

## Unite Branch LE 1/737 easyJet Workplace Reps Committee Details

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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)

## Disruption payment agreement

Following the completion of the pay negotiations last year, our final task was to agree the terms of the new disruption payment. Over the last few months meetings have been held to negotiate and agree those terms.

Below are the terms of agreement and specified guidelines.

- All existing rules relating to the goodwill payment cease on the 31st March 2017.
- From the 1st April 2017 where a crew member is made aware on report that they are not required to operate the first sectors, but are required to remain at the airport in order to operate the final sectors (e.g. 3 and 4), then they will be placed on ADTY (which attracts variable pay).
  - Note that as they are on ADTY they may be called to operate a different duty.
  - Note also that this is not a qualifying change for the purpose of the below (point 3).
- From the 1st April 2017 a £35 (RDP - roster disruption payment) is applicable for changes on report, or during the course of operations, which result in;
  - A duty being delayed by 2 or more hours.
  - A duty ending earlier by 2 or more hours.
  - A night stop where the duty at report was not a night stop.
- Exceptions to the above include:
  - When reporting for or from any form of standby duty
  - When the change is a result of the crew members own situation (e.g. NSO, SIRP, OFLD, LATE, etc.)
- The measurement of qualifying duties is:
  - A confirmed change notified at, or after, report.
  - An off duty time that is greater than two hours earlier or greater than two hours later compared to the planned roster before report.
    - The automated trigger for payment is a time difference between planned off duty and actual off duty time greater than 120 minutes. To clarify, off duty time is on chocks plus 30 minutes' post brief time.
    - If for some reason a crew member requests an extension to the 30 minutes' post duty time that would generate a RDP then this would need to be a manual claim.
- Where a crew member has travelled to the airport and is advised on report that the whole duty has been cancelled and an ADTY is not required, a disruption payment can be claimed via the Base Management.
- Where the off duty time is 2 or more hours later than planned, and this results in the individual working into a day off no disruption payment is applicable, instead the agreed DDO and IDO rates are payable.

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

Examples:

The following are not part of the agreement but are a reference document for EasyJet and Unite to ensure and demonstrate that we share the same understanding of the intent of this agreement.

Planned at report time	Actual	Payable?	Why
0600 report and 1530 final chocks (in base)	0600 report and 1830 final chocks (in base)	Yes £35	More than 2 hours off duty
0600 report and 1530 final chocks (out of base)	0600 report and 1830 final chocks (out of base)	Yes £35	More than 2 hours off duty
0600 report and 1530 final chocks (in base)	0600 report and 1530 final chocks (out of base)	Yes £35	Un-planned night stop
1100 report and 2030 final chocks (in base)	1100 report and 2225 final chocks (in base)	No	Less than 2 hours late
1100 report and 2030 final chocks (in base)	1100 report and 2225 final chocks (in base), extended de-brief to complete paperwork, off duty at 23:10	Yes £35 (manual)	More than 2 hours late
1200 report and 2200 final chocks (in base)	1200 report and 1600 final chocks (in base)	Yes £35	More than 2 hours early
1200 report and 2200 final chocks (in base)	1200 report and 2200 final chocks (out of base)	Yes £35	More than 2 hours early and out of base Note, despite ending out of base, only one disruption payment due.  This also covers scenarios where crew do not night stop, but may position back as PAX or in a taxi.
1500 report and 2300 final chocks (in base). Next day is a day off	1500 report and 0115 final chocks (in base). Next day is now a DDO	No	Although the actual end is greater than 2 hours after the planned end time, the disruption payment is not payable as it is superseded by the larger DDO payment.

As you may know recently Mixed Fleet Unite have been in dispute with their employer regarding pay, at the recent Unite committee meeting it was agreed to make a financial contribution to their dispute fund. Below is a statement from Mixed Fleet Unite Branch.

