

STRIKE FOR JOBS & SAFETY – ROUND 3

When LUL first proposed cutting 800 jobs on the stations and floated their plans for a new rulebook containing unsafe practices, they thought we would swallow their lies. **They were wrong.** When we balloted for action to resist their plans, they thought we would crumble under fear of the recession. **They were wrong again.** Then they crossed their fingers and hoped that drivers would be divided about the strikes and fail to spot the danger to their own livelihoods. **Wrong yet again.**

The truth is that our action is gaining momentum, while management's hopes of imposing their cuts-driven agenda are slipping away. In addition to two solid one-day strikes by all grades, our members are forcing stations to close on a daily basis as a result of our overtime ban and refusal to do higher grade working. The overtime ban amongst our fleet and engineering members has

also caused important weekend upgrades to be cancelled at a cost of millions of pounds, and dozens of trains on the Met and District lines to be removed from service due to safety defects. In recent weeks, the system has been in a state of meltdown. 'World class tube?' Third class, more like.



The overtime ban is proving that staffing levels are actually not high enough and that the service relies heavily on overtime. Yet LUL now wants to get rid of a further 1200 staff, including 500 engineers, bringing the total number of jobs under the axe to around 2000. We said that the original 800 proposed job losses on the stations was the tip of a gruesome iceberg; **we were right.** But we were also right to resist. This

dispute is about the kind of future we want to live in. LU management wants to make us all pay for the failed PPP and for the crisis caused by the greed and recklessness of the bankers and their apologists in government. This means dramatic job losses, poor conditions for those who survive the axe, and a railway stripped of its historic safety culture. In contrast, we want a future with secure jobs, decent pay and conditions, and a railway which puts safety first and which truly provides the oft-mentioned 'world class' service.

Monthly News congratulates every member of RMT, TSSA and ASLEF who have taken up the fight for our future. Let's keep it going, keep it strong.

Please do not book on for any duty between 2100hrs on Tuesday 2nd November and 2059hrs on Wednesday 3rd November.

Firefighters' Dispute - the facts

What's it about?

Every firefighter in London is facing the sack. The London Fire and Emergency Planning Authority (LFEPA) has told its 5,600 firefighters that they will be dismissed on 21st November and told that if they want a job they will have to sign a new contract with inferior conditions. The new shift patterns the LFEPA wants to impose will not only adversely affect the work-life balance of firefighters; they will also reduce night time emergency cover, the time when people are most at risk. The death rate from fires at night is double that during the day. **This is why London firefighters voted overwhelmingly for strike action: to defend themselves and protect the public.**

Does their strike affect us?

You bet it does! LU management says that there is no danger on our system during a firefighters' strike. How so? Because they have undertaken their own risk assessment which 'showed' that everything would be hunky dory. Well, there's a surprise. Of course, there's no chance at all that they could have reached this conclusion because they are desperate to maintain a full service! Remember, these are the same managers who almost caused a lethal collision on the Northern line after secretly deciding that it would be safe to pull a grinder train up an incline using a passenger train with an incompatible coupler face; the same managers who have decided to halve the safety inspection regime of our trains from 14 to 28 days with potentially catastrophic effects; and the same managers who recently proposed new rules which would recategorise most platforms to Cat 'B', allow drivers to reverse blindly after an overrun, and make drivers detrain alone in a tunnel if they had no communications. And that's just the things we could fit in this paragraph! Do you still trust these people? If unsure, please read the following facts about the firefighters' strike, then make your own safety judgment.

The facts

- On a normal day, London is served by 169 fire engines. **On the first strike day on 23rd October, there were 27 - that's less than one per London borough;**
- There are 113 fire stations in London. **Only 27 were operational during the strike, meaning far longer average response times to incidents;**
- There are 5,600 firefighters in London, trained for 3 months and serving a 2-year probation before fully making the grade. **On the strike day, there were 130 poorly trained people employed by Assetco** (the private company from which the Brigade leases its fire engines);
- **The strike-breakers from Assetco have been trained for about one week and are not capable of dealing with emergencies affecting lifts, gas fires, petrol fires or flooding. They have also had no training in the use of cutting equipment used by the Fire Brigade and so are not equipped to deal with terrorist attacks, train crashes or similar disasters.**

Many drivers on the Piccadilly line refused to operate trains during the course of the firefighters' stoppage between 1000hrs and 1800hrs on 23rd October. We commend every driver who stood firm by refusing to take themselves and paying passengers into a dangerous environment. Many drivers, however, continued to work because of the 'assurances' given by management about the lack of any danger, or because of the threat of being sent home without pay.

