

To: Amicus Cabin Crew Members at bmi

7 March 2007

Dear Colleague

Pay Award 2007

We have now concluded our discussions in relation to pay. The final offer of a 3 year pay deal was put to the Union following our meeting on 1 March and after considerable discussions with your representatives we have been able to secure the following:

The Offer

The Company have advised us, after our initial rejection of 2.8%, that their final offer on the table was now 4% or £500, whichever is the greater in year 1.

Years 2 and 3 would be uplifted by RPI plus 0.5%. The figure for RPI will be taken as the average RPI from the months of October, November and December in the preceding years of 2 and 3.

In addition there has been an overall uplift and streamlining of the ground payment allowance for non flying duties as per the attached document.

These allowances will also be subject to a further review at the end of the 3 year deal.

As in previous awards, the basic offer will be applied to the following payments:

- Report allowance
- Dual base allowance
- Airport standby payment
- London weighting
- Long Haul Trip Premiums

Flight Pay

The current Inland Revenue agreement applies to this payment, which is uplifted in line with the Retail Price Index, in July.

Lifestyle/Scheduling

Further issues in relation to lifestyle/scheduling were raised during our discussions with a commitment to achieve an agreed outcome in the coming year.

Leave Allocation Review – Payment Process for Long Stops – Protection of Finish Times – Introduction of a Redundancy Agreement – Reward/Recognition for issues related to productivity.

In addition further options have been discussed in relation to weekend working and flexible summer/winter RWH which equates to a 75% roster over a 12 month period.

It is therefore important that you now carefully consider the content of this final offer before completing your ballot paper. The offer made by the Company, is the best that could be achieved through negotiation and comes with a full recommendation from the Union and your representatives.

Please therefore find enclosed your ballot paper, which you should complete and return to the Slough Office. The ballot will close on Friday 30 March 2007.

Thank you for your continued support.

Yours sincerely

A handwritten signature in black ink that reads "Dave Kelly". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Dave Kelly
Regional Officer