



# upfront

[www.rmtlondoncalling.org.uk/trains](http://www.rmtlondoncalling.org.uk/trains) - January 2022

[www.rmt.org.uk/join](http://www.rmt.org.uk/join)

## It's a **YES** from us!

*Drivers vote to strike to defend pay, pensions and agreements*

**Train driver's union RMT's members have voted yes for strike action and action short of a strike in a ballot of over ten thousand members across all grades of LU.**

94% of voting members voted to strike.

The ballot took place after LUL members were refused assurances on jobs, pensions and working conditions in the midst of an on-going financial crisis caused by central Government.

The union's LUL reps and executive committee are considering the result but says that it will take whatever action is necessary to prevent staff paying the price for a financial crisis that is not of their making.

In the train grade, we have already seen work life balance made worse as management have ripped up the 2016 Night Tube agreement.

Bosses have also been keen to draw us into 'talks' on further cuts but the RMT has been clear that we will not be suggesting ways that they can punish us for the financial crisis the Tube is facing.

Now that we have a ballot mandate we can fight back against any attacks, and remind management that

without us not a wheel will turn.

Some of the areas management are looking at making attacks, savings and cuts, at our expense, are:

### Pensions

Our pensions are currently being 'reviewed.' This isn't being done because LU or the government want to spend the time and money to claim everything is fine! One of the outcome options

certainly isn't 'make the pension better!'

With this ballot result we can now be on the front foot and send a clear message to management that we won't allow the deferred wages of our pension to be pulled from under us.

### Night Tube betrayal

A 2016 agreement reached at ACAS, saw LU employ 200 Night Tube specific drivers so that full time drivers wouldn't have to work fatigue inducing night shifts along side our normal roster.

LU ripped this agreement up as we came out of lockdown to save them money. We already have two strike

### Night Tube action strong

Ongoing action by drivers in a fight to stop the imposition of working practices that would rip apart work life balance remained solidly supported across the weekend.

*General Secretary Mick Lynch said: "Our members have remained solid and determined in support of the Night Tube action this weekend and have sent out the clearest possible signal that this issue isn't going away."*

*The Mayor and his officials need to wake up to that fact. With action scheduled for the next six months there is only one way forward and that's for serious and genuine talks aimed at a negotiated settlement."*

Drivers on the Victoria and Central Lines are taking ongoing action every weekend on the Night Tube through to June to prevent the ripping up of staffing arrangements that will wreck work life balance.



## Join RMT today

It is simple to join the RMT:

- ⇒ Scan the QR code,
- ⇒ Go to [www.rmt.org.uk/join](http://www.rmt.org.uk/join),
- ⇒ Call 0800 376 3706,
- ⇒ Talk to your local rep.



ballot mandates against this attack and continue to take action, but this new strike mandate further strengthens our ability and demonstrates our resolve to fight against attacks like this.

## Flexible spares

One of the areas that LU has hinted at attacking us is by wanting to look at booking on times. It's been suggested they want to move a spare duty two hours either way with just 24 hours notice. How would that work for doing the school run for example?



## Booking on locations

Bosses want us to book on at any location on a line in our own time. Imagine a Hainault driver being told to book on at West Ruislip and finish at Ealing Broadway. That's at least 2 hours extra on a day. Mix that in with an 8 hour turn that was moved two hours with 24 hours notice!

And management have the audacity to use language like 'fairer' and 'more flexibility for our people.' The strike ballot result shows that drivers aren't fooled by management language and won't stand by and allow them to attack our agreements like this.

## AAW Procedure

Tube bosses want to alter the AAW so they can punish us more harshly for being sick in the hope it will mean we have better attendance. Presumably if this worked the GPs surgery would be equipped with whips and chains!

But of course this is a very serious matter. If LU had the ability to easily get rid of people who are unwell, don't expect your local manager to say 'we consider this a genuine case so therefore we will relax our new rules'; people will face unemployment if this change happens.



RMT has taken industrial action for people treated unfairly due to ill health before, we can now demand the AAW process doesn't get any worse with our strike mandate.

## Overtime

We have written a whole newsletter on the various reasons why overtime is overall, a negative change. The bottom line is if the salary is not high enough we should fight for higher pay and fewer hours, not the right to scramble the decks to work hours that should belong to another job.

Secondly, the more flexibility we give management the fewer of us they need. Let's not weaken ourselves collectively for individual gain; it will mean we all suffer as individuals in the long run, if we allow voluntary overtime.

Have a read of this newsletter ([bit.ly/3GdC3OC](http://bit.ly/3GdC3OC)) on overtime to learn more about the RMT's concerns.

## Job Cuts?

Along with the deletion of 200 Night Tube jobs, and plan to cut 600 station jobs, LUL are looking to reduce establishment numbers in all depots as part of their plans.

We need to be ready for it, if they try and come for us. Our only defence is being ready to take industrial action if needed - and we are ready.

## RMT Ready to act

The RMT is now ready to act. We have shown with the Night Tube betrayal that we will act when members demand it. Not just with token action but hard hitting ongoing strikes where needed to make our demands clear. ***Time and again the need for these shifts to be voluntary has been made and LUL are flatly refusing.***

We were, and continue to be, heroes throughout the pandemic, running a full service when much of London was locked down.

We won't now stand back and allow management to use the pandemic as an opportunity to claw back agreements we have won over decades of militant collective action.

## Get Involved

Now is the time to get more involved with your union and build the fight for your job, pension and agreements.

There are many ways you can do that. Come along to your branch meeting or attend a trains grade meeting. Discuss with colleagues what the RMT is doing to lead the fightback against management's attack. Print out some copies of this leaflet and distribute them in your train crew accommodation!

If you have questions or want to get more involved, talk to your local rep or branch officials. We can win this fight together.

## Met drivers to strike over roster imposition

Following an overwhelming vote for action by drivers on the Metropolitan Line based at the Neasden Depot the union has announced the following programme of strikes;

All members are instructed NOT TO BOOK ON for any shifts which commence between:

- 11:30 hours on Thursday 20th January to 11:29 hours on Friday 21st January 2022.
- 11:30 hours on Thursday 10th February to 11:29 hours on Friday 11th February 2022.

RMT General Secretary Mick Lynch said;

***"There's a toxic culture developing at LU which amounts to the wholesale ripping up of normal procedures and agreements and our members at Neasden have said loud and clear that enough is enough.***



***"I am calling on tube bosses to get a grip and stop this wholesale undermining of normal industrial relations.***

***We remain available for talks but no one should underestimate our determination to stop this nonsense."***