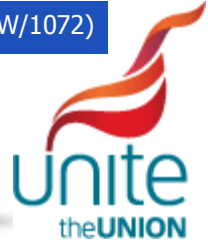


VOTE FOR LEN www.unite4len.co.uk

In Association with the British Airlines Stewards & Stewardesses Association (TCX Branch NW/1072)

TCXUnite.com



Your Voice at Thomas Cook 17th March 2013

Premium crew NOT minimum crew



You will no doubt be aware by now that alongside the Fleet Review 2012 Consultation Meetings, we have also begun attending on your behalf a series of 'Cost Cutting / Revenue Generation' meetings that the Company is calling PIP. Your reps will continue to refer to these meetings as 'Cost-Cutting' meetings—as to date, the only substantive proposals that they have brought to the table involve cutting existing cabin crew terms and conditions. Of the three meetings we have had so far:

*** Meeting 1:** Introduced the PIP / Cost- Cutting concept and gave the opportunity for the Director of Customer Service Delivery and Sales (CD&S) to outline the target that she has been set. Unite attended to hear the Company proposals – we agreed to report back with considered ideas at the next meeting.

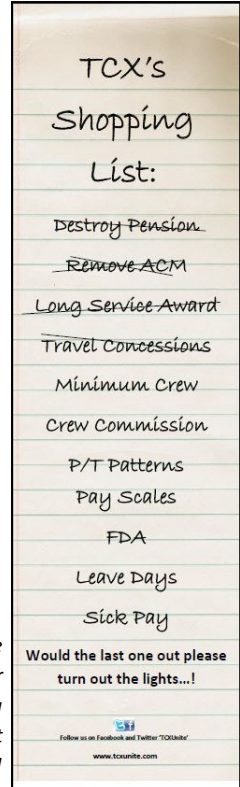
***Meeting 2:** Unite provided a number of considered proposals with a focus on additional revenue generation. Examples include: Charging customers for carrier bags, laminating bar carts with product advertisements, reducing use of paper / paperwork and not paying for airport staff car parking for those who don't drive to work. The Company had two substantive proposals to put to your reps – working on minimum crew on medium haul flights (the majority of TCX flights) and removing commission from staff purchases.

*** Meeting 3:** The Director of CD&S reiterated her proposal to move to minimum crew and gave the reps a presentation on the business response to some of the ideas we had presented to them in meeting two. This was the first meeting that ACAS were in attendance at – as your reps have found their contributions very valuable during the redundancy consultation meetings. We also asked for early ACAS involvement as we know that this contentious subject has the potential for serious industrial unrest (as it did in 2008) – something which we wish to avoid getting into again. Before we adjourned to discuss the matter with ACAS we asked the Director of CD&S to provide us with information about the other group airlines – what crew complements they operate with – by aircraft type and pax config. We also asked for the on-board service delivery requirements at the other airlines – as well as what is provided in the way of crew rest / crew rest facilities. As ACAS had not previously attended these meetings it was important that we took the time to listen to their thoughts on how best to proceed. This discussion took

a little over one hour during which time the ACAS officers maintained contact with the Company. Your reps were therefore disappointed that when we were ready to return and give an initial response to their proposals the Director of CD&S had closed the meeting and departed.

As you can see, we are at the start of what are perhaps lengthy and complex discussions about something that would (if it went ahead) drastically affect your working conditions – and potentially put further jobs at risk. Conversations around this subject will continue. At the next meeting, we plan to set terms of reference as to how we 'do business' – part of which will include publishing notes from the meetings which will allow you, our members, to follow discussions and contribute via your reps where you feel you have a contribution to make. Rest assured, that we are on the case and we will make no decisions over this highly emotive subject without first referring to you, our members.

Right: 'The Shopping List'—The Company have already asked for discussions to begin on ALL our allowances and pay scales. It doesn't take a rocket scientist to work out that they are not planning on improving them!



