES AVENUE ALEXANDRIA,LA 71301		75,938	
(45) SOUTHWEST PIPE TRADES	2811 S HWY 83 HARLINGEN,TX 78550		75,000	
(46) STROTHER NUCKELS STRATEGIES	9919 MERIDEN ROAD POTOMAC,MD 20854		1,119,151	
(47) TERRY FOR VIRGINIA	PO BOX 31408 ALEXANDRIA,VA 22310		200,000	
(48) THE NATIONAL DEMOCRATIC CLUB	30 IVY STREET SE WASHINGTON,DC 20003		6,500	
(49) UA LOCAL UNION 286	814 AIRPORT BOULEVARD AUSTIN,TX 78702		12,000	
(50) UNIONS FOR JOBS AND ENVIRONMENT	PO BOX 1446 OLNEY,MD 20830		6,000	
(51) WASHINGTON STATE ASSOC	7030 TACOMA MALL BLVD TACOMA,WA 98409		275,000	
(52) WATERWAYS COUNCIL	499 S CAPITOL STREET SW WASHINGTON,DC 20003		10,927	
(53) WOMEN'S CONGRESSIONAL POLICY	409 12ST STREET SW WASHINGTON,DC 20024		5,000	

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.		

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) 2017	(b) 2018	(c) 2019	(d) 2020	(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) Yes	(a) No	(b) 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:	PROVIDED CONTRIBUTIONS TO FEDERAL AND NON-FEDERAL CANDIDATES THROUGHOUT THE UNITED STATES.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ **Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.**
▶ **Attach to Form 990.**
▶ **Go to *www.irs.gov/Form990* for instructions and the latest information.**

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES OF THE PLUMBING & PIPE

Employer identification number
53-0159020

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 7/25/06, 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 ▶ $ _____

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:

		Amount
c	Beginning balance	**1c**
d	Additions during the year	**1d**
e	Distributions during the year	**1e**
f	Ending balance	**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:

	Yes	No
(i) Unrelated organizations . . . . . **3a(i)**		
(ii) Related organizations . . . . . **3a(ii)**		
b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? **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		11,642,498		11,642,498
b Buildings		41,881,977	12,823,090	29,058,887
c Leasehold improvements				
d Equipment		1,606,597	1,351,645	254,952
e Other		1,343,958	1,075,833	268,125
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶				41,224,462

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) AFL-CIO HIT	899,413	C
(B) WTC CIF SMALL CAP 2000 FUND	18,861,263	C
(C) BELL INTERNATIONAL TRUST	12,516,212	C
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶	32,276,888	

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
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
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
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* ▶	

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	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	392,038

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:	THE UA ADHERES TO THE AUTHORITATIVE GUIDANCE RELATING TO ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES INCLUDED IN ASC TOPIC INCOME TAXES. THESE PROVISIONS PROVIDE CONSISTENT GUIDANCE FOR THE ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES RECOGNIZED IN AN ENTITY'S FINANCIAL STATEMENTS AND PRESCRIBE A THRESHOLD OF "MORE LIKELY THAN NOT" FOR RECOGNITION AND DERECOGNITION OF TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN. THE UA PERFORMED AN EVALUATION OF UNCERTAIN TAX POSITIONS FOR THE PERIOD ENDED JUNE 30, 2021 AND DETERMINED THAT THERE WERE NO MATTERS THAT WOULD REQUIRE RECOGNITION IN THE FINANCIAL STATEMENTS OR THAT MAY HAVE AN EFFECT ON ITS TAX-EXEMPT STATUS. AS OF JUNE 30, 2021, THE STATUTE OF LIMITATIONS FOR THE TAX YEARS 2018 THROUGH 2020 REMAINS OPEN WITH THE U.S. FEDERAL JURISDICTION AND THE VARIOUS STATES AND LOCAL JURISDICTIONS WHERE A RETURN IS FILED.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ **Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.**

▶ **Attach to Form 990.**

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

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES OF THE PLUMBING & PIPE

Employer identification number
53-0159020

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 and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . . ☑ **Yes** ☐ **No**

