



# London Calling

The Newsletter of the London transport Regional Council

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News & Views from RMT's London Transport Regional Council Dec (2) 2013

## Fit for the Future: Engineering

- **Specific Proposals to Cut 500 Jobs**
- **Threat to Close Pension scheme to new entrants**

## Service Control

- **200 Job Losses when Hammersmith SSR Control Centre Opens**

## Train Operators

- **LU moving towards Driverless Trains & Cross-Line Working**

## TfL

- **Pensionable Pay to be Frozen**
- **Individual Contracts and Performance Pay**

## LU Forced to Accept Consultation on Whether Stations Job Cuts are Necessary

### VS Applications put on Hold

RMT has exposed LU's consultation as a sham and forced the company to stop the issue of letters seeking applications for Voluntary Severance.

The company has a legal obligation to consult us on the need for redundancies yet they were proposing to start implementing their programme of cuts before we had even completed that consultation.

In a letter to RMT that was received by us yesterday, LU states that VS applications will not now be looked at until the consultation has been completed next year.

## RMT All Members Meeting

**4pm Fri 10 Jan - Hear the Ballot result**

**16 Jan 6.30pm - Public Rally: *Save Ticket offices, Jobs & Services***

**Both meetings at Conway Hall, Red Lion Sq, Holborn Tube**

## RMT Will Continue to Argue that Cuts Are Not Justified

According to an article in The Metro the government gave Britain's biggest four banks £37bn in tax payer's cash as subsidies last year. If they can afford that, which goes into shareholders pockets, they can afford less than one billion a year to prevent any cuts on LU or TfL.

We have also argued that ending the ridiculous outsourcing of work could save billions by 2021. Up to £3bn was lost as a result of PPP and LU continues to throw money at private firms who stack up huge profits at our expense.

Capping senior managers pay at £100K would also save over £15m every year.

## Vote YES for Strike Action & Action short of Strikes on LU

### Look out for this envelope!



## Welcome to Planet LU



Planet LU is a strange planet existing within a distant galaxy, located somewhere on the upper floors of 55 Broadway.

Those, generally of centurion grade or above, who have visited its rarefied atmosphere are said to radiate a bizarre view of a parallel reality, which makes sense only to them.

In this parallel reality staff can better help passengers without a ticket office. Passengers come to the station to get their parcels and visit the sweet shop for their tube tickets.

Managers on Planet LU have become convinced that the tube can be made "Fit for the Future" within their strange reality. According to one GSM it is all about positive thinking:

*"it is how we view the change that matters. On this particular occasion, we could choose to look at the change in a negative way and find that others have taken advantage of the change and come out well at the other end, OR we may choose to have a different attitude, position ourselves properly and see this period as an opportunity to secure for ourselves, a position/role that we may otherwise not attain readily if the change was not happening".*

A Stations Performance Manager, on the other hand, suggests a more passive approach:

*"I know that it's hard not to worry but try to focus on the knowns and not the unknowns. I've always followed my Grandma's philosophy of 'Today is the tomorrow you dreaded yesterday and all is well' as well as not worrying about what you can't control".*

But for the definitive view on this let's learn from the author of Fit for the Future:

*"We have processes where the checkers' checkers get checked. Simple jobs that nevertheless require senior oversight and a worst-case default limiting who can do what. Yes, some tasks are safety-critical. Yes compliance, audit, transparency and all the rest are deadly serious. We can do better".*

With clear thinking like this we can surely only improve! Funny thing is though, in all the confusion, the top managers jobs are all safe! Welcome to Planet LU.

## We Can Defeat TfL/LU

RMT is working for maximum unity with other unions. TSSA have committed to ballot their members for strikes and discussions are taking place with Aslef about this dispute. We will also talk to other unions, like the FBU, who are in dispute over pension attacks.

We can deliver powerful strike action in London. Whether we do this alone or with others we can force LU to change their plans. LU knows this and is desperately trying to line up unlicensed and hastily "trained" staff to carry out safety critical jobs during strikes.

RMT will put on action that stretches LU's plans to breaking point. We will prove to them that the tube cannot run without us and they WILL listen to us about job security, ticket offices and the future of the tube.

We have a proud history of defending our jobs and conditions over many years. Talk to your work-mates. Make sure every RMT member returns their ballot paper and says yes to both strikes and action short of strikes.

In response to LU's attempts to train up managers and others to try and break a strike RMT has introduced new industrial action as part of our ongoing live ballot for action over this issue.

All members should follow this instruction from 26.12.13. You cannot be disciplined for carrying out official industrial action.

### New Action Short of Strike From Boxing Day onwards

#### Decision from RMT Council of Executives

We are appalled that while London Underground Ltd and Transport for London are attempting to get rid of nearly 1,000 station staff, they are trying to fill the gaps with 'Ambassadors', staff from other, non-operational grades. We believe that constitutes an untrained, casual workforce and poses a risk to passenger safety. We note the tragic death of a passenger during the current rail strike in South Korea when untrained personnel are being used to substitute for striking workers.

We note and reaffirm our ongoing action short of strikes on this issue. We instruct our London Underground Ltd members to take further industrial action as follows:

**From 00:01 on Thursday 26 December 2013 until further notice, to only familiarise members of staff who are employed directly by London Underground Ltd and are taking up a substantive post in the location and grades concerned**

**ie. to refuse to familiarise anyone who does not fulfil these criteria, such as TfL Ambassadors or managers who would not normally work at that location carrying out the duties concerned.**