

LUL Copy

Transport for London
London Underground

(01 JUL 2011)



**MACHINERY OF
NEGOTIATION AND
CONSULTATION**

21 FEBRUARY 2000

**(AMENDED 27 MARCH 2000 TO INCLUDE REVISED STATION STAFF
CONSTITUENCIES AND 18 MAY 2011 TO INCORPORATE ASSET PERFORMANCE
ACTIVITIES)**

**LONDON UNDERGROUND
NEGOTIATION AND CONSULTATION**

Parties

1. The parties to this Agreement are London Underground and the following trades unions: - the Associated Society of Locomotive Engineers and Firemen (ASLEF), the National Union of Rail, Maritime and Transport Workers (RMT), the Transport Salaried Staffs' Association (TSSA) and Unite the Union (UNITE) (including BTOG).

Object

2. The object of this Agreement is to provide a procedural framework for collective bargaining and joint consultation in the interest of London Underground and its employees through a representative system.

Scope

3. Those employees of London Underground whose terms and conditions are regulated by joint agreements with the trades unions above shall be within the scope of the collective bargaining agreement established by this agreement.
Employees in Management Grade Bands K to U are not included in the scope of this agreement.

General Principles

- 4.1 The collective bargaining agreement and procedures established by this Agreement are founded upon the following principles:
 - the processes of collective bargaining and joint consultation must add value to London Underground and contribute to the achievement of business objectives;
 - the collective bargaining agreement must support London Underground's efforts to instil in its employees an emphasis on the customer, both internal and external;
 - decision-making authority must rest at the lowest level appropriate to the subject matter in question;
 - employees are to be treated first and foremost as people with individual needs and expectations. London Underground's objective is to be a good employer that values its people for the contribution that they make to the well being and future progress of its business. The Collective Bargaining Agreement must allow the development of practices which are in line with the value which London Underground places on its employees;
 - the processes of collective bargaining and joint consultation rest upon the concept of mutuality and working together in partnership. Within the agreement, mutuality will be underpinned by joint regulation of those questions appropriate for negotiation and by co-operation through discussion in partnership on those matters appropriate for consultation. The aim is to develop mutual trust between London Underground and its employees and their trades unions;

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- the collective bargaining agreement is an important channel through which employees have an opportunity to participate in and be consulted upon questions and matters concerning their employment. In order that the dialogue within the collective bargaining agreement and procedures can be both representative and effective, London Underground will welcome both the role of the trades unions and the involvement of all employees within the scope of this Agreement through membership of an appropriate trades union.
- In accordance with good industrial relations practice, and taking account of any relevant ACAS Codes of Practice and Guidance, LU shall provide the trades unions with such information as is reasonable to enable effective collective bargaining

4.2 In pursuance of these principles and as a contribution to employee involvement and participation through the process of collective bargaining and joint consultation, the general collective bargaining established by this Agreement: -

- provides for representation at appropriate management levels, i.e. at Local, Functional and Company levels;
- deals with collective questions only – issues involving individual members of staff will normally be dealt with under the separate individual grievance procedure;
- provides the means for questions to be resolved as speedily as possible at the lowest level possible. However, no Committee/Council has the authority to amend or reach an agreement contrary to an agreement reached at a higher level. Similarly an issue can only be discussed at one level in the agreement at any given time. Issues which remain unresolved at Director's Meeting may not be referred to a higher level within the agreement.

4.3 The parties to this Agreement accept that they have a joint responsibility to ensure that the acceptance of proposals is not unreasonably withheld and, once questions or matters have been settled, to take all reasonable steps to ensure their successful implementation. They further accept that differences and disputes will be dealt with by way of the appropriate agreed procedures. No form of industrial action will be undertaken until 28 days after the procedures (including a referral to ACAS) have been exhausted. No trades union party to this Agreement will afford any form of support for unofficial industrial action, either contemplated or initiated, by any of its members and every endeavour will be made by the relevant trades union to resolve the matter with London Underground through the procedures contained in this Agreement.

