



OCTOBER 2009

*Magazine*  
**JOINT NEWS**

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**AMICUS CABIN  
CREW SECTION**

# BAD FAITH . . .

Billy, Willie and the mysterious case of the missing £100 million.

**Please, we urge you to sit down and read this newsletter, it's important.**

**Forget the ironing, car washing, gardening or nightclubbing for just a little while; the dog walk will wait. Sit down, get a cup of tea or even something a little stronger and read this article, it's an investment in your own future.**

**Tea, glass of wine or beer in hand? Then let us begin...**

When Bill Francis announced to a packed gathering of managers in the Waterside theatre his intention to impose change and to break the contracts and career prospects of Cabin Crew, his audience burst into a spontaneous round of applause and cheers.

As the mutual backslapping and 'high five-ing' died down, managers rushed back to CRC to gleefully spread the 'good news'. Crew checking-in around noon on that Tuesday, commented that the atmosphere felt strange; for a start their managers were actually smiling for once, or huddled around in groups giggling like school children, openly goading crew to 'go ahead, make my day and check your ESS'.

We should say at this point that Mr Francis believes the majority of crew support him. He says that he is 'inundated' with emails which are very positive over his plans; if you believe that this applies to you and you believe that your future is safe in his hands, then please read no further.

If you truly believe that a union for Cabin Crew, made up of Cabin Crew, doing exactly the same job as you, does not have your interests at heart, as much as a manager who has been here a matter of months and will probably be gone in as many, then there really is no point reading any further. Simply trust in Bill, Willie etcetera and their much-vaunted principles of 'putting the customer first' and 'protecting current crew' and their belief that somehow, all of this is your fault, for earning too much. Keep reading *Cabin Crew News* or *ESS*, our work is done, we can sit back, relax and give up the fight to protect you. You don't need us, Bill evidently has it all in hand and that means an easier option for us!

**As for the rest of you, please read on...**

The most staggering thing in all of this is how far they are willing to go, to not only bend, but conceal the truth from you. It is said "the bigger the lie the harder it is to spot". This is the end of almost a three-year

journey for Mr Francis and Mr Walsh but a far shorter one for Cabin Crew. Just one year ago, none of us had even heard of 'Operation Columbus'. Not until its content was secretly obtained by BASSA and published by both committees, just before Christmas last year, was the enormity of the challenge to our future revealed.

*Some believed it couldn't be true; many more simply hoped it wasn't. Unfortunately and sadly it was and it's here, right now.*

They had been secretly working on these plans for over three years and would not have announced them until they were ready to impose. Unfortunately for them, there is 'life in the old Union dog yet' and we disrupted their plans by exposing them to you, far earlier than they would have wished.

This has led to an extremely worrying and concerning nine months for all of us; first they denied, then hinted, and finally drip fed their plans to a shocked crew community.

In truth, these talks or negotiations (call them what you will) have been a sham from start to finish. Despite Bill Francis attempting to portray an image of how reasonable he is, patiently available day and night for talks, listening to ideas and suggestions from all and sundry, altering his plans along the way, the reality is far, far different.

Their plan is pretty much exactly as it was when they started, only bigger; they started out wanting £82 million and yet expect to end up getting £140 million.

## OR DID THEY . . .

The £82 million figure was unveiled and then almost overnight it increased to £140 million. No other areas' targets have been increased in such a way, only Cabin Crew. Still we acted responsibly and put forward, at the time, an incredibly well-thought-out, well calculated and some would say, generous package of cost savings to the tune of £175m.

We wanted our airline to survive and we were willing to play our part and so were simply astonished when this was rejected. It soon became apparent that if this was 'an airline in crisis', they would have grabbed every last penny offered to them... but they had a far bigger agenda in mind; the money wasn't the only issue, this was all about union busting on a scale not seen before within our company. It was a determined attempt to try and close down Unite once and for all. Our Union is the only obstacle preventing the introduction of low cost terms and conditions to a supposedly premium service airline and by accepting our

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proposals they would not have achieved this aim and they knew it. They had been out thought, so they simply prevaricated until they were ready to impose. To confirm this once and for all and to leave NO doubt in anyone's mind, we have broken down the savings once again, using just their own figures.

