

*DRAFT ONLY - CONFIDENTIAL FOR AMICUS BA REPS ONLY*

Dear Colleagues,

As you are aware your union posted a list of failures to agree and impasses at the most recent special NSP held on the 9<sup>th</sup> November 2006. The following list of issues affect ALL CREW across ALL BASES served by Amicus.

### **Breakdown in Industrial Relations**

For the past year your representatives have battled with the employer at every day forums where unreasonable behaviour has been the rule of thumb; imposition sweeps away any chance of discussion, compromise or mutual agreement. AMICUS find it increasingly difficult to engage with BA on any points which are controversial, costly or both.

### **Merger of Post and Pre '97 Main Crew Pay Scales**

Amicus, as your union, has addressed this issue with British Airways at each and every pay negotiation since 1997. We support our colleagues on the new entrant pay scales and believe that the benefits of the new entrant starter rates have borne fruit for BA.

It is our view that with the first group of crew directly affected by these scales, having now reached the top incremental pay point, it is appropriate for us to address this issue on behalf of our members once more.

### **Purser - Junior Swap on 747**

This initiative, we believe, speaks for itself and the ramifications for the future are catastrophic. We believe this is the beginning of an initiative by British Airways to remove all but two of the supervisory crew onboard their aircraft.

Promotional opportunities are being removed for our members in BA and this we find unacceptable. A clear example of this can be seen in the imposition of a Purser in charge of the A 321 on EuroFleet.

### **Preferred Bar Operators**

This is a thinly veiled attempt to dismantle our current seniority and bid system. We know from feedback that this system is the preferred method of determining your work position on board.

Your agreement allows you to have an input towards your onboard working position and we are not willing to sit back and allow your agreements to be eroded.

Will this be where British Airways stop YOU from having a choice?

### **Manchester Base closure**

We do not believe appropriate consultation or involvement of the TU side was observed in the decision making process when BA chose to close the Manchester base.

With the sell off of BA Connect which part of the business is next? Gatwick? Heathrow EuroFleet? Heathrow Worldwide?

## 900 hours

We are all affected by this issue. The increase of unusable 24 XX has resulted in the loss of earnings and roster stability for our members.

BA was fully aware of the introduction of this piece of legislation yet appear to have taken very few steps to prepare for the impact this has had on our crew community.

## Downroute report time

This issue affects YOU the cabin crew directly due to the increase in security checks/procedures post 9/11 that now result in our reporting anything from 1.5 hours to 2 hours before departure. BA has identified that the cost of this increased time being adsorbed by yourselves, the crew, could amount to anything between 6 and 14 million pounds per annum in saved payments.

YOUR cabin crew agreement state clearly that you are on duty one hour prior to the scheduled departure time.

## EG300

All parties accept that this process is not working to its fullest potential. We believe it is being used as a disciplinary tool as opposed a supportive mechanism to improve attendance.

## Fixed Links

The trial that was conducted at Heathrow approx 2 years ago was proving unsuccessful, and was suspended due to the imposition of a single purser in charge of the A 321. Crew's refreshment breaks were affected and now it is being revisited as a cost saving to BA. We believe this proposal will contravene certain aspects of the working time directive.

As you can see the list of disagreements is not exhaustive but at the present time BA has resisted all of the approaches made by your representatives to resolve these issues. In conclusion we would like to offer BA the opportunity to enter into meaningful and productive discussions to resolve the issues mentioned above. Should BA fail to respond to this request within 7 days from the date of this letter, we will have no option but to consult with you in a more formal manner.

Yours sincerely

Amicus Cabin Crew Committee