



## Empowerment/ cash declaration changes

### Cash declaration:

We have recently seen some changes regarding the removal of cash and product declaration.

We understand that many of you have been concerned by this apparent U-turn and don't quite fully understand why this change has come in so suddenly and unexpectedly and are somewhat suspicious of the motive behind this change.

Your reps committee this month met up with the fraud and loss team and we discussed our concerns with them and asked why we were not informed this change was coming and what this means going forward.

Your reps committee was somewhat surprised to learn that the fraud and loss department were not consulted either and the change in procedures came solely from the cabin services team as part of the empowerment drive. We welcome this new-found trust that easyJet has put in all of us.

Please continue to speak to your reps about your thoughts or any concerns you may have regarding this.

### Cabin manager float spot checks:

Now we have done away with the cash declaration bags there is no longer a requirement to seal your floats or declare what your float actually is.

However, there is now the chance you could be subjected to an on the spot float check.

The manual states that you should have a **minimum** of £30 and 30 euros.

Therefore, if you have a spot check and your float is below that minimum of £30 and 30 euros (£29.90 and 30 euros as an example) you will be in breach of that policy.

Please note the manual states a **minimum** of £30 and 30 euros, we understand some crew have more than the minimum and we have not been informed of any reason that you cannot continue to carry more.

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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**

## Unite breaks

This month your reps committee has heard reports from various management that crew are having so called "unite breaks" after reading in the unite newsletter how to achieve breaks onboard, this makes your communications editor and the entire reps committee extremely proud, we are absolutely thrilled we are giving you the courage and the tools to achieve more breaks onboard.



However, we are not ready to call this a victory and close this off, not by a long shot! We are still working very hard on a number of issues to help you further. Please continue to help us though by submitting a safety net each and every time you're not achieving a break onboard, by letting your local rep know when and why and continue to spread the word amongst yourselves on how your managing to achieve these "unite breaks" with your colleagues.

If you receive any emails from base management regarding not getting breaks onboard or questioning why you took a break at a particular time or point in the duty then please forward these to your local rep and CC your local rep into your response back to base management. If you have a verbal conversation with any manager regarding this issue we also recommend immediately following this conversation up with an email to that particular manager detailing what he/she has just spoken to you about, again CC your local rep into this email.

EasyJet will shortly be putting guidelines on how to achieve enough rest/breaks in the manual, but remember we beat them to it and we wrote a mini guide to help you achieve sufficient rest/breaks onboard in our March 2017 newsletter, this along with other historic newsletters can be found on our website: <http://www.ezyunite.co.uk>

Please feel free to print this off and keep a copy in your PA books.

## Unpaid leave

This month your reps committee met up with a member of the leave team to discuss unpaid leave.

Due in part to feedback from ourselves and crew some changes have been implemented.

- *There will now be an online form where you can make up to 6 requests.*
- *There will now be a dedicated phone number to deal with requests (office hours only)*
- *In addition to the phone line there will now be a 2 way email address direct to the leave team, meaning you will no longer have to go through base management for enquiries.*
- *You will now be able to request blocks of 1 week unpaid rather than 2 weeks minimum (although longer requests will take priority)*

The leave team will also be conducting base visits in the coming months to advise and listen to your feedback.

## 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!

# Health & Safety

## Smoke hood latches:

You may remember last month we talked about smoke hood latches breaking and how we found easyJet's response that "crew are breaking them by putting steps permits behind them" absurd.

However, we are also aware that crew sometimes leave crew manifests in and around these latches or on top of the crew seat from time to time.

We are recommending that crew **do not** leave crew manifests here, on the galley, crew seat or anywhere in view of passengers. Firstly, because we are seeing reports of crew injuries where the latches are coming loose causing the smoke hood to either fall out of the stowage on a crew member, or that it's falling down on take off or landing also causing injury.

Second of all we have heard some alarming reports this month that some passengers have seen the crew's full names on a manifest left on top of a crew seat and searched them out on google and Facebook.

