

EZYUNITE

Newsletter

January 2019



Mental Health First Aid Training

This month 15 out of the 21 ezyUnite workplace reps attended a mental health first aid training course. This means we are now fully qualified as Mental Health First Aiders.

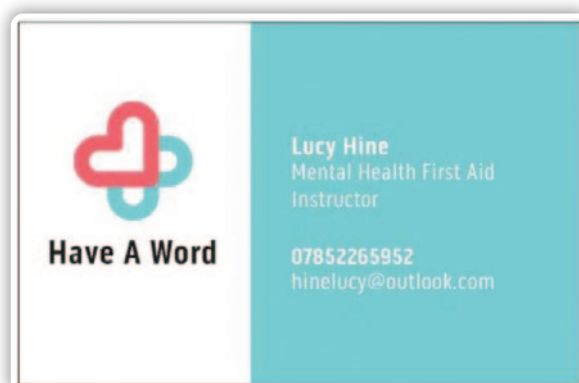
This to help us further support you at base with any issues you may be facing.

What is Mental Health First Aid?

Mental Health First Aid (MHFA) is an internationally recognised training course, designed to teach people how to spot the signs and symptoms of mental ill health and provide help on a first aid basis. In the same way as learning physical first aid, MHFA teaches people how to recognise those crucial warning signs of mental ill health and feel confident to guide someone to appropriate support. Embedding MHFA training within any organization or community also encourages people to talk more freely about mental health, reducing stigma and creating a more positive culture.

Becoming Mental Health First Aiders

To become Mental Health First Aiders, we completed a two-day MHFA course. This is the most comprehensive awareness and skills course, which includes a mix of presentations, discussions and group work activities.



Our MHFA course was delivered by Lucy Hine from 'Have as Word', a quality assured instructor who has completed an Instructor Training programme accredited by the Royal Society for Public Health. This meant that we were trained by somebody who knew exactly what we face on a daily basis as crew members.

When we completed the course, we received a certificate to confirm that we are trained Mental Health First Aiders and a fold-out card for our lanyards summarising the five-step MHFA action plan, so we always have access to material to help you while online.

Outcomes and benefits

The course gave us:

- Give us a deeper understanding of the issues that impact on and relate to people's mental health
- Teach practical skills that can be used every day, including being able to spot the signs and symptoms of mental health issues and feel confident guiding people towards support

For more information on the course content, please visit mhfaengland.org.

What is your EAP?

Your Employee Assistance Programme (EAP) gives you and your family expert guidance and specialist support on any kind of issue - from everyday matters to more serious wellbeing problems.

Your Employee Assistance Programme helpline is free, confidential and available 24 hours a day, 365 days a year.

Call: 0800 882 47 87

To call from abroad: 00 44 141 559 6455

www.icaslifestyle.com

username: easyJet Password: eap



EzyUnite @ UK Parliament

This month our very own Leesa Darrent and Clint Shortman were invited to parliament to speak on behalf of our members on the difficulties we sometimes face as cabin crew.

Here's Leesa's take on the day:

As a member of the RISC committee I was excited to be invited to a hearing in Parliament raising the issues we come across within the aviation sector.

The meeting was attended by cabin crew from Qantas, British Airways and myself from easyJet representing the low-cost airlines, along with security staff, ground staff and cleaners from several London's airports.

I was asked to give a speech in front of all those present.

The points I raised in this speech were Cabin Air Quality on the aircraft and the long-term effect it has on crew.

I also talked about how we do not have regulated rest breaks and would like to have some legislation as we work long days in a safety critical role.

I brought up the point of Alcohol being sold at airports and the effect it has on disruptive passengers on the aircraft.

The final point was the issue of low pay in the first year of working. I believe this is not fair as we all do the same job.



LTN & NCL Rep needed urgently!

Again, we are asking for a LTN & NCL Unite member to step up and become our new reps. Nomination forms will be on the LTN & NCL Union notice board for you to apply for the role. The LTN nomination form will be up from the 30th of January until the 19th Feb. The NCL nomination form will be up from the 31st January until the 20th February.

You just need to put your name on with your membership number plus the names of two other members and their membership numbers to be eligible to stand as a nominee.

