



Progress made in talks to implement New Jobs and CSA2 Promotions

All CSA2s promoted to CSA1 under ACAS agreement will be substantive CSA1s and will accrue Banked Rest Days

No-one in a substantive post will be moved again if their post is affected by further roster changes

We have reached agreement with management that all CSA2s who get promoted under our ACAS agreement (that's all CSA2s in post by 31.1.17) will be substantive CSA1s from day 366 of employment. Some may need to cover down as CSA2s until a position on a CSA1 roster is available. Management have agreed that promoted CSA2s who are covering down will work CSA1 hours and will accrue banked rest days.

This will be arranged in exactly the same way as it is for other CSA1s who are covering down. Any member in this position should agree when they will work their additional 2.5hrs a week and will then receive the additional leave days.

No Additional Displacements

The plan to add 325 jobs to station staffing rosters was put together by management in response to our powerful strike action on 9 January. The plan adds a net 325 jobs but there will be a few locations where a position is removed and replaced by a different grade or maybe a part-timer is replaced with a full timer.

In these circumstances anyone who is now in a substantive position (in other words not covering down or over establishment) will not be made to move again.

After months of location matters and members wondering if they are going to be moved every few weeks this will give important reassurance to members who are now in substantive posts.

Further Talks on 325 New Jobs

The proposals from LU to implement 325 additional jobs are on the LU intranet. They have also been posted at rmtlondoncalling.org.uk

There are many constructive proposals in the plan but we have told management that serious shortcomings remain. In particular:

- Lone working levels remain too high in some areas
- Roster balance for CSA1s needs more work to reduce the ratio of extreme turns
- Over reliance on CSA2s fails to ensure safety and fails to address roster balance in many areas.

Further talks are scheduled over the next 3/4 weeks. Your SFC reps will report on progress as discussions take place.

Are you a CSM considering self-demoting to CSS?

A small number of CSMs have self-demoted to CSS since FfF went live.

Any CSM considering this needs to be aware that if you ever want to be re-promoted to CSM you would go into the grade at the bottom of the salary scale. This will be well below the salary at which ex-SS1/2s were mapped into CSM.

Management have agreed that where a CSM needs to downgrade to carry out caring responsibilities then pay arrangements, should you return to CSM later on, should be agreed at the time you downgrade.

Promotional Pay Rates Unacceptable

The issue of promotional pay rates to CSM will need to be considered further. There are unlikely to be any promotions to CSM for some time owing to a large number of CSMs covering down. However, when promotions are needed a promotion to the bottom of the CSM scale is unlikely to appeal!

Your RMT Stations Functional reps

**Jared Wood 07739 869867 Norman Thompson 07853 288184 Mick Crossey 07931 570521
MacMackenna 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 53 local reps and six functional reps to help you on stations.**
- 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 your 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