



upfront

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RMT BREAKTHROUGH IN NIGHT TUBE TALKS

Planned strike action due to commence next week was suspended by the NEC following significant progress made by the RMT negotiating team which had been locked in talks for nearly three weeks trying to thrash out a solution to the issues at the core of the dispute.

Opt out options

The core aim of our negotiators has always been to defend the 2016 agreement relating to Night Tube which meant no existing full time Train Operator would be compelled to work Night tube. Our team worked hard on the idea of a discrete night tube roster which would be populated by volunteers, but this was dismissed by LUL on the grounds of cost and an assertion that this would create a separate grade of workers similar to TO23s.

Our team then proposed an opt out system. The core principles of this system are that LUL would keep a list of Night Tube volunteer operators in each depot who are willing to

work as many Night Tube shifts as practical. There will also be a list kept of those drivers who never want to work it and the remaining group will be down to work the shifts but have the option of opting out of the shifts by giving 35 days' notice.

If there are sufficient volunteers, then these will be matched up with those giving up the NT turns with a full week of changeovers envisaged between the two drivers. If there are not enough volunteers, then the pool will be allocated the duties with the driver giving up their NT turns, effectively being pool for that week and allocated their duties on the Thursday before.

In the very unlikely event that there are no volunteers then the driver will have to own the NT turns and do them.

RMT is clear that we do not want pool operators to take up the brunt

of NT working so as part of the accord we have agreed a 6-month review of the opt out arrangement following the reintroduction of NT working to ensure that these group of workers are not picking up a disproportionate amount of NT turns.

Increased weekend working

One of the consequences of the model that is being brought in is the increase in weekend working above

agreed levels made in 2016. Due to the amount of weekend Night working being brought in this will have a particular effect on the amount of Saturday rest days available. Management have now agreed to work with us to work on draft

rosters when NT is reintroduced and to do all that is possible to reduce weekend working including the recruitment and deployment of part

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time weekend workers (TO26s) which RMT will be pushing to have deployed at Night Tube depots to mitigate against the increase of weekend working on the reintroduction of Night Tube.

Jobs

RMT have been vigilant during the talks that the proposals were not going to result in massive job losses. It is now apparent that there will be a reduction around the combine of the equivalent of 11 full time jobs.

Although the RMT recognises that there are fluctuations in driver numbers as a result of timetable changes we believe that LUL should be putting additional resources into honouring weekend working ratios and we will be rigorously pursuing this position in upcoming discussions.

Progress to be tracked; dispute is not settled

The next steps now are for all these issues to be discussed at the Trains Functional Council(TFC) and we will be carefully measuring progress on the ratification of the opt out system, meaningful rostering work that recognises the work life balance needs of our members and particularly the right to have excessive weekend working imposed on them.

The state of play will be reviewed at ACAS in eight weeks' time and should LUL backtrack and fail to work with us in the spirit of the accord made then the RMT will have no hesitation in calling further industrial action and taking it if necessary.



Congratulations to the members

There is no doubt that none of this progress would have been made possible without the members supporting the ballot called to defend agreements and the working conditions of all drivers. This has been in the teeth of massive attacks from the LUL propaganda machine and a complete lack of solidarity from the other organisation. It is clear which union you can trust to stand up to management and defend your hard-won agreements in any future attacks that are cooked up against us.

Decision to suspend

We note the report from our lead officer and the recommendation of our negotiating team that forthcoming strike action be suspended in order to continue discussions with London Underground around an opt-out proposal for night-tube duties and the potential to address weekend working with the use of further weekend part-time train operators.

We are grateful to our negotiators who have succeeded in convincing management to look at proposals that can potentially address the concerns of RMT train operators, who want to protect their work/life balance and avoid being forced to work additional night and weekend duties. We also congratulate our train operator members for returning the mandate for strike action, without which the progress made at ACAS would not have been possible.

Our reps, officer and the NEC are mindful that this progress represents a potential way forward but has not resolved matters between us and the employer. We remain in dispute and we will act under our industrial



"Following further progress in ACAS talks today our Executive has decided that there are sufficient

grounds to suspend next week's tube strike action.

"We remain in dispute and will be engaging in further discussions with a view to reaching a settlement.

"I want to thank our reps and our members on London's Underground whose hard work, resolve and unity has been decisive in terms of the progress we have been able to achieve so far."

- General Secretary Mick Lynch

action mandate if agreement cannot be reached.

We note that progress will be reviewed at ACAS in eight weeks-time and the General secretary is instructed to impress on LUL the need for real progress to be made by that time.

Industrial action notified to LUL for next week in connection with this dispute is now suspended. All members are instructed to work normally on 24/25 Aug and 26/27 August.

The General secretary is to write to every LUL Train Operator member informing them of this decision. The Trains functional RMT reps, trains grades committee and branches are encouraged to produce regular info for members as discussions continue. It is essential that all Train Operator members understand the issues in dispute and are ready to support our fight against enforced additional weekend and night working.