



WE CAN STOP JOB CUTS

UNDERGROUND

... AND IMPROVE OUR LIVES AT WORK

On 18 November 2012, RMT marked the 25th anniversary of the King's Cross fire, in which 31 people died. To prevent tragedies like this happening again, we must protect LU's safety standards and staffing levels.

London's Mayor and London Underground bosses intend to weaken safety rules and cut Tube jobs. RMT intends to defend and improve them.

We can already feel the effects of short-staffing and underfunding: ticket offices closed; station staff rushed off our feet or working alone; drivers expected to go into sidings without physically tipping out trains; cuts in tripcock testing and other maintenance frequencies, and more.



Effective Maintenance

And we know that there is more to come if management and the Mayor get their way: 100+ job cuts in service control; more admin cuts; driverless trains, and a 'Martini workforce' expected to work 'any time, any place, anywhere'. But we can stop these



NEVER AGAIN! RMT marked the 25th anniversary of the King's Cross Fire which killed 31 people with a demonstration outside Kings Cross station to highlight the continued need for a fully staffed and safe tube network. LUL documents, which have been seen by RMT, plan to impose an unattended network including automated trains and would require the ripping up of the safety regulations, including minimum staffing levels, which came about in response to the tragedy.

attacks, and improve the working lives of London Underground staff. This newsletter is about how you can be part of that.

London Underground worked well during the Olympics. Why? Because of our hard work, and because the company put loads of staff on duty for a change. The message is simple - staff the system for a good, safe and reliable Tube service: what the customer wants.

LUL has set up a new Directorate of Operational Change and Upgrades. RMT knows that the 'change' that management plans is job cuts; we want a different kind of change. *Read on ...*



A driver on every train

JOB CUTS IN NUMBERS

- 18,054 LUL staff on 31 March 2011
- 17,207 LUL staff on 31 March 2012
- 800 jobs, mainly on stations, cut under OSP, 2011
- 1,000+ jobs, mainly admin, cut under Project Horizon so far
- 1,823 agency staff working on TfL
- 681,540 working-age Londoners unemployed (claiming out-of-work benefits)
- 12.6% of all working-age Londoners unemployed (claiming out-of-work benefits)
- 125,000 16-24 year olds not in employment, education or training in London (2nd quarter 2012)

DEFEND EVERY JOB



LONDON UNDERGROUND NEEDS MORE STAFF, NOT FEWER



LONDON NEEDS MORE JOBS, NOT MORE UNEMPLOYMENT



Staff our Stations

Keep ticket offices open

Improve the Tube

No job cuts



What's Happening at Work?

LUL management's actions are creating problems for staff in all functions. RMT will be producing a series of leaflets giving detail, information and advice for members in each area. Here is a summary:

Stations

Station staff have been hammered since OSP slashed staffing level. Even if some posts are restored, management's plan is to stretch us further and work us even harder.

To prepare for this, management are leaving duties uncovered, vacancies unfilled and station unstaffed, and repeatedly try to get staff to work outside the rules.

Ticket Offices

LUL seems to think it can run without ticket-selling staff, especially as it develops its latest plan for 'Wave And Pay'. But while we still have fares, we will still need staff to help passengers with paying for them and helping them when they can't.

Revenue Control

RMT recently stopped management plans to cut 50 RCI posts, but we expect this proposal to return next year.

The company is also considering placing RCIs in the Special Requirements Team and getting them to cover Station Supervisor duties, which would threaten SS jobs and see RCIs become part of a larger mobile workforce.

Casualisation

In 2008, after RMT and TSSA called a three-day strike, the unions reached an agreement with LU management to halt further casualisation of LU's staffing.

But the company is now breaking important aspects of that deal: counting ICSAs towards minimum station staffing numbers (and deploying them in roles and station areas where they should not be); planning to introduce 'mobile supervision' of the ex-Silverlink stations; and still using agency staff on some Bakerloo and District line stations.

RMT is in dispute with LUL about this, is refusing to cooperate with LUL's misuse of ICSAs, and will consider stepping up our action if a new round of talks does not see LUL backing down.

www.rmtlondoncalling.org.uk/LULstationsrevenuestation&revenuegrades@rmtlondoncalling.org.uk

Fleet

LUL is deliberately moving to a system of less frequent maintenance of the train fleet. They want us to make checks on equipment such as tripcocks far less often. Examinations have already been moved from every 14 days to 28 days, and management plan to change daily checks to once every 60 days, and have us check the new stock just every 60 days. They also plan to reduce Hammersmith depot to little more than a stabling yard, cutting jobs and displacing staff, and to use the introduction of new trains as a pretext to do away with long-established rosters and working practices.

