



Update from LU Negotiations 20.6.14

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LU Commitment on Salary Comes to Nothing

- **You WILL be told to Move Location**
- **You WILL LOSE Your Substantive Pay if You Want to Stay in Your Location**
- **If you FAIL ASESMENT for New Grades you WILL be Demoted and Lose your Substantive Pay**

LU's plans to trigger mass displacement of CSAs, SAMFs, SCRAs and Supervisors have been confirmed in talks about Fit for the Future..

We have been pushing the company to explain how widespread displacements will be avoided and to explain how the guarantee of being offered a role with no loss of pay can work with the new staffing model that LU is proposing.

Now we have an answer. In order for SSMFs, SAMFs and SCRAs to keep their substantive salary they will have to pass an assessment to prove they are competent for the new grade (CSS2 or CSS1).

Once competence is established the company will tell you where to go and if you refuse the location you will lose your substantive pay and be downgraded on three years protected earnings.

Apply for Your Own Job is Back.

Any SAMF or SCRA wanting to keep their salary will have to prove their competence to be a supervisor. If you fail, you do not get a CSS2 position.

SSMFs will have to prove their competence to run a busy section 12 station and control room. Again, anyone who fails will lose their CSS1 position and

What else is still included in LU's Plans?

- **£4.2bn Cuts affecting all grades**
- **Massive staff cuts leaving station staff unable to cope**
- **Every Ticket-Office to Close with EACH CSA having to help passengers buy tickets on up to 11 POMs**
- **20% Pay Cuts for Each Stations Role hitting promotion prospects**

For more detail see over

Not one job has been put back in to LU's proposals

Local Stations lone worked 24/7

Members at Busy Stations left in impossible position with fewer staff

be downgraded

SS1/SS2s will be appointed to CSM1 positions but could be sent to any location depending on an assessment.

These latest plans for displacing station staff drive a coach and horses through the commitment LU gave to find a way of avoiding displacement and to guarantee everyone a role on their current salary.

Your RMT negotiators have given LU every chance to make good on the claims of senior management that no-one is going to lose pay and most members can stay at their current location. The company has avoided giving any concrete answers to our questions and now that they have it is clear we are

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facing a wave of unacceptable displacements and the threat to the pay of many, many RMT members.

We are calling for the company to change its position and engage in real, meaningful negotiations on these issues. Shamefully, the company's position now is that all discussions about the staffing model have finished and all they will do is consult on how they will implement these unacceptable plans.

RMT will talk with our sister unions, including TSSA to build a united response to LU's attacks on our members.

Every worker on LU should prepare for further industrial action in order to protect our Jobs, Locations and Pay.

Job Cuts Will Leave Stations Chronically Understaffed

Cover Group	Now	Fit for Future
Bak'loo A Wem Cent, Queens Pk	108	92
Central B Marble Arch, Shep Bush, Nott Hill	139	107
Circ/H&C C Ladbroke Grove	81	41
District B Earls Ct	159	107
Jubilee A Stanmore, Willesden	118	74
Met C Baker St, Finchley Rd, Wem Pk	124	99
Northern A Hendon Cent, Hampstead, Morn Cres	153	125
Picc C Acton, Ealing	133	103
Victoria B Euston, Grn Pk, Victoria	216	198

Senior Management Insult us with Pay Cuts

TfL and LU are paying more managers over £100K than ever before. The Standard has published the latest figures and once again the Transport Commissioner got a massive payout, over £600K. The LU MD was paid over £400K while the COO received over £300K.

But for Operational grades it is pay cuts. Even if some current staff retain their substantive pay, the rate for each role will be slashed. That means promotion prospects disappear and the future earnings of every member are threatened.

Pay Cuts included in LU Proposal

**Supervising an SS1 station
£54K to £44K (done by CSS1)**

**Supervising a Local Station
£44K to £36K (done by CSS2)**

**Ticket Selling/POM Servicing
£36K to £31K or £23K (done by CSA1 or CSA2)**

**Customer Service Assistant
£31K to £23K for same role**

