

# RMT

## Representing Train Drivers since 1871

### Trains Change – Proposal to TFC

Instead of talking of parental leave, keep secure our pension, offer a pay rise in accordance with inflation, the company is allegedly building for a sustainable future. Who's sustainable future? Definitely not our FUTURE!

The company should set the record straight and admit that they are trying to blatantly slash our agreements to reward the boardroom and not because savings need to be made. Only the fact that we keep the same number of hours worked over the course of 52 weeks stops us from accusing them of “fire and rehire” scheme. **What the hell is that?** Some weeks we'll work 5 days, other weeks 4 days, some weeks we are rostered, other weeks we are on FC with duty confirmed the day before. You can book any time, any (booking on) place, cross line! They are looking to introduce voluntary rest day working to cut 300 jobs!!!! For RMT **every job loss has a deep human cost**, and the company should think again and learn from TransPennine Express where drivers' refusal to do any more overtime exposed the fact that simply there were not enough drivers to run a good service. The number of drivers at work on normal contractual hours left the TOC with a useless service for passengers.

The existing model we have through various agreements with TU is efficient and flexible. Examples:

Guidelines for train staff duty schedules and rotas

5.2 Booking on and finishing – remote booking on and finishing can take place at all locations laid down in the framework agreement.

6.6 Train operators may be required to travel within their duty time on any Transport for London or Train Operating Company service where their staff pass allows them to do so. This includes using other services where we have obtained a concession for them to travel, such as special bus services or TOC services.

(proposal)12.1 Duties are to start or finish at any of the designated booking on points for each TCA

6.12 Crew changeovers are **generally** booked only at locations with adequate supervision.

(proposal) Crew changeovers can be scheduled at any location determined by duty schedules.

6.13 Rostered spare (cover) duties may book on at their Home Depot or in **the interest of getting the best overall coverage of the line**, it may be necessary for them to book on at remote locations. **Timing and location** of cover duties will, as far as practical be carried out in conjunction with TM.

8.3 The style of rota (e.g., weekly or fortnightly shift change and number of consecutive LC) **will be determined with level 1 reps.**

8.4 Mixed shift weeks will be kept to a minimum except where depots have chosen to work late duties after Sunday to Thursday nights, subject to maintaining a satisfactory hour's balance.

8.18 Fixed shifts links can be introduced at any depot where the majority of **staff vote for it.**

**Management agrees to a minimum number** of rostered spares, annual leave covers and pool operators at each depot. Recruitment at or above these agreed min figures would remain the prerogative of London Underground whilst recruitment to below these figures would require negotiation and agreement at TFC.

So, with so much flexibility on our part the company should brace for a long dispute! We will stand firm; this will be a long strike! The company should start calculating the loss of economy in London and beyond for every day of public transport brought to a halt. **Join forces for solidarity and collective action! Join RMT!**

**Lumie – RMT Industrial Rep, Harrow on the Hill**

