

RMT *news*

Essential reading for today's transport worker

CLEANERS DEMAND JUSTICE

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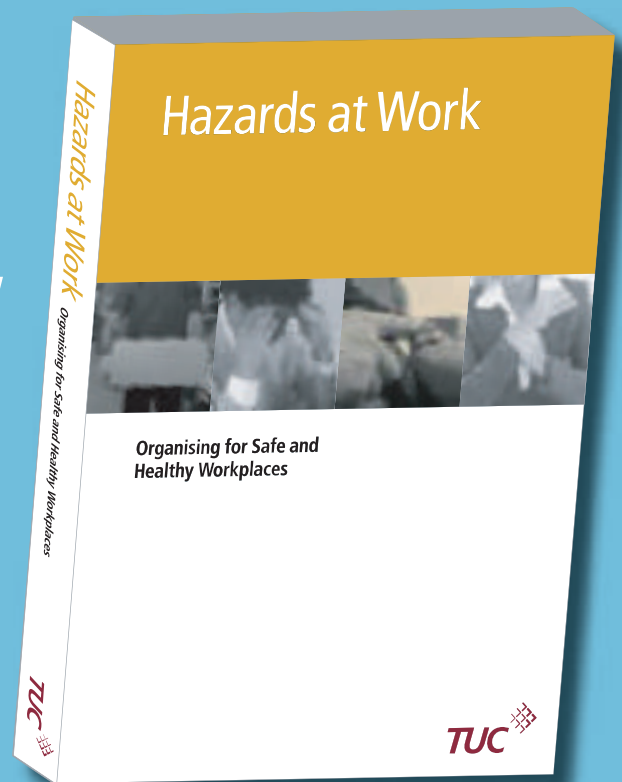
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The TUC's newly relaunched
Hazards at Work is now available.

This A4 sized, single volume, 334-page book is essential reading for safety representatives and anyone with an interest in organising for health and safety.

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Brendan Barber
TUC General Secretary

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HOW TO JOIN THE CREDIT UNION

EDITORIAL

JUSTICE FOR ALL

Happy new year to all RMT members and I hope you have had a chance to put your feet up over the festive period.

As an all-grades transport union, RMT has launched a campaign against the appalling rates of pay for cleaners on London Underground.

The vast majority of these workers earn around just £5 an hour, yet mayor Ken Livingstone claims that no-one can survive in London on less than £6.70 an hour. Therefore, in the interests of social justice, cleaning contracts handed out by Transport for London must stipulate minimum pay and conditions.

There is also a simple answer to the escalating dispute with LUL over the introduction of the 35-hour week for station staff. All LUL have to do to is return to an agreement hammered out under the auspices of the TUC, which agreed the suspension of strike action and the imposition of unsafe rosters. This would have allowed normal industrial relations to continue. Unfortunately, due to an internal row within LUL that deal was scuppered.

RMT signed up to the deal with LUL in good faith last year yet now we find they are cynically using it as an excuse to remove hundreds of station staff with no agreement or safety validation.

Our members were hailed as heroes in the aftermath of the July bombings, but all the while the company has been planning to slash the very station staff that the public depend upon in emergencies.

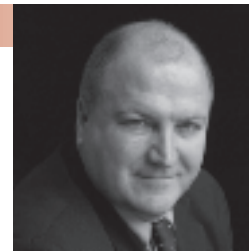
These are cuts that would leave stations severely understaffed, posing a danger both to our own members and to the travelling public.

With warnings from the security services that terrorist attacks are 'inevitable' and pub opening hours recently extended, now is not the time to strip Tube stations of staff.

Therefore, the union will be balloting all RMT Tube members for further action which could lead to closure of the network, thanks to the blatant safety breaches by LUL. Let's hope that the investigation by the rail inspectorate into these breaches is a thorough one.

The media have colluded to undermine RMT action in defence of a safe Tube network by engaging in the usual campaign of vilification, exerting psychological pressure on myself, other union officers and the executive.

This includes harassment at the airport



on my return from a holiday by photographers who had been given information about my flight details. This sort of harassment shows a complete lack of understanding about the democratic structures of this union.

RMT negotiates with over 400 companies every day of the year so officers and staff could never take a break if they waited until there was no activity.

Assistant general secretary Mick Cash has been elected to deputise for me in event of an emergency and the executive committee is always on hand.

So it would make no difference if I was in Egypt or east London during a crisis, as experienced personnel are always available.

The union is also battling to defend members' conditions at Virgin Cross Country, where management has seen fit to slash Sunday-working enhancements.

Meanwhile, Central Trains has avoided strike action by conductors after making an improved offer to compensate for bank holiday working.

Pensions are also clearly under attack with plans to extend retirement from 65 to 69 and increase members' contributions in many schemes.

As far as the railways pension is concerned, RMT has made clear that there should not have been a 'pension holiday' taken from 1995 and contributions should not go up more than 10.6 per cent.

RMT has won improved leave entitlements for seafarers working for the Royal Fleet Auxiliary and the union has continued to campaign for an end to the EU-inspired privatisation of Cal Mac lifeline ferry services in Scotland.

Regardless of the outcome of that campaign, RMT will be fighting to defend jobs and conditions of service.

So, as you can see, it has already been a busy year yet we are only into January. This month we also launch our new-look website which will bring the union even closer to you, the members. So let's make 2006 another year of success in developing our democratic union in the interests of the membership.

Best wishes

Bob Crow

IMPROVED OFFER AT DOCKLANDS LIGHT RAILWAY

London's Docklands Light Railway has tabled an improved pay offer, including a two-stage no-strings pay package worth 5.25 per cent, a major advance in travel concessions and a New Year's bonus of £100.

However, members rejected the offer in a referendum due to other outstanding issues.

Therefore, the union is now involved in intense negotiations to reach a satisfactory deal.

The latest offer followed a ballot for strike action, after the company reduced an earlier offer of 3.4 per cent to 3.25 per cent.

However, the new offer will give staff a 3.5 per cent increase from January 1, with a further increase of 1.75 per cent in July.

Staff who do not currently receive travel concessions will be reimbursed with 25 per cent of their season ticket costs from January, rising to 50 per cent in 2007 and 75 per cent in 2008.

The offer would also give DLR staff full pay immediately upon satisfactory completion of training, rather than the current full year on reduced rates.

RMT London regional organiser Bobby Law said that the union was heading towards clinching a great deal but would not shy away from taking a stand.

"Winning an offer of three quarters of travel costs within three years for those who do not already get concessions is also a major step in the right direction which other employers should take note of," he said. ■



Election results

ASSISTANT NATIONAL SECRETARY

Term of office January 1 2006 to December 31 2010
Peter Hall, Liverpool Shipping Branch, elected.

COUNCIL OF EXECUTIVES

Terms of office January 1 2006 to December 31 2008

General Grades, Region 1

Francis Cochrane, Glasgow and District Engineering Branch, elected

General Grades, Region 2

Peter Rowland, Manchester South Branch, elected unopposed

General Grades, Region 3

Jack Jones, Holyhead No 1 Branch, elected

General Grades, Region 9

Paul Burton, Orpington Branch, elected

General Grades, Region 10

Derrick Marr, South East Essex Branch, elected

Shipping Grades, Region 1

Malcolm Dunning, Dover Shipping Branch, elected unopposed

Shipping Grades, Region 2

Peter Hall, Liverpool Shipping Branch, elected

Shipping Grades, Region 3

Mark Carden, Southampton Shipping Branch, elected unopposed

Shipping Grades, Region 4

Andy Gordon, Aberdeen Shipping Branch, elected

As Peter Hall is taking up the position of Assistant National Secretary, there will be another election to fill the Shipping Grades, Region 2, position.

