

tubeworker

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OUR OLYMPICS DEMANDS



In Olympics negotiations, all companies have been dividing and distracting us. It is time the unions on London Transport set out our demands publicly for every company, so that all staff know not just what management have offered but what we are fighting for.

London Underground management have sown division between trains and stations (and other grades) by offering a guaranteed bonus to drivers and not to others. Station staff are wondering what compensation the unions are demanding for extra stations workload.

Some grades, such as cleaners, have been offered nothing at all. Across every company and grade, the unions need to go for equal or equivalent cash benefits.

But money is only part of the picture. Companies, especially London Underground, are looking to use the Olympics to ease long-term restructuring plans - meaning job cuts.

On the trains, the Olympics deal (opposed by RMT) will abandon maximum shift lengths long-term, setting drivers' working conditions back decades. Work will be intense; tiredness will mean mistakes and disciplinaries will soar. The introduction of nine hours shifts could mean the end of night turns and therefore hundreds of drivers' jobs.

On the stations, LU has indicated that it wants to lower stations minimum numbers for the duration of the Olympics. The company plans to staff stations above minimum numbers using Incident CSAs (the managers who were trained in a day to break strikes). By the end of the Olympics there will be 1050 of them. Both of these issues will undermine staff levels and licensing in the long-term.

On service control, management have already said they intend to pay no bonus, because they don't need to change the

Framework Agreement (PSCA) to make us work in the way they want us to during the Games.

On engineering and fleet, management want changes to working arrangements that are just not acceptable to workers, and some people who work for contractors face being laid off without pay for the duration of the Games.



So, the unions need to set out what we want. Yes, we want a bonus. But we do not want it at the expense of job security. We need to bring all workers together, to use the profile of the Olympics to our advantage as much as possible.

As a minimum we need to demand:

- **Guaranteed bonus for all grades** - Payment to compensate for increased workload and extended working hours. The same, or equivalent, benefits for every grade in every company - at a flat rate for all, as a percentage bonus rewards higher-paid grades more.
- **Safety first** - No erosion to safety standards for the duration of the Olympics, which would weaken our ability to enforce standards in the long-term.
- **Work your hours** - No erosion to agreements around working hours - again, for every grade and company.
- **No back-door casualisation** - Attempts to use agency staff, volunteers, and untrained staff will weaken us for inevitable jobs battles ahead.

SUPPORT 'OCCUPY LONDON'

Around 3000 people set up the 'Occupy London' camp outside St. Paul's Cathedral on Saturday 15th October, part of an international day of action in support of the month-long 'Occupy Wall Street' camp.

With the slogan, 'We are the 99%!' they speak for the majority hard-hit and angry that governments have prioritised banks' deficit-reduction demands over jobs, housing and public services. As workers, this movement speaks up for us and we should support it.

If possible, get down to St Paul's. A few *Tubeworker* supporters visited and were welcomed when we said we were Underground workers and union members.

Some in the movement want to go beyond voicing complaints about the system. They are looking at ways of creating a better society. To do this, working-class people will need to be actively involved because to work, capitalism relies on our exploitation. Without our work, the capitalist machine cannot keep running. We see this when we take just a day's strike action and London stops. To challenge this system, the working class is in a powerful position.

Solidarity between protest movements and workers' movements needs to be built up. The New York transport workers union made efforts to prevent the police from forcing its members to drive buses filled with arrested protesters. Examples of solidarity like this should be taken up by our own transport union here in London.

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.



JUSTICE FOR JAMES & JAY!

London Underground's refusal to reinstate James Masango is beneath contempt. Management forced him to drive a train when he was sick, then when he made the inevitable mistake, sacked him. The Employment Tribunal ruled that the sacking was 100% unfair.

Yet, two months on from the ET verdict, James is still out of work. No doubt LU has some pretext for refusing to take him back, but they should reemploy him and then deal with it. *Because they should never have sacked him to start with.*

Meanwhile, LU has dipped Jayesh Patel from driver to CSA for a year for taking a PNR, after a manager got in his cab and carried out a fact-finding interview while he was driving.

This could happen to any of us. These cases make it clear that we can not rely solely on talks or ET rulings to correct injustices against our workmates.