Removal of PSR in WW	£28.00m
Purser Main crew switch in LGW	£0.30m
Removal of additional crew in WW	£2.72m
Reduced crewing levels in EF	£8.00m
Single supervisor in EF	£1.50m
<b>Total</b>	<b>£40.52m</b>

**So where has the extra £100 million gone?**

Surely they haven't generously accepted a lesser figure? No, of course not. The savings will, quite simply, be stolen from your future prospects and yet they do not possess the honesty to tell you so. The new fleet and all that it brings will sooner or later bring about the demise of all current fleets. If you had been thinking this does not affect you, then please think again. Where will the £100 million in savings - that are still to be achieved by March 2011 - come from, if not from a new fleet? And that will only be the beginning.

A new fleet currently does not exist; it has no routes, no agreement and no crew working on it, yet it will save £100 million from your wage bill within 18 months. That can only be done by taking away your work, your routes and your future promotions. We urge you in the strongest possible terms to think about that and what it will mean to you. It is, in essence still the creation of cheaper subsidiary for crew, within crew. They will be non-unionised, flying to scheme, have no fixed days off and no agreement. They will be far cheaper and far more flexible than you.

***So who is going to fly new routes and new aircraft types in the future? Simply do the maths and you can work it out.***

It won't happen overnight of course, but it will happen; we cannot emphasise this enough. £100 million in savings says exactly that. These talks have been little more than a charade, a box ticking exercise to trot out the same tired old clichés, to justify imposing something that they were going to do anyway.

They wanted new fleet and now they think they have got it and much more; they always knew your Union could not reasonably accept the sheer scale of the changes they wanted, it was an impossible task and one in which we were set up to fail. Some compared it to asking turkeys to vote in favour of Christmas.

A company which chooses imposition as its preferred option, does not simply revert back to negotiation in the future, why would they? If they are successful this time, they will not look back, they will become bolder and your agreements and your union will be gone. So, you can quite simply see that on paper this appears to be £100m short of their target of £140m. In reality, as we have explained, it won't be; it will be the key to far greater savings.

When that time comes, who will then stand up for you and what's important to you? 'New fleet crew'? Will they be interested in your

plight? How long before these 'new crew' inferior agreements become yours, month by month, slowly taking away your work and your money? How long before the BA wish list is back on the table again, once our management has recognised that they no longer need to negotiate?

## WHAT WILL BE NEXT

Hourly pay  
 Double nights gone  
 Reduced rest downroute  
 Reduced days off at base  
 Fixed links  
 Flexible rosters  
 There and back Sharm El Sheikh at LGW  
 Ranks and promotion to disappear  
 Extended range flying with no protective agreements at LGW (Already planned)  
 Linked short and long haul sectors at LGW (Precedent set with London City)

You will not have a union to stand up for you, we will be gone and soon after so will you. If they win by imposition rather than agreement, and you accept it, then you will also be accepting this as your future; we cannot spell it out to you any more clearly.

It is extremely sad to find ourselves in this position, we all love this airline and what it stands for. Nobody wants to be here, but our current management won't negotiate. They prefer instead to impose and break binding agreements when it suits them.

Along with our union Unite, we now call upon British Airways to act sensibly; not to damage the prestige and reputation of our airline; to protect our customers and to step back from confrontation by removing impositions and to return to the negotiating table immediately. If they do not, we will have no other choice than to issue a ballot for industrial action.

We only have a strong union because you make us strong and we need your backing now. We have agreements, because they are exactly that, agreements to be honoured by both sides. If you let them break them as they wish, then our union will lose its strength over night. They are completely aware that, if you don't stand up over this then you won't get another chance to stand up in the future.

That's why Waterside (rather sadly) echoed to the sound of clapping managers and that's why we will need your support more than ever.

Don't believe us? Then simply put your faith in Bill Francis, or better still Willie Walsh, sit back, relax and enjoy the ride.

**"This airline was built on the hard work of those that proudly wear its uniform, not those who favour hiding behind a suit" anon**

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# Go on, take it for a 'spin' sir?



Throughout this unsettling time we have done our best to provide you with as accurate and up-to-date information as we possibly can, information that recent events have proven over and over again that you can trust.

...on the other hand Bill Francis would appear to have provided you with whatever fleeting idea popped into his head and his assurances have lasted as long as the warranty on a used car.

At the end of the day we can only try to alert you to what the future will hold, as you will have to make a decision if you trust his assurances or you don't. You won't get a second chance and his record so far, isn't exactly flawless.