Intimidation

At Arnos Grove depot, drivers refusing to pick up trains were first interviewed by a DMT who peddled the company line about how the system was perfectly safe despite the absence of a properly trained, fully equipped fire service. When this failed to convince sceptical drivers, they were sent to an interview with the TOM who simply ignored their safety concerns and then tried to bully them by saying that their pay 'may be at risk'. Drivers were told that if they did not pick up their trains then they would be deemed to be absent from work and were told to rebook on at 1800hrs when the strike was over. We are proud to say that a large number of drivers at Arnos and Acton Town refused to be bullied in this way and stuck to their guns, causing severe delays to all destinations throughout the afternoon.

It's your decision

We can't tell you not to work on grounds of safety. We can, however, give you the facts, as we have done in this newsletter. It's up to you to decide whether or not to exercise your legal right to refuse to work on grounds of safety. If you worked during the last firefighters' strike, please acquaint yourselves with the facts presented here and think again – **there will be another stoppage on 1st November from 1000hrs to 1800hrs followed by a 47-hour strike starting at 1000hrs on 5th November** when the same dangers to life will be present. You have a responsibility to yourself and your passengers to operate safely at all times. See you local Safety rep for further advice or for a 'refusal to work on grounds of safety' pro-forma. **If your DMT sends you home without pay, ask for the instruction to be put in writing** – our union will use this as evidence in an employment tribunal if recovery of lost wages becomes necessary.



We shall not be moved! Drivers put safety first – and trains onto Arnos sidings

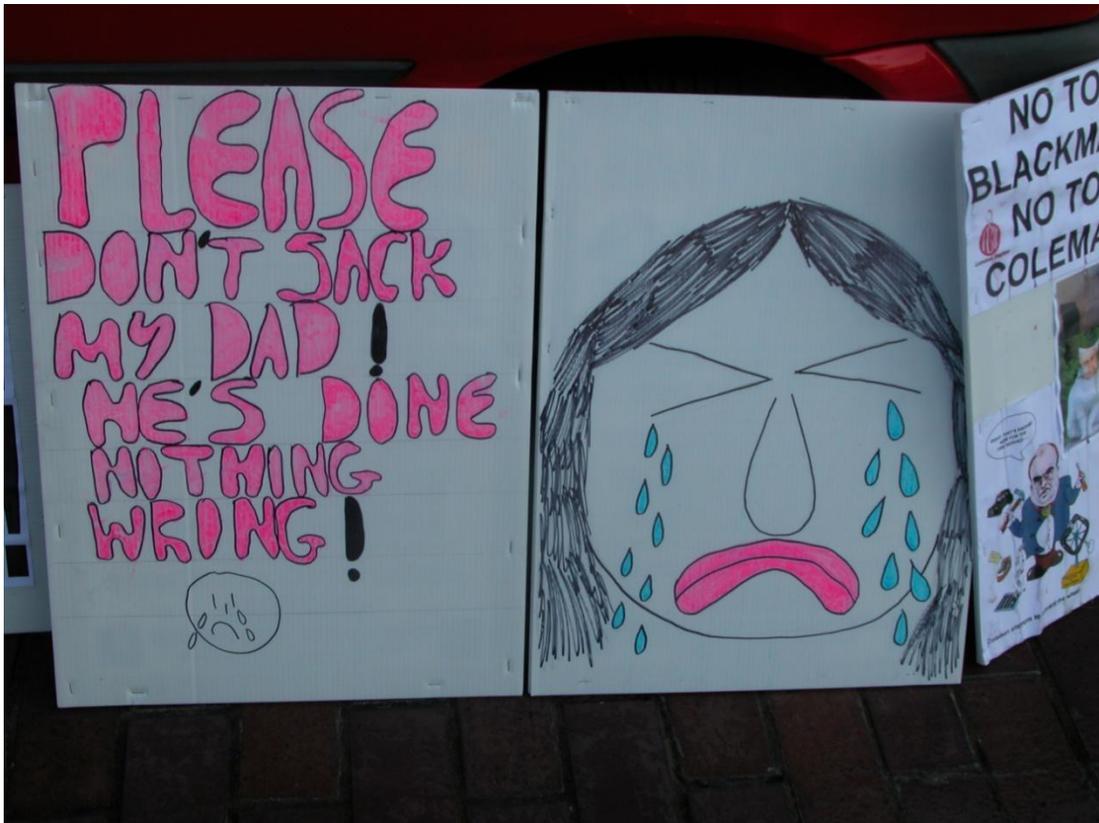
Free the Brixton One!

