



MIXED FLEET UNITE  
STRONGER TOGETHER

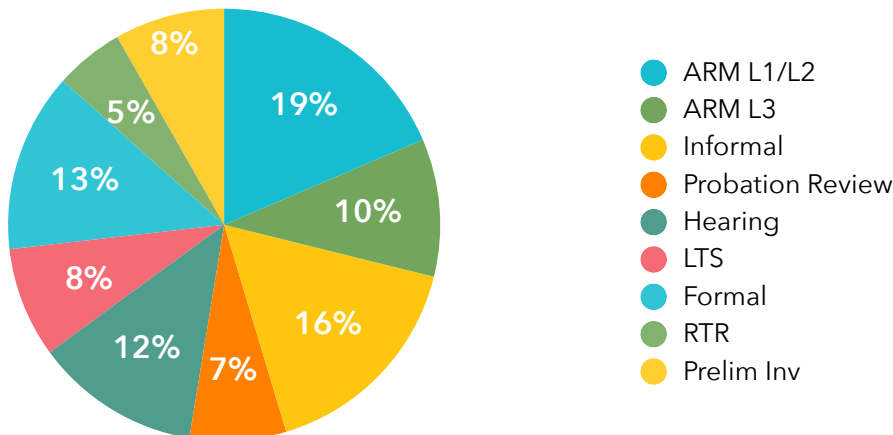
# MFU Newsletter

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

## Your Branch in July - The Numbers

Number of emails responded to from the Main mailbox <a href="mailto:MixedFleet@UniteTheUnion.org">MixedFleet@UniteTheUnion.org</a>	<b>577</b>
Number of meetings Your Reps have attended to support or represent members	<b>97</b>
Cancelled Meetings, without enough notice to allow Rescheduling for another member.	<b>12</b>

### Breakdown of Meetings Attended:



## PLAN4K

**Our Plan to reach 4000 members**  
*Lets change the way WE fly the world...  
 ...with better working terms & conditions!*

**Read more on Pg. 2 & 3**

### THIS MONTH:



#### Member Benefits

Being a member of the UK largest union has many benefits.

In this months newsletter we list just some of these additional member benefits including an exclusive RAC deal.



#### Plan 4K

In line with our new recruitment drive, this month we are launching our long term recruitment programme - Plan 4K. This new plan gives us all a shared focus and goal when recruiting new members.

**AND MORE...**

## NEW Member Recruitment

An update on how our membership is growing stronger.



## PLAN4K

### **Our Plan to reach 4000 members**

*Let's change the way WE fly the world...  
...with better working terms & conditions!*

### **Our Plan for growing our membership to 4000 members and beyond.**

In Team Days, at Recurrent, New Entrant courses, First Training, and even during your transformation for New Club World, you were subjected to the ongoing bombardment of information about Plan4, the company's 5 year business plan.

Discussions of how we are all going to work to achieve the new 'vision' and 'change the way we fly the world' were rampant and presented at length at every opportunity.

At Mixed Fleet Unite, we understand the company business plan and champion its success to ensure the stability and profitability of BA into the future, which in turn secures our jobs.

What was lacking in these Plan4 sessions was the clear explanation or guarantee that we, the front line employees, would share in the success of this plan from the beginning.

We thought we would get behind this plan even further by using it to help drive our own 'Plan' for the future of our union.

Our plan is simple, won't require endless sessions in TBC, and we won't wear a Hi-Viz at any point to explain it to you either.

#### **Let's start:**

**Plan 4K** is a simple plan to follow, yet still a powerful initiative we can all use to grow knowledge of our union amongst non-members and grow our membership to reach its 4000 member milestone. The more we all come together on Mixed Fleet, the more we can achieve.

It has very clear objectives which when achieved, will transform the working lives of all of members and truly:

**'Change the way WE fly the world...  
...with better working terms & conditions.'**

# PLAN4K

## What is Plan4K

Plan4K is our new all-inclusive recruitment plan.

A plan to become a bigger and stronger union that can progress, grow in size and take on the challenges we face everyday.

It is based on four key pillars and a new attitude which will see us change the way WE fly the world. **#Plan4K**

### **Our Vision:**

Our vision is to be the Union of Mixed Fleet with ever growing membership, exceptional accessibility, a Scheduling Agreement and unique yellow style.

Four central pillars form the foundation of our plan, focusing on the areas that we can address in order to continue to succeed.

**PEOPLE:** To grow the membership to over 4,000 and to continue increasing the size of our membership in line with fleet growth.

**EFFICIENCY:** We have introduced a new easier online sign up form to help recruit our newest members. Our office is manned every day with two reps to enable you continuous access and support.

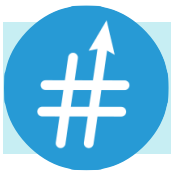
Our new website will launch soon and will be continually developed to meet the needs of our growing membership.

