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

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning 07-01-2024 , and ending 06-30-2025

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 $ 229,839,218

F Name and address of principal officer:
DERRICK KUALAPAI
THREE 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 2024 (Part V, line 2a)	**5**	142
6	Total number of volunteers (estimate if necessary)	**6**	0
7a	Total unrelated business revenue from Part VIII, column (C), line 12	**7a**	0
b	Net unrelated business taxable income from Form 990-T, Part I, line 11	**7b**	0

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	0	0
9	Program service revenue (Part VIII, line 2g)	142,862,831	145,887,229
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	13,012,830	17,728,807
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	22,714,915	21,709,320
12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	178,590,576	185,325,356
13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	39,157,918	40,183,481
14	Benefits paid to or for members (Part IX, column (A), line 4)	11,781,640	12,110,136
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	42,947,916	44,501,485
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)	51,893,246	47,601,951
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	145,780,720	144,397,053
19	Revenue less expenses. Subtract line 18 from line 12	32,809,856	40,928,303

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	492,211,309	532,874,486
21	Total liabilities (Part X, line 26)	214,827	153,755
22	Net assets or fund balances. Subtract line 21 from line 20	491,996,482	532,720,731

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
DERRICK KUALAPAI GENERAL SECRETARY-TREASURER
Type or print name and title

Date 2026-02-24

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date 2026-02-20	Check ☑ if self-employed	PTIN 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 Rev. Proc. 98-19? *If "Yes," complete Schedule C, Part III*	5	Yes	
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D,* Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D,* Part III	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? *If "Yes," complete Schedule D, Part V*	10		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D,* Part VI.	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b	Yes	
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		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 the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *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 on Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O.	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

				Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	193		
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		Yes	

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

2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	**2a**	142		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			**2b**	Yes
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			**3a**	No
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*			**3b**	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			**4a**	Yes
b	If "Yes," enter the name of the foreign country: C A				
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			**5a**	No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			**5b**	No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			**5c**	
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			**6a**	No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			**6b**	
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			**7a**	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			**7b**	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			**7c**	
d	If "Yes," indicate the number of Forms 8282 filed during the year	**7d**			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			**7e**	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			**7f**	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			**7g**	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			**7h**	
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			**8**	
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?			**9a**	
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			**9b**	
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	**10a**			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	**10b**			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	**11a**			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	**11b**			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			**12a**	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	**12b**			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **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? If "Yes," see the instructions and file Form 4720, Schedule N.			**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
17	**Section 501(c)(21) organizations.** Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.			**17**	

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

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

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 on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	**12a**		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 on 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 on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	**16a**	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 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

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

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

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
DERRICK KUALAPAI THREE 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 the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	**Institutional Trustee;**	Officer	Key employee	Highest compensated employee	Former			
(1) GARY ARNOLD VICE PRESIDENT	1.00	X		X				131,675	0	31,246
(2) STEVEN BREITLOW VICE PRESIDENT	1.00	X		X				107,385	0	28,243
(3) PETER GIBBONS VICE PRESIDENT	1.00	X		X				149,132	0	33,762
(4) DANIEL HENDRIX VICE PRESIDENT	1.00	X		X				122,010	0	30,062
(5) CHRIS HERNANDEZ VICE PRESIDENT	0.00	X		X				0	0	0
(6) KENNETH BROADBENT VICE PRESIDENT	1.00	X		X				150,085	0	71,780
(7) JAMES NOON VICE PRESIDENT	1.00	X		X				0	0	28,856
(8) MARK MCMANUS GENERAL PRESIDENT	1.00			X				507,459	0	156,509
(9) DERRICK KUALAPAI GENERAL SEC'Y-TREASURER	1.00			X				423,696	0	132,766
(10) JAMES TUCKER EXECUTIVE VICE PRESIDENT	1.00			X				370,683	0	119,912
(11) LANCE ALBIN INT'L REPRESENTATIVE	1.00			X				299,372	0	101,834
(12) RICHARD ALLEN INT'L REPRESENTATIVE	1.00			X				299,372	0	101,834
(13) BRADLEY BIRD INT'L REPRESENTATIVE	1.00			X				298,829	0	101,782
(14) HARRY BRETT INT'L REPRESENTATIVE	1.00			X				299,648	0	101,834
(15) ERIC COONS INT'L REPRESENTATIVE	1.00			X				187,446	0	65,145
(16) PRICE DOBERNICK INT'L REPRESENTATIVE	1.00			X				149,708	0	51,107
(17) STEPHANE FAVRON INT'L REPRESENTATIVE	1.00			X				249,615	0	70,333

