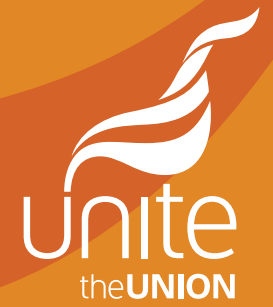


EZYUnite Shop Stewards

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Your Union at easyJet Newsletter



Branch LE 737

Leave System

With the leave bidding phase now upon us, your Unite reps have been working with easyJet on some issues that have been brought to our attention by our members.

A recurring issue we are hearing is that of leave points not being rescinded. For example if you transfer base or rank, the holiday you have previously booked is likely to be cancelled under terms of your new contract, but this is base/rank dependant as they may be able to accommodate it.

However if your leave is cancelled, the points remain with you for the leave you booked. Therefore you accrue extra points when booking more leave in your new base/rank.

We have asked easyJet to look into this and we will continue to work with them to seek a resolution to this unfair process. If you experience this issue please speak to your base rep.

Disciplinary Meetings

We have been looking into the processes in place for disciplinary meetings that we believe easyJet should be following. We have been advised by the company that they have a "Best Practice" which should be adhered to, it is as follows:

- There should be 2 separate members of easyJet staff in the disciplinary meeting. The first is as disciplinary manager, someone who has not conducted the investigation meetings. The second is a note taker, who should be completely impartial to the meeting and have no bearing on its outcome. They are normally your base administrator but can be from other departments such as HR or another CPM/CSPM.
- The notes taken during any meeting should be handwritten, not typed or anything similar.
- The hand written notes can be typed up after the meeting has concluded. These typed notes should then be attached to the handwritten ones and kept together.

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

If you find any of these guidelines are not being followed we ask that you do the following. At the end of the notes please write "I do not agree these notes are a true reflection of the meeting as easyJet did not follow best practice by.....". Then use one of the above points to finish off the statement.

Should you find a disciplinary meeting placed onto your roster you should see a note "Investigation Meeting" or something similar in the notes section at the bottom, rather than just the "Meet" code so that you are aware what the meeting is regarding. In addition, you should be made aware of what the meeting is about before the meeting begins, ACAS guidelines state; **"It is not always necessary to hold an investigatory meeting (often called a fact finding meeting). If a meeting is held, give the employee advance warning and time to prepare.**

We are going to work with you, the members and easyJet to ensure this process is followed, as we want it to be uniform across the network. We want easyJet to stick to their own practices and rules too, just as we are expected to.

FY15 Update

It's been another year of record profits for us - £686m in 2015 compared with £581m last year. This is the fifth consecutive year of record profits which demonstrates our strategy is the right one.

Passenger demand in our markets is strong and will continue to grow. Leisure customers are growing every year as people take more holidays and city breaks and business travel is on the increase too. Our network, schedule, fares and friendly service appeal to both these groups.

Overall, our passenger numbers have increased in the year by 6% to 68.6million. They continue to fly with us because of our network – as we fly to popular destinations at convenient times, offering great value.

We finished the year strongly with record load factors in both July and August (Aug @ 94.4%) - driving revenue per seat up by 3.2% in the fourth quarter. Load factor for the full year grew by 0.9% to 91.5%.

Cost per seat is up 3.6% reflecting the major events and disruption this year, including the handling issues at London Gatwick so many worked very hard to fix in the summer.

You can find the rest of the information regarding our FY15 results on the inside page of crew portal.

We are pleased that easyJet have again used discretion with regards to the payment of our bonus in December despite us not meeting our OTP target. Thank you easyjet!

Unite Member Benefits

December's featured Unite Member benefit!



Unite Credit Union Service: finance without fear - call **0333 0110 450**

It is a sad fact that although many Unite members have access to the full range of financial products including credit cards and loans, a large number are financially disenfranchised. They may have been refused loans from high street banks and have been declined for credit cards so they often need to borrow small amounts to buy household appliances or just to cover essential living expenses.

Having being refused credit by mainline financial institutions, these members can fall victim to loan sharks and pay day lenders charging exorbitant rates of interest. Thus those with the lowest incomes have to pay the highest interest charge.

As a result, Unite has set up a Credit Union service which aims to provide members and their families with access to affordable finance and competitive savings products.

What is a credit union?

A credit union is not-for-profit cooperative that aims to provide affordable financial services for members and their families. The members are the shareholders and the focus is to make sure that any profits are distributed back to the members and with all products the members get the best possible deal.

The Unite Credit Union Service has been set up using a network of existing regional credit unions. This means we can provide a local service through a credit union that is already established and you can access their services locally.

The Credit Union Service is available to Unite members aged 18 and over, and family members including Junior Savers.

How does the Unite Credit Union Service work?

The Unite Credit Union Service provides savings and loans and other financial products to Unite members. In order to access these you must become a member of the Credit Union. There may be a nominal charge to do this – no more than £5 depending on your region and circumstances.

Once you are a member, you have access to a range of simple, affordable products which are designed to help you get hold of your finances!

The service is regionally based and you can find out more about what facilities are available to you by contacting Unite Credit Union Service central phone line on 0333 0110 450 or by email. See this and all our other benefits at www.unitetheunion.org

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.

Representation

It is your responsibility to contact your rep as soon as you are notified that you have a meeting with the company. This will give your rep time to talk to you about the process and ensure that you have enough time to prepare for your meeting. Calling your rep the day before your meeting because you have forgotten or have been too busy is not acceptable and they may not be able to help you. Please be advised that your Reps cannot attend Investigation meetings with you. When you are notified of a meeting on your roster you should be informed what this meeting is for, if you are not then please ask your Base Management.

Remember that any notes taken in an investigation can be used in any further formal meetings, so think before you speak!

Update Your Details

Please ensure your contact details – including your mobile number 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.