

RMT news



Essential reading for today's transport worker

Issue No 8, Volume 5

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October 2004

Signalling success

Full signalling grades
conference report inside



RMT at the TUC

YOUR UNION **YOUR VOICE**

Remember your 2005 RMT diary will arrive with your ballot paper

Political Fund Ballot

RMT

**BALLOT PAPER ON RETENTION OF
THE RMT POLITICAL FUND**

The Resolution is that the political objects set out in section 72 of
Trade Union and Labour Relations (Consolidation) Act 1992 be
approved as an object of the Union

YES ☒

DO YOU VOTE IN FAVOUR
OF THE RESOLUTION?

NO ☐

You must place a cross on one, and only one, of the boxes provided

Place the voting paper in the addressed envelope (no stamp needed)
and return it to the Scrutineer at...

**VOTE
YES**



To keep YOUR Political Fund

RMT members need a political voice. The political fund provides that voice by the allowing the union to campaign on the issues that affect you at the workplace – pensions, jobs, pay, hours and safety and employment rights.

Vote YES to keep your political fund.

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The harsh reality of privatisation



TWO more track workers have been killed in another incident involving a road-rail vehicle on an engineering site at Hednesford.

A runaway RRV trailer at Tebay killed four members of this union earlier this year. Infrastructure privateers Balfour Beatty and McGinley's have also just been found guilty of negligence over the death of Michael Mungovan in October 2000. The judge blasted the company for the "sloppy" way the companies employed an unqualified student to do track work. Therefore, RMT has renewed its call for track renewals to follow maintenance back in-house and for an inquiry into safety in the fragmented industry.

P&O's savage plans to cut 1,200 jobs, attack working conditions and slash services is another glaring example of the results of privatisation. The group wants to pull all services to Normandy and other destinations and complains that it cannot compete with the heavily-subsidised channel tunnel and publicly-owned French ferries. Yet it already receives money through the tonnage tax regime and is clearly not interested in providing a public service but squeezing profits out of the remaining skeleton services.

This vicious scenario is being repeated in all transport sectors, one of the first industries to feel the full force of so-called "globalisation", which means letting "market forces" let rip regardless of the consequences. Yet this government is deeply wedded to this increasingly bankrupt ideology.

During his futile attempts to stop Labour Party delegates voting for the re-nationalisation of the rail network, Secretary of State for Transport, Alistair Darling, claimed that such a path would cost Britain £22 billion. This is simply not true. The respected Rail Business Intelligence newsletter even described the claim as "spurious". When I meet Mr Darling later this month I will point out that not only can rail operations be brought back into the public sector at no cost to the taxpayer, but there would be a huge rail rebate.

It would cost nothing to take back the keys when the current franchises expire or, as in the case of Connex, when the franchisees are failing. Those franchises are today pulling in over £2 billion a year in subsidies – that's a third more in real terms than in British

Rail days. Investment in rail is also three times more expensive done privately than it was under BR, while the bank-owned train-leasing companies charge colossal mark-ups.

MEANWHILE, transport workers are being asked to accept low wages in order to pay shareholders dividends. Tubelines chief Terry Morgan even won a £100,000 bonus despite the fact that the company failed to meet nearly all performance targets.

Well, this union is determined to defend members' interests whoever they are, whatever the grade, whatever the job. This principled stand was highlighted at Eurostar when terminal staff were expected to suffer low wages and treated as second class workers. However, Eurostar members of all grades came out fighting and voted six-to-one in favour of strike action. Management soon changed their minds and offers of between five per cent and 32 per cent for the lowest-paid members were forthcoming.

LUL management also saw the error of their ways when they sacked London regional council secretary Brian Munro. Following a threat of a strike ballot Brian was quickly re-instated. This is another victory for the union, which shows that if we stand together we are strong.

Rail freight company EWS has even resorted to using to the courts to get planned strike action banned on the bizarre claim that it was now a different company called EWSI. However, this union intends to appeal against this decision and re-ballot members in order to continue to fight for justice at EWS.

I would also urge you to take part in the Political Fund ballot. It is crucial that this union retains the right to campaign to defend your interests at work. This year your RMT diary will be distributed with the ballot papers, which you will be receiving shortly. So remember, don't bin it, open it and make a difference by defending your union and vote yes.

Best wishes

Bob Crow

Train drivers' organising committee formed



FORUM: The RMT train drivers' organising committee met in Unity House with general secretary Bob Crow last month to discuss organising strategies. A report will be presented on January 12 at the Trade Union Club, Doncaster.

Tubelines fat cat boss gets the cream

THE boss of a private Tube operator Tube Lines was handed a £100,000 bonus earlier this month despite the fact that the company has admitted failing to meet almost all of the targets set under the PPP contracts.

Tube Lines chief executive Terry Morgan "earnt" the performance bonus as part of a £552,000 pay package as his company cashed in with a £41.6 million profit.

Tube Lines, which runs the Northern, Jubilee and Piccadilly lines, also received about £360 million in fees from the taxpayer.

Mr Morgan's salary is double that of Tim O'Toole, managing director of the London Underground. Tube Lines report also highlighted the crazy "money-go-round" contracts now governing the Tube forced through by Deputy Prime Minister John Prescott. The National Audit Office has also raised concerns that the contracts do not represent value for money. Even London Underground has accused Tube

Lines and Metronet of producing "non-existent, incompetent or inconsistent" work plans and of frequently failing to finish engineering work on time.

The company made £41.6 million profit despite being fined about £15 million for poor performance. Tube Lines – jointly owned by Amey, Bechtel and Jarvis – has been dogged by a catalogue of failures including admitting that it had failed to meet 27 out of its 39 targets for reducing "lost customer hours".

The company has also failed to resolve the points problem at Camden Town – scene of a derailment last October in which seven people were injured.

RMT general secretary Bob Crow pointed out that the PPP was an expensive scheme for producing guaranteed, risk-free profits, whether or not the Tube gets any better.

"These privateers have already been kicked off the rail network and brought back in-house – it is time the same thing was done on the Tube," he said.

RMT drops in on members at Ffestiniog

RMT organisers made a visit to the recently organised Ffestiniog railway during an organising week by the North West regional councils to see how members were getting on.

It became clear by talking to staff and management that work was required to build membership, rep structures and clarify current agreements.

The union took on board the issues at a review meeting and devised a plan to deal with them. This included regular sub-branch meetings, continued visits by recruitment teams, election and training of reps, the setting up of a committee and ongoing recruitment.

Four new reps have been elected to represent the workshop, S&T and P/Way. Regular meetings are taking place to explain the benefits of RMT membership, especially

concerning Health and Safety. Many of the volunteers, who work alongside the full-time employees, are showing solidarity with their colleagues and joining the union.

Regional Council Secretary Alan Aitkenhead said that the value of the organising week was shown when the union was able to explain the benefits of membership and identify previously unknown problems.

"This allowed us to organise an ongoing campaign, which we believe will lead to a new self sustained, organised and effective branch being set up at Ffestiniog for the benefit of all on this historic railway, which has been running since 1832," he said.

There are also plans build a 40 mile-long narrow gauge railway on the former Welsh Highland Railway.



Vinci strike suspended following talks

SRIKE ACTION by RMT parking attendants working for Vinci Park in Bromley, south London, was suspended last month following last-minute talks.

RMT members had voted unanimously for action to retain their right to take their breaks in relative safety after their long-standing right to return to the depot for breaks was ended without consultation.

Parking attendants run a daily gauntlet of abuse and threats, and physical assaults are a regular occurrence, yet the company had imposed changes

that expose staff to an increased risk of attack.

However, strike action was suspended after the company agreed to nominate places of safety in which members can take their breaks. Joint inspections of nominated sites are due to take place and the executive will consider company proposals after consulting members.

"This was a straightforward dispute: the company needs to understand that it cannot put its profits ahead of employees' safety," Bob Crow said.

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RMT calls for FoC status for Lapthorn fleet

RMT has called for the entire 18-vessel fleet run by R Lapthorn Co to be the first UK-registered ships to be branded with 'flag-of-convenience' status.

The call follows July's decision by the International Transport Workers' Federation (ITF) that UK ships whose owners failed to apply recognised decent minimum standards of pay and conditions would be declared FoC on a ship-by-ship basis.

Lapthorn operate UK-registered freight vessels between British ports and Ireland and Rotterdam, and exploit Filipino crews at pay rates of below £2 an hour.

RMT general secretary Bob Crow said: "They use a crewing agent to find Filipino ratings at a fixed \$775 a month, way below International Labour Organisation minimums, let alone ITF minimum standards, and the agent even deducts up to \$40 a month – allegedly for insurance – from each rating.

"When overseas ratings are exploited so shamelessly under the Red Ensign we have no alternative but to call on



ON BOARD: ITF inspectors board a Lapthorn ship

the ITF to declare the vessels to be operating under a flag of convenience," Bob said.

ITF ship inspector Norrie McVicar said that his organisation had inspected several Lapthorn vessels and had proof that they were paying Filipino seafarers less than half the UK minimum wage while working in and out of UK ports.

"We asked the Marine and Coastguard Agency (MCA) why they do not ensure that the minimum wage is paid, and they said that it was for the DTI and the Inland Revenue to enforce.

"The MCA said it

would only investigate if a complaint was received from a crew member, yet the seafarers are required – illegally – to sign an undertaking not to seek higher pay or even contact maritime authorities or unions," Norrie said.

He said that the campaign had exposed some of the worst examples of social dumping and exploitation of seafarers he had seen in UK waters.

RMT shipping national secretary Steve Todd said that it was high time that the government to stop the Red Ensign being dragged further into disrepute.

RMT warns savage P&O cuts will be resisted

P&O FERRIES has announced "savage" cuts in jobs, conditions and services without informing the union or the company works council of their intentions. The company even claimed to the media that RMT was being 'consulted' over its financial situation and over 1,200 proposed job cuts.

RMT shipping secretary Steve Todd has told the company in no uncertain terms that it should consult properly with its workforce.

"It is no use consulting us after a decision is taken – we need meaningful consultation before any drastic announcement is made.

"We are happy to talk about efficiencies, but we remain opposed to redundancies and we draw a line in the sand at compulsory job losses," he said.

The extent of the cuts are staggering, including the withdrawal of *Pride of Aquitaine* and *Pride of Provence* and an end to all Normandy services. There are plans for the *Pride of Le Havre* and *Pride of Portsmouth* to be transferred to the French state-owned company Brittany Ferries. Under the plans staff are to be transferred to agency status and conditions are to be eroded, including pay cuts at P&O Hull of between £3,000 to £10,000. The hardest hit will be operations in Dover, Portsmouth and Hull.

"The mood of our members is one of anger and disbelief at the savage scale of the proposed job cuts and the attack on their pay and conditions," Steve said.

He said that the union was taking advice from senior counsel on the legality of some of the company's proposals.

"Our message to P&O is simple: withdraw these draconian proposals and give us some meaningful consultation," Steve said.

Dover MP Gwyn Prosser also warned that any further job losses, in addition to the 600 that were announced last year, would be disastrous.

RMT general secretary Bob Crow said that P&O was one of the many shipowners to benefit from tonnage-tax handouts that have cost the tax-payer over £100 million to date.

"It is high time that the government started asking for a commitment to retaining UK seafarers' jobs in return," he said.



Bring Northern Rail back in-house

RMT called for the northern rail franchise to be brought back in-house following the failure of the Strategic Rail Authority to negotiate a contract to transfer the services to preferred bidder Serco-Ned before the October 17 deadline.

Responding to news that Arriva Trains Northern and First North Western would be asked to continue to run services they were supposed to surrender on October 17, RMT general secretary Bob Crow pointed out that franchising out rail services was costing millions.

"This mess is going to cost even more, and will create massive uncertainty for rail workers and passengers alike. If they can't sort out a contract on time, what hope is there for Northern rail services?" Bob asked.

RMT's parliamentary group put down an early day motion maintaining that the delay, taken alongside recent reports that the

number of passenger franchises will be reduced from 25 to 16 by 2011, highlighted wider problems facing rail passenger services. It said the government should take steps to stabilise passenger services and bring Northern Rail into the public sector as has been successfully done on South Eastern Trains.

SET, the only franchise being operated in the public sector, continued to show one of the greatest rates of improvement with punctuality rising from 84.2 to 86.5 per cent last month.

"For peak services SET has bucked the trend and registered an improvement while the average is down. It would be madness to press ahead with plans to re-privatise it," Bob said.

The parliamentary group has also put down EDM 1626 pointing out that the Virgin cross country franchise also faced an

uncertain future and called for it not to be broken up but returned to the public sector.

New Labour faced further pressure to act after a motion was overwhelmingly passed at party conference in Brighton last month to re-nationalise the railways. However, transport secretary Alistair Darling said that the government would ignore the vote.

Bob Crow said that it was a further sign that the public had had enough of privatisation.

"The rail operators alone are getting over £2 billion a year in subsidies – that's a third more in real terms than in British Rail days.

"A publicly owned, publicly accountable and publicly run railway is what Britain wants – it's time for the government to deliver it," he said.



Eurostar improves offer following strike threat

RMT MEMBERS at Eurostar are to vote on an improved pay, conditions and grading offer following negotiations with the company.

