

EMAIL 1

From: Isabel Dedring
Sent: 06 November 2015 09:00
To: Rachelle Laurence; Richard Wood; Will Walden; Tim Steer; Mike Brown; Steve Wrelton
Subject: Re: FT - Night tube staff

Mike I think this is going to blow up re "500 staff sitting around twiddling their thumbs" type thing

Can we explain better what they are doing so it sounds like they are genuinely well-employed while waiting for night tube to start?

From: Rachelle Laurence
Sent: Thursday, November 05, 2015 08:10 PM
To: Richard Wood; Isabel Dedring; Will Walden; Tim Steer
Cc: transportdesk
Subject: Re: FT - Night tube staff

Hi Tfl advise extra staff are supporting extensive staff training across all tfl locations and working on stations assisting customers.

Would you like a shortened version of this added to line / background info? Thanks

[Original Message](#)

From: Richard Wood
Sent: Thursday, 5 November 2015 17:35
To: Isabel Dedring; Will Walden; Tim Steer
Cc: transportdesk; Rachelle Laurence
Subject: RE: FT - Night tube staff

They're trying to get hold of that information to see what they can say.

[Copying Rachelle.](#)

From: Isabel Dedring
Sent: 05 November 2015 16:55
To: Richard Wood; Will Walden; Tim Steer
Cc: transportdesk
Subject: Re: FT - Night tube staff

[This doesn't answer the q re what the staff are doing?](#)

From: Richard Wood
Sent: Thursday, November 05, 2015 04:40 PM
To: Will Walden; Isabel Dedring; Tim Steer
Cc: transportdesk
Subject: FT - Night tube staff

All,

The FT are planning a Night Tube story for tomorrow following up the Mayor's comments yesterday on LBC. They want to know what's happening to the extra staff hired to deliver it.

TfL are sending the below line based on previous lines. We've been asked too, and have directed the reporter to the Mayor's comments from yesterday.

Steve Griffiths, Chief Operating Officer, LU, said: "We remain operationally ready to deliver the Night Tube and have hired 500 extra staff to run it. Those staff are currently deployed across the Tube network. We are due back at ACAS next week, when we hope to move forward in our discussions with the unions, so we can deliver the Night Tube service for London."

Thanks,

Richard

EMAIL 2

From: Isabel Dedring
Sent: 08 January 2016 16:37
To: Jonathan Edwards; Tim Steer; Will Walden; Samantha Hart
Cc: Richard Wood
Subject: Re: TfL employee bulletin: Update on Pay & Night Tube

Great
Thx

From: Jonathan Edwards
Sent: Friday, January 08, 2016 03:51 PM
To: Isabel Dedring; Tim Steer; Will Walden; Samantha Hart
Cc: Richard Wood
Subject: TfL employee bulletin: Update on Pay & Night Tube

London Underground have just flagged an employee bulletin updating on pay and night Tube that has gone to their staff this afternoon.

They will also be flagging it with journos they usually share these bulletins with (PA, Standard, Tom Edwards and Simon Harris).

It also gets the updated applicants figure out there.

Thanks

Jon

From: Employee Communications
Sent: 08 January 2016 15:07
To: Employee Communications
Subject: Employee bulletin: Update on Pay & Night Tube

This communication has been sent to all Operations and CPD colleagues at London Underground with a work email address. Please ensure this bulletin is printed out and displayed on staff noticeboards in areas where colleagues may have difficulty logging on to check emails.



Date: 8 January 2016

Issued to: All Operations and CPD staff

Update on Pay and Night Tube

You may have seen media coverage of our recruitment campaign for part-time train operators for Night Tube so I wanted to give you an update.

We have listened to your trade union representatives who have been very clear that your work-life balance is a priority. It is for this reason that we have recruited part-time staff on stations and are doing the same in train operations as it minimises the impact of Night Tube on existing employees.