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	**Institutional Trustee;**	Officer	Key employee	Highest compensated employee	Former			
(18) KYLE HENDERSON INT'L REPRESENTATIVE	1.00			X				298,769	0	100,972
(19) DARREN JONES INT'L REPRESENTATIVE	1.00			X				295,932	0	101,834
(20) JOHN KIERCE INT'L REPRESENTATIVE	1.00			X				299,132	0	101,834
(21) JOHN JR KRUEGER INT'L REPRESENTATIVE	1.00			X				299,132	0	101,834
(22) THOMAS MCCARTHY INT'L REPRESENTATIVE	1.00			X				299,372	0	101,834
(23) ROGER MORGAN INT'L REPRESENTATIVE	1.00			X				299,648	0	101,834
(24) JOHN MURPHY INT'L REPRESENTATIVE	1.00			X				298,648	0	101,834
(25) BRUCE MYLES INT'L REPRESENTATIVE	1.00			X				249,615	0	70,333
(26) KENNETH RUGGLES INT'L REPRESENTATIVE	1.00			X				299,648	0	101,834
(27) KURT STEENHOEK INT'L REPRESENTATIVE	1.00			X				299,372	0	101,834
(28) AARON STOCKWELL INT'L REPRESENTATIVE	1.00			X				299,372	0	101,834
(29) HEIKO WIECHERN INT'L REPRESENTATIVE	1.00			X				249,615	0	70,333
(30) EVAN WOODING INT'L REPRESENTATIVE	1.00			X				299,132	0	101,834
(31) WILLIAM WELSH DIRECTOR OF TRADE JURIS	1.00			X				333,051	0	109,562
(32) BRIAN FISHER DIRECTOR OF ORGANIZING	1.00			X				366,912	0	109,272
(33) BRIAN KELLY DIRECTOR OF HVAC	1.00			X				339,200	0	112,354
(34) THOMAS BIGLEY DIR PLUMBING SERVICES	1.00			X				338,126	0	112,354
(35) PATRICK DOLAN DIR METAL TRADES DEPT	1.00			X				349,835	0	112,354
(36) WENDELL HIBDON DIR ENERGY AND INFRASTR	1.00			X				340,726	0	112,354
(37) MICHAEL PLEASANT ASS'T GENERAL PRESIDENT	1.00			X				447,409	0	140,168
(38) ANTHONY GALLAGHER ADMINISTRATIVE ASST	1.00			X				350,776	0	115,995
(39) CHRIS HASLINGER ADMINISTRATIVE ASST	1.00			X				357,039	0	117,311
(40) KEVIN CARDEN INT'L REPRESENTATIVE	1.00			X				155,289	0	51,656
(41) WILLIAM GILBERT DIR PIPELINE & GAS DISTRIBUTION	1.00			X				338,450	0	112,354
(42) ROBERT JOHNSON INT'L REPRESENTATIVE	1.00			X				299,648	0	101,834
(43) GREG MITCHELL INT'L REPRESENTATIVE	1.00			X				249,615	0	70,333
(44) TREVOR ROBERTSON ADMIN ASST/CANADA	0.00			X				0	0	0
(45) RUSSELL SHELTON INT'L REPRESENTATIVE	1.00			X				299,132	0	101,834
(46) TERRY WEBB ADMIN ASST/CANADA	1.00			X				311,519	0	85,810
(47) PATRICK KELLETT GENERAL SEC'Y-TREASURER - FORMER	1.00			X				405,900	0	90,175
(48) MICHAEL MULVANEY EXECUTIVE VICE PRESIDENT - FORMER	1.00			X				102,149	0	31,942
(49) TERENCE SNOOKS DIR CANADIAN AFFAIRS	1.00				X			332,850	0	91,142
(50) JASON SR POPE DIR OF INFORMATION TECH	1.00				X			341,210	0	112,354
(51) RAYMOND BOYD DIR EDUCATION & TRAINING	1.00				X			340,726	0	112,354
(52) RUSS BRECKENRIDGE DIR POL & LEG DEPT	1.00					X		338,114	0	112,354
(53) MIKE MIKICH SPECIAL REPRESENTATIVE	1.00					X		296,372	0	101,834
(54) BENJAMIN RANGER SPECIAL REPRESENTATIVE	1.00					X		288,449	0	99,103
(55) JOSEPH ROHRER SR SPECIAL REPRESENTATIVE	1.00					X		299,372	0	101,834
(56) WILLIAM HITE JR SPECIAL REPRESENTATIVE	1.00					X		288,209	0	99,103
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								15,443,580	0	5,004,723

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 94

			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**		No
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 4748 WISCONSIN AVE NW WASHINGTON, DC 20016	LEGAL SERVICES	7,204,406
BUCH CONSTRUCTION INC 8155 WESTSIDE BLVD WASHINGTON, DC 20759	CONSTRUCTION SERVICES	2,691,238
KELLY PRESS INC 1701 CABIN BRANCH ROAD CHEVERLY, MD 20785	PRINTING SERVICE	2,279,282
INSIGHT DIRECT USA INC PO BOX 731069 DALLAS, TX 753731069	EDP OUTSIDE SERVICES	1,024,172
PRINT MANAGEMENT INC 1457 W PINE TREE ROAD BALDWIN, MI 49404	EDITORIAL SERVICES	934,812

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 21

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 OtherAmt 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	145,712,221	145,712,221	
b SALE OF JEWELRY, DECALS	900099	175,008	175,008	
c				
d				
e				
f All other program service revenue.				
g **Total.** Add lines 2a–2f.	145,887,229			
3 Investment income (including dividends, interest, and other similar amounts)		13,537,592		13,537,592
4 Income from investment of tax-exempt bond proceeds				
5 Royalties				

		(i) Real	(ii) Personal				
6a Gross rents	6a	658,235					
b Less: rental expenses	6b	0					
c Rental income or (loss)	6c	658,235					
d Net rental income or (loss)				658,235			658,235

		(i) Securities	(ii) Other				
7a Gross amount from sales of assets other than inventory	7a	48,705,077					
b Less: cost or other basis and sales expenses	7b	44,513,862					
c Gain or (loss)	7c	4,191,215					
d Net gain or (loss)				4,191,215			4,191,215

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 . .						

	Business Code				
11a CANADIAN OPERATIONS	900099	11,476,638	11,476,638		
b REIMBURSEMENTS	900099	8,339,674	8,339,674		
OtherRevenueMiscAmt					
c OTHER INCOME	900099	1,234,773	1,234,773		
d All other revenue					
e **Total.** Add lines 11a–11d		21,051,085			
12 **Total revenue.** See instructions		185,325,356	166,938,314	0	18,387,042

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	38,997,156			
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.	1,186,325			
4 Benefits paid to or for members	12,110,136			
5 Compensation of current officers, directors, trustees, and key employees	18,404,531			
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	16,184,848			
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	2,751,076			
9 Other employee benefits	5,706,825			
10 Payroll taxes	1,454,205			
11 Fees for services (non-employees):				
a Management				
b Legal	3,328,265			
c Accounting	340,954			
d Lobbying	2,347,725			
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	1,263,538			
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	237,950			
12 Advertising and promotion	2,140,192			
13 Office expenses	731,311			
14 Information technology	2,039,473			
15 Royalties				
16 Occupancy	2,047,463			
17 Travel	1,593,297			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	1,837,709			
20 Interest				
21 Payments to affiliates	4,228,651			
22 Depreciation, depletion, and amortization	1,529,432			
23 Insurance	389,288			
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 ORGANIZING EXPENSES	6,491,559			
b CANADIAN OPERATION	4,539,560			
c UA JOURNAL	4,504,870			
d POLITICAL EXPENSES	4,350,399			
e All other expenses	3,660,315			
25 **Total functional expenses.** Add lines 1 through 24e	144,397,053			
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	55,164,808	2	58,993,687
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net		4	
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7	Notes and loans receivable, net	6,853,280	7	6,860,610
	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: 61,183,369			
	b	Less: accumulated depreciation — 10b: 19,317,144	39,929,986	10c	41,866,225
	11	Investments—publicly traded securities	346,632,792	11	378,346,536
	12	Investments—other securities. See Part IV, line 11	43,630,193	12	46,807,178
	13	Investments—program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11		15	
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)	492,211,309	16	532,874,486
Liabilities	17	Accounts payable and accrued expenses		17	
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	214,827	25	153,755
	26	**Total liabilities.** Add lines 17 through 25	214,827	26	153,755
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	491,996,482	29	532,720,731
	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	491,996,482	32	532,720,731
	33	Total liabilities and net assets/fund balances	492,211,309	33	532,874,486