VOTE FOR LEN—www.unite4len.co.uk

The recent announcement that Thomas Cook is to close yet more high street shops is devastating news for our colleagues in retail— and whilst this decision does not affect us directly, it could have possible implications for the future. Again and again, we keep suffering the pain of the poor business decisions that were taken by individuals whom we were asked to trust.

ANOTHER CONSULTATION BEGINS
Last week's announcement and how it may affect you.....

Alongside this headline announcement Thomas Cook has also chosen this time to consult on some employee policies, which if introduced, will have a devastating effect on our members, and they have announced yet another PAY FREEZE for the second year running. Thomas Cook claim that a pay award is "unaffordable and inappropriate," yet find paying one individual, Harriet Green £3 million for one year, totally affordable and appropriate! This two-tier set of values and principles is socially and morally corrupt and totally indefensible.

HOW DOES THE CONSULTATION ON EMPLOYEE POLICIES AFFECT ME?

REDUNDANCY

- Thomas Cook has proposed that a new redundancy policy would be put in place for new joiners from 1 April 2013, including UK Airline;
- To move from two weeks per year of service redundancy to only 1.25 times statutory (**this will make it much cheaper to get rid of you in any future redundancy exercise**);
- The Company is proposing to cap protected pay to 3 months from the current 12 months.

MATERNITY AND ADOPTION LEAVE –

- Removal of the return to work bonus from 1st June 2013 and align all employees to the Thomas Cook Scheme of 6 weeks pay (this is a huge blow to LMYT members).

PENSION –

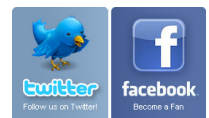
To charge £25 per year administration charge to new joiners of the pension scheme.

Remember, all this sits alongside the company 'Cost Cutting' programme. This is a clear strategic project designed to reduce our terms and conditions to those of the lowest in the market place. Ask yourselves why do those who are the roots of the tree have to accept the principle that they need to make sacrifices and accept a lowering of terms and conditions, whilst those at the top of the tree sacrifice nothing. Moreover they will not actually consider doing the job unless they are paid what is usually a six figure salary.

It is time to stop being frightened, and get angry!!

Our engineering colleagues have had their first meeting with the Company with regard to the aforementioned items and have made it clear that they find the proposals unacceptable. Unite cabin crew are meeting with the Company on March 21st. It is also proposed that the General Secretaries from all the Unions within Thomas Cook will be meeting shortly in order for a joint strategy to be agreed from all areas of the business to prevent this full scale attack on ordinary workers' terms and conditions.

You can follow all our campaigns against the Company's attempts to downgrade your Ts and Cs on our Facebook and Twitter sites—'TCXUnite'



Political Fund Ballot

In early April you will be getting a ballot paper from Unite asking you about whether you agree with Unite continuing with a political fund. **Your reps are very clearly recommending that you vote YES in this important ballot.** Without such a fund, it would be illegal for Unite to campaign against issues that it feels are detrimental to workers and to society in general. Here are our five great reasons to vote YES for having a voice:

1. To stop government attacks on your pay and employment rights;
2. To fight for jobs and a future for your children;
2. To stand up and defend OUR NHS and all OUR public services;
4. To campaign for better childcare, decent homes and dignity in retirement;
5. To be the voice against all discrimination.

Political Fund Ballot
Your union, your voice

Vote YES – 15/04/2013

Politics matters. It is your NHS, your public services, your rights at work.

Your union, Unite, battles to ensure your voice is heard by the politicians making decisions about your life. So this April, vote Yes in the political fund ballot.

