

Olympics Bonus: Framework Agreement is NOT FOR SALE

The recent RMT reps meeting of 16 March sent a very clear and very loud message to London Underground : Our Framework Agreements are not for sale at any price.

There is not one part of the Framework Agreement, which enshrines our conditions at work, that RMT is prepared to consider negotiating away for an Olympics Bonus. No monetary offer will tempt us. We will not be bought off for a few quid that will last no longer than the current incumbent of City Hall.

LU had offered an £850 Olympics Bonus, comprising of £100 (quarter two's CSS bonus), £20 per shift worked and £350 for 'flexibility'. 'Flexibility' amounted to re-writing our Stations Framework Agreement for the Olympics, obliterating key rights. They said rostered staff had to work anywhere within their group and could be moved by more than two hours. Station staff had to stay on the station during their unpaid meal breaks. SRT could cover rostered duties. The whole raft of proposals made for very scary reading as it corresponded exactly to the kind of 'flexibility' LU want from their workforce after the Olympics (see over).

Our Framework Agreement is the result of hard-won victories from the past . To even contemplate negotiating these away would betray all we stand for. It would make it easier for LU to erode these rights in the future.

Subsequently, RMT has gone into ACAS talks and demanded that no RMT member will be forced to breach the Framework Agreement during the Olympics. Until LU provide this guarantee, all talks will be adjourned.

The RMT is still prepared to negotiate the Olympic Bonus you deserve for increased workload. But not at any price.

For updates on negotiations, see:

www.rmtlondoncalling.org.uk

The rights we must hold onto. Some key points from our Stations Framework Agreement:

For reserve staff, the right to 28 days' notice of duties.

Many of you get messed around when your advanced duties are radically amended. 28 days' notice should mean 28 days' notice!

The Framework Agreement says that once the advanced sheets are published, your duties can only be amended following 'consultation' with you.

A meeting of the Stations Functional Council in 2004 backed up this interpretation. LU reaffirmed last September.

If you are unhappy with a duty change, tell your rep, who will involve the Functional Reps if necessary.

Minimum twelve hour gap between duties.

Always insist on your twelve hours' rest!

It is being eroded in some areas where LU are authorising overtime that does not allow twelve hours between duties. It is up to staff and management to stick to our agreements. LU should not authorise the overtime. And we should not volunteer to break our twelve hours rest. We fought hard for it!

Special Requirements Team must not cover rostered duties.

The SRT Framework says SRT should not cover rostered duties. Unions negotiated this so SRT would not substitute for rostered staff..

On the stations, make sure SRT are not covering duties. It papers over the cracks of short-staffing. It helps LU achieve the flexible future (see over) they are working towards.



RMT Prepares to Defend Station Supervisor Jobs

LU are preparing to shed Station Supervisor jobs by removing and changing SS's responsibilities. Last year's 'leaked Strategy Document' talked of cutting 770 DSM and SS positions after the Olympics.

Recently, LU published a new procedure for stations access: Station Supervisors can no longer refuse access to contractors, but must instead phone the Duty Operations Engineer, who will make the decision off-site. This practice has safety implications. In addition, by removing SS responsibilities, it prepares the ground for having no night turn SS to book on contractors.

On top of this, when the new Rule Book was implemented, it removed night turn SS's responsibilities, e.g. station checks before start of traffic.

During the recent dispute over station staffing, LU repeatedly assured us that they were committed to staffing stations 'throughout the traffic day'.

On the stations transferred to LU from Silverlink on the north of the Bakerloo Line, security guards look after the station at night. RMT fought this in a dispute in 2008; LU promised to replace security guards with LU staff. Four years later, security guards are still there.

LU could hardly be clearer: they intend to cut SS numbers by removing night turn SS duties.

RMT has read the warning signs. We are acting before it is too late. RMT reps met this month to put together the basis of a campaign that will fight LU over the issue of stations access and be a springboard for the broader campaign to defend Station Supervisors' jobs. We will circulate information to contractors, LU staff and the general public. If you are an SS: JOIN RMT!

Your Station and Revenue Grades Committee

- A monthly meeting for all station and revenue staff.
- You can share information and hear reports from local and senior reps from around the combine.
- You can get help and advice. Reps and activists will be happy to help with any issue
- You can help us get organised: campaigning and recruiting new members.

We meet on the last Thursday of each month at 1430, usually at the Exmouth Arms near Euston. For more information, please contact:

Becky Crocker, Industrial Rep, Euston Group, Chair of the Station Grades Committee, 07734 364302

Eammon Lynch, Industrial Rep, London Bridge Group, Secretary of the Station Grades Committee, 07578 769943

LU's 'Flexible Future' For You

In the leaked Strategy Document last year, LU revealed they want a flexible stations workforce, prepared to work, as the old Martini advert said: any



ANYTIME.
ANYPLACE.
ANYWHERE.

time, any place, anywhere, with the ultimate aim of employing fewer staff. It was essential to cling onto our Framework for the Olympics to help us resist their plans for the future.

Their plans for the future include:

Flexible staffing solutions. Moving away from staff following rosters and knowing our shifts in advance. They are looking at agency staff; greater use of part time staff; a central pool of cover staff; cutting the budget for reserves and spending it on overtime instead.

Multiskilling for no extra pay. LU want CSAs to take on more of a revenue protection role, to cut RCI jobs. They intend to phase out the SAMF grade, replacing it with 'wave and pay' technology, deducting payments directly from customers' bank accounts. Up-skilled CSAs will be expected to sell tickets on enhanced POMS.

We have a heads-up so can begin to challenge 'flexible practices' as they creep in.

Going Train-Side? Stay RMT

- RMT has got five sacked drivers back to work in the last year, a record unmatched by any union, showing RMT's commitment to every one of its driver members.
- RMT has defended the drivers' Framework Agreement. Unlike ASLEF, RMT says maximum driving times, which have been won for safety, will not be sold off for the Olympics

Your RMT Stations and Revenue Council representatives are:

John Reid 07748 760261

Mac Mckenna 07801 071363

Mick Crossey 07831 570521

Paul Schindler 07810-153880

Malcolm Taylor 07748-933241