

4th October 2011

Dear Colleagues,

Unite the Union Redundancy Consultation Update (4) 4th October

Today, 4th October, your JCNC negotiators met with the airline management. We were awaiting a response from the Company in relation to offering an enhanced voluntary severance (VS). The Customer Service Director opened the meeting by reading a statement contained in an email from the UK&I CEO Mainstream. He completely refused to enhance the VS package. He said **“I have considered the request carefully however I cannot agree to any further enhancement”**.

We proposed a VS package of a minimum of 3 weeks per year encompassing all taxable elements of pay plus a £5,000 lump sum. This is not unreasonable, especially taking into account the huge profits that Thomas Cook is making which you have contributed to greatly. The Company is making you pay for the short-comings of other areas of the business.

We have told the Company that this is not acceptable and we will consult our members by way of a consultative ballot. Ballot papers will be with you very shortly and it is essential that you play your part in securing everybody’s future at Thomas Cook. We are in no doubt that the 2 weeks per year that is currently being offered is totally insufficient for you, the members in this current economic climate. We strongly believe that if the Company had accepted our VS proposal this would have negated the need for any compulsory redundancies. Their refusal will lead to insufficient numbers to accept VS and therefore **could force compulsory redundancies**.

We have suspended consultation discussions with the Company until you, the members have made your views clear in the forthcoming consultative ballot.

Yours in Unity

JCNC Reps

FLEET REDUCTION - I AM A C3 – AM I SAFE?

Everybody is talking about the aggressive attack that the Company is making on the Cabin Managers and Assistant Cabin Managers. This, despite the Airline making a huge profit (£37million) this year, which almost doubles the profit made by Virgin Atlantic (£18.5million). Richard Branson was delighted with this as reported in the press, and he is not making any attacks on his employees' terms and conditions unlike Thomas Cook. Read below to understand how this will affect you as a C3.

THE FLEET REVIEW

The fleet reduction is part of a short term plan only. The Airline will grow in size relatively soon. There are TWENTY ONE A321s on order for the UK Airline, and other as yet to be disclosed plans.

HAVE THE CABIN CREW NOT DELIVERED?

Thomas Cook Cabin Crew *have* exceeded their targets consistently for the last THREE years. Last year the Airline made a profit of £15million. Cabin crew onboard sales actually generated a profit of around £22.5million. The Airline would have made a loss without you and your efforts. Again this summer we have exceeded on board revenue targets. Cabin crew have also consistently exceeded our competitors on CSQ scores.

WHY ARE THE COMPANY ATTACKING US?

This initial attack on crew numbers, ACMs and CMs, is just the first wave of a longer term strategy by the Company to downgrade *everyone's* terms and conditions. As a group this year Thomas Cook will deliver £320million profit - an increase on last year's result. The Company are beginning an aggressive strategy aimed at cost cutting in order to provide more profit and maintain, if not increase the bonuses which are paid out. Our members, the people who can afford to lose the least, are being hit the hardest. Your Trade Union strongly opposes cost cutting to increase profit!

HOW DOES THIS AFFECT ME AS A C3?

At the end of last year, the Company spoke to Unite about a range of cost cuts including a review of the current pay scales, minimum crew (*this could lead to the loss of 1 in 4 of you*), removal of ACMs, review of part - time patterns, and a Leave review. We also believe that the Company at some point will look at when and how much commission is paid. Unite refused to engage on those proposed cuts as they were aimed solely at providing increased profits. The Company held off as the busy summer season was approaching. The current consultation is just the start of *all* the previous items being tabled. The Company are breaking them down this time, in order to make their target more achievable. Further attacks will come. As a C3 this will mean:

- Potential job losses if minimum crew is allowed to be introduced (1 crew member in 4 will no longer be needed)
- Permanent all year round contracts will drastically reduce if not disappear
- Promotion prospects will reduce / disappear if the ACM role is dissolved.

- Earning potential will decrease with loss of promotion prospects
- Increased workload / reduced breaks during flights.

AS A C3 WHAT CAN I DO?

As a C3 do not sit back and believe that your positions and terms and conditions are not going to be affected – **THEY ARE!** This first consultation is just the start. As a Cabin Crew community we must stand strong and united together in support of retaining all of our current terms and conditions. Regardless of rank ALL crew must stand together for all of our futures.

DO NOT LET THOMAS COOK DIVIDE US!