



# Pay Bombshell

**LU Demands that we accept every part of Night-Tube AND give up our right to raise other 'economic demands' In return for a 2 year real terms Pay CUT**

London Underground has provided us with its own data and it shows one thing very clearly. Fare revenues and passenger miles have increased far faster than our wages over the past ten years.

We have delivered productivity increases again and again. LU's senior bosses get massive bonuses - The LU MD is paid over £400K while the transport commissioner claims £100 week just for wine!

**What pay offer has LU made to reward years of hard work by its staff?**

**The answer is 2 years of real pay cuts IF we agree to implement EVERY aspect of night-tube.**

- **0.5% in Year 1**
- **RPI in Year 2**
- **A derisory one off payment of £500.**

## More Night Turns and Weekend Working

LU say that as part of the pay offer they will minimise the impact of night running on staff.

But station rosters being issued this week show an increase in night turns and a reduction in weekend rest days and long weekends.

LU's claims, in their pay offer, do not match up to the reality of proposed rosters.

The £500 would be non-consolidated and not pensionable!

And even this would be paid in two instalments!

**With RPI currently still over 1% this is a PAY CUT.**

Your RMT negotiators have rejected this pay insult in the strongest terms. ASLEF, TSSA & Unite have also reacted angrily to LU's provocative 'offer'.

**On top of job cuts, re-grading, organisational change across functions and Night-Tube...**

**...LU now wants us to take a Pay Cut!**

**RMT will Fight for a Fair Pay Deal**



## Night Tube

**Night Tube will mean more night working for many grades. On top of proposals for night tube this September, LU has now announced that all lines will run a night service by 2021.**

The PTOA for train operators will have to be torn up while ALL station grades will be expected to work nights.

Engineers will be expected to change shift patterns and Service Control will also have to provide cover for night running.

Rosters being presented for stations in Fit for the Future Stations talks show just what LU means by minimising impacts. The proposed rosters include more night working, far fewer weekend rest days and a sharp rise in extreme shifts.

# RMT Will Fight For Fair Pay Deal For Every Grade

LU's offer of a pay cut comes as we continue to resist job cuts and fight to protect our terms and conditions.

As you read this there are roster meetings being held across the stations where our Level 1 reps will be fighting back against job cuts and booking office closures and making the case for the retention of staff.



*John Leach, London Transport Regional Organiser*

As we have said all the way through "Not...Fit for the future stations", RMT has never agreed to the job cuts and the fight continues.

Our stations reps will be meeting on 16 March, if the feedback is of unsafe and wholesale unacceptable rosters ..The fight will be stepped up .

I will have no hesitation to call for urgent strike action if needs be to pursue our case . The situation with regards to pay and night tube is also gaining pace. Likewise we will fight for a decent pay rise and for a properly rewarded, safe night tube for all of our members across the Underground.

**In all my years on LU I have never known the company propose a pay cut...and to link this to demands for our members to implement night-tube while losing jobs is disgraceful.**

**As always, we must fight back as a united all grades union. United we stand!**

RMT is in dispute with LU over Fit for the Future stations. We have no agreement with the company to make the changes to working practices and agreements that LU needs to run night-tube. We continue to fight for pensions & passes for all of our engineering members.



In the face of this the company is playing with fire by making a provocative pay offer that demands we accept their plans for night tube in return for a real pay cut.

*John Reid, London Transport Region Executive Member*

Our union is not opposed to night-tube in principle but we will not accept a deterioration in our terms and conditions. Shift patterns for train operators, service control, station and engineering grades are bad enough already. LU is trying to introduce night tube on the cheap and the impact will be felt by our members.

On top of the demand to work more nights, night tube demands more weekend working. For many members a weekend off is a rare chance to be with family or friends. We will not accept a worsening of this situation.

I will be urgently consulting with branches and functions and with our sister unions on the tube. I believe we need to respond to LU by fighting together. All grades face roster changes and in some cases, changes to agreements with LU, for night tube to come in.

**We will show LU that we will remain united and fight them in the most effective way. They must be in no doubt that they face imminent strike action across grades if they do not shift their position.**

## Quality rest away from work is not a luxury, it is a life-saver for shift workers.

London Underground wants us to work more nights and weekends to operate the night tube. RMT, along with the other TUs has put forward a claim for a 32hr 4 Day week.

It is well known that shift work has a significant impact on health and life expectancy. We've all just received a letter from the LU pension fund telling us how lucky we are to work for LU and to have such a 'generous' pension pot. Well let's just hope we live long enough to enjoy it!

Regular night shifts take years off the life-expectancy of retiring workers. It is also well documented how shift work leads to higher than normal rates of diseases including diabetes, heart disease, gastric disorders, hypertension, cancer and sleep disorders.

Our bosses, who of course do not have to do weekends or nights, tell us we've just got to accept more night and weekend working. They think our health is worth two taxable payments of £250. If you ever doubted the total contempt in which your employer holds you, this will make things clear!

RMT will take whatever action is necessary to fight LU and to win a fair deal for all grades.

***"Between 20% and 25% of people reject and leave shift work at an early stage because of chronic ill health."***

***Royal College of Nursing, 2008***



**London Calling**

The website of the London Transport Regional Council of the Rail, Maritime and Transport workers' union