



# London Calling

The Newsletter of the London Transport Regional Council

Website: [www.rmtlondoncalling.org.uk](http://www.rmtlondoncalling.org.uk)

Email: [Regionalsecretary@rmtlondoncalling.org.uk](mailto:Regionalsecretary@rmtlondoncalling.org.uk)

News & Views from RMT's London Transport Regional Council March 2014

## LU Insist that Full £270m Must be Cut from Stations **Prepare to Strike Again** **We Must defeat LU's Cuts**

Bob Crow will be remembered for a lifetime of leading trade union struggles and his influence has been an important part of winning public support for our campaign to save jobs, conditions and ticket offices.

Our solid strike action in February has put us in a strong position to go on and defeat LU and the massively destructive cuts our over-paid bosses want to impose.

Since we suspended that action it has become even clearer that train drivers, engineers and all grades are involved in one united fight against £4.2bn of cuts that LU is demanding.

The decision to seek tenders for driverless trains comes at the same time as LU demands 500 job cuts from ex-Tubelines engineering members.

Disgracefully the company is threatening these members that they will not get staff travel and pensions unless they accept the job cuts.

Our Regional Officer and Functional Reps at the Company Council JWP will continue to examine LU's proposals so that we know exactly what is proposed. We will point out how the company's plans are unworkable and will serve only to do away with jobs and cut pay. We will report back to you any changes that LU makes, though so far they have refused to change so much a dot or comma of their initial proposal.

This will have to change. If the company continues to present us with these plans for massive cuts they will face further strike action. We will fight until we win.

We will not pay for bankers' bonuses with our pay and conditions. We will not see the tube wrecked so as the government can give more money to their friends in the City!

Unity is Strength! We must stand together and fight.

### A TRIBUTE TO MY COMRADE AND FRIEND BOB CROW

John Reid LTRC President



Words cannot describe how I felt when I heard the news about Bob. I personally lost a friend and comrade and the socialist and trade union movement has lost a great leader. I pass my heartfelt condolences to his partner, Niki, and his children and grandchildren.

Members of the RMT loved him as a man who rebuilt our Union along with other activists into a fighting trade union which was never on its knees and was prepared to fight and strike if necessary for our members. Bob started as a cleaner and worked his way through the ranks of the Union.

Tributes to Bob have come not just from RMT members who have in their hundreds posted moving tributes and have put up notice boards at stations, but have also come in their hundreds from working class people in Britain and

*Continued on back page*



# Latest Reports from Company Council Joint Working Party (JWP)

London Calling has previously carried a report of the JWP meetings that discussed an overview of LU's plans. The talks have now moved into a more detailed examination of the plans by different "topic groups". The highlights of these discussions are presented below.

## PROPOSED NEW ROLES FOR AREAS AND AREA MANAGERS

It should come as no surprise that Management totally rejected virtually every objection and concern that all the Trade Unions had to these proposed plans, which we continue to insist are illogical, ill thought out, and an operational and administrative nightmare facing us in the future if they go ahead.

However, Management were unable to see this at all and continued to insist that a splitting up of the current Groups will make the new role of the Area Manager much more accessible to front line staff, the other new grades of staff proposed will tie in much better with the new structure, and the current low approval rating of both DSMs and GSMs will rise accordingly as they will be much closer to the staff actually on the ground under the new structure. We all know that this will not actually happen and all they will actually be doing is putting in more complicated but increased tiers of managers who will continue to have to carry out all the administrative, performance, and disciplinary paperwork that they do at present. How this would mean more assistance for front-line staff still has not been answered at all by Management in their responses to us!!

Nowhere did Management also address the major concerns that we still have over how their proposed new structures would deal with the important issues of what existing staff come under what new Area, how such an exercise will be carried out fairly and equitably, how coverage of these Areas is meant to be allocated which will clearly affect existing Rostered and Reserve Arrangements, and how this whole structure will possibly be compatible and workable within the existing Nomination Process agreed within the current Transfer and Promotion Procedure.

All they will say is that all these concerns will be addressed as soon as the new procedure comes in, which clearly totally misses our concerns that all these

important issues need to be addressed now and not sometime in the future. Talk about locking the stable-door after the horse has bolted!! You could not make it up, as another well-used cliché also says!!

## TICKETING STRATEGY

It is now absolutely clear how LU intends to save money and a key part of it is replacing 1205 SAMFs with 486 CSA2s. The CSA2 is proposed to start on £23K, £7K less than a CSA and about £12K less than a SAMF.

With every ticket office shut management seriously told us that passengers can be served more quickly on the POMs than by a SAMF at a window. When we asked how 486 CSA2s can sell tickets more quickly than 1205 SAMFs we were told that you can serve four passengers at once on the POMs!

The CSA2s would be rostered at Gateway & Destination stations but Metro and local stations get no new staff at all. So, for all but 35 stations on the tube the ticket offices close and the existing CSAs have to issue tickets on the POMs!

With such an emphasis on POMs you may think LU is serious when it claims that loads of shiny new machines will be installed. Well they're not. 167 FFM's have been decommissioned, but they will be replaced with only 150 new MFM's. Even though Management continue to insist that this will improve current ticketing arrangements for both customers and staff, they still fail to understand the basic point that these new machines can still only be used by one customer at a time and this will definitely lead to bigger queues and thus longer waiting times for existing customers. How our already over-stretched resources will be able to deal with these scenarios is not a matter for debate, nor will be the fact that this will lead to much more abuse and many more assaults on staff than is currently the case. Such concerns still go unanswered by Management.



