

PROPOSAL PREPARED FOR ASLEF & RMT

3 OCTOBER 2017

INTRODUCTION

This document outlines the proposed way forward in relation to the following items of disagreement, arising from joint initiatives detailed in the 'Offer of Dispute Resolution Agreement' dated 21 January 2016:

- Weekend working
- Compressed working week (four day, 36 hour)
- Pro rata working arrangements
- Career development

This proposal is conditional upon the suspension of planned industrial action by ASLEF on 5 October 2017 and for the Union to commit to working constructively with all parties to the January 2016 Agreement to delivering safe and mutually beneficial long term solutions.

Further discussions on all items are required and will continue to take place under the auspices of ACAS.

Weekend working

LU has honoured its pay deal commitments to maintain the same % of weekends off within rosters as the service expands and the same % of Saturday/ Sunday rest days plus an increase in the number of Saturday and Sunday rest days over the period of the deal. Indeed the % of weekends off, plus the number of Saturday and Sunday rest days, have both increased since agreement was reached in January 2016.

Now, LU will guarantee that the planned service expansion on the Central Line in autumn 2018 will not increase the % of weekends worked on rosters or reduce the % of Saturday/Sunday rest days for train operators on the main roster. This will be achieved through the introduction of a further part time weekend working option (which may incorporate existing part time options including Night Tube.)

This part time weekend working option can be rolled out across other lines, where safe and mutually beneficial to do so and LU will continue to work with the trade unions to increase the number of Saturday and Sunday rest days across the network.

Compressed working week (four day, 36 hour week)

In principle, LU continues to have no objection to train operators working a compressed working week, as long as it is safe and mutually beneficial.

We will jointly evaluate the success of the recently concluded four day, 36 hour trial on the Jubilee Line with our trade unions. If the trial has been a success we can plan to introduce a four-day, 36-hour working pattern on the line from the timetable change in the New Year, and then plan how we might roll this out across the network.

We will continue to discuss options for compressed week working with our trade unions including implementation timescales.

Pro rata working

LU remains committed to working with its trade unions to give existing train operators the opportunity to change the number of days they work (e.g. by 1, 2 or 3 days per week.)

In the 2016 post agreement joint initiatives, we jointly committed to introduce a range of pro rata working arrangements by 1 July 2017. These arrangements need to be safe and mutually beneficial.

LU proposes to give existing train operators the opportunity to change the number of days they work by using job share arrangements. This will ensure no risk to reliability and customer service or add significant additional cost to the business. .

These job share arrangements will give staff the opportunity to reduce the number of days they work by 1, 2 or 3 days while remaining rostered and retaining additional leave on a pro rata basis. In order to participate in a job share arrangement (two-person or multi-person) a train operator may choose, as they do today, to move to another depot on their line or, in some circumstances, to move to a depot on another line.

LU will provide the resources to promote and manage job share arrangements across the network. Should a participant in a job share arrangement leave the Company or return to full time working, the other participant(s) in the job share will be able to continue with the job share and LU will identify another job share participant. For this reason, train operators who cannot be immediately accommodated in a job share will be on a waiting list for suitable opportunities to arise.

As no multi-person job share arrangements are currently in place, this way of working will be newly introduced for train operators from early 2018. The details of this scheme require further joint working between LU and its trade unions to achieve a successful introduction in the New Year and avoid detrimental impact on those who continue to work full time.

LU recognises that there may be some train operators who wanted to take advantage of the opportunity to change the number of days they work from 1 July 2017. During our many discussions, it has become clear that between us we do not have an accurate picture of how many train operators do indeed wish to take this opportunity.

Again from our discussions, the main concern from ASLEF was to accommodate those train operators seeking the opportunity to work a four day week. Therefore, as an interim step, in advance of finalising multi-person job share arrangements, LU will accept up to 3 requests per depot from full time operators to reduce their working week by one day. LU will open a three week window for these requests. This will also provide both LU and the trade unions with an accurate picture of the number of train operators who wish to work in this way. This is in addition to our existing flexible working policy which continues as normal and all other current working arrangements to support work life balance.

Career development

In the January 2016 Agreement, we committed to pursuing opportunities to create a reciprocal agreement with LOROL and TfL Rail for staff to move to other roles within the TfL Group. LU has fully explored this and while LU train operators cannot be 'fast tracked' into positions with other operators, we have been assured that they are subject to the same recruitment & selection and training requirements as all other applicants and therefore are not disadvantaged.

In principle, LU has no objection to Test Train Operators nominating to join any depot and transferring to a role as a Train Operator (delivering passenger service) in line with existing arrangements.¹ LU is committed to ensuring that the selection and assessment process for Test Train Operator roles is fair and transparent and aligned with our desire to further enhance diversity and inclusion within the work place. A review of existing practices will be undertaken and conclusions and recommendations shared with the trade unions by 31 December 2017.²

LU is also committed to ensuring that all staff have access to career development opportunities across LU and the wider TfL and therefore there will continue to be no artificial barrier to applying for vacancies as they arise. All train operators will normally have a performance and development conversation with their manager on an annual basis to support both career and personal development. LU will be launching 'Destinations,' a 'one stop' intranet site to support train operator development in 2018.

¹ Transplant operators are Tube Lines and not LU employees and are therefore unable to nominate in this way. It is noted that Tube Lines has recently announce that it proposes to transfer transplant activity from Tube Lines to LU and consultation with employees of both the transferor and transferee are underway.

² As above, Transplant is within a separate company (Tube Lines) and therefore we are unable to commit to a review of selection and assessment processes at this time.