



# Bakerloo news



March/April 2015

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## LU's pay offer is an insult



**London Underground has tabled a new two-year pay offer that falls well short of what your union demanded, and what workers deserve. The deal would see us receive a 0.5% rise in the first year, and the February Retail Price Index (RPI)**

**figure in the second year. This offer is derisory.**

With RPI currently standing at 1.1%, that means this year's offer of 0.5% is effectively a pay-cut. This at a time when the Tube is carrying record numbers of passengers at eye-watering fare prices, which increase year-on-year.

When you consider that RPI does not include house price rises or spiralling rent costs in the capital, then you begin to see how woefully inadequate this offer actually is.

This will be our first pay deal since delivering the 2012 Olympic Games, widely recognised as hugely successful. We are working harder than ever for our pay and face the onslaught of savage restructuring that will see our work life

balance destroyed. With Night Tube also on the horizon, the least we deserve is a decent pay deal.

LU's offer only mentions pay. They have refused to even respond to RMT's proposals for the extension of staff travel privileges to all grades, including contractors and outsourced staff. They have also refused to discuss RMT proposals to shorten the working week to a four-day, 32-hour week for all grades. The company has insulted us further by offering a laughable £500 "bonus" for delivering Night Tube (£250 now, and £250 in December if we hit company-dictated targets). Night workers will be separated from their families and social lives for whole weekends, either working or sleeping to recover from gruelling shifts. We will be dealing with increased numbers of potentially-inebriated passengers and possibly working in a more dangerous environment. A £500 sweetener is a joke. Our pay and conditions should be improved to reflect the changes to our working lives.

**RMT has rejected this offer. Talks will continue, and your union reps will keep you fully informed. If the company refuses to budge at the negotiating table, we need to be prepared to strike.**

### Every Job Matters

## Prepare for more action!

RMT reps and activists from across London Underground met on Monday 16 March to discuss the ongoing "Every Job Matters" dispute.

Many workers, particularly on stations, are now at breaking point after a year of being treated with contempt by the company. Proposed new rosters for stations reduce staffing levels and will wreck work/life balance, with staff being forced

to work "cover weeks" without rostered rest days. These rosters are completely unacceptable, even as a basis for ongoing discussion.

The "Every Job Matters" dispute, which we launched in November 2013, is not a station grades dispute or a dispute

that's just about station job cuts and ticket office closures. It is our response to LU's plan to make £4.2 billion worth of cuts across the Tube in the coming years. Stations jobs at the forefront right now, but jobs, terms, and conditions in other areas and other grades are in the firing line too.

Short of some spectacular climb-downs from the company, it is almost inevitable that we will be taking further industrial action, including strikes, as part of "Every Job Matters". The debate within the union about the best timing and strategy for those strikes is ongoing, but it is a certainty that RMT will not roll over and allow our bosses to make workers and passengers pay the price for their austerity cuts, to the tune of £4.2 billion, when top LU and TfL bosses rake it in, rinse expenses accounts, and seem to create a new raft of highly-paid managerial roles every other week.

**If you want to have your say on how your union fights back against these cuts, get involved in your branch! (See box for details.)**



### GET ACTIVE IN YOUR BRANCH!

The next RMT Bakerloo branch meeting takes place at 16:00 on **Tuesday 7 April** at The Coach & Horses, 1 Great Marlborough Street, W1F 7HG (near Oxford Circus). All branch members welcome.

## The fight against ticket office closures goes on!



RMT Bakerloo joined forces with the Hands Off London Transport campaign to leaflet and petition passengers at Edgware Road station on Wednesday 25 February.

We distributed over 1,000 leaflets and collected dozens of petition signatures, receiving strong support from the travelling public.

RMT Bakerloo will demonstrate again, this time at Elephant and Castle, from 4-6pm on Friday 27 March as part of a London-wide day of action organised by RMT and Hands Off London Transport.

For more information, see [handsofflondontransport.wordpress.com](http://handsofflondontransport.wordpress.com)

## No member left behind

RMT is currently fighting reinstatement campaigns for the following members who have been unfairly sacked:

**Karen Guyott (LU CSA)** - a disabled worker outrageously sacked after company decided her medical restrictions were no longer sustainable.

**Noel Roberts (LU CSA)** - medically terminated despite being declared fit by his GP and LUOH, and not having a day off sick in 10 months. Station staff in his area are balloting for strikes to win reinstatement.

**Alex McGuigan (LU T/Op)** - sacked after failing an improperly-administered breathalyser test.

**Clara Osagiede (Interserve cleaner)** - sacked on trumped up disciplinary charges, a clear attempt to victimise a leading cleaners' rep.

**Petrit Mihaj (Sodexho catering worker)** - won an Employment Tribunal which ruled he was unfairly sacked for union activities. Sodexho have refused to reinstate him.

For all the latest on the reinstatement campaigns, see [rmtlondoncalling.org.uk](http://rmtlondoncalling.org.uk)

# Toilet humour at the Elephant

Being able to answer a call of nature when you need to, in functioning and easily-accessible facilities should be a basic right at work. It's an essential aspect of workplace dignity. Unfortunately, bosses at Elephant don't share that view.

Around a month ago, the male toilet on Platform 3 at Elephant & Castle (frequently used by drivers) was closed for essential maintenance. An arrangement was made to use the female toilet as a unisex facility for the duration of the work.

Management made assurances that the works would be completed by 20 March, but this has turned out to be false. The work was scheduled to take place round the clock, but no-one has seen any work take place during traffic hours. Management promised weekly meetings to keep reps up-to-



date; only two meetings have been held. As it stands now, we don't know when the works will be completed; consequently, there's often a queue to use the unisex toilet, which is causing delays, as drivers take their trains out late.

Reps secured a commitment from management that no driver would be disciplined for lateness caused by the issue.

**We seem nowhere near knowing when the work will be completed; yet another example of inefficiency and incompetence from LU management!**

## RMT wins 50 permanent jobs for cleaners

**RMT campaigning has forced cleaning company Interserve to commit to hiring 50 AGS agency cleaners on permanent contracts across London Underground by the end of April 2015.**

This shows that union campaigning gets results. Our exposure of AGS's exploitative practises, such as forcing workers to register as "self-employed", is putting pressure on Interserve. Let's keep up the fight and win more permanent contracts for cleaners.

Agency cleaners continue to be treated as second-class citizens by AGS, Interserve, and LU.

Bakerloo cleaners reported recently that AGS cleaners are being forced to sign separate time-sheets to Interserve staff, which are often left lying around with personal details exposed.

**Yet more evidence why we need to kick out the agencies and get all cleaners taken on permanently, as a first step to bringing cleaning back in house.**

*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 [bakerlooline@rmt.org.uk](mailto:bakerlooline@rmt.org.uk), or ring Branch Secretary Jim McDavid on 07917 131692