

MINUTES OF QUARTERLY MEMBERS BRANCH MEETING
MONDAY 9TH JANUARY 2023
AGENDA

1. Welcome And Introductions
2. Apologies For Absence
3. Accuracy and Matters Arising from BASSA Quarterly Members Branch Meeting on Monday 3rd October 2022
4. Branch Secretary's Report
5. Treasurer's Report
6. Workplace Reports
 - Equalities
 - Industrial
 - Health And Safety
7. Other Reports
8. Correspondence
9. AOB (notified)
10. Date Of Next Meeting

1. **Welcome And Introductions**

Chair advised usually AGM in January. Minutes silence for colleagues/friends lost in 2022.

2. **Apologies For Absence**

Peter Breslin, Jack Brown, Christine Edwards, Kris Major

3. **Accuracy and Matters Arising from BASSA Members Quarterly Branch Meeting on 3rd October 2022**

No accuracy or matters arising

4. **Branch Secretary's Report**

Current BASSA membership 9,664. Thank you to recruitment team. Backlog with enquiries so please bear with us.

5. **Treasurer's Report For Q3 (to end of September 2022)**

General Account (Unity)	£84,715.36
Dispute Fund	£433,193.22

6. **Workplace Reports**

Health And Safety - Met with BA last Thursday. **Car Park buses** - Spoke with Mat Whipp November 2022, assured this is a short-term issue - ongoing. If crew arrive late BA must arrange transport - ongoing. **Top floor car park** - walkway flooded - ongoing. **CRC** - undergoing refresh. Still not satisfied with facilities so arranging site visit - ongoing. **SEP Day 1** - BA have created new process - provision of loan laptops - 25 provided (not enough). **Hotels** - aware of issues in many destinations. **FTA** - ongoing. Keep sending reports copying in BA and hotel via contact form. Feedback reports - please record on AIR Report.

Equalities - Equality/Diversity 21 day challenge - Encouraging members to contact BASSA of any incidents of racism. Supporting some members with cases presently. **Recruitment** - another phase ongoing. Previously supported members with EA2010 reasonable adjustments which will continue. **Uniform** - changes in wearers guidance. New uniform revealed. Many emails from members. Meeting to discuss further steps - issue with trying on uniform. Please continue to inform us of any issues. Member asked did BASSA have any input? Equalities Rep - BASSA, along with uniform champions, informed of process along the way. Member asked were women forgotten? Equalities Rep - Not for me to say. If you feel that way we need to take this to the company. We're here to represent you - please tell us why you feel that so that we can communicate to BA. Member said BA so concentrated on equalities/minorities that they forgot women. Uniform has 2 genders - non-binary and masculine. No place for women. Uniform is insulting to women - not taking into account age (menopause/hot flushes). Quality of the material is not great. Member said as uniform champion fortunate to be involved. Has been masculated. Gave feedback and tried uniform on recently - showed tape measure to be used. Some Women may feel upset at sizing. Does not suit all body types. Rep - Uniform is the uniform brought to us by BA. Way forward is to write to BA first to make your objections. Try it on before making judgement. Chair - We have slight problem with trying the uniform on. Agreements Secretary - Members using social media to express views - BA already on this so ensure comments are constructive before posting. Equalities Rep - Regarding gender identity - this is a men's and women's uniform. We have non-binary gender fluid members. First impression can look androgynous. Remember uniform champions are BASSA members so please support.

Industrial - Agreements Secretary - 1st November changes to shorthaul flying. Reports on amount of new entrants on 777/787. New entrants to be trained on A380 only to share work. Recruitment will continue into June/ July. Helpful if all CW trained also but BA not amenable. Agreements Secretary - Everyone who is inexperienced is in one cabin. Need to be creative onboard. Any industrial matters that you need to raise please let us know. Per Diems - updated another review around June 2023. Request members continue to send menus. Moved a lot of hotels recently - should slow down. Member said CW training on some flights you should have the right amount of crew trained - still trained on the day. Agreements Secretary - From 1st December assured we should have the right number of CW trained crew. IFM should inform Ops. Let BA know when this happens.

