

Report from the Talks

Stations & Revenue 5.6.15
Functional Council



LU makes New Demands for a Martini Workforce Anytime, Any Grade, Anywhere

A Framework for a Casualised Workforce

LU says that once you've been forced to move by up to 30 mins you will then be made to work duties up to 45 mins away from your new location. For many locations this will mean you effectively become a line reserve.

The new framework proposal would give you just 24 hours notice of changes to your duties and location. You could have your duties changed even when you are not on cover weeks.

The new proposal gives massive discretionary powers to local managers to decide when to mess your duties around. References to emergencies or particular circumstances are all gone and LU could do just what it wants with your working pattern under the proposed framework. All limits on the use of the SRT to cover rostered duties also go, leaving the SRT as a giant reserve.

Unpaid Step-ups Replace Transfer & Promotion

LU's new T&P plans would see you having to cover any duty you are licensed for. That means a CSS2 would be forced to cover duties of CSS1 and even CSM2s. Effectively, a SAMF or SCRA today will be doing the job of an SS1 or DSM with no pay rise.

Whereas today any higher grade working attracts the higher rate of pay, LU say no payments will be made in future and working the higher grade will be mandatory.

And don't go thinking that covering a vacancy at a higher grade means you can nominate for the promotional vacancy. No, LU says you can cover the duty on your existing pay but to get promoted and be paid for the work you are doing you would have to be assessed in front of actors. If you fail, you still do the higher grade duties but you don't get paid. HmMMM, wonder if the failure rate will be very high?!

RMT Demands Enough Staff to do our Jobs

LU's response to our arguments for more staff have been largely ignored. Another 53 jobs have been added back but many of these are for meal-break cover and will not increase the staff on duty at any given time.

LU is spinning a huge lie to the travelling public. The promise of more staff on duty in ticket halls is exposed by their revised job figures. Almost every RMT member on stations will be forced to take on additional work to try and cover up the gaps left by LU's cuts. Assaults and verbal abuse are rising year on year and our bosses response is to cut jobs and impose a massive increase in lone working.

Vote YES for strike action & action short of strikes

Let's Force LU to Restore Jobs and Respect our Rights at Work

All RMT members on LU stations will soon be receiving two ballot papers.

One is for strike action and action short of strikes in connection with our dispute over Night Tube & Pay.

The other is for strike action & action short of strikes over the impact of LU's new staffing model for stations.

RMT is urging you to vote YES for all of this action.

Station staff on LU face the biggest attack on our working conditions since Company Plan. We must fight LU and defend our rights to work/life balance and acceptable staffing levels.

We are also in dispute over Night Tube & Pay. The imposition of Night Tube would also result in more night & weekend working on stations. RMT is demanding that no-one is forced to work more nights & weekends than on current rosters.

Vote YES for strike action & action short of strikes for both disputes.

A Fake Consultation

In Oct 2014 RMT agreed to suspend strike action in return for guarantees on our salaries and locations.

In return, we agreed only to look at how Fit for the Future Stations would impact each area. Now we know! Not enough staff and casualised working along whole lines.

Throughout the seven months since we suspended our action LU has ignored your concerns and treated the trade unions with contempt. Look at some of the other responses provided so far:

RMT: The proposed rosters are outrageous. We want guaranteed long weekends in the cover weeks and better work/life balance in the rosters.

LU: We may think about some of this in a few months when it's too late to do anything about it.

RMT: CSAs who don't want to take on cash handling should not have to do so.

LU: They have to do it.

RMT: CSA2 will be the same job as CSA and should be paid the same.

LU: We think we can get new staff to do it for £23K

RMT: Members with licences above their current grade should retain their promotional rights.

LU: NO. Everyone will have to convince an actor they are worth promoting after Feb 2016. Existing licenses will become worthless.

RMT: We do not accept new job descriptions that require our members to take on all sorts of new responsibilities.

LU: We do not accept we have to negotiate with the unions about this.

RMT: Our members have concerns about iPads, POM upgrades, Untested ticketing and station technology, etc

LU: Noted and ignored.

Your RMT Stations Functional reps

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