

tubeworker

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LU PAY BALLOT:

VOTE YES FOR ACTION

Strikes can win a better deal

RMT is balloting its entire directly-employed membership across LU for industrial action on pay and conditions. Aslef is also balloting over the same issue. This bulletin makes the case for a yes vote.

WHAT'S ON THE TABLE ISN'T GOOD ENOUGH

LU's latest offer is for an RPI+0.2% pay increase, through 2023. The 0.2% is the figure we should be looking at; the RPI element merely keeps our pay in line with the rising cost of living.

When you consider senior LU directors have had pay rises of up to 74% recently, 0.2% is hardly generous. Importantly, the latest offer involves no concessions on any other element of the union's claim, including the key demand of a reduced working week to improve work/life balance.

WE NEED A REDUCED WORKING WEEK: THIS IS OUR CHANCE TO WIN IT

Study after study has shown that the type of shift working we do has a detrimental impact on health, and can even shorten life.

That's why our demand for a 32-hour, four-day week is so vital. More time off work, during the week, is essential to health and work/life balance. Even if we don't fully achieve that demand this time, coming out of this dispute without any concessions on working hours would be a missed opportunity.

RMT'S BALLOT CLOSES ON 31 MARCH. TO ENSURE YOUR VOTE ARRIVES ON TIME, POST IT BY 27 MARCH. IF YOUR BALLOT PAPER HAS NOT ARRIVED, SPEAK TO YOUR REP TO ARRANGE A REPLACEMENT.

In talks, LU has already accepted the principle that any reduction in the working week would be implemented via additional banked rest days, rather than tinkering with duty times. This means additional BRDs could either be inserted into rosters, or taken as additional annual leave, depending what best suits working patterns in each function.

DIRECT ACTION (OR THE THREAT OF IT!) GETS THE GOODS

LU says its current offer is "full and final", but we've heard that many times before.

Just in the last year, we've seen a plan to make train preparation checks less frequent, which LU told us was set in stone, completely binned after RMT members in fleet depots threatened to strike.

The threat of action by drivers over track noise secured an extra £10 million for engineering works that LU claimed it didn't have, and back in 2017, a strike by station staff secured the reversal of 325 job cuts. The lesson is: strikes, or sometimes even just the threat of them, can force concessions.

THE MAYORAL ELECTIONS GIVE US LEVERAGE

Tubeworker would have preferred ballots to have taken place much earlier. Some momentum has been lost by delaying this long. But balloting now also means that, should we hit the thresholds, we'll be able to take action in the immediate run-up to the mayoral and GLA elections.

That gives us some additional leverage. Sadiq Khan will not want strikes taking place during his re-election campaign, and there'll be additional political pressure on our employers to reach a settlement with us.

LU CAN AFFORD IT

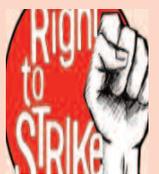
We shouldn't accept the company's narrative that the removal of the central government subsidy means they can't finance a better deal.

LU is profitable - profits that've been created because of our labour. Political choices are being made about how those profits are redistributed. The purpose of our action is to persuade employer to make different choices.

FREE OUR UNIONS

We're forced to conduct industrial action ballots postally because of anti-union laws which restrict our ability to organise. The most recent laws require turnout thresholds, and the Tories now want to impose yet more anti-union laws which would require a guaranteed "minimum service level" during transport strikes.

The Free Our Unions campaign is organising to resist new anti-union legislation, and demand the repeal of existing laws. See bit.ly/FreeOurUnions for more.



 @Tube_Worker

 Tubeworker Bulletin

What is Tubeworker?

Tubeworker is a rank-and-file socialist bulletin, published at least monthly, written by Tube workers, for Tube workers. This is a special edition for RMT members, produced to encourage a yes vote in the current industrial action ballot. *Tubeworker* 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

END OUTSOURCING ON LONDON UNDERGROUND



ABM (CLEANING)

Cleaners are as much part of the permanent LU workforce as station staff, drivers, engineers, or anyone else. And yet they are low-paid, receive no staff travel passes, and no company sick pay, meaning they can't afford to get ill.



INTERSERVE (SECURITY)

Security workers play a vital role at depots, sidings, and office buildings. As part of a recent restructure, Interserve re-graded many workers, leading to pay cuts and loss of annual leave.



SODEXO (CATERING)

LU recently re-tendered the catering contract to Sodexo, with the proviso that they make "efficiency savings". Sodexo now plans to cut 18 jobs from canteens across the combine.



CLESHAR AND MORSON (PROTECTION/POSSESSION)

Agencies like Cleshar and Morson pressure protection and possession workers to register as "self-employed contractors", meaning they're not even directly employed by the agencies.

Everyone who works on LU should be employed by LU.

Outsourced workers: join a union, fight back, demand equality!

This poster was produced by *Tubeworker*, a rank-and-file socialist bulletin for Tube workers, by Tube workers. workersliberty.org/twblog - @Tube_Worker - Tubeworker Bulletin on Facebook