



MIXED FLEET UNITE
STRONGER TOGETHER

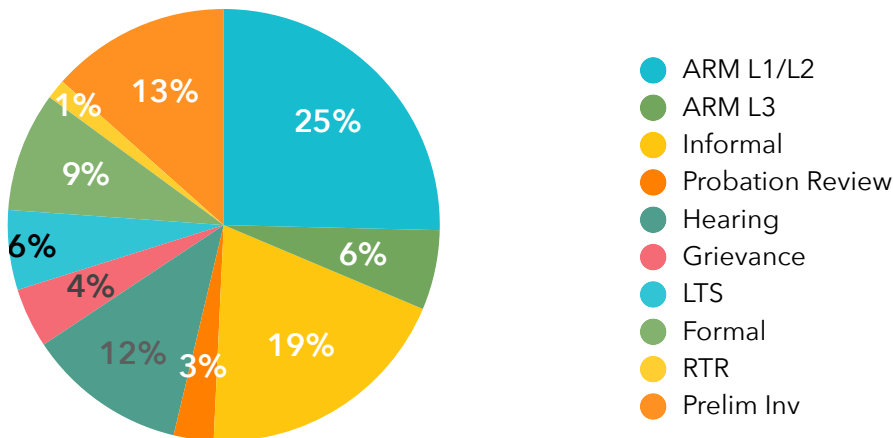
MFU Newsletter

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

Your Branch in May - The Numbers

| | |
|---|------------|
| Number of emails responded to from the Main mailbox MixedFleet@UniteTheUnion.org | 461 |
| Number of meetings Your Reps have attended to support or represent members | 73 |
| Cancelled Meetings, without enough notice to allow Rescheduling for another member. | 8 |

Breakdown of Meetings Attended:



3397

TOTAL MEMBERS

Our membership grew larger and stronger.

442

CSM MEMBERS

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

+34

NEW MEMBERS

A warm welcome to our latest members.
Keep Recruiting!

THIS MONTH:



Why being a member has never been so important...

We speak to some crew who have found themselves in need of Reps help. They tell us about their experience.



T-Sticks

Are T-sticks truly a No-go item? We look into the elusive white sticks with our Health & Safety Reps to find out if these small but important items can cause a delay or cancellation.



GDPR is here

You have received emails from every company, but MFU need to update you too.

AND MORE...

Branch Meeting

Our latest branch meeting was held on the 26th June 2018.

Our most recent branch meeting took place on the 26th June and a number of hot topics were discussed.

In addition to the usually key items such as Health & Safety, Equalities, and Rostering updates, members also took the time to ask reps questions regarding items such Scheduling Agreement updates, Return To Work Discussions, expectations versus requirements when it comes to pre-flight position request emails, and more.

The full minutes for the meeting including all items discussed will be published shortly.

Further updates on items discussed in our branch meeting will be communicated via normal communication channels and upcoming newsletters.

Our Branch meetings take place quarterly, and the next one is planned for September.


We will provide details of exact date and location closer to the time.

What NEW members are saying.

Knowing what it is that makes new members join... helps us all know how to recruit new entrants and long standing colleagues to sign up!

'I've heard from other members there is great support in ways of bettering us as a fleet and helping us have things done fairly in the work place as well as look into what is best for us to able to carry out our duties effectively '

'Because MFU is very supportive and does so many amazing things for us!'



'I am new to Mixed Fleet and would like to be part of a union that protects our interests. I've been in unions before but never a union that is spoken of so highly of by its members'

'To make sure I am supported should anything happen at work, and to join together for a better future for Mixed Fleet'

Why being a member is so important.

As Reps we find ourselves helping members in many different situations. We see day in, and day out the struggles our members face with customers, other crew, and with British Airways.

To help you all to understand just how much your union can help, we reached out to some members who have turned to us for help lately to ask for their feedback and opinions.

No Roster and nowhere to turn!

The problem I faced was that I was not published any roster on roster night when everyone else was. Even many days after the standard publication day, my roster was still completely blank! I could not speak to anyone until scheduling were back at work.

When I finally could get in contact with scheduling and asked someone for help, they didn't. I repeatedly asked for help but for another few days there was no improvement. So I turned to Unite and asked for help.

I spoke with a Rep, they were so helpful. They contacted the Fleet management and Scheduling on my behalf. After a really short time (30 Minutes) my roster was available.

