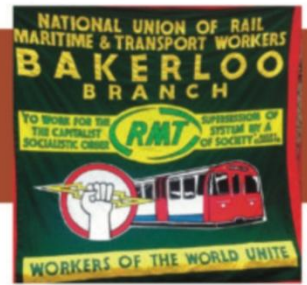




Bakerloo news



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EZRA SACKED!

Queen’s Park management, in collusion with Human Resources (HR), has sacked our colleague Ezra Christian.

It was a foregone conclusion at his CDI with the panel consisting of the manager who sacked fellow Bakerloo driver Eamonn Lynch.

If management truly believed that Ezra was not fit to work in any capacity on the underground then why on earth did they allow him to work at Oxford Circus station as a CSA up until the day they sacked him?

So after being assured by management Ezra will keep his job in London Underground he is now facing the queue at the job centre.

From the very beginning Ezra was told by various managers this would be resolved by a corrective action plan. Just like other members of staff who were central to the incident had been dealt with.



Fight for Ezra – Fight for Justice!

This is not a situation Ezra should have been put in and he should not lose his job.

Ezra is highly respected by his colleagues all over the combine, he has a young family to care for too.

Then they told him he would be going to CDI but not on a gross misconduct charge.

We should use all our strength to fight back on his behalf, up to and including industrial action.

When the charge sheet was presented not only had management added a gross misconduct charge but they had sexed up the pack to paint Ezra in the worst possible light.

We simply cannot allow this out of control management to get away with stitching up one of our colleagues by way of an unjustified disciplinary proceedings and suspect evidence.

Because if they can do that to one of the most honest and likeable fellows like Ezra, they can do it to any one of us.

Previously...

The story starts with a previous incident in which Ezra was at fault. Ezra attended a CDI in January after erroneously applying the procedure after a SPAD.

He answered the charges and the CDI panel rightly took on board numerous mitigating factors and awarded a dismissal, suspended for 52 weeks, backdated to the date of the incident in November 2017.

This meant that Ezra had to steer clear of trouble until November 2018 because any further disciplinary issues (even minor ones) would be referred straight to CDI on account of the suspended sentence.

The Latest Incident

Prior to the incident Ezra pleaded with management to work his rostered shifts but management had given them to someone else and he was prevented from getting assistance from the mafia. He was forced to work turns which put a strain on his child caring responsibilities.

He also told management that he was fatigued and felt that moving to a non safety critical role would be beneficial.

Management brushed off his concerns far too lightly in a bid to keep their attendance scorecard looking pretty.

Shortly after Ezra had another SPAD incident within the previous 52-week timeframe.

Instead they started to focus on communications between Ezra and the Signal Operator.

When calling in the SPAD, Ezra clearly told the Service Controller the correct signal which he had passed at danger (BR2). However, for some unknown reason, the Signaller seemed to think that the signal in question was BR1.

Déjà Vu

A couple of years ago they sacked Train Operator Luis Vigo for a minor infringement, but ended up with egg on their faces when he won an unfair dismissal case at Employment Tribunal and LU were forced to reinstate him after wasting £250,000 of fare payers' money defending the indefensible

When will they learn?

Following some poor radio protocol by both parties, the Signaller gave Ezra authority to proceed.

The implication is that Ezra accepted authority from the wrong signal, though it was clearly a mix-up. It is obvious that he was not trying to cover anything up and has been truthful throughout.

Doctored Radio Recordings?

At a fact-finding meeting, the original investigating manager agreed with Ezra's rep that the case should be referred to a Capability Case Conference where Ezra could have been removed from train operating with protected earnings.

At this meeting, the recording of the radio communications was played.

The recordings had large chunks of the conversation missing, and the quality was extremely poor.

We must fight for Justice



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