

TCXUnite.com



Your Voice at Thomas Cook

16th Jan 2012

Oh no, we didn't!

Your reps understand how distressing the last few months have been for those that have been affected by the way that the Company has managed the consultation exercise.

As we have consistently said throughout, this process has been both rushed - and nothing but a sham of a consultation. We hope that we can salvage something positive from what has occurred to date. Many of our members have been able to secure the positions that they requested. Had the VR package not been enhanced - many of our members who have kept their jobs would not have been so lucky.

For example - in LGW where the initial job loss figure was the biggest at 107.5 FTEs, through a successful use of enhanced VR, this figure has now dropped to ZERO. Had Thomas Cook not been compelled by Unite to offer a decent VR package - this would have meant a significant number of compulsory job losses there also.

Voluntary Redundancy has not been as successful in Manchester and Newcastle bases - where many of our members are still suffering the trauma of being under threat of compulsory redundancy. We are currently in the process of assisting our members through their appeals. The Company are attempting to dictate to our members the grounds that they can appeal upon. We are advising members to appeal on whatever grounds that they feel are just. If the Company refuses to hear your appeal or it is not upheld, then our members will be referred to a Unite solicitor for assessment and if there is deemed a case, then you will have whatever resources are needed for justice to prevail.

worse) and other employees in the C2 rank have been PROMOTED to the position of dual role C1/C3. We think this is nothing short of madness. We can't understand what right thinking individual thought that it is right, proper or even good business sense (this will cost TCX MORE money!!) to promote people that have not done the C1 job before—and at the same time demote (or worse) loyal and experienced Cabin Managers.

Throughout the consultation, Unite have maintained that this was madness - yet Thomas Cook management ploughed on regardless. Many of you are rightly upset by many of the above issues and quite rightly so. If this is you then you have the right to raise a grievance with the Company. If the Company refuses to hear your grievance or it is not upheld, then again you will be referred to a Unite solicitor.

We will of course keep you posted as things progress - please keep an eye on our website www.tcxunite.com for our consultation updates. If you don't yet get union emails - please email us at addme@tcxunite.com (stating your name and base) and we will add you to our ever increasing mailing list.

Pictured right: "Oh no, we didn't!" It's been panto season at TCX too—with TCX managers implying Unite agreed the selection criteria. We are pleased to set the record straight—We DID NOT agree the revised tie break selection criteria.



As a result of the second set of non-agreed criteria - we have ended up with many of our members from the C1 grade being demoted (or

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2011 PAY DEAL ACCEPTED

We are pleased to report that our members voted in favour of the 2011 pay deal that was negotiated by your union. The deal includes 2.5% on our basic pay and 5.5% on selected taxable allowances / 4.4 % on non taxable FDA (not including commission). FDA will increase to £3.45 per hour. *Example: If your basic pay is £15,000pa, your back pay will be at least £375.00.* This rise will be backdated to April 2011.

NEWSFLASH: Thomas Cook have stated that they now intend to pay this to us in the February payroll run (it was previously planned to be the end of January).

We will soon start work on our 2012 pay claim. The first part of this process is always a pay survey of our members. You can help ensure that the deal we eventually negotiate truly reflects the wishes of our membership by completing and returning this as soon as you receive it.



Transfer Policy Changes



Your reps had a very fruitful meeting with Thomas Cook last month with regard to the Transfer Policy. You may recall from our last newsletter that we have been in discussions with TCX over this very subject for some time now.

We are pleased to report that Thomas Cook have been persuaded to re-evaluate their current cabin crew transfer policy. Clearly the consultation exercise has to take priority at present - and any spaces at bases around the country are being protected to mitigate against compulsory job losses. However we are confident that a revised policy can be put in place in time for the summer season.

A New Year—A New Team!

As a result of the VR scheme, several of your reps have elected to leave Thomas Cook and move on to pastures new. **This means that at EMA, BHX, NCL, BRS and BFS we are currently seeking nominations for new reps to join the team. There is also a Health & Safety Rep position available at LGW.**

If you feel passionate about making your colleague's lives at Thomas Cook better, then add your name to the nomination form on the notice board at these bases. If you would like further information about the role of union rep—please contact Martin Browne (see page four).

We are also sad to report that our Full Time Officer, Mick Whitley has moved back to his native territory in Merseyside and will, as a result, no longer look after Thomas Cook cabin crew as part of his allocation. Mick earned himself the reputation at TCX as very much an old fashioned, straight talking officer - who never beat about the bush when it came to speaking up for Unite

members. We will miss Mick and wish him luck wherever he moves on to.

