



Prepare for Further Strike Action and New Disputes

- ★ **Strike in January won important victories on Jobs and CSA2s but LU must get on with implementation**
- ★ **CSA2s coming up to 12 months in service must be promoted**
- ★ **RMT member at London Bridge sacked for being punched in the face. 2 others disciplined after pregnant member of staff pushed in stomach by fare dodger**
- ★ **Shocking backtracking by stations management on agreement to recognise RMT reps on stations**

We need action not words on Fit for the Future

Management are asking us to take an awful lot on trust. They insist they are going to address roster balance and CSA2s will become CASA1 within a year of starting. They say lone working will be reduced.

Yet they want another four weeks to come up with concrete plans.

We forced them to agree these things with a historic strike on stations. It seems they think that now the strikes have been suspended the urgency has gone.

RMT will not let them off the

LUL give fare dodgers green light to assault station staff

The RMT National Executive Committee has taken the decision to declare a dispute situation and ballot all RMT Station Grades members in the London Bridge Area for strike action and action short of a strike over the sacking of one member and disciplinary action taken against three members at London Bridge.

The three members, Lee Cornell, Saeed Souissi and Dave Sharp have been subject to disciplinary sanctions including summary dismissal, suspended dismissal and a 52 week final warning after

LU demand cut from 54 to 38 reps in spite of commitment to maintain status quo

At Fit for the Future Go Live management argued that RMT should give up 16 of our 54 reps. This, they said was because there are only 37 station cover groups plus the SRT.

Of course, there were previously 37 groups plus the SRT so why this justifies a reduction in our number of reps is something only senior LU management could explain.

RMT pointed out that LU has increased the number of employing managers from 38 to 97 (including the SRT).

Continued over

Your RMT Stations Functional reps

Jared Wood 07739 869867 Norman Thompson 07853 288184 Mick Crossey 07931 570521
MacMackenna 07801 071363 Neil Cochrane 07947 784950 Eamonn Lynch 07578769943

Fit for the Future cont. from front

hook.

Management have also now suggested they may come up with further changes to the FfF model that would result in a downgrading of more positions.

Your RMT negotiators warned management not to make an agreement on new jobs and gradings only to then spring further demands on us at the last moment.

Yet this is what they are now suggesting. We will not accept any further downgrading of work on our stations.

Transfer & Promotion

RMT has called for urgent further discussions on transfer & promotion arrangements too.

We want to know exactly how and when CSA2s with a years service are going to made into CSA1s. WE also want to know how CSS2s can nominate for CSS1 positions. For months LU has been saying this is possible but when anyone asks how to do it they get told they can't.

No Additional Displacements

RMT has also made it clear that we will not accept further displacements in the event that anyone's position is no longer needed as a result of creating new rosters with the additional jobs.

We will be looking for protections for those members who remain OE or Covering Down and are currently at the mercy of the Fit for the Future computer at this time.

Sacked for Being Assaulted continued from front

having to deal with an abusive, violent, fare evading passenger at the station. London Underground showed complete disregard for its own Staff Assault Policy & Procedures and these members have been wrongly punished and treated deplorably by the Company. The Company has been advised of the dispute situation which will be in place until this matter is resolved to members' satisfaction. RMT is currently making the necessary arrangements to conduct the ballot and will advise branches of the timescale in due course.

Bakerloo	Special service	>
Central	Special service	>
Circle	Suspended Service closed	>
District	Suspended Service closed	>
Hammersmith & City	Suspended Service closed	>
Jubilee	Special service	>
Metropolitan	Suspended Service closed	>
Northern	Special service	>
Piccadilly	Suspended Service closed	>
TfL Rail	Part closure	>
Victoria	Suspended Service closed	>

Is it going to take more of this to get management to honour their commitments?

RMT will Not Give up our Rep Positions continued from front

The current agreed level of 54 reps was based on at least one rep per employing manager with two reps at specified locations. RMT is happy to discuss amending the representation level to 97.

While we were at ACAS in connection with the Fit for the Future dispute, the Director of Employee Relations wrote to RMT and confirmed that the status quo would apply while any discussions take place about rep numbers.

Incredibly, as soon as we suspended our strike action on the separate dispute, LU then went back on this commitment. They are now torturing logic to argue that maintaining the status quo does not mean keeping to the previous agreement that has operated since March 2000. Instead, according to LU, it means accepting LU's unilateral decision to cut the number of RMT reps on stations to 38.

There is no way we will accept this. Employing managers are playing fast and loose with the AAW, Grievance and other processes. You need your RMT reps to be able to defend your rights in the workplace.

Every RMT member will draw their own conclusions about how far we can trust LU to stick by commitments given after this manoeuvre. We will now take the issue back to Company Council to press for the recognition of all of our Reps.

Viewpoint

The results of the viewpoint survey showed that 80% of station staff do not trust senior management to be honest about implementing change. Is it any wonder when they behave like they are over recognising RMT reps?

Consultation

In another display of their commitment to manage change in an open and honest fashion management at the Stations Functional Council have ruled that an AM does not need to share new roster proposals with reps before conducting their own separate consultation with staff.

Grievances & letters of advice

Management have decided that you cannot raise if grievance against anything written in a letter of advice. This means a manager could write lies, abuse or anything else in a letter and place it on your staff file for ever. This is now being referred to Company Council.

Roster & Coverage Tool

RMT has called on management to suspend the roll-out of the RCT, planned for 7 May. Trials on the Central Line and at Kings X show it is not fit for purpose at this time. MCOs are proving too difficult to identify and arrange and CSS/CSMs are finding it impossible to manage cover. RMT is also calling for better safeguards to prevent data trawls by managers resulting in disciplinary action.