

# MATS NEWS

The newsletter for managers & admin on London Underground

## Pay Talks Update



Your reps met London Underground again on Thursday 3rd October for our latest pay talks.

The company have made no revised offer, so the current offer is:

A two-year deal: in year one February 2019 RPI (2.5%) + 0.2% with a minimum increase of £750

In year two, February 2020 RPI + 0.2%, with the option of a 30 minute reduction to the working week. However the cost of this reduction would come from any pay rise in year two.

The RMT has formally rejected this offer and remains in dispute with London Underground. A reps' meeting is planned to discuss the offer and our next steps.

If you haven't already spoken to your reps about the offer and your thoughts, you are always welcome and encouraged to do so.



## Transformation Update AS&R

Talks are continuing with the company over the current Asset, Systems & Reliability Transformation. Talks are still in the early stages. The company have presented their business case to us and we have begun some conversations on pooling and job descriptions.

We are fighting hard to ensure that the company follows the Organisational Change Policy (OCP), as we feel that certain aspects of the business case and the pooling have been set up to cherry-pick people for roles in the future.

Nothing demonstrates this more clearly to us than their savage cuts to Band 2's in this area, who the company tried desperately to get rid of in the last Transformation in this area, little over a year ago.

It is also our belief that the proposals are fundamentally flawed and that London Underground's claims that they have the technology in place that will replace our members' jobs, are untrue.

Members are strongly encouraged to attend the weekly drop-in sessions with their reps and to pass on any information which will help during consultation.

## TAC Rosters

Discussions are ongoing around new rosters for the Track Access Control team since their Transformation. Your MATS reps will be involved throughout this consultation and attending meetings with you.

## Your MATS Reps



The MATS Functional Council meet at least four times a year to discuss collective issues affecting management, admin and technical grades on London Underground.

For issues that are not collective, your MATS reps will represent you individually, for example at a CDI, LDI, grievance or a case conference.

The RMT have two reps on the MATS Functional Council. We are Lorna Tooley & Mick James. You can find our contact details on the work e-mail system or via RMT Head Office on 02073874771

**If you have a story you would like us to publish, let us know**

## Stations Admin Lined Up for Further Attacks

Our members in Network Ops Admin, who suffered through Transformation just over a year ago, are now being lined up for further attacks.

The company have admitted to us that the new structure is not working and they want to make further changes. Their proposals include moving staff from team to coverage, closing 2 hubs and changing roles and responsibilities.

The company also suggested allowing people to work across both coverage and team and for admin hubs to become line-based.

The company only shared this information with the unions after we were told of their plans by our members. We are disgusted that they are planning Transformation by stealth against our members who have only recently gone through this.

We are also disgusted that some of their proposals were put forward as counters to their original Transformation, when we told them that their model would fail. If they had listened to the people who would be doing the job every day, they could have avoided this.

We are waiting for a formal consultation meeting with the company to hear their proposals and have agreed that we will host drop-in sessions with our members before we give any formal response.

We would urge you all to attend these sessions and to pass any thoughts and feedback to your reps

## What is a Collective Grievance?

If more than one person working in the same area has an issue, this can be submitted as a collective grievance. A collective grievance is different from an individual grievance. In a collective grievance, your case will be presented by your Functional Council reps and you will not be invited to give evidence. If you are thinking of raising a collective grievance it is **vital** that you speak to your MATS reps first.

**Full updates are available online at**  
[www.rmtlondoncalling.org.uk](http://www.rmtlondoncalling.org.uk)

