



MIXED FLEET UNITE
STRONGER TOGETHER

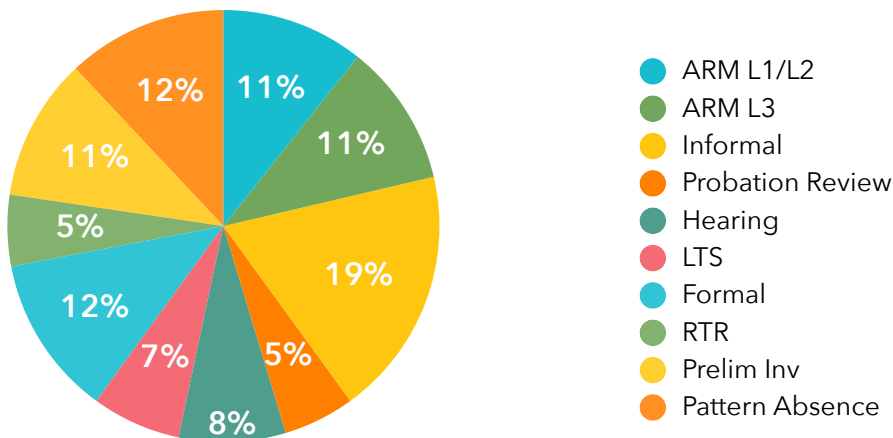
MFU Newsletter

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

Your Branch in June - The Numbers

Number of emails responded to from the Main mailbox MixedFleet@UniteTheUnion.org	511
Number of meetings Your Reps have attended to support or represent members	84
Cancelled Meetings, without enough notice to allow Rescheduling for another member.	7

Breakdown of Meetings Attended:



3419

TOTAL MEMBERS

In June our membership grew larger and stronger.

443

CSM MEMBERS

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

+61

NEW MEMBERS

A warm welcome to our latest members.
Keep Recruiting!

THIS MONTH:



Recruitment

Growing our membership is key to growing our strength. We take a moment to get to know your Workplace Rep, Adam Bailey, who is leading our recruitment campaign.



Equality Focus

Equality Rep, Zimeon Jones, interviews Unite's Assistant General Secretary, Diana Holland for this months Equality Focus. She speaks about how equalities are key to growing our union.

AND MORE...

NEW Member Recruitment

An update on how our membership is growing stronger.



Adam Bailey

Adam is leading recruitment for Mixed Fleet Unite. He gives us an update on our future plans to ensure we gain as many members as possible.

For those of you who haven't met me before, I'm Adam Bailey and I've been with Mixed Fleet for coming up to four years now.



I'm main crew and you will usually find me in the World Traveller galley on the San Diego (my favourite route).

I have been a rep for around 3 months and I'm very excited about what we can achieve together as a membership over the next few weeks, months and years.

I joined the union at the beginning of last year but really wish I'd joined a lot sooner. Before I joined I always felt a bit alone, not knowing who to turn to for advice but as soon as I became a member I felt part of a community and there was always someone there to turn to and give me advice whenever needed.

In my role as a rep I am part of our recruitment committee, which is working on building our membership and finding new and exciting ways to bring new members onboard.

If you've ever met me on a flight or in CRC you'll know I'm very passionate about supporting those who are new to our fleet and bringing new members into our union.

Being new at Mixed Fleet can be an intimidating and daunting time and having the support of other

like minded crew who care about you and your future can be a great help.

With the recruitment drive that we have at the moment, we aim to bring in as many new members to the union - including those that are new to the company as well as those that have been here for years whether main crew, World Class/Aspire or CSM..

I really encourage you ALL to go out there and talk about what our union has achieved. It's only when people realise what we have achieved together and will continue to a achieve in the future that they will want to join.

Lets all continue to recruit as many new members as we can.

#JoinMFU

Adam

Growing Our Union

The Mixed Fleet model is centred around a high turnover of crew. The company aim for people to leave before getting too comfortable or caring enough about working conditions. With this, it is imperative that we all continue to recruit our colleagues at every opportunity.

