



Bakerloo news

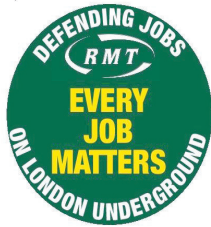


December/January 2014/2015

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Ticket office closures: not inevitable

London Underground has published its proposed timetable for closing ticket offices.



Although management is behaving as though these closures are inevitable, your union believes that a sustained campaign of political and industrial action (especially in an election year in which key politicians, including Boris Johnson, are vulnerable) can change the balance of forces.

The "Every Job Matters" campaign, RMT's fight against ticket office closures

and staffing cuts, is not over. Local reps will soon enter a process of negotiation with the company about staffing levels at individual stations, which represents an opportunity for us to make our case not only against cuts but for increased staffing levels. We'll be working with our partners in the Hands Off London Transport coalition to mobilise public opposition to cuts and closures. And if the negotiation process doesn't bear fruit, we will reconsider industrial action.

Since the start of the "Every Job Matters" dispute, we've delayed, disrupted, and undermined management's cuts plans.

If we keep fighting, we can keep pushing them back.

Interserve cleaners: fight back against exploitation!

RMT has decided to ballot its members working for Interserve on the LU BCV (Bakerloo, Central, and Victoria Lines) contract for strikes in protests at a series of injustices.

Since the BCV cleaning contract was transferred to Interserve from Initial, cleaners have been treated like cattle. A union statement said: "Staff are pushed about on a daily basis and are regularly relocated with no notice or consultation. Despite our protests, management simply aren't taking us seriously over this damaging culture in the workplace."

There is also a real issue of non-payment of wages: "We have examples where staff were deducted pay without any notice and then Interserve somehow lose the money they have taken. We suspect there is either a serious problem in their payroll systems or that

supervisors are interfering and causing the problem. In most cases, staff are only made aware there is a problem when they receive their payslips and the figure is lower than expected. Our concerns were discussed at a meeting with the directors but they made little attempt to listen and recognise the problems with their own systems."

The timetable for the strike ballot has not yet been announced. RMT Bakerloo will be contacting Interserve members in the run up to the ballot to discuss the issues, recruit, and organise.

RMT is proud to be an all-grades, industrial union. Whatever your grade, your struggles matter.

The branch will be discussing what members in other grades can do to support cleaners in their fight for decent treatment at work.

Reinstate our colleagues!

Northern Line drivers at Morden depot struck on 1 December to demand reinstatement for Alex McGuigan, a driver unjustly sacked after LU failed to follow its drugs and alcohol procedure.

Alex failed a breathalyser test, but the test failed to take his Type-2 diabetes into account, and was not followed up with a urine test.

Other RMT members, including CSAs Vicky Hawyard and Noel Roberts, have also been unjustly sacked. Their local branches, and the London Transport Regional Council believe that wider action will be necessary to win their reinstatement.

The very purpose of a union is to provide workers with a means of exercising our collective strength. We need to show management that we will not tolerate flagrant abuses of their own procedures in order to sack our members. If the company gets away with sacking these colleagues, any of us could be next.

Keep checking rmtlondoncalling.org.uk for information on the reinstatement campaigns.

GET ACTIVE IN YOUR BRANCH!

The next RMT Bakerloo branch meeting takes place at 16:00 on Tuesday 6 January at The Coach & Horses, 1 Great Marlborough Street, W1F 7HG (near Oxford Circus). All branch members welcome.

RMT: fighting for more staff



Union members at Oxford Circus raised the issue of staffing levels with their reps.

Members felt that the station was not adequately staffed to meet the demands of the Christmas shopping season, leading to workers feeling stressed and overstretched. Union reps took this up with local management, and management

have agreed to roster a spare member of staff on the dead late shift (one of the most pressurised shifts) wherever possible, as well as exploring the possibility of getting extra SRT staff assigned to Oxford Circus long-term.

Union reps across the Bakerloo Line will be persistently making the case for maintaining or increasing staffing levels on stations, challenging LU's new "Business Needs Schematics" (BNSs) and rosters as they come out.

Make sure you record any incidents at your station and let your reps know. This evidence will help build the case for more staff.

Location "preferencing" for station staff

LU has issued an advice booklet and preferencing form for all station staff. Neither the advice or the forms have been agreed by RMT.

However, not filling in the form could disadvantage you. Please keep the following key points in mind when you preference:

- If you do NOT make a preference at all LU will treat you as though you have preferred to take up a position in your new substantive role within 30 mins of your current home location. You will be less likely to be kept on your current area (though you will still remain within 30 minutes) but more likely to work in your new substantive role.

- If staying as near as possible to your current location is the most important thing for you then preference this on the form.

For more information on this issue, please see the latest newsletter from your Stations Functional Council reps, at bit.ly/rmt-prefs

Ramping up...

Staff on the Wembley Central group are being asked to deploy manual boarding ramps on both LU and LOROL trains. Staff will only do this if it is properly risk assessed and is found to be safe to do so.

If in doubt, ask your union rep! You can refuse to perform tasks if they are deemed to be unsafe.

Local reports

We hear that some managers are refusing to release reps to represent members from other groups.

However, Section 10 of the Employee Relations Act states that union members have the right to choose their representatives. Ordinarily, you should be represented by your local rep, but if you want a rep from another group (e.g. if your local rep is unavailable), you can have one.

If you are the chosen rep, your managers must release you.

RMT Bakerloo AGM 2014: remembering Brian Munro, looking ahead to a year of struggle!



Dave Johnson receives his 40-year membership award from Branch Secretary Jim McDaid

2014 was a sad year for RMT Bakerloo, as we lost Brian Munro - our Branch Secretary, Executive member, friend, and comrade.

Our AGM, held on 6 December, heard a tribute to Brian from his friend and RMT stalwart Geoff Revell. The branch will also be paying for the placement of a plaque to Brian's memory at South London House, his former workplace.

Members attended from across the workplaces and grades organised by RMT Bakerloo

As well as remembering Brian, the AGM honoured long-serving members, including awarding CSA Dave Johnson his 40-year service award.

We elected reps and officers for the coming year, and looked ahead to struggles and campaigns including the ongoing fight against cuts and closures, the fights for the reinstatement of sacked colleagues, and cleaners' struggles against exploitation and bullying bosses.

Branch meetings are the lifeblood of the union - a chance for all members to get involved, have their say, and take part in the union's collective decision-making and democracy.

See front page for meeting details. All union members are welcome. See you there!

Your sick pay rights

A member who has been off sick has been paid only statutory sick pay (SSP) by the company, who claim this is because they have been on the job less than a year.

However, their contract states they are entitled to more than SSP, so this will be taken up by RMT as an illegal deduction of earnings. This seems to be happening a lot; staff need to report it to their reps, and check their contracts.

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