



'JOBS FOR LIFE' AGREEMENT

Monthly News explains why we must defend 'Jobs for Life' agreement

What is it?

The 'Jobs for Life' agreement is a 'no compulsory redundancies' clause contained within the PPP Code of Conduct, an agreement made in 2001 between LUL, the trade unions and all the infraco companies involved in the PPP arrangement. The thrust of the agreement is that when an employee becomes displaced, their employer must try to offer a suitable alternative job. If no suitable alternative can be found, then the employee must be 'used to best advantage' until one is found.

Why is it important?

This agreement provides all of us at LUL (and those who were transferred into the infracos at the start of the PPP) with the kind of job security which every trade union in the world constantly tries to achieve for its members. It is a safeguard for us and our families against unemployment and poverty, scourges which are rearing their ugly heads once again because of the actions of greedy bankers and their pathetic lackeys in government. RMT members took three days of strike action to secure this agreement, an

agreement whose importance is even greater today than when it was signed back in 2001. We should be proud of having achieved such an agreement and be ready to defend it at all costs; after all, it's not just a piece of paper – it's your protection from the cold winds of recession, a recession which you are in no way responsible for.

Why is TfL ignoring the agreement?

PPP has been the disaster RMT predicted, and there is now a big funding gap as a result of this lunatic arrangement. TfL would now like to plug the gap by shedding jobs, but they can only do this by unilaterally tearing up our agreement. Today they are talking about shedding admin jobs; tomorrow it will be track and maintenance staff, then stations, and so on. *No-one will be safe from the axe.*

Fight for your future

We cannot allow TfL to tear up this agreement just because it no longer suits them. There are two reasons for this. First, and quite obviously, we would be massively reducing our job

security at just the time we need it most. Second, if we allow 'jobs for life' to be binned, we are sending a message to the company that it is OK for them to bin other agreements, too. Before long we could end up losing all the other beneficial conditions of employment which have been fought for and gained by our union over many years. *That's why this is such an important issue in this dispute; it's why we must stick with it until the company is forced to honour its own agreements.*

(The full text of the agreement can be found in Annex H of the PPP Code of Conduct 2001.)

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NEW THREAT TO STATION JOBS

Since Sunday 1st March 2009, London Underground has been running a trial of a new policy which means passengers will not be able to top up their Oyster card for less than £5 at the ticket office window. Presently, the trial is running at London Bridge, Liverpool Street, Bond Street, South Kensington and Earl's Court. Passengers who now want to put less than £5 on their Oyster card will have to use a POM. The RMT objected to the trial and advised our members not to take part in it as it is clear that this is part of an ongoing strategy to move passengers away from ticket office windows. It is clear that reducing transactions at the window will result in the loss of SAMF jobs and this is demonstrated in the briefing note issued to the trade unions at the stations Revenue Forum:

"In order to reduce the number and length of ticket office transactions, it is proposed to restrict PAY As You Go (PAYG) top ups at ticket office windows to a minimum of £5, unless the customer is clearing a previous negative balance on their card.

Currently PAYG sales make up 38% of all ticket window sales and almost half of these (795,000) are below £5. The average PAYG top up last period was £2.15."

LUL are targeting 795,000 monthly transactions at the window with the expressed aim of driving these passengers away from the window. This will clearly translate into ticket office cutbacks; they are not doing it to lighten the workload of SAMFs. They want to get rid of jobs by bringing in a policy which will drive passengers away from the ticket office window. Even though 14 months ago, as a result of threatened strike action by RMT, management agreed to stop bringing in measures which would drive passengers away from ticket offices, they are intent on resuming these attacks.

Of course the big difference between now and 14 months ago is that management are trying to rip up the jobs for life deal (see front page article) which guarantees any member of staff whose job becomes redundant an offer of a suitable alternative job. Station staff are in the front line for staffing cutbacks and we must fight to keep the jobs for life deal. The current dispute and strike action is part of this fight and we must play a leading role in ensuring its success. How do we convince our colleagues in the TSSA that now is the time to fight for station jobs and job security? Simple, speak to these colleagues and ask them this: if management come after station jobs in six or twelve months' time, will we be able to mobilise an all-grades response to these attacks? Can station staff fight these job cuts on their own? Given that the current dispute involves all grades of the RMT, our best chance to defend station jobs is to fight now.