2 **For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 Activites per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	**(b)** Number of offices in the region	**(c)** Number of employees, agents, and independent contractors in 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) NORTH AMERICA	1	31	PROVIDING SERVICES AND BENEFITS TO MEMBERS	N/A	15,189,000
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	1	31			15,189,000
b Total from continuation sheets to Part I . . .	0	0			0
c Totals (add lines 3a and 3b)	1	31			15,189,000

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)			NORTH AMERICA	ORGANIZING GRANT	1,496,760	CHECK			BOOK
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . . ▶ 1

3 Enter total number of other organizations or entities . . . . . ▶

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

Part V **Supplemental Information**

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

ReturnReference	Explanation
PART I, LINE 2:	THE GRANTEES PROVIDE THE ORGANIZATION WITH REGULAR UPDATES OF THEIR EXPENDITURES. THE ORGANIZATION MAINTAINS AND MONITORS THE GRANTEES EXPENDITURES AND THE AMOUNTS OF THE GRANTS.
PART III ACCOUNTING METHOD:	

Additional Data

Software ID:

Software Version:

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

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

2020

Open to Public Inspection

Name of the organization
UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES OF THE PLUMBING & PIPE

Employer identification number
53-0159020

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) FLORIDA PIPE TRADES 13185 NW 45TH AVENUE OPA LOCKA,FL 33054	59-6209635	5	614,167		BOOK		ORGANIZING GRANT
(2) GULF COAST DISTRICT COUNCIL #1 1237 PASS ROAD GULFPORT,MS 39501	14-1876884	5	423,333		BOOK		ORGANIZING GRANT
(3) GEORGIACAROLINAS PIPE TRADES 2566 OSCAR JOHNSON DR N CHARLESTON,SC 29405	58-6054909	5	683,333		BOOK		ORGANIZING GRANT
(4) ILLINOIS PIPE TRADES 45 NORTH OGDEN AVENUE CHICAGO,IL 60607	36-6080375	5	1,041,667		BOOK		ORGANIZING GRANT
(5) INDIANA PIPE TRADES 2930 W LUDWIG ROAD FORT WAYNE,IN 46818	35-0312151	5	704,167		BOOK		ORGANIZING GRANT
(6) MID ATLANTIC PIPE TRADES 7050 OAKLAND MILLS ROAD COLUMBIA,MD 21046	52-2081390	5	825,000		BOOK		ORGANIZING GRANT
(7) MICHIGAN PIPE TRADES 5500 W PIERSON ROAD FLUSHING,MI 48433	23-7352117	5	740,000		BOOK		ORGANIZING GRANT
(8) MINNESOTA PIPE TRADES 4402 AIRPARK BLVD DULUTH,MN 55811	41-6033705	5	666,667		BOOK		ORGANIZING GRANT
(9) NEW ENGLAND PIPE TRADES 1250 E MAIN STREET MERIDEN,CT 06450	22-2921877	5	340,000		BOOK		ORGANIZING GRANT
