

U.S. Department of Labor
Office of Labor-Management Standards
Washington, DC 20210

FORM LM-2 LABOR ORGANIZATION ANNUAL REPORT

MUST BE USED BY LABOR ORGANIZATIONS WITH \$250,000 OR MORE IN TOTAL ANNUAL RECEIPTS AND LABOR ORGANIZATIONS IN TRUSTEESHIP

Form Approved
Office of Management and Budget
No. 1245-0003
Expires: 07-31-2019

This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 439 or 440.

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.			
For Official Use Only	1. FILE NUMBER 543-686	2. PERIOD COVERED From 01/01/2016 Through 12/31/2016	3. (a) AMENDED - Is this an amended report: (b) HARDSHIP - Filed under the hardship procedures: (c) TERMINAL - This is a terminal report.
4. AFFILIATION OR ORGANIZATION NAME COMMITTEE FOR FAIR AND EQUAL		8. MAILING ADDRESS (Type or print in capital letters)	
5. DESIGNATION (Local, Lodge, etc.)		6. DESIGNATION NBR	
7. UNIT NAME (if any) REPRESENTATION		P.O. Box - Building and Room Number	
9. Are your organization's records kept at its mailing address?		Number and Street 450 PRAIRIE AVE STE 106	
Yes		City CALUMET CITY	
		State IL	
		ZIP Code + 4 604092125	

Each of the undersigned, duly authorized officers of the above labor organization, declares, under penalty of perjury and other applicable penalties of law, that all of the information submitted in this report (including information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned individual's knowledge and belief, true, correct and complete (See Section V on penalties in the instructions.)

70. SIGNED: Carrie Upshaw Telephone Number: 773-562-8714 PRESIDENT Date: Jun 07, 2017
71. SIGNED: CRYSTAL C COBEN Telephone Number: 773-501-6227 TREASURER Date: Jun 07, 2017

ITEMS 10 THROUGH 21

FILE NUMBER: 543-686

- 10. During the reporting period did the labor organization create or participate in the administration of a trust or a fund or organization, as defined in the instructions, which provides benefits for members or beneficiaries? No
- 11(a). During the reporting period did the labor organization have a political action committee (PAC) fund? No
- 11(b). During the reporting period did the labor organization have a subsidiary organization as defined in Section X of these Instructions? No
- 12. During the reporting period did the labor organization have an audit or review of its books and records by an outside accountant or by a parent body auditor/ representative? No
- 13. During the reporting period did the labor organization discover any loss or shortage of funds or other assets? (Answer "Yes" even if there has been repayment or recovery.) No
- 14. What is the maximum amount recoverable under the labor organization's fidelity bond for a loss caused by any officer, employee or agent of the labor organization who handled union funds? \$0
- 15. During the reporting period did the labor organization acquire or dispose of any assets in a manner other than purchase or sale? No
- 16. Were any of the labor organization's assets pledged as security or encumbered in any way at the end of the reporting period? No
- 17. Did the labor organization have any contingent liabilities at the end of the reporting period? No
- 18. During the reporting period did the labor organization have any changes in its constitution or bylaws, other than rates of dues and fees, or in practices/procedures listed in the instructions? No
- 19. What is the date of the labor organization's next regular election of officers? 12/2019

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20. How many members did the labor organization have at the end of the reporting period?

Rates of Dues and Fees				
Dues/Fees	Amount	Unit	Minimum	Maximum
(a) Regular Dues/Fees	61.26	per	48.86	61.26
(b) Working Dues/Fees		per		
(c) Initiation Fees	50.00	per	50.00	50.00
(d) Transfer Fees		per		
(e) Work Permits		per		

21. What are the labor organization's rates of dues and fees?

Rates of Dues and Fees				
Dues/Fees	Amount	Unit	Minimum	Maximum
(a) Regular Dues/Fees	61.26	per	48.86	61.26
(b) Working Dues/Fees		per		
(c) Initiation Fees	50.00	per	50.00	50.00
(d) Transfer Fees		per		
(e) Work Permits		per		

STATEMENT A - ASSETS AND LIABILITIES

FILE NUMBER: 543-686

ASSETS

ASSETS	Schedule Number	Start of Reporting Period (A)	End of Reporting Period (B)
22. Cash		\$8,608	\$91,762
23. Accounts Receivable	1	\$15,385	\$3,237
24. Loans Receivable	2	\$0	\$0
25. U.S. Treasury Securities		\$0	\$0
26. Investments	5	\$0	\$0
27. Fixed Assets	6	\$0	\$0
28. Other Assets	7	\$0	\$0
29. TOTAL ASSETS		\$23,993	\$94,999

