

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 01/01/2019 Through 12/31/2019	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					
5. DESIGNATION (Local, Lodge, etc.)			6. DESIGNATION NBR		
7. UNIT NAME (if any) REPRESENTATION			8. MAILING ADDRESS (Type or print in capital letters) First Name CRYSTAL Last Name COBEN 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 Upshaw Telephone Number: 773-562-8714 PRESIDENT Date: Apr 01, 2020  
71. SIGNED: Crystal Coben Telephone Number: 773-501-6227 TREASURER Date: Apr 01, 2020

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**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? \$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? 11/2022

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20. How many members did the labor organization have at the end of the reporting period? 385

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	75.46	93.52
(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
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ASSETS	Schedule Number	Start of Reporting Period (A)	End of Reporting Period (B)
22. Cash			
23. Accounts Receivable	1	\$90,437	\$151,732
24. Loans Receivable	2	\$0	\$0
25. U.S. Treasury Securities		\$0	\$0
26. Investments	5	\$0	\$0
27. Fixed Assets	6	\$52,595	\$53,849
28. Other Assets	7	\$2,806	\$4,233
<b>29. TOTAL ASSETS</b>		<b>\$145,838</b>	<b>\$209,814</b>

LIABILITIES
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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
<b>34. TOTAL LIABILITIES</b>			<b>\$0</b>

<b>35. NET ASSETS</b>	<b>\$145,838</b>	<b>\$209,814</b>
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**STATEMENT B - RECEIPTS AND DISBURSEMENTS**

	CASH RECEIPTS	SCH	AMOUNT
36. Dues and Agency Fees			\$287,445
37. Per Capita Tax			\$05
38. Fees, Fines, Assessments, Work Permits			\$05
39. Sale of Supplies			\$05
40. Interest			\$05
41. Dividends			\$05
42. Rents			\$05
43. Sale of Investments and Fixed Assets	3		\$05
44. Loans Obtained	9		\$05
45. Repayments of Loans Made	2		\$05
46. On Behalf of Affiliates for Transmittal to Them			\$06
47. From Members for Disbursement on Their Behalf			\$06
48. Other Receipts	14		\$06
49. TOTAL RECEIPTS			\$287,445.63

64  
65  
66  
67  
68  
69  
70



**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)
BRYLKOWSKA, MALGORZATA U.	\$0	\$0	\$94	\$0
OTRIZ-PEREZ, ALEX	\$0	\$0	\$590	\$0
Total of all itemized accounts receivable	\$0	\$0	\$684	\$0
Totals from all other accounts receivable				
<b>Totals (Total of Column (B) will be automatically entered in Item 23, Column(B))</b>	\$0	\$0	\$684	\$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		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)
Total of all lines above	\$0	\$0	\$0	\$0
(The total from Net Sales Line will be automatically entered in Item 43) Net Sales				
			Less Reinvestments	\$0

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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)
Small Furnishings (Printer, frames and other misc)	\$2,979	\$2,979	\$2,979
Total of all lines above	\$2,979	\$2,979	\$2,979
		Less Reinvestments	\$0
		(The total from Net Purchases Line will be automatically entered in Item 60.) Net Purchases	\$2,979

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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.	
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**

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	\$1,717	\$44,072	\$44,072
Building 2 : CAP Imprv, 16268 Prince DR, S Holland, IL 60473	\$4,086	\$145	\$3,941	\$3,941
C. Automobiles and Other Vehicles				
D. Office Furniture and Equipment	\$6,430	\$594	\$5,836	\$5,836
E. Other Fixed Assets				
<b>F. Totals of Lines A through E (Column(D) Total will be automatically entered in Item 27, Column(B))</b>	\$56,305	\$2,456	\$53,849	\$53,849

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**SCHEDULE 7 - OTHER ASSETS**

FILE NUMBER: 543-686

Description (A)	Book Value (B)
Other Assets	\$4,233
<b>Total (Total will be automatically entered in Item 28, Column(B))</b>	<b>\$4,233</b>

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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
<b>Totals (Total for Column(B) will be automatically entered in Item 30, Column(D))</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

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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)
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**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 PRESIDENT			\$38,876			\$1,072	\$39,948
I Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	
A COBEN, CRYSTAL TREASURER			\$29,137			\$1,072	\$30,209
I Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	
A JENNINGS, ANTHONY RECORDING SECRETARY			\$19,213			\$1,072	\$20,285
I Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	
A DAVIS, WILL VICE PRESIDENT			\$36,351			\$1,448	\$37,799
I Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	
A MOSS, WT CHIEF UNION STEWARD			\$16,561			\$525	\$17,086
I Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying		Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	
I Total Officer Disbursements			\$140,138	\$0	\$0	\$5,189	\$145,327
I Less Deductions							
I Net Disbursements							\$145,327

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**SCHEDULE 12 - DISBURSEMENTS TO EMPLOYEES**

FILE NUMBER: 543-686

	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
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) Yes
Members (Total of all lines above)		385	Yes
Agency Fee Payers*		385	
Total Members/Fee Payers		385	

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

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**DETAILED SUMMARY PAGE - SCHEDULES 14 THROUGH 19**

FILE NUMBER: 543-686

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

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	\$107,199
4. To Employees	\$0
5. All Other Disbursements	\$18,814
6. Total Disbursements	\$126,013

SCHEDULE 18 GENERAL OVERHEAD	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$19,065
4. To Employees	\$0
5. All Other Disbursements	\$28,919
6. Total Disbursements	\$47,984

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	\$19,065
4. To Employees	\$0
5. All Other Disbursements	\$18,252
6. Total Disbursements	\$37,317

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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

There was no data found for this schedule.

**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

There was no data found for this schedule.

**SCHEDULE 19 - UNION ADMINISTRATION**

FILE NUMBER: 543-686

There was no data found for this schedule.

**SCHEDULE 20 - BENEFITS**

FILE NUMBER: 543-686

Description (A)	To Whom Paid (B)	Amount (C)
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Total of all lines above (Total will be automatically entered in Item 55.)

\$0



**69. ADDITIONAL INFORMATION SUMMARY**

FILE NUMBER: 543-686

Statement A,

Cash Begin Total: : Adjusted

Cash Based on Corrections to Balance Sheet

Accounts Related To Fixed Assets.

Schedule 1, Row2:

Schedule 1, Row2:::

Schedule 1, Row1:

Schedule 1, Row1:::

Schedule 13, Row1:

Schedule 13, Row1:::

Schedule 13, Row1:

Schedule 13, Row1::: Union members who pay full dues.  
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