



## **Fit for the Future Talks Enter Crucial Phase**

# **RMT will not agree new Framework unless LU addresses our concerns**

### **Implementation**

LU has said that only the Kings Cross, Central Line East and Leytonstone cover groups will 'go live' with Fit for the Future (FtF) in February. All other areas will go live in April.

This leaves little time to revise our agreements but RMT will not be forced into any agreement that does not suit members. The framework and T&P are negotiated documents and we will not agree unacceptable changes.

### **Fixed-Term Contracts**

At the Company Council Sub-Group (CCSG) LU re-stated that all Fixed Term Contract Staff (FTC) staff, in post before 21 Aug, will receive permanent contracts although a suggestion was made this could be delayed until April. RMT forcefully argued that having delayed the issue of permanent contracts from December a further delay was unjustified.

Thankfully, management have taken this on board and at a further CCSG, on 9.11.15 they stated that permanent contracts would be issued, along with permanent locations, in January. In the main locations should be your current location or very nearby. If you are given a location that causes you a problem this can be raised with the company through RMT.

In the meantime any expired FTC will be temporarily renewed and FTC members must be treated exactly the same as those already on permanent contracts.

### **Rosters**

Members and reps have recognised some significant improvements to the previous FtF proposals. However, many areas have raised important points regarding work/life balance and staffing levels.

SFC reps will continue to raise rostering issues with LU at CCSG. We will press the company to address those areas where insufficient staffing will make life impossible for those staff who are on duty.

In particular we will be scrutinising the rosters to ensure that LU is held to its commitment that the vast majority of rosters will have as many, or more, weekends off as at present. Detailed checks of the rosters now and the proposed FtF rosters have shown that this is not yet the case. At present around a third of areas have fewer weekend rest days in the actual rostered duties than present rosters. When the cover weeks are then added in this rises to around two thirds of areas. We have told LU they must re-work rosters in the worst affected areas and we have proposed that additional weekend fixed rest days are created where it is clear that cover capacity at weekends exceeds the number of duties there are to be covered.

There will also be a further opportunity to agree local arrangements of issues such as duty start/finish times, 12 hour Sundays, rotation patterns and local preferences

## **LU Suggests ALL station Staff will be asked to Sign New Employment Contract**

LU has put a proposal to the TUs at CCSG that ALL station staff will be asked to sign new employment contracts.

At this stage, this is only an initial proposal. Your SFC reps are scrutinising the proposed new contract and RMT is taking legal advice .

**At this time our advice is that no-one should sign a new contract at this time. The exception to this will be members who are currently on fixed term contracts. They may need to sign a new contract in order to become permanent.** We will be looking at the content of the permanent contracts they are to be offered and will issue updated advice well before January, when the process of giving FTC members a permanent contract is to start.

For members being mapped into new grades the contract issue could be important. CSMs will be asked to accept part-performance pay and there could be implications for anyone who accepts a new grade without agreement on the framework, job descriptions and other terms of employment.

**4 Day Week: UPDATE...LU has agreed that discussions can take place at any function with the aim of allowing a "compressed" working week. This means working 36 hours in fewer than 5 days a week. The only limitation set by LU on potential new arrangements is that it can be done safely and maintains productivity. SFC reps have no fixed view on this. At present we are negotiating FtF rosters, our framework and other agreements. During 2016 we can look at what may be both possible and desirable for members. We do not have to move away from current arrangements at all. Branche discussions can take place at any time and SFC reps will discuss the issue with L1 reps.**

as soon as the rosters go live. There will also be a safety validation exercise on every area involving the local Health & Safety reps.

## Transfer & Promotion (T&P)

LU still has not presented any proposals for a revised T&P. However, they have made clear that they wish to be able to recruit externally for all grades. This is unacceptable to us and would cut off promotion opportunities for station grades.

We are demanding a T&P that ensures moves take place when vacancies arise and that protects the promotion pathway. We are also seeking to protect nomination rights held at present.

## Job Descriptions

Management are obliged to negotiate with us over new Job Descriptions and we have now opened a discussion at CCSG around the new proposed grades. In particular we have proposed a stronger differentiation between CSA1 and CSA2 roles. It cannot be acceptable for CSA2s on £7K less to do virtually the entire CSA1 role.

We are arguing that cash handling must be a CSA1 role although current CSA1s should be allowed to opt out.

We have also proposed that the disciplinary role of CSMs be voluntary to prevent current supervisors being forced to investigate or issue warnings to their colleagues.

## Framework

LU has presented a new proposed framework agreement. The proposed draft contains important items for us including the rostering of fixed weekend rest days in cover weeks, 28 notice of duties in cover weeks and no changes to duties outside of cover weeks. However, we have raised many more issues that LU has committed to negotiate on. These include the following issues but there others that we must make progress on too.

- No changes to cover duties with less than 28 days notice without your agreement.
- Tighter controls on when you can be required to work on an adjacent cover group
- HGW with additional license must be voluntary
- No use of unqualified staff for HGW
- Guaranteed uninterrupted meal-breaks within 5 hours
- Less than 12 hours rest ONLY in genuine emergencies.
- Part Timers cover duties must start/finish at same times as their rostered duties.



## ACAS Talks on FftF, Pay & Night Tube

Talks at ACAS are continuing to look at LU's combined proposal to settle our dispute over FftF, Pay and Night tube.

New proposals have now been tabled that would do away with the transitional period of Night Tube and delay its introduction until after FftF rosters are in place and after part-time drivers have been trained up.

As this newsletter went out RMT was seeking clarity from LU about the pay element of the proposal and we will then return to ACAS.

If we can agree night-tube arrangements, for all grades, we will then discuss the pay offer itself.

## Self Demotion: Don't Jump the Gun

LU has proposed that anyone unhappy with their new grade can "self demote" to a lower grade. They say this is a nominated move and the members who do this would immediately take the lower pay rate.

RMT does not accept this. We believe that anyone whose existing grade has been made redundant should be treated as a redeployment. This could attract pay protection.

LU has agreed to re-look at this and we will continue to press them on it. In the meantime, if there are requirements of your new grade you feel you cannot meet, don't accept a pay cut to self demote at this time.

We will provide further reports ASAP.

## Further Opportunity to Preference new areas is Voluntary

The company will be writing to all staff who are covering down enclosing a preferencing form that shows where there are locations with vacancies in substantive grades. If you want to preference going to any of them you can but **unless you return the form showing one or more preferences then you will continue to cover down with the 30 minute guarantee in place.**

LU has also said it will now look at all requests from members who want to change from PT to FT or vice versa.

## Promotion Opportunity for CSAs who hold SS core license

RMT has been campaigning for CSAs with SS licenses to be able to take up promotional positions since LU unilaterally froze the T&P over two years ago.

We have therefore welcomed LU's plan to allow ALL CSAs who hold the license to take promotional CSS2 positions. Any member in this position will receive a letter from LU offering this promotion and will be asked to preference areas. Where an area is oversubscribed seniority will be used as a tiebreak.

However, management say there are enough vacancies to allow all CSAs with the license to take up the offer.

## Glenn Hart

RMT SFC reps are fully supporting Glenn, a loyal RMT member who has been sent on two CDI charges just for refusing to keep a station open on overtime. Glenn was acting in accordance with an RMT overtime ban at the time. Every RMT member of station staff must support Glenn against this attack.

## Your RMT Stations Functional reps

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