Hats off to Brixton driver, Kelvin Ang, who refused to be bullied into driving during the firefighters' strike. Kelvin was threatened with loss of pay by Vic line General Manager, John Doyle, and then held captive all day by management. Kelvin may now have a grievance for false imprisonment against the company.

We say 'Free the Brixton One!'



Firefighters picket Holloway Fire Station at the start of their 8-hour strike. Some of our branch members visited their picket line to show our support.
Photo by Derek Bishop



A firefighter's daughter expresses her feelings on this placard.
Photo by Derek Bishop

Vote Janine Booth for Council of Executives

Finsbury Park branch is proud to throw its support behind **Janine Booth** in the imminent election for the London Transport member of the union's Council of Executives. Janine is a former member of our branch and is well known for her intelligent, tireless and honest approach to building the union, helping members and organising the fight for a better, safer workplace for all. **Read what some of our reps have to say about Janine below:**

"In the next few years and beyond, RMT members across the combine and the whole of our industry will need the type of work output we have been receiving from Janine Booth."

Glenroy Watson
Chair, Finsbury Park branch

"I am supporting Janine Booth in the EC election because she has all the qualities needed to best serve the interests of members in our Region. I have known Janine as a level 1 Rep, Stations Functional Rep and Regional Secretary, she has consistently demonstrated that she is a dedicated, hardworking activist who will listen to the views of the members and represent those views both at the negotiating table and at debate within our Union. "Janine has tremendous organising skills and has been instrumental in improving the way we communicate with our members. Democratic principles are at the heart of her Trade Union activism which, if elected to serve as EC member, will stand her in good stead. I believe that Janine will

bring the passion and energy she has shown thus far into the role of EC member and will be a credit not only to the Region but also at a National level."

John Kelly
RMT Stations & Revenue Council rep

"I am voting for Janine because I find her to be an exceptional woman. She is hardworking, kind, honest and approachable. She has the members' interests at heart and I think she is the only person for the job. She always has time for you and will do her very best for each of us."

Tracy Fitzpatrick
Seven Sisters depot drivers' rep

"I am voting for and supporting Janine for Council of Executives London Transport seat because she's a great candidate. She has the competence, experience, strength and commitment to serve the members in this national leadership position."

John Leach
Former Council of Executives member

"I am backing Janine because of her dedication to the membership, her workrate and her democratic principles."

Dean O'Hanlon
Secretary, Finsbury Park branch

"Janine Booth has a proven good track record of representing and campaigning for all grades of members. She puts complex issues concisely into everyday English to the benefit of all. A vote for Janine

is a vote for common sense!"

Ifor Davies
BCV Revenue Control health and safety rep

"Janine's persistent efforts and commitment to our cause proves that she is worthy of an Exec position. I must commend her with my support and for her unwavering fight against those who oppose RMT. How she manages to balance this with her committed family life is also worthy of note."

Waseem Malik
Leicester Square group rep

"Janine's determination and dedication to the cause is second to none. I know of no-one who works so tirelessly in pursuit of workers' rights, so selfless and for the good of the membership."

Bjorn Bradshaw-Murray
LU Leaner Reps' Co-ordinator

"Janine has been a tremendously supportive RMT Functional representative. She has a keen eye for fine detail and the bigger picture. Approachable, honest, helpful and active, Janine recognises that, regardless of grade, we are one class."

Terry Jeffrey
Leicester Square group rep

"RMT reps support Janine Booth for the Executive. She has been a tower of strength and a source of vital support in our struggle against the proposed job cuts and the vicious management trying to impose them."

