



Winning for Workers

National Industrial Sector Conference 2009

Hilton Brighton Metropole Hotel

Balmoral Suite

Monday 23rd November

Civil Air Transport

Report

Delegate List

Del No	Forename	Surname	Region	Employer
1	Greg	Foster	East Midlands	Servisair
2	John	Mullen	Ireland	Dublin Airport Authority
3	Niall	O'Hara	Ireland	Aer Lingus
4	Rizwan	Aziz	London & Eastern	BAA
5	Sean	Beatty (EC)	London & Eastern	British Airways
6	Isaac	Bhatti	London & Eastern	British Airways
7	Awtar	Bolina	London & Eastern	BAA
8	Adrian	De Mello	London & Eastern	British Airways
9	Jasbir	Dhaliwal	London & Eastern	BAA
10	Patrice	Due	London & Eastern	BMI
11	Shaminder	Ganger	London & Eastern	BAA
12	John	Gurney	London & Eastern	British Airways
13	Peter	Harvey	London & Eastern	United Airlines
14	Kevin	Herrity	London & Eastern	British Airways
15	Vicki	Hunt	London & Eastern	BAA
16	Lorraine	Iredale	London & Eastern	British Airways
17	Chris	Jackson	London & Eastern	ICTS
18	Ian	Kemp	London & Eastern	British Airways
19	Jasmine	Kooner	London & Eastern	British Airways
20	Sunaina	Kumar	London & Eastern	BAA
21	Ann-Marie	Le Tourneau	London & Eastern	British Airways
22	Lee	Ly	London & Eastern	British Airways
23	Nicky	Marcus	London & Eastern	British Airways
24	John	Mason	London & Eastern	United Airlines
25	Peter	McGinn	London & Eastern	Gate Gourmet
26	Colin	Nelson	London & Eastern	British Airways
27	Liam	O'Gara	London & Eastern	British Airways
28	Tracey-Ann	Veakins	London & Eastern	British Airways
29	Blair	Veakins	London & Eastern	British Airways
29a	John	Tarrant	London & Eastern	BAA
29b	Bruce	Donaldson	London & Eastern	Cargo/Ground Handling – LHR
29c	S	Ahmed	London & Eastern	Cleaning Catering Security-LHR
29d	Janet	Ola	London & Eastern	International Airlines
29e	John	Sterne	London & Eastern	Thompsonfly
29f	Lisa	Carr	London & Eastern	LTN/STN/LCY
29g	Paul	Schroder	London & Eastern	LTN/STN/LCY
29h	Denise	Smith	London & Eastern	LTN/STN/LCY
29i	James	Peters	London & Eastern	LTN/STN/LCY
29j	Ursula	Crilly	London & Eastern	Quantas
29l	Chris	Tesch	London & Eastern	British Airways
29l	Trasiam	Benning	London & Eastern	BA Engineering
29m	Roy	Khan	London & Eastern	BA GSS
30	Steve	Hedworth	North East, Yorkshire & Humber	GATE AVIATION SRVS
31	Maggie	Stephenson	North East, Yorkshire & Humber	British Airways
32	Tim	Fenton	North West	Thomas Cook
33	June	Knox	North West	Thomas Cook
34	Brian	Norbury	North West	Brian Norbury
35	Collette	Parsons	North West	Manchester Airport plc
36	Jason	Phillips	North West	Alpha Flight Svs
37	Alan	Douglas	Scotland	Menzies Aviation Edinburgh
38	Nicholas	Morris	Scotland	BA City Flyer
39	Susan	Cann	South East	British Airways
40	Steve	Freeman	South East	Alpha Flight Services

41	Robert	Fromant	South East	British Airways
42	Ashley	Hawkins	South East	Virgin Atlantic
43	Michele	Jarrett	South East	Virgin Atlantic
44	Alan	Newton	South East	BAA Gatwick
45	Maureen	Thomas	South East	British Airports Authority
46	Dean	Tulley	South East	British Airports Authority
47	Nicola	Wareing	South East	Virgin Atlantic
48	Gaynor	Worrell	South East	Virgin Atlantic
49	Keith	Brock	South West	Bristol International Airport
50	Barney	Miles	Wales	British Airways Maintenance
51	Keith	Morgan	Wales	British Airways Avionics
52	Keith	Anderson	West Midlands	Alpha
53	Tina	Moran	West Midlands	BHX