I find it really comforting to have someone like Mixed Fleet Unite watching my back and helping me when I need it. I felt ignored when I asked scheduling to help or at least give me an answer, yet all I got from them was no response.

Once again I would like to say thank you to all of the Reps from Mixed Fleet Unite for the support provided.

Andrea
MFU Member

I was told to attend an 'Informal Chat' and 'not to worry'... but that couldn't have been further from the truth!

“

It started when I got my roster and had a UK MAN REQUEST after a flying duty. I had no idea what it was so contacted my manager.

He was very slow to respond and simply said it was an "informal chat" about something and "not to worry"

I know the union had told us not to attend informal chats alone, but I was friends with my manager and thought he had my back.

When the meeting started it was very formal. There was another manager there to take notes. I was told I needed to answer questions about a report that had come in.

The meeting was very intense and the questions were very accusing. I felt intimidated and didn't even know I could adjourn to take breaks or anything.

My manager decided he needed time to make a decision and told me to come back in one hours time. I immediately went to the Union office and spoke to a Rep. They were so helpful and supportive.

They prepared me for the likely outcome and accompanied me to the next part of the meeting. I was suspended!

The union were there for me at every other step and I would warn anybody not to attend meetings without them. My manager led me to believe it was nothing but it was.

They had allegations against me from the Our Colleague Guide which I didn't even understand. Thanks to the Reps I went to all other meetings fully prepared and ready to prove my innocence. With their help, it was found there was no case to answer but it opened my eyes to how this company handles cases. I tell everyone to join the union now.

Anonymous
MFU Member

Drugs and Alcohol - Down route conduct

Unfortunately we continue to see an increasing level of members falling foul of the Drugs and Alcohol policy when away from base.

Our home life, work life, commute, and many other factors can be stressful. Whilst down route many crew use this downtime to relax and socialise with colleagues.

Unfortunately your Reps are seeing a worrying increase in the number of members falling foul of not only company alcohol limits, but legal limits also.

Some familiar destinations are unsurprisingly the most common with issues. Johannesburg, Las Vegas, and now that it has returned to Mixed Fleet, LA also.

The 8-Hour Rule

Many crew have returned to base finding themselves tested and providing samples above legal limits for alcohol. They are often surprised as they believe that by stopping their consumption 8 hours before duty they will be free from alcohol in their system in time for report or pick up.

Unfortunately this is not the case. The 8-Hour rule (which is actually a 12-Hour rule in many destinations) is the absolute minimum time which must elapse from your last alcoholic beverage, provided the consumption of alcohol prior to this time was **'Light'**

Light consumption of alcohol refers to a level of consumption which will result in you having no residual level of alcohol in your system by the time your report for duty/pick up.

How many units are in a drink?



Everyones body processes alcohol differently, and some will take longer to process than others, but the general rule of thumb is that each unit of alcohol will take an hour for your body to process.

Sobering up faster

Common misconceptions are that brushing your teeth, drinking water, and showering will all help you sober up more quickly.

Unfortunately these methods only slightly help and often just mask the effects of the alcohol for you. The only way your body can process alcohol is with time.

What can I do?

Firstly we should all evaluate our level of alcohol consumption. We can all enjoy a drink but we need to know the levels at which we do so.

Trips with minimal time down route can be enjoyable without drinking your full crew purchase allowance. You will not have sufficient time to sober up, and risk breaking the law, and company procedures. This is only the start of the risks... You are also risking your own safety, your fellow crews safety onboard, and risking your job. Is it really worth it?

I've tried to cut down my drinking

Alcohol is an addictive substance and is therefore incredibly difficult to give up or reduce consumption. Support services are available (confidentially) through Crew Care and Unite.

DrinkAware is also a government group which provides online resources for helping us all to manage our alcohol consumption.

What's this got to do with the Union?

Our role is to work to protect our members and their working conditions.

As we witness the number of alcohol related incidents increase we unfortunately need to communicate these matters to you all, so you are aware of the potential consequences.

The number of suspensions, Preliminary Investigations, and terminations relating to alcohol and drugs policy breaches is a concern for your Reps.

The secondary effect is the number of down route conduct issues which also arise from over consumption of alcohol. Out of control room parties, hotel rooms being damaged, non-BA guests of hotels being harassed, abuse to hotel staff, theft from local bars and restaurants, soiling of hotel rooms, no-shows down route, and sickness down route. These are just some of the cases we have dealt with which have resulted from alcohol over consumption down route.

Drugs **AND** Alcohol policy? Are drugs really being used down route?

