

Fit the Future Impact Ballot Result

RMT members Vote 6:1 in Favour of Strikes and Action Short of Strikes

Following this ballot result the RMT National Executive has called an overtime ban to start at 00:01hrs on 23.11.16. This ban covers all overtime and rest day working.

Don't Work Overtime After 00:01 on Wed 23 Nov 2016

A reps meeting will be held to discuss further action in this dispute.

RMT is ready to meet management for meaningful negotiations.

To resolve this dispute LU must be prepared to make real improvements on our stations. We will not accept a fake review that re-arranges the deckchairs on the Titanic.

- ★ Reverse all FftF Job Cuts**
- ★ Stop displacements until we have an agreed Transfer policy**
- ★ All CSAs to be CSA 1**
- ★ Put Ticket Office closure plan into reverse**



RMT wins agreement that Sickness Update Meetings are Voluntary But LU is allowing managers to abuse policies

Sickness reviews are NOT mandatory. Your Sick pay cannot be stopped for not attending a review.

Many areas have tried to introduce a new procedure to the already draconian Attendance at Work Policy. Members in many different areas have been receiving letters insisting that they attend 'Sickness reviews' or 'updates' when off work sick. Threats to stop sick pay if you don't attend have been included in letters sent to members who are off sick.

Apart from the obvious point, that if you're not fit to attend work you are unlikely to be fit to attend a meeting, this breaches LU's own AAW policy.

At the London Underground Company Council meeting in Oct, RMT secured agreement from senior managers that these sickness review meetings are not mandatory and you cannot lose your sick pay by not attending, so long as you are maintaining contact as agreed when you reported sick.

This is an important victory and all will protect members if they have to go sick.

CSA 1 Higher Grade Working

We're hearing reports that some Areas are ignoring LU's clarification about paying HGW to CSA2s who have full CSA1 licenses.

In this situation the normal 2hr qualifying time to get HGW does not apply. Any CSA2 who may be needed as a CSA1 during their shift should be told at the start of the shift and should be paid HGW.

Any breaches of this process should be reported to a SFC rep. The fact that so many CSA2s are regularly required to work as CSA1s shows that RMTs call for all CSAs to be CSA1 is fully justified.

Letters of advice

LU seem to be using the creation of hundreds of new CSMs to push the idea of "letters of advice". CSMs are being encouraged to issue these letters by more senior management.

However, we are hearing about a number of situations where these letters are being issued where no wrongdoing has been established.

Members are told that unlike a time limited warning these letters stay on file indefinitely.

Far from being 'advice' some letters state that members are guilty of disciplinary offences yet there is no hearing to judge this accusation and no right of appeal.

RMT will, of course, defend any member who is given an unwarranted letter of advice. Local reps can help with submitting a grievance if you feel you have been unfairly treated.

CSMs who are members of RMT should take care if advised to issue such letters. No RMT member can be compelled to put their name to a letter unless they are happy with its contents and the reasons for issuing it.

Local reps should let SFC reps know about any issues with letters of advice.

The RMT SFC Guide to your rights at work is available at
rmtlondoncalling.org.uk/stations
Save this link on your ipad homepage



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