4.4 The parties accept that, once a trades union or the employers side makes an application to ACAS, they will co-operate with this process before a strike ballot or industrial action is called. London Underground will not impose a settlement, whilst discussions with ACAS continue.

The Machinery of Negotiation and Consultation

5. The machinery of negotiation and consultation established by this Agreement shall comprise the following bodies, the constitutions of which are set out in the specified annexes to this Agreement:

**London Underground
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Functional Council
Local Level Representation

Annexe B
Annexe C

In addition, a London Underground Briefing Forum will meet as and when appropriate to provide a forum for consultation on strategic issues relating to the performance, plans and objectives of London Underground.

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Interpretation

6. Questions of interpretation of substantive agreements reached within the collective bargaining machinery established shall be dealt with by the parties to the substantive agreement in question within the body at which the agreement was reached.

Duration

- 7.1 This Agreement shall take effect on the Monday following agreement at the Ad hoc CNC.
- 7.2 Each party to this Agreement may amend it in such ways as they think fit by agreement at any time.
- 7.3 Either party may terminate this Agreement by giving six months' notice in writing to the other party.

Signed on behalf of: -

London Underground

Associated Society of Locomotive Engineers
and Firemen

National Union of Rail, Maritime and
Transport Workers

Transport Salaried Staffs' Association

UNITE the Union (including BTOG)

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Annexe A to Machinery of Negotiation and Consultation: London Underground Company Council

Title

1. London Underground Company Council (the Council).

Scope

2. Those employees of London Underground whose terms and conditions are regulated by joint agreements with trades unions shall be within the scope of the Council.
Employees in Management Grade Bands K to U are not included.

Membership

3. The Council shall comprise of: -
 - (i) an Employer's Side of not more than six representatives appointed by London Underground, plus one administrative support;
 - (ii) a Staffs' Side made up of nominated trades union representatives, which will include full-time officers, as follows:-

RMT, ASLEF, TSSA, UNITE 3 nominated representatives each, including any administrative support
 - (iii) trades unions will inform the Management Secretary of the Council the names of their representatives before each meeting.
 - (iv) where assistance with a specific issue is required, the respective Staff Secretaries may propose that a person with specific knowledge and/or expertise be co-opted to the Council for the issue concerned. Where this is agreed, the Management Side Secretary will make the necessary arrangements.

Purpose

4. The following **questions for negotiation** only are within the purpose of the Council: -
 - (i) general pay awards
 - (ii) general terms and conditions of employment
 - (iii) principles of employment

Agreements reached by the Council upon such questions shall be referred for implementation to the appropriate Functional Councils concerned or to local level as appropriate. Such agreements shall specify the extent of any discretion that can be exercised by the Functional Council or at local level in implementing the agreement.

The Company Council shall also discuss, negotiate and agree any proposed changes to the Machinery of Negotiation and Consultation and the Health and Safety Machinery.

5. The Council will endeavour to conclude negotiations by agreement in a timely manner.

Resolution of Disputes

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6. In the event of a failure to conclude an agreement within the purpose set out in paragraph 4, the Employer's Side or a trades union on the Staffs' Side may propose to the relevant parties to the question, that it be referred to the Advisory, Conciliation and Arbitration Service (ACAS) or an alternative body, if agreed by the parties, who will be asked to assist the parties in resolving the issue concerned.

The parties can proceed as follows: -

- on jointly agreed terms of reference with any proposals that may result binding on the parties; or
 - on jointly agreed terms of reference, but any proposals that may result being non binding on the parties; or
 - if terms of reference cannot be jointly agreed seek assistance to resolve the situation.
7. The expense of any referral to ACAS or any other agreed body will be shared equally between the Company and the trades union(s) concerned, unless otherwise agreed by the parties.

Meetings

- 8.1 Meetings of the Council shall be held as often as necessary, as agreed between the parties, with a minimum of four meetings per year.
- 8.2 A Chairperson and Secretary will be appointed by the Managing Director, London Underground.
- 8.3 The Agenda will be agreed between the Secretary of the Council and the trades unions and be circulated normally at least seven days prior to the meeting of the Council.
- 8.4 Agreed minutes will be issued as soon as practicable after each meeting.

