



UNITE UPDATE

3rd July 2013

Dear Colleague,

CABIN CREW ESTABLISHMENT / REDUNDANCY; Your Unite reps met with Thomas Cook earlier today which is two weeks since the last mitigation meeting. We were expecting that there would be positive news regarding the 'outstanding' redundancies at BHX, NCL and GLA. We have openly voiced our concerns to the Company over a number of meetings, that we believe we are greatly under-established for Summer '13. The evidence we base this assertion upon are the many reports from members we have had regarding flights going on minimum crew and the amount of overtime that is being paid to actually get flights off the ground. Due to what could be seen to be an error in establishment planning, your reps are doubtful as to the accuracy of the Winter '13 /'14 figures and the decision by the Company to keep crew 'at risk' at the above bases. We have requested the overtime figures and minimum crew flights for S'13 so far. We await this information.

There are currently not enough volunteers for the LPA secondment. The Company will meet on Monday to look at the business case to tour the 'excess' heads through LPA. This will mitigate any remaining redundancies and will provide the required number of crew for the secondment. This suggestion was put to the Company by your reps several weeks ago when LPA was first tabled. The next meeting with TCX and your Unite reps is planned for Tuesday 9th July. As always we will update you after this.

COST CUTTING (PIP); We asked the Company two weeks ago to calculate the saving that the imposed pay freeze has given to them and for this to be added to Cabin Crew PIP target - as it has been for the pilots. We are still awaiting a response. The Company state that they have closed the PIP meetings for this year as any further savings would not be realised in this financial year.

CONSULTATIVE BALLOT - POLICIES; Your Unite reps have done all that we can around the table to try to persuade the Company not to impose detrimental changes to our Redundancy, Maternity and Pension policies. Discussion is proving ineffective and they have still not responded to Unite's proposal to pull back until all Airline employees are included. Please remember that the flight crew have been exempted from any of the aforementioned policy changes. **A positive result from the consultative ballot is vital to get Thomas Cook back around the table—for them to show that they are truly listening and are interested in their workforce's voice. Say 'NO' to the imposed changes.**

Stand united or stand alone.....

Your Reps