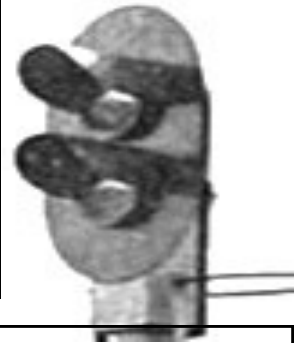


SIGNAL

RMT Newsletter for the Liverpool Street Group



June/July 2011

“Unity Is Strength”

Issue Four

Dear Colleagues,

This is a slightly longer newsletter than you are used to getting because of some important information.



At the most recent Stations Functional Council

management agreed to remove Framework Version 24 from the intranet because Stations Staff will now revert to using the V22a.

Here is a summary of your rights under that agreement:

FRAMEWORK AGREEMENT

- You must be provided with 28 days' notice of duties and rest days.
- Your rest days can not be changed without your agreement.
- Your duties can be changed, but:
- only for special events, possessions, unanticipated sickness or absence etc ie. not to cover rostered annual leave, ATOR, etc.
- you must have 24 hours notice
- management should ask you first
- Management/admin should not contact you about duty changes on your emergency contact number without your express permission. They should contact you at work, or write to you at home.
- RMT considers that it is not your responsibility to phone work to find out if your duties have changed, even if you are on a long weekend or leave. Management should ask you about changes before you start your leave or rest period: if they want to change them at short notice, they should write to you.
- If you have care responsibilities that mean that you cannot have your duties changed at short notice, speak to your

RMT rep, who will ask management for guarantees over notice of your duty changes.

- You must have 12 hours rest between duties - exceptionally, 10 hours; in an emergency, 8 hours.
- You can not be required to work more than 7 days in a row - 8 to facilitate a long weekend or minimise split rest periods during the week.

YOUR WORKING HOURS

- You can not work more than 5 hours without a meal break.
- You can not be required to work more than 10 hours, or 12 on a Sunday.
- If you work more than contractual hours in a 12-week period, you will be paid for the extra hours at overtime rate. If you would prefer 'time off in lieu', ask your manager: your RMT rep will support you.
- If you work less than contractual hours, LUL can require you to work the extra hours during the next 12-week period - but only a maximum 8 hours, and only in the next period.

Tip: Record in your RMT diary each week any variation of your hours from the standard 37½ (20 for part-timers) eg. +2, -1, so you can challenge any miscalculation by management.

WHERE YOU WORK

- You book on at the station you are rostered to work at on that day. If you are moved to another station during your working day, you can book off at that station, or, if the GSM agrees, at your base station, travelling in work time.
- You can be required to work at another station on the line, but only occasionally.

- Management can ask you to work at a station off the line for which you have licences, but you have the right to refuse.

Resident staff will occasionally be required to work at other stations within their group of stations. They may also be requested, with their agreement, to work at other stations in any job for which they hold the relevant licences, provided the requirement or request to work at another station arises out of an occurrence which was not anticipated. (Schedule 2, clause 1.2)

This means that if you are rostered, management can only require you to work at another station on your group *if the need to do so arises from an unanticipated occurrence*. An unanticipated occurrence may include, for example: detrainment or other emergency at the other station which needs extra staff to help; a member of staff going off sick at short notice.

It does *not* include: duties being uncovered because a post has been kept vacant when it could be filled; duties being left uncovered because management have refused to offer them out on overtime; duties being uncovered because the rostered staff are away on leave or on a



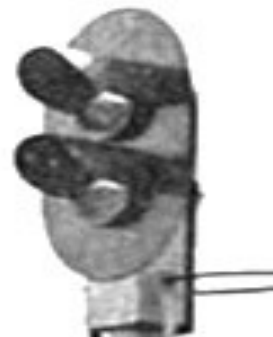
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- Join online: www.rmt.org.uk/join

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“Picket lines: the final court of appeal”

Issue Four



training course.

Management can only request you to work at a station off your group due to an unanticipated occurrence, and even then, this can only be a request - you are free to refuse.

