

## Buy back days update

Many of you may remember the 'buy back' process first being introduced back in Summer 2016.

Crew were offered a day off payment of £90 FA / £110 CM a time, in return for selling their days off, leave days, part time days back to the company. Later in the summer season this figure then rose to a 'double day off payment'; then £180 FA / £220 CM.

Many of you may also remember other challenges which arose alongside this, such as crew being removed from their rostered flights and placed on standby in order to give flights to the crew who had chosen to sell their days back to the company.

Your 2016 Union Committee fought for the introduction of a policy, from which all crew would know exactly where they stood financially if/when deciding to sell their days as well as to ensure a fair process and that other crew were not at a disadvantage as a result of the buy back process.

At the time the company communicated that the buy back process was a trial and that it would be reviewed at the end of September 2016. However, in September 2016 the company then stated that there was no need for such a policy and they would not be in a position where it would need to be used again.

Despite this, for that last two years your reps have continued to push for a policy as a scheme such as this affects you, our members: pay, holiday and hours. All of which Unite the Union have bargaining rights for.

The need for crew to sell their days off arose once again earlier this year, during the snow disruption and again a number of times at a number of bases throughout the current summer period. Those who volunteered had no idea how much they would receive in return for giving their time back. Highlighting the need for a policy to be in place.

For those who did volunteer they in fact received what the company refer to as a 'daily rate'. The rates are as follows £55.11 for an FA, £43.80 for 1st Year CC, £68.09 for CM, £58.67 for Probationary CM

Clearly this is much lower than has been paid in the past, as well as lower than what crew receive for working only one minute in to their days off!

Following the snow disruption, the company agreed to work on a policy with Unite, detailing how buy back should be used; for instance, that crew members should not be removed from rostered duties and placed on standby in order to give a flight to a crew member who has sold their time off back to the company. This was important to us as crew on a normal working week were losing out on sectors and commission.

The company will in future only use those on buy back days for a standby or uncrewed flights.

Furthermore, we want to secure a greater, and fairer payment for those who are sacrificing their time off to assist the company in times of need!

**The company have now shown willingness to communicate with us on this issue, despite being outside of the pay talks and we hope to be in a position to formally communicate to you soon.**

**In the meantime, please ensure your details are up to date as we will be contacting you shortly with further updates on this issue.**

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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**

## What can be put in the oven?

Just to clarify after some confusion over what can be put into the onboard oven. Crew **CAN** put plastic containers in the oven **IF** the packaging suggests that the product can be put in the oven and cooked up to a maximum of 200 degrees – therefore is oven proof.

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## Managing cabin temperature on the ground

### REMINDER TO CABIN MANAGERS:

During the summer season the cabin can get extremely hot during turnaround, please document via SafetyNet if you experience this and also back this up with a photo of the FAP cabin temperature page.

Below is some advice from the company to help you manage during the heatwave.

“As peak summer is upon us across the network it’s important to monitor cabin temperatures. Pilots have been briefed on acceptable use of the APU to assist with this however we know that we can experience faults with the APU from time to time.

We can reduce cabin temperatures during the turn by closing window blinds and opening the overhead air vents. The pilots can request steps at D2L even if they are not being used for disembarkation so that on the turn there can be flow of air through the cabin.

Please be aware of the risk of ‘falls from height’, crew should never open a door without the ground equipment being positioned.”

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## SafetyNet timing out

The reps committee encourage you to fill out a SafetyNet for every single safety event, this is so we can build up a picture of potential health and safety issues and present this as evidence to the company to help improve our working conditions.

Sadly, there is an issue where the SafetyNet form times out and we are left having to re-do the form.

Feedback from company is that it is the layers of security that causes this and there is no fix for it.

The company and the reps committee are advising crew to type out the main body of the text in Word **or in an email** and copy and paste this onto the form once complete so you’re not losing all of what you have typed and having to start again.

# CM back pain/issues

We would like to ask Cabin Managers if you are experiencing any pain or discomfort down one side of your body (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.

