

Seven Sisters News – STRIKE update SPECIAL



May 2009

SOLID ACTION BRINGS TOP MANAGEMENT TO THE TABLE But Sisters managers resort to rumours, gossip and censorship

Like school yard bullies who have been given a bloody nose, managers at Seven Sisters who have for so long pushed our members around and made their lives hell, are now licking their wounds. Rather than waking up and treating you with the respect you deserve, they have been busy spreading rumours and trying to break your resolve; see *Frequently Asked Questions* below for a full response on some of the nonsense they have been coming out with. We wouldn't rate their chances of passing the lie detector test on the Jeremy Kyle show! However, like all bullies, once you stand up and show them you are not scared, their power is broken and your life will improve. However we cannot rest on our laurels and we are now preparing to repeat

the action and ask you to stand firm to achieve our aims as these bullies need know we will not buckle.

Let's remind ourselves of the issues that still need resolving.



1. REINSTATE CARL CAMPBELL

Carl (pictured, left) has been sacked for not following the “correct” procedure once opening the doors on the wrong side. Following the strike, management granted a directors review which they normally don't allow. This appeal has now taken place and again representatives have made the case that the doors were not open and that Carl had acted safely. Management are taking considerable time to give a decision and we hope they use this time wisely to make a fair decision

2. NO CORRECT-SIDE DOOR ENABLE EQUIPMENT INSTALLED ON YOUR TRAIN

BCV Director Penny Hazel, who heard Carl's appeal, at last seems to be giving this matter

some consideration, which is more than one of her junior managers who referred to our efforts to get this long overdue safety measure in place as “RMT nonsense”. It is this sort of attitude, and the fact that management at Sisters seem more preoccupied with securing finance for a fence near the legendary picket line to try and spoil the party atmosphere, that goes to the heart of the industrial relations problems on the line. This is the sort of attitude that has classed the risk to customers for wrong side door operations as low! Let’s hope that Penny gives these issues her full attention; our union has given her clear demands that we want to see an engineering solution, not crosses on the wall in the wrong place and a reminder in team talk.

3. Abuses of disciplinary and attendance procedures

Every time you enter the building you are faced with a barrage of information on attendance and performance. This really tells you exactly what management’s priorities are. They want you to come to work, never get ill and never make mistakes. Unfortunately, unless you one of those rare people that never gets ill or makes mistakes, the likelihood is that you have been on the receiving end of some of the bully-boy tactics that we mentioned earlier. These can be really nasty and there have been plenty of examples of managers

totally abusing their powers. Members who have been traumatised by one-unders and one who even had a gun held to their head whilst on duty are amongst those who have been subject to disciplinary action for attendance. You could not make this stuff up and is a symptom of a management who are out of control and obsessed with figures rather than treating you with the dignity and respect you deserve.

We have demanded an urgent review of these types of abuses and, as we write, they are trying to make you work 5 rounds without proper air conditioning. This is unacceptable and we need to stand firm to make them change their approach and make our work life bearable.

4. Victimisation of Glenroy Watson

Management don’t like Glen. He has been on the job for over 30 years, has represented members of the union at every level and is a high profile anti racist campaigner. He knows the job, has loads of experience and stands up to bullies. Some of the abuses they have been trying to get away with include docking his wages by over £4,000 in 18 months, continually trying to stop him using the Trade Union room, breaking into his email account and trying to stitch him up on trumped up charges to try and sack him. They think that if they can get away with sacking him then they can get away with sacking and intimidating any member in the depot. However,

we will not let them get away with it. As well as being a local activist, Glen is the Chair of our branch. This means that if management don’t back off, the branch will ballot every member in its area for action to defend him; this includes drivers on the Piccadilly Line and all station staff on the Victoria line and most of the Piccadilly Line. As with Carl, when we say an injury to one is an injury to all, we mean it. **We won’t stand by and allow bully-boy managers to carry on their harassment of Glenroy.**

CENSORED!

Management close RMT notice case

In a show of childish petulance, managers at Seven Sisters have decided to tear down our newsletters from the notice case. We put up some information and then they take it out! This is not merely childish; it is an act of arrogant contempt by managers towards all drivers at the depot, and amounts to an act of censorship.

Whilst our managers spread malicious lies, they try to stop us from explaining the truth.

However, by trying to muzzle our union, managers are merely revealing their true colours. So we don't need to tell you what our managers are like – *they're making a good job of showing you themselves!*

Seven Sisters Strike

Frequently Asked Questions

With the upcoming strike day drawing near, the rumour mill has been working overtime. In this section we will try to answer some of your questions and dispel some of the rumours now flying about.

Q: Is it true that the people who came in on the strike day got paid double?

A: No, this is not true. Rumours such as this one are started to try to draw you into work during a strike.

Q: Will the people who came in on the last strike be given a rest day on the next strike?

A: No. We will be doing nothing to help those that feel they are not a part of the workforce and who break our strike.

Q: Will I be penalised for not coming into work?

A: No, the company cannot penalise you for taking this strike action because it is official and perfectly legal under current Trade Union law. In fact, LUL would be in breach of the law if it penalised you in any way.

Q: I'm still on probation and have been told I can't take part in the strike. Is this true?

A: No, it is not. You have exactly the same right to strike as every other member and cannot be penalised by the company.

Q: I am in another Union and have been told I am not allowed to join for the day?

A: This is nonsense. If you have not already signed up you can

join at the picket line. You are considered a member of our union from the moment you sign the application form and so will enjoy the same legal protection as RMT members who are on strike.

Q: I am on CDP and have been told it is OK for me to come into work?

A: If you have a train drivers licence they can cancel CDP and ask you to work normally or do other humiliating duties, so you should not come in unless you want to join in the fun and meet your colleagues on the picket line.

Q: Striking does nothing, why bother?

A: Striking is a last resort and it was voted for by you. We are showing all that we will not take anymore nonsense and are standing firm, united. Also, our union has recently achieved some great results after threatening to strike, including the reinstatement of a sacked Piccadilly line driver and the winning of a 20% pay rise for London Overground staff. Action can get results – inaction guarantees defeat.

Q: I can't afford to keep striking?

A: By striking now we are securing all of our jobs for the future in making it known that we will not allow our colleagues and members to be dismissed or disciplined without a just reason.

We hope this has helped answer some of your queries but if you have any more questions, do not hesitate to contact one of your Reps.

UNITY IS STRENGTH