



# **VOTE YES, VOTE YES AND VOTE YES AGAIN**

**B**y the time you get to read this Newsletter, all members of the RMT working for LUL will have received their ballot papers on the derisory pay offer, and also the derisory offer around night tube.

Station staff will also receive an additional ballot paper about the attempt to impose new rosters on them, almost 1000 job cuts and the ticket office closures.

This is the grade management have started with in their quest for £4.1Bn cuts to our conditions.

The Union Executive are asking that we vote **YES**, in the pay Ballot, Vote **YES** against Night tube and **YES** in the Every Job Matters (EJM) dispute.

For the first time for many years all underground unions are balloting on the same issues at the same time. It takes a very

clever set of bosses to so incense even TSSA who are not always the first to reach for the 'picket armband' to be so concerned that they are balloting for strike action over the pay and night tube.

It is not unusual for LUL staff to get paid after the anniversary date each year, but LUL need to understand that the anniversary date is in fact 1<sup>st</sup> April which is now over 3 months over due.

This dispute is crucial and must be won as defeat will embolden the bosses to accelerate their attacks against all tube workers with our much prized pension pot very much in their sights.

**YES for a decent  
deal and a secure  
future.**



**The Seven Sisters "Picket Line Tent of Solidarity" on a previous dispute. This time all 4 Rail Unions will be in the Big Tent against a hostile employer.**

# REPRESENTATIVES & ACTIVISTS

## UNDER ATTACK

### PAUL OKORO – DRIVER AT ACTON TOWN

Piccadilly and District West Branch member Paul Okoro has been ruthlessly sacked after being sent to CDI for allowing his mobile phone to ring whilst he was stabling a train with a trainer on CDP. At all times he was safe and did not answer the phone until a colleague had taken over the train. The call was from a heating engineer who was calling to arrange fixing his boiler to enable his house to be heated during the cold snap last winter. He had to move his kids out of the House to relatives as it was too cold for them to stay in there. He admitted his mistake at the CDI but has been dealt the ultimate punishment by the panel who made totally bizarre assumptions including saying he answered the phone while the train was moving. Not even the training manager who complained about him said this in his evidence!



Branch supports our colleague and we await the outcome of his appeal which took place recently.

### DAWN EVEREST



We are awaiting the outcome of a Director's appeal for our Rickey Driver, where she was one of a few women Drivers. Her husband's priv was stolen so they sacked her because of it.

### GLEN HART – STATION SUPERVISOR



Glen Hart a union member for over 20 years and a Supervisor for 17 of those years, he knows his job and was taking official industrial action to protect his and the jobs of all other LUL Workers.

A Morden and Oval's branch activist, Officer of the London Transport Regional Council and anti-racism campaigner has been stood down now for **8 Months** after asking to be allowed to take a meal break.

He spends a great deal of his time exposing management's illicit practices over the last few

years and has been victimised because of it. In our fight against FFF 'fit for the future' job cuts an overtime ban was called. Glen adhered to union instructions to work to rule by refusing to do overtime.

The day after the action started meal-break duties were left deliberately uncovered. Management now had to do one of two things; cover the meal-break with a DSM or try using another Supervisor to scab.

They decided to do neither. Meal breaks are unpaid. Management are guilty of:-

- Excessive and unreasonable verbal abuse at the hands of various managers shouting down the phone at him.
- This occurring whilst he was known to be in the midst of trying to resolve a customer incident on the station.
- Accusing him of lying as well as further verbal abuse telling him that he was incompetent
- Threatening a drugs and alcohol test ***"because he was following company policy and closing the station"***.
- Being stood down by a Service manager over the phone, and told ***"wait till a D&A test can be done!?"***.

The test was later decided to be 'indefensible' so they dropped it.

Instead of LUL have the above charged against them, **it is Glen Hart who has been sent to a CDI. Finsbury Park Branch has passed a motion which simply put, means that we will call a ballot for strike action if Glen is given any penalties.**

# GLENROY WATSON: WHAT'S HAPPENING

Once again they are trying to sack Glenroy. At a recent Tribunal, LUL managers were made to do what the doctors who they pay, had been telling them to do for more than 6 months.

