



tubeworker

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KEEP THE STRIKES ON!

The barely-changed offer on pay, terms, and conditions is not good enough. We need to keep our strikes on. Aslef, TSSA, and Unite members: demand the reinstatement of strikes! RMT members: make sure your union doesn't blink!



SOLIDARITY

What's wrong with the offer?

- Increases in employee National Insurance contributions would wipe out the pay "rise", and RPI consistently understates real increases in the cost of living for working people, especially huge and rising costs in London.

- LU gave "Area Managers" on stations an 8% increase in 2015, but we're only worth 1%?

- A four-year deal would mean there would be no progress on demands for improved conditions for at least four years. It would clear management's desks to draw up new attacks on us. When we gave them a four-year deal in 2011, they used those four years to bring in "Fit for the Future - Stations". Give them another four years and they will bring in Fit for the Future - Trains, Service Control, Fleet, Track, Admin, etc.

- It requires us to sign off on the unacceptable "Fit for the Future" programme.

Keep strikes on!

Many Aslef members have told *Tubeworker* they want to fight on. RMT, the last union to keep its action on, will be considering the latest developments.

We all want to see united action, but this cannot be a pretext for a domino effect whereby all unions give up just because one has.

It's not the first time that one union has jumped ship on a dispute, and this has not prevented the others carrying on and winning. When Aslef ducked out of the fight over PPP in 2001, RMT went ahead with planned strike action, and the result was the "jobs for life" agreement.

"RMT-only" action, hopefully with the support of rank-and-file Aslef, TSSA, and Unite members, can still have a massive impact on the service.

Where does this leave the dispute over stations jobs?

RMT deciding it could no longer sustain all-grades strikes against job cuts was a setback. Since then, it has relied on coinciding all-grades strikes over pay and Night Tube with stations action over stations job cuts.

That had some reasonable success last year, but since the unions stopped striking about Night Tube, the intensity of the fightback over stations job cuts has dropped off too.

We are running out of time. "Fit for the Future - Stations" is being imposed in some areas in February and everywhere else in April. Other areas, such as the Special Requirements Team on stations, are being particularly hammered, with their terms and conditions being ripped up. RMT has promised a "week of action" from 7 February, the imposition date. Why wait until the week it is imposed? And why not tell us what action we're expected to take?

When we get this information, we can organise for it and input into the

strategy. The "dispute resolution document" requires that unions sign up to "Fit for the Future" in order to settle on pay/Night Tube. That's a trap we must avoid.

If LU says it's a take-it-or-leave-it deal, we have to leave it, and fight on. At the very least, the fight against "Fit for the Future" must continue.

What we're fighting for

We can revive this fight by keeping our nerve, and by being clearer about what it is that we are fighting for. We want: job cuts stopped or reduced; a pay settlement that keeps pace with increased living costs; frameworks to remain as agreements rather than imposed diktats; no worsening in anti-social hours; staff not disciplining their colleagues; seated roles to be retained on stations; and more. There are other demands, such as the demand for new trains to have drivers' cabs, around which we could construct future disputes.

Unions should mobilise members around positive demands.

VOTE YES FOR STRIKES TO DEFEND GLEN HART

RMT has begun balloting its members for strikes to defend victimised Station Supervisor Glen Hart.

It's important we get a big turnout and a big yes vote for Glen. If LU gets away with disciplining him, it will open to the door to increasingly personalised and arbitrary discipline, which could affect any of us.

For info on Glen's case, check out the RMT website: bit.ly/defend-glen.

CLEANERS' COLUMN

AS SHORT PAYMENT SCANDAL CONTINUES, LU MUST ASK QUESTIONS



Rarely a pay period goes by in which Interserve cleaners are not short paid. We only earn £9.15 per hour; even a few hours missing from our pay can make a huge difference.

In some parts of London, average rent now accounts for 60% of average monthly income. Current figures show that 80% of all new housing in London is affordable to only 20% of Londoners. As many as 50% of renters in London are officially living in poverty. How are low-paid workers meant to get by?

