



June 2018 - read more at [www.rmtlondoncalling.org.uk/trains](http://www.rmtlondoncalling.org.uk/trains)

## Management offer increase in Saturday rest days

The RMT National Executive will debate and make a formal decision about the offer from LU early next week



### The detail of the offer from LUL

This is what London Underground bosses have offered to resolve the issue of an increased percentage of Saturday shifts on the new timetable.

Your reps at the ACAS negotiations believe this is a good offer. The RMT's decision making body, the National Executive Committee, will now proceed to debate and formally respond to the offer early next week.

1. At each depot on the Jubilee line, increase the roster size by adding an additional week to the top of each main roster (this will be categorised as pool cover, thereby reducing the pool by one person);
  - Include a guaranteed Saturday rest day on this week;
  - Make no change to the minimum establishment numbers;
  - On this week, duties will be allocated 28 days in advance. In the unlikely event there are no rostered duties available, additional spare duties will be allocated. These additional spare duties are subject to change while remaining on the same shift pattern.

2. The pool train operator nominated to work on the roster (in accordance with this agreement):
  - Will be subject to the Line Pool Agreement. This will only be once the pool is exhausted.
  - May have their duties changed up until midday on the Thursday prior to the week they are to be worked.

### A successful dispute

The Jubilee Line dispute is near to a successful conclusion, with an offer of an increase in the number of rest days on the roster at Stratford, North Greenwich and Wembley Park depots.

After the threat of two days of industrial action and several days in ACAS negotiating a deal, your reps have ensured that the increase in weekend working that the implementation of timetable 15 bought about will be reversed.

Importantly, this dispute also highlights to managers on the line, that when reps and union members feedback concerns, this shouldn't be ignored. Changes cannot be steamrolled through without proper dialogue and processes being followed correctly.

### How does the resolution work?

At your depot an extra roster line will be added called 'pool cover'; but with a guaranteed Saturday rest and 28 days notice given like any normal cover week. The most senior person on the pool will then be put onto the roster to cover this additional roster line.

### Issues with the new timetable

Your reps also highlighted further issues with the timetable at a specially convened line meeting. This included issues such as the move towards more extreme duties, insufficient stepping back time at Stratford now that a platform has been closed, and the agreement around North Greenwich meal breaks.

At this meeting management said they would come back to us with their response, and we look forward to them making a proactive attempt to resolve issues and make improvements as necessary.

### Solidarity wins!

This dispute, as with all others is about more than just the direct issues raised. It came about because line management believed they could ignore the concerns you raised via your reps. We've reminded them that they can't.

It is crucial for all of us to support the union and to vote yes in industrial ballots. The stronger the yes vote, the more power negotiators have to get more great results like this.

### In numbers

- 2 - The number of planned strike dates.
- 30+ The number of reps and managers involved in negotiations.
- 5 - Days spent negotiating at ACAS.
- 80% - The percent who voted yes to strike.
- 0 - The strike days taken to resolve the dispute.
- 0 - The wages lost.

# ACAS - An insider's report



## Have you ever wondered what happens at ACAS?

ACAS, the 'Advisory, Conciliation and Arbitration Service' is used to enable two sides in a dispute to try and resolve disputes.

In our case it meant more than a dozen reps from RMT and ASLEF in one room, and a similar number of managers in another; with a third room used for smaller breakout negotiation groups made up from directors, full-time officers from the union and reps each side to work through a deal. Bringing in specialist and local reps where needed.

The reality of ACAS is that it is a necessary, yet long and often boring process; waiting for the other side to come forward with a new or revised offer. Indeed the offer which saw our second strike date suspended, was made just after 7pm as ACAS were telling us the room hire had ended and the lights were about to go out!

## Detail is key

Much of the detail hung on a few words, with the unions taking a detailed and methodological approach to ensure there was nothing in it that could be detrimental to us.

In the end we got there. Think about where we started, with rest days being nicked off us in breach of an agreement. Now we're getting them back. Our rights at work (agreements with the trade unions) have been protected and honoured.

Respect for the workforce for sure!

## In other news...

### RMT tells LU 'end the bullying culture' following ET loss

TUBE UNION RMT today called on London Underground to end the culture of picking on staff and misusing procedures after the company lost an important employment tribunal case, costing the taxpayer a six figure sum in the process.

The driver in question was re-instated by LU yesterday at a resolution meeting with the Employment Tribunal Judge and London Underground management

Not only have LU re-instated the member back to his driver position but they have also agreed to back pay all his wages - well over a years worth - and pay his legal costs plus compensation. All due to the fact that trumped up charges were levelled at him with procedures bent and misused to try and make them stick.



RMT General Secretary Mick Cash said:

*"RMT is delighted with the outcome of this case but our member should never have been subjected to this travesty of justice from the start which left him with an axe hanging over his head due to appalling mismanagement by London Underground.*

*"The victory, which will cost the London taxpayer a packet due to the vindictive attitude of the company, is ringing out across the combine as staff take note of both the background and outcome. It proves that you need a strong trade union on your side*

*when it's your name in the management frame.*

*"The whole debacle also serves as a wake-up call to London Underground to end the bullying culture which is rife throughout the company and stop setting up and picking off individual staff. The attempt to rule by fear has been exposed by this case and RMT is demanding it is called to a halt immediately."*

## Check your details

It is imperative that RMT members who have changed their place of work, job title, home address and contact details inform head office of their new situation.

This can be done by emailing [info@rmt.org.uk](mailto:info@rmt.org.uk), calling free-phone 0800 376 3706 or changing them yourself by logging in at the top of the page and amending your details.

Employers have used discrepancy in RMT's membership database to challenge legitimate activity through the use of anti-union legislation in court.

## Executive report: Ballot prepared for all LUL grades over unfair sacking

This NEC is appalled by London Undergrounds shocking handling of the Paul Bailey case.

We note that this travesty calls into question the integrity of the entire drugs and alcohol policy and testing regime.

Due to the potential consequences of this sacking being upheld at appeal in the event of this occurring we instruct the General Secretary to immediately prepare a ballot matrix for all grades on London Underground at all locations.

## Your branch needs you!

All members are welcome and encouraged to attend their branch. Speak to your local rep, or contact the relevant Branch Secretary for details.

### Jubilee South (Stratford and NOG)

Eamonn Lynch:

[eamonnlynchrmt@outlook.com](mailto:eamonnlynchrmt@outlook.com)

### Neasden Branch (Wembley Park)

Nigel Eivers:

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