



MIXED FLEET UNITE
STRONGER TOGETHER

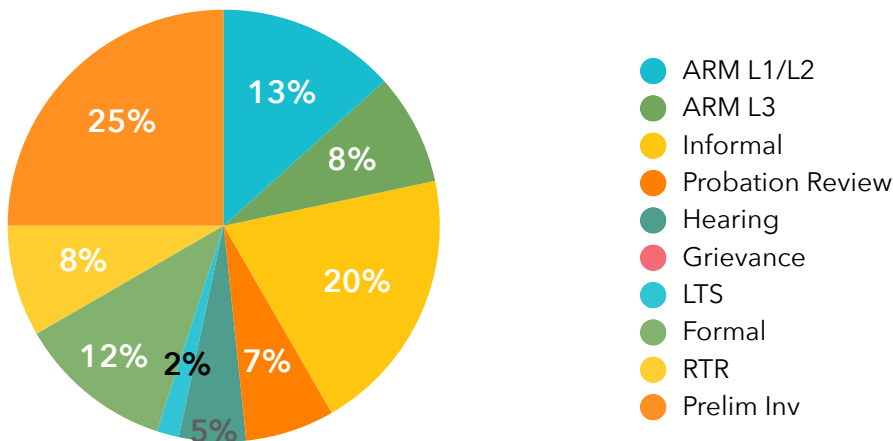
MFU Newsletter

We are ALL Mixed Fleet Unite - We are ALL **#STRONGERTOGETHER**

Your Branch in March - The Numbers

Number of emails responded to from the Main mailbox MixedFleet@UniteTheUnion.org	523
Number of meetings Your Reps have attended to support or represent members	81
Cancelled Meetings, without enough notice to allow Rescheduling for another member.	8

Breakdown of Meetings Attended:



3322

TOTAL MEMBERS

In March our membership grew larger and stronger.

+46

NEW CSM MEMBERS

Our CSM community is one of our biggest assets. They grew again this month also.

+77

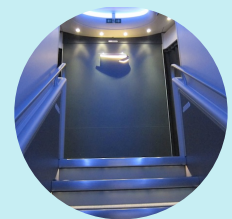
NEW MEMBERS

A warm welcome to our latest members.
Keep Recruiting!

THIS MONTH:



Regional Officer
We take a moment to get to know Your NEW Unite Regional Officer - Michelle Braveboy. We find out her views on BA, Mixed Fleet, and the future of Mixed Fleet Unite.



A380 Stairs
New guidance for all crew who operate on the A380. Health and Safety Reps have identified increased risks for manual handling, and onboard wheelchair use in this area.

AND MORE...

Your MFU Newsletter

After relaunching the newsletter last month we are delighted to have received such a huge response. Here are some key points, facts and figures.

The MFU newsletter will continue as a trial for the coming months. As previously mentioned it depends on members to make it a success.

Please continue to send your feedback, and requests to David.Quinn.MFU@gmail.com

Total Number of Members who Read the Newsletter in the first 24 Hours

1878

Number of NEW members joining in the 24 hours after the publication of the newsletter

12

Total Number of emails with requests, feedback, etc

23

What NEW members are saying.

When NEW members join MFU, we try to capture a lot of information regarding what helped them to make the decision to join.

'I understand the importance of joining a Union, more importantly, the only recognised Union for Mixed Fleet'

'I want to join a Union like MFU which unites crew for better working conditions and employee rights.'

'I've heard some really amazing things about Mixed Fleet Unite. They have a genuine interest in the care of all Mixed Fleet Crew and CSMs.'

*'I used to work for a Middle Eastern airline. I never had a Union or anybody who had my back...
...My classmate is ex-Monarch and she said the Union is worth every penny and she learnt it the hard way when all of a sudden she lost her job - the one she loved so much.'*

**Your new
Regional
Officer -
Michelle
Braveboy**

Wayne King had been temporarily assigned to Mixed Fleet Unite towards the end of our Industrial Action.



Now we are delighted to be appointed a new permanent Regional Officer - Lets get to know Michelle.

Dear Members,

Firstly, let me introduce myself to those who I have not yet had the pleasure to meet. My name is Michelle Braveboy and I am your Unite Regional Officer having assumed responsibility for MFU. Over the past 3 years I was supporting the A Scale community through dealings with BA and now the work continues here with all the new & re-elected reps as we strive to improve the terms and conditions for our members at MFU.

