

# LUL Prepares to Displace CSAs

London Underground, through mistakes by itself and its private-sector 'partners', has over 100 CSAs above the official staffing levels. This number is set to rise as station projects end over the next few months. The company plans to forcibly move many of these CSAs away from the stations they enjoy working at to other stations *where they will still be above official numbers!*

Worse, LUL has suggested that they may use these staff as 'line reserves', expecting them to work at any location on a line.

This situation has been caused by: mistakes by private recruitment companies Reed and Pertemps; the Infracos asking for extra staff for projects, then postponing the projects; and LUL sending new staff to work on projects with no plan for their deployment afterwards. It is not the fault of the CSAs, and yet *LUL wants to make them pay the price.*

RMT has made a series of proposals that we feel would deal with the situation with no need to displace anyone:

- Allow staff to move. CSA vacancies are not being filled because 'over-establishment' staff are covering them.
- Carry out the Stations & Revenue Council's decision to lift the limit on the number of locations that staff can nominate to transfer to.
- Review cases of CSAs who have been unfairly denied promotion; allow them to reapply without re-taking stages they have already passed.
- Keep Paddington group's 'surplus' staff, to assist at Wood Lane.
- New CSA posts should be created on stations where local union reps and management agree that they are needed.
- Allow the natural process of promotion, transfer, retirement, etc to return any remaining over-establishment numbers to the official staffing level.

Management have agreed to try some of these, but not to our 'bottom line' demand that no-one be compelled to move. There will be more talks between management and unions before any displacements, and RMT will strongly oppose any forced moves. *Please support your union's campaign and be ready to take action to defend yourself and your workmates.*



## SRT and Revenue Control: LUL Attacks Union Representation

London Underground refuses to recognise union reps for the 140 staff in the Special Requirements Team (SRT) - and now says that it will only recognise SRT reps if we agree to reduce the number of reps in Revenue Control.

This is an attack on your right to be represented, and a flagrant breach of our agreed Machinery of Negotiation.

SRT staff are entitled to local trade union reps. Elected local reps are familiar with the local issues they negotiate on, are in daily contact with their members, and have to work under the conditions that they negotiate. Local reps are an irreplaceable part of your union's representation of you.

RCIs need their current number of reps to deal with their working conditions and needs. RCIs work in teams: each team must have its own reps. It is not good enough for RCIs or SRT staff to be 'covered' by reps from elsewhere.

Management are trying to 'hold a gun to our head' by denying one group of workers local reps so as to bully us into accepting a cut in other members' reps. Your union will not give into this divide-and-rule.

It is no coincidence that LUL is denying union representation in the SRT at the same time that it is regularly misusing the SRT and breaking our agreements. And after the restructuring of Revenue Control management, it may be that LUL wants to restructure or cut RCIs too, and would like to weaken the union in preparation for this.

LUL management are due to draw up a detailed proposal as to which reps they want to cut. RMT (with the support of TSSA) has registered a 'failure to agree' with this move in principle.

Your RMT Stations and Revenue Council representatives are:

**Jon Abdullah** 07810-153880

**Janine Booth** 07748-760261

**Neil Cochran** 07739-869867

**Mick Crossey** 07931-570521

**John Kelly** 07740-065367

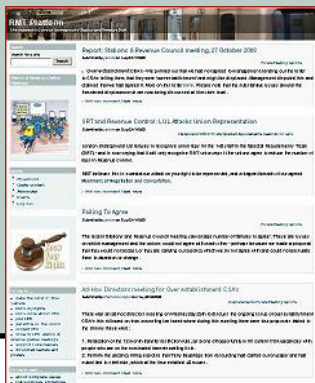
**Malcolm Taylor** 07748-933241

# RMT Platform website www.rmtplatform.org.uk

Did you know that on our website, you can:

- read a report of October's Stations & Revenue Council meeting:  
www.rmtplatform.org.uk/SRCreport271008
- download newsletters, leaflets and posters:  
www.rmtplatform.org.uk/downloads
- read up on your rights at work:  
www.rmtplatform.org.uk/rights
- read about workplace issues:  
www.rmtplatform.org.uk/workplace
- read about political campaigns:  
www.rmtplatform.org.uk/politics
- post comments, ask questions, take part in discussions
- contact your RMT reps
- sign up for e-mail newsletters
- lots lots more

Visit the website, register for an account, and log in whenever you visit.



## Government Bails out the Bosses - What about the Workers?

*Nicked and condensed from the Bakerloo branch newsletter*

Capitalism is in crisis: world markets collapse, banks are nationalised and the government bails out big business to the tune of billions of pounds. Naturally the talk in the mess room is "what's happening with the pay negotiations?"

Workers on the Tube want to safeguard our livelihood. Many workers are mortgaged up to the eyeballs and seeing our homes sink into negative equity. *But will London's Tube workers be treated as favourably as London's bankers?*

The hypocrisy from government and bosses has shone through in the last weeks. When other industries looked to the government for help, eg. the mining, steel or car industries, the working class was told 'the free market rules', 'state intervention is bad'. Now the bosses who have been speculating, gambling and profiteering for decades are in trouble, suddenly state intervention is essential. They have even sunk so low as to blame the current crisis on the lack of regulation. You couldn't make this up.

The government may have the cheek to urge workers to 'tighten our belts' to pay for capitalism's crisis. Already Mandelson has postponed the extension of flexible working rights to parents of children aged 6-16. But if 'spend your way out of the crisis' is good enough for the bosses, then it's good enough for us.

We are due a pay rise in April 2009. We want a substantial rise, on or soon after this date, not months later. We want no politicking around the issue of the Olympics. And we want a one year deal.

The RMT will be submitting our written claim this month. We will be meeting London Underground in mid December. Get ready...

**station & revenue grades meeting**

**tuesday 25 november**  
**16:00, RMT head office**  
**39 chalton street**  
**near euston**

**all members welcome**

**details: brian haughian,**  
**secretary 07834-117509**

### flexible working

If you have a child under the age of 6, a disabled child under the age of 18, or care for a dependant adult (eg. a sick or disabled partner, parent or adult son/daughter), then you have the legal right to apply for 'flexible working' ie. changes to your hours or location of work that fit in better with your caring responsibilities.

Your RMT rep can help you through the process of applying. As you only have the right to ask for - not the right to get - flexible working, it is very important that you use your right to union representation, to maximise your chances of getting the working arrangements that you and your dependants need.

**know your rights**

### Weekend ATOR 4 Weekend Part-timers?

RMT has proposed to LUL that weekend part-time staff should be able to do their ATOR courses at weekends.

Staff who work weekends do so usually because they have other responsibilities on weekdays - for example, looking after young children, or attending college. At present they are expected to attend ATOR during the week, which can play havoc with their arrangements. The obvious answer is to hold weekend courses.

The RMT rep for training staff agreed that it would be acceptable for trainers to work occasional weekends on a volunteer-only basis, so we hope to be able to report some progress soon!

Got a report for the next issue of **RMT platform**? An issue you'd like to see covered? Or a question you'd like answered? Contact Janine Booth on internal e-mail, personal e-mail [janine.booth@btopenworld.com](mailto:janine.booth@btopenworld.com), or phone 07748-760261.

## Join

- Get an application form from your local RMT rep
- Phone the union on **0800-376-3706**
- Join online at **www.rmt.org.uk/join**