Dear EasyJet reps,

*Please accept our combined message of thanks, solidarity and congratulations. As you know we are in our dispute with British Airways over the fundamental issue of pay and we honestly couldn't have come this far without the support and generosity that branches like yourselves have shown us, thank you!*

*We, as a branch, strive to be in a position of negotiating with our own company the disruption payment you have so successfully achieved at EasyJet without going through the nuclear option of industrial action! Looking at the financial security and the protection of roster disruption your new disruption payment offers, it really looks like a great deal for your crew and will be used as an example of best practice in the U.K. at this time!!*

*Fantastic work guys and thank you so much once again.*

*In solidarity, always  
Mixed Fleet Unite reps.*



“Report it” Campaign



**96% of members would like to see line trainers re-instated!  
To make a change we need to start reporting this!**

This year we ALL need to step up and start reporting.

What we have to report on a CSR:
<ul style="list-style-type: none"><li>• That we feel pressured by the time and responsibility for training new entrants</li><li>• That we feel under pressure to complete training on short sectors when there is no time</li><li>• That we do not feel we are correctly trained to deliver appropriate feedback a</li></ul>
<b>When are we reporting this – on EVERY flight with supernumeries where we feel under pressure.</b>

You say you want to see line checks returned – we all need to start reporting this in order to make EasyJet realise they are putting profit before safety!



## Fatigue survey



Your rep's committee recently sent you a fatigue survey for yourselves to complete, it should be in your email boxes now, it's really simple and only takes a few minutes.

Your responses could help shape the future of Flight time limitations so your input is strongly recommended by your rep's committee, any problems please contact your local rep.

## Rest/breaks campaign



Please remember to report on safety net each and every time you don't achieve a proper break on board, details on what constitutes a proper break can be found in our last newsletter alongside a few tips on how to achieve a proper break.

Remember you can find last month's newsletter plus other historical newsletters on our website: [www.ezyunite.com](http://www.ezyunite.com)

If you find that your struggling to submit safetynet reports about this then please keep trying or speak to your local rep.

## More recent Union victories

Sometimes we get asked, what are the union doing for us? A lot of crew believe we only sit in on disciplinary meetings, negotiate the pay deal or even just hand out pens, but in reality we do a lot more behind the scenes that help you out on a day to day basis that you might not ever hear of, sadly a lot of what we do is confidential and we can't share it with you but this month we can provide another example of one of our more recent small but important victories.

- **Change in manual in regards to what to do in the event of a sharps injury to a crew member.**

After taking on board feedback from one of our members and one of our reps and in addition to EasyJet's SOP review, the company has changed the part of the SOP with regards to seeking medical advice from the current line, to the following:

***"seek medical advice for further medical and risk assessment"***

This change will be live from march 2017 onwards and will also be discussed with yourselves during recurrent training.



## Disruptive passengers

With summer schedule looming we would like to remind you all again that if you have a disruptive passenger incident on board then it must be reported via safetynet so we can highlight the problem with the company and hopefully come up with some solutions.



## Passengers drinking own alcohol

We are already hearing some reports that passengers drinking their own alcohol is becoming a big problem, especially passengers hiding miniatures in seat pockets, again please report any instances through safetynet and please provide photographic evidence (you can use the camera on your phone for this provided the phone stays in flight safe mode and it's not a critical stage of flight) of any empty bottles, bags and receipts (showing purchase information) if possible to your safetynet report. If you are struggling to attach a photo to your safetynet report then please just send the picture to your base office and CC your local rep in the email.





## Member benefits

[https://www.unitecar.co.uk/motor-insurance/new-quote?utm\\_source=Unite-Website&utm\\_campaign=Unite-car-insurance-web-banner&utm\\_medium=Banner](https://www.unitecar.co.uk/motor-insurance/new-quote?utm_source=Unite-Website&utm_campaign=Unite-car-insurance-web-banner&utm_medium=Banner)

This month due to popular demand I am highlighting Unites compare car insurance.

Please use the above link to compare car insurance through Unite.

You can also find details of more exclusive offers and benefits on our websites 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!

## 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)