

# MATS NEWS

The newsletter for managers & admin on London Underground

## Are Your Details Correct?

Please expect to be contacted by your RMT reps to make sure that your details are up-to-date.

If you have recently moved home, or have a new job title or workplace, please make sure you let your rep or RMT Head Office know.

This is so you don't miss any important communication from the union.

## Your Right To Representation

Since the HR Transformation, the company is struggling to carry out meetings.

Many managers are trying to bypass agreed procedures and hold informal meetings, so they don't need a PMA present.

Managers are also using these informal meetings to deny people union representation, which is not fair.

If you have submitted a grievance, you are entitled to be accompanied by a rep to your meeting.

If a manager asks to meet you informally, please speak to your rep before you agree to attend.



## LU Pay Update

Your RMT negotiating team, which always includes a MATS rep, met with London Underground and ACAS on 25th July for our latest day of pay talks.

The company made us a new offer, of a two year deal of RPI+0.2% in both years. They also offered a minimum pay rise of £750 for lower paid staff, where a 0.2% increase would be lower than £750.

The RMT rejected this offer because it does not address other important aspects of our claim, such as our demand for a 32 hour working week, SPIC payment parity and improved travel facilities.

## Mass Meeting Called

A mass meeting of all RMT members to discuss the pay offer has been called for Wednesday 14th August, starting at 6pm at The Indian YMCA, 41 Fitzroy Square, W1T 6AQ. The nearest station is Warren Street. All members are welcome to attend and express their views. If you can't make the meeting but would like to say something about the pay offer, please speak to your MATS reps or local Branch.

## Transformation Ballot Cancelled

The decision was made by the NEC to cancel the ballot, as a meeting between LU Directors and our Regional Organiser revealed plans for further Transformations.

Your MATS reps are happy to report that we have now been instructed to attend all further meetings.



## 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**

## Misuse of P&D Process and Action Plans

There have been a worrying number of cases recently, where admin staff who have changed roles because of Transformation are being unfairly scored down in their P&Ds.

The company are also misusing performance management methods against our members, such as Development Plans and Performance Improvement Plans, which have not been agreed by the RMT.

People who have moved into new roles or areas, should be supported through the process, rather than punished for a stressful situation they have not asked to be in.

We are representing a number of people in grievances against this practice and hope to have it stopped. If you are experiencing this and would like to raise a grievance, or need some advice, then please speak to one of your MATS reps.

## Trains Manager Meal Reliefs

You are entitled to a meal relief on every full shift and this should be rostered into your duty.

If the meal relief turn is not covered, you are entitled to request someone to cover your break. This request should be made as soon as you are aware there is no cover, either to your TOM or the Service Manager.

On nights, a meal relief turn may not be rostered, but you are entitled to a 30 minute, uninterrupted meal relief, which you must inform the Service Manager and anyone in your TCA about.

Meal relief turns should be treated with equal importance by your TOM, for example when offering overtime.

Until the new framework is agreed, TMs should refer to the Duty Manager Framework for more information, or speak to their MATS reps.

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