Members Helpline

Freephone 0800 376 3706

Open six days a week

Mon to Fri - 8am until 6pm, Sat - 9.30am to 4pm

e-mail: info@rmt.org.uk

Legal helpline: 0800 587 7516
Seven days a week



RMT STOPS OUTSOURCING OF METRONET MEMBERS

“The best deal in British industry” - that’s how industry insiders described the agreement won by RMT members’ at Metronet

Tube infrastructure consortium Metronet attempted to transfer all fleet staff to Bombardier, one of the other companies that make up the consortium.

RMT immediately made clear that such a move would have been the thin end of the wedge, with p-way and signal workers next on the list to go to Balfour Beatty, another of their consortium pals, and the rest of Metronet operational staff eventually split up and packed off to other consortium members.

That would have left Metronet as nothing more than a contract-management agency,

just there to pick up the profits, leaving former Metronet staff to face a future of constant attacks on jobs, pay, conditions and pensions.

RMT general secretary Bob Crow paid tribute to Metronet members who stood firm and voted by a huge margin to take strike action.

“Sub-contracting would have had a major impact on the safety of the travelling public as well as their own future jobs and conditions.

“It was the determination and solidarity shown by RMT members, with a massive vote for strike action that stopped

Metronet in its tracks and proved once more that unity is strength,” he said.

What RMT has won for Metronet staff:

- No outsourcing of current work to any company within the Metronet consortium
- No outsourcing of future work to any other company without a negotiated agreement with RMT
- All lifts and escalators work to stay in-house
- No compulsory redundancies of RMT members
- Full implementation of the 35-hour week with additional RMT-negotiated back-pay of 14 weeks of 2.5 hours paid at overtime rate
- Review of Metronet’s decision to close the final-salary pension scheme to new

starters, with full RMT involvement

- Metronet pledge to consult and negotiate on any future reorganisation

RMT London regional organiser Bobby Law welcomed the agreement which means that there will be no outsourcing of current work to subcontractors and there will be no compulsory redundancies.

“It was an important victory that could not have been achieved without the unity and determination of RMT members at Metronet.

“This shows why infrastructure workers should join a united union that looks after their interests.

“Over 80 per cent of Metronet staff are already RMT members and it is imperative to build on this victory by increasing that membership up to 100 per cent,” he said. ■



VICTORY: Metronet RMT reps and officers celebrate the deal at Unity House



SWT DOUBLE WHAMMY!



COMPENSATION: RMT reps Brian Woods and Rickey Goodman celebrate a double win with assistant general secretary Pat Sikorski

RMT WINS PAY EQUALITY FOR SOUTH WEST TRAINS TICKET OFFICE STAFF

From November 2005, all ticket office staff have enjoyed a pay increase thanks to local RMT reps who successfully campaigned for all such staff to be a minimum grade of C01/2.

Retail Company Council Reps

Rickey Goodman and Brian Woods approached South West Trains management in regards to getting equality for around 40 staff in ticket offices on South West Trains some time ago.

Management finally conceded to remove the anomaly and agreed to backdate

pay increases due to staff from entry into service.

The changes will also mean pension increases for all R02's grades who are currently working in ticket offices.

RMT rep Brian Woods said that the changes meant an extra £40 for staff.

"This could have an impact on other companies that still operate this anomaly which goes back to the 1980's," he said.

UNDERPAID SOUTH WEST TRAINS CLEANERS WIN COMPENSATION

Cleaners at Waterloo working for South West Trains have won around £2,000 in back pay after local RMT reps calculated that they were being under paid by three hours per week after being transferred to the fleet organisation.

At a fleet negotiation

meeting it was highlighted by RMT reps Rickey Goodman, Brian Woods and Barry Chappell that the R01 cleaners were being underpaid.

Following talks, South West Trains management concurred and agreed paying the lost pay and this anomaly would be rectified in the new rosters that were being negotiated by the RMT team.

Following this agreement, there was a commitment from management that the accommodation for 91 cleaners at Waterloo would be resolved by this January.

There were moves to finalise the Management for Attendance, discipline and the re-deployment procedures at full Company Council level with RMT regional organiser Phil Bialyk and South West Trains directors. ■

Virgin Cross Country hit by strike action

More than 300 RMT guards on Virgin Cross Country took strike action on Sunday January 1 2006 and plan to continue the action every Sunday in a dispute over the erosion of Sunday pay rates.

The company is well aware that a 35-hour week agreement was supposed to have brought RMT members a shorter working week without loss of pay, and that members have seen enhancements for working on Sundays cut by nearly six per cent.

RMT regional organiser Ken Usher said

that local RMT reps were happy to recommend acceptance of their original deal hammered out last August, but it seems that Richard Branson's executive board had vetoed it.

He said that since then the company had refused to talk about the issue and now seemed happy to lose Sunday services altogether rather than agree to a done deal that would cost them only £6 per shift.

"That has caused enormous resentment amongst our members, who are also angry that the company has begun treating Sunday rosters as if they were compulsory,

despite our agreement that Sundays are outside the normal working week," he said.

Ken also congratulated the 351 XC train managers who took part in the action.

"Their support to secure a lasting and long term settlement is greatly appreciated," he said.

The RMT executive has announced Sunday strike dates up to the back end of February and the union remains available for talks at any mutually convenient or neutral location or through the offices of ACAS. ■

RAIL ROLLING STOCK RIP-OFF

Very few people outside of the rail industry are aware that the Train Operating Companies (ToCs) lease their trains at hugely inflated prices from Rolling Stock Companies (ROSCOs), which are all owned by high street banks.

The 2004 government White Paper *The Future of Rail* confirmed that the industry pays the three ROSCOs over £1 billion a year in train-leasing costs. Given that in 2004/05 the ToCs received £1 billion in public subsidy and raise the rest of their revenue through fares, the ROSCOs are in-effect funded by the public purse.

The 2004 White Paper promised "a longer term strategy for the rolling stock market which will help the industry to plan ahead more effectively". Since that time nothing has happened.

No government initiatives have been developed to deal

with the private-sector monopoly that the ROSCOs enjoy.

The think-tank Catalyst reported that since privatisation, ROSCO shareholder dividends have totalled £1.3 billion.

The reasons behind the huge dividends are not hard to find. *Rail Professional* magazine (October 2005) reported that the annual leasing charges for a three coach Sprinter, which costs around £1 million to manufacture in today's prices, are £630,000.

Even more bizarrely, Island Line pays £144,000 a year for almost 70 year-old ex-London Underground rolling stock.

The government estimates that over £4.6 billion worth of rolling stock orders have been placed since 1996 (see table).

It would therefore seem a fairly safe assumption that job security and employment prospects in the train

manufacturing and maintenance sector are good. However, nothing could be further from the truth.

JOB LOSSES

The reward for the workforce at Alstom, Washwood Heath for the manufacture of the Pendolino stock was to see their factory close with the loss of over 1,000 jobs.

This year has also seen the closure of Eastleigh works and job losses at Derby and Crewe.

The folly of rail privatisation is that highly skilled workers are being made redundant whilst billions are spent on new stock

and the ROSCOs make windfall-level profits.

RMT general secretary Bob Crow made clear that that in order to protect existing jobs in the train manufacturing and maintenance workshops and to ensure that jobs and skills are developed in the future, RMT will continue to make the case for the return of the sector to public hands.

