

RMT Stations and Revenue Grades Committee

The Exmouth Arms, 1 Starcross Street
London, NW1

Meeting convened ca.15:hrs Wednesday 7th of April 2010

Chair: Janine Booth

Present:

Functional Reps: Janine Booth, Malcolm Taylor

Industrial Reps: Gavin Bowtell, Lucy Hall, Barry Pike, Mac McKenna, Adam Wheatley, Geoff Palmer, John Reid, Jared Wood, Amarjit Chumber, Paul McAdam.

Also in attendance: Steve Hedley

Apologies: none

Agenda:

- Minutes from previous meeting 3rd March 2010
- Standing Orders
- Election of third contact for Staff our Stations Campaign
- Membership lists (change to agenda agreed by members present)
- Recruitment and retention Plan
- Standing Items: Stations & Revenue Council Report, Local Reports, Stations and Revenue H&S Report.

Meeting convened at 15:10 and began with customary introductions.

Minutes from previous meeting were read and agreed.

Standing Orders were accepted by a unanimous vote and will be sent to members present at this meeting and the previous meeting, as well as posted on the RMT Platform website.

Election of third contact for SOS Campaign: a third person was required from the rank and file to provide feedback to the Regional Council and to form part of a strike committee in the event of industrial action.

Mac McKenna offered his service, which was accepted and carried by vote.

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Membership Lists:

a full discussion took place regarding the importance of accurate and detailed membership lists the main points were :

- That they can identify non-members who will then become targeted as potential recruits.
- That some who have identified themselves as former members are still showing on lists.
- That some who are paying subs are not showing on lists.
- That there is some confusion over the *exact* nature of the information needed and the format in which it should be presented.
- That the membership department would help us by indicating exactly the format in which information is required, the communication between reps and HO is vital on this matter.
- That at the very least a *staff list* as opposed to a membership list should be sent to HO and Paul Schindler, but that Local Reps should subject their own membership database to ongoing auditing.
- And most importantly – 100% accuracy is required to prevent as best as possible any injunctions on strike action.

Recruitment and Retention Plan:

The plan was read aloud by the Chair and discussed and the following plan was carried by unanimous vote:

- ✓ An activist for every station: local reps should build up their numbers of activists to help them with day to day administration and to be links and points of contact on other stations, to make the union visible and active throughout groups. Activists will be needed to attend to notice boards, the distribution of newsletters and other promotional materials, and provide assistance when reps are unobtainable. The image and role of activist needs to be enhanced and encouraged, to assist this each activist should be provided with an RMT rucksack containing amongst other things a special activists badge and company policies and procedures.
- ✓ Talent spotting: reps and members need to identify those with creative and/or political tendencies which may be of benefit to the Union and encourage participation in the design and creative of posters, newsletters, campaigns etc

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- ✓ Workshops: Reps & activists to attend workshops which aim at developing the skills, any need for certain sorts of workshops should be identified and brought the attention of the committee.
- ✓ Union Meetings: all reps and activists to attend as many branch and revenue & grades committee meetings as possible and to encourage regular attendance of all other members to enhance participation in union business, to make meetings more representative & democratic, identify reasons for non-attendance and feedback findings to Branch and SRG committee meetings.
- ✓ Like Recruits Like: where possible identify members of the various station grades who are supporters of the union and who will help in the recruitment and retention of members at similar **or** the same grade. We must also seek to ensure that members of all genders, races, ages, sexualities etc etc are involved in recruitment.
- ✓ Publicity: management are doing the rounds of stations more often to spread their propaganda, we need to do the same using every media available to use, RMTV, build up a list of email addresses for members so that as many people are reached at once with newsletters, updates, useful information. Perhaps the membership form could be redesigned to asking new members to give permission for their email addresses to be passed on to local reps? Use of social networking website to broadcast information more widely to members.
- ✓ Level One Reps Starter Pack: Malcolm Taylor and John Kelly are looking at getting a “starter pack” together for level one reps which will include: how the machinery works, responsibilities of reps, ideas for recruitment and who can assist in work matters. Your feedback will help make this a useful tool for current and future reps. All reps should be mentored by a Level 2 or Tier 2 rep and a more experienced Local rep.

Staff our Stations Campaign;

During discussions it arose that some members appear indifferent to job cuts and resigned to accepting VS; that some are more inclined to believe LUL propaganda than their reps, and that there is a feeling that train ops are not committed to opposing these job cuts.

It was also clear that other members wanted to know when the next ballot would be and expressed a hope that this time action will be taken – the acceptance of the pay deal still leaves a bitter taste.

The remedies suggested were that we need to make it plain to members that the number of staff to be displaced is greater than the number of vacancies, that SRT is one place they could end up, that a failure in redeployment may end in termination, that the very nature of the job for those who remain will be greatly altered, and that the public needs to be told what the impact on them will be.

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In general staff should not be under any illusions. The myth of VS needs to be dispelled; that we should use the feedback page on the internet to voice our opposition.

It was requested that we have a postcard campaign to aid in the lobbying of MP's and passenger interest groups.

It was decided that

- reps would take responsibility for speaking to drivers on their lines about opposing the job cuts,
- that we should leaflet the public,
- that each station should have a newsletters highlighting the changes and proposed job losses at each location.
- That a facebook campaign/cause should be set up. Gavin Bowtell is to oversee this.

Standing Items:

Stations & Revenue Council Report:

items raised included the removal of the staff pool table at Kings Cross; the abuse of the SRT Framework of Agreement at Goodge Street Station, and that the 12 month bar to the Transfer & Promotion policy was lifted without consultation; that a new Framework of a Agreement is due to be ratified, and that current consultations on new rosters are suspended until June.

Local Reports:

Heathrow T5 is being de-staffed. It is currently staff by BAA – even in the ticket offices – There is an LUL Supervisor on duty to deal with train emergencies, but on one occasion the station was left unmanned for four hours. SS Meal breaks are not being covered, OPO monitors are not being checked before station is opened, the GSM has denied the request for an emergency Tier 1 meeting. Some drivers are objecting to driving into an unmanned station.

Action: Gavin Bowtell to write to Ross Marshall to invite members of the Station and Revenue H&S Council to be present to answer questions raised.

King's Cross the most contentious issue of the moment is that staff are being asked to work a long way from any place of safety, and that should things continue there may be a refusal by staff to work alone in areas where a place of safety is not provided.

Canary Wharf it is often the case that 1 person is requested to cover two gatelines, that there have been fire safety issues after smoke was seen issuing from a tenant's shop and the person in charge of the stations refused to evacuate despite the line controller non-stopping trains. That staff assaults must be reported.

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At Liverpool Street one issue relating to the change proposal is that some Ticket Office staff are likely to scab in industrial action because some welcome the reduction on opening hours, with utter disregard for the effect on jobs.

Bank – Stations supervisors need to be recruited. Janine will ask John Kelly to supervisors to encourage their support and invite their contribution.

Blackhorse Road Staff are working alone; DSM's are acting as SS's during events due to a lack of staff and Managers are being used to make up minimum numbers to keep stations open on a regular basis. Staff are not helping the situation by not claiming for a deferred meal relief (DMR)

Earl's Court. Staff must be encouraged to consider the greater good of all the members across the combine, and recognised that what we are facing is ONLY phase one of a whole draft of larger cut backs in all areas.

Meeting closed at 17:00