

## Goodbye and good luck

We would like to take this opportunity to say thank you, goodbye and good luck to both Andrena Clarke and Louise Roberts this month who have both recently left the Unite reps committee and easyJet for pastures new.

Andrena and Louise have both served the union committee with distinction for a great number of years as senior reps, their knowledge and experience have been a great help to the committee over the years and we will all miss them both greatly.

Andrena's hard work over the years on the committee certainly didn't go unnoticed, Unite the union have snapped her up to work as a regional officer in the North West region.



Andrena provided us with the following parting message for you all:

*Hi everyone*

*As you probably already know, I am leaving easyJet to work full time for Unite the Union.*

*I just wanted to thank you all for your continued support, as members you have achieved many improvements to your work / life balance and working conditions by being members, voicing your issues and concerns and then standing together in solidarity you have achieved things like GDOs/wrap days/adjustments to working conditions e.g. A320 fwd galley bulkhead and soon the curtain in fwd galley.*

*Regardless of the ups and downs.... Please continue to stand together...it really does have a positive outcome for you as a workforce!*

*'United we stand.... divided we fall'  
In solidarity  
Andrena*

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*Louise is now working for a solicitor's office in Liverpool specialising in employment law after working towards her law degree over a number of years.*

*Again, we wish both Andrena and Louise well in their new careers and the future.*

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**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**

# New senior rep's committee/election results



Recently we held elections for all the rep's positions in all the UK bases, thank you to everybody who took part and everybody who voted. Most reps were re-elected by their members to serve another three years but there are a few changes.

## Senior reps committee election results:

We have now elected into place our new senior reps committee and other committee positions. You may notice that 4 out of the 6 positions have new reps in place compared to previously, new reps in these top positions gives us the opportunity to bring new ideas, a fresh pair of eyes and a new way of working to the committee.

## New committee positions for 2018:

- *Convenor: Clinton Shortman - BRS based Cabin Manager*
- *Deputy convenor: Michelle Aguilar - LGW based Cabin Manager*
- *Co-Convenor: Jemma Gradwell - MAN based Line trainer*
- *Communications editor: Mikey Byrne - LPL based Cabin Manager*
- *Health & Safety rep: Robert Fettes - LTN based Cabin Manager*
- *Equalities rep: Selena Kerr – EDI based Cabin Manager*

## New workplace reps:

Also, from April we will welcome five new workplace reps into the reps committee. Antonio Mesa, Sami Gonzalez and Duncan Bull will join existing reps Michelle and Paul at LGW, Ally Ainsley will be the new rep at LPL base, working alongside existing base rep Michael and we re-welcome Rebecca Waxman back into the committee after a recent ballot held at LTN.

All five reps will be fully qualified as workplace reps and recognised by the company to represent you in meetings from April and will be in place for the next 3 years alongside the existing reps who have been re-elected.

With Andrena leaving we have a rep's position available in MAN and we still have a position to fill in LGW. The MAN reps position is now being advertised, it is upon on the notice board and the nomination period is open until Monday 16th April 2018.

We will be shortly be advertising the remaining LGW rep position on the union noticeboard at LGW, please speak to our new convenor Clint Shortman if you are interested in joining the team and want to know what being a workplace rep entails.

# Getting "strike ready" in 2018

## Contact details:

We are continuing our "get strike ready" campaign this month, please ensure your contact details on our system are correct, they need to be to make any future industrial action valid, also, if you hear or are aware of a member who is not getting these newsletters for example then please let your reps know so we can chase them up.

## Membership surge:

As part of our "strike ready" campaign we will be trying really hard to recruit more members into the union this year, the more members we have the stronger our collective bargaining strength and the more likely it will be that we walk away from any future pay deals with exactly what we want.

We ask you as members to be on the lookout for anyone not yet part of the union and either sign them up yourselves using member gets member or direct them towards a local rep.

## More engagement and increasing turnouts:

A massive part of the strike ready campaign is also to ensure yourselves the members are taking part in ballots and surveys and taking the time to fill them out and return them.

With the way the union and collective bargaining works we as reps are completely powerless without the backing of our members.

