



# RMT London Calling

[www.rmtlondoncalling.org.uk](http://www.rmtlondoncalling.org.uk)

## Tories plan new anti-strike laws

The re-elected Tory government has declared war on the trade union movement by announcing plans for new laws to restrict our right to strike.

The Tories want to introduce minimum 50% thresholds for turnouts in strike ballots, and requirements for public sector strike ballots to gain support from at least 40% of all those eligible to vote (rather than requiring a simple majority of those voting, as currently). This is rank hypocrisy from a government elected by a 36% of those who voted, and just 24% of the electorate.

RMT and other unions will resist any attempt to restrict our right to strike; the right that most fundamentally distinguishes a worker from a slave.

The Tory government is a government of bosses, by bosses, for bosses. They want to ban strikes because they're a threat to bosses' power. They want to ban them because they work.

Let's prove them right!

## All things being equal?

RMT Equalities reps have exposed the hugely detrimental and discriminatory impact the "Fit for the Future - Stations" cuts will have on particular staff, including disabled workers and those with caring responsibilities. For the in-depth report, see [rmtlondoncalling.org.uk/eqia](http://rmtlondoncalling.org.uk/eqia)

## LU PAY: BOSSES' OFFER AMOUNTS TO A CUT

RMT WILL STAND FIRM FOR DECENT PAY FOR ALL WORKERS. PREPARE TO STRIKE!

### Our claim:

- A substantial pay increase, especially for the lowest-paid
- A four-day week for all grades
- Travel passes for outsourced workers and contractors
- Restoration of mainline railway "priv" tickets for all grades
- Proper compensation for all grades for implementing Night Tube, including increased time off

The company's latest pay offer falls well short of the claim your union submitted. Increases of less than 1%, which do not take into account increases in the cost of living, could effectively amount to pay cuts in real terms.

On top of their woeful offer, the company also wanted us to sign up to a "no-strike" agreement, signing away our right to take action to defend and extend our terms and conditions!

The cost of living continues to rise, with the average monthly rent (plus bills) in London now more than £1,000. We need a pay award that reflects this, particularly for lower-paid grades and part-time staff.



Delivering 24-hour running ("Night Tube") is not something which will only affect us once, at the point of implementation. A huge increase in night work

### Their offer:

- A two-year deal - 0.75% increase in year one, RPI in year two
- A £250, one-off, non-consolidated payment when Night Tube comes in, followed by another £250 in January 2016 if company targets are met
- An additional £250 one-off, non-consolidated payment for drivers, track workers, and signallers
- No reduction in the working week
- No extension of travel passes

will have massively detrimental impacts on our work-life balance and our health. A one-off, non-consolidated payment - that is, an attempted bribe - is an insult. If our employers want us to risk our health to deliver a service, we need to be adequately compensated with more time off, particularly at weekends.

Management are refusing to budge from their meagre offer, provoking a dispute situation rather than engaging in meaningful negotiations. As a consequence, RMT is now making administrative preparations for an all-grades ballot for strikes to win a decent pay deal and more time off work to compensate for moving to 24-hour running. We will aim to coordinate with other Tube unions in this dispute, as neither TSSA, ASLEF, nor Unite have currently accepted management's offer.

Solid action will force management to take our pay claim seriously.

JOIN THE RMT - VISIT [WWW.RMT.ORG.UK/JOIN](http://WWW.RMT.ORG.UK/JOIN) - CALL 0800 376 0376 - SPEAK TO YOUR LOCAL REP

# Every Job Still Matters!



## Fixed-term contract CSAs: Know your rights!

★ You have the right to join the union

★ You have the right to participate in official industrial action, such as strikes, overtime bans, and other actions.

★ It is illegal for your employer to discriminate against you for joining a union or participating in official industrial action

**RMT is fighting for your jobs to be made permanent. Join the union, get involved!**

Latest advice on the review and appeal process for station staff relocation: [bit.ly/rmt-relocation-latest](https://bit.ly/rmt-relocation-latest)

## Justice for cleaners!

RMT is in dispute with Interserve, the company which provides cleaning services for BCV stations and depots, over a number of issues including short payment of wages and victimisation of reps.

Interserve have escalated and intensified the dispute by sacking prominent RMT rep Clara Osagiede.

Reps and activists are planning station and depot visits to build membership and organisation in preparation for launching a strike ballot.

RMT remains in dispute with London Underground over their plans to make £4.2 billion cuts over the coming years, the first wave of which includes the axing of nearly 1,000 frontline stations jobs and the closure of all ticket offices.

But our “Every Job Matters” dispute is not a dispute about stations - it is about the affect of these cuts on all jobs in all functions. With revised numbers for station staffing levels, due out in late May, unlikely to show any significant reduction in cuts, and with ongoing cuts elsewhere, RMT may soon look to take further action as part of this campaign.

This is a fight for all of us.

### Stations

- Nearly 1,000 frontline jobs set to go
- Ticket offices closed
- Mass displacements
- Anti-social rosters and lone working

### Trains

- Driverless trains are being designed now. If we wait until they're more developed to fight them, it'll be too late
- Drivers need properly-staffed stations for SATS, detrainments, etc.

### Engineering

- Budget cuts could see more outsourcing and job cuts
- Track workers need staffed stations to guarantee safe access to e.g. tunnel sections

### Fleet

- Long-term plans to reduce maintenance frequencies will lead to job cuts
- “Auto Train Preparation” and “Maintenance Optimisation Plans” show company’s intentions

### Service Control

- Jobs under threat
- Management’s long-term plan is to automate as much as possible
- Understaffed stations make controllers’ jobs harder

**Night Tube provocation**

A recent letter from management sought to bypass company-wide agreements and begin local consultation on Night Tube rosters.

RMT will not accept management attempts to shortcut around negotiation and agreements.

The bosses need us to deliver Night Tube, which has been announced as a vanity project for Boris Johnson. Unless they seek proper agreement and offer adequate compensation, they cannot expect our cooperation.

## Winning at Thales, strikes due on DLR

Following an 80% vote for strikes, RMT members working for the contractor Thales won a new agreement guaranteeing above-inflation pay rises of 1.5-1.6%.

This agreement was accepted by members, and the strike was called off.

Elsewhere in the region, Docklands Light Railway workers delivered a huge majority for strikes in a dispute over pay and conditions.

Interserve cleaners on DLR also returned a majority for strikes in their fight against

short- and non-payment of wages. RMT is a fighting trade union: we know the only way we can defend our existing terms and conditions, and fight for improvements, is by using our power as workers, including withdrawing our labour.

RMT London Transport Regional Council will be mobilising to support our brothers and sisters on the DLR when the strike is announced.

Keep up to date with disputes from around the region at [rmtlondoncalling.org.uk](https://rmtlondoncalling.org.uk)

