

7<sup>th</sup> June 2012

Brian Whitehead  
Regional Organiser RMT  
Unity House  
39 Chalton Street  
London  
NW1 1JD

15 Westferry Circus  
Canary Wharf  
London E14 4HD  
[www.tubelines.com](http://www.tubelines.com)

Dear *Brian*

**Tube Lines Olympic Payments Offer Revised June 2012**

Further to my letter dated 29<sup>th</sup> May 2012, and as discussed at the Company Council meeting held on the 6<sup>th</sup> June 2012, I have made some minor changes to the offer. Detailed below is the amended offer that was made to the Trade Unions at Company Council to recognise the efforts of staff who will be affected by our Olympic delivery plans. This revised offer replaces the offer sent to you on the 29<sup>th</sup> May 2012.

**Tube Lines Olympic Payments Offer Revised June 2012**

All employees below Senior Manager will have the opportunity to receive a performance based bonus of £100. This will be dependent on Tube Lines meeting performance targets for the entire period of the Olympic Games, the Paralympic Games and the period in between. These targets will be based on our usual performance measures of MDBF, LCH and Trains declared into service.

In addition, it is proposed that an additional payment of £ 150 will be made for **all Operational Staff** whose Framework Agreements are modified to allow for flexible working during the 6 week period of the two games. At present it is envisaged that flexible working may entail some limitations on taking annual leave and /or short notice shift changes to deal with unplanned work arising or emergencies. Where practicable, efforts will be made to cover these situations by other means to be agreed at a local level.

For Operational staff and some Projects and Support staff (specifically staff who are required to work alongside and support Operational Delivery) there will be an opportunity to earn up to a maximum of £600 for fulfilling all rostered turns of duty during the period of the Olympic Games, the Paralympic Games and the period in between. The payments will be based on the following:-

- Weekly payment of £60 for an employee working all rostered turns in a week during the period from Friday 27 July to Sunday 9 September, or who volunteers to work and completes at least one shift in a week where they would otherwise have been rostered free from duty. In both cases this will be capped at a maximum of £360.
- For each week that an employee completes all planned shifts during the same period, a further £40 will be paid for that week, capped at a maximum of £240 for the period.

Tube Lines Limited  
Operating as Tube Lines  
whose registered office is  
Windsor House, 42-50 Victoria Street  
London SW1H 0TL

Registered in England and Wales  
Company number 03923425

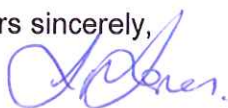
Tube Lines Limited  
is a company controlled by a local  
authority within the meaning of  
Part V Local Government and  
Housing Act 1969. The controlling  
authority is Transport for London.

- If an employee is rostered free from duty in a week, but volunteers to come into work and subsequently works at least one shift in that week, they will qualify for the weekly payment and bonus for that week.
- If an employee is rostered off duty for a complete week during this period and does not volunteer to come in and work at least one shift that week, no additional payment will be made.
- Where an employee is on annual leave for a week and does not volunteer to come in and work at least one shift in the week, then no additional payment will be made.
- Where working 4 shifts or more in a week, 1 or 2 days sickness absence will have a proportionate impact on the £40 element of the weekly bonus. More than 2 days absence will result in the full £40 element of the weekly bonus being lost.
- Where a radical change to rosters is proposed for the Olympics (e.g. nights to days in TLES) consideration will be given to re-imburse reasonable public transport travel provided cost can be verified by receipts. In very exceptional circumstance and only where radical changes have been proposed in order to meet TLL operational demands consideration may be given to re-imburse any additional child care costs that may be incurred as a direct consequence of the change subject to employees providing proof of the additional costs incurred

Finally as discussed at Company Council, regarding the practical application of working arrangements, I am also willing for local managers as part of the local roster discussions, to consider alternative booking on points for employees. To be clear, this will only be considered on a case by case basis and is dependent on TLL being satisfied that the employee will have a genuine and significant issue reporting to their normal place of work.

I hope that as these proposals now reflect your feedback you can now advise acceptance of this agreement in writing **by 14<sup>th</sup> June 2012.**

Yours sincerely,



Lee Jones  
Director of Operations