Since the job adverts for train operators went live, we have received over 6,000 applications. This recruitment will mean that our existing train operators will not have to work Night Tube shifts, unless they choose to do so. It also does not impact on our existing agreements with the unions.

Since October 2014 we have held an extensive number of meetings with your trade unions and also involved the Advisory, Conciliation and Arbitration Service (ACAS). We believe that we have addressed all the points that have been raised and exhausted all reasonable negotiations. We need to draw this to a close so that you can receive your backdated pay increases and can be assured of your Fit for the Future – Stations and Night Tube launch bonuses.

We last met with trade unions on 18 November 2015 and updated our offer by extending it to four years. It is as follows:

- **A four year offer** providing greater long-term certainty
- From 1 April 2015 – **An average increase on basic salary for all staff of 2%** - this is made up of 1% plus a **£500 consolidated flat rate increase** to recognise our transformation to a 24-hour passenger service operation – Night Tube
- From 1 April 2016 – **RPI or 1%** (whichever is greater)
- From 1 April 2017 – **RPI or 1%** (whichever is greater)
- From 1 April 2018 – **RPI + 0.25%**
- **£500 non-consolidated launch payment** to all staff on Night Tube lines or at stations serving these lines, including asset performance teams and service control
- In the future, the **£500 non-consolidated launch payment** (index linked) will be paid to staff when Night Tube is launched on the remaining lines
- Separately for Fit for the Future – Stations a **£500 non-consolidated payment** for all station staff at the successful launch of the new operating model
- Long term commitment to improving **work life balance**

What we are offering is a guaranteed pay increase, without changing your terms and conditions, for the next four years. This provides long-term security for you in a period of ongoing financial uncertainty. It is also what we can afford – there is no more money and this offer will not change. Each year our offer is the same as, or higher than, the cost of living, however, your trade unions have not accepted this offer.

Demand for a 24-hour Tube service is clear – late night Tube use has increased at double the rate of day-time trips and night bus usage has risen by 173% since 2000. There are already over half a million users of the Tube after 22:00 on Fridays and

Saturdays. Introducing Night Tube will be good news for our customers – London is a 24/7 city and we are a 24/7 business. It will also mean the creation of hundreds of new jobs within London Underground and across the Capital.

Please talk to your manager or visit our [Pay Talks Q&A hub](#) if you have any questions, and we will continue to keep you informed as we move towards the delivery of Night Tube.

Steve Griffiths
Chief Operating Officer

EMAIL 3

From: Will Walden
Sent: 20 January 2016 22:46
To: Isabel Dedring; Sarah Dolly; Edward Lister
Cc: Tim Steer; Claire Hamilton; transportdesk
Subject: RE: PA: DRIVERS TO SUSPEND STRIKE AFTER 'PROGRESS' IN NIGHT TUBE TALKS

Looks fine

Sent with Good (www.good.com)

-----Original Message-----

From: Isabel Dedring
Sent: Wednesday, January 20, 2016 09:16 PM GMT Standard Time
To: Sarah Dolly; Will Walden; Edward Lister
Cc: Tim Steer; Claire Hamilton; transportdesk
Subject: Re: PA: DRIVERS TO SUSPEND STRIKE AFTER 'PROGRESS' IN NIGHT TUBE TALKS

Ok

From: Sarah Dolly
Sent: Wednesday, January 20, 2016 09:05 PM
To: Will Walden; Isabel Dedring; Edward Lister
Cc: Tim Steer; Claire Hamilton; transportdesk
Subject: RE: PA: DRIVERS TO SUSPEND STRIKE AFTER 'PROGRESS' IN NIGHT TUBE TALKS

Thanks Will. See the suggested statement TfL has sent through below, cleared by Nick Brown and Steve Griffiths. LU are keen to keep their statement quite short and concise at this stage as Aslef have said they are putting the offer to their exec, not members and there are also no further talks planned.

LBC, BBC, PA and Mail Online are after LU's comment so they are keen to clear this asap. Let me know if there are any issues.