## Bill Francis' Crew Forum Q&A April 2009

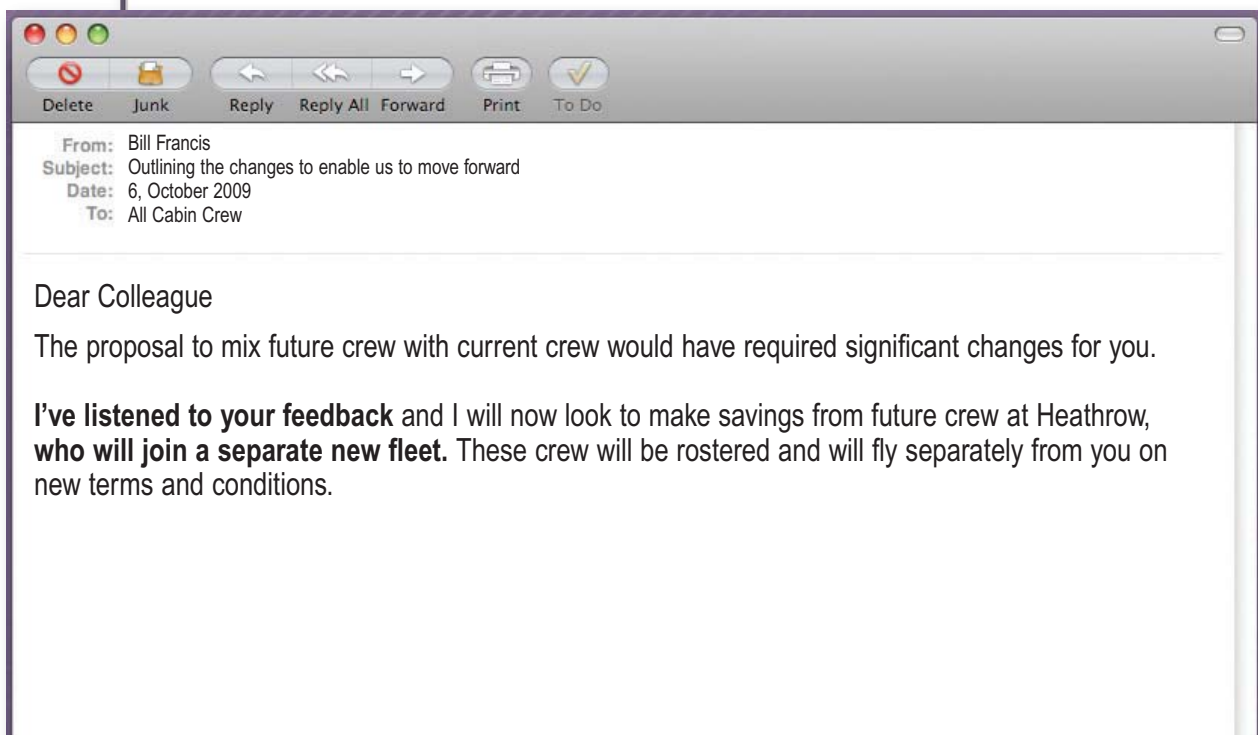
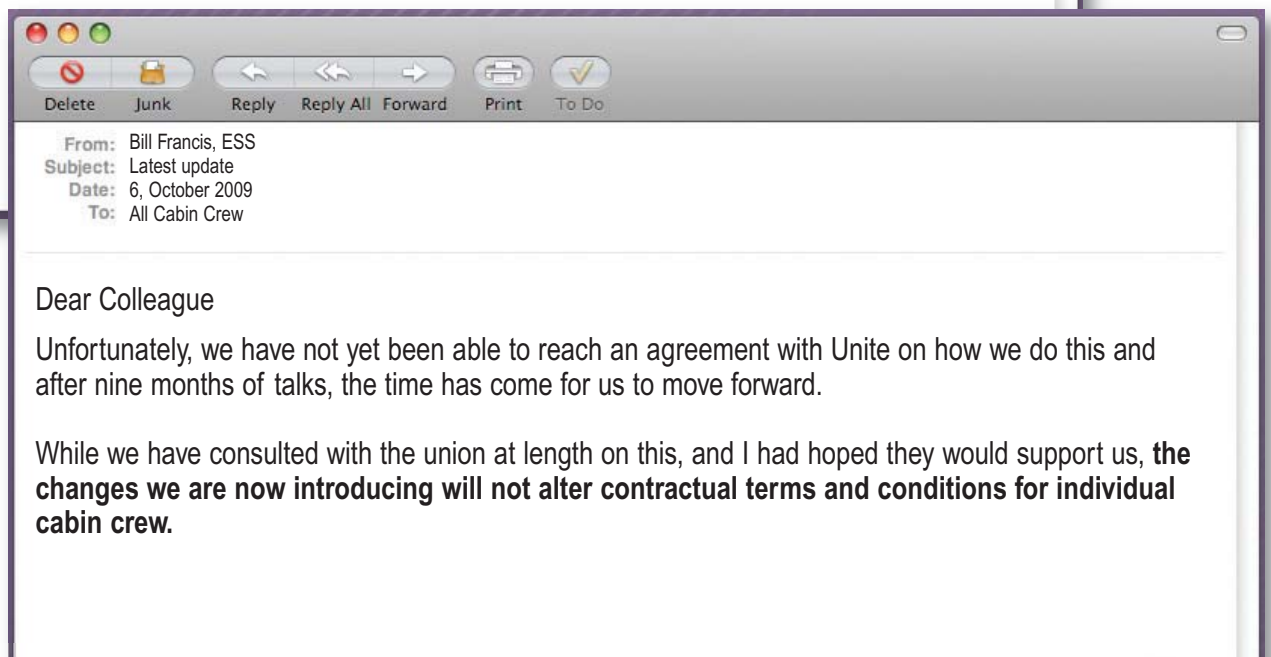
