



UNITE UPDATE

Minimum Crew / Crew Breaks 30th August 2013

Dear Colleague,

Firstly we would like to thank those of you who returned their consultative ballot on minimum crew. The result is as follows:

96% of you voted to say that you were against the introduction of minimum crew.

79% of you voted to say that you were prepared to take some form of action to prevent the introduction of minimum crew.

This result has given Unite a clear mandate that you are opposed to minimum crew in principle.

Minimum crew was first tabled by the Company back in April as part of their Profit Improvement Plan (cost cutting). At that point, we made it clear that we had real concerns about this and made numerous requests to meet with the main decision maker, Group Head of Air Travel, Christoph Debus. Yesterday, August 29th, we met with Christoph and members of his senior management team. We began the meeting by asking questions in order to have a clear understanding of the Company proposal; the rationale behind it and how much money would be saved. We also wanted to gain an understanding of what they saw as the reason for there being a legally stipulated number of crew (minimum crew) on board our aircraft.

Unite has a duty to avoid a dispute whenever possible and although we disclosed the ballot results we did not push the consequences of failing to reach an agreement on this issue. On board flight safety, health and safety and crew welfare are our primary concerns and we therefore presented the Company with a potential way forward.

It is widely known that crew do not achieve sufficient breaks on flights. We formally tabled this issue with the Company over a year ago in the August 2012 JCNC. **Despite repeated requests, it took a whole year for the Company to arrange a meeting to discuss our issues and concerns relating to crew breaks. The meeting was arranged for the 22nd August 2013 and the Company cancelled the meeting on the day. As it currently stands, the Company and individuals may not be complying with the law regarding breaks during a crew members' working day and this has the potential to have an effect all of the areas of concern which have already been raised with Thomas Cook.**

Page 1 of 2

We explained that crew breaks were frequently not achieved; this is despite the law stating that crew are entitled to and should be taking a minimum of 20 minutes every six hours. We stated that the Company were putting the cart before the horse in even contemplating discussions on minimum crew **before** discussing how we can operate within the legislation. We asked that provisions be put in place to ensure that crew achieve the breaks they are entitled to.

We therefore proposed that we should make a collective agreement in relation to crew breaks. This would include raising the awareness and education if applicable, of crew and the management of the UK regulations / legislation, in order that true crew breaks are achieved as a norm and not the exception. We also proposed that before any discussions on minimum crew could take place, we would need to agree a cabin service standard.

We believe that these proposals were very reasonable, could be quickly discussed and resolutions found. It was also highlighted that minimum crew would have a cumulative fatiguing effect and therefore it may also be necessary to revisit and amend the current scheduling agreement.

After a brief adjournment, the Company returned after considering our proposals. We are saddened and disappointed by their response. The Company stated that they take safety very seriously, that our crew breaks' survey of 2012 was out of date and potentially inaccurate. They stated that they had listened to what we had said but there was no reason why they could not or should not impose minimum crew. They suggested that a lot of what your reps put forward was “merely hearsay”. The Company suggested that we should meet again in a month and discuss minimum crew and breaks in parallel. At this moment in time the Company will not agree to pull back from imposing minimum crew.

Your reps have requested the detail, data and feedback that Thomas Cook state they have used in order to formulate their proposal for minimum crew. On provision of that information, your reps agreed to write to the Company by close of business on Monday 2nd September, outlining whether it would be possible to accept their proposal, or whether we will need to maintain the position as directed by our members in the consultative ballot. We hope the Company in turn will reconsider their position in relation to the proposal put forward by your reps.

Your reps will reflect and consider the position over the weekend and in the meantime we have decided to provide the Company with some up to date feedback on breaks / minimum crew.

We need your help!

Please complete our 2013 crew breaks / minimum crew survey (see link below) to assist us in this process and you could win either £50, £30 or £20 in M&S vouchers. The closing date is September 14th at midday and the prize will be drawn shortly after this. The names of the winners will be published in our next newsletter. You don't have to give us your name—but you will need to do this to be eligible to win a prize.

No names will be provided to Thomas Cook.

www.surveymonkey.com/s/tcxunitebreaks

In Unity,

Your Reps



Page 2 of 2