We do an incredible job at recruiting onboard flights, whilst down route and especially while on Airport Standby. We need to ensure that all members are speaking to new crew to encourage them to join.



What NEW members are saying.

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

'I'm sick of last minute roster changes which make it incredibly difficult to plan your personal life outside of work and the loss of earnings that often result. I feel that MFU can offer support in relation to this and are crucial to helping fight for a Scheduling Agreement.'

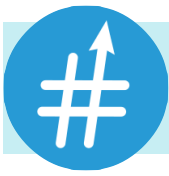
'I want to be part of the union to be a part of helping making changes for the better for mixed fleet.'

'To support and strengthen the union who are working really hard to better our working terms and conditions because at the moment they are completely unacceptable. I wish I had joined sooner.'

'I believe when working for such a large company like this you need to have a strong union like MFU that you belong to incase anything happens and you need advice or guidance on the situation'

'I'm new to Mixed Fleet and a lot of people have spoken to me about joining the Union. I've just received my roster and have a 7 day block and I would like to learn more about how we can change this in the future. I believe in fairness so I am happy to join a Union that fights for us'

'Feeling increasingly uneasy about the tone of official emails from BA and in particular, the recent changes to the sickness policy. There seems to be a mentality and a lack of trust toward crew on Mixed Fleet'



Trending @ MFU

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

#AvailableDays

When exactly do you need to check to see if your available has changed?

Today is:	Compulsory Check @ 19:00?	Earliest Duty?
OFF	NO (You may check at 1900 if you wish, but not required until 0600 on the Available Day)	0600 if checked at 1900; OR 0800 if checked at 0600
A/L	YES	No Restriction
Part Time	YES	No Restriction
Duty	YES	No Restriction

#900Hours

As Wimbledon began, England prepared for the match against Columbia, and temperatures continued to hold up around 23 degrees... Crewing levels dropped to worrying levels.

Unsurprisingly, in order to protect the operation, BA began assigning duties in place of previously planned 900 Hour days.

But what exactly is the requirement for 900 Hour days?

Most crew will know the 48 hour 'rule' surrounding 900Hr Days. However this rule is actually very loose. Without a Scheduling Agreement, and with the current Framework being worryingly silent on the topic, we would like to confirm that you will need to check your roster 2 days before the 900Hr Day is rostered.

For example, if you have a 900 Hour day on Thursday, you would need to check your roster by 19:00 on Tuesday. There does not need to be 48 Hours between you being notified of the changes and the duty.

Please notify your reps if your 900 hour days are changing outside of these requirements.

#WorldClass #FTC #Aspire

We have seen issues reported on social media regarding crew members who are not World Class/ASPIRE/ or even SCCM trained being asked to operate in the FTC role on Long Haul Flights.

The Mixed Fleet T&Cs allow for the CSM to assign the FTC/WCC position to any other competent crew member on the flight. This person should be chosen and asked if they are happy to complete the role. The crew member is not obliged to accept the role, but cannot refuse a position.

Should you be asked to operate the FTC/WCC position but are not SCCM trained, then please Incident form, CHIRP and notify your reps so this can be monitored and followed up.

#SchedulingAgreement

The entire of topic of Scheduling agreement has been mentioned on many occasions. As detailed in the most recent branch meeting minutes, the company has noted that they are happy with the current framework and are satisfied it is suitable.

Our members are clearly not in agreement, and as a result we will continue to escalate this matter until we can agree a suitable, and fit-for-purpose scheduling agreement for our members.

A survey will be communicated with all members to gather the information on individual views on what you believe is most important when discussing a scheduling agreement for Mixed Fleet Colleagues.

What's that smell?

Smelly Socks, Wet Dog, 'Sweet' B.O., or a difficult to describe/unusual smell - these are all indicators of a potential Fume Event - What you need to do if you think you've been involved in a fume event.

Many of you may be aware that British Airways continue to deny that fume events exist, often referring to them as odour events and thus refusing to accept that they cause any serious harm to us. As a result this is an area that continues to be researched in depth by your Health & Safety reps and we will continue to champion changes for the benefit of our members' welfare.

