



UNITE CONSULTATION UPDATE

23rd April 2012

Dear Colleague,

As you will be aware, the formal legal consultation period which began in September 2011 ended in December 2011. However, meetings between Unite and Thomas Cook have continued since then in order to address some of the issues that have arisen since – and to attempt to address some of the flaws of the process that took place prior to the end of the formal period of consultation. One such success of having these follow-up meetings has been the offer by the Company to make all former full year CMs that were displaced from their roles into 'dual role' CM / C3s. This was at the request of your Unite reps following feedback from members.

With the new on board structure about to take effect on May 1st 2012, we wanted to take the opportunity to remind our members who have been displaced from their current roles of their rights during the forthcoming weeks.

A trial period will commence soon for displaced crew members. In all cases, this trial period lasts for four weeks. During this time, you have the right to state that you no longer wish to work in the new role you have been offered. If you do not wish to remain in the new role, you can elect to become redundant (for which you will receive the appropriate payment). If you choose the redundancy option you can discuss your leaving date, with a view to reaching a mutual agreement, with your RCCM.

In all cases **you MUST inform TCX in writing during your trial period that you no longer wish to remain in your new role.** If you fail to do this, it will be considered that you have accepted this role and redundancy will no longer be an option. In all of the above cases you will be regarded as being made compulsorily redundant, which may be of use to our members with mortgage / credit card protection policies.

A brief summary of your options is detailed on page two:

Rank Displacement	Trial Period	Notes
Full Year CM to Dual Role	May 1 – May 28 2012 Nov 1 – Nov 28 2012 * <i>(* this trial period timeframe has been added at the request of Unite as your role will essentially be unaltered until this point. Please note this is <u>in addition</u> to the May 1 – 28 timeframe)</i>	Should you not wish to remain in the dual role at any point during the two trial periods you can elect to take redundancy or if full year C3 positions exist, you can request to move into one of these with your CM pay protected for two years. An agreement remains in place to return all former full year CMs to their full-year roles as and when positions arise.
ACM to Dual Role	May 1 – May 28 2012	Should you not wish to remain in the dual role during the trial period you can elect to take redundancy or <u>if full year C3 positions exist, you can request to move into one of these with your ACM pay protected for two years.</u>
ACM to C3	May 1 – May 28 2012	Should you not wish to remain in a C3 role (with protected ACM pay) you can elect to take redundancy.

Displaced full year CMs / ACMs: We need YOUR help!

We are also in discussion with TCX about how and when displaced full year CMs are returned to their former full year position (from the dual role). **Keeping in mind that former ACMs in dual role or C3 positions are NOT eligible for full year CM positions**, most of the member feedback we have received to date has indicated that you are mostly happy to rely on length of time in your former CM role (the longest serving getting the highest priority for returning to full year CM and so on).

We also need feedback from displaced ACMs – as any available dual role positions will be allocated to displaced ACMs (providing you expressed a preference for this in your ICM). As mentioned above, do you feel that length of time in the ACM role should be the primary factor in deciding priority for future positions?

As Unite did not agree the tie-break selection criteria we do not want to move forward with a system that simply uses your matrix score that was applied in December 2011. We want a system that former full year CMs / ACMs agree is as fair and as equitable as possible. Your feedback is welcomed prior to us agreeing a mechanism with TCX for re-promotion. We would prefer it if feedback is limited to affected individuals. Please send any feedback to consultation@tcxunite.com or contact your base rep. The next meeting with TCX to discuss this issue will take place on April 30th 2012.

In Unity,

Your Reps