Around 330 engineering, maintenance and office staff had voted by more than six to one to strike, joining 160 customer services staff in dispute over a range of issues outstanding from the 2003 pay and conditions claim.

The company finally came up with an improved offer during last-minute talks, and after consultation with members the RMT executive agreed to put it to a referendum with a recommendation to accept.

Under the deal, customer-service team members at Waterloo currently on pay ranging from £18,500 to £19,300 will from November 1 receive £20,780, while those at Ashford currently on between £13,500 and £17,036 will receive £17,780.

Assistant general secretary Pat Sirkorski said substantial progress has been made for a fair rate for the job for terminal, platform and customer-service team members, and it

meant that a complex and unfair salary-banding system would be gone for good.

"The deal means pay increases next month ranging from 4.4 per cent to as much as 32 per cent for the very lowest-paid customer-services members," he said.

The company also conceded the principle of an optional nine-day fortnight for office staff to be implemented by next May, and has agreed to develop a fair evaluation system for office staff.

The company has also agreed to negotiate with other train-operating companies to introduce travel concessionary travel for all staff and to report back no later than January.

Eurostar branch secretary Mick Lynch said that the union had made it clear to Eurostar that failure to make progress at the talks would have resulted in further strike action.

"This improved offer would not have been won without the tremendous show of solidarity by all RMT members at Eurostar of all grades," Mike said.

Court imposes strike ban at EWS

THE HIGH Court in London upheld an injunction banning strike action and an overtime ban by 1,300 members at rail-freight company EWS earlier this month. The strike ban was imposed on the grounds that the union did not give notice of its ballot to EWS and EWSI separately – despite the union never having been told of the latter's existence. The court found that there were no irregularities in the conduct of the ballot itself.

RMT general secretary Bob Crow said that the union would be appealing against the decision in the high court of appeal and re-balloting EWS staff as soon as possible.

"This court decision is ludicrous, EWS staff were never made aware they were working for a separate company as no separate terms and conditions exist for EWSI," he said.

Two 48-hour strikes and an overtime ban had been planned over the company cutting jobs across the country by stealth and attacking terms and conditions of staff, while managers are enjoying fat bonuses.

Since the loss of mail on rail the company has been withdrawing groundstaff, imposing new rosters and generally undermining members' conditions, while loading duties onto drivers and compromising safety. The union has raised these issues time and again, but none has been resolved and industrial relations at the company are at an all-time low.

RMT expresses shock at fatal Hednesford accident

RMT expressed its shock at the death of two workers in an accident involving a road-rail vehicle at Hednesford and extended its sympathy to the families of those killed.

"Our first thoughts are with the families of those killed and with all those affected by this horrific incident," RMT general secretary Bob Crow said.

He said that there was an urgent need to find out exactly how the awful tragedy happened and pointed out that there has

already been far too many incidents involving road-rail vehicles.

"After the tragedy at Tebay we called for an inquiry into safety in the fragmented, privatised railway regime, but the chaos has continued.

"Today we renew that call, and once more we demand that all track renewals be brought back in-house in one single, sensible structure with a clear and transparent line of command," he said.

Keep Caledonian MacBrayne public

RMT is launching a campaign against the tendering of Caledonian MacBrayne ferry services and the fragmentation of this publicly owned service.

Despite delays in the controversial privatisation, the Scottish Executive recently announced that it intended to proceed with the tendering. The Executive has claimed that it had been forced into tendering by the European Union competition rules. However, the Altmark judgement has cast doubts on the need to proceed with tendering of these essential

lifeline services.

The European Court of Justice recently considered the case of Altmark Trans, a German Bus Company, and decided that it was not unlawful for the German city of Stendal to renew 18 licenses for the company without a tendering process.

The court stated that it was not unlawful for payments to be made to companies providing essential services and they should not always be seen as state aid, as long as the services being provided were clearly defined.

Unfortunately, the Scottish Executive has since stated that following consultation with Brussels officials it intends to proceed and establish a separate vessel owning company although they will tender the services out as a whole rather than as individual or groups of routes.

RMT shipping secretary Steve Todd said that if the executive wished to protect Calmac services and job security then the costly and unnecessary experiment should be abandoned.

"If necessary the Scottish Executive should be seeking to challenge the exercise through the European Court of Justice.

"From experience of other privatisations we know that proceeding with this process, and the consequent fragmentation of CalMac, will inevitably damage essential services to Scottish

communities," he said.

The union intends to build a broad-based campaign, along with the Scottish Trades Union Congress, in an effort to reverse this decision. RMT has written to all political parties and MSPs seeking support for the campaign. The union will also be seeking to arrange a lobby of the Scottish Executive and parliament.

The union is also considering a legal challenge to the decision of the Scottish Executive to go ahead with the privatisation of CalMac. Expert legal opinion is currently being sought.



Union Learning Fund approval at Caledonian MacBrayne

AN RMT bid to the Scottish Union Learning Fund to provide learning opportunities for workers within CalMac has been approved by the Scottish Executive.

The bid was written by John Slaven, the rail union learning project worker in Scotland, and fully supported by STUC Highlands and Islands Lifelong Learning Coordinator Jacqueline McGuigan and local RMT branch secretary George Lonie.

The scheme will support a full-time project worker who will develop a range of educational provision to meet the needs of maritime workers. The industry and the rural communities that it serves have also seen some tough times. Skills shortages within the industry have existed alongside high unemployment in many of the communities they serve.

The RMT project worker will be responsible for developing strong community links, addressing many of these problems. Already a good start has been made with RMT members Dan Henderson and Jimmy Meechan being the first two trade union learner reps trained.

Developing a network of learner reps within the shipping grades and establishing a learning agreement with the employer, will be combined with building links with other groups. John Slaven said that at the centre of the project was the belief in bringing trade union-supported education to members within the shipping grades.

"This can improve not only work prospects, but also peoples' social and personal lives," he said.

No to multiple pay rates for employees at Northlink

SINCE the transfer of the Northern Isles contract from P&O Scottish Ferries to Northlink, different pay rates have been imposed and there has been continued uncertainty over the application of TUPE.

The Northern Isles contract will once again be the subject of tendering due to the failure of Northlink to fulfil the terms of its contract.

The union has been pressing for TUPE to apply in order that jobs, terms and conditions could be protected. Recently an employment tribunal concluded that the transfer of the contract to Northlink was a relevant transfer within TUPE regulations.

The tribunal stated that staff employed from September 30 2002 were entitled to the same terms and conditions as were applied by P&O Scottish Ferries. It also stated that the length of

service with P&O must be recognised by Northlink.

RMT has made further representations to the Scottish Executive regarding the Northern Isles contracts over concerns that RMT members will now be faced with a further tendering exercise.

The union was angry that it only found out about this decision through the media. In response the Executive said that commercial sensitivity precluded prior warning.

It also gave a lukewarm response regarding the application of TUPE by stating that it had no powers on the matter and it was for the courts to determine.

RMT shipping secretary Steve Todd said that the Northern Isles services should be publicly run and not subject to continual tendering exercises.

Time to put the public back in transport

RMT's delegation played a leading role at last month's TUC congress

TUC REPORT

IT IS time to renationalise the rail network, RMT general secretary Bob Crow told TUC delegates at TUC Congress in Brighton last month.

Welcoming moves to bring rail maintenance back in-house and to bring South Eastern Trains back into public ownership, Bob urged the government to bring all rail operating franchises back together in a single, publicly owned and publicly accountable structure.

"The only thing privatisation has delivered is huge profits for the privateers at the expense of the railway industry, our members and the travelling public" Bob Crow said with full backing of TUC delegates.

"We need to explode the myth that renationalisation will cost a fortune in compensation – once the operating franchises are up you simply take back the keys," he said.

Bob also told a very successful joint fringe meeting that privatisation had failed the railways and was failing London Underground.

"The self-same privateers not good enough to maintain the national railways are wreaking havoc in exchange for huge, guaranteed and risk-free profits," he said.

RMT also raised the need of public control over our declining shipping industry which was ditching British jobs in favour of employing foreign crew for a fraction of the pay.

"Millions are also being poured into the pockets of shipowners, through a tonnage tax-relief scheme which has failed to deliver jobs for UK seafarers.

"It is obscene that shipowners should receive millions in tax relief while continuing to sack UK seafarers and replace them with super-exploited and often dangerously overworked overseas crews.

"We need a direct link between the tonnage tax and jobs and training, and we need an end to the exemption of shipowners from the Race Relations Act," Bob Crow said.

Trade union rights

DELEGATES backed an RMT call for a campaign of trade-union action to end Britain's repressive anti-union laws. The union urged support for a TUC national rally and lobby of parliament for union rights.

RMT president Tony Donaghey told delegates that while the government was going to abolish unfairness to foxes it was



STAND: Bob shares a joke with RMT delegate Phil Boston at this year's expanded union stall at Congress

high time that a Labour government abolished unfairness to working people.

"Here we are, seven years into a Labour government, and we still suffer the most repressive anti-union laws in Europe," he said.

Tony pointed out that when RMT members at Stagecoach in Devon were on strike, it was fine for the company to bus in scabs from other Stagecoach subsidiaries.

"But if we had called trade unionists in those self-same subsidiaries to take action in support of their colleagues we'd have been hauled through the courts.

"It seems that solidarity action is fine for the bosses, but not for working people.

"We need employment rights from day one. We need a charter of workers' rights. We need the automatic right to re-instatement for dismissed workers who win industrial tribunals," he said to applause.

RMT delegate Paula Mason (pictured front page) backed the call for rights from day one and rights for agency workers. "Workers should not have to suffer the indignity of Mickey Mouse contracts that do nothing to protect their rights at work," she said.

Bosses in the dock

BOSSSES responsible for the deaths of workers must be held to account, Bob Crow told delegates. Calling for corporate manslaughter legislation to be included in the next Queen's Speech, he said that it was one Labour promise that must be kept.

"We owe it to the families of our members who died at Tebay, and to those of the countless numbers killed in avoidable tragedies, year after year after year, to make sure that this legislation is enacted – now, and not in the dim and distant future.

"We need to make sure that bosses look after their road-rail vehicles as well as they look after their company cars, or face the prospect of prison.

"You'd have thought Tebay would at least be a wake-up call, but there are still runaway incidents happening with alarming regularity – we've counted three since Tebay," he said.

RMT has been calling for an inquiry into safety in the fragmented industry since the



RMT delegates attending the Trade Unions Congress held in Brighton last month

Tebay tragedy that killed four RMT members..

"As it stands the law is a mess and the prospect of calling killer bosses to account is next to zero," Bob said.

He pointed out that only recently charges over the Hatfield disaster were dropped: Four years on and the public are no nearer to seeing anyone held to account".

"What a shambles, and what an insult to the memory of those who died," Bob said.

Time for a debate on the EU constitution

Bob Crow also won cheers from delegates when he questioned why people were afraid of a debate on the proposed EU constitution.

RMT had tabled a motion detailing concerns that the constitution would destroy democracy, privatise services, militarise the bloc and attack civil liberties. The motion did not propose a yes or no on the constitution but called for more information to be circulated. This attracted support from communications union CWU, public sector union UNISON and a number of other unions.

This prompted a general council statement welcoming a referendum and a commitment to investigate the threat to "national democratic rights and public services" but called on RMT to remit its motion. However, Bob said that ratification of the constitution would change the way we are governed and it needed to be discussed.

"The constitution would institutionalise privatisation and neo-liberal policies that have wrecked UK industries and turned the EU into one of the world's low growth regions," he said to cheers.

"The bottom line is that any government that hands over power to this degree is effectively no longer a government.

"If you are not going to have an economic policy, if you are not going to have a policy for government in the long term, if you are not going to have a policy for the army, you are not a government any more. You can't control your own destiny," he said.



Vote to defend your interests

BEFORE the illegal expulsion of the RMT from the Labour Party, we had laid the basis for last month's historic Labour Party Conference decision to renationalise the railways through its work in the policy forum process despite bitter opposition from the leadership.

It is clear that the government's immediate intention is to ignore this policy and continue with the failed experiment with the privateers. Even more galling were government attempts to distort the picture by claiming that ending the chaos and fragmentation of rail privatisation would cost the taxpayer £22 billion.

You don't need a degree in maths to work out that public ownership would not cost a penny. In fact, it would be cheaper than continuing with pouring vast public subsidies into the coffers of private companies whose main interest in the network is how much money to take out of it.

Despite this opposition, the RMT parliamentary group will now campaign to ensure that rail re-nationalisation becomes government policy.

The RMT group will also continue to press the government on fire safety regulations on rail and metro networks following the report that the regulations were to be watered down.

These regulations were introduced as a direct result of the 1987 Kings Cross fire on the recommendation of the Fennell Report, and it was deeply disturbing when the government tabled plans to do away with them.

Our intervention has already helped ensure that the House of Commons Regulatory Reform Committee has urged the government to keep fire-safety legislation that lays down minimum staffing levels and other safety standards for underground and some mainline stations.

THE RMT group also continues to campaign on the tonnage tax. Following the shock announcement by P&O of plans to slash over 1,000 jobs, it is necessary now more than ever to highlight the fact that companies in receipt of the tonnage tax are busy slashing services and jobs or replacing British ratings with cheap foreign labour.

