



UNITE CONSULTATION UPDATE

6th January 2012

Dear Colleague,

Further to the final outcome letters that were sent by Thomas Cook management today, we would like to clarify the Unite position with regard to the consultation exercise as a whole.

You will recall that we last updated you on December 16th 2011. Our position remains the same with regard to the revised tie break selection criteria that have resulted in many of our members losing their positions – or in some cases, their jobs. We did not approve the tie-break selection criteria. It is our opinion that the criteria that have been used with regard to the selection process are flawed, unfair and ill-considered. Had Thomas Cook spent more time discussing the selection criteria as requested by your reps, it would have become very apparent that the revised tie-break criteria are fundamentally flawed and unfair.

For example, at some of our biggest bases, some permanent CMs have been demoted to C3 (or worse), whilst at the same time some ACMs have been *promoted* to the dual CM/C3 role. The Thomas Cook HR team maintain that this is because the dual role is a new job that is significantly different from the current year-round CM role. We agree with the vast majority of our members that the dual role is essentially the same CM job – and those doing the CM role already should have been given first priority for these roles, before offering promotions to displaced ACMs.

Next Steps:

Thomas Cook management have ploughed on regardless – and we now have many anomalous situations such as the above, that we feel need resolving urgently. Due to the voluntary redundancy scheme being extended to 15th January 2012 at MAN and NCL, nobody will be served notice or have their final outcome confirmed until after this date. We will issue further advice at the appropriate time. We have requested a meeting with the Company and will be putting forward the concerns of our members within the framework of that meeting. In addition, we have requested a meeting with Unite's solicitors in order to establish grounds to legally challenge what has occurred so far.

Please keep your views coming – either via your base reps – or directly to consultation@tcxunite.com. As always, we will keep you updated as matters develop.

In Unity,

Your Reps

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