**OPERATIONS:** To have a strong engaging membership through Branch meetings, newsletters, feedback and surveys. We also aim to have a stronger presence again on our social media pages.

**CREW/CSM:** You as members continue to promote and educate the non members you fly with about the union. Openly discuss the union, the services we offer, the improvements we have fought for and the benefits of becoming a member to your colleagues. Share your personal experiences and stories of the Union.

## **Bigger, Better, Stronger, Together!**

**Let's all get recruiting and make Plan4K a success!**



## Trending @ MFU

We discuss some of the biggest issues raised on Social Media this month

### #FacebookAudit

Last month we shared information about the start of our Facebook Audit. This audit was launched to help give security and reassurance to members of our dedicated Mixed Fleet Unite facebook group.

The MFU facebook group needs to be a safe place for members only to discuss the matters that mean the most to them.

As people regularly change their names on facebook, to avoid them being easily searched and found by strangers, it became difficult for your reps to remove people who were no longer members after leaving BA.

Many users of our facebook group have names which do not match their actual identities at all.

By completing this audit we can begin removing anyone who is no longer an active member of our branch. Unfortunately this will also include some long standing contributors who have moved on to other employment either outside of BA or elsewhere in the company. They are, of course, still welcome to remain members of our Solidarity page.

The audit has now closed and we are busy reviewing the information and have begun removing unauthorised people from the page. If you forgot to complete the form, you will be able to rejoin the page shortly.

### #NewRosteringPractices

You will have noticed the emails and social media posts regarding the New Mixed Fleet Rostering Practices which were announced recently.

The full breakdown of these changes can be found on the BA Intranet.

Some key improvements from these changes:

- Earlier publication of rosters
- Earlier change time for available days
- Simplified framework document
- Increased days off after certain trips and long working blocks
- An end to the short SCL trip

Although these changes are a welcome step towards better rosters for Mixed Fleet they do not provide everything our members need. As a result we welcome these changes until a full Scheduling Agreement is achieved.

### #SchedulingAgreement

Although we welcome the new changes to rostering practices announced recently, we are still determined to press ahead with our Scheduling Agreement plans.

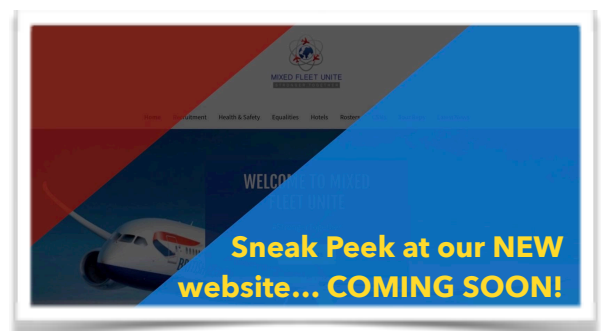
The scheduling survey was due to be communicated with all members recently but needs to be re-done to allow for the new changes to be incorporated.

### #NewWebsiteMFU

Our members are digital minded and prefer one stop online access to the information and updates they need.

We will very shortly be launching our new website which will allow our members to better connect with your union and reps.

If you have any suggestions or requests for our new website then let us know via the main email mailbox.





## Waiting for Wheelchairs!

You may be waiting for something that isn't coming...



Equality for everyone is something which is enshrined in everything at Unite the Union. This is also true for us here at Mixed Fleet Unite. We believe everyone should be treated equally regardless of any other factors, including a disability.

Unfortunately our members regularly report cases of Passengers with Reduced Mobility (PRMs) and Special Category Passengers (SCPs) being treated appallingly or quite often left completely abandoned whilst waiting for their pre-booked assistance.

We spoke with the special assistance providers to find out why exactly our PRM customers are sometimes left waiting, even when the special assistance team is at the aircraft on arrival.

### Misunderstood Codes:

The special assistance providers explained that often crew misunderstand the codes and requirements of PRM customers and insist on each customer having a wheelchair to and from the door of the aircraft. This often isn't what has been booked by the customer.

If notified in advance the correct staffing levels can be provided to ensure prompt disembarking for all customers but often crew are requesting that wheelchairs collect *EVERY* customer with a wheelchair code from the aircraft door. This is not correct.

Some customers with Special Assistance codes on their bookings have actually booked assistance which indicates they can negotiate walks on the jetty (even with a slope) and/or mobile stairs.

Crew should observe PRM customers as they board and check if this matches the code on their booking. They may require a much greater level of assistance than was originally booked, which has not been noted on their booking. Eg. If a customer is carried on an aisle chair directly to their seat, but has only WCHR on their booking, then you will not have the correct level of assistance staff meet your aircraft.

Crew could also use time on longer flights to confirm with the customer that a) Assistance has been booked and b) the correct assistance has been booked for their needs on arrival (they often underestimate the distances in Heathrow)

A full list of all the assistance codes and what level of assistance will be awaiting you on arrival is listed below.

If you notice a customer may not have the correct assistance code on their booking then you should notify the SCCM and Flight Crew.

