

Form AR21

Annual return for a trade union

Trade Union and Labour Relations (Consolidation) Act 1992



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Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Association of Flight Attendants (Council 7)		
Year ended:	31 May 2023		
List no:			
Head or Main Office address:	3 Northcroft Terrace		
	Northcroft Road		
	London		
Postcode	W13 9SP		
Website address (if available)			
Has the address changed during the year to which the return relates?	Yes	<input type="checkbox"/>	No <input checked="" type="checkbox"/> ('X' in appropriate box)
General Secretary:	Michael Schwaabe		
Telephone Number:	07478 654 564		
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

You should send the annual return to the following email address stating the name of the union in subject:

For Unions based in England and Wales: returns@certoffice.org

For Unions based in Scotland: ymw@tcyoung.co.uk

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	80				80
Female	284				284
Other					0
Total	364	0	0	0	A 364

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

364

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

0

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

State whether the union is:

a. A branch of another trade union?

Yes	<input checked="" type="checkbox"/>
-----	-------------------------------------

No	<input type="checkbox"/>
----	--------------------------

If yes, state the name of that other union:

Association of Flight Attendants - CWA
--

b. A federation of trade unions?

Yes	<input type="checkbox"/>
-----	--------------------------

No	<input checked="" type="checkbox"/>
----	-------------------------------------

If yes, state the number of affiliated unions:

--

and names:

--

Officers in post

(see note 12)

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

Name of Officer	Position held
Michael Schwaabe	President
Mags Healy	Vice-President
Kerry Bedford	Secretary
Richard Tartarelli	Council Representative
Sjouktje Riestra	Council Representative

General Fund

(see notes 13 to 18)

	£	£
Income		56,550
From Members: Contributions and Subscriptions		
From Members: Other income from members (specify)		
Total other income from members		0
Total of all income from members		0
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)	0	
Income from any other sources (as at page 4)	0	
Total of other income (as at page 4)		0
	Total income	56,550
	Interfund Transfers IN	
Expenditure		
Benefits to members (as at page 5)		0
Administrative expenses (as at page 10)		56,550
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		0
Taxation		
	Total expenditure	56,550
	Interfund Transfers OUT	
	Surplus (deficit) for year	0
	Amount of general fund at beginning of year	19,858
	Amount of general fund at end of year (DEFICIT does not Carry Forward)	19,858

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies NONE	
Total federation and other bodies	0
Any Other Sources NONE	
Total other sources	0
Total of all other income	0

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues NONE		brought forward Advisory Services NONE	0
Representation – Non Employment Related Issues NONE		Other Cash Payments NONE	
		Education and Training services NONE	
Communications NONE			
		Negotiated Discount Services NONE	
Dispute Benefits NONE		Other Benefits and Grants (specify) NONE	
carried forward	0	Total (should agree with figure in General Fund)	0

(See notes 21 and 23)

Fund 2		NO FUND 2	Fund Account
Name:	not applicable		£
Income			£
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		Number of members contributing at end of year	

Fund 3		NO FUND 3	Fund Account
Name:	not applicable		£
Income			£
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		Number of members contributing at end of year	

(See notes 21 and 23)

Fund 4	NO FUND 4	Fund Account	
Name:	not applicable	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		Number of members contributing at end of year	

Fund 5	NO FUND 5	Fund Account	
Name:	not applicable	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	0
		Total Income	0
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
		Total Expenditure	0
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	0
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	0
		Number of members contributing at end of year	

(See notes 21 and 23)

Fund 6	NO FUND 6	Fund Account	
Name:	not applicable	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		0
	Total Income		0
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
	Total Expenditure		0
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		0
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		0
	Number of members contributing at end of year		

Fund 7	NO FUND 7	Fund Account	
Name:	not applicable	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		0
	Total Income		0
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
	Total Expenditure		0
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		0
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		0
	Number of members contributing at end of year		

(See notes 21 and 23)

Fund 8		NO FUND 8		Fund Account	
Name:	not applicable	£	£	£	£
Income					
	From members				
	Investment income (as at page 12)				
	Other income (specify)				
				Total other income as specified	0
				Total Income	0
				Interfund Transfers IN	
Expenditure					
	Benefits to members				
	Administrative expenses and other expenditure (as at page 10)				0
				Total Expenditure	0
				Interfund Transfers OUT	
				Surplus (Deficit) for the year	0
				Amount of fund at beginning of year	
				Amount of fund at the end of year (as Balance Sheet)	0
				Number of members contributing at end of year	

