

Wembley Park CSA Sacked

RMT will defend member from misuse of Probation procedure



A CSA has recently been sacked on the Wembley Central Group for failing probation despite having completed his six months probation period with one item on an action plan having been successfully met. At the six month stage the CSA had met the required standard to successfully pass probation. After the six month probation period had passed the CSA had excellent attendance having never had a day off and had never been late. Every single CMS target had been met.

The CSA had a "three month review" meeting only a matter of weeks before his six month probationary period was up. Quite incredibly he did not then have a "six month review" meeting until his NINTH month of employment. The Duty Manager who carried out the review confirmed to the CSA that his probation was to be extended for 12 weeks due to some performance issues and detailed some actions for the CSA to undertake during the extension. The CSA did not agree about the performance issues and extension to his

probation but nonetheless went about his work determined to do what was asked of him by the Duty Manager. These (disputed) performance issues actually happened AFTER the six month probationary period had come and gone and after the six month review should have been carried out. Probation guidelines state that probation can be extended up to a maximum of nine months. This meant that in practice the CSA would only have had twenty days to complete the probation extension.

Then a quite extraordinary turn of events began to unfold. Outside of all policy and procedure the CSA was instructed to attend a "review meeting" with the Area Manager and advised that his employment could be terminated should the Area Manager consider that the CSA had not met an acceptable standard. At the meeting the Area Manager claimed that the CSA had not had his probation extended at the "six month review" meeting and that this was only a proposal by the Duty Manager. This extraordinary claim was made despite factual evidence to the contrary.

Here are the facts.

The Duty manager verbally confirmed to the CSA that his probation had been extended. He confirmed in writing on the six month review form that he had given the CSA details and actions to be undertaken.

Independent witnesses have confirmed and will testify that the Duty Manager stated quite clearly that he had extended the CSA's probation.

The Duty Manager went as far as stating that the CSA had some areas for improvement and that completing these he should be ok. Further to this the Duty Manager asked that if the CSA was seen demonstrating good behaviour then to just drop an email to that effect.

This evidence completely contradicts the claim that the Duty Manager did not extend the CSA's probation. Putting aside the fact that the CSA should not even have been on an extension of probation, what is quite clear is that the Duty Manager did extend the probation. An appeal is outstanding on this dismissal and it is hoped that the appeal manager will right the wrong that has happened to the CSA. The CSA's colleagues are so outraged by this dismissal they are signing a petition for his reinstatement. What is certain is that the CSA has the full backing of his Union and we will fight all the way for his reinstatement.

JOIN A UNION THAT DEFENDS YOUR RIGHTS
JOIN THE RMT WWW.RMT.ORG.UK/JOIN



Concerns over Asbestos in the workplace

Several members have expressed concern over the presence of asbestos within the workplace. Information regarding locations of asbestos is readily available on the LUL Intranet homepage (bottom right-hand corner). Any members concerned about asbestos should contact their Health and Safety Rep or local Manager.

Neasden Branch Food-Bank Collection

Neasden Branch will be having a food-bank collection at the next meeting. Please bring along an item of food which is suitable for donation to the next meeting (cash donations will also be accepted). Suitable items include: Milk (UHT or powdered), Sugar (500g), fruit juice (cartons), Tins of Soup, Pasta Sauces, Sponge Pudding (tinned), Cereals, Rice Pudding (tinned), Tea Bags, Instant Coffee, Rice/Pasta, Instant Mash potato, Tinned Meat/Fish, Tinned Fruit, Jam, Biscuits or Snack Bars.



GLENROY WATSON is Neasden Branch's choice of candidate for National President. Please support Glenroy in his campaign and vote YES for Glenroy.

Voting papers need to be returned by 7th December

VOTE GLENROY!!

It's time NOW!



It's time now to elect
GLENROY WATSON
as RMT National President, and
continue to provide our union
with class Warriors.

FOR MORE INFORMATION

Call, What'sapp and or text 07411 113 098 or email WatsonRMT0543@aol.com

BALLOT PAPERS ARE OUT 5th October - 7th December 2015

**SAY NO TO THE
GOVERNMENT'S
TRADE UNION BILL AND
YES TO WORKERS' RIGHTS**



The Government are threatening our basic rights to strike with the proposed Trade Union Bill. Get involved and tweet or email your local MP and get them to oppose this Draconian act.

Join the **Fight the Trade Union Bill Demonstration**– Tuesday 10th November 18:00hrs at Parliament Square –Westminster.

Neasden 1070 Branch AGM & Christmas Social



All Branch Members and their families Welcome

When: **Wednesday 2nd December**

**Branch Officials Elections from 16:00hrs,
Social starts at 17:00hrs till Late**

Where: **The private function room at
The Torch Pub, near Wembley Park
station.**