

**London Transport**



**Regional Council**



Secretary: John Reid

Address: 26 Lambale Street Gospel Oak NW5 4AS

Phone: 07748760261

Email: [johnr@rmtplatform.org.uk](mailto:johnr@rmtplatform.org.uk)

## **Regional Council Meeting**

**1630-1830, Thursday 25th April 2013**

**Exmouth Arms**

**1 Starcross Street Euston, NW1 2HR**

***Please arrive early as the meeting will start on time***

Check out your Regional Council's website for up-to-date reports on negotiations and campaigns, downloadable leaflets and notices, branch pages, and much much more.

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

# **Regional Council Meeting Agenda 25th April 2013**

- 1. Apologies for Absence, Minutes of Previous Meeting and Matters Arising (16:30)**
- 2. Recruitment and Organising (16:50)**
- 3. Equalities (17:10)**
- 4. Council of Executives and Regional Organiser's Reports (17:20)**
- 5. Resolutions from Branches (17:40)**
- 6. Correspondence (18:10)**
- 7. Other Reports (18:15)**
- 8. Any Other Business - if notified to President in advance (18:25)**

## **Guests**

**All RMT members are welcome to attend Regional Council meetings. If you would like to invite a guest, you must advise the Regional Council Secretary or President in advance.**

## **This Mailing**

**The Regional Council sends this mailing only to Regional Council Executive members - which includes all branch chairs and secretaries - and to people who specifically request to receive it. If anyone you know would like to be added to the mailing list, please tell John Reid the Regional Council Secretary.**

**Text John on 07748-760261 Email [johnr@rmtplatform.org.uk](mailto:johnr@rmtplatform.org.uk)**

## **Need to Pay a Babysitter?**

**2**

**Delegates who need to pay a babysitter in order to attend the Regional Council meeting can claim the cost. Give your claim in writing to the Regional Council Secretary.**

# Draft minutes: Regional Council Meeting 28 March 2013

## ATTENDANCE

BAKERLOO Patel, Brumant

CAMDEN Reid, Crocker, Crossey

EAST HAM Robertson, Ingoldby

FINSBURY PARK Mihaj, Watson, Diggins, Rayfield, O'Hanlon, Curtis

HAMMERSMITH & CITY Harding, O'Hare

JUBILEE Lynch

LU ENGINEERING Peacock

MORDEN & OVAL Thomas

NEASDEN Wood

TfL Foster, Rutland, Wiles

EC member Booth and R.Oleech

## APOLOGIES

McKenzie, McDaid

## MINUTES

Moved Camden 3 seconded Neasden

## MATTERS ARISING

Cleaners AGM has been organised

J33 agreed to pay each of them £50.

Standing Orders was suspended to hear a speaker from the Counihan/Sanchez campaign it was agreed to donate £100 to campaign.

## RO REPORT John Leech

Trainpeople LU see the matter as closed . Bakerloo branch passed a resolution calling for a ballot pf all members. Consultation of Branches being carried out, can we fight?

Detrainment dispute been to ACAS agreement reached with Aslef and RMT. Much safer system of work in place as a result of industrial action.

CBS workers have been offered a zero % increase.

Cleaners- ISS have offered a zero increase; Carlisle not even on London living wage, offered zero.

Our members at Carlisle stuck for 48 hours.

John Laing members voted 100% to reject a 3% pay offer.

Jubilee Line drivers south end due to strike had enough of crap conditions, enough is enough.

Both RMT and Aslef balloted , concessions made, action suspended.

Machinery negotiations ongoing.

Tubelines part brought back into LUL, not brought back into pension fund, ramifications for future.

Bro Patel will not rest until injustice settled.

Sodexo recognition signed. Now pay and condition claim needs to be put in.

Regional Council resolution on openness and transparency Union now has written guidelines re complaints procedure.

Bob Carnegie support and donations.

Two delegates sent to conference in Paris.

Resolution on Kazakhstan adopted.

Olympic bonus £100 of the bonus stolen.