We have a lot to do and I am sure we will continue the great work that has already been achieved specifically over the past year by you, the members, and reps with the support of my colleagues Matt & Wayne.

I look forward to working with you all.

Michelle

**Your new
Branch Chair
- Andrew
Stanley-Ward**

Heres a quick Bio from Andy to introduce himself to those who may not have met him yet.



I am so proud of what we have been able to achieve but it's time to build on that and transform Mixed Fleet into a truly sustainable career.

Through 20 years of flying, I have acquired a clear vision of what a brighter future for cabin crew looks like: A fair scheduling agreement; replacing potentially discriminatory MF policies and procedures with just and reasonable rules for a decent working environment; significantly improved pay and an enhanced life/work balance.

To create meaningful change we have to learn from our mistakes. We need a robust recruitment strategy to strengthen our hand in every instance; transparency; democracy; better, more timely communication; and to train our reps to be the best equipped in the union in terms of the skills they have to defend you, to negotiate on your behalf and to advance our terms and conditions. We must harness the untold talents of our members and work together as a team.

As Branch Chair, I will work with absolute commitment, honesty, transparency and accountability.

Your passion, audacity and determination is a constant inspiration to me and I look forward to what we can all achieve working together.

Andy



If you haven't yet met Michelle, or any other of the Reps, they will be attending our next Branch Meeting on June 26th.

Your New Branch Secretary - David Quinn

There has been a lot of changes to some key roles in the branch, so here is some words from David to introduce himself to those who may not have met him yet.

I've been with BA since 2014 - having joined as a direct entry CSM. Since then I have met most of you: either in training, on flights, in the Union office, or at Bedfont.



I have an extensive history/experience across our industry, having completed both crew & managerial roles with both Aer Lingus and Ryanair in the past.

I joined the industry as cabin crew in Ryanair on a zero-hour agency contract and worked my way up the ladder. Although I've never been main crew at BA I do know and understand the challenges that come with the pay levels, the stress of second jobs, the need to take unpaid leave as EHR doesn't cover commuting costs, etc.

I've seen first-hand how non-unionised workforces are treated, and the way large organisations abuse their workforces for greedy commercial gains. I'm an adamant supporter of pushing for better conditions for every worker and improving every aspect of our working lives.

My experience has allowed me to build an extensive knowledge of employment law and procedures (particularly the Our Colleague Guide). I've fought and won many cases through tribunals in the past and have the knowledge to help others in their times of need.

Most recently I've spearheaded the reintroduction of this very newsletter to help improve communication from your reps. Your branch does some amazing work in the background but hasn't been great at sharing this amazing work with you the members. I will work closely with our new Communications

Coordinator, Charlene White, to ensure this improves even further.

Alongside our new Chair, Andy, we have a clear plan and structure which will help MFU grow and learn from our past mistakes, foster the amazing talent we have in both our branch members and our reps, and ultimately transform the branch into the branch you all deserve and work so hard to grow and maintain.

David

Branch Role Changes

There's been some changes to key positions within your Branch following our recent elections.

Please take a moment to review the Branch Structure on the last page of this newsletter for the full breakdown of Workplace Reps, Committee positions, etc.



Members make the Union.

We need to ensure we continue to recruit as many new members as possible.

Use the Link or QR Code above, or alternatively come and visit your Duty Rep in the Office Each Day
0900-1700 to Sign Up.

Mixed Fleet Unite
Stronger Together

After being advised by MFU for years - BA finally decides it needs a Reality Check!

British Airways has announced details of its latest employee engagement survey (formally 'Speak Up') and they have aptly named it 'Reality Check'.

You will shortly be invited to complete a survey filled with questions about how great (or miserable) a workplace BA is to work in.

Don't be fooled by management persuasions! - You should complete this survey honestly and not worry about the reaction of your manager - The survey is conducted by an external survey agency, Karian and Box, who are bound by strict governance around confidentiality. At no point will anyone from BA have access to individual responses.

To ensure anonymity, responses will only be reported on where there are ten or more



respondents in a group. For example, if you are the only colleague who has worked for your team for less than one year then the responses for this demographic will never be shown.

This opportunity should not be missed, as BA have identified 'Low Colleague Morale' as one of their key issues to rectify as part of Plan4.

