



UNITE CONSULTATION UPDATE

25th November 2011

Dear Colleague,

Following the overwhelming result of our recent consultative ballot, Unite yesterday served Thomas Cook with seven days notice of our intention to ballot our members for industrial action. Today Unite agreed to be in attendance at an extraordinary meeting, convened at Unite's office in Salford. Present from the Company was the airline MD, Frank Pullman and HR Director, David Alexander. The discussions on behalf of Unite were led by National Officer for Civil Air Transport, Brendan Gold.

Unite acknowledges the events of Tuesday 22nd November in relation to the Group results and the subsequent impact on the Group share price. Your union is still committed to finding an amicable resolution to all the current issues, and is awaiting a response from the Company in relation to the request to meet with the interim group CEO, Sam Weihagen. Mr. Weihagen, who was interviewed on 'Channel 4 News' on Tuesday, stated that he did not believe it would be proper for him to take a pay cut in view of the Group share price reaching its lowest ever level of 9.25 pence. The clear message from the top seems to be that if Thomas Cook is struggling then it is only the ones at the bottom that need to pay for this.

At today's discussions, following a plea from the Company, Unite elected to suspend the intent to ballot until Thursday December 1st. This decision was taken in order to give the Company breathing space to consider proposals put forward by Unite. These proposals would also have to be acceptable to the membership. Unite maintains its position in relation to compulsory redundancies, and will only accept the requirement for a selection criteria once all other areas of mitigation have been exhausted.

At Unite's request, the Company agreed to the postponement of individual consultation meetings until such time that Unite's proposals have been considered and responded to. Should the Company response to the proposals be unsatisfactory, or fall short in any way, then the intent to ballot will be re-issued immediately. Whilst Unite have no intention to damage the reputation and future success of Thomas Cook, we must all be mindful that if the Company proposals were allowed to go ahead, then hundreds of our members face being out of work and unable to pay their bills *whilst those at the top continue to bask in the luxury of huge salaries and bonus packages*. Your reps are available to discuss any concerns, comments or questions that you have. **Remember like you, your reps are cabin crew and we ARE all in this together.**

In Unity,

Your Reps

www.unitetheunion.org