

Piccadilly News



COCKFOSTERS

ARNOS GROVE

ACTION TOWN

NORTHFIELDS



BALLOT FOR ACTION AS MANAGEMENT REFUSE TO LISTEN

Despite a series of meetings and your Union trying at every opportunity to resolve issues through discussion management do not seem to want to listen or engage properly on a number of issues since we last went to ballot early this year. You will recall that they moved back on the victimisation of the Oakwood 6 following a rock-solid strike and show of solidarity with ASLEF and since then both Unions have been engaged in talks. Unfortunately, it appears that only a serious threat of industrial action seems to focus their minds and following motions passed at both branches on the line, ballot papers are going to be sent to all drivers on the line in the near future. Here are some of the issues at stake.

Breaches and misuse of policies and procedures

Despite raising a number of specific cases at ACAS previously during talks to illustrate our concerns, management seem to carry on regardless in targeting our safety reps and members alike. At the time of writing for example, **Gary Fitzpatrick** our safety rep at Cockfosters has been totally mistreated under the Bullying and Harassment policy. Following a spurious complaint from another driver, management have conspired to find a case against him despite no

evidence. Management openly admit breaching risk assessments to separate this individual from Gary in the workplace, despite Gary having advised them of his genuine concern for his safety following a threat to stab him. Ignoring this threat to Gary's safety, management continue to allow this individual to carry on regardless. It is no surprise to us that a PMA from HR, who is charged with upholding LUL policies fairly for all, saw no problem in allowing one of Gary's managers to represent this individual as a "workplace colleague"! The whole process has been designed to try to discredit our Union and has had a significant effect on Gary's health leading him to be unable to attend work at the moment.

Similarly, **Carlos Barros** our safety rep at Acton Town was hauled up to Broadway with our RO John Leach, where the Director of Employee Relations and our General Manager then attempted to give him a lecture on train safety after we made representations that he was given a 26-week caution for taking unsafe trains out of service. These people think so highly of us as professional drivers they are now stating that it is not drivers that have the final say on whether a train stays in service on safety grounds but the DISI (which our Union has never agreed) and state "**a train operator must keep their train in service unless the controller or other**

operational manager advises otherwise”. Really??!! This is a complete attack on our job and cannot go unchallenged.

Other cases that remain unresolved are **Kevin Bampton** from Northfields who is being forced off the line for SPADs despite clear evidence that there were medical reasons that were undiagnosed at the time of at least one of his SPADS and was the root cause of it. This has been ignored by the appeal manager and he has been given his marching orders which could amount to disability discrimination. Also, **Neil McArdle** from Acton Town has been dipped and his job hangs by a thread for 52 weeks for “trapping” passengers in a door despite the CCTV and CSA saying that a number of passengers were holding open and obstructing the doors. Management continue to abuse the attendance at work policy with maximum cautions issued, misuse of sickness reviews with attempts to cut out the right of representation and members being called at home without agreement when sick. We must stop these abuses.

Cockfosters Issues

Despite having several months longer than planned due to aborting the original Night Tube date management have failed to provide a physical barrier on the walkway as promised or even bother to familiarize drivers from other depots on the walkway. Also, unless you are a big fan of Pot Noodles the dining options provided at the depot are lamentable and totally unacceptable. The Security there is similarly

pathetic with nothing more than a gate a child could climb over separating the general public from what should be a secure area and there have already been reports of drunks attempting to gain access after their last trains have gone.

Safety and Training Issues

Your safety at work is our number one priority and good training similarly ensures lower risk of SPADs and other safety related issues which mean you have a better chance of remaining safe and keeping your job. Despite a number of meetings to try and improve things management seem in complete denial of any issue whatsoever regarding weak brakes despite a body of evidence to the contrary and continue to dumb down training and corrective action plans to the detriment of every driver on the line. With training things have got so bad that Instructor Operators are being put under pressure to disregard well established training guidelines including taking two trainees out at a time. This is amounts to shambolic training and it seems that management are more interested in bringing in Night Tube at all costs rather than delivering proper training and this must stop. This is not fair on Night Tube trainees in particular and the Union is doing all it can for these new group of workers also ensuring they have access to common agreements as full time drivers which the recent victory on New Years' Eve payments exemplifies.

INDUSTRIAL ACTION LAST RESORT - TIME TO SUPPORT YOUR UNION

As you can see your Union has been working hard to resolve these issues through discussion and in fact sent over a proposed dispute resolution agreement which has been ignored by senior management. We cannot stand by and see good members forced off the line and living in fear for their jobs whilst at the same time management seem unable to run a decent service. Instead of valuing us and treating us with respect they seem obsessed with targets and bonuses. **A YES VOTE WILL GIVE YOUR UNION A VOICE TO HELP YOU.**

BALLOT PAPERS SENT OUT NEXT WEEK AND MUST BE RETURNED BY 15TH NOVEMBER. VOTE YES FOR YOUR JOB.