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NORTH WEST

21st October 2011

Our Ref: MW/JS

Mr Ewan Sinclair
General Manager, Cabin Services
Thomas Cook Airlines Ltd
Hangar 1
Western Maintenance Area
Runger Lane
Manchester Airport
Manchester M90 5FL

Dear Ewan,

Thank you for your letter dated 20th October in response to my letter dated 18th October.

I am extremely disappointed and bewildered as to why you would ignore the request not to publish the "SCCM Role" memo until there had been the opportunity to take part in a meaningful discussion. A communication from Unite will go to the members in response.

I have only just recently joined the workplace committee as a Unite officer, and your action is yet another demonstration of the way in which Thomas Cook appears to ride roughshod over their workforce. The ballot process has not taken a huge amount of time away from the consultation process, and your urgency in ploughing ahead regardless, points more and more to the conclusion that decisions had already been taken by the Company, prior to the consultation process starting.

As a Union we are quite within our rights, and indeed must ensure that we are truly representing our members' wishes when discussing issues, hence the consultative ballot. The bullish approach which is being taken by the Company and lack of understanding is not in the spirit of good and proper industrial relations, and shows a complete lack of respect for the few rights that workers have in the workplace, despite your protestations otherwise.

Just to clarify and confirm, 'true consultation' needs to be a two way arrangement where a Company needs to be receptive of suggestions put forward to them by the employees' representatives. Thomas Cook should have consulted with Unite when the proposals were still at the formative stage. You are also obliged to give conscientious consideration of points that we put forward. Instead the Company has been completely dismissive of any of Unite's arguments to enhance the Voluntary Severance package and to retain the role of ACM.

Cont'd./...

My view of the consultation so far is that we are seated around a table discussing items whereby the outcome has already been predetermined by the Company; in other words, a charade; I make this point as the company are intransigent and not willing to be flexible or meaningful in the consultation talks. As a consequence, I have had serious concerns throughout and your latest actions only confirm this position. This cannot, and will not, go unchallenged.

Thomas Cook has eroded our members' terms and conditions over the last year or so. You have attacked our members' pensions and concessions; and your current proposal is yet another attack based on providing more profit.

There are other ways in which Thomas Cook can save money without attacking those who can afford to lose the least. No doubt some of the proposals will be viewed as unpalatable, but the obvious cost savings and the pounds which will be added to the profits are undisputable and undeniable. The savings at the levels we are suggesting may mean a small adjustment to individual lifestyle, but we do not believe that anyone would be put in the position of not being able to pay their mortgage or feed their family. We therefore do not believe the following proposals to be unreasonable. There is no reason for the Company/group not to support the counter proposals as follows, other than greed and taking away from those who it believes to be weak and vulnerable.

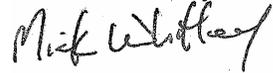
COUNTER PROPOSAL

All of the following are a cost to the business and add no value to the business or the customer:

1. Salary & Role review of all employees / directors earning £70,000+ per annum
2. Remuneration package capping - £100,000 – includes pay and all benefits
3. No performance bonuses to anyone above CM level. All managers / directors should go to work for a salary / wage only, for 12 months. No bonuses to be paid. Based on last year this could save over £100million
4. We expect the CEO and the Board of Directors to lead by example and accept reductions in pension contributions by Thomas Cook, in line with the rest of its low paid staff
5. Company cars / car allowances suspended for 12 months. The cost to the business adds no value to Thomas Cook or the Customer only the fat cats making the decision to attack our members
6. Free share packages to all employees suspended. They are an unnecessary cost to the business and add no value to Thomas Cook or the customer
7. We would like the rest of the Thomas Cook group to support our proposal and implement a comparable level of cuts across the business to negate the need for such hostile cuts to Cabin Crew who have performed consistently above target year on year

I will write to you upon the closure of our ballot on Monday and request a meeting with you in order to start meaningful consultation. However, if the consultation proves not to be meaningful then I will enact the wishes of the membership.

Yours sincerely

A handwritten signature in black ink, appearing to read "Mick Whitley". The signature is written in a cursive, slightly slanted style.

MICK WHITLEY
REGIONAL CO-ORDINATING OFFICER