



## Every job matters

The dispute is NOT over. We have agreed nothing. In fact we are now pretty much back where we were on November 21 when they announced these proposals.

The commitment given for a salary guarantee, minimal displacements and no-one having to re-apply for their jobs have been withdrawn. LUL now say that we are to go where we are told, to do what job LUL dictate and will have to pass assessments, interviews, role plays and jump through any other hoops they may wish to place in front of us.

We say enough is enough.

Our dispute remains the same as it was in November.

- No ticket office closures
- No loss of salary
- No widespread displacements
- No one having to reapply for their own job
- No job cuts

The question is now what are we going to do about it?

LUL are slowly but surely implementing the Fit for the Future Stations proposals. Even though they are duty bound by their own main agreement not to implement changes whilst negotiations continue.



Supervisors are being ordered to attend assessments, although these have been agreed with the company they are voluntary. John Leach, RMT regional organiser, is quite clear on this. We should not be involving ourselves with implementation of these proposals. Any assessments such as these are NOT mandatory.

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John Leach

RMT Regional Organiser

As for where do we go now? The only place left is for a strong industrial response to LUL and their disdainful attitude to their workforce.

A commitment for salary guarantees, minimal displacements and no one forced to reapply for their own job was negotiated at ACAS. It's written down. Everyone understood what was being agreed. So why have LUL reneged?

We should now name dates, get OT bans in place and look to get every grade, every worker, of every union on the picket lines with us. This time, if we go to ACAS we do not call action off until a cast iron written down agreement is in place.

To suspend once without agreement is generous, suspending a second careless, there won't be a third.

## ISS LOCKOUT – Ballot is on

The use of Biometric fingerprinting technology is a step to far. It infringes on human rights, civil liberties and violates just about everything a citizen should be able to expect in a free, democratic society.

ISS have locked out RMT cleaner members and are starving them back to work.

We are calling on all ISS members to VOTE YES to defend your comrades and the right to take part in lawful legitimate industrial action

When you receive your ballot paper: vote yes. We cannot allow our brothers and sisters to be victimised

**VOTE YES VOTE YES VOTE YES**



## SODEXO & MIHAJ

Petrit was dismissed for his trade union activities. We know it. Sodexo know it. Now an Employment tribunal has agreed and ruled 100% in his favour. So why haven't Sodexo reinstated Petrit?

We have taken one days strike action so far, the first in Sodexo history. We will continue to strike, disrupt and demonstrate until Petrit has been reinstated.





## RMT 1 LUL 0

Part timer strikes back – Stunning victory at Employment Tribunal

A part-time RMT member of London Underground Station Staff has won a major victory against LU Management at an Employment Tribunal Hearing. The Employment Tribunal Judges ruled unanimously that London Underground had unlawfully reduced his salary and working hours when they transferred him to a new position in February 2014.



Supported by Mick Crossey and Eamonn Lynch from the RMT Stations Functional Council, the PT member of staff then submitted an Employment Tribunal Claim alleging Unfair and Unlawful Deductions from wages amongst other matters. We were fortunate that we got the claim in the day before the new rules and costs came into force, but for various reasons the Union had decided that it was not able to grant us legal representation to fight the claim and we found ourselves having to go through the whole process on our own and up against the vast resources that LUL and the TFL Legal Department can bring to bear with no expense spared. The Tribunal ruled fully in favour of the claim and ordered LUL to pay the PT member of staff his full 25 hours per week salary from February.

The Tribunal also ruled that his agreed contractual hours should carry on as 25 hours per week and that this should continue for as long as is relevant or appropriate, even though his current PT position is only shown as 20 hours per week like all other current PT Staff on LUL. These rulings have now been accepted by LUL Management and have been fully implemented for the member of staff concerned.

This has been an excellent result for our PT members on LUL and special congratulations should go to the member of staff who had the strength to stand up to management, but a final worrying fact is that there are at least 15 other PT members of station staff out there who may also have a similar claim as their hours have also been reduced without their agreement or authority possibly stretching as far back as OSP in 2005, but I have today been formally advised by management that they have no plans to either contact them or take any unilateral action on their behalf. If you are one of these people who feel they may have been treated in the same way after reading this article, then please contact your local Trade Union Representative as a matter of urgency and ask them to formally take up the case with both your GSM and the Stations Resourcing Unit. If no reaction or response from them, submit a formal Grievance immediately so that LUL Management will have to deal with your complaint and hopefully rectify the wrong that they have inflicted upon you.

However, such is the seriousness that the RMT feels about this issue, which we will be formally advising LUL this week that we shall be tabling these concerns on to the Agenda for the next Company Council Meeting and shall be expecting a positive response.

## Your Union - Your Voice- Your Vote



Your union needs to campaign on the issues that affect you at the workplace. The law states that unions must have a separate Political Fund to pay for this. Furthermore, all unions are required, by law, to ballot their members every ten years to retain the Political Fund.

On 1st September ballot papers will be despatched to all RMT members so you will be able to vote to continue with the protection of your Political Fund. Your union will be urging you to vote YES

The ballot is not be about political affiliation – you are voting on the basic right to keep your Political Fund so your union can continue to campaign on your behalf and lobby politicians on the bread and butter issues that affect you at the workplace.

Voting to keep your Political Fund will allow your union to defend the rights which we have already won for RMT members and to ensure that we can continue to campaign for new rights and improvements

