



WORKERS UNITED.....2

MANAGEMENT AND SCABS*0

Well, it's all gone horribly wrong for LUL management. After the first successful strike for jobs and safety on 7th September, management hoped that the second one would be less well supported with some members losing heart and drifting back to work. No chance! Despite the company 'training' 350 office staff to act as 'Incident Supervisors' to try and keep open Section 12 stations during our action on 4th October, the second strike was even stronger than the first; 140 stations were closed throughout the combine and the ones remaining open (either unstaffed or staffed by the aforementioned Incident

Supervisors) saw very few trains.

Workers United

Once again, TSSA members stood shoulder to shoulder with their RMT colleagues on the stations whilst a great many ASLEF drivers showed their

of dividing the workforce, crushing our resistance and imposing their disastrous plans.

Management on the run

With two solidly supported strikes behind us, and bans on overtime and higher grade working causing station closures, unavailability of trains and cancellations of planned engineering works, LUL and TfL are being hammered. But we need to keep up the pressure. If we soften up, they will take full advantage of our weakness and impose their nightmare vision of an understaffed, unsafe railway upon us. Stay together, stay strong and we will win. (*See page 7)



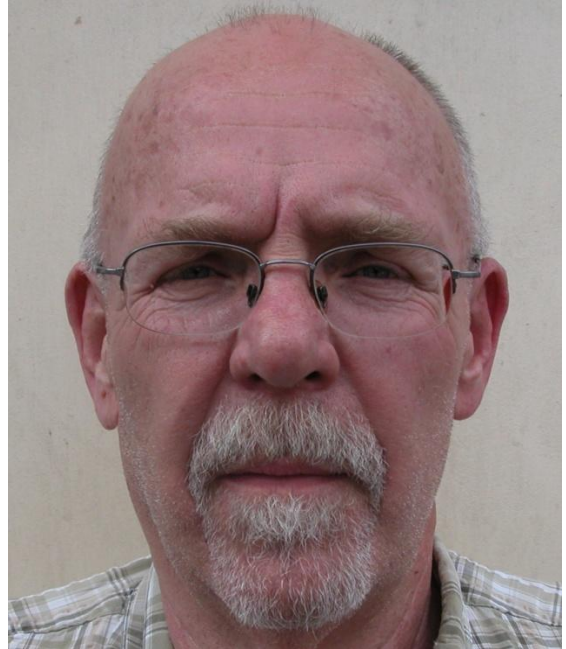
Pickets at Arnos Grove depot

support by respecting the picket lines of their RMT colleagues on the trains. This superb show of inter-union solidarity has blown away management's hopes

HANDS OFF PETER HARTSHORN

MANAGEMENT VICTIMISE AND SET UP GREEN PARK REP FOR HAVING AN ACCIDENT ON DUTY AND TAKING SPECIAL LEAVE!

Peter Hartshorn our industrial relations rep on green park group has been set up and given a final caution at a CDI for attendance. This is despite a notorious anti-RMT DSM tampering with evidence and insisting that he is sent to a CDI for two absences, one of which was an accident on duty and the other, authorised special leave. Not happy with that Peter is currently being “investigated” for an alleged incident that never happened and the same management hand seems to be behind it. This manager has a history of being rabidly anti-RMT up to the extent of ripping down RMT official notices and has been reprimanded for this act. Peter was allowed to work for two weeks before being suspended following this allegation.



In the line of fire: Peter Hartshorn

Victimisation

This is victimisation of one of our reps, clear and simple. Motions have been passed by both branches on the line calling for a ballot for industrial action of all grades on the Piccadilly line which is being dealt with by the union’s executive. Peter has been instrumental in defending our members in the area, standing up to management and organising effective industrial action against the job cuts.

This latest attempt to victimise an effective RMT rep on the Green Park Group follows the stitch-up and dismissal of previous rep, Mercy Odisi last year. An attack on our reps is an attack on every member of the RMT.

We must defend our reps. Stand by to defend Peter Hartshorn.

WE SAY HANDS OFF PETER HARTSHORN!

