

# Thomas Cook Airlines Cabin Crew Memo



**To: All Cabin Crew**

**Date: 18<sup>th</sup> October 2012**

**From: Maggie Kennedy  
General Manager – Cabin Service  
Unite Consultation Reps**

**No: 220.12**

**Re: Collective Consultation Update – 17<sup>th</sup> Oct 2012**

---

As you are all aware, the Company and Unite met yesterday as part of the collective consultation and we wanted to share with you all what we discussed.

We all felt that it was a very productive and honest meeting with the Cabin Crew's welfare and best interests at the top of the agenda.

So many of you have fed back that you just want to get on with it and we totally understand your frustration at this difficult time, however, there is a process we need to follow and we commit to keeping you up-to-date and informed every step of the way.

In the first part of the meeting we discussed Terms of Reference going forward such as how both parties will conduct themselves during consultation, how we will communicate, who will attend the consultation meetings and what needs to be discussed. We have scheduled meetings every Wednesday and will meet more often if and when needed. From the Company, the following will be attending the meetings

Maggie Kennedy – GM Cabin Services  
David Brewster – Cabin Services Training and Recruitment Manager  
Emily Adams – HR Manager  
Nicola White – Senior HR Advisor  
Maxine Joicey – RCCM  
Steve Atherton – RCCM  
Jacqui Doyle – HR Coordinator (Note taker)

Your Unite attendees, decided by experience, background, rank and base, will be as follows:

Helen Osgood - Unite Officer  
Martin Browne - Chairman  
June Knox - Vice Chairman  
Adrian Blake - Manchester  
Neil Sansom - Birmingham  
Matt Irish – Gatwick  
Maria Armstrong & Carl Rickwood alternating - Gatwick

We will aim to agree full minutes of each meeting and these will be posted on Xplorer under Fleet 2012 / Unite – Cabin Crew tab and tcxunite.com. These minutes will take approximately one week to get published but we will be communicating with you all every week following each meeting.

The second half of the meeting was spent discussing the Business Rationale of the Company proposals, as Unite need to agree this before we can continue our discussions. In order to do this, Unite have put some questions to the Company on your behalf which we have taken away to get answers. If the Business Rationale is agreed, we can continue with the other elements of

Phase 1, which will centre around mitigation (including counter proposals and feedback) as it is the top priority of both the Company and Unite to mitigate as many potential redundancies as possible. Discussion around mitigation will, of course, continue throughout the process but it is really important that we prioritise this before we move on to any proposed selection criteria should this be required.

Dependent upon the collective consultation discussions, individual consultation meetings will not take place until the appropriate time in the process, however both parties remain committed to avoiding any compulsory redundancies.

Following many requests from yourselves, Unite have asked the Company to make the Thomas Cook Redundancy policy available within the Airline / Fleet Review 2012 / Useful Information section.

Maggie has committed to the RCCMs that she will hold a conference call immediately after each meeting with them so they are fully up to speed on developments in order to help you all with your queries.

The Cabin Services team are totally committed to supporting you all through this process so if you have any questions please ask an RCCM, Unite rep or any one of us in the Hangar. In the meantime, as we have said above we will communicate with you every step of the way.

Take Care

Maggie & Unite Reps

---

**Removal Date – 31<sup>st</sup> March 2013**