

MINUTES OF QUARTERLY MEMBERS BRANCH MEETING
MONDAY 8TH APRIL 2024

1. Welcome And Introductions
2. Apologies For Absence
3. Accuracy and Matters Arising from BASSA Quarterly Members Branch Meeting on Monday 2nd October 2023
4. Branch Secretary's Report
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1. Welcome And Introductions

Vice Chair apologised for delay in starting meeting. Introduced Top Table - Spencer Wood O H Parsons, Balvinder Bir Unite Regional Officer, Steve O'Donnell Unite Regional Secretary, Oliver Richardson, Unite National Officer.

2. Apologies For Absence

Neil Blackburn, Marcel Devereux, Marie-Louise Elliott, Kris Major

3. Accuracy and Matters Arising from BASSA Quarterly Members Branch Meeting on Monday 2nd October 2023

Minutes attested as a true and accurate record by those members present.

4. Branch Secretary's Report

11230 Membership. Please continue to recruit downroute. £25 voucher for any crew recruiting new members. Vice Chair - still many crew who are not members asking for assistance.

5. Treasurer's Report

General Account	£379,281.92
Supplementary Account	£468,909.91

Recently audited - passed successfully.

6. Workplace Reports

Equalities - Equalities Rep

Reiterated we have a specific email address - equalities@bassa.co.uk. Also BAEM email address baem@bassa.co.uk dealing with all issues relating to BAEM group. Equalities is for everyone so if you feel you have an issue, please don't hesitate to get in touch.

Vice Chair - Previous mandate on pay/lifestyle preference expired January 2024.

Oliver Richardson (OR) - Pay - Our agreement from 2023. Within this agreement was Me2 clause which meant no other group would receive more than us. Pilots reached a deal with BA which ran from 1st June 2023 for a number of years and falls outside ours which ends 30th November 2024. BA have accepted there is 1/2% uplift outside of our deal which we should have automatically. Bonus based on profitability this year triggers potential bonus for next year. Not yet negotiated as not contractual.

Number of items in the pilot deal which we are not going to be able to get any clarity on - payments in exchange for productivity savings, e.g. wraparound days. Issue with standby/lifestyle comes out of 2022 pay. BA committed to restoring shift pay for those working on the ground. Clear with BA we are not accepting there is no claim under Me2 clause until a number of our items are resolved.

Rep - Regarding pilots how will their deal work in general? OR - In terms of pilot bonus first one based on earnings. If it reaches operating margin of at least 10.5% you get 1% of pay non-consolidated, 15% + 4%. Nothing agreed for crew. Some issues around pension contributions also.

Member asked regarding hourly rate, why haven't we asked why we only had a percentage offer? OR - This is one of the key things we can have sight of. Effectively they did not get an increase on basic pay. Crew had incremental scales abolished. Trying to keep simple straightforward approach. Member said crew could see far less increases if we start redistributing pots. OR - Very clear BA have robbed Peter to pay Paul for many years - want to uplift crew to higher level.

Member asked what is happening with cost of living payment? Pilots got more than us. OR - BA tried to say percentage was the same and suddenly found agreement changes which paid for their bonuses.

Industrial Director - Apologies for the delay - waiting for figures from BA. Reminded BA this is not Pay 2023 but Pay 2022. All areas had their agreement restored back to pre-covid except crew. Selected 2 high profile items to resolve - lifestyle preference and standby/AV days. Had a team working on this for 2 years and sought members approval to give an extension of 1 month. Got BA's attention but at this moment not sufficient progress made. Spent hours and days on standby. Asking what members feel.

Member said book the football club! Member said not just rostered standby - for most crew this is a big thing in our working lives. Time to say we've had enough. Member said do you have many options/ideas we can use as a tactic? Industrial Director - We could have said it's all in hand but we're not there and don't want to mislead you. IFCE Amy James wants to fix it but reports to someone else. Crew are now very much a commodity and not seen as individuals with lives. How long does it take to resolve this? Member said we need to know, how do we focus the attention of these departments who don't care about crew and don't see us as human beings? Coming to work every day to make the airline the best it can be. Chief Of Staff - Exactly those words are what we were saying before. Member had heart attack in the BASSA office last week - crew have nowhere else to go and no-one is prepared to listen. We all want respect back as individuals and crew. We have to start with getting respect back. BA has managers managing not applying policy fairly and respectfully. Committed to whatever you need us to do. BA made £3bn profit after tax. At NISC (National Industrial Sectorial Committee) last week and watched BA Betrayal videos - money lost, crew suffering and arrogance BA has shown towards us.

Member said no doubt we are treated as a number - can't take anymore. Biggest leverage we have is a date for resolution. Power struggle within BA. Membership have given enough time and need a workable agreement that works for both parties. Important word is fair.

OR - Absolutely right, within BA a lot of conflict. Every area has to look at operability. For people to sustain customer service they need to ensure they are fit and healthy to operate. Member said operability vs so many crew on airport standby being paid. Is that a route to go down that we are costing the company money? OR - BA would prefer to pay contractors. Agreements Secretary - 150 people on standby = £7.5k.

Vice Chair - Industrial Director has outlined where the issue is. We need to ask you where do you want us to go with this? Member said we've had the austerity years of Walsh with the company being cut to bare bones. Is Sean Doyle aware of what his middle/top management are doing? Survey after survey but nothing seems to come of it. No improvement. OR - Sean Doyle does know about it but has to go to IAG. Middle management envious of everything we get for our members and Sean Doyle understands this is a problem.

Member said I was at the last meeting, seems like we're going backwards now. No good faith, BA have not kept any of their promises. No-one likes going on strike, new members earning a lot less. We've covered for BA too long and enough is enough. Personally think we need to hit them with a ballot.

