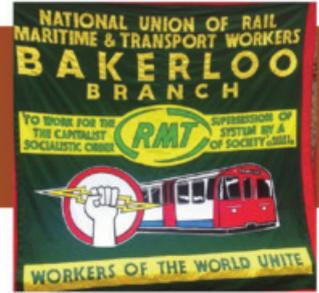




Bakerloo news



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March 2024

RMT wins improved pay deal: now Let's fight for 2024-5!

Our previous pay settlement expired in April 2023. After several rounds of negotiations, LUL insisted its "full and final" offer was 5%.

This fell well short of RMT's demand for an RPI+ pay increase, with a £5,000 flat-rate minimum. We balloted, voted to strike, and called a five-day rolling strike from 5 January.

LUL made some minor tweaks to their offer on 4 January, but a lively and well-attended reps' meeting on the morning of the 5th decided to proceed with strikes. The action duly began, with Engineering Vehicles Operations and Maintenance workers walking out on the Friday evening.

Faced with a five-day shutdown of the entire Tube network, City Hall found an extra £30 million to fund

reopened negotiations. That meant we could suspend the rest of the strike and re-enter talks. Those talks eventually produced a revised offer, which will see all LUL staff earning over £40k get an additional £1k flat-rate increase on top of LUL's original 5% offer; those on £35-40k get an additional £1.2k; and those on under £35k an additional £1.4k. For CSA2s, this represents an increase of 9.6%, nearly double LUL's initial offer.

This improvement was secured by one thing and one thing only: RMT's decision to call a sustained strike, and the determination of rank-and-file reps to proceed with that strike despite pressure to cancel it.

The new pay rates, plus backpay, will land in our pay packets in May. But in April, the settlement will expire, and we'll be due another increase.

Let's take the positive momentum from our success on 2023-4 pay into the talks on 2024-5 pay, and demand a similarly structured deal, based on a significant flat-rate increase to ensure maximum benefit to those who need a pay rise most.

Health and Safety reps meet

Conference report by Tre Crossfield, RMT Health & Safety rep, Bakerloo South Stations

In February, I attended the RMT's annual conference of health and safety reps from across the union.

Despite travel difficulties, it was the best attended conference yet, with over 280 delegates. We are also celebrating 50 years of health and safety legislation in the 1974 Health and Safety at Work Act.

This act brought about profound changes in our working environment, making our workplaces safer. But we still have far to go to make our workplaces the best they can be, by fighting for pro-worker policies to reduce stress, fatigue, and noise, improve air quality, tackle the impact of climate and a whole host of other improvements. This is the battleground for your health and safety representatives who will help you organise to fight for health and safety, welfare, and the environment.

So, let's fight for more ambitious improvements and new legislation to improve work over the next 50 years.

RMT rep for ABM cleaners on the Bakerloo line is ALINA BELCIU (Oxford Circus).

Contact Alina at
alina.alina5791@gmail.com

An informed membership is an empowered membership

We need maximum transparency in upcoming pay negotiations to ensure members are kept informed.

This means regular and comprehensive reports, with full details about how the employer responded to our claim, and what our officials said in their further responses.

We shouldn't accept being told by negotiators that they'll provide info on a "need-to-know" basis: it's our pay and conditions that are being negotiated, so we have a right to know what's being discussed on our behalf.

For members to make informed decisions about whether we want to move into dispute, ballot for and take action, or reject or accept offers, we need the maximum amount of information.

As a branch, we'll be ensuring our negotiating reps provide the info we need. As members in the workplace, make sure your local reps are keeping you informed.

Resist attacks on Fleet jobs

As part of ongoing cost-cutting, LUL is attacking staffing in Fleet depots.

20% of positions are currently vacant. The company is also planning to remove Call Point Technician positions.

RMT is an all-grades union; we believe workers are stronger together.

If our comrades in Fleet take action to defend their jobs, members elsewhere in LU - including on stations and trains - need to stand with them.

Solidarity on International Women's Day 2024



8 March is International Women's Day. IWD traces its roots to protests organised by women trade unionists and socialist-feminists in

the American and Russian labour movements. We're proud to stand in their tradition and continue fighting for women's equality in our movement, in our workplaces and in society.

What does that mean to working women and the struggles we face at work daily? Have our companies changed their cultures and working practices sufficiently to make women feel we are in safe spaces and can report incidents with confidence?

Have our employers adequately addressed issues such as sexual harassment, bullying and other forms of discrimination faced by women in the workplace? Do we feel like we are really heard and welcomed? Are we equal and empowered within our unions?

Unfortunately, as demonstrated by the MeTU movement, studies conducted by the TUC, and independent reports, we've only just scratched the surface. We must celebrate the wonderful women in our workplaces who have struggled and continue to fight for our rights. We must commend women who are participating in research being carried out to expose the horrible prevalence of sexual harassment and

discrimination against women. RMT Bakerloo line branch is an example of equality diversity and inclusion within our union, but we can always do more and better, and we are committed to doing so.

We look forward to organising various activities within the workplace and beyond to promote women's rights and equality.

• **Contact your branch women members officer:** Sarah Russell (T/Op, Elephant and Castle), sarahrussell_101@hotmail.co.uk

• **Protest in solidarity with Iranian women's struggles for freedom and equality:** 8 March, 13:00, Iranian Embassy, Prince's Gate, SW7 1PT

Reinstate Gerald Njaka!

RMT members at Oxford Circus are planning to ballot for industrial action to win reinstatement for unfairly sacked colleague Gerald Njaka.

Despite his otherwise unblemished disciplinary record, Gerald was summarily dismissed after making a mistake with an Oyster refund procedure. Gerald was approached by a customer and asked for assistance with refunding an Oyster; before the transaction was completed, the customer left to use the toilet. Gerald completed the transaction without the customer presence and held onto the refund (£2.40) to await the

customer's return. When the customer never returned, Gerald forgot he had the money on him, and left the station with it still in his possession.

This was an error, which Gerald has fully acknowledged, but it's a honest mistake rather than a malicious or deliberate attempt to defraud the company. Gerald's workmates feel the sanction of dismissal is grossly disproportionate and are prepared to take action to win Gerald's reinstatement.

Any of us could make a mistake at work, we can't allow a culture to develop where no-one gets a second chance.

IT'S YOUR UNION

We've recently elected new reps in two of our constituencies:

- Centre Group Stations (IR) - Mo Rizwan (07727 872434)
- Queen's Park Train Crew Depot (IR) - Bilal Bhatti (07835 289736)

RMT Bakerloo still has a number of vacancies for workplace reps. If you work at any of the following locations, and are interested in becoming a union representative, email melbmullingscomms@gmail.com to obtain a nomination form.

- North Group Stations (Health & Safety)
- Special Requirements Teams (Industrial Relations)
- Special Requirements Team (Health & Safety)
- Sodexo Canteens

Happy Retirement, Mick!



Mick Hyde, longtime RMT rep and activist at Elephant and Castle depot, is retiring after many years on the job.

As an I/O, Mick has trained many a driver, and has been a mentor to many others in the union. We wish Mick all the very best for the future, and thank him for all his work.

An election for Mick's position, Health & Safety (Tier One) at Elephant train depot, will be held at a future branch meeting.

RMT Bakerloo meets on the **FIRST TUESDAY** of every month, 16:00. We meet at the Community Hall on Gorefield Place, NW6 5TB (Kilburn Park)

ALL MEMBERS WELCOME

Bakerloo News is a monthly newsletter from the Bakerloo branch of the RMT union. To submit a story, or to contact the branch, email melbmullingscomms@gmail.com, or ring Branch Secretary Mel Mullings on 07718 645817