

**Form AR21**  
**Trade Union and Labour Relations (Consolidation) Act 1992**

**Trade Union's details**

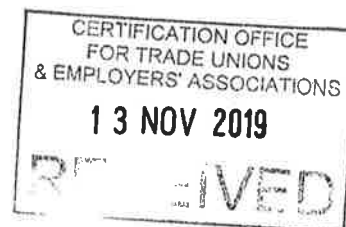
Name of Trade Union:	Association of Flight Attendants (Council 7)
Year ended:	31 May 2019
List number:	1249T
Head or Main Office address:	10 Thistle Way Horsham West Sussex RH13 9GX
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/> X No <input type="checkbox"/> (Tick as appropriate)
Website address (if available)	
General Secretary:	Christian Bowie
Telephone Number:	07837 581 188
Contact name for queries regarding the completion of this return:	As above
Telephone Number:	As Above
E-mail:	AFALHR@unitedafa.org

Please follow the guidance notes in the completion of this return. Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602.

The address to which returns and other documents should be sent are:

-For Unions based in England and Wales: Certification Office for Trade Unions and Employers' Associations, Lower Ground Floor, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8JX.

-For Unions based in Scotland: Certification Office for Trade Unions and Employers' Associations, Melrose House, 69a George Street, Edinburgh EH2 2JG.



**Return of members**  
(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	122				122
Female	316				316
<b>Total</b>	<b>438</b>				<b>A 438</b>

Number of members at end of year contributing to the General Fund

0
438

Number of members included in totals box 'A' above for whom no home or authorised address is held:

**Change of officers**

Please complete the following to record any changes of officers during the twelve months covered by this return.

Position held	Name of Officer ceasing to hold office	Name of Officer Appointed	Date of change
Local President	Anthony King	Christian Bowie	01 September 2019

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other

Association of Flight Attendants - CWA

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated

and names:

**Officers in post**

(see note 12)

**Please insert a complete list of all officers in post at the end of the year to which this return relates.**

**Name of Officer**

Anthony King

Christian Bowie

Angie Fletcher

Kathleen Adam

Minita Mada

**Position held**

President

Vice President

Secretary

Council Representative

Council Representative

**General fund**  
(see notes 13 to 18)

	£	£
<b>Income</b>		
<b>From Members: Contributions and Subscriptions</b>		
<b>From Members: Other income from members (specify)</b>		
<b>Total other Income from members</b>		
<b>Total of all income from members</b>		
<b>Investment Income (as at page 12)</b>		
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)		
<b>Total of other Income (as at page 4)</b>		
	<b>Total income</b>	
<b>Expenditure</b>		
<b>Benefits to members (as at page 5)</b>		
<b>Administrative expenses (as at page 10)</b>		44,476
<b>Federation and other bodies (specify)</b>		
<b>Total expenditure Federation and other bodies</b>		
<b>Taxation</b>		
	<b>Total expenditure</b>	44,476
Surplus (deficit) for year		(44,476)
Amount of general fund at beginning of year		
Amount of general fund at end of year		

**Analysis of income from federation and other bodies and other income**  
(see notes 19 and 20)

Description	£	£
<b>Federation and other bodies</b>		
NONE		
<b>Total federation and other bodies</b>		
<b>Other income</b>		
NONE		
<b>Total other income</b>		
<b>Total of all other income</b>		

**Analysis of benefit expenditure shown at general fund**  
(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		<b>brought forward</b>	
NONE		Education and Training services	
		NONE	
Representation – Non Employment Related Issues			
NONE		Negotiated Discount Services	
		NONE	
Communications			
NONE		Salary Costs	
		NONE	
Advisory Services			
NONE		Other Benefits and Grants (specify)	
		NONE	
Dispute Benefits			
NONE			
Other Cash Payments			
NONE			
<b>carried forward</b>		<b>Total (should agree with figure in General Fund)</b>	

