

MINUTES OF QUARTERLY MEMBERS BRANCH MEETING AND AGM
MONDAY 13TH APRIL 2026

1. Welcome and Introductions
2. Apologies for Absence
3. Accuracy and Matters Arising from Quarterly Members Branch Meeting on Monday 12th January 2026
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 welcomed all members. Introduced Spencer Wood O H Parsons, Balvinder Bir Regional Officer Unite.

2. Apologies for Absence

Kris Major, Stuart Wilson, Matthew Slade, Steve O'Donnell.

3. Accuracy and Matters Arising from Quarterly Members Branch Meeting on Monday 12th January 2026

No matters arising. Minutes attested as a true and accurate record by all those present.

4. Branch Secretary's Report

Membership currently 11,304. £25 incentive still active. Executive Council elections ongoing - recommend voting for Nigel Stott. If members have not received ballot paper, please email BASSA. Launched BASSA FB page BASSA Lounge and introduced WhatsApp channel. Please encourage other members to join.

5. Treasurer's Report

General Fund	£681,319.63
Dispute Funds	£1,709.10
	£509,000.00

6. Workplace Reports

• Health and Safety

Health and Safety Rep - Level 1 meeting with leadership team. **Air quality in Indian cities** - agreed with BA masks available for crew from COR desk. **AAW data** - trend on overhead lockers with crew straining arms. No upper weight on hand baggage, raised at Corporate Level John Monks. **Wellbeing** - discussed last week with Matt Whipp/Colm Burke. **Menopause/endometriosis** - feel strongly female colleagues should be treated appropriately. High number of younger crew suffering with endometriosis. **Fume events** - big test case this year. BA feel nothing is out of the ordinary. Meeting last week with Head of BAHS, BA stated no evidence of long-term effects and no definitive test. **CRC** - few issues with mice and rodents. Escalated to Level 3 and being discussed this Thursday with leadership team. HAL have ultimate responsibility to resolve this. **CRC refresh** - due to commence end of October 2026. Want to migrate SH flights to airside briefings. Concerned no dedicated space for briefings. **Product and Service** - trolleys coming back in Club World. Risk assessment for Do and Co fine. Myself and Reps Karim Ismail and Hamed Chohan will be doing trials on all variants but delayed to end of the year due to lack of trolley tops. **Lone workers** - Matt Whipp to put communication out.

Equalities

Equalities Rep - Health and Safety Rep covered endometriosis/menopause in H&S update. BASSA believe company moving too slow and hiding behind legislation. Nothing within policy guidelines at present but pushing via H&S, Equalities and EPC (Employment Policy Committee). Rep Diane Roberts and myself meeting with Harriet Hunter to move this forward. Rep - No update on uniform. Uniform Committee shortly. Any issues with ordering female uniform blouses please let us know. Feedback is good.

Executive Council Elections

Industrial Director - thousands of other groups not just BASSA. Huge problem with our own union being anti-aviation. Massive political influences.

Industrial

Agreements Secretary - Continuing with HPTE (High Performance Through Engagement). BA misinterpreting some wording. Fixed link agreement protects earnings and trips which we didn't have before. Cancelled operational resilience agreement as BA wanted to incorporate with industrial agreement. **Airside turns** - ongoing. Roster group meeting every week. May be some teething problems with 5 day blocks. Discussions with Christmas rosters, trip categories, issues with standby. **Flexiblock** - starting to see benefits. **Issues with Line Trainers blocks** - met last Thursday with Line Trainers to discuss concerns followed by meeting with BA - ongoing. 2 Reps looking after Line Trainers. **Per Diems** - ongoing.

Member thanked team. Issue with cancellations with Middle Eastern trips. Feel I've been dealt a bad hand. Last week RUH/TLV tried to get them changed. No option to swap trips. From 1st April to 23rd April I have no trips and I'm full-time. Also, next month 2 x 4 day JED one after the other not requested. Cancelled so can't swap. Agreements Secretary - In agreement point cancelled from iFlight. Please give me your roster and I'll chase it up.