P&O is one of the many shipowners to benefit from tonnage-tax handouts that have cost the tax-payer over £100 million to date - it is high time that the government started asking for a commitment to retaining UK seafarers' jobs in return. It was also not very edifying to learn that the Chamber of Shipping held a fringe meeting at the Labour conference under the title 'Ensuring Jobs For Our Growing Fleet' while companies continue to slash services.

The situation at P&O graphically demonstrates the sort of problems facing all workers such as the lack of consultation or a proper framework of employment rights. This once more highlights the need for RMT to have a political fund in order to campaign against such injustices.

Remember, there is no legal obligation for the employers to hold such a fund and they can lobby politicians as much as they like for changes in the law to assist them increases their profits.

Presently, trade unions do not have this luxury and must leap through many legalistic hoops, such as balloting members, in order to campaign on issues that affect their members.

You will be receiving your ballot form soon, so remember to vote Yes in order to keep up the campaign to defend your interests at work.



John McDonnell MP



RMT general secretary Bob Crow addressed delegates at the TUC congress held in Brighton last month

Joining the RMT Credit Union

IF YOU'RE fed up with impersonal service and poor returns from your bank, why not try your union's alternative – our very own savings and loans co-operative – the RMT Credit Union?

The RMT credit union probably isn't the first place you think of when looking for a new savings account or a personal loan. But perhaps it's time to think again. Credit unions offer members inexpensive, flexible loans, and many pay good returns on their savings accounts too. Last year, £1,000 would have earned you £40 with a decent credit union – or as little as 80p with some high-street providers. And, although credit unions are small players in the financial services world, the movement is growing.



Treasurer Frank Corr: "It's terrific that RMT members will be able to benefit by being part of a democratically run financial co-operative movement."

Who, what, where?

Never heard of credit unions? You're not alone. But there are good reasons why they've spread from their humble origins in the 19th century to a membership of over 100 million worldwide. In the UK, the growth of the movement has been slower than elsewhere in Europe. There are currently around 600 credit unions in Britain, ranging from small volunteer-run organisations to large credit unions covering widespread areas such as the whole of Merseyside or Leeds.

Credit unions are different because they are financial co-operatives, owned and controlled by their members and run for the benefit of their members. Think of them as a more community-based version of a building society. Membership of a credit union is based on the idea of a 'common bond'. This means all members have something in common – our common bond is RMT trade union membership.

Paying dividends

You don't get paid interest on credit union savings in quite the same way as other savings accounts. Instead, you're paid a dividend (which is paid without tax deducted, so you have to declare it on your tax return). By law the most this dividend can be is eight per cent a year.

Unlike big banks, credit unions don't cherry-pick the more attractive high-earning customers – they welcome people no matter how little they have to save. Currently the most you can save is £5,000 (although once we grow large enough we can apply for this to be £15,000 upwards) or 1.5 per cent of the total shareholding in the credit union, whichever is the greater.

Low-cost loans

In a recent study *Which?* magazine found that the best credit unions shame their bigger high-street rivals when it comes to loans too. Despite being relatively small organisations, they still manage to charge rates lower than big players, like Barclays and HSBC. And, by law, they can't charge more than one per cent a month on the reducing balance of the loan (equivalent to an APR of 12.68 per cent). So they can be a particularly good bet if you want to borrow small amounts over a short period of time.

You cannot borrow from the RMT Credit Union until you've built up a history of saving – this can be as little as three months. Aside from this, credit unions take only your credit union history into account when deciding whether to lend you money, and they also loan small sums of money at the same attractive rates. These factors make them particularly good for people who have trouble borrowing money from mainstream lenders.

Members who have been borrowing from doorstep lenders to pay for expenses like Christmas say that the repayments are very high as the interest charged on a loan is almost double the amount of the loan. Members say they would sometimes fall behind in their payments as they were so high. Members are only too pleased that the RMT Credit Union has opened as they can now apply for loans which they

Secretary of the 16-strong Credit Union board of directors Simon Litchfield (right) says that for far too long working people have depended on commercial institutions and sometimes even more unsavoury money lenders for their financial needs.



Our Credit Union has a dedicated team of volunteers and, at the moment, one full time paid employee. Nicky Hoarau (right) is the full time administrator. She says that the project will prove a great benefit to members, "but remember to send in the right documentation!" she said



can afford and manage to save money too.

You must be kidding

Still not convinced that it's worth your while joining a credit union? Well, if the rates on offer aren't enough to make you think again, there are a few more things which make credit unions stand out from their commercial competitors.

For a start, with no shareholders to keep happy, any money left over from running the credit union can be paid back to members as dividends on their savings. You can feel happy with the knowledge that the money you are saving is being used to help other people in your union rather than lining the pockets of fat-cat executives in the City.

Also, credit unions provide free life insurance. If you die before you repay a loan, it will be repaid by the insurance. And if you have a savings account, the insurance can pay out up to twice as much as you have saved.

Unlike lots of mainstream lenders, credit unions do not charge a penalty if you repay a loan early, and there are also no hidden extras to watch out for, like overpriced payment protection insurance. Credit unions also charge interest only on your outstanding balance, rather than the whole amount of a loan.

Finally, as a member of a credit union you have a say in how it's run. All members have one vote, and you can also stand for election to the board of directors. In short, our credit union is for anyone in the RMT, whether you've used up your cash ISA allowance and want to save, or you need a loan.

With the number of financial scandals in recent years, it's fair enough to be sceptical about moving your money to a new institution. Here we allay your fears with answers to some important question.

Q Surely my money is safer in a bank?

A Just because they're often run by volunteers doesn't make credit unions any less secure than any other financial institution. Since July 2002 they've been regulated by the Financial Services Authority (FSA). This means that there are rules about how they must be run, and the key people who run the credit union have to meet the FSA's standards for approved persons. Our credit union has been scrutinised and passed by the FSA. You can raise any queries you may have by calling the FSA consumer helpline on 0845 6061234 or using

the FSA Firm Check at www.fsa.gov.uk/consumer/fcs. Credit unions are also members of the Financial Services Compensation Scheme (FSCS), so if one goes out of business and can't repay members in full, the FSCS will cover you. This is the same as you get with a bank or building society.

Q Aren't credit unions just for poor people?

A Credit unions do offer affordable loans for people on low incomes with few other options, but they can also be a great choice for people with savings. Credit unions don't just exist to serve low-income people, they are more inclusive than other financial institutions, and do their best to make sure everyone in the community they cover can benefit from their services. And there are good reasons why credit unions often pay such good rates on savings. The money credit unions get from their savers is used to lend to its borrowers, so it's crucial that each credit union attracts enough savers to meet members' demands. And the only way to do this is to pay an attractive dividend each year.

Q Won't it be hard to pay money in or take it out?

A The RMT Credit Union takes savings and pays money directly in or out of your bank account, which makes access to your money easy. Bear in mind that credit unions are for savings and loans – they're not a substitute for a current account.

Q What if I have a complaint?

A Like banks and building societies, credit unions must have clear internal procedures for dealing with complaints. And if you can't resolve your problem with the credit union you can take your complaint to the Financial Ombudsman Service (FOS).

Q Would I get a credit union statement each month?

A No, you will not receive a statement each month, but you can access to your account on-line through the RMT web site link box Credit Union. If you do not have access to the web you can call the credit union and ask for a statement and one will be sent to you.

● Join now – see inside back page for how to join

Southampton no 5 branch
**Has nominated and supports
Andy Lister**

**For relief regional organiser
(Southern)
And urges members to give
their support**

Plymouth No 5 branch
Has nominated

**Andy
Lister**
**For relief regional organiser
(South)**

Election of relief regional
organiser (South)

**Newport IOW No 2 branch
Nominates
Andy Lister**

**And asks members to
support him**

Poole & District Bus branch
has nominated

**Andy Lister
For Southern Relief
Regional Organiser**

**And asks members in the
south to support him**

Election of Relief Regional
Organiser (Southern)

**South Devon Bus branch
Nominates
Andy Lister
And would appreciate
support for this able
candidate**

Newport IOW No 3 branch
Nominates

**Phil Bialyk
For South West Regional
Organiser
Andy
Lister
For Relief Regional
Organiser (South)**

Election of Relief Regional
Organiser (South)

**Bournemouth No 3 branch

Has nominated

Andy
Lister**

Salisbury No 3
Nominates

Andy Lister
**For southern relief regional
organiser
And would appreciate
support for this able
candidate**

Eastleigh Workshops
**Nominates
Phil Bialyk
For South West Regional
Organiser
Andy Lister
For Relief Regional
Organiser (South)
and seeks further support**

Election of Relief Organiser
South

**Basingstoke no 2

Nominates

Andy
Lister**

Fareham no 2 branch

**Has nominated

Andy
Lister

Southern relief regional
organiser**

**Election of two organisers
for region 2 & 3 Manchester,
North Wales & North West
Central & North Mersey
branch
Nominates its secretary
John Tilley
to re-elect
Andy Warnock-Smith**

Orpington branch
Nominates

Paul Burton
**for
South East Regional
Organiser
And seeks further support**

Manchester Victoria branch
Nominates

**Andy Warnock-Smith
& Bill Anderson
For region 2 & 3 Manchester,
North Wales & North West
organisers
To continue the excellent
work done**

Manchester Victoria branch
Nominates

John MacDonald
**For Northern relief
organiser
The man sure to do a good
job**

Warrington branch
Nominates

Andy Warnock-Smith
**For election of organiser for
region 2 & 3 Manchester,
North Wales & North West
Re-elect this capable and
experienced candidate**

Miles Platting branch
Nominates

John MacDonald
**For Northern Relief organiser

Simply the best**

Miles Platting branch
Nominates

**Andy Warnock-Smith
& Bill Anderson
For region 2 & 3 Manchester,
North Wales & North West
organisers
And would appreciate
further support**

Manchester South branch
Nominates their secretary

John MacDonald
**For Northern Relief
organiser and would
appreciate further support**

Manchester South branch
Nominates

**Andy Warnock-Smith
& Bill Anderson**
**For region 2 & 3 Manchester,
North Wales & North West
organisers**

Bridgend & Llantrisant branch
Nominates its secretary

Peter Skelly
**For southern relief organiser

And the re-election of
Brian Curtis**

Doncaster branch
Nominates

Allen Heath
**For Yorks & Lincs
Regional organiser
A very important position
that requires Allen's 18
years experience**

Jubilee South and East London
**Congratulates Bobby Law
on being re-elected
unopposed as London
Transport Regional Organiser
And seeks your vote for
John Leach
as LT region Council of
Executives member**

Kings Cross branch
Nominates

Jim Stevenson
**For South East Regional
Organiser
Brian Whitehead
For Relief Regional
Organiser (South)
Why settle for less?**

Aberdeen shipping branch

Nominates

Andy Gordon

For Northern Relief
Organiser
And seeks further support

Glasgow shipping branch
Nominates

Phil McGarry
for Regional organiser
(Scotland and N Ireland)

Andy Gordon
for Northern Relief Regional
Organiser

Glasgow No 5 branch

Phil McGarry
For
Regional Organiser
(Scotland & N Ireland)

And seeks supporting
nominations

South London Rail branch
Nominates

Jim Stevenson
For South East Regional
Organiser

Brian Whitehead
For Relief Regional
Organiser (South)
And Seeks Further Support

South West Midlands Branch
Nominates

A Aitkenhead
For Northern Relief
Organiser

And would appreciate
further support

Stratford No1 branch
Congratulates **Bobby
Law** on being re-elected
unopposed as London
Transport Regional
Organiser and seeks your
vote for **John Leach** as
LT region Council of
Executives member

Bakerloo branch
Nominates our branch
secretary
Brian Munro
For London Transport COE
member
And seeks further support
An experienced organiser
with 100% commitment

Finsbury Park branch
Congratulates **Bobby
Law** on being re-elected
unopposed as London
Transport Regional
Organiser and seeks your
vote for **John Leach** as
LT region Council of
Executive member

LUL Signal, Electrical and
Track branch

Nominates

Willie Devlin

For London Transport COE
member

Willesden Rail branch

Nominates

**Brian
Whitehead**

for relief Southern
Orgnaiser

Exeter No 2 branch
Nominates

Phil Bialyk
For South West regional
organiser
Andy Lister
For relief south organiser
(south)

and urges members to support

Winchester No 2 branch

Are pleased to support

**Andy
Lister**

For Southern
Relief Organiser

Gillingham/Strood branch
Support

Jim Stevenson
For Regional Organiser
And
Brian Whitehead
For Southern Relief
Organiser

Southall, Ealing, Slough
branch

Jim Stevenson
For Regional Organiser
And
Brian Whitehead
For Southern Relief
Organiser

Cinque Ports Branch
Nominates

J. Stevenson
For South East Regional
Organiser
Brian Whitehead
for Relief Regional
Organiser (South)
And asks members to support

Hastings Branch

Nominate
Jim Stevenson
for Regional 9 Organiser

Brian Whitehead
for Relief Organiser South
A Wise Choice

St Pancras branch

Support

Brian Whitehead

For
Relief Organiser South

Morden & Oval branch
Nominates

Brian Munro
For Council of Executive
member in the London
Transport area
A candidate worthy of your
support
Vote Munro No. 1

Vote Munro No. 1

Camden No 3 branch

Brian Munro

For C of E London transport
seat
And seeks further support

Bristol Rail branch
Supporting

Pete Skelly for relief
organiser Supporting
Brian Curtis for Wales
and West organiser

Both Excellent Candidates!
We highly recommend them!