LIABILITIES

LIABILITIES	Schedule Number	Start of Reporting Period (A)	End of Reporting Period (B)
30. Accounts Payable	8	\$0	\$0
31. Loans Payable	9	\$0	\$0
32. Mortgages Payable		\$0	\$0
33. Other Liabilities	10	\$0	\$0
34. TOTAL LIABILITIES		\$0	\$0

35. NET ASSETS	\$23,993	\$94,999
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STATEMENT B - RECEIPTS AND DISBURSEMENTS

FILE NUMBER: 543-686

CASH RECEIPTS		SCH	AMOUNT	CASH DISBURSEMENTS		SCH	AMOUNT
36. Dues and Agency Fees			\$283,831	50. Representational Activities	15		\$142,815
37. Per Capita Tax				501. Political Activities and Lobbying	16		\$0
38. Fees, Fines, Assessments, Work Permits			\$052.	502. Contributions, Gifts, and Grants	17		\$0
39. Sale of Supplies			\$053.	503. General Overhead	18		\$31,359
40. Interest			\$054.	504. Union Administration	19		\$13,901
41. Dividends			\$055.	505. Benefits	20		\$0
42. Rents			\$056.	506. Per Capita Tax			\$0
43. Sale of Investments and Fixed Assets	3		\$057.	507. Strike Benefits			\$0
44. Loans Obtained	9			508. Fees, Fines, Assessments, etc.			\$0
45. Repayments of Loans Made	2		\$059.	509. Supplies for Resale			\$0
46. On Behalf of Affiliates for Transmittal to Them			\$060.	510. Purchase of Investments and Fixed Assets	4		\$0
47. From Members for Disbursement on Their Behalf			\$061.	511. Loans Made	2		\$0
48. Other Receipts	14		\$596	512. Repayment of Loans Obtained	9		\$0
49. TOTAL RECEIPTS			\$284,427	63. To Affiliates of Furds Collected on Their Behalf			\$0
				64. On Behalf of Individual Members			\$0
				65. Direct Taxes			\$13,198
				66. Subtotal			\$201,273
				67. Withholding Taxes and Payroll Deductions			
				67a. Total Withheld			\$0
				67b. Less Total Disbursed			\$0
				67c. Total Withheld But Not Disbursed			
				68. TOTAL DISBURSEMENTS			\$201,273

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Brian
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Jerry
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SCHEDULE 2 - LOANS RECEIVABLE

FILE NUMBER: 543-686

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount.

	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
Total of loans not listed above					
Total of all lines above	Item 24 Column (A)	Item 61	Item 45	Item 69 with Explanation	Item 24 Column (B)
Totals will be automatically entered in...	\$0	\$0	\$0	\$0	\$0

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SCHEDULE 3 - SALE OF INVESTMENTS AND FIXED ASSETS

FILE NUMBER: 543-686

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Gross Sales Price (D)	Amount Received (E)
NONE	\$0	\$0	\$0	\$0
Total of all lines above	\$0	\$0	Less Reinvestments Net Sales	\$0
(The total from Net Sales Line will be automatically entered in Item 43) Net Sales				

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SCHEDULE 4 - PURCHASE OF INVESTMENTS AND FIXED ASSETS

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Cash Paid (D)
NONE	\$0	\$0	\$0
Total of all lines above	\$0	Less Reinvestments \$0	\$0
(The total from Net Purchases Line will be automatically entered in Item 60.)			
Net Purchases			
\$0			

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SCHEDULE 5 - INVESTMENTS

FILE NUMBER: 543-686

Description (A)	Amount (B)
Marketable Securities	
A. Total Cost	
B. Total Book Value	
C. List each marketable security which has a book value over \$5,000 and exceeds 5% of Line B. NONE	\$0
Other Investments	
D. Total Cost	
E. Total Book Value	
F. List each other investment which has a book value over \$5,000 and exceeds 5% of Line E. Also, list each subsidiary for which separate reports are attached.	
G. Total of Lines B and E (Total will be automatically entered in Item 26, Column(B))	\$0

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SCHEDULE 6 - FIXED ASSETS

Description (A)	Cost or Other Basis (B)	Total Depreciation or Amount Expensed (C)	Book Value (D)	Value (E)
A. Land (give location)	\$0		\$0	\$0
B. Buildings (give location)	\$0	\$0	\$0	\$0
C. Automobiles and Other Vehicles				
D. Office Furniture and Equipment				
E. Other Fixed Assets				
F. Totals of Lines A through E (Column(D) Total will be automatically entered in Item 27, Column(B))	\$0	\$0	\$0	\$0

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SCHEDULE 7 - OTHER ASSETS

FILE NUMBER: 543-686

Description (A)	Book Value (B)
Total (Total will be automatically entered in Item 28, Column(B))	\$0