"As a first step, the RMT Parliamentary group will table an early day motion in the House of Commons urging the government to bring forward a windfall tax on excessive ROSCO profits," he said. ■

ESTIMATED VALUE OF ROLLING STOCK ORDERS SINCE 1996 (£BN)

COMPANY	ESTIMATED VALUE OF ORDERS (£BN)
Bombardier	2.348
Alstom	1.020
Siemens	1.004
CAF/Siemans	0.073
Hitachi	0.235
TOTAL	4.68

Source – Written Parliamentary Answer 20 December 2005

RMT WINS EXTRA LEAVE AT CENTRAL TRAINS

Christmas and New Year strike action by more than 500 RMT conductors at Central Trains was called off after the company tabled an offer to improve compensation for bank-holiday working.

The union endorsed an offer to give all conductors a day's leave for each of the 'substitute bank holidays' of December 27 and January 2.

The company also agreed to pay double time for conductors working on New Year's day and to enter into "meaningful discussions" with the union to review contentious Sunday working arrangements.

"Thanks to our members' overwhelming mandate for strike action common sense has prevailed, and our members should be proud of their united stand," RMT regional organiser Ken Usher said.

He said that Central Trains had recognised a very real grievance over compensation for

working bank holidays when Christmas and New Year fall at weekends.

"The company has accepted that substitute bank holidays

should be recognised as such and our members compensated accordingly.

"Our members will also receive double time for working

on New Year's Day itself, and the company has agreed to review Sunday working arrangements that have caused much resentment," he said. ■



RAIL WORKERS AND PASSENGERS UNITE TO DEFEND NORTHERN RAIL SERVICES

Rail workers and passengers joined forces at Newcastle Central Station last month in a highly successful protest against cuts to Northern Rail services.

The protest came days before the axing of Northern Rail's Sunderland-Newcastle shuttle service. A review of Northern Rail services currently under way is feared to presage massive fares hikes, more rail service cuts, replacement of trains with buses, line closures and job losses. The government has revealed that it will pay private consultants at least £500,000 for the review.

RMT members were joined by members of passenger groups and the Northern TUC on the concourse of Newcastle Central Station during the evening rush hour. They called on commuters



to protest to the Transport Secretary and urge their own MPs to sign parliamentary early day motion 351 opposing cuts to the region's railway services.

More than 50 MPs have already signed the EDM, which expresses concern that the review could lead to massive damage to rail services and jobs, and calls on the government to

act to protect Northern Rail Services.

"The cuts in the Newcastle to Sunderland service are the thin end of a very large wedge that could lead to 'bustitution' of off-peak services, fare increases and cuts that no-one wants," said RMT regional organiser Stan Herschel.

He insisted that buses and trams should complement rail

services, not replace them.

"Cuts in Northern Rail services will have a devastating affect on local jobs, local communities and the economy and environment of the North of England.

"We need to make it clear to the government that our regional rail services need protecting and expanding," Stan said. ■

PARLIAMENTARY EARLY DAY MOTION 351 SIGNED BY GRAHAM STRINGER AND 52 OTHER MPS

That this House notes that under the terms of the Railways Act 2005 the Government will assume responsibility for the Strategic Rail Authority's review of service and fare levels on the Northern Rail franchise; is concerned at previous press reports that the review could lead to higher fares, replacing off-peak rail services with buses, line closures and job losses; and therefore urges the Government to use its powers under the Railways Bill to oppose any line or station closures, job cuts and substitution of rail services with buses on Northern Rail services.



Ticket-office jobs victory at SET

Following a threat of strike action by RMT clerical staff, the government has instructed South Eastern Trains to shelve proposals to savagely cut ticket office opening hours at many of its stations.

Since the company announced the plans nearly a year ago, RMT has been at the forefront of the campaign to oppose the cuts, which would have slashed around 100 staff and had a negative effect on passengers.

After months of deliberation, and an overwhelming vote by RMT staff to take strike action on December 5, the government has finally decided to uphold over 3,000 objections and instruct the company to delay its proposals.

RMT south eastern regional organiser Jim Stevenson said that the decision showed the ability of the union to represent the interests of clerical staff and the travelling public.

"It means that passengers can buy a ticket from a trained member of staff where and when they want and removes the immediate threat of job cuts for our members," he said.

The successful campaign also

included the distribution of postcards at London termini and SET stations in Kent.

The union received the support of many MPs, councillors, passenger groups, trade unions and trade councils, Labour groups, local mayors, South East Region of the TUC and pressure groups like Transport 2000 and the Capital Transport Campaign.

The campaign showed that the public want more staff on stations and a more accessible service. They know that less staff means longer queues at ticket machines, more missed trains and more delays to their journeys.

RMT general secretary Bob Crow also gave a note of caution.

"We must remain vigilant that when private operator Govia takes over the running of this franchise in the spring, these so-called Schedule 17 proposals do not reappear.

"While we can welcome this success now, this union will continue to defend the interests of passengers and our members whoever runs the franchise," Bob said. ■

CORNWALL SLEEPER SERVICE SAVED

Following a public outcry and vigorous local campaigning, the overnight sleeper train between Penzance and London will continue. The operator of the new Greater Western rail franchise, FirstGroup, has announced the u-turn after RMT, MPs and local groups said the sleeper was economically vital to the region.

FirstGroup, which will run the service from April, also said it was increasing the number of

through services operating between London and Cornwall and nine trains will go run daily, compared with the current seven.

The service had been under threat because it was running at a loss and needed a Department of Transport subsidy of £5 million every year. However, RMT launched a local campaign and MPs put down an early day motion expressing dismay at such cuts to vital services. ■

Parliamentary column

FREEING THE TRADE UNIONS



September 2005 proved to be a decisive turning point for the trade union movement. Firstly, the TUC unanimously endorsed Composite One which, amongst other things, contained the RMT's proposals for a Trade Union Freedom Bill.

In the same month, the Labour Party Conference backed a resolution calling for the freedom of workers to take solidarity action by more than a two-thirds majority.

The true significance of these decisions was highlighted over last summer by the Gate Gourmet dispute which starkly demonstrated the effect of the current laws in rendering unions virtually impotent in supporting their members against the tactics of ruthless employers.

The proposed legislation includes guaranteeing freedom for solidarity action and the opportunity must be seized for other vital freedoms and rights to be protected. Such legislation will not reverse all of the anti-union laws passed by the Conservative governments of 1979-97.

However, it must address those fundamental incursions into the rights of trade unions which prevent them from effectively protecting their members. The emasculation of trade union rights is one of the most important factors behind the collapse of collective bargaining coverage in the UK. This has contributed to the widening of the gulf between rich and poor over the last 25 years.

The timing for such proposals is appropriate. 2006 marks the centenary of the passing of the 1906 Trades Disputes Act which secured for unions the legal freedom to take industrial action, and indeed greater legal freedom of action than they enjoy today.

In turn, the 1906 Act led to the progressive extension of collective bargaining to benefit 85 per cent of the UK workforce by 1975, paving the way for the huge improvements in the conditions of work and of life for working people in the 20th century.

The 1906 Act was achieved by trade union pressure both inside and outside of Parliament, and the introduction of such an Act was the key demand which had led the unions to establish the Labour Party a few years earlier.

The Act was drafted in such a way as to give legal protections against anti-union law introduced by judges, rather than by establishing fundamental trade union rights. This drafting anomaly has ensured that the freedom to organise industrial action in the UK has been characterised as a privilege rather than a right.