As a result of fees introduced by Margaret Thatcher, Unite members must vote every 5 years on whether to remain with the political fund. Unite's Executive recommends YES

Vote McCluskey

FOR UNITE GENERAL SECRETARY



@unite4len



unite4len

www.unite4len.co.uk

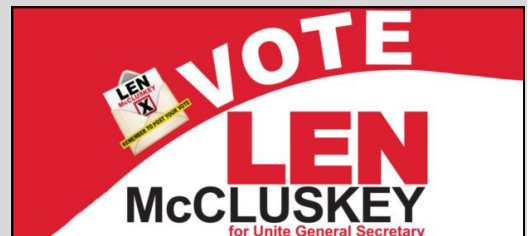
There will shortly be an election for the position of General Secretary of Unite. All members get a vote and we recommend you use your vote to vote for the current Unite General Secretary – Len McCluskey. Len has proved time and time again that he has the determination, experience and passion to lead Unite with a vision that wins for members. The TCX National Branch are proud to support his re-election. **When you get a vote later this month, we recommend you VOTE FOR LEN.**

Under Len's leadership the importance of our Civil Air Transport (CAT) Sector to Unite's overall vision is not lost – whether that's defending jobs, pay and conditions or fighting for investment, direct employment, apprenticeships, union rights or Government support for the industry. Len personally led the negotiations that settled the long running BA cabin crew dispute, securing a just and fair settlement for all. In doing so he sent a clear message to all employers in the industry that Unite will stand up for aviation workers.

In addition, Len has supported us to;

- Fight to retain the UK's hub airport and dominant position within European aviation;
- Successfully campaign to limit the proposed increased liberalisation of ground handling;
- Lobby to amend the proposed changes in cabin flying hours, seeking better protection for crew.

There are still enormous challenges ahead within CAT including the persistent attacks on jobs, terms and conditions from our own employer, but that's why we believe Len is the best candidate to provide the support that we need.



*** STOP PRESS * FANTASTIC NEWS * STOP PRESS * FANTASTIC NEWS * STOP PRESS * FANTASTIC NEWS ***

CABIN CREW TAX ALLOWANCE INCREASE: The Unite cabin crew group (CCAG) are pleased to announce the introduction of a national fixed rate tax allowance for cabin crew. The agreed amount of £720 will replace the current rate of £220 with effect from 6 April 2013. The agreement was the culmination of a two year negotiation with HMRC. This is considerably more than the range of allowances covered by the current agreement that it replaces. Further details of the arrangements to implement the new allowances will follow in the coming weeks. In the meantime, please be patient and do not contact HMRC as details of the new agreement have yet to be passed on by HMRC Head Office to local offices.

** UNION LEARNING UPDATE **

We recently sent you all a message about the *free*, online computer courses available to you as Unite members. As the only UK union offering this type of course free to members, everyone at Unite really want it to be a success, so we are really pleased to report that the message generated a healthy increase in enquiries.

As the consultation moves forward, your Union Learning Reps' (ULRs) will be working hard to ensure we are able to offer as much additional support to our members as we can. The learning initiative already features as part of our on-going discussions with Thomas Cook, and we were all very pleased that the Company agreed to the ULR team being available during the upcoming Outplacement sessions, as described in the options pack.

The ULR team have also set a date later this month when we will meet to look at as many different ways as we can think of to ensure that we are offering support that is tailored to your needs. For example, as a remote workforce, we realise it is not always easy for us to catch up face to face. We are

contacting representatives from various external bodies for their input on this too, inviting them along to share their expertise. Amongst these, Organisations such as "UnionLearn", the Open University, National Careers Service and the Money Advice service (MA) all have something to offer. Financial planning, CVs and improving written and numerical skills are all part of our initial thoughts.

We will keep you up to date as our ideas develop, but as always we welcome your input and feedback. An updated version of the Learning and Careers Guide we produced last year will also be available shortly. It describes a variety of resources available to you all as members. Meanwhile if you need to contact your ULRs (Maria, Antonio, Rachel or Adrian)—all our details are on the TCXUnite.com website.