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	185,325,356
2	Total expenses (must equal Part IX, column (A), line 25)	2	144,397,053
3	Revenue less expenses. Subtract line 2 from line 1	3	40,928,303
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	491,996,482
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	-204,054
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	532,720,731

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 MODIFIED CASH If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	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 Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	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)

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

2024

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 ▶ $ 4,350,399

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) FRIENDS OF MIKE MCDONNELL	4524 CHARLES STREET OMAHA,NE 68132	83-0791921	50,000	50,000
(2) FUTURE FORWARD PAC	611 PENNSYLVANIA AVE SE SUITE 14 WASHINGTON,DC 20003		1,500,000	1,500,000
(3) HOUSE MAJORITY PAC	1029 VERMONT AVE NW SUITE 30 WASHINGTON,DC 20005	45-1672898	1,250,000	1,250,000
(4) KELLY PRESS	1701 CABIN BRANCH DRIVE CHEVERLY,MD 20785		1,699	1,699
(5) KENNEDY FUND	401 2ND AVENUE SOUTH SUITE 303 SEATTLE,WA 98104	46-2745811	50,000	50,000
(6) LOCAL UNION 63	116 HARVEY COURT E PEORIA,IL 61611	37-0559345	9,116	9,116
(7) MAINE HOUSE DEMOCRATIC	320 WATER STREET AUGUSTA,ME 04330	22-2695883	15,000	15,000
(8) MIKE FOR OMAHA	PO BOX 6042 OMAHA,NE 68106		1,000	1,000
(9) NEBRASKA RAILROADERS FOR PUBLIC SAFETY	1090 COUNTY ROAD 75 HEMINGFORD,NE 69348	93-3837578	100,000	100,000
(10) NUCKLES MEDIA PARTNERS INC	2607 MONROE STREET NE WASHINGTON,DC 20018		806,584	806,584
(11) SENATE MAJORITY PAC	1032 15TH STREET NW WASHINGTON,DC 20005	27-2896127	500,000	500,000
(12) THE HARRY TRUMAN FUND	PO BOX 9100 SEATTLE,WA 98109	91-1769570	50,000	50,000
(13) THE NATIONAL DEMOCRATIC CLUB	30 IVY STREET SE WASHINGTON,DC 20003	53-0233594	17,000	17,000

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) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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)

(Rev. January 2025)
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

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 July 25, 2006, and not on a historic structure listed in the National Register	2d	

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

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

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

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 ▶ $ _____

(ii) Assets included in Form 990, Part X ▶ $ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

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

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

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		11,705,561		11,705,561
b Buildings		45,725,028	17,280,817	28,444,211
c Leasehold improvements				
d Equipment		1,815,482	768,933	1,046,549
e Other		1,937,298	1,267,394	669,904
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶				41,866,225

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	10,899,413	C
(B) WTC CIF SMALL CAP 2000 FUND	19,923,209	C
(C) BELL INTERNATIONAL TRUST	15,964,556	C
(D) ULLICO INCORPORATED, CLASS A STOCK	20,000	C
(D)		
(E)		
(F)		
(G)		
(H)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶	46,807,178	

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

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

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
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	
PAYROLL DEDUCTIONS	153,755
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	153,755

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 lV, 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 UNITED ASSOCIATION 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 CONSOLIDATED FINANCIAL STATEMENTS (MODIFIED CASH BASIS) 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 UNITED ASSOCIATION PERFORMED AN EVALUATION OF UNCERTAIN TAX POSITIONS FOR THE PERIOD ENDED JUNE 30, 2025, AND DETERMINED THAT THERE WERE NO MATTERS THAT WOULD REQUIRE RECOGNITION IN THE CONSOLIDATED FINANCIAL STATEMENTS (MODIFIED CASH BASIS) OR THAT MAY HAVE AN EFFECT ON ITS TAX-EXEMPT STATUS. AS OF JUNE 30, 2025, THE STATUTE OF LIMITATIONS FOR THE TAX YEARS 2022 THROUGH 2024 REMAIN 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) (Rev. January 2025)

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

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 - CANADA AND MEXICO, BUT NOT THE UNITED STATES	1	12	PROGRAM SERVICES	MEMBER REPRESENTATION, COLLECTIVE BARGAINING SUPPORT, AND APPRENTICESHIP TRAINING PROGRAMS OVERSIGHT.	12,803,000
(2)	NORTH AMERICA - CANADA AND MEXICO, BUT NOT THE UNITED STATES	1	12	GRANTS TO RECIPIENTS LOCATED IN THE REGION		1,186,325
(3)						
(4)						
(5)						
(6)						
(7)						
(8)						
(9)						
(10)						
(11)						
(12)						
(13)						
(14)						
(15)						
(16)						
(17)						
3a	Sub-total	1	12			13,989,325
b	Total from continuation sheets to Part I . . .	0	0			0
c	**Totals** (add lines 3a and 3b)	1	12			13,989,325

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 GRANTS	1,182,350	CHECK	0		
(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 . . . . . ▶ 0

3 Enter total number of other organizations or entities . . . . . ▶ 1

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

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)

(Rev. January 2025)

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 instructions and the latest information.

