



# tubeworker

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## START THE PAY FIGHT NOW

The deal on pay, terms, and conditions on LU expires in April 2019. We need to get into gear to make sure the next deal is a good one.

Submitting the claim well in advance (i.e... now!) is key. If strikes become necessary to push our demands (and, let's face it, they almost certainly will), they can be organised with the aim of securing a deal in time for when it's actually supposed to be implemented.

The unions' pay claims must reflect of what members want. Ideas for demands must be canvassed from the shopfloor, via workplace reps and branch meetings. If our claim is generated in this way, it's far more likely members will feel ownership over it and want to fight to win its demands.

### WHAT KIND OF DISPUTE?

Let's get on the front foot and take the fight to the bosses. Once our claim is formulated, let's make sure every member knows exactly what's in it, and understand that the dispute is not a token tug-of-war to haggle over a few percentage points, but a positive campaign to win our demands.

If the employer makes an offer, members should be able to assess it against our demands. And no decision on calling any potential action off should be taken without a consultative process, minimally via mass reps' meetings.

This is an opportunity to get on the front foot and fight for what we need, rather than fighting defensively to resist the bosses' attacks.



Some RMT branches have already organised special meetings for members to discuss the contents of a potential claim, and making suggestions. This is a good model, that must be spread.

*Tubeworker* thinks unions should fight for a one-year, rather than multi-year, deal. Annual deals give us the chance to revisit, and improve, our terms and conditions on an all-grades basis every year, rather than handing the employer a period of peace over the fundamental issues.

### WHAT ABOUT OUTSOURCED WORKERS?

We can't forget that many workers who work on LU every day won't be covered by this pay deal.

Outsourcing of many services, most prominently cleaning, means that workers whose labour is vital for the functioning of the Tube have entirely different rates of pay, terms, and conditions.

RMT is in the process of negotiating a recognition agreement with cleaning contractor ABM, which will allow the union to submit pay claims covering all Tube cleaners.

But the union must continue its wider fight to bring services back in house, so that the next time we fight on pay, terms, and conditions on LUL, all workers can fight together.

### FIGHT FOR A FLAT-RATE INCREASE

We also believe that any pay demand should be for a flat-rate increase, rather than a percentage.

If we demand, say, a 5% increase, a station supervisor on, say, £45k will get an increase of £2,250, while a CSA2 on £25k will only get £1,250. This means the pay differential between the grades will get wider. On the other hand, demanding, for example, a flat-rate increase of £2,000 not only stops the gap from widening, but makes sure lower-paid workers benefit more.

We are well-paid compared to many other workers, but we still face steep cost-of-living increases, like everyone else.

We should not be embarrassed or apologetic for fighting for a pay rise that reflects that, whatever the *Evening Standard* is likely to shriek about us.

Let's also have a serious fight around work/life balance. RMT routinely demands a 32-hour, four-day week as part of its pay claim, but rarely presses it. With fatigue-inducing rosters and increases in weekend working shredding work/life balance for many station staff, and weekend working going up in some places for drivers despite bosses' assurances to reduce it, we need to have a real push on reducing the working week to guarantee our right to a fulfilling life outside of work. This must mean increasing staffing levels.

**Speak to your rep and get down to your branch meeting to ensure you have a say in what our unions are demanding.**

# NIGHT TUBE FIGHTBACK

A campaign is brewing involving Night Tube station staff; RMT's Finsbury Park branch passed a charter of issues affecting Night Tube workers, which has been submitted to LU to form the basis of a comprehensive review of Night Tube.

Although both RMT and Aslef have organised disputes involving Night Tube drivers, there are issues on both trains and stations around the integration of Night Tube workers into the wider workforce. Contact, or lack of it, with union reps can be an issue, and unions need to do more to organise amongst Night Tube staff.

The charter, which is posted below, flags up a whole raft of issues Night Tube workers have raised, including safety issues, staffing levels, and working hours. Although it's unusual for a union to demand working hours be extended, in this case moving Night Tube staff from 15-hour contracts to 16-hour ones would have a huge impact, as 16 hours is the baseline for many benefits and tax credits.

