

Jack Jones House,  
2 Churchill Way,  
Liverpool,  
L3 8EF



Our Ref: MW/JS

**22nd November 2011**

David Alexander, HR Director,  
Thomas Cook Airlines,  
Hangar 1, Western Maintenance Area,  
Runger Lane, Manchester Airport,  
M90 5FL

Dear David,

I am writing in reply to your letter dated 17<sup>th</sup> November 2011 which was a response to Brendan Gold's letter of 17<sup>th</sup> November 2011. The aforementioned correspondence was discussed at the full rep's meeting today. It was agreed by all the reps present that I respond to you on their behalf.

Firstly, we are all of the firm belief that the consultation process has not been meaningful and as a union we are opposed to compulsory redundancies. David, you state that Thomas Cook's actions have been both well within the law and the spirit of our agreement - how can this be so when only 82 people have accepted (to our knowledge) the voluntary severance package? This in itself tells its own story. Your employees have clearly ignored Company overtures aimed at gaining acceptance of your unrealistic proposal / offer.

Regarding your request for a further response by close of business today in relation to your proposed selection criteria, we maintain that now is not the appropriate time to discuss selection criteria. In the case of your own proposals which you have submitted, the committee find no favour at all with these. Moreover, we intend to seek legal advice in the coming days on several of the items within your proposal. These items are listed below:-

- \* Thomas Cook's refusal to include ALL ranks in the selection pool
- \* The 7/5 C1s being considered as a discrete role
- \* The principle of requiring those affected to sit an examination – essentially requiring them to reapply for their own job

In view of the fact that you have now extended the consultation process, which we appreciate, we intend to put together a set of criteria based on legal advice which we feel is both fair and equitable to our members. To reiterate the words of the National Officer for Civil Air Transport, we intend to make these available to you at the point that Unite is satisfied that all avenues of mitigation have been exhausted. Given that we have not reached a place where there is a necessity for compulsory redundancies and meaningful consultation has taken place – we request that you place a moratorium on any individual consultation meetings.

We still firmly believe that the key to resolving the issues on the table is to make a more reasonable offer to enhance the voluntary severance package. With this in mind – we are still open to meet with the Group Executives as requested previously. Both myself, Brendan and the JCNC reps are available on the afternoon of Monday 5<sup>th</sup> December as Brendan's diary already has him in the North West on other business.

Yours sincerely

A handwritten signature in black ink that reads "Mick Whitley".

**MICK WHITLEY**  
REGIONAL CO-ORDINATING OFFICER