



UNITE UPDATE

Minimum Crew 30th May 2014

Dear Colleague,

Firstly we would like to thank you for your continued patience and support. Following the result of the consultative ballot in April, Unite have been putting the required measures in place for the formal Industrial Action Ballot, and we can now inform you that yesterday (29th May 2014) Thomas Cook were served notice of an Industrial Action Ballot. Ballot papers will be sent out to all members next Thursday. It is regrettable that the situation has come to this, and is a measure of last resort to protect terms and conditions. The company have forced this situation.

The company imposed minimum crew on a majority of flights on 1st May 2014. By doing this they have effectively torn up a signed collective agreement with Unite. This action implies that other terms, conditions and benefits are potentially now at serious risk of attack unless we stand together to protect them. We have previously published the company's "Shopping List" in their pursuit of cost savings. Everything which we said they would come for, they have – despite their assurances they would not.

To accept the company's imposition of minimum crew will pave the way for further cuts to terms and conditions in the pursuit of even greater profits. We are regularly told that we are out of intensive care but still in hospital, however did you know that in 2013 the airline made an **£80 million** pre-tax profit? Did you know that dividends will be paid to shareholders in 2015? Did you know that the company will be debt free in 2016? (this information is freely available through internet searches). Thomas Cook is not a company who are on the verge of going under – far from it.

It is bitterly regrettable that the company ended discussions and imposed changes without any negotiation or agreement. Your reps have tried everything possible to avoid this situation, but if we are to have any success now in protecting our terms and conditions, it will be through members showing solidarity, and standing together to tell the company "**enough is enough now.**" We know it is not easy, but we ask that you continue to trust and have faith in your reps.

With your support, we can make the company change direction. As you recall during the last redundancy consultation we secured jobs, as we knew that a new A330 was coming into the fleet – something the company continually denied. Your reps have always been truthful with you, and trustful in you.

It is now up to you, our members, to use your collective strength and spirit – our unity is our strength.

We understand that this is a worrying time, but together we can get through it. **Remember we have faced this issue before and WON by sticking together!** “PREMIUM CREW NOT MINIMUM CREW.” If you have any questions or concerns please email dispute@tcxunite.com

We are still open for discussions with the company, for us that door will not close.

In Solidarity and Unity

Your Reps