



# tubeworker

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## RMT EXECUTIVE: VOTE JANINE BOOTH!

**T**ubeworker aims to speak for the rank and file, the majority of workers, who go to work every day, whose trade union activity is based in our workplace, who are at the grassroots of the union.

We are backing Janine Booth for RMT's Executive because her record proves that she is the candidate who will speak up for rank-and-file interests. She has spent most of her RMT life as a workplace rep or branch officer, before joining the full time Stations Functional Council. Having dedicated so much of her work to campaigning at the grass roots, she will not forget where her loyalties lie.

We need an executive member who will:

- fight for us
- listen to us
- even take on the union leadership when they ignore us

### JANINE WILL FIGHT FOR US

**J**anine is a **socialist**: she knows that working-class people must fight for everything we get, both at work and in society. She is 100% committed to defending working-class interests.

That is exactly what we need now, with the Tory mayor and government launching unprecedented attacks on transport workers and the whole working class to make us pay for their recession.

Janine is committed to defending our hard-won job security, pensions, pay and conditions - all targets for the Tories.

**Janine is an organiser.** As secretary of RMT's Regional Council, she has run

organising days, workshops for new reps ... all to make our region stronger, in every grade and every company.

**Janine is a fighter.** She was central to the campaign that successfully stopped Ken Livingstone's ticket office closures. She was very involved in the campaign against PPP. She has been central to every major dispute fought on the Tube in recent years. She has experience of going head-to-head with senior managers, having represented London Underground workers at ACAS talks, and in her role on the Stations Functional Council.

She has always taken the perspective of the rank-and-file member into negotiations. The higher up the union you go, some start to tread a middle-course between workers and management. Not Janine: as an EC member in talks and in the union's boardroom, she will be 100% on the side of the workers whose conditions are on the line; she will be accountable to us.

### JANINE WILL LISTEN TO US

**J**anine's commitment to democracy means she will never settle a deal against our interests. A crucial plank of Janine's manifesto says: *'I will only propose to the Executive that a strike is put on, or called off, or a new policy agreed with an employer, following discussion and agreement by reps, branches and members. All views would be welcome, and if we don't agree amongst each other, we'll have a vote.'*

Janine will listen to the views of ordinary members and involve us in the decision-making process. It will make the union

stronger and more democratic.

**Janine will also stand up for the rank and file against the union leadership, if necessary.** She took a stand when last year's pay deal was accepted over our heads the day after a 'yes' vote to reject it and strike. She pursued an appeal to the AGM last year when the Executive would not wait to hear the views of a mass meeting about what kind of strike action we take.

Janine will not be accountable to the people 'higher up' in the union than her, but to the people at the grass roots: us!

### JANINE WILL FIGHT TO WIN

**F**rom the point of view of rank-and-file members, we would prefer to strike if it is part of a thought-out, winning strategy, rather than a token protest.

Janine agrees and has argued for this for years. She is campaigning for the union to pay strike pay because it would make it easier to put on enough serious action to win; the union should do its utmost to prevent hardship crippling our fights.

Janine is also open to new tactics. She has argued in the current LU dispute for 'action short of strikes' to be used imaginatively alongside strike action. She also believes in winning public support. She launched the public campaign, 'SOS: Staff Our Stations' and produced public leaflets for our strikes. If elected, she will not be afraid to try new tactics if they make our campaigns stronger.

We have a chance to change our union for the better: **Vote Janine Booth.**

## ANOTHER 800 JOB CUTS

**L**U has announced another 800 job cuts, planning to get rid of 400 'support staff' (whatever that means) and not filling another 400 posts currently either vacant or covered by temps. It must now be crystal clear that (a) the 800 station staff job cuts were only ever the first domino in a long line; and (b) we are in the fight of our lives. If we do not fight strongly to defend all these jobs, then management - and the politicians who pull their strings - will walk all over us.

Remember also, that management reckon that the 'no compulsory redundancies' agreement does not apply to non-operational staff. This is nonsense, of course, as the agreement clearly states that it applies to 'all employees', but management can not always be relied upon to stick by clearly-printed words that they signed up to.

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Workers' Liberty forum

## **Made in Dagenham: the true story of the Ford 'equal pay' strike and its lessons for today**

Thursday 21 October, 19:30-21:00  
Lucas Arms, Grays Inn Road,  
King's Cross

**L**U management are flabbergasted by the strength of our strike. The second was even stronger than the first.

Members are feeling buoyed. Stations have proved they can fight; other grades have risen to their game.

Although we are doing well, people are asking, what if management dig in? LU is being fed a hard line approach by Boris. In class terms, he is the unions' ultimate enemy. The Tories want to give us nothing; they would rather break us. The government will not want this first major battle against cuts to win when they are about to unleash huge cuts on every public service. A Tory government will always back the bosses. We are fighting class against class more nakedly than in any recent dispute.

What would a winning strategy look like? We need our action to exert enough pressure to make our opponents back down. Strategy in disputes is about putting on the action necessary to win, balanced with keeping enough members together to be effective. The strategy so far has kept members together, but as we continue, people will want to see results, or support may drift away. We may need to extend the action over more days, doing it more frequently, bringing out different grades on different days ...