Lets make sure they know ALL of the issues we face on Mixed Fleet, and give a true representation of the daily struggles we face "*Because We're Mixed Fleet*"

The company has a target of 60% response rate from colleagues, which if achieved, will trigger a £10,000 donation to Flying Start.

DON'T GET PUSHED... DOWN THE A380 STAIRS!

Your Health & Safety Representatives, have been advised of an ongoing matter in relation to onboard wheelchair use.

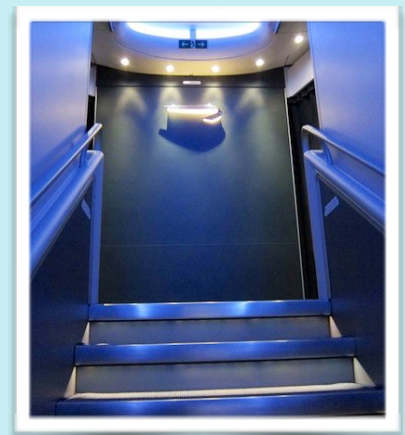
The company is receiving regular reports of crew injuring themselves when using the Onboard Wheelchair to move customers with reduced mobility inflight.

Many of these reports of injury come from incorrect manual handling techniques. We would urge all members to exercise caution when using the onboard wheelchair. Do not attempt any movement which would breach the key principles of manual handling.

One particular area of concern was the vestibule at the top of the A380 stairs.

After discussion in Health and Safety meetings it has been clarified that crew **MUST NOT** use the wheelchair in the vestibule area at the top of the forward A380 stairwell due to the increased risk of falling down the stairs if you were to lose your footing, encounter an unexpected movement of the chair, or if another person (customer or crew) present inadvertently bumps into you.

All manual handling injuries and/or potential risks should be reported via Incident Form and emailed to Your Health & Safety Reps via the Main Branch mailbox.



Platinum Unplugged

Your home for dedicated Customer Service Manager updates

A warm welcome to all the NEW CSM members.

In last months newsletter we gave a detailed breakdown of ever-growing membership amongst CSMs.

We are delighted to report that even more CSMs have seen the benefit of having a membership with a strong and respected union.

We outlined that we would set a target of 60% of all CSMs on the fleet to be members. We are delighted to announce that we have now achieved an increase of 46 CSM members and are closer than ever to smashing our target.

Unfortunately, due to the high turnover of CSMs we need to keep this momentum to maintain and grow our membership. Please continue all the hard work you all do out on the lines recruiting both main crew and CSMs to Mixed Fleets only recognised union, Mixed Fleet Unite.

Platinum unplugged as a separate communication.

As communicated in last months newsletter, we are planning to branch the Platinum Unplugged newsletter into a separate CSM only communication.

We have decide to delay this until we have completed out membership audit. Many CSMs are still notifying us that they have are incorrectly recorded as Main Crew with Unite and as such we will continue to include it as part of the overall newsletter until we have

managed to update the profile of all CSM members.

If you haven't already done so, please check your details on the audit email that was sent on 22nd March 2018, and fill out the form to update your details. This will ensure you receive all relevant communications for your role from your Branch.

Bonus & Pay Uplift Survey

As you will have noticed the CSM Bonus & Pay survey was sent to CSMs recently my MFU.

The survey was designed to capture a lot of positive information from our CSM members. As a result it was quite lengthy. In order to allow CSM members enough time to complete the survey, we extended the deadline to Monday April 9th.

We have had a positive response, and are currently working on reviewing the figures ready to be presented.

Next months Platinum Unplugged will have a dedicated section with all the information gathered.

CSMs are well represented by Mixed Fleet Unite.

Following our recent branch elections we are delighted to welcome many new faces to our branch as Workplace Reps, amongst other roles.

In total we now have 25 active Reps in our branch, 14 of which are CSMs.

Fixed Links - SCCM Refreshment Break Planner

The company again issued a 'helpful' guide to SCCMs to help with the planning of breaks during long fixed link days.


On publication of this document, which was published on Yammer, it was immediately identified by Your MFU Reps that the document instructed SCCMs to have CCW No3 open Buy On Board trollies and begin service preparations whilst on the ground.

This instruction directly contravened the IFR procedures Guide - December 2017 which clearly states that all bars should only be opened once airborne. **CREW SHOULD NOT BE OPENING IFR OR F&B BARS ON THE GROUND.**

Fixed Link Hints and Tips

If you find yourself on busier sectors in the you may want to consider the following:

- Get the No.3 to break first or in the air so they can prepare tourpos/bob set up whilst on a turn around.

