



# Bakerloo news



July 2016

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## New dispute on the horizon

At the June meeting of your RMT Bakerloo Line branch, the branch passed the following resolution:

*"This Branch notes:*

- The hugely detrimental effect of the "Fit for the Future" programme on our members' working lives, including through a severe impact on work/life balance.

- LU's plans for similar restructuring projects in other areas and functions, including trains.

- That four Branches – Central Line West, Central Line East, Hammersmith & City Line and Piccadilly and District West – have submitted resolutions to the NEC calling for new disputes and industrial action ballots on stations.

*This Branch further notes*

- and welcomes the NEC member's announcement that the Union will relaunch an all-grades campaign against cuts, including by circulating a broadsheet briefing to all members.



*This Branch resolves*

- to add our voice to the call for new ballots, which we hope will follow swiftly on from the launch of the new campaign."

The union's National Executive Committee, which makes decisions about declaring disputes and launching industrial action, has noted the resolution and taken the decision to prepare a ballot matrix for stations and revenue members, and also to organise a reps' meeting of these grades to discuss industrial action.

This means that we are likely to be shortly moving back into a dispute situation over the consequences of "Fit for the Future". We now need to discuss exactly what issues that dispute should focus on, and what our demands should be.

Issues of particular concern include:

- Staffing levels
- Training (particularly control room training)
- Displacements and forced relocation
- CSA2 job description

What other issues should we focus on, and what should our demands be?

Have your say by attending your branch meeting and contributing to the discussion.

## Drivers Defended: No Case To Answer!

We welcome back our brothers Khos and Adam, who return to Queens Park Depot after an extended

period off the trains.

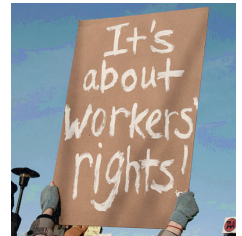
Adam was stood down to alternate duties, and Khos was suspended and dragged all the way to CDI on a gross misconduct charge.

Your Bakerloo branch officers, reps, and activists worked tirelessly with our Trains Functional Council rep Vaughan Thomas to provide the key evidence which proved these members, like many other new drivers, had been failed by management during their training.

On numerous occasions prior to their incidents, the union had made management aware of the effect their decision to reduce the amount of training for new drivers was having on the line, yet management continued to do nothing. The arguments we presented to the CDI panel was so damning that the panel agreed with our assertions and both drivers returned with no sanction.

No member should have to go through this. It is in our blood to defend our members, and we will give every single one 100% support.

The union demands that LU's self-professed "values and behaviours" - accountability, fairness/consistency, and collaboration - are reflected by its managers' practises.



# Cleaners: what to do if you are short-paid

Short payment is endemic on Interserve. The only way we will solve this problem for good is by building up our industrial strength to the point where Interserve know that short payment will lead to strikes.

In individual cases of short payment, your union can support you, and advises that you email your supervisor and manager with the details of your short payment (how many hours short you are, etc.). Say that if you are not paid in full, you will be taking further action.

If you are not fully paid in your next pay packet, email [danielrandall.rmt@gmail.com](mailto:danielrandall.rmt@gmail.com) to discuss the next steps. This could involve taking out a "collective grievance" against your employer (a formal complaint which would involve a meeting with a senior manager, where you would be accompanied by a union rep), or

pursuing an "Employment Tribunal", which is a formal legal action in which the RMT's Legal Department would provide support once they have assessed your case.

**Please speak to your colleagues about joining RMT, as collective strength is our only reliable weapon against exploitation.**

## Discretion?

Our members on train side have recently had to contend with being stranded after a tree fell on the line, and faced disciplinary sanction for absences relating to road accidents.

Now Bakerloo Line management is stooping to new lows by deducting pay at every opportunity they get. One manager stated: "I know the policy says I can pay you, but I am applying my discretion and not going to pay you."

**All these issues are currently being raised and we will keep you updated if management maintain this ludicrous position.**



## Bakerloo at RMT AGM

The RMT's Annual General Meeting (AGM) is the "parliament of our union". It is where decisions are made and policy decided. The Bakerloo Line branch is always highly involved in the whole process.

This year's AGM was held in Cardiff, from 26 June-1 July. The branch submitted two resolutions, "Recognition of our BEM Activists" and "A Workers' and Passengers Plan for Public Transport". Both were passed unanimously. We also submitted three appeals against decisions taken by the union's National Executive, including against the decision to reduce the size of our "Equalities Committees", which were upheld.

The debates at the AGM, including the opportunities to hold the national leadership to account and appeal their decisions, are crucial to the democracy of our union.



If you would like information on the AGM, or any union conference, contact your local union rep, or come to your branch meeting and get more involved.

**It is your union.**

**Your branch meets on the FIRST TUESDAY of every month, 16.00, upstairs at The Royal Exchange, 26 Sale Place, W2 1PU (Edgware Road H&C).**

The Regional Council meets on the LAST THURSDAY of every month, 16.30, at the Twelve Pins, 263 Seven Sisters Road, N4 2DE (Finsbury Park). All members welcome. Speak to your local rep for more info.

## Station cuts hit drivers

Senior RMT health and safety reps argued that the cuts associated with "Fit for the Future" would impact not only on the safety of station staff and passengers, but on the role of the driver.

Unfortunately these predictions are coming true. Over the last month or so, drivers have had to deal with unstaffed stations on the north end of the line. This seriously impacts on the driver's ability to deal with safety related incidents such as "one unders", passenger emergency alarms, and PTI incidents. Also, a recent one under at Edgware Road highlighted the fact that many station supervisors on the line have not been track familiarised for their locations. Safety is being compromised.

**Trains safety reps continue to raise these matters with management, and will take all steps necessary to ensure the safety of staff and passengers alike.**

## RMT backs Jeremy Corbyn



RMT gives its full support to Labour leader Jeremy Corbyn, and fully opposes the coup by right-wing Labour MPs aimed at deposing him.

See [rmtlondoncalling.org.uk](http://rmtlondoncalling.org.uk) for union statements backing Corbyn.

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](mailto:bakerlooline@rmt.org.uk), or ring Branch Secretary Jim McDaid on 07917 131692