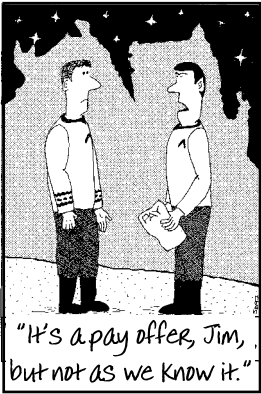


Call This A Pay Offer?!



London Underground has tabled a five-year pay offer of RPI+1% in Year 1 then RPI only for the next four.

This looks like a pay freeze (quite bad enough) but is in fact a year-on-year pay *cut*, as RPI underestimates real inflation as it affects workers. RPI is low because luxury goods are tumbling in price, but our everyday spending on food and bills still rises.

While LUL plans to make us poorer, we are making them richer, carrying more passengers and bringing in more revenue.

At 'Valuing Time', senior managers tell us how great we are. But while we like being praised, we'd rather be paid!

A top manager stated that "A reduction in wages will be reviewed in regard to a further deterioration of the current economic climate, backdated to the April", so we may face a pay cut not just in real terms but in hard cash.

RMT will not accept bosses on well over £100k per year telling staff who keep the railway running that our living standards have to fall.

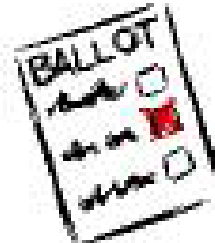
LUL says we need a multi-year deal as the economy is unpredictable. But that's the very reason why we should negotiate pay each year. Under LUL's offer, we could be nailed to the spot while a storm rages around us.

LUL also plans to **cut 1,000 jobs**. These are non-operational posts, but station and revenue staff will feel the effect as we lose 'backroom' support. To help them to slash these jobs, LUL is trying to scrap the 'no compulsory redundancies' agreement. **If it does so, none of our jobs is safe.**

Last year, RMT fought off attempts to close ticket offices and introduce mobile Station Supervisors. LUL would love to try these and other job-cutting ideas again, and if we allow admin job cuts to go unchallenged, we will be making it that much easier for them to do so.

On stations and revenue, we know that managers bully sick staff and break policies to create a climate of fear at work. **We have to call a halt.**

RMT is holding a ballot of members in all grades on London Underground for industrial action to fend off these three attacks and demand **jobs, pay and justice**. If we do not fight back now, then management will walk all over our hard-won rights. So vote Yes - and get active in our campaign too!



Vote YES for strikes and action short of strikes

Your ballot paper will be sent out on Tuesday 24 March or soon after. Send it back by 8 April.

Join 

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

Join Our Protest!
Friday 20 March
7.30am



outside 55 Broadway (St. James' Park station)

Come to RMT's Station & Revenue Grades meeting

Tuesday 27 March 16:00
RMT head office, 39 Chalton St, near Euston/St Pancras
all members welcome
info: Brian Haughian, Secretary
07834-117509

Stop This Pressure on Ticket Sellers

At the recent Stations & Revenue Council meeting, RMT complained about management pressure on ticket office staff. LUL's plan is to get customers buying tickets at any outlet other than a London Underground station, so as to justify closing ticket offices and cutting jobs in a few years' time.

Manage pressure includes:

- making Station Supervisors observe SAMFs for 15 minutes on each shift
- interviewing staff about mystery shopper reports.
- threatening disciplinary action.

RMT insists on staff's right to do your job without fear of discipline - and not to be coerced into helping the company scrap your job. But LUL supports its managers' actions. We recorded a **failure to agree** about this, and it will now be discussed with a Director.

ADVICE TO MEMBERS: Talk to your local RMT rep. Record any incidents when you felt pressured, or when customers reacted negatively (eg. "If I wanted more than £1 credit on my Oyster, I'd have ****ing asked for it!"). Go to your RMT branch meeting or our station and revenue grades meeting to discuss this issue and get involved in our campaigning.



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, or phone 07748-760261.

Frozen Out? Submit a Grievance!

Under pressure of RMT protests, London Underground conceded that managers have the discretion to dock neither pay nor leave from staff who could not attend work due to the snow in early February. Both management and the Mayor told London's newspapers that staff would not be penalised due to the weather conditions.



But now the headlines have faded, some managers have made staff take either unpaid or annual leave for the snow days. If this has happened to you, **submit a grievance**. You can find a model grievance letter here: www.rmtlondoncalling.org.uk/weather
RMT reps are also raising this issue at meetings with management.

your right to a rep

You are entitled to be accompanied by a union rep to any disciplinary meeting, any meeting while you are off sick, meetings about grievances, flexible working and some other issues too. Use this right: your rep has been trained, will be able to help you put your case, and may well help you get a better outcome. You should not have to go through this alone. Find your local RMT rep's details on your workplace noticeboard or ring RMT's helpline: 0800-376-3706.

know your rights

Lifting the Limits

Last year, RMT argued successfully that there should be no upper limit on the number of locations that staff can nominate for transfer or promotion. LUL has finally set a timetable for implementing this:

- 16 March – advert in Traffic Circular advising staff that they can now nominate as many locations as they like
- 3 April – deadline for staff to make new nominations
- All new nominations will have a common date of 3 April – existing nominations will keep their existing date
- There will then be a freeze on all movements until 1 May to allow the new system to come into force.

A Victory for Common Sense & RMT

LUL planned to make the £3 upfront charge for an Oyster card non-refundable, making it a fee rather than a deposit. RMT argued against this, saying that as a publicly-owned, public service provider London Underground has a responsibility during times of economic hardship to minimise the financial burden ordinary people face. Management relented to RMT pressure and dropped the plan.

The £3 refundable charge will now apply to all Oystercards.

Two websites for up-to-date news, debate and material to download

www.rmtplatform.org.uk - for station & revenue staff

www.rmtlondoncalling.org.uk - for workers across London Transport

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