



UNITE CONSULTATION UPDATE 15

18th January 2013

Dear Colleague,

Your Reps and Unite met with the Company on Monday and Wednesday of this week. ACAS were again in attendance. You will shortly be receiving a letter from the Company outlining their final Voluntary Severance (VS) package.

Unite and your Reps believe that this is as far as they are willing to move, through the discussions we have had and we must state very clearly that we DO NOT endorse this package. It falls insultingly short of what we believe our members are worth and have tried to negotiate on their behalf. It also falls short of what the Company, if they were truly committed to the process, could have reasonably afforded.

WHAT UNITE ASKED FOR FROM THE VS PACKAGE (AND THE COMPANY RESPONSE):

1. In line with last year's offer, part-time crew have their full-time years' service recognised; **NO (they will only treat part-time allowances as full-time and not basic salary).**
2. Commission and overtime to be included in the variable payments; **NO**
3. Holiday concession to be honoured this year or TCX Travel Vouchers; **NO**
4. A lump sum payment or an additional days payment per year of service; **NO**
5. Move the leaving date from 28th February to 31st March to capture an extra year's service for a lot of crew; **NO**
6. A ban on voluntary overtime in order to protect more jobs; **NO (would only be allowed if we surrendered some protections from within our scheduling agreement).**
7. To include Holiday Pay entitlement £140 (pro-rata); **This was agreed.**
8. A priority return agreement for those who take VS; **This was agreed and will be discussed at a later date.**
9. PILON (pay in lieu of notice); **This was agreed.**

We have consistently stated to the Company that we are opposed to any compulsory redundancies and that they needed to improve their offer in order to incentivise people to leave. Our position will not change.

Through all the talks we have had, the Company's final offer demonstrates no commitment from them to avoid compulsory redundancies. The Company is also in a far stronger position this year than last year. As you have seen through previous updates and the meeting notes, we have tirelessly challenged their business rationale. To this date we still do not accept the reasons behind the 'redundancy'. We have information to support our belief that they have not been completely honest and transparent throughout this consultation. They will be challenged on this at the next meeting.

WHAT IS THE VIEW OF UNITE AND MY REPS?

As we have highlighted in previous updates, money and funds are there for some in the business but not others – money is available and it needs to be more fairly apportioned. On the one hand we are told that the share price is on the up because of the optimism that the Company are promoting to the City, and on the other we are being told we do not know if we have enough money to pay for the aircraft coming into the fleet this year! Either the Company are not being honest with us or they are not being honest with the City. As it is an offence to lie to the City, draw your own conclusions.

We have put every argument possible forward during the consultation (as you will have read in the notes on Xplorer). We have expressed our disappointment in the strongest terms and requested that Christoph Debus attended our meeting on Wednesday this week. He declined our request and appointed Frank Pullman as his representative. Frank Pullman confirmed that the VS offer was final. Ideas to make further enhancements were put forward including ways to defer payments and extend talks until we had knowledge of what next Winter would bring - all were dismissed out of hand. We also asked if our members' jobs could be saved if we could find a way to save the £1.65m from the fleet review. Again, the answer was **NO**.

WHAT HAVE THE COMPANY GOT IN STORE FOR US NEXT?

The Company have invited your reps to a meeting on January 23rd to discuss Profit Improvement Plans (PIP) – **COST CUTTING!** This is deeply concerning as we believe that despite the Company previously assuring us that they would not be looking at the items on the 'shopping list' they now intend to. The Company want to save **£3m** on top of shedding many of your jobs; this **WILL** have a devastating effect on your terms and conditions. We may need come to you shortly for your view regarding compulsory redundancy / protecting jobs and the further erosion of your terms and conditions.

We will continue to try and militate against job cuts but urge you to think carefully about the message in this update.

*First they came for the Jews and I did not speak out because I was not a Jew.
Then they came for the Communists and I did not speak out because I was not a Communist.
Then they came for the trade unionists and I did not speak out because I was not a trade unionist.
Then they came for me and there was no one left to speak out for me.*

Martin Niemöller (1892–1984)

The above is quite simply about looking out for one another. Without each other we are powerless.

In solidarity,

Your Reps

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