



Bakerloo news



November 2015

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Cleaners fight back

RMT steps up campaign against exploitation

Cleaners face some of the toughest conditions of any workers on the Tube.

On top the difficult, often unpleasant nature of the work, cleaners regularly experience:

- Short or non-payment of wages
- Bullying and harassment from managers
- Precarious contracts
- Unstable employment status,

as many agency cleaners are forced to register as “self-employed contractors” or “limited liability companies” so their agency can avoid paying tax on their wages!

If you’re an LU worker in another grade, consider whether you’d put up with those conditions. If you’re a cleaner, ask yourself if you want

to put up with them any more!

RMT is fighting back. We have been in dispute with Interserve for a number of months, and are now stepping up that campaign. Our campaign includes:

- Monthly cleaners’ meetings, 15:00 on the first Monday of the month, at Unity House (Chalton Street, NW1 1JD)
- Drop-in sessions with union lawyers to advise on legal rights
- Demonstrations.

Our immediate demands are:

- Pay on time, pay in full!
- An end to bullying and harassment by managers
- Guaranteed hours for all.

Our longer-term demands for cleaners are:

- £10 an hour for all, as a

minimum

- All agency workers to be directly employed, as a first step to bringing cleaning work back in house
- Staff travel passes for all cleaners.

We have to be honest with ourselves, and each other. To win those demands will take a huge fight and determined action. To build such action, and to make it effective, the thing we need most of all is membership and organisation amongst the cleaning grade.

The first step on the road to better terms and conditions at work is joining the union! Sign up, sign up your colleagues, let’s fight back!

RMT cleaners’ meeting

15.00,
Monday 9
November

Unity House, Chalton
Street, NW1 1JD



London Underground tries to undermine our unions

LU’s attempt to undermine our unions, and the principle of collective bargaining, by launching a direct propaganda campaign to promote their derisory pay offer should be treated with the contempt it deserves.

The offer they’re touting is the same one that’s been on the table for months. We’ve made our views about it perfectly clear, by shutting down the network during our two strikes. Instead of

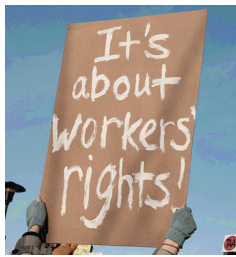
trying to find news ways of presenting the deal, our bosses need to get the message and make an improved offer.

They need to be aware that, if they continue to try to rob us of our right to bargain collectively, we will once again respond by using the only effective means available to us: collective action.

Have you received one of these leaflets? We recommend “filing” it in the bin.



LU attacks disabled workers



London Underground has yet again exposed how shallow its claims to be an equal

opportunities employer really are, with a recent spate of sackings and redeployments of disabled workers.

Following the outrageous sacking of London Bridge CSA Karen Guyott earlier this year (an epileptic worker the company decided it was no longer “sustainable” to employ, after several years of working without problems), LU has gone after a number of other workers with disabilities, including some on the Bakerloo Line.

Rather than fulfilling its legal obligations to make temporary or

permanent adjustments to a workplace or role to allow disabled workers to continue working - or, if that's not possible, to find them suitable alternative employment - LU is choosing to sack staff, including terminating probationers.

The context is clear: LU's austerity-driven budget cuts mean it is trying to reduce numbers however possible, and is finding any means to show people the door.

RMT will not allow our disabled members to be victimised. Local branches will be working with our regional Disabled Members' Officer to plan a LU-wide campaign for an end to the victimisations, and reinstatement for disabled colleagues who've been unfairly sacked.

GET ACTIVE IN YOUR BRANCH!

We meet on the first Tuesday of every month at 16:00, upstairs at the Royal Exchange, 26 Sale Place, W2 1PU. All members welcome.



Union guidance on ticket office training for CSAs

All members are reminded that ticket office training remains entirely voluntary.

Any manager presenting the training as compulsory, or instructing CSAs to attend, should be reported to union reps.

It is LU's intention to change the CSA job description to including cash handling, POM servicing, and other ex-SAMF functions.

RMT remains opposed to these changes and is fighting for our a grading system that reflects the extra responsibility.

Justice won for Grant West

Last month *Bakerloo News* reported on the case of Bro. Grant West, a driver at the Elephant depot, who was unfairly dipped following a simple mix-up between himself and a DRM.

The charge of gross misconduct charge was harsh in the extreme, and vindictively pursued by management.

We are pleased to report that Grant is back on the job, driving

trains out of Brixton depot, effective immediately.

This is a victory for common sense, and another reinstatement won by the RMT.

Bakerloo News salutes the hard work of local reps and activists, and the Trains Functional Council reps.

This win should give us confidence for other ongoing reinstatement campaigns.

We are international

The working class is now truly international - in the sense of being a global class, but also in the sense that global travel and migration mean that the working class within every country is international.

RMT has many members from other countries, and to ensure that they can organise fully in our union, we are working to ensure they can access union materials in their first language.

Bakerloo News therefore wishes to give special thanks to Sister Fatima De Andrade, a CSA on the SRT, for helping with translations for cleaner members in grievances and disciplinaries recently.



Fatima with RMT SRT rep Jon Abdullah

RMT Bakerloo is backing SEAN HOYLE in the election for RMT National President.

Please complete and return your ballot by 7 December

Bakerloo News is a monthly newsletter from the Bakerloo Line branch of the RMT union.

To submit a story for *Bakerloo News*, or to contact the branch, please email bakerlooline@rmt.org.uk, or ring Branch Secretary Jim McDaid on 07917 131692