

Email chain between Unite and Thomas Cook Airlines
regarding potential unfairness of the revised selection
process and criteria:

***Oldest emails at the bottom –
please read from bottom upwards***

From: Whitley, Mick [mailto:Mick.Whitley@unitetheunion.org]
Sent: 12 January 2012 12:17
To: NAME REMOVED
Cc: Carr, Colin
Subject: RE: Subject: Thomas Cook selection criteria URGENT

Dear {NAME REMOVED},
Thank you for your email dated 12th Jan.
In regards to the Thomas Cook selection criteria I can confirm to you that I never agreed to this.
Furthermore, I have no knowledge as to who Sharon Wroe is and have certainly never spoken or
been involved with her.
Therefore, her comments to you that I had agreed the criteria are completely refuted by myself.
I trust this clarifies the issues for you.
Regards
Mick

Dear Mick Whitley,

I am a cabin manager based at Manchester who is in the unfortunate position of being made compulsory redundant. I also had a telephone conversation with Sharon Wroe (one of our regional managers) in the last week who confirmed verbally to me that you as a union official definitely agreed the criteria?

Can you please confirm to me at the soonest opportunity that you categorically did not confirm the criteria as I need to print out your response in order to take with me to my appeal meeting.

Yours sincerely

[NAME REMOVED]

From: Adams, Emily [Emily.Adams@thomascook.com]
Sent: 29 December 2011 15:41
To: {NAMED REMOVED} Watson, Alison
Cc: Whitley, Mick; Carr, Colin; Jill Richards; June Knox; Martin Browne; matt.irish@tcxunite.com; Alejandro; West Andy; Daniel Fennell; Douglas Kirk; Janet Thorpe; Shirley Fulop; Stephen Shaw; Lee Bryant; Rachel Bowden BRL; Laura Gray; Hayley Browne; Alan Robson; Molyneux, Lucy; Doyle, Jacqui
Subject: RE: Urgent Meeting

Hi {NAMED REMOVED},

As discussed today, we have not stated that Unite or the FTO have agreed to the selection criteria. I had hoped Ewan's most recent comms, attached for your info, had clarified the situation once and for all. I did not say Mick agreed to the selection criteria, I said Mick had agreed to the wording used regarding selection criteria within Ewan's comms, dated 13th December 2011, also attached for your convenience. I also enclose relating supporting emails.

Please refer to Ewan's most recent comms for the Company's position regarding selection criteria. I assure you that all individual consultation scripts are now only in line with this position, and have been since the issue was raised prior to Christmas.

I am currently awaiting Colin's availability to organise a meeting.

Kind regards,

Emily.

Emily Adams
HR Manager - Customer Services
Airline Human Resources Department
Thomas Cook Airlines
Part of Thomas Cook Group plc
T: 0161 498 4403
F: 0161 498 4465
M: 077 6642 1852
E: emily.adams@thomascook.com

Hi June,

As I said in my email to Martin it wasn't my understanding this was in the script. Upon review I confirm the script has been amended and now states the selection process has been confirmed to Unite.

Ewan has also clarified the situation in his most recent comms.

As discussed in our meeting last Friday, we are happy to meet to discuss outstanding items.

Colin - please can you advise your availability so that we may meet? I suggest after 28th December now, looking at management availability.

Thanks,

Emily.

Emily Adams
HR Manager - Customer Services
Airline Human Resources Department
Thomas Cook Airlines
Part of Thomas Cook Group plc
T: 0161 498 4403
F: 0161 498 4465
M: 077 6642 1852
E: emily.adams@thomascook.com

From: June Knox [mailto:juneuniterep@hotmail.co.uk]
Sent: 21 December 2011 14:52
To: Adams, Emily; Alexander, David; Sinclair, Ewan; Watson, Alison
Cc: mick.whitley@unitetheunion.org; martinuniterep2@hotmail.co.uk; Matt Irish; Leigh Ferron; Lee Bryant
Subject: RE: SELECTION CRITERIA

Hi Emily,

Thank you for the email.

As you have not responded to the request to remove "as agreed with Unite" from the ICMs, does this mean that the RCCMs and Crew Support will continue to use this phrase in meetings?

Please could you also confirm if the Company are willing to meet in order to discuss what has, and has not been agreed, and the wording which is being used? "Substantive items," is a very broad brush.

Kind Regards,

June Knox

07985 945913

www.tcxunite.com

Subject: RE: SELECTION CRITERIA
Date: Wed, 21 Dec 2011 12:36:55 +0000
From: Emily.Adams@thomascook.com
To: juneuniterep@hotmail.co.uk
CC: mick.whitley@unitetheunion.org

Hi June,
Please refer to my previous email to Martin.
Kind regards,
Emily.

Emily Adams
HR Manager - Customer Services
Airline Human Resources Department
Thomas Cook Airlines
Part of Thomas Cook Group plc
T: 0161 498 4403
F: 0161 498 4465
M: 077 6642 1852
E: emily.adams@thomascook.com

From: June Knox [mailto:juneuniterep@hotmail.co.uk]
Sent: 21 December 2011 11:24
To: Adams, Emily; Alexander, David; Sinclair, Ewan; Watson, Alison; mick.whitley@unitetheunion.org
Cc: martinuniterep2@hotmail.co.uk; Lee Bryant; Leigh Ferron; Matt Irish
Subject: SELECTION CRITERIA
Importance: High

Dear Emily,

I have just spoken with Mick Whitley regarding the confusion around what Unite have "agreed." Mick is quite clear that neither he, nor the JCNC agreed, or gave their blessing to the latest selection criteria.

