



London Calling

The website of the London Transport Regional Council of the Rail, Maritime and Transport workers' union

Pay 2019

www.rmtlondoncalling.org.uk

Join RMT www.rmt.org.uk/about/join-rmt

- **32hr 4 day week for all**
- **Substantial pay rise with flat rate minimum**
- **Priv for all**
- **Abolish CSA2 on stations**



Because we're worth it!
Standard says Tube worth £300m a day to London

- Each worker on London Underground generates over £17K a day for London's businesses, according to 'business leaders' who spoke to the Standard.
- London Underground say the tube makes a profit of £760m a year. After renewals there is still a surplus of £360m.
- The surplus is being used to subsidise private profits of bus operators and others. It is also used to keep paying off debts run up when PPP collapsed
- LU Managing Director got a 17% pay rise last year to £329K. Standard reported pay rises of up to 74% for other directors. But same directors say the rest of us have to pay for the loss of government subsidy.

Academic studies have shown that working the type of rotating shifts, that are commonplace on LU, for over 10 years takes 4/5 years off of your life expectancy. We demand a 4 day week now as a step to reducing unsociable and exhausting rostering.

London can afford a 32hr 4 day week and fair pay on the tube

Our RMT union's pay claim comes at a time TfL have pleaded poverty while awarding eye-watering pay rises to its top executives.

Glen Hart, London Transport Regional Council Secretary



It is true there's been a loss of a whopping £700m a year of government subsidies to TfL for the day-to-day running of services, including wages, and this has meant that the transport network has been forced to become self-sufficient in terms of its operating costs. Shockingly, the Conservative austerity-obsessed government has made London the only major city in Europe where there is no day-to-day transport subsidy. Yet the Tories, under pressure from the Labour Party and trade unions, have brazenly boasted their failed austerity policies - that are politically driven and not an economic necessity - have come to an end.

A series of other changes that have put an even heavier load on London Underground workers include London Mayor Sadiq Khan's fare freeze, the bringing in of the weekend Night Tube services, Fit for the Future and now, Transformation.

This has had a big impact on workers because it disrupts our work-life balance. Furthermore:

- Promotion opportunities are at an all-time low.
- The disciplinary and adversary culture of a "strict liability" attendance management regime is localised. An impact which further damages flexibility and increases psychological health conditions such as; stress, anxiety and depression.
- The health of workers has worsened under the current climate of upheaval.
- There has been heightened Brexit concerns and a reported sharp rise of far-right aggression across Europe, this has created a poisonous and incendiary environment faced daily by frontline workers.

The ability for improved work-life balance has significant value and is proven in several authoritative studies. Not only does it benefit leisure time, which increases workers' mental and physical well-being but also improves their relationships with family and friends, boosts their creativity and reduces the number of sick days taken. It therefore has a dual purpose of benefiting the business's economic success.

Shockingly, there are many studies (including studies of rail-workers in India, nurses in the USA and others) of the effects of shift work that suggest life expectancy falls by 4/5 years after 10/15 years working rotating shifts.

In addition, our pay claim consists of a request for a flat-rate minimum sum and a substantial increase. A flat rate minimum increase would benefit the lowest paid workers. We are also calling for the abolition of the CSA2 grade and upgrading of all CSA2s to CSA1, The CSA2 grade is a by-product of Fit for the Future, which sees workers paid less for more-or-less doing the same amount of work while possessing the same set of skills. The RMT is an all grades union. Our pay claim ensures pay structures are balanced, fair and equitable to the benefit of all its members.

- **£360m Operating Surplus**
- **£300m a day value added to London Economy**
- **Richest 1000 people in UK increase wealth by £50bn a year**

At the first meeting to discuss pay 2019 management told us that after all costs of infrastructure renewal the tube generates an operating surplus of £360million. Management's initial estimated cost of implementing a 32hr 4day week is £116m -significantly less than this surplus.

Jared Wood, Stations Functional Council rep

But the surplus from the tube is being used across TfL to replace the government subsidy. The profits of privatised bus companies and the debts of the failed PPP project are just two of the good causes soaking up the LU surplus.

Management say they have not looked at the value of the tube to London as a whole. But whenever we go on strike the press is full of estimates of what the strike will cost London. The Standard quoted the British Chambers of Commerce when we took a day of strike action on stations in 2017. They say London's businesses lost £300m then. Well that means that every day when the tube runs normally we must contribute the same amount to the London economy.

The City of London is rolling in money. Business executives are taking multi-million pound bonuses all over the place. The wealthiest 1000 people in Britain, most of them in London, have increased their personal wealth by £274bn in the last 5 years. No money? They don't know what to do with it all.

When these same city and executive types wanted more money for Crossrail recently they didn't dip into their £274bn though. No. TfL issued low interest rate bonds and raised the cash that way. Where there's a will, there's a way.

The answer is, of course, to make the City pay for public transport in London. They rely on efficient public transport to run their businesses. We need to say enough is enough. Our shifts are killing us and for what? So as the super rich of London can get even richer. It's time to fight for fair pay and a 32h 4day week.



London Calling
The website of the London Transport Regional Council of the Rail, Maritime and Transport workers' union