Member asked for update on RDW. Agreements Secretary - Acknowledge that it has taken a little longer than anticipated but will update as soon as possible. It is being costed so some movement but process quite slow. Member asked about SEP - delighted it is only 2 days. Last SEP very stressful. Feel we are not safe and on too many aircraft. Great instructors and training but module is the same as it was 20 years ago. We have many variants now. Difficult to switch between aircraft. Member asked if you have any input into recruitment and will bar be raised again? Seeing a huge impact on new entrant training. Agreements Secretary - I don't think so but agree with you on the amount of aircraft we have. Recruitment is shocking. Vocal that recruitment should be face-to-face and we will champion that. Can hide attitude on Zoom.

Member asked about part-time - told it would be starting March/April 2023 - are we going to get this? Agreements Secretary - Part-time list coming out this month. Will chase this up but can't confirm how many places or how quickly it will move. Member said reported yesterday 3 crew - one flying 3 months, down as IFL. Advised DCCM's. Removed member from trip and placed her on standby. Not her fault. Scheduling placing new entrants as IFL on shorthaul. Rep said did you report it? Member said I will do that today. How is standby going? Agreements Secretary - Working on it. Hoping it will be this month but will confirm asap. Nothing to do with MC being in charge - will never send an aircraft out like that. New entrants also in Scheduling. Member said finding in briefings A320 5 crew including supernumerary. 2 crew at back both new including member who worked up the front with me. Issue if CAA were onboard as 2 inexperienced crew. Crew reluctant to say they are new because of bullying from some in-charges. Could this be shown on the briefing? Agreements Secretary - I agree, please leave this with me.

7. Other Reports

Chair - Recall back in October 2022 we sent a communication regarding FTA in policy in how crew are dealt with for sickness. Have had some meetings with BA which have not gone very well. Still seeing an increased attack on crew regardless of OCG/EG300. Need to make a stand now as no progress despite many efforts. Senior Reps met with BA and nothing is changing. Need targeted industrial action now. All Reps meeting tomorrow to discuss next steps and will advise you. Will be industrial action short of strike. Member asked what does that mean? Chair - We don't know yet, probably

not ballot for strike. Member asked how can we encourage new members to attend meetings? Member asked what are the crucial points? Chair - Everything. We need to see a complete change in how we are managed in sickness, disciplinaries, grievances, maternity, time off matrix, hotels etc. Individual examples given to BA (e.g. not discounting at source). Not following either policy and not being supportive. What has changed is fire and rehire, restructure in Crew Success Hub (CSH) - business as usual for BA.

Industrial Director - Uniform - Drawback is not fabric or cut but makes you homogenous and dehumanises people. On compassionate issues, BA have asked some members for proof of death and been insensitive. Cannot treat people like this - they are human beings. Trying to get BA's attention to target specific areas/problems (the way crew are managed). Similar to Dashboard. Member said FTA on Dashboard was industrial action short of strike and within 3 days BA responded. Member said we could boycott the new uniform. Member had issue, BA insensitive and not treated well. Felt upset and spoke with on the Customer Service Partners. Had I spoken to a customer the way I was treated it would be a different story. Resolved but treatment was not acceptable. Industrial Director - What happened to you is unacceptable. Not unusual to hear this. Endemic across the board. Chair - Any other questions on FTA? Member said some people at Ops desk very rude. Need mutual respect from them. Chair - started in CRC with how we are being spoken to/managed. Career changing allegations against crew stressful. Member asked is it because we no longer have owning managers? Used to have accountability and relationship? Chair - Not just that but how CSH is being managed. Rep - Regarding disciplinaries, all Reps have been involved in representing people who have been dismissed and found themselves in situations through no fault of their own. More often than not we get a good result but now many being dismissed. Language from managers very condescending. Never seen levels of disciplinaries like this.

Chief of Staff - We have so many examples, some extremely harrowing and difficult and outrageous. Members sending in sensitive information (photos of illnesses, funeral orders of service). No support now just managed. Need your support and rely on you to put the word out. We will resolve this and need your continued support. It will be tough and you deserve respect. Member said can we get the phone line back to speak to Scheduling? Agreements Secretary - Agree with you. Phone system dated but being changed. Don't think we will get a dedicated number as we have crewswap. Member said I agree with supporting you. One consideration - different

calibre of people being recruited - very different attitudes. Chair - We raised that with BA. No brand loyalty now. Proposed CW training for new entrants. Not fault of the training school. Sickness has increased since pandemic. Chief Of Staff - there are some great new recruits. Member said they seem to be getting a bit of a bashing. BA are to blame. Different generation today. Would like to personally thank the training school for their patience.