## Accounts other than the revenue account/general fund

(see notes 21 to 23)

Fund 2 NO FUND 2		Fund Account	
Name:		£	£
<b>Income</b>			
From members			
Investment income (as at page 12)			
Other income (specify)			
<b>Total other income as specified</b>			
<b>Total Income</b>			
<b>Expenditure</b>			
Benefits to members			
Administrative expenses and other expenditure (as at page 10)			
<b>Total Expenditure</b>			
<b>Surplus (Deficit) for the year</b>			
<b>Amount of fund at beginning of year</b>			
<b>Amount of fund at the end of year (as Balance Sheet)</b>			
<b>Number of members contributing at end of year</b>			

Fund 3 NO FUND 3		Fund Account	
Name:		£	£
<b>Income</b>			
From members			
Investment income (as at page 12)			
Other income (specify)			
<b>Total other income as specified</b>			
<b>Total Income</b>			
<b>Expenditure</b>			
Benefits to members			
Administrative expenses and other expenditure (as at page 10)			
<b>Total Expenditure</b>			
<b>Surplus (Deficit) for the year</b>			
<b>Amount of fund at beginning of year</b>			
<b>Amount of fund at the end of year (as Balance Sheet)</b>			
<b>Number of members contributing at end of year</b>			

(See notes 21 to 23)

Fund 4 NO FUND 4		Fund Account	
Name:		£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

Fund 5 NO FUND 5		Fund Account	
Name:		£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		



(See notes 21 to 23)

<b>Fund 6 NO FUND 6</b>		<b>Fund Account</b>	
<b>Name:</b>		<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		
	Investment Income (as at page 12)		
	Other Income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

<b>Fund 7 NO FUND 7</b>		<b>Fund Account</b>	
<b>Name:</b>		<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		
	Investment Income (as at page 12)		
	Other Income (specify)		
	<b>Total other Income as specified</b>		
	<b>Total Income</b>		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

## Political fund account

(see notes 24 to 33)

<b>Political fund account 1</b>		<b>To be completed by trade unions which maintain their own political fund</b>	
	<b>Income</b>	Members contributions and levies	£
		Investment income (as at page 12)	£
		Other income (specify)	£
		<b>Total other income as specified</b>	
		<b>Total income</b>	
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
	Expenditure A (as at page I)		£
	Expenditure B (as at page II)		£
	Expenditure C (as at page III)		£
	Expenditure D (as at page IV)		£
	Expenditure E (as at page V)		£
	Expenditure F (as at page VI)		£
	Non-political expenditure (as at page VII)		£
		<b>Total expenditure</b>	
		<b>Surplus (deficit) for year</b>	
		<b>Amount of political fund at beginning of year</b>	
		<b>Amount of political fund at the end of year (as Balance Sheet)</b>	
		<b>Number of members at end of year contributing to the political fund</b>	
		<b>Number of members at end of the year not contributing to the political fund</b>	
		<b>Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund</b>	
<b>Political fund account 2</b>		<b>To be completed by trade unions which act as components of a central trade</b>	
	<b>Income</b>	Contributions and levies collected from members on behalf of central political fund	£
		Funds received back from central political fund	£
		Other income (specify)	£
		<b>Total other income as specified</b>	
		<b>Total income</b>	
	<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)	£
		Administration expenses in connection with political objects (specify)	£
		Non-political expenditure	£
		<b>Total expenditure</b>	
		<b>Surplus (deficit) for year</b>	
		<b>Amount held on behalf of trade union political fund at beginning of</b>	
		<b>Amount remitted to central political fund</b>	
		<b>Amount held on behalf of central political fund at end of year</b>	
		<b>Number of members at end of year contributing to the political fund</b>	
		<b>Number of members at end of the year not contributing to the political fund</b>	
		<b>Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund</b>	

The following pages 9i to 9vii relate to the Political Fund Account Expenditure

**Political fund account expenditure (a)**

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party

Name of political party in relation to which money was expended	Total amount spent during the period £
NO POLITICAL FUND	
<b>Total</b>	

### Political fund account expenditure (b)

Expenditure under section 72 (1) (b) of the Trade Union and Labour Relations (Consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

Expenditure of money on the provision of any services or property for use by or on behalf of any political party

Name of political party to which payment was made	Total amount paid during the period £
NO POLITICAL FUND	
<b>Total</b>	



**Political fund account expenditure (d)**

Expenditure under section 72 (1) (d) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000  
during the period to which return relates.

