

Dear easyjet Unite Members

Very soon your Unite Shop Stewards committee will be sending out a pay survey, the purpose of this is to gain Unite members aspirations for the upcoming pay negotiations. The anniversary of the pay review is 1<sup>st</sup> January 2017.

Before the survey begins I would like to make a few points in relation to the upcoming negotiations. The reason for this is due to members contacting me with concerns regarding misinformation they have received through another source. As with any workplace many things require clarity from their Union.

**Myth:** *Another union can make an application for recognition with an employer where another certified union holds sole recognition.*

**Fact:** *Under CAC statutory regulation an application for recognition will be automatically be rejected if there is an agreement with another independent union.*

**Myth:** *A union not recognised for collective bargaining with an employer can have a say in pay negotiations.*

**Fact:** *Where there is a collective agreement covering a bargaining unit under which a union is recognised, another union has no say in those negotiations. This is the same principle that Unite can only negotiate for members covering their own collective bargaining agreements.*

**Myth:** *A union not recognised for collective bargaining with an employer can hold elections for recognised workplace reps.*

**Fact:** *Under the Trade Union and Labour Relations (Consolidation) Act 1992 only a recognised trade union with an employer can elect recognised workplace reps.*

**Myth:** *An employee of a company who is also an acting rep for another union can officially represent their union and members in all aspects of their employment.*

**Fact:** *Only a full time employed official can represent members in workplaces where that union does not have recognition. Where recognition is in place, employees who are representatives of another non-recognised union they can only act as a workplace companion.*

**Myth:** *"Then we can talk with EJ about your pay, bonuses, share incentives, discipline to name just a few." (Sic).*

**Fact:** *Unrecognised Trade Union has no bargaining rights at all.*

**Myth:** *A certified trade union can gain recognition for collective bargaining with an employer where another union holds sole recognition.*

**Fact:** *It would be impossible for another union to gain recognition with an employer where a certified union holds sole recognition. The only way I could possibly think this could happen is if the employer and the unrecognised union were acting to oust the recognised union.*

We understand from discussions with easyJet that they have received similar advice on the above points.

If you have any questions then please email [Unite-Easyjetcc@unitetheunion.org](mailto:Unite-Easyjetcc@unitetheunion.org) or if you require free legal advice on a personal injury claim call [08005877524](tel:08005877524). For legal advice on other matters including probate and family law please call Jan Reeves on [020-3370-6377](tel:020-3370-6377) and a referral can be made in your name.

Kind Regards

Simon McCartney  
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Unite the Union