



platform

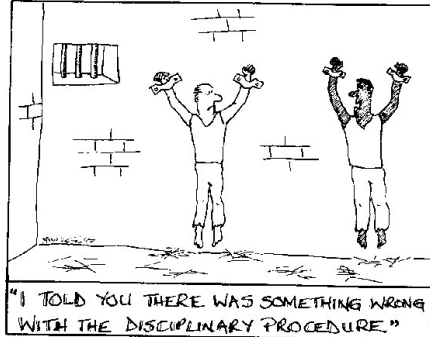
news for station and revenue staff - 21st april 2008

Sick Of Being Bullied?

RMT is determined to stop London Underground managers mistreating staff who are off sick. You have the right to time off work if injury or ill-health demands it, and management have no right to bully you back to work before you are ready.

Some managers breach the company's own rules. Contrary to some managers' views:

- They may not phone you on your emergency contact numbers without your prior agreement.
- If they call you to any meeting when you are off sick, they have to give you reasonable notice and allow you to have a union rep present.



If a manager breaks these rules, tell your RMT rep immediately.

Management's latest scheme is to use the notion of a 'pattern' of absence to interview and discipline staff who have not triggered the attendance policy. Even if you have a good attendance record, a manager might notice that you were off sick at a similar time in different years and haul you in! If this happens to you, make sure you involve your RMT rep.

RMT believes that managers are routinely abusing the notion of a 'pattern' to bully staff. We have demanded that guidelines be negotiated to prevent such abuse. Please give your RMT rep your ideas about this, and report to us instances of abuse by your managers.

LUL wants to introduce even harsher attendance and discipline policies. The existing sickness policy is bad enough, but our first step to defending ourselves is to assert the rights we do have and fight back against managers who seek to deny them.

Defending Station Staff

In our recent dispute, RMT and TSSA fought off some serious attacks from LUL, including its plan to introduce mobile station supervisors and to weaken the procedure for refusal to work on safety grounds.

But we still have big concerns, especially the fact that private security guards rather than LUL Station Supervisors will patrol some ex-Silverlink stations when they are shut at night.

Management and union reps will now discuss some issues in 'working parties', including the future of ticket offices and recruitment/ promotion. We do not want these to be talking shops through which LUL bring back their attacks, so we want your input and we intend to carry on campaigning.

RMT called off its strike after a reps' meeting. There was some disagreement (which is healthy!), but the majority of reps supported calling off the action. The reps also discussed how we can organise more effectively in future.

Strikes on April 24

An NUT rep writes: *"The National Union of Teachers, together with UCU (college lecturers) and PCS (civil servants) will strike on Thursday 24 April. NUT and UCU balloted members when the government announced below-inflation pay deals that mean real-term pay cuts. They are to be joined by members of PCS from the Department of Transport and Department for Work and Pensions who have continuing disputes with the government.*

"24 April will be the largest day of combined strike action for some time, and will hit at the heart of Labour's attacks on public sector workers. If you're free, join the London demonstration and rally, 11am, Lincoln's Inn Fields and show your solidarity."

If you can not attend work because your kids' school is closed due to the strike, ask your manager for paid special leave. If s/he refuses (either the leave or the pay), tell your RMT rep.

Control Room Coaching

LUL management are mistreating Station Assistants (Control Room) – SA(CR)s – who coach CSAs, and RMT is determined to put this right.

For a few years, some SA(CR)s have been coaching CSAs in how to do the job. Those CSAs could then earn Higher Grade Working pay rates in the control room. RMT has pressed for this coaching work to be recognised with higher pay like SAMF Coaches get. LUL agreed this a year ago, but has dragged its feet over implementing it.

The advert for SA(CR) Coaches will appear in the Traffic Circular on 19 May – an unacceptably long delay leaving SA(CR) coaches still unrewarded after all this time. RMT has demanded a one-off payment to SA(CR)s who have been coaching CSAs to compensate them, but LUL refused. This will now be discussed at Company Council on 29 April.

There is better news if you are a CSA who has had local training as a SA(CR) but do not have a 'proper' licence. LUL agreed to RMT's demand that you will now be allowed to take the assessment without waiting for the next recruitment campaign. Once you pass, you will be able to do Higher Grade Working in the station control room again.

Special Requirements

Malcolm Taylor, RMT Stations & Revenue Council rep, reports.

The idea of a 'special events team' was agreed as part of the 35-hour week, but this has now changed to the 'special requirements team' and the exact purpose of its role is becoming a bone of contention. Much speculation can be made as to how management expect to utilise this team, and when they try to get phrases such as 'short term needs' put into the Framework Agreement, alarm bells start ringing!

During the talks we tried to negotiate but management were hell-bent on dictating the conditions to us and were not prepared to either meet us half way or even listen to our concerns, so RMT and TSSA jointly stopped the meeting and sent the issue to Company Council for discussion. We as a union could not agree on terms from management that undermine working practices that this union has fought hard for.



Say No to BoJo!

Nicked from Bakerloo line RMT's newsletter

Buffoon Boris Johnson's London Mayoral campaign is well and truly underway and guess who BoJo sees as his public enemy number one?

Is it the fat cats like Metronet who cream millions from Londoners then go bust leaving the public to pick up the bill? Nope. Is it the private companies who will rake in trillions from the Olympic contracts while the tax payer foots the bill? Nope.

Unfortunately, BoJo the Buffoon sees himself as some kind of 21st Century Maggie Thatcher and has decided that RMT-bashing is a vote winner for him.

He will be coming for our pensions, our staff passes, our terms and conditions. He will be coming for our right to strike and our union organisation. It's funny how these right-wing types trumpet free markets and are against any regulation yet want to legislate against your human right to be in a trade union or to strike to defend your future.

As far as RMT members are concerned, BoJo is a no no.



Weekend Part-timers' Annual Leave

If you work weekends, a week's annual leave falls on the Sunday of one weekend and the Saturday of the next: a right pain! RMT demanded that this be changed so that one week's annual leave is one whole weekend. Management agreed. One part-time Station Supervisor told RMT Platform, "That is great, common sense at last! It is so annoying not being able to appreciate annual leave fully when you get two halves of a weekend."



News From Other Grades

The key issues that RMT is currently dealing with for Tube **drivers** are: Instructor operator training, role and responsibilities; new flexible working application policy; numbers of reps for each union in each depot. Unions and management have agreed a new transfer policy.

RMT called a 48-hour strike on **Metronet** over pensions, passes and privatisation. Since then 'substantial progress' has been made with Metronet/TfL suddenly discovering that they can offer guarantees to workers about pensions and passes after all!

TubeLines has still not resolved issues about pay from two years ago, forcing RMT to ballot its TubeLines members for strikes. The result will be known on 23 April.



Your RMT Stations and Revenue Council representatives are:

Jon Abdullah 07810-153880

Neil Cochran 07739-869867

John Kelly 07740-065367

Janine Booth 07748-760261

Brian Haughian 07834-117509

Malcolm Taylor 07748-933241

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, or phone 07748-760261.