Furthermore, the gains of this legislation faced repeated judicial and legislative attacks - not least at the hands of the 1927 Trades Dispute Act which banned solidarity action until it was repealed by the reforming 1945 Labour Government.

Nonetheless, the formula established in 1906 substantially secured the freedom of trade unions to take action to protect workers for much of the century. That freedom has been dramatically curtailed in the last 25 years. In 1906, British trade unions were free to organise solidarity action and were subject to none of the technicalities and notices which provide the usual peg for anti-union strike injunctions today.

It is ironic that unions enjoyed greater freedoms a century ago. During those one hundred years, the UK has ratified international treaties requiring (amongst other union rights) the guarantee of the right to strike: International Labour Organisation Convention 87 of 1949, the Council of Europe's European Social Charter of 1961, the International Covenant on Economic, Social and Cultural Rights 1966 and the Charter of Fundamental Rights of 2000.

Unsurprisingly, the supervisory bodies of those treaties have held that restrictions by the UK on the right to strike are incompatible with its treaty obligations. Key issues for the Bill will be the establishment of solidarity action in certain situations, the simplification of industrial action ballots and protection for those workers engaged in industrial action. These proposals enjoy overwhelming support in the trade union movement and the Labour party. Their realisation would move the UK closer to its international legal obligations. Furthermore, they are rooted firmly in the proud traditions of 1906 and the Labour government of Clement Attlee.

Almost 100 MPs have already signed parliamentary early day motion 1170 supporting the campaign for a Trade Union Freedom Bill and the TUC have been asked to call a national March, Rally and Lobby of Parliament. Ask your MP to join them.

John MacDonnell, MP for Harlington and Hayes

RMT ORPHAN FUND— *helping those in need*

It would be difficult to calculate how much money RMT south east regional organiser Jim Stevenson has raised for the union's London orphan fund since he got involved with it over 40 years ago.

Thousands of orphans have benefited from the work of Jim and his team both financially and through educational and social outings over the years.

"We take 60 to 80 orphans for days out and visits every year to places like Eurodisney, the National Railway Museum in York to the wreck of the Mary Rose in Portsmouth," says Jim.

He says that there will be another trip to France thanks to

Eurostar and the work of RMT European Passenger Services branch secretary Mick Lynch.

The London orphan fund also made a generous donation of £7,500 to an orphanage in Sri Lanka following the devastating tsunami that hit the region a year ago.

"One of the wards has been named after the RMT London orphan fund and we will be keeping in contact with them in future," he says.

The fund gets its most of its assets through fund-raising activities including the sale of ties, Christmas cards, wallets and badges. There are also raffles, draws and social events like the one coming up at the Hatfield Social Club on Friday

March 24, 2006.

Jim paid tribute to RMT general secretary Bob Crow, who is also president of the fund, for his supportive work for the orphans over the years.

Jim says the orphan fund is a

fine example of the ethos of trade unionism and solidarity which has developed over hundreds of years and that most human of traits of helping the weak and vulnerable. Long may it continue. ■

LONDON ORPHAN FUND ANNUAL DANCE

at the
Hatfield Social Club

on
Friday March 24, 2006

The evening commences at
7.30pm with presentations at 9pm

All welcome

RMT fight back:

Our personal injury lawyers won't let bad employers get away with it.

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0800 328 1014 in Scotland

PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS.



KNOWLEDGE IS POWER!

RMT is proud to announce the launch of its brand new website this month, giving members improved access to information and interaction with their union – day-by-day and hour-by-hour



From this month, RMT members logging on to the usual www.rmt.org.uk address, will be rewarded with a fresh look and feel, improved features and a simplified site navigation system designed to convert even the most unabashed technophobe or Internet novice to the web.

Among several exciting developments is the introduction of streaming video. RMT aims to develop this feature so that members will soon access web-casts from union officials, video from picket-lines and demonstrations and even live coverage of RMT's annual conference.

Another initiative gives members the chance to vote in a weekly poll on the latest burning topics concerning rail, shipping, transport and politics.

And anybody with a web-enabled mobile phone will be able to access the new RMT website wherever they are – on the move in a bus or train, or even in a union meeting.

RMT's web team hopes to make rapid progress in developing the site to allow individual RMT branches to host their own pages and post material relevant to local workplaces and memberships.

Alongside these new initiatives, the website will continue to contain the usual features with which visitors the old site will be familiar – access to the RMT shop, the extensive archive of union documents and other research resources, to the members' section and message board, press releases, information on pensions and benefits and other indispensable tools.

The new site has been designed to RMT specifications and developed in association with Poptel Technologies – a London-based co-operative which has worked extensively with labour movement organisations and the voluntary sector for many years.

For the first time RMT's website will enjoy the attentions of a dedicated web editor/journalist, employed by the union to update and develop the site as well as liaise with members, branches and regions over content.

NEW WEBMASTER

Chris Kasrils, who has worked as a journalist within the labour and progressive movement for many years, arrived at RMT in December to fill this post. Chris is now working alongside colleagues in the RMT press and media department and has been tasked to develop other new methods of communication with members such as SMS text messaging to mobile phones.

"This is an exciting new challenge in which we can harness all the new technology that is available in order to strengthen and develop this great union," he said.

RMT general secretary Bob Crow said: "In today's world, people demand information not only on a daily basis but on an hour-by-hour basis.

"The fact that the union has employed a full-time web editor shows the importance which RMT and our membership attach to being at the forefront of new information and communication technologies.

"An old adage says 'knowledge is power', I believe that our new, improved website will go a long way to empower the membership in the daily struggles we face in the workplace," he said.



Chris Kasrils welcomes feedback and suggestions regarding the website, which can be emailed to: webmaster@rmt.org.uk

NEW BODY TO INVESTIGATE RAIL ACCIDENTS

A new Rail Accident Investigation Branch (RAIB) has been established by the Railways and Transport Safety Act 2003 to investigate serious accidents or incidents on the national rail network, London Underground, other metro systems, tramways and heritage railways within the UK.

The new Rail Accident Investigation Branch (RAIB) must by law investigate all accidents which result in any deaths or serious injury to five or more people, or extensive damage to rolling stock, infrastructure or the environment. It can also investigate less serious rail accidents or incidents.

Its purpose is to identify the causes of any accident or incident that contributed to the event or made the outcome worse, and to make recommendations to improve rail safety.

RAIB is independent of the rail industry, other regulatory bodies such as HM Railway Inspectorate (HMRI) and the police. It is part of the Department for Transport, and reports directly to the Secretary of State.

INVESTIGATION

The organisation has already begun investigating serious incidents, including a trackworker fatality near Trafford Park, and a more widespread investigation into pedestrian gates at level crossings as a result of the accident at Elsenham, which

killed two passengers.

When a serious accident happens, other bodies still retain their powers and duties to investigate, so it is possible that the police, HMRI and representatives from the rail industry itself will also still be in attendance. However, RAIB will largely have the legal authority to lead investigations.

For instance, RIAB would have led the investigation into the terrible events at Tebay, where four RMT members lost their lives.

RAIB inspectors have the power to enter railway property or adjoining land, seize anything relating to the accident and require people to answer relevant questions without apportioning blame or liability. It is a criminal offence to make a false statement or obstruct an inspector in the course of their investigation.

RMT MEMBERS

If a member is required to be interviewed by an RAIB Inspector, they can have a friend or trade union representative with them. However, some caution may be needed where it is the employer, as part of their duty of care,

that offers to arrange for them to be accompanied at the interview and the member wishes their statement to remain confidential.

The interview will be transcribed and sent to the witness for signature as an accurate record. If the witness wishes to change anything in the statement before signing it they can, depending on the nature of the change.

