

Withholding pay

Taking strike action places you in breach of your contract of employment. You are not entitled to pick and choose the shifts that you do work. Please understand that the company is entitled to refuse to accept part performance of any week (Sunday – Saturday) in which you do not work normally and is entitled to refuse to pay you anything for any week in which you do not work normally for that entire week.

The RMT has deliberately timed each strike to straddle two days, which is plainly designed to ensure that each single strike causes disruption to the company, its business and to our customers across two days. GTR will therefore be **deducting two days' average base salary for each shift in which you participate in strike action**, on account of your taking industrial action, without prejudice to GTR's rights generally and in particular to pay nothing at all for any week in which you take strike action.

Additional measures

The RMT has announced three separate periods of strike action, with each period straddling two days. If you take **any** strike action then the following measures will be applied in all circumstances:

- You must immediately return all Govia travel passes used by you, your partner and dependents. You will be issued with a duty travel pass.
- You must immediately return any car parking permit.

Please note, you will not be paid until these passes and permits have been returned.

- You will not be considered for any voluntary severance, should any expressions of interest be sought, until after 31 December 2016.

Changing your mind

If you do take strike action and subsequently wish to work normally then we may be prepared to reinstate your eligibility for some of these matters, conditional on your giving personal guarantees that you will work normally for the remainder of the dispute and in particular that you will, if asked, work during any subsequent strike period, whether or not rostered to do so. We will not reinstate any pay deducted.

Conclusion

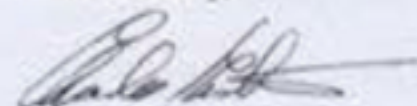
Again, I am very sorry for having to write to everyone in these terms. We have repeatedly tried to engage with the RMT on our proposals – we are, and remain, willing to listen to them, but they refuse to engage with us. Please understand that strike action damages our business, our reputation, disrupts our passengers and places extra responsibilities on other colleagues who will try and keep our passengers moving. It is a serious breach of your contract of employment.

If you are as unhappy with this situation as we are, please speak with your representatives and urge them to call off this pointless action and to engage with us in consultations. We want to reach agreement with them. We do not want to be in dispute or to be forced to withhold pay and benefits from colleagues.

I hope that you will work normally if strikes go ahead. We will do our best to avert these strikes and to help you get to work if they go ahead. If you want help getting to work on strike days please contact your manager. Please remember: you do not have to strike, however you voted or whether or not you are in the RMT; and if you do strike you will lose a lot of money and benefits for nothing.

If you have any questions or concerns regarding this letter and the enclosed documents, please contact Peter Evans, Head of Employee Relations, or Rick Justham, Employee Relations Manager.

Yours sincerely,



Charles Horton
Chief Executive Officer