



# tubeworker

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## EVERY JOB MATTERS DISPUTE: RE-ENERGISE THE FIGHT!

- **We need more action to beat cuts.**
- **Not taking action has consequences: members lose confidence in the union's ability to fight.**
- **Nearly 1,000 station staff have been displaced against their wishes. Unions must respond.**
- **Effective propaganda, and regular workplace visits can rebuild mood for action in places where it's wavering.**
- **We have to see the job cuts fight through to the finish, not fold it into a new dispute on pay.**

For more on how RMT can re-energise its Every Job Matters campaign, see [bit.ly/ejm-fight](http://bit.ly/ejm-fight)

## GENERAL ELECTION 2015

# BRITISH-BORN AND MIGRANT WORKERS: UNITE!



## IMMIGRATION CONTROLS SERVE THE BOSSES. DON'T LET RACISTS DIVIDE US.

Before reading this article further, consider the diversity of your own workplaces. Many of us working for London Underground are from migrant backgrounds; the company even used to recruit directly from Caribbean countries.

Many of us in grades such as cleaning have been able to come to London to work, from countries such as Poland, Romania, and Bulgaria, thanks to relative freedom of movement within the European Union.

We work alongside one another, we are members of the same unions, we have struck together. The rights we all enjoy are the result of British-born and migrant employees of LU fighting together down the decades.

None of this would have been possible if racists like Ukip and other right-wingers had their way, and Britain had a more restrictive border regime with tighter immigration controls.

The stories we hear in the media about Britain being "full", or about migrants "scrounging" are sensationalised distortions or, often, outright lies. Since 2000, European immigrants have paid 34% more in taxes than they have claimed in benefits. Non-European migrants have paid 2% more. Immigrants are 45% less likely to receive state benefits than

people born in Britain.

The tragedy of thousands of migrants dying in the Mediterranean Sea shows the grim reality of immigration controls. If we had freedom of movement and a more equal society, people who wanted to move to other countries could do so freely, without resorting to desperate and dangerous measures.

Immigration controls artificially divide human beings into categories of "legal" and "illegal". *Tubeworker* believes no human being is "illegal". We live in a world where the wealth we as a working-class produce is free to cross borders and travel the globe. We, the workers, should have that freedom too.

This election has seen a disgusting competition between all the main parties, egged on by the grubby far-right nationalist of Ukip, to see who can appear "toughest" on the question of immigration. Few have dared to say that inequality and exploitation are the problems - not the migrants who come to Britain seeking a better life.

The first modern immigration control was introduced in Britain in 1905, only 110 years ago. They have not been around forever. They are not "natural", or inevitable. Global working-class solidarity can make a world without borders possible.

## PAY CAMPAIGN



LU's latest pay offer to unions is a derisory 0.75%

in year one, followed by RPI in year two. The company has also offered two £250 incentive payments for delivering Night Tube, with an extra £250 for trains and signal workers.

Unions must stand firm for a deal that addresses wider claims for a four-day week for all grades and staff travel passes for out-sourced workers.

When it comes to Night Tube, we don't want a one-off bribe payment, we want a deal that properly compensates us for night working, ideally with more time off!

**On 7 May, we have the chance to kick out the Tories. *Tubeworker* calls for a Labour vote as the best way to do that. But we also need to make sure our unions fight the Labour leaders to resist their version of austerity.**

### VOTE LABOUR TO KICK OUT THE TORIES BECAUSE...

- **The Tories will ban Tube strikes.**
- **Labour says it will scrap the Bedroom Tax and repeal the Tories' Health and Social Care Act.**
- **Labour will abolish Employment Tribunal Fees.**
- **Labour will restrict zero-hours contracts.**
- **Labour will restrict bosses' ability to use agency labour to undercut permanent staff.**

### MAKE OUR UNIONS FIGHT THE LABOUR LEADERS BECAUSE...

- **We shouldn't trust the Labour leaders! Even where their policies are better than the Tories', they will need to be pressured to implement them.**
- **Labour will cut public services and benefits.**
- **Labour's policy on immigration will see tighter border controls and attacks on working-class immigrants.**
- **Labour hasn't committed to repealing the anti-union laws.**

## CLEANERS' COLUMN

### "CUSTOMER CARE"?

Some ISS cleaners are getting increased "customer care" training.

By training cleaners to deal with customer enquiries, ISS (and their LU paymasters) are expecting cleaners to do aspects of LU station staff work without any of the benefits - pay, travel pass, pension, etc. - that LU employees enjoy. If LU want station cleaners to provide "customer care", there's a simple way to achieve it: employ them directly as part of the stations workforce. Put them in LU uniforms, give them LU rates of pay, access to the TfL pension, and a staff travel pass.

Cleaners - outsourced workers employed by a subcontractor on a precarious basis - doing aspects of station staff work gives a vision of the nightmare future LU bosses and their Tory backers in City Hall have for our stations: de-staffing, de-skilling, outsourcing, and casualisation.

### ELEPHANT LOOS

Overrunning refurbishments to the Platform 3 male toilets at Elephant & Castle means inconvenience for drivers, and stress for cleaners.

