

NEWSLETTER AND WEBSITE LAUNCHED FOR UNITE CABIN CREW!

Welcome to the Unite Cabin Crew Newsletter. This is the first edition of a regular update for our Cabin Crew members at TCAL, as we move towards full integration both within the new TCAL group and Unite the Union.



Lawrence Chapple-Gill, Unite Full Time Officer

INTRODUCTION

I am very pleased to contribute towards this first newsletter for Unite Cabin Crew members working in Thomas Cook Airlines.

Although the new Unite Rule Book came into being on May 1, the 2 former sections of Unite will continue on an interim basis within TCA until a new Single Recognition Agreement is reached with the Company. We will then see 1 set of Reps, 1 Committee and 1 Full Time Official for all members. You will receive a separate letter from the Unite Joint General Secretaries on this matter very soon.

This newsletter, along with the new website www.unitecabincrew.com is specifically for members of the former Amicus Section of Unite. Your former T+G colleagues have their own newsletter and website. It'll be

great when we can stop referring to "Legacy MYT/TCX" and "Amicus/T+G" because they are references to the past – we want to work towards the future!

CURRENT ISSUES

As you are no doubt aware, we have recently been discussing 3 major issues with the Company. These issues affect all Cabin Crew in TCA and are:

- Payroll Discrepancies
- Holiday Pay Calculation
- HMRC/FDP Review

Joanna Wilde's memo of 12.5.09 sets out the Company position on all 3 matters. We are meeting with the Company and our LTCX colleague Reps on June 22 to 24 to try and make progress on these and other important issues.

As we publish this newsletter, however, our LTCX colleagues have advised the Company that they intend to organise a consultative

industrial action ballot over the payroll and HMRC issues. This is of major concern to us because we have not been consulted or involved whatsoever in this decision, even though the issues in question clearly affect all Cabin Crew. Whilst we're not opposed to the principle of a ballot, we believe that now is not an appropriate time and as such, we will not be involving ourselves in their ballot. If we cannot reach agreement with the Company on the issues in hand, then of course we would consult with you regarding the way forward.

CONCLUSION

We have attempted to work alongside our LTCX colleagues on a range of issues and strongly believe that all matters of joint concern should be addressed on a joint basis. We're sure that the vast majority of TCA Cabin Crew would agree with us on that. We have raised our concerns with our colleagues at a Regional and National level and we will keep you informed of all developments.



Join Unite on line at
www.unitecabincrew.com

FTL

The current scheduling agreement which LMYT crew operate known as the New Thomas Cook Scheduling Agreement, can be found on Xplorer under Policies. The FTL agreement can also be found on our new UniteCabinCrew.com web site.

The version on Xplorer does not make reference to GDOs, but these details can be found in the FTL agreement.

2009 ANNUAL PAY REVIEW

The Company have indicated that they will begin pay negotiations as soon as possible. These will have to include an element of 'Back Pay' as they will not be concluded for the start of the financial year.

GDO'S CLAW BACK

We can confirm that LMYT crew are entitled to 10 GDO's per year. The Company have confirmed this, however they have said these can only be taken 4 in summer and 6 in winter. It has been brought to our attention that the GDO booking system has allowed up to 6 to be booked during the summer, which many crew took advantage of. The Company have now attempted to claw back the additional two days and in some cases wiped all GDO requested from the grid. Whilst going to press the Company have indicated that this confusion was due to the restriction not being installed on the TCLS. The Company have said that a memo was issued when it realised, reminding crew of the rules. Your Union's view is that GDO's booked should be honoured and should not be changed without your agreement, so that you choose which to give up if any. If any changes are made without your prior agreement the matter should be challenged through the Grievance procedure.

European Works Council

The EWC meeting was held in Frankfurt in March and was attended by Tim Fenton as one of the two Airline Representatives and Lawrence Chapple-Gill in his capacity as the Unite Union expert and adviser.

Senior Board Executives attended the meeting and included a presentation by Manny. A full report will be released at a later date.



7/5 Contracts Re-assurance

Galley FM is circulating rumours that the Commitment to Prioritise those crew who took a 7/5 Contracts to mitigate redundancy in 2003/4 for return to 100% contracts is time limited and no longer applies. We can confirm that the Company have given confirmation to the Union of their commitment to the original Agreement. The number of crew in this category has been reduced each year in accordance with this commitment.

Email The Team
admin@unitecabincrew.com

The Forum
www.unitecabincrew.co.uk/forum

Website
www.unitecabincrew.com



ELA Alert

Extra Longhaul Allowance

We have been informed that an instruction has been sent out by the Company not to pay MYT crew the ELA (Extra Longhaul Allowance) due to All-inclusive being provided.