Interserve blames administrative errors for the ongoing problem. *Tubeworker* believes it's time for unions to demand that LU, as the source of the contract, asks questions of Interserve.

Cowboy cleaning company Blue Diamond, which ripped off its workers in a similar way, was kicked off its contract in 2006.

Our ultimate goal is for cleaning services to be taken back in house, with cleaners put on LU pay scales, with access to the TfL pension scheme and staff travel passes. The London Living Wage should be raised to £10 or more.

Short of that, LU needs to tell Interserve that if it can't pay in full, on time, every time, its contract will be cancelled.

NYE ON THE CHEAP

We hear some managers staffed New Year's Eve on a budget.

Managers moved reserve CSAs from dead lates to night shifts with only a few days' notice, and told them they were not entitled to the enhanced payment because they hadn't volunteered. What a delightful way to thank someone who has been forced to cancel their New Year's plans!

Management should not get away with this.

KEEPING AN "i" ON US

Tubeworker hears that station staff will soon be expected to use an app on our company-issued iPads to book on and off. "Customer Service Managers" (current Station Supervisors) will be expected to take action against any lateness.

This turns former Supervisors into disciplining managers, and gives the company greater micro-managerial powers over us than ever before.

We need to guard against these developments.

MIND THE GAP

According to stats dug out by a Freedom of Information request, PTI incidents have been increasing at such a rate that there were five times as many in 2014 than in 2003. The number of incidents rose every year between these two.

On what planet is the appropriate response to this to cut station staffing?!

FULLY AUTOMATED?

On 18 January, LU sent out an "invitation to tender" to a shortlist of suppliers for new trains for the Central, Piccadilly, Waterloo and City, and Bakerloo Lines, due to come into service in the early 2020s.

LU wants the trains to have driverless potential. But it also says that full automation would require massive updates of signalling and other systems. LU is unable to tell us specifically what benefit driverless trains would bring to passengers; would this really be money well spent? Plus, Bombardier, which messed up the SSR signalling upgrade, wasting millions, is a potential provider!

Technology should be used to make our lives easier, not to de-skill workers' jobs and undermine organised labour. RMT has policy that it will go into dispute as soon as LU begins commissioning driverless trains; that process has now begun.

The policy should be acted on.

PROMOTION WITHOUT A PAYRISE

LU is proposing to force CSAs to handle cash, service machines, and carry out procedures currently done by ticket sellers. But it won't pay us adequately or train us properly. It wants us to do extra training, in our own time, on our iPads.

We must not accept this promotion without a pay rise. If our stations sell tickets, they need properly trained, properly paid ticket seller staff.

DRIVERS REFUSE UNSAFE TRAINS

TfL's claimed "temporary shortage of train operators" caused suspension and delays on the Piccadilly Line on 17 January. What it didn't say was that drivers refused to operate trains following a door opening on a train travelling through the tunnel under Heathrow airport the day previous.

Management didn't make strenuous efforts to resolve the problem and verify that the fleet is safe, so drivers matters into their own hands.

If the company won't look after passengers' safety, then they can rest assured that we will.

More on *Tubeworker's* blog: Engineers: vote yes for strikes! - bit.ly/eng-vote-yes

MAYORAL ELECTIONS: TORY MAYOR WOULD BAN TUBE STRIKES. KICK THEM OUT OF CITY HALL!

Bosses want to make us do more work for less; our ability to strike throws a spanner in their works. That's why the Tories want to stop us from striking.

Tory Mayoral hopeful and multimillionaire Zac Goldsmith has been lobbying Tory ministers to classify the Tube as an "essential service" for the purposes of planned anti-strike laws, which will make it even harder for us to take official action. Labour's policies are far from perfect, but Labour (whose mayoral candidate is Sadiq Khan) have said they will repeal the Tories' "Trade Union Bill" if they win in 2020.

Kicking the Tories out of City Hall in 2016 will help us kick them out of Westminster in 2020.

Labour's policy doesn't go far enough in terms of repealing all anti-union laws, but it is a clear difference between them and the Conservatives.

What conditions would we have if we couldn't take unified industrial action?



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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