



UNITE UPDATE

PAY FREEZE & CONCESSIONS (006/2012)

26th May 2012

Dear Colleague,

In our last update on May 18th, we advised you that Ian Ailles had requested a meeting with the Unite National Officer (Oliver Richardson) in order to try and resolve the dispute arising from the nil pay award and arbitrary removal of existing concessions. This meeting took place on Tuesday 22nd May in Heathrow, and was attended by Colin Carr, your Chairman and Vice Chair and Frank Pullman.

The meeting was opened by Oliver Richardson who very eloquently put forward the cabin crew position. He also restated that Unite and the Committee would only enter into a dispute as a very last resort, but there had to be movement from Thomas Cook and a real willingness to engage positively in finding a resolution. We believe that the meeting was reasonably positive overall and avenues were opened during the discussions which could potentially resolve the dispute we find ourselves in. The ideas which were generated at the meeting were then discussed at the full representative meeting on Wednesday 23rd May. It was unanimously agreed that movement from Thomas Cook on three items could end the threat of furthering the current dispute.

Colin Carr sent a communication to Frank Pullman confirming the Committee's final position:-

- i. Reinstate the pre-April holiday concessions, for the 2012 summer period only, with the caveat that a four week restriction prior to booking will be put in place, whilst discussions around a new scheme continue;**
- ii. Enter into immediate discussions on pay;**
- iii. The Company to utilise the new tax dispensation to assist in the uplift of allowances and holiday pay for 2012. To commit to entering into talks at stage four of the disputes procedure to resolve the principle of automatic uplifts in the future and that we commit to an automatic referral to ACAS, should there be no agreement at stage four.**

We have previously stated that we would take all steps necessary to avoid a potentially damaging dispute. We have moved a very long way to demonstrate this commitment and believe that these proposals are affordable and take into account the recent problems Thomas Cook have faced. There now just needs to be a willingness from Thomas Cook to also move. We are hopeful that there will be a positive response from the Company and following this you will be balloted on whether this resolution to the dispute is acceptable to you. **You are the Union and only you will decide.**

The Company have stated that they need to carry out a cost evaluation in relation to the concessions proposal and have committed to return with a decision by Tuesday 29th May. This day is very important to the business as the shareholders must vote on whether to accept the sale of specific Group assets.

We will update you as soon as we have a response from the Company. As always, please contact one of your local reps if you want to discuss any of this information.

In Unity,

Your Reps