



## PAY SPECIAL: DRIVERS' UPDATE

*prepare to take industrial action*



**London Underground has offered RMT members a four year pay offer, with six extra banked rest days from year four.**

However, the pay offer for years two and four could actually mean a real terms cut as it is not linked to inflation.

This is not something the RMT will accept and so the union is to ballot for industrial action.

### **Members decide to reject pay offer**

A meeting of RMT activists, reps and officers, including the pay and conditions negotiating team, heard how talks with management had resulted in LUL declaring a 'full and final'

pay and conditions offer that would last four years.

The offer made is just 0.2% above inflation in years one and three. However, in years two and four the company plan to give us a flat 1.4% pay rise.

### **Working week could be reduced by an hour**

This pay offer is alongside half an hour off the working week in year two, a reduction in time equal to three banked rest days per annum and from year four an hour off the working week, equal to six banked rest days a year.

It was recognised that this reduction in the working week was a step towards the RMT demand for a four day, 32 hour week; a crucial target as shift work is so detrimental to our health.

This is the first reduction in hours offered in over 20 years when gains were made following significant strike action by drivers.

However, the mood of the RMT pay meeting was that there is

no way we could accept a pay offers which is not linked to inflation. We could face future risks such as the inflationary effects of Brexit, or perhaps the risk of a further economically incompetent Tory government. Only an inflation-linked pay award protects us from this real threat.

### **How will the reduced hours work?**

LUL's position on how the reduction of an hour a week is used is also not acceptable as these days should be for us to decide how to use.

The banking approach means that we should be able to utilize this and any other concessions in a reduced working week to maximise quality time off away from work within existing agreements and with no loss of pay.

### **Industrial action needed to improve the offer**

It is clear that without significant pressure in the form of a mandate for industrial action UL are unlikely to improve this offer.

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## Get Ready to Fight for a Better Offer



*Over 100 RMT activists met to discuss the pay offer*

The RMT's decision making body, the National Executive Committee has taken the decision to prepare a ballot of all our members across all grades.

In its decision, which you can read in full on our website at RMT London Calling, the NEC stated that:

*"Whist we will not let go of the progress made by our Negotiations Team on the Shorter Working Week; neither*

*will we subject our members to the company's plan to put them at risk of a potential significant pay cut.*

*This union does not gamble with our members livelihoods!*



*"We instruct the General Secretary to provide all assistance in preparing a ballot matrix for a ballot of the entirety of our London Underground membership for a ballot for Industrial Action."*

### Prepare for action

Get ready to vote and get ready to strike! Organising for this industrial action will be a hugely important task. It is crucial we get a good turnout and strong yes vote to smash the anti-union ballot threshold laws. You can do your bit by attending your local branch meeting, speaking with your reps and keeping an eye on RMT London Calling website and Facebook Page to learn more and to stay up to date.

When your ballot paper arrives, vote yes and send it back straight away. A yes vote is the only way the union can take industrial action and deliver improvements to the offer that you have told us are needed. Our unity is our strength!

#### Functional reps

Frank Curtis - 07931 130849  
Paul Shannon - 07800 808297  
Will Reid - 07983 958429

#### Health & Safety reps

Gwyn Pugh - 07709 320271  
Jim McDaid - 07917131692  
Nigel Eivers - 07961 141924

#### Upgrades rep

Dave Rayfield - 07719 132161

## ARE YOUR DETAILS UP TO DATE?

Have you moved or changed job recently? It is important to keep your RMT membership details up to date. We need this information to be correct so that the union can include you in the relevant ballots and fully represent your interests.

**CHECK ONLINE BY LOGGING IN AT [WWW.RMT.ORG.UK](http://WWW.RMT.ORG.UK)**  
or ring the RMT freephone helpline on 0800 376 3706.