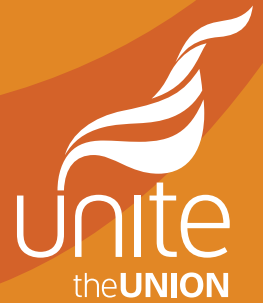


# Your Union at easyJet

## Newsletter



Branch LE/737 – February 2017

## Electronic balloting

The project to fully move to electronic balloting is going well and in the coming months your base reps will be contacting members who have not yet replied to find out their preferences. We need a private email address on file for you to continue to receive important ballot papers and surveys.

**WE WILL NO LONGER BE SENDING OUT PAPER COPIES TO YOUR HOME ADDRESS!**

Electronic balloting is only possible if we have the majority of members signed up.

This is an exciting project and we hope by making this massive but important change we can increase our engagement with you and with your help, hear much more of your voices and be much more effective as a union as a result.

## Disruption payments

Next month your Unite Senior reps will be meeting with easyjet management to agree the details of the new disruption payments. This is so that everything can be up and running in place for the busy summer schedule.

We would like to have your suggestions or aspirations. Please email your base rep with your thoughts on this and thank you to everybody who has so far sent in their ideas.

## Roster forum seat

Your union have secured a seat on the UK roster forum. We are looking forward to hearing any rostering concerns, trends or questions you may have, we appreciate you already have roster forum base reps and we are working alongside with them, they are your primary contact with base specific questions, however we are also happy to hear from you too.

Your Unite contact is **Andrena Clarke**, Branch Chair & Convenor.  
andrena.clarke@unitetheunion.org



## New reps

Your unite reps would like to take this opportunity to welcome Matt Owen, Daryl Beazley and Paul Irwin to the team, Matt, Daryl and Paul are all LGW based and will be speaking for LGW members on the committee and ensuring your voices are heard. Contact details are as always on the last page of this newsletter.

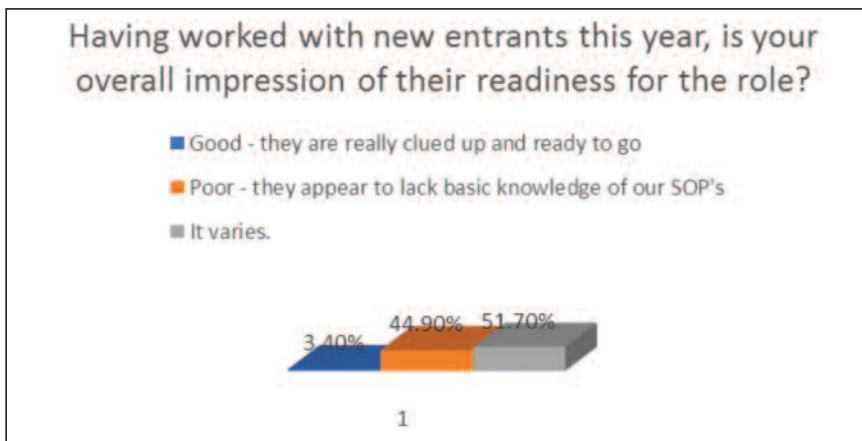
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**Our aim is to strengthen our trade union membership within easyJet, by ensuring our workplace is a fair place to work, protecting the rights of our workers by negotiating better working conditions**

## Training/new entrants survey feedback

### Feedback from crew to the Training Department.

This summer has been tough for the company, but for our front line crew, 3 subjects were consistently brought up to the union reps as problem areas for them. Unite carried out a survey of all its members to gather data on the 3 issues and we now hope that we can present the data to the relevant people within easyJet and work proactively together to address the crews concerns. One of the areas that has increased pressure on crew performance this summer is new entrants.



It is important for crew that they operate as a team, and to do this they need 4 effective team members. FA's and CM's - are feeling that currently, new entrants require on the job training and mentoring, this was previously provided by cabin Crew Line Trainers, without CCLT's, crew are expected to undertake this role themselves, this increases the pressure on their already stressful day.

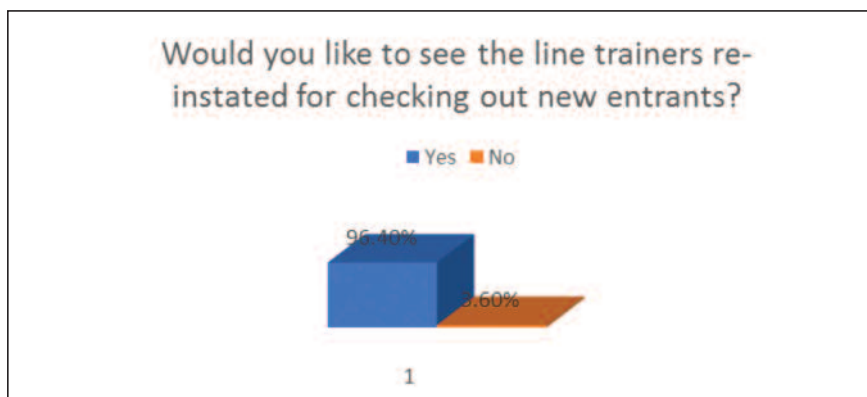
Reading the verbatim comments, there appear to be 4 main areas where new training is lacking. This is particularly

1. Procedural briefing,
2. Mistakes in SOP
3. Doors – a/c and f/d procedures
4. Overwing

The effect of shifting the pressure of training and mentoring new entrants onto CM/FA's is:



And even if crew don't feel it has compromised safety, they would still like the line trainers check flights to be re-instated:



Finally, many of the crew have commented that although they go and report these circumstances to their base management team, there is nowhere for them to feed back to training, so that improvements can be made. It might be an idea for the Training Department to create a method of receiving feedback from crew, so that the department can have a good idea of how well the new entrants are doing once they leave the academy.

