



UNITE CONSULTATION UPDATE 19

16th February 2013

Dear Colleague,

We met with the Company on Tuesday 12th and Thursday 14th of February. On Tuesday we were presented with the Company’s buy-down proposals and principles. We were deeply concerned with the principles of the buy-down proposal and felt that the offer as presented, was an insult to our members. Thomas Cook’s and Unite’s ideas of what a buy-down proposal should realistically look like in order for it to achieve its objective, were poles apart. We did not give specific comment on the principles as we believe there are potential legal challenges which we want to seek Unite legal advice on. Unite solicitors have been contacted regarding these concerns and we are currently awaiting this advice. When we expressed our disappointment on the buy-down package, the Company made it clear that this was the offer and was not open to further negotiation.

With the input and support of the ACAS officer, we then went on to put forward the following ideas of mitigation to the Company:

VS to be Reopened	Part-Time Winter / Full-Time Summer	Extended Unpaid Leave	Job Sharing during the Winter	Career Breaks	Advertise Vacancies by Base
10 months on / 2 months off	9 months on / 3 months off	8 months on / 4 months off	Study Leave	Duvet Days	(Transfer Opportunities)

The Company took these ideas away to review and consider.

On Thursday, after we had completed reviewing the notes from February 6th, we were provided with an eighteen page document (options pack). We were then given around thirty minutes to read it and come back with our comments. We believe the Company were trying to swamp us and confuse the issues in order to create an impossible situation for those tasked with trying to achieve the best outcome for the members and to protect jobs.

We strongly put forward the point (following our meeting on February 6th where we received a presentation about the base requirements across the country) that it was clear that **we have the right number of crew within the business to run the summer programme** (with the exception of an excess 0.5 FTE in MAN and 2 FTE in GLA). In fact, in addition to the permanent establishment we need a significant number of seasonal crew members (re-entrants and new entrants on temporary contracts) at most bases—as is the norm. We stated that to expect crew to leave the business now is wrong, especially in light of up to **275** 7/5 crew being brought back to the business in March and put on roster. This is up to three weeks before the Company are contractually obliged to. This is in the same period where the Company claim to be over-established and are planning to serve notice of redundancy on year-round cabin crew. This is clearly wrong, immoral and potentially legally challengeable.

We then asked for an adjournment to allow us to take a position on whether to provide further comment on the pack in light of the discussion which had taken place and the unreasonable expectation to provide feedback within such a short timeframe. During that very short adjournment the Unite Officer, Chair and Vice Chair were asked to return to the meeting room. We were completely bewildered and extremely disappointed to find that the management team had left and ended the meeting, especially given the severity of the situation our members are facing. This prompted us to send a letter to the Airline HR Director. We recommend that you read this letter—you can find it displayed with this update at www.tcxunite.com—or find it under ‘historic documents’).

The whole representative committee is meeting with Unite National Officer (Oliver Richardson) on Monday (February 18th). We believe that the Company are intending to put pressure on you to make snap decisions in the full knowledge that **there is no requirement for anybody to leave the business before 31st October 2013** and now almost certainly know that Winter ‘13/’14 is not ‘flat’. Our EWC rep has confirmed that it is his belief that an A330 (which has been the subject of much discussion) is indeed coming into the UK fleet. This is at least one extra line of flying when compared with Winter ‘12/’13. We do not want to be in a position where members feel forced to take a change of contract, reduced hours or even worse—be pushed out of the business against their will, when there is absolutely no need, apart from the Company’s ruthless pursuit of profit at our members’ expense.

The Company keep telling Unite that *‘the crew just what to get on with it and know where they are’*. Your reps have had no communication from any member which reflects this. A further consultation meeting is planned for Wednesday 20th February. We will update you further following this meeting.

In solidarity,

Your Reps

