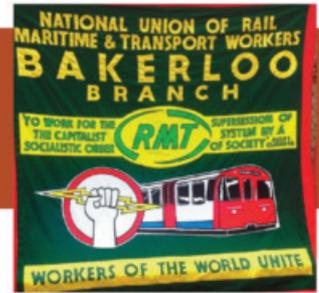




# Bakerloo news



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May 2018

## Organise at work!

A union's power comes from its members, organised in workplaces. Local reps and activists are the frontline of the union. We all have a responsibility to ensure union members in your workplace - your fellow workers – are empowered and organised.

### AN ORGANISED WORKPLACE MEANS:

- Maximum union membership and visibility
- Confident and assertive members who know their rights
- Engagement with the union: members knowing when meetings are and how they can participate
- Members working together to find collective solutions to problems and fight for changes

### USE THE STRUCTURES:

Level One and Tier One meetings are formal negotiating committees, empowered to make binding local agreements.

These meetings take place at least quarterly. Union members, via their elected representative, can place demands on the employer. If reps cannot reach an agreement locally, they can refer the item to Level Two. Reps: don't be afraid to make referrals; it's your right. Dig your heels in!

All members should know their reps' schedule of prelim days, meetings, and feedback days, and how to contact their rep to submit items for discussion.

**Your rep's name and contact details should be clearly displayed in the RMT notice case in your station/depot. If you're not sure who your rep is, email the RMT Bakerloo Line branch secretary Jim McDaid on jimmcdaid36@gmail.com.**

### LIGHTING FIRES, NOT PUTTING THEM OUT

The union is not there to maintain harmony between boss and worker.

Our job is not to ensure things run smoothly, our job is to ensure workers win more rights and power in the workplace.

The union is a means for turning a mess room grumble into a collective issue that we can fight on.

Speak to your rep, get involved in your union, and campaign to make your working life better.




For all the latest news from around the RMT London Transport Region, visit [rmtlondoncalling.org.uk](http://rmtlondoncalling.org.uk)

### New pay deal due in 2019: have your say!

The four-year settlement on our pay, terms, and conditions agreed in 2016 (backdated to 2015) expires next year. That means your union will soon be approaching the company to raise our demands for the new deal.

This is an opportunity for members to get their voices heard



within the union and ensure the union's claim is reflective of what members on the shopfloor want. Should we be foregrounding demands for a reduced working week? Should we demand a flat-rate pay increase (e.g., £2,000 for all staff, thereby proportionally benefiting the lower-paid grades more) or a percentage? Should we demand salary increments for station staff carrying out ticket office work?

**It's your union: have your say!**

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.

# Defective equipment? Defective management!



## Defective Correct Side Door Enabling (CSDE) at Wembley Central on the northbound is an ongoing concern for trains safety reps.

Despite constantly raising this matter, six weeks later the defect remains. We have complained about this defect with various controllers and managers to no avail.

As the CSDE override button is on the opposite side of the driver's cab to the platform at this location, the potential for a serious incident, wrong side door opening, is high. Despite this, no-one appears to want to resolve the problem. It's ironic that at a time when management are getting heavy handed with staff errors they are neglecting their own responsibilities.

We will continue to raise the problem and if necessary will escalate at next month's safety meetings.

In meantime, drivers are urged to be extra cautious at this location.

Meanwhile, drivers are still having problems with the misaligned One Person Operation (OPO) monitors.

Seldom a week goes by without more defective OPO equipment. Paddington southbound appears to be the worse offender.

Drivers need to report these defects immediately and insist upon a member of station staff to give assisted dispatch.

The Rule Book is clear: you must not move your train if you cannot see the whole of the platform. If you depart without assisted dispatch, and there is a subsequent problem, the buck stops with the driver.

Service Control continue to arrange for station staff to come down for one train only!

This equipment is not self correcting. Report the problem and insist on assistance. Your job could depend upon it.

Taken together, these issues show a clear unwillingness, or incapability, from management to deal with defects, despite safety reps repeatedly raising them.

**Which leads us to ask: is defective management the real problem?**

## Train prep: prepare to fight!

Current LU standards mean that trains are prepped- given essential safety and maintenance checks- every 24 hours. The company recently announced plans to reduce this frequency to 96 hours.

This is completely unacceptable. Not only does this threaten RMT members' jobs in fleet maintenance, as less frequent checks will mean fewer workers are needed to carry them out, it also presents a huge threat to passenger safety. Almost all of us use the Tube as well as working on it: would you feel comfortable travelling on a train you knew hadn't been checked for up to three days?

RMT safety reps were due to meet on 18 May to discuss the union's response to this issue.

All options should be on the table, including all-grades industrial action. If the cuts go ahead, all grades will be affected. For station staff, it will almost certainly mean having to respond more frequently to defective trains, on already understaffed stations. And the implications for drivers are obvious.

**Watch this space for more info, and prepare to fight!**



## News roundup



### Fight AAW abuses

Area Managers on the Bakerloo South Group who have confirmed our suspicions that CSMs handling LDIs are being instructed to issue maximum warnings as a norm, rather than on the merits of each case.

CSMs have been told they will face "scrutiny" for "colluding with their colleagues" if they don't comply!

Said AMs also felt they are within their rights to conduct "patterning" interviews as they believe it is not intimidation but fair process to determine if certain staff are taking the same time off each year without good reason, even though no policies or standards have been breached.

**Urgent action must be taken to prevent these abuses and intimidation of our members.**

### Driver unfairly sacked, rules judge

An Employment Tribunal court has ruled that Luis Vigo, a Queen's Park driver who was dismissed after leaving his cab for less than 20 seconds to fill up a water bottle, was unfairly dismissed.

This Tribunal ruling shreds LU's case for dismissal, which reps consistently argued was unfair and heavy-handed.

RMT Bakerloo Line branch will now discuss our next steps for ensuring Luis is reinstated to a job as a driver.

**For more on this case, see [bit.ly/luis-vigo](http://bit.ly/luis-vigo)**

*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](mailto:jimmcdaid36@gmail.com), or ring Branch Secretary Jim McDaid on 07917 131692