

Ten Reasons Why You Should Vote YES-YES to Save Stations Jobs

RMT to ballot members for strikes and action short of strikes against London Underground's planned job cuts

1 Because these job cuts will be a disaster for all of us - every grade of station staff; other grades of Underground workers; and passengers too.

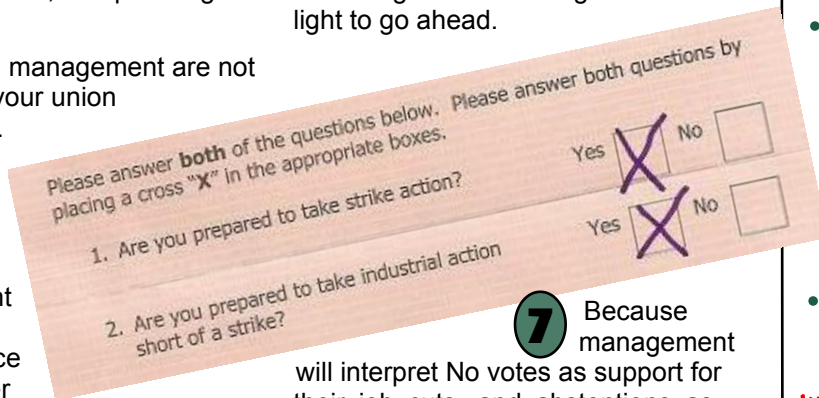
2 Because LU management are not listening to your union reps in talks. Industrial action will make them listen.

3 Because management have not given you a chance to vote on whether you want job cuts. RMT is giving you that chance - this is your opportunity to show your opposition to de-staffing of stations.

4 Because we are already being slaughtered with coverage at work - vacancies frozen, duties left uncovered, leaving us dangerously over-worked and under-staffed. Management are doing this to prepare to cut jobs: so the way to stop it is to fight the job cuts.

5 Because this is an all-grades ballot. RMT is asking station staff, revenue, drivers, service control, engineers and admin to stand together to defeat these job cuts. Station staff are not being left to fight alone.

6 Because every Yes vote puts more pressure on management to withdraw the job cuts; and every No vote gives them the green light to go ahead.



7 Because management will interpret No votes as support for their job cuts, and abstentions as apathy - they will take both as endorsement of their plans.

8 Because industrial action is where our real power lies. We keep London Underground running every day - if we withdraw our labour, the Tube stops, and the company and the politicians have to listen.

9 Because if we do not take a stand, TfL/LU will not stop at these job cuts. They will come for Supervisors, drivers and other grades, and will attack our pay, conditions and pensions.

10 Because these job cuts are not 'inevitable' - not if we fight them, anyway.

HOW THESE JOB CUTS WILL AFFECT YOU

- Your job could go.
- Even if your job stays, you will work with fewer workmates, so your workload will increase.
- You will be less able to meet passengers' needs.
- Customer satisfaction will decrease, so you will be less likely to get a bonus.
- London Underground will be less safe to work or travel on.
- You and your station team will be less able to deal with incidents and emergencies.
- You will be less able to help other grades in doing their jobs.
- You will be more vulnerable to abuse and assault.
- You could be displaced to a station or group that you don't want to work on.
- You could have to spend many more hours of your own time travelling to and from work
- You could lose your flexible working arrangement.
- You will be even less likely to get a promotion.



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Your Questions Answered

How many jobs does London Underground plan to cut?

An 'estimated' 800. So it could be more (if we don't fight back) or it could be fewer (if we do).

Does London Underground have to cut jobs to save money?

No. RMT made the following suggestions to London Underground for how it and TfL could save money without cutting jobs:

- ask for extra government grant
- take Tube Lines back inhouse without paying its former owners
- take all functions back inhouse
- stop 'fat cat' salaries by introducing a maximum wage for LU/TfL employees
- stop advertising and paying commission to external ticket-selling outlets
- minimise Employment Tribunal payouts by stopping managers acting unlawfully against employees
- open the books: allow trade union and public scrutiny to identify additional savings

Management rejected them all.

What is 'action short of strikes'?

It is any kind of industrial action other than strike action. It may include, for example, an overtime ban, refusal to carry out a particular part of our duties, or a boycott of the £5 minimum Oyster top-up policy.

Why should I vote for both strikes and action short of strikes?

The law requires trade unions to ask you the two questions separately. By voting for both, you enable your union to use a variety of tactics to put pressure on London Underground to stop these job cuts.

Remember: it is not an either/or choice: make sure you vote on both questions – and we recommend you vote Yes to both!

Will taking industrial action make any difference?

Experience tells us that nearly every time we take industrial action, the employer makes concessions. We beat their last attempt to close ticket offices and cut jobs through a public campaign and a ballot. We can not guarantee that we will win outright by taking action - but we *can* guarantee that if we don't take action, management will go right ahead and cut our jobs.

Won't the public hate us if we go on strike?

Most passengers are strongly opposed to the job cuts. We have given out tens of thousands of leaflets, and collected thousands of signatures on our petition and received many messages of support for our campaign.

Our fight to defend station staffing is a campaign in passengers' interests as well as our own.

Can't we persuade management to withdraw the job cuts without going on strike?

No. RMT reps and officials have been attending talks with management for months, trying to persuade them not to cut the jobs. We have lobbied politicians and leafleted passengers. We have sent out press releases and collected signatures on petitions. We have given management solid arguments and even PowerPoint presentations. But management won't even let us discuss whether the jobs should go, only *how* they should go.

Can I get in trouble for voting for industrial action?

No.



WHAT HAS HAPPENED AT TALKS SO FAR

RMT and the other unions have:

- presented our case against job cuts
- proposed that talks should involve all unions and all grades together
- explained the adverse effects of the job cuts on station staff, other grades, and passengers
- opposed the increase in size of station groups
- explained why ticket offices are still needed
- proposed alternative ways of saving money without cutting jobs
- pointed out the adverse effect on groups such as people with disabilities and those with caring responsibilities
- explained the damaging effect of de-staffing on safety and customer service
- pointed out TfL/LUL's waste of money on eg. fat-cat salaries for top managers
- raised other issues such as displacement and voluntary severance

Management have

- rejected all our proposed alternatives to job cuts
- refused to even debate the principle of cutting jobs
- refused to go to the conciliation service ACAS to discuss our differences
- allowed union reps only to ask questions, and only answered some of those
- made no changes to their plans in response to this 'consultation'
- insisted on dividing up talks into separate meetings for separate grades/functions
- changed the way in which they calculate staffing levels to generate an artificial case for cutting them
- revealed that they plan to ditch the long-standing principle that reserve supervisors are employed at the grade of the highest-rated station on their group
- pressed ahead with their job cuts despite our opposition