Following recent incidents and developments surrounding fume events, your Health & Safety reps would like to share with you new guidance for GP'S within the NHS and also remind you of the procedure if you find yourself involved in a fume event onboard.

Further information can be found by referring to aerotoxic.org (<http://aerotoxic.org/>) or www.gcaqe.org (<http://www.gcaqe.org/>).

Alternatively please do not hesitate to contact your Health & Safety reps Ben or Tom for further advice or contact the main union mailbox or telephone on 07850 907122.

What to do in a fume event:

- Avoid further exposure, oxygen is recommended. (NOT PORTABLE - Must use Portable Breathing Equipment - PBE)
- You MUST complete an incident form and the AML.
- File an MOR (Mandatory Occurrence Report) with CAA.
- Seek medical attention. (MedLink on-board, Global Lifeline down-route)
- Tell your doctor you were exposed to contaminated air.
- Contact your Unite H&S reps with all details of the fume event.
- File a personal injury claim with Unite solicitors on 03330 146569.



It is imperative that you follow the guidance above, especially ensuring that you follow the correct reporting procedure for notifying your reps, the company via an incident form and also noting the issue in the AML. We would kindly ask that you raise any events with your reps via the following emails;

benjamin.mahoney.mfu@gmail.com

thomas.cater.mfu@gmail.com

The NHS Care Pathway document shows the treatment for patients exposed to fumes onboard commercial aircraft. There is also a video to explain how contaminated air enters the aircraft cabin.

A helpful video is available via the email communicated with you last week.

The NHS Care Pathway can be accessed via the link below:

https://gallery.mailchimp.com/d515d221939db928a26da8458/files/8d123d4c-9815-40be-9fe5-5faf4a529a22/NHS_CARE_PATHWAY.01.pdf





UNITE in Aviation

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



RYANAIR

Ryanair is undergoing some huge changes - particularly around how it treats its staff. In a landmark move, they have agreed to recognise Unions for the first time ever.

As you may be aware, Ryanair crew in UK bases are fighting to have Unite recognised by Ryanair Management as the Union for all Cabin Crew in the UK.

Not only has their determination been successful for directly-employed Ryanair employees, they have also recently managed to sign recognition agreements between Unite & Crewlink Ltd. (One of the two main agencies used by Ryanair to crew its flights with cabin crew)

In another historic move, Ryanair Pilots in Ireland who are members of IALPA (Irish AirLine Pilots Association) began strike action this week at Dublin, Cork and Shannon Airports.



Cabin Crew on Ryanair Aircraft work for one of three employers:

- The vast majority of crew at Ryanair are employed via agencies. The two main agencies which supply crew EXCLUSIVELY to Ryanair are Crewlink & Workforce.
- Some crew will be directly employed by Ryanair, although there is no guarantee that any crew on the aircraft will be employed by Ryanair at all.



Qantas UK

Following their fight for fairer rest times down route on their Perth route, Qantas Cabin Crew UK, have managed to force change in their rostering practices.

In our last newsletter, we gave an overview of the QANTAS Cabin Crew UK fight for longer down route rest times for their Perth trips.

We are delighted to hear that Qantas have given into Union pressures and announced that they will no longer operate the 4-day Perth, and will also abolish down-route standby too.

This positive step forward will go along way to help alleviate the fatigue concerns raised by Union members at the Qantas UK base in LHR.



Qantas UK Rep, Joel Stansfield, recently joined some of your MFU reps for a Workplace Rep training course.

Alongside essential training, all reps used the time together to share experiences and best practice. We will work together in the future on certain topics affecting both workplaces.

If you know any crew working for Qantas in LHR, please encourage them to join Unite.

United Airlines launches legal claim to help delay & prevent it's Catering staff from forming a recognised Union.

UNITED
AIRLINES

FEDUP!

United Airlines efforts to run an orderly, uneventful annual meeting were interrupted by a small but forceful contingent of United catering kitchen workers eager to make their case for unionising to United's top management.

A group representing the several thousand catering workforce based at United food service kitchens at several hub airports spoke – with the help of a bullhorn– of their frustration at not being allowed to vote on unionising.