Meeting between General Secretary and LU bosses. Strategy discussed outside framework. In Framework, briefing forum can be enacted, we will insidt this happens.

Cleaners- ISS contract renewal. Introduction of Bradford factor, re attendance. Bio metrics introduced this will have ramifications for all staff. Finger printing and longer unpaid meal breaks.

ISS called staff up to receive an award Police and Border Agency Staff were waiting for them.

They have also introduced a policy for staff to buy extra leave.

Our membership is up from 150 to 200.

National cleaners meeting in future.

London Transport Museum 6 full time posts to be cut.

Trainpeople you are being canvassed re strike . Brings Agency workers in wider focus. Northern Rail balloting to stop agency staff.

Tubelines not allowing people to join pension scheme breaks principal that everyone in Tfl can join pension scheme.

## DISCUSSION

Bro Mihaj welcome recognition by Sodexo, but casualties his ongoing treatment and sacking of High Barnet rep. Thanked region for help.

Horsemeat in food chain, Functional needs to take up, dignity at work.

Bro Wood Where are we in re-asserting Framework, which has effectively been suspended?

Bro Watson We need to actively campaign for industrial action to defend 33.

ISS need to ballot other grades including engineering who would have to put in biometric machines.

How can we resolve Bakerloo dispute while Bro Patel remains hostage?

Bro Brumant has strike fund been agreed for 33?

Bro Lynch there will be a demonstration on 15th April.

REPLY John Leech

Sodexo we will hold tem to agreement, need to build Union.

Horsemeat raised at Tier 2, will remain an issue.

Framework LU want a new set of structures, need to unify union approach, will be mass meeting of reps. Until any new agreement existing framework applies.

Agency, 33 need to campaign amongst members, there are 1,000 agency workers on the piece.

Jayesh we may have to ballot.

We as a Region have spent out a lot of money supporting 33.

Janine Booth

Management moving to remove night time supervision.

It is right we actively consult our members before ballot for 33.

We need to unify everyone in the pension scheme.

## RECRUITMENT AND ORGANISATION

Bro Marshall good to get recognition at Sodexo.

Bro Crane reported ISS membership up from 150 to 200 33% increase.

Bro Rayfield need to sit down with Regional Secretary to draw up 2013 Recruitment Plan.

Sister Crocker Stations recruitment plan in place, need mapping of all members, need to consolidate members

## EQUALITIES

Sister Crocker reported on Womans Conference.

A new model charter on domestic violence has been produced. Domestic violence related absence should not be counted as a disciplinary item.

Bros Watson and Mihaj resolution on 33 passed at Black and Ethnic Conference.

Will be resolution to AGM.

Sister Booth model resolution on Domestic Violence should be on Company Council agendas.

Will be a London launch.

TUC Disability conference in May. Resolution and fringe meeting on autism.

24th April lobby of Parliament.

Bro Patel good turn out at political school, felt it was not a good school. Resolution for General Strike against austerity.

## REPORTS

Sister Wiles Uniforms stalemate, until budget agreed not talking about anything.

An Art exhibition by Sister Robertson was advertised

## RESOLUTIONS

“ This region notes the recent meeting with LUL and the GS regarding LUL’s plans for the future. A core demand of the Union will be and always has been to defend jobs. This region notes the national Union’s policy on overtime and calls on the region to mount an urgent information campaign among our own members to campaign against overtime working and higher grade working. Overtime ultimately represents unfilled vacancies and is often divisive in the workplace. It is additionally problematic to justify in a climate of job cuts.”

## FINSBURY PARK

Seconded H&C carried 9-0-0

This REGION notes the hard work that TUSC candidates have done in promoting trade union and socialist candidates in local and national elections. We note that history tells us that we must persevere and that eventually we will prevail and we therefore call on the RMT to continue to support TUSC candidates and giving working class people the chance to vote for rank and file candidates'

## LUL ENGINEERING

Seconded Neasden carried 10-0-0

Part time jobs for women Tfl

In his election address, the Mayor of London promised to create 20,000 part -time jobs for women. This branch notes the importance of part-time and flexible working jobs for those families with carer responsibilities; who are usually those in lower paid grades.

