

Toxic Cabin Air



Unite calls for public inquiry after coroner warning on toxic cabin air

New guidance warning all coroners in England and Wales of the need for additional tests to take place where the cause of death is suspected to relate to toxic cabin air on board aircraft should be a catalyst for a public inquiry, Unite, the UK's largest union representing cabin crew, said today (Wednesday 17 October).

The new guidance follows an unprecedented letter of concern in April this year from the senior coroner in the inquest into the death of Matthew Bass, a much-loved member of Unite and British Airways cabin crew formerly EasyJet Cabin crew.

Following the inquest, the senior coroner wrote the letter of concern to the chief coroner asking him to advise all coroners of the need for the additional tests in cases where toxic cabin air is a suspected cause of death. Significantly the senior coroner in his letter recognised that exposure to toxic cabin air may lead to a clinical impact on the body.

Unite, which is currently taking **over 100 legal cases on behalf of cabin crew** who have been involved in fume events or suffered ill health from suspected toxic cabin air, understands that the guidance has now been issued to all coroners in England and Wales.

Commenting Unite assistant general secretary for legal services Howard Beckett said: *"This is unprecedented guidance to all coroners in England and Wales and follows the recognition that toxic cabin air may have an impact on the body which leads to ill health."*

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

"It now means that all coroners are aware of toxic cabin air and should commit to additional testing when faced with a death involving a frequent flyer who dies in unexplained or complex circumstances.

"Toxic cabin air is real and is damaging lives. Additional testing will provide a greater understanding of its harmful effects on cabin crew and other frequent flyers, while giving a deceased's loved ones the answers that they need.

"The new guidance should act as a catalyst for a public inquiry into toxic cabin air which is an issue the airline industry has consistently sought to brush under the carpet.

"It's time the airline industry faced up to its responsibilities and dealt with toxic cabin air."

**Have you suffered a fume event onboard an aircraft?
Sign up today to add your details to Unites
"fume event" register:**

www.unitetheunion.org/cabinair

**If you've suffered symptoms consistent with exposure to toxic
cabin air, call our legal services hotline without delay
on **03330 146 569.****

LTN Rep position available

We are currently advertising for a vacant rep's positions at LTN base. As you know Luton is one of our biggest bases in the UK so we are looking to complete our team here.

It's important LTN base has its concerns heard, 3 Unite base reps means more base days, more engagement with local management on your behalf and more opportunity put forward your local issues to the national reps committee and senior management.

We are appealing for a strong willed individual to come forward and take up this important role, please email Clinton to register an interest or ask any questions about what the role involves on:

Clinton.Shortman@unitetheunion.org

Loss of sectors for CMs

We have been made aware that in the following bases LTN, LGW, STN, EDI, BRS & MAN – 421 cabin managers have been affected where they have been taken off flights and put on standby and losing sectors.

This is a result of a rostering issue where new cabin managers were not rostered their 20 sectors after completing the CM course. The issue has now been rectified so you should see notice more of a stable roster going forward unlike what we have seen in November.

TOXIC CABIN AIR FACT SHEET



What does Toxic Cabin Air cause?

Toxic Cabin Air is alleged to cause illnesses, and in some circumstances death, of pilots and cabin crew who have been exposed to contaminated cabin air.

How would aircraft cabin air become contaminated?

Commercial aircraft operate systems where cabin air is taken via compression intake from the jet engines. This process is known as "bleed air". The design process of bleed air can be susceptible to allowing cabin air to be contaminated with neurotoxins contained in the engine oils and other chemicals.

When this occurs due to contaminated air being experienced either by the presence of visible fumes or by the smell of unpleasant odour, it is known as a "fume event". You may or may not always be aware that it is happening. In circumstances where you recognise the signs, it is critical that you report it immediately.

How do I know if I have been exposed to a fume event?

It can be difficult to ascertain when cabin air has been contaminated. In some situations it can be detected by smell and may also be visible as a haze or mist within the cabin.

What do I need to do in order to register a fume event?

Unite is compiling a list of fume events, as there is concern that historically fume events have been under reported.