- Should you work at another station, all additional travelling time must be during your working hours.

FACILITIES

- You should have a locker as soon as practical.

If you need any further advice or are not sure exactly how the above applies to you can contact your local rep, branch secretary, or a member of Stations Functional Council when your rep is not available.

NEW HEALTH & SAFETY REP

A new H&S rep has been elected by the Hammersmith & City Branch for the Liverpool Street Group. As of 1st June 2011 Gavin Bowtell (CSA LST) will be the H&S rep and will begin the first course in H&S at the WEA from the 30th of September 2011. Our thanks go to Sam Nash (CSA LST) who until June had served as the H&S rep. She will present a handover report to Gavin and apprise him of all outstanding H&S issues on the group that she was dealing with.

FAILURE TO AGREE: SUITABLE ADVICE

At the last level 1 meeting the TSSA rep complained that letters or notices of “suitable advice” given were pernicious and in some cases worse than a warning in that they have NO EXPIRY DATE. In other cases letters of suitable advice are tantamount to a warning issued without due process being followed and without members receiving their right to representation. Management disagreed saying that these notices would be ignored after a time. However, the reps have evidence that these notices have been used in disciplinary hearings in the past which have resulted in the member of staff being sacked! These are NOT INNOCENT TIPS from management. The failure to agree read as follows: “whilst it is the prerogative of management to offer suitable advice to staff, the fact that these letters of advice remain indefinitely in staff files and have been used at CDI’s and referred to almost as warnings, makes them more pernicious than a warning which has an expiry attached, and which attract the right to representation and an appeal process.

Letters of Suitable advice will be more acceptable if they are subject to a time limit in that after a given period, not exceeding 6 months they are removed from staff files, or that letter of suitable advice clearly state that they cannot nor will not be quoted or referred or form part of the evidence of any disciplinary hearings.” This matter was discussed at Stations Functional Council and because it affects staff across the combine it has been referred to the APC Joint Working Party. A report will be made when the APC has reached a decision. In the meantime any members who are or who have been issued with suitable advice should contact their local rep (sending a copy of the advice letter to) Gavin Bowtell at Liverpool Street Station or contact the Branch Secretary Mark Harding on 07930138701 as he has been instrumental in getting the RMT Union to

support members in court in disputes over letters of suitable advice. It is in your interests to raise a grievance against these forms of action in case further action is taken later on in your career.

Hammersmith & City Branch

Meeting dates for 2011 @
The Exmouth Arms
1 Starcross Street
Euston
NW1 2HR

The nearest Tube stations are Warren Street, Euston and Euston Square.

The meeting dates are as follows:-

1st June	
6th July	3rd Aug
7th Sept	5th Oct
2nd Nov	7th Dec

All meetings are normally on the first Wednesday of the month
The start time is 17:00.

Every member should make the effort to attend. It is in your best interests to keep up to date with the real issues and discuss any problems that maybe affecting your work or any other matters, e.g. accidents at work, harassment in the workplace, general representation, grievance hearings.

For further information or any assistance, please contact:
Mark Harding, Branch Secretary
07930 138701

Sandra Hunt, Branch Chair
07766 024115

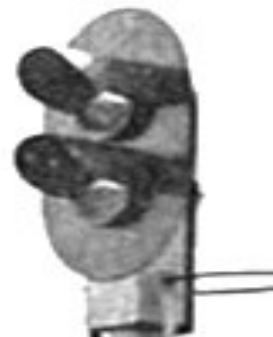
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“An injury to one is an injury to all”

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Barbican/Farringdon

Due to the reopening of the FCC later this year Farringdon and Barbican are set to have their roster split again with Farringdon becoming an SS1 station and Barbican reverting back to SS3. This decision has been reached by looking at stations complexity index which involves assessing all station assets, customer flows (predicted in some cases), ticket sales i.e. complexity of station hence the name of the index!

All SS will have the opportunities to pass the SS1 core assessments and those which are successful will then populate Farringdon's new roster and those unsuccessful will take up positions within the Barbican roster. Stations functional reps will meet management to discuss how any tie breakers will be determined if more than 6 SS are successful, those that remain at Barbican will stay on SS2 terms and conditions indefinitely with any future vacancy at Barbican being filled with an SS3.