Unfortunately we have seen cases lately of crews in some destinations who have found themselves in situations where they have been present when, or even consumed illegal substances themselves, whilst down route.

As a union, we will offer professional support services to any member who may be directly or indirectly affected by substance abuse.

In terms of company policy, the use of illegal substances in any form, or amount, will almost certainly be classed as gross misconduct, the normal sanction for which is dismissal

Enjoy your time down route, just be careful and be aware of your limits.

T-STICK, OR NOT T-STICK?

It's often late at night, you're in an unfamiliar place, and as you wipe the sweat from your brow, you slowly slide it in and hope that you're doing it right. Things are hot... but is it hot enough? Is it too dry?



Of course we're talking about T-Sticks.

Your Health & Safety reps continue to get questions and reports surrounding the use of T-Sticks and whether they are compulsory or even 'No-Go' items.

T-Sticks are a means of checking that the food temperature has reached 70 degrees or higher, the level at which harmful bacteria remains alive. By checking food onboard has been reheated above this temperature, we know that all of this bacteria is dead, but if the T-stick is defective, it can also result in some hideously overcooked food.

UK food safety requirements do not require the compulsory use of T-sticks and your Health & Safety reps can confirm that (in accordance with OM B 6.3.2) you are permitted to serve a meal which you have not been able to T-Stick (due to none loaded, defective, shortages, etc) if:



- ✓ **The meal has been cooked in accordance with the Chefs Chat instructions and timings**
- ✓ **The oven used to cook the meal is functioning correctly and you do not suspect any faults**
- ✓ **The ovens are on the correct operating setting**
- ✓ **The food appears to be piping hot and is served immediately after reheating**

If T-sticks are not loaded, then report the matter to your SCCM but don't fret, the food is safe to consume if the above points are followed.



Give them a (Longer) rest, Qantas!



What's Ultra-Long Haul?

Mixed Fleet Unite took some time to speak with Lindsey Oliver (*Unite Regional Officer*) to find out about some challenges our Heathrow based Qantas colleagues are currently facing.

Heres what Lindsey had to say:

QCCUK (that's LHR based Mixed Fleet version of Qantas crew) was set up in 2005 as a cost saving exercise because sending Australian based crews over on long trips, as well as the cost of hotels, was huge and the company wanted to save money.



On march the 24th 2018 QCCUK introduced the first Ultra Long Haul (Flights of 15 Hours+) direct to Perth from Heathrow.

The Heathrow based crew now fly:

SIN 380 daily

PER 787-9 daily

The Perth route is currently operating on a 4/5 day trip pattern with an 20%/80% split of crew on the trip. 2 will operate the trip as a 4 day (basically night stop) coming home with a new crew and the rest will operate as a 5 day.

Those who operate a 5 day trip will do a 4 hour standby in PER before the report time to cover any sickness or fatigue (*please note this will need to be from their hotel room if they do not have a*

mobile which works in Oz). This means that whatever trip length you do, you will actually get about 24-25 hours rest in the hotel at a time before you are expected to complete some sort of flying or standby duty.

Crew are reporting they are finding it difficult to rest before the standby and the company are instilling a culture of fear against reporting fatigued.

Current fatigue reports are at 1% however our recent survey had 91% of crew reporting they felt fatigued after operating a 4 day PER.

Management are attributing crew concerns as 'transitioning to new flying'. This is because they were previously operating to DXB exclusively. These crew are no strangers to long haul flying having operated routes in the past such as HKG, MEL, SYD etc. so this argument is absurd.

The return sector from PER is a rostered 18hr 50 duty and that doesn't account for delays. Duties are often in excess of 20 hours.

Crew breaks operate on a rotation - with every crew member receiving a short break and a long break throughout the flight.

QCCUK have made hotel rooms available for crew upon arrival back to LHR so they can rest for a few hours before continuing their ongoing journey home.

The key issue is that the cabin crew operate to CASA regulations not EASA - although for several years they were breaching the EASA 900 hour rule because QCCUK believed they did not have to adhere to this as their AOC is registered in Australia. The QCCUK roster period is made up of 8 weeks and they were previously working a 240hr roster.

Continued on next page...

QCCUK management are now saying that crew are less productive than they should be as a result of this.

CASA regulations unbelievably do not stipulate a maximum duty period cabin crew can work to which is why it is legal for them to operate this route. Crew are concerned about project sunrise- which is Qantas's aim to operate a direct LHR-SYD service from 2022.