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SCHEDULE 8 - ACCOUNTS PAYABLE AGING SCHEDULE

FILE NUMBER: 543-686

Entity or Individual Name (A)	Total Account Payable (B)	90-180 Days Past Due (C)	180+ Days Past Due (D)	Liquidated Account Payable (E)
Total for all itemized accounts payable	\$0	\$0	\$0	\$0
Total from all other accounts payable	\$0	\$0	\$0	\$0
Totals (Total for Column(B) will be automatically entered in Item 30, Column(D))	\$0	\$0	\$0	\$0

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SCHEDULE 9 - LOANS PAYABLE

FILE NUMBER: 543-686

Source of Loans Payable at Any Time During the Reporting Period (A)	Loans Owed at Start of Period (B)	Loans Obtained During Period (C)	Repayment During Period Cash (D)(1)	Repayment During Period Other Than Cash (D)(2)	Loans Owed at End of Period (E)
	Item 31 Column (C)	Item 44	Item 62	Item 69 with Explanation	Item 31 Column (D)
Total Loans Payable	\$0	\$0	\$0	\$0	\$0
Totals will be automatically entered in...					

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SCHEDULE 10 - OTHER LIABILITIES

FILE NUMBER: 543-686

Description (A)	Amount at End of Period (B)
None	\$0
Total Other Liabilities (Total will be automatically entered in Item 33, Column(D))	\$0

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SCHEDULE 11 - ALL OFFICERS AND DISBURSEMENTS TO OFFICERS

FILE NUMBER: 543-686

	(A) Name	(B) Title	(C) Status	(D) Gross Salary Disbursements (before any deductions)	(E) Allowances Disbursed	(F) Disbursements for Official Business	(G) Other Disbursements not reported in (D) through (F)	(H) TOTAL
A	Upshaw, Carrie							
B	President			\$37,635			\$733	\$38,368
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	10 %	Schedule 19 Administration	10 %
A	Davis, Will			\$28,254			\$733	\$28,987
B	Vice-President At Large							
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	10 %	Schedule 19 Administration	10 %
A	Coben, Crystal			\$20,513			\$733	\$21,246
B	Treasurer							
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	10 %	Schedule 19 Administration	10 %
A	Jennings, Anthony			\$16,945			\$733	\$17,678
B	Recording Secretary							
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	10 %	Schedule 19 Administration	10 %
A	Moss, WT			\$15,337			\$673	\$16,010
B	Chief Union Steward							
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	10 %	Schedule 19 Administration	10 %
A	Fleck, Christopher			\$1,944			\$154	\$2,098
B	Vice-President of Indiana							
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	10 %	Schedule 19 Administration	10 %
I	Total Officer Disbursements			\$120,628	\$0		\$3,759	\$124,387
	Less Deductions							
	Net Disbursements							\$124,387

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SCHEDULE 12 - DISBURSEMENTS TO EMPLOYEES

FILE NUMBER: 543-686

(A) Name	(B) Title	(C) Other Payer	(D) Gross Salary Disbursements (before any deductions)	(E) Allowances Disbursed	(F) Disbursements for Official Business	(G) Other Disbursements not reported in (D) through (F)	(H) TOTAL
A Owoseni , Babatunde			\$227			\$62	\$289
B Union Member							
C None							
I Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration		
A Davis , Felicia			\$221		\$613		\$834
B Union Steward							
C None							
I Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration		
A Thompson , Latricia			\$0		\$733		\$733
B Union Steward							
C None							
I Schedule 15 Representational Activities	100 %	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration		
TOTALS RECEIVED BY EMPLOYEES MAKING \$10,000 OR LESS							
I Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	\$448	Schedule 17 Contributions \$0	Schedule 18 General Overhead \$0	Schedule 19 Administration \$1,408	\$1,856
Total Employee Disbursements							
Less Deductions							
Net Disbursements							\$1,856

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SCHEDULE 13 - MEMBERSHIP STATUS

FILE NUMBER: 543-686

	Category of Membership (A)	Number (B)	Voting Eligibility (C)
Members (Total of all lines above)			
Agency Fee Payers*		0	
Total Members/Fee Payers		0	

*Agency Fee Payers are not considered members of the labor organization.

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DETAILED SUMMARY PAGE -

SCH	
1.	Named Payer Itemized Receipts
2.	Named Payer Non-Itemized Receipts
3.	All Other Receipts
4.	Total Receipts

SCHEDULE	
1.	Named Payee Itemized Disbursements
2.	Named Payee Non-Itemized Disbursements
3.	To Officers
4.	To Employees
5.	All Other Disbursements
6.	Total Disbursements

SCHEDULE 16	
1.	Named Payee Itemized Disbursements
2.	Named Payee Non-Itemized Disbursements
3.	To Officers
4.	To Employees
5.	All Other Disbursements
6.	Total Disbursements

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SCHEDULE 14 - OTHER RECEIPTS

FILE NUMBER: 543-686

There was no data found for this schedule.