Rep - Hotel FTA - Emailed members in October. Finding we are only given 1 hotel to consider. BALPA have probably been informed before us and aware. Looking through crew's eyes (female, gay, neutral, older/younger). Old agreement was rewritten on 22nd November 2022 still waiting for a meeting. We're receiving many emails on facilities provided (no room service, HOST etc.). Please continue to use contact form to advise us of any issues.

Member asked about hotel rooms - surname W always at the bottom. Rep - Working on that at the moment. Standard rooms should be exactly the same but we know that doesn't always happen. Please continue to let us know. Member asked are adjoining rooms on the list? Rep - Yes. Agreements Secretary - Not necessarily about the quality of the room but rooms should be the same. Ideally we would like seniority but definitely being looked into. Rep - Also looking into room rates. Member asked with excess leave, unable to book so will lose it. Can more be released? Agreements Secretary - I understand that is a problem. Why did they apply so late? Advice is to book as soon as possible.

Member said in BA's interest to have HOST in hotels. IFM upgrade should be same as FO but this hasn't happened. Rep - More often than not doesn't happen. When we wrote HCC agreement we were very careful to highlight this. BA believe they have a different agreement with BALPA that only Captain gets upgrade. Chair and I met with BALPA and continue to raise this with the company. Rep - Regarding HOST if you are using your own money you can claim the difference of the exchange rate from BA. Member asked presume we are still working to current agreement? Colleague reiterated stick to agreement and report this back to BASSA. Ensure you claim HOST back.

Member said positioned with crew and saw I was upgraded in WT+ but had higher priority than staff travelling in Club. Ground staff said they couldn't

change it. Staff member downgraded himself and party to allow POS crew to travel in Club. Rep - All agreements hard fought for.

Chair - EC nominations as follows:-

Jamie Simms	Young Members
Phil Wiseman	Retired Members
Dave Allan	Disabled Members
Jenny Douglas	LGBTQ
Susan Matthews	BAEM
Jane Stewart	Women
Zimeon Jones	London & Eastern
James Mitchell	London & Eastern
Richard Allday	London & Eastern
David Agbley	London & Eastern
Jas Gill	CAT
Trudi Lanigan	CAT
Nigel Stott	CAT

Branch Secretary - Important piece of business. Seeking your support for nominations. Agreements Secretary - Ensure your details are updated on Unite membership. Industrial Director - Important to support candidates. Huge struggle is stopping union from campaigning against CAT. BASSA has the highest return.

8. Correspondence

None

9. AOB (notified)

None.

Member asked regarding promotion, now for ex-EF/WW. Some would like to apply - can this be put forward. Not fair that one section is getting a pay rise whilst others don't. Is it legal that 2 people go for the same job but one gets a pay rise? Agreements Secretary - There is a problem. Not illegal as those are the rates for the job. If you are paid more than that you won't get a pay rise until the pay for the job becomes higher as we are on protected

pay. You should be paid for IFM but the money has to come from somewhere.

Member said we were told by Unite to vote for Sadiq Khan but now have the issue of ULEZ which will affect so many crew members - can we pressure Sharon Graham on this? Industrial Director - We didn't encourage members to vote for him for that very reason. More coming that is even worse - capping flights. Equalities Rep - Once cameras are in for ULEZ then it will be dynamic road pricing. He is ignoring everyone - conservationists, people dealing with climate change. Working on it and we have a meeting tomorrow. Industrial Director - He should be pro-union but is terrible for aviation workers. He said by 2030 aviation will be 50% 2019 levels. Raft of anti-aviation agenda. Member asked how can he get this through? Industrial Director - All done on the guise of green changes. Chair - Met with Shadow Transport Secretary in BHX. Industrial Director - She used to work for Unite. Wanted to emulate France and get rid of domestic flights. Had not thought it through. Real worry. LHR keeps area alive. Need to be aware of these points politically when you vote. Tried to get car park excluded from ULEZ Zone. Member asked can we put it on the BASSA website?

10. Date Of Next Meeting

Monday 3rd April 2023

Meeting closed at 1430