



London Calling

News and views from RMT's London Transport Regional Council - www.rmtlondoncalling.org.uk

special issue for London Underground drivers

July 2010

Ten Reasons Why Drivers Should Vote YES-YES to Save Jobs

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

1 Because management want to take risks with our safety by cutting jobs to save money. They are trying to change our procedures so we have to deal with incidents alone, without help from station staff. This will leave us vulnerable both to accidents and assaults, and to disciplinary action if anything goes wrong.

2 Because LUL has got 300 more drivers than it needs – if LUL get away with these cuts we'll be next in line for the chop.

3 Because LUL is sacking drivers for mistakes that would have got us a warning until recently. A company that wants to cut jobs usually finds that sacking people is a cheaper way to achieve it than redundancy.

4 Because LUL management are not listening to your union reps at talks or disciplinaries – a Yes vote will make them pay attention.

5 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.

6 Because ill-health redeployment for drivers is already very hard to get – with these station staff cuts it will be a thing of the past.

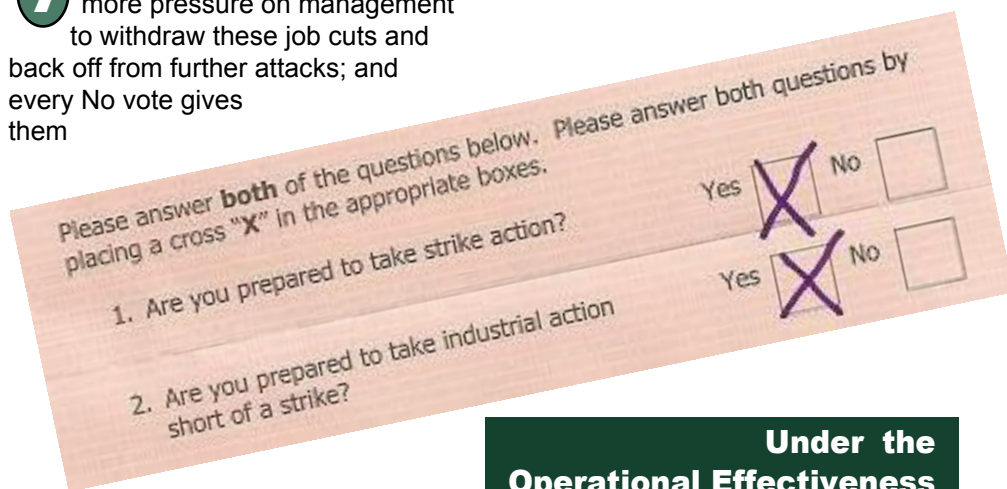
7 Because every Yes vote puts more pressure on management to withdraw these job cuts and back off from further attacks; and every No vote gives them

the green light to go ahead. Management will interpret No votes as support for their job cuts, and abstentions as apathy - they will take both as encouragement to come for drivers next.

8 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 and the attacks on our conditions and safety that come with it.

9 Because the Government is also watching us for signs of weakness in the one sector that can fight back. We can't blink first!

10 Because it's the Right Thing to Do – and we know it!



Under the Operational Effectiveness Plan (OEP), management want drivers to:

- despatch our own trains without platform staff to help when OPO equipment is defective.
- detain stalled trains alone: evacuating up to 1000 people, including passengers in wheelchairs and children in buggies, without assistance; without the support of station staff carrying emergency lighting and loudhailers.
- notch back in the event of a platform - no changing ends!

And who do you think will get the blame if something goes wrong?!
LU management are doing this because if their station staff cuts go ahead, there will be no-one available to help us anyway!

The GLA Tory group has proposed that London Underground introduce driverless trains, to save money on wages and reduce trade union strength. They want to take away our livelihoods and our power!

The memo also argues that new signalling technology has reduced drivers to mere 'door-openers'. What an insult!

RMT General Secretary Bob Crow said: "Under normal circumstances I would be tempted to dismiss this leaked report as some kind of a joke, cooked up by anti-union fantasists, but in the current climate of cuts and attacks on public services we are taking it very seriously."

It's another reason to vote YES-YES.

Your Questions Answered

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, or refusal to carry out a particular part of our duties.

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 oppose the job cuts. RMT members have given out thousands of leaflets, collected many signatures on our petition and received messages of support for our campaign. Our fight to defend staffing is in passengers' interests as well as our own. And in any case, public opinion does not win our battles - our own determination and action does.

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 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 jobs should go, only *how* they should go.

Can I get in trouble for voting for industrial action?

No.

WHAT'S 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 drivers, station staff, other grades, and passengers
- demanded the retention of rostered TeamTalks
- 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
- refused to back down from cutting rostered TeamTalk, at the cost of dozens of drivers' posts
- 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
- pressed ahead with their job cuts plan despite our opposition