

# Bakerloo News



National Union of Rail, Maritime & Transport Workers

March 2006

## RMT launches Charter for Women

A special women's conference agreed that the RMT should launch a charter for women and demonstrates the unions priorities for our women members.

The charter is not exhaustive but includes topics such as equality; ending low pay; access to adequate sanitary and toilet facilities; and support during pregnancy.

Some might think that the above issues are irrelevant in this day and age, but the Branch is shocked to report that a member on the Bakerloo Line has been disciplined as a result of sickness following a pregnancy termination due to complications during the early stages of pregnancy. This travesty is being dealt with by the union.

For your copy of the Charter come to the Branch meeting or contact your local rep.



## Bosses on the rampage

**A personal view from the trenches. The identity of the author has been withheld for obvious reasons.**

History teaches us that there is nothing like a successful strike ballot to concentrate manager's minds and the events of the last few weeks have confirmed this truism. With monotonous inevitability a management negotiating team that only last month claimed they had nothing more to talk about has returned to the table willing to make concessions on their proposed SPAD, harassment and attendance at work policies; but should we trust them? Now, we all know the opinions of the usual unreconstructed lefties who write in this newsletter and their 'never trust the bosses' knee-jerk response to every issue. However, having spent many years reading the opinion pages of the Guardian and listening to Today on Radio 4, I have learnt that there are always two sides to any argument. And I can say after considerable reflection and with some confidence that no, we shouldn't trust the lying, cheating bastards in their cheap Mr Byrite suits any further than we can kick them.

To refresh your memory, management proposes a new SPAD policy based on punishing those who make mistakes rather than rectifying the problem. A new harassment policy which will provide bullying managers with a 'get out of jail free card' as it will be their immediate superiors who will decide whether any case is pursued. Meanwhile, the proposed attendance at work procedure has obviously been designed with an eye to some major medical breakthrough that must be just around the corner. Because unless scientists find a cure for the top hun-

dred most infectious diseases in the next couple of weeks there is little chance that any member of LUL staff will be able to meet the 96% attendance demanded in the new procedure. Even with the tempting offer of a two-week holiday in Tim O' Toole's 48-acre holiday playground in Mystique, staff will still find it difficult to guarantee less than five days off in a rolling twelve month period. Indeed, with the

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arrival of bird flu we face the very real possibility that by this time next year half the population of London will be dead, while the other half will be on a final written warning. In short, management want to create an atmosphere of fear where those who do not crawl to them are bullied out of the company. And if proof were needed of this you only have to look at the way management on the Bakerloo line have been tearing up the present disciplinary procedures.

To call the actions of management on the line a gross breach of procedure fails to do justice to the levels that these people will stoop to, to get a pat on the head and a dog biscuit off Mike Brown, or whoever it is

who employs these morons. With GSMS docking people's pay whenever they feel like and admin staff being given the job of phoning sick staff at home without the consent of the person in question, it is clear that management are getting themselves in shape for a serious attack on our hard won rights. We even have the farcical spectacle of a DSM on Oxford Circus group walking into an unfinished disciplinary meeting with the final written warning already typed up. Needless to say our intrepid rep took this piece of paper off him and the DSM is now considering alternative employment as a waste-paper bin on the Blackhorse Road group. All of which should be lesson enough to us that while this union will continue to negotiate with management over their proposed policies; we will not hesitate to take strike action if they do not withdraw these draconian proposals.

**Branch Meeting  
Upstairs at The Clachan,  
Kingly Street.  
Near Oxford Circus tube.  
Thursday  
March 2  
16.00hrs**

**A FIGHTING AND DEMOCRATIC UNION**

## RMT wins more staff at Edgware Rd - and group reserve increased.

Edgware Road CSAs have won a better deal following their refusal to work the new roster. Faced with the prospect of a three person roster, that would have left them with truly shit working conditions; 7 lates, 2 rest days, seven earlies then an EIGHTH duty, (late turn!) at Marylebone in order to get a nicely f\*\*\*ed up long weekend, they politely said 'nein danke'.

The RMT's stand-in rep on the group, Mac McKenna, made it clear to management that the CSAs weren't prepared to take this sort of rubbish from a deal that was meant to give us better working conditions. We had good support from the RMT's Functional Council rep Paul Schindler, and at a meeting between Paul, Mac and LUL's John Drake, the RMT secured a four person roster for Edgware Rd, and an increase in the group reserve of one more CSA. (NOTE: there were NO other unions involved, only RMT.)

At the time of writing, (Sunday 26th) LUL's Duty Schedules has yet to propose a roster. Mac & Paul signed nothing off, so the roster is in the mixer until the Man from Del Monte say 'yes', and that means the CSAs have to agree it.

### The moral of the story?

**35 hour week? RMT.**

**52 days leave? RMT.**

**Sorting out the snagging? RMT.**

**So the next time the members vote to strike, make sure we ALL strike together!!!!**

## Monthly Round up

### Everybody's equal but some are more equal than others

The Animal Farm that is the Bakerloo Line, has thrown up another example of unsafe management.

Following last years bombings, LUL promised that if there is no train radio then there should be no train. This is to safeguard staff and passengers in the event of another terrorist attack. Operational Standards Notice 48 states that if there is no radio then the section must be "run empty" with hand signalman on platforms in case there is the need to convey a code red or amber message. If there is no staff, then there should be no service through the affected area.

Following multiple breaches of this procedure, a high level Formal Inquiry took place and again all management were instructed that they must comply with this procedure. So when the radio between Queens Park and Maida Vale failed it was good to see that the Control Room at Baker Street fully enacted the procedures. But then the TOM at Queens Park stepped in...

In his infinite wisdom Mr Taggart (for it is he) ordered a driver to run the train in passenger service and by all accounts the train was jam packed. He was soon told to stop putting staff and passengers in danger by the Control Room. The RMT are calling for a full investigation - but don't hold your breath because its one rule for them and another for us.

### Read before you sign

At a routine attendance meeting for a driver who was off sick, the member concerned and his rep agreed a way forward with the manager. When the manager asked the driver to sign the notes of the meeting, it was pointed out that the notes did not reflect the agreement reached. The manager took the notes away and redid them. When the notes were read again they were still missing the vital agreement. This was a blatant attempt at con artistry. You think your signing for a toaster but you have actually signed away your house and your life savings. Moral of the story: don't trust management.

### Silver awards for the managers - hospitalisation for the workers

The last edition of *Bakerloo News* reported that station staff at Elephant & Castle refused to work on the Northern Line exit following a series of violent assaults and 3 members of staff being hospitalised. Now the station cat at Charing Cross alleges that the DSM's who worked the Northern Line exit during the dispute have all been given prestigious awards. Is this an example of adding insult to injury?

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