



Bakerloo news



May/June 2015

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Tories plan new anti-union laws: Labour movement must fight back!



The new Tory government made one of its first policy announcements a declaration of war on the trade union movement.

Under the Tories' new proposals, strikes in transport, health, the fire service, and schools will require minimum ballot turnouts of 50%, and backing from at least 40% of those eligible to vote.

So, if 100 workers were balloted to strike, at least 51 would have to return their ballots, and at least 40 would have to vote in favour of strikes, for the strike to be legal.

If you find the maths hard to follow, here's the summary: the Tories want to severely restrict our right to withdraw our labour - the only real weapon available to us. They also plan to lift current restrictions on bosses using agency workers to break strikes, which could have a devastating impact in grades where agency labour is prevalent, such as cleaning.

The Tories' proposals are profoundly hypocritical, because the Tory government itself was elected by 24% of the eligible electorate (36% of those who voted). They have nothing to do with increasing participation in strike ballots: if that's what the government wanted, they could repeal the law prohibiting workplace ballots!

The proposals are driven by basic class interest. The Tory government represents the rich and powerful, and workers taking action is a threat to that power.

Trade unionists are not the only people in the Tory government's sights. Council tenants, benefits claimants, disabled people, migrants, pensioners, and students will all be at the sharp end of renewed cuts, attacks, and reforms designed to ensure that the rich continue to profit from the so-called "economic recovery", and working-class people are kept at the margins.

Against a government of the rich, by the rich, for the rich, our only defence is our mutual solidarity and common organisation as workers.

We're in for five years of conflict: get involved in your union and help plan the fightback!

Prepare for action on pay, Night Tube, job cuts

150 RMT reps met on Wednesday 6 May to discuss the latest talks on pay and Night Tube, and our ongoing fight against job cuts.

The company's pay offer remains unacceptable. A 0.75% increase in year one and RPI in year two effectively amounts to a pay cut. Their non-consolidated sweetener for implementing Night Tube is also derisory. We want proper compensation for all affected grades, not just in monetary terms but through more time off.

Reps at the meeting agreed that industrial action will be necessary to win a decent deal. The question of whether we will strike in our pay campaign, and whether we will reinstate action in the "Every Job Matters" dispute against job cuts, is a question of "when", and not "if".

The union has announced its intention to prepare an

all-grades ballot for strikes. We would aim to coordinate any action on pay and Night Tube with other unions, but will not be held back if they fail to fight.

With the company due to announce its revised figures for station staffing levels on Friday 22 May, there will also be renewed impetus for action in our fight against job cuts.

GET ACTIVE IN YOUR BRANCH!

The next RMT Bakerloo branch meeting takes place at 16:00 on **Tuesday 2 June** at The Coach & Horses, 1 Great Marlborough Street, W1F 7HG (near Oxford Circus). All branch members welcome.

Full-time station staff relocation

★ If you're happy with your location, but not your role, enter the review but only tick the location you've been given. Write in the comments that you want a substantive role there.

★ If you want to change the location you've been given, then enter the review and tick ANY other areas that you would like to work at.

★ If you think you've been moved from your current location in error (e.g. new location is more than 30 mins' travelling time) then tick the box for this on the review form.

You have nothing to lose by reviewing your position. You cannot be moved again, except to somewhere you choose. RMT encourages members to use the review process, but reminds them that we feel this issue can ultimately only be solved by collective, and not just individual, action.

WHAT ABOUT PART-TIME STAFF?

Part-time staff have been treated incredibly shabbily throughout this process, as if they are just numbers to slot in once full-time positions have been filled, rather than people with lives and commitments.

RMT will be supporting part-time staff in pursuing collective grievances against the company for the way they have been treated, as we believe this amounts to discrimination against part-time workers.

The collective grievance will be coordinated by Central Line East branch; if you want to be part of it, please email centrallineeast@rmt.org.uk

For more, see:

bit.ly/rmt-relocation-latest

Fixed-term contract CSAs: know your rights!

★ You have the right to join a trade union

★ You have the right to participate in official industrial action, including strikes

★ It is illegal for your employer to discriminate against you for joining a union or participating in industrial action

There's no denying that, for fixed-term contract CSAs, the future is uncertain. As yet, LU has given RMT no concrete information about its plans for these workers once their contracts expire.

Rumours that they will be offered permanent CSA2 jobs (and the £6,000 pay cut this would involve) are just that - rumours. But we wouldn't put it past this company to do it.

Given the uncertainty, it's understandable that some fixed-term staff are cautious about not wanting to "rock the boat". But having a fixed-term contract doesn't mean you have fewer rights than permanent staff. And, just like permanent staff, the only way to ensure your rights are respected is by organising collectively and standing up for them.

RMT is fighting for all fixed-term CSAs to be given permanent jobs at the end of their contracts, on the same pay, terms, and conditions they have now. We can't guarantee we'll win that fight, but the more fixed-term staff who join the union, the stronger we'll be.

In the meantime, joining RMT means you're part of our ongoing campaigns for workplace dignity and justice. Any action we take, in any of our disputes, is action we're taking for the future of the job - your job.

Sometimes, the boat does need to be rocked. But if we stand together, we can make sure it's the bosses' cuts plans - and not fixed-term staff - which gets thrown overboard.

Defending one-hour meal breaks

Management hoped the introduction of a new timetable on the line would allow them to eat into (no pun intended!) drivers' meal break time.

Thanks to union pressure, and a bit of archive-digging from reps to discover an agreement from 2001/2002,

guaranteeing one-hour meal time at the Elephant (Mon-Fri), the time has been protected.

This comprises the normal 30 minutes meal



relief, plus 12 minutes walking time, with an additional 18 minutes added to the meal relief time on the new timetable. We estimate that's 10 minutes more than the company wanted to give, given that they normally give 10 mins' step back time for pick ups/drop offs. Every minute we're able to claw back from the company is a minor victory; let's keep pushing for guaranteed one-hour meal breaks as standard, and a shorter working week!

STAFF CUTS REVEALED?

With a second series of BBC's "Oxford Street Revealed", featuring Oxford Circus staff, in the pipeline, many workers are doubtful whether the programme will show the reality of working at the station: keeping a flagship station running smoothly and safely, despite chronic understaffing.

RMT reps are pushing for extra jobs on the current roster, as well as fighting proposals to reduce numbers from 2016. If the company wants to parade us on TV, it needs to make sure we have staffing levels that allow us to do our jobs safely.

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 bakerlooline@rmt.org.uk, or ring Branch Secretary Jim McDaid on 07917 131692