

Fit for the Future Dispute LU forced into Concessions but Fight Goes on

RMT members should be proud of what we have achieved. Our determination, our solid strike action and the threat of further strikes has forced LU into many changes to their original proposals:

- Every member keeps their substantive salary. The threat of downgrading with temporary protection of earnings has gone.
- No assessments to take up a new position on the same pay. Everyone will be mapped.
- Medically restricted members to get the same protection as anyone else.
- 30 Minute limit to displacement
- Ring-fenced opportunity for SAMFs & SCRAs to get a promotional move with pay rise to current SSMF level.
- 60 jobs restored so far with an expectation of more jobs to be put back onto local BNS
- All CSMs remain in station functional council where we can effectively represent our members

What we are left with is still a massive cuts programme that will hit promotion prospects and the pay of new starters. RMT has NOT AGREED any of this and we continue to seek changes to LU's plans. At this stage we are negotiating but if necessary, we will strike again in the future.

But RMT members should be proud that our union and no-one else has won significant concessions of pay protection; the 30 min guarantee; protection for medically restricted members and keeping our members in the stations functional council. We won this by taking and threatening strike action even when we had to stand alone. Unity is Strength.

Ticket Office Closures

RMT will Campaign with Passengers



RMT will be working with passenger groups, political movements and community groups to oppose

LU's plan to close every ticket office.

RMT branches should organise campaigning

at stations and make contact with local organisations that will join the fight.

We will make sure that the issue is highlighted in Uxbridge, where the ticket office is scheduled to close right in the middle of Boris's General Election campaign.

Station Staff Asked to Preference Locations & Grades

Station staff in every station grade have been asked to preference what role and which location they would prefer to remain in.

The preferencing exercise has not been agreed by RMT. We believe this exercise is designed for maximum flexibility for LU and not to protect staff.

Nevertheless, if station members do not preference they could be at a disadvantage so please see the latest SFC News for a full guide to the preferencing exercise.



Night Tube

LU wants to start running it's Fri/Sat night-tube service from Sept 2015.

With a complete new station staffing model demanding new grades and rosters to be introduced in early 2016 we are faced with months of upheaval. Any sane employer would delay night-tube until 2016 but no-one in LU management will stand up to Boris.

Night-tube presents real problems for all grades and RMT is fighting to ensure that any members affected receive fair compensation from the company.

What Night-Tube Means for Us

Train Operators

- Many more nights
- Dealing with anti-social behaviour with inadequate levels of station staff to assist.
- Breaks existing agreements on night-running

Engineering Workers

- Worse roster patterns
- Threat of bringing in agency staff to carry out track patrols
- Possible loss of additional rest days

Station Staff

- More night turns for CSS1
- Introduction of night turns for ALL CSAs who will provide cover for new part-time night staff
- Dealing with anti-social behaviour in understaffed stations

Service Control

- Increased workloads for controllers & signallers
- DRM's required to provide cross line cover without proper training on different signalling stock

Members working for Contractors

- RMT members working for cleaning and catering contractors are also likely to be affected by night-tube with passengers and staff to provide for throughout two nights a week.

Your RMT reps are questioning LU on every aspect of night-tube from both industrial and health & safety perspectives.

RMT is not opposed to extending running hours in principle but this isn't something that can be rushed through just so the Mayor can show off. We need proper consideration of the problems caused by part-closing some stations and the impact on maintenance regimes when we lose two consecutive nights of engineering hours.

Disgraceful treatment of employees continues unabated

Our cleaners all over the combine are having to contend with bullying and intimidating managers who routinely abuse agreed policies and procedures including;

- Grievances unheard
- pay illegally deducted
- pay slips not provided
- victimisation
- race discrimination
- targeting of RMT trade union reps for their trade union activities.
- Cleaners being hounded bullied and intimidated by managers, ending up taking sick leave unable to attend work due to stress. With only SSP to tide them over. No sick pay for our cleaners.

Police and cleaners in the depot

Police were called to remove an RMT cleaner rep who refused to enter into a meeting with a manager whilst an outstanding grievance was investigated.

Police involved in a minor workplace difference of opinions? Really?

TfL & LU workers under attack

TfL and their underlings at LUL also stand accused of flagrantly abusing their own policies and procedures.

- Destroying CCTV prior to disciplinary hearings
- Refusing to accept CCTV evidence into disciplinary hearings, preferring to accept managers' view of what was seen on the CCTV, reps not being allowed to see that same CCTV evidence.
- Sacking staff who are fully fit for work – because they went sick over a year ago and therefore may do so again.
- Failing to adhere to their own Drugs and Alcohol procedure – a known medical condition that would give a false positive breath test requires a secondary urine sample to be tested.

Organise! Agitate! Strike!

Natural justice and workplace justice demand that all the evidence is fairly considered. Full disclosure is a legal requirement. How LUL can even consider this equates to a fair and unbiased procedure is frankly a disgrace from one of London's biggest employers.

Disregarding CCTV evidence, failing to test properly urine samples, then destroying the sample before the employee could have it tested. Sacking fully fit staff and many other abuses of policies and procedures are part of the employers' weaponry to undermine and keep the workers in fear of keeping their jobs rather than the workers confidently seeking improvements to terms and conditions.

The only way workers can resist these concerted attacks are to respond in a similar belligerent fashion. This is an attack on all workers. All workers under the TfL corporate umbrella should look to organise, agitate and strike. It may be a well-worn and well used phrase but our unity is our strength.

Solidarity wins



London Calling

The website of the London Transport Regional Council of the Rail, Maritime and Transport workers' union