Member said there will be massive support for industrial action. Everyone despises what BA are doing on a daily basis and are pushed to the limit.

Vice Chair - What we're hearing loud and clear is you want us to take action. Bear in mind we are talking about targeted action with regards to standby. OR - We've given them a date previously. If we give them another it will end up at the eleventh hour and doesn't look particularly strong. Member said why just standby and not everything that's outstanding? Industrial Director - Quite a long list. Legally in terms of the law it has to be specific in terms of defining which issue. Vice Chair - Clear about what dispute is about and which action is being taken. Industrial Director - Last time we were here we only had 2 issues. Ultimately it's your decision. Crystal clear standby and lifestyle preference are big issues. Has to be a fair solution to solve as many issues as possible.

Member said regarding part of our pay deal - top-up for allowances. Last heard BA were not going to top this up - is that true? Industrial Director - No, not yet resolved. Was resolved to this year as we got the increase but no ongoing commitment. Member said can we remind membership this is not yet resolved and come June this year we won't get another increase. Want to be able to eat whilst I'm down route. Industrial Director - We haven't forgotten, not resolved but in the mix. Tried to be responsible and not inflame the issue to give BA the opportunity to solve this - maybe that tone needs to change and remind crew of harsh reality.

Member asked why can't we lump issues together, not just standby? Worried that BA will move onto something else to show they're working on it and looks as though we're crying wolf. Chief Of Staff - I'm sure we can but we have to be specific. Industrial Director - Certainly think we should have per-diems in there also. OR - Could have action just in terms of standby - not reporting for standby. Must have a lot of discipline as people feel vulnerable.

Member said with airport standby (ex-EF don't get called or get payment). Good job on hotels for IFM's but no list of which hotels are available - when do we know when these contracts are going to be renewed? Vice Chair - Meeting with BA on Thursday about this. Industrial Director - By default if we decrease number of days then damage to you is less. Won't be perfect but can be better. Member said just using us on standby for numbers.

OR - Don't think it's useful to set another deadline. Mandate should be for you to provide us with a mandate to move forward with a ballot for industrial action with guidance from legal/regional officers. We will action and prepare this. Need some issues outstanding. Issues are lifestyle, standby, per diems.

Mandate to ballot for industrial action

Proposed by member

Seconded by member

Carried unanimously in favour by all members present

Health and Safety - Health and Safety Rep

Health and Safety touches on all aspects of the agreement - shorthaul refreshment breaks. Only 67 CSR's - need crew to report. Crew meals - ordering system trial 15th-29th February for LAX/SFO uptake of 11.3%. Hope to roll this out from every station. At present only ex-LHR. Jonathan Foster said £20m to afford it. Grievance for shorthaul meals - at Level 3 next week and should have some more feedback. Crew harness - number of colleagues who haven't flown on shorthaul before. Audit to be carried out on every aircraft. Principal Health and Safety Rep fought for airside passes for H&S Reps to measure harnesses on seats. Designed 30-40 years ago, body shapes have changed during this time. Crew holding meetings on days off - BA giving crew the option to hold meetings by phone on off days. Reps will not accompany you. Should not be happening - BA spoke with legal who said it was okay. Rest days should be free of any duties. Crew car park - ongoing. HAL own car park and outsource it to CBRE who then outsource to specialist lift company. Work undertaken to refurbish all walkways, parking signs, shrubbery cut back but need you to keep reporting.

Chief Of Staff - Back to focusing on the list - need enough crew on board to serve passengers. Ask permission to go to focus groups for crewing levels and crew meals.

Permission to go to focus groups for crewing levels and crew meals

Proposed by member

Seconded by member

Carried unanimously in favour by all members present

Industrial - Vice Chair

Data Breach - Each crew member will have to pay share of insurance. Propose no win no fee 20% of compensation. Putting something on our website on how this will work and send communication out to members. Main test claimants will be crew. Anticipate thousands of crew will claim. Member asked if some crew are not members will everyone get it? Vice Chair - Looking after union members only.

7. Other Reports

None

8. Correspondence

None

9. AOB (Notified)

Staff travel - Rep - Received quite a few emails from members. Confirmed tickets if large groups less junior with only 1 passenger will get priority. Company resistant in the past to address this. Seems to be an opening where they want to resolve this but not any time soon. Meeting this month - ongoing. Member said big issue is splitting of large group. Rep - Another issue we have taken to the company. Only allowed to split if different destination/return date. Member said we have proof they are splitting certain people. Rep - You don't know when they're returning. Been raised by colleagues and shows returning on different date. Must be reported to Nikki Benzinski. Member said she had done this but told it's up to IT. Another issue is crew who left during pandemic they have 2 tickets. Returned now get 2 + 2 tickets. Member said staff travel is not contractual - can you raise a grievance? Rep - We can look into this. Member said he had written to Nikki Benzinski about cost implication of change - simple

equation is splitting bookings. Why can't they just take out the wording if date of travel is different? Onus then on staff member. Rep - Will support you with a grievance. Regarding returners extra ticket, suggest you write to Lisa Trimble who authorised this.

OR - Understand mandates you've given us and will go through process of setting in motion industrial action ballot. In the meantime negotiations will continue in order to resolve these issues. Hopefully mandate will push BA to focus.

Steve O'Donnell Regional Secretary. BASSA very important to us as a region. Recognise all the work Reps and members are doing. Will be working closely with Reps and Executive Members. You will have dedicated Admin Support. Pleasure to meet you all.

Member asked time off for carers, very difficult to ask for DPL paid as Global Ops automatically see this as taking a carers day. Any tips on how to take these days? Rep - Please speak to me after.

10. Date of Next Meeting

1st July 2024

Vice Chair thanked all members for attending.

Meeting closed at 1450.