Steve Griffiths, LU's Chief Operating Officer, said: "We have had productive talks at ACAS this week and we will be writing to the Unions tomorrow confirming our offer. "

Thanks,
Sarah

From: Will Walden
Sent: 20 January 2016 20:07
To: Sarah Dolly; Isabel Dedring; Edward Lister
Cc: Tim Steer; Claire Hamilton; transportdesk
Subject: RE: PA: DRIVERS TO SUSPEND STRIKE AFTER 'PROGRESS' IN NIGHT TUBE TALKS

Thanks I've told the Mayor

Sent with Good (www.good.com)

-----Original Message-----

From: Sarah Dolly

Sent: Wednesday, January 20, 2016 07:58 PM GMT Standard Time

To: Isabel Dedring; Edward Lister; Will Walden

Cc: Tim Steer; Claire Hamilton; transportdesk

Subject: Fw: PA: DRIVERS TO SUSPEND STRIKE AFTER 'PROGRESS' IN NIGHT TUBE TALKS

FYI - TfL are working on a statement, which they are sending to us shortly. I'll run it by you once it comes through.

Sarah

Sent from my BlackBerry 10 smartphone on the O2 network.

From: Jonathan Edwards <Jonathan.Edwards@london.gov.uk>

Sent: Wednesday, 20 January 2016 19:28

To: Media Summaries

Subject: PA: DRIVERS TO SUSPEND STRIKE AFTER 'PROGRESS' IN NIGHT TUBE TALKS

PA: DRIVERS TO SUSPEND STRIKE AFTER 'PROGRESS' IN NIGHT TUBE TALKS

PA

INDUSTRY Tube

20-Jan-2016 19:23:20

By Alan Jones, Press Association Industrial Correspondent

Page 1

Planned strikes by train drivers on London Underground are set to be suspended after progress in talks over a night Tube.

Leaders of the train drivers' union Aslef are to recommend suspending the industrial action.

Three 24 hour walkouts were announced for next week and in mid-February in a long running dispute over pay and conditions for the planned new service.

Aslef said good progress had been made in talks with the company held under the chairmanship of the conciliation service Acas.

The union's lead organiser, Finn Brennan, said: "I am pleased to say that we have made good progress in talks at Acas today. The negotiating team is now reporting to the Aslef executive committee with a recommendation that the planned industrial action be suspended.

"The determination of our members brought London Underground management back to the table. We have dragged them kicking and screaming into the 21st century with an agreement to deliver modern, flexible working patterns for our members and an above inflation pay rise. This

demonstrates just what strong, progressive trade unions can deliver in Britain today."

mfl

Jonathan Edwards
Deputy Head of Media
Mayor of London's Press Office



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EMAIL 4

From: Isabel Dedring
Sent: 05 February 2016 10:46
To: Will Walden
Subject: RE: STANDARD - Tube strikes 2016: RMT Union announces plan for seven more walkouts starting next week

TFL on the case, spoke to them

From: Will Walden
Sent: Friday, February 05, 2016 10:35 AM
To: Isabel Dedring
Subject: FW: STANDARD - Tube strikes 2016: RMT Union announces plan for seven more walkouts starting next week

I thought these strikes were about ticket offices that what TfL said?! Do they have a legal mandate for the Maintenance strikes?

Sent with Good (www.good.com)

-----Original Message-----

From: Ben McKnight
Sent: Friday, February 05, 2016 09:23 AM GMT Standard Time
To: Media Summaries
Subject: STANDARD - Tube strikes 2016: RMT Union announces plan for seven more walkouts starting next week

Tube strikes 2016: RMT Union announces plan for seven more walkouts starting next week

- **ROBIN DE PEYER**

Tube staff have announced a fresh series of 12 and 24-hour strikes beginning next week.

Members of the RMT union will walk out for 24 hours from 6.30am next Friday if the strikes go ahead.

There will then be further stoppages running up to June with a total seven separate strikes planned, the union warned.

