



# Strike Action and Determined Negotiations Have Delivered Major Changes to LU's Plans

SFC reps have now completed two weeks of talks aimed at resolving outstanding issues preventing progress towards resolving our disputes with LU.

LU has changed many of its proposals relating to both Fit for the Future and Night Tube on stations as a result of strike action taken by RMT members in conjunction with TSSA, ASLEF & Unite.

The proposals to resolve our industrial dispute include:

- Night Tube CSA cover will be "self-contained" meaning the main roster will not have to provide cover.



- Part Time CSS1s to provide additional Fri/Sat night turns which will remove these additional nights from the main CSS1 roster in many Night Tube areas.

- The only additional night shifts required in the transitional period (until FftF goes live) will be worked by volunteer station supervisors (SSMF/2/3 who hold control room licenses) who will be stepped up to SS1 temporarily.
- Every area has been re-rostered to include fixed rest days in blocks of 3 or 4 cover weeks. LU have given a commitment that most areas will retain as many weekend rest days as now with further talks to address any areas where this is not the case.
- 28 Days notice of duties with changes of duty in line with current framework.
- Working on other cover groups limited to adjacent groups, "Occasionally" and only when you're on cover weeks.
- Higher Grade Working payments restored and payable after 2 hours where you work using a higher grade license and after a whole shift when you work in a higher grade but with the same license.
- LU accept that the framework agreement and Transfer & Promotion policy are negotiated documents and further negotiations will take place to agree updates to them both.
- 115 station jobs restored. 20 increased from part-time to full time. 98 upgraded. LU accept that further additions are possible

## Rosters Must Reflect the Commitments Given by LU

Part of LU's commitment to try and end our dispute over Fit for the Future was to re-roster every area.

When we saw the re-done rosters at the Company Council Sub Group it was clear that not all commitments were reflected in the rosters.

Since then several areas have had further weekend rest days fixed in cover weeks and the need to cover night tube meal-breaks on the main CSS/CSM rosters has been removed on others.

It is also clear that some areas have suffered a significant reduction in weekend rest days. This contradicts LU's claim that most areas would keep the same number, or more, weekend rest days under the new model.

Your SFC reps have agreed to now look at each roster at a local level before they all return to the Company Council Sub Group for further discussion.

We will not accept any watering down of the commitments included in LU's draft dispute resolution document (as explained in this edition of SFC News).

Every local RMT rep will now be consulting members in every area to scrutinise the new rosters.

This scrutiny will also allow us to highlight any areas with particular problems arising from understaffing. The company has said some further additions to posts may be possible in such areas.

In the meantime, we remain in dispute with LU.

as a result of further planned local consultation. LU has also increased the number of Night Tube jobs on stations.

These proposals came after we announced two 24 hour strikes over four days. The proposals represented a major improvement in LU's plans and the strikes were suspended. Since the proposals were tabled we have now extracted further changes to the company's proposals:

- Use of fixed rest days in blocks of cover weeks to be reflected in new framework agreement
- No additional assessments to block promotion for members who can cover a grade on HGW. This will stop LU from using to you to cover a higher grade when it suits them but then blocking you from getting promoted to that substantive grade.
- Further talks to take place to identify other circumstances where it is appropriate to pay HGW where an additional license is not required.
- Post implementation review of the Fit for the Future model will look at job numbers and any other needs of staff we wish to raise. This will take place within 12 months of the model going live.
- LU commit to an understanding approach to any Part-Time members who have been moved resulting in significant increases in travel time. Understanding will also be applied to any part-timer whose book on time changes (no changes from early to late or to/from weekends). Local adjustments can be used to resolve difficulties.
- All Fixed-Term Contract CSAs in post by 21 August to be made permanent at CSA 1 grade.

We must not lose sight of the fact that Fit for the Future is about making job cuts and reducing the long-term pay bill. Fit for the Future will never be a good thing for RMT members. However, as a result of our fantastic strike action and determined negotiations on your behalf we have defeated LU's attempt to impose what many have called the Martini Framework, "Any Time, Any Grade, Anywhere". We have been able to maintain many of our existing framework protections up front and LU has agreed to further negotiations on comprehensive arrangements.

We will be left with inadequate staffing levels in some areas and we will continue to oppose this in roster consultations and we will take these issues through to the post-implementation review where they remain outstanding.

## RMT's Fight Against Cuts will Go On - Build on unity of TUs to Resist Austerity

Many members, working on stations, will be relieved that RMT has resisted many of the worst elements of Fit for the Future. There were people who sad the company will just do whatever it wants. But



we've shown again that if we fight and take a strong negotiating line then we can win changes. **Let's remember what was included in LU's plans before changes were won:**

- Apply for your own job. Individual members faced possible downgrading with the loss of up to £10K in salary.
- Displacement to anywhere on the network.
- Over 150 more reductions in station staffing than we now face.
- A Martini framework where you could be required to work any time, in any grade, anywhere within 45 minutes of your home location. No notice of rest days or duties.
- No Higher Grade payments when you cover a higher grade and the freedom for LU to use part-qualified people in higher grades when it suits, but to refuse them promotion.
- Big increases in weekend and night duties in many locations.

Every RMT member should be proud to have taken part in our fight against these attacks on our working conditions.

The RMT executive will now consider, in consultation with RMT reps, whether the latest proposals from LU allow us to call off our current dispute and return to full negotiations on a new framework agreement and rosters.

But whatever happens in the short term we will continue to campaign for a restoration of station staffing levels and we will seek to improve work/life balance through both roster negotiations and in our separate talks on pay and Night Tube.

The government is set to impose further cuts on the Department of Transport of between 25% - 40%. This could have a huge impact on TfL and LU's budgets and we know that cuts won't be made to those at the top - It will be operational grades who will again be asked to do more for less, so that the government can give the money to the bankers instead.

One of the most encouraging things about our dispute this year has been the joint strike action taken by RMT, TSSA, ASLEF and UNITE. We must do whatever we can to build on this approach over the coming months and years. With a united long-term strategy between the four unions we could go further and defeat austerity cuts altogether.

## Your RMT Stations Functional reps

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