ACTIONS SHORT OF STRIKE START TO BITE

- Many stations within our area and across the combine have had to close during the day as staff refuse to cover meal reliefs and staff shortages with overtime or higher grade working.
- **Ticket office staff are refusing to carry out LUL's policy of a minimum £5 top-up from the window. The company was hoping that by forcing more customers to top-up by machine they would be able to 'show' that fewer people were using the ticket offices and thus justify cutting their opening hours.**
- The overtime ban by our fleet members caused severe delays on the District line over two or three days as there was not enough time to fix dangerous defects. Many trains had to be withdrawn from service.
- **Track replacement work planned for the weekend of 2/3 October had to be cancelled as our engineering members refused to work overtime.**

WHAT ELSE CAN WE DO?

- Drivers on the Picc have been asked to do CSA work at Kings Cross during the recent engineering work. **DO NOT DO ANY CSA WORK.** It is not part of your job as a train operator, has not been risk assessed, and undermines our actions short of strike action.
- **Drivers, if you become aware that 3 or more consecutive stations are closed, please detrain and run through the affected area out of service. If the line controller insists that you remain in service, politely inform him that you have safety concerns and that you are not the driver of an intercity express calling only at the occasional station!**
- **HARDSHIP FUND.** Our branch has a hardship fund which was set up to give financial help to anyone genuinely struggling with pay lost through striking. Most of the money collected so far has come from branch officers who have paid in a day's wages if they were on annual leave or resting on a strike day. We are asking members to consider making a regular monthly donation, it doesn't matter how small, for the duration of the strike. Contact your local rep for further details.
- **SAFETY BREACHES.** If you know of any breaches of safety arising out of the dispute, please report them to your local rep who will forward them to the branch for further action. There have been many such breaches already as the company turns a blind eye to the normal safety standards in order to try to break our action.

FURTHER CUTS ON THE WAY

Everything that your union has said about LUL's plans to axe jobs has now been proved correct! 800 jobs on stations, 800 more in offices, 500 on Tubelines, and now we hear that fleet and engineering staff are to be hit with proposed job cuts very soon followed by station supervisors, RCIs and station control.

With the imminent government spending review expected to demand between 25 and 40% worth of cuts to the transport budget, we can expect many more swings of the axe from our bosses. We must continue to stand firm against this onslaught. The men who put the 'n' into Tory cuts are trying to make us pay for a crisis created by their friends in the banking sector whilst these same thieves continue to live like kings. The country needs to invest in the future, not destroy it by pandering to a tiny and immensely rich elite (see below).



Defend jobs, defend safety. Fight for a better future for all.

Britain's richest see wealth rise by one third

The collective wealth of Britain's 1,000 richest people has increased by almost a third in the past year despite the uncertain economy, according to the *Sunday Times Rich List 2010*. The multimillionaires are worth £335.5 billion, up £77.265 billion (29.9 per cent) on last year, according to the list. The rise is easily the largest annual increase in the 22 years that the survey has been carried out.

So, 'we are all in this together', are we?

Next Branch Meetings

*Twelve Pins Public House (near Finsbury Park Stn)
Thursdays 4th and 11th November at 1600hrs*

ANNUAL GENERAL MEETING

*Twelve Pins Public House (near Finsbury Park Stn)
Friday 19th November at 1700hrs*

'NEW HORIZON' – ONE MEMBER'S VIEW OF THE LATEST COMPANY PLAN

New Horizon? We stand side by side viewing the changes that are taking place and anticipate the new ventures for ourselves to embark upon. The unknown? No, we know what is going to happen. We know we will lose some of our colleagues through dubious means; we know we will be asked to do more in a time when we are facing a recession; we know the company will appeal to our better natures in these hard times when it comes to pay increases; we know some of our colleagues don't have the privilege of the PTAC card. This was used to assist our colleagues to travel on the nationalised railways, not only within the UK, but throughout Europe, the USA and Canada. Forgive me, are we still not a nationalised railway? Why is this privilege being denied to employees who entered service after 1996?

Not forgetting the new job structuring for our dynamic managers. Once, it was expected that our DMTs were capable of utilizing their skills in all areas of their role as a DMT. Now, a restructuring programme has created new roles with higher pay scales for the roles that were once part of the job remit and description for DMTs.

Are we being taken for granted? Pay rises and performance related pay for managers when we are being told we need to restructure due to the economic environment we are in..... Please, we are a service provider. If we were in the private sector do you think that they (management) could justify the massive losses that were created through the Public Private Partnership, better known as "The Money Pit". It is sad that too many individuals at director level can impact their bad judgements onto the frontline workforce.