United has filed a fraud claim with the National Mediation Board (NMB) that is currently being investigated. Departing from normal procedures, the NMB has said the catering workers cannot vote on unionising until the fraud investigation is completed.

Recently, the NMB received a letter signed by several members of the United States Congress. The letter, which was leaked to the press, talks of concerns about the NMB's "recent unprecedented actions in a representation dispute involving United Airlines."

The members of Congress wrote: "In agreeing to the carrier's (United Airlines) spurious request to initiate a lengthy investigation before conducting an election rather than after, and thus substantially delaying the election process, the NMB has sharply departed from the standard in its Representation Manual and prior precedents requiring a showing of extraordinary circumstances supported by substantial evidence."

Congressional members also expressed concern that the NMB is now saying it does not have the resources to conduct a prompt investigation.

Long story short, the catering workers and representatives from Unite Here, the union the catering workers hope to join, showed up at

today's annual meeting to keep the pressure on United to allow the catering workers to unionise.

During the Q&A session, catering workers spoke bluntly to Munoz about their plight. One worker, for instance, said she has been making \$11 an hour for 13 years and is struggling mightily just to survive.

Munoz listened politely to all the catering workers, then told them he believes the wages they are



getting are "competitive," and that they must also factor in the other benefits United offers them, including health insurance, overtime pay and significant travel benefits.

During the annual meeting, Munoz did not directly say he would be in favour of the catering workers unionising. After the meeting, however, Munoz responded to a reporter's question and said he would have no problem with a catering workers union if the NMB finds no evidence of fraud.

You can find out more about the FED UP Inflight fight on their website:

www.FedUpInflight.org

Pattern Absence

The current Hot Topic on the fleet managers minds is alleged pattern absences. But what exactly is a pattern, and how do they determine what to investigate?

As fleet management struggles to control the soaring levels of absences on mixed fleet, they have moved their focus to what is referred to as 'Pattern Absence'.

Pattern absence is nothing new and has always been followed up by Owing Line Managers on our fleet when they feel a pattern is emerging. What has changed, is that this new focus means that Pattern Absence is now micro-managed by Higher Management and often flawed CMS and iFlight triggers.

We do not recommend that any members use sickness or other absences unless they are necessary. If you are fatigued for example, you should go fatigued and not try and 'get off' a trip that will exasperate this fatigue through unpaid leave or other types of absences.

If you do find yourself invited in for an 'informal chat' to discuss any recent absences (although some meetings have referenced absences back as far as 5 years) then please ensure you make contact with your union and have a rep attend with you.

Many of the meetings we have attended have shown that the company is diligently following up absences which may need more clarity, however many more have been borderline absurd.

These pattern absence meetings do not form part of the Return To Work discussions which are completely separate. You should not discuss any alleged patterns in your Return To Work Discussions.

An update on the ongoing work your Reps are doing regarding the Return To Work Discussions can be found on Pg. 14 of this newsletter.

"Irregularity is a pattern..."

"One occasion can form a pattern..."

"A lack of pattern, can itself, be a pattern."

-Actual quotes from Mixed Fleet IBMs in Pattern Absence Meetings

Absences likely to trigger Pattern Absence Conversations:

Absence linked to days off

Absence linked to Annual Leave

Absence linked to Part Time

Regular Absence on a set date (Birthday, Anniversary, etc)

Absence on a date where Unpaid Leave was requested previously but not granted

Absence on specific key dates (Pride, Wimbledon, Christmas, Easter, or other Key holidays)

Absences on Bank holidays or Bank holiday weekends

Absences which 'join up' blocks of OFF days

Absences for the same duty (DME, LOS, ABV)

If you are contacted by your manager to attend an informal meeting or 'chat' to discuss your absences, please ensure you take a Rep with you.

Any requests for meeting can be booked through our main mailbox:

MixedFleet@UniteTheUnion.com

Let's stay friends!

The Mixed Fleet Unite facebook page is undergoing an audit. Make sure you complete the form to stay part of the online MFU community.



In order to best protect our members who post on our Facebook page, we need to gather some information about each member.

