



**GENERAL COLLECTIVE  
BARGAINING AGREEMENTS**

**21 FEBRUARY 2000**

(AMENDED 27 MARCH 2000 TO INCLUDE REVISED STATION STAFF  
CONSTITUENCIES AND XXXX 2010 TO INCLUDE MAINTENANCE)

## LONDON UNDERGROUND

### MACHINERY OF NEGOTIATION AND CONSULTATION

#### Parties

1. The parties to this Agreement are London Underground and the following trades unions:  
- the Associated Society of Locomotive Engineers and Firemen (ASLEF), the National Union of Rail, Maritime and Transport Workers (RMT) , the Transport Salaried Staffs' Association (TSSA) **and Unite the Union (UNITE) (including BTOG).**

#### Object

2. The object of this Agreement is to provide a procedural framework for collective bargaining and joint consultation in the interest of London Underground and its employees through a representative system.

#### Scope

3. Those employees of London Underground whose terms and conditions are regulated by joint agreements with the trades unions above shall be within the scope of the collective bargaining machinery established by this Agreement.

~~Employees in Management Grade Bands K to U are not included in the scope of this agreement.~~

#### General Principles

- 4.1 The collective bargaining machinery and procedures established by this Agreement are founded upon the following principles:
  - the processes of collective bargaining and joint consultation must add value to London Underground and contribute to the achievement of business objectives;
  - the collective machinery must support London Underground's efforts to instil in its employees an emphasis on the customer, both internal and external;
  - decision-making authority must rest at the lowest level appropriate to the subject matter in question;
  - employees are to be treated first and foremost as people with individual needs and expectations. London Underground's objective is to be a good employer that values its people for the contribution that they make to the well being and future progress of its business. The Machinery of Negotiation and Consultation must allow the development of practices which are in line with the value which London Underground places on its employees;

- the processes of collective bargaining and joint consultation rest upon the concept of mutuality and working together in partnership. Within the machinery, mutuality will be underpinned by joint regulation of those questions appropriate for negotiation and by co-operation through discussion in partnership on those matters appropriate for consultation. The aim is to develop mutual trust between London Underground and its employees and their trades unions;
  - the collective machinery is an important channel through which employees have an opportunity to participate in and be consulted upon questions and matters concerning their employment. In order that the dialogue within the machinery and procedures can be both representative and effective, London Underground will welcome both the role of the trades unions and the involvement of all employees within the scope of this Agreement through membership of an appropriate trades union.
- 4.2** In pursuance of these principles and as a contribution to employee involvement and participation through the process of collective bargaining and joint consultation, the general collective bargaining machinery established by this Agreement: -
- provides for representation at appropriate management levels, i.e. at Local, Functional and Company levels;
  - deals with collective questions only - issues involving individual members of staff will normally be dealt with under the separate individual grievance procedure;
  - provides the means for questions to be resolved as speedily as possible at the lowest level possible. However, no Committee/Council has the authority to amend or reach an agreement contrary to an agreement reached at a higher level. Similarly an issue can only be discussed at one level in the machinery at any given time. Issues which remain unresolved at Director's Meeting may not be referred to a higher level within the machinery.
- 4.3** The parties to this Agreement accept that they have a joint responsibility to ensure that the acceptance of proposals is not unreasonably withheld and, once questions or matters have been settled, to take all reasonable steps to ensure their successful implementation. They further accept that differences and disputes will be dealt with by way of the appropriate agreed procedures. No form of industrial action will be undertaken until 28 days after the procedures (including a referral to ACAS) have been exhausted. No trades union party to this Agreement will afford any form of support for unofficial industrial action, either contemplated or initiated, by any of its members and every endeavour will be made by the relevant trades union to resolve the matter with London Underground through the procedures contained in this Agreement.
- 4.4** The parties accept that, once a trades union or the employers side makes an application to ACAS, they will co-operate with this process before a strike ballot or industrial action is called. London Underground will not impose a settlement, whilst discussions with ACAS continue.

### **The Machinery of Negotiation and Consultation**

5. The machinery of negotiation and consultation established by this Agreement shall comprise the following bodies, the constitutions of which are set out in the specified annexes to this Agreement:

London Underground Company Council	Annexe A
Functional Council	Annexe B
Local Level Representation	Annexe C

In addition, a London Underground Briefing Forum will meet as and when appropriate to provide a forum for consultation on strategic issues relating to the performance, plans and objectives of London Underground.

### **Interpretation**

6. Questions of interpretation of substantive agreements reached within the collective bargaining machinery established by this Agreement shall be dealt with by the parties to the substantive agreement in question within the body at which the agreement was reached.

### **Duration**

- 7.1 This Agreement shall take effect on the Monday following agreement.
- 7.2 Each party to this Agreement may amend it in such ways as they think fit by agreement at any time.
- 7.3 Either party may terminate this Agreement by giving six months' notice in writing to the other party.

Signed on behalf of: -

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London Underground

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Associated Society of Locomotive Engineers  
and Firemen

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National Union of Rail, Maritime and  
Transport Workers

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Transport Salaried Staffs' Association

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**UNITE the Union (including BTOG)**

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## Annexe A to Machinery of Negotiation and Consultation

### LONDON UNDERGROUND COMPANY COUNCIL

#### Title

1. London Underground Company Council (the Council).

#### Scope

2. Those employees of London Underground whose terms and conditions are regulated by joint agreements with trades unions shall be within the scope of the Council.

