

# STATIONS & REVENUE COUNCIL NEWS



**Reports are flooding in from across the combine of routine abuse of the Attendance At Work (AAW) policy.** Given these abuses, all local reps are strongly encouraged to appeal any LDI outcome other than "no further action".

Some classic lines to be on the lookout for when repping members at LDIs:

*Any reference to an "automatic warning":* no warning is automatic. When a member of staff breaches the attendance standard, management should review their overall attendance before deciding whether or not to progress the case to LDI. If that decision is made, it should be justified in writing. At the LDI, the decision on whether to give a warning, and what length of warning (up to 26 weeks in most cases) is discretionary.

*"My hands are tied":* the CSM conducting the LDI has discretion and the final say.

*"The Area Manager told me I need to give a warning":* If this happens, you should lodge a grievance for breach of procedure. AMs are supposed to remain impartial from LDI processes, as they would need to rule on any potential appeal. If they're instructing CSMs to give warnings, the entire process is compromised.

At any LDI, make sure you query whether an Attendance Review was conducted prior to the LDI being convened. No case should be sent to LDI without a review being done beforehand, which should look at the case holistically and decide whether formal disciplinary interview is the best approach.

Remember 5.1 of the policy, which discusses types of absence that will be exempted from disciplinary action. This includes "urgent medical treatment"; if you, or a member you're repping, have to go to hospital or

another medical facility for urgent treatment, but are still given a warning, challenge this.

We are also aware of other AAW abuses, such as managers ringing up members of staff who are off sick out of the blue. Contact arrangements must be mutually agreed; usually, calling in once or twice a week is considered reasonable. Management have no right to make contact by phone unless you give permission.

**LU have agreed with the RMT that now is the time to review night tube staffing issues.**

Serious problems have been highlighted around inadequate staffing, lack of meal relief cover, increased risk of assault and lone working. Any NT members with specific concerns about their working arrangements should feed back to Mac McKenna or Daniel Randall. (Numbers overleaf)

**RMT have raised with LU the use of ambassador staff at New Year's Eve.**

It appears that at certain locations last year "travel ambassadors" (who aren't safety critical) were being allocated cushy duties on OT and with a bonus payment of £275. The company have agreed that going forwards that *all* additional duties will be offered to resident staff first.

**AG1's and "transformation";**

The company's insane plan to do away with up to a third of our AG1's is going ahead. RMT's position is that each AG1 is essential on each area and to put them in "hubs" looking after areas they don't know will be disastrous for our stations members. We've insisted there be no detriment to the administrative support for our members.

**Negotiations with LU about the implications for our members at stations where the Crossrail "Elizabeth Line" is due to call are ongoing.**

RMT reps in those talks are pushing for a substantial increase to the staffing establishment at all locations; to ensure that any additional CSAs are CSA1s rather than CSA2.

A fundamental difference is over CSS minimum numbers and staffing of control rooms. At many stations, the station footprint will be drastically increased, by upwards of 50%, by the construction of Elizabeth Line platforms. There will also be hundreds of additional cameras; at Bond Street, there'll be 174 new cameras, all of which will be monitored via the LU control room. RMT's demand is that minimum numbers reflect permanent double CSS cover (2+)

MTR-Crossrail, the private operator, is "committed" to providing its own staff, paid around £11,000 less than LU CSA1s, who will not form part of the station's minimum numbers. LU has said these staff are not guaranteed and that any incident will fall down to us.

LU staff will not be trained on any MTR-Crossrail assets - i.e., their platform-edge doors or their trains. But we will have responsibility for the platforms, meaning LU staff - in the first instance, CSAs - will be expected to manage evacuations, congestion issues, and other operational scenarios on Elizabeth Line platforms. Given that Crossrail can run their trains even if their own platform staff are not present, this will inevitably lead to an increased workload for LU station staff.

Proposed rosters that reflect the new staffing levels are out for consultation. Whilst the staffing levels are not agreed, it is vital that all members have their say. Speak to your local rep ASAP. RMT will not accept any erosion of work-life balance as a consequence of Crossrail.

All reps and members involved with the implementation of Crossrail are invited to attend

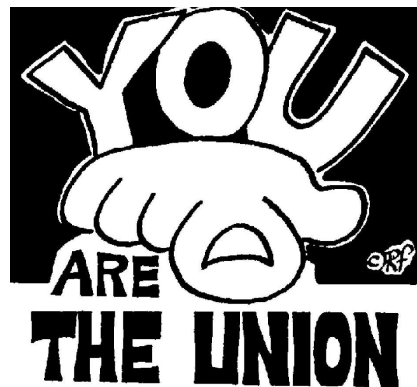
Unity House on the 22nd of May to discuss strategy with the Regional organiser and senior reps. Meeting starts at 1000, Unity House, 39 Chalton St, NW1 1JD.

**Why all tube workers should be in the RMT.**

The last two decades has seen enormous attacks on the pay, conditions and pensions of millions of workers. Pay freezes in the name of 'austerity', pension raids and terrible contracts have been the norm in many industries. Yet on the Tube we moved from a 40h week, via a 37.5h week to the present 35h week which, with banked hours gives us 52 days annual leave. Nearly every one of our annual pay rises in the last 20 years has been above inflation and none below.

None of this has been because our bosses love us; quite the opposite. Often there was very little on the table. What forced governments and mayors to change their minds was not simply the RMT union being well organised, strong, and putting forward demands that would improve our members' lives, but being prepared to fight to win those demands. Where we pulled our punches, like over the closure of the ticket offices, the bosses can get away with murder.

RMT's strength doesn't come from having 'clever' negotiators; it comes from the overwhelming majority of us being in the union, on every station and depot, and many members being active in the union; it comes from knowing our rights and



fighting for our rights and that means not just defending what we've got, but seeking to deepen and extend the benefits of our pay, pensions and conditions.

**Mick Crossey - Camden 3 - [07931 570521](tel:07931570521)**

**Neil Cochrane - Hammersmith & City, Neasden - [07947 784950](tel:07947784950)**

**Eamonn Lynch - Jubilee South, East Ham - [07578 769943](tel:07578769943)**

**Mac McKenna - Finsbury Park, Central Line East - [07801 071363](tel:07801071363)**

**Daniel Randall - Bakerloo Line, Piccadilly & District West - [07961 040618](tel:07961040618)**