



UNITE UPDATE

10th November 2013

Dear Colleague,

As you may be aware, Unite and Thomas Cook met earlier this week to discuss the items which we have recently entered into the formal disputes procedure. Whilst there is still significant work to do in the areas of crew breaks, minimum crew and virtual teams we have great news to report on the proposals to align and reduce maternity terms, reduce redundancy protected pay from 12 to 3 months—and the introduction of a £25 pension fee.

We are pleased to report that Thomas Cook have agreed to shelve their proposals in each of these areas and everyone will remain on their existing Ts and Cs. Whilst this does not harmonise the existing LMYT and TCX maternity arrangements, it does protect the Ts and Cs that individuals are currently on. It is also very reassuring that if we were ever to be in a consultation process or reorganisation then individuals would have the peace of mind that their pay would be protected for at least a year.

We have requested that the Company confirm the above in writing and at that stage we would withdraw from the dispute over policy changes. The above is great news and shows just what can be achieved when we stick together and stand up to those who want to take money away from hard working and loyal employees and redistribute it elsewhere within the business. All of this on top of two years of pay freezes.

We ask that you continue to back your representatives in the fight against the other areas which are still in discussion – minimum crew, crew breaks and virtual teams. We still have a lot of work to do and need to stand together, as the Company have stated that whilst they will not introduce minimum crew this winter they intend to in time for the summer on certain flights. This issue remains critical and a further disputes meeting is currently in the process of being arranged. We have agreed to have discussions on virtual teams and provide a proposal to ensure that you all achieve the crew breaks that you are entitled to.

We will update you as always on each of the issues as they progress.

Stand united or stand alone.....