(10) OHIO STATE ASSOCIATION 947 GOODALE BOULEVARD COLUMBUS,OH 43212	31-1270975	5	1,212,500		BOOK		ORGANIZING GRANT
(11) TENNESSEE PIPE TRADES 3746 JACKSON AVENUE MEMPHIS,TN 38108	62-1538616	5	618,333		BOOK		ORGANIZING GRANT
(12) KENTUCKY PIPE TRADES 1332 BROADWAY PADUCAH,KY 42001	31-1542217	5	758,333		BOOK		ORGANIZING GRANT
(13) WASHINGTON STATE ASSOCIATION 7030 TACOMA MALL BLVD TACOMA,WA 98409	91-0462121	5	325,000		BOOK		ORGANIZING GRANT
(14) WEST VIRGINIA PIPE TRADES 177 29TH STREET WHEELING,WV 26003	55-0582055	5	475,000		BOOK		ORGANIZING GRANT
(15) WISCONSIN PIPE TRADES 11175 WEST PARKLAND AVENUE MILWAUKEE,WI 53224	39-1606922	5	483,333		BOOK		ORGANIZING GRANT
(16) SOUTH CENTRAL PIPE TRADES 1211 RAPIDES AVENUE ALEXANDRIA,LA 71301	64-0889191	5	1,083,333		BOOK		ORGANIZING GRANT
(17) SOUTHWEST PIPE TRADES 2811 S HWY 83 HARLINGEN,TX 78550	20-3465106	5	700,000		BOOK		ORGANIZING GRANT
(18) 5 STATES PIPE TRADES 6350 N BROADWAY DENVER,CO 80216	27-4198952	5	1,206,667		BOOK		ORGANIZING GRANT
(19) UA DISTRICT COUNCIL #16 501 SHATTO PLACE LOS ANGELES,CA 90020	95-1664056	5	406,667		BOOK		ORGANIZING GRANT
(20) UA LOCAL UNION 9 2 IRON ORE ROAD ENGLISHTOWN,NJ 07726	22-0583720	5	163,333		BOOK		ORGANIZING GRANT
(21) UA LOCAL UNION 12 1240 MASSACHUSETTS AVENUE BOSTON,MA 02125	04-1106780	5	168,333		BOOK		ORGANIZING GRANT
(22) UA LOCAL UNION 8 5950 MANCHESTER TRAFFICWAY KANSAS CITY,MO 64130	44-0393595	5	82,500		BOOK		ORGANIZING GRANT
(23) UA LOCAL UNION 120 6305 HALLE DRIVE CLEVELAND,OH 44125	34-0553590	5	107,500		BOOK		ORGANIZING GRANT
(24) UA LOCAL UNION 27 1040 MONTOUR W INDUSTRIAL BLVD CORAOPOLIS,PA 15108	25-0849580	5	61,667		BOOK		ORGANIZING GRANT
(25) UA LOCAL UNION 51 11 HEMINGWAY DRIVE E PROVIDENCE,RI 02915	06-1475010	5	66,667		BOOK		ORGANIZING GRANT
(26) UA LOCAL UNION 104 168 CHICOPEE STREET CHICOPEE,MA 01013	04-2705589	5	36,667		BOOK		ORGANIZING GRANT
(27) UA LOCAL UNION 74 201 EXECUTIVE DRIVE NEWARK,DE 19702	51-0057784	5	55,000		BOOK		ORGANIZING GRANT
(28) UA LOCAL UNION 178 2501 WEST GRAND SPRINGFIELD,MO 65802	44-0377546	5	48,333		BOOK		ORGANIZING GRANT
(29) UA LOCAL UNION 322 534 STATE ROUTE 73 WINSLOW,NJ 08095	21-0538170	5	74,167		BOOK		ORGANIZING GRANT
(30) UA LOCAL UNION 354 271 ARMBRUST ROAD YOUNGWOOD,PA 15697	25-1234320	5	88,333		BOOK		ORGANIZING GRANT
(31) UA LOCAL UNION 367 610 W 54TH AVENUE ANCHORAGE,AK 99518	92-0013284	5	85,000		BOOK		ORGANIZING GRANT
(32) UA LOCAL UNION 475 136 MT BETHEL ROAD WARREN,NJ 07059	22-1305230	5	34,167		BOOK		ORGANIZING GRANT
(33) UA LOCAL UNION 449 1517 WOODRUFF STREET PITTSBURGH,PA 15220	25-0817615	5	76,667		BOOK		ORGANIZING GRANT