OMB No. 1545-0047

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) UA LOCAL 669 7850 OAKLAND MILLS ROAD COLUMBIA,MD 21046	23-7152443	501(C)(5)	2,150,000	0			GENERAL SUPPORT
(2) OHIO STATE ASSOCIATION 1228 CENTRAL PARKWAY CINCINNATI,OH 45202	31-1270975	501(C)(5)	1,900,000	0			GENERAL SUPPORT
(3) NEW YORK STATE PIPE TRADES ASSOCIATION PO BOX 312 GLENMONT,NY 12081	16-6053604	501(C)(5)	1,833,333	0			GENERAL SUPPORT
(4) NORTH/SOUTH CAROLINAS PIPE TRADES C/O: LOCAL UNION 150 AUGUSTA,GA 30901	58-6054909	501(C)(5)	1,783,333	0			GENERAL SUPPORT
(5) MID-ATLANTIC PIPE TRADES ASSOCIATION 7050 OAKLAND MILLS ROAD 180 COLUMBIA, MD 21046	83-2785579	501(C)(5)	1,779,167	0			GENERAL SUPPORT
(6) TENNESSEE STATE PIPE TRADES ASSOCIATION NASHVILLE,TN 37207	62-1538616	501(C)(5)	1,728,000	0			GENERAL SUPPORT
(7) ILLINOIS PIPE TRADES 134 SOUTH SECOND STREET SPRINGFIELD,IL 62701	36-6080375	501(C)(5)	1,720,000	0			GENERAL SUPPORT
(8) MOUNTAIN STATES PIPE TRADES ASSOCIATION 17100 E 32ND PLACE AURORA,CO 80011	84-1008434	501(C)(5)	1,686,667	0			GENERAL SUPPORT
(9) LOUISIANA (SOUTH PIPE TRADES SPECIAL) LOCAL UNION 341 SHREVEPORT,LA 71129	64-0889191	501(C)(5)	1,583,333	0			GENERAL SUPPORT
(10) NEW JERSEY STATE ASSOCIATION OF PIPE TRADES HAMMONTON,NJ 08037	22-2415035	501(C)(5)	1,575,500	0			DONATION FOR CONVENTION
(11) MINNESOTA PIPE TRADES ASSOCIATION 353 W 7TH STREET ROOM 109 ST PAUL,MN 55102	41-6033705	501(C)(5)	1,530,000	0			GENERAL SUPPORT
(12) SOUTHWEST PIPE TRADES ASSOCIATION PO BOX 809 HARLINGEN,TX 785510809	20-3465106	501(C)(5)	1,475,000	0			GENERAL SUPPORT
(13) MINK PIPE TRADES ASSOCIATION 2501 WEST GRAND STREET SPRINGFIELD,MO 65802	43-1826840	501(C)(5)	1,446,667	0			GENERAL SUPPORT
(14) PENNSYLVANIA STATE ASSOCIATION 1420 TOWNSEND ROAD PHILADELPHIA,PA 19154	23-6297154	501(C)(5)	1,429,167	0			GENERAL SUPPORT
(15) LOCAL PIPE TRADES COUNCIL 13185 NW 45 AVE OPA LOCKA,FL 33054	59-6209635	501(C)(5)	1,343,333	0			GENERAL SUPPORT
(16) INDIANA STATE PIPE TRADES ASSO PO BOX 8916 FORT WAYNE,IN 468988916	35-0312151	501(C)(5)	1,268,333	0			GENERAL SUPPORT
(17) GULF COAST MULTI-DISTRICT PIPE TRADES COUNCIL NO 1 VANCLEAVE,MS 39565	14-1876884	501(C)(5)	1,204,167	0			GENERAL SUPPORT
(18) KENTUCKY PIPE TRADES 701 ALLENRIDGE POINT LEXINGTON,KY 40510	31-1542217	501(C)(5)	1,054,167	0			GENERAL SUPPORT
(19) MICHIGAN PIPE TRADES 7920 JACKSON RD B ANN ARBOR,MI 48103	23-7352117	501(C)(5)	1,054,167	0			GENERAL SUPPORT
(20) WISCONSIN PIPE TRADES ASSOCIATION 2810 CROSS SPRINGS DRIVE MADISON,WI 53704	39-1606922	501(C)(5)	1,050,000	0			GENERAL SUPPORT
(21) WASHINGTON STATE ASSOCIATION PO BOX 11360 TACOMA,WA 98411	91-0462121	501(C)(5)	1,000,000	0			GENERAL SUPPORT
(22) ALASKA PIPE TRADES 610 W 56TH AVE ANCHORAGE,AK 99518	93-0941082	501(C)(5)	875,000	0			GENERAL SUPPORT
(23) NEW ENGLAND STATE PIPE TRADES 1250 EAST MAIN STREET MERIDEN,CT 06450	22-2921877	501(C)(5)	860,000	0			GENERAL SUPPORT
(24) WEST VIRGINIA PIPE TRADES 593 CEDAR GROVE ROAD PARKERSBURG,WV 26104	55-0582055	501(C)(5)	733,333	0			GENERAL SUPPORT
(25) U.S CALIFORNIA PIPE TRADES DC 16 501 SHATTO PLACE LOS ANGELES,CA 90020	95-1664056	501(C)(5)	683,333	0			GENERAL SUPPORT
(26) UA LOCAL 330 1340 W WASHINGTON BLVD CHICAGO,IL 60607	33-3864336	501(C)(5)	291,667	0			GENERAL SUPPORT
(27) LOCAL SPORTSMEN'S ASSOCIATION 4000 NORTHFIELD LANE SPRING HILL,TN 37174	27-2345009	501(C)(3)	87,000	0			DUEC BATLIMORE TRAP SHOOT; 2/25 AMMO SPONSOR; ROOFERS 5/7 CLAY SHOOT SPONSORSHIP; PROMOTIONAL ITEMS FOR SCPT CLAY SHOOT EVENT; YOUTUBE TV SPONSORSHIP;3 SILVER SPONSORS FOR MILWAUKEE DINNER 8/25; MEAL FOR DINNER IN MILWAUKEE DINNER 8/25; SPONSOR FOR FUNDRAISING GALA 6/3/25 AFL-CIO; 2025 SCPT TRUMAN CLAY SHOOT-QUEENSTOWN MD
(28) MECHANICAL INDUSTRY ADVANCEMENT FUND 3 PARK PL ANNAPOLIS,MD 21401	38-4138858	501(C)(5)	250,000	0			FUNDING; ADDITIONAL FUNDING
