



UNITE UPDATE

INDUSTRIAL ACTION — PAY FREEZE AND CONCESSIONS (008/2012)

10th June 2012

Dear Colleague,

Unite are aware of the tactics that TCX are using in order to try to frighten and influence how you vote in the upcoming Industrial Action ballot. This is a standard practise used by companies when faced with such a situation. Remember, **Thomas Cook now have far more stability and financial security than they had when our members voted overwhelmingly (by an 84% majority), to proceed to an Industrial Action ballot in relation to the Company's stance on Pay and Concessions.** Do not let managers pressure or intimidate you. Your vote is between you and your ballot paper.

Your Committee and Unite have every faith in, and trust Maggie Kennedy when she states in her recent memo that she has "*no intention*" of coming for the items listed on the 'TCX Shopping List' (see last update (007/2012—June 4th 2012). **Unfortunately** those decisions (as in the recent ones; pensions, loss of ACM / restructure, loss of long service awards, pay and concessions) are not made at her or Frank Pullman's level - **they are taken at Board level and both Maggie Kennedy and Frank Pullman do not have a choice.** Their position has to be to carry out the directive from the Board, whether they support it or not.

Cost cuts are coming from Board level and they are far from over. This ballot is about sending a message to **the Board** (who remember, are not losing any of their benefits - and even if they were, their salaries mean that the loss is negligible to them and who will probably be receiving a bonus on the back of the savings / our losses). We are urging all members to pull together in order to protect what benefits we still have and send a strong message to the Thomas Cook Board - **start to treat your hard working employees, who continually bring profit and repeat custom into the business, with respect and stop taking from us!**

Stand together, these cuts are far from over and are driven by individuals at Board level comparing our terms and conditions with those such as Easyjet, Jet2 and Ryanair and who therefore consider us to be overpaid in regard to terms and conditions and benefits. They have seen the recent financial issues as an opportunity to drive down terms and conditions. Stand together to stop the race to the bottom and to maintain the standard that we currently have and deserve. Once something is gone, **we will never get it back!**

In the boom times we never expect or receive anything more and all we want to do now is maintain our current standard of living. The continual attacks on our terms and conditions are making this more and more difficult. The Company will not even deliver for the cabin crew on the contractual element of a collective agreement, which was balloted on and accepted in good faith by Unite members. They make it very difficult to trust them!

Remember your elected committee are crew - this affects us just as much as those we represent.

Stand together, make your vote count, vote YES!

In Unity,

Your Reps