(34) UA LOCAL UNION 520 7193 JONESTOWN ROAD HARRISBURG,PA 17112	23-1173154	5	91,667		BOOK		ORGANIZING GRANT
(35) UA LOCAL UNION 550 46 ROCKLAND STREET BOSTON,MA 02132	04-1859910	5	126,667		BOOK		ORGANIZING GRANT
(36) UA LOCAL UNION 669 7050 OAKLAND MILLS ROAD COLUMBIA,MD 21046	23-7152443	5	1,650,000		BOOK		ORGANIZING GRANT
(37) UA LOCAL UNION 777 1250 E MAIN STREET MERIDEN,CT 06450	06-1390416	5	119,167		BOOK		ORGANIZING GRANT
(38) UA LOCAL UNION 30 317 WASHINGTON ST BILLINGS,MT 59101	81-0201347	5	91,666		BOOK		ORGANIZING GRANT
(39) UA LOCAL UNION 486 8100 SANDPIPER CIRCLE BALTIMORE,MD 21236	52-1908936	5	110,000		BOOK		ORGANIZING GRANT
(40) UA LOCAL UNION 716 21 GABRIEL DRIVE AUGUSTA,ME 04330	04-3390229	5	80,000		BOOK		ORGANIZING GRANT
(41) UA LOCAL UNION 281 11900 SOUTH LARAMIE AVE ALSIP,IL 60803	36-1808342	5	55,000		BOOK		ORGANIZING GRANT
(42) UA LOCAL UNION 314 8510 HILLCREST ROAD KANSAS CITY,MO 64138	51-0246150	5	33,333		BOOK		ORGANIZING GRANT
(43) UA LOCAL UNION 343 401 NEBRASKA STREET VALLEJO,CA 94590	94-0925634	5	125,000		BOOK		ORGANIZING GRANT
(44) UA LOCAL UNION 693 3 GREGORY DRIVE SOUTH BURLINGTON,VT 05403	03-0210219	5	90,000		BOOK		ORGANIZING GRANT
(45) MINK PIPE TRADES ASSOCIATION 2501 WEST GRAND SPRINGFIELD,MP 65802	43-1826840	5	81,667		BOOK		ORGANIZING GRANT
(46) IDAHO PIPE TRADES 456 N ARTHUR POCATELLO,ID 83204	82-6013165	5	220,000		BOOK		ORGANIZING GRANT
(47) UA LOCAL UNION 16 4801 F STREET OMAHA,NE 68117	47-0199158	5	61,667		BOOK		ORGANIZING GRANT
(48) UA LOCAL UNION 68 PO BOX 8746 HOUSTON,TX 77249	74-1002709	5	73,333		BOOK		ORGANIZING GRANT
(49) UA LOCAL UNION 464 3375 OAK VIEW DRIVE OMAHA,NE 68144	47-0259803	5	97,500		BOOK		ORGANIZING GRANT
(50) UA LOCAL UNION 211 1301 W 13TH STREET DEER PARK,TX 77536	74-1084445	5	100,000		BOOK		ORGANIZING GRANT
(51) UA LOCAL UNION 420 14420 TOWNSEND ROAD PHILADELPHIA,PA 19154	23-1173155	5	83,333		BOOK		ORGANIZING GRANT
(52) UA LOCAL UNION 130 1340 W WASHINGTON BLVD CHICAGO,IL 60607	33-3864336	5	185,833		BOOK		ORGANIZING GRANT
(53) UA LOCAL UNION 262 1751 ANKA ST JUNEAU,AK 99801	92-6002868	5	50,000		BOOK		ORGANIZING GRANT
(54) UA LOCAL UNION 441 1330 E 1ST ST N STE 115 WICHITA,KS 67214	82-0589106	5	137,500		BOOK		ORGANIZING GRANT
(55) UA LOCAL UNION 597 45 N OGDEN AVE CHICAGO,IL 60607	36-6146455	5	20,000		BOOK		ORGANIZING GRANT
(56) UA LOCAL UNION 393 6150 COTTLE RD SAN JOSE,CA 95123	94-0775045	5	108,333		BOOK		ORGANIZING GRANT
(57) UA LOCAL UNION 638 27 08 40TH AVE 4TH FLOOR LONG ISLAND CITY,NY 11101	46-1463073	5	260,000		BOOK		ORGANIZING GRANT
(58) NEW YORK STATE PIPE TRADES ASSOCIATION PO BOX 312 GLENS FALLS,NY 12801	16-6053604	5	675,000		BOOK		ORGANIZING GRANT

