

Talks Start on Local Rosters to Add 325 New Jobs on Stations

Following a meeting of local and functional reps RMT is now going to discuss local rosters that will incorporate the 325 additional jobs that we won with our strike action in January this year.

The new staff are already being recruited and some are already working on stations. But we need to look at new rosters with management to agree where the new jobs will be on a permanent basis.

Management have explained their plan in outline and it appears to offer the potential to help with the problems faced by stations members.

Control rooms that previously had dedicated staff will all be staffed again and lone working in the outer zones is being reduced. 23 CSA2 positions are to be upgraded to CSA1, which will help with the roster balance on CSA1 rosters at the affected locations.

Work still to be done

There are still improvements that need to be made though. Several areas still have members lone working for the vast majority of shifts. We need to address this in those areas.

We are also pressing management to upgrade more CSA2s to help with roster balance at other CSA1 locations. In some areas, roster balance looks like it will get worse rather than better under the current plan. This is because additional lines of dead early or dead late shifts are being added to some CSA1 rosters.

Cover

There are a few areas where cover is below 37.5% and management are proposing to add further cover to the roster. RMT is in favour of more jobs and where cover really is below the normal 37.5% we want it bolstered. However, any attempt by managers to increase the ratio of cover just to help their flexibility will be rejected by RMT.

What Next?

Your local reps (Industrial Relations and Health & Safety) will now look at local rosters. Once we have been able to assess their impact there will be further discussions at

functional council where further changes to the proposal can be made.

As always, your reps will seek to get agreed rosters that improve the job for all RMT members. But we should never forget that it was our strike action back in January that won these jobs.



An extra 325 jobs should enable the company to make

real improvements to roster balance and lone working. That is what we expect to see emerge out of the local roster discussions.

If though, management try to use these new jobs to make life easier for Area Managers by making the rosters even more "flexible" at the expense of our roster balance then we will be back in dispute.

Roster Negotiations: How they should work

Your local reps should be shown the proposed new rosters at a local meeting. After this the rosters should be sent out to all staff. Once reps have been released to speak with members across each area a second local meeting should be arranged.

Unfortunately some Area Managers have been known to side-line the reps by sending the rosters out to everyone before speaking with the reps.

It is important that you discuss any issues with the rosters with your rep and get this fed back to the formal process.

We have far more influence as a union than as individuals. Management know this and so some will try to bypass the process. Make sure your views are part of the formal negotiations.

Your RMT Stations Functional reps

**Jared Wood 07739 869867 Norman Thompson 07853 288184 Mick Crossey 07931 570521
MacMackenna 07801 071363 Neil Cochrane 07947 784950 Eamonn Lynch 07578769943**

LUL Continues to Refuse Recognition of Station Reps

Management are continuing to refuse to accept the agreed machinery of negotiation in relation to the number of stations reps recognised.

Having increased the number of employing managers on stations, from 38 to 97, they think we should give up fifteen local reps positions.

There is no justification for this whatsoever. This is a plain and simple attempt to undermine RMT and prevent our reps from doing the important work they do for members.

Management have made a derisory proposal to allow us to have four of the fifteen lost reps back, if we agree to the new numbers. We will not agree to this.

As far as RMT is concerned every rep elected by our branches is a rep. Management have to allow, by law, whoever you want to rep you in LDIs, case conferences and similar meetings. You can chose a rep whether LU recognise them or not. We will continue to push this issue and demand our agreed representation level is respected.

“Attendance Reviews” and other such Nonsense

We are still hearing about members sent letters threatening to remove company sick pay or demanding attendance at informal meetings when off sick.

The only meeting you are required to attend when off sick is a formal case conference. Even then, case conferences should normally only be called after 28 days of sickness or where the sickness is because of an underlying condition.

No manager should be demanding attendance at any other type of meeting. Neither should any threat to company sick pay be made. This position was accepted by LUL at Company Council last year. Recently sick pay was withdrawn from an RMT member who declined to attend a sickness review and RMT intervened. The member has had all their pay restored and we now have written confirmation from senior management that the local management had breached the agreed policy.

If you receive demands to attend meetings when you are off sick make sure you speak to your rep. If you think it will be helpful to meet your manager then you can, always take a rep though. But if a meeting will not be helpful to you, then you do not need to attend.

Ten Reasons to Join RMT

- 1. RMT is the union that forced LU to increase its proposal for additional station jobs to 325.**
- 2. RMT is the only union that has fought against the use of CSA2s by LU. We made the guarantee of promotion within 12 months a central issue in our recent strike on stations.**
- 3. RMT is also campaigning for Night Tube CSAs who want to be Full Time. We will be pressing for CSA2 positions in Zone 1 to be made into CSA1s to create more CSA1 FT vacancies.**
- 4. RMT is by far the biggest Trade Union on LU and in the Stations Function. When you join RMT you are joining thousands of other members like you.**
- 5. RMT has 53 local reps and six functional reps to help you on stations.**
- 6. RMT will support you from providing informal advice or speaking to your manager on your behalf right up to Employment Tribunal. You will have a rep to attend meetings with you and a legal team in the unlikely event that you ever need to go to tribunal.**
- 7. Your RMT rep will be able to explain the stations framework for you and we will ensure that you are not treated unfairly in the allocation of duties, duty changes or other working arrangements.**
- 8. RMT sets the Industrial Relations agenda on LU Stations. As a member, you get you're say in what we put to management and how we fight for our jobs and conditions at work.**
- 9. RMT will always seek to negotiate a fair deal for members in the first instance. But if that is not possible then RMT is a fighting union. Our pay, holidays and pension arrangements are all the product of years of members standing together to maintain and improve our conditions of employment. Now you can be part of that tradition.**
- 10. RMT represents all grades in one union. We believe in maximum unity. An injury to one is an injury to all. Train Operators, Station Staff, Engineers, Service Control, Cleaning Grades, Admin - All together.**

Join online at www.rmt.org.uk/about/join-rmt/

Or call Freephone 0800 376 3706