Your privacy and safety are important, please leave any manifests and PA books in the cupboard or in your pocket as its safer than leaving them out in full view of everybody.



## Using APU when it's too hot/cold in cabin:

The use of the APU is strongly discouraged by certain airports for various reasons; however, if you find yourself on an aircraft that's really hot or cold then the APU should be used. Pilots should be aware that they are able to do so in these circumstances.

They will have to get an incident number and fill out an ASR so that when the company get a fine for using the APU they can contest this on the basis that the cabin was either too hot or cold.

From a safety perspective, it is unacceptable to have the cabin reach excessive temperatures for us as crew to be able to perform our duties and for the comfort and wellbeing of our passengers.

Remember that if it is getting too hot in the cabin we advise you to encourage all passengers to close their window blinds to help prevent the cabin temperature from increasing.

## Checking boarding passes

For clarification, on certain routes you still have to check boarding passes. Please remember you are only required to check the boarding passes when departing **OUT** of these countries. There is no requirement to check boarding passes departing **TO** these countries.

The current destinations where a boarding card check is required when departing are as follows:

- Morocco RAK/AGA/ESU
- Egypt HRG
- Turkey BJV/DLM/ADB/AYT
- Israel TLV



# Equalities

If you're on long term sick or on maternity leave, please get in touch with your local rep as soon as practical so we can adjust your subscription charges accordingly.

Here are the membership categories, please take the time to look over them and ensure you're paying the correct amount.

## UNITE MEMBERSHIP CATEGORIES

Unite offers a range of membership categories so that you can pick the one which best fits your circumstances.

See colour-coded chart for benefits in each category.

**ENHANCED:** This is the category that most people opt for because it includes valuable protection for you and your family.

**COST:** Full Time: £3.40 per week or £14.71 per month  
 Part time: £1.71 per week or £7.36 per month (up to 21 hours per week)  
 Low Pay\*: £2.15 per week or £9.31 per month



**BASIC:** Entitles you to core union benefits. No additional protection.

**COST:** Full Time: £3.25 per week or £14.06 per month  
 Part Time: £1.63 per week or £7.03 per month (up to 21 hours per week)  
 Low Pay\*: £2.00 per week or £8.66 per month

\*For members whose (a) basic hourly pay is below the Living Wage (currently £8.45 per hour working out of London and £9.75 per hour working in London) and whose normal weekly net earnings are below £300 or (b) aggregate gross P60 earnings (across all employers) are less than £17,000 per year (indexed annually). Verification will be required annually.

### OPTIONAL BENEFITS

You can choose to add additional benefits which reflect your occupation:

**DRIVER CARE** provides specially tailored cover should your driving licence be permanently revoked due to injury, disability, illness, poor eye-sight or assault. Personal Accident and Assault Cover is also included.



Also find below a list of benefits available to you depending on what membership category you belong to. Not many crew may be aware of what the enhanced membership offers you, paternity benefit of £15 a week for example.

BENEFIT	CATEGORY
Unite Legal Aid	✓ ✓ ✓ ✓
24 hour legal helpline	✓ ✓ ✓ ✓
Dispute or lock out benefit £35 per day	✓ ✓ ✓ ✓
Victimisation benefit	✓ ✓ ✓ ✓
Funeral benefit	✓ ✓ ✓ ✓
Incapacity benefit £12.80 per week for up to 10 weeks	✓
Maternity and adoption benefit £12.80 per week for up to 10 weeks	✓
Paternity benefit £12.80 per week for up to 2 weeks	✓
Fatal accident benefit - £10,000	✓
Permanent disability benefit - £5,000 - £10,000	✓
Convalescence – up to 2 weeks stay at Unite's Eastbourne facility (limited to one visit every 24 months)	✓



### Unite Legal and Affiliated Benefits

As a member of Unite you have access to a great range of benefits and services.

