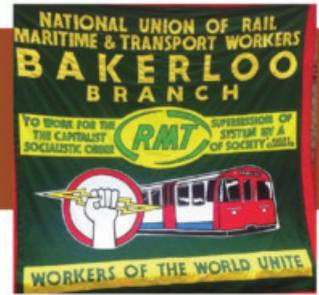




Bakerloo news



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October 2020

➡ **ABM cuts cleaners' sick pay, risking virus spread**

➡ **Sodexo threatens to cut canteen job cuts**

Outsourced workers: fight back!

At the beginning of the pandemic, an agreement was reached with TfL and ABM that cleaners would be paid at their full shift rate for periods of sickness and isolation.

Cleaners are normally only entitled to Statutory Sick Pay (SSP) of £95.85 per week, so the agreement was a vital measure to ensure they could afford to follow public health guidance and self-isolate if necessary.

Now that agreement has been unilaterally withdrawn.

This puts cleaners, other Tube workers, and passengers at risk. Unless workers can afford to self-isolate when necessary, the virus will continue to spread and more lives will be lost.

RMT has written to the Managing Director of London Underground to insist that TfL/LU ensure cleaners are paid in full for sickness and isolation. If a guarantee is not immediately forthcoming, we must take further action. This injustice puts all of us, and our travelling public, at risk.

Meanwhile, outsourcing giant Sodexo, which holds the contract to operate staff canteens at LU depots, plans to cut 30 jobs.

It announced its cuts plan in

late 2019 when its contract with TfL was extended, but is now using the pandemic as a pretext to increase the number of positions it plans to cut. One of the threatened positions is at South London House at Elephant and Castle.

RMT is supporting individual members through the redundancy consultation, but has also made clear to Sodexo that we do not accept their case for cuts. We have demanded they open their books so we can scrutinise this multibillion pound corporation's claim that they "can't afford" to retain the positions.

Any Sodexo or ABM worker who is not currently a member of RMT should join immediately. The more outsourced workers who are collectively organised, the more powerful our fight back will be.

Join online at rmt.org.uk/join, or speak to a rep in your station or depot.

STOP PRESS

TfL talks with government on extra funding reach crunch stage. We expect bosses to attempt cuts... all grades must be ready to resist.

Check rmtlondoncalling.org.uk for the latest.

No Zoono? No Service!

Drivers' in-cab Zoono verification card must show that the Zoono cleaning solution has been applied within 21 days.

Drivers who found the card out of date have come under pressure from management to take their train into service anyway.

The 21 day cleaning regime is a formal, company-wide agreement with senior management. If your Zoono card is out of date, do not bring that train into service. If you pick up a train on the running road and the card is out of date, take the train, in service, to the nearest depot.

This is essential for safety. Don't let bosses pressure you to cut corners.

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

SRT update

SRT reps are in talks with management over the proposed use of SRT staff under a Framework clause that states SRT can be used to cover long-term absences or reduced availability on stations.

If no SRT staff volunteer, management are determined to move SRT onto local rosters without mutual agreement. Questions raised include: what impact will this have on work/life balance?; who will be responsible for managing those SRT?; how will this impact station vacancies and transfers?; could network management use SRT to keep stations open rather than following local procedures to cover?

Reps believe deployment should be through usual methods, within SRT rosters, creating projects, working in conjunction with local stations to ensure work/life balance is maintained, and making sure the SRT don't become a "network reserve".

Centre Group update

As furloughed and shielding staff return to the workplace, reps are pushing for additional safety measures.

We are also concerned at new CDP procedures, with training now delivered by CSMs. Escalator works at MYB have not run smoothly. The station was opened in a unsafe manner. Fortunately an LFB inspector spotted the issue and the station was closed while the issue was rectified.

Finally we have a pay dispute ongoing were a CSA has had pay deducted despite having sufficient medical documentation.

Disciplined for challenging racism?

Organisations with thousands of workers who are protected by law have guidelines, policies, implicit and unconscious bias training, and disciplinary and grievance processes, all apparently to protect workers from prejudice and discrimination.

So why do we see cases where the worker challenging the racism is the one who's disciplined, and in some cases, sacked?

Buzzwords about "zero tolerance" aren't enough. TfL/LU has an extremely diverse workforce but is not doing enough to combat racism and discrimination.

This is all too evident in the case of Sherelle Cadogan, a black female Instructor Operator at Morden depot. Sherelle challenged a manager's racist comments on social media, only to find herself disciplined and handed a suspended dismissal.

We cannot allow this precedent to stand. Many LU workers, across the grades, are utterly appalled by the disgraceful way Sherelle has

been treated. She not only bravely stood up and challenged racism, she has been doing so for many years. We cannot stand idly by whilst Sherelle is disciplined for doing the right thing.

History has clearly shown what happens when we don't organise, educate, and fight for change. Racism and inequality, in our workplaces and in society, will become yet more entrenched.

What confidence can we have in LU's policies and procedures to protect us and ensure fairness if this is how someone is treated for standing up for the values of equality TfL/LU profess to support? If our bosses meant that, Sherelle would have been not only protected but also congratulated for what she did.

If you're not in a union, join one now. If you are, get active. The fight for racial justice in the workplace belongs to all of us. Don't ever be afraid to stand up for what is right!

Sign the petition for Sherelle: bit.ly/defend-sherelle

Black and ethnic minority members meet

The 2020 Black and Ethnic Minorities Members (BEMM) conference took place via Zoom.

With Covid disproportionately killing BEMM workers, and racism continuing, it was vital for rank-and-file members to debate motions about these issues and discussing strategies the union should adopt in the fight for equality.

One of our branch delegates, Mel Mullings, said: "I moved a motion from our branch, calling for the union to produce video stories profiling black activists.

"We need to note BEM activists' achievements and contributions to the struggle throughout the labour movement. What we do, in and out of our working lives, has an important social impact. Ordinary activists are inspiring people too, who keep the movement for equality going; that needs to be documented."

Branch delegate Tre Crossfield said: "A global wave of racism, including a

far-right US President, has emboldened far-right and racist organisations throughout the world. This has worked its way through society, including in our communities and workplaces.

"A motion I moved at conference focused on protections for whistleblowers who call out racism at work, but become the victim for the second time due to unfair investigations.

"We call for a progressive form of investigation which is fairer for the victim. We need to mobilise to create awareness and acknowledge and educate people about white privilege, widening the debate for safe, fair workplaces and society."

Pandemic permitting, we hope to be in Liverpool next March for the 40th anniversary of the Toxteth riots. All RMT members are entitled to attend. Speak to your local rep for more information.

BRANCH MEETINGS AT 16:00 ON THE FIRST TUESDAY OF EVERY MONTH, VIA ZOOM. ALL MEMBERS WELCOME. CONTACT YOUR REP FOR THE LINK.