



TFL & LUL SPECIAL BULLETIN



LUL CAVES IN TO GOVERNMENT DEMAND TO RUN FULL SERVICE!

**NO PLAN, NO RISK ASSESSMENTS IN KEY
AREAS, NO WAY TO LIMIT PASSENGER NUMBERS**

**NO PLAN TO PROTECT BAME STAFF WHO ARE 4
TIMES MORE LIKELY TO DIE AFTER CONTRACTING
COVID 19**

Don't put yourself in danger to meet government targets

Tube staff could soon be exposed to thousands of people every day. The failure to protect London Bus drivers from close contact with the public contributed to a terrible Covid 19 death-toll amongst these workers – 16 times higher than the rate of Covid deaths of NHS staff. TfL may be refusing to learn from their failure to close the front doors but RMT will not stand by and allow members on LUL/TfL to be exposed to unacceptable risk.

LUL says 2m social distance only applies “where possible”. We say 2m must be maintained at all times in public areas.

The only time we can accept any mitigation to 2m is where we have specifically agreed mitigations in staff areas, mainly in engineering grades, for essential tasks that cannot be done alone.

Face coverings are not a mitigation for 2m distance. They do not protect the wearer from infection. LU has refused to provide PPE to mitigate so ensure you keep your 2m.

Don't just keep going if you can't maintain 2m. Take the advice of LU Director, Brian Woodhead, who has stated several times that, “If people feel unsafe, they should withdraw from that situation.”



2m social distance applies on your way to and from work

LUL has also stated that they don't expect us to board trains where we cannot maintain 2m social distance. If you're stuck at a station on your way to work and cannot board a train safely you should call your manager and explain the situation but do not put yourself in danger.

Potential problems – When might 2m distance be impossible?

These are just examples, you should refuse to accept any breakdown in 2m social distancing

Stations

- On gatelines
- Assisting near POMs
- On Platforms
- Assisting with train incidents

Trains

- Travelling "on the cushions" as part of a duty
- Dealing with PIOTS, PEAs and failures.

Fleet and Ex-Tubelines

LU wants to run a full service but bringing in the full roster at Fleet depots will mean it is not possible to keep social distancing

Track & Signals

Traveling together in vehicles to site.

Carrying out 2 person tasks under time pressure.

Zero Tolerance to Spitting

We have had reports of spitting incidents against members in the last week.

It is beyond belief that people would do this at the current time and after the terrible loss of a member of station staff on the mainline at Victoria, who died from Covid after a passenger, who claimed to have Covid, spat in her face.

Let us be clear. If you are asked to work in such a way that you are not protected from this type of behaviour then you are not safe.

If it is confirmed that a member of staff has been spat at any location, RMT will give full backing in any way possible to members who refuse to keep working at that location. You all have the right not to put yourself in danger. If you or a colleague has been spat at you are in danger.

Your employer has refused union calls for effective PPE such as N95/FPP2 masks and visors. If they then expose you to someone spitting, they have failed to take reasonable steps to protect you. Don't stand for it.

FINANCIAL SETTLEMENT

The mayor and TFL have accepted a financial settlement that effectively gives control of the tube to the government.

The mayor has accepted the government's demand for a 100% service and put government officials onto the TFL board.

TfL needed £1.9bn. They only got £1.1bn with an additional £500m loan to be repaid. The mayor and TFL has also accepted a review of spending, daily reporting of absence to civil servants and fare increases.

The government might find TFL bosses and the Mayor a pushover but it will be different if they try to take our jobs, pay or conditions.

There are no proposals at this moment to do this. Wild rumours should be treated with caution. But we are not complacent either.

Having kept the tube running through this crisis we're not about to give up anything. RMT will fight to defend members as we always do. If the government wants to take that on they'll rue the day.



A QUICK GUIDE TO LUL'S REFUSAL TO WORK POLICY

For clarity, we reject LUL's opinion of refusal to work legislation. The union has long believed this to be flawed and illegal. None the less, it is crucial you have a clear understanding of the companies refusal to work policy so we have written this brief guide.

- When a member of staff believes it is not safe to continue work, they must stop work and immediately report it to their manager.
- The manager must inform the local H&S rep as soon as possible
- The manager in consultation with a HSE advisor must determine if there is or isn't serious or imminent danger and provide reasons why the risk is or isn't considered 'as low as reasonably practical'.
- The manager must record and communicate this to the member of staff and their H&S rep
- If there is a failure to agree, the workplace risk assessments (WRA's) must be reviewed by the manager and HSE advisor. This must be recorded and communicated to the member of staff and their local H&S rep. If a local rep isn't available, management must report this to Tier 2
- If the review confirms the risks are 'as low as reasonably practical', the employee will be requested to work normally.
- If the review confirms it is unsafe to continue working that way, the manager must explain how the matter will be dealt with and what work can be done in the meantime, if any.
- There are slight difference with what to do if the potential danger is affecting more than one location – for example Safety Council MUST be informed as soon as possible and a senior LU manager will be appointed to co-ordinate the actions required.
- Whilst the employee waits for the investigation to be fully and properly completed the manager must find reasonable alternative work either within the workplace or at a different workplace location or the employee shall be sent home with no detriment to their pay, terms or conditions.
- If there is a failure to agree, the employee has the right of appeal.