 ****

**Latest Update on LUL Fleet Dispute**

**25th April 2017**

Brothers and Sisters.

The agreements and concessions below have been sent to the **John Leach** (RMT Regional Organiser) from the Director of BCV and have been reached between the RMT, LUL & ACAS following the last ACAS meeting held on the 12/4/17. These concessions from LUL management were hard fought including long hours of negotiation up to and including the weekend of the 22/23 April between the above parties.

**Remember this dispute was NOT about gaining anything, it was purely about defending and reinstating hard fought for agreements, that management don’t like.**

**Roster Changes** – We went it to dispute following a total disregard to the process of changing a roster and by passing elected RMT reps locally.

**We now have the following agreement from LU** - *I (Director of BCV)) had previously given you a commitment ensuring that the* ***agreed processes for changing rosters*** *in consultation with our trades union representatives will be applied going forward. I reiterated this commitment.*

**What this now means to YOU:**

The agreed process which management are referring to above is the **CMO rosters agreement reached at ACAS** which **supersedes** the previous framework agreement of 28 day notice.

Section 4 of the agreement states: “Where significant changes to rosters are proposed, Management will aim to begin the review process by no later Than July each year. Rosters should be finalised by 1 October with a view to implementation on the first Sunday in January”.

**Short Notice Leave** - Management decided to remove this process of Phone in Days without any consultation with the RMT as of the 1st January 2017, despite raising and trying to meet halfway on this issue they steadfastly refused, so leaving us no option but to add to the dispute.

**We now have the following agreement from LU** - *“In relation to short notice annual leave requests (less than 72 hours notice). This request will be made to the employee’s immediate Line Manager. The Line Manager will then review the request in line with* ***justifiable business*** *requirements, before making a decision as to whether the short notice annual leave request can be authorised.*

*All requests for short notice annual leave will be recorded, and all information pertaining to the request is to be sent to the Employing Manager.*

*If the short notice annual leave request is not authorised, the expectation is that the individual will present themselves for work”*

**What this now means to YOU:**

Phone in days or Leave that’s requested less then 72 hours can now be granted via your DDM/MM (The Line Manager). The only restriction is if they are short staffed you could be refused due to **justifiable business** **requirements.** The TfL Domestic Leave policy remains in place.

**Reps Release-** This part of the dispute was, due to Managements attacks on reps release and other functions RMT reps where carrying out whilst representing RMT members. Without proper release then we would not be fighting on your behalf or represent you to the best of our ability and your expectations.

**We now have the following agreement from LU** -T*he heads of fleet and I welcome further discussion on the roles and release of RMT reps. We wish to commence this discussion as soon as is practicable. With a joint commitment to complete this piece of work by 1st July 2017. In the interim the status quo agreed by Bob Crow and LUL will be maintained.*

**What this now means to YOU:**

In a nutshell, we should be able to represent any RMT member and given the time and facilities to do that to the best of our abilities as you rightly deserved.

**Central Line Relationships-** Due to constant attack at various times by Central Fleet management, be that changes to working practise, roles or down right bullying and having raised these concerns with senior management we again had to add this issue to the dispute.

**We now have the following agreement from LU -** *We shared a common view that the building of better relationships workshop facilitated by ACAS had been effective for TU representatives and managers on other lines. I support the joint engagement in this initiative for the trade union representative’s and managers on the central line. By taking part in this both parties can build better working relationships whilst being cognisant of business demands. My managers obligations as managers and the duties and obligations of our trade union representatives. ACAS will facilitate the workshop in there offices (Euston Tower), in addition the central line senior representatives RMT and level 2 and tier 2 secretaries will also be invited this workshop.*

**What this now means to YOU:**

Hopefully following this workshop with ACAS we will move forward with a better understanding from management on how to not only treat RMT Reps but also you the membership.

**Central Line Lifting Road Numbers-** Management via the backdoor (under the guise of Night Tube) moved staff from the lifting roads and into other roles and refused to back fill the roles, despite an agreement to employee 8 additional staff to cover Night Tube workloads.

**We now have the following agreement from LU** - *I note your concern that the numbers on the Lifting Roads may not be sufficient once HOPL project is finished. I commit that if numbers have to change there will be a joint review with the trade unions where we will follow the Machinery of Negotiation (Annex C, 4.3) AND 6.1.1 to do this.*

*The following paragraphs are taken from the Machinery of Negotiation Annex C section 4.3.*

**What this now means to YOU:**

Management have accepted they have to adhere to this hard fought for and long standing agreement :

(the following is paragraph 3 taken from the addendum to the main agreement section 6.1.1 which states)

“The appropriate negotiating machinery to reach agreement will apply and will be exhausted if necessary. Both parties will use their best endeavours to reach an agreement, operating within the Machineries of Negotiation and to respect the process, not take unilateral action and not impose staff number reductions whilst discussions continue. If in the event the Machinery is exhausted, management will not impose for six weeks”.

We will be seeking a review in 2018 of Lifting road numbers in these areas to make sure they match the workload and safety requirements

**Review of Numbers and Vacancies**- Again we discovered that management had not filled known and recognised vacancies despite the above agreement.

**We now have the following agreement from LU** : *The Machinery states that LUL will engage in an annual review of staffing levels to ensure that there is clarity on the situation and that of future plans.(Annex C, 4.3). As part of the annual review, we will meet as soon as possible to do this. The head of fleet BCV will take the Level two representatives through the current establishment for the central line identifying headcount and vacancies we propose to fill and those vacancies we propose not to fill. I can confirm that the machinery of negotiation in its entirety will apply in this process. On this occasion the review for the central line will take place at ACAS.*

**What this now means to YOU:**

The RMT will defend and argue to have **ANY** vacancies are filled, unless via negotiations its agreed that the role is no longer justifiable.

All of these agreements have been **WON** by the RMT.

The RMT therefore advises all RMT Fleet Members that industrial action has now been **suspended** as from 18:00 hours 25th April 2017, pending implementation of the above issues. The RMT will remain in dispute with LUL on all issuesL and will re-engage action should management fail to implement the agreed way forward

None of these **VICTORIES** could have been possible without the hard work, dedication, and loyalty of the RMT Fleet Membership.

Without **ALL** of **YOU** staying strong, staying united and getting behind this dispute, none of this would have been possible. No other Union or its members would have taken these issues on or achieved this **THANK YOU**