



FEBRUARY 2010

Who's really ruining BA?



AMICUS CABIN
CREW SECTION

ALLO
2010



VOTE YES
(again in 2010)



Is voting **NO** the **easy option?**

Your 2010 ballot papers have arrived; we have been here before, but this time it's different – and a little bit harder.

We are crew, the same as you, and we pick up the vibe that some of you may be considering voting NO this time around. We are realistic enough to know that this will be a difficult decision; some people may get cold feet and others are perhaps beginning to think that voting NO would be the easier option.

Maybe they feel that they want to save their YES vote for the next time; that's okay, but just be aware that there won't be a next time.

Frankly, we can understand why you are scared. The intimidation that you're facing is unprecedented. It's understandable that the pressure you have been subjected to begins to take effect.

The negative press alone takes its toll on you – but be heartened, there is support for our cause, and the more hard-line and dogmatic BA acts, the more sympathetic the press and public becomes.

BA has a clear bullying and harassment policy, although clearly this protection does not extend to cabin crew who have been set up by the company as fair game for anybody with a view; our colleagues within BA, the general public, passengers, radio phone-ins, internet polls – you name it.

- They are desperate to break you, no matter what the cost.
- They have allegedly directly funded a third union to weaken you.
- They have hired expert strike breaking consultants.
- They have staked everything on a massive publicity stunt to recruit colleagues from around BA to try and break any strike.
- They have threatened to take away your pay, your staff travel and down grade your hotels if you dare to go on a perfectly legal strike, not a new tactic, the same threats were used in 1997.

All this over for one crew member off an aircraft and imposition? We think not; this is for a far bigger prize – the destruction of a proud, confident, unionised

crew. In December they tried and failed to win your hearts and minds, this time as we predicted, they are beginning to show their true colours, this time they just want to bully you.

Think how they will treat you in the future, if this 'fear and threat' tactic works? This will be only the beginning. Thankfully we have now seen their true face and we still can do something about it.

If BA put as much effort and resources into finding a fair solution to this conflict, then we would not be in the situation that we now find ourselves.

If you do vote NO, nobody will blame you, but one day you just might blame yourself. Do not be under the illusion that we will all live to fight another day, we won't. Your days as a strong, unionised workforce will be numbered.

BA is desperate to shut your union down, silence your voice, remove your protections and tear up your agreements. If we lose they may just have won.

We will rebuild, reorganise and 'fight the good fight' as best as we can but they

will have seen a weakness and will exploit it to the full. These people are not messing around, they are deadly serious. Our agreements are now ignored on a daily, if not hourly basis; if we protest we are ignored. Your reps – the ones that are not suspended – can no longer properly represent you. Have no doubt, this is an absolutely determined attempt to shut your union down – and if you let them, they will do it.

Do you honestly think that if we lose this ballot, that from that day onwards, BA will respect you and/or your union again?

'But they can't do that' is often posted on our forums. Really? Who's going to stop them?

You can vote NO of course, it's your choice, but it certainly isn't the easy or cheap option, and in the future your vote will have cost you more dearly than you could ever imagine. For in the future, we will all truly reap what we now sow; your working life, standard of living and lifestyle as you currently know it would be over.

It's up to you...

'Who's really ruining British Airways?'

You, Your Vote and the High Court case this week

QUESTION:

Does the court case which started on 1st February affect my need to vote in the ballot?

ANSWER:

ABSOLUTELY NOT

The legal case in the High Court next week has absolutely nothing whatsoever to do with your need to vote in our current dispute.

The court case is to determine one issue only, the contractual nature of crew complements within your agreement. However, what is not in question is the fact that British Airways have actually already breached your agreement in many ways, specifically around crewing levels.

A dispute results with a union when agreements are broken, if this is not resolved it can lead to industrial action.

The ballot is about your right to respond directly to your employer about that breach of a binding agreement and those impositions, all of them, not simply the crew complement issue.

Concurrently, our legal team shall be making representations on our behalf this week in the High Court as we believe that your contract has been breached as a result of your agreement having been broken.

Do not be fooled – Bill Francis is deliberately muddying the waters and constantly trying to create confusion by stating that your need to vote in this ballot is overshadowed by, and directly dependent upon, the outcome of the court case.

THIS IS NOT TRUE.

THE COURT CASE AND THE BALLOT ARE ENTIRELY SEPARATE.

THE OUTCOME OF THE COURT CASE WILL NOT, WE REPEAT, WILL NOT AFFECT THE LEGITIMACY OR THE LEGALITY OF OUR BALLOT.

The likelihood is that the final ruling of the court will not be received for some weeks. Our ballot ends on the 22nd February 2010 so your time to vote is now.

Make no mistake, your vote will send a very clear message to Mr Walsh and his leadership team. Irrespective of the court's ruling, you have statutory right to withdraw your labour in opposition to the current (and mounting) impositions, and the many other aspects of this dispute NOT being considered by the court – including:

- The continued dishonouring of existing agreements
- The lack of guaranteed longevity for existing terms and conditions
- The denial of the ability to transfer on current terms and conditions (between all bases and fleets) per our Op's and Choice agreement
- The misuse and abuse of the disruption agreement
- The destabilising of current crew structures and promotional opportunities for existing crew
- Complete failure to properly consult and negotiate change with your trade unions
- The unilateral removal of crew from the aircraft.

