



Bakerloo news



February/March 2015

rmtbakerloobranh.org.uk • @bakerloormt

2015 pay talks begin:

Fighting for a good deal for all staff



TfL fat cats tell us there's no money. Their expenses claims say different...

The pay deal that the union negotiated in 2010 expires in April; your union, and other Tube unions, have begun talks to agree a new deal.

As well as determining our wages, the pay deal also determines other aspects of how we work, including our hours.

Management have asked a lot of us in the past year. They want to displace us, to make us work on stations with reducing staffing levels, closing our ticket offices, and changing our rosters. Drivers and other grades will be expected to work round the night to deliver "Night Tube". They are doing all this without our agreement. In the pay talks, we have a chance to stake out what we think we deserve. Since the last pay deal, we've delivered the Olympics and consistently met CSS targets.

RMT is fighting for:

- A substantial pay award to match increases in the cost of living
- A minimum flat-rate increase for the lowest-paid
- A four-day, 32-hour week for all grades
- End the practise of permanently-managed vacancies: staff

our stations!

- Staff travel passes for all staff, including outsourced and agency workers
- End the use of overtime to cover vacancies
- More flexibility for workers with family commitments; 52 weeks' full pay for all women on maternity leave.

There's money for some...

The company has already begun protesting that times are hard and money is short.

But not so hard that they can't afford to employ nearly 100 new managers on large salaries; not so hard that they can't afford to spend £4.2 million on external training; not so hard that TfL Commissioner Peter Hendy has had to reign in his £450 "business lunches". There's money for those at the top, it seems. Your union is fighting for a decent deal for all workers.

What happens now?

Elected union officials will negotiate with the company. If the negotiations are unproductive, we can discuss whether to take industrial action to win our demands.

Get involved in your branch to have your say and keep up to date with the latest developments.

More: bit.ly/rmt-lupay-2015

Taking action against cuts and closures

On Wednesday 25 February, RMT Bakerloo members and our allies in the Hands Off London Transport campaign will demonstrate against staffing cuts and ticket office closures at Edgware Road, leafleting and petitioning passengers and raising awareness of LU's planned cuts. Two demos will take place, from 08.00-10.00 and from 16.00-18.00.

LU plans to close Edgware Road ticket office on 6 September, and slash full-time equivalent staff numbers by nearly 50% from early 2016. This will mean overwork, more stress, and more harrassment for staff, and a worse service for the diverse community the station serves, which includes the 7,000 students of nearby City of Westminster College.

The proposed cuts at Edgware Road are the highest of any Bakerloo Line station. Union reps across LU are currently discussing local staffing levels, rosters, and "Business Needs Schematics" with local management. Public demos, leafleting and petitioning of passengers, and other actions can help build pressure against cuts.

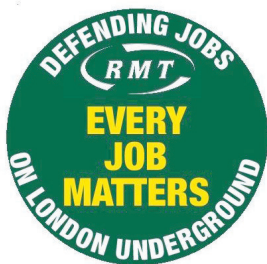
Your reps will report to you when consultations begin on Bakerloo Line groups. Remember, if management can't be made to see sense through discussion and consultation, we can return to industrial action.

Drivers vote to strike against unfair sacking

Train Operator members of the RMT have voted, by 299 to 221, to strike against the unjust sacking of colleague Alex McGuigan.

This majority was returned despite a campaign of lies, distortions, and slanders from management, which has continued unabated. RMT has offered to call off the threat of strikes if LU agrees to be bound by the outcome of any Employment Tribunal. The company has refused. Why?

Trains reps will now discuss the next steps in the dispute. Stand firm to win justice!



Q&A on FftF

Adapted from Stations Functional Council newsletter, online at bit.ly/sfcnews-feb

What bits of Fit for the Future has RMT agreed?

The only thing we have agreed is to talk about is local job numbers and rosters.

When will I see the rosters for my area?

The union has only seen rosters and "Business Needs Schematics" for four station groups (none are on the Bakerloo Line). The others are timetabled to be discussed between now and the end of March. LU has now promised to give us final job figures by the time the local roster discussions have been concluded.

Are we heading for more strikes?

If LU does not address our concerns soon, including a significant increase in jobs at many locations and ensuring that new rosters do not increase fatigue and wreck work/life balance, then yes - we could be taking further action.

Reps' reports

- Some RMT Bakerloo reps report three "Area Managers" attending Level One meetings. This contravenes the agreed "machinery of negotiations" and shows how LU's mania for creating more managers is leading to a top-heavy structure!
- As well as being asked to the point-of-contact for reporting non-attendance, Station Supervisors are now being asked to issue warnings. Remember: Ss are NOT managers, however much the company wants them to be!

Justice for cleaners: end agency exploitation!

RMT's ongoing campaign to organise Interserve cleaners has exposed obscene exploitation by cowboy contractors and agencies.

The web of outsourcing LU has deliberately engineered mean that some cleaners are three or four stages removed from the company whose stations, depots, and trains they're actually cleaning. LU outsources cleaning to Interserve, which in turn outsources much of the labour (up to 50% on some stations) to employment agencies, most prominently "AGS People". AGS then lean heavily on cleaners to register as "self-employed contractors" or "limited liability companies", to they (the agency) can dodge tax and National Insurance

contributions. A cleaner who works at the same station, or group of stations, doing the same job, is not a "self-employed contractor" or a "limited liability company" - they are an employee, and should be given a stable contract with proper statutory rights.

RMT believes these practises are exploitative, immoral, and very probably illegal. We demand all cleaners are given permanent employment contracts as a first step to kicking the agencies off the job and bringing cleaning back in house.

If you are an Interserve or AGS cleaner, join the union and get involved in our campaign!

Victory for safety at Elephant

RMT Bakerloo trains safety reps have been raising the unsafe condition of the Elephant and Castle sidings with management for many years.

The condition of the sidings - the lack of adequate walkways, protection from live conductor rails and lack of lighting standards - leave a lot to be desired. Management's half-baked response to our concerns, up until now, has been that they have a "generic derogation" from the walkway standard. In other words, they did not need to comply with their own standards.

In early 2014, RMT reps on the Northern Line raised with the Office of Rail Regulation (ORR) the issue of drivers walking out of Kennington sidings while traction current was still on. As a result, the ORR ruled that for planned work, traction current must be switched off for the stabling and pick up of trains in sidings.

Following this, RMT Bakerloo reps re-raised the Elephant and Castle sidings issue with management in October 2014. Two subsequent meetings with management and LU Safety Advisors followed, most recently on 30 January. It has finally

been agreed that traction current must be switched off for the planned stabling and pick up of trains in North and South sidings at Elephant and Castle.

This is a major victory for common sense and safety.

Major works to bring the sidings up to the required standard are now needed as a matter of urgency.

As always, we will consult fully with the membership before any new major changes are implemented.

GET ACTIVE IN YOUR BRANCH!

The next RMT Bakerloo branch meeting takes place at 16:00 on **Tuesday 3 March** at The Coach & Horses, 1 Great Marlborough Street, W1F 7HG (near Oxford Circus). All branch members welcome.

Bakerloo News is a monthly newsletter from the Bakerloo branch of the RMT union.

To submit a story for *Bakerloo News*, or to contact the branch, please email bakerlooline@rmt.org.uk, or ring Branch Secretary Jim McDaid on 07917 131692