The action you take has an effect on others

You will have heard that there have been several reps who have been suspended or sacked. One of these reps was victimised for refusing to work at another station in accordance with Framework Agreement 22a. It was discovered that at certain stations on the LST group and other locations staff had also stood up for themselves and for their rights and refused to allow management to dilute their rostered status. This *local stand* meant that that rep who was victimised had to be allowed to return to his duties!

Dry Cleaning Vouchers

London Underground has agreed to reinstate the dry cleaning vouchers which were issued to staff with new uniform supplies and on requests. They were withdrawn to save money and a discriminatory tax allowance was arranged that would have been worth more to some grades than to others. As if that wasn't bad enough, the real value of the vouchers was much much higher than the value of the tax allowance, and the LST Industrial Rep is recorded as having said at a level 1 meeting that the withdrawal of the vouchers would be viewed as a pay cut by stealth. The matter was reported at the branch meeting and it was demonstrated that the tax allowance was woefully inadequate which appears to have been accepted by the Uniform Consultative Committee and negotiations between LUL and RMT resulted in the vouchers being reinstated:

Circular No IR/174/11

Dear Colleagues,

Following a meeting of the General Grades Committee, the below decision has been taken regarding the above issue:

“We note that London Underground has agreed to our request to reinstate uniform cleaning vouchers. We instruct the General Secretary to inform London Underground of our acceptance of this; ask the company to restore the vouchers as soon as possible; and ask the company for a list of outlets which accept the vouchers. The company's reply is to be placed back in front of us. We further instruct the General Secretary to advise all London Underground members of: our success in achieving the

reinstatement of uniform cleaning vouchers their entitlement to additional vouchers on request, as well as the booklets issued to them regularly their full entitlements regarding tax allowances and how to claim these. London Transport Regional Council and branches with London Underground members to be advised.”

RMT MEMBERS MAKE A DIFFERENCE

Despite this cleaning vouchers have still not been made available, Your local rep has written to the Executive Member who is going to look into the matter and will report back soon. News will be sent out by email when it becomes available.

DISPLACED TO GROUP RESERVE? MOVED GROUP? MOVED HOUSE? CHANGED GRADE? PROMOTED?

Notice of any moves you make should be reported to your [local rep](#), your [branch secretary](#) or to RMT [head office](#) because this:

- ◆ Helps the Union to keep you informed of things that matter to you, by post, email and text.
- ◆ Ensures you can take part in ballots for industrial action across the combine or in your area.
- ◆ Ensures that you can vote for your local rep at the right branch.

If you work on the Liverpool Street group you cannot vote for or stand as a rep unless you are a member of the Hammersmith & City Branch. To inform someone of these changes click a link above to send an email.

ORGANISE TO WIN

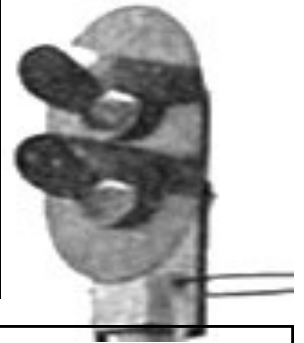
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Some of you have expressed an interest in the **RMT CREDIT UNION**



here is a basic guide:

YOUR QUESTIONS ANSWERED

A Credit Union is a financial co-operative owned and controlled by its members. It operates much like a bank receiving deposits from, and making loans to its members. It is in reality nothing more than a group of persons united by a ‘Common Bond’.

Who makes all the decisions about the Credit Union?

The credit union is managed by a voluntary Board of Directors, elected by members at the AGM. The Board has the responsibility to ensure that all the credit union’s statutory, legal and moral obligations are being observed and, above all else, to ensure the integrity and security of members assets.

Ultimately, RMT credit union belongs to the members and it is the member’s responsibility to see that the credit union’s affairs are being run with integrity at all times, therefore the AGM is the key mechanism for exercising the democratic principles which direct credit union activities.