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Annexe B to The Collective Bargaining Agreement: Functional Council

1. Functional Council [the Councils]

There shall be eight individual councils: -

- (i) Stations and Revenue Control Council
- (ii) Trains Council
- (iii) Service Control Council
- (iv) Track & Signals Council
- (v) Fleet Council
- (vi) Stations & Structural Maintenance Council
- (vii) Support Managers, Administrative, Technical and Operational Managers' Council
- (viii) Managers Council

Scope

2. Those employees of London Underground whose terms and conditions are regulated by joint agreements with trades unions shall be within the scope of the Councils.
Employees in Management Grade Bands K to U are not included.

Membership

3. Each Council shall comprise: -
- (i) an Employer's Side with the number of representatives not exceeding the number of Staff Side representatives – plus one administrative support;
 - (ii) a Staffs' Side of representatives appointed by the arrangements specified in paragraph 5.
4. Each Staffs' Side representative shall be an employee of London Underground within the Functional Unit for which he/she is appointed and shall be a member of a recognised Trades Union.
5. The trades unions will notify management by the end of each year, the names of their representatives to serve on the respective Councils for the following year.
- The **Trains Council** shall consist of 9 staff representatives (6 ASLEF and 3 RMT) nominated by the respective trades union.
 - The **Stations & Revenue Control Council** shall consist of 10 staff representatives (6 RMT and 4 TSSA) nominated by the respective trades union.
 - The **Service Control Council** shall consist of a total of 5 staff representatives (1 ASLEF, 3 RMT and 1 TSSA).
 - The **Track & Signals Council** (Representing Operational Staff and Operational Managers) shall consist of a total of 8 staff representatives (7 RMT, and 1 UNITE)
 - The **Fleet Council** (Representing Operational Staff and Operational Managers) shall consist of a total of 11 staff representatives (8 RMT, 3 UNITE)
 - The **Stations & Structural Maintenance Council** (Representing Operational Staff and Operational Managers) shall consist of 5 staff representatives (3 RMT, 2 UNITE)

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- The **Support Managers, Administrative, Technical and Operational Managers Council** shall cover all functions and consist of a total of 9 staff representatives, who may be members of either ASLEF, RMT, TSSA or UNITE. (ASLEF representing Operational Managers, RMT representing Operational Managers and Administrative staff, TSSA representing Operational Managers, Support Managers, Administrative and Technical staff and UNITE representing Operational Managers and Support Managers) 1 representative shall be nominated by ASLEF, 2 each by RMT and UNITE, and 4 representatives shall be nominated by TSSA.
- The **Managers Council** shall cover all functions and consist of a total of 4 staff representatives, who may be members of either TSSA or UNITE. 3 representatives shall be nominated by TSSA and 1 representative shall be nominated by UNITE.

For each Council, the staff representatives shall agree to one of their number acting as the Staff Side Secretary. The other trades union(s) would also have a recognised spokesperson.

6. The period of office of Staffs' Side representatives will be up to three years, but they may be re-appointed.
7. If a representative ceases to work in the function concerned, they will also cease to be a staff representative for that function.
8. The prevailing agreements relating to Time Off for Trades Unions Duties and Activities shall apply and will cover release for meetings of the Council (including preliminary meetings) and acting as an advocate at a Disciplinary Hearing.
9. Casual vacancies occurring will be filled under the arrangements specified in paragraph 5. A representative appointed to fill a casual vacancy will hold office for the remainder of the period for which his/her predecessor was appointed. In the event of absence of a representative, the office may be covered by co-option by agreement between the Management Chair and the trades unions concerned; the person co-opted shall not hold office for longer than the remaining period for which the office holder was appointed. Those appointed or co-opted under these provisions shall meet the requirements set out in paragraph 4.
10. Any proposed changes to the number of agreed representatives for the Functional Councils can only be discussed and agreed at the Company Council.