1. Joint General Secretaries Report

2. Transport Plenary - Sabine Trier ITF, Stuart Howard ITF, Martin Sandoval of Justice for Colombia

3. Election of Chair

An election took place that resulted in Collette Parsons, delegate No. 35, being elected unopposed as the Conference Chair.

4. Apologies, Introductions and National Officers welcome

The following apologies were given or had been received:

3	Niall O'Hara	Ireland	Aer Lingus
19	Jasmine Kooner	London & Eastern	British Airways
22	Lee Ly	London & Eastern	British Airways
26	Colin Nelson	London & Eastern	British Airways
29c	S Ahmed	London & Eastern	Cleaning Catering Security LHR
29d	Janet Ola	London & Eastern	International Airlines
29j	Ursula Crilly	London & Eastern	Qantas
33	June Knox	North West	Thomas Cook
37	Alan Douglas	Scotland	Menzies Aviation
48	Gaynor Worrell	South East	Virgin Atlantic
51	Keith Anderson	West Midlands	Alpha
	Sarah Davies	London & Eastern	Charter & Low Fare
	Jas Gill	London & Eastern	Cargo/Ground Handling LHR
	Sue Kimber	London & Eastern	Charter & Low Fare

5. National Report - Brian Boyd and Steve Turner, National Officers

Brian Boyd, National Officer, was pleased to address the transport conference which reflects the diversity of our union. Brian expanded on the themes currently facing us in the civil air transport. The serious economic climate has adversely affected aviation industry in the UK and as a consequence difficult decisions had to be made. Our members were faced with insecurities brought on by breakups and takeovers. The sale of Gatwick Airport brought insecurities to colleagues there. It is an extremely difficult situation at the British Airways where we were forced to ballot our members since we do not accept that any employer can impose new terms and conditions on our members. We are looking for a maximum turnout and a 'yes' vote to give us the strength when negotiation with the British Airways. We also need to be very careful and vigilant about what happens in the British Midland since there were announcement in the press that the takeover is imminent there from Virgin and/or Lufthansa. Securing Glasgow Airport should be priority of the Scottish Government. Regarding the Heathrow

expansion we will organise an outline petition and we hope that delegates will take it back to their workplaces and support it. The time has come for us to speak as one union Unite. We know where we came from but we need to work as Unite, not as T&G or Amicus. Everything about this Conference is to respect each other and move forward.

Steve Turner, National Officer, thanked delegates for their work in the past year. Steve agrees with Brian that we face tough times ahead but he brings the message of solidarity and offering support to all our members wherever they are. Civil aviation is an industry that is facing many changes and is at the forefront of fighting back the employer. If British Airways is successful in imposing changes to the cabin crew they will move onto check-in staff, catering and engineering. It is difficult timing in coming up to Christmas but timing of this dispute is not of our choosing. We will fight, oppose and respond with a clear vision and message because the Government and everyone is watching how we will respond. It does not matter where colleagues work because if they are successful in this dispute they will attack someone else next. Steve offered big thanks to all members and reps who are the bloodline of our union. Job of work starts when we leave this Conference, when we need to deliver on what you voted on in motions. We need to organise ourselves on international level too to send a very clear messages to the employers. One such international strategy is restricting weight of luggage - 23 kg campaign - which we are supporting.

