

22 April 2016

The RMT's planned strike in Southern Conductor Grades: All shifts commencing between:

- 11.00 hours on Tuesday 26 April until 10.59 hours on Wednesday 27 April 2016
- 11.00 hours on Tuesday 10 May until 10.59 hours on Wednesday 11 May 2016
- 11.00 hours on Thursday 12 May until 10.59 hours on Friday 13 May 2016

I am writing to all our conductor grade colleagues affected by the strikes called by the RMT for next week and subsequently. It is vitally important that you read this letter and the enclosed 'Key facts summary' and Q&A very carefully. The purpose of this letter is to set out clearly and concisely the consequences should you take strike action.

Please understand that taking strike action is pointless. GTR will not change its plans or proposals because of this. The RMT's demands cannot be met and the only people who will suffer are our Southern passengers (who will be disrupted) and colleagues who take strike action (who will lose pay and benefits).

So taking strike action will achieve nothing, but it will cost you and your family substantial sums should you strike. A sum of **£268** will be withheld (this is two day's average base salary, for each shift you participate in strike action - see later in the letter to understand why). This is money that you will not recover and when the RMT eventually try and settle the dispute, please be assured that GTR will not recompense you or waive any of the conditions covered later in this letter.

No one, union members and non-members alike, has to go on strike. All staff can come to work regardless of whether they voted or how they voted in the RMT ballot. RMT members who voted in the ballot will remember that their voting papers reminded them that taking part in strike action could put them in breach of their contract.

I very much hope that the RMT will abandon the strikes. If they do not, then I would still urge you to work normally, whether you are a member of the RMT or not. If you are an RMT member the decision to take strike action remains a matter of individual choice, which only you can make having carefully considered the very serious consequences. If you are not an RMT member you will be assumed to be working normally, and be treated as if you are taking strike action if you do not. Because we do not know who is, and who is not, a RMT member, we are sending this letter, and the enclosures, to all our conductor colleagues.

Changes to working arrangements for all conductors

In order to manage the impact of the industrial action we are suspending with immediate effect:

- Sick pay arrangements: from today, any new period of sickness must be covered by a GP fit note if you want to be eligible for company sick pay. This will remain in place until the dispute is formally resolved.
- Mutual exchange of duties: are suspended between 25 April and 14 May inclusive. No conductor will be authorised to exchange any rest days or duties with a colleague during this time. If further industrial action is called, this will be continued.
- Sundays: the ability to nominate colleagues to work rostered Sundays is suspended between 25 April and 14 May inclusive. No conductor will be granted release from Sunday duty when it falls to them on the roster. If further industrial action is called, this will be continued.