## The case at the Tribunal was under these header:-

1) The failure to use the correct procedure to deal with Glen's disability and any reasonable adjustment that might be needed and that this was due to his Trade union activities or race

Due to management dishonesty another two items became part of the claim

2) Allegation that Glen assaulted another member of staff on the 9th April 2014

3) The right to the Rep of your choice and the right not to have his Reps discriminated against because of their Race.

Let's deal with the second matter first, for reason which will become obvious In April 2014, without his consent and despite his Representative Glen Hart Station Supervisor from the Northern Line later strong objection, he was

sent to TAD (Temporary Alternative Duties).

Glen Hart's objection was that the policy says that being sent to TAD '*must be done by mutual consent*'.

On the 9th April Glenroy attended Edgware Road Train Depot booking on office. As he entered the booking on area, he immediately noticed something was wrong, because the two members of staff who were having a discussion, you could tell that their body language looked wrong.

They were each standing almost at either end of the room. Glenroy did not want to walk in between them, so walked to the side of one.

However as he walked past he thought he recognized one, so he took a step back, tapped him on the shoulder and said '*Are you Alan ?..*' Before Glenroy could complete what he was saying, the person he had recognized started shouting '*Don't fucking touch me. That's assault. I could call the police*'.

The other member of staff and Glenroy were both in shock. The other person asked '*Do you know this Gentleman?*' to which he

replied '*yes, I know this thing*' and walked away.

Glenroy had worked on the H&C line for a number of years and now remembered the Driver and his history. However, he still had no intention of getting him into any trouble, but was very concerned that if he reacted in this way in what is clearly 'a safe area' what would he be like if someone tapped him on his shoulder while he was out on the road.

Glenroy wrote to the Drivers manager asking him to have a word with his Driver and find out what he meant when he said '*yes I know that thing*.' Nothing more!

From the moment the first TOM go hold of the information, knowing the Drivers history, he went into overdrive to try and protect him. By the time it got to Glenroy Watson's TOM, he was now being accused of slapping the other Driver on the back and that he had '*run away to prevent Glenroy slapping him again*' and what he meant by that thing was that he had to get away from the situation which was '*that things*.'

You could not make it up, but they did.

The Tribunal Agreement had to reflect, in legal terms, that it was a lie and Glenroy did not slap anyone, because what both manger forgot was another lie had proceeded theirs when a few days after the event the Driver had admitted it was a *'tap on the shoulder'* and that he had a problem with Glenroy because of RMT!!

3)Glenroy had two matters running simultaneously, his case conference for which he had selected Glen Hart who is Black, and on the Edgware Road matter he had selected Paul Shannon of Neasden who is White. Both are excellent Reps and Glenroy felt each brought a particular skill to help him. However, with Glen Hart demanding in his first two meetings that the TOM should do things correctly, they refused to invite him to a third case conference. As soon as they saw Paul Shannon, they asked him, without Glenroy's consent, to act as his Representative at the case conference. This is totally against the procedure as only the staff can decide who their Rep should be. Both Glenroy and Paul refused. They continued to refuse to release Glen, and after about 6 months of case conferences being cancelled Glenroy asked Paul to deal with his case conference. After Paul

attended his first case conference and also demanded that they did the right thing, THEY STOPPED HELPING TO GET HIM HIS RELEASE.

On the 31<sup>st</sup> July 2014 the TOM sent an email to Glenroy demanding that he attended a case conference ON THE 1<sup>ST</sup> August where MEDICAL TERMINATION IS TO BE CONSIDERED.

Before that, on the 27<sup>th</sup> July 2014, Glenroy had requested release on the 1<sup>st</sup> August to attend a Rastafarian event on the issue of Reparations. The TOM refused to reply until the 31<sup>st</sup>, where in an email he refused the requested release, called a meeting instead, with one days notice and no invitation to any of Glenroy's Representatives. Because he could not get anyone in the short space of time, Glenroy attended the meeting on the 1<sup>st</sup> August alone, told the TOM and the PMA what he thought of their conduct and left the meeting without participation. He was sent a letter on the 5<sup>th</sup> August 2014 telling him he was being put in the redeployment unit and that he had 13 weeks to find another job or he will be medically terminated.

Near the end of 2013 Glenroy watson started

experiencing pain in his right knee.