Expenditure on the maintenance of any holder of political office	
Name of office holder	£
NO POLITICAL FUND	
<b>Total</b>	

### Political fund account expenditure (e)

Expenditure under section 72 (1) (e) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

The expenditure of money on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party

Name of political party	£
NO POLITICAL FUND	
<b>Total</b>	

**Political fund account expenditure (f)**

Expenditure under section 72 (1) (f) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

On the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate

Name of organisation or political party	£
NO POLITICAL FUND	
	<b>Total</b>



**Expenditure from the political fund not falling within section 72(1) of the trade union & labour relations (consolidation) act 1992**

**For expenditure not falling within section 72(1) the required information is-**

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	<b>£</b>
NO POLITICAL FUND	
	Total
	Total expenditure
(b) the name of each organisation to which money was paid (otherwise than for a particular cause or campaign), and the total amount paid to each one	<b>£</b>
NO POLITICAL FUND	
	Total
	Total expenditure
(c) the total amount of all other money expended	<b>£</b>
NO POLITICAL FUND	
	Total
	Total expenditure

**Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts**

(see notes 34 and 35)

		£
<b>Administrative Expenses</b>		
Remuneration and expenses of staff		
Salaries and Wages included in above	£	
Auditors' fees		
Legal and Professional fees		
Occupancy costs		
Stationery, printing, postage, telephone, etc.		
Expenses of Executive Committee (Head Office)		
Expenses of conferences		
Other administrative expenses (specify)		44,476
<b>Other Outgoings</b>		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
		<b>Total</b>
		44,476
Charged to:		
	General Fund (Page 3)	44,476
	Fund (Account )	
	Fund (Account )	
	Fund (Account )	
	Fund (Account )	
		<b>Total</b>
		44,476

### Analysis of officials' salaries and benefits

(see notes 36 to 46)

Position held	Gross Salary £	Employers N.I. contributions £	Pension Contributions £	Benefits		Total £
				Description	Value £	
LEC President						
LEC Vice President						
LEC Secretary						
No Salary or Benefits paid by AFA						
All above are Member Volunteers						



**Balance sheet as at**

(see notes 49 to 52)

Previous Year	NO FIXED ASSETS HELD LOCALLY	£	£
	<b>Fixed Assets</b> (at page 14)		
	<b>Investments</b> (as per analysis on page 15)		
	Quoted (Market value £      )		
	Unquoted		
	<b>Total Investments</b>		
	<b>Other Assets</b>		
	Loans to other trade unions		
	Sundry debtors		
	Cash at bank and in hand		
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	<b>Total of other assets</b>		
	<b>Total assets</b>		
	Fund (Account    )		
	Fund (Account    )		
	Fund (Account    )		
	Superannuation Fund (Account    )		
	Political Fund (Account    )		
	Revaluation Reserve		
	<b>Liabilities</b>		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
	Sundry creditors		
	Accrued expenses		
	Provisions		
	Other liabilities		
	<b>Total liabilities</b>		
	<b>Total assets</b>		

## Fixed assets account

(see notes 53 to 57)

### NO ASSETS HELD or OWNED BY COUNCIL 7

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
<b>Cost or Valuation</b>						
At start of year						
Additions						
Disposals						
Revaluation/Transfers						
At end of year						
<b>Accumulated Depreciation</b>						
At start of year						
Charges for year						
Disposals						
Revaluation/Transfers						
At end of year						
<b>Net book value at end of year</b>						
<b>Net book value at end of previous year</b>						

