



UNITE UPDATE

26th October 2011

Dear Colleague,

Your reps today met with Thomas Cook management in the form of the HR Director and General Manager: Cabin Crew. The primary purpose of today's meeting was to discuss the delayed 2011 pay claim. An offer was made by the Company - which was similar to the offer made to and accepted by the engineers earlier this year. The HR Director will formalize the Company offer over the coming week - which will be based upon a 2.5% basic salary increase and an increase to holiday and allowances in line with RPI. The union view on this matter is quite clear - the increases to holiday pay and allowances should be based on RPI announced in March - as per our harmonization agreement with Thomas Cook. We also took the opportunity to discuss with management, progress to date on the consultation and our recent ballot result which was:

	Number of Votes	Percentage (%)
YES (support action)	475	88.95
NO (against action)	53	9.92
SPOILED	6	1.12

Turnout was 534—more than 50% of our permanent workforce

This gave us a clear mandate to return to the consultation talks with a request that Thomas Cook review its Voluntary Severance (VS) offer. We have therefore called a full rep's meeting for Wednesday 2nd November 2011 - which will be followed by a formal consultation meeting. It was made very clear to the management that we expect meaningful discussions to take place.

We will further update you on these discussions and the pay offer following our meeting next week.

In Unity,

Your Reps