

JCNC UNITE REPRESENTATIVES

6th December 2012

PRIVATE AND CONFIDENTIAL

To: Maggie Kennedy

(Delivered by email)

Dear Maggie,

Failure to Agree

We are writing to you regarding the Company initiative "Virtual Teams." We have been left with no alternative to submit this letter, and to be clear it should be viewed as a failure to agree. The reasons for this action on Unite's part are outlined below:

1. The changes which are 'proposed' to the Cabin Manager role are not a revision but a fundamental change. We stated our position in the last VT meeting which took place on the 2nd July 2012; the 'proposed' changes in our view are a unilateral variation of the Cabin Manager Employment contract. Our position is unchanged.
2. Since the meeting of the 2nd July 2012 you have refused to have any more meetings to discuss the VT concept although there are many unanswered questions, and information that you are unable / unwilling to provide. The only meetings that you say can take place are to "discuss what an office day would look like."
3. Meeting notes from the meetings which have taken place, have been repeatedly requested from the Company, and to this date have not been supplied.
4. We believe that the Company, through their lack of transparency and clarity around this initiative, is changing the role of a Cabin Manager to that of a Line Manager, by stealth. The existing supervisory relationships and duties are being fundamentally changed in order for Cabin Managers to take on the role and responsibilities of a Line Manager.
5. The lack of engagement around VTs with the Union, at the same time as the Company 'creeping' the initiative out into the workforce further points to the Company being in possession of the information that we have previously requested, but being unwilling to share it.
6. The Company is expecting Cabin Managers to take on the role and responsibilities of the cabin crew outside the cabin environment (Line Manager), without providing time, facilities or recompense for the change to the existing role. We believe that the Company is refusing to engage and be transparent as they do not wish to face and address these issues, and are trying to introduce this fundamental change without proper consultation in order to achieve the change by 'implied acceptance.'

We urgently request that the VT concept is put now on hold, and a return to the Status Quo, until such time that full and meaningful discussions have taken place with Unite around what we have already stated, is in our view a unilateral variation of Employment contract for the Cabin Manager role.

We look forward to hearing from you, with details on your plans on how you are going to work with us to resolve this situation.

Yours sincerely,

Martin Browne
Chairman – JCNC Committee
(on behalf of the JCNC representatives)