



ON track

Dear stakeholders

I am writing to let you know that we will be running a limited service this Sunday (13th March), and we are advising our passengers not to travel unless absolutely necessary.

We, and our passengers, are again being held to ransom by the unrealistic demands of ASLEF (the train drivers' union). We are seeing orchestrated action which means that many of our drivers are refusing to work overtime this coming Sunday.

We have been paying our drivers double time to work on Sundays, over and above their standard rate, while we continued our efforts to reach agreement with ASLEF on harmonising terms and conditions across our company. The payment of double time was never a long-term arrangement, a point understood by everyone involved, and as harmonisation has so far been unsuccessful we do not believe it is sustainable to continue to pay this rate. To put this in context for you, our drivers currently receive around £400 for working each Sunday, on top of a basic salary of nearly £40,000 per year. We are introducing a new discretionary rate of time and half for working on a Sunday (which is still an enhancement over and above the agreed terms and conditions), in a phased way over four months to allow our drivers and their families to budget for the change. Our drivers do a demanding and highly responsible job, but our disagreement is with ASLEF and its unrealistic demands, rather than individual drivers.

This orchestrated action comes quickly after ASLEF's refusal to work Monday to Saturday overtime, and the Union position is totally unreasonable. ASLEF have stated this is nothing to do with them, but this will only serve to cause major disruption for our passengers.

We will publish the contingency timetable later today, and will make every effort to look after our customers, however, we would advise people not to travel unless absolutely necessary.

If you have any questions, or would like more information, please let me know.

Kind regards

Nicola

Nicola Moss
Head of Franchise Management
nicola.moss@londonmidland.com

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londonmidland