



# London Calling

The Newsletter of the London transport Regional Council

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News & Views from RMT's London Transport Regional Council 21 Nov 2013

## Unprecedented Assault on Jobs & Pay

### RMT Will Fight Cuts Alongside the Public and with Strike Action

- ★ New structure will place every member of station staff into a new grade. LU has not yet published proposed pay-rates for new roles.
- ★ Every supervisor, SAMF and SCRA faces downgrading with only 3 years protection of earnings
- ★ Every ticket office to close
- ★ Net 753 job losses

### And This Only Pays for 6.5% of Total Cuts

- ★ Every Function, Every Grade, Every Tube Worker Faces an Assault on Jobs and Pay



“RMT will work with sister unions and the public to fight these plans and that means using every campaigning, political and industrial tool at our disposal“. Bob Crow

LU has been told to cut £4.2bn from its budget by 2021. The cuts to Station Staffing announced by LU will save £270million. That means LU plans to impose similar cuts another fifteen times. No job is safe!



# Stations Face Massive Cuts

- ★ **No-One Knows what they will be paid in the New Grades**
- ★ **Every DSM, Supervisor, SAMF and SCRA will have to re-apply or be assessed for a new role if LU's plans go ahead.**
- ★ **Every ticket office to Close**

The DSM role is to be abolished and once DSMs have applied for the new Customer Service Manager positions it appears there will be positions available for less than half of our current Supervisors. Those who fail to get Customer Service Manager positions will be downgraded.

SAMFs and SCRAs can apply for a new role as a "customer service supervisor" but those who fail will be placed into CSA (Customer Service Agent) positions.

Anyone placed into a lower paying grade will get protection of earnings for only three years and during that time no annual pay increase will be paid.

LU still has not presented the unions with details about pay, rosters, locations or other conditions of the new grades. Absolutely everything is thrown up in the air by the announcements of 21 November.

It is inevitable that mobile supervision will be implemented if their plans succeed and CSAs will be expected to run stations without any additional payment.

## Trains Face Cuts Too

- ★ **LU to Cut £4.2bn by 2021**
- ★ **Station Cuts only the Start**

Every driver on the combine needs to get ready to defend the job. LU's plans to slash staffing on stations will affect every grade in every function and will impact directly on our ability to do our job safely and professionally.

Station staff are critical to our work and are part and parcel of our safety procedures on a daily basis. LU's proposal to de-staff the stations and introduce mobile supervisors with ipads will massively hamper our ability to deal with incidents. Serious incidents such as one-unders and SPADs will be a lottery as to whether you get the support you need. And there will be knock-on consequences of this sharp reduction of safety-critical support: daily late running, short meal breaks

and chronic overcrowding. Assaults on drivers will increase.

But LU's plans to attack the job are not just limited to de-staffing stations. The company also wants to de-staff trains. RMT wrote to LU seeking assurances on the much publicised 'driverless trains' issue. London Underground refused point blank to give us the assurances we need. Management stated in black and white that they will design, plan and commission any train they see fit.



A Driver-less train of the future as Featured in The Standard 4.10.13

RMT's position is clear: any new stock must have a cab on the front. That's what we want and so do the public. We cannot allow LU to commission a train without a cab because then it will be too late to campaign and stop the beginning of the end of the driver grade. Mike Brown's 'promise' that any driver who wishes can remain a driver until the end of their career is not worth the breath that was wasted when the measly words came out of his mouth.

If we allow LU to commission trains without cabs, if we allow it to begin; that is the end of our grade for existing drivers and the next generation. Already LU has begun a trial on the Central line of automatic 'obstruction detection equipment', a preparatory step for driverless trains. Meanwhile, right now, train building company Siemens is showcasing a bespoke driverless train for the Tube.

Every driver and every grade across the job must resist LU's proposals. They represent a sea change to our culture at work, our culture of safety and our ability to provide a public service for London's travelling public.

## All drivers - defend our job!

**Brian Munro**

**RMT Trains Functional Council**

# General grades Committee Decision

## 21 Nov 2013

We note that this morning, LUL announced:

- that every ticket office will close by 2015
- that nearly one thousand jobs on stations will go, with a net loss of 750 jobs
- that stations will be staffed when trains are running, which suggests that they may not have Supervisors present and may no longer be staffed when trains are not running at night
- a thoroughgoing restructuring of station staffing, with all job roles changing and staff being re-evaluated for their own jobs

In line with our previous decision on 19 November 2013, we instruct the General Secretary to hold an immediate ballot of all LUL members for strikes and action short of strikes, with notice to be served by Tuesday 26 November 2013 and the ballot to close in January 2014.

We instruct the General Secretary to immediately issue the following statement to our members, the press, the public and the company:

RMT deplores London Underground Ltd's announcement today that it plans to close every ticket office, scrap nearly 1,000 stations jobs and reorganise station staffing including the removal of Station Supervisors at some stations. This is a catastrophic attack on London Underground's passengers and staff. It is not aimed at improving our Tube but at saving millions of pounds following the government's 12.5% cut to Transport for London's funding.

RMT also opposes the company's plans to replace skilled workers with unreliable automation in all areas of its work, including train maintenance, engineering, service control and even train operation.

We believe that London needs an Underground that is adequately staffed to ensure an accessible, safe, reliable service, and that Londoners need more jobs not fewer. Today's announcement takes London in the opposite direction.