Employees in Management Grade Bands K to U are not included.

#### Membership

3. The Council shall comprise of: -

- (i) an Employer's Side of not more than six representatives appointed by London Underground, plus one administrative support;
- (ii) a Staffs' Side made up of nominated trades union representatives, which will include full-time officers, as follows:-

RMT, 5 nominated representatives each, including any administrative support

ASLEF, TSSA, UNITE 3 nominated representatives each, including any administrative support

- (iii) trades unions will inform the Management Secretary of the Council the names of their representatives before each meeting.

#### Purpose

4. The following **questions for negotiation** only are within the purpose of the Council: -
  - (i) general pay awards
  - (ii) general terms and conditions of employment.
  - (iii) principles of employment
  - (iv) issues affecting more than one functional area
  - (v) Implementation of New Technology or Working Practices

Agreements reached by the Council upon such questions shall be referred for implementation to the appropriate Functional Councils concerned or to local level as appropriate. Such agreements shall specify the extent of any discretion that can be exercised by the Functional Council or at local level in implementing the agreement.

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The Company Council shall also discuss, negotiate and agree any proposed changes to the Machinery of Negotiation and Health and Safety Machinery.

**5.5.** The Council will endeavour to conclude negotiations by agreement in a timely manner.

5.1 Through the collective bargaining machinery, in accordance with the section 199 of the Trade Union and Labour Relations (Consolidation) Act 1992, the Company will make available the following information to the trade unions via the Council:

(i) Pay and benefits: principles and structure of payment systems; job evaluation systems and grading criteria; earnings and hours analysed according to work-group, grade, plant, sex, out-workers and homeworkers, department or division, giving, where appropriate, distributions and make-up of pay showing any additions to basic rate or salary; total pay bill; details of fringe benefits and non-wage labour costs.

(ii) Conditions of service: policies on recruitment, redeployment, redundancy, training, equal opportunity, and promotion; appraisal systems; health, welfare and safety matters.

(iii) Manpower: numbers employed analysed according to grade, department, location, age and sex; labour turnover; absenteeism; overtime and short-time; manning standards; planned changes in work methods, materials, equipment or organisation; available manpower plans; investment plans.

iv) Performance: productivity and efficiency data; savings from increased productivity and output, return on capital invested; sales and state of order book.

(v) Financial: cost structures; gross and net profits; sources of earnings; assets; liabilities; allocation of profits; details of government financial assistance; transfer prices; loans to parent or subsidiary companies and interest charged.

This list is not exhaustive and other items may be relevant and may need to be included in particular negotiations.

The Company will provide written reports on the above matters in advance of Company Council meetings.

## Resolution of Disputes

6. In the event of a failure to conclude an agreement within the purpose set out in paragraph 4, the Employer's Side or a trades union on the Staffs' Side may propose to the relevant parties to the question, that it be referred to the Advisory, Conciliation and Arbitration Service (ACAS) or an alternative body, if agreed by the parties, who will be asked to assist the parties in resolving the issue concerned.

The parties can proceed as follows: -

- on jointly agreed terms of reference with any proposals that may result binding on the parties;

or

- on jointly agreed terms of reference, but any proposals that may result being non binding on the parties;

or

- if terms of reference cannot be jointly agreed seek assistance to resolve the situation.

7. The expense of any referral to ACAS or any other agreed body will be shared equally between the Company and the trades union(s) concerned, unless otherwise agreed by the parties.

## Meetings

- 8.1 Meetings of the Council shall be held as often as necessary, as agreed between the parties, with a minimum of four quarterly meetings per year.

- 8.2 A Chairperson and Secretary will be appointed by the Managing Director, London Underground.

- 8.3 The Agenda will be agreed between the Secretary of the Council and the trades unions and be circulated normally at least seven days prior to the meeting of the Council.

- 8.4 Agreed minutes will be issued as soon as practicable after each meeting but within a maximum of two weeks.

- 8.5 Observers or people with specific technical knowledge will be allowed to attend these meetings if mutually agreed



## Annexe B to Machinery of Negotiation and Consultation

### FUNCTIONAL COUNCIL

#### Title

1. Functional Council [the Councils].

There shall be ~~eight~~ nine individual councils: -

- (i) Stations and Revenue Control Council
- (ii) Trains Council
- (iii) ~~Service Control~~ Council
- (iv) ~~Track & Signals~~ Council
- (v) ~~Fleet~~ Council
- (vi) ~~Stations & Structural Maintenance~~ Council
- (vii) Support Managers, Administrative, Technical and Operational Managers' Council
- (viii) ~~Managers~~ Council
- (~~viii~~)(ix) Projects and Line Upgrades

#### Scope

2. Those employees of London Underground whose terms and conditions are regulated by joint agreements with trades unions shall be within the scope of the Councils.

~~Employees in Management Grade Bands K to U are not included.~~

#### Membership

3. Each Council shall comprise: -
  - (i) an Employer's Side with the number of representatives not exceeding the number of Staff Side representatives - plus one administrative support;
  - (ii) a Staffs' Side of representatives appointed by the arrangements specified in paragraph 5.
4. Each Staffs' Side representative shall be an employee of London Underground within the Functional Unit for which he/she is appointed and shall be a member of a recognised Trades Union.
5. The trades unions will notify management by the end of each year, the names of their representatives to serve on the respective Councils for the following year.
  - The **Trains Council** shall consist of 9 staff representatives (6 ASLEF and 3 RMT) nominated by the respective trades union.
  - The **Stations & Revenue Control Council** shall consist of 10 staff representatives (6 RMT and 4 TSSA) nominated by the respective trades union.

