



## UNITE UPDATE

### Minimum Crew Ballot Result 25th April 2014

Dear Colleague,

We would like to formally advise you of the Consultative Ballot result, and update you about a meeting which took place today (25<sup>th</sup> April 2014) in the Hangar in Manchester.

Firstly and very importantly there was an impressive majority of the members who returned their ballot papers. This demonstrates that this issue is widely felt.

#### THE RESULT:

**97%** of members said '**NO**' to the introduction of minimum crew and;

**81%** of members said '**YES**' they are 'prepared to take strike action or action short of strike action to oppose the introduction of minimum crew'

This result gives a clear mandate from the membership, and shows the strength of feeling towards the Company's intention to impose minimum crew

This result was not shared with the Company at today's meeting. They were told that they would be advised of the result once our members had been told.

There has been a delay in releasing the results to you, as Unite will not recklessly walk into conflict with a Company if this can be at all avoided. We did not want to release the results for fear of prejudicing any discussions which may have taken place at the meeting today.

#### MEETING UPDATE:

Today your reps and Unite National Officer for Civil Air Transport (Oliver Richardson), met with the Company. ACAS were also present at the meeting. The intention of the meeting from Unite's perspective was to try to avoid an escalation of this dispute, and ending up in a position where both parties become entrenched, and resolution becomes more and more difficult. We have difficulty in understanding if the Company were equally committed to this approach, as only ninety minutes were booked for the meeting, and only one Company representative, with HR support attended. Neither Cor nor Christoph (the key decision makers) attended.

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The meeting began with the Company representative outlining their position. Much of what was put forward was open to challenge, but Unite's intention was to make the best use of the time which had been made available. Unite requested that "status quo" applies (current terms and conditions apply) to allow for proper discussions to take place. To date only TWO discussions have taken place prior to the Company choosing to impose minimum crew, and disregard a collective agreement around crewing levels. Their response was that this was not now possible as not enough new entrant crew had been recruited.

In order for this to not be a stumbling block, it was put to the Company that when they made a 'mistake' in last summer's establishment figure (approximately 75 crew short), flights were crewed by whatever means necessary i.e. overtime. We proposed that the Company adopt the same process now to ensure 'status quo,' and to prevent an escalation of the situation whilst meaningful discussions take place.

The Company representative asked to adjourn whilst the question was put to Christoph Debus by phone. Christoph could not be contacted, and we had no further response from the Company.

A meeting of ALL the elected reps and the National Officer is being arranged for Tuesday 29<sup>th</sup> April. In the ballot result, our members have given a clear instruction of how they want to proceed with the issue, and this now needs careful and strategic discussions. Christoph's response, which we are still awaiting, will now shape that discussion, and we ask for your patience and continued support until the meeting on Tuesday has taken place. If we do not receive a positive response to our proposal today then options to avoid a dispute have all but been exhausted, with no real attempt from the Company to contribute to a negotiated resolution.

#### **CREW BREAKS:**

Unite also need to remind you that it is imperative that you report crew breaks on the required forms on **every** flight. We have had reports of some cabin managers not making time for crew breaks, or not completing the paperwork especially when breaks have not been achieved. It is a legal requirement for all crew, regardless of rank, that breaks are achieved. Everybody has a duty to ensure adequate crew breaks are given and received, to remember to collect the paperwork as standard, and for the paperwork to be completed correctly by all crew at the end of the flight. If you are having any issues regarding crew breaks you must contact your Unite Reps.

Thank you for your continued trust and support of us and each other. Any comments or questions regarding this communication, please as always contact any of the reps. We are always eager to hear your views.

In Unity,

**Your Reps**