The company's response to this feedback is to ensure your reporting all issues involving new entrants on a CSR, therefore if you feel the standard of training in a new entrant isn't up to standard, you feel you don't have the time as a CM to complete the relevant paperwork, or have any other safety issues that have arisen due to a new entrant familiarisation flight taking place please follow this up with a CSR and notify your base management team as well.

For full details see the survey result on our website [ezyunite.co.uk](http://ezyunite.co.uk)



## CHIRP/ CAA whistleblowing

This month we thought we would highlight CHIRP. The aim of CHIRP is to contribute to the enhancement of aviation safety in the UK and maritime safety worldwide, by providing a totally independent confidential (not anonymous) reporting system for all individuals employed in or associated with these industries.

Did you know you can also send a report to the CAA directly? The CAA have a whistleblowing policy where you can report health and safety incidents.

If you make a report you will:

- receive a response to your complaint/allegation
- be kept informed of progress with the complaint(s) if requested.

So, if you have a health and safety issue you would like to report to CHIRP or even the CAA. please follow the following websites to submit a report, you can also read other reports that have been sent in by pilots and cabin crew from easyjet and other airlines on the CHIRP website.

[www.chirp.co.uk](http://www.chirp.co.uk)

<https://www.caa.co.uk/Our-work/Make-a-report-or-complaint/CAA-whistleblowing-policy/>

## Aircraft hygiene

Your reps committee have heard reports of unclean and unhygienic aircraft flying around the network and unhygienic practices from various third party cleaning operators.

We wish to hear more about this so we can act upon it, so we are asking you to please email your local rep with your concerns, stories and experiences, please back these up with photos wherever possible.

## Rest/breaks

Please continue to report on safetynet each and every time you are not receiving sufficient rest/breaks on board during your duty, we are unable to act without evidence to back up our claims. We know there are 6 sectors duty days, 4 short sector duties etc. where members tell us it's very difficult to achieve a break, unfortunately due to a lack of safetynet reports submitted it's very difficult for us to convince the company these pairings need to be looked at and possibly changed.

We cannot make any great strides in this area without your help and support, please ensure your submitting the reports and spread the word to your colleagues that they need to do the same.



## The importance of responding/engaging with our surveys and ballots

It is always vitally important you take the time to respond to all our ballots and surveys regardless of your feelings towards it, we need ALL your votes and responses.

A huge portion of our membership do not make their voices heard and this could affect a true reflection of your feelings if too few of you respond.

Your union is a democratic member led union and it is you the membership who dictate the direction we take, but we need votes and responses to know we are all going in the right direction.

### **WE MAY BE YOUR MOUTH PIECE BUT YOU THE MEMBERS ARE THE VOICE!**

Most importantly, low turnouts to our surveys and ballots may weaken our negotiating position with EasyJet in the future, it suggests to them that some of our membership is disinterested and would likely be completely unwilling to enter into Industrial action if necessary, future campaigns and pay deals will become much harder to achieve unless we can improve turnouts.

response rates to some of our surveys and ballots in the past have been nowhere near the levels that the pilot's unions and the EU unions members achieve, look back at the recent pilots' strike ballot response rate, it was over 90%!

With low turnouts we find ourselves in the unique but unenviable position of being extremely strong in members yet weak in engagement, we can improve going forward.

**The more interaction you have with us, the more effective we are as a union!**

**Please in future respond to ALL surveys and ballots and let your voice be heard!**

## Member benefits/New entrants

We have a record 1400 new entrants starting this year! Did you know you can receive a £25 love to shop voucher for each one you sign up to unite the union? So, sign up 10 and you will receive up to £250 worth! You don't have to be a rep to sign up new or existing crew to unite the union all you have to be is a fully paid up member yourself, sign them up using the online form and after the new entrant has been a union member for 3 months you qualify for your voucher, speak to your rep or follow this link for further details and the online membership form.

<http://www.unitetheunion.org/how-we-help/memberoffers/memberbenefits/membergetmember/>



You can also find details of more exclusive offers and benefits on our websites member benefits page <http://www.ezyunite.co.uk/member-benefits.html>

## Disciplinary Meetings

We need to remind you that it is YOUR responsibility to let your rep and base management know as soon as possible if you are rostered a meeting that you wish to have union representation for.

As a rep we need to do work before meetings also to ensure we can assist you in the most effective way possible. Please do this as soon as possible when you are aware of your meeting date.

Remember that any notes taken in an investigation can be used in any further formal meetings, so think before you speak and read the notes CAREFULLY before signing them!

Please contact your rep either through their Unite email address or phone number. Please DO NOT use their company email or Facebook!

## Communication and Feedback

When communicating with your Base Management, Reps or anyone within the company your Reps recommend that Email is the most appropriate tool.

This way we can gather a paper trail of communication and if necessary utilise this in meetings or as evidence if required. Verbal communication is fine but we suggest to always follow this up with a quick email and always feel free to cc or b'cc your base reps into any communication.

## Update Your Details

Please ensure your contact details – including your mobile number, home address and email address – are updated and correct. Going forward, your union committee will communicate with you using online media such as your email to send out the monthly newsletter and any surveys, or send you updates by text.

### **WE CANNOT EMAIL YOUR EASYJET EMAIL ACCOUNT.**

We must therefore have a personal email address for you otherwise you are missing out on vital information and the chance to put your views across in surveys.

It is a really important time for electronic balloting too, so please make sure all your details are updated, either contact your local rep with your new details or use the online form at [www.ezyunite.co.uk](http://www.ezyunite.co.uk)



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**Remember to follow us on facebook (Ezyunite) and check out our new website [www.ezyunite.co.uk](http://www.ezyunite.co.uk)**

