

# PAY 2019 UPDATE



## STATIONS & REVENUE FUNCTIONAL COUNCIL

RMT has submitted our pay claim for April 2019 and talks have finally kicked off.

The claim includes a demand for a 32hour/4day working week. This is something RMT members have been seeking for several years and it is time to make LU act on fatigue and work-life balance.

This is a particular issue for stations members as since Fit for the Future our shifts have become more difficult than ever. CSA1s have lost many inside and Monday to Friday turns that have been put onto CSA2 rosters. It's now commonplace for CSAs to have to work successive runs of seven dead early or dead late turns. CSS2s are on treadmill of early, late and night turns with just one weekend in four as rest days. CSS1 and CSM turns also have few inside duties and cover is often a nightmare with duties changed at short notice because the post fit for the future cover arrangements are so tight. This last problem, of course, also impacts on other station grades.

There is a mountain of research data that suggest the kind of shifts we work on LU shorten life expectancy by about five years. Think about that. If you retire at 65 you may expect maybe fifteen years of retirement, yet our shifts could cost you a third of that!

A 32 hour/4 day week would allow more rest before and after nights where shifts rotate. It would allow long runs of extreme shifts to be spilt, eliminate split rest days and give every single member across all grades more quality time off, including more weekend rest days.

As well as the shorter working week we have demanded:

- A substantial pay rise with a minimum flat rate increase for lower paid members.
- The abolition of the fake grade of CSA2 grade on stations. Members in this grade do an identical job to CSA1 for the vast majority of the working week. It is indefensible that they get paid £7K less.
- Full privilege facilities for all staff (enabling a 75% discount for Network Rail)

Right at the start of talks LU presented us with a report from senior finance managers that showed LU is generating £760m operating profit a year. Even after putting £400m aside to cover renewal of infrastructure we are generating a surplus of £360m. But the company say we can't use that to improve terms and conditions for staff. Instead, they give that surplus to TfL to subsidise the profits of bus operators and to continue to pay of debts that TfL inherited when PPP went bust. They went on to admit that the farcical delay to Crossrail has left them with another £600 Billion in lost cash! RMT have made clear that our members will not pay the price of management incompetence.

Their position is ridiculous, but it shows that management are preparing for a fight. They want to make staff on LUL pay for government cuts to other TfL services.

Your RMT negotiators have told LU directors to go back to the mayor and government and tell them we're not paying for their political decisions. They need to fight the mayor and The department for Transport to restore TfL's grant. Instead, LU's directors are preparing to fight us to impose the cuts.

RMT will not be giving up any element of our pay claim. We want a shorter working week to deal with fatigue and serious long-term health impacts and we want a pay rise that recognises our hard graft and that particularly helps lower paid grades.

**Negotiations are due to re-start on 13 March. Prepare to fight for a fair pay deal in 2019.**