



2017 was a Historic Year for Stations

2017 will be remembered as the year when London Underground station grades shut down the tube in our strike over understaffing. As well as winning 325 new jobs and gaining a better deal for CSA2s we showed that stations can win a dispute by striking in our grade. We must never forget this as we confront new attacks on members conditions in 2018.

Austerity continues for public services while the bankers and big business executives (including those at the top of TfL) rake in massive salaries. Million pound bonuses are handed out in the City of London while the Underground is expected to be the only major metro system in the world that operates without government subsidy.

But we end 2017 with 325 more station staff than we started it with and with CSA2s able to gain promotion within a year to CSA1 and the overall ratio of CSA1 to CSA2 protected.

Every RMT member, activist & rep on LU stations should be proud of what we've achieved in 2017 but also be ready to step up again and fight to defend our conditions in the future.

CSA Sacked for asking colleague to swap a duty with less than 12 hours rest

We all know that staff are asked to come in on an early after working a late turn to avoid a station closure. Overtime is often authorised with as little as 8 hours rest when it suits the company.

But an RMT member has been sacked for, "risking the safety of colleagues and customers" by "persuading a colleague to cover a shift despite them having finished their previous shift eight hours before".

The decision was appealed but a senior manager has upheld the sacking.

It is now clear that any CSM who authorises overtime or changes a duty that requires a member of staff to book on with less than 12 hours rest is running the risk of being disciplined for "risking the safety of staff and passengers".

We have called for an urgent meeting of the Stations Functional Council to discuss this.

If stations face closure because there are not enough spare staff that's a problem that senior management will have to sort out. We shouldn't have members having to take reduced rest to bail LU out and CSMs must not be at risk of disciplinary action for trying to arrange cover.

Annual Leave & Roster Changes

Many members have had their leave periods changed as a result of being moved under Fit for the Future (or ITP).

RMT does not accept that this is fair when members have been forced to move. At Stations functional council (SFC) management agreed that where this causes any member a problem local managers should try to accommodate requests to keep particular leave blocks. If you have had your leave period changed and you need your previous block(s) speak to your local rep.

Also, the roll out of new rosters may cause problems where members find the duties they would have worked on the current roster have been changed or they are in a different position on the new roster. Again, management at SFC agreed

that local managers should try to accommodate requests to keep particular rest days or duties where there is a problem in the weeks following roster go live dates.

The first go live dates on ten cover groups is 7 Jan. SFC reps are working with local reps in those cover groups to resolve any problems. Further cover groups will roll out the new rosters in Feb & March.

More Attendance Management Abuses

Once again, we are leaning of cases where a manager is having conversations with LUOH doctors and getting them to issue new reports with new advice. This is done with no reference to the member concerned and no consent for the new report to be issued.

In cases we've dealt with this has been done to get a report that suggests a member should not be allowed to return to work even though their own doctor and LUOH had said they could.

This appears to be part of a push towards quicker redeployment of station staff. In some case conferences AMs are threatening redeployment when members need just a few weeks of reasonable adjustments before resuming full duties.

It is important that you always ask to see a copy of any LUOH report before it is disclosed to your manager. Always get your rep to look at the report with you before it goes to your manager and never attend a case conference without a rep.

Gateline Wizard

How do you improve gateline stats while cutting gateline staff? Employ a wizard of course. Or in LU's case a virtual



wizard. Yes, it's another unhelpful App to look at on your iPad and then be disciplined for not talking to passengers while you were reading it.

Your RMT Stations Functional reps

Jared Wood 07739 869867 Norman Thompson 07853 288184 Mick Crossey 07931 570521
Mac Mackenna 07801 071363 Neil Cochrane 07947 784950 Eamonn Lynch 07578769943

Ten Reasons



to Join RMT

- 1. RMT is the union that forced LU to increase its proposal for additional station jobs to 325.**
- 2. RMT is the only union that has fought against the use of CSA2s by LU. We made the guarantee of promotion within 12 months a central issue in our recent strike on stations.**
- 3. RMT is also campaigning for Night Tube CSAs who want to be Full Time. We will be pressing for CSA2 positions in Zone 1 to be made into CSA1s to create more CSA1 FT vacancies.**
- 4. RMT is by far the biggest Trade Union on LU and in the Stations Function. When you join RMT you are joining thousands of other members like you.**
- 5. RMT has a network of local reps and six stations functional reps to help you.**
- 6. RMT will support you from providing informal advice or speaking to your manager on your behalf right up to Employment Tribunal. You will have a rep to attend meetings with you and a legal team in the unlikely event that you ever need to go to tribunal.**
- 7. Your RMT rep will be able to explain the stations framework for you and we will ensure that you are not treated unfairly in the allocation of duties, duty changes or other working arrangements.**
- 8. RMT sets the Industrial Relations agenda on LU Stations. As a member, you get you're say in what we put to management and how we fight for our jobs and conditions at work.**
- 9. RMT will always seek to negotiate a fair deal for members in the first instance. But if that is not possible then RMT is a fighting union. Our pay, holidays and pension arrangements are all the product of years of members standing together to maintain and improve our conditions of employment. Now you can be part of that tradition.**
- 10. RMT represents all grades in one union. We believe in maximum unity. An injury to one is an injury to all. Train Operators, Station Staff, Engineers, Service Control, Cleaning Grades, Admin - All together.**

Join online at www.rmt.org.uk/about/join-rmt/

Or call Freephone 0800 376 3706