



LONDON UNDERGROUND *SPECIAL BULLETIN*

April/May 2023

Defend Jobs, Pensions & Agreements

TfL and the government both identify the transfer of our pensions into the Local Government Pension Scheme as a way of cutting pensions and increasing your contributions.

- 600 job cuts on stations causing massive increase in station closures
- Trains productivity demands threaten flexible working and hundreds of job cuts
- Engineering & Fleet maintenance members face redeployment with no permanent protection of earnings



Re-ballot to start 25 April

Once again we have to re-ballot members to maintain our legal right to take industrial action.

The Mayor and government, who both got elected with way under 40% of all eligible votes, can continue to slash £1bn from public transport in London but we have to jump through legal hoops if we want to fight them.

Make sure your postal address is up to date with RMT membership. Check on-line at rmt.org.uk or phone the helpline on 0800 376 3706

Encourage your workmates to return their ballot papers as soon as possible.

Keep up the pressure against cuts

Our strike action has pushed TfL back on pension attacks. We must keep up the pressure until we win a guarantee of no detriment to our pension.

The £1bn of cuts is starting to be felt across LUL but less than half the cuts needed are budgeted for. We must continue to fight for jobs, pensions and agreements.

TfL is expecting to make a surplus of £75m on its budget for 2023. Passenger numbers are ahead of expectations. The Elizabeth Line has exceeded expectations on generating new revenue.

There is no excuse for the massive cuts programme that the Mayor is implementing on behalf of the government.

Vote **YES** for strike action and for action short of strike

If you have not received your ballot paper by 03/05/23 email info@rmt.org.uk for a replacement ballot paper.

READ MICK LYNCH'S LETTER TO THE MAYOR ON PAGE 3

£1 bn of cuts: Where is the axe falling?

Stations

600 jobs on our stations were the first to go under management's plans. New rosters with reduced staffing levels are being rolled out. RMT members are continuing to take local strike action or implement overtime bans in response.

Data shows 2115 station closures last year. That EXCLUDES strike action. That is three times the highest level before the pandemic. It is a direct result of staffing cuts.

So far, the cuts have only affected CSAs and a small number of CSS. No doubt management has plans to cut CSS and CSM roles as well. RMT will continue to fight to maintain and restore our station jobs.



Trains

Management wants to rip up every agreement covering train operators' working conditions. Management has already raised ideas including longer shifts, longer running without breaks, remote booking on/off, cross-line working and short-notice duty allocation of 24hrs on cover.

There is nothing positive for train operators in management plans. The contractual working week will remain at 35 hours but productivity gains will be demanded by management as they seek to cut jobs and make train operators fill in the gaps.

The aim of management's trains proposals is contained in their own financial rationale. Over 300 job cuts. The price will be exhausting, flexible working for train operators and fewer promotional opportunities for others.



APD Re-organisations: redeployment to a lower salary

Management in the Asset Performance Directorate (Fleet maintenance, infrastructure and engineering functions) has started three re-organisations. These will result in a number of jobs disappearing. Some members will face redeployment. At present, only 270 jobs are in scope but with £600m of cuts still to be found, further re-orgs could bring many members into scope.

At LU Company Council, management stated they will apply business as usual protection of earnings, which they said is three years. Anyone on protected earnings would not get any pay rises due in the three years.

RMT will not allow this to become the norm. In all major re-orgs since company plan we have maintained members' substantive salaries. Fit for the Future stations, Transformation and Service Control 4LM projects all proceeded after RMT obtained agreements to maintain substantive pay with no time limitations.

RMT will not accept members facing pay cuts because of TfL's so-called financial sustainability cuts.



OPEN LETTER FROM MICK LYNCH TO MAYOR SADIQ KHAN

Dear Sadiq,

On 17th January this year I wrote to you expressing my concern at the impact of job cuts on London Underground stations. On 8th April the Telegraph reported that stations were closed on 2115 occasions last year, compared with a pre-pandemic high of 649. Of course, this is only a figure for closures. More often, stations will have been left open with no staff.

We both know that the cause of this rise in station closures is a package of cost savings that includes holding vacancies and cutting 600 station jobs, demanded by the Tory government. The rank hypocrisy of Tories attacking you for the consequences of delivering their cuts is deplorable but predictable. Yet I'm sure that you share my concern about the strain that is being placed on London Underground by these cuts.

I also fully agree with your comments, reported in the Evening Standard, that tube staff, who worked throughout the pandemic to maintain a reliable service, do not deserve the "sword of Damocles" hanging over them in the form of attacks on their pensions. Yet still, RMT members face changes to their pensions that could double their contributions and cut their pensions by a third.

This situation cannot go on. I urge you to refuse to make further spending cuts on London Underground. The roll out of 600 job cuts on tube stations must stop. Pension attacks must be ruled out. Current plans for reductions in jobs and changes to working conditions, across train crew and engineering functions must stop.

My members are delivering on productivity daily. TfL has forecast a £75m surplus on budget this year. Passenger numbers are rising faster than forecast. It is time to say enough is enough. I call on you to reject government demands for cuts and to campaign alongside your staff and RMT for a fair funding arrangement for London's public transport system and to defend the jobs, pensions and agreements of London Underground workers.

Yours Sincerely,

Mick Lynch

**Mick Lynch
General Secretary RMT**

Defend the TfL Pension

Make “no change” the only option

TfL aimed to have proposals for pension change and an implementation plan by March of last year. Our strike action has pushed them back but the threat remains.

The Mayor has signed an agreement with the government to seek pension cuts that save £100m a year. TfL continues to implement this agreement. The pension reform update in March makes clear that

the only option that both TfL and the government can agree on is the transfer of our pensions into the Local Government Pension Scheme.

LUL must give us a categorical assurance that the TfL pension will not be transferred and that no detrimental changes will be made to it. Anything else is meaningless while they continue to implement their agreement with government.

RMT will fight against transfer to LGPS

Local government union UNISON fought three disputes against attacks on the LGPS. UNISON members fought to protect their pension rights but eventually the government imposed higher contributions, an increase to the retirement age, a shift in the balance of risk from employer to workers and a change from final salary to career average pensions.

Now the government wants to fast-track attacks on the TfL pension by transferring us, wholesale, into the LGPS.



TfL pension v LGPS (Local Government Pension Scheme)

What are the key differences?

TfL Scheme	LGPS
1/60th Final Salary	1/49th Career Average
5% employee contribution	Tiered contribution rates from 5% to 12.5%
Retire at 60 with no loss of benefit	Retirement set at state retirement age. Loss of 32% of your pension if you retire at 60.
RPI (capped at 5%) indexation	CPI indexation
25.6% employers contributions	18.1% employers contribution
Any deficit funded by employer	Deficits funded by employer AND increase in employee contribution rate.
	£60m per annum saving for TfL

Bogus Yammer arguments

Senior finance managers are taking to Yammer to argue the case for change. They use bogus arguments about affordability. In reality they want to transfer the burden of costs from TfL to

employees. They want to reduce your pension to further cut their costs. It isn't that the pension can't be afforded. It is that the government and TfL just don't want to keep paying for it.

www.rmt.org.uk