

Location Outcomes: Fixed Term Contracts

Members who want to challenge *Location Outcome* must contact a Functional Rep

Winning permanent contracts for all pre-Aug 21 FTC members was an important achievement. Now that members in this position are receiving their new contracts RMT will be fighting to get the same outcome for those FTC members who started after 21 Aug.

We have now also got LU to agree a process to review the location outcomes given to FTC members (this applies to both pre and post Aug 21 FTC members).

If you have been given a location as a FTC or new permanent CSA that will cause you serious hardship you need to contact one of the RMT functional reps. Contact details are at the bottom of this leaflet.

If you know someone in a similar position who would want to swap locations with you this may be possible. It may also be possible to move you to a vacant position or to match you up with someone else who wants a move.

Under the agreed process functional reps will meet resourcing managers to review all requests and to seek a way of resolving as many problems as possible. The process agreed will not help everyone but it is a step in the right direction.

RMT is also pressing LU to apply the 30 min displacement rule to any future moves where a FTC or new permanent CSA1 is covering down to CSA2. RMT will continue to fight for all FTC CSAs alongside RMT members of all grades.

Transfer & Promotion Latest News

Discussions to agree the transfer & promotion arrangements that form part of the framework agreement are continuing.

At present talks are difficult. Your SFC reps are insisting that LU protects members, who are covering down or are over

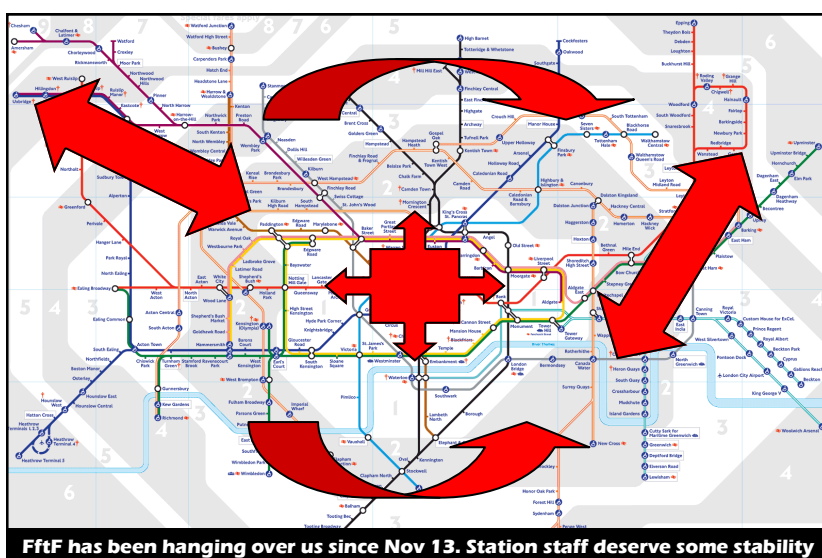
establishment, from the prospect of several moves in the first year of FfF. Management have raised the prospect of ripples of further displacement as they seek to get former SAMFs into CSS2 positions and former SSMFs into CSS1 locations.

Just as worrying are their proposals for a new permanent policy, into which they want to put a clause stopping anyone with a written attendance warning, any live CDI sanction or a poor performance management score from being able to move.

This is unfair and ridiculous. A move may be the thing a member needs to improve their attendance. Also, blocking a move for one member could impact on several others in a chain of moves, meaning members miss out on moves through no fault of their own.

Fight over FfF is not Over

RMT has shown that we only carry out strike action when there is no alternative but the action we have already taken against FfF, on three occasions, should be a warning to LU that we will not allow our transfer & promotion rights to be trashed.



FfF has been hanging over us since Nov 13. Station staff deserve some stability

Rosters

Talks are continuing to try and improve the number of weekend rest days in the new rosters. SFC reps are identifying those rosters with the biggest fall in weekend rest days and those with lowest overall proportion of weekend rest days.

Local reps will be identifying the rosters in every area that most urgently need looking at and discussing these with local management as well as referring them to SFC reps. As soon as staff are in place on the new rosters a further round of local consultation will take place. This is intended to allow members who will actually be working the rosters to discuss preferences on start/finish times, how the roster rotates, where cover weeks and rest days are placed and whether or not to work 12hr Sundays. This list is not exhaustive and any ideas to improve the rosters can be discussed.

Contact your local RMT rep for more info.

Your RMT Stations Functional reps

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