



Bakerloo news



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Tories threaten cuts and privatisation

Get ready to resist



The government has now announced the “terms of reference” for its review of TfL’s finances and governance, to be conducted by accountancy firm KPMG.

The review was one of the conditions imposed on TfL in exchange for a £1.6bn bailout provided by the government to plug the massive gap caused by loss of fare revenue.

The fact that TfL is so reliant on fare revenue in the first place is a result of Tory cuts. Had the Tory government not abolished the central government grant TfL received, totalling nearly £1bn, the financial landscape would be different.

And now the Tories want to push for further cuts. The terms of reference talking about “delivering further efficiencies” and “workforce modernisation”. Translated out of bosses’ jargon, this means one thing: cuts. Language about exploring “alternative models” of operation and “governance” also have a clear meaning in Tory-speak: privatisation.

As we know, part-privatisation of the Tube has been tried

before, under New Labour. The operation of LU lines was parcelled off and sold to private sector consortia. The experiment was a total failure on its own terms, and finally collapsed entirely in 2010.

We don’t know exactly where the axe will fall this time. What we can do is prepare to resist any and all cuts or attempts at privatisation, whether those cuts are via direct redundancies, voluntary severance schemes, natural wastage, or restructures that avoid job cuts by attacking terms and conditions such as pensions.

Our resistance will need to involve industrial action and political campaigning.

Building for and delivering effective industrial action in a situation where many staff remain furloughed will be a challenge and will require some creative thinking, but it’s a challenge we must rise to. The alternative is rolling over and accepting defeat in advance.

Ultimately, this is what we have a union for: to organise collective resistance to defend and improve our conditions.

Our union is an instrument for struggle. Let’s use it.

• Read the government’s document for yourself at bit.ly/tory-terms

Driverless?

The Tories’ terms of reference also conjure the spectre of driverless trains, explicitly committing to “exploring the feasibility of extending driverless operation.”

This is far easier said than done; implementing driverless trains would involve a massive financial outlay to upgrade stock and signalling systems.

The real reason the Tories raise it isn’t because they think it’s technologically feasible on any immediate timescale, but to signal their willingness to take on our unions.

Boris Johnson recently said driverless trains were necessary to liberate London from being a “prisoner of the unions.”

This is the kind of government were dealing with: determinedly hostile to organised labour.

We must be equally determined to resist them.

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

Win on North Group staffing

Union pressure has secured a significant victory on North Group stations, forcing bosses to u-turn from their imposition of full pre-pandemic working.

Sustained activity by the local RMT and TSSA reps meant management was forced to come to an accommodation and agree a revised roster to reduce hours, eliminate non-essential work, and maximise distancing.

Centre Group update

Workers on the Centre Group continue to work reduced hours, in accordance with an ongoing agreement.

Reps are supporting members returning to work after a period of shielding.

Marylebone escalator works are due to begin; local reps will be liaising with SRT reps to ensure safety is maintained.

SRT update

Pre-pandemic, SRT management tried to change familiarisation, with a plan for SRT CSSs to do it rather than local CSSs.

SRT reps opposed this and fought the plan, referring it to Tier 2.

The matter remains unresolved. This will soon be a problem again as projects start to take off at Bank. To prepare for the second round, SRT reps surveyed CSAs; more than 80% are against the idea, and even more believe extra time should be provided for local familiarisations.

These results can surely not be ignored so easily.

Don't tolerate "gaslighting"



"Gaslighting" is a form of psychological manipulation in which a person or a group covertly sows seeds of doubt in a targeted individual or group, making them question their own memory, perception, or judgment.

Gaslighting involves attempts to destabilise the victim and delegitimise their beliefs. It's often less obvious to outside observers than other forms of bullying. Often when the victim tells others about their experience, they will be told they are overreacting.

The term originated from the British play "Gas Light" (1938), and has been used in clinical psychological literature, as well as in political commentary and philosophy. This behaviour can happen both in personal and professional life. Seven warning signs are: 1) Withholding information; 2) Manipulating information to fit the abuser's perspective; 3) Discounting information; 4) Using verbal abuse, including in the form of jokes; 5) Blocking and diverting the victim's attention from outside sources; 6) Minimising the victim's worth; 7) Undermining the victim by gradually weakening them and their thought processes.

Gaslighting in the workplace can be a form of bullying, harassment, or victimisation, and can have a racist or sexist undertone. Sadly gaslighting is too often part of women's and people of colour's experiences.

It can take the form of undermining your performance to you or others, or telling lies about you and spreading these lies as facts. The perpetrator may claim that their actions were "just a joke" or that you are "overreacting" or "taking it out of context".

Management gaslighting might include claiming you didn't provide information you know you did. It causes stress, confusion, and

doubt in the victim's mind. This is done to control and manipulate you. If perpetrated by someone in a position of disciplinary power, it can be particularly damaging.

If you believe you are being gaslit, keep documentary records, with dates and times. Have a coworker or rep in meetings with you and the potential gaslighter. Try to limit your communication to writing. Re-affirming to yourself your self-worth and what it is you're good at will also help to combat doubts about your skills. No-one should tolerate bullying.

If you experience gaslighting, or other forms of bullying and victimisation, speak to your rep.

RMT Credit Union

The pandemic has been difficult for all of us. The RMT Credit Union (CU) is here to help.

The CU is open to all members, retired members, partners, and children over 18. It helps you to borrow a regular amount, and for new members after just 13 weeks you can apply for a low-cost loan. You can borrow up to three times your savings in the first year and five times after that, up to a maximum of £5,000.

You can save with the CU via direct debit, to coincide with your pay cycle. Like any instant access savings account, you can access your money quickly and all deposits are covered by the Financial Services Compensation scheme. So, if you are in financial difficulty consider using the CU instead of payday loans or high interest credit cards.

The CU also offers Christmas and summer holiday savings clubs to help you save for special occasions.

For more information, or to join, ring 0207 529 8835 or email c.union@rmt.org.uk.

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