By law, RAIB is not permitted to disclose or release a person's statement to the police or the Railway Inspectorate without permission unless compelled to do so by a Court Order.

However, it is possible the police or HMRI may also want a statement.

If the person so wishes, they can simply give them a copy of the one prepared following their interview by RAIB, although one or both agencies may still want to ask questions as their primary objective is to determine whether an offence was committed.

If being interviewed by either the police or HMRI, the person can be accompanied, but members should be aware that the union will only normally authorise legal representation in

such cases if the interview is to be conducted under caution, indicating a possible prosecution is being considered.

RECOMMENDATIONS

At the end of their investigation, RAIB will publish a report on the accident within one year without revealing who provided that information and all statements will remain confidential. All reports will be available on the RAIB website (www.raib.gov.uk).

Each report will contain recommendations on actions that RAIB believes are necessary to improve railway safety. However, it will have no power itself to enforce those recommendations but will be addressed to the relevant safety authority such as the HMRI whose job it will be to ensure appropriate action is taken by the railway employer(s) concerned. However, given that the Railway Inspectorate are shortly to merge with the industry's economic regulator (ORR), it will be interesting to see what happens in the case of any RAIB recommendations that could have significant cost implications. ■



TUBE BOSSES TEAR UP PEACE DEAL

A second 24-hour strike by RMT Tube station staff went ahead earlier this month after an internal row in the LUL board scuppered a peace formula negotiated during two hours of emergency talks hosted by the TUC

A second day of solid 24-hour strike action by Tube station staff took place on January 8/9, which saw London Underground once again blatantly breach health and safety rules.

LUL's actions have triggered a ballot of all RMT Tube members for further action from the end of January which could lead to closure of the network.

RMT general secretary Bob Crow said that after an initiative by RMT and TUC general secretary Brendan Barber, the union believed that it had reached an agreement for peace talks.

"It is bitterly disappointing that that agreement has fallen foul of an internal row between the industrial relations and operational sides of LUL and rejected without any explanation.

"Instead of taking sides London mayor Ken Livingstone should now take the necessary steps to bring all sides back to the table to negotiate sensibly," Bob said.

SAFETY BREACHES

Tube bosses ignored widespread safety breaches that occurred during the first strike on New Year's Eve and continued ignoring them in an attempt to beat strike action by station staff over the imposition of unsafe rosters.

RMT London regional organiser Bobby Law said that the system was being kept open by untrained staff and managers



who were working shifts of up to 20 hours.

"Due to the intransigence of LUL, trains were running through closed stations, in direct contravention of safety rules.

"Instead of disembarking passengers, Piccadilly line trains were running through three consecutive closed stations, Caledonian Road, Holloway Road and Kings Cross," he said.

At certain points over 50 per cent of the 108 stations, covered by Section 12 fire-safety regulations, were shut and others were kept open by untrained staff.

Many other stations were left open unstaffed or shut down without informing drivers.

Bobby Law outlined an incident at Upminster Bridge on

Sunday evening when an emergency alarm stopped the train halfway into the platform.

Unruly passengers began opening the doors and the driver retreated to his cab and locked himself in.

Police arrived 40 minutes later with a supervisor who had been called in from his home to open the station up.

"It is clear that LUL attempts to run a network without adequate station staff is putting the public at risk. They can't even keep their headquarters station, St James's Park, open without using untrained staff," said Bobby Law.

Bob Crow said that such blatant safety breaches showed just how desperate Tube bosses were.

The deal brokered by TUC general secretary Brendan Barber between RMT and LUL which Tube bosses later rejected

- That urgent negotiations will take place next week with the aim of reaching agreement on all outstanding issues relating to the new rosters arising from the implementation of the agreement on the shorter working week
- The aim agreed by both sides is to conclude the negotiations to enable notification of the new rosters to all staff as soon as possible. A report back of progress in the negotiations will be made to the TUC general secretary by January 17 by the latest.
- The RMT negotiating team will be led by Bob Crow and the LUL team by operations director Mike Brown.
- In light of those negotiations RMT agrees to suspend the industrial action.

"We will be balloting the union's entire London Underground membership for action short of strike action over these health and safety breaches.

"The sad events at Euston station on New Year's Eve – one of the stations for which staffing levels are not agreed – in which there were three stabbings, underline the fact that the safety issues at the heart of this dispute remain to be resolved.

"However, the union appeals to LUL, even at this late stage, to postpone the imposition of these unsafe staffing plans in order to assess all safety implications," Bob Crow said. ■

FARE'S FAIR?

As London commuters face train fare hikes of up to 10 per cent this month, *RMT News* looks at the reasons why the costs of rail travel in Britain is among the highest in the world

FARE RISES ON 2 JANUARY

Company	Ave peak fare rise	Ave. off peak rise
c2c	3.9%	4.4%
Central trains	3.9%	6.4%
Chiltern railways	3.9%	5.0%
First great Western	3.9%	4.5%
First Great Western Link	3.9%	4.5%
First ScotRail	3.9%	3.7%
Gatwick Express	3.0%	5.6%
GNER	3.9%	8.8%
Great Northern (WAGN)	3.9%	8.8%
Heathrow Express	n/a	3.6%
Midland Mainline	3.9%	6.0%
Northern	3.9%	3.9%
One	3.8%	3.5%
Silverlink	3.9%	6.1%
South Eastern Trains	3.9%	3.0%
Southern	3.9%	3.9%
South West trains	3.9%	4.9%
Thameslink	3.9%	2.9%
Virgin CrossCountry	3.9%	4.6%
Virgin West Coast	3.9%	5.9%

LONG DISTANCE ROUTES

Destination	Old fare	New fare
Birmingham	£100	£108
Crewe	£145	£156
Glasgow	£206	£222
Liverpool	£175	£189
Manchester	£187	£202
Preston	£195	£210

Despite massive profits being made by the train operating companies, London commuters face fares increases this January of up to 10 per cent – four times the rate of inflation.

Many fares will rise to between six and seven per cent, although commuters who use combined Tube and rail travelcards will pay more because of increases already announced by London Underground.

PRIVATISATION

As a direct result of rail privatisation the travelling public is currently faced with an overly complex ticketing regime, combined with rising fares and the lack of clear and consistent information. An example of the problems passengers encounter was highlighted by the Observer on May 8 2005.

In an attempt to access cheaper advance purchase tickets the newspaper selected three routes; London to Newquay on First Great Western, Manchester to Bristol on Virgin and London to Leeds on GNER.

They found that a month in advance weekend-trip cheaper APEX tickets were unavailable on all three routes. In addition on the London-Leeds and London-Newquay routes super advance and advance fares were also unavailable.

The Observer also found significant discrepancies between ticket prices quoted by the train operators' own web-sites, their call-centres and by the Virgin-owned *www.thetrainline.com* website.

Prices quoted by the GNER call centre were £13.50 cheaper than those advertised on the GNER web-site. Using the trainline website reporters were quoted prices for the same journey which were different to the tune of £46.50. Finally, the Observer found that the Virgin Trains value fare search facility threw up a figure which was £40 more expensive than that quoted by Virgin phone operators or by the trainline.com.

Now that the Department for Transport has taken over responsibility for directing rail policy, it should conduct a feasibility study to look at compensating passengers who buy tickets at prices in excess of cheaper tickets that were still available at the time they made their purchase.

The SRA's National Rail Trends 2004-05 indicates that the average real terms increase in ticket prices since 1995 is 6.3 per cent with standard unregulated fares showing an average increase of 10.9 per cent.