Unite are concerned about the fatigue this route is causing crew and with only 2 trip variations the cumulative effect of this will be intensified.

QCCUK crew have seen a decrease of about £300-400 per pay slip because they cannot operate as many of the new routes as they were the DXB which means they lose allowances and sector pay.

Management are refusing to share their monitoring results of the PER trial with the union.

While the comparative pay for QCCUK is relatively competitive, the members have just rejected the company pay offer because it does not address the sector pay thresholds which are applicable for Ultra long haul flying.

I would like to convey the gratitude of our QCCUK reps to all Mixed Fleet Unite members who have tried to join the Qantas Facebook page. Unfortunately we are unable to accept them at this time because we use the page for general surveying of members etc.

MFU members can help the QCCUK members they know by encouraging them to join their union and report fatigue when it occurs.



Currently many are dubious and scared and they need strength, solidarity and support from across the industry.

All crew should be concerned about these issues because, as we all know, operators are always keeping an eye out on ways to make crew work harder and longer for less.

Lindsey Olliver

Unite Regional Officer

You can read more about the Qantas UK cabin crew and their fight, including a Unite Press Release online.

What is Ultra Long Haul?

- Although no officially recognised definition exists in the industry just yet, Ultra Long Haul is commonly taken to mean sectors in excess of 15 hours.
- Ultra Long Haul is seen as the future of aviation operations and will become the new competitive advantage for many airlines.
- Qantas UK crew have completed duties in excess of 20 hours when operating the Ultra Long Haul route to Perth from Heathrow.
- Qantas have publicly announced their ambition to operate LHR - SYD direct by 2022.
- As more airlines receive their newest 787 and A350 orders, the scope for more Ultra Long Haul routes across the aviation industry is set to increase.

Where is Platinum Unplugged?

Platinum Unplugged is the dedicated part of your MFU Newsletter for CSM Members. It will be emailed to CSM members separately later in the month.

If you are a CSM and do not receive it, you need to ensure that your current Role is correctly recorded with MFU to be included on CSM-only communications.

Coming up in this Months Edition:

- MGNPS - What, who, where and more. Everything you need to know about the panel MFU represent CSMs at.
- CSM Standby duties

As the MGNPS took place just a few days ago, we have delayed the publication of Platinum Unplugged to enable us to include a full report and breakdown for you all.

CSMs - Check Your Inbox in the coming weeks!

Mixed Fleet loosens its uniform standards for the Royal Wedding.

Despite the fleet's processes for managing the unapproved Mixed Fleet Uniform Standards, it appears they can be changed and aren't as set in stone as sometimes made out.

Here at Mixed Fleet Unite we have come across many cases where crew have been placed in improvement plans, whether formal or informal, for uniform standards.

As Mixed Fleet crew members, you will have inevitably been given feedback, whether in person, or in writing about the unapproved Mixed Fleet Standards (these additional "standards" have never been approved by the uniform committee). Despite this, we have seen regular updates and 'clarifications' on what crew are supposed to adhere to.

One key item which had been a contentious issue since the beginning of the fleet was Name Badges.

These Mixed Fleet Standards clearly state that "Name Badges *MUST* include first and surname including job title for Customer Service Managers" yet a quick look at the 'special' name badges produced for the Royal Wedding "Harry, Megan, and Meghan" flight seem to disregard this completely.



Also, in the past we had Future Talent Customer Service Managers (or FTCs as they were known) on our fleet. These crew were issued separate name badges to reflect this role but once that was abolished they were instructed that they should ONLY wear Cabin Crew name badges going forward. Yet for the Royal Wedding flight, an entirely new role of 'Future Talent Crew' has been created.

The flight gathered a lot of positive press coverage for the airline and our fleet, and was a welcome gesture to recognise this royal event.

We are happy to see that the leadership team have shown they can adopt a more relaxed approach to Uniform Standards, specifically name badges, on our fleet and look forward to this more flexible approach being carried forward with the pending introduction of our new uniform.

A favour today may become an expectation tomorrow.

Mixed Fleet was designed to be flexible... but some of these examples are a bit further than crew should be expected to go.

As a fleet we are incredibly good at adapting to situations and making things work when they maybe don't go to plan.

Lately we have seen many cases of Mixed Fleet crew going above and beyond for the operation, customers and fleet.

We applaud our members who again showed the level of dedication to our customers and our brand, when clearly other departments aren't fulfilling it quite as well.