We will be entering pay talks with the company in a few short months' time and we wish our committee to be at full strength heading into these talks, we need LTN & NCL to have its voice heard!

No experience or qualifications are required, we will have you released off roster to complete a reps training course and gain the qualifications needed. All we require is a passionate individual who will stand up for their friends and colleagues.

Please speak to Clinton Shortman or your base rep if you wish to ask any questions about the role or how to apply, contact details Clinton can be found at the end of this newsletter.

Brexit Helpline

Unite, Britain and Ireland's largest union, has launched a specialist helpline to assist migrant workers concerned about immigration issues as the UK leaves the European Union.

The helpline, which is operated by Unite legal services has been introduced to provide Unite members who are concerned about Brexit and what effect it will have on their right to live and work in the UK, with advice on their legal options.

Unite members seeking assistance will need to call the dedicated helpline number on:

0333 323 1291

(calls charged at local rates).

Once it has been confirmed that they are a Unite member they will then be transferred to one of Unite legal services' immigration experts.

While the government's botched Brexit deal fails to deliver any real clarity for EU nationals working in the UK, there are certain steps that can be taken in anticipation and Unite legal services are providing this helpline to assist members with this.



New Health & Safety Rep

This month we elected Jon Bland as our new Health & Safety rep.

Jon is looking forward to working alongside the local reps and the company to ensure we continue to have high health & safety standards at easyJet.

Jon is going to be visiting all UK bases in the near future to complete health & safety audits to ensure each member in each base is working in a safe environment.



321 Loss of Earnings

After listening to reports that you are losing out on pay due to working on the A321 we looked into if this was the case or not. After looking into it fully we are satisfied that it's not the case that your missing out on pay or commission.

However, we are concerned that you are not all getting the correct amount of rest/breaks due to the sectors being very busy, please ensure you are doing so, it's a legal requirement ALL crew receive rest/breaks, this takes priority over any service.

You can find our rest/break guide on our website here: <http://www.ezyunite.co.uk/help---guides.html>

Please continue to speak with us or base management if you are struggling to achieve breaks and document

QR Codes

Please keep an eye out for Unite branded QR codes on your bases Union notice boards. Going forward we will be using these to promote the following and more:

- Important surveys, including this year's pay survey
- Fume event help and information
- A link to an online joining form
- Legal services
- Member benefits



Just point your phones camera or QR code reader over the QR code and follow the link to the information.

Crewing issues

We have been hearing reports of mistakes from crewing officers over the last few months for example: crewing ringing you before your SBY starts or on days off.

We highlighted this in our newsletter and asked for you all to send your reps examples, we have since only received only a handful of examples, we can therefore assume the problem has been rectified and we have now closed this off.

Please continue to report any crewing mistakes to us going forward.













Crew Food / Menu Cards

Crew meal menu cards should now be being loaded onto the aircraft by now. You can find these in the paperwork wallet in the bar.

An example of a menu card can be found here on the right.

We hope you will find these useful in letting you know nutritional and allergy information.

The right-hand column on the card is also useful to write the crew members name on, doing away with the need to write out a menu yourself.

| Rotation 2 | Traffic light | Vegetarian | Picture | Crew member |
|---|---|------------|---|-------------|
| Macaroni cheese with chicken <i>Cherry macaroni pasta with chunks of chicken and garden peas.</i> |  359 kcal | No |  | |
| Chicken melanzane pasta <i>Melanzane (aubergine & parmesan) flavoured chicken pasta, topped with a béchamel sauce.</i> |  352 kcal | No |  | |
| Fiery pork Szechuan curry <i>Pork in spicy Szechuan sauce with stir-fried vegetables and mixed red and white rice.</i> |  288 kcal | No |  | |
| Baked cod & polenta <i>Cod coated in a fragrant tomato sauce with sautéed baby spinach and smooth polenta mash.</i> |  190 kcal | No |  | |
| Vegetable vindaloo curry <i>Vegetables in a vindaloo sauce accompanied with basmati rice and garden peas.</i> |  396 kcal | Yes |  | |
| Tortellini Basil & Cream pasta <i>Tortellini pasta with a basil and cream sauce. Topped with a tomato concasse and toasted sunflower seeds.</i> |  446 kcal | Yes |  | |

