



London Calling

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

special issue for London Underground revenue control staff

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Ten Reasons Why Revenue Staff Should Vote YES-YES to Save Jobs

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

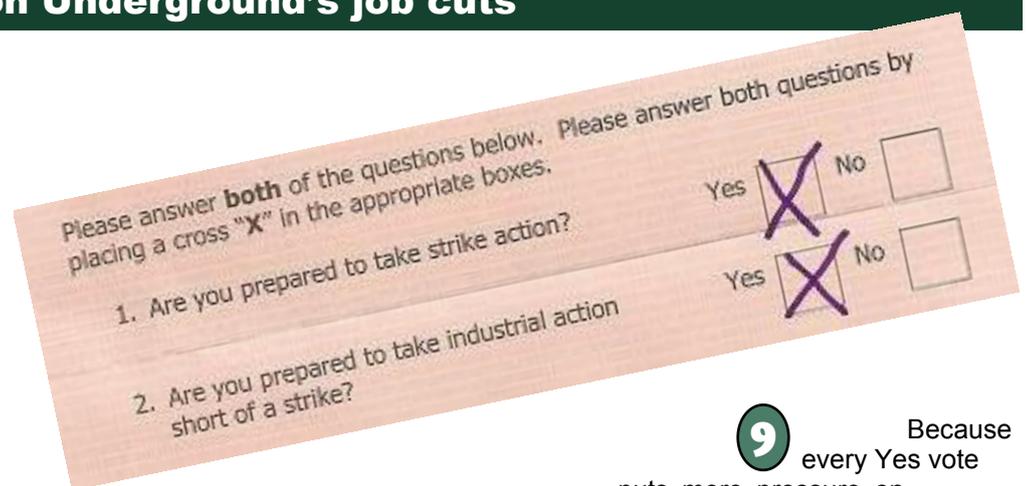
1 Because the merging of the three revenue units into one was a prototype for these cuts. Look at the effects this has had: extremely low morale; higher stress levels; more disjointed, unrealistic workloads for management and admin. Imagine how bad it would be if this was spread to the rest of LUL.

2 Because ticket offices will be shut, passengers won't be able to sort out Oyster problems or buy tickets, so there will be an increase in assaults on staff.

3 Because if hundreds of station staff are cut, RCIs will be unable to get the assistance we need at stations with few or no staff.

4 Because this is just phase 1. Revenue and Supervisors are next on the agenda. We are already running with 30+ vacancies with 12 people waiting to come in.

5 Because with fewer station staff, we will be asked more and more to cover station jobs rather than doing our own job.



6 Because we rely on our station colleagues for intelligence and assistance in preventing fare evasion. Having 800 fewer will have a seriously detrimental effect on our ability to do our jobs.

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

8 Because this is an all-grades ballot. RMT is asking station staff, revenue, drivers, service control, engineers and admin to stand together to defeat these job cuts.

9 Because every Yes vote puts more pressure on management to withdraw the job cuts; and every No vote gives them the green light to go ahead. Management will interpret No votes as support for their job cuts, and abstentions as apathy - they will take both as endorsement of their plans.

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 jobs.

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

Most passengers are strongly opposed to the job cuts. RMT members have given out tens of thousands of leaflets, and collected thousands of signatures on our petition and received many messages of support for our campaign.

Our fight to defend staffing is a campaign in passengers' interests as well as our own.

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 station staff, other grades, and passengers
- opposed the increase in size of station groups
- explained why ticket offices are still needed
- proposed alternative ways of saving money without cutting jobs
- pointed out the adverse effect 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
- made no changes to their plans in response to this 'consultation'
- 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 despite our opposition