



Victory on Train Prep!
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LU makes a revised offer: Another 0.1% and NOTHING on Hours, Priv, CSA2 or Flat Rate Rise

Management's position at pay talks is simple. They have decided to use the surplus, that we all generate for LU, to subsidise the profits of private bus operators, pay off the debts racked up when PPP went bust and pay massive executive salaries, including to those bosses who failed to get Crossrail built.

They say they won't go to the mayor to discuss the need to fund our claim and they will not talk to us many of the elements in our claim.

There is no shortage of Money

RMT negotiators have told management that we will not accept their claims that they cannot afford to address our claim while the tube makes £360m a year surplus. We have pointed out that the tube generates £300m a day in income to London business. RMT members on the tube have delivered massive productivity increases over many years yet we are not seeing any of the gains made. On the contrary, all we've had is staff cuts.

Addition of a 2nd Year of Refusing to address our claim is worth nothing

Having thrown out our claims on hours, travel, a flat rate rise and CSA2s LU presents a second year that also fails to address these issues as an improvement. Do they think we're all stupid or are they just thumbing their noses at us?

It's time to address problems of killer shiftwork

Incredibly management have absolutely nothing to say in response to our points about the impact on our health of shifts.

We've pointed to the research showing that working the type of shifts many LU staff work for 10 years can reduce life expectancy by 4/5 years. Their response is total indifference.

What kind of Shorter Working Week is RMT fighting for?

- **Our pay claim is not about working the current hours in 4 days instead of 5. It is first and foremost about reducing the number hours worked.**
- **Our claim is for a shorter working week with no loss of pay. We're not fighting for the right to take a pro rata pay cut for fewer hours.**
- **We want the right to a 4 day week so as we can have more rest days to recover from shift work. How this would be rostered in a 32 hr week could be looked at function by function. It wouldn't necessarily mean 4 identical 8 hr shifts. Like today, the contractual hours can be worked out over a year but what would be certain is that everyone would work less and rest more.**

Fight for jobs, a safe railway & a shorter working week



They behave like 19th century mine owners who couldn't give a damn about their expendable workers. The bottom line is everything.

They don't answer us by bringing in LUOH to tell us how they will safeguard our lives, they bring in the director of finance to tell us there is no budget to deal with crushing fatigue amongst the workers.

How long are we going to put up with this?

Management refuse to extend priv at minimal cost

First they told us that the scheme was closed, then they admitted it isn't but they will not renegotiate with the TOCs to bring in post 96 tube staff. They won't tell us what costs would be involved but say they are seeking separate agreements with individual TOCs. When we asked which TOCs they are speaking to they refused to answer, claiming commercial confidentiality!

Nothing for CSA2s or lower paid members

The company has also completely failed to engage in any discussions about our claim to make all CSAs CSA1. They say station staff had a £500 payment when Fit for the Future came in to compensate! Of course, there was never any agreement on our part to the fit for the future model. The idea that a one off payment of £500 compensates CSA2s for doing the same work as their fellow CSAs for more than £7K less is as ridiculous as it is offensive.

No flat rate increase

RMT is fighting for a minimum flat rate increase so that those on the lower wages get proportionally a little more to prevent them falling further and further behind.

Time to take the fight to LU

Management have now made it very clear that they are not going to take us seriously unless they feel the threat of strike action.

We've had years of cuts and attacks on our members. Fit for the future stations, transformation and cuts in train prep. The fantastic ballot by fleet maintenance members shows what it takes to make LU listen. The calling of a three day strike of fleet members forced LU to withdraw proposals to cut the frequency of train checks.

It's time to reject cuts, excessive working hours, low pay and a two-tier workforce with different pay and travel benefits for members doing the same work.

Our pay claim is about rewarding us for the massive value we add to the London economy. It is about relieving fatigue and the health impacts of shift work. It is about fairness at work. If LU will not address these legitimate elements of our claim then we must be ready to fight them.

Train Prep Victory

RMT members in the Fleet maintenance branch have shown the way in fighting TfL transformation cuts with a fantastic victory.

Management wanted to slash train prep frequencies, which would have jeopardised the safety of all tube staff and passengers.

First a massive yes vote was delivered that easily met the new anti-union legal thresholds. Then fleet members put on a three day strike. But before the action started management caved in and withdrew the entire proposal.

Our fleet members and members across all grades will remain vigilant. LU will come back to this issue at some point and we have to remain ready to fight them. The war against cuts goes on but this is one battle that our fleet members have won.

Transformation: LU considering privatisation of refuse collection

RMT will fight tooth and nail to stop plans unveiled by London Underground to shunt out waste collection services to the private sector as part of the "Transformation Programme" of creeping cuts and privatisation being overseen by Labour Mayor Sadiq Khan.



RMT has been told that as well as an expected torrent of job cuts, Transformation will also involve privatising bin collection and transportation in the outer area from Zone 3 – flying in the face of assurances from Mayor Khan that there would be no extension of privatisation on his watch as London Mayor.