



National Union of Rail, Maritime & Transport Workers

London Underground Limited

**Rates of Pay and Conditions of
Service 2019**

Summary of demands

This document represents the RMT's application on behalf of our members working for London Underground Ltd for an improvement in pay and conditions of service. Over the course of this document we will address the following issues:

1. A substantial pay award
2. A minimum flat rate increase for those on the lowest salaries
3. Reduction in the working week
4. Family friendly policies
5. Full travel facilities for all
6. Demands not covered elsewhere

Increase in cost of living

RPI, which includes housing costs and excludes high earners' spending, is the inflation measure for negotiating pay.

RPI is also used to calculate index-linked government bonds, privately issued index-linked bonds, National Savings and Investments, Corporation Tax, Business Rates, Alcohol Duty, Tobacco Duty, Gaming Duty, Air Passenger Duty, Vehicle Excise Duty, Climate Change Levy, car and van Fuel Benefit Charge, regulated rail fares, regulation of water and sewerage charges, indexation of British Telecom's wholesale charges and interest payments on student loans.

The Retail Prices Index (RPI) stood at 3.2% for the year to November 2018.

Detailed demands

Demand 1: A substantial pay award

The cost of everyday items such as housing, food and household essentials have continued to absorb an unacceptably high proportion of ordinary workers' pay. Inflation is high and is not forecast to drop. We therefore demand a substantial, unconditional pay award at the earliest opportunity. Under no circumstances will our members' remuneration be permitted to fall either behind RPI inflation or pay for comparable roles at other companies/ in other sectors.

Demand 2: A minimum flat rate increase for those on the lowest salaries

Those on the lowest pay are most impacted by increased living costs. It is therefore just that they be afforded additional protection in the form of a guaranteed minimum flat rate increase.

Demand 3: Reduction in the working week

Employees in the UK work among the longest hours in the EU. However, in a safety-critical industry such as transport, an adequate level of paid time away from work is essential to facilitate workers' rest and recuperation. Given the increasingly prolonged and onerous responsibilities that almost all individuals have outside of the workplace, members are understandably concerned to improve their work-life balance.

A key demand of RMT is for a 32 hour week, worked across four days, without loss of pay with a corresponding improvement for non-full-time staff.

Demand 4: Family friendly policies

As a union we recognise the importance of supporting our members who also have caring responsibilities at home whether as parents or carers. We believe family-friendly policies must be made more generous and ask that by default you take steps to accommodate requests for flexible working made as a result of caring responsibilities.

Maternity and paternity leave and other family friendly policies can only be a real and affordable option for our members when it is paid at the individual's full rate of pay. RMT demands an improved suite of agreement, including for adjustment leave (to be incorporated into the flexible working options for our members), which in each case operates to the principle of no loss of pay.

Furthermore, a review of rosters arrangements should take place to ensure genuine work-life balance.

Demand 5: Full travel facilities for all

The two-tier travel facilities provision for the workforce disappoints railway and other transport employees. A member might have spent the last decade working alongside a colleague doing exactly the same job, yet one receives the full entitlement because s/he was employed on the railways/ in transport prior to a particular date, and the other does not. The nominal administrative cost to the company of extending full travel facilities is minimal and there is no justifiable reason for withholding the benefit from some employees.

As a result of the RMT highlighting the inequities of the current situation, a number of companies have recognised they should do more to assist. In a prelude to what we expect to eventually be full travel facilities for all, the Union concluded an agreement with AMEC that all non-safeguarded employees would receive residential travel in the form of a 75% reduction in standard fares when travelling on services provided by *C2C, West Anglia Great Northern and London Midland*.

In 2004 *London Underground* agreed to reimburse all employees who joined post-April 1996, 75% of the cost of an annual season ticket on national rail services.

PTAC travel and Staff Oyster must be extended to all staff working on the London Underground network.

Demand 6: Demands not covered elsewhere

- RMT believes that the CSA2 Grade should be abolished with those members of staff affected entering the CSA1 Grade.
- Annual leave should be increased from 7.4 to 8 weeks.
- An increase in payments for Protection Master (PWT), Site Person in Charge & First Aider.