The time has come to take matters into our own hands and to prepare for industrial action.

www.workersliberty.org/disputes/anti-victimisation-disputes

IS THIS AS GOOD AS IT GETS?

A conference to debate the issues facing women in the era of capitalist crisis and cuts, learn from past battles and revive a class struggle feminist movement.

11.30-17.30, Saturday 26 November, University College London

Women's lot under capitalism is, for most, that of low-paid wage slavery, with the double burden of the bulk of the responsibility for childrearing, housework and caring placed firmly on our shoulders. Then there are the enormous pressures of how we should look, behave and act.

The lot of working-class women is made even worse at times like these when capitalism is in crisis. It is working class women who are hit hardest when jobs are cut and services slashed.

Tickets: £10. Send a cheque to AWL, 20E Tower Workshops, Riley Road, London SE1 3DG

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DIRTY TRICKS

LU has overturned the unions' win earlier this year to restore cleaning vouchers, now saying it will distribute in-stock vouchers, but won't order any more.

Dry cleaning is expensive. A lot of our uniform items are dry clean only. You could easily spend £10 a week cleaning a couple of pairs of trousers. LU's mystery shoppers crack down hard on staff for 'cleanliness of uniform', but they don't provide us with means of achieving it!

If we all turned up for work looking filthy, it would soon hurt their scorecard. Maybe that's what it would take to make them change their tune.

www.workersliberty.org/uniformPPE

SURPLUS AND LOSS

LU is imposing a new surplus and loss procedure for ticket office staff. If your account is out by £5+, a disciplinary item will be generated. 10+ of these in 13 weeks will lead to a disciplinary hearing. A discrepancy of £50+ will send you to an instant CDI.

Ticket sellers used to add up the money in our accounts. But to cut time and jobs, LU introduced 'blind accounting'. Ticket sellers are not even supposed to check the computer to see how much is meant to be in our tills.

The unions have negotiated the policy to be less bad than originally. RMT has not agreed it as it establishes the bonkers idea that you can be disciplined for a blind accounting system.

The unions must protect members from this attempt to cut ticket office jobs by stealth. If all ticket sellers insist on counting all money, there would be no time for servicing machines. If they go out of service, LU's attempt to drive custom from ticket offices might be frustrated.

www.workersliberty.org/ticketoffices

VIPS NOT WELCOME

ADSM sent a message round the job telling other stations not to send visually-impaired passengers to Victoria during the evening peak. It seems that the one-way system has made things a bit tricky, especially as, following the OSP, there aren't enough staff to help.

What a disgrace. The unions and disability groups said that cutting staff would make the Tube less accessible, but LU management took no notice. Now the chickens are coming home to roost.

www.workersliberty.org/victoria

FIRST AID

Managers are telling some staff, who have been first aiders on stations for years, caring for thousands of passengers, that there are 'too many' first aiders and that when the 3-year licence expires, it will not be renewed.

Not so long ago, we were so desperate that staff were put under pressure to become first aiders. Why are there suddenly 'too many'? Saving money? Who has set this new limit?

We look forward to LU explaining to an injured passenger that s/he can't have first aid because of company penny pinching.

www.workersliberty.org/casualise

FAULTY TOWERS

Station staff have been alarmed to see people turning up at their station, not even signing in, and wandering around noting down faults to pass on to the FRC.

While we all like to see faults reported - and fixed - promptly, that's station staff's job, so hands off!

It is not hard to see where this is leading. With mobile teams of fault-spotters touring stations, management will soon be saying that we don't need staff on stations all the time, and it will become the next excuse to further cut jobs.

www.workersliberty.org/staffinglevels

NO TO OSN101

RMT's ballot on OSN101 returned an 80% Yes vote, so there will now be an official boycott of the newly-imposed unsafe procedures for drivers. This will provide protection for drivers refusing to put our safety (and ours and our workmates' jobs) at risk.

We can only speculate as to why ASLEF appear to be going along with these dangerous moves rather than joining with RMT in resisting them.

'Action short' like this can be even harder to organise than a strike, as we all need the information and confidence to refuse to do what we're told. So we hope RMT gets clear information and support out round every depot.

Think about it: you might feel nervous about refusing a new procedure, but you'll feel much more nervous if you go along with it and injure a passenger (or worse).

www.workersliberty.org/LTsafety