| Traffic light system key (per 100g) | | | | Energy or nutrient | Reference Intake |
|-------------------------------------|----------------------------------|-------------------------------|--|---------------------|-----------------------|
| Green | Yellow | Red | | | |
| Fat less than 3g | Fat between 3g-17.5g | Fat more than 17.5g | | Energy | 8,400 kJ / 2,000 kcal |
| Saturates less than 1.5g | Saturates between 1.5g-5g | Saturates more than 5g | | Total Fat | 70g |
| Sugar less than 5g | Sugar between 5g-22.5g | Sugar more than 22.5g | | Saturates | 20g |
| Salt less than 0.15g | Salt between 0.15g-1.5g | Salt more than 1.5g | | Carbohydrate | 300g |
| | | | | Sugars | 90g |
| | | | | Protein | 50g |
| | | | | Salt | 5g |

Crew Food Workshop

As you may be aware we are going through the process of changing suppliers of our crew food. Three of our reps will be trialing the new crew food on the 4th March, once this has taken place we will let you know how it went.

Returning Nursing Mothers Pay Issues

When returning from maternity leave and being put on ground duties while you breastfeed you are normally put on a 5/2 roster, this is so your hours are logged with AIMS and reflected on your roster. You should however be on a daily rate and be paid this daily rate every day of the month.

However, this was not recently the case and you would only be paid 5 days out of the 7, resulting in a 2 day a week underpayment.

After we intervened we are happy to report this has now been rectified and going forward you will be paid the full amount and any monies owed will be paid to you in the February/March payroll.

Hotels

When night stopping please be aware there is no requirement for crew to leave a deposit or have a credit/debit card swiped for security.

If you are asked by hotel staff for this, please ring crewing and report this to your local rep via email.

Pension Contribution changes

Just like last year pension contributions are changing again.

From April 2019 total pension contributions (easyJet's 5% contribution plus our contribution) will be increasing from 6-9%.

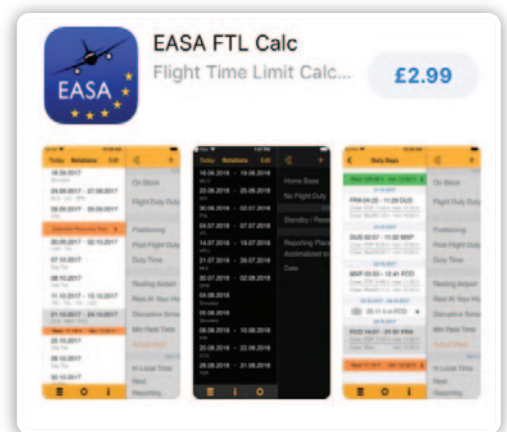
Many crew will not be affected by this change as many of us already pay a few extra % on top of easyJet's 5% contribution, however we expect around 300 crew will be affected and you will have to pay more from your wages to make your total contributions up to 9%.

Due to the way pension contributions and the tax is calculated we expect this change to affect you by about £12 a month.

Please be aware that if you have previously opted out, you will be re enrolled this in a tri annually re enrolment. If you have opted out in the past you will have to do this again.

My Journey

Line trainers, despite what some of you may have heard, we would like to report that it's not actually compulsory to complete "MY JOURNEY" however the company are encouraging as many crew to get involved as possible.



FTL App

Remember it is our responsibility as crew to have a good knowledge of our flight time limitations. However, we as Reps get an awful lot of members asking us if they are in hours for a duty or if a duty is legal or not.

We have been made aware of this excellent app and we recommend you download it if you sometimes struggle with understanding the new EASA FTL regulations.

Two of our reps have just completed a 2 day FTL course provided by Unite. If you have any questions relating to FTL please contact either Jonathan Bland or Antonio Mesa who will be able to assist you.

Communications to Trainers (CTI/FTI)

If you are a trainer we ask that you contact your local base rep informing them of your role.

This is so that we can update our system which will allow us to be able to communicate and engage with you all directly on any specific issues relating to the training community.