Over the past few weeks we have seen crew cleaning long haul aircraft to avoid additional nights and cancellations of return sectors.

We have seen reports and pictures of crew even catering AND cleaning long haul flights to avoid disruption and do the best possible for the company and the customers.

Reps have recently seen reports of the smallest day to day admin tasks such as Lead CSMs sorting IFCE mail all show how dedicated to the success of the business and Plan4 we are.

But we must remind our members that these good deeds aren't always held in memory for very long. The flexibility you may have shown while cleaning an aircraft will rarely be returned when you need a roster change, day off, or other request.

The flexibility we show by adopting additional tasks like catering will not be returned when it comes to minimum rest trips or heaven forbid any mention of a scheduling agreement.

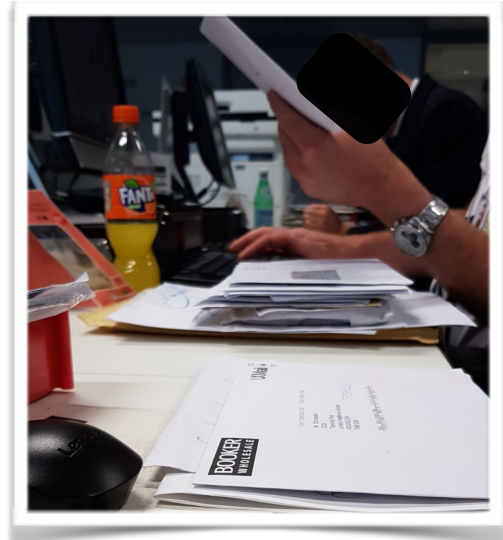
If you are asked to 'be flexible' and clean an aircraft, just remember the short Santiago.

If you are 'doing a favour' by catering a flight which is likely to be cancelled, remember the last favour that was done for you (you may struggle).

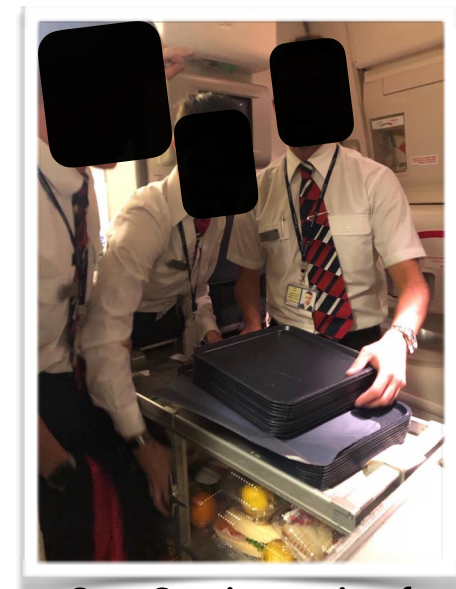
If you are thinking of going above and beyond, yet again, just to cobble together the service that should be in place for us and our customers, just remember that something that is completed today as a favour, can well become an expectation in the future.



Crew Catering an aircraft



Lead CSM sorting IFCE Mail



Crew Catering an aircraft



General Data Protection Regulation

How MFU collect, store, share, maintain, and delete your data is changing...

On May 25th, a new regulation came into force across the EU. General Data Protection Regulation (GDPR) was introduced on this date.

All organisations, whether businesses or even sports clubs need to ensure they have an effective and easy to understand policy for handling member's personal data.

At Mixed Fleet Unite we are also bound by these new regulations.

As a result, we have created our Data Protection Policy. This policy identifies exactly how we collect, store, share and use your information.

As always your data protection is paramount to us and this has not changed. We do encourage all members to review our new Data Protection Policy and familiarise yourself with how we collect, store, share and use your data.

One key change of the regulations is that all email communications must have been specifically opted-in by all members. This has always been the case for Mixed Fleet Unite members as during sign up you would have specifically opted-in to receive our communications.

If you have changed your mind, and would prefer not to receive our branch

communications, then you can 'unsubscribe' simply by clicking the '*Unsubscribe from this list*' link at the end of each one of our Branch emails.

If you have any questions or comments on the Data Protection Policy then please contact your branch via the main email inbox.

Some examples of what 'Personal Data' is:



Hotels Update

Hotels Officer, Grant Cook, gives us an update on the latest with Hotels.

A month has now past since 'Linen-Gate' came to light in Singapore, where crew were being charged extortionate amounts to their HOST accounts as crew have allegedly left the linen in their room stained and soiled.