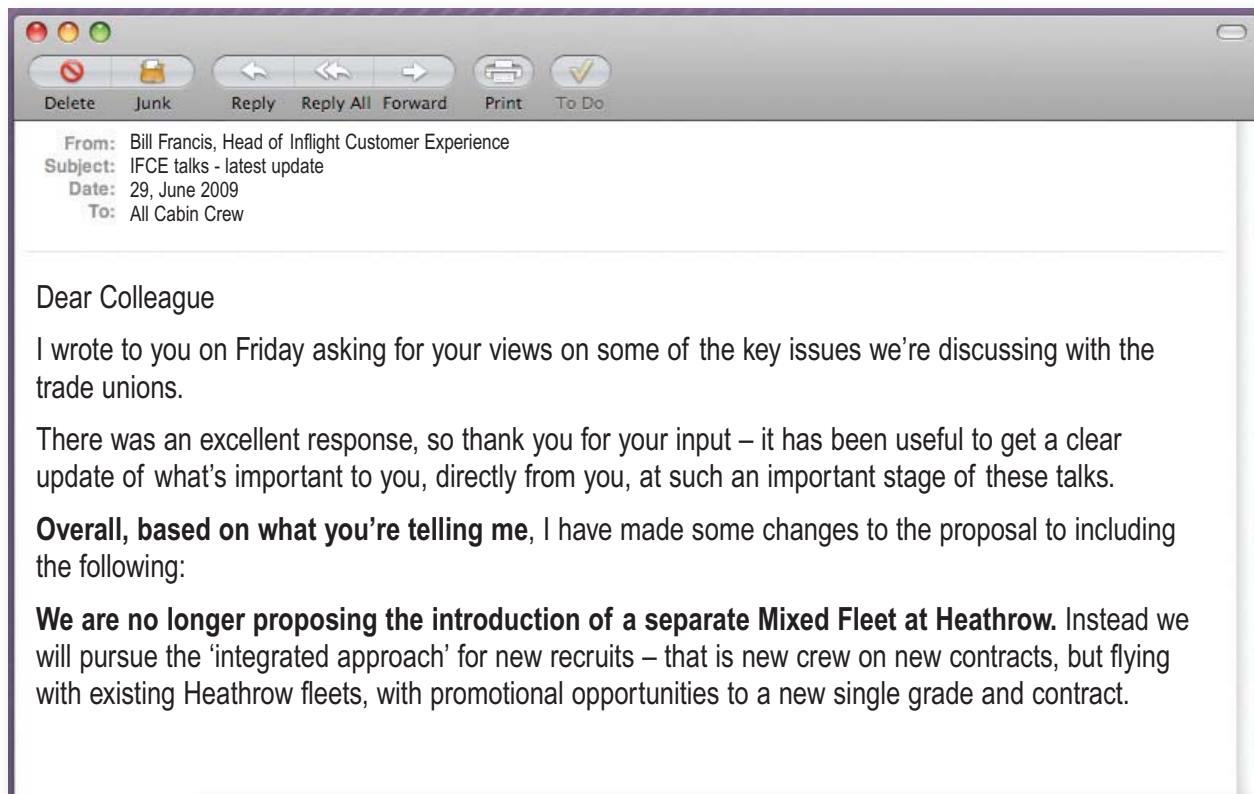
### CREW QUESTION

Why can we not have a legally binding contract protecting the current crew?

