

April 2014



Branch Website

www.RMT-LUEngineering.co.uk



Engineering News

Branch Officials

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Young Members Officer	Martin Mulligan 07975 813 332
Political Officer	Frank Murray 07973 127 407
H&S Officer	Lewis Peacock 07764 688 363
Membership	Peter Ashley 07742 110 712

LUL: Every Job Matters

1. The whole point of a union is collective strength. All of us sticking together
2. This is just the tip of the iceberg with more cuts to come. The truth is we are strong now, this is the best time to fight
3. Engineering is facing massive job losses and change. We aren't next, we are NOW. LUL are looking at massive cuts across all areas. These aren't scare mongering. These are fact
4. Engineering Standards are being changed to reduce maintenance and patrolling. This will impact your job
5. New technology that requires less staff and less maintenance is coming. We are strong enough to force through agreements on this.
6. We strike together over pay and many other things. The major battles are all fought together
7. Does anyone believe that the idea of pay cuts and reapplying for their own jobs won't come to us? This needs to be stamped out now
8. When we were privatised, we ALL went on strike for the 'Jobs for Life Deal'. They have come out for us several times over the years
9. Sometimes we have to send a message. Without Industrial strength, then talks are meaningless. LUL have their agenda and we have ours. We need to make sure they sit up and listen. Sometimes that means going on strike
10. Truth is, this is also about choosing sides. It's not about our drivers or station staff doing this or that, it's about us. We are strong, the company knows we are strong, so let's send a powerful message that Unity is Strength

Future stories

If any of you are budding authors and fancy keeping the various members of our branch informed of events or issues that are occurring in your work place, then please email Paul Jackson at:

LUEngineering@rmt.org.uk

LUL/ TLL Payrise

We have seen inflation busting pay increases this month for both LUL and Tube Lines. On LUL the union negotiated 3.2% and on Tube Lines it was slightly higher at 3.3%. (due to a slight difference when the RPI figure is taken).

Ken Livingston recently said that the RMT members on the Tube are the ONLY public workers in London still enjoying decent pay and terms and conditions

LUL Strike ON

All our members, excluding Fleet staff, not to book on for any shifts that commence between:-
21:00 hours on Monday 28th of April 2014 until 20:59 hours on Wednesday 30th April 2014; and
21:00 hours on Monday 5th of May 2014 until 20:59 hours on

Thursday 8th of May 2014.
All members employed in the Fleet grades will be instructed not to book on for any shifts that commence between:-
18.30 hours on Monday 28th of April 2014 until 18.29 hours on Wednesday 30th April 2014; and

18.30 hours on Monday 5th of May 2014 until 18.29 hours on Thursday 8th of May 2014.
Furthermore all members in the station grades are instructed not to work any rest days or overtime from 00.01 hours on Tuesday 29th of April 2014 until further notice.

LUL Job Losses: NOT station STAFF US!!!!

Tubelines Passes and Pensions

Talks are due to resume on the proposal to bring Tube Lines back in house and issue them with staff passes and pensions.

Whilst we welcome and embrace this positive move, we are at odds with the way LUL want to fund these changes. However, this does not mean we cannot find a solution that meets everyone's job security desires and aspirations.

We may be confident that we can reach an accord to allow this to happen very soon, it also has to be said that LUL's wish list of massive job cuts seem to form part of another agenda and management wish list.

Signals

13 staff to go through reducing maintenance frequencies

30 staff to go through Incident management efficiencies

71 staff to go through reducing routine change and less track support

44 to go through the signalling upgrade

Fleet

83 operation staff to go through changes to rosters/ maintenance optimization etc

Control Room

20 staff to go through joining with TLL

The truth is we do not fear new technology coming into our areas and we want

to use that technology and reach agreement to improve the working lives of our members and increase their job security. As Bob Crow said, we are not arguing to keep Chimney Sweeps, but we want to see them trained as Central Heating Engineers instead.

Other talks on Job Losses

Outside of the talks on Tube Lines Pensions we also have seen or are in talks over

MATS

Job Losses from the offices

Lift and Escalators----- 11

SUP-Management Services--- 5

Access Transformation----- 40

Operational Upgrade

& Asset Development----- 30

Picc Line Train Service Assts----- 5

Training ----- up to 83

Track Job Losses

We currently have proposals to reduce patrolling frequencies for flat bottomed areas to once every 7 days. We believe that this is aimed at reducing patrol staff by 30%

Also, technology is currently being trialed to install cameras on trains and completely end the need for manual patrolling

Ultrasonics

We have seen the standards for ultrason-



ics reduced so that the need for staff to support this work has been lessened with obvious concerns for job security

Telecomms

Internal staff are not being trained readily for the new telecommunications systems on the stations and we see more and more internal work going to Telent. The truth is the department is becoming a legacy organization and with proposals to remove signal post telephones and TT Lines, the route that LUL is going is obvious

Electricians

There is no proposals in this area. However, MJ Quinns are taking more and more of the work and their influence is being increased and NOT decreased

This is one reason why the union is campaigning so hard to bring all the external staff in house and get rid of the private companies

MAY DAY: March for Bob

Following discussions with the May Day Organising Committee it has been confirmed that the RMT will lead the May Day March on 1st May.

