

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

MUST BE USED BY

This report is mandatory under P.L. 86-257, as amended. Failure to comply n

READ THE	
For Official Use Only	1. FILE NUMBER 543-686
	2. PERIOD COVERED From 0 Through 1

4. AFFILIATION OR ORGANIZATION NAME
COMMITTEE FOR FAIR AND EQUAL

5. DESIGNATION (Local, Lodge, etc.) 6. DESIG

7. UNIT NAME (if any)
REPRESENTATION

9. Are your organization's records kept at its mailing address?

Each of the undersigned, duly authorized officers of the above labor organization
information contained in any accompanying documents) has been examined by
penalties in the instructions.)

70. SIGNED: Carrie D Upshaw
Date: Mar 30, 2024 Telephone Number: 773-562-87

Form LM-2 (Revised 2010); (Tech. Rev. 2/2013)

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?

20. How many members did the labor organization have at the end of the reporting period?
21. What are the labor organization's rates of dues and fees?

Rates of Dues and Fees		Amount	Unit	Minimum	Maximum
(a) Regular Dues/Fees		3.5 HR	per Month	104.10	113.22
(b) Working Dues/Fees			per		
(c) Initiation Fees		1	per Hiring	50	50
(d) Transfer Fees			per		
(e) Work Permits			per		

No

No

No

No

No

No

\$1,000,000

No

No

No

No

12/2025

Form LM-2 (Revised 2010); (Tech. Rev. 2/2013)

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	\$236,989	\$248,107
24. Loans Receivable	2	\$0	\$0
25. U.S. Treasury Securities		\$0	\$0
26. Investments	5		
27. Fixed Assets	6	\$49,053	\$47,648
28. Other Assets	7	\$0	\$10,912
29. TOTAL ASSETS		\$286,042	\$306,667

LIABILITIES

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

35. NET ASSETS	\$286,042	\$306,667
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Form LM-2 (Revised 2010); (Tech. Rev. 2/2013)

STATEMENT B - RECEIPTS AND DISBURSEMENTS

FILE NUMBER: 543-686

CASH RECEIPTS			CASH DISBURSEMENTS		
	SCH	AMOUNT		SCH	AMOUNT
36. Dues and Agency Fees		\$418,022	50. Representational Activities	15	\$216,121
37. Per Capita Tax			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	\$81,021
40. Interest		\$0	54. Union Administration	19	\$82,346
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		62. Repayment of Loans Obtained	9	
49. TOTAL RECEIPTS		\$418,022	63. To Affiliates of Funds Collected on Their Behalf		\$0
			64. On Behalf of Individual Members		\$0
			65. Direct Taxes		\$27,416
			66. Subtotal		\$406,904
			67. Withholding Taxes and Payroll Deductions		
			67a. Total Withheld		\$40,856
			67b. Less Total Disbursed		\$40,856
			67c. Total Withheld But Not Disbursed		
			68. TOTAL DISBURSEMENTS		\$406,904

Form LM-2 (Revised 2010); (Tech. Rev. 2/2013)

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.

(A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period (D)(1)	Other Than Cash (D)(2)	Loans Outstanding at End of Period (E)
Total of loans not listed above					
Total of all lines above	\$0	\$0	\$0	\$0	\$0
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

FILE NUMBER: 543-686

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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				

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.)	Net Purchases	\$0	\$0
			Less Reinvestments	

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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 : 16268 PRINCE DRIVE South Holland IL 60473	\$49,875	\$7,770	\$42,105	\$49,875
C. Automobiles and Other Vehicles				
D. Office Furniture and Equipment	\$6,430	\$4,382	\$2,048	\$4,527
E. Other Fixed Assets	\$7,505	\$4,010	\$3,495	\$3,495
F. Totals of Lines A through E (Column(D) Total will be automatically entered in Item 27, Column(B))	\$63,810	\$16,162	\$47,648	\$57,897

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SCHEDULE 7 - OTHER ASSETS

FILE NUMBER: 543-686

Description (A)	Book Value (B)
EMPLOYEE ADVANCE	\$10,912
Total (Total will be automatically entered in Item 28, Column(B))	\$10,912

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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