DRIVERS: Do you have irregular heart rhythm?

Our Health and Safety reps have asked Occupational Health to look into the number of drivers with a medical condition known as atrial fibrillation (irregular heart rhythm). Atrial fibrillation may be caused by working next to large power fields and magnetic fluctuations (tetra waves, anyone?), and has also been linked to air pollution (such as tunnel dust, perhaps?). A consultant cardiologist who has treated a driver, found it interesting that people of such an age (between 40 and 60) are suffering from the condition as it normally only affects people in much later life. The consultant suggests a survey of LUL transport workers may be worthwhile, so that's what we've demanded.

Symptoms:

- *Heart racing or thumping in the chest*
- *Feeling faint or light-headed*
- *Shortness of breath, especially when lying flat*
- *Feeling unusually tired for long periods*

If you have suffered any of these symptoms, it is vital that you consult your GP as the risk of a stroke is 6 times greater in a person with atrial fibrillation. Your GP will send you for tests to establish the cause so that you can be given the right treatment. ***And remember to inform your local rep.***

IS MANAGEMENT REALLY SERIOUS ABOUT SAFETY?

In the past week, two safety-related incidents on the Finsbury Park Group have given cause for concern.

The first, keeping Holloway Road station open when both lifts were out of service after a passenger the previous day had walked towards one of the lifts and narrowly missed death or serious injury as the lift, having a mind of its own, decided to go up the lift shaft with the doors open, fully accessible to passengers and staff alike. The second, a lamentable catalogue of failures after the Wells Terrace subway, ticket office and Station Supervisors' complex was reopened despite unfinished tiling, sloppy paintwork, lighting issues, large pockets of dust and, to top it all, a *gas leak*, in a new refurbished staff mess room.

The two questions that need to be asked is why was a station allowed to remain open with *both* lifts out of service, when this flies in the face of every safety procedure, both remedial and technical? The

TUC 'Brown Book', the bible of health and safety reps and professionals, has, when applied, flagged a serious set of breaches related to health and safety legislation.

The second question that must be asked is how was a catalogue of errors allowed to happen at Finsbury Park, given the amount of preparation that went into shutting off Wells Terrace for three weeks; the inconvenience to customers and staff and the shoddy results that followed? Also, how was it able to be signed off by the powers that be? The discovery of a gas leak in a newly refurbished part of Finsbury Park is alarming enough, but the question remains: why wasn't it discovered before the work was signed off as complete and safe to use?

The reactions of managers on the Finsbury Park Group have been inconsistent and not wholly satisfactory, especially when considering the available evidence and the safety legislation which exists so that staff and

management can work in harmony for the best interests of the passengers. It shouldn't take the 'Brown Book', for management to swing into action.

The example needs to be set above, not from below upwards, and we hope that pointing out these examples of poor management and safety short-cuts that we all return to the fundamental idea that safety comes first... no arguments.

SCAB Quiz Winner

*"WHAT SORT OF TOPPING DO SCABS HAVE ON THEIR PIZZA?" Well done to all who joined in. The winner is the member who texted 'Everything. They are greedy b*stards after all'. A prize will be presented to the winner at this year's Annual General Meeting on 20th November*

Railway Children need your help

RMT reps Jim McDaid, Garry Houghton, Den Fitzpatrick and Dave Rayfield are taking part in the 3 Peaks challenge - which involves climbing Snowdon, Scafell Pike and Ben Nevis one after the other - on 17th September 2009 to raise money for The Railway Children charity and we would really appreciate your support.

It's easy to donate online with a credit or debit card - just go to our JustGiving page:

<http://www.justgiving.com/thermtramblers>

JustGiving sends your donation straight to The Railway Children and automatically reclaims Gift Aid if you're a UK taxpayer, so your donation is worth even more. We hope you'll join us in supporting The Railway Children. Thank you for your generosity.

Dave Rayfield on behalf of the RMT Ramblers

DISPUTE LATEST

As a result of the magnificent two days of strike action by RMT members, supported by a large number of principled ASLEF members on the trains side, the company made us an improved offer. This included a deal lasting only two years (it had previously been five), with the slightly higher pay 'rise' of RPI + 1.5% in year 1 and RPI + 0.5% or 0.5% (whichever is the greater) in year 2. They also promised that, in future, their managers will deal with sickness according to what is written in the Attendance at Work Procedure, rather than on a made-up and unagreed set of draconian rules. So our efforts have already forced the company to move, but not nearly far enough.