We are already setting up hardship funds in our branches. We went into this knowing it would be a long battle against a tough opponent. More cuts on October 20 might motivate more people; and the FBU will soon be on strike, opening possibilities for co-ordinated action. But we may be fighting in isolation for a while yet. Our unions need a strategy capable of defeating our opponents on our own, while doing our utmost to maximise support. Extending our own action will yield more chance of victory and cost members less in the long run.

*Tubeworker* is produced by Tube workers and published by Workers' Liberty, an organisation fighting as part of the labour movement for a socialist alternative to both capitalism and Stalinism, based on common ownership and democracy.

We want one democratic, fighting union for all railworkers. We reject artificial divisions between workers of different grades. We oppose racism, sexism, homophobia and all prejudice that divides us. Only our bosses benefit from a divided workforce.

## **REINSTATE EAMONN LYNCH!**

**L**ondon Underground has sacked Bakerloo driver Eamonn Lynch - for doing what he was told! Given an erroneous instruction by the control centre, he obeyed it. Suppose he'd refused it? We reckon he would have been disciplined for that too!

Eamonn is RMT health & safety rep at Elephant & Castle, and it seems to us that management wanted rid of him. A Picc line driver who did the same thing a few months back 'only' got a 12-month warning.

RMT will ballot for industrial action. ASLEF drivers should take part too. LU has got away with sacking several Bakerloo drivers over the last year or two, and the union has been unable to save them. This time has to be different. Defend Eamonn Lynch - or next time, it could be you.

## **VS? NO THANKS!**

**L**U's latest ploy to undermine our fight against job cuts is to offer voluntary severance to some SAMFs, despite its 'consultation' not being over.

**The company is doing this in order to create the impression that the job cuts are a done deal and will go ahead regardless of our industrial action. It also hopes that if enough people apply, it can spread the idea that there is no point striking for people who are willing to leave. But that's a fake argument: this fight is not about saving individual people, but about saving jobs.**

**So Tubeworker won't be touching the VS 'offer' with a bargepole. And if you are tempted, you might ask yourself - is it really your job to sell?!**

## **DLR: UP FOR A FIGHT**

**D**LR management are attacking the workforce on several fronts - so the workforce is uniting to fight back.

The company is breaking the recent settlement, trying to impose cuts on walking times. Its plans to reorganise supervisors and managers will result in worsening conditions. And it has sacked two members of staff for posting on Facebook.

DLR workers can fight back strongly, especially as there is only one union and the big majority are members. RMT is currently balloting all members over management's reneging on the recent deal, and may soon ballot PSAs to demand the reinstatement of their sacked colleagues. Vote Yes!

## **WOT NO I/OPS?!**

**L**U plans to scrap the grade of Instructor Operator, and create a new grade of 'leading train operator' whose job will include managerial duties such as competence monitoring and desk duties. The I/Ops will have to apply for the 'new' posts (that replace their jobs!) or dip themselves back down to driver.

**Who said driving grades were immune from attacks?!**

## **UNION OFFICERS' PAY**

**A**s ammunition against our unions, the recent 'Dispatches' program quoted General Secretaries' salaries, including Bob Crow's. His salary is £80k, but the media presents it as £120k by including expenses and employer's pension contribution.

Against Channel 4's right-wing union-baiting, *Tubeworker* defends our unions. We also defend union leaders, whatever their pay, as they head up our class in the fight between workers and bosses.

*Tubeworker* also suggests ideas to improve the unions - including the idea that union officials should be paid around the average wage of members. At RMT AGM, Janine Booth, the candidate we support for RMT exec, voted against the officers' pay rise, including the General Secretary's.

Union leaders need to stay in touch with the workers they represent. They are more likely to fight hard for our conditions and pay and if their position is close to our own.

Matt Wrack, FBU General Secretary, gets around £40k a year, donating the rest to the union's fighting fund. This contrasts with Bob Crow, whose £80k brings him closer to the salary and lifestyle of the managers across the table than most of his members.

A workers' wage for officials would be fairer, and would also make our unions fight harder. So, if you feel appalled by Bob Crow's salary, don't turn from the union. Get involved in campaigning to change it!

## **THE FIRE LAST TIME**

**A**s firefighters vote 79% on a 79% turnout to strike, we remember their pay strike in late 2002, when hundreds of Tube workers refused to work on the grounds of safety. Have a look at *Tubeworker's* blog - [www.workersliberty.org/twblog](http://www.workersliberty.org/twblog) - and you will see links to our reports on this at the time. It's well worth a read!

## **SHAME ON INITIAL!**

**C**leaning companies are still using immigration law to intimidate and attack their low-paid workers.

Most recently, Initial/Rentokil called immigration police to their head office, to arrest a worker who had a wage query. He spent the night in custody. Luckily for him, he was released as there was no problem with his immigration status. But he is still suspended and hasn't received his wages!

Initial are also using immigration law to get rid of cleaners who have been employed for a long time. They do not want to honour wages and hours that should be protected by TUPE legislation. They prefer to employ new people on inferior contracts.

A well-attended protest at Initial head office proclaimed 'Shame on Initial!' We should all get behind campaigns for immigration rights - and fight for decent jobs and services for everyone.