

Martin Browne (Chair)
June Knox (Vice Chair)

TCXUnite.com



JCNC UNITE REPRESENTATIVES

15th January 2014

To: Alison Watson

(Delivered by email)

Dear Alison,

Re: Cabin Crew Pay Claim 2014

Please find below the pay claim for 2014 pay review that I would like to submit on behalf of the cabin crew.

It is now over three years since cabin crew received a pay rise, and prior to that only received a below inflation rise on the preceding two years. In essence it is now five years since your staff our members have seen a proper increase to their pay. Based on the recent pay survey that we conducted it is important that you understand that this has impacted on living standards and many are suffering financial hardship and have no alternative to using unscrupulous payday loan Companies such as Wonga.

In this year alone, the cost of basic essentials have soared. Each of the items below have increased far beyond the rate of inflation and all this compounded with the current government's austerity measures including cuts to child benefits. There will be further government cuts in 2014 which will undoubtedly take their toll and have a direct impact on cabin crew.

Year to November 2013

Household services 3.3%
Gas 8.5%
Electricity 8.6%
Food 3.8%
Water and other charges 4.5%
Clothing & footwear 8.9%
Personal expenditure 5.5%
Rail fares 4.0%

This is further compounded with similar increases in 2012

Year to August 2012

Housing + Household expenditure 3.2%
Postage costs 23.3%
Fares and other travel costs 7.8%
Food 2.0%
Fuel and Light 9.7%

Clothing & footwear 6.1%
Personal expenditure 4.6%
Household goods 2.7%

Source: www.ons.gov.uk

In stark contrast, some within the group are certainly far removed from the financial hardships faced by our members including Harriet Green and Michael Healy who despite being on respective salaries of £680,000 and £480,000 are to receive bonuses of 225% and 150% netting the pair £1.53m and £720,000 each. In addition to this Mr Healey is also to receive a salary increase of 4.2%. None of the above price increases will affect them either since their personal expenses will be covered with the £223,000 shared between them.

Things are on the up within the group as stated in Harriet's blog. The global travel market is still growing strongly – including in our key markets. World travel and tourism have grown faster than the global economy this year. The outlook for 2014 is rosy too with a 4-5% growth forecast for outbound travel as the world economy gradually improves. There is also real growth in our core markets, coming from more trips per customer. The internet increased its dominance as a booking channel to 65% this year with a 10% rise in bookings while travel agency bookings increased by just 4%.

Whilst things are improving for the business, it is a fact that this country is facing a cost of living crisis and the squeeze of our member's monthly budget and cost of living expenses needs to be relieved. Cabin Crew have contributed greatly towards the turnaround programme of Thomas Cook and again have smashed their on-board revenue targets.

Based on the information above I would like to outline the components of our claim:

- (a) We are looking for a significant increase basic pay;
- (b) We would like to address crew work - life balance including disruption payments and roster stability;
- (c) We are looking for an increase to commission, FDA and other allowances;
- (d) We are seeking parity with our pilot colleagues in respect of employer's pension contributions.

We are looking to meet with you in the next few weeks to discuss our claim. I would be grateful if you could propose some dates when you are available.

Yours sincerely,

Martin Browne
Chairman – JCNC Committee