



UNITE CONSULTATION UPDATE 18

8th February 2013

Dear Colleague,

Following the meeting which took place last week in London, your Reps met with the Company to look at mitigation opportunities. We had hoped for several meetings this week following the discussions between Frank Pullman and Oliver Richardson, however the Company were only able to plot in one meeting which took place on Wednesday (6th February). Over the past week the Company had been working on the suggestion of voluntary 'buy downs' as a method of mitigation. It was clear from the presentation that we were given that a lot of work had been carried out to show the opportunities that are available at each of the bases.

Your Reps however were extremely disappointed that the Company were not able to provide the details of the package that was going to be on offer to accompany the proposal. This is a crucial aspect of the proposal, as that would dictate how likely and successful the take up would be. It is very difficult to make decisions or be constructive with only part of the required information. We now await the figures from the Company. No other mitigation ideas were discussed due to time constraints and we intend to table and discuss more ideas which have been brought to us by you at the meetings scheduled for next week.

As we stated in last week's update, the future flying programme is still not definite. All the indications (based on the information we have sourced and received outside the consultation meetings) indicates that there will be growth in the winter '13/'14 flying programme. In light of this, it is to all those involved in trying to protect jobs, somewhat premature and cruel to expect loyal employees to leave the business, against their will, only to potentially find out at a later date that there was no real need for the 'redundancy'.

We are also bitterly disappointed in the Company's reporting of Unite's refusal to comment upon their proposed selection criteria. This is not true. We have stated all along that there is no real reason for these redundancies at this time and the reasons for reaching that conclusion. This was supported by our National Officer last week. If a point is reached whereby there is a need for a reduction in heads for winter '13/'14, Unite will pass comment on the proposed criteria as necessary.

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The Company are asking all of us to support (and indeed help) them to dismiss crew from the business at the very time the 7/5 crew are returning to the business - and in some bases as early as March – when we are supposedly over-established.

There has been much ‘to-ing and fro-ing’ around the subject of selection criteria and everyone will put forward an idea which will protect their own job; that is human nature. Any selection criteria will always disadvantage some individuals. It is also worth remembering that following this (which we view as a totally unnecessary and premature exercise) if any members believe that they may have a legal challenge regarding their forced dismissal from the business, if Unite / your Reps have had input or agreed a selection criteria, your challenge and potential claim will be negated by the fact that *"Unite, your union, agreed the criteria."* This reason was used as a defence in a case against British Airways a few years ago.

Your reps are working hard to try to protect as many jobs as possible, that is our sole focus. It is more than being about ‘staff numbers’ to Unite and your reps; it is about real people, our colleagues. People whom we work alongside - their lives and the devastation that this will lead to for our members.

It is more important than ever now that if you have any questions or queries that you contact your base rep or email consultation@tcxunite.com. Thank you again to all those who have been in touch throughout and also for the messages of support. This is a worrying and disconcerting time for everyone. We are meeting with the Company again next week over two days and we will update you after this.

In solidarity,

Your Reps

