



UNITE CONSULTATION UPDATE

8th February 2012

Dear Colleague,

Your reps met with the Company on 2nd February 2012. Our primary aim was to address the difficulties that arose from the consultation process and to attempt to correct the many wrongs associated with the application of the selection criteria. We expressed our dissatisfaction that the Company had refused some appeals and grievances. We made it clear that our members would receive the full support of Unite through the appeal and / or legal processes.

We also asked for the Company to enter into discussions to resolve the issues raised by the way that the dual roles had been filled. We highlighted that the Company wouldn't see any cost savings from the restructure for two years, which would allow us to spend time to ensure the right people got the right roles. TCX agreed to take our proposal away and come back to us.

Your reps remain committed to exploring every possible way of avoiding compulsory redundancies. With this in mind we also requested that voluntary redundancy is reopened in Manchester and Newcastle. The Company committed to take our request re: VR away. The management confirmed that if individuals wanted to leave before their agreed leaving date then TCX would do their utmost to accommodate the request.

Your reps agreed to review the priority for re-promotions document regularly at our bi-monthly JCNC meetings. We also discussed the protected pay document and had clarification on some concerns that you have raised. We were informed that future pay awards and incremental pay increases would be applied but would be deducted from the protected pay element. It was also made clear that the protected pay element would not be pensionable. We did challenge these points however the Company maintained that this document (as negotiated by your reps) was a significant enhancement to the current Company redundancy policy. Finally, we were supplied with a proposal document relating to the relocation package on offer for displaced crew. We are in the process of reviewing this—mindful of the time critical nature of the decision regarding relocation that some of our members are being required to make.

The Company will soon be writing to those crew that have taken VR as there will be opportunities for Summer 2012 work at some bases. The terms on offer vary according to your current rank and desired leaving date. Please contact your base rep if you need more information or alternatively please feel free to email consultation@tcxunite.com. We will update you as soon as we have further news.

In Unity,

Your Reps