



## **UNITE CONSULTATION UPDATE**

**17th November 2011**

Dear Colleague,

Yesterday (16<sup>th</sup> Nov 2011), Unite wrote to Thomas Cook outlining our position in relation to their proposed selection criteria. Unite and your Reps' Committee has consistently stated that we are opposed to compulsory redundancies, and we maintain that position.

We do not believe that Thomas Cook have behaved responsibly or reasonably in its attempts to date in trying to resolve the current situation. We are therefore unable to make any specific comments on the proposed selection criteria.

We have also advised Thomas Cook that at the point Unite is satisfied that all avenues of mitigation have been exhausted, we would then be in a position to discuss selection criteria. We would then look towards working with the Company in order to create a set of selection criteria which would be fair, equitable and acceptable to Unite members.

The Company seem determined to plough on regardless with the consultation as detailed in the memo from Ewan Sinclair on 11<sup>th</sup> November, demonstrating yet again their lack of desire for true and meaningful consultation. We have no doubt that they will advise you of their selection proposals very soon. We firmly believe that the Company will also invite people to individual meetings. We strongly advise that you do not attend such a meeting without one of your elected reps present.

After talks broke down last week we requested a meeting with the group Chairman / CEO and ACAS in an attempt to resolve the issue amicably. The Company came back with dates very close to the end of the consultation. The dates offered were too close to the end of the consultation period and therefore would have proved fruitless. Unite has made it clear to Thomas Cook that lines of communication remain open so that meaningful talks can still take place and prevent a full industrial dispute being enacted. The Company have chosen not to engage and as a result Unite has had no alternative but to issue Thomas Cook with seven days notice of an industrial action ballot. This is not a decision which has been taken lightly and we have stated that we are still available to talk. Unite await their response.

In Unity,

**Your Reps**

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