



UNITE CONSULTATION UPDATE 7

16th November 2012



Dear Unite member,

My name is Helen Osgood and I am the Unite Officer responsible for Thomas Cook Airlines members of Unite. It has been a pleasure to meet some of you at some local meetings I have attended and look forward to hopefully meeting more of you in the coming weeks. I know it is usual practise for your Representatives to update you during the consultation, but I thought it would be useful and appropriate for me as your Officer to communicate with you on this occasion.

To put where we are in context I would urge you to read the last Consultation Update from November 8th. I want to reassure you that Unite the Union and your Reps are working in your very best interests at all times. The position still remains however, due to a number of reasons, that we are still not able to agree the business rationale which has been put forward by Thomas Cook in support of their Fleet Review Proposal. Since the start of the consultation process Unite has, and is still seeking legal advice on how we proceed and how this affects you. Our focus is to ensure that your employment rights are protected, alongside ensuring job protection and security. From the consultation last year I am aware that some of you may have concerns around time running out for consultation. In law, Thomas Cook Airlines have a duty to consult with us for a **minimum** of 90 days. The law is also very specific that the consultation has to be *meaningful*. If there is a failure by the Company to uphold these principles there are legal avenues open for us to explore on your behalf.

In addition to representing and protecting our members generally, Unite also has a responsibility to ensure those same considerations are afforded to the Representatives whom you have elected to represent you. I am working hard, along with your elected representatives, to ensure that there is an appropriate environment for the consultation to take place, and an atmosphere of dignity and respect is maintained. At the moment I feel that there is some work to be done in this area, so that your Unite representatives are able to raise the questions and issues that you need them to raise, in an atmosphere that is conducive to free and open discussion. This is absolutely vital for the protection of your jobs and the integrity of the process.

The next consultation meeting is due to take place next Wednesday (November 21st) and we hope to further raise your concerns and issues. As progress is slower than we would normally expect or like at this point, we have also requested further consultation meetings from the Company.

This is the very first time I have personally written the Unite Consultation Update but I feel it is important to provide you with the reassurance that the power of Unite – the UK's largest union, is behind you. Unite is also giving its full support to your workplace representatives as they work hard to ensure your employment rights are maintained as we go through this unsettling process.

I would also like to thank those of you who have made a positive contribution to the process so far and I am heartened to see the supportive emails and texts from yourselves in support of the work that the Unite workplace representatives carry out on your behalf.

In Solidarity,

Helen Osgood
Unite Full Time Officer

Servicing Thomas Cook Airlines UK Engineers and Cabin Crew Members of Unite

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