- The **Service Control Council** shall consist of a total of **5** staff representatives (**1 ASLEF, 3 RMT and 1 TSSA**).
  - The **Track & Signals Council** shall consist of a total of **8** staff representatives (7 RMT, and 1 UNITE) Representing Operational Staff and Operational Managers
  - The **Fleet Council** shall consist of a total of **11** staff representatives (8 RMT, 3 UNITE) Representing Operational Staff and Operational Managers
  - The **Stations & Structural Maintenance Council** shall consist of **5** staff representatives (3 RMT, 2 UNITE) Representing Operational Staff and Operational Managers
  - The **Support Managers, Administrative, Technical and Operational Managers Council** shall cover all functions and consist of a total of **97** staff representatives, who may be members of either ASLEF, RMT, TSSA or UNITE. (ASLEF representing Operational Managers, ~~RMT representing Operational Managers and Administrative staff~~, TSSA representing Operational Managers, Support Managers, Administrative and Technical staff **and UNITE representing Operational Managers and Support Managers**) 1 representative shall be nominated by ASLEF, ~~RMT~~ and **UNITE, 3 representatives shall be nominated by ASLEF, RMT and 4** representatives shall be nominated by TSSA.
  - The **Managers Council** shall cover all functions and consist of a total of **54** staff representatives, who may be members of either TSSA or UNITE. **3** representatives shall be nominated by TSSA **and 1 representative shall be nominated by UNITE and RMT.**
  - The **Projects and Line Upgrades Council** shall cover all functions and consist of a total of **3** staff representatives, who may be members of either RMT, TSSA or UNITE. **1 representative shall be nominated by TSSA, UNITE and RMT.**
  - For each Council, the staff representatives shall agree to one of their number acting as the Staff Side Secretary. The other trades union(s) would also have a recognised spokesperson.
6. The period of office of Staffs' Side representatives will be up to three years, but they may be re-appointed.
  7. If a representative ceases to work in the function concerned, they will also cease to be a staff representative for that function.
  8. The prevailing agreements relating to Time Off for Trades Unions Duties and Activities shall apply and will cover release for meetings of the Council (including preliminary meetings) and acting as an advocate at a Disciplinary Hearing. <<these need to be updated to include release for prelims and feedback meetings as per metronet machinery
  9. Casual vacancies occurring will be filled under the arrangements specified in paragraph 5. A representative appointed to fill a casual vacancy will hold office for the remainder of the period for which his/her predecessor was appointed. In the event of absence of a

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representative, the office may be covered by co-option by agreement between the Management Chair and the trades unions concerned; the person co-opted shall not hold office for longer than the remaining period for which the office holder was appointed. Those appointed or co-opted under these provisions shall meet the requirements set out in paragraph 4.

10. Any proposed changes to the number of agreed representatives for the Functional Councils can only be discussed and agreed at the Company Council.

**Purpose**

11.1 The following **questions for negotiation** are within the purpose of the Council:-

- (i) Framework Agreements;
- (ii) to deal with failures to agree on issues recorded at the local level;
- (iii) impact upon staff of the introduction of new timetables and schedules;

Agreements made at this level can be remitted to local level for implementation, where necessary.

**11.2** The following **matters for consultation** are within the purpose of the Council: -

- (i) the application and operation of the disciplinary procedure;
- (ii) the application of equal employment opportunities;
- (iii) changes to timetables and schedules;
- (iv) training (excluding safety training, which will be discussed within the Health and Safety Machinery).

### **Conduct of Business**

**12.1** The questions referred to under paragraph 11.1 shall be determined and finalised by the Council concerned, but will also be covered by the arrangements shown in paragraph 14.4.

**12.2** Where appropriate, sub committees may be formed by the Council to deal with a specific matter. Agreements reached by this means should be remitted to the full Council for ratification.

**12.3** Agreements reached by the Council may be referred for implementation to local level. Such agreements shall specify the extent of any discretion that can be exercised at local level in implementing the decision.

### **Meetings**

**13.1** Meetings of the full Council will take place at least five times per year in the case of Stations and Revenue Control and Trains. **For Track & Signals, Fleet, Stations & Structural Maintenance, Projects & Line Upgrades meetings shall take place at least four times per year. For Service Control**, Support Managers, Administrative, Technical and Operational Managers and Managers Councils meetings shall take place at least twice a year. In the event of an issue arising that requires urgent attention, an additional meeting can be arranged by agreement between the Management and Staff Side Secretaries. This should normally take place within 14 days of the request.

**13.2** The Chairperson of the Council and the Secretary of the Council will be appointed by the Employer's Side.

**13.3** The Agenda will be agreed between the Secretary of the Council and the relevant Staffs' Side Secretary and circulated normally at least seven days prior to the meeting. The Staff Side Secretary will be required to list for the Agenda an issue raised by a minority trades union, providing that it is covered by paragraphs 11.1 and 11.2.

**13.4** Agreed minutes will be issued as soon as practicable, but normally no later than ~~four~~ **two** weeks after each meeting.

**13.5** After each meeting of the Council a statement will normally be issued to staff outlining matters discussed, actions proposed and agreements reached.

