



## UNITE UPDATE

### INDUSTRIAL ACTION — PAY FREEZE AND CONCESSIONS (010/2012)

10th July 2012

Dear Colleague,

The Industrial Action Ballot closed at 12 noon on Monday 9th July 2012. This ballot was run independently by the Electoral Reform Services. In a complete about-turn from the consultative ballot, the members have overwhelmingly voted *against* any form of industrial action regarding the Company position on pay and concessions (see results below). This means that the members have now indicated to the Company that we are willing to accept a pay freeze for 2012, with no negotiation, and the removal of the existing concession scheme, without any consultation. Please find the results below:

<b>Consultative Ballot Result (March 2012):</b> Would you be prepared to take some form of industrial action in order to protect your current terms and conditions? <b>84% - YES (SUPPORT ACTION)</b> 16% - NO (AGAINST ACTION)	<b>Actual Industrial Action Ballot Result (July 2012):</b> <b>72.3% - AGAINST STRIKE</b> 27.7% - FOR STRIKE <b>62.1% - AGAINST ACTION SHORT OF STRIKE</b> 37.9% - FOR ACTION SHORT OF STRIKE
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As a member led trade union, the members are the ultimate decision makers – and that is how it should be— one member, one vote. That said, your committee worked tirelessly, under a great deal of pressure from the membership, and following the directive from the consultative ballot (see above), to proceed to a full Industrial Action Ballot, having exhausted all avenues of negotiation. The change of position from the membership is however disturbing. Did the U-turn happen because of the financial situation Thomas Cook UK found themselves in? This might explain it, but the situation was actually *worse* during the consultative ballot in March and had improved at the time of the official ballot. Did members not make informed decisions during the consultative ballot—or realise the seriousness of that vote? Did members simply have a change of heart or bow to Company pressure?

Whatever the reasons, your union and your committee are led by the members’ voice. You have spoken and we will deliver your message to the Company. Your Committee would not be being honest if we did not tell you that the massive U-turn was disappointing, having been directed by you in the consultative ballot, but our biggest fear is that we all do not live to regret it. . . . .

In Unity,

**Your Reps**