

Thomas Cook Group Employment Tribunal Judgment summary:

The following Judgments have been issued by the Tribunal (as at 30 April 2024):

- a. **Retail staff at Head Office Locations (e.g. Peterborough Westpoint, Manchester Cardinal House and London Aldersgate):** A Judgment was issued covering all salaried staff at role levels 1-5 (and/or Grade A-D) who worked within the following business areas at Peterborough (Westpoint), Manchester (Cardinal House), and possibly London (Aldersgate) - UK Retail Central Operations and Head Office Retail Support, Sales Centre/UK Contact Centre and Corporate and Group (including but not limited to HR, Comms and PR, Audit, Finance, Marketing & Customer Insight, Property & Procurement, Central Distribution, Support Functions and Financial Services and Health and Safety). This Judgment of the Employment Tribunal **only covers head office locations in these roles/grades**. Some individuals outside of these roles/grades have made individual claims to the Employment Tribunal.
- b. **Airline Pilots:** A Judgment has been given in respect of airline pilots covered by BALPA's collective bargaining arrangements (not just members of the union). Please contact your union if you have any questions (contact information for BALPA is available [here](#)).
- c. **Cabin Crew:** A Judgment has been given in respect of cabin crew (non-management level) who were covered by Unite's collective bargaining arrangements (not just members of the union). If you are unsure as to whether you are covered you should contact Unite directly (contact information for Unite is available [here](#)).
- d. **Engineering:** A Judgment has been given in respect of engineering employees covered by Unite's collective bargaining arrangements (not just members of the union) at Manchester, Cardiff and Bristol airport only. If you are unsure if you should be included in this category then please contact Unite directly (contact information for Unite is available [here](#)).
- e. **Retail staff at Gateshead, Leeds (White Rose) and Sheffield (Meadowhall Centre) only:** A Judgment has been given in respect of store-based employees covered by the TSSA's collective bargaining arrangements and who worked at Gateshead, Leeds White Rose or Sheffield Meadowhall Centre. This judgment of the Employment Tribunal **only covers these three store locations**. If you are unsure as to whether you are covered by this judgment you should contact the TSSA directly at helpdesk@tssa.org.uk.
- f. **Regional Managers:** A Judgment has been given that determined 23 former "Regional Managers" formed an "establishment" for the purposes of section 188 of the Trade Union and Labour Relations (Consolidation) Act. All former Regional Managers were contacted in July 2022 to notify them of this Judgment and of the requirement to submit an individual Tribunal claim. Any Regional Managers who have not submitted an individual claim should seek legal advice, given the passage of time.
- g. **Individual and group claims:** The Employment Tribunal has issued Judgments for multiple individual and group claims. You should be aware if you are listed on an individual or group claim.