(29) UA LOCAL 120 6305 HALLE DRIVE CLEVELAND,OH 44125	34-0553590	501(C)(5)	200,000	0			GENERAL SUPPORT
(30) UA LOCAL 189 1189 DUBLIN ROAD COLUMBUS,OH 43212	31-4281610	501(C)(5)	200,000	0			GENERAL SUPPORT
(31) UA LOCAL 597 45 N OGDEN AVE CHICAGO,IL 60607	83-2805018	501(C)(5)	200,000	0			GENERAL SUPPORT
(32) UA LOCAL 159 1308 ROMAN WAY MARTINEZ,CA 94553	94-0944925	501(C)(5)	166,667	0			GENERAL SUPPORT
(33) UA LOCAL 9 2 IKON OFE ROAD AT ROUTE 33 ENGLISHTOWN,NJ 07726	22-0583720	501(C)(5)	165,900	0			GENERAL SUPPORT
(34) UA LOCAL 420 14420 TOWNSEND ROAD PHILADELPHIA,PA 19154	23-1173155	501(C)(5)	137,500	0			GENERAL SUPPORT
(35) UA LOCAL 393 6299 SAN IGNACIO AVE SAN JOSE,CA 95119	94-0775045	501(C)(5)	130,000	0			GENERAL SUPPORT
(36) SAN JOSE STATE PIPE TRADES DRIVE SE ALBUQUERQUE,NM 87108	85-0061605	501(C)(5)	120,000	0			GENERAL SUPPORT
(37) UA LOCAL 777 1250 EAST MAIN ST MERIDEN,CT 06450	22-2921877	501(C)(5)	120,000	0			GENERAL SUPPORT
(38) UA LOCAL 51 11 HEMINGWAY DRIVE E PROVIDENCE,RI 02915	06-1475010	501(C)(5)	110,000	0			GENERAL SUPPORT
(39) UA LOCAL 281 11900 S LARAMIE AVE ALSIP,IL 60452	36-1808342	501(C)(5)	108,333	0			GENERAL SUPPORT
(40) UA LOCAL 211 1301 W 13TH STREET SUITE A DERR PARK,TX 77536	74-1084445	501(C)(5)	100,000	0			GENERAL SUPPORT
(41) UA LOCAL 12 1 MASSACHUSETTS AVE BOSTON,MA 02125	04-1106780	501(C)(5)	91,667	0			GENERAL SUPPORT
(42) UA LOCAL 550 46 ROCKLAND STREET BOSTON,MA 021232322	04-1859910	501(C)(5)	91,667	0			GENERAL SUPPORT
(43) UA LOCAL 68 PO BOX 8746 HOUSTON,TX 77249	74-1002709	501(C)(5)	91,667	0			GENERAL SUPPORT
(44) SOMPER FIA AMERICA'S FUND 2425 COLLEGE BOULEVARD LEAWOOD,KS 662111557	26-0086305	501(C)(3)	89,190	0			DONATION
(45) UA LOCAL 343 220 FRANSON ROAD CHEEKTOWAGA,NY 14227	94-0925634	501(C)(5)	87,500	0			GENERAL SUPPORT
(46) UA LOCAL 392 PO BOX 470798 TULSA,OK 74147	73-0569630	501(C)(5)	150,000	0			GENERAL SUPPORT
(47) UA LOCAL 392 JATC CINCINNATI,OH 45246	31-0474230	501(C)(5)	70,000	0			DISTRICT 2 APPRENTICESHIP CONTEST
(48) UA LOCAL UNION 777 ATTN MICHAEL ROSARIO BUSINESS MANAGER MERIDEN,CT 064504806	22-2921877	501(C)(5)	70,000	0			DISTRICT 1 APPRENTICESHIP CONTEST
(49) SOUTHERN CALIFORNIA PIPE TRADES DISTRICT COUNCIL 16 DISTRICT COUNCIL 16 LOS ANGELES,CA 90020	95-1664056	501(C)(5)	70,000	0			DISTRICT 5 APPRENTICESHIP CONTEST
(50) UA LOCAL 400 2700 NORTHRIDGE DRIVE NORTHRIDGE DRIVE,WI 543309533	39-1915458	501(C)(5)	70,000	0			DISTRICT 4 APPRENTICESHIP CONTEST
(51) UA LOCAL UNION 26 780 CHRYSLER DRIVE BURLINGTON,WA 98233	46-0470876	501(C)(5)	69,300	0			GENERAL SUPPORT
(52) UA LOCAL 464 3375 OAK VIEW DRIVE OMAHA,NE 68144	47-0259803	501(C)(5)	43,750	0			GENERAL SUPPORT
(53) UA LOCAL 811 1000 WAIANAE VALLEY ROAD WAIANAE,HI 96792	99-6008255	501(C)(5)	42,000	0			GENERAL SUPPORT
(54) UA LOCAL 178 2501 WEST GRAND SPRINGFIELD,MO 65802	44-0377546	501(C)(5)	36,667	0			GENERAL SUPPORT
(55) UA LOCAL 314 8510 HILLCREST ROAD KANSAS CITY,MO 64138	51-0246150	501(C)(5)	36,667	0			GENERAL SUPPORT
(56) UA LOCAL 798 416 TEN ROD ROAD PARMINGTON,NH 03835	02-6012591	501(C)(5)	34,800	0			GENERAL SUPPORT
(57) UA LOCAL 16 4801 F STREET OMAHA,NE 68117	47-0199158	501(C)(5)	30,000	0			GENERAL SUPPORT
(58) ENERGY EQUITMENT AND INFRASTRUCTURE ALLIANCE 601 PENNSYLVANIA AVENUE NW WASHINGTON,DC 20004	32-0374377	501(C)(6)	30,000	0			SUPPORT FOR PIPELINE CAMPAIGN
(59) UA LOCAL 272 5604 RIVERMILL CIRCLE PORTSMOUTH,VA 23703	54-6054275	501(C)(5)	28,500	0			GENERAL SUPPORT
(60) HVAC EXCELLENCE LTD PO BOX 521 MOUNT PROSPECT,IL 60056521	N/A		25,000	0			EXHIBITOR SPONSOR PACKAGE-2026 CONFERENCE
(61) INDUSTRIAL RELATIONS COUNCIL 7065 VETERANS BLVD BURR RIDGE,IL 60527	88-0684835	501(C)(5)	25,000	0			CONTRIBUTION TO OPERATING ACCOUNT