### BILL'S ANSWER

Your existing personal contract of employment is legally binding under UK law. It says in your contract that it includes collectively bargained terms and conditions on top of what's in your personal contract, anything we agree collectively therefore will become part of your contract. This is why we rejected a US style legally binding contract as we already have a UK one.

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# ACAS THE TRUTH

Three days of final talks were held at ACAS. Bill Francis has communicated his version of those three days, it is now time to set the record straight.

These talks were scheduled to be a last ditch attempt to avoid an industrial dispute; they ended up as a sham.

We believed it was a sensible way to meet British Airways and at long last hear some plain talking, just the facts:

- How much they wanted to save?
- How they intended to do it?

We, in turn, would then consider this and respond; decide if we could achieve it, or if not, what was the bottom line that we could accept. Simple as that.

Straight forward you would imagine?  
In reality No.

Day one was spent on trying to agree a protocol for the talks, with British Airways insistent we could not communicate to our members the content of the discussions. We, as the joint committees, declined.

Days two and three were spent trying to persuade British Airways to come clean over exactly what they wanted. They declined.

They then tried every diversionary and delaying tactics to ensure we discussed absolutely nothing.

They would only agree to discuss four items that could be

discussed, and possibly reach agreement on. These were pay (which they had already excluded from any cost savings target), disruption agreement, Euro single supervisor, and early day report.

Your Union believed these were important issues, however they paled into insignificance against the massive cost savings target we faced.

If you believe Bill Francis, these items were worth very little. In actual fact, based on their figures, the four items together are only worth £3 million.

Or otherwise £137 million short of their target.

Now we know how empty those three days were. Merely a delaying tactic prior to imposing a

package of items that they had declined to discuss just 72 hours later.

Of the four items they were prepared to discuss at ACAS their value according to BA is as follows:

- There were no plans to pay any salary increase - NIL savings
- Disruption agreement max £1m
- Eurofleet single supervisor £1.5m
- Early day report £0.5m

It is a matter of record at ACAS that these were the only four items that were due for discussion and possible agreement last week and therefore would have ONLY saved BA a total of £3m.

**This was a statement issued on the final day of ACAS talks by BASSA and UNITE and was kept as a matter of record by ACAS. Please read this; it is self-explanatory and exposes how far British Airways are willing to distort the truth.**

British Airways seem determined to misrepresent Unite BASSA's position and appear determined to avoid discussing the serious issues that still remain between us. To be absolutely clear, one final time, Unite BASSA simply wish to commence discussions on these items, no more and no less should be read or inferred into this request.

We have simply sought to prioritise the significant items that need to be discussed during negotiations, as this quite simply is what our members need to know. BA has repeatedly and for a variety of different reasons over the last three days refused to agree to this request. If this meeting is classed as an NSP, a sub group of the NSP or just a simple humble meeting is of no significance or importance to us. The opportunity to meet and finally hear management's proposals, however, is.

British Airways have already put several preconditions including that they require crew to cut £140 million or 25% from their budget. This is despite instructions from their CEO and the joint general secretaries that talks should contain no preconditions. BASSA have responded to BA's requests with both the interests of our members and the position of the company at heart.

We are pleased that Willie Walsh has confirmed *"I think we have done what needed to be done to address the immediate crisis we faced. Strengthening our cash position was a critical issue and we are taking the right steps to profitability. The situation is no longer as critical."*

We are surprised that the company are not aware of this change as it was reported in several national newsletters and was welcomed by the city institutions.

We suggest that we now commence a meeting immediately and are willing to continue as long as is necessary into the evening to achieve this. If this suggestion is not convenient for the management side or Unite Amicus section due to prior commitments then we will understand and BASSA have already provided a series of alternate dates for talks to recommence.

2 October 2009 at 17.20



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# Are you relaxed?

Let us be absolutely clear with you, British Airways management are completely and utterly relaxed, Bill Francis is relaxed, so is Willie Walsh and every manager in-between.

Why? They believe 100% that you have been appeased. They believe without any doubts whatsoever that they have got you where they want you, due to them offering the possibility of a few part-time contracts or the sniff of (temporary) promotion.

They consider you bought and paid for. They think they know crew.

