

Report from the Talks

Stations & Revenue 31.3.15
Functional Council



Local Roster/BNS: Fight for More Jobs Reject More Unsociable Shifts

Staff Numbers are Unacceptable

LU's proposed rosters cut staffing to the bone. Station staff will be left in impossible circumstances in many locations. Some areas will lose over half their current staff under the plans.

Many locations with control rooms, where help points and lift alarms are based, have had their SCRA and/or 2nd supervisor removed. With the lone CSM responsible for the DSMs role as well as that of a S/S it will be impossible to run these stations.

Many stations have lost their SAMFs but lose some or all of their CSAs too. Lone working at local stations will increase massively if the proposed rosters are implemented.

We're Still Waiting for LU's New Job Cuts Figure

One of the important concessions won after talks at ACAS last year was an agreement that we can propose additional staff during the roster consultation. LU had promised to respond to our requests for additional staffing in the first week of April but they now say we must wait until May. Their response will be crucial. Unless significant additional jobs are restored to our stations we will have no choice but to take further industrial action. We have demanded a quicker response.

We Demand Quality Time Off - Away from the Workplace

According to our existing agreements with LU any new roster should seek to minimise unsociable working. According to the company,

Displacement Letters Have Been Issued

You Have Until Mid-May to Request A Review

RMT Advice is: Hold Tight

We are still discussing the review process with LU. We will issue further advice in good time to apply for review

Talks are continuing over the review and appeal process for displacements. Initially LU proposed there would be no right of a face to face appeal and no account of hardship taken.

LU has now accepted RMT's demand for an appeal, with the right to be represented by a TU rep, that can take account of hardship.

The process is in three stages. You must ask for a review before you can appeal. The review is conducted by LU based on your application form. There is then a second review and then an appeal, if you need it.

Moves are due to take place in 2016.

For advice on asking for your location to be reviewed please contact your local RMT rep.

We must be ready to strike again unless we get fair rosters and enough jobs to run our stations

Fit for the Future Rosters & Night Tube LU Needs Agreements with RMT

Last year LU gave what's become known as a salary and location guarantee to station staff. This guaranteed that all station staff would transfer into a role on the same pay as now and within 30 mins of current location. LU also accepted RMT's position that Customer Service Managers should remain in the Stations Functional Council for negotiating purposes.

These guarantees do not make Fit for the Future stations acceptable and RMT continues to oppose LU's cuts programme. But securing every member of station staff's pay on a permanent basis, alongside the other guarantees, was an important protection for members that the company was forced into giving by our strike action.

These were absolute minimums that the company guaranteed and in return we suspended strike action and agreed to look at local rosters with LU.

But before LU can introduce new rosters for its Fit for the Future programme OR night-tube it has to seek further agreements with RMT. Under what is known as 'The Main Agreement' (This is the agreement that establishes functional councils and covers all operational staff) the impact of new rosters on staff has to be negotiated. In addition our present framework agreement cannot work with new cover arrangements so LU will have to re-negotiate that too.

This means LU cannot just say, "we've consulted the TUs and now we're imposing our plans". To do that could breach employment law.

We will insist that proposed increases in weekend and night working are reversed and if LU wants a new framework agreement we will insist on better protection for staff in cover

weeks than the current framework provides for cover duties.

We will now be looking at the

feedback from local Roster/BNS meetings to establish if there are other clauses we should

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many members of station staff will be expected to work extra nights to facilitate Night-Tube and weekend rest days have been slashed in most new rosters. Some rosters for station grades have gone from a long-weekend in four weeks at present to one in fifteen or even twenty-seven in the future!

Your RMT functional reps have demanded that long-weekends be rostered into the cover weeks so that we have more guaranteed weekends off that we can plan for.

LU must provide additional staff in all grades to cover Night-Tube and not just rely on the same people to work even more nights & weekends.

argue for in any new framework. Please contact your local RMT rep if you have any ideas on this.

Location notices have been sent out and LU is due to respond on overall job numbers. We must also ensure that no-one is left in an unreasonable new location. We will also continue to seek improvements to the roster arrangements, more jobs and better arrangement for additional night duties. As always, your SFC reps will be fighting as hard as possible to win these changes in talks but we must also be ready to strike again to defend jobs and work-life balance.

Pay & Night-Tube Talks

The impact of additional night and weekend working, because of night-tube, is now being discussed as part of the pay talks. LU insisted that we accept night tube as part of any pay settlement.

RMT is pressing for a salary increase, above the annual cost of living rise, for ALL grades & functions in return for changing our agreements to allow night tube. We then want LU to use additional staff or other arrangements to prevent an increase in the number of nights and weekends worked by individuals or compensation where members volunteer to cover additional night-tube duties.

RMT has proposed the following rostering parameters for a new framework agreement:

- One long-weekend in every four weeks
- 56 days advance notice of cover duties
- No changes to duties without agreement
- Guaranteed rest days including long-weekends to be included in the cover weeks.

Your RMT Stations Functional reps

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