

## 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.

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Remember to follow us on facebook (Ezyunite) and check out our new website [www.ezyunite.co.uk](http://www.ezyunite.co.uk)

# Your Union at easyJet

## Newsletter



Branch LE/737 – May 2017

## Payroll Update

**Your rep's committee share your frustration at the ongoing problems affecting the pay of so many of us right now, we have been pressuring the company to fix the ongoing issues in payroll for several months now.**

We are delighted to report that EasyJet have addressed many of the issues, made some changes to how the department works and they have also reassured us that as a result of this most of the issues regarding crew pay should be ironed out by this month and we should see much more accurate payslips from now on.

There is however still a significant backlog of outstanding pay discrepancies from previous months that the payroll team will need time to sort through, we hopefully have a timescale of weeks rather than months for this to be rectified.

Please continue to keep a close eye out for any discrepancies and for any monies owed from previous months and contact the payroll team or your rep if you continue to experience any problems.

## Recent Union victories (empowerment)

We are pleased to see the company's latest communication to you about empowerment, what you may not realise is that most of these ideas have been suggested to the company by your Unite rep's committee in the past, we know that changes cannot be made overnight.

We are pleased EasyJet have decided to take our suggestions on board and implemented the following changes.

### FA Assessments:

Immediately suspended, freeing up the time you have on board and lightening the workload of the CM. Assessments to only be done on new crew wherever possible this summer.

Please use the much shorter snapshot assessment if you feel the need to provide feedback to a crew member.

### Removal of the requirement for FAs to complete or hand in their FA Flight Tracker:

Again, this has been suspended for the summer while EasyJet work on a new system.

### Improvements to Trip Trades:

From the 3rd May, you'll be able to request unlimited Trip Trades.

From the same date, you'll also be able to request to swap ADTYs and all CSBYs, using the Online Form on the Connected Portal. Simply click on "Tradeable Standby Request" on the left-hand side Forms section to process your request.

**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**

### LVE Swapping:

From 1 May, you'll now be able to swap LVE with other crew members in your rank and base.

All you'll need to do is speak to your base management team and give them details of your request, and they will contact the LVE team to get it swapped.

(NB. CM Uprankers will only be able to swap with other CM Uprankers and FAs, as they are allocated FA LVE)

### More ULV:

Tactical ULV has been extended throughout this summer.

You can continue to use the online form for ULV requests ("Unpaid Leave Requests – Published Roster" on the left-hand side Forms section of the Connected Portal homepage).

### CM Service Recovery Trial:

From 1 May, the company will be trialling the use of a service recovery voucher for CM use. The vouchers can be redeemed for an item from the Bistro service and are for use at the CM's discretion as a gesture of goodwill to a customer.

It's ultimately up to the CM how and when they wish to use these. Examples of situations when this would be appropriate are: needing to re-seat customers during boarding, language speakers assisting the crew in difficult situations, medical emergencies or any time during which customers have gone out of their way to assist us on board.

In the same way, CMs will also have the authority to move a customer to an upfront seat or overwing exit seat free of charge, again in recognition of a customer helping us out and if they feel it will enhance that customer's experience.

This is being trialled in a small number of bases with a selection of CMs. The trial will continue throughout May, and will be reviewed in June to see how it goes and hopefully plan to roll it out across the network. The aim is to empower CMs to own their cabin and to give them the tools to adapt their service to events on the day.

### Changing Absence Procedures:

From 1 May, you'll only receive a welfare call when off sick if your sickness continues for four or more consecutive days (unless there is a trend that may require further discussion or where we have serious concern for your welfare).

There's also no need for you to complete a return to work chat when you return from any sickness period, unless of course you feel you would like one, in which case you simply need to get in touch with your base management.

You'll still need to complete a self-certificate for each sickness period, and you'll need to submit this to your base team as soon as practically possible on your return to work. As before, you'll also need to provide a doctor's note for any sickness period longer than seven days.

Although you might not receive a welfare call, please remember that your base management team will still be there to support you, and if there's anything that you wish to discuss, please don't hesitate to contact them.

EasyJet will still monitor your absence levels as they do currently, and may ask you to come in for a chat if they have any concerns they wish to discuss with you.

## Disruption payment update

The claim form for disruption payments is now online and can be found on the crew portal.

If you have any questions about how to access this then please contact your local rep.

Full details of the disruption payment can be found on the website.

We understand that many of you have already benefitted from this payment, some more than once and are as happy as we are at finally getting this payment in place, this is something your union has been fighting to get in place for a very long time and is a fantastic victory for all of us.



## Len McCluskey re-elected as Unite general secretary

Your easyjet rep's committee's favoured choice for General secretary Len McCluskey has been re-elected leader of Unite the union until 2022.