At a mass meeting held in Euston on 6th July, it was agreed that LUL's so-called final offer fell a long way short of what we are demanding and, indeed, of what we deserve. In particular, the company was still refusing to commit to honour the 'jobs

for life' agreement, bullying of our members is still happening across the combine and the pay offer is still insultingly low. It was agreed that we could not accept LUL's offer and that we would give the company until 29th July to re-enter talks under the auspices of the conciliation service, ACAS, with a view to reaching an acceptable agreement.

A meeting of all RMT reps is due to be held on 30th July to discuss the latest state of play and to decide upon any further action we may need to take. *Should management fail to come to their senses during the three weeks we have given them, we must prepare to remind them of who actually runs the railway by shutting it once again.*

Seven Sisters Dispute

The CSDE and Local Disciplinary dispute has not gone away. Indeed, action will be called specifically around these items. The dismissals of Carl Campbell and Jamie Witchell, and the continued management harassment of

Glenroy Watson will mean further industrial action on the line unless management changes its attitude. See page 5 for a report on the CSDE saga by the Seven Sisters Health & Safety reps and page 6 for detail on Glenroy Watson's victimization.



Carl Campbell, Glenroy Watson and Jamie Witchell on picket duty

HOW YOU CAN HELP MAKE THE NEXT STRIKES SUCCESSFUL

- 1) Contact the Reps for your working area.
- 2) If you do not live near a station in your area, then your Rep can also put you in contact with a station and local RMT branch where you live.
- 3) If you have a car or other means of transport, you could help with getting pickets around.
- 4) Can you provide accommodation or a place to rest during the strike near a picket location?
- 5) Do you have friends and family who would like to help by supporting the strike?

FOR FURTHER INFORMATION

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Forthcoming Branch Meetings

August 6th, 13th

September 3rd, 10th, 17th

Starting at 1600hrs

Twelve Pins Public House (near Finsbury Park Station)

Victoria Line Dispute – the CSDE story

This is a brief history of events that have led up to this being one of the four issues that were balloted over for industrial action:

In November 2008, train operator Wayne Stephenson was dismissed for a wrong-side door opening (WSDO) error. Three months later, in February 2009, train operator Carl Campbell was dismissed for allegedly not carrying out the appropriate procedure following another WSDO error. The extent of this error did not merit disciplinary action at all. However concern began to grow about what control measures were in place to reduce the risk of this happening in the driver's cab.

Later the same month, we (the local RMT Health and Safety Reps) requested data of all WSDO errors in the last five years from LUL's SQE (Safety, Quality and Environment) Department, which showed there were 18 such incidents, and on the increase. We requested an Emergency Tier 1 meeting with management, fleet and engineering to discuss the findings which also showed that 10 were in peak times. Management refused to have a meeting, stating that it was not necessary and could wait until our next Tier 1 meeting in April.

On 20th April, and with a resounding 80% vote in favour of strike action behind us, we met management at 55 Broadway to

try to resolve this and the other issues at the depot. We made it clear at this meeting that this WSDO trend could not continue and it was management's responsibility to engineer out the problem and not rely upon an operational procedure. Due to senior Employee Relations (ER) managers giving no assurances that they were willing to resolve any of the issues, industrial action duly began on 21st April.

On the 29th April, at the local Tier 1 meeting and at a second meeting with senior ER managers on the same day, we made the case for the retro fitting of CSDE equipment on all 67 stock trains, in line with what was done during the 90's with all other conventional rolling stock. Failing this, if cost was an issue, other proposals were also put forward which were a cheaper alternative such as metal flaps over the door buttons or wiring the droplight window to go either up or down before opening the doors. Although we do not believe that the 'operational procedure' that is carried out after a WSDO incident nor the yellow and black wall markers on the walls are in any way adequate to mitigate the risk of errors occurring, we did request that the 'procedure' be included in ATOR and Team talk and that the markers be repositioned back to where they all should be, in the wall side window of a berthed train. Lastly we asked for LUOH to start a Human Factors study of driver techniques within the cab, in order to try and shed some light on the reasons why drivers open on the wrong side in the first

place - similar to what was done for SPADs and the approach that was taken where we now have different categories and shift patterns all taken into account. A two-week timescale was offered for management to address these proposals.

