



# tubeworker

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## Station staffing fight forces huge concessions **ORGANISE TO PUSH FOR MORE**

Our overtime ban, and historic stations strike on 8-9 January, forced a new proposal from LU. This proposal includes 325 additional jobs, and guaranteed promotion for all existing CSA2s to CSA1.

These concessions are big wins for us. When we began this dispute, the company was intransigent. After three months of action, we've forced the company to change its position.

*Tubeworker* feels we could've pushed for more, and we agree with those who argued for keeping the strikes and OT ban on. We had the momentum, and were piling the pressure on the company. We believe further strikes over 5-8 February could've won more concessions.

There are questions to be asked of the new proposal: is 325 jobs enough? And, although existing CSA2s now have guaranteed promotion, future CSA2s' right to promotion is contingent on a whole number of variables, including being prepared to work anywhere in London.

### **KEEP PRESSURE ON**

**We will need to keep the pressure on the company to make sure they don't try to pull a fast one to avoid promoting any future CSA2s. We should not hesitate to reinstate industrial action if necessary.**

We have a lot to be proud of in this dispute. To claw back around 40% of the 853 jobs LU cut under "Fit for the Future" is no mean feat. On top of this, LU was administratively unable to carry through another 100-odd of the planned cuts, meaning they've only managed to cut around 40% of the jobs they intended to.

The guarantee of automatic promotion for existing CSA2s is a huge win too, meaning a significant bump in pay, terms, and conditions for many workers and guaranteeing dozens more safety-critical staff on stations.

And our 8-9 January strike destroyed



the common sense that had developed, on the job and within RMT, that station grades couldn't take effective industrial action on our own.

In terms of the overall situation, we are still in a largely unfavourable

position, with ticket offices having been closed, many jobs cut, and new grading system imposed, and many workers displaced.

But all of that would have been much, much worse had we not mounted the fight we have.

*Tubeworker* will continue to argue for renewed fights to win better staffing levels; improved working conditions; and more rights and power for us in the workplace, and use our blog and bulletin to discuss the best strategies for doing this. We invite all station staff, and all LU workers, to join us in doing that!

**In the meantime, the action we took in this dispute and the concessions we won can make us confident and bold in the fights to come.**

## **Protect Migrants' Rights: Hands Off Our Workmates!**

Parliament recently voted by 332-290 against a proposal to guarantee the rights of all EU nationals currently resident in the UK after Britain leaves the European Union.

This is bad news for Tube workers. LU has a diverse workforce, with many colleagues coming from migrant backgrounds, particularly in the cleaning grades. Their rights are now under threat.

There is no mandate for the "hard Brexit" the Tories are now intent on pursuing - a withdrawal settlement that will see Britain leave the European Single Market, trash workers' rights, close our borders to future migrants and, on the basis of this vote, potentially lead to some of the migrants already living and working here being deported.

Shamefully, five Labour MPs voted with the Tory government, against the

proposal to protect migrants' rights. The five included two MPs - Kelvin Hopkins and Kate Hoey - who are members of the RMT's Parliamentary Group. *Tubeworker* is pleased to hear that the RMT Central Line East branch has proposed a motion to the union's Regional Council that Hopkins and Hoey should be given the boot from the union's group in Parliament.

**MPs who refuse to vote to protect our members' right to live and work in this country have no place in our union's Parliamentary caucus.**



## CLEANERS' COLUMN

### CLEANERS FOR SALE

ISS, one of the major contractors on London Underground, has given notice that 31 December will be the last day of their contract.

ISS cleaners have no idea who they'll be working for after that. Vinci has also served notice. Although Interserve is thought to be a leading bidder for the new "super contract", Interserve cleaners have no firm information either. We will all be sold off to the highest (or, in fact, the cheapest!) bidder like modern-day slaves.

It sometimes feels like cleaners are forgotten about; the last to be thought about.

The consolidation of LU's cleaning contracts into a single "super contract" has been pushed back to the end of 2017, but we still don't know who the leading bidders are or who we might be sold off.

RMT must push for LU to open up and stop keeping cleaners in the dark about our future.

