



UNITE CONSULTATION UPDATE 9

2nd December 2012

Dear Colleague,

Further to our short update last week, we are pleased to advise you that a productive consultation meeting took place on November 28. Last week we informed you that ACAS (Advisory, Conciliation and Arbitration Service) are now assisting us with the consultation process. An outline of the reasons why this has become necessary can be found in previous updates – but essentially ACAS are facilitating the creation of an environment that is open to free, fair and most importantly, meaningful consultation. You can find more information on the work that they perform at www.acas.org.uk

We are disappointed that the consultation has not progressed as meaningfully as it could have, although Unite have been available and willing to consult since day one of the consultation. We have therefore formally requested that Thomas Cook extend the 90 day consultation period, to ensure that meaningful consultation can be achieved. We are awaiting their response to this request.

At the meeting of November 28th, your reps were able to ask a series of probing questions around the Company proposals. The General Manager for Crew Planning assisted by providing some of the answers that we required, particularly around establishment planning – and agreed to take some other points away to respond to when she has been able to collate the information. Our position is still clear; until we have a lot more information, and justification, we are not able to agree the business rationale which underpins Thomas Cook's proposal for job losses.

We will shortly be making available all of the minutes from the meetings that have taken place from the start of consultation right through until November 1st.

All the feedback we are receiving from you is fantastic. It is good to see you at open meetings where we are able to update you in person and also able to answer your questions. Thank you for all the calls, texts and emails of support. For our members out in LPA, we hope to be arranging a visit from one of the rep team very shortly – we know you may feel a bit isolated at the moment.

Your Reps and Unite are working really hard to protect jobs, ensure that Thomas Cook has a future we all want, and at the same time, your employment rights continue to be protected.

Our next meeting will take place tomorrow (Monday December 3rd) – where we are hopeful of a positive response regarding the extension to the consultation period, and further information forthcoming from the Company. We will update you following this meeting.

“SOLIDARITY NOT SELECTION!”

In Solidarity,

Your Reps