



news for station and revenue staff - 16th march 2008

**Stop casualisation and de-staffing:**

# Vote For Action

RMT (and TSSA) are fighting for a very simple but very important principle:

**EVERY LONDON UNDERGROUND STATION SHOULD BE STAFFED TO AN ADEQUATE LEVEL BY FULLY-TRAINED, DIRECTLY-EMPLOYED L.U.L. STAFF WITH SECURE TERMS AND CONDITIONS.**

Sadly, London Underground management do not agree. Instead they plan ...

## **To abandon the principle of 24/7 station supervision.**

Management want some stations to have supervisors on duty only between 6am and 8pm, with private security guards on the stations from 8pm to 6am. The company claims that this is 'a move away from the idea of mobile supervision' – but for 40+% of the day, it is a move to NO supervision! It will mean:

- Fewer station supervisor jobs; fewer promotion opportunities for other station grades
- No qualified railway staff on duty in the evening, overnight or early in the morning
- No help for drivers or other grades – or passengers – during incidents such as one-unders, PEAs, security alerts, operating problems etc
- A threat to supervision at all other stations. If LUL imposes this at the ex-Silverlink stations, it will have broken the principle of 24/7 supervision, and will soon do it at other stations too.

## **To continue using agency staff and security guards.**

Instead of directly-employed staff, LUL will keep using staff from private agencies, who have no job security, lower pay, and fewer rights than LUL staff have in areas such as paid leave and sick pay. The agencies do not train them to London Underground standards, so they can not do the work as well or offer the right support to other grades. We have nothing against these staff: we want LUL to offer them proper jobs and stop hiring them through agencies.

If LUL establishes the use of agency and security staff on any stations, then it will spread the practice. It will set up a regime where a core of overworked LUL staff are supplemented by under-paid casual workers hired from agencies.

## **To allow LUL work at Heathrow Terminal 5 station to be done by non-LUL staff.**

The British Airports Authority owns T5, subcontracts its staffing to Heathrow Express, which sub-subcontracts it to an agency! These staff will work on the LUL platforms, carrying out duties such as detrainments. Fancy working as a CSA at T5? Tough. If LUL gets away with this, any new station, line or extension could be staffed by private firms. LUL claims that T5 is a 'unique situation' and that the station's owner should staff it. But at Highbury & Islington, Bank, Moorgate and other LUL stations, other companies staff their own platforms. Why not for the LUL platforms at T5?

## **To continue forcing Bakerloo detrainment staff to work alone.**

LUL could easily have settled the ongoing Bakerloo line detrainment dispute, simply by agreeing that in the rare event of a member of staff being left alone, the service would be detrained at an earlier station. But the company would not give in – because they want the 'flexibility' to make staff work alone in vulnerable situations.



*Recent talks had seen a little progress on a few issues. But LUL has dug in – it is determined to cut and casualise its workforce, to import the exploitative, unsafe and disastrous practices of the private rail industry onto the public Tube. Talking will not get us any further. We now need to take action. TSSA has already returned an 81% majority for strike action. Now we need RMT members to deliver an equally resounding mandate to fight these attacks.*

*You will receive a ballot paper asking you if you are prepared to take strike action, and action short of strike action. **This is not an either/or question.** Vote YES to both, and give your union the mandate we need to effectively defend our members.*

## Success For Mukesh

RMT has won the reinstatement of Canary Wharf Station Supervisor Mukesh Mahatma. In an incident that would be comical if it did not involve ruining someone's livelihood, LUL sacked Mukesh over two boxes of KitKats. Mukesh's workmates voted for industrial action, and planned two one-day strikes and an overtime ban. Under pressure from this show of solidarity, LUL backed down and reinstated Mukesh.

You never know when something like this could happen to you – so make sure you are in the RMT, the union with the power to win justice for its members.

## Defend Eva Bayford

No sooner have we won one member's re-instatement than RMT now has to fight for another's. Tower Hill group management have sacked CSA Eva Bayford at the end of her extended probation. She had just one item of sickness and one of lateness, but has been sacked for leaving work at the end of her allocated duty (we kid you not)!

Eva's workmates are outraged about this unfair dismissal, and since staff with less than one year's service have no right to take an 'unfair dismissal' claim to an Employment Tribunal, have no choice but to take industrial action. A special meeting of East Ham RMT branch this week will decide what action to take. Look for updates in future issues of RMT Platform.

RMT Stations & Revenue Council member Jon Abdullah, who represented Eva, said: "This sacking is a blatant display of power by an individual manager determined to get what he wanted. Whichever union you are in, all underground workers should demand justice for Eva Bayford."

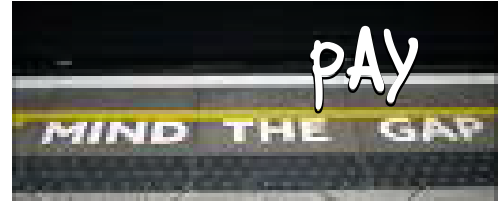
# Prestige Coaches

RMT and TSSA may be near to getting a resolution for the long-running mistreatment of former Prestige Coaches.

In 2000, LUL appointed over 30 SAMF Coaches to become 'Prestige Coaches' for a secondment expected to last around a year. But the implementation of the shiny new Prestige project turned into a nightmare, and the one-year 'secondment' turned into a five-year job. At the end of it, LUL unceremoniously booted the Coaches back to their former grade (although some have been able to take up other posts).

During their time as Prestige coaches, they were paid at Station Supervisor rate, so being busted back to SAMF Coach is quite a downgrading. If a job goes on for five years, we believe that it is no longer a secondment but a substantive promotion, so these staff should be displaced into a similarly-paid grade rather than sent back to their old one.

RMT believes that having helped management with a flagship project, and foregone other promotion opportunities during their five years at Prestige, these staff deserve far better than the shabby treatment they have received. Representatives from both unions met with LUL at director level last week, and will get a response from the company this week.



"This industrial action ballot is not about drivers striking for station staff or station staff striking for drivers. It is about all of us uniting to defend ourselves. We are all affected and we should all vote Yes."

**Janine Booth, Staff Side Secretary,  
Stations + Revenue Council (RMT)**

"Why should RCIs vote Yes? Can you imagine whilst checking trains being at risk of violent assault ...You get to the next station only to find there are no staff and the ticket office is shut? Oh, and the mobile supervisor is three stations away! That's why."

**Ross Marshall, RMT health +  
safety rep, BCV revenue control**

Who's running  
London Underground?



Got a report for the next issue of **RMT platform**? An issue you'd like to see covered? Or an question you'd like answered? Contact Janine Booth on internal e-mail, personal e-mail [janine.booth@bopenworld.com](mailto:janine.booth@bopenworld.com), or phone 07748-760261.

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