

## 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.

NAME	BASE	MOBILE	EMAIL
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Rep position available	LGW	-	Please contact any other rep on this list.
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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 – July/August 2017

## Panorama programme/rest & breaks survey

### Panorama:

Thank you again to everybody who took the time to fill out the recent survey sent out in collaboration between Unite the union and the BBCs panorama programme.

Your feedback and comments helped the producers immeasurably to help expose to the wider public the ongoing problem of disruptive passengers and excessive drinking in the airport terminals.

We have seen a massive increase in media exposure to this issue with many of the mainstream national newspapers printing stories on the issue plus many more articles and discussion popping up online since the programme was aired.

While some of the content may have not been that shocking to us as crew who are perhaps desensitised to some of the issues we face onboard, it will have been quite shocking to those not in the industry who are perhaps wanting to book a holiday with a young family for example.

We hope that enough pressure is now building for the UK minority conservative government and the regulatory bodies to act by unions and airlines to introduce tougher licencing laws and regulation for the airports we fly from and the duty-free shops that we believe are the main cause for this disruption.

We would like to thank the BBC, the other aviation Unite branches and of course yourselves for making this happen, it's a great example of what we can achieve by being members of the UKs biggest union Unite, having excellent contacts with other important Union branches within the industry and having excellent relationships with national media organisations.



### Rest/breaks:

Another survey was also sent out regarding rest & breaks, this survey was sent to not just us but crew from other airlines to try and gather information on this issue ahead of a meeting with the regulator this month.

I know it's been a survey heavy month but one of the great benefits of having unite the union as our union here at easyJet is that we are able to work closely in collaboration with other airlines unions such as with the rest and breaks survey to help collect data and give each other ideas on how to tackle an issue that's industry wide.

Please continue to fill out these surveys and encourage others to do the same as they really help us in collecting much needed data on a whole range of issues.



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

## Pre-order update

Earlier in the year members in our Liverpool and Manchester bases took part in a new service trial including the pre-ordering of passenger sandwiches.

This trial appeared to be a total failure, LPL reps never saw a single pre-order sandwich during the whole trial and when asking members at LPL if anybody had problems with pre-orders, most replied with they have never seen one either.

Not willing to admit defeat on this, the company has re-launched the pre-order service.

Passengers on effected routes will all be sent an email in advance asking if they would like to purchase a sandwich (hot or cold) in advance. There could be a maximum of 20 sandwiches pre-ordered per sector.

We are worried introducing another service might impact you achieving suitable breaks onboard, we are worried you might not have the time to complete a boutique or duty-free service impacting your commission and we are worried this new service could create disruptive passenger incidents as a result of some customers feeling overlooked for the sake of those who pre-ordered, especially if you then run out of sandwiches when you come to serve them.

It is imperative that all cabin crew effected by this new service report feedback on this **EVERY SINGLE DAY** your affected, the appropriate place for this feedback is the **CFR**, or please submit a report on safety-net if you feel it necessary.

We have the perfect opportunity to shape future EasyJet process on an issue that effects all of us every day, let's make sure we all do our bit to ensure this new process works, reporting it just once on your CFR will tell EasyJet that a problem occurred just once, so if a certain element of this process doesn't work, it needs reporting every single day.

We don't want the nightmare scenario of an unworkable or deeply unpopular service being rolled out nationwide because nobody is reporting its flaws. Please also talk to your local reps regarding your experiences, we will again be monitoring this closely to ensure your breaks on board are not effected and this doesn't lead to unsavoury incidents with passengers.

## Rosters/rostering forum

We are continuing to put pressure on easyJet by asking them to address some of the rostering issues we face across the network.

To date the company is still not intending to do any work to address the apparent feast/famine of sectors each month, only ensuring a balance of block hours over 3, 6, 9 and 12 month periods.

The union committee wish to hear your thoughts on how effective you feel the rostering forum is.

- Do you know what the rostering forum is?
- Do you know who's your base rostering rep?
- Have you spoken to them before?
- Were your rostering concerns addressed?

Please speak to your local union rep if you have any concerns or any issues regarding the rostering forum and its effectiveness.

## Problems with changing your sub amounts when paying by payroll?

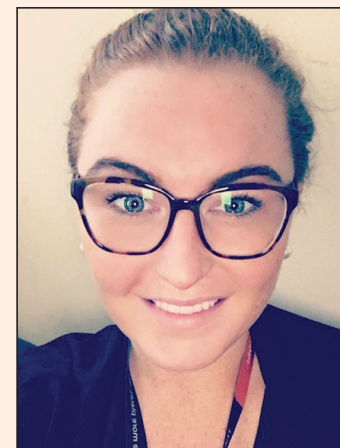
Process to change subs amount – payroll check off only

- 1 Members need to inform Unite or your local rep e.g. if they go from 100% to 50%,
- 2 Unite or reps should then send out a Payroll Deduction Authority Form to the member.
- 3 When the member completes and returns it to Unite, they then send the form to easyJet to amend the payroll amount – easyJet won't do it without.

## New GLA rep

On behalf of the reps committee I would like to welcome Carly Hampson our new GLA rep into her new role.

Glasgow has been without a rep for a while so Carly's appointment is great for the base as it finally has a qualified workplace rep and a voice and an opinion on the committee again, her appointment also means Glasgow's members will be able to keep up to date with what's happening on a national level and will be able to have somebody easily on hand to deal with enquiries, meetings and other matters.



