



## UNITE CONSULTATION UPDATE

9th November 2011

Dear Colleague,

Today members of the JCNC met with the Company for stage four of the Avoidance of Disputes Procedure. In addition to the usual attendees were Frank Pullman (Airline MD) and Brendan Gold (Unite CAT National Officer). During the meeting both sides restated their current positions, and Brendan put arguments forward in relation to the items that we are failing to agree on – namely:

1. The Company's decision to implement compulsory redundancies;
2. The Company's decision to remove the ACM Rank;
3. The Company's refusal to enhance the Voluntary Severance (VS) package;

The Company's position remains unchanged and no dialogue was forthcoming. Following an adjournment, Unite came to the realisation that the Company were not prepared to move on any of the issues. Brendan Gold expressed his disappointment with the Company's stance, and stated that Unite would be left with no other option but to progress the failure to agree. He also told the Company that we are willing to go to ACAS, as we are committed to finding an amicable resolution that is agreeable to both parties. The Company will respond to this invitation in the next 48 hours. If Thomas Cook decline this invitation, Unite will be left with no alternative but to give them seven days notice of our intention to go to a full industrial action ballot. In addition, your reps have also requested a meeting with the new Group Chairman & CEO. We await a response to this request.

The Company stated they will forge ahead with the Consultation process, and will continue to communicate with the Crew community. It is worth noting that only 88 people have expressed an interest in the VS package as it currently stands. This would leave over 400 employees at risk of compulsory redundancy. Unite maintain that an enhanced VS package is the key to resolving all three items listed above.

**Please note:** The Company has circulated its proposed selection criteria to your reps. We will reflect on this document and respond to it in due course. Thomas Cook may choose to publish this document prior to Unite's comments and involvement.

In Unity,

**Your Reps**