

# EVERY ⊖ JOB MATTERS



**The government has announced that it will cut Transport for London's funding by 12.5% (one-eighth) from 2015.**

RMT

No job cuts

Transport for London – and the companies it owns, contracts and franchises to – will try to make us, and our passengers, pay for this cut. It will seek to scrap jobs, abandon improvements, worsen our working conditions and increase fares.

RMT opposes this funding cut, and is fighting both the cut and the attacks on jobs, services and conditions that will result from it. RMT has a positive vision of a well-funded public transport system in London: expanded, integrated, publicly-owned, accessible to all,



and staffed with secure, permanent posts with decent pay and conditions.

London's transport workers – ie. you! – can successfully defend ourselves by mobilising and organising through RMT. We can win too.

We have recently seen the local community stop the government closing Lewisham hospital, and concerted pressure from the Fire Brigades Union and Londoners make Boris Johnson partially back down in his plan to close fire stations.

***This broadsheet outlines RMT's strategy and how you can get involved in it.***

RMT

A driver on every train

**"The government's funding cut to Transport for London is a disgrace."**

**Grahame Morris MP, RMT Parliamentary group**

## TAKING ACTION AGAINST CUTS



Transport trade unions RMT, TSSA, ASLEF and Unite have joined together to campaign against the cuts to Transport for London's funding. The Trades Union Congress (TUC) is supporting our campaign. It passed a resolution at its recent Congress condemning the GLA Conservatives' attempts to attack our right to strike rather than address workers' and passengers' concerns. The unions are working together to develop a positive policy for improved public transport in London, based on full public ownership and adequate funding.

A day of leafleting and protesting against the TfL cuts took place on 23 October, and will be followed by further campaigning events. Check our websites for up-to-date information or email [j.booth@rmt.org.uk](mailto:j.booth@rmt.org.uk)

RMT

Staff our stations

**In July, a train derailed and killed 47 people in a small town in Lac-Mégantic, Canada. The train was 74 cars and 1,422 metres long and weighed over 10,000 tonnes. It had no driver and no onboard staff at all.**

**So ... Driverless trains are safe, are they?!**

**"Having staffed ticket offices across the underground is important to many of us. When you get overcharged, when you're travelling late at night and you want to feel safe, when your Oystercard isn't working, when you don't know what route to take, or when the machine just won't do what you want it to: ticket offices are vital."**

**Rebecca Falcon, "38 Degrees" website**

Keep ticket offices open

Improve London's Transport

End Contracting & Casualisation

RMT

RMT

RMT



# The Facts About Spending Cuts At TfL

The government is cutting funding to the Department of Transport (DfT) by 9.3% and Transport for London's funding by 12.5% from 2015. It announced this in the 2013 Spending Round in June. We look at what that means for London's transport workers.

## Spending Round Cuts TfL Funds

The government said that its funding cut will bring 'long-term funding certainty' to Transport for London! The only 'certainty', though, is that TfL will not get the funding it needs and that workers, passengers and communities will pay the price.

While cutting TfL's grant, the government is increasing its right to borrow money by £600m annually. It claims that this will give TfL enough money for projects such as Crossrail 2 and the London Underground upgrades. But money that is borrowed has to be paid back – with interest! The government is providing £2 million to fund a study of options to obtain 'ambitious levels' of private financing of Crossrail 2.

But private money always comes at a price. Private companies are not philanthropists – they only put in money if they will get more money out.

So, that's two million pounds of public money being spent on studying how private companies can take money public money out of London's Transport. That's two million pounds that would be better spent on improving services and retaining staff.

## Mayor Boris Welcomes Cuts

You would think that the Mayor – the chief of Transport for London – would vigorously oppose such a severe funding cut. Indeed, the Daily

Telegraph predicted that the cut was 'likely to incur the wrath of Boris Johnson'.

But no. Mayor Boris actually welcomed the Chancellor's announcement, calling the government's plans for TfL's funding 'unprecedented'. It certainly is unprecedented – but in a bad way, not the good way that he claims!

Boris' fans at the *Evening Standard* also 'applauded' the cut – or the 'settlement', as they prefer to call it. The Standard even declared itself 'proud to have played a part' in the government's funding decision.