### *Here's some words from your new rep:*

*I have been with easyJet now for just over 4 years, though having worked at a previous airline I have over 8 years' experience and knowledge giving me a great insight into what crew need and want.*

*I have been a member of Unite since the beginning of my easyJet career, and on a personal level have worked closely with them on some personal cases.*

*Witnessing first-hand the strength and support from our Unite reps is what motivated me to join the team and be a support unit for our Glasgow base.*

*I'm very passionate and dedicated to supporting and helping crew with any queries or issues, you and your privacy are my number one priority.*

*Please feel free to contact me at any time, I look forward to working closely with all members.*

## Rep positions in LGW

We are currently advertising for two vacant rep's positions in LGW. Michelle, Matt and Paul are currently covering Gatwick at the moment for disciplinary meetings plus other member enquiries, but as Gatwick is our biggest base we want 5 reps so we have more of your points of views and a more diverse and stronger reps committee.

It's important Gatwick base has its concerns heard, 5 Unite base reps means more base days, more engagement with local management on your behalf and more opportunity put forward your local issues to the national reps committee and senior management.

We are appealing for 2 strong willed individuals to come forward and take up this important role, please email Andrena to register an interest or ask any questions about what the role involves on: [andrena.clarke@unitetheunion.org](mailto:andrena.clarke@unitetheunion.org)



## Cabin manager cash wallets

This month we asked senior management if CM's should receive more uniform points than FA's as they are the only ones required to carry cash wallets.

The official response from Angie Mullen:

*"CMs only need to purchase new wallets to replace lost ones. If CMs want a replacement for broken/unusable wallets ask Base Managers who will get the wallet replaced"*



# Equalities

## New GDMT role:

On our branch meeting on wed 16th august we kindly invited Chris Bailey to meet up with the committee so the company can finally brief us on what they plan to do regarding the new GDMT role.

We understand there has been much confusion and debate over this issue after timing in the release of maternity uniform photos were prematurely previewed and some misinformation given to some crew members by base management.

We have finally been briefed by the company are now in a position to communicate the details of the new role and what it entails.

- The new role will be live from 21st August.
- The purpose is to bring all GDMT to the same standard (i.e. as in LTN/LGW)
- Each crew member on GDMT will get an induction from the base team and they can build their roster with help from the base team.
- Can keep 6-3 pattern or agree an FRV bespoke roster. This can then be agreed monthly, or for the duration of GDMT.
- Crew on GDMT won't be working 40 hours a week, the block will also include sby days to ensure it's as close to a regular roster as possible.
- If your off on SICK please notify crewing as usual and follow RTW (e.g. self cert).
- Duties – "Customer Host". Will mean engaging with customers in check in line, giving them the ezy experience, giving directions etc. **NOT on check in desk and using IT systems, NOT lifting bags/baggage drop etc.**
- Each crew member on GDMT will manage their own break.
- Will wear own (current) uniform until it doesn't fit and then switch to the maternity uniform.
- Procedures will be assessed at base management weekly ops call for the foreseeable future so teething problems/longer term problems can be addressed immediately.
- Business operation is priority, so roles (e.g. in uniform) will be filled before customer host role given.

## Back from maternity leave:

Please inform your local rep when your back from maternity leave so we can re-adjust your subs back to the appropriate levels of payment, if you're paying maternity rates you may not be able to have access to unites legal services or be fully covered for advice or meetings, unite check your contribution rates if/when you require help so it's best to keep up to date.

# Back to work chats

We would like to remind all crew it is a joint responsibility of both manager and crew member to ensure that the content on their return to work forms is accurate and contains as much relevant information as possible.

You can query what has been written and ask for it to be changed if necessary. (You have 3 working days to do so)

For example, simply having "childcare" written on a back to work form doesn't portray the full nature of the reason you may have been off, it may not be the actual reason or it may not be your children your looking after.

Please ensure base management are filling in these forms accurately and with as much information as possible as it may help you in any possible future meetings and helps the company monitor and help you if possible.



## Unite @ Pride

You may or may not know some of your reps not only work as cabin crew, volunteer to be workplace unite reps but also campaign in their spare time on various political and social issues as well.

One movement Unite and your reps committee are proud to support is pride the LGBT equal rights movement.

Here are our new Glasgow rep Carly and Edinburgh rep Selena representing Unite at the recent Glasgow pride march.

## Contacting reps, best practice

Please can we remind all our members that the best way to contact your local rep is via our union email addresses that can be found on the last page of this newsletter or via the online contact form on our website base pages.

Please refrain from contacting reps on facebook/twitter etc or calling and texting at unsociable hours.

All your reps committee are working cabin crew at easyJet (we don't work in a Unite office 9-5) and work the same shift patterns as the rest of the crew and due to roster constraints, we don't always have the time to take calls or message you back right away, using email is preferable to us as it means we can take the time to research your enquiry if necessary to give you a better or more complete answer. If of course you have an emergency or an issue that can't wait or you don't hear back from us after a couple of days, please feel free to ring/text any of us.

Remember you can find answers to many of your questions on our website or our EASA guide, also on the website.

<http://www.ezyunite.co.uk>



## Union benefit:

If your currently absent from work due to Maternity/Adoption/Shared Parental Leave, Paternity leave you may entitled to claim for union benefit of up to £15 a week.

You may also be able to claim for remission benefit (reducing your subs to 50p a week)

Full details and the application form can be found on the website in the member benefits section.

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>

## AXA Health Reports

Please remember to fill in your AXA personal health reports as it's an EASA requirement and you could face possible disciplinary action if you don't.

We have seen crew already have meetings placed on rosters regarding this. Please remember to fill in your AXA personal health reports as it's an EASA requirement and you could face possible disciplinary action if you don't.

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## Weekly newsletters, NTCs and company emails

Please remember to keep up to date and read your weekly newsletters/NTCs and other emails from the company, management can check to see if you're not reading them and you could face possible disciplinary action if you're not keeping up to date.

## 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 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)