## Analysis of investments

(see notes 58 and 59)

### NO INVESTMENTS OWNED BY COUNCIL 7

	All Funds Except Political Funds £	Political Fund £
<b>Quoted</b>		
Equities (e.g. Shares)		
Government Securities (Gilts)		
Other quoted securities (to be specified)		
<b>Total quoted (as Balance Sheet)</b>		
<b>Market Value of Quoted Investment</b>		
<b>Unquoted</b>		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
<b>Total unquoted (as Balance Sheet)</b>		
<b>Market Value of Unquoted Investments</b>		

## Analysis of investment income (controlling interests)

(see notes 60 and 61)

<b>Does the union, or any constituent part of the union, have a controlling interest in any limited company?</b>		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If YES name the relevant companies:			
Company name	Company registration number (if not registered in England & Wales, state where registered)		
<b>Are the shares which are controlled by the union registered in the names of the union's trustees?</b>		YES <input type="checkbox"/>	NO <input type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
Company name	Names of shareholders		



**Summary sheet**  
(see notes 62 to 73)

	<b>All funds except Political Funds £</b>	<b>Political Funds £</b>	<b>Total Funds £</b>
<b>Income</b>	0	0	0
From Members	0	0	0
From Investments	0	0	0
Other Income (including increases by revaluation of assets)	0	0	0
<b>Total Income</b>	0	0	0
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	44,476	0	44,476
<b>Funds at beginning of year</b> (including reserves)			
<b>Funds at end of year</b> (including reserves)	(44,476)	0	(44,476)
<b>Assets</b>			
Fixed Assets			0
Investment Assets			0
Other Assets			0
<b>Total Assets</b>			0
<b>Liabilities</b>			
<b>Total Liabilities</b>			0
<b>Net assets (Total Assets less Total Liabilities)</b>			44,476 0

## Information on Industrial action ballots

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?

**YES NO**

If Yes How many ballots were held:  <sup>0</sup>

For each ballot held please complete the information below:

### Ballot 1

Number of individuals who were entitled to vote in the ballot  <sup>1</sup>

Number of votes cast in the ballot  <sup>2</sup>

Number of individuals answering "Yes" to the question  <sup>3</sup>

Number of individuals answering "No" to the question  <sup>4</sup>

Number of invalid or otherwise spoiled voting papers returned  <sup>5</sup>

**\* 1-3 should total "Number of votes cast in the ballot"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

### Ballot 2

Number of individuals who were entitled to vote in the ballot  <sup>1</sup>

Number of votes cast in the ballot  <sup>2</sup>

Number of individuals answering "Yes" to the question  <sup>3</sup>

Number of individuals answering "No" to the question  <sup>4</sup>

Number of invalid or otherwise spoiled voting papers returned  <sup>5</sup>

**\* 1-3 should total "Number of votes cast in the ballot"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

For additional ballots please continue on next page

**Ballot 3**

Number of individuals who were entitled to vote in the ballot  1

Number of votes cast in the ballot  2

Number of Individuals answering "Yes" to the question  3

Number of Individuals answering "No" to the question  4

Number of invalid or otherwise spoiled voting papers returned  5

\* 1-3 should total "Number of votes cast in the ballot"

Were the number of votes cast in the ballot at least 50% of the number of Individuals who were entitled to vote in the ballot Y / N

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / N

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N

**Ballot 4**

Number of individuals who were entitled to vote in the ballot  1

Number of votes cast in the ballot  2

Number of Individuals answering "Yes" to the question  3

Number of Individuals answering "No" to the question  4

Number of invalid or otherwise spoiled voting papers returned  5

\* 1-3 should total "Number of votes cast in the ballot"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / N

