



## **CSA2 Special Edition**

- ★ **Look out for your invite to become CSA1 after 12 months on job.**
- ★ **CSA2s in post by end Jan 17 can get paid as CSA1 after a year in service**
- ★ **Further Discussions to take place aimed at allowing promotion after a year for future CSA2s.**

### **What has RMT achieved for CSA2s?**

RMT has consistently fought for the rights of CSA2s on LU. At first, the company refused to increase CSA2 salaries in line with the pay rises negotiated for all grades.

RMT took this issue to the LU Company Council and demanded the pay rise be applied to the CSA2 salary. This has now been done. As a result CSA2s have been given a pay rise of more than £1000pa.

But this still leaves CSA2s on an unacceptably low salary for a job that is nearly identical to CSA1. That's why it was important that we won a guarantee that all CSA2s in post by the end of Jan 2017 will be offered promotion from the anniversary of one year in the job.

The only condition is that a CSA2 must agree to move location to where they are needed as a CSA1.

LU management have also agreed to have further discussions with us aimed at allowing promotion within a year for future CSA2s.

### **I'm a CSA2 who started with LU before Feb 2017. What do I need to do to become a CSA1?**

You will receive a letter before you complete 12 months in the role of CSA2. The letter will ask you whether you are prepared to work at any location in order to be promoted to CSA1.

If you tick this box you are guaranteed to be paid as CSA1 from your 366th day in service.

Even if you tick to say you will work anywhere, you can still preference certain locations. Management have agreed to move CSA2s on promotion to their

preference locations wherever possible.

If you want promotion but only want to work at particular locations you can show this on the reply to the letter. You should be aware that you are not guaranteed to get promotion if you take this option.

If you don't want to be a CSA1 then you can just ignore the letter.

### **I'm a CSA2 who has started with LU since Feb 2017. Where do I stand?**

You will get the uplifted salary along with longer serving CSA2s. Going forwards, we will be having regular discussions with LU to monitor the opportunities for promotion from CSA2 to CSA1.

Management have agreed that priority will be given to CSA2s being promoted over the recruitment of new staff into CSA1.

### **What changes does LU plan for the CSA2 role?**

Management want to use CSA2 positions more in the outer zones in future. This means that some (though probably not all) CSA2 positions in Central London will be upgraded to CSA1.

Management have said that current CSA2s will not be displaced out to the outer zones but these new positions will be filled with new staff.

RMT will always fight for the rights of all members. As the lowest paid members on our stations we are determined to secure the best promotion opportunities for CSA2s who want to take CSA1 positions. For those working in the CSA2 grade we will ensure that you are not expected to carry out tasks that are the job of CSA1s.

### **Your RMT Stations Functional reps**

Jared Wood 07739 869867

Norman Thompson 07853 288184

Mick Crossey 07931 570521

Mac Mackenna 07801 071363

Neil Cochrane 07947 784950

Eamonn Lynch 07578769943

# Ten Reasons to Join RMT

- 1. RMT is the union that forced LU to increase its proposal for additional station jobs to 325.**
- 2. RMT is the only union that has fought against the use of CSA2s by LU. We made the guarantee of promotion within 12 months a central issue in our recent strike on stations.**
- 3. RMT is also campaigning for Night Tube CSAs who want to be Full Time. We will be pressing for CSA2 positions in Zone 1 to be made into CSA1s to create more CSA1 FT vacancies.**
- 4. RMT is by far the biggest Trade Union on LU and in the Stations Function. When you join RMT you are joining thousands of other members like you.**
- 5. RMT has 53 local reps and six functional reps to help you on stations.**
- 6. RMT will support you from providing informal advice or speaking to your manager on your behalf right up to Employment Tribunal. You will have a rep to attend meetings with you and a legal team in the unlikely event that you ever need to go to tribunal.**
- 7. Your RMT rep will be able to explain the stations framework for you and we will ensure that you are not treated unfairly in the allocation of duties, duty changes or other working arrangements.**
- 8. RMT sets the Industrial Relations agenda on LU Stations. As a member, you get you're say in what we put to management and how we fight for our jobs and conditions at work.**
- 9. RMT will always seek to negotiate a fair deal for members in the first instance. But if that is not possible then RMT is a fighting union. Our pay, holidays and pension arrangements are all the product of years of members standing together to maintain and improve our conditions of employment. Now you can be part of that tradition.**
- 10. RMT represents all grades in one union. We believe in maximum unity. An injury to one is an injury to all. Train Operators, Station Staff, Engineers, Service Control, Cleaning Grades, Admin - All together.**

**Join online at [www.rmt.org.uk/about/join-rmt/](http://www.rmt.org.uk/about/join-rmt/)**

**Or call Freephone 0800 376 3706**