



upfront

www.rmtlondoncalling.org.uk/trains - May 2023

www.rmt.org.uk/join

LU plots 5 day 'compressed' week

Hours up, rostered holiday down, agreements scrapped, pension threatened

RETURN YOUR BALLOT PAPER BY 23rd MAY OR EMAIL INFO@RMT.ORG.UK FOR A NEW ONE



GREAT TRAIN ROBBERY GETS UNDERWAY

We have now had a number of meetings at TFC regarding "Trains Change." A formal proposal has now been put to us and it is clear that management have plans aimed at saving them millions of pounds every year and potentially affecting your life at work in the most negative way.

All agreements and working practices are being looked at and it is clear that management have ideas for detrimental change in many areas.

Your work-life balance - GONE!

PRODUCTIVITY

Management are seeking to amend the framework agreement to extend your working day and time on the handle to increase the amount of driving time and maximise the productive work you do.

This will include removing the earliest and latest book on times, to effectively remove conventional night work, which they view as *unproductive*.

Management want to issue iPads so that we are always contactable. They plan to totally change the booking on and off procedure, so it can be done remotely at multiple locations in your own time, change walking times and remove all booking off time.

Potentially they will even have us cross line working, as long as you

Do you want:

- 10 hour shifts?
- 6 hours before a meal break?
- Booking on in depots or elsewhere on the line in your own time?
- Banked 'Work' Days meaning you owe management hours?
- 2 weeks LESS rostered leave?
- PTOAs that you have to pay for with pay cut to match the hours worked?
- Five day weeks of up to 10 hour shifts?
- Just 24 hour notice for shifts throughout the year?
- Redeployment agreements and sickness process weakened?

These are just a few of the things LU wants to dress up as a '4 day week'!

are competent in any given area. All of this will mean that the majority of time you are at work, *up to ten hours a day*, you will be on the front conducting driving duties with time either side of breaks slashed.

FLEXIBILITY

They are seeking to completely overhaul the "cover model" with all pools being removed; spares as you know them now, vastly reduced and a flexible cover

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model being brought in with some duties only being given *24 hours notice* of what you are doing the next day. They intend **scrapping fixed links at all depots** where they exist and have proved very popular with our members.

At the same time parameters would drastically increase to accommodate a complicated *compressed working week* to ensure you do far more train work.

FALSE INCENTIVES

RMT policy is for a Four Day 32 hour week. As a way of trying to sweeten this bitter pill LUL are looking at offering a compressed 4 day week but not in a way that is acceptable.

Management's plan would be based on maintaining a 35 hour contractual week which we currently work but instead of banking time towards additional leave you would lose one of your 2 week blocks and end up owing LUL time which you would have to pay back on a regular basis.

This means you will not be getting a 4 day week that you can plan your life around. and would be paying it back regularly in *much increased cover weeks.*

Effectively every day you work you would be banking up owed work days. Our station members Bank Rest Days to get more time off - not banked 'work days'

Management are also looking to offer voluntary overtime to cover all the gaps that are going to be caused by the removal of pools, slashing of spares and reduction in depot establishments that these proposals represent.

This could result in you working a 40 to 50 Hour week on a compressed working week model which has been firmly rejected already when it was trialled a few years ago on the Jubilee Line.

EVERY AGREEMENT RIPPED UP

These are just some of the key elements of their ideas that we have heard so far. Bosses have made it clear that every agreement that we currently hold, some that have been hard won through industrial action in many cases, are up for grabs and will be replaced by *one single agreement* - sweeping away any local agreements or arrangements that may currently benefit you.

Our Agreements are what make our shift work bearable.

In numbers

- 10** hour shifts
- 6** hours before a meal break
- 5** hours driving without a break
- 24** hour notice of some duties
- 6** weeks rostered leave
- 12** banked 'work' days

Never before has one of our union's mottos of "*The past we inherit the future we build*" been more relevant."

NO BASIS FOR TALKS

This complete insult of a proposal has been firmly rejected by your TFC reps and cannot form the basis for any meaningful talks. The matter has been escalated to head office level with a reps and all member meeting being called to discuss how we respond to it. Let your local rep know what you think. The RMT will attend any meeting that LU call; rest assured we will continue to defend your agreements and interests.

Join us at train grades and have the debate at your branch



PREPARE TO SUPPORT YOUR UNION AND DEFEND YOUR JOB

It is clear that all of this is politically driven & is linked to the current eyeing up of our pension arrangements. WE NEED TO BE PREPARED TO DEFEND BOTH.

The union is currently **re-balloting** you on the question of '**Jobs, Pensions and Agreements**' - **ALL THREE ARE UNDER ATTACK IN THE TRAIN GRADE.** We need to **send back a resounding YES VOTE BY THE 23RD OF MAY.** If you need a replacement ballot ask your rep or email info@rmt.org.uk. Keep yourself informed by attending regular branch & train grades meetings that take place on a monthly basis and make sure you & your colleagues are in the RMT in order to fight off these attacks.

CLICK HERE FOR MICK LYNCH, JARED WOOD VIDEO

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