

Martin Browne (Chair)
June Knox (Vice Chair)

TCXUnite.com



JCNC UNITE REPRESENTATIVES

15th February 2013

To: Julie Armstrong

(Delivered by email)

Dear Julie,

Re: Consultation 14th February 2013 / Options Packs

I am writing to clarify Unite's position and to document our extreme disappointment about the way in which the events of yesterday unfolded. After we had completed reviewing the notes from the 6th February, which should have been provided at the meeting of the 12th February, as per the TOR, we were provided with an eighteen page document. We were then given around 30 minutes to read it and come back to you with our comments. The Company approach to the delivery of important information is inconsistent. Unite waited two weeks for the principles of the 'buy down' proposal. Despite several requests it was not forthcoming, and a meeting was arranged in order for the Company 'to deliver and talk through the information.' This was a one page document of relatively straightforward information. To then yesterday be presented with the eighteen page document, with no accompanying presentation or explanation, but given thirty minutes 'to read through and provide feedback,' is unacceptable and an approach that a reasonable person may believe had been adopted in order to swamp and confuse the issues, and create an impossible situation for those tasked with trying to achieve the best outcome for the members and protect jobs.

When the meeting reconvened we asked you to take us through the document. We gave initial feedback on the wording on page one. We then began discussions around the numbers and asked why there was an additional ACMI aircraft in LGW that we had not been told about. Our concerns were raised that the numbers in the table on page one were incorrect. Since the beginning of the consultation, for summer 2013 the lines of flying have increased from 32 to 33. We then highlighted that the principles contained within the pack, and that you were forcing people to make a snap decision in a very short time frame, when this is completely unnecessary. In the presentation that we received by Steve Atherton on the 6th February it was clear that we had the right numbers of crew within the business to run the summer programme (with the exception of 0.5 in MAN & 2FTE in GLA). We clearly stated that to expect crew to leave the business is wrong, especially in light of the 7/5 crew being brought back to the business up to three weeks before they were contractually obliged to, and put on roster. This is in the same period where the Company claim to be over established and are planning to serve notice of redundancy on cabin crew. This is clearly wrong, immoral and potentially legally challengeable.

We then asked for an adjournment to allow us to take a position on whether to provide further comment on the pack in light of the discussion which had taken place, and the unreasonable expectation to provide feedback

within such a short timeframe. During that very short adjournment the Unite Officer, Chair and Vice Chair were asked by David Brewster to return to the meeting room. We were completely bewildered and extremely disappointed to find that the management team had left and ended the meeting. The only individuals present were Julie Armstrong and Nicola White. The decision to cut short such an important meeting seems extremely disrespectful and misguided, especially given the severity of the situation our members are facing.

We would like to provide input and comment regarding the pack, however yesterday we felt that you were trying to put us under pressure by not allowing time to give consideration to each part of the document. We are as you are aware, awaiting advice on the principles of your 'buy down' proposal from a Unite solicitor. We therefore strongly urge you to delay sending out the packs to the cabin crew as currently we can see huge holes and pitfalls within the document. Let there not be a repetition of the situation which occurred last year. The information, especially the new information must be presented and discussed in order for this to be meaningful, and the reps are not just left to try and find any new information or amendments and hazard at their meaning.

We need to be very clear that we believe you are ploughing ahead, and we will fully support our members in any challenges that may arise as a result. This position is based on the reasons that we gave yesterday in the meeting, the ones contained in this letter and the lack of transparency and inconsistent information being given by the Company throughout the consultation. We believe that your buy-down proposal and the way you are pressurising crew to make a decision, at this time when there is clearly work for everybody to remain at Thomas Cook until at least 31st October 2013 (and without knowing the winter 13/14 programme) is wrong, and as previously stated legally challengeable. We also now know as of yesterday, that it is the belief of our EWC representative that an extra A330 will be joining the UK fleet for Winter 13/14, and six A320s are financed and are due into the fleet for the same Winter period. You were also present at the meeting with the EWC rep yesterday, and are therefore aware of this information.

We do accept that you 'may' not have people in the right ranks; however you **do** have the right number of crew for the summer operation and you should make the cabin crew aware of this to alleviate their current anxiety. In addition to this, even that crew who are in the wrong rank (in your opinion) are entitled to protected pay for a year and therefore you will not recognise any cost saving by ploughing ahead as you are. You can essentially guarantee work for **all** Thomas Cook crew (bar 2.5), for summer 2013 at no cost to the business.

We would like to again make a serious offer to continue meaningful discussions to assist you achieving the long-term business objectives.

I look forward to your response.

Yours sincerely,

Martin Browne
Chairman – JCNC Committee

Cc Maggie Kennedy
Sharon Cowell
Oliver Richardson
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