Many other issues raised by individuals at the meetings I attended yesterday are also being given the blanket response "it was agreed with Unite."

To clear up the confusion and so there is no misunderstanding, Mick as our former Officer, is more than happy to attend a meeting after Christmas, along with the JCNC to discuss the issue. In the meantime we would kindly request that with immediate effect the term "this has been agreed with Unite" is not used in any individual consultation meetings.

Kind Regards,

June Knox

07985 945913

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From: Carr, Colin [mailto:Colin.Carr@unitetheunion.org]
Sent: Tue 12/13/2011 17:23
To: Adams, Emily
Cc: Whitley, Mick
Subject: RE: Selection anomalies

Emily,

There is no conflicting message from Unite, your redundancy discussions have been with Mick and his decision(s) prevail. In any case my views/concerns were not about the criteria, they were in regard to workplace representatives, their entitlement to FTO representation and my availability, nothing to do with selection criteria at all. Therefore, I reject your notion to setting any deadlines.

I would again urge you to extend workplace representatives consultations until we can arrange the correct representation on the 20th December.

Regards,

Colin Carr
Regional Officer

Unite the union
Merchants Quay
Salford Quays
Salford M50 3SG
Tel: 0161 848 0909 Mob: 07799114246 Email: colin.carr@unitetheunion.org

From: Doyle, Jacqui [Jacqui.Doyle@ThomasCook.com] On Behalf Of Adams, Emily
[Emily.Adams@thomascook.com]
Sent: 13 December 2011 17:03
To: Carr, Colin
Cc: Whitley, Mick
Subject: FW: Selection anomalies

Hi Colin

As I'm sure you are aware the collective consultation period closes on 19 December. Following representative's comments I had a discussion with Mick and we agreed we have gone as far as we can to incorporate Unite's views. I am afraid there is no such thing as perfect selection criteria and we will have to pick up individual queries as part of the individual consultation. Short of going back to straightforward length of service there isn't another option.

We now have conflicting messages from 2 FTO's and request a collective response from Unite by 0900 tomorrow morning on whether we use length of service in role going back to April 2003 or continuous service date. If we do not hear from you we will default to length of service in role as discussed with Mick.

Regards,
Emily

-----Original Message-----

From: Carr, Colin [mailto:Colin.Carr@unitetheunion.org]
Sent: Tue 12/13/2011 16:18
To: Adams, Emily
Cc: June Knox; martinuniterep2@hotmail.co.uk; Adams, Emily; Sinclair, Ewan; Watson, Alison; Alexander, David; Whitley, Mick; Lee Bryant; Leigh Ferron; Matt Irish
Subject: RE: Selection anomalies

Dear Emily,

I have been able to read/review the up to date emails below, and I am a little concerned about a turn of events that we may all regret.

I am genuinely sorry about my unavailability this week. However, I have cleared, and will keep clear, Tuesday 20th of next week which I hope we can utilise for any outstanding consultation meetings

and any subsequent follow-up meetings that you think may be required.

I would urge your agreement to the above as a reasonable way forward in this regard.

Yours faithfully,

Colin Carr
Regional Officer
Unite the union
Merchants Quay
Salford Quays
Salford M50 3SG
Tel: 0161 848 0909 Mob: 07799114246 Email:
colin.carr@unitetheunion.org

From: June Knox [juneuniterep@hotmail.co.uk]

Sent: 13 December 2011 13:16

To: martinuniterep2@hotmail.co.uk; emily.adams@thomascook.com; Ewan Sinclair;
alison.watson@thomascook.com; david.alexander@thomascook.com

Cc: Whitley, Mick; Carr, Colin; Lee Bryant; Leigh Ferron; Matt Irish

Subject: RE: Selection anomalies

Dear All,

I am on SEP today, but on the back of Martin's email, I must also urge that there is a further meeting to discuss the issues. There are even more situations and computations being brought to light as crew talk to me on this course. Whilst I understand that the business need to progress this, I believe it would be foolhardy to issue letters with the objective of simply adhering to a timeline. For the individuals it is really important that this consultation is carried out as fairly as possible - it is people's jobs and livelihoods. I also understand that people wish to know outcomes, but it still must be done fairly and properly. Regarding the bigger picture, as it stands, I must agree with Martin, TCX are potentially leaving themselves open to a huge number of legal challenges.

Once again, please can a meeting be arranged to discuss the outstanding issues - in order to protect everyone.

Kind Regards,

June Knox

07985 945913

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> Subject: Selection anomalies
> From: martinuniterep2@hotmail.co.uk
> Date: Tue, 13 Dec 2011 10:17:08 +0000
> CC: mick.whitley@unitetheunion.org; colin.carr@unitetheunion.org;
> leejet@hotmail.com; leigh.ferron@sky.com; matt.irish@tcxunite.com;
> juneuniterep@hotmail.co.uk
> To: Emily.Adams@thomascook.com; Ewan.Sinclair@thomascook.com;
> Alison.Watson@thomascook.com; David.Alexander@ThomasCook.com
>
> Dear Emily
>
> I am writing to insist that the company doesn't continue with their
plan to apply the selection process before we meet on Thursday.
>
> There are so many anomalies and grounds for individuals to challenge.
It would be a mistake for the Company to rush ahead regardless.
>
> Regards,
>
> Martin
>
> 07590023962
>
> Facebook: Like us as 'TCXUnite'
>
> Twitter: Follow us 'TCXUnite'
>
> www.tcxunite.com