They are going round Waterside telling anybody that will listen, "there won't be any industrial action by crew". Various managers have confirmed that the belief within Waterside is that crew do not have the stomach for a fight.

'They just aren't up for it', is another recent management quote. BA have even gone to the extent of actually winding down their contingency plans for industrial action as "an unnecessary use of resources". They think it's all over...

## Are they right?

If they are, then the current life style of cabin crew is effectively over. In a very short space of time, we will all be on the new fleet. Ask yourself how long do you honestly think they are going to keep two fleets going, **with one operating on half the cost of the other?**

If you value your life style, your job, your ability to pay a mortgage or raise a family now or in the future, then it's worth fighting for and you can play your part by supporting your Union. If you don't, ask yourself another question... who is going to stand up for you when they take away your good trips or your days off a year from now?

Willie, Bill and Co may be smug now, they think they have won with their pieces of silver, well it's not over till the galley girl sings... and boy can she belt out a tune!

When it comes (as come it must) use your vote and make your voice heard, show them how strong you can be and that you won't simply give in and accept your future being stolen from under your nose.

You are worth far more than the scant respect they credit you with. **You are the best cabin crew in the world. You have made British Airways the company it is and you deserve to be treated far better than this.** Make them aware of just how badly they have misjudged you, prove you cannot be bought for trinkets and let's show this duplicitous management just what integrity is all about.

Your Union won't sleepwalk to oblivion - we don't think you will either!



## It's all about YOU!

Your union is working behind the scenes for the battle ahead, our lawyers are preparing legal challenges to the breaches of our agreements and your individuals contracts. Full legal advice and guidance will be available for all members prior to the imposed changes on 16 November.

BASSA and Amicus cabin crew section have taken this threat so seriously we have United to fight it together. We also have the full backing of the whole UNITE union, both of its joint General secretaries, as well as other unions around the world.

Yet all of this counts for nothing without support from you, it will be impossible to get BA back to the negotiating table, without the backing of every single member and **YES, that means YOU!**

You cannot afford to leave this to others, your union needs your support to help us protect you and we need it right now.

We will hope for the best but continue to prepare for the worst. So when you get the chance, use your vote wisely, you will not get another.

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# BASSA OFFICERS

## Branch Chairman

Lizanne Malone

## Branch Secretary

Duncan Holley

## Worldwide LHR

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Deputy Convenor: Chris Harrison

Office Manager: Trudi Lanigan

Treasurer: Adrian Smith

Sean Beatty  
Michael Blythe  
Martin Evans  
Mark Everard  
Dave Gilliland  
Trudi Lanigan  
Nicky Marcus  
John Piggott  
Brenden Taheny  
Graham Tattersall  
Paul Taylor  
Sharon Owens  
Greg Newton  
Tracy Jervis  
Hamed Chohan

## Eurofleet LHR

Convenor: Marcel Devereux

Deputy Convenor: Bob McCallum

Office Manager: Shaun Loveland

John Cusack  
Heather Facchinello  
Alan Land  
Lisa Horan  
Debbie Warren-Price  
Jaquie Banfill  
Tim McNamara  
Karen Rayner

## Singlefleet LGW

Convenor: Anna Roffey

Agustin Perez-Albacete  
Dominic Rothwell  
Paul Shaw

## Health & Safety

Nikki Jones



## NEW BASSA MAIN SWITCHBOARD NUMBER: 020 3318 3004

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Deputy Convenor: Iain Tanner

Adam Marley  
Tracey-Ann Veakins  
Karl Timms  
Nicholas Robertson  
Stuart Wilson  
Gail Hellicar  
Madeline Slevin  
Brendan Veakins  
Jonathan Weavil  
Michael Lynch

## Eurofleet Heathrow

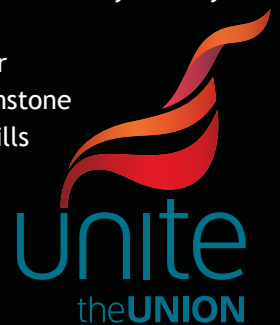
Deputy Convenor: Tim Pascoe

Franck Bousseley  
Garry Forrest  
Ian Newman

## Single Fleet Gatwick

Deputy Convenor: Gary Newley

Tina Wheeler  
Christine Penstone  
Alexander Hills  
Adrian Tidey



AMICUS CABIN  
CREW SECTION

# WORKING TOGETHER, UNITED WE STAND...