

## Framework 22A Your rights at work

**The Framework Agreement that covers how station staff work is Version 22a. At the most recent Stations and Revenue Council meeting, management agreed to this, and to remove Version 24.**

Here is a summary of your rights under that agreement: All staff must be provided with 28 days notice of duties and rest days.

No rest days can be changed without your agreement.

You duties can only be changed “to take account of special events, possessions, unanticipated sickness or absence, etc.” – not in other circumstances.

Rostered duties can be changed, but only for special events, unanticipated sickness or absence etc i.e. not to cover rostered annual leave, ATOR, etc.



Reserve staff must have 24 hours notice of duty changes and management should ask you first.

Rostered staff’s duties may only be changed by up to 2 hours, normally with a week’s notice.

Management/admin should not contact anyone about duty changes on their emergency contact number without your express permission. **They should contact you at work, or write to you at home.**

RMT considers that it is not your responsibility to phone work to find out if your duties have changed, even if you are on a long weekend or leave. Management should ask you about changes before you start your leave or rest period: if they want to change them at short notice, they should write to you.

If you have care responsibilities that mean that you cannot have your duties changed at short notice, speak to your RMT rep, who will ask management for guarantees over notice of your duty changes.

All staff must have 12 hours rest between duties - exceptionally, 10 hours; in an emergency, 8 hours.

You can not be required to work more than 7 days in a row - 8 to facilitate a long weekend or minimise split rest periods during the week.

### YOUR WORKING HOURS

You can not work more than 5 hours without a meal break.

You can not be required to work more than 10 hours, or 12 on a Sunday.

If you work more than contractual hours in a 12-week period, you will be paid for the extra hours at overtime rate. If you would prefer 'time off in lieu', ask your manager: your RMT rep will support you.

If you work less than contractual hours, LUL can require you to work the extra hours during the next 12- week period - but only a maximum 8 hours, and only in the next period. Tip: Record in your RMT diary each week any variation of your hours from the standard 37½ (20 for part-timers) e.g. +2, -1, so you can challenge any miscalculation by management.

### WHERE YOU WORK

You book on at the station you are rostered to work at on that day. If you are moved to another station during your working day, you can book off at that station, or, if the GSM agrees, at your base station, travelling in work time.

All staff can be required to work at another station on the line, but only occasionally. Management can ask you to work at a station off the line for which you have licences, but you have the right to refuse.

**“Resident staff will occasionally be required to work at other stations within their group of stations. They may also be requested, with their agreement, to work at other stations in any job for which they hold the relevant licences, provided the requirement or request to work at another station arises out of an occurrence which was not anticipated.”**

(Schedule 2, clause 1.2)

This means that if you are rostered, management can only require you to work at another station on your group ***If the need to do so arises from an unanticipated occurrence***

**You can read the Stations Framework Agreement in full here:**

[www.rmtplatform.org.uk/stationsframework](http://www.rmtplatform.org.uk/stationsframework)

**You can read the Revenue Control Framework Agreement in full here:** [www.rmtplatform.org.uk/revenueframework](http://www.rmtplatform.org.uk/revenueframework)

You Station Grades Committee contacts are

**Secretary-Gary Lazell**

(East Ham Group)

07812 757552

**Chair Person-Becky Crocker**

(Euston Group)

07734 364302

**Email**

[srgradesctte@rmtplatform.org.uk](mailto:srgradesctte@rmtplatform.org.uk)

## RMT voices concern over Surplus and Loss policy

RMT has serious concerns about London Underground's proposed new 'surplus and loss' procedure for ticket offices.

LU's pretext for introducing a new policy is "to reflect the introduction of the Enhanced Station Accounting Facility (ESAF) at all London Underground stations". However, we believe that the policy is draconian, and will see many staff disciplined for understandable errors. According to LU, "Any discrepancy of **£5 or more** (Surplus or Loss) is considered to be unsatisfactory and may result in action being taken under this procedure." LU wants to discipline you for end-of-day discrepancies, even though you have no way of checking these. And it appears that any 'bag discrepancy' will be blamed on the MF even though there are others (e.g. the counting house) who deal with the bag. Management plan to discipline you if you have ten instances of £5 more surplus or loss in a 13-week rolling period, or a single 'unsatisfactory balance' above a certain figure. The disciplinary process will then follow a very similar pattern to that in the Attendance at Work procedure. RMT continues to raise objections to this proposed new policy. Please contact your rep and/or attend your branch or stations and revenue grades committee to input your views and ideas.



## RMT Wins return of uniform cleaning vouchers

RMT has persuaded London Underground to reinstate uniform cleaning vouchers.

We have asked the company to restore the vouchers as soon as possible; and ask the company for a list of outlets which accept the vouchers. There will now be further discussions at the uniform committee. Remember that you are entitled to additional vouchers on request, as well as the booklets issued to you regularly.



### Victimisation Victory

RMT wins reinstatement of sacked rep Arwyn Thomas.

We thank and congratulate all those who stood solidly behind Arwyn in solidarity for the return to work of our unfairly-sacked activist. Remember, London Underground sacked Arwyn for standing side by side with his



station and revenue colleagues in the recent stations job cuts dispute.

We also thank those members of other trade unions, and of the wider public, who have supported our campaign for a just settlement to this dispute. This outcome shows that RMT is a trade union that is prepared to, and able to, defend its representatives and members.

We need to bring this momentum along with us and get behind other victimised colleagues.

District Line RCI Rep Tony Rowntree lost his CDI over an alleged incident which had no reliable witnesses.

**RMT urges all members to stand solidly behind Tony who is now awaiting the outcome of his appeal.**

### **DISPLACED TO GROUP RESERVE? MOVED GROUP? MOVED HOUSE? CHANGED GRADE? PROMOTED?**

Notice of any moves you make should be reported to your [local rep](#), your [branch secretary](#) or to RMT [head office](#) because this:

- ◆ Helps the Union to keep you informed of things that matter to you, by post, email and text.
- ◆ Ensures you can take part in ballots for industrial action across the combine or in your area.
- ◆ Ensures that you can vote for your local rep at the right branch.

Your Stations and Revenue Council representatives are:

**John Reid** 07748-760261

**Neil Cochrane** 07739-869867

**Mick Crossey** 07931-570521

**John Kelly** 07740-065367

**Mac McKenna** 07801-071363

**Malcolm Taylor** 07748-933241