

Bakerloo News



National Union of Rail, Maritime & Transport Workers

February 2006

Picket Line - January 9 2006

RMT station staff - Elephant & Castle.

Elephant was closed until 07:00 hours until senior management and AG1's were able to get there to staff the station.

The RMT has formally complained to the HMRI that safety procedures were breached across the combine as stations were manned by untrained pen pushers.



Station staff - vote in the referendum

John Leech, Council of Executive Member and Mac McKenna, Bakerloo stations health & safety rep give their views on the shorter working week deal.

Vote YES

John Leech, Council of Executives

The RMT's National Executive believes that members on stations and revenue control should vote YES in the referendum. Why? Because the strike action demands for safety validation on staffing levels will now take place, proper support for level one reps with local rosters will happen, and a further stage of appeal and support is in place for any staff displaced.

On top of that, the permanent contractual improvements for all 5,565 of us under the 35-hour week will now take effect - the additional leave (9 days), higher rates of pay and promotions.

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Station staff are entitled to their 35-hour week (currently they are the only

LUL staff that are not on it). The safety demand for proper validation of its introduction on the rosters, with union input and control, has been conceded by management. I believe that it is time that we get the reduction of working hours and of course it is right that our members, individually, will have the final say in the referendum.

Vote NO

Mac McKenna, Health & Safety Rep

The proposed settlement to end the dispute over the Shorter Working Week is very poor, giving us nothing that wasn't on the table last month.

There are two big problems: one is safety. It's difficult enough to run the job with the current staffing levels. The ongoing terrorist threat and 2012 mean more, not less, staff are needed.

Secondly, the rosters mean worse conditions for many staff: more weekend working, earlier starts, increase in anti-social hours. Yes, we've got 52 days leave, but we're gonna need it!

The deal says we can review the rosters - but only within the establishment numbers set by management. Every time you try to improve things, they scream 'business needs' at you.

With LUL on the warpath over new

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attendance procedures, and the government trying to tear up the Section 12 Regs, now is the time to stand firm.

Let's send a loud and clear message to the company and our negotiators that we want a deal that gives ALL of us a better deal.

**Branch Meeting
Upstairs at The Clachan,
Kingly Street.
Near Oxford Circus tube.
Thursday
February 2
16.00hrs**

A FIGHTING AND DEMOCRATIC UNION

Elephant Station staff exercise their rights

Station staff at elephant and castle decided that after 3 months of recurring assaults at the northern line entrance - all by the same person - enough was enough. Staff refused to work on the northern line side on the grounds of health and safety.

Following the last assault on the 3rd of December, which resulted in 3 staff being taken to hospital, staff were shocked to learn that the BTP had no plans to interview the assailant until the 23rd of December and management expected staff to carry on working and watch the assailant travel through the station everyday.

As staff refusing to work on the northern line side entrance unless there was a police presence management were forced to keep the northern line side open by dusting off their coats and gloves and working on the gateline themselves.

After 7 days, a change of heart seemed to occur within the BTP and the assailant was interviewed and charged on the 15th of December, as a result bail conditions were set banning the person from using London Underground. What a shame it took 7 days of DSM's shivering on a gateline to get some action - 3 serious racial and physical assaults and you would have thought might have got alarms bells ringing and management showing a little concern in dealing with this individual.

An agreement with the group GSM and the local RMT reps now provide a minimum staffing level for staff in this location and a upgrade of CCTV is being carried out. Unfortunately the promise of a BTP presence at the location has so far not been kept with the only sighting of any BTP officers being to keep the picket line company on the 9th of January.

The clear message this sends out is the only way to get action and ultimately justice, is for staff to stick together and not feel that taking abuse and being in fear for your own safety is part of the job.

If the management cannot provide us with a safe environment to work in then it is your right to refuse to work in that location and take yourself to a place of safety. With the potential threat of unsafe imposed rosters which will see staff numbers slashed and staff alone in isolated locations now more than ever is the time to know your rights. Remember to contact your local health and safety rep if you feel your safety is at risk.

LUL begin the war against your conditions of employment

Drivers - vote yes for strike action

LUL's "happy new year" came in the form of their intention to rip up all agreements with your union that give you protection at work.

Following many months of ignoring procedures across the board, management are now proposing draconian changes to all procedures that affect your employment with the company. And LUL's proposals come with a health warning.

On attendance: don't go sick or your out! It's as simple as that. Just 8 days off in a rolling 12 month period or less than 96% attendance in a 12 month period then your up in front of the beak. But worse than that is the catch all if "a pattern of non-attendance which causes concern in the mind of (the) manager but does not necessarily result in a breach of the above standards" or "where an employ-

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So there is no burden of proof, no mitigating circumstances, just that 'in the mind of the manager' your attendance doesn't cut it. His or her performance related pay is going to take a dive, so, sorry chum, you are out.

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ee has infringed the attendance standards defined above, the manager will review the employee's overall attendance record, incorporating any other relevant information relating to their attendance before deciding whether to take formal disciplinary action in accordance with the process “

So there is no burden of proof, no mitigating circumstances, just that 'in the mind of the manager' your attendance doesn't cut it. His or her performance related pay is going to take a dive, so, sorry chum, you are out.

And the beak on your disciplinary hearing is the same person who was minded that you should be disciplined in the first place. Judge, jury, executioner.

But LUL's attack on the attendance procedure is but a small (though significant) part of their new year assault.

SPADS, harassment and the machinery of negotiation have also been flagged up.

The machinery of negotiation is the essential agreement that allows your union to represent you and have a say on your pay and conditions of employment. It is the cornerstone of all the conditions we work under now and if we are to get any improvements in the future.

LUL are clearly out to destroy our hard fought for conditions.

Vote YES to stop them. Vote YES for respect and dignity at work.

Win a holiday to New York

Management will get a bumper bonus!

That's the deal. Management achieve good attendance on the Bakerloo Line, they keep their jobs and get a whopping performance related bung to boot. Meanwhile if you are public service minded for things like jury service or go sick, or be a human being you are scrubbed from the end of year raffle. If you have a family; you are also scrubbed from the Bakerloo loopy lotto: you can't have domestic leave unpaid for sick kids. Very family friendly!



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