

MORDEN & OVAL RMT BRANCH NEWSLETTER

Once again ABM is treating its frontline cleaning staff employed to keep London Underground safe and clean in an absolutely despicable manner. Despite being fully aware of this the Mayor of London, Sadiq Khan, does nothing to reign in ABM's managers or alter their HR practices.

RMT member, Diana, a train cleaner on the Northern line, was sent home from work having brought in a Fitness For Work note from her GP that advised she was fit to work but with amended duties. She has tendinitis. She was simply told by the night supervisor 'you're no use here, go home'.

There was no interview or exploration of the issues, no look at any reasonable adjustments. Worse, no report was made to her next level manager, which meant that when her trade union rep intervened on her behalf, her manager said he had no idea what was happening. At no point has there been any urgency in management's approach and Diana's manager has said more than once that 'she just wants to be paid for doing nothing', which is an outrageous slur when she is plainly available to work, but in line with the GP advice.



Her RMT rep had repeatedly to chase the manager to arrange a meeting to discuss her situation but it was almost three weeks before Diana was able to secure a reasonable adjustments meeting. The manager at the meeting kept referring to Diana as being 'on the sick' when she is plainly not; the GP note is quite clear on this, and the manager didn't seem to have any grasp of the legal obligation that ABM, as the employer, has, to consider making reasonable adjustments.

Moreover, it turned out that the manager heading up the meeting wasn't even authorised to make any decisions about reasonable adjustments, leading to more delay.

Diana went four weeks with absolutely no further contact from ABM, and waited six weeks to receive any SSP which is only £93.50pw. This meant she faced eviction and severe financial hardship. In order to get any movement, payment or even response from ABM, the RMT's Regional Organiser had to take up Diana's case with the highest levels of ABM managers and directors.

The behaviour of ABM and the complete lack of communication took a terrible toll on Diana's well-being. This is no way to treat a member of staff who, like all ABM frontline staff, play an invaluable role in keeping London safe during the Covid-19 pandemic.

ABM at one point withdrew all Covid-19 pay protections from its staff, meaning if they felt ill during the pandemic the alternatives were work on through it or end up on £93.50 a week. RMT's local reps and Regional Organiser fought this and have forced ABM to reverse it, but we

continue to demand that ABM management treat their staff, individually like Diana, or collectively, fairly and decently like all other TfL workers.

Lastly, Diana's medical condition is likely to be covered by the Equalities Act 2010 and RMT will seek to ensure she is protected in line with the provisions of that act as well as responding industrially if necessary.

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