You would not think it looking at him now, but in his younger days Glenroy was part of a team of LUL staff who did marathons to raise money for the armies fighting against Apartheid in South Afrika.

He was not overly concerned as he realized he was getting older and indeed this same knee had given him problems in 1999 and 2000 when he had to have two operations on the same knee two years running. In 2013 he immediately informed his TOM even though he was at the time on full time trade union release. His manager almost immediately sent him to LUOH who placed a restriction on him of "no walking on ballast or any track work." He was not working on the track and was office based at the Trains Functional Committee (**TFC**) and was not due to come back for a few months.

Despite management getting the restriction in place, from the day of his return they were seeking to put him in training in the depot, crossing live tracks and walking on ballast, the very thing the LUOH doctors said not to do. He had to himself get copies of the restrictions from LUOH.



From past experience Glenroy knew this would all take some time.

He and his doctor had agreed that a third operation on the same knee was not advisable.

Before the end of 2013 he had seen two specialists who also agreed with his doctor that a further operation would be unwise and instead recommended that it be treated with pain killers or a steroid injection.

The latest specialist further stated that in the long term there will need to be a knee replacement and that this should be done the same time as a hip replacement.

This alarmed Glenroy as there was nothing wrong with his hip that he was aware of.

Glenroy watson's main case to the employment Tribunal and point 1) as listed above was simply this, he has - everyone agrees - a degenerative

condition of arthritis in his right knee, which has started to effect his left knee.

As he was not going to get an operation on his right knee, he would need time to recover, would not be fit for train driving duties for sometime and would therefore need to be redeployed temporary into a non Driving grade while he gets treatment. Simple?

Not so it would seem for LUL's manager.

Glenroy is a trade union Representative with over 35 years experience on the railway. He was a former Branch Secretary for many years, before that he was one of the NUR/RMT's majority on the trains Sectional Council 3 - predecessor to what is now TFC. As one manager remarked some years ago *'Glenroy is a Rep who takes his trade unionism home with him.'* Result, he still did union work while off train work.

Victoria line managers soon became very concerned that there was an additional RMT Rep at Seven Sisters who was going around the combine representing members. They became so upset that in one case, while representing an LUL employee on a disciplinary hearing, they stopped his pay and never returned it.

Glenroy watson would like to thank all those supporters who gave up their time over the two days of the hearing. Not all are in the photo above or below and many were not able to stay both days, these included Glenroy's wife Valarie, Community Supporters and supporters from other Railway industries.





## Schedule 1

1 There is no admission of liability in respect of any of the claims under number 3302085/2014 on the part of the Respondent.

2. As to the incident on the 9<sup>th</sup> April 2014, the Respondent abandons any suggestion that the Claimant slapped Mr Lacey or used inappropriate force. Both the Respondent and the Claimant agree not to take any further action legal or otherwise arising out of this incident.

3. All outstanding internal grievance on the part of Mr Watson are withdrawn

4. The Respondent agrees to the following next steps with a view to the possibility of returning the Claimant to train operating duties:

- a. A 'pre – assessment' will be requested from LUOH as recommended by Dr Julia Chapman, Consultant Occupational Physician in her assessment dated 31 March 2015.
- b. Subject to successful completion of the pre – assessment above, a mobility practical check will be requested as described in LUOH correspondence relating to Mr Watson.
- c. Subject to successful completion of the mobility practical check, a risk assessment will be requested in relation to the Claimant returning to substantive train operators duties including assessment of the medication he is presently taking.

The Respondent will begin the process set out in paragraphs 4(a) – (c) within 28 days of today

5. For the avoidance of doubt, following the completion of 4(a) ,(b) and (c) above or in the event that any of the steps under paragraph 4 above are not successfully completed it remains open to the Respondent to consider alternative option.