### Notifying Incorrect Codes:

If you have noticed a customer has the wrong level of assistance assigned to their booking, you should notify the company at the earliest opportunity to ensure the correct level of assistance is ready for your arrival.

#### If possible:

- Notify the TRM before closing the door at your departure point - Ask for the customers booking to be updated with the correct code
- If inflight, inform the SCCM and Flight Crew who may be able to send a message (ACARS) to the arrival airport requesting the different level of service.
- On arrival, give accurate details to the ground staff. How many PRM customers do you have?, Are their needs different from the booking?, and agree the meeting point for each type. Will WCHRs be met at the aircraft door, in the node, or inside the terminal.

### When it still doesn't go to plan?:

Every SCCM has a dedicated form on their iPad for feeding back about PRM service issues.

By completing this form, it notifies many different parties across BA of the problems faced and opens an investigation with the PRM provider involved. A detailed response is also provided to the SCCM

after the investigation detailing the reasons and what failings and/or remedies have resulted.

### Clear times:

Clear times for long haul are 45 minutes from chocks on and 30 minutes for short haul.

If this doesn't occur due to delays with PRM assistance (or any other reason), your SCCM should report to the DOMs and have your clear

time adjusted to the actual time the crew members involved cleared through customs.

### If you continue to face issues:

If you find you are still continuing to face issues like the ones listed above then please inform your reps via the main mailbox:

**[MixedFleet@UniteTheUnion.org](mailto:MixedFleet@UniteTheUnion.org)**

## What do the PRM codes on the PIL mean?:

PIL Code	Passenger Needs	What's Provided
<b>WCHR</b>	Wheelchair - for RAMP	<p>These customers can ascend/descend steps, make their own way to/from the cabin seat, and walk within the aircraft. But they cannot walk long distances and require a wheelchair or buggy for the distance to/from the gate.</p> <p><b>Wheelchairs to and from the aircraft door to the node are not always provided on shorter jetty arrivals for these customers, unless specifically requested.</b></p>
<b>WCHS</b>	Wheelchair - for STEPS	<p>These customers cannot ascend/descend steps but are able to make their own way to/from the cabin seat, and walk within the aircraft. The customer must be provided a high lift vehicle in the case of an off-jetty boarding. They may or may not need a wheelchair to/from the gate.</p> <p><b>Wheelchairs to and from the aircraft door to the node are not always provided on shorter jetty arrivals for these customers, unless specifically requested.</b></p>
<b>WCHC</b>	Wheelchair - TO/FROM their SEAT	<p>These customers are completely immobile and can be either self-reliant (if they have good upper body strength e.g. paraplegic) or non-self-reliant (e.g. tetraplegic)</p> <p>An aisle chair will be required within cabin to move customer. High-lift vehicle may be required for off-jetty boarding unless another suitable means of manoeuvring the customer on steps is available (PRM Stair-Chair)</p>
<b>DEAF</b>	Deaf or hearing impaired	Customer is hard of hearing or completely deaf.
<b>BLND</b>	Blind or visually impaired	Customer is visually impaired or completely blind. A separate note or code will be in place to indicate if a Guide dog is also accompanying.
<b>DPNA</b>	Customer with intellectual difficulty or other impairment	Customer with intellectual or developmental disability needing assistance
<b>PETC</b>	Service Animal	Customer is traveling with an assistance dog.
<b>NNBH</b>	Fused Leg, unable to bend knee	Customers who have a fused leg/immobile leg. Customer may be required to sit at a bulk-head seat (Non Emergency Exit Row)

# Staff Travel - It's not for sale.

An increasing number of members are finding themselves in trouble over breach of staff travel rules.

We take a look at what is, and what isn't permitted to help you from falling foul of easy mistakes surrounding staff travel concessions.

## What BA say:

*The spirit and intent of Staff Travel concessions is that you will use them for holiday and domestic/personal travel solely related to family/nominees and non-commercial activities.*

*Personal Staff Travel concessions are provided to enable:*

- *A facility for holiday*
- *A facility to travel for reasons directly linked to personal/family circumstances*
- *An experience of British Airways products/services and those of other carriers*

*Personal Staff Travel concessions, therefore, are not to be used by you or your nominees in any of the following circumstances:*

- *In connection with any form of business activity*
- *For travel to/from a place of employment with another company or when self-employed*
- *For the purposes of obtaining employment*

*If you are in any doubt as to whether your reason for travel falls within the general spirit and intent of provision then you must purchase a commercial ticket.*

*Please note that you are responsible for ensuring the spirit and intent of all travel, by you or your nominees, is in line with the above.*

*Any misuse of your Staff Travel concessions will be viewed severely and may result in disciplinary action being taken.*



Unfortunately your reps have been involved in an increasing number of cases surrounding the alleged misuse of staff travel concessions.

We encourage all members to familiarise themselves with the staff travel rules available on the BA intranet and ensure they stick to these guidelines to avoid any potential issues.