Purpose

11.1 The following **questions for negotiation** are within the purpose of the Council:-

- (i) Framework Agreements;
- (ii) to deal with failures to agree on issues recorded at the local level;
- (iii) impact upon staff of the introduction of new timetables and schedules;

Agreements made at this level can be remitted to local level for implementation, where necessary.

11.2 The following **matters for consultation** are within the purpose of the Council: -

- (i) the application and operation of the disciplinary procedure;
- (ii) the application of equal employment opportunities;

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- (iii) changes to timetables and schedules;
- (iv) training (excluding safety training, which will be discussed within the Health and Safety Machinery).

Conduct of Business

- 12.1** The questions referred to under paragraph 11.1 shall be determined and finalised by the Council concerned, but will also be covered by the arrangements shown in paragraph 14.4.
- 12.2** Where appropriate, sub committees may be formed by the Council to deal with a specific matter. Agreements reached by this means should be remitted to the full Council for ratification.
- 12.3** Agreements reached by the Council may be referred for implementation to local level. Such agreements shall specify the extent of any discretion that can be exercised at local level in implementing the decision.
- 12.4** Issues that affect more than one Functional Area may be addressed via joint Functional Council Meetings. The scope of any Joint Functional Council Meeting will not accede the existing Functional Council remit as defined within Annexe B, Clause 11, Purpose.
The Staff Side of a Joint Functional Council will be represented on the following basis: -

Trains Meeting	ASLEF RMT	A maximum of 3 representatives. A maximum of 2 representatives.
Stations Meeting	RMT TSSA	A maximum of 3 representatives. A maximum of 2 representatives.
Service Control Meeting	RMT TSSA ASLEF	A maximum of 1 representative. A maximum of 1 representative. A maximum of 1 representative.
Track & Signals Meeting	RMT UNITE	A maximum of 2 representatives A maximum of 1 representative
Fleet Meeting	RMT UNITE	A maximum of 2 representatives A maximum of 1 representative
Stations & Structural Maintenance Meeting	RMT UNITE	A maximum of 1 representative A maximum of 1 representative
Operational Managers, Support Managers, Technical & Admin Staff Meeting	RMT TSSA ASLEF UNITE	A maximum of 1 representative. A maximum of 2 representatives. A maximum of 1 representative. A maximum of 1 representative.
Managers Meeting	UNITE TSSA	A maximum of 1 representative. A maximum of 2 representatives.

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Meetings

- 13.1** Meetings of the full Council will take place at least five times per year in the case of Stations and Revenue Control and Trains. For Track & Signals, Fleet, Stations & Structural Maintenance meetings shall take place at least four times per year. For Service Control, Support Managers, Administrative, Technical and Operational Managers Councils meetings shall take place at least four times a year. For Managers Councils meetings shall take place at least two times a year. In the event of an issue arising that requires urgent attention, an additional meeting can be arranged by agreement between the Management and Staff Side Secretaries. This should normally take place within 14 days of the request.
- 13.2** The Chairperson of the Council and the Secretary of the Council will be appointed by the Employer's Side.
- 13.3** The Agenda will be agreed between the Secretary of the Council and the relevant Staffs' Side Secretary and circulated normally at least seven days prior to the meeting. The Staff Side Secretary will be required to list for the Agenda an issue raised by a minority trades union, providing that it is covered by paragraphs 11.1 and 11.2.
- 13.4** Agreed minutes will be issued as soon as practicable, but normally no later than four weeks after each meeting.
- 13.5** After each meeting of the Council a statement will normally be issued to staff outlining matters discussed, actions proposed and agreements reached.
- 13.6** Where assistance with a specific issue is required, both Management and Staff Representatives on each of the Councils can propose that a person with specific knowledge and/or expertise be co-opted on to the Council for that issue. Where this is agreed, the secretary will make the necessary arrangements.

