

CHARTER FOR TFL OUT-SOURCED WORKERS

**All TfL workers deserve equality & respect
Bring them back in-house**



www.rmt.org.uk



RMT calls on TfL to bring all regular out-sourced workers in-house. All workers who play a part in keeping London's public Transport system running deserve to be directly employed by TfL or a subsidiary including London Underground, DLR and Rail for London Infrastructure.

Out-sourcing is, in reality, the sub-contracting of an employer's responsibilities to their staff. TfL should do the right thing and employ all it's workforce directly, on TfL pay and conditions.

At this time thousands of workers who are vital to the provision of public Transport in London are employed on the so-called living wage with no sick-pay, inadequate pension provision and in most cases, no staff travel facility on the very services they help run.

RMT calls on TfL and all TfL sub-contractors to immediately provide:

- Minimum wage of £15hr. The Living Wage is a floor, not a ceiling.
- Access to the TfL pension scheme or a scheme of equivalent value.
- Contractual sick pay from the first day of sickness paid at the employee's full salary.
- Full TfL staff travel facilities including nominee and priv pass for National Rail services.
- A guarantee that no-one working for TfL through a sub-contractor will be made compulsory redundant.
- Parity of working hours with TfL and LUL, currently 35hours/week.
- Parity of annual leave entitlement with TfL and LUL.
- Trade union recognition for all sub-contracted workers.
- Provision of decent working facilities at work including clean and safe accommodation, uniforms and PPE.
- Fair disciplinary processes and an end to third party dismissals. No-one should be dismissed without a fair hearing by a third-party client.
- Fair grievance procedures so that contracted workers can seek redress if treated unfairly while working for TfL or its subsidiaries.

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BRITAIN'S SPECIALIST TRANSPORT UNION

Visit www.rmt.org.uk to join
online or call the helpline on
freephone **0800 376 3706**

Problems at work? Call the helpline

Keep your RMT membership details up-to-date

In the light of draconian anti-trade union laws that have been used against the union, members should keep their personal data up to date. It also important to note that in order to keep members informed your union requires your mobile telephone number and email address.

Members can do this via the RMT website, telephone the RMT helpline above, or writing to the membership department at RMT head office, Chalton Street, London NW1 1JD.