**13.6** Where assistance with a specific issue is required, both Management and Staff Representatives on each of the Councils can propose that a person with specific knowledge and/or expertise be co-opted on to the Council for that issue. Where this is agreed, the secretary will make the necessary arrangements.

**Avoidance of Disputes**

**14.** In the event of differences of a collective nature which are not settled between local managers and local representatives at the level directly concerned, the procedure set out below will apply: -

**14.1** Following a recorded failure to agree at the local level the Secretary and/or Staff Side Secretary shall immediately refer the question to the Employee Relations Manager responsible for the group, area, or depot concerned, who will endeavour to resolve the matter within seven days.

**14.2** If the matter remains unresolved, then the question can be referred by management or staff side for discussion by the Functional Council, providing that it has not already been discussed at that level. However this does not preclude the issue being resolved by the Employee Relations Manager before the next scheduled meeting of the Council.

**14.3** The discussions at Functional Council will normally take place at the next scheduled meeting following the reference being made to the Secretary. If considered appropriate, the question may be referred back to local level for further discussion and/or implementation.

**14.4** If the discussions at the Functional Council fail to settle a difference and it is a matter of principle, the issue can be referred to an ad hoc meeting with the Director concerned.

The Staff Side of the Director’s meeting shall include full time trades union officials and each trades union shall be represented on the following basis: -

<b>Trains Meeting</b>	ASLEF	3 representatives.
	RMT	2 representatives.
<b>Stations Meeting</b>	RMT	3 representatives.
	TSSA	2 representatives.
<b>Service Control Meeting</b>	RMT	A maximum of 1 representative.
	TSSA	A maximum of 1 representatives.
	ASLEF	A maximum of 1 representative.
<b>Track &amp; Signals Meeting</b>	RMT	2 representatives
	UNITE	1 representative
<b>Fleet</b>	RMT	2 representatives
	UNITE	1 representative
<b>Stations &amp; Structural Maintenance</b>	RMT	1 representative
	UNITE	1 representative

<b>Operational Managers, Support Managers, Technical &amp; Admin Staff Meeting</b>	RMT TSSA ASLEF <b>UNITE</b>	A maximum of 1 representative. A maximum of 2 representatives. A maximum of 1 representative. A maximum of 1 representative.
<b>Managers Meeting</b>	<b>UNITE</b> TSSA	A maximum of 1 representative. A maximum of 2 representatives.
<b><u>Projects &amp; Line Upgrades</u></b>	<u>RMT</u> <u>TSSA</u> <u>UNITE</u>	<u>1 representative</u> <u>1 representative</u> <u>1 representative</u>

All the above numbers include any administrative support.

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The Director will be assisted by a secretary and up to 3 other Senior Managers, as necessary.

**14.5** In the event of an issue remaining unresolved, the same arrangements as set out in paragraph 6 of Annexe A will apply.

DRAFT PROPOSAL

## Annexe C to Machinery of Negotiation and Consultation

### ARRANGEMENTS FOR LOCAL REPRESENTATION

#### General Principle

1. The general principle underlying the machinery is that matters and questions should be discussed and decided at the most local level possible.

#### Representation

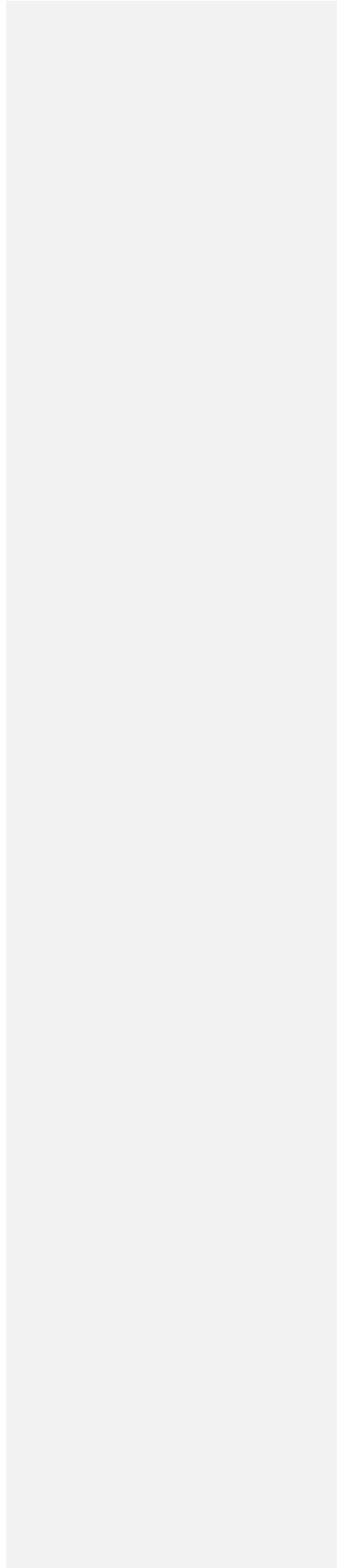
- 2.1 Local representatives ~~for Operational Staff~~ will be appointed by the recognised trades unions as detailed in Appendix A. In other constituencies, each recognised trades union with a minimum of 105 members in a constituency will have a minimum of 1 representative, 2 representatives if 75 or more members and 3 representatives if 150 or more members.
- 2.2 In the event of a reorganisation of the group, area or depot concerned, or a substantial variation in staff numbers or trades union membership, revisions to representation will be discussed by the Functional Council concerned and a joint proposal to amend Appendix A will be referred to the London Underground Company Council for ratification.
- 2.3 There will be no formal local committees for Managers, Operational Managers, Support Managers, Administrative and Technical Staff. All matters requiring discussion will normally be dealt with at the Functional Council. However, this does not preclude a meeting of local representatives with the appropriate local manager to discuss a particular issue concerning the local area. In this event, the trades unions concerned with the particular area/staff will each nominate a representative. Formal notes of any such meeting will be produced.