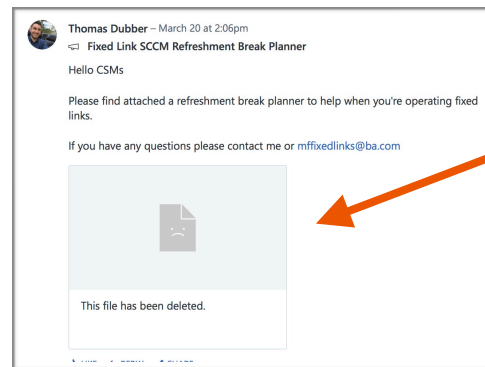


Breaches IFR procedures!

The matter was immediately addressed with the Fleet Leadership team who have since retracted the original document and reissued Version 1.2

The matter was also raised with CHIRP as it involved a direct instruction to breach company

procedures to make Fixed Links Rest periods legally compliant.



The incorrect file has been removed.

Our ongoing concern with fixed links is still unaddressed as we are still awaiting performance verification data from the company regarding crew achieving required refreshment breaks on non-fixed linked duties.

Until the company can demonstrate that current non fixed link duties are EASA compliant (an area that many other operators struggle to achieve) - we will not be able to accept that the current procedure for Fixed Links is suitable to address this EASA requirement.

Reporting of Fixed Link duties where Refreshment breaks were not achieved:

The company has closed their survey monkey for the recording of breaks.

We encourage all members to fill out an incident form each and every time you complete a Short-haul duty and are not afforded a refreshment break.

You can also address this by emailing the main Union mailbox to advise if you have been afforded your Rest break when completing a Fixed Link.

MixedFleet@UniteTheUnion.org

What is an Attendance Review Meeting (ARM)?, and what it is not!



The Attendance Review Meeting has appeared in many forms since the introduction of Mixed Fleet.

What used to be a simple conversation between colleagues and their Owning Line Manager, has now evolved into a complex process of meetings with Cabin Crew Attendance Support (CCAS)

Attendance Review Meetings are the foundation of the Our Colleague Guide's approach to managing attendance. They range in severity from Level 1 to Level 3.

We have noticed a worrying trend in how these meetings are being handled lately and wanted to share some information with you.

An Absence Review Meeting (ARM) will be 'triggered' for numerous reasons as listed in the Our Colleague Guide - 'Managing Absence' Section 2.7.

We understand, that for the business to function, managers need to be able to meet with their teams to discuss attendance at work matters as they occur.

What has been occurring lately is that Lead CSMs have been instructed to encourage many

colleagues to agree to the ARM being held in their absence when they are asked how they would like it to occur in their Return To Work Discussion.

This is an attempt by the company to reduce the length of time it takes to process a colleague through the entire absence policy and set a termination date.

Our advice to members is clear: ALWAYS REQUEST ARMs TO TAKE PLACE FACE TO FACE - WITH A UNION REP PRESENT

If the company want Return To Work discussions to be a useful tool they need to play within the rules they have set. They can meet colleagues on their return and again when the ARM is required.

The company has already amended the Mixed Fleet absence procedure so many times that it has become unrecognisable to many.

All one has to do is refer to the Our Colleague Guide Procedure which refers to the members Line Manager conducting the Return To Work Discussions - something that was completely omitted when introducing the new discussions with the Lead CSM. The entire Our Colleague Guide has not been updated since February 2016!

Mixed Fleet Unite have regularly reached out to the company and highlighted the failings and inaccuracy of the Our Colleague Guide and we once again implore them to keep it updated to reflect current procedures.

For all colleagues to be treated fairly throughout any process we need to at least be able to refer to the policy we are being managed under. The current revision of the OCG is unfit for purpose.

If in doubt about ARMs - Ask Your Union.

Crew Car Park - Strict Enforcement Notice

We have been made aware of the extreme punitive measures being put in place by some Mixed Fleet IBMs when crew have some minor parking infringements.

We need to advise all members to be careful when using the provided crew car park facilities.

We are aware of members facing continued issues from Inflight Business Managers (IBMs) - for some very minor parking infringements.

One particular case involved a crew member who had failed to display the parking permit in their window on two occasions in six months. The permit was present but wasn't fully visible.