- Unite Legal Services
- Unite Life Insurance
- Unite Mortgages
- Unite Prepaid Debit Card
- Unite Home Insurance
- Unite Motor Insurance
- Unite Lottery
- Unite PPI Reclaims
- Unite Personal Financial Review
- Driver Care
- Unite Credit Union Service

Please Note: if you join on a Part Time subscription rate benefits will be reduced by 50%. All benefits have terms and conditions.

# FRMS (fatigue risk management)

This month we met up with a member of the FRMS team and put forward some questions. Here are those questions and answers.

## FRMS Q&A

### **1. What does it mean when I tick confidential?**

Any report marked as confidential can only be read then by the lead investigator. When referring to line management the confidentiality of non-roster related FRF content will be respected by FRMS within the terms of the company just culture policy.

### **2. Do the base managers see the FRF?**

No, they are not able to see the content of any FRF, however line management are able to request more information relating to a roster sequence, or FTGD/UNFT absence for which FRMS will provide a summary of the findings along with any non-confidential information.

### **3. If I am FTGD is it correct that the base managers will ask me for more information?**

Following on from Q2, line management may not contact a crew member about a fatigue related absence, without a sanctioned FRMS referral.

### **4. Why can't I ring crewing and ask them to put me on a shorter duty instead of being off for the whole day when I go FTGD? Sometimes when I have 4 sectors I am sure I could operate the 1st 2 sectors but know that I will not be able to do another 12-hour duty?**

You can't accurately predict the point at which your future level of fatigue will result in a degree of performance detriment that will make it unsafe to operate. Crew members should rest and prepare for the duty as rostered but doubtless there will be times when the ideal is not achieved either by accident or design. This does not immediately make the planned duty unworkable and setting the precedent of allowing what amounts to a negotiation as to what a crew member is subsequently willing to operate in any given situation makes Crewing's position untenable let alone the impact on colleagues who will be called upon to cover.

### **5. When is the FRF form going to be updated?**

The revised FRF is completed from our side and is awaiting development with SafetyNet. We don't have any current timescales for this and given past delays we would be reluctant to set any expectations.

### **6. How do the fatigue concern emails get logged? Are they collated and used with the FRF data?**

If we receive an email from a crew member relating to a fatigue concern then we always ask them to submit through SafetyNet so that they can be tracked and audited in the same way as all other reports for trending analysis. If they are having IT issues submitting the report we request they log this and send us the IT reference number so that we can input the FRF on their behalf but this ensures we again have a report within SN.

Should you ever have any questions regarding fatigue risk management please talk to your local rep or use the following email address: [FRMSliasoncabincrew@easyjet.com](mailto:FRMSliasoncabincrew@easyjet.com)

## Crew hotels

We are continuing to hear some quite distressing reports about various crew hotels that easyJet have been using for crew on nightstops and recurrent training. We have received pictures of unclean rooms including some nice shots of some creepy crawlies, again we urge you to email a complaint to **HOTAC (hotac@easyjet.com)** and submit a safety net report if you feel it necessary.

We welcome the reports from you about these hotels but you must follow it up with a complaint to **HOTAC**, just telling your rep isn't enough. We need the complaints to go in to have any chance of getting any unsatisfactory hotels changed. Please remember to CC your local rep into any email to **HOTAC** as well.

We have obtained the full list of hotel requirements for you, again if your hotel doesn't meet these requirements you must report it to **HOTAC**.

### EACH ROOM MUST INCLUDE:

- Single or Double Bed
- Bathroom,
- Desk with adequate lighting,
- TV with remote control,
- Cable/ Satellite TV,
- Tea and Coffee making facilities,
- Air Conditioning / Climate Control,
- Iron and Ironing board on request
- Hairdryer.
- Phone with international dialling
- Fully lockable door with at least one of the following – spy hole, door chain or latch.

