

**Company Council meeting number 41  
Wednesday 6<sup>th</sup> June 2012, 15 West ferry Circus.**

**Attendees representing Tube lines**

Pat Horgan	(HR, Chairman)
Lee Jones	(Director Operations)
Paul Stevens	(HR)
Caroline Mathew	(HR)

**Attendees representing the Trades Unions**

Brian Whitehead	(Full time representative, RMT)
John Morgan Evans	(Full time representative, UNITE)
Lorraine Ward	(Full time representative, TSSA)
Terry Wilkinson	(Full time representative, ASLEF)
Alan Puncheon	(ASLEF)
Steve Wakefield	(ASLEF)
Sharon Simmonds	(TSSA)
Bob Hedges	(TSSA)
Bill Teale	(RMT)
Russ Clark	(RMT)
Paul O'Brien	(RMT)
Mick Keown	(RMT)
Sean Warren	(RMT)
Jason Cullen	(RMT)
John Ely	(UNITE)
Colenzo Jarrett – Thorpe	(Full time representative, UNITE) shortly to replace John Morgan-Evans

1. Apologies for absence were received from John Edmonds, Gail Brindley, Diarmaid O'Tuathail, Martyn Freeman and Peter Boyle. Brian Whitehead wanted to record for the minutes his thanks to Steve Bryant who has stepped down from the Company Council and to welcome Peter Boyle as his replacement.
2. John Morgan-Evans introduced Colenzo Jarrett-Thorpe who will be replacing him as Full time Officer for UNITE. Pat Horgan welcomed Colenzo and on behalf of Tube Lines recorded thanks to John for his contribution as lead representative.
3. **Approval of minutes of meeting number 40, held on the 27<sup>th</sup> March 2012**  
Minutes for meeting held on the 27<sup>th</sup> March 2012 have been issued. All unions indicated they had not had sufficient notice to review and approve so were asked to approve these by email. Please do this by 22 June 2012.

**3. Review of Action List**

**3.2 Learning Reps:**

ASLEF have provided information but the other TUs have so far not provided written proposals. Action: RMT, UNITE and TSSA to provide details, .Agreed that Tony Beese presents at the next company council meeting in September 2012. **Action Tony Beese**

### **3.3 Well Being:**

RMT requested that this item remain open and further update to be provided. PH advised that Pedometers have been rolled out in June 2012 as part of Million Steps wellbeing initiative.

### **3.5 Olympics**

Offers relating to payments have been at the recent Ad hoc Company Council meetings.

**See Agenda Item 4 today's agenda**

### **3.8 Draft Revised representation**

Draft document issued to Trades Unions for future discussion. Matter to remain open until the future ownership of TLL is resolved. **Action: Open**

### **3.9 Discount on Season Tickets - 2006 Pay Deal (ASLEF)**

TW requested this to be dealt with through the Working Party. LJ agreed to this. **Action: Open**

### **3.11 Recruitment Policy (RMT)**

RMT stated that they believe that equal opportunities is not being followed and will consider taking this further. JE advised David Stradling is reviewing and will be on the agenda for the next company council meeting in September 2012.

### **3.12 TFL Pensions and Travel**

PH advised that this will be dealt with under today's Agenda item 5.

### **3.17 Failure to agree Track Level 2 - Harmonisation of Pay for Track staff**

**Under-taking driving duties.**

POB raised an issue where track workers are given time to prepare vans, on the Jubilee line 1 hour is given, Northern ½ hour and Piccadilly no time is given. POB advised that the hour is worked and paid in addition to the shift and he wants all the 3 areas to operate the same arrangement. JE stated that he will decline the request at this time. However if POB produces a sensible proposal to JE it will be considered. PH gave a reminder to POB as this was still outstanding since the last meeting. **Action Paul O'Brien**

### **3.18 Failure to agree Track Level 2 – Rostered Rest days (RMT)**

POB raised an issue that a TLL Manager had advised his staff of a roster change for the Lubrication gang without consultation with the appropriate trade union representatives. Primarily as he understands it relates to the way that rest days are deployed. POB advised that he is will to have discussions in order to find a solution. JE asked POB to send him the details and he will look into the matter. PH gave a reminder to POB as this was still outstanding since the last meeting.