Avoidance of Disputes

- 14.** In the event of differences of a collective nature which are not settled between local managers and local representatives at the level directly concerned, the procedure set out below will apply: -
- 14.1** Following a recorded failure to agree at the local level the Secretary and/or Staff Side Secretary shall immediately refer the question to the Employee Relations Manager responsible for the group, area, or depot concerned, who will endeavour to resolve the matter within seven days.
- 14.2** If the matter remains unresolved, then the question can be referred by management or staff side for discussion by the Functional Council, providing that it has not already been discussed at that level. However this does not preclude the issue being resolved by the Employee Relations Manager before the next scheduled meeting of the Council.
- 14.3** The discussions at Functional Council will normally take place at the next scheduled meeting following the reference being made to the Secretary. If considered appropriate, the question may be referred back to local level for further discussion and/or implementation.
- 14.4** If the discussions at the Functional Council fail to settle a difference and it is a matter of principle, the issue can be referred to an ad hoc meeting with the Director concerned.

The Staff Side of the Director's meeting shall include full time trades union officials and each trades union shall be represented on the following basis: -

Trains Meeting	ASLEF	3 representatives.
	RMT	2 representatives.
Stations Meeting	RMT	3 representatives.
	TSSA	2 representatives.
Service Control Meeting	RMT	A maximum of 1 representative.
	TSSA	A maximum of 1 representatives.
	ASLEF	A maximum of 1 representative.

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Track & Signals Meeting	RMT	2 representatives
	UNITE	1 representative
Fleet Meeting	RMT	2 representatives
	UNITE	1 representative
Stations & Structural Maintenance Meeting	RMT	1 representative
	UNITE	1 representative
Operational Managers, Support Managers, Technical & Admin Staff Meeting	RMT	A maximum of 1 representative.
	TSSA	A maximum of 2 representatives.
	ASLEF	A maximum of 1 representative.
	UNITE	A maximum of 1 representative.
Managers Meeting	UNITE	A maximum of 1 representative.
	TSSA	A maximum of 2 representatives.

All the above numbers include any administrative support.

The Director will be assisted by a secretary and up to 3 other Senior Managers, as necessary.

- 14.5** In the event of an issue remaining unresolved, the same arrangements as set out in paragraph 6 of Annexe A will apply.

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Annexe C to The Collective Bargaining Agreement: Arrangements For Local Representation

General Principle

1. The general principle underlying the agreement is that matters and questions should be discussed and decided at the most local level possible.

Representation

- 2.1 Local representatives for Operational Staff will be appointed by the recognised trades unions as detailed in Appendix A. Each recognised trades union with a minimum of 5 members in a constituency will have a minimum of 1 representative.
- 2.2 In the event of a reorganisation of the group, area or depot concerned, or a substantial variation in staff numbers or trades union membership, revisions to representation will be discussed by the Functional Council concerned and a joint proposal to amend Appendix A will be referred to the London Underground Company Council for ratification.
- 2.3 Where an issue affects MATS grade staff and requires urgent attention, it should be raised in the first instance with the appropriate Director or their nominee. Unresolved issues that require further discussion regarding administrative, technical, support managers and operational managers will normally be referred to MATS Functional Council. However, this does not preclude the establishment of a Directorate committee to discuss a particular issue(s) where this may be appropriate. Formal notes of any such meeting will be produced.
- 2.4 The basis for "MATS" trades union representation in a Directorate based local committee would be dependent upon the Grade Groups affected by the particular issue(s), consistent with the recognition arrangements as defined in Annexe B, Clause 5 for "MATS" Functional Council, and on the basis of not more than one representative per recognised trades union.