**Activists will be working hard to ensure the review is used to press for Night Tube workers' demands. If LU doesn't look like budging on them, let's consider a dispute!**

- 1 & 2. assaults and harassment on duty, including sexual harassment
3. inadequate staffing levels
4. difficulty dealing with administrative matters such as leave, uniform, staff passes, etc., as these are only dealt with during 'office hours'
5. training courses, occupational health appointments, etc., not being available during their working hours
6. Night Tube station staff working 15 hours per week, and missing out on the benefits of working 16 hours as Night Tube drivers do
7. the announcement that London Overground will run an overnight service, with no information or apparent consideration as to the impact of this on Night Tube
8. degraded running on the Piccadilly Line Night Tube, due to management's incompetence in failing to employ enough drivers
9. Night Tube drivers not having the opportunity to apply for the 3- and 4-day drivers' posts that have just been made available
10. unreasonable barriers to Night Tube staff obtaining either promotion to higher grades or transfer to full-time posts
11. lack of facilities for food during the night

## NO PLACE OF SAFETY? DON'T WORK!

Management at Edgware Road on the Bakerloo have come up with the bright idea of stationing a solitary CSA downstairs by the lifts to deter passengers from entering via the exit side.

Only problem is, there's no place of safety down there, and the duty hasn't been risk assessed.

*Tubeworker* reminds readers that we have the right to refuse to carry out unsafe work. A place of safety is your right.

## JUBILEE AND ACTON DISTRICT DRIVERS: ALL OUT ON 6 AND 14 JUNE!

The new timetable forced on Jubilee drivers increases the number of weekends worked, ups the pressure on us and sees work-life balance issues ignored.

Management imposed the timetable despite objections. Both RMT and Aslef balloted members, who voted for strikes. Strikes have been called for 6 and 14 June.

Now drivers need to come out in force on. We have two choices, shut the line down and show bosses we care about our work-life balance, or come in to work and give bosses free range to worsen our conditions at will.

Aslef members at Acton District will also strike on those days in a dispute about disciplinary procedures.

All out for 6 and 14 June!

## INTOXICATED

A trial ran at Oxford Circus and Piccadilly May Bank Holiday weekend, where staff were encouraged to intervene with "intoxicated" passengers.

The alcohol ban has been in place since 2008, but particularly on Night Tube we know it's not worth trying to enforce it. Challenging drunk people holding glass bottles isn't what we signed up for! Only last weekend a CSA had alcohol thrown in their face for asking someone to stop drinking.

The Pic Circus AM says that in reality nothing different will be required from staff, so what is this trial for? An increased BTP presence will be in both stations, so are they going to challenge people? Usually even they can see it isn't worth it.

More worryingly staff are given the opportunity to wear a body camera during the trial. This blurs the line between our role and the role of the cops.

We need extra staff, including on Night Tube, not ill-conceived schemes that could put staff at risk.



## (THE THREAT OF) DIRECT ACTION GETS THE GOODS: BAKERLOO DRIVER REINSTATED!

RMT drivers on the Bakerloo Line have seriously bloodied the bosses' collective nose, after LU was forced into an embarrassing climbdown over a sacked Queen's Park driver.

The company has agreed to reinstate the driver, after the RMT Bakerloo Line branch decided to ballot for strikes to demand he got his job back.

The driver was sacked for a non-safety-related staff error that should've dealt with as a performance or coaching issue. Instead, LU made a knee-jerk decision to sack him and, shockingly, upheld the decision at appeal. They were savaged by the Tribunal judge who found them 85% culpable and ruled the sack unfair, recommending reinstatement.

Tribunal courts have no power to compel employers to reinstate sacked workers, so we must conclude that the threat of strikes was the crucial element in forcing LU's hand.

Union sources estimate that LU's costs for the case could run to several hundred thousand pounds, at a time when Tube bosses are imposing austerity and cutting jobs.

**The RMT Bakerloo branch rightly plans to use momentum from this success to go on the offensive against an increasingly authoritarian management culture.**

## 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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