



# LONDON UNDERGROUND

## ***SPECIAL BULLETIN***

June 2025

# **Fight for Fair Pay & Conditions Defend Jobs and Agreements**

**You will soon receive two ballot papers. It is essential that you return both so that we can continue to defend pay, jobs and agreements.**

## **Ballot 1: Pay and Conditions**

**LU's pay offer represents a real-terms pay cut and excludes some members altogether – The offer gives nothing on working hours:**

- We need a fair pay rise to address the cost of living.
- It is time for real progress on the shorter working week.
- We will not accept an offer that excludes some members.
- LUL is saving £100m this year in pension contributions. There is money to increase pay.

## **Ballot 2: Jobs & Agreements**

- RMT demands that vacancies are filled – LUL employs about 2000 fewer staff than it did in 2019.
- Stop forcing LUL staff into inferior TfL pay scales through TUPE transfers.
- Defend our framework agreements and other terms & conditions.

## **Return your ballot papers!**

**These ballots will be run at the same time**

**You need to return 2 ballot papers**

**The pay ballot is in the red envelope**

**The jobs & agreements ballot is in the blue envelope**

**If you haven't received your ballot paper by Friday 4 July, please e-mail**

**[ballot@rmt.org.uk](mailto:ballot@rmt.org.uk)**

**Vote YES for strike action and YES for  
action short of strike in BOTH ballots**

## Pay and Conditions

We demand a pay rise that protects us from the real cost of living. As always, RMT bases our pay negotiations on the Retail Price Index – RPI. LUL is saving over £100m this year and future years because of a reduction in the employers' pension contribution. They could give us a pay rise and a cut in working hours and still have a lower pay bill than last year.

RMT is fighting for a shorter working week with no loss of pay. Members are exhausted by an increase in extreme shift working. Shift work literally kills. Life expectancy is reduced by working shifts and it is known to increase the likelihood of suffering from many illnesses including; cancer, diabetes, strokes and mental health disorders. The only way to address this is by cutting the working week.

### **Defend the right to have your pay negotiated by your trade union**

LUL's offer of 2.8% takes us back to the position we faced last year. LUL wants to pick and choose who

can have the pay rise. If you are in a banded pay area, you will not receive the consolidated increase if you are at the top of the band.

The offer says that bands are frozen. That means more people will be denied a pay rise in future years. Many members who move into a band will go onto the bottom, which has not had the pay rise applied to it. Also, overtime rates in banded salary areas are calculated on an average of the top and bottom. Freezing the bands means no increase in overtime rates.

All of this means the offer would cost LUL less than the 2.8% presented and for some, it offers no consolidated pay rise at all.

We fought this approach off last year. Eventually LU agreed to increase all the bands in line with the offer. This must be done again. We will not allow LUL to decide which of our members gets the negotiated pay rise.

## Jobs & Agreements

LUL is employing about 2,000 fewer staff than before the COVID pandemic, yet passenger numbers are back to where they were. Most of the missing jobs have never been identified or consulted on by LUL. They are simply refusing to fill vacancies. In addition, each reorganisation LUL proposes seems to result in a cut in headcount.

This is leaving our members in an impossible position. Stations are being left unstaffed, Fleet maintenance runs with around 20% of jobs unfilled, shortages exist all over APD (Asset Performance). Service control is often left short-staffed while trains

modernisation tried to cut T/Op numbers.

We also face a wave of transfers where members are moved out of LUL into TfL with a huge negative impact on future earnings and job security. Inevitably, reorganisations also present challenges to existing frameworks and other agreements that protect your working life.

RMT will fight to defend the pay of every member. We will seek to protect job numbers in every function. We will defend frameworks and other agreements that protect your conditions at work.

**Ballot papers will be going out from Friday 27 June.**

**You need to return both ballot papers as soon as you receive them.**

**Vote YES for strike action and YES for action short of strike in BOTH ballots.**



[www.rmt.org.uk](http://www.rmt.org.uk)