



8th March 2012

GM/08.03.12

Bob Crow
Regional Officer
RMT
Unity House
39 Chalton Street
London NW1 1JD

Gerry Duffy
Director of Employee Relations

London Underground
55 Broadway
London SW1H 0BD

Phone 020 7027 8542
Fax 020 7027 8541
Email gerry.duffy@tube.tfl.gov.uk

Dear Bob

London Underground Olympic Reward and Recognition

I am writing to confirm the offer that was put to you, specifically in relation to those areas for which you have recognition rights, at the conclusion of our talks at ACAS on 7th March.

I confirm that in return for the relevant Trades Unions for each Functional area agreeing to the changes outlined in the attached appendices for those respective functional areas, then London Underground will make a once off lump sum payment of £350 to all operational staff in:

- APD
- Stations and Revenue Control
- Service Control including Duty Reliability Managers
- Operational Managers in COO and APD, including Network Operational Learning Trainers.

This sum will be paid to all the above staff on books as of 26th July 2012.

This payment is in addition to the £20 per shift paid in recognition of flexibility and attendance during the period of the Olympic and Paralympic Games and £100 for achieving an average CSS score of 78, based on a unique set of customer measures, recorded network-wide during the Olympic and Paralympic Games. I attach a copy of these flexibility measures previously notified to you.

London Underground Limited
trading as London Underground
whose registered office is
55 Broadway
London SW1H 0BD

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Company number 1900907

VAT number 238 7244 46

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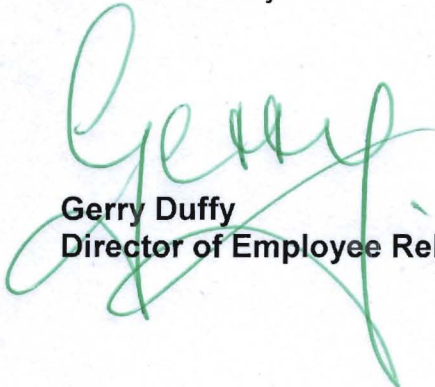
These payments will give the above staff the opportunity to earn £850 before any overtime or rest day working.

In addition the usual CSS scheme will operate in quarters 1, 3 and 4 in 2012/13, giving the opportunity to earn an additional £300.

I also agreed to facilitate the release of your representatives to discuss this offer. In order to meet the timescale of replying to our offer by the end of next week, I would request you to advise Charlie Loffel in my office, of your preferred meeting dates.

I believe that this is a realistic and fair offer which both recognises the contribution made by our staff and allows London Underground to provide a service that will help make the Olympic and Paralympic Games something that will be remembered with pride.

Yours sincerely



Gerry Duffy
Director of Employee Relations