Euro Passenger Services
branch

Nominates
Paul Burton

for
South East Regional
Organiser

Docklands (DLR) branch

Nominates

**John
Leach**

for London Transport region
C of E member

North Staffs branch supports
Allan Aitkenhead
for relief regional organiser
North

John Tilley and to re-elect
Andy Warnock-Smith
for 2 regional organisers
regions 2 & 3 Manchester
North Wales & North West.

Brighton joint branch

Nominates
Jim Stevenson
for South East organiser

And
Brian Whitehead
For southern relief organiser

Neasdon branch Congratulates Bobby Law On being re-elected unopposed as London Transport Regional Organiser And asks members to vote for John Leach for C of E London Transport seat	Deptford branch Nominates Jim Stevenson For South East Regional Organiser And asks members to support	Manchester No 5 branch Nominates Andy Warnock-Smith & Bill Anderson For combined North West organisers And John MacDonald for relief organiser	Paddington No1 branch Nominates Jim Stevenson for Region nine regional organiser And Brian Whitehead for southern relief organiser
Perth No1 branch Is proud to nominate JOHN MCDONALD For Northern Relief Organiser	Central Line West Branch Is proud to nominate Brian Munro as the best candidate for C of E London Transport seat	Hammersmith & City branch Nominates Brian Munro For C of E London Transport seat	Carlisle City branch Nominates Andy Warnock-Smith & Bill Anderson as North West regional organisers And John MacDonald for Northern relief organiser
East Kent Branch Nominates its chair Brian Whitehead For relief organiser And Jim Stevenson for south east organiser	North Clyde branch Nominates John MacDonald For northern relief organiser And Phil McGarry for Scottish regional organiser Re-elect this competent candidate	Piccadilly & District West Nominates John Leach For C of E London Transport seat And Pete Skelly Relief southern organiser	Liverpool shipping branch Nominates Bill Anderson For regions 2&3 Manchester, North Wales, Northwest organiser
Teeside branch Nominates John MacDonald For Northern Relief Organiser	Derby Rail & Engineering Has Nominated Peter Trend For Midlands Region C of E And Urges all members to support this able candidate in the forth coming election	Derby Rail & Engineering Has supported John MacDonald For Northern relief Organiser Whose past experience will be an asset to the membership of this area.	Feltham branch Nominates Paul Burton For South East Regional Organiser And asks members in the South East to support this candidate
Wishaw and Motherwell branch Nominates Phil McGarry as Scottish regional organiser and John McDonald as northern relief organiser	Edinburgh No 1 and Portobello Happy to support John MacDonald For Relief Organiser	Election of Relief Regional Organiser (south) Bournemouth no 3 branch Has nominated Andy Lister	Newport IOW no 2 branch Nominates Phil Bialyk For South West Regional Organiser Andy Lister For Relief Regional Organiser (south) And seeks further support
Election of Relief Regional Organiser (south) Basingstoke no 2 Nominates Andy Lister	Poole & District Bus branch Has nominated Phil Bialyk for South West Regional Organiser Andy Lister for Southern Relief Regional Organiser And asks members in the south for support	Southampton no 5 branch Has nominated and supports Phil Bialyk For South West regional organiser And urges members to give their support	Election of Relief Regional Organiser (southern) South Devon Bus branch Nominates Andy Lister And would appreciate support for this able candidate

RMT opposes move to compromise safety

GOVERNMENT proposals in the rail review to transfer responsibility for rail safety from the Health & Safety Executive (HSE) to the Office of Rail Regulation (ORR) will also affect London Underground, heritage and light rail systems. This controversial move is opposed by RMT which believes that there should be only one safety regulator, who needs to be completely independent of any economic and government pressures.

The problem with the government proposals is that it joins safety and economic regulation together, and creates the potential for safety decisions to be influenced by affordability rather than any degree of risk and the cost of reducing it. Financial considerations could also dictate the timetable for safety improvements, as has happened with disastrous results within the airline industry, which has combined economic and safety regulation.

Commercial pressures

It raises questions as to whether issuing safety certificates to train-operating companies will be more about how little government subsidy they require rather than any safety

arrangements. In addition, as highlighted by Lord Cullen in his 2001 inquiry into rail safety, the creation of a single-issue, single-industry safety body is more vulnerable to 'regulatory capture' – that is, they are likely to fall prey to undue commercial influence.

The purpose of moving the Railway Inspectorate into the HSE in the first place was because a Department of Transport review in 1987 identified that it needed greater support and expertise than they were able to provide. The resulting problems became apparent during the inquiry into the Kings Cross fire. Taking responsibility away from the HSE and moving it to the ORR would simply re-create those same deficiencies.

As part of his inquiry, Lord Cullen also rejected alternative models of safety regulation. While government is now arguing that things have moved on, nothing new has arisen that Lord Cullen did not consider. The latest EU regulatory requirements were well sign-posted and were referred to throughout his inquiry.

The truth is that government has given in to private sector demands for a softer regulatory approach. The case the employers have put forward has often involved blaming HSE safety

demands for their failure to control costs. In reality their spiralling demands for more subsidies have largely been caused by their own incompetence, lack of planning and the fragmented nature of the privatised network.

Weak leadership

Another victim of this fragmentation is safety leadership, which the government has acknowledged remains very weak. This is one of the roles that the Rail Standards & Safety Board (RSSB) was established to undertake, but since its transfer into the joint ownership of the industry some 18 months ago, it has become a virtual hostage of the employers. Much of its work is now the provision of services on behalf of the industry, which theoretically could be undertaken elsewhere.

As a result of the rail review, employers are already being consulted regarding the structure and services provided by RSSB. This has presented them the opportunity to question the need for a separate safety organisation. What employers cannot undertake themselves, they believe can be contracted out, providing them with the opportunity to exert greater control over safety standards.



SAFETY: Staff from Her Majesty's Railway Inspectorate, part of the Health and Safety Executive, at the site of the 1999 Paddington rail crash. HMRI was in charge of the search for evidence as to the cause of the accident, which resulted in the death of dozens of commuters. Under rail review proposals to transfer rail safety to the Office of Rail Regulation (ORR) safety could be compromised by pressure from privateers. Photo: reportdigital©Stefano Cagnoni

RMT – looking after you and yours

Accidents happen...

*...but RMT members
and their families receive
free legal assistance
and 100% compensation*

RMT Personal Injury Service is **free** to members whether the accident happened at or away from work.

It is also **free** to members of your family if they suffer an accident outside of work.

We deduct nothing from your compensation, and nor do we 'cherry-pick' cases
by only running those with a high chance of success.

So if you think you, or a member of your family, may have a claim – contact us now
and help RMT make those who harm our members pay.

FOR FREE LEGAL ASSISTANCE CALL THE HELPLINE

England, Wales and Ireland **0800 587 7516**

Scotland **0800 328 1014**

PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS



Repeal anti-union laws

Bob Crow explains why outdated Tory anti-union laws must go

THE late Labour Party leader John Smith promised rights from day one. We are still waiting. There is nothing in current government thinking on trade union laws that suggests that their minds will be changed any day soon.

This insistence of clinging to outdated draconian Tory anti-trade union laws means that millions of people are deprived of rights enshrined in international law. Last year the United Nations International Labour Organisation said that such discrimination was in breach of the European convention on human rights, which Britain signed in 1950. No wonder that Margaret Thatcher is so proud of Tony Blair.

There has been some progress on winning extra leave for workers and the recognition of the right of trade unions to expel fascists and racists, but we still suffer some of the harshest anti-union laws in the western world.

For instance, employers enjoy the right to sack workers who take strike action after 12 weeks, yet they can bus

in as many managers as they like to break strikes. We must ask the obvious question: why can't trade unionists take similar action in support of their colleagues? In their review of the Employment Relations Act the government also does not propose to change a situation where a staggering 85 per cent of workplaces are excluded from the legal right to union recognition.

While Blair and his mate, the new unelected European Commissioner Peter Mandelson, cheerfully promote EU rules which demand the wholesale deregulation of the economy, they refuse point-blank to implement fully, the social charter that protects the right to organise.

Contrary to popular belief, the proposed EU constitution does not universally protect the right to strike. Article II-28 makes it quite clear that this right shall be "in accordance with national laws and practices".

This illustrates once more that there is a very real need to fight for basic rights and for them to be democratically enshrined in law. In opposition, Labour opposed every single piece of anti-union legislation. If these laws were wrong then, there are wrong now and should be repealed.



PHOTO: Andrew Ward

Rally: The Fight For a Workers' Charter

Organised by the United Campaign For Trade Union Rights

Saturday November 13, 2004, 11am
Conway Hall, 25 Red Lion Square, London, WC1R 4RL

CONFIRMED SPEAKERS: **Tony Benn**, **Bob Crow** GS RMT, Chair of United Campaign **Carolyn Jones** Director I.E.R., **John Hendy** QC, Joint Secretary United Campaign, **Tony Woodley** GS T&GWU, **Mark Serwotka** GS PCS, **Maria Exall** National Executive Council Member CWU, Ass Secretary United Campaign, **Steve Cottingham** OH Parsons, United Campaign Legal Advisers Committee, **Jeremy Dear** GS NUJ

INVITED SPEAKERS: **Ruth Winters** National President FBU, **Rosie Eagleson** GS AMO, **Steve Kemp** National Secretary NUM, **Eddy Grimes** Cooks Engineering Dispute, AMICUS NEC Member, **Judy McKnight** GS NAPO, **John McDonnell** MP

'If the movement does not go on the offensive with its ideas and vision, there will be left a void which is filled only by the ideas and vision of its enemies'

Campaign for Change

Fairness not victim

Buoyed by their success in keeping the Network Rail pension scheme open to new members, the well-attended signallers conference focused on how staff can be open to victimisation and abuse

Safety or assessment?

Safety briefing days are being used as a way of attacking RMT members, conference agreed.

Tim Breed from Staffs branch pointed out that examinations on rules and regulations should be carried out by signal managers and supervisors not on safety briefing days.

"Safety days were not for testing and putting staff under pressure.

"What qualifications have these people firing questions at you on safety briefing days?" he said.

Conference agreed that the original concept was to advise staff of changes to rules and regulations to raise awareness to problems. However, now they were being

changed into an extension of the continuous assessment programmes.

Steve Riggot from Bridgend branch said that questionnaires had been introduced regarding different matters. "I refused to take part and pointed out that that was not what safety briefing days were for," he said.

Conference agreed to call on the union to demand that any continual assessment element is withdrawn from safety day briefings.

Increased pressures

Conference was appalled by the ever increasing pressures put on staff in signalling centres, which is feeding an environment for stress and ill-health. Delegates backed a motion calling on



the union to set up a joint risk assessment working party to look at the high mortality and illness rates using all available data.

Kelvin Eastham from Three Bridges branch said that staff were being forced to fill in forms for every wrong route despite the fact that it was not their fault.

"These are busy routes and the company is clearly trying to save money and bring down delays.

"However, these forms are asking staff to put down their age and other intrusive questions," he said.

He said that increasingly such mechanisms were being used to intimidate and target trade union activists.

"Stress levels are growing due to the introduction of this paper trail and we are literally losing signal staff as a result," he said.

William Dickson from Deptford branch said the motion was a "wake-up call".

He said that some managers were using the procedures to target senior staff in order to get rid of them.

Teeside delegate Peter Pinkney reminded delegates that signallers that worked in small signal boxes also suffered similar stress levels.

Medical mayhem

Abuse, misuse and a disciplinary weapon were just some of the terms given to describe the medical procedures used by Network Rail.

Three Bridges Branch delegate

Dave Crawford informed delegates of recent incidents where branch members suffered the hands of Network Rail. He said the option of using out-of-pocket company AXA PPP instead of keeping welfare issues 'in house'.

Delegates were told that those who attended such briefings then returned to work only to be removed from his service days later and handed over to a healthcare report with the words 'PROGNOSIS – run the risk of imminent death'. Delegates believe that this may be the case anywhere near meeting fitness requirements laid down by Network Rail.

Both statements were supported by others regarding the report that was submitted to the PPP healthcare, the report, stated 'I do not need any restriction on his current employment. He is able to render service with attendance and performance'.

In a further case, a signaller was sent on a medical, clearly showing "having suffered from temporary loss and lack of control". Despite the serious implications 'implied' was left 'on duty'. The signaller was assessed by the medical found to be a total signaller, still at work.

Conference secretary says farewell

AFTER ten years in the job, conference secretary Dave Gott said it was time to hand over the baton to someone else.

Dave said that he had enjoyed his time as secretary and had made good friends over the years. He said that every year seemed to throw up its own set of problems and this year the issue facing members was clearly the threat to the final salary pension scheme.

"Following the magnificent victory in forcing Network Rail to re-open the pension scheme it needs to be hammered home to the membership the dire consequences of allowing Network Rail to shut it down.

"We need to keep members up to speed about the workings of the fund to combat the attitude that it's just one of life's little mysteries we just pay in to each month - this money is deferred wages" he said.

This included the need to continue with the production of newsletters and information from Unity House to educate members on the benefits of a decent pension fund.

"One day management may come for us again and we need to be ready for them," he warned.

Dave welcomed the fact that conference attendance had increased in recent years and said that it needed to continue if signal workers were to defend their interests and build the union.