I am pleased to say after reaching out to BA, I have had no more reports from our members, which is a good sign but it may not be over, this is what IFCE fleet management had to say on a recent Yammer 'Yam Jam'

Hi XXXX and thanks for your post.



I don't believe there is a "massive issue" in SIN, so please let me try and explain.

Like all of our hotel partners around the world, they expect a reasonable amount of wear and tear/damage as part of their day-to-day business, whether that be from their other guests or from BA flight and cabin crew teams staying at their hotels.

However, where hotels see damage as a result of carelessness or negligence, or as a result of us not following reasonable requests from the hotel (e.g. not taking glass-wear to the pool-side) they are absolutely right to raise this to us.

Our hotel in SIN have been in contact with our hotel contracts team, to raise their concern over a very small number of instances that fall into the "careless/negligence" and their intention to charge colleagues accordingly.

Amy and I are supportive of the hotel doing this, but only where (a) they believe that any damage is outside of the norm for their guests and (b) they have proof/evidence.

vbrgds,

Ian

BA have confirmed that any HOST transaction without the crew member present, the hotel must go through BA before charging your HOST.

We shall be monitoring this going forward, so if you do fall victim to these charges then let us know.

Hotel Changes

After a couple of years in the current San Diego hotel, we have now moved to a new hotel from the 1st June. The name and address of the hotel is available on ESS.

After only a few weeks in the new hotel, we are already receiving reports that there seems to be serious issues around the new hotel.

Crew waiting up to 2 hours after arrival waiting on rooms to be cleaned after the previous crew had checked out.

Also noted in recent reports; as much as we all love a pool party, it's not ideal when crew are trying to rest before that long flight home.

Ian Seymour (Crew Accommodation Manager) has confirmed there are issues and BA were not aware of these pool parties when signing the new contract. (See Below)

The hotel team are now looking for a new hotel to accommodate us. An update will be released soon with BA's next steps in resolving the issues.



Ian Seymour
2d



All, Yes I am fully aware of the issues and everything that can be done, is being done to find an alternative hotel in which we can move into, even if it's on a temporary basis. Clearly the pool parties were hidden from us, and the hotel have also made a monumental error in the amount of rooms that they thought they were getting which is now causing the room waits. Will advise further on this when we have more detail.

As always, if you face any issues with company provided hotel accommodation, please ensure you complete the following:

- 1. BA Incident form via ESS**
- 2. BA Hotel Feedback form via ESS**
- 3. MFU Hotel Feedback form via link in useful contacts below.**

Any hotel related queries can be communicated with the MFU Hotels Officer via:

Grant.Cook.MFU@gmail.com

Equality Focus

An update from your Equalities Reps

Welcome to your monthly Equality Focus

Inequality in society has existed throughout history. There have been differences in opportunity between male and female, rich and poor, educated and uneducated, between races and religions and those who deemed themselves superior to others. These inequalities have found their way into modern society. The Equality Act 2010 (EA) was introduced to help combat some of these injustices. So how does the EA help fight those inequalities?

Equality Act 2010

The Equality Act 2010 is a piece of legislation passed in October 2010. This Act replaces a number of previous legislations concerned with discrimination including the Sex Discrimination Acts of 1975 and 1986, the Race Relations Act 1976 and the Disability Discrimination Act 1995. The consolidation of many Acts has been implemented in order to streamline the legislation and make it simpler and more consistent.

The Act protects people from discrimination on the grounds covered by the previous equalities laws. These grounds are now called 'protected characteristics'. These are as follows; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Its aim is to protect people with any one or more of these characteristics from discrimination, harassment or victimisation. The Act also promotes equality of opportunity to prevent discrimination arising in the first place. The definition of 'Discrimination' differs from statute to statute and it generally consist in treating one person less favourably than another. In this way, the Equality Act provides a guidance which aims to give a general framework of the different discriminatory situations. It distinguishes among direct discrimination and indirect discrimination, harassment and victimisation. Following the Act definitions it is possible to identify direct discrimination where, because of a protected characteristics, a person is treated less favourably than someone who does not share that characteristic. According with the guidance, Indirect discrimination

refers to a policy which applies in the same way for everybody providing as effect particular disadvantages to people with a protected characteristic.

Am I protected under the EA?