If you are involved in a fume event on board an aircraft, please complete and submit the Unite fume event register, which can be found at www.unitetheunion.org/cabinair

Will I suffer illness as a result of being exposed to a fume event?

Not everyone will suffer illness after being exposed to a fume event. Symptoms which can arise include headaches, fatigue, blurred vision, nausea and memory loss.

If I have suffered significant symptoms, what do I need to do to receive legal advice regarding a potential personal injury claim?

Unite has put in place a specialist team of solicitors to advise members who may have suffered symptoms associated with exposure to toxic cabin air.

To receive legal advice regarding a personal injury claim, you should contact **03330 146 569**



Investigation meetings

Are investigation meetings confidential?

Should you be called in for an investigation meeting, the investigation manager will start by informing you that the meeting is confidential. You are asked only to discuss the contents of the meeting with your Union rep or the management team. At this point in time the meeting is indeed confidential.

However, if findings from this meeting leads to another crew member receiving a disciplinary then they will be able to view all of your notes that were taken at the meeting as it will be used as evidence.

If you are concerned about this or do not want your notes to be used as part of a disciplinary then you must inform the investigation manager of this at the time of the meeting.

Increase in Subscriptions effective 1st January 2019.

At the September Executive Council meeting it was agreed that there would be a subscription increase for all rates. This is the first general subs increase in over 3 years (September 2015).

Increase in Enhanced Benefits effective 1st January 2019.

Unite boasts the most comprehensive benefit package within the Trade Union movement in the UK and Republic of Ireland. The Executive Council has decided to increase the substantial benefits we offer to our members but to fund this we have had to increase Enhanced subscriptions from 25p/30c to 30p/40c.

The following major changes have been made to the Enhanced Benefits:

1. Maternity benefit to be changed from £15 for 10 weeks (£150 total benefit) to £10 for the full 39-week statutory maternity leave period (£390 in total). The current one week waiting period would be eliminated.
2. Top tier Incapacity benefit (to be renamed "Sickness Benefit" to avoid member confusion) to be changed from £25 for 25 weeks to £25 for 51 weeks and Lower Tier from £10 for 25 weeks to £10 for 51 weeks (meaning 52 weeks are covered including the one week waiting period). A minimum payment period of one week would be introduced meaning members could not claim unless they were off work for at least two weeks.
3. Following these extended benefit periods, Enhanced members who remain employed but without pay from their employer (often the case for members on maternity leave beyond 39 weeks or on long term sick leave) would be eligible to have all Unite contributions waived for up to three years (in three-month increments) from the date the leave commenced upon production of evidence that they meet the above criteria. Note: Enhanced members taking unpaid carer/compassionate leave would also be eligible for this (up to three years maximum) but not those taking other unpaid leaves (for example, career breaks or sabbaticals).
4. Modifying the threshold (benefitting members) for eligibility for Reduced Income Benefit from a loss of 50% of Gross Taxable Pay to be also be eligible if they are only in receipt of SSP or SMP if that is higher of 50% of Gross Taxable Pay (currently low paid workers only in receipt of state mandated level benefits are commonly not eligible for Reduced Income Benefit as those benefits can exceed 50% of their former Gross Taxable Pay).
5. A doubling of funeral benefit for active Enhanced members.

6. The creation of a new category of (accidental) disability benefit – Temporary Total Disability. This would be paid after a year (during which the member can claim Incapacity/Sickness benefit) for Enhanced members who, as result of an accident, become totally disabled (unable to work at any occupation) and where the condition is expected to last for more than two years. It is proposed that the pay-out be set at £5,000.
7. Allow current Apprentice members to join Enhanced (currently they can only be Basic members) on a voluntary basis and to make Enhanced membership the default option for new apprentice members. Separately, clarify that only those apprentices paid below the full rate for the job are eligible to be apprentice members as opposed to New Hires who being categorized as apprentices just, so companies can access the Apprentice levy.

All Members will be written to notifying them of the increase in subscriptions and the improvement in benefits. Operating Manuals, summary of changes, benefit forms and checklists will all be available on Unite Connected before the new year which will include further details.