(62) MIAVIA CHALLENGE 200 S MICHIGAN AVENUE CHICAGO,IL 60604	52-2033353	501(C)(3)	25,000	0			SPONSOR FOR 2025 DEMOCRACY IS A VERB!
(63) NMAPC 901 N GLEBE ROAD ARLINGTON,VA 22209	52-1289422	501(C)(6)	25,000	0			GOLD SPONSOR FOR TAUC LEADERSHIP CONFERENCE; PLUMBER SPONSOR FOR 2026 AWARDS
(64) UA LOCAL 106 1005 GREEN STREET NORFOLK,VA 23513	52-1303608	501(C)(5)	20,700	0			GENERAL SUPPORT
(65) CAPITOL HILL CLUB 300 FIRST STREET SE WASHINGTON,DC 20003	53-0200565	501(C)(7)	20,000	0			LUNCH SPONSOR & FOURSOME; GOLF TOURNAMENT LUNCH SPONSOR
(66) INTERNATIONAL WATER SANITATION AND HYGIENE FOUNDATION PO BOX 2 CARLSBAD,CA 91761	81-0960493	501(C)(3)	20,000	0			DONATION FOR WATER & SANITATION PROJECTS
(67) INTERNATIONAL WATER SANITATION AND HYGIENE FOUNDATION 601 PENNSYLVANIA AVENUE NW WASHINGTON,DC 20004	47-0757796	501(C)(6)	20,000	0			SUPPORTION FOR LEGISLATIVE CONFERENCE; SPONSOR FOR TWIN SIZA CONFERENCE
(68) NAIOP 815 16TH STREET NW SUITE 600 WASHINGTON,DC 20006	52-0573817	501(C)(6)	20,000	0			GENERAL SUPPORT
(69) UA LOCAL 33 2501 BELL AVE DES MOINES,IA 50321	42-0553800	501(C)(5)	20,000	0			GENERAL SUPPORT
(70) UNION VETERANS COUNCIL 815 16TH STREET NW WASHINGTON,DC 20006	88-1296979	501(C)(5)	20,000	0			MEMBER DUES CONTRIBUTION
(71) CMSAEF 815 16TH STREET NW WASHINGTON,DC 20006	43-1972568	501(C)(3)	17,500	0			FOURSOME; QUEENSTOWN AWARDS GOLF
(72) HVACO INSTITUTE LTD PO BOX 521 MOUNT PROSPECT,IL 60056521	N/A		17,500	0			EXHIBITOR SPONSOR PKG-HVACE EDUCATION CONF.
(73) UNITED SUICIDE SURVIVORS INTERNATIONAL 10122 BUENA VISTA DR CONIFER,CO 80433	83-1426089	501(C)(3)	15,000	0			2024 CONST. WORKING MINDS PRESENTING SPONSOR
(74) WOMEN IN HVACR 7172 S HAVANA STREET CENTENNIAL,CO 801123891	20-0346876	501(C)(3)	15,000	0			ORGANIZATIONAL SPONSORSHIP-GOLD; SPONSORSHIP-WOMEN TO WATCH-CELEBRATE MAGAZINE
(75) DIABETES RESEARCH INSTITUTE 815 16TH STREET NW WASHINGTON,DC 20006	59-1361955	501(C)(3)	14,000	0			LABOR OF LOVE-PLATINUM SPONSOR; LABOR OF LOVE-FOURSOME
(76) UA LOCAL 441 525 S ANNA STREET WICHITA,KS 672092537	82-0589106	501(C)(5)	12,500	0			GENERAL SUPPORT
(77) BOYS & GIRLS CLUBS OF 1201 SOUTH SHARP STREET BALTIMORE,MD 21230	26-4371125	501(C)(3)	10,000	0			RECEPTION SPONSORSHIP 5/5/25
(78) BRIDGE OVER TROUBLED WATERS 47 WEST STREET BOSTON,MA 02111	04-2472126	501(C)(3)	10,000	0			CONTRIBUTION
(79) DISTRIBUTION CONTRACTORS ASSOC 101 W WINNER ROAD RICHARDSON,TX 75082	73-0714965	501(C)(6)	10,000	0			DCA CONVENTION SPONSORSHIP 2/25
(80) INTERNATIONAL ASSOCIATION OF PLUMBING AND MECHANICAL OFFICIALS 4755 W PHILADELPHIA ST ONTARIO,CA 91761	95-1603192	501(C)(6)	10,000	0			SPONSORSHIP FOR LAS VEGAS CONFERENCE
(81) LABOR COUNCIL FOR LATIN AMERICAN BLACK LIVES MATTER PLAZA NW WASHINGTON,DC 20006	52-1002207	501(C)(3)	10,000	0			ANNUAL CONTRIBUTION; ENTERTAINMENT SPONSOR FOR 25TH CONVENTION
(82) NYC CENTRAL LABOR COUNCIL AFL-CIO 350 WEST 31ST STREET NEW YORK,NY 10001	13-5675894	501(C)(5)	10,000	0			SPONSORSHIP FOR LABOR DAY PARADE
(83) PNCC NATIONAL CAUCUS 180 S WASHINGTON STREET FALLS CHURCH,VA 22046	53-0114670	501(C)(6)	10,000	0			2025 UAC SPONSORSHIP
(84) TOPS FOR TOTS OF THE METROPOLITAN AREA 815 14TH STREET NW WASHINGTON,DC 20005	52-2016535	501(C)(3)	10,000	0			DONATION
(85) TRADESFUTURE 815 16TH STREET NW WASHINGTON,DC 20006	52-1313015	501(C)(3)	10,000	0			ADVOCATE SPONSOR FOR 9/19-21/25 CONFERENCE
(86) TRI-STATE CONTRACTORS ASSOCIATION 3100 CLARENDON BLVD ARLINGTON,VA 22201	75-0756831	501(C)(6)	8,500	0			PLCA CONVENTION BREAKFAST SPONSOR 2/25
(87) ST PATRICK'S DAY PARADE-CHICAGO 1340 W WASHINGTON BLVD CHICAGO,IL 60607	36-3906115	501(C)(4)	7,500	0			EMERALD SPONSOR FOR PARADE
(88) UNITED FARM WORKERS 29700 WOODFORD-TEHACHAPI ROAD KEENE,CA 93531	94-1448579	501(C)(5)	7,500	0			FULL PAGE AD FOR UFW ENTERTAINMENT COOPERATIVE JOURNAL; SPONSOR FOR 11/12/24 RECEPTION

