

TRAINS FUNCTIONAL COUNCIL AGREEMENT
ARRANGEMENTS FOR THE OLYMPIC GAMES AND PARALYMPIC GAMES
27 JULY - 9 SEPTEMBER 2012

Management and Staff Side, of Trains Functional Council, are committed to ensuring that the train service provided by London Underground contributes to the successful operation of the Games. In order to achieve this it is recognised that temporary changes to existing working agreements are the most efficient way of facilitating the train service required over the Olympic and Paralympic periods.

The following arrangements will operate:

1. Friday 27 July 2012

Arrangements and payments for the later operation required by the opening ceremony are detailed in the document "Scheduled Arrangements for the Opening Ceremony of the Olympic Games Friday 27 July 2012", attached as Appendix 1 to this agreement.

2. 28 July - 9 September 2012

Arrangements and payments for the later operation required during this period are detailed in the document "Scheduled Arrangements for the Olympic and Paralympic Games as a result of an extension to the Traffic Day from 28 July to 9 September 2012", attached as a Appendix 2 to this agreement.

3. *The following temporary changes will be made to existing arrangements:*

3.1 Saturday/Sundays 28/29 July, 4/5 August 11/12 August, 1/2 September and 8/9 September 2012, duties may be scheduled up to 9 hours (plus a 30 minutes unpaid meal break).

3.2 Each duty that exceeds 8 hours (plus a 30 minutes meal break) will be paid an additional payment at the hourly rate for any time on duty.

3.3 Each duty that exceeds 8 hours (plus a 30 minutes meal break) and finishes after 01:30 will be paid an additional payment at the overtime rate for any time on duty.

3.4 On the above dates duties on the Bakerloo Line working beyond 8 hours (excluding meal relief) may be required to operate 6 tunnel trips. The

arrangements in respect of duties less than 8 hours (excluding meal relief) remain unchanged.

3.5 The period 27 July to 9 September 2012 will be regarded as "one event" under the PTOA.

3.6 Train operators recruited for the purposes of an "Olympic Project pool" at specified depots must operate in accordance with the 2009 Agreement. Project pools will be created at locations in need of additional staffing. These requirements will be populated using train operators off the promotional waiting list under the 2009 Agreement. This will be overseen by the Movements Committee.

3.7 In return for the temporary changes outlined above and in both Appendices, a "one off non-enhanceable" lump sum payment of £500 will be paid to all Train Operators employed by the Company on 26 July 2012.

4. Points of clarification

4.1 Overtime on every duty will be paid on a daily basis. That is, if the normally rostered duty would have been 7 hours, and the Olympic duty is 8 hours, then the train operator would receive 1 hour overtime in addition to any other payments.

4.2 Duty Schedules will make every effort to balance turns with enhanced payments between early and late shifts.

4.3 Trains Functional Council will deal with any problems or anomalies arising from the operation of this Agreement with a view to resolving them constructively. Trains Functional Council Staff Side will review all duty schedules, prior to them being distributed, to ensure compliance with this Agreement.


4.5 This agreement is for the purpose of delivering the service required for the 2012 Olympic and Paralympic periods on the dates specified and will not be used on any other occasions. This is a one off agreement and cannot /will not be imposed at any other time/occasion.

Lance Ramsay

Date 12TH SEPTEMBER 2011

Management Chair

TFC



Dave Feldwick

Date

Staff-side Chair

TFC



12-9-11

Appendix 1

SCHEDULED ARRANGEMENTS FOR THE OPENING CEREMONY OF THE OLYMPIC GAMES FRIDAY 27 JULY 2012

Special duty schedules will be issued as necessary to cover any services required to cater for the event. All duties will be issued in a similar format to Bank Holidays/other days around Christmas/New Year and all duties will be allocated to staff at depot level. Any additional duties will be covered by additional pool or any other available staff.

The starting time for a scheduled duty may be moved as necessary and shift length varied, in order to provide a service as required. Shift lengths will not exceed existing rostering parameters.

Changes to rest days may be required. This will be achieved by revisions to the roster for a temporary period and 28 days notice will be given and displayed at the depot. Every effort will be made to avoid such changes, which will be discussed with staff representatives as appropriate to minimise any disruption (eg to avoid break-up of 3 or more rest days together). Where necessary the Train Operator working a normally rostered rest day will be paid at overtime rate.

Special working duty schedules will be displayed at the depot at least 3 days before the event.

Duties commencing on 27 July 2012 which finish beyond 0130 hours on 28 July 2012 will be paid an additional payment at the hourly rate for any time on duty, plus a cash payment of one day's pay.

Where rostered early turns work a late turn instead, then if the booking-on time is moved up to two hours, then an additional payment of 25% of the daily rate for any time on duty will be paid and if the booking-on time is moved over two hours, then an additional payment of 50% of the daily rate will be paid for any time on duty.

Appendix 2

SCHEDULED ARRANGEMENTS FOR THE OLYMPIC AND PARALYMPIC GAMES AS A RESULT OF THE EXTENSION TO THE TRAFFIC DAY 28 JULY TO 9 SEPTEMBER 2012

These arrangements will apply as required for the period from 28 July to 9 September as required and will replace Appendix 3b of the PTOA during this period. These arrangements will apply when services operate up to 0300 hours.

Special duty schedules will be issued as necessary to cover any services required to cater for the event. All duties will be issued in a similar format to Bank Holidays/other days around Christmas/New Year and all duties will be allocated to staff at depot level. Any additional duties will be covered by additional pool or any other available staff.

The starting time for a scheduled duty may be moved as necessary and shift length varied. Shift lengths will not exceed the agreed rostering parameters for this period ie 8 hrs Mon-Fri, 9 hours Sat and Sun (excluding meal relief)

Changes to rest days may be required. This will be achieved by revisions to the roster for a temporary period and 28 days notice will be given and displayed at the depot. Every effort will be made to avoid such changes, which will be discussed with staff representatives as appropriate to minimise any disruption (eg to avoid break-up of 3 or more rest days together. Where necessary the Train Operator working a normally rostered rest day will be paid at overtime rate.

When rostered late turns finish later than the normal rostered finishing time (0130) then each duty concerned will be paid an additional payment at the hourly rate for any time on duty. This does not apply to duties rostered to finish before 0130 but go beyond this time due to late running.

Other duties working their normal shift within existing arrangements will not receive any enhancement.

Lance Ramsay

Date 12th September 2011

Management Chair

TFC

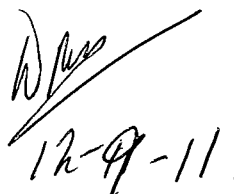


Dave Feldwick

Date

Staff-side Chair

TFC



12-9-11.