Dave wished new conference secretary Julian Tansell of Worcester branch all the best. "Ten years ago when I took over from Ken Armson he said to me you can't relax until the last presentation is done at end of conference. Never a truer word was said: good luck," he said.



Organisation



formed conference involving local signallers suffering at the Rail's preferred side medical healthcare all health and house'.
 told of one signaller a medical and work only to be signal box some 13 ded the AXA PPP which stated is a very real risk and 'I do not an comes eting the minimum for signallers as work Rail'.
 along with many is medical never examining doctors mitted to AXA e real unaltered not feel that he on to be applied to ment. He should atisfactory performance'.
 a signaller was the referral form as apparently been orary memory ncentration".
 nature of the d' the signaller When the accused he doctor it was fabrication. The rk is now seeking

legal redress.

Many other delegates reported similar problems with one being forced to take early retirement even though his own GP and consultant could find no reason for him not to continue working and yet another who was only recently removed from his signal box due to a five-year-old medical problem from which he had fully recovered.

Dave pointed out "if a signaller is unfit to continue then he/she should be removed from duty immediately and not two weeks after the medical.

"Just as important 'the real doctors report' should be used when assessing the fitness of signallers for duty and not the fairy story issued by AXA PPP healthcare as at present," he said.

Organise

John Milligan of the RMT organising unit outlined how all members can help build the union by organising and recruiting in the workplace. He

asked branches to draw up a plan for recruitment.

"We need to get facility time to allow local RMT reps to attend induction courses.

"RMT needs to strike home the message that it is the only union with negotiating rights for signal workers and not allow other organisations to mislead new staff," he said.

John also pointed out that Network Rail had agreed to an RMT request for four full-time union convenors and the union plans to lay down a minimum threshold of organisation across the company.

In brief

- Conference called for pay slips to be made easier to understand, clearly showing the number of hours worked, including night-shift allowances, in order to tackle widespread mistakes in calculating wages.
- Conference agreed that the union should pursue a claim for a substantial increase to the south east and London allowances to rectify differences in the cost of living in these regions while accepting that it was not an argument for regional pay.
- Conference agreed that the union should pursue a claim in recognition of the additional responsibility for

members carrying out COSS track duties.

● Conference recognised the reasons why a two-year pay deal was agreed this year, given the threat to the pension fund, but reiterated a policy of supporting single-year deals with no strings.

● Delegates stood for two minutes silence in memory of Willie McGee of Glasgow No 5 branch and Charlie Eager of Great Northern branch.



Tim Breed from Staffs branch



Three Bridges Branch delegate Dave Crawford



North East representative Peter Pinkney

Your pension victory

WITHOUT the steadfast determination shown by RMT members the Network Rail pension fund would not be open today, RMT general secretary Bob Crow told conference.

"The sole reason that the company re-opened the pension scheme, after closing it for new entrants in April, was because RMT members were prepared to take strike action.

"It was not due to great research or a sly strategy devised at Unity House, it was down to you the members," he said. Bob said that it had also sent a message to the employers about the risks of ditching pension schemes.

North east executive representative Peter Pinkney agreed and warned that if the final-salary pension scheme had been closed it would have disappeared altogether within a decade.

"Members should understand that without new blood there is no new money and there is only money going out to an ageing membership.

"You should be proud of what you have achieved," he said.

Bob said that the following two-year deal, which included the re-opening of the scheme to staff with five years service and a 25 per cent discount on travel, was massively endorsed by an 89 per cent yes vote on a 70 per cent turn-out.

"That is the biggest endorsement in the history of the union and formed the basis for further advances" he said.

"It is proof that the employers only listen to the union from a position of strength," Bob said.

Bob said that taking maintenance infrastructure back in-house was also a step forward and the union was also campaigning to get renewals taken out of the hands of the privateers.



The pitfalls of parental leave

PARENTAL leave regulations have been in force since 1999 and allows someone who is either a parent or has parental responsibility to take up to 13 weeks leave in total to care for his or her child. Generally, leave will last until the child's fifth birthday. When the regulation was introduced it was expected as that there was no provision for paid leave, this right would not be widely exerted.

The terms under which it may be used also act as a deterrent to those who would benefit from a more caring scheme. In effect, the minimum leave period permitted is one week. If less than that is requested, it cannot be taken if not all of that time will be used for the care of a child – confused? It is a bit of a catch 22!

Chris Rodway, a male RMT activist, found this out to his detriment when he applied for one day's leave to care for his two-year-old child. His request was declined, so he

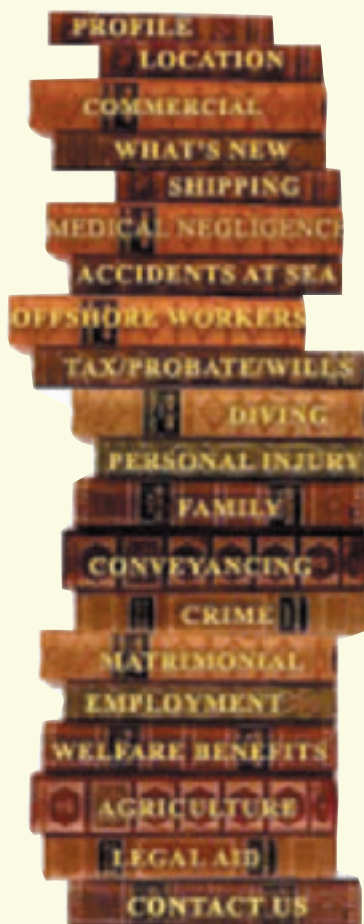
applied for one day's parental leave. This was also declined. As it was essential that he looked after his child on that particular day, he had no alternative but to take the day off. As a result, he was disciplined and lost one day's pay.

Chris took Southern to an Employment Tribunal and won. Unfortunately, the success was short lived, as Southern appealed to the Employment Appeal Tribunal, where they won.

RMT believes that there is an important principle at stake. What is the purpose of parental leave, if so many barriers are erected? The union does believe that the regulations truly reflect the purpose of the original European Directive.

RMT has now lodged an appeal with the Court of Appeal in the hope of overturning the EAT decision.

● For details on parental leave, visit www.rmt.org.uk.



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A message from the RMT General Secretary

I AM determined that RMT is a representative union – one that listens to its members. That is why I am asking you to take the time to respond to this questionnaire. Without your views, we can only guess what you want. The union's membership is reflecting the increasing numbers of women working in the transport sector. Our task is to ensure we adapt and develop to encompass issues important to women. Childcare is one such issue, though not entirely restricted to women as many men are increasingly want to share responsibility.

The union does endeavour to provide childcare at national meetings, e.g. the Annual General Meeting, Grades Conferences and Advisory Committees. But clearly this may not be enough. We need to be addressing what happens at branch and regional council meetings. Branches especially are seen as the gateway into union activity and therefore everything must be done to encourage members, of both sexes, to attend.

We are determined to provide the opportunity to women to participate and are currently trying to establishment regional women's advisory committees. The purpose is to enable women to come together and discuss what affects them in the workplace or in the union. Members of the National Women's Advisory will help facilitate these meetings and will feed your comments through to every level of the union.

I hope you will take the time to complete this survey and ensure that women have their say.

More and more women are joining RMT and we need to do everything possible to encourage them to

A women's place is in the union

fully participate in all the activities of the Union. It is only by active participation that we can claim to be truly representative of women.

A Special Conference was held in May, dedicated to this theme. As a result of that conference and in consultation with the union's national Women's Advisory Committee, the Council of Executives has decided that the best way of determining what our women members want, is to ask them.

Is there something the union can do to encourage women to attend their branches?

Is childcare a problem or are there other factors we need to take into account?

This is what we want to find out from you. In order for us to encourage as many women to take part as possible we are holding a £50 prize draw to be pulled out of all the names of those who take part. It would be much appreciated if you could spare a few minutes to answer the questions below and pop it in an envelope.

**£50
prize
draw**

1. Do you have childcare responsibilities?

Yes ☐ No ☐

2. If yes, please give ages of children _____

3. Have you ever attended a branch meeting?

More than once ☐ Once ☐ Never ☐

4. What type of help with childcare do you require? e.g. crèche facilities, assistance with childcare costs or something else

5. Would you be more likely to attend union meetings if childcare was catered for?

Yes ☐ No ☐

6. What do you think branches could do to encourage women to attend their meetings?

7. What do you think regional councils could do to encourage women to attend their meetings?

8. Have you any suggestions as to how the national Women's Committee could be developed to improve its effectiveness?

Send to RMT, FREEPOST NW3706, LONDON, NW1 3YD

5% discount off Equity Ski holidays !

The RMT has teamed up with Equity Ski to offer a special 5% discount off of our standard ski brochure prices to all RMT members and their direct family.

When you book with Equity, just one price covers the lot so you can expect to save £50-£150 like for like! Plus as we are direct-sell, there's no travel agents commission to pay! It's convenient and unbelievable value.

The all-in price includes:

- Flights • transfers
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Discounts are available for any ski services not required.

There are over 30 resorts to choose from in France, Italy, Austria and Switzerland with flights from Gatwick, Stansted, Manchester and Bristol. Our knowledgeable and experienced staff can recommend suitable resorts and answer any queries.

The following are a few examples of the offers available:

DATE	RESORT	HOTEL	BROCHURE PRICE	RMT PRICE
9th Jan 04	LE CORBIER	LE MONT CORBIER	£633	£601 all-in
26th FEB	MAYREHOFEN	CHALET WEGSCHEIDER	£622	£591 all-in
20th MAR 04	CLAVIERE PASSERO	PELLEGRINO	£661	£627 all-in

The Next Step:

Call on 01273 299299 and quote RMT or visit equityski.co.uk. We'll be delighted to send you our latest ski brochure where you will find all our resorts, hotels and chalets fully featured.

Unions for Cuba!

THE TUC and Cuba Solidarity Campaign will host a major Unions for Cuba conference at Congress House in London next month.

At least 15 Cuban trade unionists, including a representative of RMT's sister transport union in Cuba, are confirmed for the event.

This is the second such conference, the first, in October 2001, was a major success, attracting more than 350 delegates and representatives from 13 Cuban trade unions.

The conference will build on links between Cuban and British unions and feature speakers from both countries.

Workshops and Q&A sessions will provide delegates with opportunities to meet Cuban trade unionists and ask questions on all aspects of Cuban society and politics, and – at an evening fiesta – celebrate and enjoy Cuban music, culture and achievements.

Blockade

For 45 years Cuba has suffered a US blockade – the longest economic blockade suffered by any country in the world. This blockade has cost the island more than US\$72 billion, and restricted its ability to import food and medicines for its people.

In spite of the hardships the blockade causes, Cuba is admired worldwide for its remarkable achievements in health, education, development, and the international support it has offered to others throughout the world.

Support from British trade unions is vital

Recent measures by the US against Cuba mean that trade union support for the island is more vital than ever. In June, the Bush administration introduced dangerous new measures designed to increase the suffering of the Cuban people and force a change of government and policies. Most worrying of these include the use of military aircraft to broadcast propaganda into the country, and dedicating US\$59 million to a global media campaign aimed to discredit the Cuban tourist industry and further devastate the island's economy.

Despite US attempts to isolate Cuba, the British trade union movement has a proud history of internationalism and solidarity with Cuban workers: through twinning, exchanges, material aid, and campaigning to defend Cuba from US aggression.

Unions for Cuba 2004 aims to build on this tradition and the renewed support

for Cuba from within the British trade union movement, and to set the agenda for future solidarity work. It is hoped delegates will leave inspired to find out more and to use their influence to ensure that the British government distances itself from aggressive US policies towards the Cuban people.

Encouraging RMT delegates to attend, General Secretary Bob Crow said: "The trade union movement has a proud record of supporting Cuba and with the heightening of US aggression there has never been a greater need for our movement to provide assistance to the Cuban people. The November 6 conference will be a vital platform for setting the agenda for future trade union work for Cuba."



SOLIDARITY: Cuban trade union leader Pedro Ross, addressing TUC congress this year



THE TUC AND CUBA SOLIDARITY CAMPAIGN INVITE TRADE UNION MEMBERS TO THE UNIONS FOR CUBA CONFERENCE AND FIESTA ON SATURDAY 6 NOVEMBER 2004, AT TUC CONGRESS HOUSE LONDON, 10 AM-5PM. EVENING FIESTA 8PM

Featuring guest speakers, workshops, and many opportunities to meet Cuban trade unionists and ask questions on all aspects of Cuban society and politics, engage in debate, forge friendships, discuss and share ideas, and – at the evening fiesta – celebrate and enjoy a night of Cuban culture.



Unions for Cuba is open to all trade union delegates and the conference fee is £30, which includes lunch and a ticket to the evening fiesta featuring live music from Cuban bands. To register complete and return this form to CSC, or call 020 7263 6452 for a leaflet.