### GIVE US OUR HOLIDAYS BACK!

ISS cleaners checked this year's annual leave allocation and found that they are missing a day.

The system shows 27 instead of 28 days. ISS seems to have nicked a day from every cleaner and has not yet responded to RMT's request for an explanation.

*Tubeworker* is pretty sure we can explain: penny-pinching on holiday pay means more profit for ISS off the backs of the cleaners.

### CENTRAL LINE DRIVERS: SUPPORT THE FIGHT AGAINST FORCED DISPLACEMENTS!

More: [bit.ly/central-line](http://bit.ly/central-line)

### GO, LOOK, SEXISM

A set of Bostwick gates at Victoria is dragging rather more than it ought to, so management have come up with an ingenious solution - women staff are not to handle the gates.

Yes, you read that right. In the sort of blatant, in-your-face sexism that is rarely seen these days (not because there is little sexism, but because it is usually less blatant), a "Go Look See" visit has come up with this pitiful response.

*Tubeworker* reminds management that if it's not safe for women to handle the gates, then it's not safe for men to handle them either. Fix the gates. And fix the sexism.

### CUTAWAY AWAY

Tower Hill's Area Manager (Stations) had the bright idea of introducing a written contract for cutaways and long meal breaks for dead early turns (but no-one else).

Of course, this involved losing such "privileges" if you were naughty.

Seemingly, said manager does not understand the concept of goodwill, or of staff being able to sort things out for ourselves.

But after a quick reminder, the contract was withdrawn and normal service resumed.

### SOLID ACTION BRINGS ETO WIN CLOSER

As Engineering Train Operators remain solid in their dispute with Tube Lines, union negotiators are close to reaching a satisfactory settlement.

While the 6.3% pay rise has been agreed, management want to hold half of it back until after productivity improvements have been put in place.

Some of their changes are OK, but our right to a pay rise can not be dependant on management getting their way.

### WATERGATE!

Management on stations across the combine is threatening to remove the filtered water coolers from station mess rooms, apparently due to the provider's contract expiring.

Staff have been told to drink from the regular tap. Pictures obtained by *Tubeworker*, and available on our blog, show that these taps are caked in scum and limescale, and certainly not suitable to drink from. Access to proper drinking water is a basic requirement for dignity and health and safety at work.

If management remove the water coolers, action will be needed to win their restoration. Hands off our water!

### NIGHT FIGHT

RMT and Aslef have now declared disputes with LU over issues affecting Night Tube drivers: their exclusion from full-time jobs, and the unfair application of the overtime rate.

Unions are demanding that Night Tube drivers be given the right to take up full-time drivers' jobs *Tubeworker* welcomes the move into dispute over this clear discrimination.

Now, unions must press for a clear and fair promotion path for ALL London Underground workers. Night Tube station staff are asking, "what about us?"

It must be made clear to London Underground that station staff must be prioritised to fill part-time driver vacancies created by Night Tube drivers moving into full time roles.

### DUST TO DUST

A recent study by scientists found that Tube users are exposed to eight times the level of harmful pollutants of car users.

What implications does this have for us as Tube workers? Are our bosses doing enough to ensure our long-term respiratory health, and health in general?

Investing in better ventilation systems for trains and stations might be a good start.

### RIP

The death of passenger Bernard Ovu at Canning Town station is a tragedy, and our thoughts are with his loved ones.

We don't have enough staff to check all areas of large stations regularly. Poor Mr Ovu spent up to an hour trying to get out of the stairwell he was trapped in before falling and hitting his head. His body was found seven hours later, on the Sunday morning.

Management may possibly try to find a scapegoat, but the real issue is having closed areas of the station and not enough staff to patrol and check them.

### BROKEN RAILS

Victoria Line rails have broken several times recently. Management has come close to claiming the breaks were coincidences!

Despite more frequent use since Night Tube, inspections have not been increased.

Increased wear on the rails should mean increased safety inspections. Management is cutting corners.

### 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.

Email us at [tubeworker@workersliberty.org](mailto:tubeworker@workersliberty.org)

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