



Bakerloo news



November/December 2014

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Reinstate our colleagues!

London Underground has unfairly sacked three members of staff: CSAs Vicky Hayward and Noel Roberts, and driver Alex McGuigan.

The RMT union is fighting for reinstatement of these members. The Bakerloo branch is fully behind the union's reinstatement campaign. If the company get away with sacking these colleagues, any of us could be next.

Noel Roberts

Noel Roberts, a CSA at East Ham and a member of RMT East Ham, has been "medically terminated" despite everyone from LU's own Occupational Health department to his GP to his GSM declaring him "fit for work".

Noel has 26 years' service, and since returning to work 10 months ago following a period of sickness he has not had a single day off sick.

The company refused Noel's request to resume to full hours and full duties; then sent him to redeployment for not working full duties; then refused to return him to full duties when LUOH passed him fully fit.

Vicky Hayward

Vicky, a CSA on the Bank group and a member of RMT Central Line East, was sacked after taking time off sick following an accident at work, on the basis of managers' statements about what they'd seen on CCTV footage.

Neither Vicky, nor her RMT union rep, were given access to the footage. The company now says the footage has been destroyed.

This sets an incredibly dangerous precedent. You could have a false allegation made against you, then managers get to look at the CCTV footage and condemn you on the basis of what they say it showed, without you or your representatives even having the right to view it.

By LU's own admission:

- There is "no other evidence" against Vicky apart from the CCTV footage.
- CCTV evidence ought to be made available to the member and the rep.
- Vicky's sickness was properly certificated.
- The CDI brief contained many inaccuracies and inconsistencies.

RMT is supporting Vicky in appealing against her sacking, and is taking legal action.

Alex McGuigan

Northern Line driver and RMT Morden & Oval member Alex McGuigan was sacked after failing a breathalyser test which did not take his Type-2 Diabetes into account.

It is well-documented that this medical condition can result in false positives on breathalyser tests. As such, and according to company police, Alex's urine sample should also have been tested for alcohol. However, LU only tested the sample for drugs, and then destroyed it.

If this deeply-flawed process goes unchallenged, workers with diabetes and other conditions capable of triggering false positives on D&A tests could find themselves on the chopping block.

RMT Bakerloo stands in complete solidarity with Vicky, Noel, and Alex. If the company gets away with sacking them, YOU could be next. The company is trying to create an atmosphere where punitive discipline and authoritarian sackings are used to intimidate workers into keeping our heads down, at a time when the company is making changes to which it knows many of us are opposed.

Get behind the reinstatement campaigns; let's get Vicky, Noel, and Alex back to work!

Fight against cuts goes on

The RMT has begun a process of negotiation with management about reducing the level of staffing cuts on stations.

Following our threat of strike action in October, the company reduced the level of job cuts from 953 to 897, and committed to a process aimed at reducing the level further.

Local RMT reps will be examining management's proposed new rosters and "Business Needs Schematics" (BNSs), in consultation with union members in the workplace, to present a case against job cuts.

You can get involved in this process by talking to your local rep. Does management's new BNS include time for station checks, or escorting VIPs? Do the number of gatelines and ticket hall areas actually correspond to the real layout of your station? Are the numbers of staff on the gateline sufficient to ensure safety?

Through this process, RMT reps will also be continuing our argument for keeping ticket offices open, arguing that CSAs servicing customers on POMs cannot provide the same wide range of information and ticket services as a clearly-identifiable and staffed ticket office.

As this negotiation process progresses, we'll see how serious management are about their commitment to reduce the level of job cuts. The union's position remains: not one job cut, not one ticket office closure.

If management don't budge in negotiations, we will reconsider industrial action.

“Night Tube”?



It came as something of a surprise to the RMT that 24-hour running, the “Night Tube” would be introduced in time for the Rugby World Cup in September 2015. It said so in the *Evening Standard*... so it must be true!

The reality is that negotiations with the union have only just begun. The Bakerloo Line isn't one of the lines scheduled for 24-hour running, but RMT Bakerloo members at Oxford Circus and in the Special Requirements Team will obviously be affected.

Countless studies show that shift work, and night working in particular, have damaging long-term health impacts. What guarantees will management give us to ensure their duty of care to employees and make sure those expected to work nights have their work-life balance protected, and are given proper time to recuperate from the physical effects of night working?

RMT believes the company is using “Night Tube” as a cynical

stunt to distract attention from the savage cuts they're making to staffing levels on stations.

“Night Tube” is also being discussed by Trains and Stations Safety Councils. We have safety concerns over infrastructure (whether trains, track, signals etc., can cope with all night running at weekends), and staffing (whether stations can be safely operated at the staffing levels management are proposing). 24-hour running would also create a massive maintenance shortfall and deficit, which would have to be made up at other times (with what knock-on effects to service, one wonders?).

Other safety concerns, such as whether BTP will provide additional support to stations at key times, will also need to be answered.

RMT is not opposed to 24-hour running, but the union will not agree to it until we are convinced that it is safe for our members and our passengers, and decent and fair terms and conditions for those working nights are properly negotiated. Watch this space!



Vote Eamonn Lynch for RMT Executive!

RMT members in the London Transport Region will soon vote to elect our representatives on the union's national Council of Executives.



The role of Executive member is key; it means being accountable to members' interests, and helping shape key discussions and decisions about organising, industrial action, and union strategy.

RMT Bakerloo is backing **Eamonn Lynch**. Eamonn has worked on the Tube for over 20 years, as both a driver and station worker, and has vast experience of organising and representation at all levels of the union, from local rep up to Functional Council level.

Eamonn says: “I believe I have the conviction, vision, and passion to lead us in our fight to not only preserve our terms and conditions, but improve them for all our members. I will ensure members' voices are listened to and acted on. I promise to keep RMT as an effective, democratic, fighting, winning union. Solidarity wins!”

For more on Eamonn's campaign, see facebook.com/el4ec

RMT BAKERLOO AGM 2014

The branch's Annual General Meeting will take place on **Monday 1 December** at 16:00 at The Coach & Horses, 1 Great Marlborough St, W1F 7HG (near Oxford Circus)

Come along to:

- Discuss issues in your workplace and union campaigns
- Elect your workplace reps
- Listen to guest speakers
- Meet other union members.

A buffet will be provided.

The November meeting of RMT Bakerloo nominated Alan Pottage for the position of RMT Assistant General Secretary. For more information on this election, see forthcoming issues.

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