DELEGATE REGISTRATION FORM

☐ Please register me as a delegate for the Unions for Cuba Conference on 6 November 2004

Name _____

Address _____

Town _____

Postcode _____

Telephone _____

Email _____

I am a nominated delegate from (name of your trade union) _____

please specify national/regional/branch _____

Delegate fee £30 (Delegates' fees include lunch, tea/coffee and entrance to the evening *Fiesta for Cuba*)

☐ I enclose a cheque for £30 made payable to the 'Cuba Solidarity Campaign'

Affiliate to CSC

☐ My branch/region is affiliated to the Cuba Solidarity Campaign

☐ Please send me information about union affiliation to the Campaign

PLEASE RETURN TO: CSC, c/o Red Rose Club, 129 Seven Sisters Road, London, N7 7QG
Tel. 020 7263 6452 Fax 020 7561 0191
Email: campaigns@cuba-solidarity.org.uk

RMT opposes EU proposals for rail privatisation

RMT has submitted a critical submission on the European Union's so-called third railway package, which proposes to extend the privatisation of rail networks and introduce an EU train driving license.

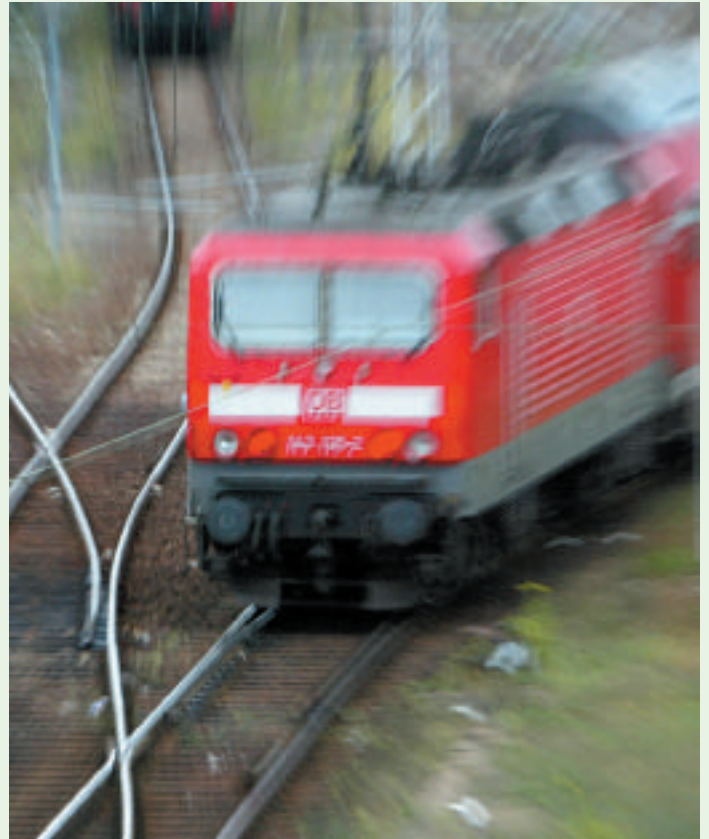
The union pointed out that the privatisation of the UK rail network has brought chaos, delay and multiple interfaces, resulting in a waste of public resources.

RMT's disagreement with the European Commission's policy of "liberalising" European rail industries, as expressed in their first two rail packages, is well established.

All these measures will lead to the privatisation and fragmentation of national rail systems, replacing them with high speed freight and passenger lines dedicated to servicing "just-in-time" production for the "globalised" economy.

"The unelected European Commission is pressing ahead with privatisation under direct pressure from the World Trade Organisation, the International Monetary Fund and World Bank. Proposals contained in the third railway package are also in line with the policies of the General Agreement on Trade and Services (GATS)", the submission says.

RMT said proposals to amend Council Directive 91/440/EEC to further open up European rail networks to private sector interests will be detrimental to passengers and rail workers. Brussels proposals for train crew to require an EU license to operate cross-border services within the next ten years will lead to an increase in cross-border working without any real social protection from the kind of social dumping that has occurred within the road freight and shipping industries.



PRIVATISATION: German rail operator Deutsche Bahn (DB) has demanded and increase in working hours from staff and plans to raise ticket prices by an average of over three per cent before privatising the network.

Plan advances for Bayonne-Liverpool route

MARSEILLES-based MBS has developed a plan for a new route from Bayonne, south-west France to Liverpool. The route, which is expected to be established before the end of the year, is awaiting the go-ahead for short-sea route subsidies. If all goes according to plan, a freighter will be chartered in November.

German parliament rejects floatation of state rail firm

THE German parliament has voted unanimously against the entry of Deutsche Bahn (DB), the state-owned train operator, onto the stock exchange. The vote was taken against the opinion of Social Democratic government-appointed "committee of experts" that favours opening DB's capital

ahead of full privatisation. Many MPs do not oppose privatisation but want DB to return to profit before any sell-off. DB is demanding an extension of the working week to 40 hours from the present 38.5 hours without extra pay and cuts in performance payments. DB, Europe's largest rail operator employing almost 250,000 people, has already shed over 150,000 jobs.

Norway to open passenger traffic to competition

ARRIVA and First are competing to take over Norway's state rail passenger network when passenger traffic is opened to competition next year following the UK, Germany, Sweden and Denmark and European Union rules. The British companies, France's Connex and Keolis, a Norwegian operator and a Danish firm are bidding for the

profitable 123-km route that links the capital, Oslo to Gjøvik, which carries 1.4 million passengers a year. The Norwegian government is considering privatising the country's two most important main line routes between Oslo, Stavanger and Bergen.

French rail unions slam restrictions on right to strike

FRENCH unions have reacted strongly to the conservative government's "minimum service" proposals to force transport workers to stay on the job during strikes. Eight rail unions slammed the proposals as a restriction on the right to strike and threatened industrial action if they are adopted by the government.

The government committee also suggested that unions be required to notify employers 10 days ahead of industrial action - twice the current five days. It

recommended that unions be required to negotiate during the first seven days of the 10-day period before walking off the job and that each worker intending to strike indicate as such 48 hours before a strike.

Spanish court demands 117 years gaol for shipowner

A SPANISH prosecutor has demanded 117 years imprisonment for the owner of a vessel that sank with the loss of the lives of 37 illegal immigrants. The shipwreck, on October 25 2003 in the Bay of Cadiz, caused the worst ever loss of life recorded in Spanish history for this type of incident. The prosecutor asked the court to sentence Hamic Chejchij, the Moroccan owner of the vessel, to three years imprisonment for the manslaughter of each person on board plus six years for infringing Spain's immigration laws.

Education in the Midlands

OVER the past few years the Midlands regional council has initiated an education programme designed to equip reps with the latest information and techniques to improve representation available to members.

Regional organiser Ken Usher explained that training begins with newly-elected reps attending the TUC ten-day course, explaining that the office did not wait for members to apply for these courses.

"As we are involved in scrutinising nomination forms we can allocate new reps to the first available course within weeks," he said.

The regional office work closely with the TUC to tailor courses at Sandwell College for reps. The regional organiser and the local RMT tutor also attend to give new reps an insight into the workings of the union.

The regional council has appointed education officer Paul Walker to liaise with the office and branches and assess what training needs are required. The union has also organised special one day schools for stage one disciplinary advocates, negotiating skills, recruitment and retention, public speaking. Courses covering the Working Time Directive and other advocacy courses are also planned.

"The one day schools are designed to cover specific areas which cannot be covered by the TUC courses," Paul said.

Many company council reps have attended the stage-two TUC course and found it very rewarding, indicating that they wish to take advantage of additional education opportunities.

The fact that the region has a member of the union's panel of tutors, Dave Jones, working in the office makes it much easier the organise specialist courses.

"It really doesn't matter how many are on a course, we can now provide one to one training if required," said Dave.

Ken Usher sums up the region's attitude towards training: "Our members deserve the best possible representation and that can only be provided by trained, confident reps, we like to think that our programme fills the gap between TUC courses and the unions own national scheme," he said.



TUTOR: RMT tutor Dave Jones can provide one to one training in the office if required



A real catalyst for change

CATALYST'S recent initial report on the future of our railways has caused a lot of interest and once more exposed the chaotic nature of the privatised network. I recently spoke at a Labour Party fringe meeting hosted by the think-tank in Brighton. The packed event was another sign that transport policy and the railways in particular are moving rapidly up the political agenda.



There is now a near-universal consensus that the Tory privatisation of the railways was a disaster. But it is also becoming clear that the government has yet to find a lasting solution to the problems this legacy has created.

The logic of the situation, as revealed by welcome responses such as Network Rail's decision to bring maintenance back "in house", appears to point toward the inevitable re-integration of the industry under public ownership. There is mounting evidence that the fragmentation of the industry and multiplication of commercial interfaces is a key factor in escalating costs. But there is no widely accepted or agreed route-map towards extending public ownership further, nor is it clear that the political will exists to take this process to its logical conclusion.

I believe that it is necessary to present an alternative vision to privatisation and the under-invested state enterprise known as British Rail. While I am loathe to use the hideous term 'third way', there is growing support for a publicly-owned, publicly-accountable set-up which provides a real transparent partnership between those who work on the railway, those who use it and the government. In fact, this template could be employed for all our transport needs.

Unfortunately, progress on the government's alleged integrated transport strategy – which pledged a major "modal shift" of passenger and freight traffic from road to rail – has been frustrated by the continuing problems of the inefficient and unresponsive privatised network.

Recent attempts to come to grips with this problem, most recently the "streamlining" of regulation proposed in the rail white paper, have left its central problems of fragmentation and private sector profiteering largely untouched.

However, there are immediate steps, highlighted by Catalyst, which could be taken to bring down costs and prove popular with a weary public that has suffered so much under privatisation. This includes direct public ownership of Network Rail for clearer accountability to the public interest and better value for money through reduced borrowing costs. The reintegration of track renewals work could extend the significant savings and reductions in delays already achieved by Network Rail bringing maintenance "in house". A moratorium on the costly refranchising of train operations to the private sector and taking them back in house as franchises expire could emulate the success of South Eastern Trains after it was taken back into the public sector.

One of the most urgent reforms required is the regulation of the rolling stock companies who, despite mixed performances, are currently converting colossal public subsidies into staggering profit margins of 30 to 40 per cent.

Tough and independent safety regulation must be maintained and not dangerously subordinated to questions of cost as proposed in the government's White Paper.

Catalyst's work in this area will continue over the months ahead, with further research, and events and the publication of a final report early next year. This important work could indeed prove to be a real catalyst for change for the better.

● For more information please contact the Catalyst on 020 7733 2111 or go to www.catalystforum.org.uk

TONY DONAGHEY



Tony speaking at Labour Party fringe

NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



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Surname		Address	
Forename(s)			
Home phone			
Mobile phone		Postcode	
Email address			
Date of Birth		National Insurance Number	

2 Your Employment.

Employer*		Location	
Job Description*		Part Time	YES ☐ NO ☐

* See guidance leaflet. You can also call our freephone helpline 0800 376 3706 for advice.

3 Sex.

Male ☐ Female ☐

4 Ethnic Origin.

White ☐ Black African ☐ Black Caribbean ☐ Black Other ☐
Pakistani ☐ Indian ☐ Chinese ☐ Bangladeshi ☐ Irish ☐ Other (please state)

5 How do you wish to pay.

Direct Debit (you must complete form below) ☐ Your Pay Number
Paybill Deduction (complete separate form) ☐

6 I undertake to abide by the rules now in force or those that are adopted.

Your signature Date

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Name & full postal address of your Bank / Building Society Originator's ID Number 971745



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		Bank / Building Society Sort Code	
Postcode		National Insurance Number (RMT office use only)	
Account holder's name(s)			

Normally your payments are made once a month to RMT. If you prefer to pay 4 weekly instead please tick ☐

Instruction to your Bank / Building Society: Please pay RMT Direct Debits from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee (printed below). I understand that this instruction may remain with RMT and, if so, details will be passed electronically to my Bank / Building Society.

Your Signature(s)

Banks / Building Societies may not accept Direct Debit Instructions for some types of accounts.

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Joining RMT couldn't be easier

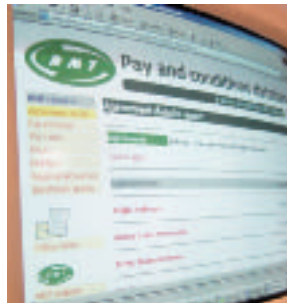


As part of RMT's aim to increase membership, head office has endeavoured to make joining the union as easy as possible. New members who wish to pay by direct debit can join the union on line or by telephoning our freephone members helpline 0800 376 3706 or by filling in the application form on the opposite page.

"As endorsed by the Annual General Meeting, our aim is to increase our membership base to 100,000 and I see this as an important aid to helping us achieve this goal. Help us to build this great union of ours by encouraging new members to join" says Bob Crow.

On-line

In January, the union launched the on line service and so far over 500 new members have joined by this method. Anyone with access to the internet and paying by direct debit can simply visit www.rmt.org.uk and click on Join RMT in the header or menu and follow the step-by-step process. No forms are required and a welcome pack and membership card will normally be sent the following working day.



Payment over the telephone

The union has also introduced the ability to join over the members' helpline. RMT can now take new membership details and set up direct debits with welcome packs and membership cards also despatched the following working day.

The helpline now has the ability to transact credit and debit card payments. Any member wishing to make a single contribution instead of cash, or anyone who wishes to make up arrears can now just pick up the phone and dial the helpline on freephone 0800 376 3706.

Webshop

You can also purchase RMT regalia by phoning the helpline or log on to the RMT website and visiting the web shop.