## There's Money For Some

A few days after TfL's government grant was cut by 12.5%, it emerged that TfL's bosses had shared a £2.5m bonuses for 2012, including:

- £1.5m in bonuses to senior managers for the

Olympics

- Peter Hendy, transport commissioner: £319,000 bonus on top of his £331,000 salary
- Andrew Wolstenholme, Crossrail chief executive, received more than £600,000, including pension contributions and a £123,000 bonus for eight months service in 2011-12
- Andy Mitchell, Crossrail programme director: £222,000 bonus



## Where Will The Cuts Come From?

"Efficiency savings have been identified by Transport for London" to enable it to meet the cuts. (Spending Round document)

"There will have to be savings to take account of the 12.5 per cent reduction in overall government grant to TfL in 2015/16: that was expected and it will involve hard choices on spending and efficiency. But the savings should not come from fare rises: those have already risen intolerably." (Evening Standard)

## So, what will these 'hard choices' be?

Curtailing senior managers' over-the-top salaries and bonuses?

Bringing contracts back in-house to stop public money going into private profits?

Not spending £2m on investigating how private companies can make even more money?

## Not likely. This is more like it ...

Refusing to increase our pay

Scrapping London Overground guards

Using new technology as a pretext to cut staffing

Driverless trains

Abandoning plans to make transport more accessible to disabled passengers

Weakening our rights and agreements

Leaving stations unstaffed

Plugging the gaps with temporary and agency workers

Reducing the amount of cover staff available

Attacking our pensions

Making staff work more duties or over larger areas

Clamping down on sickness absence and discipline

Cutting the price of contracts, which the contractors then pass on to their workers in the form of cuts in jobs and pay

Whether you work on London Underground, London Overground, Tube Lines, Transport for London, Docklands Light Railway, ...  
Whether you work directly for the company or for a contractor or sub-contractor, or even (technically) for yourself, ...  
Whatever grade or location you work in ...  
This funding cut will affect you, and you can and should be part of RMT's campaign to reverse it.





# SOS: STAFF OUR STATIONS

Over the Summer, a leaked document showed that London Underground intends to close all its ticket offices, replacing them with a handful of travel centres. We do not know that this is LUL's definite plan, but the company has not denied it. Perhaps it will try to close all ticket offices – or maybe it will announce something less drastic and hope that we will be relieved and accept it?!

London Underground workers should not wait to find out the detail before mobilising to defend ticket offices. *RMT has demanded from LUL an assurance that it will not close, or cut the opening hours of, any ticket office; if it fails to give that assurance, we will be in dispute.*

Sign this online petition:

<https://secure.38degrees.org.uk/page/s/boris-keep-your-promise#petition>

During the Notting Hill carnival, passengers escaped from a stalled train at Holland Park station when they saw smoke. They broke through the inner inter-car barriers to get out. LUL claims that these barriers are escape-proof and mean that we do not need so many station staff! This incident proves this claim to be dangerous nonsense. These barriers should be decommissioned immediately, and an enquiry conducted into how LUL spent public money on equipment that is not fit for its purpose.

*RMT has demanded from LUL an assurance that it will not get rid of detrainment staff nor reduce the*

*number of staff on its stations; if it fails to give that assurance, we will be in dispute.*

London Underground Ltd has advertised internally posts for mobile Station Supervisors covering several stations. RMT and LUL have begun discussions at conciliation service ACAS about this, and LUL has

promised to not fill these positions until these talks are concluded. LUL has also stated that it intends to remove night-turn Supervisor cover at some stations.

This is a 'red line' issue for this union; we oppose mobile station supervision and insist that every London Underground station must have a Supervisor on duty, on site, at all times. This is essential for both adequate and safe staffing of stations, and for

the working conditions of other grades, including drivers and service control who may need the assistance of an onsite supervisor, and cleaners and engineering staff working on the stations.

*Should the talks at ACAS not result in management withdrawing its plans for mobile station supervision, RMT will be in dispute with the company.*

RMT's Station and Revenue Grades Committee meetings are open to all stations and revenue control members, and organise action to defend our jobs!