McCluskey won 59,067 votes (45.4%), Coyne won 53,544 (41.5%) and Ian Allinson took 17,143 (13.1%), on a turnout of just over 12%.

Thanks to all of you who voted, we would like to congratulate Len on his re-election and wish him all the best going forward.

### An apology:

We would also like to take this opportunity to apologise to yourselves, we gave Len and his campaign team permission to send yourselves **one** email during the campaign detailing his promises and priorities should he be re-elected, it became apparent however that there was a slight mix up and his campaign team contacted some of you by phone and several times over email.

Your committee contacted Len and his team directly and put an abrupt end to this once we were made aware, Len and his campaign team would like to apologise for any inconvenience caused.



## New entrants/report it



We are hearing reports some new entrants either not following the correct procedures when coming online or that they may have a lack of knowledge on board or in the briefing about a certain topic.

Even if it's nothing major, can we please ask crew to fill in a safety net. This is just so that the training department can pick up trends and certain topics to help improve training going forward.

## New GLA Rep, returning LTN Rep & LGW Rep position available

On behalf of the unite reps committee I would like to welcome Carly Hampson Glasgow's brand-new rep to the team. I'm sure Carly will prove to be a valuable member of the team and a fantastic representative for our members in GLA base.

LTN Rep Jaz McShane has returned from maternity leave and is now available to represent you and answer any enquiries you may have.

We also have another rep position available in LGW, the nomination form will be on the Union notice board shortly, please contact another LGW rep or Andrena for further details and to find out what the role of a rep involves.

## Health & safety

### Smoke hood stowage's: (Death by a thousand paper cuts)

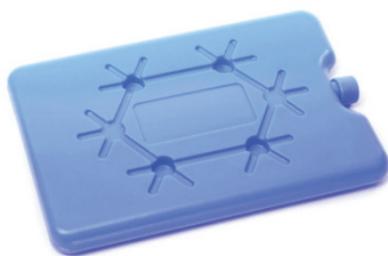
We are continuing to hear reports of smoke hoods being missing on various aircraft where the smoke hood stowage clip has been damaged and taped up, and reports of faulty latches or even smoke hoods flying out on landing.

Please continue to be vigilant that you have the correct number of smoke hoods on your aircraft especially if operating with a 5th crew member.

We have asked EasyJet to explore the possibility of replacing the stowage's with a more robust version, the company made the following comment, which we deem to be inaccurate and absurd:

**"the crew are damaging the smoke hood stowage latches by putting the permit to remove steps form behind them"**

Please continue or start to report any defects or missing equipment via safetynet to ensure the company has a full and accurate picture of what is happening on board.



### Cool blocks:

We have been informed by easyjets health and safety team that the cool blocks on board our aircraft have a shelf life of 6-9 months, please be vigilant of any that look old or worn that may need replacing, again if you find a damaged cool block it must be reported on safetynet regardless of if its caused a slippage or not.

### Fume events:

A reminder of some of the signs and symptoms and what to do in the event of a fume event on board your aircraft:

- Common sights/smells: sweaty sock type smell/wet dog/bluish haze
- Avoid further exposure, O2 is recommended
- Complete ALL relevant incident forms; A/C tech logs.
- File an MOR with the CAA
- Seek immediate medical attention if you have any ill effects.
- Tell your doctor you were exposed to contaminated air.
- Contact your Unite health and safety rep with details of fume event.



### Canisters on the 320-186:

We understand many of you are having difficulties with the canisters on the new 186 aircraft, if you find yourself struggling to reach them, if they get stuck or if you have trouble with the pulleys then this **MUST** be documented via safetynet.

Also, if you are unable to reach in, remove or look behind any canister for whatever reason during a security search, then please ask another or all members of crew to try, if you still can't complete this check you then the CM needs to pass checks onto pilots that the aircraft has not been fully security checked, engineers may have to be called to assist.

Safety should not be compromised. Safety net also to be filled out.



## Rest/breaks campaign/FWD galley curtain (186)



Your rep's committee are currently engaged in discussion with EasyJet regarding the need for a FWD galley curtain on the new 320-186 type aircraft, this as we believe will make it easier for you to achieve breaks on board.

As always please ensure you're **ALL** receiving enough rest/breaks on board, if you're struggling to achieve this then remember to report it via safetynet and make your local rep aware.

If you receive any emails from Base management regarding not getting breaks on board or questioning why you took a break at a particular time or point in the duty then please forward these to your local rep and CC your local rep into your response back to base management. If you have a verbal conversation with any manager regarding this issue we also recommend immediately following this conversation up with an email to that particular manager detailing what he/she has just spoken to you about, again CC your local rep into this email.