The above said, we are pleased to report that Mick has been replaced by Full Time Officer, Colin Carr. Colin met your reps just prior to Christmas when the outgoing officer handed over to him. Colin is held in very high esteem by Mick and said he can't wait to get the new year started by getting stuck into the many outstanding issues at Thomas Cook.



Meet YOUR Reps

Each month we will try and introduce you to each and every one of your team of Unite reps. This month we spoke to Alex Garcia-Cobo—from Gatwick Base....

Q. Why did you become a union rep?

A. I guess that it's for the same reasons as any other union rep. We feel passionate about the Union and our members. Nationally as a group of reps we want to improve our working conditions, wages, etc. as much as possible in Thomas Cook, and locally in my base I help in a more direct and one to one way (information, advice, attending formal / informal meetings etc.).

Q. What has your biggest challenge been?

A. The first challenge was to be elected as a union rep more than two years ago as the competition was very strong in LGW. More recently, in the last three months since September, my biggest challenge has been the collective consultation exercise.

Q. What's your high point been?

A. When we were informed a few days ago that despite the big figures for proposed LGW redundancies (107.5 FTEs initially), not a single cabin crew member would be made compulsorily redundant in the end. I'm sad that there's still some way to go in MAN and NCL unfortunately.

Q. What is your hope for the future of the cabin crew community?

A. I would like that our cabin crew community doesn't

have to go through any more redundancy consultations in the future. I would like job stability and a worry-free time for a very long time for all our members.

Q. Away from work, what do you like to spend your free time doing?

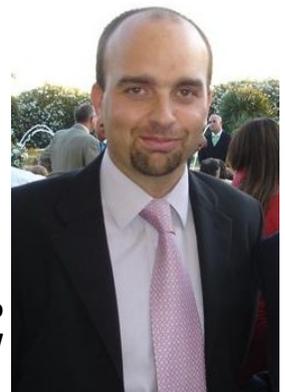
A. Spending time with my girlfriend, Dee, having long walks, going out for tapas or dinner. Unfortunately, as both of us are TCX crew we normally end up talking about work!!

Q. Born?

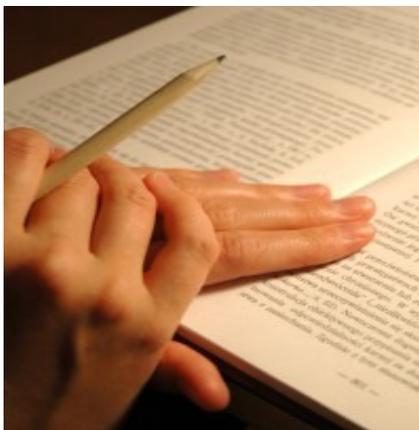
*A. In Seville, Spain in 1977....so I'm still a teenager ;-)
I came to the UK in 2002.*

Q. Favourite place in the world?

A. A Nile cruise followed by a week in a Red Sea resort is a must, I strongly recommend it in the winter season. In the summer, what a better place than the south of Spain?



**Pictured Right: Alex Garcia-Cobo
—Unite Rep for LGW**



Union Learning for members at Thomas Cook

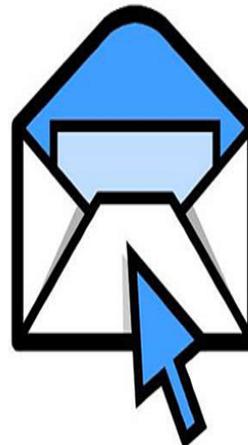
The Union Learning Representative is a trained union rep who promotes learning. Unite is proud to actively promote lifelong learning for both the personal and professional development of our members at Thomas Cook.

Our designated Union Learning Rep at Thomas Cook is Nichola Faiers (see page four).

If there is anything that you feel Unite can help you with, with regard to your education and development, please get in touch with Nichola. We will provide more information on this in our next newsletter.....

We know that many of you like to get paper copies of your favourite union newsletter sent to you by post – and we aim to continue to supply these. That being said, a full print run and Royal Mail postage means you might not be getting our newsletters in a timely fashion.

We already have an email distribution list in excess of 500 members – but we want to increase this and in turn make sure you get the news as it happens when it happens (not several days later). If you don't already get updates from us, please send a simple email to addme@tcxunite.com (with your name, base, and mobile number) and we will ensure that you are the first to know when we've got some news for you.



Email
Alert

Your Thomas Cook Shop Stewards and Unite Official

Unite Main Office ☎ 0161 848 0909 (membership queries, changes of address etc.)

NEW Lead Officer
Colin Carr
☎ 0161 848 0909
✉ colin.carr@unitetheunion.org

We are currently looking for new reps in NCL, EMA, BFS, BRS and BHX. There is also an H&S rep position vacant in LGW. If you are interested in any of these positions, please contact Martin Browne who will be happy to give you more information.

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