Peter Hartshorn
Green Park group rep

Annual General Meeting

**Friday 19th November 1700 Hours 12 Pins
Public House**

Candidates' Election Addresses

Health & Safety Rep, Seven Sisters Depot

My name is **Derek Bishop** and I'm standing for the Health and Safety Representative position at Seven Sisters Depot on the Victoria line, where I presently work as a train operator.

- From standing on picket lines to attending demonstrations, I have always been committed to the struggle of trade unionism.
- As the membership secretary since 2004 I have made a difference to the way in which the branch has undertaken the recruitment and retention procedures within the workplace. It is partly due to my diligence and determination that these changes have successfully taken place.
- At the workplace I encourage direct communication with the work force and have had discussions with members of all unions to try and persuade them over to the RMT position.
- I have always been interested in all aspects of health and safety in the workplace.
- I believe the position of Health and Safety Rep (on the Victoria line) is so important, especially in the forthcoming year with the on-going effects of the farcical introduction of the 2009 stock, the fight to stop the job cuts and associated relaxation of safety rules, and the on-going fire dispute.

I ask for your vote on Friday 19th November 2010 at the branch AGM.

My name to those of you that do not know me is **Mark Walters**. I have been a Train Operator for 16 years working on other lines and have worked at Seven Sisters for the last 8 years. I was elected Local Health and Safety Rep in 2006, a role which I have held for the last 4 years consecutively.

I am standing to be re-elected for the role of Health and Safety Rep not only because I am passionate about ensuring the best possible safety standards for our members, and all

staff in the workplace are adhered to, but also to continue the work that has already been started to ensure that the first major upgrade of the Victoria line is carried out to the highest safety standards.

Over the last 4 years I have highlighted the moral argument of door safety which prompted a human factor survey to be carried out by LUL's safety department. I am also working extensively to raise the awareness of the hidden effects of Electro Magnetic Frequencies in the workplace namely TETRA which led to a conference being held 2 years ago and a health study of all members which was carried out this year in conjunction with other industries.

My determination to act in the members' best interest comes from seeing at first hand management attempts to erode large chunks of the Health and Safety at Work Act by running a railway at any cost. This I believe must be resisted and something that I will continue to strive to do.

Health & Safety Rep, Brixton Depot

Friends and Colleagues,

It is now the time of year when you vote for your RMT union representatives. I am **Gary Doyle** and as I have now been your Health and Safety rep at Brixton for over a year, I should say that the state of the track is improving in leaps and bounds through constantly taking management to task over safety issues. The 09 training debacle has been pushed through at a level much higher than ourselves but, as you will have seen in your recent survey/questionnaire, I am not letting that issue go. Also, we now have a smoking / garden area upstairs after a lengthy battle... So no more harassment from undesirables outside. So if you can make it to the AGM, please vote for me to continue the hard work I have put in and keep the pressure on management who, let's face it, need pushing. I as ever will also need your feedback as to any problems you may have and will keep fighting to maintain the high safety standards we all strive for.

Many thanks.

In solidarity Gary Doyle

Comrades.

My name is **Tracy Fitzpatrick** and I am a driver at Brixton depot and I am writing to ask for your vote at the upcoming AGM.

Many of you will know that I spent a year as Industrial rep at Seven Sisters and I am now standing for the Health and Safety rep's position at Brixton.

I am standing for this position as I believe that at the present time Health and Safety should be one of our main priorities, as the proposed job cuts will without a doubt compromise every member of staffs health and safety.

The introduction of the 09 stock on the Victoria line is also a major issue at the moment, as I am sure most of you are aware barely a day goes by without some 09 issue affecting the line.

I have just returned from maternity leave and I have been approached by many of my colleagues with health and safety concerns which have been overlooked by management with the introduction of this stock.

If elected I will commit to do my very best, and be accountable to all members of my depot and the Branch.

***IT IS YOUR BRANCH IT IS YOUR UNION.
COME TO THE AGM AND CAST YOUR
VOTE FOR THE CANDIDATE OF YOUR
CHOICE. IT WILL BE ONE MEMBER ONE
VOTE BY SHOW OF HANDS WITH ALL
MEMBERS PRESENT AT THE AGM ABLE
TO VOTE. ALSO THERE ARE OTHER
POSITIONS VACANT LOOK OUT FOR
NOTICES OF VACANCIES ON YOUR
UNION NOTICE BOARD AND COME TO
THE AGM***