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

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

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)						
(2)						
(3)						
(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
PART I, LINE 2:	THE GRANTEES PROVIDE THE ORGANIZATION WITH REGULAR UPDATES OF THEIR EXPENDITURES. THE ORGANIZATION MAINTAINS AND MONITORS THE GRANTEES EXPENDITURES AND THE AMOUNTS OF THE GRANTS.

Additional Data

Return to Form

Software ID:

Software Version:

Schedule J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
▶ **Attach to Form 990.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES OF THE PLUMBING & PIPE

Employer identification number
53-0159020

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	☑ First-class or charter travel	☐ Housing allowance or residence for personal use		
	☑ Travel for companions	☐ Payments for business use of personal residence		
	☐ Tax idemnification and gross-up payments	☐ Health or social club dues or initiation fees		
	☐ Discretionary spending account	☐ Personal services (e.g., maid, chauffeur, chef)		
b	If any of the boxes 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**	Yes	
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?	**2**	Yes	
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.			
	☐ Compensation committee	☐ Written employment contract		
	☐ Independent compensation consultant	☐ Compensation survey or study		
	☐ Form 990 of other organizations	☑ Approval by the board or compensation committee		
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a	Receive a severance payment or change-of-control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	**4c**		No
	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?	**5a**		
b	Any related organization?	**5b**		
	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?	**6a**		
b	Any related organization?	**6b**		
	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	**7**		
8	Were any amounts reported on Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	**8**		
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 MARK MCMANUS GENERAL PRESIDENT	(i)	417,413	0	52,104	126,049	44,207	639,773	0
	(ii)	0	0	0	0	0	0	0
2 MICHAEL PLEASANT ASST GENERAL PRESIDENT	(i)	361,165	0	52,103	108,350	44,207	565,825	0
	(ii)	0	0	0	0	0	0	0
3 PATRICK KELLETT GENERAL SECY TREASURER	(i)	359,211	0	53,104	108,588	43,974	564,877	0
	(ii)	0	0	0	0	0	0	0
4 MICHAEL MULVANEY EXECUTIVE VICE PRESIDENT	(i)	284,566	0	52,892	85,370	42,515	465,343	0
	(ii)	0	0	0	0	0	0	0
5 CHRIS HASLINGER ADMINISTRATIVE ASSISTANT	(i)	279,234	0	52,280	84,310	42,515	458,339	0
	(ii)	0	0	0	0	0	0	0
6 BRADLEY KARBOWSKY ADMINISTRATIVE ASSISTANT	(i)	278,534	0	52,892	84,310	42,515	458,251	0
	(ii)	0	0	0	0	0	0	0
7 TERRENCE SNOOKS DIR CANADIAN AFFAIRS	(i)	299,866	0	52,100	89,990	7,291	449,247	0
	(ii)	0	0	0	0	0	0	0
8 ROBERT LAMB DIR INFORMATION TECHNOLOGY	(i)	267,194	0	53,692	80,218	42,515	443,619	0
	(ii)	0	0	0	0	0	0	0
9 BRETT MCCOY DIR METAL TRADES DEPT	(i)	263,146	0	52,892	78,944	42,515	437,497	0
	(ii)	0	0	0	0	0	0	0
10 JAMES PAVESIC DIR EDUC & TRAINING	(i)	263,246	0	52,731	78,944	42,515	437,436	0
	(ii)	0	0	0	0	0	0	0
11 THOMAS BIGLEY DIR PLUMBING SVCS	(i)	263,146	0	52,616	78,944	42,515	437,221	0
	(ii)	0	0	0	0	0	0	0
12 JAMES TUCKER DIR OF ORGANIZING	(i)	263,146	0	52,376	78,944	42,515	436,981	0
	(ii)	0	0	0	0	0	0	0
13 BRIAN KELLY DIR HVACR SERVICE	(i)	263,146	0	52,355	78,944	42,515	436,960	0
	(ii)	0	0	0	0	0	0	0
14 ANTHONY GALLAGHER DIR TRADE JURISDICTION	(i)	263,146	0	52,376	78,944	41,933	436,399	0
	(ii)	0	0	0	0	0	0	0
15 DAVID BARNETT DIR PIPELINE & GAS DISTRI	(i)	263,146	0	50,892	78,944	42,282	435,264	0
	(ii)	0	0	0	0	0	0	0
16 WENDELL HIBDON DIR ENERGY & INFRASTRUCTUR	(i)	245,380	0	52,616	73,614	42,515	414,125	0
	(ii)	0	0	0	0	0	0	0
17 DAVID DONATO INTL REP	(i)	225,186	0	53,624	67,556	42,515	388,881	0
	(ii)	0	0	0	0	0	0	0
18 KEVIN CARDEN INTL REP	(i)	225,186	0	52,892	67,556	42,515	388,149	0
	(ii)	0	0	0	0	0	0	0
19 WILLIAM MEYERS JR INTL REP	(i)	225,186	0	52,892	67,556	42,515	388,149	0
	(ii)	0	0	0	0	0	0	0
20 GREG SAYLES INTL REP	(i)	225,186	0	52,892	67,556	42,515	388,149	0
	(ii)	0	0	0	0	0	0	0