This information will help us to ensure that ONLY Mixed Fleet Unite members are permitted to post and view information on our dedicated MFU facebook page.

THE DEADLINE IS AUGUST 15th 2018

Please complete this form before this date or you may be removed from the 'Unite Membership MF' facebook page.

The form can be completed at the below link. Please ensure you provide a correct Unite Membership number or you may be removed from the facebook page.

<https://goo.gl/forms/CbZn9uALylzh8U6j2>

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

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.



The 'High' Comfort, Struggling to Sleep-Liner No Dreams for BA Crew on its' latest Dreamliners.



With the impending arrival of the 787-10's that are on order, BA have now let slip that they have ordered them to be delivered with **NO** Cabin Crew bunks!

With the 787 being championed as the future of our long haul fleet, we were worried and concerned to hear that BA had potentially ordered them without Cabin Crew Bunks.

Our concerns were confirmed recently via a company wide yammer post where key people involved confirmed the new aircraft are to be delivered with reduced galley stowages, and no cabin crew bunks.

The company maintains that these aircraft will be used on short to medium routes only.

This will come as little comfort to the crew who will operate on them. No doubt during a long block of 7 days, with minimum rest.

Reassurances that the aircraft will operate routes currently operated by our 777-200 (77Y) aircraft will do little to help exhausted Mixed Fleet crew who currently operate a night stop west coast trip to Seattle on such "medium" range aircraft.

Also we dread to imagine what routes these will be assigned to, should the ever popular claim of 'disruption' be used and the company are left with 'no choice' but to assign these aircraft to longer range routes.

The shortsighted nature of this decision shows the complete disconnect the key decision makers have with the front line staff.

Just recently, following the results of the Reality Check Survey, the company claimed that it was going to be taking steps to make BA a nicer place to work. We are unsure just how great a workplace it will be onboard the latest aircraft once they arrive.

Anyone who has ever endured a break on a high-comfort seat will know just how much of a negative impact this will have on the cabin crew.



yammer

Hi XXXX – you are correct our 787-10 will come without cabin crew bunks.

A bit of background on the decision – Boeing have designed the 787-10 as a short to medium ranged aircraft and this is how we will operate it at BA.

To further solidify its status as a mid-range aircraft, the 787-10 will only have galley capacity for 'band 4 routes'. It is planned to complement our 777-200IGW (77Y) fleet and is expected to predominantly operate east coast and middle east routes.

Including the 787-10s, the number of non-bunked (long haul) aircraft is less than it was when we had the 767s and will continue to fall over the next decade.

Equality Focus

An update from your Equalities Reps

Welcome to your Equality Focus:

Mixed Fleet Unite Equalities Rep, Zimeon Jones, attended the 2018 Unite Policy Conference at the beginning of July. In this month's equality focus, he interviews Diana Holland, Assistant General Secretary, to seek her views on equality.



Diana Holland

Assistant General Secretary

Zimeon Jones

MFU Equalities Rep

MFU: 'Diana, Thank you for taking the time to speak with our members for our equality focus. You're our assistant general secretary covering transport as well as equalities, what pressing issues do you see that combine these two themes?'

DH: 'I think above all if you look at who works in transport with equality in mind, you see just how diverse it is as well as the gaps in equality and diversity that need to be addressed. For example, when you look at the bus industry, it has the highest concentration of black and ethnic minority workers in the whole of our union. When you look at cabin crew, it has the highest concentration of Women in our union but when you look at the docks you find hardly any Women. If you look at lorry drivers you find hardly any black people. If you look at civil aviation you see quite a lot of 'out' LGBT+ people in a way that you don't in other parts of the transport sector. So, what I would say first and foremost, is there are great examples of equality in terms of who works in the industry and there are also some serious issues of under representation that we need to address.'

MFU: 'So in describing the transport sector, could you describe people in 'silos' of equalities?'