This union has long maintained that rail travel in Britain is too expensive.

An RMT submission to the House of Commons transport committee's inquiry into the Future of Railway argued that "the June 19 announcement by the Secretary of State to introduce a pricing policy that will lead from January 2004 to above inflation fare increases on currently protected ticket prices and the phasing out of saver tickets by 2006 could discourage network use.

"This in turn would threaten the wide-ranging social and environmental objectives set out by the government in the 10 Year Plan," it said.

GLOBAL WARMING

The UK government has set itself challenging targets to reduce carbon emissions which go beyond the Kyoto Protocol commitment to reduce greenhouse gas emissions by 12.5 per cent, below the base 1990 levels, by 2010.

In order to achieve these targets and then go on to achieve the 60 per cent cut in emissions by 2050 an expanded role for all forms of public transport, and rail in particular, will be key.

If the government brings forward road-user charging as the primary way of encouraging rail use it is self-evident that a reasonably priced, accessible and easily understood ticketing policy, along with capacity enhancements and improved rail performance will be required.

RAIL FARES COMPARED

In the run up to the 2005 general election, RMT launched the Rail Against Privatisation (RAP) campaign and produced extensive research which indicates that UK fares are up to three times higher than those in the publicly-owned rail networks in mainland Europe.

- A standard single ticket between London Kings Cross and Newcastle-upon-Tyne costs 131 Euros. Comparable journeys in terms of distance in Belgium and France cost less than 50 Euros.
- In Netherlands and Germany, commuters can buy an annual go-anywhere ticket for £1,382.68 and £2,046.90 respectively. The cost of season tickets into London from Milton Keynes (£3,284), Huntingdon (£3,432), or Brighton (£2,952) are more expensive than tickets in Germany and the Netherlands which can be used across the whole of the national network.
- Travel cards an annual Zone 1-6 in London ticket costs £1,580. This enables the passenger to travel a radius of approximately 15 miles. However, in Paris, a 'Carte Integral' which enables a passenger to travel approximately 20 miles costs £946. In addition approximately 40 mile radius ticket cost £818 and £507 in Berlin and Madrid respectively.

CATALYST

In 2004 rail unions commissioned the labour movement think-tank Catalyst to investigate the financial structure and performance of the railway industry post-privatisation.

One report concludes that receipts from the fare box have increased from 2.94 billion to £4.39 billion in 2003, an increase of around 50 per cent.

In 2003, train operators received £1.2 billion in public subsidy and used fares income and public subsidies to pay shareholder dividends of £160 million. Therefore, ToCs remain dependent on massive state hand-outs and expensive fares in order to make a profit.

RMT's support for a publicly owned and publicly accountable rail network has as one its pillars an integrated, accessible and readily understood ticketing and fare structure. The current complex and expensive fares regime is failing the travelling public. ■

RMT general secretary Bob Crow's statement to the House of Commons transport committee's recent enquiry Transport Committee inquiry: *How Fair are Fares? Train Fares and Ticketing*

"Independent research produced by Professor Michael Blakemore of Durham University found that privatisation has created a situation where the standard fares and city travelcards are much more expensive compared to those in mainland Europe.

The train operating companies use their route monopolies to run a pricing policy which seeks to maximise revenues and profits, particularly from periods of high passenger demand. Disturbingly, the current pricing policy even treats children as economic occupiers rather than future rail travellers. Long gone are the British Rail days when, on the family railcard, our children travelled for £2 return. As we approach the festive season, when families are struggling to find money for presents, it is unacceptable that travelling between Newcastle and Bristol on December 21 and returning a week later can cost two children and two adults £172.

So long as the private sector route monopolies remain unchecked, the government will struggle to meet manifesto commitments to deliver an integrated transport system. We, therefore, believe that it is in the public interest for the Government to take the control of fare and ticketing structures and policies operating on the UK rail network. This should include an immediate review to ensure that: (1) the fares policy is geared to encourage a modal shift from road to rail; (2) train operating companies compensate customers who have purchased tickets which are more expensive than they should be in the case; and (3) honour its manifesto commitment and set a timetable for the introduction of a national railcard."

TUBE CLEANERS DEM

RMT launches Cleaners' Charter demanding a minimum pay rate of £6.70 an hour for cleaners working on London Underground contracts

Cleaners working for poverty wages on London Underground are demanding fair pay and dignity at work. RMT has supported their claim by launching a cleaners' charter and by calling on Mayor Ken Livingstone and Transport for London to support the demand that no Tube employer should pay less.

"Mayor Ken Livingstone quite rightly says that no-one can survive in London on wages less than £6.70 an hour, but there are more than 2,000 cleaners working on London Underground getting far less than that," RMT general secretary Bob Crow said.

Bob handed in a letter to TfL Commissioner Bob Kiley urging him to join the union in

winning dignity and respect at work for London Underground cleaners.

Research indicates that 90 per cent of cleaners working on London Underground are paid less than £5.51 an hour, and that nearly 40 per cent get no more than the rock-bottom minimum wage of £5.05, while their employers are raking in millions.

Contractors like ISS, Blue Diamond and GBM are making fat profits on Tube contracts and they are paying poverty wages to staff who work long, hard hours in difficult conditions.

The Tube infrastructure companies are making £2 million a week out of their PPP contracts, yet they are happy to

sub-contract cleaning work to companies who have raised the art of exploitation to new levels.

Eight out of ten Tube cleaners get no annual pay rise, half have never had a pay rise, more than 70 per cent are not in a pension scheme, and 60 per cent get no company sick-pay.

RMT campaign co-ordinator Glenroy Watson said that hundreds of cleaners had joined the union and warned that if these modest demands were not met then it could lead to industrial action.

Therefore, the union is demanding a £6.70 minimum hourly rate now, an annual pay rise, decent pensions, free Tube travel, proper overtime pay, fair sick pay and at least 20 days' holiday.

THE RMT CLEANERS' CHARTER

Cleaners on the Underground deserve:

- A minimum rate of £6.70 per hour, increasing to an eventual £10 per hour
- An annual increase in pay
- A simple career path
- A decent pension
- Free travel on the Tube
- An additional payment for late night or weekend work
- Dignity and respect at work
- Clean mess rooms
- Regular provision of uniform
- 20 days basic annual leave plus 8 bank holidays
- A fair sick pay scheme



MAND A LIVING WAGE

If you would like to help in the campaign to win Tube cleaners a living wage please write to your MP and ask them to sign Early Day Motion 1278 below...

LIVING WAGE FOR LONDON UNDERGROUND CLEANERS

That this House believes the 2012 Olympic Games should allow London to demonstrate it is a city for social justice; is therefore concerned at the recent Queen Mary, University of London report which found that cleaners working on London Underground exist on poverty wages, do not receive annual pay rises, and are often required to pay for their own training; condemns cleaning sub contractors such as ISS and Blue Diamond for employing staff on such shameful conditions; and supports the RMT campaign for social justice for London Underground cleaners which includes a minimum rate of £6.70 an hour.