The Act covers people who have, or have had, a disability. In the case of disability, employers and service providers are under a duty to make reasonable adjustments to their workplaces to overcome barriers experienced by disabled people. The act requires employers to make reasonable adjustments to their work surroundings if they are inviting someone with a disability into their work place or and have employed them. Under the EA 2010, someone is classified as disabled if they have a physical or mental impairment which has an effect on their day-to-day activities. Under the Act it is unlawful to not provide reasonable adjustments to accommodate a disabled worker or to refuse to employ them because of their disability, therefore discriminating against.

What is unlawful under the Equality Act?

The EA protects you from certain kinds of unlawful behaviour. These are called discrimination, harassment and victimisation. It's also unlawful to order someone to behave in these ways or to help them do so.

Direct Discrimination and Discrimination arising from disability:

This occurs when, because of disability, you are treated less favourably (worse) than someone who isn't disabled. The disability itself is the reason of the treatment.

Discrimination arising from disability happens when you are treated unfavourably (you are put at a disadvantage) because of something connected with your disability (rather than because of the disability itself). But it's not discrimination if the employer or service provider can justify how they treated you, or if they didn't know about your disability. Justifying treatment means showing that it is fair, reasonable and balanced way to meet a legitimate aim (good reason). This is called "objective justification".

Indirect discrimination:

This happens when a rule or practise applies to everyone but puts people who are disabled at a particular disadvantage. But it's not discrimination if it can be justified, as described above.

Failure to comply with the duty to make reasonable adjustments:

The EA requires employers and service providers to make reasonable adjustments if you are put at a substantial disadvantage by:

- a provision, criterion or practise (the way things are done)
- a physical feature (such as steps to a building), or the absence of an auxiliary aid or service.
- Substantial means more than minor or trivial. If the adjustments are not made, this is discrimination. An 'auxiliary' aid or service is something or someone that provides extra help.

Harassment related to disability:

This is unwanted behaviour that violates your dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for for you whilst at your workplace.

You are now also protected if you are harassed because you associate with someone who has a disability or because wrongly perceives(thinks) you have a disability.

If you are an employee, under the EA, you can now complain of behaviour that you find offensive, even if it's not directed at you. The Act also introduced a provision that says that if your employer knows you are being harassed by third parties, such as customers, and does nothing to prevent it, they will be responsible. However, the government is changing the Act to remove this provision.

Victimisation:

This occurs when you are treated badly because you've made or supported a complaint under the EA (or you are suspected of doing so), provided you believed the complaint was true. It applies whether or not you are disabled. You no longer have to show that you've been treated worse than someone else, just badly.

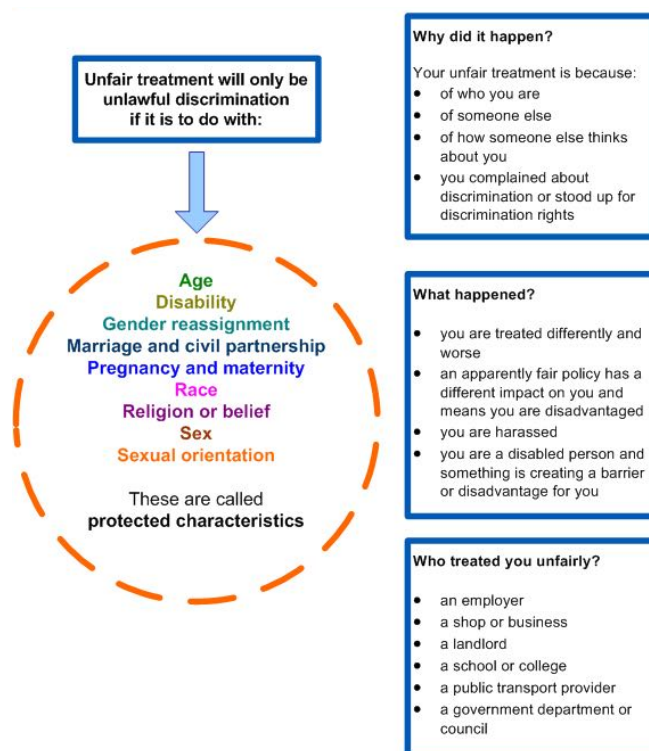
What other changes did the EA bring in:

Enquiries about your health or disability before an employer offers you work are now banned, except for specific purposes such as monitors equality, to see if you need reasonable adjustments for the recruitment process or to establish if you could carry out functions essential to the job. Only the Equality and Human Rights Commission can enforce this provision. But if an employer asks you a question that isn't allowed and you think you've been turned down because of your disability, that would be direct discrimination and you could complain.

