

Individual Consultation Meetings (ICMs): Unite Q&A (2013 v1)

N.B. This document applies to Thomas Cook Airlines UK cabin crew only.

Your reps have prepared a list of the most commonly asked questions and answers. If there is anything that we haven't covered below, then please get in touch with your base representative.

Q. I have been invited to an ICM, am I entitled to take a Unite representative with me?

A. Yes, you are legally entitled to take a union representative or fellow employee in with you. However, Unite representation will only be available to current Unite members.

Q. I am not a Unite member – but want to join – can I still have a union rep present in my meeting?

A. We always welcome new members, and will be happy to support new members with any future issues that they have. Unfortunately, we are not able to offer personal representation in ICMs to members who have joined in the last three months.

Q. What shall I wear to my meeting?

A. Smart casual clothing is all that is required – the same attire you would wear on your SEPs or other training course.

Q. I heard there was going to be an exam or interview. Do I need to revise anything before my meeting?

A. There will be no exam or interview as part of the individual consultation meeting process. It is simply a discussion about your options and your chance to ask questions.

Q. What does 'at risk' mean?

A. It means that you are at risk of being made redundant on October 31 2013. During the time between now and then, Unite will be working hard with TCX to bring down the need for anyone to leave that wants to stay, through 'mitigation'. Whilst you have now been advised you are 'at risk' this does not mean that you will be made redundant. It does however give you sufficient warning that this MAY be the case.

Q. How do I remove myself from being 'at risk' right now?

A. There are various options open to you – please see the Options Pack from Thomas Cook. This would include measures such as taking a 7/5 C3 contract or moving to a base such as BRS or EMA. You may also put forward ideas of your own during this meeting.

Q. What happens when someone in my base leaves during S13?

This will mitigate a job loss in your base and a person will be removed from the 'at risk' list. This will be done in order of your matrix score which is calculated using the selection criteria that Thomas Cook chose to use.

Q. What will be expected of me in my meeting?

A. You will have the chance to first speak with your union rep in private. Then in your meeting, you will be able to ask any questions that relate to your own situation to which you still require answers.

Q. Can I do anything else to save jobs short of leaving / VS?

A. Yes, please see the options pack that was sent to you on February 21st. If you have any other ideas, please speak to your rep. You can put forward any ideas you wish to be considered via your ICM.

Q. I have my meeting on my roster for {X} March. How will I know if a union rep will be available on that day?

A. In the first instance – check with your RCCM. If they cannot guarantee a union rep will be available on the day of your meeting, you can ask that it is re-scheduled.

Q. They are asking if I can come in on my leave / PTDOs / DOs / GDOs. Do I have to do this?

A. No, definitely not – unless it suits you. If you do choose to come in on a day off or leave then ask for this to be 'paid back' on a day of your choice. If you don't want to come in, then your ICM can wait.

Q. I have been told that there are only engineer union reps available for my ICM. Do I have to accept this?

A. No you do not. The engineers are not part of our bargaining group covered by our recognition agreement with Thomas Cook. They are also not familiar with the details negotiated by your cabin crew rep team. If this happens – contact your base rep immediately.

Q. I disagree with the selection criteria. I don't think it's fair to use sickness and disciplinarys etc. Why have you agreed this?

A. Unite did not agree any part of the selection criteria used by Thomas Cook. As we don't believe that the proposed redundancies are truly necessary, we did not feel it appropriate to comment on who should be made to leave. We feel this will give more strength to supporting individual cases through the legal system.

Q. My friend is a union rep and I would like him / her specifically to represent me. Can this be arranged?

A. In short, yes and no. If your friend is on duty on the day in question, in your base, then of course. But due to the sheer number of meetings that need to be held and the relatively small number of union reps available, this may not be possible.

However you WILL be allowed union representation by a Unite rep – as long as you are an *existing* member and have been a member for at least three months.