



LU threatens to Impose new contracts rather than negotiate on framework and Rosters

At Company Council Sub Group (8.12.15) LU stated their intention to demand all staff on the Kings Cross, Central Line East and Leytonstone cover groups sign new employment contracts before Christmas.

As a result of implacable opposition to this from RMT, along with the other TUs, management agreed not to issue any new contracts until a further meeting is held in January.

This removes the immediate threat of new contracts arriving on members doorsteps over Christmas but leaves open the threat that the company will demand members sign to accept new arrangements in the New Year.

The last time LU did this was during Company Plan, when individuals were threatened with the sack unless they signed new contracts to accept new working arrangements.

Management continue to insist they want a negotiated implementation of FfTF but many of their responses to us suggest otherwise.

Martini Framework is Back!

LU's response to RMT is shocking. Instead of recognising the need of members to be able to plan our lives the company has rejected our call for short-notice changes to cover duties to be by agreement only and has instead re-tabled their demand that ALL DUTIES whether cover or not can be changed at 24 hours notice without agreement.

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RMT Calls for a Moratorium on All Station Job Cuts

London Underground management has rightly praised the staff on duty at Leytonstone for their professional behaviour when a suspected terrorist attack took place on Saturday 5th December.

What they haven't pointed out is that Leytonstone will lose half of its staff from Feb 7th if proposed Fit for the Future rosters go ahead on that date.

At the time of the attack on Saturday 5th there were three station staff on duty. But proposed Fit for the Future rosters allow for only two and that means periods of an hour where there is only one person on duty during meal-breaks.

During the week the cuts are even worse. In the Monday to Friday rush hour four members of staff become just two...but one of them does SATS. That means only one member of staff in the ticket hall area instead of three as now.

Every rep who has looked at LU's BNS proposals has pointed out that there is no spare time within rosters for security checks to be done .

In the event of an emergency, station staff are vital to minimising risks of injury. Station staff can carry out evacuations and implement station control.

The massive cuts being made by LU are impractical and will leave stations in a more vulnerable position.

It is irresponsible of LU to insist on these staff cuts before even carrying out a safety review.

RMT General Secretary, Mick Cash, has called for a moratorium on station job cuts. RMT will defend members and the public, at risk in understaffed stations.

"All RMT members working on LU stations are strongly advised not to sign any new employment contract at this time. The only exception to this advice is in respect of fixed term staff who are offered permanent contracts. In all other cases you should await further RMT advice."

**John Leach
RMT Regional Organiser
London transport region**



Management say they want a negotiated framework but declined to rule out imposing arrangements if this cannot be achieved.

Final Rosters are the Final Insult to Staff

Management have also published what they are calling "final" Fit for the Future rosters on many station areas. These "final" rosters have had no local safety review and many breach the undertaking given by LU to provide weekend rest days that are comparable with current rosters.

LU told us at CCSG (8.12.15) that they intend to issue duties in accordance with the new rosters 28 days in advance of 'go-live' on 7 Feb for the first three cover groups.

RMT will not stand by and watch the company impose unacceptable rosters based on a casualised framework.

Your SFC reps will continue to seek a negotiated outcome but if any attempt is made to impose then strikes will be the inevitable response.

"Any attempt by London Underground to impose new rosters, framework agreement or contractual conditions will be met with further strike action."

**John Reid
RMT Council of Executives**



Defend Glen Hart

Glen Hart, Northern line Station Supervisor and RMT activist, is being sent to CDI for the second time this year. Glen was only referred to CDI a couple of days after charges against him were found to be unproven in his first hearing.

That case against Glen arose out of the strikes in defence of jobs and ticket offices. The strike action was complemented by an overtime ban. Glen had notified his managers that there was no meal break cover at his station.

Glen's meal relief wasn't covered. When he shut the station rather than work overtime in his meal break, Glen was simply acting within the democratic mandate the RMT had secured when it balloted for strikes and 'action short of strikes'.

Management charged Glen with gross misconduct but the CDI, being held in his absence, cleared him of the most serious charges, namely 'putting passengers in danger'.

LU has responded with another gross misconduct charge, even though the alleged misconduct was supposed to have occurred in April! Glen is stood down once more, this time for allegedly being aggressive to a manager. There are no witnesses and Glen himself was not interviewed. He is being sent to CDI on a gross charge on the evidence of a single manager.

Glen has fought tirelessly for justice, equality, jobs, terms & conditions; you name it, Glen's been a part of the fight. Like all other RMT members, the RMT SFC Reps stand fully behind Glen Hart.

Rosters

LU has undertaken to introduce rosters that have a comparable number of weekends off with current rosters. However, many areas still see a serious deterioration in weekends off and any attempt to impose these rosters must be fought.

Framework

Martini proposals are back. LU says they want right to change ANY duty at 24 hours notice.

Present LU proposals still allow too much casualisation and could lead to members being sent all over the place for duties.

Transfer & Promotion

LU have still to give us its full proposals but they want to be able to recruit externally for all grades. This would decimate promotion prospects for CSAs.

SAMFs who can't move to Nights

Some members in the current SAMF grade are not in a position to take on duties with 25% night working. These members need protection of earnings if they have to self demote. The main agreement provides for this but LU says they will lose their money straight away.

Job Cuts

To date we are not aware that a single job has been restored as a result of the second round of local roster consultation. This is despite the fact that several areas have demonstrated that security checks cannot be accommodated within the published BNS.

Your RMT Stations Functional reps

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