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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 Upsshaw, Carrie B PRESIDENT C		Schedule 15 Representational Activities	\$54,797	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	\$103,427
A Cohen, Crystal B TREASURER C		Schedule 15 Representational Activities	\$24,001	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	\$47,912
A Davis, Will B VICE PRESIDENT C		Schedule 15 Representational Activities	\$1,231	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	\$1,231
A Jennings, Anthony B VICE PRESIDENT C		Schedule 15 Representational Activities	\$32,000	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	\$44,195
A Davis, Bryan B CHIEF UNION STEWARD C		Schedule 15 Representational Activities	\$22,500	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	\$44,551
A Funches, Carlena B RECORDING SECRETARY C		Schedule 15 Representational Activities	\$22,500	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	\$30,372
A Schedule 15 Representational Activities		75 %		Schedule 16 Political Activities and Lobbying	Schedule 18 General Overhead	Schedule 19 Administration	25 %
Total Officer Disbursements			\$157,029	Schedule 17 Contributions	Schedule 18 General Overhead	Schedule 19 Administration	\$271,688
Less Deductions							\$271,688
Net Disbursements							\$271,688

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	\$0
Less Deductions					
Net Disbursements					\$0

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SCHEDULE 13 - MEMBERSHIP STATUS

FILE NUMBER: 543-686

UNION MEMBER	Category of Membership (A)	Number (B)	Voting Eligibility (C) Yes
Members (Total of all lines above)		286	Yes
Agency Fee Payers*		286	
Total Members/Fee Payers		286	

*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	\$15,672
2. Named Payee Non-Itemized Disbursements	\$12,037
3. To Officers	\$179,809
4. To Employees	\$0
5. All Other Disbursements	\$8,603
6. Total Disbursements	\$216,121

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	\$30,417
2. Named Payee Non-Itemized Disbursements	\$3,676
3. To Officers	\$17,149
4. To Employees	\$0
5. All Other Disbursements	\$29,779
6. Total Disbursements	\$81,021

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SCHEDULE 19 UNION ADMINISTRATION	
1. Named Payee Itemized Disbursements	\$6,868
2. Named Payee Non-Itemized Disbursements	\$0
3. To Officers	\$74,729
4. To Employees	\$0
5. All Other Disbursements	\$749
6. Total Disbursements	\$82,346

SCHEDULE 14 - OTHER RECEIPTS

FILE NUMBER: 543-686

There was no data found for this schedule.

SCHEDULE 15 - REPRESENTATIONAL ACTIVITIES

FILE NUMBER: 543-686

Name and Address (A)		Purpose (C)	Date (D)	Amount (E)
Alan Cook 7144 N Harlem Ave STE 1305 Chicago IL 60631 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		\$500 \$500
ARBITRATION				
Anita Rowe Chicago IL 60614 Type or Classification (B)		Purpose (C) 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	Date (D)	Amount (E) \$700 \$700
ATTORNEY				
Barry E. Simon PC 1320 E Eton Dr Arlington Heights IL 60004 Type or Classification (B)		Purpose (C) 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	Date (D)	Amount (E) \$850 \$850
ARBITRATION ATTORNEY				
Despres Schwartz 77 W Washington St STE 711 Chicago IL 60602 Type or Classification (B)		Purpose (C) Arbitration Attorney 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	Date (D)	Amount (E) \$15,672 \$15,672 \$15,672
ATTORNEY				

Name and Address (A) Donald D. Dettman South Holland IL 49010 Type or Classification (B)	Purpose (C) 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		Name and Address (A) EDWIN BENN Glencoe IL 60022 Type or Classification (B)	Purpose (C) 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		Name and Address (A) FMCS Seattle WA 98121 Type or Classification (B)	Purpose (C) 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		Name and Address (A) Frank Cornelius 22955 Englehardt Street Saint Clair Shores MI 48080 Type or Classification (B)	Purpose (C) 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		Name and Address (A) George T Rounnell 615 Griswold ST STE 1717 Detroit MI 48226 Type or Classification (B)	Purpose (C) 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	
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Name and Address (A) Katherine Paterno 7420 County Line RD IL 60527	Purpose (C) 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	Date (D)	Amount (E)
Name and Address (A) Mid Atlantic ADR LLC	Purpose (C) 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	Date (D)	Amount (E)
Name and Address (A) Richard Van Kalker	Purpose (C) 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	Date (D)	Amount (E)
Type or Classification (B) ATTORNEY	Purpose (C) 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	Date (D)	Amount (E)
Type or Classification (B) ARBITRATION	Purpose (C) 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	Date (D)	Amount (E)