Keep your membership details up to date

Help us to help you to keep your membership details up to date. This is very important because if we have to write to you or carry out a ballot on important work-related issues it is essential that we have your job, grade and location accurately described. This can be done in a variety of ways:



- View and change your own details on-line by visiting our web site and logging on to the members area
- Advise your branch secretary who can also change details on line
- Telephone the members Helpline 0800 376 3706
- Telephone your regional office
- Complete and return the tear off slip in your diary

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			With Protection	Without Protection	With Protection	Without Protection	With Protection	Without Protection
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		Total	£25,322.20	£19,001.66	£22,208.45	£17,811.18	£19,514.13	£16,668.97
6.9% APR	£10,000	Monthly	£199.14	£149.44	£245.11	£196.58	£359.87	£307.40
		Total	£16,727.60	£12,552.26	£14,706.27	£11,794.41	£12,955.07	£11,066.24
6.9% APR	£5,000	Monthly	£99.57	£74.72	£122.56	£98.29	£179.94	£153.70
		Total	£8,363.77	£6,276.12	£7,353.08	£5,897.21	£6,477.50	£5,533.11
9.9% APR	£3,000	Monthly	£65.30	£49.00	£78.53	£62.98	£112.49	£96.09
		Total	£5,484.57	£4,115.63	£4,711.50	£3,778.61	£4,049.41	£3,458.99

Typical example: If borrowing £5,000 over 3 years, the monthly repayment, payable by 36 monthly instalments, with Payment Protection, will be £179.94 at a typical rate of **6.9% APR**. Total repayment over the loan term: £6,477.50. If borrowing £5,000 over 3 years, the monthly repayment, payable by 36 monthly instalments, without Payment Protection, will be £153.70, at a typical rate of **6.9% APR**. Total repayment over the loan term: £5,533.11. Amounts shown may vary by a few pence.

Phone
**0800
591 682**
quoting 791/1265

Lines open Mon to Fri 8am – 9pm,
Sat 8am – 8pm and Sun 9am – 6pm.

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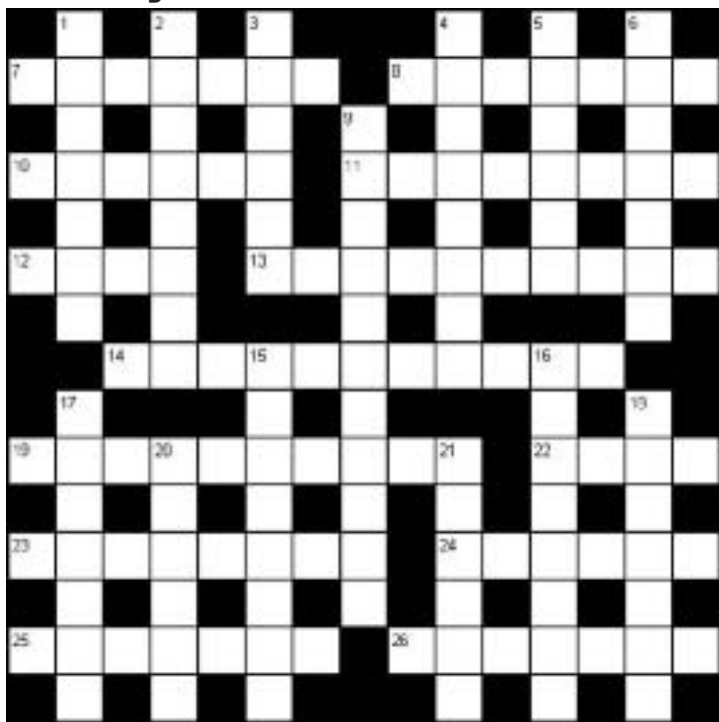
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£25 Prize Crossword No. 8

set by Elk



Send entries to Prize crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by November 1 with your name and address. Winner and solution in next issue.

ACROSS

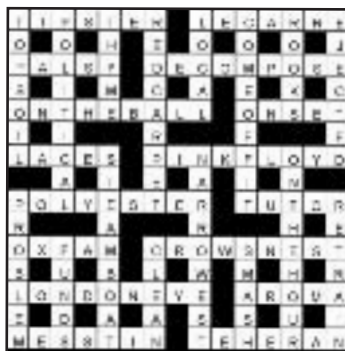
- 7 Type of bet, on win and place (4,3)
- 8 Public ownership of rail would be, and Johnny-no-mates definitely isn't (7)
- 10 Roughly torn (6)
- 11 Hills, Hundreds or railway (8)
- 12 Land-locked body of water (4)
- 13 One who oversees ballots (10)
- 14 Nothing much to do (2,1,5,3)
- 19 Sticky, sugar-spun confection, possibly bought in 9 (5-5)
- 22 Mother's is best (4)
- 23 MRSA, for example, as commonly known (8)
- 24 Ship's kitchen (6)
- 25 Not a dark beer, but not a lager either (4,3)
- 26 Common herb, often used in white sauce to go with fish (7)

DOWN

- 1 Home of Popes (7)
- 2 Consignment, especially sent by sea (8)
- 3 The Doctor's transport (6)
- 4 Doctor who talked to animals (8)
- 5 London terminal for West Coast Mainline (6)
- 6 Show your ticket here (7)
- 9 Yorkshire resort and conference venue (11)
- 15 Drowning? You'll need one of these (8)
- 16 Most agile, light and quick (8)
- 17 Without artificial input (7)
- 18 Inactive agent - on a long-haul train or under the rail? (7)
- 20 After steam, before all-electrics (6)

21 Red or green, do what it says (6)

Last month's solution



Winner of prize crossword No. 7 is S Nelson-Jones from Dunstable

Young or Old - Defend Your Pension

By Ron Dorman

Democrat Press Price £1+p&p

RON DORMAN'S 2003 publication *Young or Old - Defend Your Pension* has been updated in light of recent events. It draws attention to incomprehensible government policies of increasing the retirement age and refusing to increase pensions in line with earnings. It also draws attention to the influence of European Union treaties on pension funding and provides the reader with a wider view of pension issues. The booklet encourages the reader to use the forthcoming referendum on the EU constitution as a means of protecting pensions.

New Labour has presided over the undermining of occupational

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pension schemes, while claiming to do the contrary, with the abolition of Tax Credits in 1997 being the first act of destabilisation. Means-testing of state provision and refusing to restore the link with earnings while good occupational schemes are closed, means future generations will see pension provision as a futile exercise. Upon election in 1997 Tony Blair asked Frank Field to examine pensions and 'think the unthinkable'. He was soon despatched to oblivion, presumably for doing that very thing. Unfortunately for many of the current working generation and future generations of pensioners, this government is doing the unthinkable and presiding over policies which have decimated occupational pensions and the continued diminution of the basic state pension.

Occupational pension provision is overly complicated and the government claims to be seeking simplification. However, there is no substitute to a good basic state pension available to all, set at a level which allows everyone to continue the third age in dignity not poverty, not means testing against some artificial standards determined by a Chancellor with a passion for smoke and mirrors and a party more interested in short-term spin than long-term impact.

If this booklet encourages more people to put pressure on government to move away from its current ruinous course then it will have achieved its main aim of improving pensions for all.

NICK COLE

Available priced £1 from: The Campaign Against Euro-Federalism, 57 Green Lane, Merseyside, CH45 8JQ. Tel 0845 456 1831.



Stop the war in Iraq

By **TOMMY SHERIDAN MSP**

I'VE KNOWN Rose Gentle since our teenage years together, running about the Pollok housing scheme on the south side of Glasgow. We enjoyed our teenage years which were full of hope before the dark years of Thatcherism set in.

Rose went on to be a mum and a community activist, fighting hard over the years against the poll tax, warrant sales and closures of community facilities. She is now at the forefront of political activity but through no choice of her own. In fact, Rose would give her right arm not to be politically active just now if she could still have her son Gordon by her side.

Young Gordon Gentle was blown to pieces while sitting in his British Army vehicle as a member of the Royal Highland Fusiliers on a tour of duty of

Iraq. He was a son to be proud of. Tall, dark, handsome and extremely well-mannered, that his short life has been so tragically cut short is a scandal.

The truth is neither Gordon nor any other British soldiers should be in Iraq. They were sent there on the basis of a lie and they continue to occupy that country illegally.

Rather than fall apart, Rosy has decided to invest her anger in a campaign to save other parents from going through the same pain. Rose Gentle has launched a petition calling for all British troops to be returned home by Christmas this year. She has asked the people of Scotland and the UK to come to her housing scheme of Pollok on 30 October to march behind the banner demanding the withdrawal of all British troops before 25 December this year.

There are those who claim it

would be irresponsible to leave Iraq now because it could descend into chaos. But there are even more others who point out that Iraq is already in chaos and that chaos was of our making, along with the United States.

The bitter truth is the US and British troops are part of the problem in Iraq today, not part of the solution. We supported George Bush's illegal invasion of a sovereign country. None of us who opposed this illegal invasion had any time for the tyrant Saddam Hussein. In fact, the left were opposing Saddam Hussein while the British and US governments were arming, financing and supporting him to the hilt.

Remember, while Saddam was fighting Iran he was in Douglas Hurd's words, "a man we can do business with". We sold him guns at discounted rates. The weapons used against the Kurds in 1988 were manufactured in factories built by British companies.

We will take no lectures from anyone on the right in social responsibility. However, Saddam Hussein presented no

threat to his neighbours and if he did, why did none of his immediate neighbours apart from Israel support the actual invasion? He also possessed no weapons of mass destruction, let alone weapons that could be unleashed at 45 minutes' notice.

Tens of thousands of innocent Iraqis have been crushed in so-called "precision bombing". Over 1,000 US soldiers and almost 100 British Army personnel have paid Tony Blair's "blood price" with their own lives.

I make no apology for challenging Tony Blair to send his own sons to Iraq if he feels the cause is so noble. I demand he stops sending the sons and daughters of working class people to an early grave in the name of Bush's war for oil.

I support Rose Gentle and her family and friends' campaign to secure the withdrawal of all British troops. I appeal to those who believe in peace, democracy and solidarity to come to Pollok in Glasgow on Saturday 30 October to demand the withdrawal of British troops.

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Edwards Duthie Solicitors has a special affinity with trade unions, their members and officials. We have advised union members and their families for some 22 years, to the point where we now serve some 40,000 members across 230 branches nationwide. We have a dedicated team which serves RMT members, their families and friends. Unlike our competitors, we offer a full range of legal services, many of which are free or heavily discounted for union members :

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East Ham branch

Nominates

**John
Leach**

for London Transport region
C of E member

**Ashford No1 branch
Supports
Jim Stevenson
for South East Regional
Organiser and
Brian Whitehead
for Relief Regional
Organiser (South)**
The men to do the job.

Election of Regional
Organisers
**Croydon No1 have
nominated
Jim Stevenson
for South East
&
Brian Whitehead
for southern relief**

South East Essex branch
**has nominated
Brian Whitehead**
for the new post of Relief
Regional Organiser (southern)
and urges ALL members
to support & vote for this
experienced, capable and Long
serving RMT activist.

Nominate your delegate to AGM 2005

The Annual General Meeting is the "supreme government of the union", deciding union policy and scrutinising the decisions taken by the Council of Executives.

Next year's meeting will be bigger than this year's, by five delegates. The number of delegates will increase from 56 to 61, thanks to the increase in the union's membership.

The AGM is to be held in Exeter, at the Thistle Hotel, from Sunday June 26 to Friday July 1. Branches have been asked to make their nominations for delegates by December 8 2004. So, if you are interested in attending the AGM as a delegate, get along to a branch meeting and find out more. You need to have been a member of the union for at least five years by the end of next year; be employed; and be under 65 years of age.

Last year's AGM had only one woman delegate. The meeting decided to commission a study to find out why women do not participate fully in the union in this way. So, if you are a woman considering standing for election to the AGM, you may get extra support and encouragement from your branch.

Once nominations have been made, if there is more than one nomination for a delegate place, elections will be held. The ballot will open on December 16. Ballot papers are sent out to branches, votes are taken at branch meetings and the papers returned to Electoral Reform Services, the independent scrutineer that oversees the union's elections. The ballot will close on Wednesday January 26, so you will know whether or not you have been elected by the beginning of February – giving you plenty of time to arrange your time off work to attend.

For further information about the role and function of the Annual General Meeting, see Rule 3 in your RMT Rule Book or on the RMT website, under 'Constitution'.



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Honouring Samuel Plimsoll

AUGUST 2004 was the 75th anniversary of the unveiling of the memorial to Samuel Plimsoll, known as the 'sailors' friend', who was responsible for saving the lives of countless merchant seafarers. Plimsoll tirelessly campaigned for the introduction of safe loading marks on all merchant vessels throughout the world.

The monument is situated on the Victoria Embankment in London, near Embankment tube station, towards the Houses of Parliament, where Plimsoll, Liberal MP for Derby from 1868 to 1880, famously described MPs who opposed reforms in the Merchant Shipping Bill in 1875, as 'villains'. During the debate he shook his fist at MPs, for which he was formally reprimanded for 'disorderly and violent behaviour' by the Speaker.

Samuel Plimsoll published his renowned book *Our Seamen – An Appeal* in 1873.

The contents were sensational, revealing many authenticated examples of shipowners who bought cheap unseaworthy vessels, overinsured them and their cargoes, then overloaded the ships and sent them to sea undermanned, with the hope that the vessel would be lost or wrecked. These ships were known as 'Coffin Ships' or 'Rotten Ships'.

