



Bakerloo news



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April 2021

Vote yes for action to stop cuts

Queen's Park drivers resist bosses' job cuts plan



THE STORY SO FAR...

January 2021

LU announced its intention to reduce the T/Op workforce at Queen's Park depot by more than 10%. RMT opposed their plan, and demanded:

- **Open the books** - we asked LU to give us their full justification for the proposed restructure, including any alleged financial imperative, so we could scrutinise their claims.
- **No detriment** - whilst opposing the cuts plan overall, we demanded a red-line commitment that no T/Op would be forcibly displaced.

February 2021

With our demands not having been met, the February meeting of the RMT Bakerloo branch voted to declare a dispute with LU, and begin preparations for an industrial action ballot. Under pressure, LU eventually committed that no existing T/Op would face displacement away from Queen's Park. However, they have not backed away from their overall cuts plan.

March 2021

After repeated refusals from LU to meet with the union to even explain and justify their position, we escalated our campaign by beginning a ballot for industrial action, which commenced on 25 March.

THE NEXT STEPS?

Our ballot closes on 8 April.

Every vote will count, so make sure you return your ballot paper and vote yes/yes to industrial action. LU knows from our February 2020 strikes over the previous timetable that strikes by Bakerloo T/Op can shut down the service on the line. We will strike again if necessary. No trade union worth its salt would accept job cuts without protest.

The RMT Bakerloo branch meets on Tuesday 6 April, and we will convene special meetings following the ballot result. Come along and have your say about how we can win this fight.

If you haven't received a ballot paper, speak to a rep URGENTLY to obtain a replacement.

Bakerloo News is a monthly newsletter from the Bakerloo branch of the RMT union. To submit a story for *Bakerloo News*, or to contact the branch, please email jimmcdaid36@gmail.com, or ring Branch Secretary Jim McDaid on 07917 131692

Why vote yes?

"It's only a 10% cut, does it really matter?"

RMT's policy is to oppose all job cuts. We do not accept LU's argument that a service reduction justifies the permanent deletion of jobs. We have repeatedly asked them to share their financial reasoning: they have refused.

"If existing T/Ops are protected, why strike?"

Deleting positions means giving up jobs for the future. We should be passing on jobs to the next generation of workers, not allowing them to be cut. Fewer positions at Queen's Park means greater workload for the remaining drivers, fewer promotional opportunities for station staff, and a reduction in pension fund intake.

"How will it affect me?"

Any reduction in jobs will reduce your ability to get annual leave swaps; it will mean fewer trips off; more running when spare; reduced possibilities for flexible working and phased return arrangements.

VOTE YES TO DEFEND JOBS!

RMT women organise

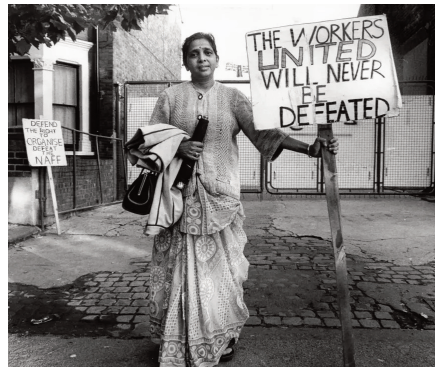
The murder of Sarah Everard, and the subsequent police repression of the event organised in her memory, has sparked renewed organisation among women members of RMT in London Transport Region.

Many women activists were frustrated that the union made no statement nationally to mark International Women's Day, and only commented on the heavy-handed policing of the vigil after being forced to by pressure from women members.

Regional Organiser John Leach facilitated a meeting of women members which was a positive step in the fight against sexual harassment, violence against women, and sexism in general - at work, in wider society, and in the union itself. RMT Bakerloo branch was represented at the meeting by our branch chair, Mel Mullings, and our women's officer, Sarah Russell.

The meeting produced a charter of demands to improve women's safety in the workplace, which has been presented to London Underground. Demands included:

- Safe transport to and from work, including door-to-door taxis
- No lone working
- Adopt a domestic violence policy based on union proposals



We learn from women like Jayabhen Desai, who led the 1976 Grunwick strike, involving a predominantly female, Asian workforce.

- Serious and confidential handling of complaints

For the full list of demands, go to bit.ly/rmtwomen-demands

INTERSECTIONAL APPROACH

In the meeting, women discussed their experiences of sexism, including within the union, where a male-dominated culture can sometimes prevail.

Several activists also discussed the importance of an intersectional approach to the fight for equality, which looks at the intersections between different forms of oppression and inequality. This means ensuring that the voices of black women, other women of colour, trans women, and other women who

face specific marginalisation are heard loudly. Although the murder of Sarah Everard has rightly brought many issues around women's safety to greater attention, the fact that there was not as high-profile a response to similar murders of black women such as Blessing Olusegun in October 2020 highlights the need for an intersectional, anti-racist approach.

Conversations about oppression and inequality can sometimes be difficult. But they are absolutely necessary. Organising to confront oppression is not about blaming individual white people for racism, or individual men for sexism, but analysing systems of oppression and discussing how we can confront them. As a union, we will also always seek to understand how racial, gender, and other inequalities link to class exploitation, via gender/ethnicity pay gaps and policies such as outsourcing which systematically disadvantage predominantly female and BEM workforces.

RMT women will continue to meet to organise around this issues. For info on the meetings, please contact RMT Bakerloo branch women's officer Sarah Russell at sarahrussell_101@hotmail.co.uk

Our target: cleaning in house by 2022!

ABM's cleaning contract with TfL expires in 2022.

This means that, over the course of the next year, we have a particular opportunity to maximise pressure on TfL/LU and the Mayor of London to bring TfL cleaning in house.

Strikes by cleaners in the United

Voices of the World (UVW) union have won the in-housing of cleaning and other outsourced work at the London School of Economics, Imperial NHS Trust, and Great Ormond Street Hospital.

It can be done - let's fight for it!

RMT BEM Conference

RMT Bakerloo branch sent three delegates to the recent national Black and Ethnic Minority (BEM) members' conference.

Future editions of Bakerloo News will carry fuller reports on the event.

BRANCH MEETINGS AT 16:00 ON THE FIRST TUESDAY OF EVERY MONTH, VIA ZOOM. ALL MEMBERS WELCOME. CONTACT YOUR REP FOR THE LINK.