Can I be dismissed if I am protected under the EA?

The EA is not a get out of jail free card; it just offers certain protections. So a disabled person who breaches policies, is incapable of doing their role and is guilty of gross misconduct, etc can still be dismissed.

Do you think you've been treated unfairly?:



If you need advice or would like help with an Equalities issue, then please do not hesitate to contact your equalities Reps (Details on Pg.15)

Equality for all!

Your MFU Equalities Reps

-5 RTG

The Final Word

Scheduling Agreement - An Update from Chris Jupp (MFU Rostering Officer)

I wanted to give a brief update as to where we are with our plans for working with BA to obtain a scheduling agreement for Mixed Fleet.

As you would have seen in previous communications the issue of a scheduling agreement was raised at the Cabin Crew Bargaining Group and we were told that a scheduling agreement was not needed and we have now escalated this matter.

Moving forward, we are going to draft a scheduling agreement to give Mixed Fleet a fair work/life balance but we need input from you as to how you would like your scheduling agreement to look.

Therefore later in July, we will be sending out a survey and we encourage as many of you as possible to fill this in and shape your future scheduling agreement. We know this is the biggest topic of debate at Mixed Fleet at the moment so please inform friends or colleagues who are non members, to join MFU so that they can have a say in forming a future scheduling agreement.

MFU Facebook Page - Member Audit



As members join we aim to grant them access to our facebook page as soon as their membership is confirmed by Unite.

Some members have names on Facebook which do not match their Membership details.

When people leave the company it can become difficult for your Reps to remove non-members if their details do not match their Unite profile.

In order to keep our facebook page as secure as possible, we will shortly be conducting an audit.

This audit will be communicated via email and facebook and will require members to confirm their membership details including:

- Membership Number
- Full Name
- Facebook Profile Name

This will allow your Reps to maintain a who's who's on our facebook page so we can effectively monitor and control membership and access going forward.

Keep an eye out for emails and communications about this audit in the coming weeks.

Ryanair & Unite

In last months newsletter you may remember reading about Ryanair Crew in the UK's fight to have Unite Recognised as their trade union.

In a landmark deal signed with Ryanair this month, Unite have become the FIRST EVER recognised union for Ryanair cabin crew in the UK.

The full press release is available on the Unite Website, www.unitetheunion.org

Your MFU reps have been in contact with Ryanair's Unite Reps and they have asked for us to extend a special thanks to all MFU members who showed their support and who were seen all over social media encouraging Ryanair crew to join their union.

KEEP AN EYE ON FUTURE NEWSLETTERS FOR UPDATES ON ALL THESE ITEMS AND MORE.

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 May:

| Date | Title |
|----------|--------------------------------|
| 2nd May | Settlement Update |
| 3rd May | EHR Review Update |
| 9th May | Settlement Update |
| 18th May | MFU Newsletter |
| 18th May | Platinum Unplugged - CSMs Only |
| 21st May | RSSRG Joint Communication |
| 21st May | Settlement Update |
| 22nd May | Cabin Crew Bargaining Group |
| 25th May | Settlement Update |
| 31st May | Settlement Update |

Remember to keep recruiting new members!

Join Mixed Fleet Unite Today...



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 Rep directly via the below emails:

Benjamin.Mahoney.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
Chris.Jupp.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 be accessed via the below link:

<https://goo.gl/forms/mMM6xnBbiEif4vQ13>



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 Treasurer Shereen Higginson | Health & Safety Benjamin Mahoney | Convenor Pedro Azevedo |
| Equalities Rosy Fichera | Vice Committee Olivier Pagni | Office Manager/Convenor Sam Newall |
| Rostering Officer Chris Jupp | Hotels Officer Grant Cook | Communications Co-Ordinator Charlene White |
| Equalities Zimeon Jones | Health & Safety Thomas Cater | Youth Representative Cara Whitelaw |
| Workplace Representative Paula McGrath | Workplace Representative Alix Eaglesham | Workplace Representative Dean Thompson |
| Workplace Representative Adam Bailey | Workplace Representative Amy Hill-Turner | Workplace Representative Nick Gow |
| Workplace Representative Alexandra Haworth | Workplace Representative Jools Oliver | Workplace Representative Helen Bridges |
| Workplace Representative Vijay Shah | | |

Branch Structure Key

Branch Chairperson & Secretary

Committee Representatives

Non Committee Area Specific Representatives

Workplace Representatives