#### Appointment of Representatives

- 3.1 Candidates for appointment as local representatives must:
  - (i) be currently employed by London Underground and be working within the constituency in question;
  - (ii) be a member of a relevant trades union party to this Agreement;
- 3.2 Any employee who satisfies the requirements of 3.1 (i) and (ii) will be qualified to be nominated as a local representative.
- 3.3 The period of office of local representatives will be up to three years, but they may be re-appointed.
- 3.4 The trades unions will inform the **Director of Employee Relations** each year by the end of December, their representatives for the following year.
- 3.5 If a representative ceases to work in the constituency concerned, they will also cease to be a representative for that constituency.



DRAFT PROPOSAL



- 3.6 The prevailing agreements relating to Time Off for Trades Union Duties and Activities shall apply to staff representatives.
- 3.7 Casual vacancies will be filled under the above arrangements. A representative appointed to fill a casual vacancy will hold office for the remainder of the period for which his/her predecessor was appointed. In the event of the absence of a representative, the office may be covered by co-option by agreement between the trades union concerned and the **Director of Employee Relations** Manager; the person co-opted shall not hold office for longer than the remainder of the period for which the office holder was appointed. Those appointed or co-opted under these provisions shall meet the qualifying requirements set out in paragraph 3.1.

#### **Purpose**

- 4.1 The **questions for negotiation** (discussion and resolution) between local representatives and the local manager shall be:
- (i) the local application of agreements reached at other levels within the collective bargaining machinery;
  - (ii) issues referred down from other levels within the collective bargaining machinery;
  - (iii) collective grievances.
  - (iv) individual grievances where the individual wishes it to be referred to Local Level in accordance with the option within the Individual Grievance Procedure.
- 4.2 **Matters for consultation** between local representatives and the local manager may include:
- (i) local performance and business developments;
  - (ii) local training plans;
  - (iii) local effects of changes within the Company;
- 4.3 **Rosters – Extract from “Agreement for Operational Staff and Operational Managers (clauses 6.1.1 and 6.1.2)”**

#### **6.1.1 Staffing Levels**

Any staffing level changes with safety implications will be dealt with through the Safety Review and Change Control process, as referred to in the statutory Railway Safety Cases and have the involvement of Health and Safety Representatives.

The impact upon staff of the introduction of new timetables and schedules, or issues arising from changes to working arrangements, are questions for negotiation.

The appropriate negotiating machinery to reach agreement will apply and will be exhausted if necessary. Both parties will use their best endeavours to reach an agreement, operating within the Machineries of Negotiation and to respect the process, not take unilateral action and not impose staff number reductions whilst discussions continue. If in the event the Machinery is exhausted, management will not impose for six weeks.

The relevant local representatives, including health and safety representatives, may be co-opted to assist in discussion on staffing levels as appropriate.

LUL and the Infracos will engage the unions in an annual review of staffing levels to ensure there is clarity on the current situation and any future plans.

The parties to this agreement accept that they have a joint responsibility to ensure that acceptance of proposals is not unreasonably withheld and, once questions or matters have been settled, to take all reasonable steps to ensure their successful implementation.

The above does not preclude the rights of the trades unions to refer issues to the Underground Health and Safety Forum, which is a joint LUL/Infraco and trades union body.

~~Q:EREL It remains management's responsibility to determine staffing levels to match business needs, but this will be done in full consultation with the trades unions.~~

6.1.2 Duty rosters will be constructed to meet business needs in providing a safe, efficient, quality service to the customers. This will be done within the negotiated criteria laid down in the framework agreement for the activity concerned and in full consultation with the trades unions.

The local manager will arrange for duty rosters to be compiled in accordance with the above principles and will consult the local representative(s) with a view to reaching agreement. Any disagreement on duty rosters may be raised within the grievance procedure.

4.3.1 Rosters for Former Metronet Rail and CMO staff will be covered by the CMO Roster Agreement

- 4.4 A question under paragraph 4.1, which is unresolved at local level, will be progressed in accordance with clauses 14.1, 14.2 and 14.3 of Annexe B.

**Local representative group meetings**

5. Where an issue of joint interest arises that affects more than one local constituency, then an ad hoc joint meeting can be proposed by either management or the staff side to consult and / or negotiate where appropriate to resolve the issue. This will be chaired by one of the Centurions concerned in the presence of appropriate local managers and should normally take place within 14 days of the request.

**Administration**

6. Meetings between local representatives and the local manager/supervisor will take place not less than four times a year. Where an unscheduled meeting is requested regarding an urgent matter that cannot wait until the next scheduled meeting, this should normally take place within 14 days of the request.
7. The prevailing agreement relating to Time Off for Trades Unions Duties and Activities shall apply to local staff representatives.
8. Agreed minutes will be issued as soon as practicable after each meeting.

