



# Bakerloo news



April/May 2015

rmtbakerloobranch.org.uk • @bakerloormt

## Migrant workers welcome here!



In the 2015 general election, all major parties - and most prominently the United Kingdom Independence Party (Ukip) - have resorted to xenophobic scaremongering to whip up fear and hatred about immigration.

We are a hugely diverse workforce, comprising British-born and migrant workers from a wide range of backgrounds: we cannot allow ourselves to be divided by capitalist politicians.

The truth is, Britain is not "full". There are over 600,000 empty homes in Britain. And, contrary to Ukip's lies, immigrants actually make a net contribution to the UK: "A study by University College London found that, since 2000, European immigrants have paid 34% more in taxes than they claim back from the state; non-European immigrants paid 2% more. The study also found that immigrants are 45% less likely to receive state benefits or tax credits than people native to the UK, and 3% less likely to live in social housing."

Immigrants and "the others" are often made into scapegoats in tough times. In fact, the banking crisis, austerity cuts to public services and Tory government policies are to blame for the problems we all face, but ex-banker Nigel Farage and his wealthy chums (Ukip supporters include a number of aristocrats and millionaires) have cleverly deflected the blame onto "Johnny Foreigner".

The RMT has a proud record of organising migrant workers on London Underground. RMT Bakerloo believes that, as workers, we have more in common with each other than with bosses who happen to share our nationality.

This article is abridged from a longer piece, and was written as a contribution to discussion. For more, see [rmtbakerloobranch.org.uk](http://rmtbakerloobranch.org.uk)

## We must strike again to beat cuts

Ticket offices have begun to close, full-time station staff have received re-location letters, displacing hundreds of staff against their wishes, and we're less than a year away from the implementation of a new staffing model that will see nearly 900 frontline station jobs slashed.

There are other cuts ongoing too, including attacks on jobs in the training department. In the background, LU is commissioning designers to work on potentially "driverless" trains, signalling potential job cuts or deskilling/downgrading for drivers in the future. And while they're attacking us, the company expects us to deliver 24-hour running, and thinks it can buy us off with a cash bribe.

To push management back, we need to strike again. We may now need to rebalot in order to take action, and exactly when we strike is a

matter of debate and discussion within the union - but the question is "when", not "if".

This is a fight for the future of your job. Even if your position is not under threat, think about the future our bosses want for our industry: staffed at bare-minimum levels by increasingly de-skilled and casualised workers, with more and more involvement from private sector companies (whether through retail outlets in stations or relentless outsourcing and sub-contracting).

The RMT's "Every Job Matters" campaign is a fight for a future where workers and passengers come first. Get involved in your union and have your say in deciding our next steps.



## LU's second joke pay offer rejected...

It looks like we're heading for a new dispute over pay. After unions rejected LU's initial insulting offer (0.5% in year one, then RPI in year two, with two non-consolidated £250 bonuses for implementing Night Tube), our bosses made an "improved" proposal...

0.75% in year one!

The only other change from the previous offer was that the company proposed to offer T/Ops, track workers, and signal workers an additional £250 Night Tube bonus. This is a clear attempt to divide and conquer. RMT has rejected this offer.

Our pay claim is not just about salaries: we want a four-day week for all grades, and the extension of staff benefits such as travel passes to all contractors and outsourced staff. We want the pay award to be a decent increase for all workers, especially the lowest paid.

We will keep you updated as talks continue.

**GENERAL ELECTION 2015: TORIES WILL BAN TUBE STRIKES IF THEY WIN - KICK THEM OUT!**

**USE YOUR VOTE ON 7 MAY!**

## Fixed-term contract CSAs: Know your rights!

★ You have the right to join the union

★ You have the right to participate in official industrial action, such as strikes, overtime bans, and other actions.

★ It is illegal for your employer to discriminate against you for joining a union or participating in official industrial action

RMT is fighting for your jobs to be made permanent. Join the union, get involved!

Latest advice on the review and appeal process for station staff relocation: [bit.ly/rmt-relocation-advice](http://bit.ly/rmt-relocation-advice)

## HAPPY MAY DAY: INTERNATIONAL WORKERS' DAY

For information on RMT activities on May Day (Friday 1 May), see [bit.ly/rmt-md15](http://bit.ly/rmt-md15)

## Key victory at Oxo

The years of having your meal break at Oxo constantly interrupted to open the messroom door for colleagues who don't have keys will soon be at an end.

Following union pressure, management have agreed to fit a keypad lock to the door.

That means easier access for all staff, and more restful breaks!

## GET ACTIVE IN YOUR BRANCH!

The next RMT Bakerloo branch meeting takes place at 16:00 on **Tuesday 5 May** at The Coach & Horses, 1 Great Marlborough Street, W1F 7HG (near Oxford Circus). All branch members welcome.

# Victory on in-cab iPad distraction



In the January/February edition of Bakerloo News, we reported on an issue raised by trains safety reps:

management were coming into drivers' cabs to conduct CMS assessments using iPads (the glare from which is extremely distracting), and subjecting the driver, whilst driving, to a barrage of questions.

Drivers should be concentrating on the road ahead, not having someone quizzing them and tapping away on an iPad. After all, it's not potatoes we are carrying! Management insisted there was no problem, so the issue was referred to "Tier 2", a committee of full-time health and safety reps.

Management told the union we should be embracing new technologies, but we insisted that safety experts from "Human Factors", a safety consultancy LU uses, should investigate the issue and share their findings.

It was no great surprise to your safety reps to learn that the Human Factors folk concluded what we had been telling management all

along: that iPads in cabs could constitute a distraction to the driver.

Any driver subjected to this practice in future will now have the right to ask the manager to turn the thing off, or leave the cab. This is an important victory for our right to get on with our job without unnecessary distractions from management!

For further information or guidance, contact your local RMT safety representative.

## iPads on stations

LU will issue all station staff with an iPad Mini throughout 2015.

The union position is: your job description does not mention the iPads, and they're not part of your essential PPE or safety equipment, so you don't have to use them.

We are seeking assurances from management at local and company-wide level that no member of station staff who chooses not to use the iPads will be disciplined or "performance managed" for this choice.

# No radio, no problem? No way! Resist the rule change!

**Currently, if there is no train radio and no contact between the driver and the controller, the train tips out and runs empty through the affected section. Rightly so.**

But a change to rules and procedures which the company want to impose from 4 May would see controllers contacting the Station Supervisor, who would then contact the driver via the hand-held portable radio, while the train remains in passenger service. The potential for errors is enormous and consequences severe.

Drivers would lose direct contact with the controller and station supervisors would be forced to act as

the go between and log all messages passed and received verbatim.

All unions have rejected this change as unsafe, unworkable and complicated. Your senior safety reps have advised our union to use all means necessary to resist this change, including action short of strike.

**We will keep you updated.**

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