Appointment of Representatives

- 3.1 Candidates for appointment as local representatives must:
 - (i) be currently employed by London Underground and be working within the constituency in question;
 - (ii) be a member of a relevant trades union party to this Agreement;
- 3.2 Any employee who satisfies the requirements of 3.1 (i) and (ii) will be qualified to be nominated as a local representative.
- 3.3 The period of office of local representatives will be up to three years, but they may be re-appointed.
- 3.4 The trades unions will inform the Director of Employee Relations each year by the end of December, their representatives for the following year.
- 3.5 If a representative ceases to work in the constituency concerned, they will also cease to be a representative for that constituency.
- 3.6 The prevailing agreements relating to Time Off for Trades Union Duties and Activities shall apply to staff representatives.
- 3.7 Casual vacancies will be filled under the above arrangements. A representative appointed to fill a casual vacancy will hold office for the remainder of the period for which his/her predecessor was appointed. In the event of the absence of a representative, the office may be covered by co-option by agreement between the trades union concerned and the Director of Employee Relations Manager; the person co-opted shall not hold office for longer than the remainder of the period for which the office holder was appointed. Those appointed or co-opted under these provisions shall meet the qualifying requirements set out in paragraph 3.1.

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Purpose

4.1 The questions for negotiation (discussion and resolution) between local representatives and the local manager shall be:

- (i) the local application of agreements reached at other levels within the collective bargaining machinery;
- (ii) issues referred down from other levels within the collective bargaining machinery;
- (iii) collective grievances

4.2 Matters for consultation between local representatives and the local manager may include:

- (i) local performance and business developments;
- (ii) local training plans;
- (iii) local effects of changes within the Company;

4.3 Rosters – Extract from “Agreement for Operational Staff and Operational Managers (clauses 6.1.1 and 6.1.2)”

Clause 6.1.1

Any staffing level changes with safety implications will be dealt with through the Safety Review and Change Control process, as referred to in the statutory Railway Safety Cases and have the involvement of Health and Safety Representatives.

The impact upon staff of the introduction of new timetables and schedules, or issues arising from changes to working arrangements, are questions for negotiation.

The appropriate negotiating machinery to reach agreement will apply and will be exhausted if necessary. Both parties will use their best endeavours to reach an agreement, operating within the collective bargaining machinery and to respect the process, not take unilateral action and not impose staff number reductions whilst discussions continue. If in the event the Agreement is exhausted, management will not impose for six weeks.

The relevant local representatives, including health and safety representatives, may be co-opted to assist in discussion on staffing levels as appropriate.

LUL will engage the unions in an annual review of staffing levels to ensure there is clarity on the current situation and any future plans.

The parties to this agreement accept that they have a joint responsibility to ensure that acceptance of proposals is not unreasonably withheld and, once questions or matters have been settled, to take all reasonable steps to ensure their successful implementation.

The above does not preclude the rights of the trades unions to refer issues to the Underground Health and Safety Forum, which is a joint LUL/Infracore and trades union body.

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Clause 6.1.2

Duty rosters will be constructed to meet business needs in providing a safe, efficient, quality service to the customers. This will be done within the negotiated criteria laid down in the framework agreement for the activity concerned and in full consultation with the trades unions.

The local manager will arrange for duty rosters to be compiled in accordance with the above principles and will consult the local representative(s) with a view to reaching agreement. Any disagreement on duty rosters may be raised within the grievance procedure.

A question under paragraph 4.1, which is unresolved at local level, will be progressed in accordance with clauses 14.1, 14.2 and 14.3 of Annexe B.

Local representative group meetings

5. Where an issue of joint interest arises that affects more than one local constituency, then an ad hoc joint meeting can be proposed by either management or the staff side to consult and / or negotiate where appropriate to resolve the issue. This will be chaired by one of the Centurions concerned in the presence of appropriate local managers and should normally take place within 14 days of the request.

Administration

6. Meetings between local representatives and the local manager/supervisor will take place not less than four times a year. Where an unscheduled meeting is requested regarding an urgent matter that cannot wait until the next scheduled meeting, this should normally take place within 14 days of the request.
7. The prevailing agreement relating to Time Off for Trades Unions Duties and Activities shall apply to local staff representatives.
8. Agreed minutes will be issued as soon as practicable after each meeting.