CSRs

Please remember to CSR every single safety incident you experience whilst at work. We as Union Reps are completely powerless without CSRs to back up our claims. We all have to get better at reporting incidents if we want to make a positive difference in our working conditions.



We keep hearing that doing your security searches on one side of the cabin are giving you back problems, we keep hearing that the cool blocks are leaking slippery fluid on the galley floor. When a Rep recently filled out a CSR for these cool blocks he was told this was the only CSR about this in the whole base, yet we all see it on an almost daily basis but to the company it's a one off so it's not an issue. If only one bad back is reported then to the company only one person has ever had a bad back, so again nothing will be changed.

This year please let's all get better at reporting via safetynet all these issues to give us the best chance at making easyJet as safe a working environment as possible.

EzyUnite Reps details:

Below a list of all the Union reps at easyJet that are fully qualified to represent you in any meetings with management, answer any enquiries you may have and have sole recognition from easyJet to negotiate on behalf of yourselves on pay deals, and any other issues.

All the reps on this list (Lindsey Olliver, Unite Regional Officer the only exception) are current easyJet cabin crew (FAs, CMs, line trainers, superusers etc.) and therefore have an excellent understanding of the business at all levels and its policies and procedures. You can also see below which Reps are Mental Health First Aiders in the MHFA column below.

All of your reps are working Cabin Crew at easyJet, the preferred method of contact is email however if you do need to contact one of us by phone please be mindful the time of day you are calling.



| NAME | BASE | MOBILE | MHFA Trained? | EMAIL |
|---|----------------|---------------|---------------|---|
| LINDSEY OLLIVER (Unite Regional Officer) | UNITE E LHR | 020 3004 3440 | N/A | Lindsey.Olliver@unitetheunion.org |
| CLINTON SHORTMAN (Convenor) | BRS | 07702 351846 | Y | Clinton.Shortman@unitetheunion.org |
| MICHELLE AGUILAR (Deputy Convenor) | LGW | 07413 199328 | Y | Yuredyth.Aguilar@unitetheunion.org |
| JEMMA GRADWELL (Co-Convenor) | MAN | 07825 223326 | Y | Jemma.Gradwell@unitetheunion.org |
| MICHAEL BYRNE (Communications Editor) | LPL | 07824 559239 | Y | Michael.Byrne@unitetheunion.org |
| JON BLAND | MAN | 07488 703861 | Y | Jonathan.Bland@unitetheunion.org |
| SELENA KERR (Equalities rep) | EDI | 07713 606012 | Y | Selena.Kerr@unitetheunion.org |
| PAULA FEGAN | BFS | 07702 805494 | Y | Paula.Fegan@unitetheunion.org |
| VICKI BANE | BRS | 07989 988135 | Y | Vicki.Bane@unitetheunion.org |
| Rep on maternity leave | GLA | - | N | Please contact EDI rep for assistance. |
| ANTONIO MESA | LGW | 07456 393033 | Y | Antonio.Mesa@unitetheunion.org |
| PAUL IRWIN | LGW | 07912 531225 | Y | Paul.Irwin@unitetheunion.org |
| SAM GONZALEZ | LGW | 07413 639478 | Y | Samuel.Saez@unitetheunion.org |
| AMIE BIRCH | LGW | 07647 881211 | Y | |
| ALLY AINSLEY | LPL | 07506 155567 | Y | Alison.Ainslie@unitetheunion.org |
| JAZ McSHANE | LTN | 07984 424698 | Y | jasmine.mcashane@unitetheunion.org |
| Rep position available | LTN | | N | Please contact Jasmine McShane or any other Rep |
| Rep on secondment | LTN | | N | Please contact Jasmine McShane or any other Rep |
| PADDY HIGGINS | LGW | - | N | Rep in training |
| Rep position available | LTN | | N | Please contact any other LTN Rep |
| LEESA DARRENT | SEN | 07786 433216 | Y | Leesa.darrant@unitetheunion.org |
| HOLLY REID | STN | 07896 229080 | N | Holly.Ried@unitetheunion.org |

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www.ezyunite.co.uk**



