



## Ad-Hoc COVID-19 TFC Update 14-04-2020

**Mileage guidance** – the new LUL document on claiming car mileage payments was discussed. Staff side submitted a joint document asking for various changes, the main one being removing the £20 cap for drivers who have National Rail season tickets. Management will consider our proposals and respond.

**Staff taxis** – since the new system was introduced we have had no complaints from depots, this will continue to be monitored.

**Boxing Day agreement** – 2 further meetings are to be set up to finalise the details of implementation.

**Social distancing / Shielding** – some locations are still reporting that local managers are asking drivers in the “vulnerable” category to provide evidence; this is despite instructions from a Director that they should not do so. People in the “extremely vulnerable” group who are shielding should have received a letter from NHS England, which they can share with their manager. People who are suffering from an underlying condition which requires them to socially distance themselves do not need to bother their GP but need to be aware that when their social distancing comes to an end they should expect to be asked to provide proof of their condition.

**Annual leave** – it was reported that in some locations that managers are using a blanket refusal to postpone any leave periods. This is outside of our agreement. A staff side proposal was put forward that drivers who have booked and paid for holidays will automatically be allowed to postpone the annual leave period. This is being considered.

**Level 1 meetings** – these should be taking place as scheduled via conference calls. Where possible, business as usual is what is expected by both sides.

Remote access to the LUL intranet for reps – this is being rolled out, and despite some teething troubles should be available for all local reps in the near future.

**“Serious” CDIs** – LUL say that “serious” CDIs should go ahead wherever possible by conference call. Staff side are opposed to this in principle – who determines which is serious? And also in practice – a major part of a CDI is the managers reading the body language of the member, and also the Rep reading the body language of the panel. Also, of course, a member facing dismissal is already nervous enough and may be further intimidated by the technology and come across very badly. To be continued...

**Stranded abroad** – very few drivers are currently stranded abroad. Management will look favourably at paying those drivers unable to get home due to the crisis.

**Early start ups** - management are continuing to look at early start ups of the service on Sundays to assist essential workers to travel; staff side will cooperate with this.

Trauma support – guidance is being sought on how volunteers can continue to function during the current crisis. Information to follow.

**Movement from NT to TO21** – management are still refusing to look at moves, even on the same depot.

**One to one coaching** – should not be happening. Doing CAPs in the era of social distancing will be reviewed at the Competence Management JWP scheduled for April 24<sup>th</sup>.

**Occupational Health** – due to social distancing LUOH are inviting drivers to be interviewed by telephone. This is often beneficial to drivers but needs to be handled sensitively – threatening to record the driver as “Did not attend” is unhelpful, management looking to change the wording. Also it is getting increasingly difficult to get LUOH to cooperate with statements for the Pension Fund. Management will try to oil the wheels to make sure statements are received on time.

**Canteens** – some canteens are reducing their hours due to staff shortages. We want an assurance that as soon as more canteen staff are available that the hours will return to normal. Pending.

**NT secondments** – the proposal to move volunteers from 2 shifts to 5 shifts for 12 weeks has been pushed back by due to the Timetables not being implemented.

**Local agreements** – some depots have worked out ways to run the current emergency timetable without compelling drivers to be at work for the whole of their rostered shifts. This is being achieved by splitting shifts and allowing drivers to come in late or go home early whilst safeguarding the service. This is entirely in line with the positions of both staff side and management side of TFC. These ways of working should not be unilaterally withdrawn by the TOM.

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