



UNITE UPDATE

21st September 2013

Dear Colleague,

In our last update we committed to updating you further as the issues progressed with the Company. Despite assurances, they did not confirm their position on Monday. However the Director of Human Resources emailed Oliver Richardson (Unite Civil Air Transport National Officer) on the evening of Tuesday 17th September stating the Company position. Thomas Cook refused to commit to resolve the crew breaks issue and in fact, didn't even acknowledge the law on this. They also maintained that they intended to continue to progress the introduction of minimum crew.

You will also remember the recent consultative ballot on the people policy changes which included a pension fee plus reduced maternity and redundancy terms. There was an overwhelming percentage of members who voted against these changes. Despite being provided with that information, the Company have not even responded, acknowledged or requested a meeting to discuss this with Unite. They did however, without notification, proceed to impose the changes to the pension scheme. Oliver wrote to the Company relating to the imposition and yet again received no reply. It has become abundantly clear that the Company are showing little regard for Unite and its members. They are showing a willingness to ignore the will of their employees and plough ahead with their plans regardless.

Your reps and Unite will not enter into a dispute without exhausting every avenue to avoid one. However we cannot wait around for much longer for the Company to meaningfully come to the table and resolve the outstanding issues. In short, they have been provided with ample opportunity for this and have so far failed to grasp the olive branches that we have offered for an amicable resolution to the issues that are in contention. Oliver Richardson wrote to the Company again yesterday (see page two) to insist the Company meet with Unite to resolve the issues and avoid a dispute.

We are hopeful of a positive response from the Company and will of course keep you updated.

Stand united or stand alone.....

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CENTRAL OFFICE

Our Ref: **OR/cr**

Date: **20th September 2013**

Contact: **Doreen Duncan** Email: **oliver.richardson@unitetheunion.org**

Julie Armstrong
Director of Human Resources
Thomas Cook Airlines UK
Hangar 1, Western Maintenance Area
Runger Lane
Manchester Airport
M90 5FL

Dear Julie,

Thanks for your time and correspondence in attempting to deal with a number of issues faced by our members at the present moment. Sadly it does feel as though we are making little headway in resolving both the issues at hand and improving the strained relationship with the company.

By way of summary the matters we face are:

- * the proposed introduction of minimum crew;
- * serious concerns over the absence of minimum legal rest breaks for crew;
- * the imposition of pension administration charges;
- * uncertainty over proposed changes in agreements covering Maternity and Redundancy Terms;
- * the continued investigation into representatives.

Taken together these items build up a picture of change without agreement, as well as reflect the poor state of industrial relations within the Thomas Cook. In addition they are all issues that we as a Union have received a very strong mandate from our members on, and therefore without immediate steps to resolve these issues the Union may be obliged to act upon the mandate from our members.

As such 'moving forward' on implementing these issues is not a straightforward and simple route to take. We have tried to suggest a way of phasing and addressing issues in a way acceptable to crew, but our proposals are dismissed as merely points of process.

I am meeting our representatives next week to discuss how we as a union are to meet these challenges, but I would suggest that we put a couple of days aside in our diaries within the next fortnight to try to resolve the issues and the wider industrial relations. I do not believe that these matters should be pushed down to a lower level, as it is crucial that a resolution is endorsed at the highest level within the company.

I look forward to your response.

Regards

Oliver Richardson
National Officer
Civil Air Transport