Last Thursday of every month, 14.30-16:00, the Exmouth Arms, Starcross Street, Euston, NW1 2HR  
<http://www.rmtlondoncalling.org.uk/LULstationsreve>



## THUMBS DOWN TO FINGERPRINTING

**ISS cleaners are fighting back against attempts to make them sign in with a biometric system. This proposed new system threatens both cleaners' civil rights and safety and London Underground workers' jobs. If cleaners book on through an automated system, that will be yet another pretext for London Underground to claim that it does not need Station Supervisors (or other grades who currently book cleaners in to work) on duty at all times.**

**RMT cleaners voted by a 98% majority to take industrial action short of strikes.**

**They have held a one-day overtime ban, and**

**will be insisting on booking on and off duty using the established method and not using the biometric machines.**

**Any ISS cleaner who is not yet an RMT member should join the union – you will then be able to boycott the biometric booking-on as part of the industrial action. And RMT members in all other companies and grades should give the cleaners your full support in this action.**



## SAVING WHITECHAPEL TICKET OFFICE



**Whitechapel ticket office could close from July next year - you can be part of RMT's campaign to save it!**

**LUL is using the rebuilding of the station for Crossrail as a pretext to permanently close the ticket office. The station serves an area which includes a busy market and a major hospital, with a diverse local population, many of whom need to access staff support at an open ticket office rather than rely on ticket-issuing machines.**

**The closure of just one ticket office breaks the important principle that there is a staffed ticket office on every London Underground station, and so could open the floodgates to further closures. Having defeated LU's previous attempts to close ticket offices en masse, RMT will not stand by and allow the company to close them one at a time. You can:**

- **Sign the online petition: [www.change.org/en-GB/petitions/london-underground-limited-stop-the-closure-of-whitechapel-ticket-office](http://www.change.org/en-GB/petitions/london-underground-limited-stop-the-closure-of-whitechapel-ticket-office)**
- **Join RMT protests**
- **Wear and circulate stickers opposing the closure – email [j.booth@rmt.org.uk](mailto:j.booth@rmt.org.uk) and we will send you some**
- **Write to your MP, GLA member and/or the media opposing the closure**
- **Regularly check [www.rmtlondoncalling.org.uk/savewhitechapel](http://www.rmtlondoncalling.org.uk/savewhitechapel) for updates**

**Watch a campaign video here [www.rmt-television.org.uk/video/video197](http://www.rmt-television.org.uk/video/video197)**

## 'Non-Permanent Labour'

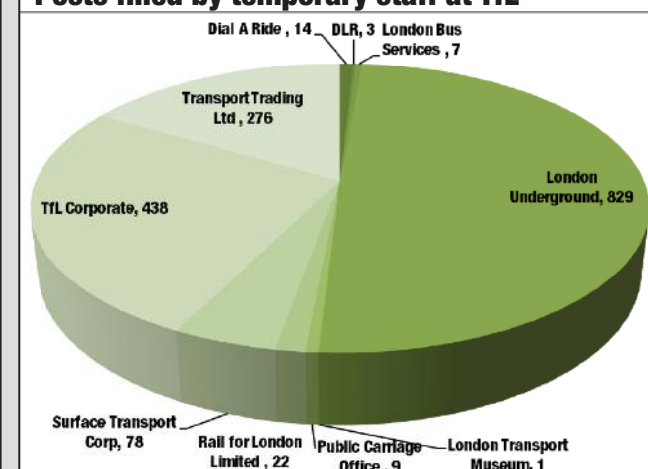
A 'Freedom Of Information' request has revealed the shocking extent of the use of temporary workers on TfL. As of 2 April this year, there are 1677 temporary staff, costing TfL £567,361.29 per day. Much of this money is creamed off in fees by agencies: it would be much better spent on direct employment of staff.

Most of these workers would love to have secure, permanent jobs, but have been given no option other than to work through agencies, on zero-hour contracts or otherwise on a temporary basis. RMT continues to fight for justice – and jobs – for the 33 members who used to work for the Trainpeople agency on London Underground's stations.

The growth of the use of temporary labour in transport 'casualises' the workforce, having a detrimental effect on all of us. It also compromises safety, as important jobs – such as track work – are carried out by teams of people working for different employers and even following different rules and procedures.