This regional council requests the Council of Executives to consider the following:

Work with the TUC and Thompsons Solicitors to organise a fringe meeting at the RMT A AGM to encourage open debate on the topic of part-time working; flexible working and carer responsibilities; including relevant case law rulings

To produce a, 'Know your Rights' guide for members, on the subjects of part-time working; flexible working and carer responsibilities.

Review with employers whether they have policies on these matters, are collating statistical evidences and are engaging with the spirit of the current legislation.

Seconded Jubilee carried 11-0-0

### Cleaners Branch

LU Fleet Branch believes that the Cleaning Grades would benefit from the creation of a Branch of their own due to the unique problems that they face.

LU Fleet ask the Regional Council to investigate the possibility of the Cleaning Grades having their own Branch

### Fleet Branch

Resolution fell Fleet not in attendance.

carer responsibilities; including relevant case law rulings

To produce a, 'Know your Rights' guide for members, on the subjects of part-time working; flexible working and carer responsibilities.

Review with employers whether they have policies on these matters, are collating statistical evidences and are engaging with the spirit of the current legislation.

Seconded Jubilee carried 11-0-0

Meeting ended 1850



# NEW RESOLUTIONS

With London Underground Ltd pleading guilty at the Old Bailey, for its part in the run away Northern Line train on the 13th August 2010. Where LUL was fined £100,000 with costs of over £14,000. This comes in a back drop of statutory bodies set up to protect the public in a number of areas failind i.e. the FSA (Financial Service Authority) also the recent failing of the FSA (Food Standards Agencies) and the Stafford Hospital failings.

This Region instructs the General Secretary Bob Crow to seek an early inquiry into the effectiveness, readiness and ability of the ORR (Office of Rail Regulation) by the transport select committee, to carry out it's statutory role as an independent safety and economic regulator. Additionally to include the ORR's board room make up of executives and non executive members and any selection process used in these appointments.

To assist in this quest we ask that the General Secretary seeks help at the earliest opportunity from all regions covered by the ORR to provide evidence of the effectiveness and independence of the regulatory body within the spheres of influence. Further we instruct that RMT Head Office compile the CV's of all ORR executives and publish these CV's so that members of the RMT can decide the independence of the ORR for themselves.

## District and Piccadilly

This Regional Council is extremely concerned to learn of serious food related health and safety issues originally highlighted by Hammersmith and City Branch in Griffith House Canteen but which now we believe to be prevalent across all LUL canteens.

These include:

The sale of Horse meat

Out of date food

General mislabelling

Deliberate mis-selling by Sodexo.

This Regional Council therefore calls upon the Regional Organiser to ensure that all local H&S Level 1 and 2 Reps are informed of our concerns and required to inspect all canteens in their areas.

We also call upon the Regional Organiser to ensure H&S Level 1 Reps report any issues following inspections and refer items up to Tier2 and Functional Council and request a meetine with LUL to address referred items.

We further call upon the Union to write to Sodexo seeking an urgent meeting to address Food Safety Standards, Health and Safety and continued victimisation of our Representatives.

Finally we also call upon the Union to open a file and compile all reported issues in staff canteens contracted to Sodexo and to ensure canteens are put as an item on Level 1 and 2 meetings agendas as a standing item and for the reintroduction of canteen committees with regular meetings planned.

H&C Branch

This Regional Council calls on the GGC to mount a campaign against Transport for London Pension Fund decision to suspend "Transfers In" to the fund.

This policy was suspended three years ago and this year this rule for a further three years. We feel this is a rule change by the back door and creates a very dangerous precedent.

We call on the General Secretary to arrange a meeting with all RMT Pension Councillors and a representative of each branch with members in the fund. This meeting should discuss this campaign and plan the organisation of a Special General Meeting

of Pension Fund Members to oppose this back door change.

H&C Branch

We deplore London Underground's plan to get rid of Station Supervisor cover at many

stations during engineering hours. This compromises security, leaves cleaners and others

working on the station vulnerable, and threatens Station Supervisor jobs.