Fund 9		NO FUND 9		Fund Account	
Name:	not applicable	£	£	£	£
Income					
	From members				
	Investment income (as at page 12)				
	Other income (specify)				
				Total other income as specified	0
				Total Income	0
				Interfund Transfers IN	
Expenditure					
	Benefits to members				
	Administrative expenses and other expenditure (as at page 10)				0
				Total Expenditure	0
				Interfund Transfers OUT	
				Surplus (Deficit) for the year	0
				Amount of fund at beginning of year	
				Amount of fund at the end of year (as Balance Sheet)	0
				Number of members contributing at end of year	

Political fund account

(see notes 24 to 33)

£

£

Political fund account 1 **To be completed by trade unions which maintain their own political fund**

	Income		
	Members contributions and levies		
	Investment income (as at page 12)		
Other income (specify)			
	Total other income as specified		0
		Total income	0

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)		0
	Expenditure B (as at page ii)		0
	Expenditure C (as at page iii)		0
	Expenditure D (as at page iv)		0
	Expenditure E (as at page v)		0
	Expenditure F (as at page vi)		0
	Non-political expenditure (as at page vii)		0
		Total expenditure	0
		Surplus (deficit) for year	0
		Amount of political fund at beginning of year	
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	0
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	

Political fund account 2 **To be completed by trade unions which act as components of a central trade union**

Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	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		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

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	
Total	0

Political fund account expenditure (b)

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

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	
Total	0

Political fund account expenditure (c)

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.

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office

Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£
NO POLITICAL FUND			
Total			0

Political fund account expenditure (d)

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.

Expenditure on the maintenance of any holder of political office	
Name of office holder	£
NO POLITICAL FUND	
Total	0

Political fund account expenditure (e)

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.

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	
Total	0

Political fund account expenditure (f)

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

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	
Total	0

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	£
NO POLITICAL FUND	
Total expenditure	0

(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one	£
NO POLITICAL FUND	
Total expenditure	0

(c) the total amount of all other money expended	£
NO POLITICAL FUND	
Total expenditure	0
Total of all expenditures	0

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

(see notes 34 and 35)

		£
Administrative Expenses		
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)		
Sum of all expenses covered by Audit		(56,550)
 Other Outgoings		
tretert		
	Total	(56,550)
Charged to:	General Fund (Page 3)	0
	not applicable	
	not applicable	
	not applicable	
	not applicable	
	not applicable	
	not applicable	
	not applicable	
	not applicable	
	not applicable	
	Total	0

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits			Total
			Pension Contributions	Other Benefits		
	£	£	£	Description	Value £	£
LEC President						
LEC Vice-President						
LEC Secretary						
LEC Council Representative						
LEC Council Representative						
No Salary or Benefits paid by the Association of Flight Attendants - CWA.						
All of the above Offices are held by Volunteer Members.						

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
NO INVESTMENT INCOME			
	0		0
		Total investment income	0
		Credited to:	
		General Fund (Page 3)	0
		not applicable	0
		not applicable	0
		not applicable	0
		not applicable	0
		not applicable	0
		not applicable	0
		not applicable	0
		not applicable	0
		Political Fund	0
		Total Investment Funds	0

Balance sheet as at

31 May 2023

(see notes 49 to 52)

Previous Year		£	£
	Fixed Assets (at page 14)		0
	Investments (as per analysis on page 15)		
	Quoted (Market value £ ())		0
	Unquoted		0
	Total Investments		0
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		
	Cash at bank and in hand		
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	NO FIXED ASSETS OR INVESTMENTS HELD OR OWNED LOCALLY BY AFA COUNCIL 7		
	Total of other assets		0
	Total assets		0
19,858	General fund (page 3)		19,858
0	not applicable		0
0	not applicable		0
0	not applicable		0
0	not applicable		0
0	not applicable		0
0	not applicable		0
0	not applicable		0
0	not applicable		0
0	not applicable		0
0	Political Fund Account		0
	Liabilities		
	Amount held on behalf of central trade union political fund		0
	NO LIABILITIES HELD OR OWNED LOCALLY BY AFA COUNCIL 7		
	Total liabilities		0
	Total assets		0

