



Bakerloo news



March 2017

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Station staffing dispute:

Historic action wins huge concessions

Keep the pressure on the bosses

A hugely effective overtime ban from 23 November, and a historic strike on 8-9 January, has forced huge concessions from the company in our stations staffing dispute.

We have won:

- 325 additional jobs
- Guaranteed promotion to CSA1 for all existing CSA2s
- Re-staffing of de-staffed control rooms
- 30 additional Night Tube jobs

When we started this dispute,

LU insisted there was no money available to fund even a single additional job. Our industrial action forced them to find some! When workers take solid, united action, the “impossible” is soon revealed to be possible!

The strike and wider dispute was also hugely significant as it dispelled the myth that stations grades could not take powerful action alone. As an industrial union, RMT will always aspire to the widest possible unity of



grades and to spread action as much as possible. But this dispute has proved that, if necessary, station grades can fight alone and win.

In a climate of austerity, with pay freezes and job cuts elsewhere in the economy, to have forced our employer to substantially reverse much of its job cuts programme is a huge achievement, of which every single RMT member on stations should be immensely proud. These concessions were not secured “for” us, we won them for ourselves by taking action.

We still face significant challenges in an adverse situation; we need to keep up the pressure to guarantee the concessions we’ve won are made real, and if it looks like LU are attempting to wriggle out of delivering, we should not hesitate to reinstate industrial action.

SRT news

Your reps are organising to prevent the SRT Framework being breached by staff being used for minimum numbers.

This has involved ensuring all CSMs/CSSs communicate properly with the SRT office regarding short-term cover.

Your safety rep has been active



in dealing with multiple issues, including a recent verbal assault of a staff member

on the Bakerloo Line which is currently being dealt with by the Area Manager.

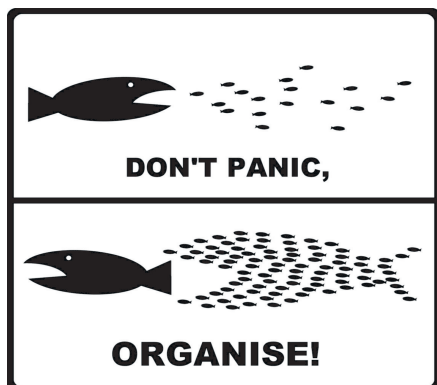
Reps are continuing to support the organisation of promotional workshops within the SRT. More than 10 SRT staff have recently gained promotion.

The recent overtime ban was solid across the SRT.

Vigilance from SRT members and reps ensured that stations management attempting to use SRT to plug the gaps caused by the OT ban was quickly responded to.

Queens Park Trains:

All Eyes on New TOM



It's been an issue-ridden 12 months at Queens Park depot, where your reps have raised a number of issues which affect you.

Examples include: disability discrimination; the refusal of union representation; management breaching their

own attendance policies; denial of funeral leave; breaches of rostering practise pool utilisation; short notice enforcement of changes of duties; malicious denial of time off for union activities; punitive disciplinary action; and bullying and harassment.

Morale is low. Local industrial relations are stretched. Issues that we might resolve with a more reasonable local management are being escalated to Trains Functional Council, which takes a significant amount of time and exacerbates the issues for the drivers concerned.

Management's default position

on any matters involving sensitive personal issues seems to be that the driver is making things up.

With the notification of a new TOM in situ, it is down to him to change the current climate of cold and callous disregard of policy and procedure, and a general lack of empathy. These combine-wide procedures and agreements are the foundations of a smooth running depot with good morale and good working relation with the trade unions.

The fact remains that if management carry on with their current practises, it can only lead to a dispute.

Scheduling consultation

Consultation has begun early this year on WT42.

We have made it clear management need to provide us with a summary of changes to proposals and data (e.g., breakdowns on meal break lengths; handle turning time; number of 4hr+ spells, etc.) on previous and new scheduling changes.

If we are not happy with the changes we will refuse to accept them.

We have requested information from depot management about how often particular duties incur delayed meal breaks, or consistently run late, incurring overtime payments. We have asked for larger reliefs on these duties to offset consistent late running.

Based on your suggestions we have also requested:

- Training and rusty rail moves

to be incorporated into Mon-Fri duties

- Duties lost in WT41 which finish before 14:30 to be reinstated
- The three shifts after nights to be middles with an early finish or snip on the last day
- Longer turns to have have a bigger meal break and/or less handle time
- Additional changes to the ELE driving turns

Please speak to your reps about your specific proposals. We will also make available drafts for your feedback when they are available.



Your branch meets on the FIRST TUESDAY of every month, 16.00, upstairs at The Royal Exchange, 26 Sale Place, W2 1PU (Edgware Road H&C). All members welcome.

The Regional Council meets on the LAST THURSDAY of every month, 16.30, at the Twelve Pins, 263 Seven Sisters Road, N4 2DE (Finsbury Park). All members welcome. Speak to your local rep for more info.

Bakerloo News is a monthly newsletter from the Bakerloo branch of the RMT union. This is a special edition aimed at our driver members, discussing safety issues. To submit a story for *Bakerloo News*, or to contact the branch, please email jimmcdaid36@gmail.com, or ring Branch Secretary Jim McDaid on 07917 131692