### HOTEL MUST OFFER:

- Wake up calls via phone or reception
- Safe in room or reception
- On site restaurant
- 20% discount on all food and beverage consumptions including alcohol
- At all times provide free of charge transport to and from Airport to every easyJet employee
- Rooms must be located away from public areas, such as bar, lifts and noise source
- Ensure the hotel accommodation is immediately available from time of Check-in, in a safe, clean, secure and sanitary habitual state
- If requested by any easyJet employee utilising the hotel accommodation, provide an "early bird breakfast box" where such easyJet Employee is unable to utilise breakfast at the hotel restaurant
- At all times provide free of charge high speed internet access in the bedroom to every easyJet employee
- At all times provide every easyJet employee with two complimentary cups of tea or coffee in the hotel lounge bar per night
- All rates are based on a twenty-four hour booking, irrespective of Supplier's usual Check-in/out deadlines

### CANCELLATIONS OF BOOKINGS BY EASYJET

- easyJet may cancel up to 3 confirmed bookings without charge provided it does so before 4pm local time on the day of arrival
- If easyJet cancels a booking after the 4pm local time deadline on the day of arrival, or if there is a No-Show for more than 4 confirmed room bookings, easyJet shall be charged a penalty charge up to the value of 80% of the agreed rate of charge under this agreement for one night's accommodation for the room bookings affected, inclusive of tax.

### OTHER CONTRACTUAL REQUIREMENTS

- All rates specified are inclusive of Value Added Tax
- Payment shall be remitted within sixty (60) Business Days of receipt of such invoice
- Location ideally no further than 15mins away from Airport

## Crew food

We as a committee will always strive to help improve crew food available to us onboard.

We are currently revisiting this subject and wish to hear your thoughts on how to improve it.

- Do you feel the current selection is of good quality?
- Are you happy with the lay-up boxes?
- Are you happy with loose fruit or would you prefer fruit bags?
- Is there enough variety?
- Do you feel the crew food is healthy or not?
- Does the current selection meet your dietary requirements i.e. enough vegetarian options?
- Any issues with how crew food is loaded?

Please contact your local reps with your thoughts and ideas.

## Member benefits

### Unite mortgages

Members who need advice about a mortgage or re-mortgage can contact Unite Mortgage Services.

Unlike many brokers, Unite Mortgage Services is a whole of market adviser which means they are not restricted to a panel of lenders so you will get the best possible deal.

A nationwide team of mortgage consultants is available to help you with your mortgage application and they can meet you at home to go through the paperwork.

**Please call 0800 090 3392**

Or see more at:

<http://www.unitetheunion.org/how-we-help/memberoffers/memberbenefits/unitemortgages/#sthash.MaS3SPm>

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>



## Recruitment drive

Our Union membership has grown steadily over the last 2 years and our membership is now at record levels. This is fantastic news as the more members we have, the louder our voice and the stronger we are as a union.

We would like to increase our membership further though and aim towards 100% membership.

Please help us by encouraging your fellow crew members to join if they are not already a member, you can use the "member gets member" scheme and earn yourself a £25 shopping card. Crew might not realise that being a member has many benefits, not just help in disciplinary meetings.

Crew might not realise that they might only qualify for free employment legal advice if they are a union member at the time of the incident. It's always safer to be a member in case something happens, joining if/when it does happen might mean you are not eligible for our legal services.

## 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)

## 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
SIMON McCARTNEY (Regional Officer)	LHR	0203 004 3440	simon.mccartney@unitetheunion.org
ANDRENA CLARKE (Convenor)	MAN	07929 585171	Andrena.Clarke@unitetheunion.org
LOUISE ROBERTS (Deputy Convenor)	LPL	07914 230080	Louise.Roberts@unitetheunion.org
CLINTON SHORTMAN (Co-Convenor, H&S Rep)	BRS	07702 351846	Clinton.Shortman@unitetheunion.org
Michael Byrne (Communications editor)	LPL	07824 559239	Michael.Byrne@unitetheunion.org
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LEESA DARRENT	SEN	07786 433216	Leesa.darrant@gmail.com
PAULA FEGAN	BFS	07702 805494	Paula.Fegan@unitetheunion.org
PAUL IRWIN	LGW	07854 876136	unite@pykonstar.com
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)