

## BA: United we stand campaign

### A message from British Airways cabin crew

Unite is locked in a battle with British Airways as the union seeks to defend the jobs and conditions of more than 12,000 cabin crew.

Last year BA imposed far-reaching cuts in cabin crew numbers and changes to their working operations.

Overnight, long-standing agreements which governed how work was done in-flight and who was responsible for what were ripped up as BA forced through changes which left fewer workers doing more work.

**BA cabin crew  
starting salary is  
just £11,000**

Despite nearly a year of talks, Unite has yet to persuade BA that the way forward was not imposition of changes but negotiation and agreement with its workforce.

In 2010, with another ballot for industrial action underway, BA's cabin crew are still fighting to defend their jobs and futures.

### Crew care - and will make sacrifices

**After 12 years  
service BA cabin  
crew earn just  
£20,000**

Crew live in the real world - they understand that the economic downturn has left BA with no option but to cut costs. And they are more than willing to make sacrifices.

That is why last spring, they offered savings worth in the region of £100 million, many of them paid for out of their own pockets through pay cuts, and by changes to working practices.

BA dismissed these.

Crew say the savage changes proposed by BA will hit the service to passengers, and also destroy career opportunities.

But even though the vast majority of crew earn under £20,000 per year, they would rather cut their wages than cut the care they can give passengers.

Sadly, BA would not listen. In November 2009 it imposed cuts in crew numbers, with some flights losing 25 per cent of their cabin crew, and removed a tier of crew management from all flights, hitting the service crew can deliver.

This left Unite with no other option but to ballot its more than 12,000 cabin crew members.

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In December, 92 per cent of the crew workforce voted to strike to protect the service they can give to passengers. The vote was delivered by a staggering 80 per cent turnout, yet the strike was ruled illegal by Justice Laura Cox.

Unite said immediately that it would reballot its members. This fresh ballot opens on January 25th, 2010 and closes on February 22nd.

### Negotiate - don't intimidate

Since the imposition of its changes, BA has unleashed a savage attack on its cabin crew.

Fictitious salary figures have been leaked to the media. Threats have been made to crew considering lawful strike action to defend their jobs. And there has been an aggressive attempt to undermine the crew's union by the establishment of a company-run staff council.

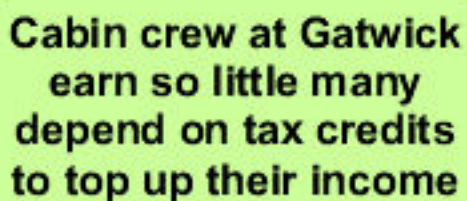


A customer services director, the most senior crew on the flight, and responsible for all crew and passenger service, will earn £28,000 after many, many years of service

These represent an astonishing assault by an employer - a blue chip company and the national carrier - on its own employees, but Unite still says that negotiation remains the only way forward.

During talks at the TUC this month, Unite again offered substantial savings, costed at around £60 million by BA themselves. Rest, time off and pay going forward would all change, Unite cabin crew suggested, delivering significant and ongoing savings to the company.

The ball is now in BA's court. It can accept the solution before both parties and continue to negotiate on further changes. But the company must abandon these attacks on staff.



Cabin crew at Gatwick earn so little many depend on tax credits to top up their income

Unite has offered BA a solution. There is a better way forward.

We appeal to BA to stop waging war on its employees. Work with us and we can keep this airline airborne.

*Unite the union - January 2010*