



Fixed Term Contract (FTC) CSAs

RMT Won Permanent Contracts for all in Post by 21.8.15

★ Now we want All FTC Members made Permanent CSA1s

★ And a effective process to review locations

Getting all FTC CSAs in post on 21 Aug last year made permanent as CSA1s was a huge achievement for RMT.

The rail industry, like many other sectors, is increasing use of agency and fixed term staff in an effort to make workers more flexible and insecure in their jobs. It was an important victory for us to get many of our FTC members on LU into permanent positions. Not only that but all are being taken on as CSA1s with no loss of pay.

What About FTC members who started after Aug 21?

RMT is now calling on LU to treat the remaining FTC staff in exactly the same way as those who are now being made permanent. The arguments are exactly the same.

- ★ All current FTC CSAs have proved they can do the CSA1 job
- ★ LU is constantly recruiting CSAs and will need all the current, trained CSAs as we go forwards.
- ★ It would be inexcusable to sack current FTC staff.
- ★ FTC CSAs must be made permanent at CSA1 grade, not CSA2.
- ★ FTC CSAs have kept LU running over the past months. They do not deserve to be hit with a 23% pay cut.

RMT is also calling for a location review process, similar to that used for permanent staff, to enable FTC members to appeal their locations. LU had told us that FTC members new locations would be at or near current locations yet some have been moved right across London. If you need help with your individual location outcome talk to your local RMT rep.



What does it mean to me if I'm Covering Down to CSA2?

All pre Aug 21 FTC CSAs are being made permanent CSA1s. If you are being told to cover down you keep the CSA1 pay and in the future you are likely to be moved into a CSA1 roster.

While covering down you will work 37.5hrs a week like all CSA1s. This means you keep all your banked rest days and have the same leave as all CSA1s. Because CSA2 rosters are only 35hrs a week and do not get banked rest days you will need to agree through your RMT rep and local manager when you work the extra 2.5hrs a week.

Your RMT Stations Functional reps

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