The more members we have, the more returned ballot papers we have and the higher the turnouts in ballots, the stronger our collective bargaining position is, for example if only 50% of our members return their ballot papers then it suggests to the company that only half of you care enough to take it further, it's not just up to your union reps to get you a good pay deal, we only have one vote the same as every other member, it's up to every member to vote and have your say.

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## STN & GLA reps on maternity leave

Our STN rep Holly Reid and GLA rep Carly Hampson are currently on maternity leave, therefore our SEN rep Leesa Darrant will be covering STN until Holly returns and our EDI rep Selena Kerr will be covering Carly until she returns. Leesa and Selena will be able to represent you in any meetings, answer any member enquiries and will also be available to speak to on base office days in STN and GLA.

If you're a STN or GLA member and wish to speak to Leesa or Selena, you can find their contact details on the final page of this newsletter.

## Pensions

Have you heard that the government has introduced some new legislation to encourage everyone to have a more comfortable retirement?

Time flies when you're having fun. It's easy to forget about where we'll be and what we'll be doing in just a few years' time, let alone when we hit retirement.

Let's stop and think about it. Do you want to be relaxing by a roaring fire in a house over-looking the sea or exploring far-flung places, or maybe something even more adventurous? Whatever your vision for the future, the reality is lots of us need to save more to enjoy the kind of retirement we dream of. That's why the government is increasing the minimum total contribution into work place pensions.

From April 2018 the government is raising the minimum total contribution from 5% to 6% of basic pay, meaning that you'll need to top up your pot with 1% of your basic pay – if your total monthly contribution doesn't already reach 6%.

From April 2019, the total employer and employee contribution will be 9%.

***To help you understand the changes and what they mean for you, and to give you an idea of how your pension is shaping up, the company have created a new pension page that will be live on Easter Monday. The company have also briefed all UK-based people managers and base management teams. The company will also be briefing your union reps later this month as well so if you have any questions then just get in touch.***

***Also look out for #moneysavingmoments – inspiring you to save today so you can add to your pension pot tomorrow.***

***Here's the link to the company's pension page for more information: <http://easyjetpensionpage.co.uk/>***



## ADTY by yourself?

We seem to have seen an increase in ADTY recently to cover possible disruption and it's been raised to us from several members that they have often been on ADTY by themselves and have asked the question if this allowed under "lone worker" rules?

We can confirm that you can be by yourself on ADTY and as you're in a secure part of the airport the lone working rules are not applicable in this case.

If you are on ADTY and feel like your safety is seriously compromised or feel threatened then please contact crewing, the unite Health & Safety Rep or even the airport police if applicable.

## Unite the Union pins on lanyards

This month we heard reports that some trainers have been telling crew on recurrent that they are not permitted to wear Unite the union pin badges on their lanyards and to remove them.

We would like to make perfectly clear that this is completely false and not only are you permitted to wear them on your lanyards as part of our sole union recognition agreement we have with the company, we actively encourage all members to wear them as a daily reminder to everybody in the company that you're a proud union member, the union is strong, here to stay and that the union will always have your back.

If you have removed your unite the union pin at the request of a trainer, please re-attach it back onto your lanyard and give it pride of place.

We have been in touch with the company and they have confirmed that when the uniform standards are updated next it will say that members can wear a unite the union badge.

If you're a member and you need a new badge, then please ask your local rep for one.

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## Free legal services for members at easyJet

In 2016, Unite Legal Services recovered **more than £209 million in damages** for Unite members



One massive benefit of being in Unite the Union at easyJet but one that is very often overlooked or forgotten about is our legal services.

Being a member means much more than legal help in employment matters, yourself and your family have access to a whole range of legal help that you may not be aware was available to you.

This month we are highlighting the legal services and some of the help available to you.