**APPENDIX A**

**LOCAL LEVEL CONSTITUENCIES**

**STATION STAFF**

<b>AREA</b>	<b>GSM</b>	<b>REPS</b>
BCV (Bakerloo Line)	<b>Marylebone</b>	1 RMT 1 TSSA
	Charing Cross	1 RMT 1 TSSA
	Oxford Circus	1 RMT 1 TSSA
	<b>Wembley Central</b>	<b>1 RMT</b> <b>1 TSSA</b>
BCV (Central Line)	Barkingside	1 RMT 1 TSSA
	Bond Street	1 RMT 1 TSSA
	Buckhurst Hill	1 RMT 1 TSSA
	Bank	1 RMT 1 TSSA
	Greenford	1 RMT 1 TSSA
	Leyton	1 RMT 1 TSSA
	<b>Notting Hill Gate</b>	1 RMT 1 TSSA
BCV (Victoria Line)	Victoria	1 RMT 1 TSSA
	Blackhorse Road	2 RMT 1 TSSA
	Brixton	1 RMT 1 TSSA

**STATION STAFF (CONT)**

<b>AREA</b>	<b>GSM</b>	<b>REPS</b>
<b>District Line</b>	Hammersmith	1 RMT 1 TSSA
	Earls Court	1 RMT 1 TSSA
	Embankment	2 RMT 1 TSSA
	Tower Hill	2 RMT 1 TSSA
	<b>East Ham</b>	2 RMT 1 TSSA
Metropolitan	Harrow on the Hill	2 RMT 1 TSSA
	Baker Street	1 RMT 1 TSSA
	Rickmansworth	1 RMT 1 TSSA
<b>Hammersmith &amp; Circle Lines</b>	Gloucester Road	2 RMT 1 TSSA
	Paddington Group	2 RMT 1 TSSA
	Kings Cross	1 RMT 1 TSSA
	Liverpool Street	1 RMT 1 TSSA
		1 RMT 1 TSSA

### STATION STAFF (CONT)

AREA	GSM	REPS
JNP (Jubilee Line)	Waterloo	1 RMT 1 TSSA
	Wembley Park	1 RMT 1 TSSA
	Willesden Green	1 RMT 1 TSSA
	London Bridge	1 RMT 1 TSSA
	Canary Wharf	1 RMT 1 TSSA
	<b>Stratford</b>	1 RMT 1 TSSA
JNP (Northern Line)	Finchley Central	1 RMT 1 TSSA
	Camden Town	1 RMT 1 TSSA
	<b>Oval</b>	2 RMT 1 TSSA
	<b>Morden</b>	1 RMT 1 TSSA
	Edgware	2 RMT 1 TSSA
	Goodge Street	1 RMT 1 TSSA
JNP (Piccadilly Line)	Arnos Grove	2 RMT 1 TSSA
	Finsbury Park	2 RMT 1 TSSA
	Leicester Square	2 RMT 1 TSSA
	Green Park	1 RMT 1 TSSA
	Acton Town	2 RMT 1 TSSA
	Heathrow	1 RMT 1 TSSA

### REVENUE CONTROL STAFF

AREA	REPS
<b>BCV</b>	2 RMT 1 TSSA
<b>JNP</b>	3 RMT 2 TSSA
<b>SSR</b>	2 RMT 2 TSSA

### TRAIN STAFF

AREA	DEPOTS	REPS
BCV (Bakerloo Line)	Elephant & Castle Dt	1 ASLEF 1 RMT
	Queens Park Depot	1 ASLEF 1 RMT
BCV (Central Line)	Hainault Depot	1 ASLEF 2 RMT
	Leytonstone Depot	2 ASLEF 2 RMT
	Loughton	1 ASLEF 1 RMT
	West Ruislip Depot	1 ASLEF 1 RMT
	White City	1 ASLEF 2 RMT
BCV (Victoria Line)	<b>Seven Sisters</b>	2 ASLEF 2 RMT
	<b>Brixton</b>	1 ASLEF 1 RMT
JNP (Jubilee Line)	North Greenwich Dt	2 ASLEF 1 RMT
	Wembley Park	3 ASLEF 1 RMT



JNP (Northern Line)	<b>High Barnet</b>	1 ASLEF 1 RMT
	East Finchley Depot	3 ASLEF 1 RMT
	Morden Depot	3 ASLEF 4 RMT
	Golders Green Depot	3 ASLEF 3 RMT
JNP (Piccadilly Line)	Acton Town	2 ASLEF 2 RMT
	Arnos Grove	2 ASLEF 2 RMT

AREA	DEPOTS	REPS
District Line	Acton Town Depot	2 ASLEF 1 RMT
	Barking Depot	1 ASLEF 1 RMT
	Upminster Depot	2 ASLEF 1 RMT
(Metropolitan and Circle Lines)	Rickmansworth Depot	2 ASLEF 1 RMT
	<b>Harrow</b>	1 ASLEF 1 RMT
	Neasden Depot	2 ASLEF 1 RMT
	Edgware Road Depot	3 ASLEF 1 RMT
	<b>Hammersmith</b>	1 ASLEF 1 RMT
	Barking (C&H)	2 ASLEF

**SERVICE CONTROL STAFF**

AREA		REPS
BCV	Service Operators	2 RMT
JNP	Service Operators	2 RMT
SUB-SURFACE	Service Operators	2 RMT

