

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: 09-30-2021

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 01/01/2020 Through 12/31/2020
		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	PO Box - Building and Room Number	
7. UNIT NAME (if any) REPRESENTATION		Number and Street 16268 Prince DR	
		City SOUTH HOLLAND	
9. Are your organization's records kept at its mailing address?		State IL	
		ZIP Code + 4 60473	

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
Date: Apr 02, 2021 Telephone Number: 773-562-8714 PRESIDENT

71. SIGNED: Crystal Coben
Date: Apr 02, 2021 Telephone Number: 773-501-6227 TREASURER

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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? 390

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	N/A	per	3 per mo	75.46	96.52
(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

ASSETS

ASSETS	Schedule Number	Start of Reporting Period (A)	End of Reporting Period (B)
22. Cash			
23. Accounts Receivable	1	\$151,732	\$198,974
24. Loans Receivable	2	\$0	\$0
25. U.S. Treasury Securities		\$0	\$0
26. Investments	5	\$0	\$0
27. Fixed Assets	6	\$53,849	\$56,101
28. Other Assets	7	\$4,233	\$597
29. TOTAL ASSETS		\$209,814	\$255,672

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

35. NET ASSETS	\$209,814	\$255,672
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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			\$296,014	50. Representational Activities	15		\$131,287
37. Per Capita Tax			\$051	51. Political Activities and Lobbying	16		\$0
38. Fees, Fines, Assessments, Work Permits			\$052	52. Contributions, Gifts, and Grants	17		\$0
39. Sale of Supplies			\$053	53. General Overhead	18		\$39,842
40. Interest			\$054	54. Union Administration	19		\$30,300
41. Dividends			\$055	55. Benefits	20		\$0
42. Rents			\$056	56. Per Capita Tax			\$0
43. Sale of Investments and Fixed Assets	3			57. Strike Benefits			\$0
44. Loans Obtained	9			58. Fees, Fines, Assessments, etc.			\$0
45. Repayments of Loans Made	2			59. Supplies for Resale			\$0
46. On Behalf of Affiliates for Transmittal to Them			\$060	60. Purchase of Investments and Fixed Assets	4		\$4,328
47. From Members for Disbursement on Their Behalf			\$061	61. Loans Made	2		\$0
48. Other Receipts	14		\$062	62. Repayment of Loans Obtained	9		\$0
49. TOTAL RECEIPTS			\$296,014	63. To Affiliates of Funds Collected on Their Behalf			\$24,386
				64. On Behalf of Individual Members			\$18,629
				65. Direct Taxes			
				66. Subtotal			\$248,772
				67. Withholding Taxes and Payroll Deductions			
				67a. Total Withheld			\$31,264
				67b. Less Total Disbursed			\$31,264
				67c. Total Withheld But Not Disbursed			
				68. TOTAL DISBURSEMENTS			\$248,772

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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				
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

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.

(A)	Loans		Repayments Received During Period		Loans Outstanding at End of Period (E)
	Outstanding at Start of Period (B)	Loans Made During Period (C)	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				

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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)	\$1,506	\$1,506	\$1,506
Computer Laptops and Related Equipment	\$2,822	\$2,822	\$2,822
Total of all lines above	\$4,328	\$4,328	\$4,328
		Less Reinvestments	\$0
		(The total from Net Purchases Line will be automatically entered in Item 60)	\$4,328

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SCHEDULE 5 - INVESTMENTS

Description (A)	
	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 required.	
G. Total of Lines B and E (Total will be automatically entered in Item 26, Column(B))	

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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	\$2,862	\$42,927	\$42,927
Building 2 : Cap Imprv, 16268 Prince DR, S Holland, IL 60473	\$4,086	\$262	\$3,824	\$3,824
C. Automobiles and Other Vehicles	\$0	\$0	\$0	\$0
D. Office Furniture and Equipment	\$7,936	\$1,173	\$6,763	\$6,763
E. Other Fixed Assets	\$2,822	\$235	\$2,587	\$2,587
F. Totals of Lines A through E (Column(D) Total will be automatically entered in Item 27, Column(B))	\$60,633	\$4,532	\$56,101	\$56,101

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SCHEDULE 7 - OTHER ASSETS

FILE NUMBER: 543-686

Description (A)	Book Value (B)
Other Current Assets	\$597
Total (Total will be automatically entered in Item 28, Column(B))	\$597

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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)
Accounts Payable	\$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)
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

Total Other Liabilities (Total will be automatically entered in Item 33, Column(D))

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Description
(A)

Amount at End of Period
(B)

\$0

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)		390	Yes
Agency Fee Payers*		390	
Total Members/Fee Payers		390	

*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 15 REPRESENTATIONAL ACTIVITIES	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$117,347
4. To Employees	\$0
5. All Other Disbursements	\$13,940
6. Total Disbursements	\$131,287

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	
6. Total Disbursements	\$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	
6. Total Disbursements	\$0

SCHEDULE 18 GENERAL OVERHEAD	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$19,912
4. To Employees	\$0
5. All Other Disbursements	\$19,930
6. Total Disbursements	\$39,842

SCHEDULE 19 UNION ADMINISTRATION	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$19,912
4. To Employees	\$0
5. All Other Disbursements	\$10,388
6. Total Disbursements	\$30,300

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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)
Total of all lines above (Total will be automatically entered in Item 55.)		\$0

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69. ADDITIONAL INFORMATION SUMMARY

FILE NUMBER: 543-686

Statement A,

Accounts Payable Begin Total: \$0

Accounts Payable:

Schedule 8, Row1:

Schedule 8, Row1:

Schedule 13, Row1:

Schedule 13, Row1::All members are in one category and pail full dues.

Schedule 13, Row1:

Schedule 13, Row1::
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