Remember 7/7? Those members of staff who were on annual leave and rest days - did they stop and think when they came to the assistance of the travelling public of London and their colleagues? No. They did the right thing, because we have proud professional people within London Underground. It is a sad indictment that five years after the bomb attacks, these same staff are facing job cuts and grim futures within London Underground!

We are there to assist and to be a visible deterrent to any to any would be wrongdoer. Reduce staff numbers and see the increase in crime on our railway. Stand together and ask why, in these times when all the hardships are being felt by front line staff, there are huge profits being made by the banks and commerce. They are showing their true colours at a time when you expect those institutions to be there for you: no lending, no mortgages. Their mismanagement and greed has led to this.

Unity is strength.

MORE SAFETY BREACHES

MINIMUM NUMBERS ON SUB-SURFACE STATIONS

There have been numerous incidents recently of sub-surface tube stations being kept open below the minimum number of staff required as identified and detailed in the individual stations Congestion Control Emergency Plans (CCEP's). In short, this invalidates London Underground's fire risk assessment as the CCEP forms one of the main documents making up the fire risk assessment and this is also a blatant breach of The Fire Precautions (Sub-Surface Railway Stations) (England) Regulations 2009.

- **In one instance, at Holloway Road station on the 6th July the station was kept open breaching the CCEP and the 2009 fire regulations. Local management applauded staff for keeping the station open below minimum numbers for the passage of the last train.**
- Another example of this was on the 11th September 2010. At 15:00hrs, Charing Cross station went below minimum numbers by 2. At 15:06hrs a Duty Station Manager arrived on site making one below minimum numbers and then at 15:18hrs another member of staff arrived bringing this station up to its required staffing level. Management appears to think that because a member of staff is on route to the station that station can remain open to the public.
- **On the 24th September Green Park station was kept open below minimum numbers between 10:00hrs to 10:30hrs.**
- On 30th September Green Park was yet again allowed to remain open below minimum numbers.

RMT and TSSA have raised an official complaint about these dangerous incidents with the company. We know that such unsafe working practices are being allowed to continue with increasing regularity and it is only a matter of time before a serious incident involving the safe operation and evacuation of a station occurs.

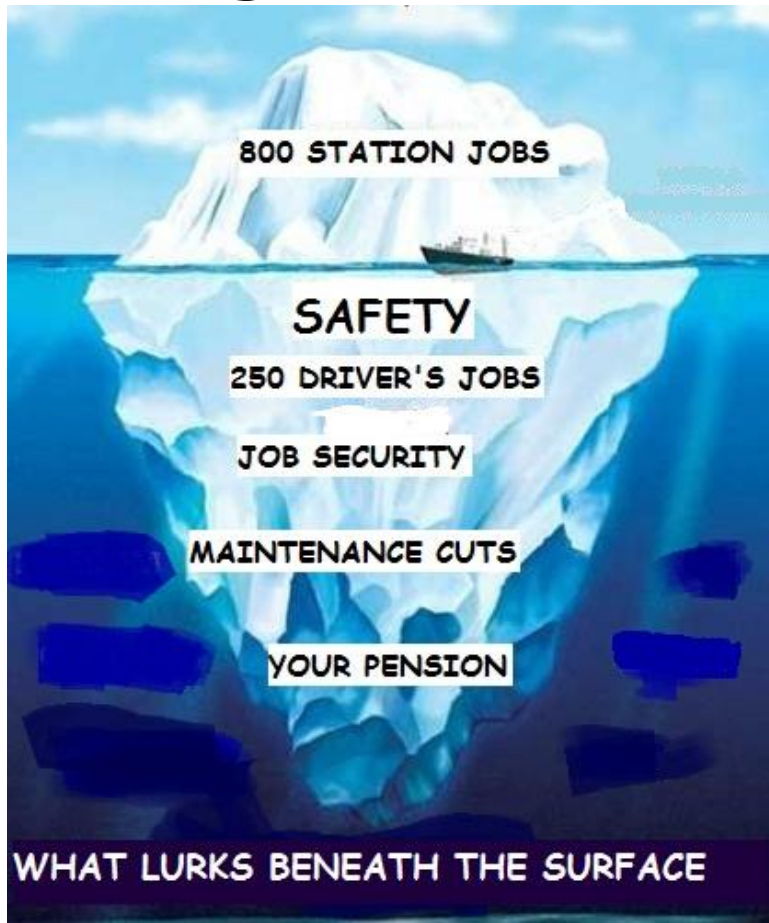
FINSBURY PARK MANAGEMENT BREAKS AGREEMENT ON LIFT TRAINING

Management on the Finsbury Park Group have admitted that they have completely failed to properly monitor and manage the issue of practical lift refresher training or 'familiarisation', as it is called in the Rule Book 9. This failure has been identified as the root cause of the current situation whereby at least 98% of local staff have become lapsed and out of date for the safety critical task of lift operation and evacuation procedures.

