

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

FORM LM-2 LABOR ORGANIZATION ANNUAL REPORT

Form Approved
Office of Management and Budget
No. 1245-0003
Expires: 09-30-2021

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

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 01/01/2018 Through 12/31/2018
		3. (a) AMENDED - Is this an amended report. (b) HARDSHIP - Filed under the hardship procedures: (c) TERMINAL - This is a terminal report.
		No No No

4. AFFILIATION OR ORGANIZATION NAME COMMITTEE FOR FAIR AND EQUAL	8. MAILING ADDRESS (Type or print in capital letters) First Name CRYSTAL Last Name COBEN
5. DESIGNATION (Local, Lodge, etc.)	6. DESIGNATION NBR
7. UNIT NAME (if any) REPRESENTATION	P.O. Box - Building and Room Number
	Number and Street 16268 Prince DR
	City SOUTH HOLLAND
	State IL
	ZIP Code + 4 60473
9. Are your organization's records kept at its mailing address?	Yes

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 D Upshaw Date: Mar 31, 2019 Telephone Number: 773-562-8714	PRESIDENT
71. SIGNED: CRYSTAL COBEN Date: Mar 31, 2019 Telephone Number: 773-501-6227	TREASURER

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ITEMS 10 THROUGH 21

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- 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? \$100,000
- 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? 04/2019

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20. How many members did the labor organization have at the end of the reporting period? 315

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

Dues/Fees	Rates of Dues and Fees			
	Amount	Unit	Minimum	Maximum
(a) Regular Dues/Fees	N/A/per	3 hrs per mo	88.52	90.66
(b) Working Dues/Fees	N/A/per	N/A	N/A	N/A
(c) Initiation Fees	50/per	1 Time	50	50
(d) Transfer Fees	N/A/per	N/A	N/A	N/A
(e) Work Permits	N/A/per	N/A	N/A	N/A

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			
23. Accounts Receivable	1	\$25,773	\$57,858
24. Loans Receivable	2	\$154	\$0
25. U.S. Treasury Securities			\$0
26. Investments	5		\$0
27. Fixed Assets	6		\$52,595
28. Other Assets	7	\$4,600	\$2,806
29. TOTAL ASSETS		\$30,527	\$113,259

LIABILITIES

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

35. NET ASSETS	\$30,527	\$113,259
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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			\$320,087	50. Representational Activities		15	\$134,159
37. Per Capita Tax			\$0	501. Political Activities and Lobbying		16	\$0
38. Fees, Fines, Assessments, Work Permits			\$0	502. Contributions, Gifts, and Grants		17	\$0
39. Sale of Supplies			\$0	503. General Overhead		18	\$42,761
40. Interest			\$0	504. Union Administration		19	\$58,388
41. Dividends			\$0	505. Benefits		20	\$0
42. Rents			\$0	506. Per Capita Tax			\$0
43. Sale of Investments and Fixed Assets		3	\$0	507. Strike Benefits			\$0
44. Loans Obtained		9	\$0	508. Fees, Fines, Assessments, etc.			\$0
45. Repayments of Loans Made		2	\$0	509. Supplies for Resale			\$0
46. On Behalf of Affiliates for Transmittal to Them			\$0	60. Purchase of Investments and Fixed Assets		4	\$53,325
47. From Members for Disbursement on Their Behalf			\$0	61. Loans Made		2	\$0
48. Other Receipts		14	\$63,183	62. Repayment of Loans Obtained		9	\$0
49. TOTAL RECEIPTS			\$320,718	63. To Affiliates of Funds Collected on Their Behalf			\$0
				64. On Behalf of Individual Members			\$0
				65. Direct Taxes			\$0
				66. Subtotal			\$288,633
				67. Withholding Taxes and Payroll Deductions			\$27,576
				67a. Total Withheld			\$27,576
				67b. Less Total Disbursed			\$27,576
				67c. Total Withheld But Not Disbursed			
				68. TOTAL DISBURSEMENTS			\$288,633

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SCHEDULE 1 - ACCOUNTS RECEIVABLE AGING SCHEDULE

FILE NUMBER: 543-686

Entity or Individual Name (A)	Total Account Receivable (B)	90-180 Days Past Due (C)	180+ Days Past Due (D)	Liquidated Account Receivable (E)
Total of all itemized accounts receivable	\$0	\$0	\$0	\$0
Totals from all other accounts receivable	\$0	\$0	\$0	\$0
Totals (Total of Column (B) will be automatically entered in Item 23, Column(B))	\$0	\$0	\$0	\$0

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

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SCHEDULE 3 - SALE OF INVESTMENTS AND FIXED ASSETS

Description (if land or buildings, give location) (A)	
NONE	
Total of all lines above	
	(The total from

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SCHEDULE 4 - PURCHASE OF INVESTMENTS AND FIXED ASSETS

FILE NUMBER: 543-686

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Cash Paid (D)
Office BLDG, 16268 PRINCE DR, S HOLLAND, IL 60473	\$45,789	\$45,789	\$45,789
CAP IMPRV, 16268 PRINCE DR, S HOLLAND, IL 60473	\$4,086	\$4,086	\$4,086
Office Furniture & Equipment	\$3,450	\$3,450	\$3,450
Total of all lines above	\$53,325	\$53,325	\$53,325
		Less Reinvestments	\$0
		(The total from Net Purchases Line will be automatically entered in Item 60.) Net Purchases	\$53,325

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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. NONE	\$0
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

