



## UNITE CONSULTATION UPDATE 21

7th March 2013

Dear Colleague,

Following further discussions with Thomas Cook on Tuesday (March 5<sup>th</sup>), it is clear that the consultation is moving into a different phase where the focus will be on mitigation - the aim of which will be mitigating the potential job losses down to zero. We plan to continue meeting with the Company on a weekly basis in order to discuss various ideas which will help remove those "at risk" from this group. Those who are "at risk" will shortly be advised that they fall into this group within their base and rank.

Individual Consultation Meetings (ICMs) will begin on March 11<sup>th</sup> and will continue until March 25<sup>th</sup>. Those who are deemed potentially "at risk" will be invited in to meet with their RCCM to discuss their "at risk" status, what this means for the individual, and potential options to avoid compulsory redundancy. We must stress at this stage that we have a cast iron guarantee from Thomas Cook that **no-one needs to leave their current base or contract type until at least October 31<sup>st</sup>** (unless they wish to).

If you are invited for an ICM, please do not panic. Contact a rep without delay to discuss your personal situation and to plan your meeting and what you want to get out of it. We strongly recommend that you exercise your legal right to have a formal meeting and to be accompanied to it – last year's process demonstrated that, amongst many other reasons, it is very wise to have someone else present as a support measure.

You will hopefully have read the Company options pack that you were sent two weeks ago. There is quite a lot of information within it to absorb. **The options within it are by no means exhaustive** – further ideas to mitigate job losses down will always be gratefully received by both Unite and Thomas Cook. You can email [consultation@tcxunite.com](mailto:consultation@tcxunite.com) or contact your base rep, regarding this or any other matter relating to the consultation. Remember, if you don't say it then your point might never be heard and considered!

It's often difficult to take in a large document like the one you were sent, so your reps wanted to highlight some of the more significant options that are open to ANYONE (whether deemed "at risk" or not):

- The option to leave on October 31<sup>st</sup> with your full redundancy payment (not including the PILON element) and request to return at the start of S14 as a permanent 7/5 C3;
- To move to some of the available positions in BRS and EMA. These bases have opportunities in all ranks. By electing to move, you would remove yourself from risk if deemed "at risk" or if not, you would potentially remove a colleague from risk.

In addition, further options that the Company are considering are:

- Remaining in your senior role (where applicable) in the summer and electing not to work in the winter (7 month CM);
- Job sharing – including 25% working (two 25% employees share one 50% role);
- Year round part-time contract to full-time 7/5 employee.

There are still a number of questions that your reps have around the selection process that Thomas Cook has proposed, how people will be pooled and how the existing priority agreement (from Fleet Review 2011) fits into that. We asked the Company to advise us how they proposed apply their selection criteria, pool people and how the priority agreement will fit in with this.

The Company provided us with their proposal yesterday including the different scenarios and given that whatever is decided will have a massive affect on members either way, we have asked for time to consider and debate this as a committee. It may also be necessary for us to seek your views.

The next two weeks will be very difficult for many of our colleagues. Being in a union is about sticking together and looking out for one another. It is at times like this that we need to remember this and remain united and supportive of one another. We want to give everyone the re-assurance that your reps will be there with you throughout. You have our assurance that beyond the meetings we will be doing our utmost to reduce the compulsory redundancy figure to zero.

In solidarity,

**Your Reps**