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / N

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N

**Ballot 5**

Number of individuals who were entitled to vote in the ballot  1

Number of votes cast in the ballot  2

Number of Individuals answering "Yes" to the question  3

Number of Individuals answering "No" to the question  4

Number of invalid or otherwise spoiled voting papers returned  5

\* 1-3 should total "Number of votes cast in the ballot"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / N

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / N

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N

Use a continuation sheet if necessary

## Information on Industrial action

(see note 81)

### \*Categories of Nature of Trade Dispute :

A: terms and conditions of employment, or the physical conditions in which any workers are required to work;

B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;

C: allocation of work or the duties of employment between workers or groups of workers;

D: matters of discipline;

E: a worker's membership or non-membership of a trade union;

F: facilities for officials of trade unions;

G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

### Did Union members take industrial action during the return period in response to any Inducement on the part of the Union?

YES / NO

If YES, for each industrial action taken please complete the information below:

#### Industrial Action 1

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

#### Industrial Action 2

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

#### Industrial Action 3

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

use a continuation page if necessary

**Industrial Action 4**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  
3. Number of days of industrial action:  
4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

**Industrial Action 5**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  
3. Number of days of industrial action:  
4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

**Industrial Action 6**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  
3. Number of days of industrial action:  
4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

**Industrial Action 7**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  
3. Number of days of industrial action:  
4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

**Industrial Action 8**

1. please tick the nature of the trade dispute for which industrial action was taken using the categories\* below:

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  
3. Number of days of industrial action:  
4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

**Notes to the accounts**  
(see notes 82 and 83)

All notes to the accounts must be entered on or attached to this part of the return.

**NO OTHER ACCOUNTS**

### Accounting policies


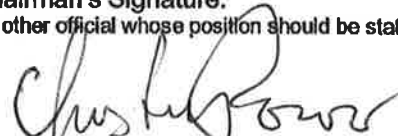
(see notes 84 and 85)

See attached report.

### Signatures to the annual return

(see notes 86 and 87)

**Including the accounts and balance sheet contained in the return. Please send the return with the original signatures. Copies will not be accepted.**

Secretary's Signature:  Name: <u>Angie Fletcher</u> Date: <u>8 NOV 2019</u>	Chairman's Signature: (or other official whose position should be stated)  Name: <u>Christian Bowie</u> Date: <u>1 NOV 2019</u>
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### Checklist

(see notes 88 and 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the list of officers in post been completed? (see Page 2a and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	<input checked="" type="checkbox"/>	No	
Has the auditor's report been completed? (see Pages 24 and 25 and Notes 2 and 92)	Yes	<input checked="" type="checkbox"/>	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	<input checked="" type="checkbox"/>	No	
A member's statement is: (see Note 104)	Enclosed	<input checked="" type="checkbox"/>	To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	<input checked="" type="checkbox"/>	No	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 to 103)	Yes	<input checked="" type="checkbox"/>	No	

## Checklist for auditor's report

(see notes 90 to 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate?  
(See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached. See attached Report.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.  
(See section 36(4) of the 1992 Act set out in note 92)

Please explain in your report overleaf or attached. See attached Report.

3. Your auditors or auditor must include in their report the following wording:



**In our opinion the financial statements:**

- give a true and fair view of the matters to which they relate to.
- have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.



**Auditor's report (continued)**

See attached report.

Signature(s) of auditor or auditors:		
Name(s):	Arthur Budich	Kevin P Creighan
Profession(s) or Calling(s):	CPA	AFA-CWA International Secretary-Treasurer
Address(es):	7501 Wisconsin Avenue Suite 1200W Bethesda MD 20814 United States	501 3 <sup>rd</sup> St NW Washington DC 20001 United States
Date:	28 Oct 2019	29 October 2019
Contact name for enquiries and telephone number:	As above +1-202-721-2480	As Above +1-202-434-0580

N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany this return.