For the avoidance of doubt, you must not benefit financially or otherwise for placing someone as a nominee on your staff travel - IT'S NOT FOR SALE.

If you find yourself invited to an 'Informal Chat' regarding staff travel then please ensure you bring a rep.

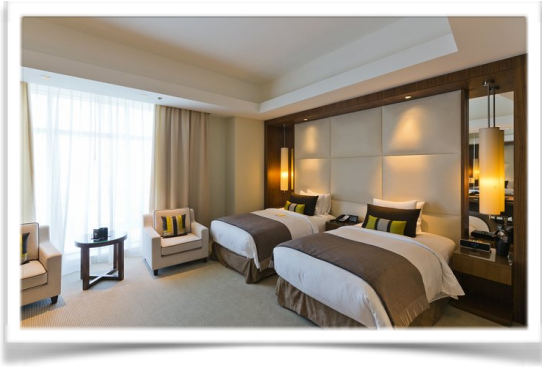
## Some Do's & Don'ts of Staff Travel:

### DO:

- Book all travel yourself, regardless of who is travelling.
- Brief your nominees on the rules and acceptable behaviour
- Ensure your nominees are travelling for leisure and not for any business reasons.
- Ask if you are unsure if something is permitted.

### DON'T:

- Offer a position on your concessions in exchange for anything (incl. Staff travel on another airline, Cash, Products, Discounts, etc)
- Encourage your nominees to request upgrades or preferential treatment.
- Give your BSafe password to anyone to make bookings or check loads.
- Disclose booked loads on public forums.



## Hotel Updates

Hotels Officer, Grant Cook, provides an update on recent changes and issues.

### SAN - San Diego

Sadly the situation in San Diego has still not improved, reports still coming in about the wait times for rooms upon arrival in some cases crews waiting up to 2 hours for rooms after that already long duty day. It was previously communicated that BA are looking to source a new hotel, however this has been challenging due to comic con and room availability in the area hence the temporary relocation to a hotel in La Jolla. The BA crew accommodation team have over the past 2 weeks have been making hotel inspections at potential new hotels, hopefully it will not be long before a further announcement is communicated. In the meantime if you are still experiencing long wait times, hotel noise or any other issues then please do continue to report these through the existing channels.

### YYZ - Toronto

Earlier on in the year we seen an influx in the amount of reports about the crew hotel in Toronto, noise complaints from paper thin walls, dogs barking in adjacent rooms, cleanliness of the rooms and also the area itself crew feeling unsafe after being followed. There then were no reports for a few months about Toronto, however over the past month, consistently reports are flying back in again to us. I am in the middle of collating the data and will be reaching out to BA about this particular hotel, an update will be given in due course.

## Hotel issues?

Make sure you report it!

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 below:**

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

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

[grant.Cook.MFU@gmail.com](mailto:grant.Cook.MFU@gmail.com)

## Our new website is coming.

We know that our members are digitally minded.

Following regular feedback from members we have begun work on developing a new website and mobile site for you all.

The new website will allow for easier and faster access to the updates, contact details and information you need with the new mobile site giving you easy access to this information on the go.

Your reps are working hard in the background to get this site setup and ready for you all to use.

We will provide an update and expected launch dates in our upcoming newsletters.





## Car owners - Unite has an exclusive deal for you.

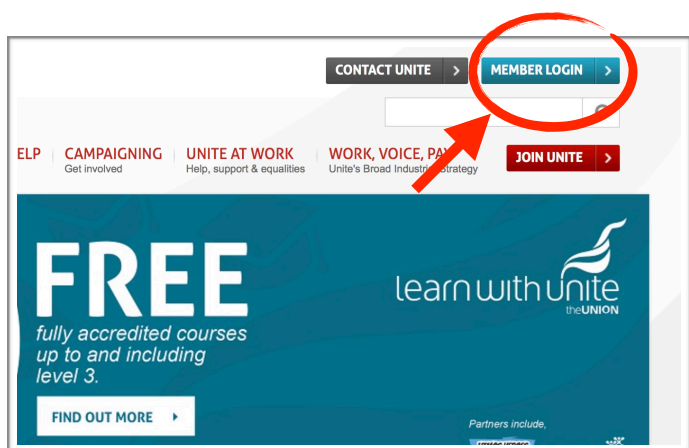
Don't miss out on this great RAC breakdown cover offer exclusive to Unite Members.



Unite the union has secured an exclusive deal on RAC cover which allows members to get up to £47 off RAC cover.

To find out more about all of the benefits you receive as a member of Unite The Union, and to avail of this offer then visit the member area of the Unite Website:

[UniteTheUnion.org](http://UniteTheUnion.org)



## Being a member of Unite The Union offers you so much more:

Unite has teamed up with some of the largest companies across the UK to offer discounted affiliated services at rates exclusive to Unite Members.