We ask the Regional Council to immediately begin an active campaign around all workplaces against this attack. We declare this union's determination to use all resources at

our disposal to defend Station Supervisor night turns, up to and including industrial action.

Stratford Branch

## EMERGENCY RESOLUTION: SEXUAL ASSAULT AGAINST WOMEN AT WORK

proposed by Camden 3 and Central Line East branches

We note that male passengers grabbing, hugging or kissing women working in our industries is all too common.

We also note that management and the police have a tendency to minimise these incidents as drunken laddishness, failing to give appropriate support.

This culture can affect the way our women members assess what has happened. While we might feel deeply distressed, the environment encourages us to feel nothing serious has happened.

RMT believes every instance of unwanted physical contact is serious. However, instances like this, of acts predominately performed by men against women, play into a broader dynamic of gender-based violence in society. They therefore have a specific set of issues and can be particularly distressing.

RMT resolves to:

1. conduct a survey of women members to find out how common this issue is
2. publicise findings, using a high profile press campaign for men to get their 'hands off' women transport workers
3. produce guidance for our women members emphasising the seriousness of these acts, to counteract the pressure by management to brush it off as 'laddish culture' that's just part of the job. Guidance to include helpful contact numbers for RMT and women's services.
4. ensure that women members subject to assaults such as this receive the full support of the union in dealing with the consequences
5. provide guidance and training for RMT representatives and branch officers, making it clear that the union expects them to take incidents like this seriously and to challenge the culture that allows them to happen
6. approach employers to adopt guidelines on the most appropriate way to deal with women workers who have experienced this issue.

## EMERGENCY MOTION TO THE TUC BLACK WORKERS

### ACTION FOR THE RMT 33

Just before Christmas last year, Transport for London (TfL) sacked 33 RMT members by ending a contract one year early with the agency company called Trainpeople. Of these 33 members, 32 of them are from the Black and Ethnic Community in London.

Before the sacking, RMT and TfL had an agreement to absorb these staff into LUL workforce. This, after they had won improvements in their conditions under the Agency Workers Regulations, out of which they are still owed over £1,500 each by both TfL and Trainpeople.

During the sacking, TfL and RMT again agreed to take all of the 33 into full time employment on LUL. After all, these were LUL-uniformed staff working on the railways, on Bakerloo Line stations north of Queens Park. Some had worked there for over 5 years.

After the sacking, the bosses changed the agreement into asking staff to apply for their own jobs, after subjecting them to an LUL controlled ‘workshops to teach the 33 how to do the jobs they had been doing’. To date, only 6 out of the 33 have ‘passed’ the so-called test and all are still waiting to be given jobs.

In this, its 150th year of existence, it would appear TfL management have fallen back on their old way of institutional racism.

We call upon this TUC Black Workers conference and its affiliates not to allow such blatant discrimination to go unchallenged and ask that we:

- Give solidarity support to the 33’s Mass demonstration on the 15h April
- Contacting Tfl and RMT, express concerns and register support;
- Affiliates agree to invite members of the RMT and or of the 33 to address their union meetings;

That we encourage individual and affiliate to donate to the campaign call JUSTICE FOR THE 33.

## UPCOMING EVENTS

### MAY DAY

1500 HOURS CLARENCE PUB WHITEHALL

HEAR BOB CROW

CELEBRATE INTERNATIONAL WORKERS DAY



### NATIONAL SHOP STEWARDS NETWORK

LOBBY THE TUC GENERAL COUNCIL ON APRIL 24th FOR A GENERAL STRIKE AGAINST AUSTERITY.

FROM 0830 HOURS TUC CONGRESS HOUSE, GREAT RUSSELL ST, LONDON WC1B 3LS.

7th ANNUAL NATIONAL NSSN CONFERENCE SATURDAY 29th JUNE, CAMDEN CENTRE, JUDD STREET, LONDON, WC1H 9JE. £6 PER DELEGATE





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

freephone:

0800 376 3706