RMT calls on London Underground Ltd and the Mayor to abandon these reckless plans. We remind Boris Johnson that he claimed to oppose ticket office closures when he was seeking Londoners' votes. We will be working with other trade unions and the wider community to oppose these cuts.

RMT has made its opposition to staffing cuts clear to London Underground Ltd over a long period, but the company's well-paid Directors have not listened to us so far. With LUL today beginning a 90-day process towards imposing these cuts as early as February, we need to take industrial action in an effort to make the

company see sense. RMT's Executive has today agreed to pursue a high-profile campaign and to ballot all our London Underground members for strikes and action short of strikes.

We need to begin this ballot immediately because:

- LUL has formally begun a 90-day consultation, so could impose these cuts as early as February.
- We will study and discuss the detail of LUL's announcement, but we know enough already to know that this will be devastating for passengers and workers.
- RMT has been telling LUL for several years that we oppose cuts in staffing levels and ticket offices, but the company has not listened.
- There is time during the balloting period for further talks, during which we hope that LUL will see sense and/or London's elected representatives will intervene to stop these job cuts.
- Laws designed to slow down industrial action mean that to take action in the New Year, we need to begin balloting now.

We are confident that the other trade unions on London Underground will also oppose these cuts, and instruct the General Secretary to arrange urgent discussions on a co-ordinated strategy.

Noting that the union has the legal right to submit an alternative proposal for consideration, we refer this matter to the Southern Sub-committee to draft such a proposal, which will be based on maintenance of staffing levels and safety standards, and return of all privatised functions to an unified, publicly-owned London Underground.

We believe that these cuts will have a negative knock-on effect on our TfL members, and instruct the General Secretary to place in front of us an urgent report on this.

We instruct the General Secretary to arrange the production and mass distribution of a leaflet for the public.

We instruct the General Secretary to create and expand a special section on this campaign on the RMT website, and to promote our Regional Council's website page ([www.rmtlondoncalling.org.uk/every-job-matters](http://www.rmtlondoncalling.org.uk/every-job-matters)), Twitter account (Every Job Matters @LULnojobcuts) and Facebook page (Every Job Matters - Defending Jobs on London Underground [www.facebook.com/everyjobmatters](http://www.facebook.com/everyjobmatters)).

Regional Councils and branches to be advised.





## Why is TfL & LU Making Cuts?

LU has to bear about half of TfL's overall cuts. That means LU alone cutting £4.2bn by 2021. The cuts already outlined by LU amount to just 6.5% of the total demanded by the government. Every member in every function is at risk.

Yet LU is carrying more passengers than ever before, who pay higher fares than ever before. Why do we need to cut?

These cuts are being demanded by the Government. They say the country cannot afford to maintain the current subsidy to TfL.

Yet the banks and City of London financiers don't lose their subsidies and bail-outs.

Trillions of pounds have been committed by government to underwrite losses in the banking sector. In 2008 alone the government handed over £80bn to the financial sector but it never occurs to them that the money could be better spent on public services for working people than securing the multi-million pound bonuses of City traders.

RMT says enough is enough. We do not accept the need for cuts in public services and will fight to defend every member whose pay or job is threatened by LU's scandalous plans.

**John Reid**  
LTRC Secretary

## Why Voluntary Severance is No Solution

Some members will prefer the idea of getting out with a pay-off to competing for a new job in a different grade.

This is understandable but it is no alternative to fighting LU to defend jobs and pay rates.

LU is trying to force members into taking VS by setting a closing date in January. This shows that the "consultation" period of ninety days is a sham. They want staff to apply to give up their jobs now.

A job cut will affect every worker who cannot have that job in the future and will leave those still working on the tube in a position battling against understaffing.

RMT urges all members to support the union in the coming fight and defeat LU's plans.

LU has issued a press release that boasts how:

*"London Underground (LU) now carries more people, more safely and reliably than ever before, with customer satisfaction at record highs and crime at an all time low."*

**Our reward for delivering this productivity? Mass pay cuts and 750 job losses!**

## We Can Defeat LU's Plans

We will make alliance with other tube unions and the tube's passengers to resist LU's cuts.

Already TSSA members have met and agreed a resolution calling for unity with RMT and a total rejection of LU's proposals.

We will talk to GLA members and MPs. We will link up with tube user groups and we will work with groups representing disabled tube users and other community movements.

We know that LU will seek to mislead the public. The announcement of 24hr weekend running was cynically timed and has nothing at all to do with the cuts. We know that LU is claiming all stations will be staffed by LU staff during traffic hours while it is imposing a model on the Bakerloo Line that fails to do this. We know that LU has denied the existence of these plans for well over year and now gives us just 90 days to talk.

That's why we will ballot members for strike action. Unfortunately, LU has shown us that strikes are the only language they understand. Unless the company enters into real discussions about alternatives to job cuts and pay reductions then we will take all grades strike action.

## There is an Alternative

**RMT believes there is another way to save money on LU. That is to bring back in-house all regular maintenance and other functions.**

**LU pays a fortune to contractors for work that could be done more cheaply in-house. This would provide better security and conditions for the members who currently work for contractors and would save LU money.**

**We say "Open the books". Let the unions see what is being paid and allow us to put counter proposals to save money AND jobs!**

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