



London Calling

News and views from RMT's London Transport Regional Council - www.rmtlondoncalling.org.uk

special issue for London Underground 'MATS'

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Ten Reasons Why Admin & Duty Managers Should Vote YES-YES to Save Jobs

RMT to ballot members for strikes and action short of strikes against London Underground's job cuts

1 Because these job cuts will be a disaster for all of us - every grade of station staff; other grades of Underground workers; and passengers too.

2 Because LU management are not listening to your union reps in talks. Industrial action will make them listen.

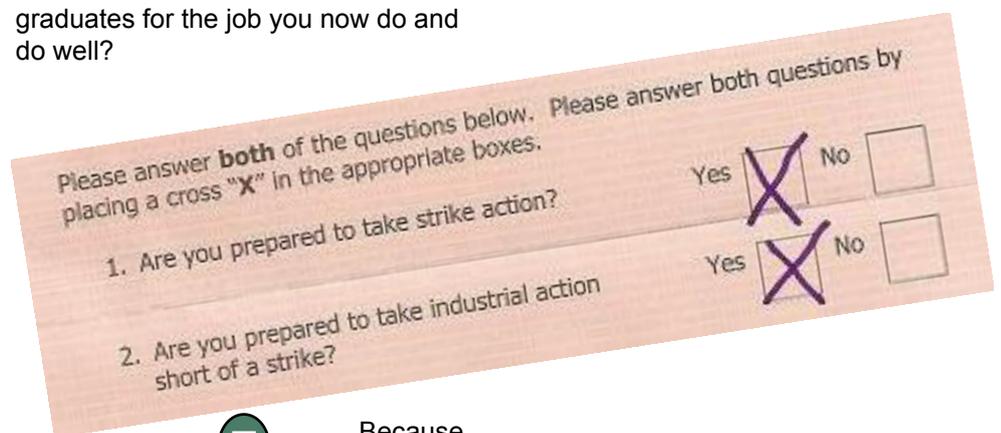
3 Because management have not given you a chance to vote on whether you want job cuts. RMT is giving you that chance - this is your opportunity to show your opposition to de-staffing of stations, offices and depots.

4 Targets have increased, the workload has increased. We have consistently met target and now the thanks for that is you have to apply for your own job. You may not get it, you could be excess to requirement. Then what?

5 Because this is an all-grades ballot. RMT is asking station staff, revenue, drivers, service control, engineers, duty managers and admin to stand together to defeat these job cuts. Station staff are not being left to fight alone.

6 Management have allowed graduate trainees to preference for duty manager jobs. When it comes to competency based applications, they will have the advantage over you. Anyway, why should you have to compete against

graduates for the job you now do and do well?



7 Because admin have been treated with total disregard. They don't even know what location they will end up at. Not enough admin have volunteered for severance and management have no idea (they admitted it) where the excess staff will go.

8 Because industrial action is where our real power lies. We and other grades keep London Underground running every day - if we withdraw our labour, the Tube stops, and the company and the politicians have to listen.

9 LU plans to downgrade the desk DMT to being paid lower than a supervisor rate. If they then do the equivalent on stations DSMs will go and a GSM will have a deputy while what supervisors are left will carry out the DSM role.

10 Because these job cuts are not inevitable. Not if we fight them, anyway!



Your Questions Answered

Does London Underground have to cut jobs to save money?

No. RMT made the following suggestions to London Underground for how it and TfL could save money without cutting jobs:

- ask for extra government grant
- take Tube Lines back inhouse without paying its former owners
- take all functions back inhouse
- stop 'fat cat' salaries by introducing a maximum wage for LU/TfL employees
- stop advertising and paying commission to external ticket-selling outlets
- minimise Employment Tribunal payouts by stopping managers acting unlawfully against employees
- open the books: allow trade union and public scrutiny to identify additional savings

Management rejected them all.

What is 'action short of strikes'?

It is any kind of industrial action other than strike action. It may include, for example, an overtime ban, or refusal to carry out a particular part of our duties.

Why should I vote for both strikes and action short of strikes?

The law requires trade unions to ask you the two questions separately. By voting for both, you enable your union to use a variety of tactics to put pressure on London Underground to stop these job cuts.

Remember: it is not an either/or choice: make sure you vote on both questions – and we recommend you vote Yes to both!

Will taking industrial action make any difference?

Experience tells us that nearly every time we take industrial action, the employer makes concessions. We beat their last attempt to close ticket offices and cut jobs through a public campaign and a ballot.

We can not guarantee that we will win outright by taking action - but we *can* guarantee that if we don't take action, management will go right ahead and cut our jobs.

Won't the public hate us if we go on strike?

Most passengers oppose the job cuts. RMT members have given out thousands of leaflets, collected many signatures on our petition and received messages of support for our campaign. Our fight to defend staffing is in passengers' interests as well as our own.

And in any case, public opinion does not win our battles - our own determination and action does.

Can't we persuade management to withdraw the job cuts without going on strike?

No. RMT reps and officials have been attending talks with management for months, trying to persuade them not to cut jobs. We have lobbied politicians and leafleted passengers. We have sent out press releases and collected signatures on petitions. We have given management solid arguments and even PowerPoint presentations.

But management won't even let us discuss whether jobs should go, only *how* they should go.

Can I get in trouble for voting for industrial action?

No.



WHAT HAS HAPPENED AT TALKS SO FAR

RMT and the other unions have:

- presented our case against job cuts
- proposed that talks should involve all unions and all grades together
- explained the adverse effects of the job cuts on drivers, station staff, other grades, and passengers
- proposed alternative ways of saving money without cutting jobs
- pointed out the adverse effect of staffing cuts on groups such as people with disabilities and those with caring responsibilities
- explained the damaging effect of de-staffing on safety and customer service
- pointed out TfL/LUL's waste of money on eg. fat-cat salaries for top managers
- raised other issues such as displacement and voluntary severance

Management have

- rejected all our proposed alternatives to job cuts
- refused to even debate the principle of cutting jobs
- refused to go to the conciliation service ACAS to discuss our differences
- allowed union reps only to ask questions, and only answered some of those
- insisted on dividing up talks into separate meetings for separate grades/functions
- changed the way in which they calculate staffing levels to generate an artificial case for cutting them
- pressed ahead with their job cuts plan despite our opposition