There was a **Question and Answer Session** during which questions from the floor were asked on:

- Heathrow and Stansted expansion
- British Airways and Iberia merger
- Privatisation and liberalisation of aviation industry
- Lay companion proposals
- Issue of competition of BAA and individual terminals at various airports being sold separately to the highest bidder

6. Guest Speaker - Paul Clark MP, Parliamentary Under Secretary, Department of Transport

Paul Clark MP, Parliamentary Under Secretary of State for Transport gave a short presentation to Conference during his 'flying visit' but was unable to answer delegates' questions since he had to return to London immediately. However, Aviation Minister said that he would be happy to receive delegates' questions via the e-mail and will endeavour to answer those. As Aviation Minister Paul Clark is tasked with ensuring a successful and sustainable aviation sector. To achieve this goals the aviation industry needs a well trained, motivated workforce. The aviation industry is big, world-wide it supports more than 15 million jobs and in the UK it provides around 200,000 jobs directly and supports 500,000 indirectly. The last 18 months have been difficult with the global financial crisis and recession which has affected this industry in that it has been grappling with reductions in both passenger numbers and revenues. There have also been frequent announcements of reductions, redundancies and pay freezes. However, in the medium and long

term the indication is that demand for air services will continue to experience strong growth. But that growth must be sustainable for the economy, environment and socially. Heathrow continues to fulfil the role of international hub. The Department of Transport considered carefully all three pillars of sustainability before taking the decision as outlined by the Secretary of State. The Government will continue to work closely with its international partners to ensure that the Copenhagen Agreement recognises the need for action on aviation emissions. Technology will have a key role to play in driving the efficiency improvements required to achieve the target throughout 2010. The Government has invested significantly in collaborative research, matched by business, to develop lighter, more efficient aircraft. On 1 November the reformed Air Passenger Duty regime began. In order to ensure that policy can respond flexibly to changing economic conditions, whilst maintaining action on climate change, the Chancellor announced the Government's intention to reform Air Passenger Duty from a two to a four distance band system. All sections of the industry, including the unions, can assist the Government in developing the evidence base for the impact of Air Passenger Duty. Aviation Minister fully supports the efforts of his HSE colleagues to develop measures to ensure that baggage at UK airports is handled in a way which does not adversely impact on health and safety of handlers which includes a recommended 23 kg bag weight limit. International projects such as the new International Organisation for Standardisation proposal on baggage handling are vital. If international agreement to reduce weights proves elusive, the development of smarter baggage handling systems might be the quickest route to ameliorate the problem of weight related injury to handlers. In conclusion Aviation Minister said that the long term economic and environmental health of the country must be secured but it must be secured fairly for all sections of our society and he will continue to support future of the strong aviation industry.

7. Consideration of Sector Motions

MOTION 1. TERMS AND CONDITIONS

This Conference calls on Unite to use all available resources to ensure the terms and conditions of civil air transport sector workers are protected from employers who wish to use the current financial crisis to undermine airline pay and conditions of employment.

Moved by John Mullen, delegate No. 2
Seconded by Blair Veakins, delegate No. 20

Carried

MOTION 2. BAA

Conference notes that, since the takeover of BAA by Ferrovial, standards have suffered as a result of changes to the structure of the company at Gatwick. Working conditions of BAA staff have become nothing short of dire. This conference further notes that this deterioration had started before the takeover, but under Ferrovial it has been accelerated, making matters much worse.

This conference believes that Ferrovial have put themselves massively into debt in order to fund the takeover and are now faced with prohibitive levels of debt repayment. This in turn will increase the pressure they bring to bear on the airports business to generate greater amounts of revenue to service that debt. It is the major driver that has pushed Ferrovial into its decision to sell off Gatwick.

The Conference further believes that, prior to any sale, this pressure to generate additional revenue will result in further attempts to cut staffing levels, downsize or eliminate whole sections and make those remaining work harder for longer. This has further implications for the standards outlined above including working conditions.

This Conference therefore resolves to support the Gatwick branch in its resistance to the attempts by the company to make the workforce pay for their financial miscalculations, and their efforts to try and deter the company from embarking on any future change programmes. At the same time, the conference resolves to wholeheartedly campaign for the return of the BAA to public ownership, i.e. the complete re-nationalisation of the business with a view to restoring it to the status of a public service, where all the revenues generated can be devoted improving not only the aforementioned, but also the airport facilities, for the benefit of the travelling public, airport users and staff.

