



## Threat of Strike Across Stations brings progress on Framework, Weekends Off & POM Servicing but

# RMT will continue to Fight for better deal for all under FftF

Fit for the Future is about making huge cuts in spending on LU stations. Every member on stations is being told to take on new roles and shift patterns while many stations remain understaffed.

RMT will continue to resist LU through a review of weekend rest days and a further review of the whole FftF model. If necessary further strike ballots can be held and we are free to take whatever action members and reps want to take in the future.

**However, we should take confidence from the fact that for the first time in recent memory we have forced LU to make significant changes to its proposed framework and rostering arrangements by naming a strike on stations only. No-one should still think that stations action cannot win demands for station staff.**

The latest changes to FftF plans (see panel, right) come on top of the previous changes we have won from LU. While we fight on to improve working arrangements going forward we should not forget what we have achieved as a union on stations:

- ★ **Plan to assess everyone for their own job and impose pay cuts on individual members of up £10K replaced by mapping all members into a job on the same substantive salary.**
- ★ **Threat of mass displacement from outer zones to zone 1 and vice versa limited to 30 min guarantee and subject to three stage appeal.**
- ★ **Casualised framework where LU could move you at 24hrs notice on all shifts withdrawn.**
- ★ **Worst roster proposals including only one weekend off in 15 withdrawn.**
- ★ **Compulsory but unpaid HGW removed from proposals.**
- ★ **Requirement for a licensed Supervisor on every station protected and enshrined in framework.**
- ★ **122 jobs returned to the new staffing model.**
- ★ **FTC members in post by Aug 21 all to be permanent**
- ★ **No holding vacancies to make back door job cuts.**
- ★ **Promotion by internal campaigns to remain in place of external recruitment.**

Many problems remain. Transfer & promotion arrangements are still to be negotiated (see over). RMT will also be representing

### What was Agreed by LU on 5 Feb?

These agreements are in addition to all existing commitments.

#### ★ **A stronger framework on duty changes than we have ever had.**

**The framework will now say that you cannot have your duty changed after 28 days notice has been given unless you are first spoken to and asked to agree. If you do not agree LU has to look at alternatives first. Once there is less than ten days before the change takes effect LU has to offer the uncovered shift to overtime and HGW before they can impose a change of duty. Any change with less than 48 hours notice can only be made once every six months. The days of the sheet coming out and changing all the cover duties are over.**

#### ★ **A review of weekend cover arrangements to insert more guaranteed weekend rest days on some of the worst rosters.**

#### ★ **Additional part-time jobs to remove all remaining additional night tube duties from CSM/CSS1 rosters.**

#### ★ **Agreement that additional coaching and support will continue to be given to CSAs taking on POM servicing even after formal training. No-one should be forced to take responsibility for money until confident to do so.**

## Continued from front

individual members who want to challenge whether their new grade is a suitable alternative. Under RMT pressure LU has now accepted that in line with our 'main agreement' members such as SAMFs who cannot work nights may be able to successfully challenge this.

Many RMT members and reps would have wanted to be able to take on LU and fight for more jobs to staff stations and improve rosters. Undoubtedly if RMT had not found itself as the only union prepared to strike over

these issues we could have pushed for more. In difficult circumstances the solidarity of RMT members has pushed LU back. We have accepted LU's offer in order to achieve further improvements to the working arrangements of stations members but we will never agree FftF as a whole. We fight on.

SFC reps will now be working with local RMT reps to push for roster improvements as we review weekend rest days and we will be fighting for a fair transfer & promotion policy that protects all members.

## Transfer & Promotion Policy

Agreement has now been reached on some parts of a new framework agreement. We will now be looking at arrangements for transfers and promotion. There will be an interim policy to cover any further fit for the future displacements and other issues arising from the new model. We will then need to agree a new long term policy.

In the interim policy RMT will be pushing for:

- ★ A nomination or preference based system of displacing cover down or over establishment (OE) members into substantive roles
- ★ A limit of one displacement for any individual member who is covering down/OE
- ★ Right of Return to the location you have been displaced from as a priority move
- ★ The transfer of waiting lists in the old staffing model to equivalent local rosters where members wish to maintain their place in any queue
- ★ The right to apply for promotion, without pre-assessments, to any grade that you had an equivalent license for in the old staffing model. This would mean anyone who held a supervisor core license could apply for promotion to CSS2/CSS1 or CSM2 which are the new grades that all SSMF/SS2s have been mapped in to. This is important to us because many members got SS core licenses over the past few years but were blocked by the company from nominating as substantive supervisors. Even though many have been higher grade working throughout that time they have now been denied mapping into a CSS1/CSM role. As a result, members in this position are taking a real salary cut as they now lose their HGW payment. It would also protect the promotion rights of SSMFs who want to go for CSM.

## Special Requirements Team

Further negotiations are taking place to agree a framework for the SRT. As our SRT members are on permanent cover we will be seeking further safeguards against duty changes and extreme turns. We must ensure that the SRT cannot be used as an all purpose network cover.

## Are you Unable to work in the role you've been given?

RMT has won important safeguards for salaries and locations but there are members who for different reasons will be unable to work in their new role. Where this is because of a medical restriction that did not restrict you in your old role you will be found duties you can do and your substantive pay will be unaffected.

However, you may feel the move to more nights, or working nights at all in the case of SAMFs or taking responsibility for cash or stations is not a suitable new role for you.

Where this is the case, LU is saying you must "self demote" and take an immediate pay cut. However, in recent talks at ACAS the company has accepted that under our existing "main agreement" there is a process for dealing with this situation that could provide members in this position with at least some protection of earnings.

If you are considering self-demoting please speak with your local RMT rep before you sign anything.

**Are you a SAMF moving to CSS2: Under law you have a right to a free health assessment before your employer requires you to start night working. Ask your employing manager to arrange this for you.**

## Contracts

In keeping with the experience that most RMT members have had of FftF so far, LU bungled the issue of new contracts over the weekend of implementation on the so-called vanguard groups.

The company has now backed off and says that, for non-CSM grades at least, signing new contracts is likely to be optional.

RMT is taking further legal advice on the content of new contracts and we will advise members again soon. In the meantime LU has told everyone to disregard any new contract or letter regarding your new role and/or location.

**The only members who should sign a new contract are those currently on fixed term contracts who are offered a permanent contract.**

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