

# THE OLYMPICS.....AND BEYOND!

LU has finally offered staff an Olympics bonus. They have also started consulting stations reps about Olympic rosters. Read below to see the workload - and reward - LU has in store for us. Overleaf you can read about LU's job-cutting ambitions post-Olympics - and see how you can help us get prepared!

## OLYMPIC BONUS?

The latest offer is £20 per shift worked during the Olympics and Paralympics, up to a maximum of £400. Also there is a possibility of receiving a CSS assessed bonus of £100, if satisfaction levels of 78% are achieved in the survey period of 29 days during the Games.

The RMT put forward that all grades should be rewarded a minimum of £1,000 to reward the value of work carried out by staff during the Olympic period, which we argue is over the six week period, including the Olympics, the Paralympics and the gap in between. Staff will experience an increase in volume of work for the whole of this period. Our Engineering members have seen an increased workload for the last year before the Olympics and will experience an increased workload after the Olympics, they will also be on standby during the Olympics.

We are demanding an Olympic bonus payment that values the extra productivity of staff who will be dealing with hundreds of thousands of extra passenger journeys during the Games. We also demand remuneration for the extra anti-social family-unfriendly duties that we are being asked to carry out. All grades should receive the same amount.

Management will spread the myth that you can earn a £1,000 if you work rest days and other available overtime. Staff will already be expected to work until 0200-0300 in the morning. Maybe we should bring our beds into work and work 24/7? On second thoughts, best not to give management any ideas! Proposals which include rest day working and overtime discriminate against those caring for children or with other caring responsibilities. We demand a flat, no strings payment of £1,000 Olympic bonus for all staff in all grades.



## OLYMPIC ROSTERS

Olympic rosters seen so far show CSAs and SAMFs working until 2am - and 3am for the opening ceremony! Dead late shifts have been moved to start later, so we have no choice about working unusually extreme hours.

At some stations, gaps created by moving dead late shifts will not be covered, so we might be working with fewer staff than usual during the Olympics!

Elsewhere, LU is relying on overtime to plug the gaps - in some places to maintain minimum numbers. Surely they realise that our goodwill deserves adequate reward!

LU will revise staff taxi schedules but have not yet guaranteed contingency plans if taxi drivers refuse LU jobs during the Games.

Similarly, staff commuting on national rail have had no assurance that Train Operating Companies will run later trains and, as yet, LU have not guaranteed transport home.

As your reps see the planned rosters, they will invite your feedback. Make sure you make your concerns known!

# Beyond the Olympics. LU's Plan: Our Response

We've seen LU's leaked 'strategy document', outlining their intention to overhaul LU and cut 1500 station jobs post-Olympics. The main elements of their plan are:

## **Ticket Office Closures**

LU want to phase out Ticket Offices between 2013 and 2016. LU will stop recruiting SAMFs; existing SAMFs will work on POMs and in the ticket hall.

LU want to close traditional ticket offices altogether, replacing them with 30 travel information centres, staffed by cheaper, non-operational staff.

LU is investing in 'wave and pay' technology, which deducts money directly from customers' credit cards, without the need for Ticket Offices, POMs or administering Oyster.

## **Target our 'inflexibility'**

LU say we have a 'culture of inflexibility' because we know our duties 28 days in advance or follow fixed rosters. Instead of reserves, they are looking at cheaper, more flexible staffing solutions: agency staff; greater use of part time staff; a central pool of cover staff; cutting the budget for reserves and spending it on overtime instead. They want to tear up hard-won conditions around our working hours, or get rid of us altogether!

## **Station Supervisors: 'culture shift' and job cuts.**

LU want Supervisors to become 'Customer Service Team Leaders', covering many DSM responsibilities, hoping to cut 770 DSM and SS positions in the course of the strategy. They want to end double station supervision. In outer-London, they hope one 'Team Leader' will run up to five stations during traffic hours and security firms will run stations at night. In smaller Sub-Surface Stations, they want one 'Team Leader' to cover up to 3 adjacent stations during non-traffic hours.

## **Multi-skilling**

LU want CSAs to take on more of a revenue protection role, to cut RCI jobs. CSAs will be expected to increase their knowledge of POMS and ticketing, following further enhancements to POMs and AFMs.

**The leaked document has given us chance to prepare for LU's onslaught. RMT has begun a drive to recruit new members and is in the process of forming a campaign committee. If you want to help defend jobs and conditions in your industry, get involved! Go to your local branch meeting or contact the numbers opposite to find out how.**

## **Fit For London: 10 Questions They Won't Answer**

1. Why did LU actively victimise RMT reps and activists?
2. Why was no action taken against the managers who were found guilty of exculpation, dissembling, collusion and falsifying documents in a court of law, bringing the company into disrepute?
3. Is LU considering plans to privatise stations?
4. Is LU considering plans to bring in Serco to take over Operations?
5. How many staff will remain in 2013?
6. Is LU considering plans to put Engineering into the private sector?
7. Does LU accept that its OSP has left stations without enough staff to run the job effectively and safely?
8. What plans does LU have to cut the frequency of maintenance checks?
9. What plans does LU have to introduce new trains which do not have drivers' cabs?
10. If any lines are extended, will they remain in the publicly-owned London Underground?



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