

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 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 01/01/2022 Through 12/31/2022	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				
9. Are your organization's records kept at its mailing address? Yes				
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				

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, 2023

71. SIGNED: Crystal Coben Telephone Number: 773-501-6227 TREASURER Date: Apr 01, 2023

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ITEMS 10 THROUGH 21

FILE NUMBER: 543-686

20. How many members did the labor organization have at the end of the reporting period? 290

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	99	per MONTH	95.14	105.42
(b) Working Dues/Fees		per		
(c) Initiation Fees	50	per ONCE	50	50
(d) Transfer Fees		per		
(e) Work Permits		per		

- 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? \$1,000,000
- 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 by/laws, 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? 12/2025

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	\$207,635	\$234,226
24. Loans Receivable	2	\$597	\$0
25. U.S. Treasury Securities		\$0	\$0
26. Investments	5	\$0	\$0
27. Fixed Assets	6	\$53,145	\$49,661
28. Other Assets	7	\$0	\$0
29. TOTAL ASSETS		\$261,377	\$283,887

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	\$261,377	\$283,887
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STATEMENT B - RECEIPTS AND DISBURSEMENTS

FILE NUMBER: 543-686

CASH RECEIPTS			CASH DISBURSEMENTS		
	SCH	AMOUNT		SCH	AMOUNT
36. Dues and Agency Fees		\$325,959	50. Representational Activities	15	\$153,530
37. Per Capita Tax		\$0	51. Political Activities and Lobbying	16	\$0
38. Fees, Fines, Assessments, Work Permits		\$0	52. Contributions, Gifts, and Grants	17	\$0
39. Sale of Supplies		\$0	53. General Overhead	18	\$64,921
40. Interest		\$0	54. Union Administration	19	\$80,917
41. Dividends		\$0	55. Benefits	20	\$0
42. Rents		\$0	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		\$0	60. Purchase of Investments and Fixed Assets	4	
47. From Members for Disbursement on Their Behalf		\$0	61. Loans Made	2	
48. Other Receipts	14	\$0	62. Repayment of Loans Obtained	9	\$0
49. TOTAL RECEIPTS		\$325,959	63. To Affiliates of Funds Collected on Their Behalf		\$0
			64. On Behalf of Individual Members		\$0
			65. Direct Taxes		\$0
			66. Subtotal		\$299,368
			67. Withholding Taxes and Payroll Deductions		
			67a. Total Withheld		\$24,173
			67b. Less Total Disbursed		\$24,173
			67c. Total Withheld But Not Disbursed		
			68. TOTAL DISBURSEMENTS		\$299,368

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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

List below loans to officers, employees, or n
period exceeded \$250 and list all loans to

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	Less Reinvestments	\$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)
Total of all lines above	\$0	Less Reinvestments	\$0
(The total from Net Purchases Line will be automatically entered in Item 60.)			
Net Purchases			

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SCHEDULE 5 - INVESTMENTS

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 : 16268 PRINCE DRIVE	\$49,875	\$5,908	\$43,967	\$49,875
C. Automobiles and Other Vehicles				
D. Office Furniture and Equipment	\$11,488	\$5,794	\$5,694	\$5,000
E. Other Fixed Assets				
F. Totals of Lines A through E (Column(D) Total will be automatically entered in Item 27, Column(B))	\$61,363	\$11,702	\$49,661	\$54,875

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SCHEDULE 7 - OTHER ASSETS

FILE NUMBER: 543-686

Total (Total will be automatically entered in Item 28, Column(E))
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Description
(A)

Book Value
(B)

\$0

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)
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			\$51,641		\$6,871		\$58,512
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions		Schedule 18 General Overhead	Schedule 19 Administration	20 %
A	COBEN, CRYSTAL			\$25,050		\$631		\$25,681
B	TREASURER							
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions		Schedule 18 General Overhead	Schedule 19 Administration	50 %
A	DAVIS, WILL			\$37,121		\$3,788		\$40,909
B	VICE PRESIDENT							
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions		Schedule 18 General Overhead	Schedule 19 Administration	25 %
A	JENNINGS, ANTHONY			\$26,658		\$2,875		\$29,533
B	RECORDING SECRETARY							
C								
I	Schedule 15 Representational Activities		Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions		Schedule 18 General Overhead	Schedule 19 Administration	25 %
A	DAVIS, BRYAN			\$25,486		\$2,691		\$28,177
B	CHIEF UNION STEWARD							
C								
I	Schedule 15 Representational Activities	75 %	Schedule 16 Political Activities and Lobbying	Schedule 17 Contributions		Schedule 18 General Overhead	Schedule 19 Administration	25 %
Total Officer Disbursements				\$165,956	\$0	\$16,856	\$0	\$182,812
Less Deductions								
Net Disbursements								\$182,812

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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	\$0
Less Deductions				
Net Disbursements				\$0

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SCHEDULE 13 - MEMBERSHIP STATUS

UNION MEMBER	Category of Membership (A)	Number (B)	Voting Eligibility (C)
Members (Total of all lines above)		290	Yes
Agency Fee Payers*		290	
Total Members/Fee Payers		290	

*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	
6. Total Disbursements	\$0

SCHEDULE 15 REPRESENTATIONAL ACTIVITIES	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$124,269
4. To Employees	\$0
5. All Other Disbursements	\$29,261
6. Total Disbursements	\$153,530

SCHEDULE 18 GENERAL OVERHEAD	
1. Named Payee Itemized Disbursements	\$1,076
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$9,346
4. To Employees	\$0
5. All Other Disbursements	\$54,499
6. Total Disbursements	\$64,921

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SCHEDULE 19 UNION ADMINISTRATION	
1. Named Payee Itemized Disbursements	\$0
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$49,197
4. To Employees	\$0
5. All Other Disbursements	\$31,720
6. Total Disbursements	\$80,917

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

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
Timothy Haggerty CPA 4525 N Claremont Ave 2F Chicago IL 60625	ACCOUNTING AND TAX	12/31/2022	\$1,076
60625	Type or Classification (B)		\$1,076
Accounting	Total of All Transactions with this Payee/Payer for This Schedule		\$1,076

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SCHEDULE 19 - UNION ADMINISTRATION

FILE NUMBER: 543-686

SCHEDULE 20 - BENEFITS

FILE NUMBER: 543-686

There was no data found for this schedule.

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

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69. ADDITIONAL INFORMATION SUMMARY

FILE NUMBER: 543-686

Schedule 13, Row 1:

Schedule 13, Row 1: GENERAL UNION MEMBERS.

Schedule 13, Row 1:

Schedule 13, Row 1:
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