

News from your Stations &

Revenue Functional Council



April 2013

LUL Refuses to Discuss Future Station Plans at Stations Functional Council

It's Official: BNS
is made up by
Management

At the December meeting of the SFC we asked for a briefing about any plans that LU is discussing for the re-organisation of stations. We were told there are no plans and that once LU has anything to tell us they will come to Company Council and the SFC to consult us.

We did not believe this at the time and now we know that the company has classified our stations and plans to remove night-turn supervisors and introduce mobile traffic-hours supervision at many locations. None of this has been explained at Company Council or SFC.

LU has called "engagement" events for some staff and has published some of their ideas in "On The move" yet they still refuse to speak to us, on the record, or answer questions that members have about job security and the obvious risks of displacement.

We asked management to tell us when a formal meeting, held in accordance with the machinery of negotiation, will be

held. Their response is to play word games, insisting that they want to engage RMT members in discussion but denying they have any plans for the future.

LU has used On The Move to promote their idea of the future but will not discuss the impact of change with the Unions.



Perhaps LU hoped that RMT members will come to accept job losses and downgrading of work if their managers go on about it for long enough. Perhaps they hope to spring a formal consultation on us at some point. But we will be ready to defend our job security, staff numbers and employment condition. In the meantime we continue to demand formal talks under the agreed machinery of negotiation about the impact of LU's plans on RMT members.

Management at Rickmansworth have been leaving official weekday duties, shown as a business need on BNS schematics, uncovered whilst using reserve staff as spare weekend turns (not required on the BNS).

This matter was referred to SFC where LU defended the GSM's actions and argued that a GSM can use his staff however he wishes, irrespective of BNS.

During the discussion we pointed out that many members have been displaced and jobs have been cut using the 'objective' nature of the BNS as a justification. But now management are arguing that BNS can be changed by local managers. Apparently there is a process whereby local managers can get their groups BNS changed and the rosters are not a faithful representation of the BNS after all.

Of course, LU wants it both ways. They have constructed a BNS to cut jobs and claim it is an objective measurement of business needs. Now that they

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see even more ways to make staff more flexible and the BNS is suddenly only part of the story.

We have made it clear that RMT will not accept the BNS as a reason to turn down demands made by local reps or at SFC.

RMT Says No to Split Shifts

Once again we have returned to the issue of members who are asked to stay on and cover a later duty on overtime (OT). Where there is a gap between the end of a member's duty and the OT turn starting, some managers have refused to pay members for this period.

RMT's position is clear. We object to job cuts being covered up with OT in the first place. Where OT is worked, managers must follow the framework and other agreements.

Once you have booked off you should not resume working until you have had a 12 hour break.

Therefore it is not acceptable to book off for a while and then book back on for OT. If you are working OT it must comply with the framework and this means management should pay you through from the end of your official duty until you finish your OT.

Management had previously indicated that they were moving towards our position but unfortunately, the TSSA appeared to suggest that a break of more than two hours between the end of duty and starting OT could be unpaid. Management have now latched onto this and stated they will pay all the way through your working day if the gap between duty and OT is less than two hours. TSSA have now revised their position but management are sticking to theirs.

Of course, all OT is voluntary and members will make their decision about whether to help out a company that wants them to hang around unpaid.

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