Member said been to leading the way day. Regarding single leave days, put to BA Asked why not considered off day but no-one could answer. How do we move forward from this and will a single leave day be considered a day off? Chair - Using the block to keep you legal? Member - yes. Industrial Director - should not be happening and should be resolved. BA can only roster 1 work generated single day once a month. Please give us your roster and we'll look into this for you.

Member said I commute from NCL and bid for particular trips. Not achieving bid for late reports to allow for journey. Every T&B costing £150 in hotel accommodation. How can we stop this? Can't get single LH trip without T&B. Agreements Secretary - there are going to be trips linked to SH but decreased the days to 5. Issue is bidding? Member - getting to the point where I can't work here anymore due to the expense. Agreements Secretary - what are you bidding for? Member - 4-5 day trips. Agreements Secretary - probably need to look at how you're bidding. Need to be more specific with bidding. Will look at this for you after the meeting.

Member said regarding leave day breaking up blocks, BA utilised leave day to split block and maximise amount of work. Can a single leave day be in the month with a single off day? Industrial Director - quoted agreement, in published roster can only have work that generates a single day off once. Downside is we could have stopped single days leave to prevent this but then crew want single days for particular occasions.

Member asked regarding new agreement alleviating fatigue, given ATH, PFO, ATH. Is this reasonable? Agreements Secretary - this is the argument we have been having with BA since last year. Needs to be something in the middle to generate 15 hours off. Looking at this and BA finally changing things. Member - if something is unreasonable I just don't do it. Concerned for younger colleagues who need the money and an accident could happen.

Member said listening to all the points made today, regarding bidding satisfaction, there is a lot of discontent. Not down to someone not knowing how to bid but issue with system optimisation. Feel things are worse than they've ever been for us. Constantly trying to battle for everything. Feel like wheels have come off within BA, everything taking a long time to implement. Agreement allows these brutal rosters. In 2010, we found grounds to strike, now had 6 years of dismantling of old contracts. You mentioned 11,500 membership, why did we not come out fighting after covid, use leverage instead of constant battle. Tired of fighting and awful roster. Are you going to use the power of your membership to leverage better for us? Even if you don't want to go down the route of ballot, put a survey out. Line has been drawn, enough is enough and need to create that fear in the company. They're not scared of us anymore. Issue with Unite, have received £10m in the last 6 years - where has that money gone to fighting for our contracts back. Where are Unite Reps in this?

Chair - have to stop you as some things you say are not true. Signed variation of contract. You chose to stay and signed in 2020 the same as everyone else did. When we agreed to stay we stayed for the Blue Book. Variation of contract did not come in until September. You still have the same contract you did on WW. We protected EF/WW agreements. Agreements Secretary - We would have been on the Blue Book. Member said my point isn't about the Blue Book but that you didn't come out fighting. Industrial Director - last year we had a mandate from members, taken to BA. We've sat in meetings and threatened BA with industrial action. Member - you have not balloted the membership on the daily issues. Agreements Secretary - we have 11,500 members to protect all with different views. What is it you think we should do? Member - too late now. Been into the BASSA Office and asked why we haven't balloted. Answer was no-one will go on strike. You're not asking the membership. I know my opinion isn't popular but how are we in this position? Feel BASSA not interested in fighting. Chief of Staff - I'm offended you feel we are not doing anything. We're elected to do our very best for all of you. You are absolutely entitled to an opinion and discussion. There will be answers to the why's. Ask yourself, who have you asked in BA and what have they said to you. Don't you think they're telling us something different to what they're telling you. When you go on strike, you have to have the support of the public and a lot of people. Also about timings - political state of the country. I agree with everything you say but you have to understand from this side of the table, the relationship with BA is fractious. You are described by BA

as a resource, not a person. I am at risk of losing my job fighting for you. Some Reps have been suspended for challenging the company.

Agreements Secretary - without the agreement we would be working to EASA. Without the HCC agreement we have nothing. After covid we had 4000 members not 11500. Member - I don't take away from your personal efforts, I'm talking collectively. Chair - fatigue reporting has worked and crew still continuing to do so. Rep sits on staff travel committee - he is absolutely focused on this. We don't care it's non-contractual, interested in improving staff travel for everyone, current and former. Industrial Director - why are you discussing the ills that prevail you now? Operation Columbus was the blueprint for where we are. Fear was not what MF was but that everyone would be on it. Member - what is your leverage? Industrial Director - many things - persuasion, threats. Strikes are a silver bullet, once fired you have to have a very strong hand of poker to play it. We could ballot tomorrow - if that ballot doesn't come back our hand is gone. We use the threat of industrial action over rosters every week.