**Moved by Dean Tulley, delegate No. 46
Seconded by Maureen Thomas, delegate No. 45**

Carried

MOTION 3. ACCOUNTABILITY

This conference calls upon the Union to ensure that all Unite representatives in British Airways who are representing more than one workplace are fully accountable to all of the workplaces they are representing and ensure there is full and proper mechanism for communication and a report back procedure.

**Moved by Maggie Stephenson, delegate No. 31
Seconded by Steve Hedworth, delegate No. 32**

Carried

MOTION 4. APPRENTICESHIPS

Union to promote the apprenticeship schemes within the airline and related industries, and to support continuing training within the sector.

**Moved by Alan Newton, delegate No. 44
Seconded by Robert Fromant, delegate No. 41**

Carried

MOTION 5. PAID RELEASE

This conference calls upon the Union to recognise the attendance of Union representatives at Regional and National Sector meetings is a duty placed on Union representatives and not a Trade Union activity as some employers are suggesting.

We, therefore, call upon Unite to campaign to ensure all representatives acquire paid release for their attendance at such meetings.

**Moved by Maggie Stephenosn, delegate No. 31
Seconded by Roy Khan, delegate No. 29m**

Carried

8. Guest Speakers - Dave Gordon and Joe Guid, USW strikers

Dave Gordon gave a background of the strike action Canadian miners are undertaking at the moment. The key issue is pensions which are under an aggressive attack by their employer Vale-Inco. Dave concluded that workers struggles are exactly the same whether you are high in the air (British Airways cabin crew) or 7,000 ft under ground (Vale-Inco miners).

Joe Guid said that this strike is like nothing they experienced before. Their union (USW) had to adopt new strategies to fight this attack. They have been encouraging members of their communities to place signs of support in their windows, asking businesses and neighbours to offer to feed the striking members and their families. They are using any opportunity for exposure to put their case across. They have contacted Michael Moor who invited strikers for the screening of his film.

9. Guest Speaker - Sharon James, CAT Secretary of ITF

Sharon James spoke about deregulation which has been the key issue that ITF has fought about for the past 30 years. International solidarity is extremely important in union's struggles and how we link unions in their struggles. But the real solidarity means we need to be creative. Ground staffing numbers needs to be regulated too and the initiatives

have already been developed. Low cost carriers are undercutting the mainstream airlines. Therefore, we need to develop campaigns so that does not happen. We cannot afford to loose this struggle.

10. Karen Cole - Unite Equality Reps Project

Karen's been working on the project from its inception in 2008. The aim is to elect 400 equality reps to promote equality in the workplaces by the end of the project in February 2011. This project has support of both Joint General Secretaries and also form a part of the new Rule Book to ensure that the union is taking action on and working towards fairness, dignity and equality in the workplace. Equality reps need to be elected to get the same rights as workplace reps. We still need to develop equalities agenda and therefore need equality reps. Discrimination of disabled workers, bullying and harassment are still a big issue in the workplace. We need a more level playing field at work where everyone has the same opportunities to progress at work and are treated with dignity and respect, and union has a big role to play in this. We need to recruit more diverse membership, in particular we need more women, more ethnic minority and more young members not only to join our union but to get involved in our equality structures. Equality reps will support workplace reps in promoting equality agenda. There will be union equality courses for reps so delegates were invited that if they are not already equality rep to consider becoming one.

11. Elections

- a. Unite delegation to the 2010 TUC (13th-16th September in Manchester) - two to be elected, at least one of which must be a woman.

**Elected: Tracey-Ann Veakins, delegate No. 28
Blair Veakins, delegate No. 29**

- b. Unite delegation to the 2011 TUC (12th-14th September in London) - two to be elected, at least one of which must be a woman.

**Elected: Lisa Carr, delegate No. 29f
Paul Schroder, delegate No. 29g**

- c. One substitute delegate for 2010 and 2011 TUC.

**Elected for 2010: Roy Khan, delegate No. 29m
Elected for 2011: Robert Fromant, delegate No. 41**