



UNITE REPS

2nd October 2011

Dear Ewan,

Re Sham Consultation / Working Outside SRA

I am writing to raise a collective grievance regarding the recent decision taken by Thomas Cook Airlines to remunerate a group of the cabin crew workforce in such a way that is detrimental to the Terms and Conditions on which they are employed. The Company failed to consult with Unite on this issue, and more importantly failed to negotiate on the remuneration that our members would receive. It has been suggested that Swedish crew are paid 13% Commission and not 8% as previously stated by the Company. We would like to discuss how the Cabin Crew will be paid on this secondment including allowances and commission which should be in line with current Terms and Conditions.

We understand that the Company had made BALPA aware 6 weeks before informing our Committee, and 3 months in the case of the engineers. The procedural agreement Appendix 2 clearly states in point 1 of the table that **remuneration** is a **negotiation** item. It also states in point 4 that **flight and associated allowances** are **negotiation** items. On this basis the company has failed to comply with the SRA.

We would also like to question the way that crew were selected for this secondment. Crew have not been selected fairly and not all crew were eligible to apply. People have been disadvantaged and have subsequently missed out on winter working opportunities. The selection process was not agreed with Unite and in our view did not act within the spirit of the SRA.

We are extremely disappointed that Cabin Crew are being treated less favorably than the pilots who are at least being paid as per their current terms and conditions.

May we request a copy of the risk assessments carried out on the accommodation in Las Palmas?

We would like to meet within the appropriate timelines as detailed within the SRA.

Yours Sincerely

Martin Browne