Some key services you can access at preferential rates are:

- Insurance (Home, Car, Van, Life, & Illness)
- Discounts on Theme Parks, Holidays & Shopping
- Home Moving services
- Health Cash Plans
- RAC breakdown cover
- Energy (Gas & Electricity) Switching Group
- Debt Counselling & Help
- Financial Advice
- Vauxhall discounts
- Tax refunds
- Funeral care
- Mortgages
- Domestic Appliances
- Ferry Services (IOW)
- Airport Parking Services
- Vision Express
- Cashback (UniteRewards)
- Unite Lottery
- Unite Credit Union

All of these can be accessed by logging into your Unite account on [www.UniteTheUnion.org](http://www.UniteTheUnion.org)

## Are you recruiting new members?

**Each new member you sign up can earn you up to £25 in Love2Shop vouchers!**

A Trade Union's negotiating leverage is determined by the support of its members. The more unionised a work place is, the stronger the Trade Union becomes and more effective it will be in negotiating enhanced benefits for its membership. Conversely, the less unionised the work place is the more likely pay, terms and conditions are eroded in pursuit of endless cost cutting and increased productivity.

**Member GET Member** is a popular promotion operated by Unite which pays you up to £25 in love to shop vouchers for each NEW member you recruit. Simply get them to sign-up and input your Surname & Membership when prompted.

**After 3 months of membership you will be rewarded with:**

- £10 of Love2Shop vouchers for every Cabin Crew Member you recruit.
- £25 of Love2Shop vouchers for every CSM member you recruit.

**#PLAN4K**



# UNITE in Aviation

We have some updates on recent campaigns Unite has been leading & supporting in our industry.



## Workers at Luton and Manchester Airports suspend industrial action.

A 60-hour strike, due to begin at 03:00 on Friday 20 July, at Luton Airport has been suspended.

A revised offer on pay and conditions from Menzies Aviation will be put to baggage handlers, check-in and boarding staff.

An industrial action ballot was due to start on Friday 20 July involving security staff at Manchester Airport.

Unions and management concluded discussions on Thursday 19 July which have resulted in an amended and improved roster which will be recommended for acceptance by the workplace reps.

On the basis that these are agreeable to members they will be implemented on 15 September.



# easyJet

## easyJet get Strike-Ready and celebrate recent victories.

easyJet union reps have begun a campaign with all members to become 'Strike Ready'.

Although no official ballot or industrial action is planned, it is good practice to remain ready should such action be required.

As part of this plan, union reps are encouraging all members to:

- Update their details so the correct contact details are available for all members
- Recruit new members to increase membership numbers
- Encourage higher turn out for all ballots. Under new TU legislation, ballots require much greater levels of votes in favour. It is important to encourage all members to take part and vote.

The easyJet Reps are also celebrating some recent successes, they have kindly agreed to write an article on this for our future newsletters.

Are you ex-easyJet and/or have friends who currently work there.

Encourage them to join their union and get strike ready:

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

# Equality Focus

## An update from your Equalities Reps



### Welcome to your Equality Focus

This month for our equality focus we take a look at an issue which affects millions of people around the world.

#### What Are HIV and AIDS?

##### Symptoms of HIV

HIV is a virus spread through certain body fluids that attacks the body's immune system, specifically the CD4 cells, often called T cells. Over time, HIV can destroy so many of these cells that the body can't fight off infections and disease. Untreated, this damage to the immune system makes it harder and harder for the body to fight off infections and some other diseases.

##### What Is HIV?

HIV stands for Human Immunodeficiency Virus. It is the virus that can lead to acquired immunodeficiency syndrome, or AIDS, if not treated. Unlike some other viruses, the human body can't get rid of HIV completely, even with treatment. So once you get HIV, you have it for life.

No effective cure currently exists, but with proper medical care, HIV can be controlled. The medicine used to treat HIV is called antiretroviral therapy or ART.

If taken the right way, every day, this medicine can dramatically prolong the lives of many people infected with HIV, keep them healthy, and greatly lowering their chance of infecting others.

Before the introduction of ART in the mid-1990s, people with HIV could progress to AIDS in just a few years. Today, someone diagnosed with HIV and treated before the disease is far advanced can live nearly as long as someone who does not have HIV.

##### What Is AIDS?

AIDS is the most severe phase of HIV infection. People with AIDS have such badly damaged immune systems that they get

an increasing number of severe illnesses, called opportunistic infections.

However, there's good news: by using HIV medicines (ART) consistently, you can prevent HIV from progressing to AIDS. ART helps control the virus so that you can live a longer, healthier life and greatly reduces the risk of transmitting HIV to others.

These are the three stages of HIV infection:

##### 1. Acute HIV Infection Stage

Within 2 to 4 weeks after infection, many, but not all, people develop flu-like symptoms, often described as "*the worst flu ever.*" Symptoms can include fever, swollen glands, sore throat, rash, muscle and joint aches and pains, and headache. This is called "acute retroviral syndrome" (ARS) or "primary HIV infection," and it's the body's natural response to the HIV infection. People who think that they may have been infected recently and are in the acute stage of HIV infection should seek medical care right away. Starting treatment at this stage can have significant benefits to your health.