Member - landscape has changed from 40 years ago. I'm part of a WhatsApp group for SH preference. I'm the only pursuer from that group here today. BASSA are playing the long game and they will get a result. BA would love us to ballot because it wouldn't work. 50% might turn out, 30% going on strike. They can cover that in the blink of an eye. We have to stick with BASSA and stay united. Fatigue could be our new strike. BA are terrorists and BASSA our negotiators. Look around today at the number of members here out of 11500 crew. Health and Safety Rep - To give some balance, I am post-2010 contract. My pay has increased 45% since BASSA took over. We should be thanking them. One step at a time.

Rep said, HCC agreement is 6 years old. How long do you think it took our Reps over all those years to get here? How many times did we go on strike to get those agreements before covid? Every Rep working on AL, days off every hour to make our HCC agreement better. Member thanked BASSA Team - you are doing a fantastic job. Encourage all colleagues not to just complain on social media, please involve BASSA and keep emailing BA with your concerns.

Chair to member who raised industrial action - do you want to propose a motion for industrial action? Member - no, you've advised against it. Deputy Industrial Director - we haven't advised you with due respect, just explained the pitfalls of balloting for industrial action.

Member asked about seniority for working positions. Chair - we fully support seniority but BA will not budge. We will continue to raise it. We have a plan, not fully formulated yet but we will communicate this with you when we are able to.

Member said surprised to hear on a recent flight about new pilot/crew union. Worried if this gains traction and BA get hold of it. Do you know anything about this? Chair - not a union but organisation for pilots and engineers. Agreements Secretary - we still have MFU. There will always be another group claiming they can do better.

Member said regarding air quality on aircraft. Suffered aerotoxic event recently. Went to Hillingdon hospital for tests. Frightening to lose your health. Fought very hard to get to this stage. According to courts in Montpellier, it is rubber stamped as a disease. Have carried out a lot of research. Huge meeting last month in London attended by scientists, pilots, cabin crew, Reps but no Unite/BASSA members. I want to find solutions for all of us. They talked about solutions that could save passengers and crew from going through what I went through. I would like Unite/BASSA, OHP to be part of the next meeting coming up. Happy to share information. Health and Safety Rep - we attend that meeting and will be attending this time around.

Member did LYS there and back. Not about actual duty but FC would not switch aircon on until -15. 24 degrees in cabin. Submitted 2 separate safety reports. Hear on the grapevine about FC being paid to find ways to cost save. Where do we stand on this? Chair - pilots have negotiated a pay deal if operating margin percentage is more. We will encounter more of these instances. If you don't feel well enough to operate, it is your personal responsibility to keep safe. Continue submitting reports.

7. Other Reports

Hotels

Rep - JFK visit in the next couple of weeks. BGI - lots of feedback about all-inclusive and general hotel - visit upcoming. Equalities Rep - going out to tender. AMS, IST update to follow. HYD - lots of reports about noise levels - ongoing. VCE - noise from train station - ongoing. For any instances of unrest, please submit reports. Rep - feedback forms on Power Apps and BASSA website.

Chair - policy alignment - end of January meeting started but has ground to a halt again. Should be a simple piece of work but BA making it complicated by rewriting policy/ introducing new policy which is not EG or OCG. Our position is we cannot continue with rewriting policy - escalating higher. Some progress made.

8. Correspondence

Chair - Menopause and uniforms - BA have to write guidance for menopause. BASSA trying to get an actual policy for this but very difficult. Trying to get specific domestic violence policy - ongoing. Endometriosis - slightly behind with this but ongoing.

9. AOB (Notified)

None notified. Industrial Director - Lifestyle preference - no update as yet - ongoing.

10. Date of Next Meeting

Monday 13th July 2026.

Chair thanked all members for attending. Meeting closed at 1445.