

Written for train drivers, by train drivers



# upfront

January 2016 ☆ Issue 49 ☆ [www.rmtlondoncalling.org.uk](http://www.rmtlondoncalling.org.uk)

## STRIKES CALLED AS MANAGEMENT SMASH PAY TALKS AND IGNORE TRAIN AGREEMENTS



Within days of the national union formally rejecting the latest pay and conditions offer following a meeting packed with reps who confirmed it was not acceptable, management have advertised for part time drivers to work Night Tube.

This is a very cynical move. Timed during the Christmas Period they were obviously hoping

we would be too busy eating turkey to notice an absolutely hostile move on their behalf.

They must think that our members are growing weary of the ongoing dispute and are no longer prepared to defend their agreements and get a proper deal for Night Tube.

After months of protracted talks a tentative way forward was negotiated on how Night Tube could be rostered which did involve the use of reduced hours train operators as part of a wider package that involved looking at a 36 Hour week 4 day week and other flexible working options for existing drivers.

RMT immediately asked for these adverts to be withdrawn, and return to the negotiating table, but this was met with a casual dismissal by LUL senior negotiators who seem to have no interest in speaking to the Union on these matters any more. *(continues overleaf)*

### Strike dates

- Not to book on between 21.00 hours 26th January 2016 and 20.59 hours 27th January 2016
- Not to book on between 21.00 hours 15th February 2016 and 20.59 hours 16th February 2016
- Not to book on between 21.00 hours 17th February 2016 and 20.59 hours 18th February 2016

- ☆ **Strike action called**
- ☆ **Bosses smash agreements**
- ☆ **Unions united**
- ☆ **Strike dates**



## **Broken Agreements**

London Undergrounds proposals directly break a number of our agreements and are a threat to the long term security of your job as a driver and an attack on all our hard earned agreements.

For example, at the moment there is no agreement for directly recruited part time drivers. We are not opposed to part time drivers but the only facility for this at the moment is for existing drivers to reduce their hours. All of this is covered through agreements with the option to increase your hours again if you wish.

The use of part time drivers outside agreements could have a number of serious consequences. Some examples are an effect on the minimum numbers at depots and in the long term affect spare coverage and your ability to take outstanding annual leave and transfer to other depots as there will be no agreement on how they will be incorporated into waiting lists.

Without agreement their incorporation could have a negative effect on the amount of night, late and early turns available at affected depots as there will be no agreement on the rosters and rostering patterns as is currently the case.

The fact that management are bypassing the normal negotiating machinery means they are recruiting outside the company for these positions outside current agreements which disadvantages internal applicants from other grades which are also under attack from cuts to job numbers and other issues.

If not stopped this is the first step on a slippery slope to the casualisation of our grade and a driving down of current benefits with the risks of us ending up like many other industries which used to have far higher terms and conditions .

LUL have to realise that they have to speak to your union negotiators to agree a package and not to just try and impose one when it suits them.

### **The choice is clear**

Therefore the choice is clear and the dates named in conjunction with our sister union have the aim of making LUL see sense and to negotiate sensibly on the introduction of Night Tube and to make an improved pay offer.

It is time to stand firm and for LUL to respect you and your Union and to prevent the destruction of your hard earned terms and conditions and to prevent any reorganisation attempts along the lines which

are currently underway in the stations grades. Time to stand firm and stand together.

### **Not in a union? Join the RMT**

If you or a colleague aren't in a union it is simple to join the RMT. Just go to our website: [www.rmtlondoncalling.org.uk](http://www.rmtlondoncalling.org.uk) and click the link.

**RMT will be taking strike action in unity with ASLEF and UNITE.**

<b>Industrial reps:</b>	<b>H&amp;S reps:</b>
Will Reid	Gary Doyle
- 07983 958 429	- 07830 221543
Paul Shannon	Nigel Eivers
- 07800 808297	- 07961 141924
Vaughan Thomas	Dave Rayfield
- 07720 297657	- 07719 132161