

# Report from the Talks

## Stations & Revenue 4.8.15

### Functional Council



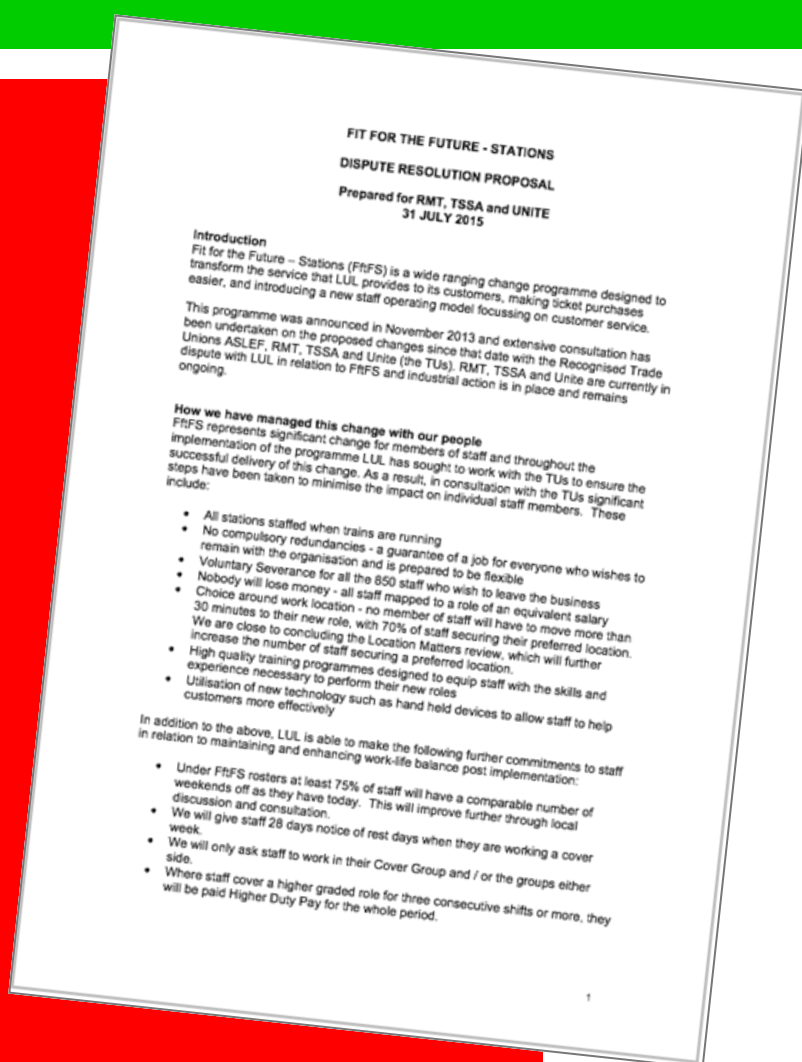
# Fit for the Future Stations

# Now LU moves to Impose Night Tube Rosters

## LU's Latest Proposals Offer us Nothing

- ✗ Not one job will be added irrespective of safety validation or other factors.
- ✗ 28 days notice of rest days only. Duties can be changed at 24 hrs notice with no need to seek your agreement.
- ✗ Work in any grade you're licensed for on your own cover group or cover groups either side. This means line based rostering for most staff.
- ✗ No right to nominate for positions you are licensed for with direct recruitment from outside for senior grades.
- ✗ 25% of station staff WILL BE REQUIRED to work more nights & weekends while LU hopes to avoid this for the rest!

Unions told to sign up to agree Fit for the Future staffing model and withdraw all opposition to ALL ELEMENTS of LU's proposals including rosters. In return you get a £500 one-off non-consolidated payment!



Your RMT negotiators have made it clear to LU that strike action will be escalated unless the company drops its demands for 838 job cuts and a casualised workforce.

# LU Blows Talks out of the Water with Wholly Unacceptable New Proposal & Imposition of Rosters

**RMT along with the other three trade unions met with management at ACAS on 4 Aug.**

**The purpose of the meeting was to discuss outstanding issues on the subject of FfT and its implications for pay and night tube. It became clear from the outset that LUL had no intention of negotiating seriously on any of these issues and instead told us that they had already taken measures to impose disputed rosters.**



**RMT believe this to be a deliberate act of provocation which makes a mockery of any attempt at serious negotiation.**

**The rosters in question represent a massive deterioration of work/life balance for both stations and trains.**

**RMT, along with the other three unions present, told LU their misnamed "dispute resolution proposal" was unacceptable as it fails to deal with ANY of our key demands.**

**We have insisted upon meaningful discussion on the following issues which impact upon staff well being.**

- We need a further review of numbers with a commitment to restore positions where the new staffing model impacts upon work life balance and

safe operation. The planned reduction of 838 positions is unacceptable.

- Framework and T&P proposals need to offer the same protection as now with no requirement to work outside the cover group. 28 days notice of duties and not just rest days is essential and all HGW must be on a paid basis.
- We will not accept any increase in night or weekend duties. The proposed rosters represent an overall

reduction in weekends in far more than 75% of cases, with many rosters still showing one weekend off in ten and some worse.

- Asking staff to work on groups either side of their own still represents a possible increase in travel time of 45 minutes anyway and still in your own time.
- We need more limits on displacement of part time workers and no changes to contracted hours.
- Management must commit to a meaningful review of displacements and correct breaches of the process.

**The "offer" made by LU on Night Tube is an insult to each of us. Not content with the massive savings that they could make from downgrading work and cutting jobs the company has now raided our framework and Transfer/promotion agreements.**

**Management act as though they are doing us a favour by offering 28 days notice of rest days when they are actually taking away most of our protections at work.**

**Their answer to everything is that they don't have the money to meet our demands. Funny that money is never is short for senior pay! MPs too, have just awarded themselves a 10% pay rise. If the money is there for those at the top then they will have to find it for jobs and the work/life balance of station grades.**

## Your RMT Stations Functional reps

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