

# BakerlooNews

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Newsletter of the Bakerloo Branch  
national union of rail, maritime and transport workers

November 2009

## ***LUL resort to ancient tactic: Divide and Rule.***

When RMT put in our pay claim back in November 2008 we submitted it in good faith. We expected management to negotiate improved pay and conditions in a reasonable and professional manner.

Think about it: London Underground staff were breaking records on mileage, customer satisfaction surveys and our bosses were enjoying receiving the plaudits. When was the last ***On The Move*** sent to your house that didn't have some top manager on a junket with a trophy for "Best European railway," "Best Customer Service", etc, etc.

**So LUL top brass like receiving the acclaim and the bonuses: senior TfL bosses have received a 50% increase in bonus payments over the past two years from £3.6 million in 2007 to £5.3 million this year, but for the workers who actually deliver the service the pay offers have been derisory and insulting.**

Up to now the RMT and its members strike action has made progress. The 5 year pay deal has been reduced to 2, the so called "jobs for life deal" secured and the pay offer increased. Of course the pay offer is still no where near acceptable and the union is in the process of balloting our members again.

But the latest round of talks shows

the utter contempt that LUL hold its workforce. The RMT was the only union who put a the claim that we wanted a guaranteed job offer for those workers who failed LUL's medical standards rather than be booted out of the door. Unfortunately at the ACAS talks on November 9th, LUL made an offer in this direction but for train drivers only. And this would be restricted to just 25 train drivers! So if you're number 26 train driver to fail the standards, screw you! Or what about if you are a worker in service control; a worker on the track; or what about if you work on the stations? Screw you as well!

As Bob Crow said "in a bid to split the unions and divide Underground workers, LUL proposed an arrangement whereby if "Signaller Dave" and "Train Operator John" both develop weak hearing, or diabetes for example, Dave might be terminated but John would get a chance of a CSA job, unless he was diagnosed later in the year and was unlucky enough to be the 26th train operator needing redeployment that year!"

The union is confident that all staff from whatever grade will see through this and other tricks by LUL aimed at dividing the workforce. At one stage LUL even made a bodged attempt to pay the (miniscule) back pay to TSSA and non-members only. Now they

have come up with this nonsense.

This latest ploy is an outrageous snub to every grade on the combine - including drivers. Worse though is that this has been orchestrated by ASLEF themselves. This yellow organisation has been collaborating with management from the beginning of the pay talks and has been in cahoots with LUL to undermine RMT's claim. During the last strikes there was organised scabbing from their own leadership and now ASLEF want to settle for anything, rather than get behind RMT's campaign for better pay and conditions. It's a pity they won't listen to their own reps who also rejected the offer at a mass meeting just a few weeks ago.

The RMT will not accept LUL's latest offer to divide and rule. With unity across all grades, workers on London Underground will get the pay and conditions that we deserve.

**BAKERLOO BRANCH**  
**Annual General Meeting**  
**Thursday December 3**  
**16:00 Hours**  
**Guest Speaker**  
**BOB CROW**  
**Upstairs in the Clachan**  
**Kingly Street**  
**near Oxford Circus tube**

## Oi!! Taxi for the driver!!



The Bakerloo Line between Queens Park & Stonebridge Park depot is to be shut down over the Xmas and New Year period.

And with the record of recent line shut downs, we are worried. Very worried.

No thought seems to have been given to the safety of train operators and station staff having to yomp from booking on at Queens Park up to Stonebridge.

It seems that drivers are being expected to use the replacement bus service - with scores of potentially irate drunken punters who have just been turfed off the combine at Queens Park there is a recipe for disaster or at the very least a thump!

Quite clearly staff in full LUL uniform carrying equipment bags etc are an easy target for members of the public wishing to vent their anger at the lack of a train service between Queens Park & Stonebridge. Indeed it is incumbent on LUL management to provide a "place of safety" for its staff should the need arise.

Where on the replacement bus service or whilst waiting for the bus is the required place of safety? What about the meal break facilities that are being offered?

Some meal reliefs are scheduled for SPK DT. Will the canteen be available on all the days of the shutdown and post 19:00 hours?

Where are the alternative food outlets available?

The overwhelming desire for the health, safety and welfare of our members warrant that an urgent ad hoc meeting to discuss these pressing concerns is held forthwith!

## Quote of the month

“ This agreement has been well named. It is yellow dog for sure. It reduces to the level of a yellow dog any man that signs it, for he signs away every right he possesses under the Constitution and laws of the land and makes himself the truckling, helpless slave of the employer. ”



Joel I. Seidman,  
Editor, United Mine  
Workers Journal

## Operation Strategic Plan

Your stations and revenue reps discovered back in June 2009 that LUL planned to keep at least 150 vacancies on all groups in an attempt to drive down its staffing costs. Your functional reps challenged this new policy of reducing staffing levels and the lack of any consultation over its strategy and referred the issue to an ad-hoc directors meeting which was 'swiftly' arranged some 3 months later!

We argued with management that the refusal to fill vacancies has a huge impact on the Transfer and promotion policy, flexible working arrangements, hardship moves and takes away positions that medically restricted staff can move into, thus impacting not only Station & Revenue staff but train staff too who find themselves in the unfortunate position of being medically restricted from their normal duties. During those 3 months Director Penny Hazel & Dave Proffitt the illustrious Performance manager for station staff on the Bakerloo disappeared off to some back room office to hatch a plan which has been labelled Operations Strategy Plan (OSP) or company plan mark 2 as its being called.

This OSP has until the 18th December to be completed and will affect all operational staff if/when it is implemented next year.

Rumours are rife as to what will be included but you can guarantee it will be a continuation of staff cuts and a reduction in our conditions. We have been told 'off record' that there is going to be a reorganising of groups with the Bakerloo reduced to a north and south group which will mean not only 2 x GSM's going and 10 x DSM's going but will mean reserve staff covering many more stations and increase their travelling time to & from work. Line cover is being talked about and the system of mobile supervisors on non-section 12 stations is also a real possibility under this OSP.

LUL also plan to attack the licensing system on the underground next year and would pave the way for all staff only being Competent assured which in turn would enable a manager to basically decide who was able to do what job and therefore open the floodgates to temporary workers on fixed term contracts which would destroy our pensions and any collective bargaining power. LUL are on the attack and are planning to smash all Unions before the Olympics come around. Now is the time to organize and start fighting back as if it doesn't start now it will be too late!

## Ex Silverlink, where we are?

Having come into the London Underground fold back in November 2007, a Company Council JWP was set up to deal with all issues concerning the north group.

Having met initially on a regular basis to deal with all items, the JWP has slowed down to become nothing more than a token gesture by LU so that they can say they are still consulting the Unions at some level.

LU has dragged its heels over things which were agreed out of the dispute resolution back in April 2008, with the agreement of traffic hours supervision now under direct threat. LU stalled in giving those staff the 2 opportunities to gain an SS license and are now trying to re-grade these SS jobs which would include a different pay scale to all other SS's on the combine.

Kevin Bootle even went as far to say "We (LUL) haven't had any SS's on the group for all this time does the group even need them?" This clearly shows LU's intent for the Wembley Central group and a clear disregard for agreements made with the Unions back in 2008. Agency staff are still employed within the group and having asked to see a copy of the contract used to employ these workers, LU supplied a contract which was a year out of date!, we have demanded the current document but again LU are dragging its heels.

As a Union are looking at progressing all items away from the JWP and up to Company council to seek resolution on all matters LU is implementing which we are currently opposed to.