Swaps for Line Trainers

The company are looking into an automatic system, however until this is in place line trainers are able to swap via the form on the connected portal for all line trainer duties/ If your swaps are being refused for reasons not being FTL limitations then please contact your local base rep. Rostering should be swapping the duties for you and not rejecting due to lack resources.

New Disciplinary Process

Recently the company changed the look of disciplinary invite letters, this new style took out possible outcomes (for example "one outcome could be a written warning") Due to our feedback the new look disciplinary invite letters will now include possible outcomes again. We feel that this is important so that you know what to expect as a worst case scenario at the time of a disciplinary which we know already raises your stress levels.

Engine Photos

Are we allowed?

This has been put to the Flight Policy Group in November to be reviewed by the Nominated Persons from the 3 AOC's.

This was reviewed at the FPG on 12th November and the decision taken that photos being taken in engines are not to be permitted due to the risk of items falling out of pockets etc.

The only exception is on family, PR days, etc, as the engines will be checked before going back into service. There isn't a formal policy around this at present, but we are now looking into this.

Menu Cards

Due to our feedback, menu cards will soon be placed onboard making it easier to see nutritional information about the food and taking away the need to write out menu cards.

An example of the new look menu cards are on the next page.

Crewing issues

We brought up the issue of crewing making mistakes a few months ago, however it seems the problem still remain. Please help us to help you by emailing your union rep each time such event occurs so that we can feed this back to the team.

The OCC department have over 100 new employees recruited over the last 12 months, some of which are new to the airline industry or have not been crew previously. Please bear with them while they settle in to their roles. By contacting your base reps with examples will help OCC identify where more training is required.

Examples include ringing you on days off, ringing you before or after your sby or for an aircraft type you are not trained on.

Please when emailing us include the following information:

- Your name,
- Crew number,
- Time and date of the call,
- The nature of the event,
- Plus, any additional information that may be helpful.

Hampton LTN

Belfast crew have raised to us that when on recurrent the Hampton in LTN has refused to accept your Irish bank notes.

We have raised this to the company, they have contacted Hotel Connections who confirm that the hotel do accept Irish notes and they will ensure that their staff are brief following our complaint.

Moving forward if you experience any problems in the Hampton or any other crew hotels then please contact us so we can raise any issues for you.

Update Your Details and ensure your “strike ready”

Please ensure your contact details – including your mobile number, home address and PERSONAL 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 detail or contact us online here:

<http://www.ezyunite.co.uk/contact-us.html>



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, Regional Unite 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.

Because we are all working cabin crew at EasyJet we ask that you email or contact us by phone during appropriate times if possible and be patient waiting for a reply as we may be flying.



NAME	BASE	MOBILE	EMAIL
LINDSEY OLLIVER (Unite Regional Officer)	UNITE E LHR	020 3004 3440	Lindsey.Olliver@unitetheunion.org
CLINTON SHORTMAN (Convenor)	BRS	07702 351846	Clinton.Shortman@unitetheunion.org
MICHELLE AGUILAR (Deputy Convenor)	LGW	07413 199328	Yuredyth.Aguilar@unitetheunion.org
JEMMA GRADWELL (Co-Convenor)	MAN	07825 223326	Jemma.Gradwell@unitetheunion.org
MICHAEL BYRNE (Communications Editor)	LPL	07824 559239	Michael.Byrne@unitetheunion.org
ROBERT FETTES (Health & safety rep)	LTN	07713 609029	Robert.Fettes@unitetheunion.org
SELENA KERR (Equalities rep)	EDI	07713 606012	Selena.Kerr@unitetheunion.org
PAULA FEGAN	BFS	07702 805494	Paula.Fegan@unitetheunion.org
VICKI BANE	BRS	07989 988135	Vicki.Bane@unitetheunion.org
Rep on maternity leave	GLA	-	Please contact EDI rep for assistance.
ANTONIO MESA	LGW	07456 393033	Antonio.Mesa@unitetheunion.org
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Rep position available	LTN		Please contact any other LTN Rep
PADDY HIGGINS	LGW	-	Rep in training
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www.ezyunite.co.uk**



