



UNITE CONSULTATION UPDATE 12

24th December 2012

Dear Colleague,

Before the Christmas break we wanted to give you an update as to where we are in the Fleet Review process and where we will pick up when we return to meeting with Thomas Cook in the New Year.

We met with the Company on December 19th. ACAS were again in attendance and were helpful in ensuring that the right environment for consultation to take place was maintained. In our last update, we provided you with details of our counter-proposal and we informed you that we had begun discussions around the size and shape of a voluntary exit package.

We were very disappointed that TCX were unable to provide a response to our counter-proposal. They also asked for more time to consider our requests surrounding the voluntary exit package. On the information we have available to date, we are not fully convinced that Thomas Cook are committed to eliminating the need for compulsory redundancies.

NEXT STEPS:

Once the above items have been fully responded to (counter proposal and voluntary exit package), we will then turn our attentions to mitigation. All evidence and information which has been presented so far points to a restructure and not a redundancy due to a fleet review. This is why Unite cannot agree the business rationale behind the proposals. Unite therefore maintain the position that no loyal, long-serving employee should have to leave the business who doesn't wish to and contrary to the Company's latest update (24th December), Unite will not be in a position to discuss selection criteria (otherwise known as 'who gets pushed out the door first') on January 2nd and 4th. There still needs to be full and meaningful discussions around the voluntary exit package and mitigation and to date, this has not yet happened. It is Unite's intention to have discussions of this nature on the above dates.

Our expectation and hope is that the Company are going to recognise the contribution the cabin crew make to the success of the airline and offer a realistic and decent exit package. We have received a number of member proposals with regard to mitigation and we will discuss these with the Company at the appropriate time. We would like to once again thank our members for these suggestions. In order to move forward with mitigation, we need to evaluate how many crew members are interested in leaving the Company on a voluntary basis. We understand that Thomas Cook will shortly be seeking 'expressions of interest' from you. This will not commit you to anything—it is purely an exercise to gauge what level of interest exists at this time.

Your reps will be at work during the period between Christmas and New Year and will be meeting up on December 28th in Manchester. Our next meetings with Thomas Cook are planned to take place on January 2nd and 4th 2013.

Please do not worry about time 'running out' with regard to the consultation process. The end date of the consultation will now be reviewed on a week by week basis. The Company have committed to this.

Finally, it is with regret that we need to inform you that Helen Osgood (Full Time Officer) has taken the decision to leave Unite and will therefore not be attending further consultation meetings. The good news is that she has been replaced with an experienced officer in the form of Sharon Cowell. Sharon has taken over all of Helen's responsibilities including the Thomas Cook engineers. We appreciate this change of officer is less than ideal, but rest assured that you have continuity throughout this process in the form your representatives.

We know this is a very unsettling time for all of us, but we would still like to take this opportunity to wish all of our members, and your families a very happy Christmas wherever you are, and whatever you are doing.

If you need any help or advice over the festive period, your Chair, Martin Browne and Vice Chair, June Knox will both be available.

“SOLIDARITY NOT SELECTION!”

Merry Christmas,

Your Reps

