

FOR THE RECORD



Newsletter for the Liverpool Street Group



Planned Job Cuts There isn't one of us who is not by now aware of the company's plan to axe 800 frontline jobs. When RMT leaked this information to the media in December 2009 London Underground accused the RMT Union of scaremongering. Then this year, before it had the decency to tell it's staff, London Underground told the media all about the jobs cuts.

The grim truth is gradually getting clearer and closer. The proposed job losses on the JNP and BCV lines are around 376 that means that if 800 jobs are going that on SSL the losses will be a staggering 424 staff! A fortnight ago the Union was informed by Company Council and in its turn informed all reps that on the Liverpool Street group the losses would be around 23 staff! That is around 16% of staff, or every sixth person on the group!

It is understood that many of you want to know how the job cuts will be brought in, how it will be decided who stays and who goes, and it is understood that many of you want to sit tight and wait and see before taking any action.

There is a grave danger, however, that as the doom bears down upon us, that by the time all the details are out in the open, it could be too late to act.

That is why your RMT reps across the combine are meeting regularly to put before staff everything they know and to organise members in to activities designed to protest against the job losses and to inform the public of the threat to their safety and to their convenience.

The maths doesn't add up.

The company says that 800 jobs are going, it says there are not going to be any forced redundancies—does anyone see the flaw here. They say people will be re-deployed, but just think; how many of you have been waiting to become train drivers, supervisors, SCRA's or SAMF's? How many of you have been waiting simply for a transfer or to get a rostered position? Why are you getting these moves?

You aren't getting the moves because the company is not filling the 200 vacancies that are out there. So 800 people going for a number of jobs already reduced in number by 200, but no redundancies? What is available? No doubt some people will get their transfer, but the truth is SRT is what is on offer, and if you find yourself in the redeployment pool you will have only a matter of weeks to find a job before having your contract terminated! The solution, sisters and brothers, is not to take this assault on our livelihood laying down, it is to stand and fight. To get organised. To get active in the Union, and to WIN!

Get to your Branch Meeting, your Stations and Revenue Grades meeting, speak to your reps.

GETTING ORGANISED:

**Staff
Our
Stations**
Keep our Tube safe



What a fantastic turn out on Friday 23rd of April. At least 16 volunteers arrived from all over London and gave out around 500 leaflets in an hour and collected dozens of signatures for the petition - at least 4 of the volunteers were not even employed by TFL or LUL. Thanks to everyone for your support. Don't worry if you couldn't be there today - come and help at Aldgate or another station near you. If you want to be part of the team that is labouring to make a difference then contact your RMT rep: 07736938941 or email g.bowtell@gmail.com

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April 2010



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Unity is Strength

BURNING ISSUES

UNION BRANCH MEETINGS

When:

The FIRST
Wednesday of
each month at
5pm.

Where:

The Exmouth
Arms, Starcross
Street NW1.

Why:

To find out how
RMT is fighting to
protect your jobs
and your rights at
work.

To get the news on
LU's latest
schemes.

To find out how you
can do your bit.

How:

By TUBE, with your
colleagues, to Eus-
ton Square – it's a
short walk down
North Gower
Street.

SCRA Roster: there was a plan to introduce a roster which would take supervisors out of the control room. Local management refused to abide by the machinery of negotiation and consultation and denied all requests for consultation and negotiation. At a Level 1 meeting the GSM stated that if the Industrial rep insisted on consultation that the roster would be abandoned. "So be it" was the response. Whilst the inadequacies of the current scra roster are clear, what is equally clear is that any roster which reduces the need for a supervisor will become the blue-print for further jobs losses, and it is the role of the RMT Union and its reps to prevent any erosion of job safety.

CSA Roster Liverpool Street

However, given that the company has decided upon swingeing job cuts and has begun its preparation BNS—the people who produce rosters—have been told not to deal with any new requests for roster changes and to get to work on rosters of 2011—the year of de-staffed stations. As a result the review of the CSA Roster for Liverpool Street will not take place. The GSM informed the reps that she has a roster which may form part of the new arrangement for next year, but refuses to let us see it. It must be bad.

Attack on long weekends for reserve staff.