**Glenroy returning to 'P' House after his successful Mobility test in Northumberland Park: *Photo P Shannon.***

# STOPPRESSSTOPPRESSSTOPPRESSSTOPPR

The very next day after the agreement, above was made in the Tribunal, Glenroy was again placed in the redeployment unit. There was nothing about that in the agreement. They refused to carry out 4.b the pre – assessment to make sure Glenroy could go down the depot and walk on ballast - perhaps hoping he would fall down - after Glenroy passed his Mobility test on the 26<sup>th</sup> May, Local management did not even tell him if he had passed, he had to chase them up. As you can see from the above, the only next stage is the medical risk assessment. This was done on the 18<sup>th</sup> June at LUOH, which Glenroy passed. A request for release made since April 24<sup>th</sup> to attend his union's AGM, has only been agreed on the same day as the assessment. Seemed management wanted it to 'go down to the wire' about getting unpaid release to attend his own union's AGM.

# AROUND THE BRANCH

## ARNOS GROVE DEPOT

While plans are pushing ahead with the opening up a new depot at 'Cockfosters' – anything to avoid the fact that they are reopening Oakwood depot – management cannot even agree a walkway to get to the depot and have gone the 3<sup>rd</sup> way which no one has agreed. Standby for shutdown.

## RUSSELL SQUARE

In the management FFtF they are planning to move Finsbury Park Station out of the group, the Booking Office is still open and we are going to keep fighting to keep it open.

## VICTORIA SOUTH

The branch now has in place two new Reps who are replacing John Kelly and Arzoo Miah. We send thanks for all the hard work they put in over the years. New Reps are:-  
Local **Michael Lancaster**  
Safety **Gary Dickinson**

## SEVEN SISTERS DEPOT

At Pleiades House each day staff are faced with the 'board of shame' where managers try to tell Drivers that every service delays on the line '**its all your fault**' by displaying it just outside the booking on point on the 1<sup>st</sup> floor. Don't look like we are in it together at 'P' House.

## VICTORIA NORTH

Walthamstow station is now part of Overground, but no one seems to have told management who have just spent thousands putting in barriers.

## BRIXTON DEPOT

There will be no 'Bikini protest' this year by Brixton Driver. There was a treat that Driver would start sitting around the mess Room in the shorts and Bikini unless something was done. Unfortunately the local Reps have managed to kick start management into action and a full installed cooling system has been put in.

AFFORDABLE HOMES FOR ALL \* FUND OUR NHS  
\* NO MORE CUTS \* REVERSE PRIVATISATION

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NOW

NATIONAL DEMONSTRATION  
SATURDAY 20 JUNE 2015

12PM BANK OF ENGLAND & MARCH TO PARLIAMENT  
THEPEOPLESASSEMBLY.ORG.UK

THE PEOPLES  
ASSEMBLY



# RMT's 2015 Annual General Meeting will be held in Newcastle from 22nd to 26<sup>th</sup> June.

London Transport Regional Council will be sending the following delegates

| <b>BRANCH</b>          | <b>DELEGATE</b> | <b>POST</b>      | <b>CONTACT</b> |
|------------------------|-----------------|------------------|----------------|
| <b>Finsbury Park</b>   | Glenroy watson  | Branch Chair     | 07956 133 450  |
| <b>Bakerloo</b>        | Jayesh Patel    | Asst. Secretary  | 07834 158 677  |
| <b>Camden No.3</b>     | Mick Crossey    | Branch Secretary | 07931 570 521  |
| <b>Central Line E.</b> | Janine Booth    | Branch Secretary | 09957 217 639  |
| <b>Central Line W.</b> | Adrian Rowe     | Local Safety Rep | 07585 126 400  |
| <b>Jubilee</b>         | Eamonn Lynch    | Local Rep        | 07578 769 943  |
| <b>LUEngineering</b>   | Lewis Peacock   | Local Rep        | 07877 986 401  |
| <b>London Taxi</b>     | Mick Bailey     | Local Rep        | 07956 804 612  |
| <b>Neasden</b>         | Paul Shannon    | Local Rep        | 07800 808 297  |
| <b>TFL No.1</b>        | Linda Wiles     | Branch Chair     | 07990 894 576  |
| <b>Hamm&amp; City</b>  | Barry Jordan    | Local Rep        | 07878 181 916  |

**HAVE YOU VOTED YES YET?**

## **REGIONAL COUNCIL PUBLIC MEETING**

**Tuesday 30<sup>th</sup> June 2015**

**CAMDEN CENTRE 1800**

**Speakers:-** Including RMT's General Secretary Mick Cash, Regional Organiser, Members of the Executive Committee.