



**Report from the Talks - Fit for the Future**  
**Stations & Revenue** 29.1.16  
**Functional Council**

**LU has Imposed Stations Rosters**  
**Imposed a Framework**  
**And then Refused to Negotiate**  
**All Stations Grades Strike 6-8 Feb**

**No duties to book on after 21:00hrs Sat 6 until 20:59hrs Mon 8 Feb**  
**Action will be followed by rolling programme of Targeted Industrial**  
**Action to highlight problems with Weekend Rest Days and Peak**  
**Staffing Levels.**

**RMT continues to demand:**

**★ No Member to be forced onto an unacceptable Roster.**

LU must give station staff the same guarantees on weekend rest days as they have to drivers. If LU recognises the work/life balance issue on trains then it must stop pretending not to understand why proposed station rosters are unacceptable.

**★ Effective protection against short-notice duty changes.**

LU's current proposal allows unlimited changes to duties, including sending you to an adjacent cover group, with just three days notice.

**★ Safe staffing level for all stations**

We also need LU to address chronic understaffing in many locations where there will be insufficient staffing levels to even carry out security checks.

Promises to negotiate a framework agreement and rosters on stations have been broken. LU expects station staff to be at the company's beck and call for one week in every three. LU's commitment to protect weekend rest days has come to nothing. We cannot and will not accept the imposition of draconian rosters and working practices.

**And now, for daring to oppose their shoddy rosters and flexible framework LU has vindictively threatened to cut this year's pay offer to station staff by removing the £500 one-off FftF payment. This just about sums up their approach to negotiations over the past two years!**

**★ Defend your weekends off**

**★ Protect your framework and proper notice of duties**

**★ Fight back with RMT**

**Determined Strike Action has Forced LU to Improve Many Aspects of Fit for the Future. But too much of it Remains Unacceptable.**

## **Strike Again for Fair Rosters and Framework**

Don't let anyone tell you that LU can just force whatever it wants onto station staff. As a result of strike action over the past couple of years the Fit for the Future proposals now being imposed are not what the company wanted back in 2013.

RMT has won guarantees on substantive salaries and we have pushed back some of the most damaging proposals from LU on our framework agreement.

**But even with these changes we are left with rosters that take away many weekend rest days and a framework that allows LU to change your cover duties whenever they want, so long as you get over 48hrs notice. Many locations face dangerous levels of understaffing.**

At ACAS talks LU refused our suggestion that we continue to discuss these issues. Instead the company cancelled the remaining two days of scheduled talks and issued a "final" statement of their intention to impose unacceptable terms onto every member of station staff.

All we are asking for on weekend rest days is the same guarantee that has now been given to trains: No increase in the proportion of weekend working.

What we want in our framework is protection from unlimited changes to next week's duties every time the amended sheets come out.

## **LU Faces a Long War of Attrition if it Refuses to See Sense**

Strike action on 6-8 Feb, across all stations, will show the company that these issues will not go away. RMT will follow this up with targeted strike action where it is most effective and where the issues are hitting members hardest.

The deterioration in our rosters and ability to plan our lives outside of work will not go away until LU makes further changes to the Fit for the proposals....But nor will our resistance to the imposition of rosters and framework!

## **LU's proposal for the SRT: A new "throw-around" workforce.**

London Underground are threatening a radical change to the way the SRT is run. They aim to create one group that can cover events, engineering works, training, *and now* "unplanned operational requirements", this is a catch-all provision, which means they are aiming to create one reserve group that covers the whole combine. Moreover, they want to be able to change duty times with 24 hours notice whether staff agrees or not.

This means that the day before their shift, a CSA can be instructed to change their duty from a dead early at Earl's Court, to a Dead Late at Epping!!

The current model of SRT contains station staff that cover large areas but are forbidden from covering rostering arrangements which rostered or reserve staff would cover such as: sickness, absence, leave, training and vacancies. This protects reserve staff from being forced onto the SRT as they are needed locally to cover all of the above.

Currently, SRT only cover events and projects which means they would work in a handful of stations (hardly ever on the outskirts) and hardly every do extreme shifts, since there is hardly ever a requirement. Furthermore, to balance out the uncertainty of being moved to any of the 90 stations in their zones, staff are given rest days and duty times with 28 days notice, times can be changed by 2 hours and only with mutual agreement.

As we've seen throughout what the company calls "fit for the future", LU are ready to force staff to move to different groups even they don't want to. An SRT that can cover rostered duties could become a replacement for properly resourced local rosters. If we allow the SRT to cover any unplanned coverage shortfall it will become a threat to every member of station staff!

Summary of their plans for a "throw-around" workforce

- ★ Cover any duty reserve staff can cover, including sickness
- ★ Change duty times to any duty with 24 hours notice
- ★ Count as minimum numbers
- ★ Cover "night duties as required"
- ★ Cover about 90 stations each, including central London Stations and stations at the end of the line

LU believe you would be willing to sell these rights and work/life balance safeguards that will affect you for the rest of your working life for a measly £500!

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