During this early period of infection, large amounts of virus are being produced in your body. The virus uses CD4 cells to replicate and destroys them in the process. Because of this, your CD4 cells can fall rapidly. Eventually your immune response will begin to bring the level of virus in your body back down to a level called a viral set point, which is a relatively stable level of virus in your body. At this point, your CD4 count begins to increase, but it may not return to pre-infection levels. It may be particularly beneficial to your health to begin ART during this stage.

During the acute HIV infection stage, you are at very high risk of transmitting HIV to your sexual or needle-sharing partners because the levels of HIV in your blood stream are extremely high. For this reason, it is very important to take steps to reduce your risk of transmission.

##### 2. Clinical Latency Stage

After the acute stage of HIV infection, the disease moves into a stage called the "clinical latency" stage. "Latency" means a period where a virus is living or developing in a person without producing symptoms. During the clinical latency stage, people who are infected with HIV experience no symptoms, or only mild ones.

During the clinical latency stage, the HIV virus continues to reproduce at very low levels, even if it cannot be detected with standard laboratory tests. If you take ART, you may live with clinical latency for decades and never progress to AIDS because treatment helps keep the virus in check. (Read more about HIV treatment.)

People in this symptom-free stage are still able to transmit HIV to others. The risk of transmission is greatly reduced by HIV treatment.

For people who are not on ART, the clinical latency stage lasts an average of 10 years, but some people may progress through this stage faster. As the disease progresses, eventually your viral load will begin to rise and your CD4 count will begin to decline. As this happens, you may begin to have constitutional symptoms of HIV as the virus levels increase in your body before you develop AIDS.

### 3. AIDS

This is the stage of HIV infection that occurs when your immune system is badly damaged and you become vulnerable to opportunistic infections. When the number of your CD4 cells falls below 200 cells per cubic millimeter of blood (200 cells/mm<sup>3</sup>), you are considered to have progressed to AIDS. You are also considered to have progressed to AIDS if you develop one or more opportunistic illnesses, regardless of your CD4 count.

Without treatment, people who progress to AIDS typically survive about 3 years. Once you have a dangerous opportunistic illness, life-expectancy without treatment falls to about 1 year.

ART can be helpful for people who have AIDS when diagnosed and can be lifesaving. Treatment is likely to benefit people with HIV no matter when it is started, but people who start ART soon after they get HIV experience more benefits from treatment than do people who start treatment after they have developed AIDS.

People living with HIV may progress through these stages at different rates, depending on a variety of factors, including their genetic makeup, how healthy they were before they were infected, how much virus they were exposed to and its genetic characteristics, how soon after infection they are diagnosed and linked to care and treatment, whether they see their healthcare provider regularly and take their HIV medications as directed, and different health-related choices they make, such as decisions to eat a healthful diet, exercise, and not smoke.

#### Is There a Cure for HIV?

No effective cure currently exists for HIV. But with proper medical care, HIV can be controlled. Treatment for HIV is called antiretroviral therapy or ART. If taken the right way, every day, ART can dramatically prolong the lives of many people infected with HIV, keep them healthy, and greatly lower their chance of infecting others. Before the introduction of ART in the mid-1990s, people with HIV could progress to AIDS (the last stage of HIV infection) in a few years. Today, someone diagnosed with HIV and treated before the disease is far advanced can live nearly as long as someone who does not have HIV.

#### How Can I Tell if I Have HIV?

You cannot rely on symptoms to tell whether you have HIV. The only way to know for sure if you have HIV is to get tested. Knowing your status is important because it helps you make healthy decisions to prevent getting or transmitting HIV.

The symptoms of HIV vary, depending on the individual and what stage of the disease you are in.

#### Early Stage of HIV:

About 40% to 90% of people have flu-like symptoms within 2-4 weeks after HIV infection. Other people do not feel sick at all during this stage, which is also known as acute HIV infection. Early infection is defined as HIV infection in the past six months (recent) and includes acute (very recent) infections.

These symptoms can last anywhere from a few days to several weeks. During this time, HIV infection may not show up on some types of HIV tests, but people who have it are highly infectious and can spread the infection to others.

You should not assume you have HIV just because you have any of these symptoms. Each of these symptoms can be caused by other illnesses. And some people who have HIV do not show any symptoms at all for 10 years or more.

However, if you think you may have been exposed to HIV and could be in the early stage of HIV infection, get a HIV test. Most HIV tests detect antibodies (proteins your body makes as a reaction against the presence of HIV), not HIV itself. But it can take a few weeks or longer for your body to produce these antibodies.