These cuts will inevitably lead to more failures and risk to passengers and staff, but management only care about saving money. They plan to do that by cutting our jobs and reducing their wage bill.

www.rmtlondoncalling.org.uk/LUfleet

LUfleet@rmt.org.uk

Engineering

Engineering jobs are under threat from changes to standards leading to cuts in maintenance.

London Underground Ltd is introducing new signalling technology, a radio-based system with on-board train signalling that has much reduced assets – management claim that it has nothing to maintain and removes the human interface.

RMT has been arguing for LUL's engineering departments to expand their work across Transport for London, which would protect jobs and get essential work done by an in-house workforce.

Your union has been fully engaging in talks, so far preventing the imposition of job-cutting plans.

www.rmtlondoncalling.org.uk/LUengineering

luengineering@rmt.org.uk

Drivers

LUL tries to reassure us that it has no plans to introduce driverless trains 'for now', but the company still has it in mind for the future.

It is also trying to use automation to de-skill our job, and to deploy drivers over a wider area – for example, using the new S stock as a pretext to make drivers work on all the subsurface lines.

RMT is resisting every move to deskilling or wider deployment: we have important lines of principle that we will not let management cross.

Bakerloo and Central drivers have voted for industrial action and are demanding the retention of physical detrainment before going into sidings. And we continue to ask drivers to defy the unsafe OSN101 by sticking to the previous procedures.

www.rmtupfront.org.uk

traingrades@rmtlondoncalling.org.uk

Service Control

Earlier this year, RMT's strike call won important protections, including lifetime protection of earnings for service control staff who are 'reorganised' out of their existing post. RMT is challenging management's attempts to back out of this.

LUL still intends to cut many jobs in service control, including through the Northern line's move from Cobourg Street to Highgate and the creation of the new Hammersmith Service Control Centre. We are concerned that it may 'cherry-pick' the staff for the new centres. RMT is determined to mount an effective campaign against these cuts, believing that new technology in service control should be used to enable adequate staff cover and more reasonable hours, not to cut jobs.

RMT service control representatives will soon be meeting with National Executive members and branch secretaries to plan this campaign, and all service control members are welcome to attend.

www.rmtlondoncalling.org.uk/LULservicecontrol

servicecontrolgrades@rmtlondoncalling.org.uk

Duty Managers

London Underground is giving many DSM duties to others, for example getting Station Supervisors to do CMS including P&Ds and Station Engagement Inspectors from APD to carry out station inspections. This can only lead to DSM jobs going.

Admin Staff

We already know that LUL sees admin staff as an easy target for job cuts, with ever-fewer staff carrying ever-heavier workloads. Project Horizon is cutting admin jobs and transferring many to TfL, which is now 'market testing' many admin functions (ie. investigating privatising them). The prosecutions team are the latest to face transfer.

LUL's exclusion of operational admin staff from the lump sum element of the Olympics bonus shows how little the company thinks of us. RMT got admin on the agenda for the Olympics while management claimed the admin role was not being affected.

LUL tries to get us to undermine our station staff workmates' jobs and put ourselves at risk by press-gang us to be ICSAs.

If more admin staff become RMT members, the union will have more clout in turning this situation round and winning more rights and respect for admin.

www.rmtlondoncalling.org.uk/MATS

mats@rmtlondoncalling.org.uk

Attendance and Discipline Clampdown

Staff are facing harsh discipline for issues that would not have got you into serious trouble in the past, with LUL using PMAs to crank up the clampdown. The attendance policy, already excessively strict, has been supplemented by the risible and repressive 'Rainbow'.

Make sure you contact your RMT rep immediately you fall foul of any of these policies.

KNOW YOUR RIGHTS – USE THEM OR LOSE THEM!

It may not feel like it at times, but you have rights at work! Some are set down in law, some are company policies and agreements fought for by RMT.

These laws and rights cover issues such as:

- working hours
- breaks while you are at work
- rest periods between duties
- where you work
- minimum staffing levels
- time off for leave, sickness, caring responsibilities and other reasons
- health and safety – including your right to refuse to work on the grounds of health and safety concerns
- equality and discrimination
- the right to be represented by your union, both collectively and individually

As London Underground Ltd cuts staff, it also cuts corners, and some managers try to deny you these rights and get you to work in ways which you should not.

Do not help them to undermine your job.

- Make sure you are a member of RMT – rights do not mean much in practice without a union to enforce them
- Make sure you know your rights. You can find information on this:

- from your RMT representative
- in 'know your rights' guides issued by RMT
- from the union's helpline 0800-376-3706
- on our website www.rmt.org.uk
- company policies and agreements:

www.rmtlondoncalling.org.uk/agreements

- legal rights:

www.rmtlondoncalling.org.uk/legalrights

- policies and agreements should also be available in your workplace
- If you think management are denying your rights, contact your RMT representative immediately. S/he will be able to advise you on what action you and/or your workmates can take, and can raise the issue with management.