



platform

news for station and revenue staff - 1st april 2008

Stop casualisation and de-staffing:

Strike Together

RMT members have voted by a 5:1 majority to take strike action to stop London Underground Ltd's plans to cut and casualise our workforce. Together with TSSA, we will strike for 72 hours, starting with the night turns on Sunday 6 April (see overleaf for the details of how the strike works). All grades will strike together, because the issues affect all grades and because we know that when we act together, we are stronger.

We are striking because talking has not been enough to dissuade LUL management from attacking your rights, your job security, your safety and your career prospects.

The company has suggested that it might make concessions on some of our demands. This is because the unions have piled on the pressure by organising industrial action. You have forced your employer to back off a little just by being prepared to strike. By pressing ahead with our strike plans, we can force them to back off even further.

The company has not yet put anything in writing that is acceptable to your union. In any case, we have to judge LUL's proposals for what they are, not for how they might differ from earlier proposals. LUL continues with its policies of:

- Leaving stations unsupervised
- Replacing LUL staff with security and agency staff
- Recruiting drivers and others externally while denying you a fair internal promotion system

LUL refuses to give the written guarantees that workers and your union need for:

- Adequate staffing of LUL platforms by LUL staff at Heathrow Terminal 5
- Acceptable minimum staffing levels on stations
- Fairness towards service control staff during the restructuring process

The company also intends to bring back plans to cut and close ticket offices, and to dilute the 'refusal to work on safety grounds' procedure, in the future.

Stop these attacks - all out from Sunday!



Will You Ever Get Off That Gateline?

LUL's casualisation plans will consign most CSAs to years on the gateline - and other station grades to be stuck where they are - rather than getting promoted:

- LUL is unfairly preventing applicants getting promotions that you deserve. Less than 10% of internal applicants for recent train driver recruitment campaigns have got through the selection and training. We do not believe that less than one-tenth of you are capable of driving trains! Those who have got through to the training are finding that most of the class are external applicants.
- Many CSAs who have got through the initial assessment - for example, for SAMF, Station Supervisor or RCI - are having to wait months or even years to go on training or to nominate a promotional post.
- Ticket office closures could see hundreds of SAMF posts lost.
- Losing the principle of 24/7 station supervision could see hundreds of Station Supervisor posts lost.

This is another reason why it is worth sacrificing a few days' pay now - because if we do not put up an effective fight now, your chance of a higher pay rate in the future will be decimated. Not striking would cost you a lot more in the long run.

Why We Need 24/7 Station Supervision

LUL wants to do away with the principle of round-the-clock station supervision. It has floated plans including mobile supervision, part-of-the-day supervision, and traffic-hours-only supervision. RMT opposes all these plans, as they all take away the established principle that every station must have a supervisor on duty at all times.

Moreover, where LUL plans to leave stations unsupervised, it wants to replace LUL station supervisors with private security guards – supplied by an agency, paid £7.50 per hour, not trained in railway operations.

Your union will not accept professional London Underground staff being replaced by cheap, inadequate substitutes.

Stations need a supervisor 24 hours a day, 7 days a week. During traffic hours, we need station supervisors to: run the station; deal with service disruptions and operating problems; handle customer incidents; evacuate in an emergency; book on and supervise station staff and others who work on the station; regularly inspect the station; communicate with drivers, service control, management and others; receive and pass on information; ensure our safety rules are upheld; record everything in the log book and maintain other documentation; report any faults or other problems; and many other tasks.

We need station supervisors in engineering hours too: for many of the same reasons as during traffic hours; and also to ensure that people working on the station are following the rules; to check the station thoroughly after closing it and before opening it; to deal with late last trains; and to deal with any incident – from a fire alert to a person getting into a station or onto the track – that might come up during the night.

If LUL succeeds in breaking the principle of round-the-clock supervision on even a few stations, then they will try to spread this across the job. Vague promises not to 'roll out this model' now will count for nothing when management want to pursue this agenda. Scrapping night-turn supervision across the Underground will:

- cost loads of supervisor jobs
- introduce extreme turns to a grade that does not currently have them
- block promotion for other station grades
- mean that we can never be confident that the station is safe when we book on in the morning.

How We Organise The Strike

- Do not book on for duties starting after 18:30 on Sunday 6 April. We do not all walk out at that time: if your shift started earlier in the day, you work the full shift. In effect, the first duties to strike will be Sunday night turns.
- Stay off work on Monday and Tuesday. Do not work your duty on Wednesday unless it starts after 18:29. In effect, the first duties that resume work will be the Wednesday night turns. Everyone else, return to work on Thursday.
- We are striking for 72 hours because in the past, 24-hour strikes have proved ineffective. It is better to lose pay and win our fight than to lose a little less pay but also lose the battle.
- You do not need to tell management that you are striking, either in advance or on the day. Just do not book on for duty. This will be recorded on your attendance record as 'industrial action official', not as 'absent'.



- Help build support for the strike by talking to your workmates about the importance of the action, and giving out leaflets such as this one.

- Your RMT branch is organising pickets at depots, service control centres and stations. This is a

chance to raise the public profile of the strike, give leaflets to passers-by, and explain to any doubters the importance of taking part in the action. Come and join the picket line: contact your RMT branch for details.

- **Do not think that you can 'stay out of it' or 'remain neutral' during a strike. If you break the strike and come to work, you will be helping management to drive through their casualisation attacks. Instead, join your workmates in taking action and help us to defend Underground workers and win better rights for everyone.**
- However you voted, respect the result of the ballot. If there had been a majority 'No' vote, then there would be no strike action and we would all have to accept that. Instead, there was a big 'Yes' majority, so we should all abide by that and take part in the strike.
- **Come to the reps' and members' meeting: Thursday 3 April, 12:00, Friends House, Euston Road**
- If you have questions, or want to volunteer to help build the action, contact your local RMT rep or branch (contact details should be on your station's union noticeboard), or phone one of your RMT Stations & Revenue Council reps.
- If you are on probation, managers may say you are 'not allowed' to strike, or that it will affect the outcome of your probation. If your manager does this, report it to your RMT rep. Do not be dissuaded from striking.

"I want to assure all probationers that, despite intimidation from management, you are fully legally covered in this dispute and cannot be individually disciplined or sacked for taking part."

Bob Crow, RMT General Secretary

Your RMT Stations & Revenue Council reps:

Jon Abdullah 07810-153880 **Janine Booth** 07748-760261
Neil Cochrane 07739-869867 **Brian Haughian** 07949-163470
John Kelly 07957-762138 **Malcolm Taylor** 07881-820199