



JUSTICE FOR EZRA!

Queen's Park management, in collusion with Human Resources (HR), have decided to send Train Operator Ezra Christian to a CDI on a charge of gross misconduct. This is a total travesty and marks a new low in industrial relations on the Bakerloo Line.

Sword of Damocles

The story starts with a previous incident in which Ezra was at fault. Ezra attended a CDI in January after erroneously applying the procedure after a SPAD.

He answered the charges and the CDI panel rightly took on board numerous mitigating factors and awarded a dismissal, suspended for 52 weeks, backdated to the date of the incident in November 2018. This meant that Ezra had to steer clear of trouble until November 2019 because any further disciplinary issues (even minor ones)

would be referred straight to CDI on account of the suspended sentence.

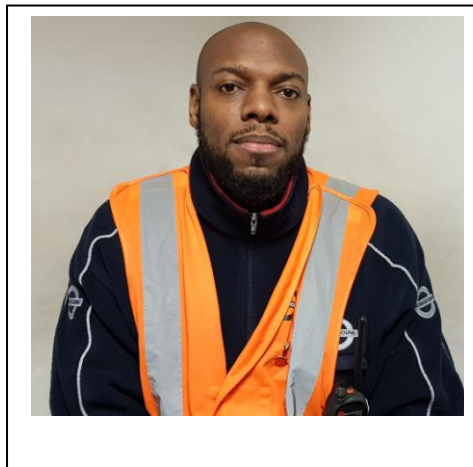
The Latest Incident

Ezra had another SPAD incident within the 52-week timeframe, but this time carried out the correct procedure. This should have resulted in no more than a Corrective

Action Plan (CAP) as there had been no breach of procedure.

However local management had other ideas.

Instead of issuing Ezra with a CAP, they started to focus on some problems in the communications between Ezra and the Signal Operator. When calling in the SPAD, Ezra had clearly told the Service Controller the correct signal which he had passed at danger (BR2). However, for some unknown reason, the Signaller seemed to think that the signal in question was BR1. Ezra tried to correct him, but to no avail.



Following some poor radio protocol by both parties, the Signaller gave Ezra authority to proceed into the platform at Lambeth North.

The implication, of course, is that Ezra accepted authority from the wrong signal, though it was clearly a mix-up which he was only partly to blame for. It is also obvious that he was not trying to cover anything up and that he was trying to do the right thing under pressure.

Overkill

So why make a disciplinary issue of it? *Especially as we hear that the Signal Operator was only given an Action Plan.* Even worse, why are they making it a gross misconduct issue? A charge reserved for the most serious crimes like fraud, fighting and theft!

Doctored Radio Recordings

It didn't start like this. At a fact-finding meeting, the original investigating manager agreed with Ezra's rep that the case should be referred to a Capability Case Conference where Ezra could have been removed from train operating with protected earnings.

At this meeting, the recording of the radio communications was played. The recordings had clearly been edited with chunks of conversation removed, presumably to make the Signaller look less culpable than he was. How low can these people get?

Protect the Signaller for his mess-up, but throw the driver under a bus.

It's a disgrace.

Fight for Ezra – Fight for Justice!

The fact that Ezra has been sent to CDI does not necessarily mean he will be

dismissed, though there is a considerable possibility that he will be.

This is not a situation Ezra should have been put in and, if he should lose his job because of this, we should use all our strength to fight back on his behalf, up to and including industrial action.

We simply cannot allow management to get away with stitching up one of our

colleagues by way of an unjustified disciplinary proceedings and doctored evidence. **Because if they can do that to one of the most honest and likeable fellows like Ezra, they can do it to any one of us.**

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Forgone Conclusion

At an early stage there was an admission by management that the outcome of the investigation was out of their hands and that regardless of what had actually occurred they were *not permitted* to send Ezra anywhere but to CDI.

Deja Vu

A couple of years ago they sacked Train Operator Luis Vigo for a minor infringement, but ended up with egg on their faces when he won an unfair dismissal case at Employment Tribunal and LU were forced to reinstate him after wasting £250,000 of fare payers' money defending the indefensible.

When will they learn?