TfL claims that it prefers permanent workers, and only takes on temporary staff (or 'Non Permanent Labour' – NPL, as it prefers to call it!), but the figures tell a different story. This is the breakdown of posts which are currently filled by temporary staff:

**Posts filled by temporary staff at TfL**



**Keep up to date with RMT on the web**

**Visit the new RMT website  
[www.rmt.org.uk](http://www.rmt.org.uk)**

**LT Regional website  
[www.rmtlondoncalling.org.uk](http://www.rmtlondoncalling.org.uk)**



# DEFEND OUR PENSION RIGHTS

## DIGNITY IN RETIREMENT

Every worker should be entitled to retire with comfort and dignity. The TfL Pension Scheme gives a pension based on final salary to its members when they retire, and is a well-funded Scheme with better benefits than most.

But only some London Transport workers are entitled to join it, and if our employers get their way, no-one will be able to join it at all.

RMT demands that you should be able to join the TfL Pension Scheme whatever part of TfL you work for and whichever employer you work for. We will vigorously oppose the employers' attempt to close the Scheme to new starters.

## DEFENDING YOUR RIGHTS IN THE TfL PENSION FUND

The TfL Pension Scheme is withholding some members' rights in two ways:

- By refusing to allow members to transfer into the Fund pensions they have from previous jobs or funds
- By refusing to allow all London Underground Ltd and TfL employees (specifically those who have transferred from Tube Lines and some from Metronet) to join the Fund.

RMT is asking members to call for Extraordinary General Meetings of the TfL Pension Fund to challenge these policies.

## CLOSING THE SCHEME TO NEW STARTERS

The employers have told us that they propose to close the TfL Pension Scheme to all new entrants. They have not specified when they intend to do this yet; we have time to mobilise to stop this. It is crucial that we do so.

This is yet another way for our employers to save money – by taking it from us.

## WHY RMT OPPOSES THIS

1. It is detrimental to future workers, who will be enrolled into a Pension Scheme that is inferior to the TfL Scheme.
2. It is detrimental to current workers, as for the Fund's finances to stay secure, we need new members to join as others retire and draw on its benefits.
3. We have seen the damage to workforce unity and morale in companies which have closed their pension scheme to new members, creating a 'two-tier' workforce.
4. The TfL Scheme has a plan to secure and improve its finances for the next seven years. The plan does not include closing it to new entrants: there is no need for this.
5. Current and future workers have a common interest in a stable TfL Pension Fund open to workers of all generations.

## LET EVERYONE JOIN

At present, current and former employees of London Underground Ltd and TfL are allowed to be members of the TfL Pension Fund. However, employees of other companies operating under contract or franchise from TfL are not allowed to join, and are left with pension schemes that are significantly inferior to the TfL Fund. RMT is demanding that everyone working under the auspices of TfL should be allowed to join the TfL Fund. Why? Because:

- Many of the workers concerned – eg. cleaners, canteen staff – would have worked for TfL (or its predecessor, London Transport) had they been employed prior to contracting-out, so would have been members of the TfL Fund.
- It is unfair that there is a two-tier system operating across TfL, and even within some companies.
- Opening up the TfL Fund to everyone who works under the auspices of TfL will help to secure its future.
- Now that companies are legally obliged to provide an occupational pension, they should provide one that is stable and gives good benefits, not some cheap and nasty alternative.

## New Technology

Wave and Pay? Automatic train operation? CCTV? Modern signalling? Our employers would have us believe that the development of new technology means that transport services need fewer workers. RMT disagrees. This is the union's policy:

We note advances in new technology in the railway industry. Such technology can be beneficial and could be applied in ways that make the job safer, easier and more effective and reliable for both workers and passengers. However, employers often use it as a pretext to cut corners, cut jobs and attack terms and conditions.

Profit motivated employers often prioritise those technologies that assist them in collecting and saving money over those which improve the railway.

Numerous incidents illustrate that inappropriate application of new technology creates unacceptable risks.

Our policy regarding new technology is enshrined in the following principles:

1. No loss of jobs: staffing levels to be retained through measures such as a shorter working week, more annual leave, more release for training, more spare turns on the roster etc.
2. No deterioration in safety standards
3. Technology should assist and complement staff, not replace staff
4. In order to ensure the above, there must be full consultation, negotiation and sharing of information with trade unions.

