



# Bakerloo news



**Spring 2025**

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**LUL pay 2025-6:**

## Fight for...

- ➔ **Above-inflation pay rise with a flat-rate minimum**
- ➔ **A 32-hour week**
- ➔ **Insourcing of all outsourced contracts**

**RMT has submitted our pay claim to LUL for 2025-6. Our current settlement expires in April 2025. Key demands include:**

- An above-RPI pay rise for all LUL employees, with a flat-rate minimum for all those on less than £45k/year
- A reduction in the working week to 32 hours
- The insourcing of all outsourced work, including cleaning, catering, security, and track protection

The pay claim is available for all members to read in full. If you haven't seen a copy, speak to a rep.

Fighting for a 32-hour week as part of this round of collective bargaining is a much better

approach to seeking to reduce the working week, and win more quality time off work, than trading off existing terms and conditions in exchange for a "four-day week" that doesn't even reduce our contractual hours.

RMT Bakerloo branch has submitted a resolution to our union's National Executive Committee proposing that, if the company does not make us a satisfactory offer within six weeks, we move to a ballot for industrial action.

We believe it's important for the union to set the pace, rather than allowing LUL to drag out negotiations, as it has done previously. We have only just been paid backpay for a pay settlement that should have been

implemented in April 2024. We can avoid a repeat of this scenario by getting on the front foot.

Disputes over pay and conditions are an opportunity for us to fight proactively for improvements we want to see at work, rather than simply reacting to proposals from the company. What we end up with depends substantially on how much pressure we are able to apply, ultimately via industrial action (or the threat of it).

**RMT is also demanding that the company fulfills its commitment from the 2023-4 pay settlement, to provide a "Leisure Priv" ticket for LUL staff, ensuring discounted travel on the national rail network.**

# Four-day week?

## **LUL has published its proposal for a four-day week.**

If accepted, this proposal will see significant changes to drivers' terms and conditions, many of which will make our working lives worse. Changes in the proposal include:

- Remote booking on via iPads
- Maximum shift length extended to 9h30m
- Maximum driving time extended to 4h45m
- Maximum working time without a break extended to 5h45m
- Earliest book on moved to 0345, latest book off moved to 0230
- Expansion of pools, with "line pools" introduced alongside depot pools
- Five-year tie-in following any depot transfer
- Management able to adjust spare duty times by two hours, with 24 hours' notice

An extra day off per week is attractive. But we are likely to be more fatigued due to extended shift lengths, and will be expected

to monitor work emails in our own time to check for adjustment to shift times, or important service/traffic info that would previously have been communicated by a TM during a physical book-on.

Remember also that LUL's "four-day week" model a) will not even be fully implemented for up to three years, and b) does not guarantee a four on, three off pattern. So we could be working sustained periods of extended shifts before we get our rest days.

The new model will allow LUL to reduce rosters and expand the pool. The expansion of pools means there will be even more drivers who the company can use as permanent cover, with maximum flexibility for the bosses and minimum stability and regularity for drivers.

Instead of trading off hard-won terms and conditions, let's fight proactively for a real four-day week, based on a reduction in the contractual week to 32 hours.

**Let's reject LUL's raid on our conditions and fight for meaningful improvements that benefit us more than they benefit the bosses.**

## **RMT Bakerloo branch meetings**

**We meet at 16:00 on the FIRST TUESDAY of every month, in the Community Hall, Gorefield House, NW6 5TB. The hall is in a housing estate behind Kilburn Park station. All members are welcome!**

At each branch meeting, we hear reports from our reps, as well as "second-stage" (Functional Council and Safety Council)

reps, and our National Executive Committee rep and Regional Organiser. Members can also bring motions to branch; these are proposals for the something you want the union to do at branch, regional, or national level.

**If you've never been to a branch meeting before, but are interested in attending, speak to your local rep.**

## **Your RMT Bakerloo branch reps**

**Your workplace reps are the frontline of the union in the workplace, and should always be your first port-of-call for any union-related matter.**

### **NORTH GROUP STATIONS**

Paulin Attignon-Ahiabie  
(Industrial Relations)  
07917 003135

Kevin Pinnock (Health and Safety)  
07904 152832

### **CENTRE GROUP STATIONS**

Mo Rizwan (Industrial Relations)  
07727 872434

Martha Ejizu (Health and Safety)  
07793 206935

### **SOUTH GROUP STATIONS**

Tre Crossfield (Health and Safety)  
07762 132669

### **SPECIAL REQUIREMENTS TEAM**

Ajaz Mumtaz (Industrial Relations)  
07956 202356

Kay Miah (Health and Safety)  
07985 370554

### **BAKERLOO REVENUE**

Thomas Graham (Industrial Relations)  
07703 021197

### **QUEEN'S PARK DRIVERS**

Bilal Bhatti (Health and Safety)  
07835 289736

### **ELEPHANT AND CASTLE DRIVERS**

Mel Mullings (Industrial Relations)  
07718 645817

Dee Edwards (Health and Safety)  
07742 235788

### **ABM CLEANERS**

Alina Belciu (Industrial Relations)  
07880 833406