



# London Calling

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

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# RMT to Ballot over Pay & 4 Day Week

## PROGRESS MADE TOWARDS SHORTER WORKING WEEK BUT OFFER IS UNACCEPTABLE

After months of talks RMT negotiators have been successful in making LUL management accept that a cut in working hours must be part of any pay agreement. What's more, they now accept that any reductions towards a 32h 4 day week must be given as banked rest days (BRD) and not a few minutes here and there.

This is an important achievement but management's 4 year offer cannot be accepted.

## CURRENT OFFER COULD AMOUNT TO BIG PAY CUT OVER 4 YEARS

**Pay:** The offer gives an RPI plus 0.2% in years 1&3 but this real terms increase could be wiped out in years 2&4, where there is no link to RPI and just a 1.4% rise. The offer could easily result in a big real-terms pay cut over 4 years.

**4 Day Week:** 6 additional BRDs is a significant gain but we have to wait 4 years for the full 6 days. It is a step towards but still well short of a 4 day week. Also, the offer states that management would tell us when we can take the BRDs. This is ridiculous. It is essential that we are free to decide how to use any additional rest days to reduce fatigue and benefit members.

**£750 minimum in year 1:** This is what a CSA2 would get anyway under the offer.

**Priv & Abolition of CSA2:** No progress

RMT could not accept an offer that has no protection against a rise in inflation over a 4 year period. We also want to see progress on the other items in our claim including CSA2 & Priv. The £750 minimum needs to be more to

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## LUL PAY OFFER

**Year 1:** RPI (2.5% 2018) plus 0.2% or £750 whichever is greater

**Year 2:** 1.4% plus 30 mins off contractual working week. This is equivalent to 3 banked rest days of 7.5hrs.

**Year 3:** RPI plus 0.2%

**Year 4:** 1.4% plus another 30 mins off contractual working week. This brings the total reduction in hours to an equivalent of 6 banked rest days of 7.5hrs.

## JUSTICE FOR TUBE CLEANERS!

As this newsletter goes to press, RMT is balloting our ABM cleaner members for strikes to win staff travel passes, company sick pay, and improved pensions. This is part of an ongoing campaign for greater equality and direct employment for cleaners.

The ballot campaign has seen cleaner activists and supporters visit workplaces across the Tube, holding canteen and mess room meetings in depots and stations across all shifts, backed up by a central phone-banking effort. It has been characterised by a superb energy and enthusiasm amongst cleaners for a real fight for justice.

The campaign has drawn inspiration from ongoing disputes by cleaners and other outsourced, migrant workers, including UVW members at St. Mary's Hospital in Paddington, IWGB at University College

London and elsewhere; the successful strike by PCS members at the Department for Business, Energy, and Industrial Strategy; and campaigns by other RMT cleaners across the country, including Mitie cleaners on Network Rail, Merseyrail, and First Great Western.

The union has ring-fenced an initial £100,000 for a cleaners' strike fund, ensuring all striking cleaners will be financially supported. No cleaner will have to choose between their principles and putting food on the table.

The ballot closes on 19 November. We plan to take the fight to the doorsteps of ABM, TfL/LU, and the Mayor of London. The Labour Party says its national policy is to end outsourcing; it's time for our Labour mayor to put that into practise on TfL/LU.

**We won't pay for TfL cuts with our health or conditions**

give a real boost to the lowest paid. These are issues of fairness.

We say all CSAs deserve the same pay and conditions. All LUL staff deserve the full Priv facility. If new staff on London Overground can have Priv then why can't all staff on London Underground?

### WHY WE NEED A BALLOT

Sometimes in life, you can get something just by asking nicely. Sadly, industrial relations on London Underground do not follow this pattern.

Negotiations have taken us as far as we can go. Now it's time to use our fundamental power as workers: our ability to withdraw our labour and stop the job. When we threaten our bosses' revenue, their insistence that they have no money to finance our demands starts to dissolve.

