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# Your Union at easyJet

## Newsletter



Branch LE/737 – May 2016

## Fatigue code changes

easyJet have stated that base management **cannot** change roster codes from FTGD to SICK or ULV. The FRMS team have assured Unite that they are the only ones who can change the roster, and they would only make a change from FTGD to UFIT following an investigation and finding the reason for fatigue is non-roster related. When FRMS ask your base management to investigate your fatigue report, your base manager does not get to see what you have written on the report. The report remains confidential to the FRMS team.

So when your base management investigate your fatigue with you, they don't know what you have put in your report, however if after your meeting they report back to the FRMS team that your fatigue is non-roster related, the FRMS team will change the code to unfit.

FTGD caused by roster related issues will never be changed.

If you have any changes on your roster from FTGD to SICK or ULV, then please send the two copies of your roster showing the change to your base rep, as we are collating all evidence and will present the case to easyJet.

## MEET Code

It has been brought to our attention by easyJet management, that the previous article regarding having all meetings with management recorded on your roster, could be misleading. They would like us to tell you that a quick chat covering "hi how are you" and general banter is not a meeting that requires time being rostered to you.

We thought you would know this, but easyJet just wanted it pointing out to you.

**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**

## Rest breaks

Under the new EASA rules, it is the responsibility of the individual crew member – that is YOU – not to perform safety related duties if you are, or suspect you might be, fatigued. One cause of fatigue might be the failure to achieve a nutrition break, and we know from the rest break survey carried out by Unite that 88% of you stated that you do not get a break on all your duties, and 96% said when you do get a break, it is not free from all tasks, especially on busy routes such as double domestic's, or on busy holiday flights with demanding passengers.

We asked easyJet a few months ago, to add into their weekly news emails, their support and encouragement for crew to take breaks. As a potential safety risk, easyJet should be highlighting this as often and in as many ways as they push OTP. So far, we have seen nothing from them. So we need to start ramping up our reporting of this, to the extent that we can further build our case for the CAA stating that easyJet are not compliant with the EASA rules on rest breaks.

We therefore need you – both FA's and CM's - to start reporting every occurrence when you do not achieve a break. If you have done a duty over 6 hours, worked non-stop to satisfy the demands of our passengers, not had time to eat anything, AND think has made you suffer symptoms of fatigue - such as the inability to concentrate, or lack of attention, or feel you are ineffective at making decisions – then fill in a fatigue report form stating that your fatigue symptoms are a result of not having a break.

If you have had busy sectors, wolfed down some food while passengers are handing you rubbish and you are answering call bells between bites, so you are not taking your break free from all tasks, please fill out a CSR, stating that not having an adequate break could lead to fatigue and therefore is a safety risk.

## Fatigue training

Following a meeting with the team implementing EASA rules, easyJet believe that they are compliant with providing initial and recurrent training. Yet 78% of you believe that you have not had sufficient training, and many of you tell us you are not aware of fatigue forms or how to fill them in. easyJet have made some information available to you via the online learning environment, but are not making any further efforts to educate and support you in this.

Because of this, Unite will make efforts to try to ensure you are better informed of the rules and your responsibilities. They will renew efforts to put pressure on the FRMS team to adapt the fatigue form so that it is easy and more fit for purpose. We will also be producing documents for you on the new EASA rules which you can keep with you in your PA book.

## Crew morale

As reported in the last newsletter, Unite are making plans to tackle some of the issues you told us about in the crew morale survey. We will discuss these with easyJet, once they have analysed their results of the Usay survey, and we hope to be able to set some common goals towards tackling these morale issues.

## Pay Survey

By the time you read this, you should have received your invitation to take part in the pay claim survey, which will inform and direct Unite in how to progress pay negotiations with easyJet. If you haven't already, please make sure you have your say and fill in the survey before 23rd June.

## Unite the Union backs the 'Remain' campaign.

Unite the Union is campaigning for the UK to remain part of the European Union (EU). Granted, to most people the EU is a big, scary, vague and remote entity that could do with an overhaul, but it is worth reminding people that it was founded on the principle values of respect for human dignity, liberty, democracy, equality, the rule of law and respect for human rights. Whether you are passionate about the economy or immigration, Unite the Union believe that employment laws introduced by the EU have promoted non-discrimination and tolerance, solidarity, and equality between women and men, and therefore continuing membership of the EU is still the best hope for UK jobs and the employment rights of Britain's workers.

Voting to Remain or voting to leave carries with it a different set of risks, and whatever the facts presented by each side, neither can guarantee the future will be better. However, looking only at the changes made to the rights of UK workers through membership of the EU, Unite the Union believe the risk to those employment rights is greater from leaving than if we Remain in the EU.

Rights to Maternity, Paternity and Parental leave all came from EU laws. Flexible working and the right to part time, came from EU law. The Working time Directive which caps the number of hours an employee can work, dictates that workers are entitled to rest breaks, and ensures workers get minimum rest and days off, is another piece of important employment legislation from the EU which protects worker's rights. Since it came to power last year, the UK Government have tried to impose new restrictions on Trade Unions, with the aim of making it harder for unions to strike to stand up for worker's rights. Without the EU imposed employment laws, how many of these will be set aside by the UK Government if the vote to leave is successful?

That is the risk for British workers, and that is why Unite the Union believe we should Remain in the EU and continue to protect the rights of British workers.