**Action Paul O'Brien / John Edmonds**

## **4. Olympics**

LJ stated that TLL have made a revised offer and sent this out following last week's adhoc company council meeting. He requested the trade unions to give feedback on the offer, and asked if they would be accepting it.

BW advised that RMT were rejecting it because they had concerns with the wording. LW advised that she was not aware of the meeting last week and that TLL is asking her to comment on a conversation she was not party to. PH asked if LW had been advised by her reps as to what was discussed and had received the letter containing the offer and she confirmed she had. However at this stage TSSA would make no comment on the offer.

JME advised that UNITE were pretty content with the offer. UNITE's only concerns centred on changes to the framework agreement which he assumes will be through proper consultation.

TW stated that ASLEF had already advised that the previous offer has been tabled with their Exec for review on the 21/6/2012, so unable to comment further at this stage.

LJ thanked the trade unions for their responses. He continued that TLL had made some amendments to the document and he issued the revised document to the meeting. In the main the changes were in red. LJ clarified the changes to the document and confirmed that the £ 40 weekly bonus would still be changed as indicated in the document.

LJ advised that he had been asked the question about the possibility of re-imbursing staff who had to use public transport as an alternative to company vehicles. LJ responded that he was willing to consider as outlined in the document.

AP asked that in Transplant is it right that 2/3 staff may be required to go from nights to days during the Olympics and LJ confirmed this was correct.

BW advised that he had some concerns about what the £ 150 payment would mean in practice. LJ advised that he expected this to be dealt with reasonably at a local level.

BW asked if it could be minuted in this meeting as to how TLL thinks that the cover arrangements would be done. LJ stated this may involve consideration being given to the paying of overtime or rest day working but there could be one of a range of different options that local managers could consider. This is not an open door for everyone to come in on overtime or rest day working, and Line managers would consider what needs to be done locally which will include the use of volunteers.

BW asked for an adjournment.

Meeting adjourned  
Reconvened

BW requested that the wording to be amended so that for the £ 150 to cover these changes by other means and to be agreed at a local level. LJ advised he would consider this request.

BW stated that he understood that the requests for permanent nights staff to go to days may incur additional costs probably only talking about a few people, will TLL consider reimbursing child care costs

LJ advised that TLL would be willing to consider if there was proof of financial hardship.

LJ asked for reactions from the trade unions in light of this revised offer and today's discussions.

LW commented that in light of the revised offer and adjustments today she would need to consult her members.

JME advised that he was happy with the reassurances given today, and noted that the company was willing to consider the impact on people's lives.

TW asked if the offer would be reissued. LJ advised that it would. TW continued that he would not be able to deal as his EC were still dealing with the previous one on the 21<sup>st</sup> June 2012. His view was that it will be rejected and that ASLEF will go into dispute with TLL. If that happens ASLEF will want to meet with TLL separately. LJ stated if this the case TLL will meet with ASLEF.

BW asked for an adjournment.

Meeting adjourned  
Reconvened

BW raised that statement that for the £ 600 it states fulfilling all rostered shifts and additional turns of duty why does it not say for fulfilling all rostered shifts instead.

LJ stated that this was covered in the offer if staff are rostered off duty for a complete week but volunteer to come in and work.

BW asked if, in the local roster level discussions TLL would consider alternative booking On and off points. LJ advised he will consider this request.

BW requested all his IR and H&S reps be released for a meeting at Unity House 0930 hours on the 11<sup>th</sup> June 2012. LJ advised that they would be released.

LJ thanked the reps for their comments and will formally send out the revised offer shortly.  
**Action Lee Jones**

## **5. Pensions and pay – Working party meeting arranged 12/6/2012**

PH reminded the meeting that an Adhoc Company Council has been set up to discuss the terms of reference for the Working Party.

TW stated that ASLEF want to have separate discussions from the rest of the company council. LJ noted their comments. PH advised that the working party covers all trade unions as purpose of initial meeting was to agree terms of reference hence that is why all unions have been invited to the meeting on the 12<sup>th</sup> June 2012.