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 13

3 Enter total number of other organizations listed in the line 1 table . . . . . ▶ 75

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 ORGANIZATION MAINTAINS RECORDS OF ALL GRANTS AND REQUIRES RECIPIENTS OF ORGANIZING AND APPRENTICESHIP CONTEST GRANTS TO ACCOUNT TO THE UA FOR HOW SUCH FUNDS ARE EXPENDED.

Additional Data

Return to Form

Software ID:

Software Version:

Schedule J (Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Compensation Information

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

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
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, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 MARK MCMANUS GENERAL PRESIDENT	(i)	456,324	0	51,135	115,261	41,248	663,968	0
	(ii)	0	0	0	0	0	0	0
2 MICHAEL PLEASANT ASS'T GENERAL PRESIDENT	(i)	393,819	0	53,590	98,920	41,248	587,577	0
	(ii)	0	0	0	0	0	0	0
3 DERRICK KUALAPAI GENERAL SEC'Y-TREASURER	(i)	371,484	0	52,212	93,336	39,430	556,462	0
	(ii)	0	0	0	0	0	0	0
4 PATRICK KELLETT GENERAL SEC'Y-TREASURER - FORMER	(i)	321,316	0	84,584	79,863	10,312	496,075	0
	(ii)	0	0	0	0	0	0	0
5 JAMES TUCKER EXECUTIVE VICE PRESIDENT	(i)	320,067	0	50,616	80,482	39,430	490,595	0
	(ii)	0	0	0	0	0	0	0
6 BRIAN FISHER DIRECTOR OF ORGANIZING	(i)	315,536	0	51,376	69,842	39,430	476,184	0
	(ii)	0	0	0	0	0	0	0
7 CHRIS HASLINGER ADMINISTRATIVE ASST	(i)	308,663	0	48,376	77,881	39,430	474,350	0
	(ii)	0	0	0	0	0	0	0
8 ANTHONY GALLAGHER ADMINISTRATIVE ASST	(i)	304,400	0	46,376	76,565	39,430	466,771	0
	(ii)	0	0	0	0	0	0	0
9 PATRICK DOLAN DIR METAL TRADES DEPT	(i)	299,219	0	50,616	72,924	39,430	462,189	0
	(ii)	0	0	0	0	0	0	0
10 JASON SR POPE DIR OF INFORMATION TECH	(i)	289,934	0	51,276	72,924	39,430	453,564	0
	(ii)	0	0	0	0	0	0	0
11 WENDELL HIBDON DIR ENERGY AND INFRASTR	(i)	289,834	0	50,892	72,924	39,430	453,080	0
	(ii)	0	0	0	0	0	0	0
12 RAYMOND BOYD DIR EDUCATION & TRAINING	(i)	289,934	0	50,792	72,924	39,430	453,080	0
	(ii)	0	0	0	0	0	0	0
13 BRIAN KELLY DIRECTOR OF HVAC	(i)	287,834	0	51,366	72,924	39,430	451,554	0
	(ii)	0	0	0	0	0	0	0
14 WILLIAM GILBERT DIR PIPELINE & GAS DISTRIBUTION	(i)	289,834	0	48,616	72,924	39,430	450,804	0
	(ii)	0	0	0	0	0	0	0
15 THOMAS BIGLEY DIR PLUMBING SERVICES	(i)	287,234	0	50,892	72,924	39,430	450,480	0
	(ii)	0	0	0	0	0	0	0
16 RUSS BRECKENRIDGE DIR POL & LEG DEPT	(i)	289,934	0	48,180	72,924	39,430	450,468	0
	(ii)	0	0	0	0	0	0	0
17 WILLIAM WELSH DIRECTOR OF TRADE JURIS	(i)	281,435	0	51,616	70,132	39,430	442,613	0
	(ii)	0	0	0	0	0	0	0
18 TERENCE SNOOKS DIR CANADIAN AFFAIRS	(i)	281,850	0	51,000	83,213	7,929	423,992	0
	(ii)	0	0	0	0	0	0	0
19 HARRY BRETT INT'L REPRESENTATIVE	(i)	247,756	0	51,892	62,404	39,430	401,482	0
	(ii)	0	0	0	0	0	0	0
20 ROGER MORGAN INT'L REPRESENTATIVE	(i)	247,756	0	51,892	62,404	39,430	401,482	0
	(ii)	0	0	0	0	0	0	0

