

Pay ballot result

By now we are sure you will already know the results, but just in case, here's another reminder of the pay ballot count. On Friday 18th November, the pay ballot was counted at the Unite Heathrow office.

The result is as follows:

56% accept the EasyJet pay offer

44% reject the EasyJet pay offer

We are pleased to say that the pay deal is accepted, however we understand it is not a huge majority.

You the members in EasyJet took the time to complete the pay survey, this was the cornerstone of the negotiation mandate your reps took forward to management.

Aside from the length of the deal, this mandate was achieved. The feedback from unite members to the national rep's committee was overwhelmingly positive so we were surprised that the turnout was unexpectedly low at, a big thankyou however to everybody who took the time to vote as its always important to do so regardless of your feelings on the actual offer, more on that a little later.

Here is the pay deal again in full:

Pay elements

- **Basic and Sectors** increase as per table below.
- **Positioning and Airport Standby** are, pursuant to current T&C, impacted by the sector rates increases.
- **Up ranking payment** – 2.5% one-off increase from Jan 17 : current £12.81 – new rate £13.13
- **Office payments (OFC4/8, RCMT, SPIN, EWC, UNN, UN4) and the Holiday Pay Supplement** are impacted by the related increase on sectors per rank/year (as OFC4/OFC8 in the table below)
- **Night-Stop payment**
 - o 5% increase from 1st of Jan 17 – current £27.35 – new rate: £28.72
 - o 7% increase from 1st of Jan 18 – new rate: £30.73

BASIC

	Current	Jan-17	New	Jan-18	New	Jan-19	New
FA Prob	£ 10,207	0.5%	£ 10,258	-	£ 10,258	-	£ 10,258
confirmed FA	£ 13,628	2.5%	£ 13,969	2.7%	£ 14,346	2.7%	£ 14,733
confirmed CM	£ 17,087	2.8%	£ 17,565	3.0%	£ 18,092	3.3%	£ 18,689

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

SECTORS

	Current Nominal	Jan-17	New Nominal	Jan-18	New Nominal	Jan-19	New Nominal
FA Prob	£ 17.12	0.5%	£ 17.21	-	£ 17.21	-	£ 17.21
FA	£ 17.12	2.5%	£ 17.55	2.7%	£ 18.02	2.7%	£ 18.51
CM	£ 19.90	3.0%	£ 20.50	3.3%	£ 21.17	3.3%	£ 21.87

OTHERS

	Current	Jan-17	New	Jan-18	New	Jan-19	New
Uprank	£ 12.81	2.5%	£ 13.13	-	£ 13.13	-	£ 13.13
OFC4 FA	£ 21.23	2.5%	£ 21.76	2.7%	£ 22.35	2.7%	£ 22.95
OFC4 CM	£ 27.53	3.0%	£ 28.36	3.3%	£ 29.29	3.3%	£ 30.26
OFC8 FA	£ 42.44	2.5%	£ 43.50	2.7%	£ 44.68	2.7%	£ 45.88
OFC8 CM	£ 55.07	3.0%	£ 56.72	3.3%	£ 58.59	3.3%	£ 60.53
Night Stop	£ 27.35	5.0%	£ 28.72	7.0%	£ 30.73	-	£ 30.73
Holiday Pay FA	£ 31.38	2.5%	£ 32.16	2.7%	£ 33.03	2.7%	£ 33.92
Holiday Pay CM	£ 34.56	3.0%	£ 35.60	3.3%	£ 36.77	3.3%	£ 37.98

With the exception of the above-mentioned pay elements, all other payments would remain unchanged.

New and improved compensation for day to day disruption (from January 17)

- **ADTY** – In case of operational needs on the day of operation cabin crew may be required for an ADTY duty of less than 4 hours. If not called to fly, cabin crew shall receive 1 nominal sector payment from 00:01 to 03:59.
- **Goodwill Allowance (renamed Roster Disruption Payment)** - one-off 40% increase from £25 to £35

As of 1st January 17 the "Goodwill Allowance" currently existing will be known as Roster Disruption Payment (RDP). Payments will continue to be made as per current rules.

The Company is committed to meet Unite as soon as practicable and no later than March 2017 to agree changes to the rules that are triggering the payment with a view to be effective for the Summer 17 flying schedule. The rules for discussion will look at the application of the current payment that is in existence and how that could be paid during times of disruption that directly affect our crew on the day of operation.

Subject to agreement, the payment rules could cover either a loss of earnings through sector payments that is not covered by current payments such as ADTY, WIDO, and/or by a duty day that is extended by additional time to be agreed by both parties.

- **Complementary Bars** - Commissions calculated as per current rules with a 5% rate applied against the total value of the products given away during Comp Bars.
- **Working into a Day-Off** – (current rate: FA £90 / CM £110)

Infringement length	FA	CM
00:00 to 00:29	£100	£120
00:30 to 01:30	£105	£125
From 01:31	£110	£130

The importance of responding/engaging with us

Now, back onto the pay deal turnout, your rep's committee believe the turnout could have been better in this ballot, it is always vitally important you take the time to vote in these ballots regardless of your feelings towards it, we as a committee voted to recommended this deal but above all, we want ALL your votes, the yes's and the no's.

A portion of our membership has not made their voices heard, the vote was very close. Your union is a democratic member led union and it is you the membership who dictate the direction we take, but we need votes to know we are all going in the right direction.