After an 'Informal Chat' the IBM decided that the relevant sanction would be a 2 week ban from the crew park.

During the ban, the crew member was restricted to parking in West Base, even for a 05:20 Report



when buses were not available and would involve a walk to Hatton Cross in the pitch dark.

Unfortunately, the crew park rules do allow for these punitive sanctions to be put in place.

It is disappointing to see BA enforce such harsh sanctions on its own staff for genuine errors.

The company have currently starting work on changes to the crew car parking arrangements and we will be in contact with them on this matter throughout any proposed changes.

DON'T FALL FOUL OF THE MIXED FLEET IBMS MOONLIGHTING AS PARKING WARDENS!

New Return To Work Discussion - Update

The number of crew reporting sick is down, but are people really not ill as often as before?



Fleet leadership teams are hailing the new Return To Work Discussion procedure as a success. This is based on the number of absences daily dropping since the new procedure was introduced.

We know that our members are still suffering the ill health effects of arduous rosters, unpredictable

roster changes, minimum time off, and horrendous night stop duties.

What we believe is happening is crew are being forced to work while sick to avoid the financial implications which this procedure has caused. Either that, or Mixed Fleet management have discovered that the cure for most of the worlds most common illnesses is a meeting with a Lead CSM.

We wont notify the World Health Organisation of this ground breaking cure - just yet.

Our collective grievance was submitted to BA and has been assigned to a manager outside of IFCE. This Grievance will be heard shortly. We will be providing updates as the case progresses.

If you haven't already done so, please complete the Return To Work Discussion Survey:

<https://www.surveymonkey.co.uk/r/MFUsicknessurvey>

Las Vegas - No such thing as free drink!

We continue to receive alarming reports of issues in Las Vegas which are affecting female members.



We have received numerous reports from members as well as the company, regarding female members who have found themselves in difficult and frightening situations whilst down route in Las Vegas.

The issue arises when the crew are approached, either on the street, or via local 'Club Reps'. Female crew will often be offered free entry, queue skipping, and complimentary drinks once inside some of the strips biggest clubs. Unfortunately, there is no such thing as a free drink in this world.

What is occurring is that these clubs are actively promoting to high paying customers, that groups of 'Air Hostesses' will be available in the clubs for these high value customers entertainment and pleasure.

These customers are arriving with the impression that these crew are being paid to be there for their pleasure and entertainment. This is leading to some shocking reports of verbal and physical abuse, drink spiking, and even some crew being followed back to their hotel.

We are all entitled to enjoy our time down route. But we do encourage all members to be careful in destinations like Las Vegas.

Offers of free or discounted drinks at any destination should be treated with suspicion and members should question the TRUE cost of these free drinks.

If you witness or face any issues similar to these please continue to report these matters to your Reps via the main branch email address.

Nairobi - Kenya; Local Rules on Crew Purchase

We have recently moved hotels in Nairobi. There are some key important points to note about the new hotel to ensure you don't arrive back to LHR to an 'Informal Chat'



As you may have noticed, we recently moved hotels in Nairobi. The new hotel has been receiving some great reports and crew have noted the high standards of rooms and amenities.

This hotel also provides a crew room for crews from both BA and KLM.

Unfortunately, local rules **do not** permit the consumption of your own alcohol in public areas including in areas by the pool and within the crew room.

Any crew availing of the Crew Purchase scheme are advised that this should only be consumed in the privacy of a hotel room and not in any other place within the hotel.

Equality Focus

An update from your Equalities Reps

Welcome to your Equality Focus.

For our first equality focus as part of your MFU newsletter we cover some facts around the Menopause, an issue which a huge proportion of our workplace will encounter but one which largely remains taboo. It is important that we all understand some facts around the Menopause so that we can begin to make positive changes and support each other. We look forward to working further on this issue.

You will also have seen a communication from Maria de Cunha reporting on the gender pay gap at British Airways. At 10%, the median pay gap is lower than the national average of 18.1% yet demonstrates there is more work to be done in this area, especially when we consider that only 34% of Women are in the top quartile for pay within the company. You will shortly be receiving the Mixed Fleet Unite equality audit where we will be exploring some issues in relation to equality and pay and look forward to being led by this data in setting out an Equalities agenda for Mixed Fleet Unite.

Women in the Workplace: Thoughts for International Women's Day

We know that Women in the workplace face additional challenges and Siobhan does a good job of addressing some of these challenges, including the gender pay gap.