**TRACK STAFF**

AREA	CONSTITUENCY	REPS
SUB SURFACE	District	3 RMT
	Hammersmith & City	2 RMT
	Metropolitan	2 RMT
BCV	Bakerloo	2 RMT
	Central (East & West)	2 RMT
	Central (Central)	2 RMT
	Victoria	2 RMT
MRIS	Installations	2 RMT
	Workshops	1 RMT 1 UNITE
	<a href="#">Lube Gang/ Ultrasonics</a>	<a href="#">1 RMT</a>

### SIGNALS STAFF

AREA	CONSTITUENCY	REPS
SUB SURFACE	District	2 RMT
	Metropolitan & Circle	2 RMT
BCV	Bakerloo	2 RMT
	Central & ATC	2 RMT 1 UNITE
	Victoria	2 RMT
	SES	2 RMT
Signal Projects	SSL	2 RMT
	BCV	2 RMT
Power & Electrical		1 RMT 1 UNITE
Signals Maintenance & Incident Managers		2 RMT
Infrastructure Logistics		2 RMT
Operations Performance		1 TSSA 1 Unite 1 RMT
Safety Trainers		2 RMT

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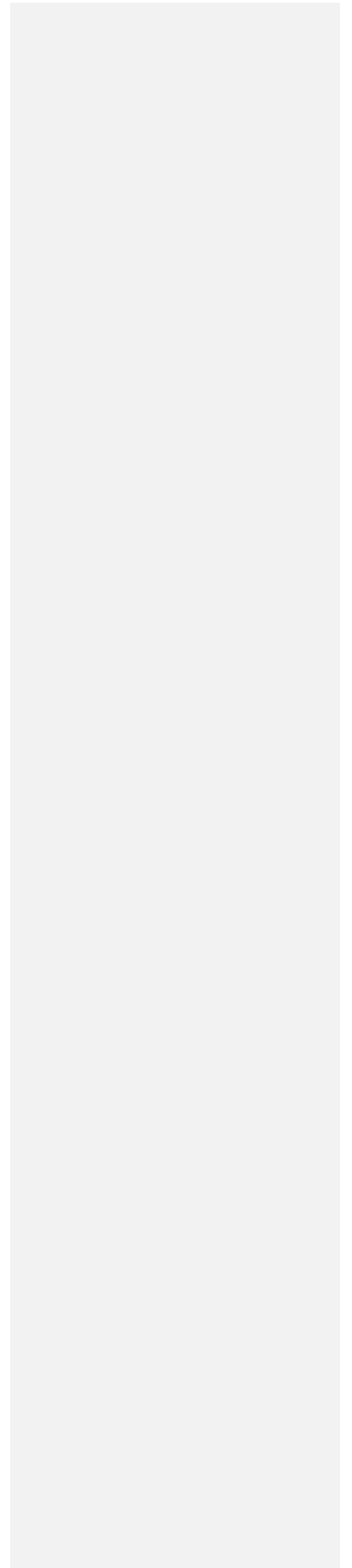
**FLEET STAFF**

AREA	CONSTITUENCY	REPS
SUB SURFACE	Ealing Common	2 RMT 1 UNITE
	Hammersmith	2 RMT 1 UNITE
	Neasden	2 RMT 1 UNITE
	Upminster	2 RMT 1 UNITE
BCV	Hainault	3 RMT
	Northumberland Park	2 RMT 1 UNITE
	Ruislip	3 RMT
	Stonebridge Park	2 RMT 1 UNITE
Technical Services	<a href="#">Test Train Operators</a>	1 RMT 1 UNITE
REW		2 RMT 2 UNITE
	<a href="#">Test Train Operators</a>	2 RMT

**STATIONS & STRUCTURAL MAINTENANCE**

AREA	CONSTITUENCY	REPS
Lifts & Escalators		24 RMT 2 UNITE
Pumps		2 RMT
Telecommunications		2 RMT
Electrical Operations		2 RMT 2 UNITE

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## LONDON UNDERGROUND - MACHINERY OF NEGOTIATION

LOCAL LEVEL	<u>Group Station Manager</u> <u>Revenue Control Manager</u>	<u>Train Operations Manager</u>	<u>Nominated Service Control</u> <u>Manager</u>	<u>Fleet</u> <u>Track &amp; Signals and Stations</u> <u>&amp; Structural Maintenance</u>	
	<ul style="list-style-type: none"> <li>• A minimum of 2 representatives for each Group (Service Delivery area for Revenue Control staff) nominated by RMT and TSSA (see Appendix A).</li> <li>• Meetings not less than 4 times a year.</li> </ul>	<ul style="list-style-type: none"> <li>• A minimum of 2 representatives for each Depot nominated by ASLEF and the RMT (see Appendix A).</li> <li>• Meetings not less than 4 times a year.</li> </ul>	<ul style="list-style-type: none"> <li>• 2 representatives of Signalling Operations for each Service Delivery area nominated by the RMT.</li> <li>• Meetings not less than 4 times a year.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Minimum 1 Representative for each TU with a maximum of 5 members</b></li> <li>• <b>Meeting not less than 4 times a year</b></li> </ul>	
<p><b>NOTE</b> In the event of a failure to agree at Local Level, the matter will be referred immediately by the Secretary and/or Staff Side Secretary to the appropriate manager dealing with Employee Relations issues to see if it can be resolved within 7 days. If the matter remains unresolved, it will be referred to the Functional Council.</p>					