DH: 'We know that everybody that suffers from discrimination can be and is working somewhere in transport, but its not equal and its not fairly distributed. If you look at who's higher paid and who's lower paid, the concentrations mirror why Unite has equalities structures for Women, BAEM, Disabled members and LGBT+, because there is under-representation, there is inequality. There is also some really good practice and there are also some great examples of victories that we have on equalities in transport. We are bringing together the issues around transport within equalities. We have just had elections for the new regional committees for equalities and industrial sectors and there are links between the two. Every equality committee has a representative on a sector committee. What we want to do is to really strengthen those links and to say, Right, for Women who work in Civil Air Transport, what are their priorities? What do they think needs to be addressed? For LGBT+ workers in the docks, what do they think is the priority? That way, we will know what's important. I think it's the right time, at the beginning of the three years that we've got that agenda. We've got all sorts of priorities that have been set, but let's say, 'What are the specific priorities for equality in transport in all the different areas?'

MFU: 'We're always encouraging our members to stand for reps whenever elections come up. I've attended conference for the first time and it's been really clear how conference is open to everyone, that rep positions are open to everyone, as are those committees you've just mentioned. Would you have anything to say to members to encourage them to go for a rep position and be more active in the union also, if they don't feel like going for rep?'

DH: 'I have three messages: the first one is if you've decided to join yourself, to encourage others to join. I hope that this newsletter will go beyond members to some people who work in the industry who think, 'Shall I, or shan't I join the union?'. So number one, don't just be in the union, encourage others to join as well. Number two, get involved in the union - it's great to be a member, but don't just use it as an insurance policy for when things go wrong. Be actively involved and try and make things better in your workplace and fairer. Equalities is a great way of getting involved. Thirdly obviously, don't hold back when the opportunity comes

to stand to be a rep. If there are reps that are already elected as we've just had elections, then don't feel like there's nothing we can do because there are ways that you can get involved - attending branch meetings, circulating newsletters, volunteering to distribute things, to take part in activities - so there's plenty of ways to be involved.'

MFU: 'You mentioned participating in the union whenever possible. We will have just participated in UK Black Pride, which we're really proud to be sponsoring. I know that you will be aware of the campaign for increased LGBT+ rights for commonwealth countries and that's something that you referenced earlier.'

DH: I think something that I want to get across is that there is a really strong, high profile, Unite equalities structure and agenda. You've seen from this conference the fantastic participation, not just in the equality debate, but in every debate - of Women, of Black members, of Disabled members, of LGBT+ members. So looking at conference now and participating in it, is just so different to the first experience I had of attending conference. I was a young woman and felt so strange in this environment, which was very very male dominated with very very few black people. I'm not aware at that stage of any out LGBT+ people and disabled people. It wasn't an organised force in the union. There would be people who were disabled. So it was just a very different kind of place to be in the trade union movement. Thinking about it, that's, going back thirty years. So it takes time to move and the change doesn't just happen but it's come from the organisation of workers who felt they were under-represented. Getting together and the union itself changing, to have positive action to address it, so that is a fantastic change. One of the things that's come out of that through our LGBT+ organisation is that we participate in Pride. When we first did that, that was just groundbreaking. I've got some fantastic pictures of Tony Woodhouse, the chair of the executive, with Betty Gallagher who had the bus that we had - both of them taking part in a Pride event which I think was a fantastic message for the whole union - this is about everybody. Len McCluskey too has been involved in Pride events so that's really good and that's very different. I think the way in which Pride in London has changed has affected what we've done. So I think this year, the support that everybody's deciding to do, particularly in supporting UK Black Pride is fantastic. It really shows that when facing discrimination on one ground is something that we have to acknowledge and make sure that we address, when you have a combination of discrimination or intersectional discrimination, we need to make sure that people's identities are properly included and reflected and where discrimination

interacts with another form of discrimination, that we can properly address that. Clearly, under-representation of Black people amongst LGBT+ events was an issue, so there was also bit of a tension between the BAEM organisation and the LGBT+ organisation in some cases. That is just so different now. I think the participation of black members in the LGBT+ events and vice-versa showed that.