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
Timothy Brown 1 Fountayne Court NJ 08540	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		\$1,000 \$1,000
ARBITRATOR (B)			

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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

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		
-1	Type or Classification (B)	Total of All Transactions with this Payee/Payer for This Schedule	\$0

Form LM-2 (Revised 2010); (Tech. Rev. 2/2013)

SCHEDULE 18 - GENERAL OVERHEAD

FILE NUMBER: 543-686

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
Bar Louie	Annual Member Event	11/29/2023	\$2,090
Chicago IL	Annual Member Event	12/11/2023	\$2,805
60605	Annual Member Event	12/11/2023	\$6,643
	Total Itemized Transactions with this Payee/Payer		\$11,538
	Total Non-Itemized Transactions with this Payee/Payer		\$11,538
	Total of All Transactions with this Payee/Payer for This Schedule		\$11,538
MEMBER EVENT			
Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
Election Source	Election Consultants	01/16/2023	\$6,552
Grand Rapids MI	Total Itemized Transactions with this Payee/Payer		\$6,552
49512	Total Non-Itemized Transactions with this Payee/Payer		\$6,552
	Total of All Transactions with this Payee/Payer for This Schedule		\$6,552
ELECTIONS			
Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
GUSTO	Total Itemized Transactions with this Payee/Payer		\$1,009
San Francisco CA	Total Non-Itemized Transactions with this Payee/Payer		\$1,009
94107	Total of All Transactions with this Payee/Payer for This Schedule		\$1,009
	Total of All Transactions with this Payee/Payer for This Schedule		\$1,009
PAYROLL ADMINISTRATION			
Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
Riley Ribz 520	Member Summer Event	08/07/2023	\$1,861
Homewood IL	Total Itemized Transactions with this Payee/Payer		\$1,861
60430	Total Non-Itemized Transactions with this Payee/Payer		\$1,861
	Total of All Transactions with this Payee/Payer for This Schedule		\$1,861
	Total of All Transactions with this Payee/Payer for This Schedule		\$1,861
CATERING			

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
Sharon Dixon-Stevens 8009 S May Street Apt 3 Chicago IL 60620	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		\$2,667 \$2,667
ELECTION LABOR			
Taco Bar Elizabeth 1988 S Washington st Lockport IL 60441	Purpose (C)	Date (D) <td data-bbox="1165 2004 1220 2105">Amount (E)</td>	Amount (E)
	Member Summer Event	07/13/2023	\$2
	Member Summer Event	07/13/2023	\$361
	Member Summer Event	08/07/2023	\$362
	Total Itemized Transactions with this Payee/Payer		\$725
	Total Non-Itemized Transactions with this Payee/Payer		
	Total of All Transactions with this Payee/Payer for This Schedule		\$725
MEMBER EVENTS			
Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
Timothy Haggerty 4525 North Claremont Avenue 4525 North Claremont Avenue Chicago IL 60625-2111	Accounting	01/30/2023	\$761
	ERC	03/15/2023	\$2,041
	ERC	03/15/2023	\$2,041
	ERC	05/04/2023	\$2,041
	Accounting	10/10/2023	\$551
	Accounting and Tax	10/23/2023	\$826
	Accounting and Tax	11/29/2023	\$1,480
	Total Itemized Transactions with this Payee/Payer		\$9,741
	Total Non-Itemized Transactions with this Payee/Payer		
	Total of All Transactions with this Payee/Payer for This Schedule		\$9,741

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SCHEDULE 19 - UNION ADMINISTRATION

FILE NUMBER: 543-686

Name and Address (A)	Purpose (C)	Date (D)	Amount (E)
Depres Schwartz & Geoghegan 77 W Washington St STE 711 Chicago IL 60602	Attorney for Union Election 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	12/31/2023	\$6,868 \$6,868 \$6,868
ATTORNEY ELECTION (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.)		
Form LM-2 (Revised 2010); (Tech. Rev. 2/2013)		\$0

69. ADDITIONAL INFORMATION SUMMARY

FILE NUMBER: 543-686

Statement A,

Cash Begin Total : : Small cash correction to prior year:Statement A,Fixed Assets Value Begin Total : : Small Correction to Prior Year Dep.

Schedule 13, Row 1:

Schedule 13, Row 1: Union had 286 voting members on last day of 2023.

Schedule 13, Row 1:

Schedule 13, Row 1:
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