



# newsnight

News and information for Night Tube staff - May 2017

## London Bridge 3 ballot: Vote YES!

Imagine if a fare evader assaulted your pregnant colleague. Imagine if you intervened to stop the assault continuing. And then imagine if as a result of this, the company sacked you or gave you a final warning. That is what happened to three of our workmates who are CSAs at London Bridge.

RMT has gone through all the formal procedures, including several stages of appeal, but still management are insisting on upholding this unjust and disproportionate punishment. Staff at London Bridge have held a one-day strike. Now the union is asking all its station staff and revenue control members to vote to take industrial action as well.

We know that unfortunately, this is the only language that management listens to. It was only the threat of strike action that made LUL come to its senses over Night Tube drivers' right to move into full-time jobs.

If the company gets away with its actions against Lee, Dave and Saeed, then any of us could be next. Night Tube staff are especially vulnerable to assault and abuse. Many Night Tube station staff have been abused verbally, sexually or physically. The next time this happens to you, and management

don't like the way you or your workmates respond, will it be you who gets sacked?!

*This industrial action ballot is for everyone - for all our benefit, and for all staff to take part in. It is not just a ballot for full-timers or weekday workers. VOTE YES!*



## Night Tube DRIVERS WIN

Night Tube drivers' willingness to take industrial action forced LUL to end the practice of preventing them moving into vacant full-time positions for a period of at least 18 months.

A whopping 96% of RMT Night Tube drivers voted for strikes and over 98% for action short of a strike. Strike action had been planned for April 8 and 9 and April 29 and 30.

The drivers now have the same right as staff in other grades to apply for full-time driver roles. Station and other staff still have the right to apply: there is now a 'level playing field' for all grades.

Working nights?

## Know your Rights!



### Your right to some shut-eye

The Office of Rail Regulation (ORR) guidance 'Managing Rail Staff Fatigue' (2012) states: *In the case of safety critical workers in night shift, the facility to take a short nap during a break can be especially beneficial.*

### Pregnant / new mother?



If you are pregnant or a new mother, and you are worried about the risks of night work, you can ask your manager to move you to daytime work. The employer should give special consideration to this and conduct a risk assessment.

If you are pregnant and your doctor or midwife recommends in writing that you do not work nights, then your manager has to allocate other shifts to you.

## NEW STATION STAFF JOBS - WHAT'S IN IT FOR US?

London Underground management have published their 'Station Staffing Review: Proposal for consultation'. There are several concerns for Night Tube staff:

- The proposed creation of just 27 new Night Tube staff (5 CSS1 + 22 CSA1) will leave many locations understaffed, with staff vulnerable to the assaults and harassment that are unfortunately routine occurrences on Night Tube.
- The section on additional roles to reduce lone working includes no Night Tube posts - so, for example, Loughton continues to be single-staffed on Night Tube despite being a terminal station.
- The document claims that there will be 'Increased Night Tube staffing on 16 Areas' on p.5, but that '27 staff (the total stated by the document) will be added on 15 Areas as Night Tube cover weeks' on p.22. Is it 16 areas or 15?
- It claims that Night Tube 'control room roles' will be created at Canning Town, West Ham, Seven Sisters, Brixton and Shepherd's Bush Central (p.9) but that new Night Tube CSS1 posts will be at Walthamstow Central, Brixton (2) and Shepherd's Bush (2) areas (p.22). 'Control room roles' can only mean CSS1 (as the new posts are only CSS1 or CSA1), so why the discrepancy?
- The document's statement, 'We believe it's possible to improve sharing of night turns between CSMs and CSSs on some areas, which would lead to an increase in CSS1s balanced against a reduction in CSMs.' (p.22) is unclear and perhaps ominous.

The only reason new jobs are being created at all is because RMT held an overtime ban and strikes and forced LUL to restore some of the jobs it had cut. We made significant gains, but the company is still falling short.

For more copies of this newsletter, or suggestions for future issues, contact Janine Booth (RMT Finsbury Park branch; Night Tube CSS1 Victoria Line North) [j.booth@rmt.org.uk](mailto:j.booth@rmt.org.uk)