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
21 SCOTT SMITH INTL REP	(i) (ii)	225,186 0	0 0	52,892 0	67,556 0	42,515 0	388,149 0	0 0
22 MICHAEL O'MARA INTL REP	(i) (ii)	225,186 0	0 0	52,892 0	67,556 0	42,282 0	387,916 0	0 0
23 DOUGLAS BROADRICK INTL REP	(i) (ii)	225,186 0	0 0	52,616 0	67,556 0	42,515 0	387,873 0	0 0
24 ROGER MORGAN INTL REP	(i) (ii)	225,186 0	0 0	52,616 0	67,556 0	42,515 0	387,873 0	0 0
25 KENNY RUGGLES INTL REP	(i) (ii)	225,186 0	0 0	52,616 0	67,556 0	42,515 0	387,873 0	0 0
26 KURT STEENHOEK INTL REP	(i) (ii)	225,186 0	0 0	52,616 0	67,556 0	42,515 0	387,873 0	0 0
27 LANCE ALBIN INTL REP	(i) (ii)	225,186 0	0 0	52,376 0	67,556 0	42,515 0	387,633 0	0 0
28 RICHARD ALLEN INTL REP	(i) (ii)	225,186 0	0 0	52,376 0	67,556 0	42,515 0	387,633 0	0 0
29 RUSSELL SHELTON INTL REP	(i) (ii)	225,186 0	0 0	52,376 0	67,556 0	42,515 0	387,633 0	0 0
30 JOSEPH ROHRER SPECIAL REPRESENTATIVE	(i) (ii)	225,286 0	0 0	52,276 0	67,556 0	42,515 0	387,633 0	0 0
31 LARRY BULMAN SPECIAL REPRESENTATIVE	(i) (ii)	225,286 0	0 0	52,276 0	67,556 0	42,515 0	387,633 0	0 0
32 PHILLIP MARTIN SPECIAL REPRESENTATIVE	(i) (ii)	224,324 0	0 0	53,524 0	67,267 0	42,515 0	387,630 0	0 0
33 DERRICK KUALAPAI INTL REP	(i) (ii)	225,186 0	0 0	52,266 0	67,556 0	42,515 0	387,523 0	0 0
34 JOHN MURPHY INTL REP	(i) (ii)	225,186 0	0 0	51,616 0	67,556 0	42,515 0	386,873 0	0 0
35 MIKE MIKICH SPECIAL REPRESENTATIVE	(i) (ii)	225,286 0	0 0	51,276 0	67,556 0	42,515 0	386,633 0	0 0
36 DARREN JONES INTL REP	(i) (ii)	222,436 0	0 0	52,376 0	67,556 0	42,282 0	384,650 0	0 0
37 TERRY WEBB INTL REP	(i) (ii)	248,841 0	0 0	52,100 0	74,683 0	7,795 0	383,419 0	0 0
38 BRUCE MYLES INTL REP	(i) (ii)	225,086 0	0 0	52,100 0	67,557 0	7,347 0	352,090 0	0 0
39 HEIKO WEICHERN INTL REP	(i) (ii)	225,086 0	0 0	52,100 0	66,874 0	7,592 0	351,652 0	0 0
40 CHARLES WATTS INTL REP	(i) (ii)	152,403 0	0 0	36,824 0	67,556 0	27,641 0	284,424 0	0 0
41 JAMES MOSS EXECUTIVE VICE PRESIDENT	(i) (ii)	126,974 0	0 0	22,892 0	38,112 0	17,276 0	205,254 0	0 0
42 KENNETH BROADBENT VICE PRESIDENT	(i)	100,418	0	892	29,495	42,515	173,320	0

