



London Calling

News and views from RMT's London Transport Regional Council

www.rmtlondoncalling.org.uk

August 2011

Pay Talks Update

RMT have rejected London Undergrounds latest Pay Offer:

Year 1(2011/12): 5%

Year 2, 3 and 4(2012/13 to 2014/15): Feb RPI + 0.25%;

Year 5 (2015/16): Feb RPI + 0.5%.years 2 to 5 a guaranteed 0.25% if RPI is negative.

We have rejected the latest offer from London Underground on the following grounds:

- The revised offer of 5% this year is still below February RPI figure of 5.5% and is thus a real-terms pay cut. It's important that pay rises keep pace with, or preferably exceed, price rises, and the same month's RPI figure is used each year in order to track price rises year-on-year.
- The offer does not include a minimum 'underpin' percentage (eg. 'minimum 3%') for subsequent years. It does not include a flat-rate minimum figure for the pay rise for this year or subsequent years, which would benefit lower-paid grades. This is union policy, and we will press this issue in further talks.
- The offer does not seriously address our claims for improved working conditions, such as reduced hours or equal travel facilities.
- At five years, the offer covers too long a period of time. Although LU would like members to believe that this gives them 'security', in truth it would tie us to a pay formula regardless of changing economic and political circumstances and would hamper this union's ability to campaign for improved pay and conditions year-on-year, and we expect that management would use the time to further attack jobs and conditions.

As can be seen from the table RMT have negotiated agreed pay claims with several companies and several more have had offers made for 2011. To see how LUL compares with other transport industries with its below inflation current offer of 5% for this year and the rates for the next four years in the five-year deal that have been tabled, have a look at the table opposite.

The highest amount secured for this year is London Overground at 6.25% as year two of a three-year deal, while TfL staff are receiving 6% as the third year of a three-year deal. Only LUL and EDF Powerlink are still demanding a five year deal. The companies still negotiating deals are LUL, Alstom and EDF Powerlink

RMT submitted a joint Pay Claim with TSSA and UNITE and will now be seeking a meeting with the other trade unions to co-ordinate our approach

Members Meeting on Pay Claim

Thursday 15th September, at 1730

RMT are holding a members Meeting to discuss the 2011 Pay Offer.

12 Pins Public House
263 Seven Sisters Rd
Finsbury Park

Pay Comparison Table

COMPANY	Submitted Pay For Claim 2011	Agreed PAY 2011	Unagreed Pay Offer 2011	Length of Deal	Due Date	RPI Based On
LU	Yes		5%	5 years (Y2-4: RPI+0.25% of 0.25%. Y5 RPI+0.5%)Min 0.25%	1 April 2011	Feb
TFL	No (3 rd year of 3-year deal)	6%		This is last year of 3-year deal	1 April 2011	Feb
EDF	Yes		4.5%	5 years(offer Y2-5 = RPI+0.25%)	1 April 2011	Feb
Tube Lines SDM Ex Alstom	Yes	5.6%		2 years(Y2: RPI+0.5% / min. 0.5%)		Jan(2011-5.1%)
CBS Outdoors	Yes	1.3%		1 year	1 April 2011	
Alstom	Yes		4%	2 yrs- 4%Yr 2		
Serco Docklands	No (2 nd year of 4-year deal)	5.3%			1 Jan 2011	1 Jan
Tube Lines	No (2 nd year of 3-year deal)	5.6%		3 years (Y3: RPI+0.5%)	1 April 2011	Jan
London Overground	No (2 nd year of 3-year deal)	6.25%		3 years (Y3: RPI+1%, min.2%)	1 April 2011	Feb

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Victimisations and review of Industrial Relations

As our members are aware RMT have been conducting a campaign against London Undergrounds continuing victimisation of our members and activists and have won the re-instatement of Station Supervisor Peter Hartshorn, Train Operators Eamonn Lynch & Arwyn Thomas and prevented LU from dismissing RCI Tony Rowntree.

There can be no doubt that the disgraceful sackings of Eamonn Lynch and Arwyn Thomas were a result of a concerted anti-trade union campaign by LU bosses. The judgement by courts of law was that London Underground lied, colluded and covered up in order to victimise our members.

Following the conclusion of the 'Victimisation of Reps & Activists' dispute, we have agreed with London Underground to partake in a review of industrial disputes, which will be overseen by Professor Goodman. RMT will also raise with Professor Goodman as part of this review the increasing tendency of London Underground management to take an excessively long time to issue decisions on individual disciplinary and appeal hearings, which we believe is unduly stressful to the members involved, not conducive to a fair disciplinary process, and damaging to industrial relations."

This review will focus on disputes that have taken place within the last year, including the dispute 'Peter Hartshorn, Disciplinary & Bullying of Members, Piccadilly Line'. The Professor will be talking with General Secretary Bob Crow, AGS Pat Sikorski, Council of Executive member Janine Booth, Regional Organiser Steve Hedley, RMT representative John Leach and a number of other representatives that will be called at random.

Britain's Two Largest Rail Unions Agree To Merger Talks

The TSSA and RMT unions today agreed to commit to formal talks which could ultimately lead to a merger of the two unions. Initial discussions will focus on closer working between both unions initially through a federation structure with a view to moving towards a merger. Both unions also agreed that the door will remain open for other smaller specialist unions in transport who may be thinking along similar lines to join the discussions at a future date.

Commenting on the decision, TSSA General Secretary Gerry Doherty said :

"Today's decision will hopefully be the start of a process designed to serve the interests of future generations of transport and travel trade workers. We owe an obligation to our children and our children's children to leave better organisations that protect workers in the very uncertain future that they currently face"

Speaking on behalf of the RMT, General Secretary Bob Crow said :

"This is a historical day for the trade union movement. These talks will bring together two unions each with over a hundred years of specialising in the transport industry in the interests of workers."

Olympics Reward Update

RMT met with LU Management at the Olympics Reward and Recognition Joint Working on Monday 1st August. LU offered a miserly enhancement of the existing CSS Bonus as the only reward for London Underground staff who will be assisting an **extra 3 million passengers every day**, almost 100% more passengers than an average day.

Existing CSS bonus is £100 per Quarter. LU are offering an additional bonus of £200 for Q2. This is dependant on meeting targets in an additional survey during the Olympic period.

RMT have rejected this derisory offer which is an insult to the hard work and flexibility of LU Staff . RMT have asked for a guaranteed payment for all staff. We are opposed to any changes which may lead to a worsening of our conditions after the Olympics. We will update you on the progress of these talks.

Update on OSP Job Cuts Dispute

RMT have written to LU informing the company that we find its response totally inadequate and insisting on a more detailed response to the issues we raised at ACAS. We do not accept the outcome of the OSP reviews, as they restore only a small number of the cut posts and leave London Underground stations with dangerous and inadequate staffing levels.

We will now be looking to call action short of strikes in the form of a boycott of Enhanced AFM Functionality. The RMT General Grades Committee have agreed to call further action short of strikes in the form of a boycott of LU's new 'line reserve' policy.

We will be informing TSSA of this, with the aim that both unions take action together. Our stations and revenue control representatives will be briefed in a meeting and in writing on how the action short of strikes will work, to ensure that representatives and officers are available to support members in carrying out the boycotts. A personal letter will be sent to all station staff members advising them of this action.

We ask our stations members to continue their ban of the £5 minimum Oyster top of and we will advise you further on the proposed additional action short of strike.