



## UNITE CONSULTATION UPDATE

2nd December 2011

Dear Colleague,

Yesterday and today the JCNC reps met with Thomas Cook management and believe that we have achieved the best agreement possible by way of negotiation. The negotiations have at times been extremely challenging and protracted. We appreciate your patience throughout and accept that these negotiations have taken far longer than we would have liked. Your reps have had to take a very hard line to achieve the following proposed settlement that we believe may remove the need for compulsory redundancies:-

- We have negotiated an increase of 2.5% on basic pay and 5.5% on all allowances (excluding the tax free element of FDA which will increase by 4.4%). This will also be applied to redundancy calculations and payments. This will be backdated to April 1 2011.
- Voluntary redundancy will reopen and each permanent crew member (regardless of rank or base) will receive an individual illustration of how their voluntary package will look, should they wish to take it.
- The Company are in discussions with Thomas Cook UK&I to extend the booking period for concessions for VS applicants.
- Part time crew will have their VS package calculated on the basis of number of years service (e.g. ten years full time + five years part time would be calculated taking into account your full time years of service).
- We have secured two years salary protection for those crew who may be displaced and find themselves working in a lower rank.
- We have agreed a set of selection criteria that we believe to be fair to all crew and nobody will have to sit an examination or attend an interview.
- It has been agreed that people who have been displaced from their rank would take priority for any future promotions.

We have agreed to continue discussions in relation to the complexities and implementation of the above and will update you accordingly. The above VS enhancements will be applied to the package offered to and accepted by those that have already opted to voluntarily leave the Company. You will be sent a revised statement in due course.

**Individual Consultation Meetings:** Many of you will have been given an appointment for an individual consultation meeting. Whilst it is a legal requirement that the Company offer you such a meeting, this is also your opportunity to discuss your preferred options and ask any questions you feel necessary. It is your legal right to have a union representative or work colleague present. Unite have made it clear to Thomas Cook that we will be advising our members that you should insist on having union representation. The Company will make reps available, however if a rep is not available for your meeting the Company have agreed to reschedule your meeting. Details of when and where your reps are available will follow. Unite Reps are only available to accompany *current* Unite members. We would not have achieved any of the above items without the support and input of you, our members.

In Unity,

**Your Reps**

[www.unitetheunion.org](http://www.unitetheunion.org)