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
	(ii)	0	0	0	0	- 0	- 0	0
43RICHARD OLIVER INTL REP - FORMER OFFICER	(i)	95,206	0	22,892	28,581	17,276	163,955	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	FIRST CLASS TRAVEL IS AUTHORIZED FOR OFFICERS PER THE UA CONSTITUTION. COMPANION TRAVEL IS AUTHORIZED FOR THE GENERAL PRESIDENT PER THE UA CONSTITUTION.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE O (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.
▶ **Attach to Form 990 or 990-EZ.**
▶ **Go to *www.irs.gov/Form990* for the latest information.**

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES OF THE PLUMBING & PIPE

Employer identification number
53-0159020

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	INDIVIDUALS BECOME MEMBERS OF THE UNITED ASSOCIATION IN ACCORDANCE WITH A GOVERNING CONSTITUTION AND BY-LAWS. THE UNITED ASSOCIATION'S MEMBERS HAVE THE RIGHTS PROVIDED THEM IN THE CONSTITUTION AND AFFORDED THEM UNDER APPLICABLE LAW.
FORM 990, PART VI, SECTION A, LINE 7A	DELEGATES TO THE UNITED ASSOCIATION'S CONVENTION ELECT THE MEMBERS OF THE GOVERNING BODY.
FORM 990, PART VI, SECTION A, LINE 7B	CERTAIN DECISIONS OF THE GOVERNING BODY CAN BE APPEALED AT THE UNITED ASSOCIATION'S CONVENTION.
FORM 990, PART VI, SECTION B, LINE 11B	THE GOVERNING BODY OF THE UNITED ASSOCIATION REVIEWED THE 990 PRIOR TO ITS FILING.
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION'S ANNUAL FINANCIAL DISCLOSURE STATEMENT DOL FORM LM-2 IS AVAILABLE FOR PUBLIC INSPECTION AT THE DOL WEBSITE.
FORM 990, PART XII, LINE 2C	THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEARS.

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SCHEDULE R (Form 990)

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

2020

Open to Public Inspection

Name of the organization
UNITED ASSOCIATION OF JOURNEYMEN &
APPRENTICES OF THE PLUMBING & PIPE

Employer identification number
53-0159020

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
(1) PARK PLACE II TRUST 3 PARK PLACE ANNAPOLIS, MD 21401	BUSINESS TRUST	MD			
(2) UNITED ASSOCIATION MISSISSIPPI LANDING HOLDING COMPANY 3 PARK PLACE ANNAPOLIS, MD 21401 52-2307740	HOLDING COMPANY	MD			

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	(g) 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) Disproprtionate allocations? Yes	(h) No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) No	(k) Percentage ownership
(1) HILLCREST COUNTRY CLUB LIMITED PARTNERSHIP 4600 HILLCREST DRIVE HOLLYWOOD, FL 33021 52-2200343	COUNTRY CLUB	FL						No			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	(i) No
(1)HILLCREST COUNTRY CLUB INC 3 PARK PLACE ANNAPOLIS, MD 21401 52-2199901	REAL ESTATE	MD		C					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.

		Yes	No
1 During the tax year, did the orgranization 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	1a		No
b Gift, grant, or capital contribution to related organization(s)	1b		No
c Gift, grant, or capital contribution from related organization(s)	1c		No
d Loans or loan guarantees to or for related organization(s)	1d	Yes	
e Loans or loan guarantees by related organization(s)	1e		No
f Dividends from related organization(s)	1f		No
g Sale of assets to related organization(s)	1g		No
h Purchase of assets from related organization(s)	1h		No
i Exchange of assets with related organization(s)	1i		No
j Lease of facilities, equipment, or other assets to related organization(s)	1j		No
k Lease of facilities, equipment, or other assets from related organization(s)	1k		No
l Performance of services or membership or fundraising solicitations for related organization(s)	1l		No
m Performance of services or membership or fundraising solicitations by related organization(s)	1m		No
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n		No
o Sharing of paid employees with related organization(s)	1o		No
p Reimbursement paid to related organization(s) for expenses	1p		No
q Reimbursement paid by related organization(s) for expenses	1q		No
r Other transfer of cash or property to related organization(s)	1r		No
s Other transfer of cash or property from related organization(s)	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) HILLCREST COUNTRY CLUB LIMITED PARTNERSHIP	D		DISBURSEMENTS

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.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproprtionate 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		Yes	No	

Part VII Supplemental Information

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

Return Reference	Explanation

Additional Data

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