



UNITE CONSULTATION UPDATE 20

22nd February 2013

Dear Colleague,

Following our last update, your reps met with Unite National Officer (Oliver Richardson) in London earlier this week. Oliver supported the view of the committee that there is no need for anyone to leave Thomas Cook until October 31st 2013 at the earliest. A letter was sent to the Company outlining this position.

We are very pleased to report, that following a productive meeting with the Company on Wednesday 20th February, we reached an agreement and secured the following:

- Everybody can now remain with the business until at least 31st October;
- Everybody can remain in rank through this period with the associated salary;
- Mitigation meetings will continue every week until the objective of no CR (Compulsory Redundancy) is achieved;
- If you were to take VS and leave on 31st October 2013 you will have the option to take any available 7/5 contracts—as detailed in attachment 3 of Thomas Cook's options pack. (Please note in this instance crew would be considered as having a break in service and all continuous service benefits would cease to apply. Crew would also return on increment 0 of the relevant pay scales in place at the time).

All mitigation and VS (standard Thomas Cook package) options will remain open for the whole summer. The Company will look at all the applications for VS and mitigation suggestions that we have put forward including buy-downs and 10/2, 9/3, 8/4 contracts. They have however confirmed that they intend to make those at potential risk of CR aware before the end of March, if the mitigation options do not address the needs of the business. They have also agreed that they will not serve notice on any individuals until August. This allows us to continue to work with Thomas Cook on a weekly basis. We will review the 'at risk' figures within these mitigation meetings, monitor the Winter '13/'14 flying program and will continue to discuss ideas and suggestions until we reach the common objective of NO compulsory redundancies.

You will shortly be sent an options pack by Thomas Cook (this can also be found on Xplorer). Most of the mitigation options in this pack were proposed by Unite following ideas received from our members. We would very much like to thank everyone for their ideas so far – and please continue to keep these ideas coming.

Please note that those that wish to benefit from the enhanced VS terms need to leave by February 28th. VS has now officially reopened - with a closing date of February 26th.

We do understand that there is no 'one size fits all' solution to this situation – and that is why we ask everyone to review very carefully the document being sent to them by Thomas Cook. If you need anything explaining further, please do not hesitate to contact your Unite base rep for further explanation. There will be no consultation meeting next week to allow those that are interested in the options available to consider their personal situation and apply for anything that suits.

We still believe that as time goes on, it will become clearer that there is less and less real need for anyone to be forced to leave the business that doesn't wish to. By agreeing with Thomas Cook that everyone remains on their current contract (unless they wish to opt for something else), we believe we have helped save many of our members from unnecessary compulsory redundancy.

On a final note, your reps would like to thank you for your faith, trust and support in our efforts. The past four months have been testing for everyone. It is a testimony to our vision, tenacity and belief that we have emerged from the difficult times we have recently faced, justified in the approach and position we adopted. It is a great relief to us all that we have managed to protect jobs and at the same time the business as a whole. Please be assured that we will continue to pursue meaningful discussions with the Company in order to both protect and strengthen our collective position for the future.

We would also like to acknowledge the important role undertaken by ACAS during the latter part of the consultation process, and for this we extend our thanks and gratitude.

In solidarity,

Your Reps