



# London Calling

News and views from RMT's London Transport Regional Council

[www.rmtlondoncalling.org.uk](http://www.rmtlondoncalling.org.uk) - Olympics special no.2a - 21 July 2012

## Every Transport Worker Deserves Olympics Protection & Payments

One million extra Tube passengers. 800,000 extra bus passengers. Free tickets for MPs and corporate fat cats. Five-star hotel, chauffeur-driven BMW and five police outriders for Olympics chief Jacques Rogge throughout the Games. But for transport workers ...

- extra workload, with compensatory extra payments for some but not all
- serious concerns about safety and security
- the expectation, confirmed in recent leaked documents, that after the Games, employers will come for our jobs, pay and conditions.

RMT has achieved deals for our members on many companies in the London Transport region. This newsletter provides you with information about those deals, and also about our ongoing disputes with employers which refuse to make an acceptable offer. Workers have won agreements by organising together through RMT, and can win our remaining disputes in the same way.

*Janine Booth, London Transport region representative, RMT Executive*

## Industrial Action on London Underground

### Olympics

Despite reaching agreement over Olympic payments we have had problems with the implementation of the agreement. So, from Friday 27 July 2012, RMT members are instructed **not to work outside your job description**.

Management should not ask you to work outside your job description anyway, but if they do, this instruction gives you the protection to say 'no'.

### Casualisation Dispute

LU is insisting on counting Incident Customer Service Assistants (ICSAs) towards minimum staffing numbers. This is a threat to safety and jobs, so RMT has called industrial action (not strikes) from 27 July as follows:

- **All members:** do not co-operate in any way with the counting of ICSAs towards the minimum number of staff on duty for a station to be open to passengers.
- **Members acting as ICSAs:** should the number of station staff fall below minimum numbers, withdraw from the station and refuse to be counted.
- **Station Supervisors:** deploy ICSAs (and Travel Ambassadors) only to duties on the 'unpaid' side of the ticket barrier.
- **Station Supervisors:** count only LU station staff, fully trained, qualified, licensed and familiarised to a minimum of CSA level (not ICSAs) towards the minimum number of staff on duty, and close (or do not open) a station that does not have the minimum number on duty.
- Should a station fall below minimum numbers, **station, revenue control and engineering** staff should go to a place of safety.
- **Train Operators:** do not stop at stations which do not have the minimum number of station staff on duty.

## Cleaners Fight Back!



Cleaners working for ISS and Initial on London Underground, and both cleaners and security staff working for Carlisle on Docklands Light Railway, will strike for 48 hours starting on Friday morning, 27 July. RMT is demanding improved wages, conditions and Olympic payments.



What YOU can do to support cleaners, whatever your job/grade:



- Add your name to our online campaign here: [www.labourstart.org/rmtcleaners](http://www.labourstart.org/rmtcleaners)

- Distribute stickers and leaflets, available from RMT head office.

- Gather at Stratford station to support our picket and give out leaflets on Friday 27 July at 12 noon.

- Get information and updates from [www.rmtlondoncalling.org.uk/cleaners](http://www.rmtlondoncalling.org.uk/cleaners)

- Join our Facebook group

[www.facebook.com/ALondonLivingWageForCleaners](http://www.facebook.com/ALondonLivingWageForCleaners)



is still refusing to pay all its staff an Olympic reward, restricting annual leave and pressuring staff to 'volunteer' for roles outside their normal duties.

All TfL's trade unions object to this, but only RMT is taking industrial action. We have already held a one-day strike and a one-week overtime ban. The next strike action is as follows:

**Do not book on for any duty starting on or after 07:00 on Friday 3 August, returning to work for duties starting on or after 07:00 on Saturday 4 August.**

## RMT: defending and uniting all grades of transport workers

RMT has won the following Olympics payments for members. For full details, including any effects on working conditions, check [www.rmtlondoncalling.org.uk/olympic-deals](http://www.rmtlondoncalling.org.uk/olympic-deals)

	up to £400 attendance; plus up to £400 dependant on targets
	£850
	£100 per week over 9-week period; guaranteed 5 hours per week overtime at 175%
	25% bonus during the Games; 12.5% between the two Games
	25% bonus during Games; 12.5% between the two Games; total: at least £650
	£20 per day during Games (total: £400); plus £100 dependant on CSS target; plus lump sum: drivers £500; other grades (except admin) £350; admin: possible extra reward
	£900
	£750
	£850 for operationally-critical roles; £350 for other roles that are 'under pressure during the Olympic periods'
	Up to £850
	£20 per day, maximum £680



### fighting for better pay and conditions

After a 90% vote for industrial action, RMT has suspended our planned strike action on the London Cycle Hire Scheme. We are still in dispute, and continue to organise and fight for improvements in members' conditions.

RMT members working for



**VOTE YES!**  
for industrial action

Workers in other companies are getting a bonus; some of the people you work alongside are getting a bonus. You deserve one too.  
Vote Yes!  
Paul Jackson, Secretary,  
RMT LU Engineering

## Security Shambles

Following the recent news that G4S has grossly under-employed the number of security guards required for Olympic events, RMT has written to employers in the London area, asking them how they will ensure the safety and security of RMT members during the Olympic Games.



**Remember: You have the right to withdraw yourself from imminent and serious danger should you have genuine concern for your safety.**

The right to refuse to work on grounds of serious and imminent danger is a legal right that individual workers hold, and RMT will fully support any member who exercises it.

Your employer has a duty under the Management of Health and Safety at Work Regulations (MHSW) 1992 to have procedures to cover situations of 'serious and imminent danger'. This procedure is called 'worksafe'. Further the Employment Rights Act 1996 states that health and safety reps and employees who invoke such a procedure should not be subjected to any detriment by exercising their rights.

Should you, as an individual, feel that as part of your duties you are placing yourself in serious or imminent danger you should comply with your employer's policy as required by the MHSW.

## Tube Lines deal

**RMT's Annual General Meeting in June voted to accept an agreement thrashed out by RMT reps and officials with Tube Lines management for Olympics working. The agreement provides for acceptable level of flexibility, certain guarantees, and payments of up to £850, some dependant on attendance.**

Meanwhile, RMT is still in dispute with Tube Lines over pensions and passes, and continues to demand equality. Talks are continuing, and RMT representatives are meeting to discuss our next steps.

## Laid Off Without Pay

Many people who work for engineering contractors face being laid off without pay during the Olympics as some types of engineering work are put on hold. This appalling treatment underlines why all workers should be directly employed and not left without an income at the whim of their boss.

RMT has insisted that London Underground give priority for available extra work during the Games to these workers, and so far work has been found for 200.

As RMT keeps up the pressure, LU will now try to find work as Travel Ambassadors for others who want this work. If this includes you, please email [luengineering@rmt.org.uk](mailto:luengineering@rmt.org.uk)