



UNITE CONSULTATION UPDATE 5

3rd November 2012

Dear Colleague,

Your reps and Unite met with Thomas Cook over two days this week (October 31 and November 1) for further discussions as part of the on-going collective consultation process. On Day One, we were pleased to be able to agree Terms of Reference and the first two sets of meeting notes. These will be published on Xplorer (under the 'Fleet Review 2012' tab). Making these notes available to you is important as it allows you to accurately track the progress of the discussions.

The aim of Day Two was to forensically examine the fleet review presentation which was delivered to your reps (and uploaded to Xplorer) on 10th October 2012. This was our first opportunity to do so. Following our request for the Director of Customer Service to be present at these important discussions, we were pleased that she was able to attend this meeting. It was frustrating, however that due to the Management Team's lack of detail and answers to pertinent questions, we were unable to proceed as far as we would have liked through the document. This was particularly disappointing as it is their proposal document and it is vital that we and Unite gain a clear understanding to the background of the Company proposals.

Based on information provided so far, it seems that rather than being a redundancy situation, this is in reality a veiled attempt by Thomas Cook to move a significant number of our members, who are currently employed as full-year permanent employees, to the status of casual / seasonal workers. This was highlighted in our last update; the point at which individuals would need to leave the business, "through redundancy due to a reduction in work", the flying programme actually increases and gains pace. We have therefore put it to the Company that if there is a need for a consultation, it should be of an open-ended nature – until such time that Thomas Cook can identify the shape and size of their Winter 13/14 flying programme and fleet size. For this year now, we are where we are.

We also provided Thomas Cook with another opportunity to modify their current position. We have suggested that we could remain in talks, outside of the formal consultation process, in order to work together reviewing the fluid nature of the business needs and the required crewing levels / issues. Your reps and Unite believe that this formal consultation is premature and therefore is flawed – we have been told that the flying programme and fleet for W13/14 is not yet known, so there may actually be no requirement for crew to leave the business. We strongly urged the Management to act in a reasonable and responsible manner and at least wait until those facts are known before placing the livelihoods of loyal members of staff at risk.

As things stand, the Company propose to terminate 261 full-year cabin crew jobs, at the very point that those employees will be required to satisfy the operational need, and at the same time replace them with 377 employees on fixed term casual contracts. Unite cannot accept what appears to be the downgrading of cabin crew terms and conditions ('casualisation' of the workforce), through the "back door." We have seen no evidence of any strategic business rationale that would indicate otherwise at this juncture.

Due to Helen Osgood's unavailability for the meeting on Day Two, your reps were supported by a "stand-in" Unite Regional Officer. This officer wanted it noted that he was surprised at the hostile atmosphere created by the Senior Management team. He described it as confrontational, bordering on intimidatory, and dismissive from the outset. It was not, in his opinion, conducive with an environment in which such important and strategic consultations should be undertaken.

We have the next consultation meeting on Wednesday (November 7th), where we plan to further examine the figures by base and rank within the Thomas Cook proposal. The current position remains that **your reps and Unite are still not able to accept the business rationale behind the Company proposal.**

We still need to hear your ideas and concerns – please continue sending these to the team via your base rep, consultation@tcxunite.com or our new forums at www.tcxunite.com – where you can share your views with other Unite members. Please also take the time to read the collective consultation meeting notes on Xplorer.

Thank you again for your support.

In Unity,

Your Reps