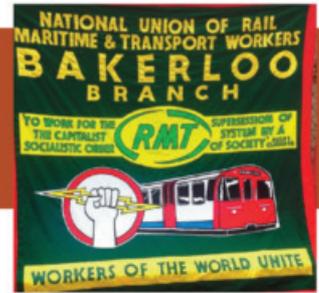




Bakerloo news



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Being ill is not a crime

Albert Einstein once defined insanity as doing the same thing over and over again and expecting different results.

And so, with dreary inevitability, one of the boffins at LU head office has reached into the waste paper basket of abject failure and dug out LU's discredited "rainbow procedure" for managing attendance.

It was been renamed "patterning", but in every other way remains the same bullying attendance policy of old. It works like this: a manager pulls you into the office and explains to you that even though you have not

breached the Attendance At Work policy, a "pattern" has been detected in your periods of sickness. Perhaps you go off sick on days with a vowel in them, or when Jupiter is aligned with Uranus, or perhaps on days when there is an episode of Top Gear screening on Dave. Any continuation of this imagined "pattern", you are informed, could lead to a disciplinary and a warning. Needless to say, your RMT reps are already challenging management's latest attempt to bully staff who have done nothing wrong and might be better served by getting support rather than threats.

The last time management attempted to impose this vindictive little policy on us we successfully fought it and it was scrapped. We will do so again.

If you are dragged in and interviewed under this policy inform your local rep so that a pattern of management bullying can be compiled. Another famous dead German once said that, "history repeats itself, the first time as tragedy, the second time as farce".

However, with our bosses it's always a farce.

"Automatic warning"? Automatic appeal!

So far, the use of the "patterning" policy described in the main article seems to be limited to trains side. But on stations, bosses are finding their own ways to misuse and abuse the attendance policy.

Reps and members are reporting that many Customer Service Managers appear to treat the attendance policy as automatic: breach the standard, automatically go to LDI, automatically get a 26-week warning. No discretion is being applied, despite LU policies being clear that decisions are not automatic and should be subject to managers' discretion depending on the specific circumstances of the case.

We also hear reports of Area Managers leaning on CSMs to issue warnings: a completely unacceptable practise which completely compromises and undermines any potential appeal (which would be heard by the AM).

Increasingly it is becoming the case that LU is punishing us for being ill.

We need to stand up to this abuse of the attendance policy; every decision where the case hasn't been reviewed prior to LDI and in which CSMs have clearly failed to take mitigations into account should be appealed.



For all the latest news from around the RMT London Transport Region, visit rmtlondoncalling.org.uk

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 12 Pins, next to Finsbury Park station.

MPs support cleaners' fight



Several Members of Parliament have tabled an Early Day Motion calling on Transport for London, which is chaired by the London Mayor, to end the exploitation of Underground cleaners.

The MPs intervention came as RMT cleaners demonstrated outside City Hall on 21 February, and RMT General Secretary Mick Cash said in an open letter to the London Mayor that the "continuation of such low workplace standards and conditions shame the capital."

The motion tabled by London MPs including Kate Hoey, David Lammy, Jon Cruddas, Virendra Sharma, John Cryer and Catherine West expresses concern that, "despite working in dirty and hazardous conditions frequently through the night time and other unsocial hours these hard working and often vulnerable public servants only receive bare minimum statutory sick pay, pensions and holiday entitlement."

The MPs also say they are "further concerned by the decision of the new outsourced Tube cleaning contractor ABM to make employment conditions even worse by introducing an inferior sick pay scheme."

The motion, which is also supported by MPs outside London, says;

"such a high profile world famous public service as the London Underground should be leading the way in providing decent working conditions for all its staff instead of exploiting vulnerable workers."

RMT General Secretary Mick Cash said:

"The treatment of Tube cleaners shames the capital. MPs are saying what the London Mayor should be saying – that it is unacceptable for a foreign global outsourcing outfit like ABM to be allowed to exploit 3000 London Tube cleaners in this way.

"Instead, the Mayor should be acting now to ensure these vulnerable but dedicated public servants receive the same basic conditions as other Tube staff.

"This should be a first step to ending the outsourcing of cleaning on the Tube and returning it to public ownership."

News roundup



SRT Safety News

Your SRT safety rep is working with local reps at Westminster to tackle a long running problem with PTI work.

Westminster has been the bane of SRT morale for years; plans are now afoot to launch a fightback.

Elsewhere, the North Greenwich Area Manager is attempting to cut minimum numbers. Local reps have staved off these cuts so far, but members expect management to have another tilt soon.

At Canning Town, stingy local management switched off the heating, rightly leading to refusals to work from some SRT staff.

Union equalities conferences

Many of the RMT's equalities campaigns are holding their national conferences throughout March and April.

Conferences for young members, women members, LGBT members, disabled members, and BAME members will all be taking place, with the LGBT members' conference later in the year.

If you are part of any of these groups, and wish to get more involved in RMT's campaigning for greater equality and representation, speak to your branch secretary for more information.

Bakerloo News is a monthly newsletter from the Bakerloo branch of the RMT union.

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

No toilets? Don't work!

Station staff north of the park had to suffer the indignity of taking taxis to stations further down the line to use the toilet, as pipes at several stations froze.

Kenton was left without staff toilet facilities and drinking water. Pipes in the mess room at Stonebridge Park froze, as did pipes at Queen's Park, forcing staff to use the train depot next door. Contractors attended, but ended up telling staff they'd simply have to wait for the thaw! Safety reps contacted local management, who said they'd ensure transport to nearby stations to use toilets if necessary.

We say: that's not good enough. If staff don't have access to toilet facilities and drinking water at their own place of work, that's a welfare and safety issue.

If we experience similar cold snaps in future leading the failure of such facilities, Bakerloo News urges all members to consider refusal to work on the grounds of safety.

