

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: 01-31-2025

This report is mandatory under P.L. 86-257, as amended. Failure to comply will 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 543-686	1. FILE NUMBER 543-686	2. PERIOD COVERED From 01/01/2021 Through 12/31/2021
		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.)		P.O. Box - Building and Room Number	
7. UNIT NAME (if any) REPRESENTATION		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: Garrie Upshaw Telephone Number: 773-562-8714 PRESIDENT Date: Mar 31, 2022
71. SIGNED: Crystal Cohen Telephone Number: 773-501-6227 TREASURER Date: Mar 31, 2022

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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? \$50,000
- 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? 12/2023

20. How many members did the labor organization have at the end of the reporting period? 488

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	99.22	per 3.5 hrs	89.68	99.22
(b) Working Dues/Fees		per		
(c) Initiation Fees		1 per	50	50
(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			
23. Accounts Receivable	1	\$201,854	\$207,635
24. Loans Receivable	2	\$0	\$597
25. U.S. Treasury Securities			\$0
26. Investments	5		\$0
27. Fixed Assets	6	\$56,101	\$53,145
28. Other Assets	7	\$597	\$0
29. TOTAL ASSETS		\$268,552	\$261,377

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	\$258,552	\$261,377
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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			\$299,079	50. Representational Activities	15		\$137,852
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		\$55,554
40. Interest			\$054	54. Union Administration	19		\$99,892
41. Dividends			\$055	55. Benefits	20		\$0
42. Rents			\$056	56. Per Capita Tax			\$0
43. Sale of Investments and Fixed Assets	3		\$057	57. Strike Benefits			\$0
44. Loans Obtained	9		\$058	58. Fees, Fines, Assessments, etc.			\$0
45. Repayments of Loans Made	2		\$059	59. Supplies for Resale			\$0
46. On Behalf of Affiliates for Transmittal to Them			\$060	60. Purchase of Investments and Fixed Assets	4		\$0
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			\$299,079	63. To Affiliates of Funds Collected on Their Behalf			\$0
				64. On Behalf of Individual Members			\$0
				65. Direct Taxes			\$0
				66. Subtotal			\$293,298
				67. Withholding Taxes and Payroll Deductions			
				67a. Total Withheld			\$26,402
				67b. Less Total Disbursed			\$26,402
				67c. Total Withheld But Not Disbursed			
				68. TOTAL DISBURSEMENTS			\$293,298

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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)
UNION MEMBERS	\$597	\$0	\$0	\$0
Total of all itemized accounts receivable	\$597	\$0	\$0	\$0
Totals from all other accounts receivable				
Totals (Total of Column (B) will be automatically entered in Item 23, Column(B))	\$597	\$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.

(A)	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)	
	Item 24 Column (A)	Item 61	Item 45	Item 69 with Explanation	Item 24 Column (B)
	\$0	\$0	\$0	\$0	\$0

Total of loans not listed above
 Total of all lines above
 Totals will be automatically entered in...

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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				\$0
Less Reinvestments				\$0

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SCHEDULE 4 - PURCHASE OF INVESTMENTS AND FIXED ASSETS

FILE NUMBER: 543-686

Total of all lines above	Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Cash Paid (D)
\$0	(The total from Net Purchases Line will be automatically entered in Item 60.)	\$0	\$0	\$0
		Less Reinvestments		
		Net Purchases		
\$0				\$0

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SCHEDULE 5 - INVESTMENTS

FILE NUMBER: 543-686

Description (A)	Amount (B)
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 : BLDG-16268 PRINCE DR, Holland IL	\$45,789	\$4,165	\$41,624	\$41,624
Building 2 : BLDG IMP-16268 PRINCE DR, Holland IL	\$4,086	\$920	\$3,166	\$3,166
C. Automobiles and Other Vehicles	\$0	\$0	\$0	\$0
D. Office Furniture and Equipment	\$11,488	\$3,133	\$8,355	\$8,355
E. Other Fixed Assets	\$0	\$0	\$0	\$0
F. Totals of Lines A through E (Column(D) Total will be automatically entered in Item 27, Column(B))	\$61,363	\$8,218	\$53,145	\$53,145

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SCHEDULE 7 - OTHER ASSETS

FILE NUMBER: 543-686

Total (Total will be automatically entered in Item 28, Column(B))

Description
(A)

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

\$0

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			\$40,000				\$40,000
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	10 %	10 %
A	DAVIS, WILL							
B	VICE-PRESIDENT			\$30,000				\$30,000
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	10 %	10 %
A	COBEN, CRYSTAL							
B	TREASURER			\$28,641				\$28,641
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	20 %	20 %
A	JENNINGS, ANTHONY							
B	SECRETARY			\$20,500				\$20,500
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	10 %	10 %
A	DAVIS, BRIAN							
B	CHIEF UNION STEWARD			\$19,560				\$19,560
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration		
Total Officer Disbursements				\$138,701	\$0	\$0	\$0	\$138,701
Less Deductions								
Net Disbursements								\$138,701

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SCHEDULE 12 - DISBURSEMENTS TO EMPLOYEES

FILE NUMBER: 543-686

Schedule 15 I 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) Yes
Members (Total of all lines above)		488	Yes
Agency Fee Payers*		488	
Total Members/Fee Payers		488	

*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	
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	
4. To Employees	\$0
5. All Other Disbursements	
6. Total Disbursements	\$0

SCHEDULE 15 REPRESENTATIONAL ACTIVITIES	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$114,195
4. To Employees	\$0
5. All Other Disbursements	\$23,657
6. Total Disbursements	\$137,852

SCHEDULE 18 GENERAL OVERHEAD	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$9,728
4. To Employees	\$0
5. All Other Disbursements	\$45,826
6. Total Disbursements	\$55,554

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 19 UNION ADMINISTRATION	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$14,778
4. To Employees	\$0
5. All Other Disbursements	\$85,114
6. Total Disbursements	\$99,892

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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

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
-1	Type or Classification (B)		

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