Most importantly, you need to have your voice in future campaigns and pay deals because together we are strong

As reps we are constantly asked questions like "why do the pilots get this?", "why do the French/Italian/German crew get that?", "why do we still have 6 sector days?", "why are we still not achieving breaks on board?", "Why don't Unite ever achieve what we want?" the answers to these questions is a simple, you need to let your voice be heard and make sure your details are up to date to engage with us.

With moderate turnouts needs to improve going forward, now the pay deal has come to its conclusion we can focus on campaigns like the **rest/breaks campaign, work/life balance and rostering and fatigue issues**, but to achieve any kind of success in these areas we need as much engagement as possible from you the members in future.

There a few things you can do right now, we know not everybody's contact details are up to date. If you move house, change email address or phone number you need to let one of your base reps know so we can update your details, when you update your details with EasyJet they **DON'T** share that with us, it's up to you to tell us, a ballot form sent to your old house is a wasted vote after all, if you didn't receive a ballot paper this time or you haven't received emails for a while you need to make sure your details are up to date by contacting one of us.

You can get hold of your local rep via phone, text, email (not work one), our new website, Facebook page or just in passing, our phone numbers and email addresses are on the back page of this newsletter.

While we are on the subject, our websites address is: www.ezyunite.co.uk

Please save this link to your phone **NOW!** Before you forget, or add to your favourites bar on your PC so it's always handy, we have all your reps contact details on there as well so it's an easy way to get hold of your reps if you don't know who they are or their contact details.

You can also find on the website what we are up to as a committee at local and national level, campaigns, old newsletters, template letters plus much more. You can contact any of us at any time on the website and we will get back to you as soon as we can.

We also set up a Facebook page so you can get up to date information, reminders etc. sent to your Facebook news wall. Again Please add or like us **NOW!** Before you forget, to receive the updates.

Here is the link: <https://www.facebook.com/ezyunite.co.uk/>

We the reps committee would really love to hear from all of you who didn't receive a ballot paper or from those of you who didn't vote, we need to find out why so we can put right the wrongs and work with all of you to achieve better results going forward, please don't hesitate to contact one of us with your reasons (please don't hold back), you can contact your local rep, alternatively you can contact Simon McCartney our regional Unite officer on LEActivists@unitetheunion.org with the title EasyJet ballot so that we can better understand the turnout.

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

Please in future respond to ALL surveys and ballots!

New service trial, pre-orders. (LPL&MAN)

Members in our Liverpool and Manchester bases will soon be taking part in a new service trial including the pre-ordering of passenger sandwiches.

Passengers on effected routes will all be sent an email in advance asking if they would like to purchase a sandwich (hot or cold) in advance. There could be a maximum of 20 sandwiches pre-ordered per sector.

It is imperative that all cabin crew based in Liverpool and Manchester report feedback on this **EVERY SINGLE DAY** of the trial, the appropriate place for this feedback is the CFR, or please submit a report on safetynet if you feel it necessary.

We at Liverpool and Manchester have the perfect opportunity to shape future EasyJet process on an issue that effects all of us every day, let's make sure we all do our bit to ensure this new process works, reporting it just once on your CFR will tell EasyJet that a problem occurred just once, so if a certain element of this process doesn't work, it needs reporting every single day.

We don't want the nightmare scenario of an unworkable or deeply unpopular service being rolled out nationwide because nobody is reporting its flaws.

Please also talk to your local reps (Louise and Mikey in LPL & Andrena and Jemma in MAN) regarding your experiences during the trial, we will be monitoring the trial closely to ensure your breaks on board are not effected and this trial doesn't lead to unsavoury incidents with passengers.

Morale/USAY survey

You may remember our morale survey earlier on in the year, once again thankyou to everybody who took the time to fill this in, it provided your reps committee with lots to think about and work on this year.

Your local reps have already met with base management to discuss findings and work on any local issues, however we always wanted to discuss our findings with EasyJet senior management as well to discuss some of the national issues, EasyJet agreed in principle but only after they had the USAY results so we could compare both surveys.

We are delighted to report that a meeting has finally been scheduled on the 17th of January between EasyJet senior management and the senior reps.

We will report back at a later date how this meeting went.

Disciplinary Meetings

We need to remind you that it is YOUR responsibility to let your rep know 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.

Member benefits



The banner features the Unite Protect logo on the left and the Unite the Union logo on the right. A red diagonal banner reads 'UNITE MEMBERSHIP BENEFIT' with a blue arrow pointing to a white box containing the text 'FREE £5,000 ACCIDENTAL DEATH COVER' and the website 'www.UniteProtect.com/a'. A green button says 'APPLY ONLINE TODAY'. On the right, it specifies '12 months of cover for UK residents aged 18-69.' At the bottom, a small line of text states: 'Unite is an Introducer Appointed Representative of UniteProtect, a trading name of Union Income Benefit Holdings Ltd., who arrange this insurance. It is underwritten by ACE European Group Ltd.'

This month we are highlighting free accidental death cover, as the name suggests its insurance covering accidental death and its completely free to all Unite the union members.

It literally takes about a minute to register (I have just signed up for mine as I type this), then a family protection consultant will get in touch with you to validate your cover.

I know it's a little morbid and probably the last thing you wish to think about, but it's a little peace of mind against the one thing in life that's unavoidable (apart from taxes and union subscription fees of course).

To be eligible for the cover, you must:

- be permanently resident in the United Kingdom.
- be aged between 18 and 69 years inclusive at the start date.

Here's the link for you www.UniteProtect.com/a

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>

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 balloting too, so please make sure your address is updated, either contact your local rep with your new details or use the online form at www.ezyunite.co.uk



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