Please remember we wrote a mini guide to help you achieve sufficient rest/breaks on board in our March 2017 newsletter, this along with other historic newsletters can be found on our website: <http://www.ezyunite.co.uk>

## Hi Vis/IDs

It has transpired in the last few weeks that across the network and particularly at Gatwick a lot of people have been challenged due to not having IDs visible, not having Hi-Vis vests done up and not walking in allocated paths airside. In some cases, cautions have been handed out by airport security officers!

The results of multiple breaches could be having IDs taken away!!!

Please ensure you and your crew are sticking to these rules to avoid losing your passes and facing possible disciplinary action against you.



## Equalities

### High heels:

With recent news coverage and the petition to parliament recently we have had a lot of enquiries from you regarding high heels in work and whether EasyJet's policy breaches the Equality Act 2010.

We have looked into this carefully and believe that the following Uniform guideline is not discriminatory.

All shoes must have a heel with a minimum height of ½ an inch and a maximum height of 3 inches.

### Flexi-working requests:

EasyJet are currently working on a new written and published Flexi-working request policy for clarification and transparency, again more information will be provided when available.

### GDMT pay:

We are still hearing reports that some of you are struggling to understand the new payment structure when you're on GDMT, please report to your local rep if you don't understand it or if you believe your base average pay is too low and they will be happy to assist you.



## Member benefits

### Website updated:

I have been working hard recently to improve the member benefits section of our website posting up loads more member benefits that you may never have heard of that are exclusively available to you as a member of Unite. I have tried to include something for everyone, there are several new member benefits for example that you will find particularly useful if you are planning on moving or buying your first home, as Unite can offer help on finding you a mortgage, finding a conveyance solicitor, advertise your home for free etc.

I always strive to try and make sure our members are getting the most from their subscription fee, I appreciate £16 a month isn't cheap and many of you may never use us in meetings (fingers crossed) and are only members "just in case" but if you take advantage of as many of the benefits available to you as possible then that subs fee could end up paying for itself.

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>



### This month's highlighted member benefits:

#### Free financial advice appointment from Unite.

This is an older benefit but still one that not that many of you are aware of, I know of several crew who have used this service from Unite in the past and saved themselves hundreds of pounds on household bills and helped sort out their finances as well.

This is an especially useful service if you're planning on buying your first house in the near future or if you have some quite worrying credit card bills, it's almost as if you've received a personal visit from Martin Lewis himself!

#### Financial peace of mind – make it happen!

Time to sort out your money but unsure where to start? Or perhaps you never have time. Yet the sooner you take action, the more likely you are to secure your and your family's financial future.

Yes, financial issues can be daunting. For example, do you know:

how you and your family would pay your bills if you fell ill, were made redundant, or worse?  
if your pension will give you enough income when you retire?

whether you could boost your pension provision so as to get more income when you retire?  
your options for taking your pension and securing the income you need?  
how you could build up a nest-egg tax-efficiently for yourself, your children or grandchildren?  
how you would find the money to pay for long-term care?  
whether you could pass on more of your wealth to your loved ones?

Lighthouse Financial Advice can advise you on these and other issues. The advice is specific to you and could improve your financial situation.

### Complimentary initial consultation

Members of Unite are entitled to a complimentary, no obligation consultation with a Lighthouse Financial Advice professional financial adviser.

They can meet you at home, at work, or elsewhere. They will explain how you could benefit from advice and how much it will cost. You can then decide whether to go ahead. There are over 200 advisers all over the UK, so there's bound to be one near you. Call **08000 85 85 90**, email [appointments@lighthousefa.co.uk](mailto:appointments@lighthousefa.co.uk) and book your appointment now.

### Member gets member:

With so many new entrants starting this year we feel we should highlight the member gets member scheme again. We feel crew are most vulnerable to disciplinary action when new as they may not be fully up to speed on procedures and can often have worse sickness records if they are not used to shifts like ours. We therefore ask you to highlight the benefits to new crew of being protected by our union sooner rather than wait until they get kept on.

Did you know you can receive a £25 love to shop voucher for each new entrant you sign up to unite the union? So, sign up 10 and you will receive up to £250 worth! You don't have to be a rep to sign up new or existing crew to unite the union all you have to be is a fully paid up member yourself, sign them up using the online form and after the new entrant has been a union member for 3 months you qualify for your voucher, speak to your rep or follow this link for further details and the online membership form. <http://www.unitetheunion.org/how-we-help/memberoffers/memberbenefits/membergetmember/>

### 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 and 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 details or use the online form at [www.ezyunite.co.uk](http://www.ezyunite.co.uk)