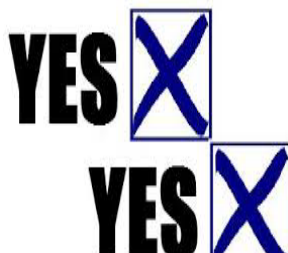




tubeworker

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VOTE YES!



If you're an RMT member, you have a chance to vote 'yes' for industrial action that can be part of a campaign to stop LU's job cuts plan. Ballots need to be back by 10th January.

We can stop these plans! If we get a big 'yes' vote for industrial action and action short of strikes, LU workers will be able to put on a program of winning action.

If you're thinking you might vote 'no' because 'strikes don't work', then think about the effective strikes that have secured our wages and conditions in the past.

You would be right to say that some past strikes could have been more effective, such as the 2010 stations jobs fight. But you're voting for the future, not the past. As *Tubeworker* bulletin says, you can learn from previous battles and use your critical mind to build a better campaign this time.

Your 'yes' vote is more than a cross on a piece of paper. It's a cue to get to your branch meeting and discuss the action that can win.

You are in the driving seat. If you're a TSSA member, push your union to get on with organising a strike ballot. If you're in ASLEF, you discuss how to get ASLEF to ballot its members.

Members of all unions can be thinking about the action that will produce the best results. Drivers are looking at timetables to find the

times of day where a strike would have most impact. Station staff are looking at actions that will prove we are on the same side as the public, e.g. reviving the boycott of the £5 minimum Oyster top up or even a 'revenue strike' to allow passengers free travel. We have about a month to feed our ideas to our unions, to form a co-ordinated plan that covers every LU workplace and every union.

Boris Johnson is making a politically motivated attack on our workforce by closing all LU ticket offices, cutting nearly 1000 jobs, cutting pay and eroding collectively-won conditions. The move is to change our 'culture' into an individualistic, pro-management mindset. Management is under political pressure from the Government and City Hall. We will have to work hard to push management back.

We know that one day 'protest' strikes will not cut it against these bosses. But we can beat them if we hit them with action they have never seen before.

Vote 'yes' to be part of a campaign that can win!



the public, with staff used for passenger care.

Instead of spending billions on 'driverless trains' (technology to abolish jobs), we

say expand the Tube network, invest in service improvements and disabled access.

Bring contracted-out work back into LU.

RMT has told LU to get more money from the government, which can be obtained by taxing the rich. RMT has said LU should cut senior managers' pay, not our jobs.

LU is a public service. Workers and passengers need to unite for a positive vision of our future.

WE DON'T HAVE TO ACCEPT THIS!

LU has tried to tell station staff that reorganisation will barely affect and could even benefit us. In fact, this package of proposals is based on two things: 1. Management looking after themselves while cutting our pay and 2. denying reality to justify job cuts.

1. Duty Station Managers, a grade generally known for incompetence and work avoidance, are being given a leg up into 59 newly-created Centurion manager positions. Only managers would cut costs by creating more well-paid manager jobs!

Meanwhile, LU is abolishing middle grades, such as SAMF and SCRA and expanding the lowest paid grade. 1049 SAMFs, SCRA and Supervisors are likely to drop down.

This mirrors the shape of Britain's labour market. Over the last 20 years, it's been forced into an 'hourglass' shape, with more top jobs e.g. managerial positions; more low paid jobs, e.g. in the service sector; and a decline of skilled, OK-paid working class jobs. In LU's new 'hourglass' workforce, the majority of us will end up on the bottom rung, with little chance of climbing.

This is a cruel and ineffective way to save money. If TfL imposed a maximum wage of £100k for its 328 managers on over £100k a year, it would save nearly £14 million and still leave managers in luxury. LU's plan to take nearly £6k from 1205 ticket sellers will save only £7 million, while devastating our lives.

SAMFs will still have to handle money. On average, a ticket machine in Central London takes £3k a day. All that money to count! If you make a mistake, you're disciplined or sacked. But for £6k less!

2. LU is denying reality. In its new stations re-categorisation, a 'Metro station' is one with 'low levels of unfamiliar users', i.e. tourists. But it's classed Covent Garden, Russell Square, Knightsbridge and St Pauls as 'Metro'. What planet are they on?! With only two staff on duty, the millions of tourists at these stations will get no customer service.

Decisions should be made by workers and passengers who know LU, not out-of-touch, self-interested managers. We don't have to accept the heap of junk on offer. Fight for a better LU!

WHAT'S OUR VISION?

One passenger described LU's vision of driverless trains and staff-less stations as 'grim and unfriendly'.

So what's our vision? While we're battling to defend nearly 1000 jobs, this is also a battle for the kind of LU we want to see in future.

We want an LU where public service, not 'business needs', is the order of the day. That means more staff. It means a driver on the front of every train. It means more ticket sellers with more leeway to refund money when Oyster charges too much! We want a ticketing system that does not swindle passengers through hidden charges and penalties. Ultimately, we want free travel for

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