KEY FINDINGS OF QUEEN MARY, UNIVERSITY OF LONDON RESEARCH INTO CLEANERS ON THE TUBE

The research team interviewed low-paid contract cleaners on London Underground which found:

- Only 37 per cent of workers were paid the National Minimum Wage
- 90 per cent earned less than £5.51 an hour
- 83 per cent of workers had no annual pay rise and one in every two had never had a pay rise
- 60 per cent of cleaners who responded do not receive any more than statutory sick pay
- 46 per cent of cleaners routinely worked overtime, putting in anything up to 16 hours a week and 86 per cent of cleaners did not receive a higher rate of pay for overtime work
- 73 per cent lost income if they took time off to attend emergencies
- 73 per cent did not receive other benefits from employers such as maternity and paternity leave
- 71 per cent did not contribute to a company pension scheme
- 14 per cent of workers took no paid holidays
- Some workers were made to pay for their own training before starting the job
- Others had to pay a deposit of £130 for a fire safety card
- Cleaners also had to pay for their own Travelcards in order to be able to move on the Underground whilst at work and then ask the employer for a reimbursement
- One worker stated that he lost four hours worth of wages if he was 30 minutes late.
- Inadequate facilities were frequently mentioned with one respondent saying "We can't use the mess room because there are rats in there", another described their room as "dark and dingy". One station had no rest room at all and staff had no option but to sit on the train platform to eat their lunch even in the winter months
- Inadequate clothing was another source of discomfort; one said "We haven't had any new uniforms for two years. In summer we are still wearing thick jumpers in the sweltering heat. They had to give us proper work shoes because so many people were falling over, but no new trousers or t-shirts".
- Many said that their employers showed no concern for their welfare and typical comments were "they ignore our advice about working conditions" or "they treat us like animals".



Bob Crow exchanges views on Tube cleaners wages with London transport commissioner Bob Kiley

A CREDIT TO THE UNION

London Underground worker Mufaro Mapanda talks about how the RMT Credit Union helped her out of her financial difficulties and even took her on holiday



When LUL customer services assistant Mufaro Mapanda joined the RMT Credit Union when it was first set up two years ago she just thought it was a good way of saving.

However, she later got into financial difficulties and consolidated all her debts into a bank loan only to find out she was being charged exorbitant interest rates.

That was when she turned to the RMT Credit Union for help.

"It was so depressing getting those white envelopes telling me I was getting deeper into debt, I was always stressed," says Mufaro.

However, RMT's Credit Union stepped in and took over the £4,000 debt, immediately saving her £200 on interest payments.

This meant Mufaro was only paying one per cent interest on a reducing debt and could even afford to take a much-needed

holiday to her native South Africa.

Credit Union co-ordinator Nicky Hoarau explained that as Mufaro was a Credit Union member for over a year she could take out the maximum loan of five times what she had in her CU account.

"After three months members can take out up to three times their shares and after 12 months that rises to five times the amount," explains Nicky.

Now Mufaro says she can look forward to spending Christmas in Cape Town, instead of in debt.

"The Credit Union has saved me a lot of worry. It is funny to think that you can go to the union if you have any work problems and you can go to the union if you have financial problems!" says a clearly satisfied customer.

*See page 30 for details of how to join the RMT Credit Union. ■

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

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WEST HAM SECURITY ALERT

RMT raises concerns over station security in the wake of terrorist attacks on London

The union has raised concern over London Underground stations where Tube staff have the authority on their own - and without police permission - to order trains to stop or stations to be evacuated in the event of a suspect package or other security alerts.

However, mainline trains share some London Underground stations, using adjacent platforms.

Despite Tube staff being in charge they have no authority over mainline services.

The union cited an incident

at West Ham station, which is used by the Tube and c2c mainline trains. Tube staff spotted an unattended bag on the c2c platform and immediately ordered LU District lines trains to stop and evacuated the station.

However, c2c refused to stop their trains until they had discussed the issue with the British Transport Police.

An RMT rep said: "We have control over the entire station for security purposes but we do not have the authority to halt c2c services.

"This is a ridiculous and dangerous situation given the continuing security threat to London," he said.

He added that c2c control refused to suspend their service until they spoke to a police officer.

"That delay put passengers at potential risk because their trains still came and went, dropping off passengers who had to walk right past the suspect bag and into the area we already evacuated.

"The same people whom we had already asked to leave the platforms heard a train pulling in and went back up to board it.

"There should be some sort of joint programme which enables staff to stop all trains in the event of a security alert - but at the moment this does not

exist in London where Tube and mainline trains use the same stations," he said.

RMT general secretary Bob Crow has written to the transport minister, asking him to arrange an urgent meeting with the train operating companies over security at jointly used stations.

Mr Crow told the minister: "The need for this dialogue has been heightened by the recent appalling terrorist attacks on London.

"While we have had the opportunity for constructive discussions with the Mayor of London on safety and security arrangements for the tube that there is currently no forum to have similar discussions with the train operating companies," he said. ■



SHIPPING

Improved leave and conditions at Royal Fleet Auxiliary

RMT members at Royal Fleet Auxiliary have won parity in annual leave with their officer colleagues after a long and hard-fought battle.

The union argued that it had no problem with officers receiving higher rates of pay in respect of their qualification and responsibility. However, all RFA members spend the same time away and staff should receive the same leave as quality time with loved ones is of equal value regardless of rank or status.

RMT national secretary Steve Todd said that the union had argued for a number of years in respect of this claim and recalled that industrial action was taken by members to achieve it.

He said that many reports had been produced, most notably the Perkins report, which agreed that leave entitlement for ratings should be improved.

However, he said that the only problem is that there had been no suggestion of how this would be achieved and how it would be paid for.

"The offer which our members are currently being asked to vote on is seen as the least costly in achieving this goal and will be the latest in a number of goals achieved over the last four or five years," he said.

An outline of what has been achieved for RFA members over the last few years is below:

- Introduction of the RFA allowance which recognises the unique role of RMT



MORE LEAVE: HMS Manchester takes fuel from RFA Wave Knight in the Caribbean

members undertake in RFA which has increased all recent pay settlements

- 20 per cent increase in station allowance
- the introduction of Significant Operational Tasking Allowance
- Reduction in the qualifying period for over-tour allowance from 30 days to 15 days and regulations for tour lengths

Steve Todd reported there were a number of other improvements that have been made but there is still much

more to do.

"We must keep up the momentum in what is obviously our biggest employer of ratings. "Not only will this increase in annual leave and improve things for the existing RFA membership, it will also create more employment for our unemployed members," he said.

The next big hurdle for RFA ratings is the introduction of sponsored reservists, not to be confused with the Royal Navy reserve.

The introduction of this seems inevitable although there is much work to be done and

discussions are at an early stage.

If accepted, this will be purely voluntary as members will have the opportunity to decide if they accept sponsored reservist status.

The biggest benefit to RMT members is that if an individual accepts SR status, they will automatically receive the protection of the Geneva Convention in the event that their ship is captured in a warzone. In this case members would have to be treated as legitimate prisoners of war rather than war criminals. ■

SPRINGBOK WINDFALL

Dover Shipping branch secretary, Malcolm Dunning and chair Chris Fuller present a cheque for £15,000 to Trevor Goacher, Secretary to the Merchant Seaman's War Memorial Society. The cheque, on behalf of Dorset solicitors MacLachlan, represents

a proportion of fees from the signing of Compromise Agreements during the restructuring of P&O Ferries at Dover. Donations via Dover Shipping over the last eighteen months to Springbok now total £25,000.



SHIPPING

UNION WINS ASSURANCES FROM DUBAI PORTS OVER P&O FUTURE

The sale of P&O to Dubai Ports (DP World) has been a cause of concern to RMT.

Having already seen hundreds of jobs lost last year through the reduction in services in Dover, re-structuring in Hull and the cessation of services between Portsmouth and Le Havre, there were widespread fears that the sale would see the end of the P&O ferry group.

Despite RMT calls for meetings with senior P&O management, the company felt it was "unnecessary at this stage to meet".

