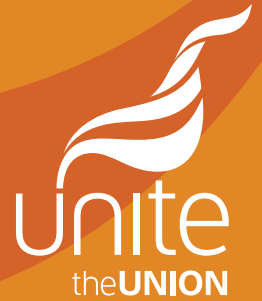


# Your Union at easyJet

Newsletter



Branch LE/737 – October/November 2017

## Reps Elections Update



We are happy to report all current reps (apart from Louise Roberts at LPL who will stand down at the end of her term) have been re-elected unopposed and will continue to represent you at base for the next 3 year term.

Unfortunately, we didn't manage to fill all the reps positions and therefore still have spaces in LTN and LGW to be filled, we will be advertising these at base shortly and we will communicate as and when the reps nomination forms are on the union notice board.



## Union victories of 2017

As this is the final newsletter of the year we would like to highlight some of the victories we have achieved this year and revisit the question "what have the union ever done for us?" the answer is of course A LOT!!! We, as reps do a great deal behind the scenes to try and maintain and improve our working environment at EasyJet, sitting in on disciplinary, grievance and other meetings is just a small part of what we do to help you.

Remember you can find information on some of our major historical victories on our website [www.ezyunite.com](http://www.ezyunite.com) such as WDOs, GDOs, the holiday pay settlement and our breastfeeding legal victory. Here's just a small sample of our victories this year:

### Disruption pay:

Our historic disruption pay deal came into force last April 1st and despite a relatively undisrupted summer, up to the 1st October EasyJet crew have now claimed a staggering £192,360 in roster disruption payments in total.

---

**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**

## Empowerment:

This year after listening to feedback from the union the company decided to “empower” us by making certain changes to how we work such as:

- **Suspending FA assessments freeing up time on-board and lightening the workload of CMs.**
- **Removing the requirement for FAs to complete a flight tracker.**
- **Introducing unlimited trip trades and being able to swap ADTYs and crewing SBYs.**

## Unite breaks:

Although our Rest/Break campaign rumbles on into its 5th year (we are never going to give in) this year we published a mini guide to help empower you into taking the breaks you are entitled to. We received lots of positive feedback and are pleased to see so many of you are now feeling more empowered to take the breaks your entitled to and proud that these breaks have been nicknamed “unite breaks”.

## Unite curtains:

This year the company finally decided to take our feedback onboard and start retro-fitting the A320-186 with a FWD galley curtain on the crew seat side, we believe this will help you in achieving breaks on the A320-186 aircraft. The new A321 aircraft will also now be fitted with this curtain configuration.

## Greater exposure to disruptive passenger incidents:

This year we worked with our sister unions and the BBC panorama programme to help highlight to the wider public the challenges we face as crew from disruptive and drunken passengers. The programme was a great success, you may remember this subject was in the news for weeks afterwards and was being debated on various other TV chat shows, news channels and by MPs. This was a great example of what we can do using our excellent contacts with other Unite branches and of course the BBC.

## Office payments for line trainer conferences:

Early this year we negotiated an office day payment for Line trainers when attending the 2017 Line trainers’ conference, historically this attracted no additional payment. We have asked again for this payment for this year’s line trainer’s conference and we are currently waiting on the companies reply.

## IBIS hotel LTN:

We had many complaints about this hotel this year, thank you to everybody who took the time to email HOTAC with your complaints, due in part to your pressure we will no longer be using this hotel and will be using the Hampton by Hilton instead.



## Union loyalty gift

You may remember last year we sent members who had 10 years unbroken membership a travel mug as a little thank you for your support.

This year we have decided to continue this tradition and will be sending another little gift to all our members who have hit the 10 year mark this year.

The committee have decided what gift to send this year and you will be receiving them sometime over the festive period.

# Workplace

## Too many emails?

We as crew have seen a massive increase in the amount of work emails we have received from the company this month, mostly due to "workplace".

Whilst we appreciate a lot of you have been irritated by all these emails we would like to remind you all that it's still a requirement that all company emails are read as per SOP. If you choose to read these emails at the end of a duty then please adjust your off duty time with crewing to reflect this, particularly if having to read these emails result in you dropping below minimum rest for the next day's duty or if you have now worked into a day off.

We have also seen instances of these "workplace" emails being sent to you during unsociable hours, we have fed back to the company that this is totally unacceptable and any work emails should only be sent during normal office hours.

If you find yourself woken up or you feel your rest period has been negatively impacted by emails being sent at unsociable hours then please contact your rep with the details (during office hours please).

We believe some base management are encouraging crew to use workplaces chat feature to talk to management or other members of staff, we would like to remind you we still strongly recommend using company email to talk to management as we will have a clear paper trail and you can copy your reps into any correspondence.

If you do choose to use workplace (remember its optional) then please be careful what you decide to share or speak about on there, we all know the problems we have experienced in recent times due to facebook and other social media sites, senior management can see **EVERYTHING** you put on workplace, even in the groups, so again be extremely careful what you share.

