

# CANTEEN WORKERS NEWS

April 2012



## THE PAST WE INHERIT, THE FUTURE WE BUILD



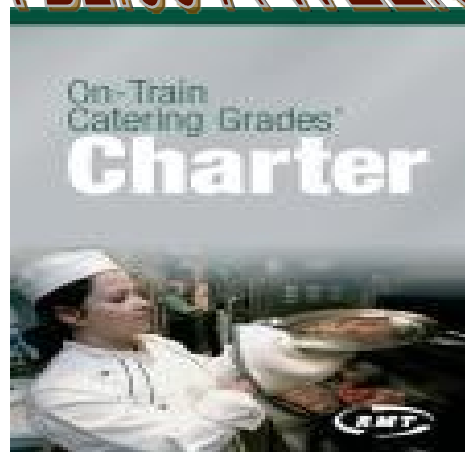
RMT believes in direct employment of all catering staff. The appallingly low wages paid to sub-contracted caterers has already been described. However, there is also a huge gulf between your conditions of service and those of directly employed rail workers. Free travel facilities have disappeared; working hours are longer, Annual Leave shorter and sick pay inferior, to directly employed colleagues at the train operators. Pension provision is largely non-existent and today there is little or no career progression.

**JOIN TODAY FOR £1.00 A WEEK**

AFTER SUCCESSFUL CAMPAIGN YOUR UNION HAS ACHIEVED THE FOLLOWING FOR ON-TRAIN CATERING:

- Retention of on-train catering facilities at the current level
- Extra pay protection for low paid catering grades
- Decent conditions of service including full travel facilities and pensions
- Adequate staffing levels
- An end to contract catering and for the direct employment of all agency staff
- The highest possible health and safety standards
- A Charter of Protection to properly address workplace violence

1. Minimum rest breaks and improved staff facilities



**YOU CAN DO IT TOO.**

***IT IS YOUR LEGAL RIGHT UNDER CURRENT WORKING REGULATION TO JOIN A UNION AND ORGANISE IF YOU CHOOSE TO.***

Petrit Mihaj (your local representative) and Steve Hedley (regional organiser for TfL region) had the first meeting with Sodexo on 16th Apr at Heathrow. The company was represented by Colin Ramsey (Sodexo Employee Relation Director) and Mary Glass (HR Director). The company offered voluntary recognition if we get 50 percent of the staff in the bargaining unit which will include all grades up to Business Managers.

**It is essential that we recruit more Sodexo workers over the next couple of weeks** and if we have not reached 50 percent then we will proceed with the Central Arbitration Committee (CAC) application for recognition. I would also like to comment on the letter you received from Sodexo from Jane Jones (Managing Director) dated 10<sup>th</sup> Apr 12 and clarify Sodexo's position and I quote **"Sodexo has no desire to influence decision making either way. We don't treat individual differently because they want to be in a union or be elected to become a representative if you wish to"** If at any point feel you come under pressure not to join RMT please make sure you let me know and I will take it with Colin Ramsey to make sure this stops.

# The RMT is the only union campaigning for Sodexo canteen workers.

## Negotiation

You can negotiate with the company on all the issues that are important to you such as:

- PAY \* PENSION \* H & S
- STAFFING LEVELS \*
- TRAVEL FACILITIES \*
- REST BRAKES

There is only one simple step you need to take to achieve the improvements that you want at Sodexo. **JOIN THE RMT\***. After all it's only **£1.00 a week** to join for Sodexo workers

## Representation

You can elect your own RMT representatives to deal with day to day issues such as first level grievance and disciplinary hearings.

Health and safety reps: you can elect your own RMT Health and Safety reps to ensure a safe and healthy working environment.

You also have our Branch Officials, full time Regional Organisers and legal services to call on for serious issues.

*In all companies where we have RMT recognition we have made a great difference for the better for the working lives of the people in those companies. Don't miss out at Sodexo.*

\*RMT membership is confidential. It's between you and the union. The company will never know you are a member-unless you tell them.

RMT is organising to recruit all vulnerable who work as Cleaners and Canteen staff. We have a ballot coming up for ISS cleaners who's pay and benefits are woefully low for the hard work they do. At Sodexo the RMT is working hard to get recognition for the RMT,

This all depends on getting as many people signed up as possible. Remember cleaners and canteen staff can currently join the RMT for a £1.00 week. **NO CASUALISATION AND THE END OF CONTRACT CATERING**



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## RMT representatives

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**LONDON TRANSPORT SODEXO WORKERS**  
**IT'S YOUR ISSUES THAT COUNT!**

- Low pay, No pension scheme
- Long working, Understaffing
- Unsafe conditions
- Harassing & Harassment
- Victimisation & Prostitution

12-hour targets (CRPs)  
Fighting to clean canteens  
Inadequate workload  
Missing breaks  
Travel out to & from work

**ONLY £1 a week!**  
**JOIN RMT NOW**

**RMT REPRESENTS SODEXO CATERING WORKERS**  
RMT is the largest union to organise workers within London Transport

**RMT recognises that ALL EMPLOYEES ARE VULNERABLE**  
Our members work in all areas and come from diverse backgrounds. All workers can also be vulnerable. RMT is committed to organising and protecting catering workers employed by Sodexo.

**CATERERS SERVING TRANSPORT FOR LONDON**  
RMT can help Sodexo workers to work in a safe and healthy environment. RMT is committed to organising and protecting catering workers employed by Sodexo.

**YOUR ISSUES - TOGETHER WE CAN MAKE A DIFFERENCE**  
Low pay, No pension Scheme  
Long working, Understaffing  
Unsafe conditions  
Victimisation and Harassment  
Unfair targets (CRPs)  
Fighting for travel  
Excessive workload, Missing breaks

**YOUR REPRESENTATIVES AT SODEXO**  
We must identify and elect representatives and provide to the workplace.  
We need to recruit more members, provide representation and advice for members, and communicate members' issues and views to the union.  
We will provide all members with a representative, aiming to have one representative at each end of each line.

**PETRIT MIHAJ**  
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**IT IS YOUR LEGAL RIGHT TO JOIN RMT**  
... make sure you are protected

Every worker has the legal right to join a trade union. It is the law for your employer to treat you unlawfully because you are a member of a trade union. Every worker has the right to be accompanied by a union rep at formal disciplinary and grievance meetings at work.

**RMT members enjoy a range of benefits:**  
- Accident Benefit  
- Health Care  
- Retirement Benefit  
- Free Will Service

**VULNERABLE WORKERS**  
RMT is committed to organising low-paid and vulnerable workers to ensure better employment conditions, working union recognition and winning the London Living Wage for cleaners on London Underground contracts.

**Paul Sikorah (Assistant General Secretary)**  
"Whatever your job or whatever your views, you are not just a worker at RMT. You are the one fighting for your rights and your future. We need all Sodexo workers to join us to give us the strength to win."

**Steve Hedley (Regional Organiser)**  
"When you join the RMT you will be joining the only union that will support you in your workplace. We will have your representatives so you have a person to go to for help and support at work and protection from the moment you join."

RMT freephone: 0800 376 3706 [www.rmt.org.uk](http://www.rmt.org.uk)  
www.rmtlondoncalling.org.uk [www.rmt-vulnerable-workers.org.uk](http://www.rmt-vulnerable-workers.org.uk)

We're stronger together