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<p><b>FUNCTIONAL COUNCIL</b></p>	<p><b>STATIONS &amp; REVENUE CONTROL COUNCIL</b></p> <ul style="list-style-type: none"> <li>• Chaired by a nom GM.</li> <li>• 10 representatives – 6 RMT, 4 TSSA nomination by the trades unions concerned. Representatives will serve for up to 3 years.</li> <li>• Reps released as necessary.</li> <li>• Meets at least 5 times a year</li> </ul> <p><b>FLEET &amp; TRAINS COUNCIL</b></p> <ul style="list-style-type: none"> <li>• Chaired by Head of Fleet &amp; Trains</li> <li>• 11 Representatives – 8 RMT, 3 UNITE nomination by the trades unions concerned. Representatives will serve for up to 3 years.</li> <li>• Reps released as necessary</li> <li>• Meets at least 4 times a year</li> <li>• <a href="#">Representing Operational Staff and Operational Managers</a></li> </ul>	<p><b>TRAINS COUNCIL</b></p> <ul style="list-style-type: none"> <li>• Chaired by a nom GM.</li> <li>• 9 representatives-6 ASLEF, 3 RMT nominated by the trades unions concerned. Representatives will serve for up to 3 years.</li> <li>• Reps released as necessary.</li> <li>• Meets at least 5 times a year</li> </ul> <p><b>TRACK &amp; SIGNALS</b></p> <ul style="list-style-type: none"> <li>• Chaired by Head of Track &amp; Signals</li> <li>• 8 Representatives – 7 RMT, 1 UNITE nomination by the trades unions concerned. Representatives will serve for up to 3 years.</li> <li>• Reps released as necessary</li> <li>• Meets at least 4 times a year</li> <li>• <a href="#">Representing Operational Staff and Operational Managers</a></li> </ul>	<p><b>SERVICE CONTROL COUNCIL</b></p> <ul style="list-style-type: none"> <li>• Chaired by a nom GM.</li> <li>• 3 representatives nominated by the RMT to serve for up to 3 years.</li> <li>• Reps released as necessary.</li> <li>• Meets at least twice a year</li> </ul> <p><b>STATIONS &amp; STRUCTURAL MAINTENANCE</b></p> <ul style="list-style-type: none"> <li>• Chaired by Head of Stations &amp; Structural Maintenance</li> <li>• 5 Representatives – 3 RMT, 2 UNITE nomination by the trades unions concerned. Representatives will serve for up to 3 years.</li> <li>• Reps released as necessary</li> <li>• Meets at least 4 times a year</li> <li>• <a href="#">Representing Operational Staff and Operational Managers</a></li> </ul>	<p><b>SM, TECHNICAL, ADMIN &amp; OPERATIONAL MANAGERS COUNCIL</b></p> <ul style="list-style-type: none"> <li>• <a href="#">27</a> representatives - <a href="#">3+</a> RMT, 1 BTOG, <a href="#">4</a> TSSA, 1 ASLEF (SM, Tech, Admin, Ops Mgrs Council).</li> <li>• <b>Meets at least twice per year</b></li> </ul> <p><b>MANAGERS COUNCIL</b></p> <ul style="list-style-type: none"> <li>• <a href="#">54</a> representatives- <a href="#">3</a> TSSA, 1 BTOG (Mgrs Council) <a href="#">1</a> RMT-</li> <li>• Representatives to serve for up to 3 years.</li> <li>• Reps released as necessary.</li> <li>• Chaired by nominated GM.</li> <li>• All day to day issues.</li> <li>• Meets at least twice a year.</li> </ul>	<p><b>Projects and Line Upgrades</b></p> <ul style="list-style-type: none"> <li>• <a href="#">3</a> representatives- <a href="#">1</a> TSSA, 1 Unite 1 RMT</li> <li>• <a href="#">Representatives to serve for up to 3 years.</a></li> <li>• <a href="#">Reps released as necessary.</a></li> <li>• <a href="#">Chaired by nominated GM.</a></li> <li>• <a href="#">All day to day issues.</a></li> <li>• <a href="#">Meets at least four times a year.</a></li> </ul>
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<b>DIRECTOR'S MEETING</b>	<p>In the event of a failure to agree at Functional Council on an issue of principle then the matter can be referred to an ad-hoc meeting with the Director of Station Services/Train Services/ <b>Employee Relations</b> etc., as appropriate.</p> <ul style="list-style-type: none"> <li>Representation as shown in Annexe B (Clause 14.4)</li> </ul>
<b>COMPANY COUNCIL</b>	<ul style="list-style-type: none"> <li>Deals with pay and conditions, <b>general terms and conditions and principles of employment</b> only.</li> <li>3 nominated trades union representatives, including any administrative support for the RMT, ASLEF, TSSA, and <b>UNITE</b></li> <li>Chair to be nominated by Managing Director <b>or their Nominee</b>.</li> </ul>
<b>ARBITRATION (ACAS)</b>	<ul style="list-style-type: none"> <li>A failure to agree at Director's Meeting or at the Company Council can be referred to ACAS in accordance with the appropriate clause on "Resolution of Disputes".</li> </ul>
<b>CONSULTATIVE BRIEFING FORUM</b>	<ul style="list-style-type: none"> <li>Chaired by Managing Director with trades union representatives.</li> </ul>

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