When can I apply for a loan?

Members may apply for a loan when they have been saving for at least 13 weeks.

How much can I borrow?

In the first year you can apply up to 3 times the amount you have in savings. After a year you can apply for a loan up to 5 times the amount you have in savings depending on your history with the credit union.

Would I get a loan for anything?

Just like an unsecured bank loan, credit union loans can be for virtually any purpose and would cover all the typical things that people normally borrow for, such as holidays, Christmas, household goods and so on.

How do I pay savings or repay a loan?

By Direct Debit from your bank account (28th of each month, 4 weekly or weekly).

What does a loan cost?

Interest is charged at the rate of 1.056% a month on the reducing balance (APR 12.68%). Credit unions have the discretion to introduce a rate lower than this. **Unlike other conventional sources of borrowing, credit union loans have the added advantage of having the interest rate applied to the outstanding balance – therefore the interest payable reduces in line with the decreasing loan balance.**

Who decides about loans?

All loan applications are considered by the Credit Committee, which comprises a minimum of three members. The decision of the committee is final, but it can refer the application to the full Board if it is unable to make a firm decision (the vast majority of applications prove to be in good order and approval is a matter of routine **Shareholding** (Savings)

Member’s savings are referred to as ‘share holding’, as all the members of the Credit Union are its shareholders. After the running costs of the Credit Union are met, all profits made are paid back to the members in the form of an annual dividend. The amount of dividend paid is decided by the Board of Directors.

Are my savings used towards my loan?

No – your shares remain in your account and while you are repaying your loan you continue to save. When your loan is repaid in full you will have more shares than when you first took out your loan, augmented by any annual dividend after all FSA requirements are met.

What if I need to take out my savings?

You can get access to your savings at any time, provided that you allow some notice of your intention to make a withdrawal, to allow processing.

How do I withdraw my shares (where permitted)?

Obtain a share withdrawal form from the Credit Union at Unity House and return it, completed, to the Credit Union. Payment will be made direct to your bank account by BACS.

RMT Christmas savings club and RMT Summer savings club

Savings for Christmas and Summer holidays can be a real headache. Take some of the stress away by saving over the course of the year with us. Christmas savings club paid out

in November and Summer savings club paid out in July. We anticipate paying a dividend bonus of approximately 2% p.a. accrued through the year as long as you do not cancel your direct debit.

Non RMT members

Your spouse can now join the credit union as a non-member and have their own account as long as you both live at the same address.

How do I know my money is safe?

There are several safeguards in place to ensure the security of your money. The Government’s Financial Services Authority, the same body that regulates all providers of financial services in the UK, closely monitors credit union. Credit unions must submit quarterly accounts to the FSA, as well as annual audited accounts. The FSA has the statutory power to close, restrict or intervene in the running of credit unions financial affairs. The credit union must satisfy the FSA at all times that the value of its shareholding is worth at least 100%. That is to say that in the event of the credit union closing down, its members would receive 100 pence in the pound for every share held up to the value of £85,000.00.

What if I lose my job and can’t pay a loan?

If a member encounters such difficulties all we ask is that they speak to the credit union as soon as possible – provided the credit union is aware of the problem then it is virtually certain that a solution can be mutually agreed. It is only when a problem is ignored by the member that it is harder for the credit union to assist. It is the policy of the RMT Credit Union to take all possible steps to recover unpaid loans where it is clear that the member is refusing to pay, as opposed to experiencing difficulties and seeking to renegotiate loan payments.

For further advice and assistance – call us on **020 7529 8835**. We are here to help and our friendly staff are able to offer advice and guidance on all **RMT Credit Union** matters. For an application form ask your local rep or follow this link: <http://www.rmt.org.uk/>



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RMT

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MARITIME & TRANSPORT WORKERS

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Don't go it alone...

FULL PROTECTION from the moment you sign

- Better Pay
- Protection
- Representation
- Job Security
- Full Legal Cover
- Improved Conditions
- Health & Safety Protection
- Dignity & Respect
- Credit Union

plus much more ...



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