After you get tested, it's important to find out the result of your test. If you're HIV-positive, you should see a doctor and start HIV treatment as soon as possible. You are at high risk of transmitting HIV to others during the early stage of HIV infection, even if you have no symptoms. For this reason, it is very important to take steps to reduce your risk of transmission. If you're HIV-negative, explore HIV-prevention options, like pre-exposure prophylaxis (PrEP), that can help you stay negative.

#### Clinical Latency Stage:

After the early stage of HIV infection, the disease moves into a stage called the clinical latency stage. During this stage, HIV is still active but reproduces at very low levels. People with chronic HIV infection may not have any HIV-related symptoms, or only mild ones.

For people who aren't taking medicine to treat HIV, this period can last a decade or longer, but some may progress through this phase faster. People who are taking medicine to treat HIV, and who take their medications the right way, every day, may be in this stage for several decades because treatment helps keep the virus in check.

It's important to remember that people can still transmit HIV to others during this phase even if they have no symptoms, although people who are on ART and stay virally suppressed are much less likely to transmit HIV than those who are not virally suppressed.

#### Progression to AIDS:

If you have HIV and you are not on ART, eventually the virus will weaken your body's immune system and you will progress to AIDS (acquired immunodeficiency syndrome), the late stage of HIV infection.

#### Symptoms can include:

- Rapid weight loss



- Recurring fever or profuse night sweats
- Extreme and unexplained tiredness
- Prolonged swelling of the lymph glands in the armpits, groin, or neck
- Diarrhoea that lasts for more than a week
- Sores of the mouth, anus, or genitals
- Pneumonia
- Red, brown, pink, or purplish blotches on or under the skin or inside the mouth, nose, or eyelids
- Memory loss, depression, and other neurologic disorders

Many of the severe symptoms and illnesses of HIV disease come from the opportunistic infections that occur because your body's immune system has been damaged.

Myths persist about how HIV is transmitted. It's important to get the facts about how HIV is passed from one person to another.

### How Is HIV Transmitted?

You can get or transmit HIV only through specific activities. Most commonly, people get or transmit HIV through sexual behaviours and needle or syringe use.

Only certain body fluids—blood, semen, pre-seminal fluid, rectal fluids, vaginal fluids, and breast milk—from a person who has HIV can transmit HIV. These fluids must come in contact with a mucous membrane or damaged tissue or be directly injected into the bloodstream for transmission to occur. Mucous membranes are found inside the rectum, vagina, penis, and mouth.

Less commonly, HIV may be spread from mother to child during pregnancy, birth, or breastfeeding. Although the risk can be high if a mother is living with HIV and not taking medicine, recommendations to test all pregnant women for HIV and start HIV treatment immediately have lowered the number of babies who are born with HIV.

Receiving blood transfusions, blood products, or organ/tissue transplants that are contaminated with HIV. This was more common in the early years of HIV, but now the risk is extremely small because of rigorous testing of the UK blood supply and donated organs and tissues.

### Can I Get HIV from Casual Contact, Using a Public Space, or from a Mosquito Bite?

No. HIV is NOT transmitted:

- By hugging, shaking hands, sharing toilets, sharing dishes, or closed-mouth or "social" kissing with someone who is HIV-positive.
- Through saliva, tears, or sweat that is not mixed with the blood of an HIV-positive person.
- By mosquitoes, ticks or other blood-sucking insects.
- Through the air.

### Am I protected under the Equality Act?

People with diagnosed HIV are protected from unfavourable treatment at all stages of the employment process, including recruitment.

The right to request 'reasonable adjustments' is one of the most important in the legislation.

The Equality Act 2010 strengthens the provisions of the Disability Discrimination Act, which it replaces.

In the original legislation, people with HIV were only protected if they were symptomatic (i.e. had advanced HIV infection). However, the law was extended by the Disability Discrimination Act 2005, which included the provision that all people with HIV, cancer and multiple sclerosis were considered to be disabled from the moment they were diagnosed.

Under the legislation, all people with diagnosed HIV are considered to be 'disabled', although this is probably not a term that many people with HIV would otherwise identify with.

Being considered disabled gives people with HIV protection against discrimination in many aspects of employment, including the recruitment process.

An employer can be held responsible not just for the discriminatory actions of the management or of the company itself, but also for the behaviour of other employees. For example if an HIV-positive employee suffers harassment from his or her colleagues, and the employer cannot show that they took steps to try and prevent such action occurring, then the employer can be held responsible.

Probably the most important aspect of the legislation is the right to request reasonable adjustments. If there is a way of working or an aspect of the workplace which puts a disabled worker at a disadvantage, the employer must make all adjustments which are reasonable to remove that disadvantage.

The employer must normally be aware of the employee's disability before they are expected to make reasonable adjustments.

For people with HIV, the most commonly requested adjustments tend to be time off for clinic appointments, changes in hours worked and changes to start/finish times.

## Equality for all! Your Equalities Reps





- Shower curtains removed
- New doors fitted to shower cubicles.
- General tidy and deep clean

## Shower Time.

Your Health & Safety Reps provide an update on the upgraded Shower facilities in the Crew Report Centre.