7501 WISCONSIN AVENUE | SUITE 1200 WEST  
BETHESDA, MD 20814  
202.331.9880 PHONE | 202.331.9890 FAX

## REPORT OF INDEPENDENT ACCOUNTANTS

To the Board of Directors

Association of Flight Attendants - Communication Workers of America  
Washington, D.C.

We have examined the accompanying schedule of revenue and expenses (the schedule) of Local Executive Council 7 of the Association of Flight Attendants - Communication Workers of America (LEC 7) for the year ended May 31, 2019. LEC 7's management is responsible for this schedule. Our responsibility is to express an opinion based on our examination.

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants and, accordingly, included examining, on a test basis, evidence supporting the amounts reported on the schedule referred to above and performing such other procedures as we considered necessary in the circumstances. We believe that our examination provides a reasonable basis for our opinion.

In our opinion, the schedule referred to above presents in all material respects the revenue and expenses of Local Executive Council 7 of the Association of Flight Attendants - Communication Workers of America based on the criteria set forth in the United Kingdom's Trade Union and Labour Relations (Consolidation) Act of 1992. We believe the accounts which are contained in this report give a true and fair view of the matters to which they relate.

We are members of the American Institute of Certified Public Accountants, and as such, should qualify as company auditors for the Local Executive Council 7 of the Association of Flight Attendants - Communication Workers of America under Paragraphs 25 and 33 of the United Kingdom's Companies Act of 1989.

*CalibreCPAGroup, PLLC*

Bethesda, MD  
October 25, 2019



**ASSOCIATION OF FLIGHT ATTENDANTS -  
COMMUNICATION WORKERS OF AMERICA  
LOCAL EXECUTIVE COUNCIL 7**

**NOTES TO SCHEDULE OF REVENUE AND EXPENSES**

YEAR ENDED MAY 31, 2019

**NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Organization and Other Matters** - The Association of Flight Attendants - Communication Workers of America Local Executive Council No. 7 (LEC 7) is a council of the Association of Flight Attendants - Communication Workers of America (AFA) located in the United Kingdom representing the flight attendants of a number of commercial airline companies in the collective bargaining process to enhance working conditions, rates of pay and employee benefits. The AFA also actively works to secure additional federal safety regulations for the airline industry and provides legal representation for Title VII of the Civil Rights Act of 1964 class action suits for its members.

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**Flight Pay Loss** - LEC 7 reimburses members for pay lost while engaged in union business and therefore absent from their regular jobs. Flight pay loss is either paid to members or reimbursed to members' employers for wages paid by the employers. Vacation time dedicated to performing union business also is reimbursed by the LEC 7.

**Use of Estimates** - The preparation of this schedule in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the schedule and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

**NOTE 2. SUBSEQUENT EVENTS REVIEW**

Subsequent events have been evaluated through October 25, 2019, which is the date the schedule was available to be issued. This review and evaluation revealed no material event or transaction that would require an adjustment to or disclosure in the accompanying schedule.

**Membership audit certificate**  
made in accordance with section 24ZD of the  
**Trade Union and Labour Relations (Consolidation) Act 1992**  
(See notes 97 to 103)

At the end of the reporting period preceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

~~YES~~/NO - NO

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21.

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21

**Membership audit certificate**

**Section one**

*For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer*

1. In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

YES/NO

2. In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

YES/NO

If the answer to **either** questions 1 or 2 above is "NO" the assurer must:

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.

**Membership audit certificate (continued)**

<b>Signature of assurer</b>	
<b>Name</b>	
<b>Address</b>	
<b>Date</b>	
<b>Contact name and telephone number</b>	

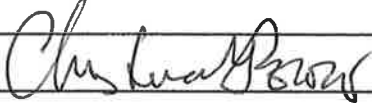
**Membership audit certificate**  
**Section two**

For a trade union with no more than 10,000 members at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

YES/NO - Yes

If "NO" Please explain below:

Signature	
Name	Christian Bowie
Office held	Local President
Date	01 NOV 2019