**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.**

**Branch LE/737 Newsletter October 2018**

**Buy Back Update**

As you will know we have been working with the company to ensure that you get a fair rate of pay when you choose to work on a day off. The daily rate will be applied if and when you volunteer to give up a day off, part time day or leave day in times of operational need.

After the recent ballot which closed on the 26th September I can confirm that the results were counted on the morning of the 27th September with both parties present.

**I am delighted to report that the proposed daily rate change has been accepted by yourselves with an impressive 91% YES vote!**

So, what does this mean for you?

For clarity, the new Buy Back daily rates will be:

**£130 for CMs**

and

**£110 for FAs**

and will be effective from 1 October 2018.

On the back of this we also have a new policy that will provide roster stability for the vast majority of those who don’t want to sell leave or days off, you will no longer be taken off flights to give preference to someone who has sold leave which has been done before.

The Unite reps committee would like to thank all the members who took the time to vote in our first ever electronic ballot.

If you didn’t receive an electronic ballot, please inform your local rep as our next electronic ballot will likely be the next pay deal and we need to ensure we are strike ready and have a maximum turnout to increase our chances of getting you a good deal.

If you have any questions on the new rate, then please contact your base rep who will be able to assist you.

**APUs on stand**

An APU has 3 settings, LOW, MEDIUM OR HIGH, if cabin temperature during boarding exceeds 30 degrees please ask the captain to turn the APU to HIGH, if they refuse or cabin temperature is still high please document on a CSR.

**FTL whilst commuting**

When commuting to base please be mindful that you’re not breaching FTL (flight time limitations) i.e. commuting whilst in your minimum rest period. The company has the ability to see if you are using an easyJet flight to commute and if you’re in breach of your FTL.

If there are unforeseen circumstances such as a severely delayed flight and you’re in breach of your FTL then report UNFIT and document on your fatigue report the reason why.

**Rest Flexi on 6/3**

There has been some confusion amongst crew after rest flexi days returned to our rosters after several years.

To clear this up to those who may not have ever seen them:

* A rest flexi day may be assigned prior to commencing in a 6-day block.
* There is no limit to how many you can work in a month.
* You can be rostered a maximum of 12 per calendar year.
* Crew members will be planned to be off duty by 01:30 local time on a rest flexi day.
* Once the duty immediately prior to a rest flexi day has commenced, a crew member can however complete the duty beyond 01:30 local time.
* Earliest report time following a rest flexi day is 04:30 local time.
* A rest flexi day must be notified in advance at roster publication.

Please put in a future fatigue form if you believe a rest flexi day will impact your alert levels for that particular week. When it comes to future fatigue concern forms, the sooner it is submitted, the better, leaving them until the week in question is unlikely to result in any change to your roster.

**Recruitment Update**

 Our recruitment campaign continues to go from strength to strength.

This month we have recruited 56 members into our union. (38 in LGW alone)

If you’re a LGW member you may have noticed we have had Unite representatives at your base this month, please speak to them if you have any questions, ideas or if you wish to join.

**~~~~Period Dignity**

We asked easyJet to support our period dignity at work campaign by providing free sanitary products for all crew at easyJet who have an unforeseen or unexpected ‘emergency’ whilst they are at work.

We are delighted to report easyJet have now agreed to provide sanitary products which you will be able to find at the grooming stations in your crew room at base shortly or in the next few months.

**Crew Food Update**

This month, members of the Unite reps committee were invited to a crew food tasting, as part of the process in selecting a supplier for our crew food going forward.

There were 5 company’s offerings for UK based Cabin Crew and Pilots to taste.

15 companies were invited to bid through a tender process managed by the easyJet Procurement Team and 5 of the 15 companies selected to bid for the UK business.

These companies supply crew food to a range of airlines including British Airways, Virgin Atlantic, Thomas Cook, KLM and Qantas.

The food we tasted included breakfast, lunch and evening meal options, however the food that was provided on the day was not the final menu, but an example of each company’s offering.

Your reps were invited to score every single option based on taste, texture, appearance and nutritional value, amongst others.

These results will then be reviewed to determine the preferred supplier.

Crew feedback makes up 30% of the final decision, with equal weighting in this decision being given to Cabin Crew and Pilots (50% each)

The other elements of the decision-making process are:

30% Operational

This covers the process and delivery of the crew food from the supplier to the Last Mile provider and delivery to the aircraft.

30% Commercial

This covers budget and cost

10% Other

Innovation, environmental, sustainability

Overall, the offerings from each company were very much the same, not only to each other, but to what we currently have.

Part of the reason for this is due to the ‘chill chain’ and security procedures that our crew food has to go through in order to be supplied and distributed to us.

Each company supplies the food in large quantities; frozen, to be defrosted on the day of delivery when we receive it at the aircraft. The majority of this food is produced monthly.

Because of this, the options available to us are limited, which is why the food was not dissimilar to what we have now.

Whilst we are hopeful that in selecting a supplier and assisting in designing a new menu, our crew food offering will improve, we do want to manage crew expectations that the new crew food will not be a revolutionary new eating experience!

Next Steps:

Once we have shortlisted the final two suppliers we will be conducting an In-Air Test to ensure tasting is measured on-board as well.

Once we select a supplier we will them move to menu development to design a menu for our UK crew.

We will continue to keep you update as the process progresses.

**Back pain/issues**

We would like to ask ALL CREW if you are experiencing any pain or discomfort (especially neck, shoulder or back pain) while doing your rows on security searches / cabin tidy since the new SOPs came into force?

As you know Cabin Managers only ever search/tidy 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, as well as if any of our Flight Attendant community is suffering? If you find this to be the case, then it’s imperative you fill in a SafetyNet with the details of the problem and ask the company for a referral to occupational health.

**Member Benefits**

Unite members at easyJet can get big savings on glasses and eye tests from Vision Express. You can download vouchers to obtain:

* Free Eye Tests
* £30 off complete glasses
* £70 on contact lenses (when you join the direct debit scheme Contact 7)
Designer 2 for 1 glasses

For details go to: [www.visionexpress.co.uk/unite](http://www.visionexpress.co.uk/unite)

You can find a link to details of all these and more exclusive offers and benefits on our websites home page: [**http://www.ezyunite.co.uk/home.html**](http://www.ezyunite.co.uk/home.html)

**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 bcc your base Reps into any communication.

**Update Your Details and ensure you’re “strike ready”**

Please ensure your contact details – including your:

* mobile number
* home address
* PERSONAL email address – are updated and correct.

Going forward, your Unite 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 contact us online here: **http://www.ezyunite.co.uk/contact-us.html**

**EzyUnite Reps details:**

Below a list of all the Unite 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, Leave 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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| --- | --- | --- | --- |
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| *Rep on maternity leave* | STN |  | *Please contact SEN rep for assistance.* |

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