Your Health & Safety reps have worked alongside colleagues from across the company to help upgrade and improve the shower & small electrical appliance facilities in the CRC.

You can see from the pictures below that some significant upgrades have been made to the facilities.

### Some key changes (pictured below):

- Replaced Hotel Style Iron with a proper Steam Iron which will be checked and replaced regularly (if required)
- Replaced hair dryers

The facilities in CRC are provided for crew to use and they should be maintained and cleaned to a suitable standard.

If you find the facilities in CRC or any other area which we use regularly as part of our roles to be poorly maintained, or cleaned insufficiently then please advise us via the main email mailbox.

### Did you know?

Your Health & Safety Reps attend monthly meetings with British Airways. These meetings are attended by Reps from MFU, BASSA, IFCE Management, and colleagues from the Safety Department.

Your reps can raise your Health & Safety issues directly and work with all parties to get them resolved.

**If you want it sorted, Report it!**



# -5 RTG

## The Final Word

### Your Next Branch Meeting

Your most recent Branch Meeting took place on June 26th.

The next branch Meeting is planned for September.

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

### ASPIRE or Expired?

As we all know the aspire program has now been changed from the 12 month program to the "newly improved" 9 month program.

If you wondered what was different, basically there is a interview at the end of the program to see if you are "suitable for role" and a load of "homework".

On the topic of homework, before each workshop there is the pre-course learning. The pre-course learning itself details what ASCEND learning you MUST do before your workshop, this can be anything from 1 hour of e-learning to 6 hours of online e-learning.

We have had members contact the branch regarding this and why ASPIRE crew have to do work on their days off, which are often single days off before aspire workshops.

We have been in contact with CHIRP who have been in talks with the Civil Aviation Authority and it has proven quite successful.

Although we are talking in this article about ASPIRE, this is relevant for all grades. CHIRP and the CAA have stated:

*"CHIRP are under the belief that if you are expected to complete tasks such as e-learning related to any position at the company, then time should be allocated to you on your roster and you should not need to complete this on your day off."*

CHIRP have assured us that they are going to get in contact with IFCE and as stated above are in talks with the CAA about such incidents.

We advise you not to complete such tasks on your days off such as e-learning/pre-course learning and if you are asked to do these in your days off to email us so we can gather evidence to show the company, also Incident Report and CHIRP.

### EHR Review - Update

The review of Elapsed Hourly Rate is still continuing to take place between Mixed Fleet Unite and British Airways.

This review came about as part of the pay deal agreed last year and was designed to explore alternatives to the current EHR system which could potentially be more efficient tax-wise. Any savings achieved would be returned to CSMs/CREW.

Your Reps have worked with BA management to find solutions and these talks have remained positive and productive.

The next meeting is scheduled for later this month and will be a forum to discuss final proposals for both sides.

Any changes to the EHR structure will be voted on by MFU members.

Remember, to have a vote in fleet wide changes such as EHR you must have a valid union membership. Encourage all crew to join to have their say.

Further updates on this matter will follow via email communications and future newsletters.

### I ❤️ MFU.

You may have noticed a campaign on social media promoting the benefits of MFU membership.

This campaign is hoping to highlight the benefits of MFU membership to non-members and encourage them to join.

If you have an encouraging testimonial, get involved and let's promote our Union and help to grow it to 4000 members.

## #Plan4K

### Are you getting the silent treatment?

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@mfunite.org](mailto:mail@mfunite.org) to your contacts list with your email provider.
- Contact the main branch email to advise you are not receiving communications.

### Our Emails will be changing:

Our most important communications are sent to our members by email.

Due to increased membership, and in line with our IT upgrades and upcoming website, we have changed provider for or email communications.

As a result, you will see a change in style for our communications messages.

Don't worry, you don't need to do anything to continue receiving out communications.

Our new provider will also help address the issue we currently face when communicating with Hotmail email addresses.

**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](mailto: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](mailto:Benjamin.Mahoney.MFU@gmail.com)  
[Thomas.Cater.MFU@gmail.com](mailto:Thomas.Cater.MFU@gmail.com)

### Equalities:

For any equalities related items please contact Your equalities Reps.

[Rosita.Fichera@unitetheunion.org](mailto:Rosita.Fichera@unitetheunion.org)  
[Zimeon.Jones.MFU@gmail.com](mailto: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](mailto:Roster.MFU@gmail.com)  
[Chris.Jupp.MFU@gmail.com](mailto: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 accessed via the below link:

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



MIXED FLEET UNITE  
STRONGER TOGETHER

## Your Mixed Fleet Unite Branch

[MixedFleet@UniteTheUnion.org](mailto:MixedFleet@UniteTheUnion.org)

07850 907 122

Everyday 0900-1700

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

### Branch Structure Key

Branch Chairperson & Secretary

Committee Representatives

Non Committee Area Specific Representatives

Workplace Representatives