The event will be used to honour Bob's memory and another giant of the Labour Movement, Tony Benn, who some of you may recall was an honorary member of the RMT.

The March will be led by the RMT Brass Band and followed

by RMT banners.

Bob's Branch Banner, LU Engineering, will head up the RMT banners, followed by his region, the London Transport Regional Council.

The official march assembly time is 12 noon at Clerkenwell Green EC1. However to ensure that we have plenty of time to form up, where possible RMT Branches and Regions are asked to assemble at

11.00am.

The march will move off at 1300 sharp towards Trafalgar Square where the end Rally takes place (starting around 1430). Bob's family and RMT will be the first speakers in Trafalgar Square.

It would be absolutely brilliant to have maximum turnout on the day and I am sure that everyone would like to pay their respects to Bob Crow and

our branch will assist people with their travel if needed. Just contact the Branch Secretary for details.

As Bob would have said "Don't Mourn Organise!" so let's make sure that we have every RMT Branch banner in London on 1st May to honour Bob and show that on May Day the RMT remains at the forefront of the fight for workers' rights.

Bob Crow RIP

As you all are aware, Bob Crow, sadly and suddenly passed away. He is remembered fondly by many of us and his presence and wit would light up a room.

Bob was the Branch Secretary for the Signals, Electrical and Track Branch, our Branch before rising through the ranks to become our General secretary.

He raised our Union's profile and didn't care what the likes of the Daily Mail and Tory Press thought of him, he cared only for us, his members and his fellow comrades

The hounding of him over a long

planned cruise just prior to his death, back fired when he showed the press up by producing the advert for the holiday from one of the very papers that was hounding him. Not a millionaires cruise, but a cheap break away from the stresses and strains of a demanding job and a celebration of his partner's birthday.

But he has gone and whilst he won't be forgotten, the RMT and the struggle that he so ably highlighted continued. We are judged not by what we do, but what we leave behind and in his case he left a strong, militant and fighting union that will continue and become stronger. So don't mourn, organize.



LUL Strike ON (continued)

Despite the best efforts of RMT negotiators, London Underground have not budged from their cuts plans to axe 953 station staff posts and close all ticket offices

RMT has already exposed the claim, repeated by both David Cameron and Boris Johnson, that 3% of tube journeys involve a ticket office as a bare-faced lie and the

impact on the elderly and disabled, women confronted by a de-staffed railway, those on the lowest incomes and tourists who need the assistance and advice of a ticket office and a member of staff.

Boris Johnson promised NO ticket office closures NOW he is closing them all. The Acas talks on ticket offices, equalities impact and station safety have proved to be

wholly bogus and were nothing more than a delaying tactic.

To compound the issue, now proposed a further cut of 840 jobs from front-line operational roles while increasing the number of managers by the same amount making a nonsense of the whole process and resulting in a total of 1793 front-line posts facing elimination.

LUL Breakdown in Industrial Relations: 10 DEMANDS

Over the last few years we have seen a general worsening of Industrial Relations across LUL. Things have now gotten so bad that we are demanding:

1. Full recognition of the right to representation for all ex-metronet areas and staff regardless of whether on an LUL contract or Metronet one at fact-findings and if accused under the bullying and harassment process
An end to discrimination against night workers .
2. Mondays to remain as their official day off and not to be used for meetings/ case conferences etc. An end to only receiving just one night off, if attending medi-

cals etc

3. That management deals with all outstanding items and failures to agree from both Tier 2 and Functional within a timely manner
4. That on-board signalling is maintained by signals staff
5. The TG Graded staff be given the opportunity to convert to Q Grades
6. That's the oncall roster payments are brought in line with pay rises since 2007
7. That the attendance at work policy is not redefined and reinterpreted in our area to allow Rainbow through the back door and to remove annual leave for people that are sick and go abroad to recuperate
8. Certain HR PMA's are removed from our sphere of influence

9. The Incident Organisation Reorganisation is withdrawn
10. That Vital Rail staff being used on the Victoria Line are offered internal signals contracts and that ALL work is done by internal staff as per the Casualisation dispute

In short we demand LUL start talking to us properly through the machinery and cease this endless attempts to deny and frustrate. We have asked for months for these issues to go to Acas without reply. The truth is enough is enough and the time has come to make Employment Relations notice that our members will not be mistreated or ignored.

