



# Fit4Future: RMT Fighting for Jobs & Conditions

## Talks are Entering a Crucial Period

Back in October RMT called off further strikes in return for guarantees on location and the key assurance that every member would keep their current substantive pay. Importantly this applies to every member of station staff even if you have medical restrictions that would apply to your new grade.

The ONLY thing that we agreed to was to start talking to LU about local rosters and the number of staff that will be placed at each location.

Every local roster/BNS meeting will be attended by an RMT stations functional rep and you will be consulted by your local rep when rosters are proposed for your area.

## Rosters & Job Numbers Unacceptable

We have only started local talks on four groups. Early signs are not encouraging. Rosters include elements such as two consecutive weeks of nights followed by cover, which may well be ANOTHER two weeks of nights. Several rosters have nowhere near enough long weekends or weekend rest days in them. This affects all grades.

**RMT called for an emergency Company Council sub group meeting in response to the first rosters. In response to our pressure management put further local talks on hold while they review their rosters before they are presented as proposals (for more detail see over).**

Job numbers in some of the rosters confirm our fears. Every station except one, on the Ladbroke Grove area, will be lone worked around the clock. At Paddington sub 2 SS2s with a SCRA and CSA are replaced by a lone working CSA. There is no way RMT will accept these proposals as they stand.

## The Fight Goes On

There are many outstanding issues. We have agreed to discuss local jobs and rosters but LU is now implementing training, new technology and ticket office closures without agreement.

We will continue to negotiate to seek an acceptable outcome for RMT members. But unless LU takes a different approach to these negotiations it is more and more likely that we will be calling for industrial action to defend staffing numbers and our conditions at work.

**What bits of Fit for the Future has RMT agreed ?**

**The only thing we have agreed is to talk about is local job numbers and rosters.**

**When will I see the rosters for my area?**

**We have only been shown rosters and Business Needs Schematics for four station groups. The others are timetabled to be discussed between now and the end of March. LU has now promised to give us final job figures by the time the local roster discussions have been concluded.**

**When will I know where LU wants to send me?**

**Management have said that the initial locations for all full-time members will be available by the end of this month.**

**How can LU send me on a training course and shut ticket offices if RMT has not agreed it?**

**LU is imposing these things without agreement. We have told them, many times, why we oppose these plans. Unless LU changes its approach and takes TU concerns seriously then talks could break down.**

**What's happening about Night Tube?**

**Night tube will mean all grades working more night turns. There is no agreement on this and talks are continuing.**

**Does that mean we're heading towards more strikes?**

**Your SFC reps are fighting for more jobs and acceptable rosters. We are also raising many other issues (see over). If LU does not address our concerns soon, including a significant increase in jobs at many locations, then we could be taking further action.**

## Your RMT Stations Functional reps

Jared Wood 07739 869867 Neil Cochrane 07834 117509 Eamonn Lynch 07748 933241  
Maria Atkins 07748 760261 Paul Schindler 07850 231839 Norman Thompson

# Stations & Revenue Functional Council

## Ticket Office Closures

RMT remains opposed to ticket office closures and is campaigning for the plan to be halted.

In some locations local reps are now being briefed about closure plans by management. We will continue to state our opposition. Where offices are closed we must ensure that managers do not try to impose even worse proposals than those that LU has presented at the Company Council sub group.

At the sub-group LU has stated that SAMFs will continue to work on their roster. That means the same duties at the same location. We will not accept rostered SAMFs being turned into reserves, as some GSMS are trying to do.

Health & Safety reps must ensure there are adequate mess facilities and staff accommodation to replace the ticket office. POM rooms must meet LU's standard for size and access.

We will fight any proposal that leaves a station without an office from where the gateline and ticket hall can be viewed through a window.

## Training

When we challenged management over their failure to consult the unions over the content of training courses they claimed that the CSS1/2 course is identical to the existing SS core course.

If this is the case then there is no justification for SAMFs & SCRA's with SS licenses to have to pass an assessment in order to get promotion to CSS1.

We will argue that any SAMF or SRCA, who has the SS license, be allowed to take up this promotion irrespective of the outcome of recent assessments. We will also argue that any CSA with an SS core license be allowed to nominate for CSS positions, once vacancies arise.

## Transfer & Promotion Policy

RMT will defend ALL current nomination rights. The company will only map you into a new grade if you are already in a substantive position in the corresponding

current grade. That means a CSA with a SCRA license but no SCRA position does not map into CSS2. However, we will argue that all licenses are considered equivalent of the grade that substantive license holders were mapped to. This would mean anyone with a SCRA or SAMF license could nominate for CSS2 when vacancies arise. Similarly it would mean SSMFs/SS3 being able to nominate for CSM2 in the future (as they can nominate for SS2 today). Any SS with an SS1 license should be able to nominate for CSM1 in the future.

We have put these points to LU and management have undertaken to respond soon.

## iPads and Tech

LU is issuing iPads to staff and telling us they can be taken home and used personally. But there is no policy in place regarding how they can track your use and no policy covering misuse or damage away from work.

We have demanded urgent talks on both of these questions. Engineering staff with similar devices have agreements limiting the use of data in disciplinary matters. We need protection against accidental downloading of material or misuse by third persons. We also need to rule out the use of data, by managers, to check timekeeping of staff movements.

**RMT advises all members not to take LU iPads away from work at this time.**

## Framework Agreement

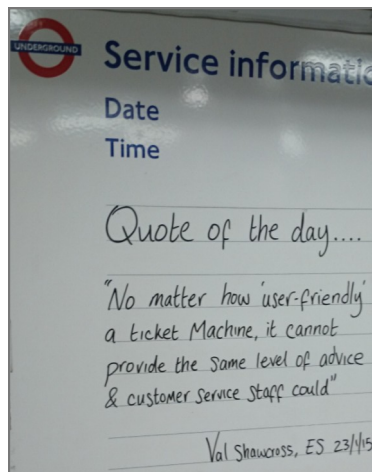
Discussions have only just began to address what a new framework agreement will look like. LU has to negotiate changes to this agreed document as it cannot work with their new cover arrangements.

We will insist on greater protection during cover than is contained in the present framework for reserves. If all members have to work on cover then we need more protection from being chopped and changed.

We have also put forward initial demands for limits on rostering parameters:

- No roster to score worse on fatigue index than the roster it replaces
- No more than 7 nights in any 14 days
- Rest days set in the cover weeks
- Minimum 1 long weekend in every 5 weeks.

These are just our initial demands to apply to any new rosters. Management have yet to respond to these ideas and talks will continue.



**Stations Functional News** is produced regularly with updates from the talks about Ft for the Future.

Your Local RMT rep can provide you with copies.

The bulletin is also available on the RMT regional website. Go to [www.rmtlondoncalling.org.uk/sfc-newsletter](http://www.rmtlondoncalling.org.uk/sfc-newsletter)

If you are not getting copies in your area please let Jared Wood know on 07739 869867 or [jaredrmt@gmail.com](mailto:jaredrmt@gmail.com)