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circulation to: all Alstom Metro members by email, LU MATS & Operating Managers Branch, London Transport DC, SOGs, EC

Alstom Metro: Pay

A meeting took place today to discuss TSSA's pay claim. No formal response was made by Alstom, and a further meeting will be had in due course.

TSSA has included the following in the pay claim:

A substantial increase in salaries

TSSA seeks an increase that takes account of the annual increase in the Retail Prices Index (RPI). TSSA regards any offer or increase below the level of the RPI as a real terms pay cut - the purchasing power of our members' pay will reduce year on year. TSSA usually references a pay award payable from 1 April against the previous February's RPI figure. The latest RPI inflation figure available, for January 2021, stands at 1.4%.

TSSA also seeks a substantial pay increase on the basis that staff received no pay increase at all in 2020, when the RPI February figure stood at 2.5%. Staff would therefore need a 4% increase just to restore the buying power of their salaries to pre-April 2020 values.

Equality of treatment

TSSA is concerned to ensure that Alstom white collar staff are treated equitably and fairly in comparison to their colleagues. The sense of unfairness is particularly felt in terms of contracted hours and leave.

An additional 2 days leave for all, not just for some!

The perception of many of our members is that they are not valued as much as their colleagues - the recent granting of an additional 2 days leave to some staff without a clear rationale for doing so was felt to be unfair to those that did not receive this, and failed to recognise the considerable efforts of the white collar staff through the Covid-19 pandemic, often having to work from



home in less than ideal circumstances. The fact is that the favoured group seems to be almost exclusively male. This leads to a perception that the company is discriminating against its female staff, nearly all of whom have not been granted the additional leave.

More annual leave!

TSSA has not been furnished with a cogent explanation as to why many blue collar staff receive proportionately more annual leave - AND they enjoy a shorter working week! TSSA has sought an increase of 3 days annual leave for those staff working Monday to Friday, five days a week.

A shorter working week

The union seeks a reduction in the working week to 35 hours in line with their blue collar colleagues.

Performance pay

TSSA has asked Alstom to consider the performance of staff during the year 2019-20 (following which they received no pay increase) as well as performance in 2020-21 when deciding on this year's performance related pay award.

TSSA has also sought a review of the current performance related pay system. There needs to be clarity about what a performance related pay system is expected by the company to achieve.

Ask a colleague to join TSSA!

TSSA members in Alstom can help the union to achieve change for the better by talking to colleagues, and persuading those not already in membership to join the union.

The more members the union has, the more power it has in the workplace, and the more influence it has in shaping the views of key decision makers.

It's so easy to join online!

Just go to: <http://www.tssa.org.uk/en/join-us/index.cfm>