Copies of the book were given to every delegate at the 1873 TUC in Leeds, as well as to all MPs and the public bought tens of thousands of copies published by the TUC.

Later the same year the Aberdeen Line launched a wool-clipper and named it the Samuel Plimsoll. The ship was an iron sailing vessel and traded until 1902, classified by Lloyds Insurers as 'A1'.

In Parliament, Disraeli's delaying measures and opposition to the reforms were challenged by Samuel Plimsoll, who used 'obstructionist' procedures and fought every corner to ensure that The Unseaworthy Ships Bill was passed in August 1875 and provided for a Loadline to be marked on every ship registered after 1876.

It soon became known as The Plimsoll Line and was embodied into law by the 1876 Merchant Shipping Act, although it was the 1894 Merchant Shipping Act that finally confirmed Plimsoll's victory for seafarers



and their families.

Havelock Wilson, founder of the National Amalgamated Sailors and Fireman's Union shared the same commitment to improving the conditions of Merchant Seamen as Samuel Plimsoll, and they became close associates.

Samuel Plimsoll became the first President of the NAS&FU from 1888 to 1893. He died in Folkestone in 1898.

It was under Havelock Wilson's leadership of the National Union of Seamen that the Embankment memorial was commissioned and those attending the dedication in 1929 included family members and representatives from trade unions, government officials and shipowners.

The inscription on the bronze shield reads: "Samuel Plimsoll Born 1824 Died 1898, Erected by the members of the National Union of Seamen in grateful recognition of his services to the men of the sea of all nations".

STUART HISLOP

Bob Hutton

FORMER NUR executive committee member Brother Bob Hutton passed away last month at the age of 75.

Starting as a telephone lad at 14 years of age, Bob saw service in various grades in the railway industry within the operating grades, goods and cartage, railway owned docks and as a trackman on the Permanent Way.

Bob, a member of Bensham and Tyneside No. 2 branches, held many branch positions including chairman and treasurer. He also held the following positions at various times in his trade union and labour movement career:

NUR Committee Member to the North East Coast Conference (Docks)

NUR Member National Joint Committee for Teemers and Trimmers (Docks)

Secretary to Gateshead and District Joint Branches President, Vice-President & E.C. Member of Newcastle District Council Delegate and Executive Committee member as various Grades Conference Secretary to Gateshead and District Widows and Orphans Fund

E.C. Member Gateshead Labour Party Vice-President of Gateshead and District Trades Council

Deputised for Secretary County Association of Trades Councils at the Annual Conference of Trades Councils 1980

Nationally, Bob was elected to the NUR Executive Committee for the years: 1971-73 and 1977-79 (Goods and Cartage, Docks and Marine Groups) 1983-85 (Permanent Way, S & T and OHL Staff)

OBITUARIES

Willie McGee Former Glasgow 5 Branch Secretary

MEMBERS will be saddened to learn of the death of Willie McGee, the former Glasgow 5 Branch secretary, aged 51 years. In addition to being a Branch Secretary, Willie was a former sectional council chair and a leading activist for signal workers in Scotland both as zonal representative and a member of the Railtrack national council. A widely respected activist and negotiator, Willie played a major role in the signal workers dispute in 1994 both in Scotland and on a national level.

Phil McGarry, Scottish Regional Organiser, said: "The union in Scotland has lost one of the most outstanding activists of recent times. Willie worked hard for union members, kept a cool head even in tough negotiations and commanded respect both amongst union members and the management. We shall miss him greatly especially in the light of the recent death of his colleague and friend Pat Devitt," he said.

The packed funeral was attended by trade union colleagues from the Glasgow signalling centre, regional organisers Phil McGarry and Ian Macintyre and family and friends.

Pat Devitt Former Glasgow 5 Branch Secretary

PAT DEVITT former Scottish sectional council chair and for many years the Glasgow 5 branch secretary has passed away aged 73. A lifelong union activist and communist, Pat held numerous posts on behalf of the union and represented hundreds of members over the years. Pat was a leading figure for the union in Scotland, and was one of the sacked Glasgow central guards in the 1985 dispute.

Ian MacIntyre, himself a former Glasgow 5 branch secretary and now regional organiser, said: "We have lost a true stalwart of the trade union movement and RMT in particular. Pat was my mentor as he was for many other activists and the work that he put in for his colleagues over the years was incalculable. "Pat set a shining example to other trade union activists on how to conduct business on behalf of the union and have been lucky to know and work with him," he said.

The well-attended funeral at Clydebank crematorium was followed by a celebration of his life with family and friends at the Duntocher Hotel where many colleagues, family and friends raised a glass or two and sang songs in accordance with Pat's wishes.

George MacPherson

BROTHER George MacPherson passed away on July 29, age 57, after a short illness.

George was the guards LLC rep at Sterling and was well respected by his colleagues for his helpfulness. This was returned by George as he was also one of the mentors training several of the new recruits at the depot. He started on the railway in 1977, joining the NUR and remaining a loyal member until his untimely passing. He will be sadly missed. He is survived by his son George and his partner June.



Alan is driver of the month

RMT bus driver member Alan Rolls was chosen as driver of the month at Yeovil Bus recently and was presented with shop vouchers worth £200 by First, Avon and Somerset.

Alan has worked for at Yeovil Bus for nine years and is a family man with one son and two daughters. Before he joined the company he was a long distance lorry driver. He recently passed his MVQ.

RMT branch secretary Mike Wade said that Alan is very popular with his passengers as he drives regular routes 212 and 216; Yeovil to Dorchester. "He was very pleased to receive this award but just a little embarrassed," Mike said.

RMT members ride to raise £500 for war memorial charity

RMT MEMBERS raised over £500 by taking part in a charity bike ride last month in aid of the Merchant Seamen's War Memorial Society.

Riders set off on a beautiful autumn morning from Cranleigh village in Surrey on the Down Link route, via the South Downs, to the south coast. Special mention must go to Jimmy Harrison, a seafarer living at a home provided by the MSWMS having lost a leg in an accident at work. He completed a massive 25 miles, before he was convinced to rest up.

The ride was also supported by RMT Royal Fleet Auxiliary convenor Dave Leonard, who is also a trustee of the society. Dave decided to take part in the event "in a moment of madness" even though he had not been in training. He said that the spirit of all the participants and support volunteers was a great encouragement. "Everyone got on remarkably well and genuinely enjoyed the occasion," he said.

Organiser and RMT member Terry Grimwood said that he was delighted by everyone's efforts and look forward to an even bigger event next year.



LONG SERVICE: Bob Crow presents Central Line train driver rep Gary Weston and Stratford branch secretary Martin Sharpe with their 25-year badges.



On the Oslo express
RMT president Tony Donaghey, general secretary Bob Crow and Eva Knapp joined the Norwegian royal train recently during an International Federation of Transport Workers (ITF) meeting in Oslo.

Legal services helpline for Scottish & North East England members - freephone 0800 328 1014

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Track worker George retires

RMT OFFICERS and work colleagues wished track worker George Pinner all the best for his retirement at Unity House last month.

George was chair of the Amec company council and worked in the industry for over 30 years, attending many engineering grades conferences.

RMT general secretary Bob Crow said that George represented the backbone of the union.

"George knew the industry inside out and worked ceaselessly to defend the interests of his work colleagues.

"We look forward to his advice and counsel for many years to come,"he said.



New Liverpool offices opens

RMT celebrated the opening of a new north west regional office in Liverpool last month with a function to raise funds for the union's Cuba appeal.

General Secretary Bob Crow, president Tony Donaghy, EC member Arthur Grundy joined regional organisers Andy Warnock-Smith and Bill Anderson plus around 120 guests to celebrate, and £700 was raised for the RMT Container for Cuba Appeal.

Framed portraits of Che Guevara were presented to RMT and the Liverpool dockers by the Havana Port Workers' Union in recognition of their solidarity work for Cuba. The container was organised by retired RMT national secretary Tony Santamera and is expected to arrive next month, bringing much-needed building material to the blockaded island in order to help build houses for local people.

PRIZE DRAW WINNER: An amazing 13,000 members responded to the update mailing via post/helpline/website which offered a £500 prize to the lucky winner. Prize draw winner was a Virgin West Coast employee working in the Euston area. This exercise has obviously assisted the union in improving the accuracy of our records in order to service the needs of the membership. Thanks to everyone that took part.

Bowled over in Brighton

IT WAS a clean sweep for RMT at the traditional pre-TUC Congress cricket match last month, as general secretary Bob Crow and media officer Derek Kotz walked off with both man-of-the-match awards.

For his fiery bowling and a stunning run-out Bob was adjudged best player of the TUC general council eleven – who were bowled out for 110, ten runs short of the target set by the industrial correspondents.

And for his match-winning four wickets for 15 runs off just three overs, Derek was nominated the journalists' player of the match.



Organising in Stockport



RMT's organising unit, along with the local Regional Council, spent a week organising the estimated 2,000 infrastructure workers working in Stockport on the Route 7 Alliance project.

Teams started campaigning at 5am, speaking to workers in packed double-decker buses as they waited to get ferried from large car parks to the work site. Workers came from countless contractors, sub-contractors and agencies and were positive about getting organised by RMT.

Regional Council Secretary John MacDonald, said that there had been a great response from the majority of workers.

"The workforce have now moved on and it is essential that our local branches follow up this activity to make sure we continue to build our strength," he said.

War, war, war.
Greed, greed, greed.
Money, money, money.
Royalty, royalty, royalty.
Advert, advert, advert.
Capital, capital, capital.
War, war, war.
Greed, greed, greed.
Money, money, money.
Royalty, royalty, royalty.
Advert, advert, advert.
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War, war, war.
Greed, greed, greed.
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33

How do I join the Credit Union?



To join the RMT Credit Union you need to fill in an application form and supply us with proof of **your identity** and **address**. Being an existing RMT member, you may wonder why we need proof of who you are and where you live. It is because the Financial Services Authority, in an attempt to combat Money Laundering, has imposed strict identification rules on anyone wishing to open a Bank or Building Society account. Unfortunately, it has applied the same rules and regulations to Credit Unions.

There are two methods of supplying us with the documentation:-

METHOD 1 Send or take your **original** documents, **1 from List A & 1 from List B**, direct to RMT Credit, Unity House, FREEPOST, 39 Chalton Street, London NW1 1JD. If sending valuable documents such as your passport or current full UK Driving Licence we strongly advise sending them by recorded delivery. We will photocopy the originals and return them to you.

METHOD 2 Take one original document from **list A** and one from **list B** to your Branch Secretary or any of the above approved persons listed below:-

- | | |
|-------------------------------------|----------------------------------|
| ● Delegated Officer of the Branch | ■ Person with honours / peerage |
| ● Divisional Organiser | ■ Full Time Trade Union Official |
| ● Executive Committee Member | ■ Member of Parliament |
| ● Credit Union Officer | ■ Justice of the Peace |
| ● Post Master / Sub Post Master | ■ Lawyer |
| ● Authorised Financial Intermediary | ■ Teacher |
| ● Councillor (local or county) | ■ Accountant |
| ● Minister of Religion | ■ Dentist |
| ● Commissioner for oaths | |
| ● Banker | |
| ● Doctor | |
| ● Police Officer | |

The branch secretary or other approved person will check the original documentation; will take a photocopy, sign, and branch stamp. All proof of identity / address must bear your name, and not be solely in the name of partner etc; but can be in addition to their name.

Satisfactory proof of **identity** will include, but not be limited to the following:

LIST (A)

- Current** signed Passport.
- Current** Full UK old style Driving Licence (not old style Provisional Licence) [if not used as evidence of address].
- Original** Inland Revenue tax notification e.g. tax assessment, statement of account, notice of coding – valid for current year.
- Pension** Book or Benefits Book or original notification letter from the Benefits Agency confirming your right to benefits (if not used as evidence of address).
- Shotgun** or firearms certificate.
- ID** pass and safety cards for the following companies: Network Rail, Trans Pennine Express, Central Trains
- Discharge** Book (shippers only - current).

Satisfactory proof of **address** will include, but not be limited to the following:

LIST (B)

- Original** Local Authority Council Tax bill valid for the current year.
- Current** UK photo card Driving Licence.
- Current** Full UK old style Driving Licence (not old style Provisional Licence).
- A** Utility Bill e.g. Electricity, Gas, Water or Telephone bills. **These must be originals and less than 3 months old.** Mobile 'phone bills are NOT acceptable.
- Bank**, building society or credit union statement – within last 3 months.
- Mortgage** statement from a recognised lender – within last 12 months.
- Pension** Book or Benefits Book or original notification letter from the Benefits Agency confirming your right to benefits (if not used as evidence of address).
- Original** Inland Revenue tax notification, letter, notice of coding, P60 or P45.
- Original** housing association or letting agency tenancy agreement.
- Local** council rent card or tenancy agreement
- Original** Solicitor's letter confirming recent house purchase or Land Registry confirmation.
- Household** and motor Insurance certificates - current

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Mobile phone		Postcode	
Email address			
Date of Birth		National Insurance Number	

2 Your Employment.

Employer		RMT Branch	
Job Description			

3 Mr ☐ Mrs ☐ Ms ☐ Miss ☐

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For The Political Fund

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