Thanks to everybody who spoke to your reps regarding workplace recently, we have managed to provide senior management with some very helpful feedback.

---

# Equalities

## Campaign raising menopause awareness

Brothers and sisters

The menopause is a "taboo" subject which women may sometimes find difficult to raise when they are having difficulties at work because of it.

Most women experience the menopause from the ages of 47 -52 but can start as early as 40 years old.

There are many symptoms including:

- **Hot flushes**
- **Night sweats**
- **Heavy periods**
- **Insomnia**
- **Headaches**
- **Weight gain**
- **General irritability**

You may also feel sick, urinate frequently, have dry skin and eyes, short term memory loss and mood swings.

The health and safety issues that menopausal women face in our workplace include;

- **Easy access to toilet facilities**
- **Access to sanitary products**
- **Uniform that may be unsuitable**
- **Workplace temperature**
- **Ventilation**
- **A lack of natural light**
- **Inflexible hours/breaks**

As your workplace rep and Equalities rep your committee and I are here to negotiate better policies with EasyJet and raise awareness of gender sensitive policies.

I feel that the menopause is a neglected issue and going forward we need to take a positive and informed attitude to the menopause in the workplace.

To make this a successful campaign I and your committee will be sending out a short survey for members to fill in the oncoming year via our Facebook page and website.

If you are experiencing the menopause or have any other equalities issues that you would like to talk about please feel free to contact myself at [selena.kerr@untitetheunion.org](mailto:selena.kerr@untitetheunion.org)

In Solidarity  
**Selena Kerr**

---

## Health & safety

### Security checks:

We would like to ask Cabin managers if you are experiencing any pain or discomfort down one side of your body (especially neck, shoulder or back pain) while doing your rows on security sweep/searches since the new SOPs came into force? As you know cabin managers only ever search/sweep one side of the aircraft whilst all other crew will do different sides depending on what position they are operating on a particular day.

We would like to know if only ever doing checks on one side of the aircraft is causing any of our cabin managers any injuries or problems, if you find this to be the case then please contact your rep ASAP with the details of the problem so we can provide sufficient feedback to the company about the scale of the problem.

### Positioning:

We have heard of several instances recently where crew have felt unsafe whilst positioning via taxi, we request that if you don't feel safe or have any reservations about the drivers alertness for example you ask the driver to pull over at the next services and contact crewing and request another taxi, please don't carry on if you don't feel safe.

Always in any instance report the incident on safetynet and email HOTAC and copy your local rep into any correspondence.

### Positioning via train:

We have been informed by the company that although you "CAN" be positioned via train you can only do so between the hours of 6am and 10pm UK local time, a taxi will be offered outside of these hours.

If your train is late and you're going to be positioning outside of these hours please contact crewing to arrange alternative transport. Again, please report via safetynet and email HOTAC if you experience any problems positioning.

## Lay ups:

New, smaller lay-up boxes will start to be phased in from February 2018, replacing existing stock.

This change is a direct result of our feedback at the health & safety meeting.

This health & safety issue has been on our agenda for a while now and we are pleased the company has decided to take our feedback on-board and implement this change, hopefully reducing injuries to the shoulder and back whilst pulling out the boxes on-board.

Thanks again to everybody who helped force the issue by documenting the issue via safetynet, although on the face of it this may seem like a small change, it's potentially reduced the amount of injuries to yourselves and your colleagues, this is also a fantastic example of what you can achieve when we all report an issue on masse.

## Toilet bin on the 320-186:

If your toilet bin is or becomes U/S during a duty then please ensure hand towels are removed from this toilet, there have been reports of hand towels being flushed and damaging the toilet. Please contact an engineer who will provide hand sanitizer in this instance. If for whatever reason an engineer doesn't provide hand sanitizer then the whole toilet should be blocked off and made U/S.

please never use a loose gash bag either inside or outside the toilet to collect peoples used hand-towels as its not sanitary and also a health & safety risk as they should be always placed into a fire retardant bag when not in use and never unsupervised.

## Moving on into 2018:

Remember to report any Health & Safety issue to our dedicated Health & Safety rep Clint Shortman and/or your local base rep no matter how big or small, we strive to improve our working conditions in the workplace and help reduce accidents, remember you are our eyes and ears on the ground (and in the sky) and we rely on your help and your safetynet reports to help achieve this.

---

## Changes to rostering

Shortly the company will be making changes to the rostering and crewing departments.

- **The number of crewing officers will be doubled.**
- **The Pre-ops department will be merged into crewing.**
- **The rostering department is increasing in size.**

We hope these changes result in a more stable roster for us all and crewing have the resources to be able to operate more effectively and efficiently.

---

## Commercial department visit

This month we welcomed Sophie Dekkers from the commercial department into our branch meeting to discuss EasyJet's strategy going forward.