Also the support for UK Black Pride just says very clearly, black members are LGBT+, out and proud and that's really fantastic. The other thing of course that I think is really important and ties in very much with union organising on the ground, in local areas, in communities, is to support the growth of pride everywhere. In all sorts of places, where people would think, 'We wouldn't ever get a gay person here', is saying in fact that LGBT+ organisations, pride events, need to be there to celebrate everybody, in every community and that will change the whole of the country. I think that's been happening so I think our support for local prides has been a really good investment and support - something that's transforming places where perhaps it was felt, 'Well if your going to be LGBT+, you have to go and live somewhere else, it can't be here.' So I think those two things are really good. Although it's a shame and we're doing our own campaigning to try and change the focus too much away from trade union involvement and community group involvement and small organisation involvement in pride in London, I think the good thing is that we're supporting UK Black pride and that we're supporting other local prides.'

MFU: 'One of the highlights was during the gender identity debate. Some of the contributions we had from two of our younger members relating to trans issues as a 'non issue' for lots of young people. Equalities issues can be led by our young people who can show us the way. A lot of our members are younger members. Do you have a message for them in leading on equalities?'

DH: I think that there are two messages I would like to say. Firstly that young people's experience of working life today, young people's experience of growing up in the way that they have, means that they bring something that nobody else in the union has. This union cannot grow, cannot survive into the future if it doesn't have young people getting involved now. The other thing that I want to say is that I think it's the interaction between people of different ages in the trade union movement that's so inspiring - when people come together and support the same causes from different perspectives. It really builds the strength and that's what I think has been very strong here, there's not been a

divide in that way. However, one of the things that I think we need to look at is to understand where people are coming from and I think probably the gender identity debate is a really good one to discuss on this, is that the contributions from young members were very much, 'What's the issue here?', and I think just perhaps knowing and understanding all of the struggles that Women went through when they were either debarred from doing things actively - some of the history of some of the unions that are here - they had a ban on Women joining the union in the first place, which is quite shocking for everybody today. Also in workplaces where they deliberately had no Women toilets because there were no Women - so the struggles for those kind of things is one example. When reports were done or stories were told about industries, the reference would be to 'people', but that would hide the fact that Women were under-represented, suffering discrimination or lower paid. There were a lot of us who struggled to get it properly acknowledged that the experiences of Men and Women in the workforce were different. I think that those kind of things are now under pressure to be dealt with differently. This interaction is one that we need to learn from together so that actually there is a common agenda here. There isn't if you just take it at face value or on the surface. I do think one of the things that's really important is that we learn from each other because the slogans that go back to the fundamental heart of the trade union movement - 'United we stand, divided we fall', 'Unity is strength'. Those are messages that were true hundreds of years ago are true today. Some of the other things that we've grown up with we need to look at how they resonate with young people today. I think the equality agenda is now so much more diverse with so much more importance of recognising different identities and intersectionality and so on. I think that at the same time that all of that's happening, we've also got straight-forward, plain dividing lines on discrimination and we need to make sure that those get acknowledged and recognised as well. It's a really fruitful and important time to get those debates coming forward and I think young people are very much in the lead of some of this. On the other hand, there are things they can learn from struggles that have been won. This change in the trade union movement in terms of the senior levels and the activism has not just happened, it's been fought for and it's been struggled for over decades.'

MFU: 'Your point here takes us full circle to the beginning of the interview when you said that we need to cross work between industrial sectors and also the

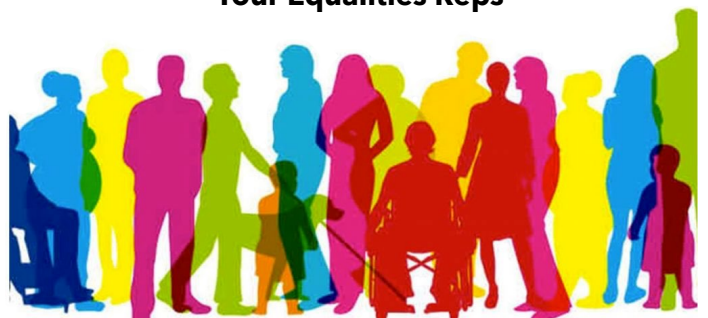
equality strands, so you've really echoed that point again which I think is really interesting. It's been brilliant to speak to you, but I would like to ask you one more question. Are we likely to see you as cabin crew for BA? Will we be working on our aircraft with you any time soon Diana?'