SCHEDULE 15 - REPRESENTATIONAL ACTIVITIES

FILE NUMBER: 543-686

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
Doyle O'Conner 858 W Armitage #162 Chicago IL	Arbitration Total Itemized Transactions with this Payee/Payer Total Non-Itemized Transactions with this Payee/Payer Total of All Transactions with this Payee/Payer for This Schedule	12/10/2016	\$275 \$275 \$275
Professional Fees			\$275
Edmond Bielarczyk Chicago	Arbitration Total Itemized Transactions with this Payee/Payer Total Non-Itemized Transactions with this Payee/Payer Total of All Transactions with this Payee/Payer for This Schedule	07/04/2016	\$3,010 \$3,010 \$3,010
Professional Fees			\$3,010
Elliott Goldstein 858 W Armitage #162 Chicago IL	Arbitration Total Itemized Transactions with this Payee/Payer Total Non-Itemized Transactions with this Payee/Payer Total of All Transactions with this Payee/Payer for This Schedule	12/20/2016	\$1,000 \$1,000 \$1,000
Attorney			\$1,000
FCMS 858 W Armitage #162 Chicago IL	Purpose (C) Total Itemized Transactions with this Payee/Payer Total Non-Itemized Transactions with this Payee/Payer Total of All Transactions with this Payee/Payer for This Schedule	Date (D)	Amount (E) \$690 \$690 \$690
Arbitration			

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
Geoghagan Thomas		01/16/2016	\$3,720
Geoghagan Thomas		02/05/2016	\$5,143
Geoghagan Thomas		02/13/2016	\$5,000
Geoghagan Thomas		02/20/2016	\$5,000
Geoghagan Thomas		11/17/2016	\$133
60602	Total Itemized Transactions with this Payee/Payer		\$18,996
	Total Non-Itemized Transactions with this Payee/Payer		
	Total of All Transactions with this Payee/Payer for This Schedule		\$18,996
Professional Fees			
Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
Lisa Kohn	Arbitration	03/02/2016	\$3,750
Chicago	Total Itemized Transactions with this Payee/Payer		\$3,750
	Total Non-Itemized Transactions with this Payee/Payer		
	Total of All Transactions with this Payee/Payer for This Schedule		\$3,750

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SCHEDULE 16 - POLITICAL ACTIVITIES AND LOBBYING

FILE NUMBER 543-686

There was no data found for this schedule.

SCHEDULE 17 - CONTRIBUTIONS, GIFTS & GRANTS

FILE NUMBER: 543-686

There was no data found for this schedule.

SCHEDULE 18 - GENERAL OVERHEAD

FILE NUMBER: 543-686

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
2100 Sibley BLVD	Total Itemized Transactions with this Payee/Payer		
2100 Sibley BLVD STE 200 Calumet City IL	Total Non-Itemized Transactions with this Payee/Payer		
60409	Total of All Transactions with this Payee/Payer for This Schedule		\$11,700
Landlord			
Bank of America	Purpose (C)	Date (D)	Amount (E)
Chicago	Total Itemized Transactions with this Payee/Payer		\$150
IL	Total Non-Itemized Transactions with this Payee/Payer		
Bank	Total of All Transactions with this Payee/Payer for This Schedule		
State Farm	Purpose (C)	Date (D)	Amount (E)
2702 Ireland Grove RD Bloomington IL	Total Itemized Transactions with this Payee/Payer		\$2,952
61709	Total Non-Itemized Transactions with this Payee/Payer		\$2,952
Insurance	Total of All Transactions with this Payee/Payer for This Schedule		
Timothy Haggerty	Purpose (C)	Date (D)	Amount (E)
1325 S Wabash Chicago IL	Accounting	02/17/2016	\$2,365
60605	Accounting	08/26/2016	\$550
Accounting	Total Itemized Transactions with this Payee/Payer		\$2,915
	Total Non-Itemized Transactions with this Payee/Payer		\$2,915
	Total of All Transactions with this Payee/Payer for This Schedule		\$2,915

SCHEDULE 19 - UNION ADMINISTRATION

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
	Total Itemized Transactions with this Payee/Payer		
-1	Total Non-Itemized Transactions with this Payee/Payer		
	Total of All Transactions with this Payee/Payer for This Schedule		\$0
	Type or Classification (B)		

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SCHEDULE 20 - BENEFITS

FILE NUMBER: 543-686

Description (A)	To Whom Paid (B)	Amount (C)
Total of all lines above (Total will be automatically entered in Item 55.)		\$0
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69. ADDITIONAL INFORMATION SUMMARY

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