## **6. Trade Union Issues**

### **6.1 ASLEF – watches**

TW raised an issue about watches to be supplied to Transplant drivers. PH replied that this should be dealt with locally. TW advised that refer back locally and until such time as resolved he will advise his members not to fill in the journals. LJ noted ASLEF position and advised that this should be dealt with locally.  
**Action Transplant level 1**

TW also asked about IPAD's and IPHones not being on the agenda. PH this was not raised prior to the meeting so is not an agenda item.

### **RMT**

#### **6.2.1 ERU Team Visits**

BT advised that used to have 10 visits per year to feed back to their members but have recently being advised that this will be stopped on 1<sup>st</sup> July. ERU now have 4 locations so difficult to get to all locations so perhaps there could be a rep per location. BT advised he was willing to talk to find a solution.

LJ stated that this should be dealt with through the machinery and set a deadline of 4 weeks to find a suitable solution, and this was supported by RMT.  
**Action Lee Jones**

#### **6.2.2 Vacancies update**

BW feels that TLL does not have enough people so requested a list of all the vacancies including locations and grades. LJ to consider and supply as appropriate.

**Action Pat Horgan / John Edmonds**

**6.2.3 List of Contractors & agency staff, and the details of the jobs they are doing on Tube Lines**

BW stated that this ties in with Vacancies above. LJ to consider and supply as appropriate.

**Action Pat Horgan / John Edmonds**

**6.2.4 Minutes from all the last Adhoc company council meetings**

Trade unions noted that these were supplied today and asked for them to be emailed out. PH advised this will be done. This has now been sent.

**6.2.5 Track Tech's teams:- attempts to change rosters without going through the machinery**

POB advised that Gilman Gillott was trying to change rosters without discussing through the local machinery. LJ stated this will be taken away and looked into. **Action Caroline Mathew**

**6.2.6 Fleet outsourcing of work to ISS i.e fitting passenger safety/instruction notices on trains**

MK advised that this work is now being done by ISS but was not discussed at the recent level 1. PH advised that this is not an item for company council and should be dealt with at a local level. PS to look into at next level 2 to be held (13/6). **Action Closed**

**6.2.7 SMD NVQ Update**

BW stated that during the recent harmonisation at Jubilee Fleet regular updates would be given, but he has not heard anything from management as to how the NVQ was progressing and whether any employee had now completed their NVQ. PS advised he will get an update and formally respond to RMT on this matter. **Action Paul Stevens**

**6.2.8 Signals – no level 1' being held ie works east and west zone maintenance**

JC stated that these meetings are not taking place and having difficulty explaining this to Martin Coppen. They should be every 3 months. CM to take this away and look into.

**Action Caroline Mathew**

**6.2.9 Signals – Incident TO's being used on cover turns 24/7 to cover satellite depots. JC**

advised that this was not agreed at the roster talks. CM to take this away and look into.

**Action Caroline Mathew**

**7. AOB**

**7.1 EURO Football 2012 – Absence arrangements**

PH advised that for the period of the football self-certificates will not be accepted and an employee will need to provide a doctors certificate, and that comms will be sent out to the employee confirming this. BW was concerned about the short notice, JME noted that in the TLL Absence policy TLL can already ask for this to be provided. PH accepted this and said TLL will therefore just apply the Absence policy. PH continued that this was done during the last World Cup. CJT asked if this was a problem and wanted details of how many fit notes were provided. PH to see if this information can be provided.

**Action Pat Horgan**

**7.2 ASLEF – Clarification on out of date licenses for train driving**

TW wanted clarification that if a train driver's licence has lapsed that the employee cannot be disciplined. LJ replied all staff must hold the appropriate licences to do their roles to which TW advised that there are another 7 that will need to have full training as they have lapsed so no action should be taken. LJ noted and agreed with TW comments.

**8. Agreed meetings schedule for 2012**

- **Tuesday 27th March 2012**
- **Wednesday 6<sup>th</sup> June 2012**
- **Thursday 13<sup>th</sup> September 2012**
- **Wednesday 28<sup>th</sup> November 2012**