Balfour Beatty Rail: Pay

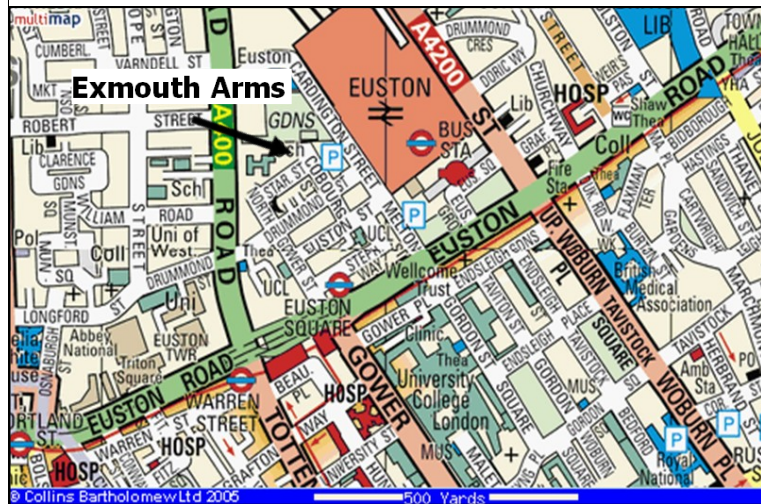
RATES OF PAY AND CONDITIONS OF SERVICE 2014 - BALFOUR BEATTY RUISLIP (LUL/0001)

Discussions were held recently with the company where a derisory 2.6% pay offer was tabled to our members. Having met with our members at the Depot it is clear our members are not prepared to accept this offer and they have requested a ballot for strike action and industrial action to be held. The GGC has already instructed me to prepare a ballot matrix and these preparations continue. I shall be sure to advise branches of the balloting timetable in due course.

BRANCH

The LU Engineering Branch meets on a Tuesday at 17:00 until 19:00, every first and third Tuesday of the month.

We meet in the upstairs meeting room of the Exmouth Arms, near Euston station. Attending the branch meetings is the best way of finding out what is going on, hear special reports, take part in the democracy of the union and how we can improve things for the future.



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Contractors Charter: A better deal for ALL

OVER 15 YEARS of SUB-CONTRACTING has caused havoc in the rail industry, and not least for the people who work in it.

Where once we had central bargaining for standard pay and conditions for all track workers employed on London Underground; there are now many track contractor agencies across the tube who currently want to get as much as they can out of their staff for as little pay and work conditions as possible in return, having no dealing with the RMT.

The break-up of full time unionised employment for track workers, like the break-up of the industry itself, was a deliberate act, calculated to push wages and conditions down and profits up. For subcontracting track workers themselves the fragmentation has resulted in vastly differing and often poor pay, conditions with no security of employment

whatsoever.

The worse case scenario which is faced by many subcontractors on LUL and Tube Lines, is where the agency employing them outsources the pay and personnel aspects of their employment to an accountancy firm, rendering the track worker nominally self-employed but in reality treated as an employee, unable to work out if they're employed by the agency or the accountancy firm?!

If we are to set the negotiating agenda and improve pay, terms and conditions, safety and welfare, our response must be across all contract and sub-contract companies and agencies on London Underground: and that is the purpose of this charter.

RMT's strength, alongside the experience of more than a century of organising railway workers, is that it is an indus-

trial union uniting those people in all grades from all employers, on every worksite, in every depot: from permanent way platelayers to site supervisors, SPC's, PMEH's, HBT's, track welders, technicians and track cleaners,

To combat this, the idea for Charter were sown at a meeting of RMT LU Engineering Branch in 2009, followed by unanimous agreement at the RMT London Transport Regional Council later that same month. A document is being drawn up as a result of consultation with track contractor workers and RMT track reps working for several companies across London Underground and Tube Lines.



It will set out the aim of a improving standards for pay, conditions, security of employment, pensions, health & safety, welfare - in short to bring and end to the current severe exploitative conditions faced by track workers and replace them with work conditions fit for the 21st century!

It is not a wish list: our experience tells us that wishing will get us nowhere, and if we are to achieve the aspiration set out in this charter, for all our members in track companies and agencies, we must organise to achieve it.

The first step towards bringing this charter to reality is to ensure that every track contractor becomes an RMT member with solid organisation in every workplace, so that if it comes to a fight, we are ready for it.

Our unity is our strength, and together we can win a better deal for all!