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
21 KENNETH RUGGLES INT'L REPRESENTATIVE	(i)	247,756	0	51,892	62,404	39,430	401,482	0
	(ii)	0	0	0	0	0	0	0
22 ROBERT JOHNSON INT'L REPRESENTATIVE	(i)	247,756	0	51,892	62,404	39,430	401,482	0
	(ii)	0	0	0	0	0	0	0
23 LANCE ALBIN INT'L REPRESENTATIVE	(i)	247,756	0	51,616	62,404	39,430	401,206	0
	(ii)	0	0	0	0	0	0	0
24 RICHARD ALLEN INT'L REPRESENTATIVE	(i)	247,756	0	51,616	62,404	39,430	401,206	0
	(ii)	0	0	0	0	0	0	0
25 THOMAS MCCARTHY INT'L REPRESENTATIVE	(i)	247,756	0	51,616	62,404	39,430	401,206	0
	(ii)	0	0	0	0	0	0	0
26 KURT STEENHOEK INT'L REPRESENTATIVE	(i)	247,756	0	51,616	62,404	39,430	401,206	0
	(ii)	0	0	0	0	0	0	0
27 AARON STOCKWELL INT'L REPRESENTATIVE	(i)	247,756	0	51,616	62,404	39,430	401,206	0
	(ii)	0	0	0	0	0	0	0
28 JOSEPH ROHRER SR SPECIAL REPRESENTATIVE	(i)	247,856	0	51,516	62,404	39,430	401,206	0
	(ii)	0	0	0	0	0	0	0
29 JOHN KIERCE INT'L REPRESENTATIVE	(i)	247,756	0	51,376	62,404	39,430	400,966	0
	(ii)	0	0	0	0	0	0	0
30 JOHN JR KRUEGER INT'L REPRESENTATIVE	(i)	298,756	0	376	62,404	39,430	400,966	0
	(ii)	0	0	0	0	0	0	0
31 EVAN WOODING INT'L REPRESENTATIVE	(i)	247,756	0	51,376	62,404	39,430	400,966	0
	(ii)	0	0	0	0	0	0	0
32 RUSSELL SHELTON INT'L REPRESENTATIVE	(i)	247,756	0	51,376	62,404	39,430	400,966	0
	(ii)	0	0	0	0	0	0	0
33 BRADLEY BIRD INT'L REPRESENTATIVE	(i)	247,549	0	51,280	62,352	39,430	400,611	0
	(ii)	0	0	0	0	0	0	0
34 JOHN MURPHY INT'L REPRESENTATIVE	(i)	247,756	0	50,892	62,404	39,430	400,482	0
	(ii)	0	0	0	0	0	0	0
35 KYLE HENDERSON INT'L REPRESENTATIVE	(i)	247,549	0	51,220	62,352	38,620	399,741	0
	(ii)	0	0	0	0	0	0	0
36 MIKE MIKICH SPECIAL REPRESENTATIVE	(i)	247,856	0	48,516	62,404	39,430	398,206	0
	(ii)	0	0	0	0	0	0	0
37 DARREN JONES INT'L REPRESENTATIVE	(i)	244,556	0	51,376	62,404	39,430	397,766	0
	(ii)	0	0	0	0	0	0	0
38 TERRY WEBB ADMIN ASST/CANADA	(i)	260,419	0	51,100	77,881	7,929	397,329	0
	(ii)	0	0	0	0	0	0	0
39 BENJAMIN RANGER SPECIAL REPRESENTATIVE	(i)	236,933	0	51,516	59,673	39,430	387,552	0
	(ii)	0	0	0	0	0	0	0
40 WILLIAM HITE JR SPECIAL REPRESENTATIVE	(i)	236,933	0	51,276	59,673	39,430	387,312	0
	(ii)	0	0	0	0	0	0	0
41 STEPHANE FAVRON INT'L REPRESENTATIVE	(i)	198,515	0	51,100	62,404	7,929	319,948	0
	(ii)	0	0	0	0	0	0	0

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
42 BRUCE MYLES INT'L REPRESENTATIVE	(i)	198,515	0	51,100	62,404	7,929	319,948	0
	(ii)	0	0	0	0	- 0	- 0	0
43 HEIKO WIECHERN INT'L REPRESENTATIVE	(i)	198,515	0	51,100	62,404	7,929	319,948	0
	(ii)	0	0	0	0	- 0	- 0	0
44 GREG MITCHELL INT'L REPRESENTATIVE	(i)	198,515	0	51,100	62,404	7,929	319,948	0
	(ii)	0	0	0	0	- 0	- 0	0
45 ERIC COONS INT'L REPRESENTATIVE	(i)	154,314	0	33,132	38,858	26,287	252,591	0
	(ii)	0	0	0	0	- 0	- 0	0
46 KENNETH BROADBENT VICE PRESIDENT	(i)	148,461	0	1,624	32,350	39,430	221,865	0
	(ii)	0	0	0	0	- 0	- 0	0
47 KEVIN CARDEN INT'L REPRESENTATIVE	(i)	126,789	0	28,500	31,941	19,715	206,945	0
	(ii)	0	0	0	0	- 0	- 0	0
48 PRICE DOBERNICK INT'L REPRESENTATIVE	(i)	123,570	0	26,138	31,392	19,715	200,815	0
	(ii)	0	0	0	0	- 0	- 0	0
49 PETER GIBBONS VICE PRESIDENT	(i)	148,516	0	616	32,142	1,620	182,894	0
	(ii)	0	0	0	0	- 0	- 0	0
50 GARY ARNOLD VICE PRESIDENT	(i)	131,455	0	220	29,626	1,620	162,921	0
	(ii)	0	0	0	0	- 0	- 0	0
51 DANIEL HENDRIX VICE PRESIDENT	(i)	121,910	0	100	28,442	1,620	152,072	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, COMPANION TRAVEL, HOUSING ALLOWANCE, AND PAYMENT OF BUSINESS USE OF PERSONAL RESIDENCE ARE PAID PURSUANT TO THE UNITED ASSOCIATION EXPENSE POLICY FOR INTERNATIONAL OFFICERS, DEPARTMENT DIRECTORS AND SPECIAL REPRESENTATIVES AND THE UNITED ASSOCIATION EXPENSE POLICY FOR THE OFFICES OF GENERAL PRESIDENT, GENERAL SECRETARY-TREASURER AND ASSISTANT GENERAL PRESIDENT.

Additional Data

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Software Version:

SCHEDULE O
(Form 990)
(Rev. January 2025)
Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
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 XI, LINE 9:	GAIN ON HILLCREST RECEIVABLE 49,820. LOSS ON FOREIGN EXCHANGE -253,874.
FORM 990, PART XII, LINE 1:	NO CHANGES FROM PREVIOUS YEAR.
FORM 990, PART XII, LINE 2C:	THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEARS.

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SCHEDULE R (Form 990)

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.
Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization
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) Disproprtionate allocations? No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) General or managing partner? 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) Section 512(b)(13) controlled entity? 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

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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