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APPENDIX A LOCAL LEVEL CONSTITUENCIES

STATION STAFF			
		SUBJECT TO FURTHER DISCUSSION AND AGREEMENT	

REVENUE CONTROL STAFF					
AREA	REPS	AREA	REPS	AREA	REPS

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BCV	2 RMT	1 TSSA	JNP	3 RMT	2 TSSA	SSR	2 RMT	2 TSSA
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TRAIN STAFF				
SDU	AREA / LINE	DEPOTS	REPS	
BCV	Bakerloo Line	Elephant & Castle Depot	1 ASLEF	1 RMT
		Queens Park Depot	1 ASLEF	1 RMT
	Central Line	Hainault Depot	1 ASLEF	2 RMT
		Leytonstone Depot	2 ASLEF	2 RMT
		Loughton	1 ASLEF	1 RMT
		West Ruislip Depot	1 ASLEF	1 RMT
		White City	1 ASLEF	1 RMT
	Victoria Line	Seven Sisters	2 ASLEF	2 RMT
		Brixton	1 ASLEF	1 RMT
JNP	Jubilee Line	North Greenwich Depot	1 ASLEF	
		Wembley Park	3 ASLEF	1 RMT
		Stratford	1 ASLEF	1 RMT
	Northern Line	High Barnet	2 ASLEF	
		East Finchley Depot	1 ASLEF	1 RMT
		Morden Depot	2 ASLEF	3 RMT
		Golders Green Depot	3 ASLEF	2 RMT
	Piccadilly Line	Acton Town	2 ASLEF	2 RMT
		Arnos Grove	2 ASLEF	2 RMT
SSR	District Line	Acton Town Depot	2 ASLEF	1 RMT
		Barking Depot	1 ASLEF	1 RMT
		Earls Court	2 ASLEF	1 RMT
		Upminster Depot	2 ASLEF	1 RMT
	Metropolitan and Circle Lines	Rickmansworth Depot	1 ASLEF	
		Harrow Depot	1 ASLEF	1 RMT
		Neasden Depot	2 ASLEF	1 RMT
		Edgware Road Depot	2 ASLEF	1 RMT
		Hammersmith	1 ASLEF	1 RMT
Barking (C&H)	2 ASLEF	1 RMT		

SERVICE CONTROL STAFF		
AREA		REPS
BCV	Service Operators	2 RMT
JNP	Service Operators	2 RMT
Sub-Surface	Service Operators	2 RMT

TRACK STAFF		
AREA	CONSTITUENCY	REPS
Sub Surface	District	3 RMT
	Hammersmith & City	2 RMT
	Metropolitan	2 RMT
BCV	Bakerloo	2 RMT
	Central (East & West)	2 RMT
	Central (Central)	2 RMT
	Victoria	2 RMT
MRIS	Installations	2 RMT
	Workshops	1 RMT 1 UNITE

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SIGNALS STAFF			
AREA / CONSTITUENCY		REPS	
SUB SURFACE	District	2 RMT	
	Metropolitan & Circle	2 RMT	
BCV	Bakerloo	2 RMT	
	Central	2 RMT	1 UNITE
	Victoria	2 RMT	
Signal Projects	SSL	2 RMT	
	BCV	2 RMT	
Power & Electrical		1 RMT	1 UNITE
Signals Maintenance & Incident Managers		2 RMT	
Infrastructure Logistics		2 RMT	

FLEET STAFF			
AREA / CONSTITUENCY		REPS	
SUB SURFACE	Ealing Common	2 RMT	1 UNITE
	Hammersmith	2 RMT	1 UNITE
	Neasden	2 RMT	1 UNITE
	Upminster	2 RMT	1 UNITE
BCV	Hainault	3 RMT	
	Northumberland Park	2 RMT	1 UNITE
	Ruislip	3 RMT	
	Stonebridge Park	2 RMT	1 UNITE
Technical Services including Test Train Operators		1 RMT 1 ASLEF	1 UNITE
REW		2 RMT	2 UNITE

STATIONS & STRUCTURAL MAINTENANCE			
AREA / CONSTITUENCY		REPS	
Lifts & Escalators		1 RMT	2 UNITE
Pumps		2 RMT	
Telecommunications		2 RMT	
Electrical Operations		2 RMT	2 UNITE