It comes as talks between London Underground and the RMT continued today ahead of a planned 48-hour strike from 9pm on Saturday.

Transport for London warned the proposed strike this weekend will disrupt Tube services, with some stations not expected to open at all until at least 9pm on Monday.

A normal service is expected to resume on Tuesday, February 9.

Announcing the latest strikes, the RMT said 1,500 maintenance staff were involved in a row over "basic safety issues".

RMT general secretary Mick Cash said: "Nobody should dare to underestimate the severe impact on track safety that the changes bulldozed through by London Underground have unleashed and which have forced our members to take a prolonged period of industrial action to protect both themselves and their colleagues.

"From a situation where everyone knew how to access the track, we now have anarchy and uncertainty. Into this mix we have engineering train movements that we believe will lead to someone being killed and this union will not sit back and wait for a disaster to happen.

"These ill-conceived and lethal changes to track access must be reversed. RMT remains available for talks."

Tube strikes February 2016: What we know so far

This weekend's strike: 48 hours from 9pm on Saturday, February 6, though to 9pm on Monday

Tube station staff are still expected to walk out this weekend. Trains will run but some stations will not open, although it not yet clear which will be affected.

New strike announced: 24 hours from 6.30am on Friday, February 12 + six more to come

Tube maintenance workers are to stage a series of 12 and 24-hour strikes in a dispute over safety. They will walk out next Friday at 6.30am for 24 hours, followed by six more strikes running up to June.

Night Tube:

RMT bosses have told union members to accept a four-year pay deal of above inflation rises from April last year as well as a £500 bonus to drivers and other staff for the successful introduction of the night Tube.

The Aslef union is also said to be happy with the latest deal.

This will hopefully pave the way for the Night Tube which had been due to start last September.

Benjamin McKnight

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EMAIL 5

From: Jonathan Edwards
Sent: 05 February 2016 15:39
To: Isabel Dedring; Will Walden; Tim Steer
Cc: transportdesk
Subject: RE: Tomorrow's strike suspended

TfL plan to issue a short release below very shortly – please shout if any concerns.

Thanks

Jon

LU confirms suspension of RMT Tube strike

London Underground (LU) has confirmed the suspension of this weekend's Tube strike planned by the RMT union.

Steve Griffiths, London Underground's Chief Operating Officer, said: "I welcome the RMT's decision to call off the strike action and end this dispute. Our station modernisation programme now continues, with our changes meaning a more personal service for customers, and record numbers of staff in public areas visible and available to help customers where they need it most.

"As we've always promised, we're delivering these improvements with no compulsory redundancies, no-one being asked to work more hours or lose any pay, as well as continued focus on work-life balance within rosters. In addition, around 900 staff are either being promoted or securing permanent roles with London Underground, having previously been employed on fixed term contracts."

LU's modernisation of station staffing has seen staff redeployed from underused ticket offices and back rooms to where they can help customers most effectively – at gate lines, in ticket halls and on platforms. All stations remain staffed and controlled at all times, with staff now equipped with digital devices to enable them to give them the most up-to-date travel and ticketing advice to customers. At stations where staff have been redeployed customer satisfaction has risen.

The changes to rosters are fairer for all staff and will share out the 'reserve shifts', where staff are deployed to the stations where they're needed most, among everyone. LU has promised that if it has to change someone's shift at fewer than 48 hours' notice, it will not happen again for at least six months, asking for some flexibility at most twice a year.

ENDS

Jonathan Edwards
Deputy Head of Media
Mayor of London's Press Office



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From: Jonathan Edwards
Sent: 05 February 2016 14:47
To: Isabel Dedring; Will Walden; Tim Steer; Edward Lister; Roisha Hughes
Cc: transportdesk
Subject: Tomorrow's strike suspended


Hi all – BBC have reported that the RMT are saying good progress has been made and the strike planned for tomorrow has been suspended.

Will update when we have more.

Thanks

Jon

Jonathan Edwards
Deputy Head of Media
Mayor of London's Press Office



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