FH: 'Well, I will say to you, I was on an aircraft, not that long ago and somebody came up to me and said, 'I think your Diana Holland from Unite!', and gave me a glass of something nice to make me feel at home. I was bowled over and so appreciative and I've felt very much the support from our members and being part of the family of the trade union movement is always a good thing but when your on an aircraft like that it was something very special. So, yes you will, but, in fact you already have.'

MFU: 'It's fab that you were recognised by a crew member and I think it's more and more likely to happen because more airlines are joining Unite. Ryanair are growing, that's really brilliant, so Diana I think your going to be recognised on more and more flights.'

DH: 'That's not for me - I want to know that Unite is recognised everywhere and as part of preparing the Ryanair collective bargaining recognition agreement and working on the Crewlink one, which is the agency that recruits for Ryanair, I'm really optimistic for the future in a way that I wouldn't have been. I know the struggle that has to happen and I think that Mixed Fleet have been obviously right at the sharp end of that struggle and I think the message to the rest of the trade union movement, particularly the younger workforce is going to come together and ensure that the standards that have been built up are not undermined for the future. We know it's a hard struggle but that tenacity and strength that you can get through collective organisation from the trade union movement is the only way that we're going to be able to do it. So I want to congratulate all of you for what you've done in building up the union and for making the difference that you have and I know that you will continue to do.'

Equality for all! Your Equalities Reps



-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.

Seeing double on Vegas? You should be.

As confirmed recently, through work at the Rostering Stability & Scheduling Review Group (RSSRG), all Las Vegas services from August 1st should be crewed with 2 World Class (FTC) crew.

If you find that your flight has not been crewed to this level then please report the matter including roster screenshots to our Rostering Officer, Chris Jupp, via the below email:

Roster.MFU@gmail.com

A new Sign-Up form to help drive our membership growth even further.

Your Mixed Fleet Unite Reps know that to grow our membership, we need to remove as many barriers to joining that we can.

It has long been known that the Joining form available on the unite website, and the old guided form on the Wordpress link was overly complicated and often meant potential new members were giving up part way through it.

Your MFU reps have worked with our IT and back office teams at Unite to develop and launch our new, easy-to-use, guided sign up form for potential new members.

This new form has been launched at a new easy to find site: www.MixedFleetUnite.co.uk

Recruiting new members is key to our future success. Our union is larger and stronger than ever and we need to continue this growth into the future.

Please continue to convince new joiners and experienced non-member crew to sign up NOW!

Return To Work Discussions update

You may have noticed an update from Ian Romanis in the latest Cabin Crew News outlining an extension to the 'trial' Return To Work Discussions.

Your reps have spoken with Ian at length about the issues our members continue to face with this new process and it is good to see some changes coming in to help alleviate some of the issues raised.

There are still some huge issues outstanding with the procedure which we cannot ignore based on the negative financial and mental impact they continue to cause our members.

Please continue to feedback your experience/ concerns regarding this new procedure to your reps as all issues will be raised with the company.

Crew Car Park

The ongoing issues with finding a parking space in the Crew Car Park is beyond frustrating for the regular users of the car park (flight and cabin crew).

A separate issue of damage to members vehicles left in the car park appears to be a rising issue also.

The company have advised they are exploring alternatives to find a suitable solution to the car parking problem.

Mixed Fleet Unite Reps have again reached out to the company seeking an update on the work taking place to alleviate our members concerns. We have been given assurances that the changes will be communicated to all Car Park users imminently.

Your Mixed Fleet Unite Reps will review all changes to the car parking policy and advise accordingly once announced.

Keep an eye on future newsletters for updates.

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@mfunite.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 June:

Date	Communication Title
June 29th	MFU Newsletter
June 23rd	Office Closure
June 14th	Unite Statement on London Pride
June 12th	Branch Meeting
June 9th	5 Day Muscat or 5 Available Days
June 4th	MFU Tri-Annual Elections Results

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 Rep directly via the below emails:

Benjamin.Mahoney.MFU@gmail.com
Thomas.Cater.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 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