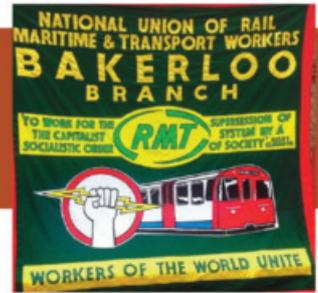




# Bakerloo news



September 2017

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## LU attacks RMT stations reps

London Underground has recently launched a significant attack on all RMT members by unilaterally “de-recognising” 14 Level One industrial reps across the combine, including one on the Bakerloo South Group.

Levels of representation have been agreed for many years, and the “Machinery of Negotiation” document stipulates a clear process for any proposed changes to them, which LU has not upheld.

Perhaps the bosses are attempting to reassert their power after being forced into an embarrassing climb-down following our January strike; perhaps they are taking advantage of the new anti-trade union laws to go on the offensive against union power and organisation.



We can only speculate about their motives: what we can control is our response.

Your RMT branch passed the following resolution at the August branch meeting:

“[The unilateral de-recognition of reps] is a significant attack on our union’s democracy which disenfranchises our members and amounts to a form of union busting. It will have a particularly detrimental

effect on Night Tube and part-time members.

“While Level Two Reps and the Regional Organiser have made it clear to the company we oppose this de-recognition, and that de-recognised reps should continue to take on casework, etc., an attack this serious requires a proportionate response. If LU is allowed to get away with de-recognising reps on LU, they will be emboldened to attack our levels of representation elsewhere on the job.

“This Branch also believes that, since management has unilaterally disregarded the agreed machinery of negotiation, the union is no longer obliged to abide by it either.

“This Branch therefore calls on the National Executive to declare an official dispute with LU over this issue, and begin a discussion amongst members at branch and workplace level about what forms of action will be most practical and effective in forcing a reversal from the company.”

The RMT National Executive has welcomed our motion, and referred it to the NEC Southern Sub-Committee for further discussion. We will keep RMT Bakerloo Line branch members updated as the situation develops and the campaign unfolds.

**One thing is certain: RMT will never tolerate attacks on our independence, our democracy, and our members’ right to elect their representatives, from any employer.**

## Reinstate Danny Davis!

RMT Bakerloo Line branch is backing the fight to win reinstatement for Central Line driver Danny Davis.

Danny was sacked after a routine PTI error which is usually dealt with as a performance issue, despite 20 years’ service and an unblemished record.

Central Line drivers are balloting for strikes to win his reinstatement.

For more, visit [bit.ly/j4danny](http://bit.ly/j4danny)

## Cleaning contract transfer

Members working for Interserve should all have received letters from the company outlining TUPE arrangements for the transfer of the contract to ABM.

If you have not received this letter, or want to speak about the TUPE process, contact RMT London Transport Region Cleaning Grades Chair Joseph Mambuliya on 07984 845886.

RMT is planning a demonstration at ABM’s offices to “welcome” them onto the job!

## Queens Park bosses:

# Making it up as they go along on sickness and attendance



*Members unfairly under the microscope?*

Some managers at Queens Park Train Crew depot, under the guise of “duty of care”, seem to believe that while you are unavailable to drive trains you are fair game to be treated outside of agreements.

Drivers have been told all kinds of made-up excuses in order to get them back before they are ready. Worryingly, when drivers ask if they can have a rep they have been wrongly told that they can't have one.

One driver had their TAD summarily cancelled by a manager, out of the blue. Another was hauled in for a “review meeting” the day before a scheduled Case Conference!

Management can talk to us informally, but informal chats cannot result in formal action such as allocation of alternative duties. Where you have been, or a likely to be, off for longer than 28 days, you are entitled to a rep at any meeting with management.

To be clear management have the ability to talk to you informally but it is clear in the policy that these talks cannot

result in any formal action such as alternate duties nor should formal minutes be taken.

Additionally where you are likely to be off / have been off longer than 28 days you are entitled to a TU representative at these meetings too.

## RAINBOW RETURNS?

Management also appear to be trying to resurrect the “rainbow” system for attendance in a different form, examining all prior instances of non-attendance whenever someone was off work.

Your local reps knocked them back on this; we believe that including absences due to special leave would unfairly discriminate against people with caring responsibilities.

Management insist that they will still be looking at sickness in this way. Reps are monitoring the situation at Functional Council level and will resist any injustice.

We have also got confirmation that the locally-driven demand for a call every three days will be dropped, and the frequency of sickness updates will be based on individual circumstances (e.g., if you are off with a broken leg, you do not need to call in every week just to remind management you're still alive).

**Remember, excessive supervision and misuse of authority are classic characteristics of bullying and harassment.**

## Bakerloo driver wins pay reinstatement

An Elephant driver who was deducted a day's pay after refusing to drive a train during 8-9 January stations strike on the grounds of safety has finally had his pay reinstated after a battle lasting six months.

It's a tale of farcically rescheduled meetings, and missing minutes, that has cost the company four working days in release for the driver and his rep, only to conclude that the driver was perfectly within his rights all along to deem it unsafe to drive during a stations strike with unstaffed or poorly-staffed stations.

The lesson for other drivers? Stand your ground! Justice will be won eventually.



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). All members welcome.

The Regional Council meets on the **LAST THURSDAY** of every month, 16.30, at the 12 Pins, next to Finsbury Park station.

*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 [jimmcdaid36@gmail.com](mailto:jimmcdaid36@gmail.com), or ring Branch Secretary Jim McDaid on 07917 131692