



## We can win in-house employment

### ABM cleaners in RMT are stepping up our campaigning to win:

- Travel passes for all cleaners
- Full contractual sick pay
- Improved pensions
- In-house employment

RMT believes cleaners should be employed directly by TfL/LU, on the same terms and conditions as other directly-employed staff.

With ABM's contract due to expire at the end of 2022, we have a historic opportunity to increase pressure on TfL/LU bosses and City Hall to bring cleaning back in house.

We will be organising a series of activities, including meetings, demonstrations, and other actions to raise our demands.

**The more cleaners in RMT, the louder our voice will be. Join RMT today and fight for in-house employment!**

### Why join RMT?

**To win change, we need to unite in a collective organisation. Our strength is in numbers.**

TfL and ABM cannot run the job without us: it's cleaners - not senior managers - who ensure stations, trains, depots, and office buildings are safely cleaned for other staff and passengers to use every day. Joining a union is the best way of organising our collective power.

If you join RMT, you can take part in the union's campaigns for better conditions, and have your say within the union's democratic decision



making. You can elect representatives and branch officers.

RMT has around 15,000 members across TfL and its subsidiary companies. As part of RMT, you'll be part of an organisation alongside station staff, drivers, engineers, and other workers.

**Join RMT today and fight for a better life at work.**

Tube cleaners in RMT have won historic victories in the past. Most recently, pressure from the union secured an agreement from TfL that ABM cleaners would be paid at their full shift rate for periods of Covid-related sickness and isolation. With more pressure, we can extend that agreement into a permanent right to full contractual sick. In 2007/8, Tube cleaners in RMT struck to win the London Living Wage. Their victory means our pay is pegged to the LLW rate.

# How do we know we can win?

No victory is every guaranteed. But as the late RMT general secretary Bob Crow put it, "if you fight, you might not win. But if you don't fight, you'll definitely lose." We believe we can win the fight for in-house employment.

Here's why we should be confident:

## It's been done before

Cleaners at major public institutions such as the London School of Economics, the University of London, and the Imperial NHS Trust have all won in-house employment, following campaigns and industrial action.

These victories reversed years of outsourcing. If it's possible there, it's possible on TfL/LU too.

## GET INVOLVED

The union is only as strong as we, its members, make it.

RMT London Transport Region Cleaning Grades Committee, which will be the coordinating body for this campaign, meets monthly. Meetings are on Zoom until further notice. Speak to a rep for log-in details.

RMT ABM reps include:

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## The Mayor is vulnerable

RMT pressure already forced Sadiq Khan to include references to in-housing cleaning in his manifesto. He said he will: "look, when opportunities arise, to bring services back in house", and "instruct TfL to review its cleaning contract with ABM, including an assessment of extending the free travel cleaners receive whilst at work to their journeys to and from work." These are token statements that don't go nearly far enough, but they are signs that he feels under pressure. We should ramp that pressure up and demand he brings cleaning in house.

## We have political support

Members of RMT's Parliamentary Group have raised our demands in Parliament, including launching an Early Day Motion for MPs to sign. Labour members of the London Assembly have also supported our campaign. There is clear political support from union-backed MPs for TfL to bring its cleaning in house, support which has only increased due to the vital role cleaners have played in the pandemic.

## Workers have the power

Ultimately, we know we can win because it's workers, not bosses, who make society move. Our labour is what generates wealth and profit, and if we organise that labour and, when necessary, withdraw it, we can force employers to concede our demands. To do that, we need to unionise.

## What can you do?

- If you're not already a member, join RMT at [rmt.org.uk/join](https://rmt.org.uk/join)
- Attend the next meeting of the **Cleaning Grades Committee: contact a rep for details**
- Get involved in your **local RMT branch**
- Share this leaflet with workmates in your station or depot



RMT supports the Cleaners United coalition, which brings together unions organising cleaning workers, and includes other unions such as IWGB, which has won the in-housing of outsourced services at the University of London, and civil service union PCS.

[bit.ly/cleaners-unioned](https://bit.ly/cleaners-unioned)



**CLEANERS UNITED**

NO MORE SWEEPING IT UNDER THE CARPET



[rmtlondoncalling.org.uk](https://rmtlondoncalling.org.uk) - @RMTLondon - [rmt.org.uk/join](https://rmt.org.uk/join)