FILE NUMBER: 543-686

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)				
Building 1 : OFFICE BLDG, 16268 PRINCE DR S HOLLAND, IL 60473	\$45,789	\$572	\$45,217	\$45,789
Building 2 : CAP IMPRV, 16268 PRINCE DR, S HOLLAND, IL 60473	\$4,086	\$43	\$4,043	\$4,086
C. Automobiles and Other Vehicles				
D. Office Furniture and Equipment	\$3,450	\$115	\$3,335	\$3,450
E. Other Fixed Assets				
F. Totals of Lines A through E (Column(D) Total will be automatically entered in Item 27, Column(B))	\$53,325	\$730	\$52,595	\$53,325

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SCHEDULE 7 - OTHER ASSETS

FILE NUMBER: 543-686

Description (A)	Book Value (B)
OTHER	\$2,806
Total (Total will be automatically entered in Item 28, Column(B))	\$2,806

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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)
NONE	\$0	\$0	\$0	\$0
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)
Totals will be automatically entered in...	Item 31 Column (C)	Item 44	Item 62	Item 69 with Explanation	Item 31 Column (D)
NONE	\$0	\$0	\$0	\$0	\$0
Total Loans Payable	\$0	\$0	\$0	\$0	\$0

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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			\$50,421			\$1,072	\$51,493	
C									
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	0%	Schedule 17 Contributions	Schedule 18 General Overhead	10%	Schedule 19 Administration	10%
A	COBEN, CRYSTAL								
B	TREASURER			\$23,572			\$1,072	\$24,644	
C									
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	50%	Schedule 17 Contributions	Schedule 18 General Overhead	25%	Schedule 19 Administration	25%
A	JENNINGS, ANTHONY								
B	RECORDING SECRETARY			\$19,471			\$1,072	\$20,543	
C									
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	80%	Schedule 17 Contributions	Schedule 18 General Overhead	10%	Schedule 19 Administration	10%
A	DAVIS, WILL								
B	MICE PRESIDENT			\$35,337			\$1,448	\$36,785	
C									
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	80%	Schedule 17 Contributions	Schedule 18 General Overhead	10%	Schedule 19 Administration	10%
A	MOSS, WT								
B	CHIEF UNION STEWARD			\$18,629			\$525	\$19,154	
C									
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	80%	Schedule 17 Contributions	Schedule 18 General Overhead	10%	Schedule 19 Administration	10%
Total Officer Disbursements				\$147,430	\$0	\$0	\$5,189	\$152,619	
Less Deductions									
Net Disbursements								\$152,619	

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SCHEDULE 12 - DISBURSEMENTS TO EMPLOYEES

FILE NUMBER: 543-686

I	Schedule 15 Representational Activities	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	
	Total Employee Disbursements		\$0	\$0	\$0	\$0
	Less Deductions					
	Net Disbursements					\$0

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SCHEDULE 13 - MEMBERSHIP STATUS

FILE NUMBER: 543-686

UNION MEMBERS	Category of Membership (A)	Number (B)	Voting Eligibility (C)
Members (Total of all lines above)		315	Yes
Agency Fee Payers*		315	
Total Members/Fee Payers		315	
*Agency Fee Payers are not considered members of the labor organization.			

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DETAILED SUMMARY PAGE - SCHEDULES 14 THROUGH 19

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SCHEDULE 14 OTHER RECEIPTS	
1. Named Payer Itemized Receipts	\$0
2. Named Payer Non-Itemized Receipts	\$0
3. All Other Receipts	\$631
4. Total Receipts	\$631

SCHEDULE 17 CONTRIBUTIONS, GIFTS & GRANTS	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$0
4. To Employees	\$0
5. All Other Disbursements	\$0
6. Total Disbursements	\$0

SCHEDULE 15 REPRESENTATIONAL ACTIVITIES	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$114,701
4. To Employees	\$0
5. All Other Disbursements	\$19,458
6. Total Disbursements	\$134,159

SCHEDULE 18 GENERAL OVERHEAD	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$18,958
4. To Employees	\$0
5. All Other Disbursements	\$23,803
6. Total Disbursements	\$42,761

SCHEDULE 16 POLITICAL ACTIVITIES AND LOBBYING	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$0
4. To Employees	\$0
5. All Other Disbursements	\$0
6. Total Disbursements	\$0

SCHEDULE 19 UNION ADMINISTRATION	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$18,958
4. To Employees	\$0
5. All Other Disbursements	\$39,430
6. Total Disbursements	\$58,388

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SCHEDULE 14 - OTHER RECEIPTS

FILE NUMBER: 543-686

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
-1	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		\$0
Type or Classification (B)			

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SCHEDULE 15 - REPRESENTATIONAL ACTIVITIES

FILE NUMBER: 543-686

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
-1	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		\$0

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SCHEDULE 16 - POLITICAL ACTIVITIES AND LOBBYING

FILE NUMBER 543-686

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
1	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		\$0

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SCHEDULE 17 - CONTRIBUTIONS, GIFTS & GRANTS

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Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
-1 Type or Classification (B)	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		\$0

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SCHEDULE 18 - GENERAL OVERHEAD

FILE NUMBER: 543-686

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
-1	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		\$0
	Type or Classification (B)		

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SCHEDULE 19 - UNION ADMINISTRATION

FILE NUMBER: 543-686

Name and Address (A)	Purpose (C)	Date (D)		Amount (E)
-1	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			\$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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Schedule 8, Row 1:

Schedule 8, Row 1:

Schedule 9, Row 1:

Schedule 9, Row 1:

Schedule 13, Row 1:

Schedule 13, Row 1:::Full union membership

Schedule 13, Row 1:

Schedule 13, Row 1:::
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