Do not miss your opportunity to be heard. The louder. The better.

VOTE NOW – VOTE YES



The Wailing Wall?

It's ironic that the cabin crew intranet forum was shut down over concerns that inappropriate remarks towards management were being posted.

And a crew member was investigated and threatened with serious disciplinary action, because their particular copy of Bill's 'core principles' letters was returned to sender, with a slang term for part of the male reproductive organs scrawled across it. Yet another crew member was investigated for a polite, but honest email appraisal of Willy Walsh's 'let's crush the cabin crew at any cost' bandwagon.

The excuse for this particular heavy handedness? The bullying and harassment of managers through inappropriate comments.

Imagine how horrified they would be then, to discover that cabin crew had unveiled a huge, double size blank wall on company premises – the head office to be precise – where the ill-informed could scrawl any threatening, demeaning or bullying comments that they wished against their colleagues, with the aim of belittling, trivialising and demeaning their concerns, which would openly create an environment of hostility and bullying.

Sound like a good plan? Too late – somebody has already thought of it and it's in Waterside. Oh, and it's you they get to write about.

The good news? You get to write a message back to them; it's not on a wall, but a piece of paper - a ballot paper. No need to write an abusive message; a simple cross will suffice – in the **YES** box.



STAFF TRAVEL

— or not?

'The World's Favourite Airline bully staff for exercising a legal and basic human right'... Does this sound like a headline attributable to a fair and reasonable employer, or, the controlling machinations of an industrial despot?

Your right to withdraw your labour has been recognised by Parliament in 1906. Since then, and as a result of landmark cases such as London Underground v NUR 1996, the courts have accepted this as a fundamental human right.

It is a sad indictment when the leadership team of our company is determined to drive basic rights backwards to the 19th century rather than their staff forward into a brighter 21st century future. With our 'caring, listening employer' now abandoning any pretence at trying to persuade you of their argument for change, they now swiftly resort to threats and intimidation. It is little more than simple victimisation in an attempt to silence your voice and stifle your willingness to register your true feelings over impositions, a situation of their own making.

Whilst staff travel is often portrayed as a benefit,

British Airways are prepared to enforce the threat that it can be removed as a punishment.

While serious questions arise over the exact contractual context of its provision and similarly, around the lawfulness and reasonableness of your employer withholding these 'benefits' to victimise one group of employees over another, our legal team will examine this and take any appropriate actions. The real issue here is an industrial one, are you going to allow your employer to simply treat you with the contempt that BA currently are or are you going to stand proudly and in unity to say no?

For many of us, one of the core promises of this career was the opportunity to see the world during the course of our work and with the added attraction of concessionary travel, Lets face it this is not some huge generous gesture, rebate travel is available to employees of every airline in the world, often at terms far more generous than British Airways.

British Airways has often gone far and wide to recruit the most talented individuals to join the ranks of cabin crew and its threatened removal could have the potential to compromise and cause unnecessary anxiety for these

people to simply travel to work. With this in mind, it is even more important for us to ensure than British Airways are not allowed by us, the crew community, to use staff travel as a 'big stick' – to beat us in to submission.

Ask yourself "What will be next?"

Mr Francis has again demonstrated that he is not averse to a little 'bullying and harassment' to get his own way. Clearly company policies condemning such actions don't apply to the company itself!

Wailing wall anyone?

If it is not resolved amicably then it will be part of the on going industrial dispute. As a union we will simply not allow people to be bullied for standing up for their rights, it goes against every basic principle that a trade union stands for.

Are you going to allow them to bully and intimidate you? Are you going to stand up to him, will you join us?

We know it is hard and daunting thing to do, but if we don't this kind behaviour will set the tone as to how we are to be treated for years to come.

ALL COMPANIES NEED A HEALTHY BOTTOM LINE

Fuel price hedging misjudgment = **GBP400m**

Price fixing amount set aside for Fines = **GBP350m**

Class action law suit settlement over fuel surcharge = **203m**

Cargo price fixing fines Canada = **GBP150m**

Cargo price fixing fines Australia = **GBP2.5m**

Golden handshake for those held accountable for price fixing = **GBP1.6m**

T5 opening debacle = **GBP100m**

CEO Basic Salary = **GBP750k + bonuses**

Revenue already lost due to Christmas dispute = **GBP20m**

Pension deficit = **GBP3.7 billion**

Imposed removal of a cabin crew member = **GBP31m**

2.6% pay-cut offered by cabin crew = **GBP17.59m Refused by BA**

Two-year pay freeze offered by cabin crew = **GBP28m Refused by BA**

Meal expenses freeze offered by cabin crew = **GBP6m Refused by BA**

Pilots total cost saving contribution = **GBP26m Accepted by BA**

Onboard service, product and crew reduced to low-cost carrier levels
and damage caused to the reputation and prestige of British Airways?

...Priceless.

Who is really ruining British Airways?

*All figures sourced from national and international media reports available on line.



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the UNION
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