Cleaners are getting it in the neck for doing their jobs and cleaning the only remaining functioning toilet when drivers want to use it.

Management need to stop taking the piss, and get the toilets fixed!

## WATER LOAD OF RUBBISH

The renaming of Canada Water as "Buxton Water" on the day of the London Marathon was a nice little earner (£110k, to be precise) for TfL.

We've known for years the Tory-backed bosses at LUL and TfL are desperate to get more private revenue into our workplaces: "click-and-collect" points for online retailers that have replaced ticket offices are already with us.

If the Tories get back in on 8 May, and if they hold onto power in City Hall after Boris is gone, we can expect to see much, much more of this sort of thing. Be under no illusion: LUL's status as a publicly-owned company is not safe.

The Marathon also affected our work when staff taxi routes for dead early staff were disrupted as a result. Why weren't staff taxis given the same exemptions as marathon service vehicles to use the closed-off roads?

## PROJECT GUARDIAN?

Transport for London has relaunched "Project Guardian", encouraging people to report unwanted sexual behaviour on public transport via text or phone. 90% of these crimes go unreported.

It's good that TfL is encouraging people to report crimes and giving them more ways of doing so. But their proposed staff cuts (nearly 900 frontline posts set to go in 2016) will make the Tube far less safe.

The number of recent accidental deaths, in incidents at Stockwell and Old Street, and near misses (e.g. Clapham South) also show that the Tube can be a dangerous and traumatic place to work, and that staffed stations and trains are essential.

## OFF THE RAILS

The derailment of an engineers' train on the Central Line on the evening of 20 April caused severe disruption. Fortunately, the affected engineers were not seriously injured.

Spare an extra thought, though, for Leytonstone, rammed out with passengers and the location where trains are being turned.

Management seem to think this station can manage with around half its current staffing levels from next year. Fit for the future? We think not.

## WOT NO MONITORS?

Technical problems led to monitors in Victoria Line train cabs going out of action on Tuesday 13 April.

That meant drivers relying more heavily than normal on CSAs doing SATS duties to make sure it was safe to close doors and move off. Teamwork between drivers and station staff ensured the loss of monitor signal didn't lead to any major incidents.

Would things have gone so smoothly if this had happened in a world with 900 fewer station staff? LU's plans rely on nothing ever happening that requires staff response. Back in the real world, a safe and accessible Tube needs properly staffed stations.

## LAMPED OUT

It was something of a shock for Barking drivers when a 7-metre-tall lamppost keeled over in the sidings. It only just missed a driver.

Management didn't appear too concerned, though. They kept the sidings open and didn't even bother checking the other lampposts until the following day.

It transpired that there was a bolt missing from the collapsing post. Perhaps there was a screw loose in management's response too.

## SAVE JOBS, DON'T SELL THEM

*Tubeworker* strongly encourages readers in SAMF, SCRA, and SS grades not to take Voluntary Severance, the second window for which has now reopened.

People sometimes falsely describe VS as "selling your job" - but it's not selling "your" job, it's selling a job that belongs to a hopeful unemployed person; a potential future London Underground worker.

It belongs, for example, to one of the hundreds of CSAs now employed on temporary contracts who is hoping for a permanent role.

## TRIAL CLOSURE FARCE

Two trial closures of Lancaster Gate Station ticket office resulted in chaos for customers and abuse for staff.

On the first day, the station was short staffed. No additional management were sent to assist. Staff were verbally abused. On the second trial, the ticket machines broke down; staff ended up allowing people to pay at their destination. There have been similar farces elsewhere.

Our passengers need ticket offices. Our unions need to demand that any incoming government (hopefully a Labour one) stops and reverses closures.



## MED CERT? LEAVE IT OUT!

Apparently, there is a new policy that doctor's notes are required for sickness during leave, rather than self-certificates as previously.

Once again, management seem to think that we are all a bunch of skivers who feign sickness when we are off just so we can get the leave back and be off again later in the year. So they want proof of sickness. Charming.

The unions are all arguing against this new policy, but management have imposed it anyway. That's when the arguing stops and the dispute resolution begins, right?

## PROTECTION MASTER SCRAPPED

LU has scrapped the role of Protection Master (Engineering Hours) and made it part of a Site Person In Charge's job.

These two important roles should be done by two separate people. LU is motivated by cost-cutting - an agenda that threatens track workers' safety, and their jobs.

## OUTSOURCING OBSESSION

A recurring fault with the Help Points at King's Cross is taking longer than necessary to fix.

Why? Because Siemens, the private contractor that installed the system, won't give Telent, the private contractor that now maintains it, the necessary technical information. Despite no longer having the contract, Siemens is continuing to charge for giving maintenance advice!

It's making life difficult for Telent engineers, and is yet more evidence of the ludicrous inefficiency of LU's obsession with outsourcing.

It's five years since the Public Private

Partnership collapsed, and LU still seems beholden to private interests.



## What is *Tubeworker*?

*Tubeworker* is a rank-and-file socialist bulletin, published at least monthly, written by

Tube workers, for Tube workers. It is published by the socialist group Workers' Liberty, but is produced in editorial meetings open to all workers. Supporters from outside London Underground can help with public distribution.

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