One of the subjects we discussed is that the company are planning to introduce a new scheduling tool by summer 2019 that should help mitigate some of the rostering problems we experience with the current set up. We are hopeful this new scheduling tool will also reduce disruption to our rosters and reduce the likelihood of being rostered duties close to hours or close to our days off.

# Member benefits

## Do you need access to SIMPLE, CLEAR and REALISTIC DEBT ADVICE?

At Unite, we are dedicated to serving the best interests of our members. We seek to improve their standard of living and quality of life through effective relationships with employers and government.

But we also realise that for some members life can be particularly challenging with circumstances outside of work having a very real impact on the way they live. With the ever-rising cost of living, we understand how some people might easily find themselves struggling with debt problems and need to seek help and advice.

We believe that dealing with debt shouldn't have to mean living in despair and so through our dedicated debt management services, we can offer you a wide choice of solutions that could not only help control your debt but also help restore your sense of hope and well-being.

As a member of Britain's biggest trade union, you will already be aware of Unite's commitments towards your welfare at work.

## We're here to help

Through our preferred providers of debt management services, we are able to present you with practical, long-term solutions that enable you to deal with your debt while getting on with your life at work and at home.

Our association with PayPlan, one of the UK's most trusted debt management companies, means you can take advantage of the many options open to Unite members. It may be a structured, formal debt plan or simply advice about how to cut costs on life's everyday essentials. Either way, you'll have the chance to look at your debt differently and to take control of your future.

Should you decide to turn to us for help, you'll receive experienced, professional advice at all times and, best of all, it won't cost you a penny.

## Not sure if you need help? Here are some signs that may mean you need some help and advice managing your debts:

### 1.) Don't know how much you owe?

Not knowing how much you owe could mean that you're shying away from your finances. It could be that you don't want to know, but without facing your money worries, you won't be able to regain control.

### 2.) Putting off the post

Many feel like they need to ignore the bills and letters that drop through the door. Demands and chase letters can be overwhelming, but there is advice available to help put your mind at rest.

### 3.) Over-reliance on credit cards

Whilst many of us use credit cards from time to time, if you find you need them to pay for everyday essentials like food or utility bills, it could mean that you're overstretched financially.

### 4.) It's affecting your personal life

If you find yourself worrying about your finances, or the stress is affecting your work, health and relationships, coping with the everyday strains can feel ultimately more difficult.

**Talk to an adviser today**

**0808 278 9095**

**Freephone (including all mobiles)**

**Mon to Fri 8am-8pm • Sat 9am-3pm • Or visit <https://www.payplan.com/debt-help/>**

You can find details of all these and more exclusive offers and benefits on our websites updated 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 detail or use the online form at [www.ezyunite.co.uk](http://www.ezyunite.co.uk)

---

## 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 (Simon McCartney, 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.

## 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 (Regional Officer)		020 3004 3440	Lindsey.Oliver@unitetheunion.org
ANDRENA CLARKE (Convenor)	MAN	07929 585171	Andrena.Clarke@unitetheunion.org
LOUISE ROBERTS (Deputy Convenor)	LPL	07914 230080	Louise.Roberts@unitetheunion.org
CLINTON SHORTMAN (Co-Convenor, H&S Rep)	BRS	07702 351846	Clinton.Shortman@unitetheunion.org
Michael Byrne (Communications editor)	LPL	07824 559239	Michael.Byrne@unitetheunion.org
SELENA KERR (Equalities Rep)	EDI	07902 606012	Selena.Kerr@unitetheunion.org
JEMMA GRADWELL	MAN	07825 223326	Jemma.gradwell@unitetheunion.org
LEESA DARRENT	SEN	07786 433216	Leesa.darrant@gmail.com
PAULA FEGAN	BFS	07702 805494	Paula.Fegan@unitetheunion.org
PAUL IRWIN	LGW	07854 876136	unite@pykonstar.com
Rep position available	LGW	-	Please contact any other rep on this list.
Rep position available	LGW	-	Please contact any other rep on this list.
MICHELLE AGUILAR	LGW	07963 587725	Yuredyth.aguilar@unitetheunion.org
VICKI BANE	BRS	07989 988135	vicki.bane@unitetheunion.org
PAULINE LEDDICOAT	NCL	07882 876773	Pauline.leddicoat@unitetheunion.org
JAZ MCSHANE	LTN	07984 424698	jasmine.mcashane@unitetheunion.org
REBECCA WAXMAN	LTN	07980 615203	Rebecca.Waxman@unitetheunion.org
ROBERT FETTES	LTN	07897 230958	Robert.fettes@unitetheunion.org
HOLLY REID	STN	07896 229080	holly.reid@unitetheunion.org
CARLY HAMPSON	GLA	07837 885822	carlyhampson@unitetheunion.org

For all the latest updates follow us on Facebook (Ezyunite) and check out our new website [www.ezyunite.co.uk](http://www.ezyunite.co.uk)