<http://classonline.org.uk/blog/item/1285>

RACE AT WORK SURVEY

'Business in the Community', an organisation sponsored by the Department for Business, Energy and Industrial Strategy have issued a survey, the largest of its kind in the UK. The survey is open to ALL members and employees and will look at Black, Asian and Ethnic Minority, (BAEM), workers issues and employees' experiences in UK workplaces and will cover topics including leadership, progression, recruitment, pay monitoring and publishing, talking

about race at work and workplace bullying and harassment. We would urge you all to complete the survey which is open until 2 May 2018. The survey can be accessed here:

<https://race.bitc.org.uk/issues/race-work-survey-2018>

LGBT+ HUMAN RIGHTS VIGIL - COMMONWEALTH SECRETARIAT

On April 19th there will be a vigil to support LGBT+ individuals and communities across the commonwealth who do not enjoy the same legal protections as us. Indeed, in many of the places we visit for work, LGBT+ rights are non-existent. LGBT+ acts and individuals are even criminalised across many commonwealth countries. You can attend the vigil below:



SAVE THE DATE
Thursday 19 April 1-2pm
Commonwealth Secretariat, Pall Mall, London SW1Y 5HX.
Map: <http://bit.ly/2FeqE1G>

You are invited: LGBT+ human rights vigil to demand the decriminalisation of same-sex acts in the 37 Commonwealth countries that outlaw LGBT+ people.

There is also plenty more information on this issue as well as a link to a petition calling to Urge Commonwealth Heads of Govt Meeting 2018 to support LGBTI rights:

<http://www.petertatchellfoundation.org/urge-commonwealth-heads-of-govt-meeting-2018-to-support-lgbti-rights/>

WOMEN AND THE MENOPAUSE

What is the menopause?

The menopause marks the end of menstruation. A woman's periods do not usually stop suddenly, though this can happen. Reaching the menopause means the end of egg production (ovulation) and a reduction in the body's production of the hormone oestrogen. The menopause occurs on average at age 50. Onset is usually between 47-52, though it can occur at 40 or sometimes much earlier, or later. Breast cancer treatment and hysterectomy can cause women to have symptoms of the menopause or may cause an early menopause.

What are the symptoms of the menopause?

Not all women will experience the same symptoms, but the most common are:

- Hot flushes affecting the face and neck
- Night sweats
- Heavier and more irregular periods
- Insomnia
- Headaches
- Weight gain
- General irritability

Women also complain of other problems such as short-term memory loss, nausea, need to urinate frequently, aches and pains, mood swings, dry skin and eyes, dizziness, tiredness and lack of energy. But don't forget, some symptoms may occur for other reasons and you should contact your GP for advice.

Women will also experience physical changes to their bodies particularly in their reproductive organs. Many symptoms and physical changes to women's bodies after menopause result from the loss of oestrogen. After the menopause women may be more prone to heart attacks and strokes, acceleration of loss of bone bulk and osteoporosis and bladder trouble.

A TUC report based on a survey of Union safety representatives published in 2003, Working through the Change, found that the symptoms most likely to be made worse by work were hot flushes, headaches, tiredness and lack of energy. These were closely followed by sweating, anxiety attacks, aches and pains, dry skin and eyes and short-term memory

loss. UNITE acknowledges this report as a source for much of the information in this factsheet.

Health and safety issues for menopausal women in the workplace include:

- Toilet access and breaks - often workers have difficulty in getting access to toilets because of strict rules about breaks, because their workstation is a long way away, or, in the case of drivers, because of a shortage of public facilities, or strict schedules
- Personal protective equipment or unsuitable or tight fitting clothing or uniforms may aggravate hot flushes and sweating
- Workstation design - working in a restricted position for a long period may cause health problems
- Workplace temperature – a woman's body temperature may rise by up to 5 degrees during a hot flush
- Hot work e.g. in kitchens, furnaces
- Ventilation – additional ventilation may be required
- Lack of access to natural light (e.g. because of workplace design or shift patterns) may affect the body's ability to absorb calcium and can also affect the mood
- Inflexible hours of work and breaks – may add to stress and physical discomfort at work
- Pressure to meet impossible deadlines within contractual hours and pressure to work unpaid overtime outside work
- Poor indoor air quality and heat – may exacerbate dry skin and eyes
- Women having HRT or post-operative treatments may experience symptoms which affect them at work e.g. nausea
- Lack of exercise and/or sedentary lifestyles may have adverse effects on health e.g. increased risks of osteoporosis, cancer, diabetes and cardiovascular disease in women. Always contact your GP for advice
- Heavy or unpredictable periods makes easy access to sanitary facilities even more important for women