## ROLES, SALARIES & JOB DESCRIPTIONS

We have made it clear that we do not accept the new structure and therefore we cannot enter into a detailed examination of job descriptions for new grades that we do not accept.

We have a number of objections to LU's plans for roles and salaries which can be summarised as:

- Top heavy structure which takes staff off the operational front-line and into management roles
- The need for a Supervisor on every station
- The need to retain the SAMF grade and our ticket offices
- An unnecessary new CSA2 grade which has the sole purpose of cutting pay



Using Management's own figures, the actual numbers of front-line staff available actually goes down under their proposed new structures. Taking current numbers into account, there are 4445 staff who can be classified as front-line staff. Under the new proposals, this will fall to 3652 under the new proposals. This will be an actual reduction of 793 front-line staff, or a cut of some 18% on current numbers. Even if you add back on the 635 new CSM2 positions that are meant to be created but whose proposed roles and responsibilities will ensure that they cannot be counted as front-line staff, this still leaves us with at least 158 less front-line staff than before. However, if you then also add on the 953 permanent positions that are due to go under these proposals, this makes a total of at 1111 current permanent positions that will be done away with.

These facts totally undermine the Company's position that this restructuring is led by the need

to have more staff available and visible on our Stations, it is clearly nothing more than a cynical cost-cutting exercise to meet the arbitrary financial and political demands of TfL and the Government which is no way to run the vast public transport system that we are rightly proud of which services London and the South-East.

We cannot let them get away with any more dismantling of the Stations Network that has served Passengers and Visitors to London so well over the past decades.

[3] But hey, there is some good news for staff and customers contained within Management's new structure. The levels and numbers of Managers will continue to rise!! Again, taking current figures into account, the current number of DSMs and GSMs comes to 228. However, under these new proposals, the numbers of CSM1s and AMs will rise to 433 (An increase of roughly 90%) but when you also add in the new CSM2 Grade these numbers will rise to 1068 (AN INCREASE OF NEARLY 370% !!). Good news indeed for some people who will apply and be successful for these new positions, but a totally unacceptable and shocking position for the vast majority of staff of lower grades who will find that they will not be able to apply for these new grades but which will also vastly impact on the numbers of front-line staff available to instigate the proposed new working structure on Stations. But again, Management seem to see nothing at all wrong in proposing and implementing this new structure but the RMT will continue to fight for what we strongly consider are unfair, inequitable, and ill-considered attacks on our member's current pay structure and working conditions and further attacks on our Pensions that we know are just around the corner.

Your RMT reps are defending the position of our union and every member at these talks. We continue to argue for RMT's counter proposals to cuts:

- **Seek an improved subsidy from TfL and Central Government**
- **Bring all regular work back in-house to cut costs**
- **Cap senior management pay at £100K to save at least £15m a year**





# Defend Mark Harding & John Reid



Mark Harding

London Calling has previously reported on the appalling treatment of Mark Harding who was arrested and held for thirteen hours in a police cell for carrying out lawful picketing duties at Hammersmith.



John Reid

Now LU has upped the attacks on our reps by suspending from work our regional president, John Reid. John was also carrying out lawful picketing duties on our strike days. For this he has been suspended.

On the same day that John was suspended Mike Brown wrote in the Standard that he wanted a good working relationship with the RMT. But his words are soaked through with hypocrisy. The suspension of our union's London Transport Regional President is a provocation. It is anything but the actions of an employer keen to establish a constructive relationship with RMT.

We will not settle our dispute while threats remain outstanding against either Mark or John. We will stand united in defence of any union activist victimised by the company or the police for doing no more than the duty of any trade union representative.

## LTRC AGM

Eamonn Lynch has been elected as the LTRC Secretary for 2014 while previous secretary, John Reid will take up the position of president.

Internationally mourning a true class fighter.

Bob was, of course, a passionate Millwall supporter yet even rival fan's websites carried spontaneous tributes to him. A tribute below on a QPR football site sums up the views of many ordinary working class men and women who looked to Bob as a class fighter:



**Bob Ambushed the mayor's radio phone -in after Boris refused to meet him.**

"London has lost a son, Bob cared for the members of the RMT, didn't matter if you swept a platform, cleaned a tube carriage or drove the tube, Bob got those workers a safe environment to work in, a decent wage which lead to better standard of living for the ordinary man/woman...I for one believe he was right to stick up for his members. Why should his members suffer for the mistakes of city bankers?"

Bob was seen as a leader of the left throughout the trade union movement. While the media tried to label him a dinosaur workers saw a man who would not bend to the modern idea of exploiting workers for corporate profit. Bob initiated the National Shop Stewards Network in an attempt to rebuild the left fighting traditions of the trade union movement and the NSSN continues to bring militant shop stewards and activists together today. But Bob also played a crucial role in building support for the idea that trade unions must have a new political voice. He believed in building a Socialist alternative to Labour and was a founding supporter of the Trade Unionist and Socialist Coalition.

Obituaries from many of Bob's class enemies have been forced to recognise that the RMT has grown from just over 50,000 members to just over 80,000 in the 12 years of Bob's leadership, bucking the trend of falling trade union membership. They also have to acknowledge that RMT under his leadership has defended jobs and won pay rises above inflation for members from cleaners to train drivers. Bob's 'old fashioned' brand of socialism and trade union militancy has been a resounding success resulting in thousands of our members receiving decent pay and conditions. The RMT will continue to defend these traditions.

We will mourn Bob as a friend and brother but we will not falter in our determination to build the RMT, the movement and the ideas that he so proudly represented.

Goodbye Bob, my friend and comrade, victory to the RMT and forward to Socialism.

**London Transport Regional Council: Secretary, Eamonn Lynch**