As a Unite member at easyJet you can contact Unite Legal Service for free legal advice and representation relating to:

# Update Your Details

- Free advice on accidents at and away from work including holiday and road traffic accident injuries.
- Free advice for non-working family members on accidents outside the workplace including road traffic accidents.
- Free advice on industrial diseases.
- Free advice on Asbestos
- Free advice on assault cases.
- Free advice on criminal issues and entitlement to representation at Police Stations in respect of issues arising both at work and out of work.
- Free advice on non-work issues (excluding employment).
- Free advice on medical negligence cases
- Employment Law

## PROBATE/WILLS:

- Free simple Wills for member and spouse/partner

## Reduced rates for:

- Conveyancing
- PPI Claims
- Financial mis-selling
- Re-mortgaging
- Equity Release
- Probate/Estate Administration
- Lasting Powers of Attorney
- Complex Wills

Referrals for all of the above to go via their District Office which covers their Branch in the Region.

**For all personal injury claims the contact number for members at easyjet to call direct is 0800 587 7524**

Remember Unite the union members at easyJet who use Unite Legal Services to pursue a personal injury or employment claim keep 100% of their compensation – whatever the injury, however complex the claim. High street solicitors will take up to 25% of the claim made to you in costs, as a unite the union member you receive 100% of the compensation.

## Free legal helpline

Members at easyJet can also take advantage of Unite's free legal advice line: **0800 709 007**.

We recommend you put this number into your phones now so it's always handy in case you need help on any legal or potential legal issue you may face in day to day life.

Members can call the legal helpline during office hours and seek advice on any legal issue. The service is limited to two telephone calls, of no more than 20 minutes in duration, on any one legal issue. Please note this service is available to members only and not family members. Employment related issues will not be dealt with via the legal helpline and will instead be referred to the member's region.

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>

## 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!

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## 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.

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## Update Your Details and ensure your “strike ready”

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 detail or use the online form at [www.ezyunite.co.uk](http://www.ezyunite.co.uk)

## 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 (Lindsey Olliver, 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
LINDSEY OLLIVER (Unite Regional Officer)		020 3004 3440	Lindsey.Olliver@unitetheunion.org
CLINTON SHORTMAN (Convenor)	BRS	07702 351846	Clinton.Shortman@unitetheunion.org
MICHELLE AGUILAR (Deputy Convenor)	LGW	07413 199328	Yuredyth.Aguilar@unitetheunion.org
JEMMA GRADWELL (Co-Convenor)	MAM	07825 223326	Jemma.Gradwell@unitetheunion.org
MICHAEL BYRNE (Communications Editor)	LPL	07824 559239	Michael.Byrne@unitetheunion.org
ROBERT FETTES (Health & safety rep)	LTN	07713 609029	Robert.Fettes@unitetheunion.org
SELENA KERR (Equalities rep)	EDI	07713 606012	Selena.Kerr@unitetheunion.org
PAULA FEGAN	BFS	07702 805494	Paula.Fegan@unitetheunion.org
VICKI BANE	BRS	07989 988135	Vicki.Bane@unitetheunion.org
Rep on maternity leave	GLA	-	Please contact EDI rep for assistance.
ANTONIO MESA	LGW	07456 393033	Antonio.Mesa@unitetheunion.org
PAUL IRWIN	LGW	07854 876136	Paul.Irwin@unitetheunion.org
SAMI GONZALEZ	LGW	07413 639478	Awaiting email address, please contact another LGW rep
DUNCAN BULL	LGW	07387 570103	Duncan.Bull@unitetheunion.org
LGW rep position available	LGW	-	Please contact Clint Shortman if you would like to apply for the LGW rep role.
ALLY AINSLEY	LPL	07506 155567	Alison.Ainslie@unitetheunion.org
JAZ McSHANE	LTN	07984 424698	jasmine.mcashane@unitetheunion.org
REBECCA WAXMAN	LTN	07980 615203	Awaiting email address, please contact another LGW rep
MAN rep position available	MAN	-	Please contact Clint Shortman if you would like to apply for the MAN rep role.
PAULINE LEDDICOAT	NCL	07882 876773	Pauline.leddicoat@unitetheunion.org
LEESA DARRENT	SEN	07786 433216	Leesa.darrant@gmail.com
Rep on maternity leave	STN		Please contact SEN rep for assistance.

For all the latest updates follow us on Facebook (Ezyunite) and check out our new website  
[www.ezyunite.co.uk](http://www.ezyunite.co.uk)