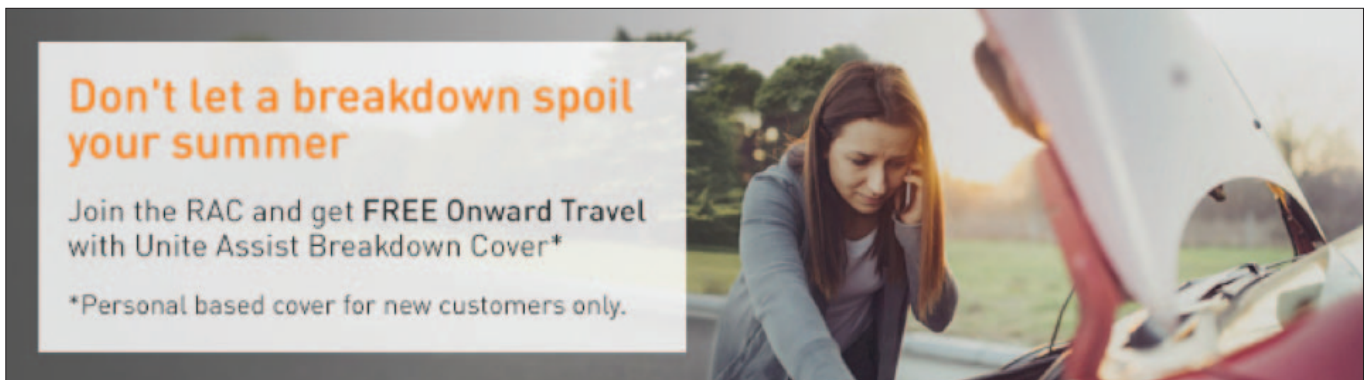
We would like to know if only ever doing checks on one side of the aircraft is causing any of our Cabin Managers any injuries or problems, if you find this to be the case then it's imperative you fill in a SafetyNet with the details of the problem and ask the company for a referral to occupational health.

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## Member Benefits

### Discounted RAC membership

Did you know as a Unite the Union member at easyJet you can get discounted breakdown cover with the RAC from as little as £29.50 for the year?



Please copy this link and paste it into your browser for more information.

<https://www.rac.co.uk/uk-join/utu?JID=rWLE%2bqVlfFbW79iVgMnoT%2fSLoGG2tC7wo%2bQ7bPCRio0jq4cyr2jeRaMQ4ulBaiun&liaspth=/bs3-journey/uk-affinities/landing-page>

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>

## Disciplinary Meeting

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 social media!

We now have a disciplinary guidelines advice sheet on our website here:

<http://www.ezyunite.co.uk/help---guides.html>

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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 **PERSONAL** 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 contact us online here:

<http://www.ezyunite.co.uk/contact-us.html>



## 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)	UNITE E LHR	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)	MAN	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	07912 531225	Paul.Irwin@unitetheunion.org
SAM GONZALEZ	LGW	07413 639478	Samuel.Saez@unitetheunion.org,
<b>New Rep to be announced shortly</b>	LGW	-	Please contact any other Rep on this list.
<b>New Rep to be announced shortly</b>	LGW	-	Please contact any other Rep on this list.
ALLY AINSLEY	LPL	07506 155567	Alison.Ainslie@unitetheunion.org
JAZ McSHANE	LTN	07984 424698	jasmine.mcashane@unitetheunion.org
Andrew George	LTN	07453 493263	Andrew.George@unitetheunion.org
Jon Bland	MAN	07488 703861	Awaiting email address, please contact another LGW rep
<b>New Rep to be announced shortly</b>	NCL		Please contact any other Rep on this list.
LEESA DARRENT	SEN	07786 433216	Leesa.darrant@unitetheunion.org
Rep on maternity leave	STN		Please contact SEN rep for assistance.

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[www.ezyunite.co.uk](http://www.ezyunite.co.uk)