- Standing at work may also be an issue for some women – and research in Europe has shown that the risk of both heart attack and stroke could be increased as a result of prolonged standing
- Stress in the workplace

Negative workplace attitudes to the menopause will add to stress at work when a woman may be dealing with a whole range of difficult issues at home, too, including lifestyle changes, concerns about health (e.g. if the menopause follows surgery) caring responsibilities etc. Negative attitudes experienced by women include:

- Criticism from management about sick leave related to the menopause
- Embarrassment or difficulties in discussing the menopause with employers
- Criticism, ridicule and harassment from managers when they raise the subject
- Pressure and lack of understanding from colleagues
- Humiliation - such as direct comments to women accusing them of poor hygiene.

What can we do?

Think positive! Some people may take a pessimistic view and see the menopause as a significant step towards ageing. It is also something that women have little control over. Added to this, society, aided by the media, demonstrates more positive attitudes to youth rather than to age and wisdom. Women often find the menopause difficult to talk about, though, like puberty or pregnancy, it is a natural occurrence. The menopause can also be seen as a positive step into the next phase of women's lives.

UNITE wants to help members take a positive and informed attitude to the menopause in the workplace. For example how many people in the workplace have had training about the menopause and work?

UNITE women members have a wealth of experience which can be shared and built upon and often

women members prefer to discuss issues with another woman.

**THANK YOU FOR READING.
EQUALITY FOR ALL!**

Please contact your MFU Equality Reps, Rosy or Zimeon, if you would like any support or guidance around any Equalities issues.

Rosita.Fichera@unitetheunion.org
Zimeon.Jones.MFU@gmail.com

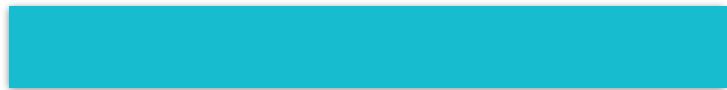


Funeral Details

Alessandro Bruno

Honor Oak Crematorium
Brockley Way
London
SE4 2LJ

April 17th 2018
16:00



-5 RTG

The Final Word

Your Next Branch Meeting - **SAVE THE DATE**

Your most recent Branch Meeting took place on March 1st.

It was evident that members all wanted more notice for upcoming meetings.

The next branch Meeting is now planned on the 26th June.

In order to attend, some members may need to bid for the time off.

The time and venue of the next Branch Meeting will be communicated shortly.

Branch Treasurer Reports

Your Branch Treasurer, Shereen Higginson, is required to file quarterly and yearly branch accounts to the full membership.

Although, at the meeting on March 1st, the finalised accounts were not completed, Shereen has confirmed she will communicate these with all members via email once the quarterly and yearly accounts are completed.

The expected publication date is in April.

EHR Review

The EHR review is ongoing. In order to best progress and work together, both sides have agreed to confidentiality around all aspects of the discussion.

Members will decide if the new proposal is accepted. If members do not wish to adopt the new system, then the current EHR system will remain.

Fourth times a charm... The Farcical Rest Table Update

Following our recent branch communications, and our communications with the company surrounding the publication, and subsequent re-publications of the Summer Rest table, we are pleased to see the leadership team take ownership of the farcical implementation of these changes - which shouldn't have been changes in the first place.

Ian Romanis (Head of Mixed Fleet) has confirmed that the company's aim was to simplify the current rest table. After four revisions since its initial publication on the 7th March we can only highlight again the need for a Fit-For-Purpose Scheduling Agreement for Mixed Fleet.



The screenshot shows a LinkedIn comment from Ian Romanis, posted 11 minutes ago. The comment text reads: "Hi [redacted] and thanks for your post. A few comments in response ... Firstly, you are absolutely right in saying that it shouldn't take 4 versions to get something right, so this is not good enough and I will take responsibility for that. In terms of TLV, nothing has changed since the previous incarnation of the routes and rest table back in the middle of 2017, which also had the 15 hours in each column. Overall, we have really tried to simplify this document down to 1 simple table with a few bullets as opposed to the previous version which had a variety of caveats, footnotes, asterisks etc. which made it difficult to follow for both colleagues and some of our key service partners. As for moving the goalposts, quietly, all we have done is corrected the errors that have been highlighted and its as simple as that. No need to read any more into it. vbrgds, Ian". The comment also includes a 'cc' list: "Karen Slinger, Naomi Butchers, Robert Tyrrell, and Stephanie Whitcombe" and interaction buttons for 'Like', 'Reply', and a menu icon.

