



London Calling

News and views from RMT's London Transport Regional Council - www.rmtlondoncalling.org.uk

special issue for London Underground revenue control staff

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Ten Reasons Why Service Control Staff Should Vote YES-YES to Save Jobs

RMT to ballot members for strikes and action short of strikes against London Underground's job cuts

1 Because the job cuts on service control, stations and other grades, will be a disaster. Everyone will suffer, including our passengers.

2 Because LU management are not listening to your union reps in the talks. Industrial action is the only effective tool at our disposal that can force the issue and bring our concerns into the open.

3 Because management have not listened to YOU; they have not provided you with an opportunity to vote on the job cuts they are making! RMT is giving you that voice, giving you the opportunity to show your opposition to the reduction of staff on stations, service control and the other key 'customer facing' grades.

4 Because we are already being slaughtered with coverage at work – vacancies not being filled, duties being left uncovered, leaving us over-worked and under-staffed. LU is increasing our workload with the introduction of new kit that doesn't perform as it should, leaving staff to pick up the pieces. Management have taken the steps necessary to reduce our staffing in service control. This is happening now and will continue to happen until we have control rooms with minimum numbers as the norm.

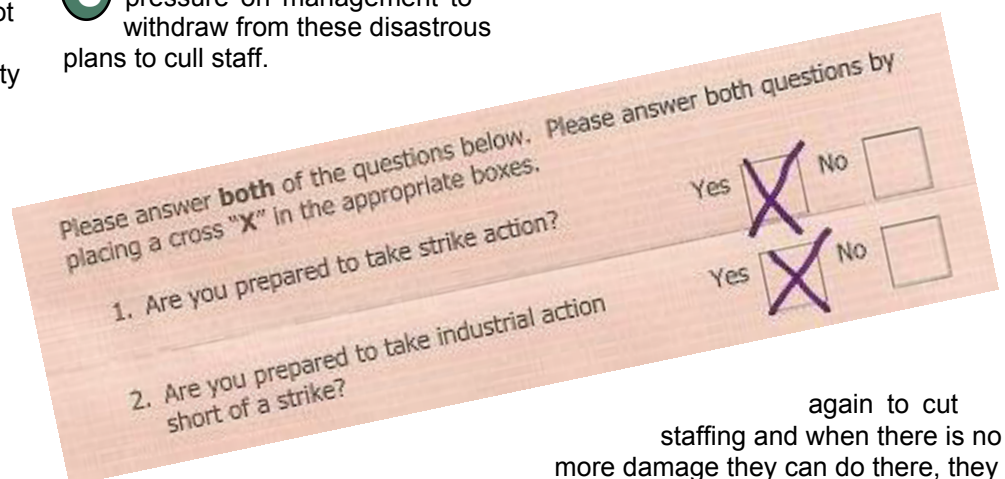
5 Because this is an all-grades ballot, as management are coming for jobs on stations and on trains as well as in service control. RMT is balloting service control, trains, stations, revenue control, engineering and admin staff and we ask for your support in returning a massive YES vote. No grade is being left to fight alone.

6 Because every vote places pressure on management to withdraw from these disastrous plans to cull staff.

7 Because management interpret every No vote as support for their job cuts and every abstention as apathy – they will take both as an endorsement of their plans and 'spin it' in the media to try to undermine your union's fight.

8 Because industrial action is where our real power lies. We keep London Underground running every day – if we withdraw our labour, the Tube stops, and the company and the politicians have to listen.

9 Because if we do not take a stand now, TfL/LU will not stop at these cuts. They will come back time and



again to cut staffing and when there is no more damage they can do there, they will come for your pay, conditions and pensions. This is not just union scare tactics: it is a stark warning of things to come if we do not fight for our right to stay protected in our jobs.

10 Because these job cuts are not necessary nor 'inevitable' – not if we fight them.

Your Questions Answered

Does London Underground have to cut jobs to save money?

No. RMT made the following suggestions to London Underground for how it and TfL could save money without cutting jobs:

- ask for extra government grant
- take Tube Lines back inhouse without paying its former owners
- take all functions back inhouse
- stop 'fat cat' salaries by introducing a maximum wage for LU/TfL employees
- stop advertising and paying commission to external ticket-selling outlets
- minimise Employment Tribunal payouts by stopping managers acting unlawfully against employees
- open the books: allow trade union and public scrutiny to identify additional savings

Management rejected them all.

What is 'action short of strikes'?

It is any kind of industrial action other than strike action. It may include, for example, an overtime ban, or refusal to carry out a particular part of our duties.

Why should I vote for both strikes and action short of strikes?

The law requires trade unions to ask you the two questions separately. By voting for both, you enable your union to use a variety of tactics to put pressure on London Underground to stop these job cuts.

Remember: it is not an either/or choice: make sure you vote on both questions – and we recommend you vote Yes to both!

Will taking industrial action make any difference?

Experience tells us that nearly every time we take industrial action, the employer makes

concessions. We beat their last attempt to close ticket offices and cut jobs through a public campaign and a ballot.

We can not guarantee that we will win outright by taking action - but we *can* guarantee that if we don't take action, management will go right ahead and cut our jobs.

Won't the public hate us if we go on strike?

Most passengers are strongly opposed to the job cuts. RMT members have given out tens of thousands of leaflets, and collected thousands of signatures on our petition and received many messages of support for our campaign.

Our fight to defend staffing is a campaign in passengers' interests as well as our own.

Can't we persuade management to withdraw the job cuts without going on strike?

No. RMT reps and officials have been attending talks with management for months, trying to persuade them not to cut jobs. We have lobbied politicians and leafleted passengers. We have sent out press releases and collected signatures on petitions. We have given management solid arguments and even PowerPoint presentations.

But management won't even let us discuss whether jobs should go, only *how* they should go.

Can I get in trouble for voting for industrial action?

No.



How Job Cuts Affect You

With the advent of the new Signalling Control Systems it is management's intention to further reduce service control staffing levels ...

- ...Your job could go!
- Even if your job stays, you will work alongside fewer colleagues, your workload will increase and you will not get the rest breaks you need during busy periods.
- There will be no scope for 'local arrangements' as there will not be enough staff to maintain minimum staffing levels.
- You and your colleagues will be less able to deal effectively with incidents/emergency situations. This will place greater pressure on you.
- Working under this sort of pressure may lead to mistakes, putting your job at risk through disciplinary action.
- Performance will drop and we will not meet our CSS scores; bonuses will be harder to earn.
- You could end up displaced to a lower grade with only 3 years protected earnings. Could you absorb a pay cut of £30,000+ if you were displaced to a CSA's position? There is no guarantee of picking up your previous role or a position you may have preferred.
- You could lose your flexible working arrangement as there would be fewer staff to facilitate these.
- Your promotional chances within service control would be limited.
- Remember: management took a large bite out of Service Control at the 2005 Service Control Review. We have fought long and hard to try to bring the numbers back up. As you will see in your workplaces, vacancies are not being filled and it is clear management are ramping-down the workforce.
- Don't sit back and do nothing – USE YOUR VOTE to send a clear message to management that 'Enough is Enough' and we will not pay for the failings of the PPP and government.