The issue is not with initial lift training, which can be carried out at an unfamiliar station, but with the familiarization which is supposed to be carried out at the member's

home station. This was agreed at a previous meeting of the Stations Safety Council, yet Finsbury Park's management is now trying to ignore the agreement. This refusal to abide by a Safety Council agreement has led to the situation whereby 98% of staff at Caledonian Road and Holloway Road stations are no longer licensed to deal with lift emergencies. Yet another example of the company ripping up agreements which it decides are too onerous to abide by. Both RMT and TSSA have formally complained to the company about the issue.

Thought of the month...



*First they came for the admin staff,
and I did not take action because I am
not admin staff*

*Then they came for the engineers,
and I did not take action because I am
not an engineer*

*Then they came for the station staff,
and I did not take action because I do
not work on stations*

*Then they came for service control,
and I did not take action because I do
not work in service control*

*Then they came for the revenue staff,
and I did not take action because I am
not an RCI*

*Then they came for the drivers,
and I did not take action because I am
not a driver*

*Then they came for me ...
and there was no-one left to take
action for me*

STAND UP FOR JOBS - STAND UP FOR SAFETY - STOP LONDON UNDERGROUND'S JOBS CULL

'SCAB' – a Lesson in English for LU's Censors

It has come to our notice that management has tried to censor Monthly News in certain locations for using 'industrial language', and in particular the word 'scab'. Monthly News makes no apology for using a word which can be found in any English dictionary. For the benefit and education of our censors and any offended colleagues, here is the definition of a scab as found in the Collins English dictionary: **'a person who refuses to support a trade union's actions and continues to work during a strike'**. Pay attention at the back, please!

New actions short of strike

From 00.01 hours on Sunday 3 October until further notice, all members are further instructed not to participate in the £5 minimum Oyster top up, nor to carry out higher grade working in a station control room, nor in the role of Station Supervisor, nor to substitute for the Station Supervisor when the Supervisor is not available.

All Aboard the Piccadilly Express!

The company's willingness to play fast and loose with safety during the strike was demonstrated by an incredible event which took place in the early hours of Monday, 4th October. As the effects of the strike kicked in, stations began closing after midnight. However, due to a one-under at Hatton Cross, there were still many trains on the line running late. It got to the stage where the only station still open between Hyde Park Corner and Arnos Grove was Wood Green. At around 0030, a train left Hyde Park Corner **with passengers**, headed for Wood Green. Before reaching Wood Green, the station closed, which meant that the intercity express had to proceed to Arnos Grove before being able to stop. That's 16 stations without stopping! We believe that this is a record for our line and possibly for the whole combine. There were around 30 extremely unhappy passengers on board who had to crowd onto a night bus to reach their various destinations from Arnos Grove. This was a dangerous action and hardly providing good customer service.

Safety Advice: Don't do it!

If you become aware that there are three or more consecutive stations closed, you should detrain and run through the area out of service. The controller will tell you that all the stations are staffed for 'evacuation purposes'. However if there are insufficient staff to open the station, do you think there are sufficient staff to carry out an evacuation? Neither do we. In fact, from past experience, the stations are probably staffless and padlocked!

Thanks for your support

Finsbury park branch would like to congratulate every member for their superb support of the strike on 4th October. With many stations closed or unstaffed and with precious few trains to be seen, management was clearly unable to offer anything which could be called a 'service'.

Drivers United

We would also like to thank the very many ASLEF members who continue to support the fight for a fully staffed and safe Underground. Many drivers have complained about the fact that we have more than one union on the job. We agree that this is not helpful, but we don't need to wait for a merger in order to work together. We are working together right now, and to excellent effect. Let's carry on working together for the benefit of all.

DMTs too!

Finally, thanks to the two Arnos Grove DMTs for respecting our picket line. We salute you for your principled action.