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
Cost or Valuation						
At start of year						0
Additions						0
Disposals						0
Revaluation/Transfers						0
At end of year	0	0	0	0	0	0
Accumulated Depreciation						
At start of year						0
Charges for year						0
Disposals						0
Revaluation/Transfers						0
At end of year	0	0	0	0	0	0
Net book value at end of year	0	0	0	0	0	0
Net book value at end of previous year						0

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
<p>Equities (e.g. Shares) NO EQUITIES OWNED BY AFA COUNCIL 7</p>		
<p>Government Securities (Gilts) NO GOVERNMENT SECURITIES OWNED BY AFA COUNCIL 7</p>		
<p>Other quoted securities (to be specified) NONE</p>		
<p>Total quoted (as Balance Sheet)</p>	0	0
<p>Market Value of Quoted Investment</p>	0	
<p>Unquoted</p>		
<p>Equities NO EQUITIES OWNED BY AFA COUNCIL 7</p>		
<p>Government Securities (Gilts) NO GOVERNMENT SECURITIES OWNED BY AFA COUNCIL 7</p>		
<p>Mortgages NONE</p>		
<p>Bank and Building Societies NONE</p>		
<p>Other unquoted investments (to be specified) NONE</p>		
<p>Total unquoted (as Balance Sheet)</p>	0	0
<p>Market Value of Unquoted Investments</p>		

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members	56,550	0	56,550
From Investments	0	0	0
Other Income (including increases by revaluation of assets)	0	0	0
Total Income	56,550	0	56,550
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	56,550	0	56,550
Funds at beginning of year (including reserves)	19,858	0	19,858
Funds at end of year (including reserves)	19,858	0	19,858
Assets			
Fixed Assets			0
Investment Assets			0
Other Assets			0
		Total Assets	0
Liabilities		Total Liabilities	-19,858
Net Assets (Total Assets less Total Liabilities)			19,858

Summary sheet

(see notes 62 to 73)

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

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	No
If Yes How many ballots were held: <input style="width: 50px;" type="text"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
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	<input style="width: 60px;" type="text"/> 0
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
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	<input style="width: 60px;" type="text"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
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	<input style="width: 60px;" type="text"/> 0
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
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	<input style="width: 60px;" type="text"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
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	<input style="width: 60px;" type="text"/> 0
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
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	<input style="width: 60px;" type="text"/>

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question ¹

Number of individuals answering "No" to the question ²

Number of invalid or otherwise spoiled voting papers returned ³ 0

1-3 should total "Number of votes cast"

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 0

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 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question ¹

Number of individuals answering "No" to the question ²

Number of invalid or otherwise spoiled voting papers returned ³ 0

1-3 should total "Number of votes cast"

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 0

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 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question ¹

Number of individuals answering "No" to the question ²

Number of invalid or otherwise spoiled voting papers returned ³ 0

1-3 should total "Number of votes cast"

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 0

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

Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require 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

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

Ballots & Industrial Action- if you have 6 or more entries for either of these, please complete the Excel Spreadsheet

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 & 87)

Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here

Secretary's Signature:		President's Signature:	
			(or other official whose position should be stated)
Name:	Mags Healy	Name:	Michael Schwaabe
Date:	11 December 2023	Date:	11 December 2023

Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	X	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	X	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	X	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	X	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	X	No	
A member statement is: (see Note 80)	Enclosed	X	To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	X	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	X	No	

Checklist for auditor's report

(see notes 90 and 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 related? (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

Dante Harris

Profession(s) or Calling(s):

CPA

AFA-CWA International
Secretary -Treasurer

Address(es):

7501 Wisconsin Avenue

501 3rd Street NW

Suite 1200W

Washington DC 20001

Bethesda MD 20814

United States of America

United States of America

Postcode

Date

29-Nov-23

29-Nov-23

Contact name for inquiries and telephone number:

as above
+ 1-202-721-2480

as above
+1-202-434-0580


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



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

SCHEDULE OF REVENUE AND EXPENSES

MAY 31, 2023





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

SCHEDULE OF REVENUE AND EXPENSES

YEAR ENDED MAY 31, 2023

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Notes to Schedule of Revenue and Expenses	3





INDEPENDENT ACCOUNTANT'S REPORT

To the Board of Directors
Association of Flight Attendants - Communication Workers of America

We have examined the accompanying schedule of revenue and expenses (the schedule) for the year ended May 31, 2023. Local Executive Council 7 of the Association of Flight Attendants - Communication Workers of America (LEC 7) management is responsible for the schedule in accordance with the criteria set forth in the United Kingdom's Trade Union and Labour Relations (Consolidation) Act of 1992. Our responsibility is to express an opinion on the schedule based on our examination.

