



After 7 days of Talks

LU Propose Extending CSA2 Working to Local Stations

Hopelessly Inadequate Proposal from LU of 60 CSA2s on local stations (many PT) and just 15 staff for control rooms. That's it!

Company want months of further talks with no guaranteed additional jobs.

RMT will Escalate Industrial Action



RMT negotiators put four clear positions to LU management:

- ★ Restore Jobs to deal with staffing crisis across the network.
- ★ Make all CSAs CSA1 grade.
- ★ No forced displacements until a Transfer & Promotion policy is agreed.
- ★ Put Ticket Office Closures into Reverse.

LU has offered absolutely nothing on three of these issues while it's response on job numbers amounts to a cynical attempt to use our concerns to further replace CSA1 positions with CSA2s.

LU has trumpeted 75 additional jobs in its communications yet 60 of these will be CSA2 positions, many of which will be part-time.

Whereas the Fit for the Future model has only allowed for CSA2s as 'meet and greet' roles at busy stations the company now wants to replace CSA1 jobs, that were cut last April, with CSA2s - and only 60 of them at that!

An underwhelming proposal of just fifteen positions is meant to resolve the problem of unstaffed control rooms. LU says all those control rooms no longer staffed at all will remain closed.

There is no guarantee of any further additional jobs and LU wants to tie us up in yet another lengthy review before it makes further proposals.

Management have told us they may want to propose further changes to the model - to save them more money of course - but they will not come clean and put these changes on the table for negotiation.

Like the extension of CSA2s they want to try to try and make changes by stealth, hiding the bad news behind other proposals.

The RMT NEC has today agreed that our industrial action should be stepped up in response to management's aggressive negotiating position. Talks will take pace with TSSA about dates for strikes in the New Year.

Overtime Ban Remains in Place: Don't Work Overtime

Additional Action short of strikes is now live

All LUL station and revenue members are instructed:

- ★ **Not to train or familiarise any staff who would not normally work or be rostered to work at the station**

All customer Service Managers are instructed

- ★ **Not to seek to cover any duty through the use of overtime**
- ★ **Not to authorise any overtime**

Don't Work Overtime—Keep Up the Pressure

When can my duties be changed?

The framework that governs staff deployment has some clear protections to prevent your duties being changed at short notice.

Non Cover Duties

- You can be required to work at a different station in your area (not another area in your cover group) but the start/finish times must remain the same.
- Non-cover duty times can only be changed by a maximum of two hours. Even then, seven days notice must also be given.
- Your rest days cannot be changed. This includes green fixed rest days at the start or end of cover weeks.

Cover Duties

- You must receive 28 days notice of all cover duties.
- Your rest days cannot be changed without your agreement.
- Start/Finish times can be varied by up to 2hrs each way.
- If management want to change a cover duty time by more than 2hrs they must speak to you first. If you do not agree to the change they must seek to cover the duty in another way.
- If the change is for a duty to be worked within 10 days they must put the duty out for Overtime and Higher Grade Working. Only if all these efforts are made and do not resolve the coverage problem can your duty then be changed.
- If a cover duty is changed by more than 2hrs with between 24hrs & 48hrs notice then this cannot be done to you again for 6 months.
- No duty changes can be imposed with less than 24hrs notice.



How the Issues Affect You

All grades are facing the problem of filling in for over 800 jobs that were cut. While the managers responsible for Fit for the Future hide away in Broadway it's station grades who have to face the public and run stations without enough staff.

CSA2

RMT is demanding that all CSAs be employed at CSA1 grade. CSA2s do virtually the same job as CSA1s but get paid £8K less. This is unacceptable. It is clear that operationally LU needs CSA1s. That's why many CSA2s are doing regular Higher Grade Working. An extension of CSA2 will trap members in that grade and leave us with a divided workforce. The creation of CSA2 positions on local stations could also force existing CSA2s to be displaced to outer zones.

CSA1

LU now wants to make many CSA roles on local stations CSA2 roles. If they get away with changing the Fit for the Future model and using CSA2s on local stations then existing CSA1s based in areas of local stations will be at risk of being displaced and replaced with cheaper CSA2s.

CSS2

CSS2s are having to deal with the routine non-staffing of local stations because there are just too few of them to provide cover. This can mean fragmented cover weeks with constant changes to duties. It also means having no-one to take you off at the end of a shift. The failure of LU to properly address understaffing in local areas leaves CSS2s lone working most of or all of the time. Many former SAMFs and SCRAAs face displacement at the upper end of the 30min limit to locations that are on the other side of London to their homes.

CSS1

CSS1s are being left to run stations without CSMs. Many CSS1s are often having to cover the CSM duty because CSMs are away from operational duties carrying out management roles. Many CSS1s were pushed into the role with little training and now they are expected to run stations with several duties missing. Like CSS2s, many CSS1s have been displaced near the 30 min limit to locations they never wanted to work at.

CSMs

The majority of CSMs did not want management jobs and have had little, if any, proper training for the role. CSMs are put under pressure to prioritise management responsibilities by AMs who want dedicated managers like DSMs. Like CSS1s the CSMs are held responsible for keeping stations running when key duties are uncovered because of excessive job cuts. Displacement remains a massive problem for CSMs. LU predict that the rounds of displacement of CSMs, in particular, could go on for years.

Fit for the Future has created a crisis on our stations. All grades are affected. All grades must stand together and fight for jobs and conditions.

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