



UNITE UPDATE

21st June 2013

Dear Colleague,

You've saved your employment. Now save your job.....

After eight months of telling them, the Company finally did what your reps had consistently put forward throughout the Fleet Review '12/'13 – *“wait for the Winter '13/'14 flying program to be confirmed before considering making anyone redundant.”* We hope that what for so many has been good news, has given you renewed energy and confidence in what we are able to achieve with perseverance, knowledge, **solidarity** and no small amount of courage! That said, your reps will not rest until the redundancy figure is zero. We also hope that this recent success has demonstrated to you that your Unite reps do not oppose or challenge the Company on any issue without solid information and research being carried out in order to support the position. Your Unite reps put a lot of hard work into looking at the Airline business as well as the wider Group in order to protect jobs, terms and conditions and the future success of the business – that is what you elected us to do - and we take that responsibility seriously.

POLICY CONSULTATION 2013

While the Fleet Review consultation has been at the forefront of most peoples' minds, Thomas Cook also started a consultation in March this year to look at reducing your terms and conditions, which will have a severe impact on all crew, especially if there are any restructures in the near future – which MYSTIC MAJ (see next page) predicts there will be..... How far can we realistically let them go, in continuing to ask us to pay for others' mistakes and pick up the pieces? What are we going to do to prevent us being left with the kind of terms and conditions we might have sneered at in other parts of the airline industry? You will shortly have the opportunity to have your voice heard, in order to remind the Company what a valuable asset the cabin crew are - and we deserve to be treated as such.

WHAT DO THOMAS COOK WANT FROM US THIS TIME?!

Since March 6th Thomas Cook have been reviewing the Redundancy, Maternity and Pension policies. We now need you to seriously focus on this latest attack, as in recent times we have already had to accept a reduced pension scheme, reduced concessions, loss of the ACM rank, loss of long service awards and had an imposed pay freeze for two years' running – and there is talk of you doing more flights **and on minimum crew!!** Mystic Maj foretold this too....

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UNJUST, UNFAIR AND IMMORAL—THE TRUTH;

One of the biggest issues for your Unite reps is that this current UK & Ireland policy consultation does NOT apply to pilots. The reason the Company has given for this, is the amount that the Flight Crew have contributed to the Profit Improvement Plan (PIP). The truth of the matter is that their contribution is **proportionately no more** than that of the Cabin Crew by the time the process ends. We need at some point to draw a line in the sand regarding how much we are prepared to let Thomas Cook take away from us and be treated as a 'poor relation'. Our General Manager cannot congratulate us for our continued fantastic performance and contribution and at the same time, the Company continue to downgrade our working benefits.

Your Unite reps have explained to the Company that our members cannot suffer any detriment to the existing polices and our Engineering colleagues have also stated the same position. **We have proposed that the Company pull away from this consultation until ALL airline employees are included – no one set of individuals contributes any more than another. The Company position is unfair and immoral. There is clear favourable treatment of one employee group above others. Nobody has escaped the pain of 'the turnaround plan.'**

WHAT CAN WE DO?!

As reasoned argument is proving to be ineffective around the table, Unite's proposed next step is to carry out a consultative ballot to test the strength and resolve of our members. Unite engineering members are in the process of running one already. **A ballot sends a strong voice that 'enough is enough'. All we want is for the Company to listen to our view and see that there is another way that works for everyone.** Whilst the ballot is running, be aware that Thomas Cook will not maintain a 'neutral' position and will see it as an opportunity to 'influence' you – just as they tried to do during the recent consultation. **You must remember the RCCM 'visits' to your briefings?**

WHY IS A CONSULTATIVE BALLOT SO IMPORTANT?

It is VITAL to win a consultative ballot – to lose a consultative ballot would show real sign of weakness in the membership at Thomas Cook and will lead to further attacks on terms and conditions. Remember what happened with the Concessions!?!

Over the next week or so you will be receiving your consultative ballot paper and details of the issues in a covering letter, plus an explanation of the question(s) being put to you.

Your union, Unite, proudly stands with you. The aim is to give you confidence and raise your **collective** consciousness, in order to win the challenges and battles that we all face. We want to provide you with the tools to be in a position to advance your interests at Thomas Cook and protect what you have. In the meantime if you want any further details, please contact any of your Unite reps. Thank you for your support.

STAND TOGETHER OR STAND ALONE.....

In Unity,

Your Reps



Pictured above—Mystic Maj