



UNITE CONSULTATION UPDATE

16th December 2011

Dear Colleague

As you will be aware, the individual outcome letters from the consultation exercise have been sent out by Thomas Cook. Your reps recognise that many of our members have not had the outcome letters that they would have wished for. Firstly, our advice is not to panic – your reps are here to support you through the next stages of the process. You are entitled to have a 2nd ICM and with this you again have the right of representation. Please contact your base rep if you require their support in this capacity. You also have the right to appeal the outcome decision should you feel it is based on incorrect information.

Selection Criteria: Your reps have received considerable feedback from members throughout the UK about the first set of published criteria and, subsequently, the second and final set. We have raised issues and concerns with the management up to and including our final pre-outcome meeting with TCX yesterday. These concerns were not acted upon and have therefore resulted in people receiving potentially challengeable outcomes. Further to Ewan Sinclair's communication of December 9th 2011 – Unite did not and have not approved the tie breakers that have been used to determine outcomes. We do however acknowledge that the majority of our members favour length of service (and time in role) to be given significant consideration. Disappointingly though, with the tie breakers being used as published, this has resulted in many anomalies arising, which may leave TCX open to legal challenge. We will support any of our members with such challenges.

Mitigation: Unite met with TCX today to discuss how our members that have been displaced are returned to their roles (where appropriate) as future opportunities arise. We have secured significant assurances from TCX about how and when our members will be returned to their roles and original bases. These will be communicated in due course. If you have been displaced from your role – please discuss with your manager or base rep where alternative roles are available – as many bases (EMA / GLA / STN / BHX and BRS) have opportunities for senior and / or C3 roles. These will be given to those displaced on a priority basis.

Voluntary Redundancy: We have requested that the closing date for VR is again extended. It will now close on December 31 2011. If you have not yet had your VR illustration, please contact your RCCM if you are considering this. This is especially important at LGW, MAN and NCL where every employee that takes VR, mitigates against someone being made compulsorily redundant.

Please keep your feedback coming, as your base reps are always happy to hear any constructive ideas, comments and questions that you may have. You can also contact the JCNC team directly at consultation@tcxunite.com.

In Unity,
Your Reps