



325 Jobs Won through Strike Action Now Allocated

- ★ **More than 500 Jobs have been won back since the 953 Fit for the future cuts were announced.**
- ★ **325 new jobs won by Jan 17 strike will bring big reduction in lone working at worst affected locations.**
- ★ **Additional jobs plus 54 CSA2 to CSA1 upgrades will help roster balance.**
- ★ **All former control rooms now staffed.**
- ★ **Management accept CSA2s should not be the only CSA on duty at some kinds of station. CSA2s will no longer de-train in platforms.**
- ★ **Management confirm that future CSA2s can expect promotion to CSA1 within a year.**

Fit for the Future has proven to be fit for nothing, just as RMT members predicted. Our overtime ban at the end of 2016 proved that stations could not remain open based on the staffing level imposed by management in April of that year. Our strike in January 2017 forced management's hand and made them act.

January 2017 was a historic strike. We shut down the tube network with action by station members. Never before have we done this but now the company know we can do it again!

Negotiations over where the 325 new jobs will be deployed have been detailed and lasted over seven months. Your Local RMT reps and RMT SFC reps have fought attempts to use some of the 325 jobs not to improve rosters but meet the requests of AMs for additional dead lates or dead earlyies. Initial allocations left some area rosters lone working for months on end. The number of upgrades from CSA2 to CSA1 has been more than doubled during negotiations.

Management have also confirmed that any new CSA2 joining LU, who is prepared to preference all CSA1 locations, can expect to be promoted to CSA1 within a year. This is similar to the position we won for all CSA2s in post last January.

On the basis of the deployment now agreed by management, RMT has not objected to these positions now being incorporated into rosters and advertised for preferencing. This will mean they can be filled after Christmas. This does not prevent further discussions and changes at local level to where rest days sit or start times etc.

One area of negotiation that will continue is over the use of CSA2s in minimum numbers. Management have accepted that where minimum numbers are 1+1 it will be necessary, in some types of station, for this to be 1 CSM/CSS + a CSA1. They have also agreed that CSA2s should not carry out routine de-trainments in a platform. Your RMT Stations Safety Council reps will be discussing these issues further in the coming weeks.

Fit for the Future will never turn out to have been anything other than a massive blow for staff on the tube and, for that matter, for passengers. We will need more job additions for Crossrail and to meet the demands of security on our network.

Nevertheless, the securing of 325 jobs to meet the demands we put forward on roster balance, lone working and control rooms has been a major achievement by every rep, activist and member who refused to work overtime and supported our strike.

A meeting of all local reps will now take place to discuss the final 325 proposals in detail.

Rep Numbers

Management used the imposition of FfTF to refuse to recognise many RMT reps.

In spite of an agreed machinery of negotiation, management unilaterally said that just as they were increasing the number of employing managers on stations from 38 to 97, the number of RMT reps should fall!

We have refused to accept this and we continue to elect reps in line with the machinery of negotiation. LU are legally obliged to release a rep to accompany members in LDIs, CDIs, case conferences etc irrespective of whether they recognise them or not. You should continue to use your rep as normal.

It is also necessary for us to look at how night-tube station staff are being represented and have access to their union while they are on duty.

RMT has approached management to discuss these matters further.

Your RMT Stations Functional reps

Jared Wood 07739 869867 Norman Thompson 07853 288184 Mick Crossey 07931 570521
Mac Mackenna 07801 071363 Neil Cochrane 07947 784950 Eamonn Lynch 07578769943

Ten Reasons



to Join RMT

- 1. RMT is the union that forced LU to increase its proposal for additional station jobs to 325.**
- 2. RMT is the only union that has fought against the use of CSA2s by LU. We made the guarantee of promotion within 12 months a central issue in our recent strike on stations.**
- 3. RMT is also campaigning for Night Tube CSAs who want to be Full Time. We will be pressing for CSA2 positions in Zone 1 to be made into CSA1s to create more CSA1 FT vacancies.**
- 4. RMT is by far the biggest Trade Union on LU and in the Stations Function. When you join RMT you are joining thousands of other members like you.**
- 5. RMT has a network of local reps and six stations functional reps to help you.**
- 6. RMT will support you from providing informal advice or speaking to your manager on your behalf right up to Employment Tribunal. You will have a rep to attend meetings with you and a legal team in the unlikely event that you ever need to go to tribunal.**
- 7. Your RMT rep will be able to explain the stations framework for you and we will ensure that you are not treated unfairly in the allocation of duties, duty changes or other working arrangements.**
- 8. RMT sets the Industrial Relations agenda on LU Stations. As a member, you get you're say in what we put to management and how we fight for our jobs and conditions at work.**
- 9. RMT will always seek to negotiate a fair deal for members in the first instance. But if that is not possible then RMT is a fighting union. Our pay, holidays and pension arrangements are all the product of years of members standing together to maintain and improve our conditions of employment. Now you can be part of that tradition.**
- 10. RMT represents all grades in one union. We believe in maximum unity. An injury to one is an injury to all. Train Operators, Station Staff, Engineers, Service Control, Cleaning Grades, Admin - All together.**

Join online at www.rmt.org.uk/about/join-rmt/

Or call Freephone 0800 376 3706