On the 5th May, two weeks after the first strike, senior ER managers requested a third meeting at 55 Broadway. We were informed that they were prepared to discuss only three of the strike issues, as a decision had not been reached on Carl Campbell at his Director's Appeal earlier that day. On the matter of retro fitting Victoria Line Trains, no assurances were given and we were told more time was needed to liaise with the fleet and engineering people. We notified them that this would not go down well with the drivers at Sisters who were already aware that we had asked for a safety meeting with these departments in February but had been frustrated by local management's insistence that 18 WSDO incidents in 5 years was not a problem and could wait to be discussed at the end of April. We then informed them that if the right decision was reached on Carl Campbell the 20th May strike would be suspended.

After being kept waiting almost two weeks for a decision we were informed that the sacking of Carl was being upheld and there was no still no firm commitment being made on the doors issue. A second day of industrial action commenced on 20th May. Shortly after the strike we received an email from the TOM

stating that all the proposals that we put forward in April were being looked at with fleet and engineering involved and we would be given an update shortly. After nearly three weeks and receiving no further update from local management a third strike date was announced.

This was then escalated to a 48 hour strike due to management not moving on the issues and the main dispute came behind our one shortly after. The fact remains that our local dispute is not running alongside main one where members need to make a collective decision about how we

resolve the issue of door safety on the Victoria Line.

Report by RMT Health and Safety Reps.

STOP VICTIMISING GLENROY WATSON

One aspect of the ongoing dispute on the Victoria Line which perhaps has not received so much attention but is equally important all the same is the ongoing Victimisation of the Branch Chair Glenroy Watson. Management's attempts to try and isolate and sack him will not go unanswered by the branch which has a mandate to escalate the action to the rest of our area if they do not back off. Here are some of the facts leading up to today.

On the 19th February 2008, after weeks of having his requests for release to carry out his trade union duties being rubbished by management Glenroy went to represent a member involved in a serious Drug and Alcohol allegation case. Before doing so he visited the Union room at Seven Sisters only to find yet another rubbishing of his request for release (this is a common management tactic with Glenroy). This treatment is despite two industrial Tribunal 'agreements' going back almost 10 years designed to avoid this attempt to interfere with our member's request for Glenroy to represent

them. This states that if release is not possible, the manager **MUST TELL THE REP AND SUCH REFUSAL MUST BE IN WRITING AND THE MEMBER OF STAFF MUST ALSO BE INFORMED.** This rarely if ever happens. Also, if Glenroy did not accept the reason for refusal, then he could call for a meeting and have his own Representative at that meeting. So, what does local management do? They never quite say no but leave Glenroy and the member in the lurch asking questions such as what time will it end and can you come back and drive trains after etc etc all designed to frustrate the process. The intention by management was clear; to cause maximum stress and confusion to both member and Rep. After months of this treatment Glenroy sent an email from the union room just after midday stating that he felt he was being put under totally unnecessary stress and until it was stopped he was removing himself from safety critical work. Glenroy was later accused of being a liar by the Line manager about the timing of this email despite undisputed evidence to the contrary!

Later that evening Glenroy returned to the union office and was seen by his TOM. He insisted on interviewing Glenroy who never refuses but always requires a rep and the local rep Will Reid who was also in the room accompanied him to this meeting. Glenroy's decision to refuse to work on the grounds of safety was discussed at this meeting and it went on so long that it had to be adjourned. Despite carrying out his representative duties and nearly missing his last train home that day Glenroy was shocked to find that his pay for this day had been stopped! When this matter ended up in Employment Tribunal and after he requested 18 months of his pay slips he found out that over that short period he had had £4088 deducted from his pay, the majority when he had been representing RMT members! These dates have now been used to issue Glenroy attendance warning in his absence and are now being used to foster a CDI where management hope that they can sack him on that or the fabricated conduct matter that we reported in the last issue of Monthly News. This is what they call justice!

**JOIN RMT – THE UNION FOR ALL TRANSPORT WORKERS!
UNITY IS STRENGTH**

