

August 2016

Enhanced Membership

Unite are pleased to inform you that as of 1 September 2016, benefits available to Enhanced members have increased. This decision was taken to provide members in the greatest need assistance in difficult times and give our members - and their family - added financial security should the worse happen.

Up to £25,000 is now payable to Enhanced members who suffer an accident that results in fatality or total permanent disability. Also a new loss of digit category has been added.

Benefits*	Before	Now
Gross taxable salary NOT reduced by 25% due to incapacity (e.g. Long Term Sick)	£12.80 p/w for 10 weeks (Max £128)	£10 p/w for 25 weeks (Max £250)
Gross taxable salary IS reduced by 25% due to incapacity (e.g. Long Term Sick)	£12.80 p/w for 10 weeks (Max £128)	£25 p/w for 25 weeks (Max £625)
Fatal Accident	£10,000	£25,000
Total Permanent Disability	£10,000	£25,000
Loss of Digit (Fingers/Toes)	£0	£500 per digit up to £5,000
Maternity/Adoption Benefit*	£12.80 p/w for 10 weeks	£15.00 p/w for 10 weeks
Paternity benefit	£12.80 p/w for 2 weeks	£15.00 p/w for 2 weeks

*Maternity benefit can only be claimed where you continue to pay full enhanced fees throughout your maternity leave. As an alternative you may reduce your fees for the duration of your maternity leave, but this benefit is not then claimable.

Unite is working hard to provide value for your subscription fees. Your continued support means we are able to fight for your rights in the workplace and society. If you would like to upgrade to an enhanced membership, please contact your base rep.

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

Health & Safety

Aircrafts with no APU

When an aircraft has no APU you are unable to control the temperature in the cabin on the ground. We have had several reports of where the temperature on the FAP has reached over 30 degrees in the cabin - this is not acceptable for passengers or crew to experience that sort of heat in the cabin, especially when you are delayed on the ground and can be there for some time. Therefore, if you find yourself in a situation where the heat in the cabin cannot be controlled because there is no APU, it is really important for you to complete a CSR as this will enable Clinton our Health & Safety rep to raise the issue and maybe push to get the APU fixed so it doesn't happen again. To support the CSR we recommend that you take a picture of the FAP showing the temperature where it has reached such a high temperature and attach this to the CSR.

Crew food boxes

We have had reports from members regarding the way in which the crew food boxes are loaded. Crew food boxes being packed so tightly and they are difficult to remove with potential to cause a strain injury.

Whilst this is being looked into we urge you to fill out a CSR if you struggle to remove them or if you cause yourself any injury.

In case of an injury at work please contact your base rep.

Fume events

As you will be aware fume events has been a hot topic in the aviation industry recently. The information below will help you to identify a fume event onboard.

Q. Are fume events rare?

A. Aircraft are not equipped with detection systems to warn when the air is contaminated, many chemicals are odourless and under reporting is widespread throughout the industry. Consequently, it cannot be stated that these events are rare. It can only be stated that the frequency of events remains unknown. See our Fume Events page.

Common Sights/Smells – "Sweaty socks/wet dog/bluish haze".

Sometimes the air supply to the cabin becomes contaminated with heated engine oil, this could be harmful to your health.

The contents of these oils/hydraulic fluids contain TCP (Tricresylphosphates).

What to do

Avoid further exposure, O2 is recommended.

Complete all relevant incident forms, safety net, a/c tech logs.

File an MOR with the CAA.

Seek medical attention if you have ill effects.

Tell your Doctor you were exposed to contaminated air.

Contact Clinton with the details of the fume event via our website H&S page.

File a personal injury claim with Unite solicitors on **03330146569**.

For more information, refer to aerotoxic.org and www.gcaqe.org

For further updates on H&S. please check out the information on the H&S page on the ezyunite website, which can be accessed on **www.ezyunite.co.uk** or via the ezyunite Facebook page.

If you would like to raise any H&S issues to Clinton then please visit the H&S page on our website where you can fill out an online form or email Clinton on **clinton.shortman@unitetheunion.org**.

GDMT

We have spent some time with easyJet, understanding how the ground duties maternity pay is calculated. In simple terms, if you do not have a minimum of six months of your own average pay, then you will receive the base average. Months that don't count are when you have had long term sick, or a large block of leave, or unpaid leave over the winter for example.

Currently, your holiday pay entitlement is also rolled up into this amount, however, many members on ground duties have complained about the system not being transparent and it can seem as if you are not paid for holidays when you do take leave on ground duties. You are being paid leave, but it is averaged into your monthly amount.

But having been asked to gain clarity on the situation, your union has agreed with easyJet that they will implement a new way of calculating GDMT, with your holiday pay element being paid and shown on your pay slip separately at the time that you take leave. Further information will shortly be issued by easyJet to explain this.

Buy back days

Following the introduction of buy back days by easyJet this summer, there have been winners and losers. easyJet will meet Unite in October to review the process. In order for the committee reps to be prepared for the meeting, we will shortly be sending you a survey so that we can get your feedback and understand such things as how – or if – it has worked for you, whether you have an issues with the process, and whether you would like to keep it or not. Please keep any eye out for the survey and help us by giving your feedback.

Flexible working

We have had several queries about flexible working. As we know, it is easyJet policy to only offer split month except in extremely exceptional circumstances when set days might be granted. The reps committee have made it clear to easyJet that they are keen for this to be reviewed, along with an overhaul of the meetings and the outcome letters so that members can be assured that they are getting an individual response not just a template letter as has been seen on many occasions.

New entrant survey

This summer a number of members have raised questions about the quality of training that new entrants are receiving. In order to understand this, we are considering ways to collect your feedback so that we can present the results to the Training Department with suggestions, if possible, of ways to improve the new entrant training. This IS NOT in any way a way to pick on new entrants personally, nor is it intended to offend new starters to easyJet. It is a way to gather feedback so that future training can be improved.

We also think it is important that you use the snapshot assessments on new entrants to highlight areas for improvement, as this could again be a source of data highlighting areas of training that need to addressed for future courses.

Hotac issues

Due to a high number of complaints of crew being left stranded when night stopping out of base without a hotel having been booked, the union has raised this on your behalf and a number of measures have been introduced intended to stop this situation happening again. If you do experience an issue with hotel booking, please contact your base reps with details.

Website & Facebook

Hopefully you will have liked our new Facebook page, and visited our website. As we would like to develop our communications plans with you, we have elected one of the reps to take on the role of a Communication's Editor.

Congratulations to rep Mikey Byrne. He was elected at our recent committee meeting, so if you have any feedback on our newsletters, website or Facebook, please feel free to contact Mikey via the LPL base page on the website or use his contact details on the back of the newsletter.



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