That was the recent experience of RMT train drivers, who, after naming industrial action on five lines against excessive track noise, found that our bosses magically conjured an additional £10 million they claimed not to have in order to make engineering fixes to the track.

RMT members on LU Fleet discovered something similar when a plan to reduce the frequency of safety checks on trains, which management had previously insisted was set in stone, was abandoned entirely after the union announced strikes. By balloting for and naming industrial action, we can win equally significant concessions over LU pay and conditions.

### RESTORE THE SUBSIDY

LU management say they have no money to meet our claim yet the culture of extravagant waste on LU suggests they've got money to throw at initiatives they deem necessary:

- £85 million paid to engineering firm Bombardier in 2016 to buy them out of their contract for the SSL signalling upgrade after they messed up the works (the project is now nearly £900 million over budget)
- £16 million spent on a stations "Rostering and Coverage Tool" that was eventually scrapped before it was even introduced

- Pay rises of up to 74% for senior Managers.



Consider also the £90 million of lost revenue, almost certainly a conservative figure, clearly linked to LU's refusal to fill RCI vacancies, which the company insists is *saving* money.

But the key to ending the constant threat of job cuts and to improving our rosters and conditions is to fight to get the TFL subsidy back. We should continue to pressure Labour Mayor Sadiq Khan to refuse to implement the cuts on LU and across TfL. RMT supports the election of a Labour government, and seeks to pressure Labour to commit to restoring the subsidy.

But we shouldn't allow our bosses to use this as an excuse. Issue 271 of *On The Move* quotes LU's Head of Finance David Ho on page 28 forecasting that the company's operating surplus for 2018/19 would be £700 million. Clearly, there is money available. Political choices are being made about how it is spent. Through industrial action, we can persuade our employers to make different choices.

### BECAUSE WE'RE WORTH IT



That's another £17K for the banks then...

Management always talk about what their staff cost but never about the massive wealth we create for the London economy. Remember that, according to the *Evening Standard*, we generate £300 million for the London economy simply by turning up to work every day. That's around £17,000 per worker, per shift.

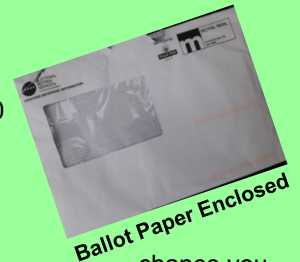
There is no excuse for not meeting our pay claim. RMT believes that all workers have the right to a decent standard of living, working conditions that don't damage our health, and quality time away from work. That's what we're fighting for in this dispute.

## MAKE SURE YOU RECEIVE YOUR BALLOT PAPER

The new anti-union laws mean that at least 50% of all members who are sent a ballot paper must vote to have a legal strike mandate. 40% must vote yes.

If your ballot paper goes to the wrong address that's one vote that cannot count. Please make sure your personal details are up to date.

You can check on the new members App or call RMT on 0800 376 3706.



If you haven't received your 2020 diary yet there is a good chance you have the wrong address recorded.

## WHY A 4-DAY WEEK SHIFT WORK IS KILLING US

It's bad enough working in an environment where dust levels are 20 times higher than they are on the Euston Road above us. But it is becoming clearer and clearer that the nature of our shift work is killing us.

RMT has already pointed out that international studies have suggested we lose 4/5 years from our life expectancy after 10 years of shift work.

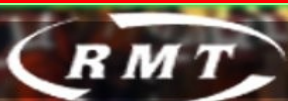
Now, the *European Society for Medical Oncology* has concluded that shift work is probably carcinogenic. (\*IARC update evaluation of carcinogenicity of night shift work).

If your manager tried to shove you into a room full of asbestos dust you'd refuse yet we are being forced to work shifts that are likely to increase the risk of contracting several types of cancer.

LU cuts have led to rosters that contain more extreme shifts than ever. Weekend rest days are increasingly rare.

Many employers are now looking into the introduction of 4 day weeks. LU should be leading on this.

We need more rest days to help provide a better work/life balance and to mitigate the health risks we are being exposed to.



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