Despite BNS being instructed not to undertake any changes to rosters, the GSM wishes to put forward a proposal which would reduce long weekends for reserve staff off all grades to ONE every six weeks, with no additional weekends off. It has been said by the TSSA rep that there is an agreement with the former GSM for a long weekend every four weeks—but guess what, no one can find it! Funnily enough when RMT was in dispute with LUL last year, it often said it couldn't find the agreements referred to! Nevertheless it is the position of the RMT industrial rep that

- Since all reviews of rosters for resident staff are on hold, so they should be on hold for reserve staff too.
- The problem of not being able to cover duties is clearly caused by the number of unfilled vacancies and not *enough* reserves, not by staff wanting a work-life balance.
- The aim of trade unionism is to advance the terms and conditions of working people, not to dilute them.

Farringdon CSA roster

On the 9th of February this year the industrial rep wrote to all the rostered CSA's at Farringdon. A collective grievance had been raised regarding the roster there, and the various issues that the staff working it have with it. The memo advised against raising a collective grievance because the former roster has been well and truly put to bed, and because a new roster based upon the grievance would include working more weekends. The memo asked for feedback, but none was given. At the last level one meeting the issue was closed, and given that a great deal of upheaval is both promised and predicted for February regarding rosters, it was probably best to let that issue "lie under the table".

V.S.! What a load of B.S.!

At team talks some managers have been spreading the falsity that VS (voluntary severance) will be on offer to all staff. You are advised to take no notice of this. Information about this is available on the intranet, and it is *clearly* stated that only managers and a handful of SAMF's will be offered VS. Sickening isn't it. How many managers will return as consultants after six months?



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Meeting with local management 13th April 2010

British Transport Police:

Concerns have been raised that when police back-up has been required at Liverpool Street or at Moorgate the BTP stationed at Platform 10 on the National Rail concourse at Liverpool Street have been refusing to assist. If any staff have any details about such occurrences please pass them on to your industrial or H&S rep who will pursue the matter. If similar things are happening at Aldgate, Barbican or Farringdon then you must let your reps know.

Lavatories:

Smelly, dirty, sub-standard facilities at Liverpool Street are the norm. This issue has been brought up over and over again. Keep on reporting it to the supervisors, ask them to raise jobs on really bad toilet areas and keep reporting it to me—if you see a manager on the station get them to take a look and a deep breath, so that they can see what you have to put up with.

Workplace colleague:

Many of you have expressed concerns about DSM's attempting to twist your words, intimidate you, or bully you when you have been "invited" to discuss a matter with them. The remedy, you have said, would be to have a member of staff accompany you, after all, at *informal* meetings managers have been known to bring in a "note-taker" - how informal is that?

You also reported that you have been denied a companion. When asked to instruct managers to allow a work-place companion to accompany those staff who wished to take one where it was practicable, the GSM flatly refused.

A *failure to agree* was registered, the matter will now be dealt with by functional reps. More news on this as it becomes available.

Mystery Shoppers and Positive Feedback

Let's get one thing straight—the RMT Union wants you to receive recognition for your hard work. RMT protests against the abuse of mystery shopper surveys resulted in the agreement that managers are no longer allowed to circulate survey reports, by email or by putting them on notice boards. Results are not to be used to discipline staff. But never has it been agreed that managers may not say "well done" to staff who score highly. Never has it been agreed that managers may not pass on the positive feedback that passengers give—this feedback is in fact easily available on the intranet. So don't believe the LIE that the "union says we can't give positive feedback" - that is utter rubbish. Oh, and by the way—someone took me off the distribution list so even I can't tell you if received positive feedback!

Credit where credit is due!

Membership

Congratulations to **Peter Harris, Gabriella Nagy, Neljones Canlas, and Mary Lynch** who have recently joined Britain's fastest growing union.

NB: It is important for us to keep accurate and up to date records of members, if you change your bank details or your home address please let you union rep or RMT headquarters know. If you don't receive your diary or magazines your address may not be registered correctly—call 0800 376 3706 to check your details.

Last but not least if you have been off sick, but are going to resume to annual leave YOU DO NOT HAVE TO COME IN ON YOUR REST DAY OR DURING YOUR LEAVE to complete a return to work interview. You can notify a manager by telephone if necessary if you intend to resume to annual leave. The policy states that return to work interviews are done as soon as is "practicable" - when you are not at work is not practicable. This point was agreed by the GSM at the Level 1 meeting on the 13th of April.

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