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA). Those standards require that we plan and perform the examination to obtain reasonable assurance about whether the schedule is in accordance with the criteria, in all material respects. An examination involves performing procedures to obtain evidence about the schedule. The nature, timing, and extent of the procedures selected depend on our judgement, including an assessment of the risks of material misstatement of the schedule, whether due to fraud or error. We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements relating to the engagement.

In our opinion, the schedule of revenue and expenses of Local Executive Council 7 of the Association of Flight Attendants - Communication Workers of America (LEC 7) for the year ended May 31, 2023, is presented in accordance with the criteria set forth in the United Kingdom's Trade Union and Labour Relations (Consolidation) Act of 1992, in all material respects.

Calibre CPA Group, PLLC

Bethesda, MD
November 29, 2023





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

SCHEDULE OF REVENUE AND EXPENSES

YEAR ENDED MAY 31, 2023

Conversion Rate: \$1.2255 Per British Pound

Revenue	<u>\$ -</u>	<u>£ -</u>
Expenses		
Flight pay loss (net of reimbursements)	42,856	34,970
Travel	2,336	1,906
Meals	3,263	2,663
Hotels	9,369	7,645
Affiliation and other fees	2,525	2,060
Telephone	3,230	2,636
Printing and postage	2,537	2,070
Office supplies	<u>3,186</u>	<u>2,600</u>
Total expenses	<u>69,302</u>	<u>56,550</u>
Excess expenses over revenue	<u>\$ 69,302</u>	<u>£ 56,550</u>

See accompanying notes to schedule of revenue and expenses.



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

NOTES TO SCHEDULE OF REVENUE AND EXPENSES

YEAR ENDED MAY 31, 2023

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.

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.

NOTE 2. SUBSEQUENT EVENTS REVIEW

Subsequent events have been evaluated through November 29, 2023, 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?

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

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)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

Membership audit certificate

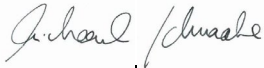
Section two

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

If "No" Please explain below:

Signature	
Name	Michael Schwaabe
Office held	AFA-CWA Council 7 President
Date	11-Dec-23



ASSOCIATION OF FLIGHT ATTENDANTS

3 Northcroft Terrace, Northcroft Road, London W13 9SP, United Kingdom

PHONE: +44-(0)208-935-5613
EMAIL: afahr@unitedafa.org
WEB SITE: www.unitedafa.org

ASSOCIATION OF FLIGHT ATTENDANTS – CWA: Council 7 - London

STATEMENT TO MEMBERS ISSUED IN CONJUNCTION WITH THE UNION'S ANNUAL RETURN FOR THE PERIOD ENDED 31 MAY 2023

AS REQUIRED BY SECTION 32A OF TRADE UNION AND LABOUR RELATIONS (COLSOLIDATION) ACT 1992

Income and Expenditures

The total income for the period was nil as AFA Local Executive Council 7 has no revenue source of its own and all expenditures are funded out of the regular operational revenue of AFA-CWA International.

The Union's total expenditure for the period was £56,550.
The Union does not maintain a political fund.

Salary paid to and other benefits provided to the President and members of the Local Executive Council

The President, Vice President, Secretary, and Council Representatives were not paid any amount in respect of salary or benefits.

Irregularity Statement

A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the Union may take steps with a view to investigating further, obtaining clarification, and if necessary, securing regularisation of the conduct.

The member may raise any such concern with one or more of the following as it seems appropriate: the officials of the Union; the trustees of the property of the Union; the auditors of the Union; the Certification Office (who is an independent officer appointed by the Secretary of State); and the police.

Where a member of the Union believes the financial affairs of the Union have been or are being conducted in breach of the law or in breach of the rules of the Union and contemplates bringing civil proceedings against the Union or responsible officials or trustees, he should consider obtaining independent legal advice.

Auditor's Report

Attached.

Michael Schwaabe
Council 7 President

INFLIGHT SAFETY PROFESSIONALS

AFFILIATIONS: AFL-CIO, ETT, IFF, YUC

Please see accompanying PDF file: AFA Constitution dated March 20, 2023

Double-click on icon to open guidance