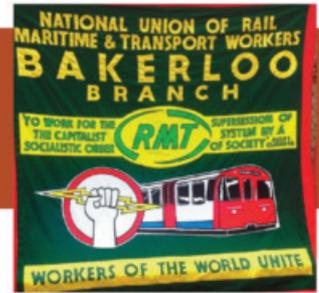




# Bakerloo news



August 2018

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## Five new Instructor Operators to be recruited

# Defending and creating jobs



Union pressure has won an agreement to recruit five new Instructor

### Operators on the Bakerloo Line.

Just one year ago, management gave us a categorical “no” when we demanded they replace I/Os who had left the job. This outcome is the result of our refusal to give up.

Your union has a national policy on ensuring that jobs are not lost once the post holder retires/leaves the company. Also our young members have raised resolutions at our Annual General Meeting stressing the importance of filling vacancies and having career progression.

We raised solid arguments, highlighted instances where trainees were coming in with no I/Os available, and had discussions at senior levels of the machinery. As you

would expect, we will be keeping an eye on the process to ensure that it is done in a fair way. Under-represented groups in particular are encouraged to apply; anyone with particular needs who requires additional support should contact a rep.

## FOUR-DAY WEEK ISSUES

Management recently attempt to circumvent your reps by creating their own roster for the pro-rate four day week.

Unsurprisingly their roster had no additional weekends off, nor did it balance the hours worked per week, which is a key part of rostering procedure. A swift union response saw the roster end up where it belonged: in the bin.

The next window for applications for the pro-rata four-day week roster is from 19 August – 16 September.

## TAKING THE PNR...

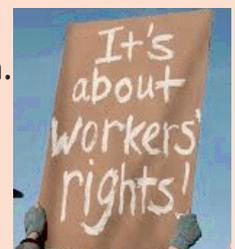
There was a spate of requests by managers for Trains Persons Reports over Personal Needs Reliefs (PNRs), pressuring drivers to continue driving trains through hell and high water.

Once your reps intervened, management were quick to state this practice would cease immediately.

We aren't transporting sacks of potatoes, we are responsible for people. If you need a PNR then call one before an incident.

You do not have to explain your reasons for a PNR, if asked we recommend you politely reiterate what PNR actually stands for.

Stand firm. Your union has your back.



# Mismanaging attendance

A mutant relative of the notorious “Rainbow” procedure for managing attendance has emerged from the ashes of the first.

Managers are arranging case conferences, telling you your attendance isn't good enough, and hassling you to agree to some arbitrary target for future attendance. These meetings are being held even for staff who haven't breached the attendance standard.

The recent threat of strikes on the Piccadilly Line secured an agreement that these meetings would be suspended. We expect that to be rolled out across the combine. If it's not, we may need to follow the Picc's lead and ballot for strikes ourselves.

## No formal action from informal meetings

Management can speak to you at anytime; how much you want to talk to them is up to you.

“Informal meetings” are just chats. As with any chat there should be no formal minutes taken, and no formal actions agreed.

You should request the terms of reference for any meeting you're asked to attend:

## YOUR LOCAL REPS

### Queen's Park

IR: Jayesh Patel 07834158677

H&S: Jim McDaid 07917 131692

### Elephant & Castle

IR: Mel Mullings 07718 645817

H&S: Mick Hyde 07400 622592

## TRAINS FUNCTIONAL REPS

Frank Curtis 07931 130849

Paul Shannon 07800 808297

Will Reid 07983 958429

what the meeting is about, what the possible outcomes are, and your entitlement to representation.

Never attend a formal meeting without a trade union representative!

## Hassled at home

A number of different managers have called up various train operators to demand why they were late or did not attend for their duty, leaving the train operator worried about losing money or being marked absent.

Upon investigation, in some cases it turns out the train operator wasn't even booked to work!

Being late or absent for a shift does not constitute an emergency and as such management should not be using your emergency contact details to hassle when you're off.

Management have assured us this practise will end. RMT will not stand for harassment; if you have any issues, speak to a rep.

## Careful

There have been a spate of disciplinaries over drivers using their phone in their cab, resulting in dismissals.

Other staff and customers have reported drivers for viewing their phone whilst driving and recently there has been someone with a professional camera perched on the bridge at Queen's Park taking pictures of drivers coming out the tunnel.

Train spotter or journalist for the Daily Mail? Don't leave it to chance, please be careful out there.

## Management messes up coverage for bosses' knees-up

Drivers informed their reps of management pulling drivers off duties, hammering the spares, in order to go on a jolly, or what they term a “team-building exercise.”

We'll never know what compelled these train operators to be complicit in this endeavour, selling out their fellow train operators. We hope that no dodgy deal was done with management.

Due to its seriousness the issue was put on the agenda at Trains Functional Council and all TOMs on the combine have been written to by senior managers not to ever do this again.

## IT'S YOUR UNION

Your reps and branch officers are not employed, but elected once a year by you.

The union is only as strong as the members in it and we are proud to say we have so many experienced, knowledgeable, and principled members at both depots on the Bakerloo line.

Your branch meets on the FIRST TUESDAY of every month, 16.00, upstairs at The Royal Exchange, 26 Sale Place, W2 1PU (Edgware Road H&C). All members welcome.

*Bakerloo News* is a monthly newsletter from the Bakerloo branch of the RMT union. This is a special edition for our train driver members. To submit a story for *Bakerloo News*, or to contact the branch, please email [jimmcdaid36@gmail.com](mailto:jimmcdaid36@gmail.com), or ring Branch Secretary Jim McDaid on 07917 131692