



# London Calling

News and views from RMT's London Transport Regional Council

[www.rmtlondoncalling.org.uk](http://www.rmtlondoncalling.org.uk)

28 May 2009

# Strike for Jobs, Pay and Justice!

RMT has called a 48-hour strike on London Underground and Transport for London after members voted by a huge majority to take action for jobs, pay and justice.

Our employers have prevented any meaningful progress in talks, and want us to accept job losses, compulsory redundancies, a long-term real-terms pay cut and a harsh regime of management bullying.

They say that money is short - but money is not too short for senior managers' fat-cat salaries and bonuses. London Underground and TfL are public services. Public money should be spent on funding decent transport with enough staff and a decently-rewarded and well-treated workforce - not on moats, floating islands and unnecessary second homes for MPs!

Our bosses are trying to make us pay the price for an economic crisis that we did not cause.

We know from experience that when management refuse to listen in negotiations, they start to listen when we take effective industrial action.

We all need to stand together. You and your workmates acting together can make your employer rethink and win a better working life for all of us.

## TAKE ACTION

Do not book on for duties starting after 18:59 on Tuesday 9 June.

Resume to duties starting after 18:59 on Thursday 11 June.

## Other Workers Are Getting Pay Rises

LUL/TfL would have us believe that other workers are accepting pay freezes or small rises. Compare your employer's 'offer' with these (most are 1-year deals, none is part of deal longer than 3 years):

- UK Coal: 5%
- Trico Marine: 7.5%
- Merseyrail Drivers: 4.55%
- House of Commons staff: 4.5%
- Britvic Soft Drinks: 4.5%
- BAE Land Systems: 3.4%
- Island Line: 4.8%
- Barclays Bank: 5%
- British Gas: 4.1%
- BMW Oxford: 3.8%
- ACAS: 3.75%
- Arriva Trains Wales Drivers: 4.75%
- Newhaven Ports: 4%
- Maersk Offshore Deep Sea Ratings: 3%
- Balfour Beatty Rail Plant: 3.7%
- Balfour Beatty Rail Infrastructure Services: 3.7%

Q1 Are you prepared to take strike action?

LUL: Yes 2,810  
No 488

Majority = 85.2%, or 6:1

TfL: Yes 60  
No 15

Majority = 80%, or 4:1

## HOW YOU VOTED

Q2 Are you prepared to take industrial action short of a strike?

LUL: Yes 2,927  
No 362

Majority = 89%, or 8:1

TfL: Yes 67  
No 8

Majority = 89.3%, or 8:1



## The Issues: Jobs

London Underground is cutting 1,000 jobs and TfL may cut 3,000 more. Neither will rule out compulsory redundancies.

LUL says that these are 'only' admin jobs. But transport needs administrators as well as frontline staff. Unlike your employer, RMT values all our members' jobs.

LUL/TfL are pushing through an 'Organisational Change Process' which allows for compulsory redundancies, in breach of an agreement it signed with RMT (and ASLEF) in 2001. If LUL gets away with tearing it up, then no job is safe – including engineering and operational grades.



## The Issues: Pay

RMT asked for a one-year deal, a substantial pay rise, a £26k minimum, and improvements to conditions. LUL offers a five-year deal: 1% for 2009 and RPI+0.5% for the next four years. With CPI (the government's preferred inflation measure) at 3.2% in February, this is a year-on-year pay cut in real terms. The five-year timespan takes us past 2012. LUL wants to stop us demanding a decent reward for working during the Olympics.

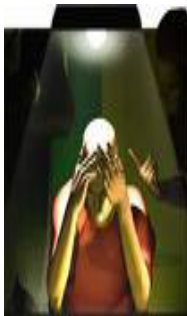
TfL has not even made an offer! Both employers have refused to even consider our other claims, on issues such as medical redeployment, shorter working hours and family-friendly policies.



## The Issues: Justice

LUL is clamping down on attendance and discipline, leading to rampant mistreatment of staff - over-the-top punishments; sick pay stopped; pay docked for emergency domestic leave; endless contact when you are sick; warnings given with no discretion; managers spotting fictitious 'patterns' of non-attendance; union representation denied; sickness treated like a crime.

Many actions by managers are aggressive and punitive, and many are outside the company's policies and agreements. Management have created a regime of fear, where people even come to work when they are ill. We have all suffered under this harsh regime ourselves or know a workmate who has. This has to stop.



## Management pressure?

Managers are trying to persuade staff not to support RMT's action. You do not have to discuss this with your manager. You do not have to tell them which union you are in or whether you be striking. They are asking these questions to help them prepare to undermine our action.

We have also heard reports of management misrepresenting RMT's stance to staff, for example claiming falsely that we have walked out of pay talks. Please check any claims you hear from management with your RMT rep, or check our website: [www.rmtlondoncalling.org.uk/jobspayjustice](http://www.rmtlondoncalling.org.uk/jobspayjustice)

Remember: We all, including probationers and apprentices, have the legal right to take industrial action.



## Join the picket line

RMT members will be picketing workplaces to help make our action as effective as possible. On a picket, we can help persuade people who turn up to work to join the action; and we can explain to passers-by why we have been forced to strike to defend our rights.

All members are welcome to join the picket line. Not only will you be helping the strike, but you will probably enjoy yourself too.

Ask your local RMT rep or branch official for details of picket lines, or contact Regional Organiser Steve Hedley 07545-530526.