Had a Scheduling Agreement been in place, the company would have needed to meet and agree with MFU before any changes could be made. We could have highlighted members issues at source rather than go around in circles issuing revision after revision.

We look forward to Ian putting a system in which prevents this happening again - such as Scheduling Agreement with Mixed Fleet Unite.

Our primary route for fighting for a fair and fit-for-purpose Scheduling Agreement is via the RSSRG. Your newly elected Rostering officer, Chris Jupp, will be providing regular updates on our progress in the future.

Please continue to report all poor/unfair roosting examples to:

Roster.MFU@gmail.com
Chris.Jupp.MFU@gmail.com

Are you getting the silent treatment?

Listed below are all of the most recent communications sent by Your Branch.

If you have not received some, or all, of them then please check the following:

- Have you checked your Junk, Spam, and Clutter Folders?
- You should add mail@mfunit.org to your contacts list with your email provider.
- Contact the main branch email to advise you are not receiving communications.

Your Branch Communications in March:

Date	Communication Title
March 30th	Settlement Update
March 29th	EHR Review - Joint Communication
March 26th	CSM Outcome Survey
March 22nd	Membership Audit
March 21st	Absence Procedure Survey
March 20th	Reminder - Elections 2018
March 13th	Summer Rest Table Update
March 11th	Branch Phone Number Operational
March 9th	MFU Newsletter - March
March 8th	Temporary Branch Phone Number
March 7th	With Deepest Regret
March 7th	Elections 2018
March 6th	The Last Pensions Email (Probably...)
March 3rd	Branch Meeting Minutes

Yours in Solidarity,

Your MFU Representatives

Key Contacts:

Below you will find all the key contact information for Your Branch specific areas.

Main Branch Email Address:

MixedFleet@UnitetheUnion.org

Branch Phone Number:

07850 907 122
Everyday 0900-1700

Health & Safety:

Contact Your Health & Safety Reps directly via the below emails:

Benjamin.Mahoney.MFU@gmail.com
David.Quinn.MFU@gmail.com

Equalities:

For any equalities related items please contact Your equalities Reps.

Rosita.Fichera@unitetheunion.org
Zimeon.Jones.MFU@gmail.com

Roster Issues:

You can email all roster related queries, complaints and screenshots directly to Your Reps who attend RSSRG via the below email.

Roster.MFU@gmail.com

Hotels:

If you have a complaint or an incident in a hotel, please complete the MFU Hotel Feedback form.

The form can accessed via the below link:

<https://goo.gl/forms/mMM6xnBbiEif4vQ13>
Or Email: Grant.Cook.MFU@gmail.com



MIXED FLEET UNITE
STRONGER TOGETHER

Your Mixed Fleet Unite Branch

MixedFleet@UniteTheUnion.org

07850 907 122

Everyday 0900-1700

Branch Chairperson Andrew Stanley-Ward	Branch Secretary David Quinn	Branch Structure Key    
Treasurer Shereen Higginson	Health & Safety Benjamin Mahoney	
Equalities Rosy Fichera	Vice Committee To Be Appointed	
Rostering Officer Chris Jupp	Hotels Officer Grant Cook	
Equalities Zimeon Jones	Health & Safety To Be Appointed	Office Manager Sam Newall
Workplace Representative Dean Thompson	Workplace Representative Alix Eaglesham	Communications Co-Ordinator Charlene White
Workplace Representative Thomas Cater	Workplace Representative Amy Hill-Turner	Youth Representative Cara Whitelaw
Workplace Representative Adam Bailey	Workplace Representative Craig Bartlett	Workplace Representative Olivier Pagni
Workplace Representative Alexandra Haworth	Workplace Representative Jools Oliver	Workplace Representative Helen Bridges
Workplace Representative Paula McGrath	Workplace Representative Vijay Shah	Workplace Representative Nick Gow
		Workplace Representative Pedro Azevedo