## SAVE OUR GUARDS

London Overground plans to scrap conductor guards – but RMT plans to stop this. The company wants to introduce driver-only operation on the North London route by the end of the year and on the Gospel Oak to Barking line next year. 130 safety-critical guards' posts could go, leaving no-one apart from the driver to assist passengers, ensure security and provide critical support in the event of emergencies.

TfL has exercised a clause in its contract to require London Overground to do this, and has begun the process without first achieving the Safety Validation certification required.

In the year to 31st March 2012, the private company that runs the Overground made pre-tax profits of £8.192m – a rise of over 500% – and paid a dividend of £8.463m to its shareholders. Last year, the company held £21.329m in the bank. That money should be used to retain conductors instead of lining the pockets of shareholders. Passengers want guards on trains. Scrapping guards compromises railway safety, security and service standards, and cuts jobs at a time of high unemployment. Hackney TUC President Brian Debus said, "People

rightly feel more secure knowing there is someone on the train whose job it is to prevent accidents and give them any help they need. Passengers – perhaps especially women, disabled people, and others who may feel vulnerable when travelling – feel safer with a guard on board."

TfL reckons that the role of the guard



"has been superseded by the new state-of-the-art secure communications link between the driver and a signaller" called GSM-R, and by CCTV. But communication systems and CCTV can not help a passenger on or off a train, nor evacuate people safely in an emergency, nor deal with the situation if the driver becomes incapacitated.

RMT is determined to defend this essential role. The company has tried to ignore objections to the scrapping of guards and instead steer talks towards redundancy procedures. The

company intends to start making Conductors redundant in October 2013 and complete the process by February 2014.

Following a 53-6 vote in a ballot, guards held a 48-hour strike on the August bank holiday weekend. RMT is now escalating the dispute by balloting all grades of London Overground workers for industrial action.

The union is also organising a campaign of protest and seeking support from GLA and TfL Board members, Trades Councils and passenger groups along the London Overground route.

WHAT YOU CAN DO: Go to Action For Rail's online campaign page and send a protest email to Boris Johnson and Peter Hendy, TfL Commissioner, to protest at cuts to guards on London Overground trains.

<http://campaign.actionforrail.org/page/speakout/save-our-guards-on-london-overground>

Please contact your MP urging him/her to sign Early Day Motion 423 "Keeping Guards on Trains". Support RMT's industrial action. Join protests, give out leaflets, wear stickers – get details from your RMT rep or branch.

## TEN WAYS YOU CAN GET INVOLVED IN RMT'S FIGHT AGAINST THE CUTS

- 1 Make sure that you are a member of RMT. To join, get a form from your RMT rep, phone the helpline, or go to [www.rmt.org.uk/join](http://www.rmt.org.uk/join)
- 2 Persuade a workmate to join.
- 3 Make sure that RMT has your correct membership details. It is very important that RMT knows your up-to-date job title, work location and address. If the union also has your phone number and email address, we can keep you informed more easily. To confirm RMT has your correct details, log on to [www.rmt.org.uk](http://www.rmt.org.uk) or email [info@rmt.org.uk](mailto:info@rmt.org.uk)
- 4 Speak to your RMT rep about getting more involved. There is an RMT rep for every workplace.

- 5 Go to your RMT branch meeting.
- 6 Get involved in your RMT grades committee.
- 7 Put yourself forward for an RMT post. We have posts for reps, health and safety reps, union learning reps, branch officers and more! Any member can stand: you do not need any special qualifications or length of service.
- 8 Take part in protests and campaigns. RMT regularly takes to the streets to campaign against the funding cuts and for a better deal for transport workers and passengers.
- 9 Vote in RMT elections and ballots.
- 10 Take part in any industrial action that RMT calls in your workplace.

You can get details of all these activities and more from:

- Your RMT rep
- The union's noticeboard at work
- [www.rmt.org.uk](http://www.rmt.org.uk)
- [www.rmtlondoncalling.org.uk](http://www.rmtlondoncalling.org.uk)
- RMT helpline 0800-376-3706