CONTAMINATED AIR INFORMATION

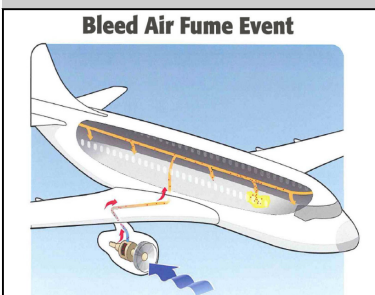
What is contaminated air?

The air in the aircraft should be as clean as the outside air but sometimes the air supply to the aircraft becomes contaminated. This happens when engine oils and hydraulic fluids that have been heated to high temperatures and pressures within the engine or APU come into the cabin with the supply air. It is known as: 'Contaminated Air.'

Contaminated air events are associated with some aircraft more than others such as the B757 but all current aircraft could experience these problems and Unite has had reports of contaminated air events from all aircraft types. As aircraft have no contaminated air detection systems, the airline and engineering are very much dependant on **YOU** the crew to report them when they happen. Contaminated air is a serious health and safety issue.

How to recognise there is a problem:

Usually people notice an unusual odour such as dirty socks, wet dog, musty / mouldy, chemical, electrical, oily, etc. You may also see smoke or a haze but this is rare. In some cases



you may not smell or see anything but you may still feel sick. In most cases there is only an odour. The odour might be apparent in some locations of the aircraft but not in others.

What initial effects may I have when exposed to contaminated air on the aircraft ?

The manufacturer of one of these engine oils reminds us on their warning sheets that when this occurs, the oils will give off 'Toxic Fumes'. These toxic fumes may contain carbon monoxide gas, harmful volatile organic compounds or neurotoxic chemicals such as the organophosphate TCP which is in the oils. Exposure to these can initially cause any of the symptoms typically associated with exposure to contaminated air as listed in Table 1. This list (and the one in Table 2) is not exhaustive. Also, there will be some individual differences in the way that people react.

What longer term effects may I have when exposed to contaminated air on the aircraft ?

Contaminated air contains chemicals that can cause long-term health effects such as the organophosphate TCP, some of the longer term symptoms are listed below in Table 2 (by long term we mean from a few hours after a flight to years later); all are serious, some more than others. It is important to know that some of these symptoms may not develop right away; instead, they may take weeks to develop. Obviously, contaminated air is not always the cause of someone experiencing any of these effects but it may well be and if you have been exposed then bring your exposure to your own GP's attention and have it recorded on your medical files. It's always better to err in the side of caution—just in case.

Table 1. (BELOW) Symptoms typically associated with exposure to contaminated air;

Table 2. (RIGHT) Longer Term Symptoms typically associated with exposure to contaminated air.

| <u>Light exposure</u> | <u>Moderate exposure</u> | <u>Heavy exposure</u> |
|--------------------------|--------------------------|-----------------------------|
| Difficulty concentrating | abdominal pain | balance problems |
| headache | abnormal heart beat | bizarre behaviour |
| fatigue | bluish lips and nails | coma |
| nausea | chest pain | convulsions |
| shortness of breath | hyperactivity | impaired speech and hearing |
| visual changes | impaired judgment | muscle cramping |
| | irritability/ confusion | muscle twitching |
| | pale skin | retinal damage |
| | reduced blood pressure | shock |
| | vomiting | tremors |
| | weakness | |

| Less serious | More serious | Most serious |
|------------------------------|-----------------------------------|-------------------------|
| eye irritation | disturbed sleep | abnormal reflexes |
| diarrhoea | excitability/ irritability | balance problems |
| gastrointestinal upset | gastrointestinal pain | convulsions |
| headache | muscular pain, cramps | coordination problems |
| loss of appetite | muscle weakness (esp. arms, legs) | delirium |
| respiratory tract irritation | respiratory tract burning | depression |
| skin irritation | restlessness | digestive system damage |

PLEASE SUBMIT A CSR AND SEND A COPY TO YOUR HEALTH & SAFETY REP IF YOU HAVE ANY CONCERNS ABOUT THIS