We were approached by the Company asking for agreement to this, we refused. We advised the Company that that ELA was a "Harmonisation issue" and should not be linked to All-inclusive provision.

Any crew who do not receive the ELA on an applicable trip (Barbados, Montego Bay, Singapore, Antigua, Grand Cayman and Scandinavia) should file an immediate grievance on return on the grounds of "unlawful deduction from wages". We are pursuing this matter at the highest levels through a Collective Grievance and will keep you informed.

UPDATE

Whilst going to print the issue has been resolved through discussion with your Unite section. The Company have given assurance that this has occurred as a result of a miss-understanding and confusion with an Agreement reached between the Company and LMYT Pilots. ALL members who were affected by this miss-understanding and submitted personal Grievances should now withdraw those Grievances and await payment of the ELA shortfall. Any delay or problems receiving the balance please advise us by our NEW Forum or by contacting your Rep. Another good result.

The Forum

We have been looking at better ways to communicate with you, our members. This newsletter is one example of improvements we are introducing, as well as the new UCC (Unite Cabin Crew) website.

www.unitecabincrew.com

The site is run by your Reps where we will answer your questions and ensure you are kept up to date with all the latest issues and policies.

All of the information is kept in the Members' Forum.

You have access to the library of information at all times.

To use the Forum, please register your details at www.unitecabincrew.com

Swine Flu Outbreak in Mexico

While going to press the Company have suspended operations to Mexico on health grounds. The Union has raised the issue of operating the flights and the Crew concerns with the Company and this is their response.

We understand there may be various reasons why some Cabin Crew have concerns about operating these flights. We would therefore ask that those Crew members contact their local managers who will deal with any requests sympathetically.

This message has been passed on to our Crewing Dept who will advise Crew to call the management team if they do not wish to operate to CUN.

Travelex Cards Galley FM

It has been reported to us that there is an amount of Galley FM on this topic, fuelled by LGW TPM's. We can give full assurance to our members from LMYT who enjoy the use of pre-paid allowances on the Travelex card that there have been no discussions between the Union and Company on the Travelex Card being reviewed or suspended. LMYT crew have enjoyed pre-paid longhaul allowances for 16 years since longhaul operations began in either Travellers cheque or Travelex Card form and we can give full assurance that the Union position is that we will fight to preserve this benefit to crew should it be threatened.

Travelex BHX

Crew have been wrongly informed following a query at BHX that Allowances are only credited to the Travelex Card for longhaul duties that are planned in excess of 60 hours. We have challenged this and the Company have admitted a Communications error and have stated the figure is 48 hours duty. Again we have challenged this and believe the Company have confused 48 hours with discussions that took place around cost saving measures with Travellers Cheques before Travelex Cards were introduced.

The principle of allowances being pre-paid was from a duty of care point of view and ensures that Crew have funds to live off down route at what ever time of month in relation to pay date.

Since Travelex was introduced and before ALL allowances have been pre-paid. The Union have provided the evidence to the Company showing Toronto bullets of less than 48 hours being pre-paid all last year, proving established 'custom and practice'. We will keep you advised.

Travelex Application Problems

Crew on LMYT contracts are entitled to Travelex cards for longhaul duties. If you do not already hold a card and are planned to Longhaul operations over the summer please apply for your cards ASAP. You can apply using the link on Xplorer, if you encounter any difficulties please contact your manager urgently or seek advice from your Rep.



CONTACT YOUR REPS

All of your existing LMYT Unite reps (details shown below) will be standing for re-election in the very near future. If you are interested in also standing for election as a rep, please contact one of your local reps or the Regional Office for details on how to get involved.

BELFAST

Shirley Fulop 07895 961066

BIRMINGHAM

Lee Bryant 07956 618913

Grace Fletcher 07876 718899

Clare Marriott 07809 203802

BRISTOL

Rachel Bowden 07877 628046

EAST MIDLANDS

Leigh Ferron 07973 739971

GATWICK

Michele Jarrett 07905 383570

Kieran O' Regan 07763 063821

Andy West 07814 614413

GLASGOW

Helen Smith 07870 525623



MANCHESTER

Brian Hilton 07943 121000

Damien-Lee Blackburn 07786 996226

Paul Sloan 07974 150101

Tim Fenton 07941 326354

NEWCASTLE

Sarah-Jayne Robson 07807 777809

UNITE REGIONAL OFFICER

Lawrence Chapple-Gill 0161 848 0909