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ASLEF Pay and Conditions Claim 2019/20

Dear Jean,

As you know the current pay agreement on London Underground runs until April 2019. So that discussions can take place with sufficient time to reach agreement before that date, I have set out below the ASLEF Pay and Conditions claim for 2019/20.

I hope that London Underground will be in a position to respond early in the New Year and that we will be able to quickly reach agreement. In making this claim, we are of course aware of the financial position of LU. However, as the recently published TfL Business Plan makes clear, this has been brought about by political decisions made by the Government.

Our members, or other Underground staff should not have to accept any reduction in their living standards or working conditions as a result of those political decisions. On the contrary, they have continued to work hard to deliver the best possible service to the traveling public in the face of increased pressure and cuts in staff numbers and deserve to be properly rewarded and remunerated.

In line with ASLEF policy, our claim for all our member grades is therefore;

- A reduction in standard working hours to an average 32-hour 4-day week for full time staff and a pro-rata reduction for those on part time and reduced hours contract;
- A substantial increase in pay above the RPI rate of inflation to reflect the pressure and high costs of working in London;
- Improvements in work-life balance opportunities giving all staff the option to reduce their working hours or number of days worked on a pro-rata basis;
- Improvements in travel facilities with as a next step, extension of staff pass validity to all services where Oyster Cards are accepted.
- All duties to include a paid meal break of at least 30 minutes.

In addition to the items above, ASLEF have also identified that while London Underground claims to provide salaries at or above market rates, this is clearly not the case for Train Driving grades, including Instructor Operators, Night Tube and part time and reduced hours Train Operators. The Train Operator and associate grades rate of pay on London Underground is now substantially below that on other similar networks including the TfL operated concessions of London Overground and TfL Rail.

For this reason, ASLEF are seeking, for our driving grades members;

- An additional increase in salary above and in addition to, the cost of living claim above, to bring train operators on London Underground to the appropriate salary level for driving grades in the London region.
- An increase in the current level of payment for drivers working on Boxing Day (Dec 26th) from 2019. This payment has remained static since it was introduced and needs to be substantially increased to provide an appropriate incentive and reward to those who volunteer to work. It should also increase in line with pay awards for future years.

I look forward to an early meeting to discuss this claim,

Best regards,
Finn Brennan.