The union wrote to a senior representative of DP World and received positive assurances that the company had an interest in the ferry side of the business and were not intending to close



any routes or shed any further jobs.

RMT national secretary Steve Todd also welcomed statements from DP World that the company is considering future investment in the business.

"This is a welcome departure from the norm following acquisitions, where we see asset stripping and job losses," he said.

He said that DP's intentions were confirmed at a recent fundamental financial review meeting attended in Dover by RMT reps and officers including Steve Todd himself.

"The company outlined its

positive intentions and at the same meeting P&O confirmed it would honour its obligations and liabilities to both the pension scheme and the MNRPF which is good news," he said.

However, Steve pointed out that P&O had written to the union confirming that the company intends to cease their voluntary contributions to the pension deficit, claiming that a reduction in the deficit and legislative changes had put the fund in a stronger position.

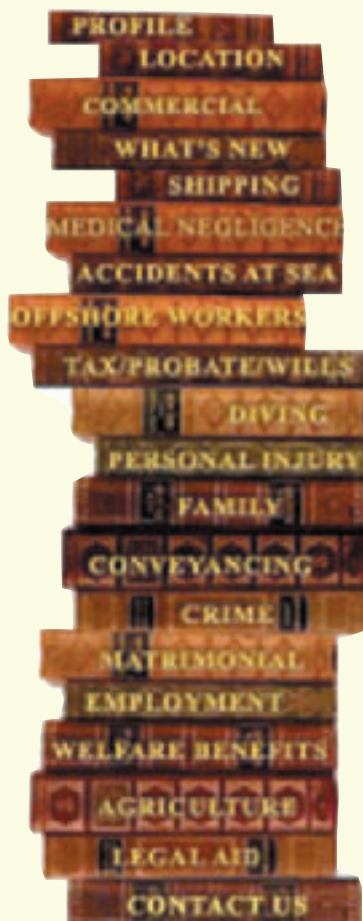
"That may be true up to a point. However, there is still a £130 million deficit in the pension fund.

"While P&O may have no legal obligation to fund the deficit, they certainly have a moral obligation and we will vigorously pursue this matter," he said.

REVIEWS

The annual P&O reviews are currently taking place. On the Larne/Cairnryan route, where members have had to endure a three-year wage freeze, an offer has been made and rejected by the union. RMT is awaiting an improved offer which the members will have a chance to vote on.

In Dover, an offer of 2.5 per cent is being considered by the membership and dates for Portsmouth and Hull to commence negotiations are being arranged. ■



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GREAT EU RAIL SELL-OUT

Diktats from Brussels demanding the 'liberalisation' of EU rail networks within the next four years are being met by protests and the refusal of member states to implement EU directives

Brussels introduced the so-called 'third rail package' last month, which orders member states to comply with various rail directives by 2010, effectively breaking up national rail networks and handing them over to the private sector.

However, recent national rail strikes in France last November showed rail workers' attitudes in EU member states have not been reconciled to rail privatisation. This is despite the Commission's institutional approach, based on stealth and secrecy, to opening up national markets to 'liberalisation'.

In fact, the fast-approaching

date of January 2006 for full 'open access' to rail freight competition has led to a hardening of attitudes amongst the four largest French rail unions representing the majority of rail workers.

French rail company SNCF's freight reorganisation, introduced as a result of EU rail freight liberalisation rules, is being fought hard by rail workers. Recent strike action has produced strenuous denials by French ministers and SNCF president, Louis Gallois, of any intention to privatise SNCF.

Mr Gallois said Europe's railways were all public

companies except in the UK, "and the English experience is not a great reference".

Moreover, British railway consultant Robert Watson believes the EU may well have had an adverse effect on the rail system because "open access has destabilised the European railroad environment".

EU RULES

Brussels began the drive to privatise EU rail networks with the introduction of Council Directive 91/440/EEC on July 29 1991, which demanded an historically unprecedented liberalisation model of a

"vertical split" separating rail infrastructure from operation of rail services. It stipulates:

- operational autonomy for railway operators
- separation of the infrastructure from service operations (as an absolute minimum - although not exclusively - for accounting purposes)
- open access for international undertakings
- introduction of track access charges

If this sounds familiar, it is because this was exactly the basis of British Rail privatisation



DISASTER: The British experience of implementing EU diktats has proved disastrous for rail workers, passengers and the industry

OFF HITS THE BUFFERS

by the John Major's Tory government in 1996.

The statutory instrument that began the privatisation process, Railways Regulation 1992, was introduced under Section 2(2) of the European Communities Act 1972 in order to comply with directive 91/440/EEC.

This EU 'liberalisation' model has proved disastrous in many ways. The privatisation of rail maintenance led to the catastrophic deterioration of track, causing the deaths of many passengers and rail workers.

Private train operators' record profits are siphoned from public subsidy, there is a perpetual squeeze on rail workers' pay and ticket fares continue to rocket, making Britain's railways the most expensive in Europe.

RESISTANCE

Despite the introduction of 91/440, the path followed by national rail administrations of other member states has differed radically from the UK's wholesale adoption of the

Commission's privatisation model.

The French example has been based on a public sector strategy, to create a TGV (high-speed train) network operating in a competitive transport market, against both road and low-cost air travel, with commercial business objectives.

DeutscheBahn AG, SNCF's principal potential freight competitor in Europe, has also made clear it will not be following the British experience of EU rules.

DBAG CEO, Hartmut Mehdorn, told International Railway Journal recently: "When the amended railway legislation comes into force in Germany, open access to railway infrastructure will apply to such an extent that we begin to wonder whether this is not excessive intervention in our freedom of business management.

"An integrated railway is also absolutely essential to ensure continuing technological development of the wheel/rail system," he said.

Herr Mehdorn's long-term goal has been to privatise DB as an integrated railway.

He strongly believes that the separation of infrastructure from operations, which has been carried out in some form by most national railways at the behest of the European Commission, is bad for railways.

Herr Mehdorn has often pointed out that the only financially successful railways around the world are fully integrated ones. North America's unified private freight railways are profitable, but struggle to fund adequate long-term capital investment programmes.

The privatisation of the big three JR railways in Japan has been a financial success despite safety concerns. The outright privatisation of New Zealand Railways ended in failure, with the government being forced to



ETC PROTEST: French rail union leader Didier le Reste outlines to the media why rail workers oppose EU directives demanding rail 'liberalisation'.

take back ownership of the infrastructure. The private owner simply could not earn enough to fund the cost of maintaining the track.

On the other hand, both the (French) TGV and (German) ICE have rapidly filled their capacity and today represent an important export market for their respective manufacturing sectors, while UK train-building has ceased to exist since rail privatisation.

Such a contrast of fortunes is not merely the result of the greater political willingness of successive French and German governments to protect national industries.

POOR PERFORMANCE

The poor operational safety and financial performance of the UK rail sector arose due to problems inherent in the "vertical split" model advocated in 91/440.

As research carried out for the Russian Department of Transportation has noted, the concept that train and track are as separable as aircraft and airport is invalid for several reasons:

- The train is constantly physically connected to the track
- The track is a limited, dedicated resource
- As railway control technology becomes more sophisticated, train/track controls become more integrated
- Best practice railway operations depend upon deployment of this advanced

integrated safety technology and separate train/track ownership makes it very difficult to implement such technology

The idea that competing train operating companies can compete for slots in track use is also limited as train path scheduling on the fixed track infrastructure has limited flexibility. Even advanced computer technology cannot easily generate alternative and new train path allocations.

The failure to recognise these fundamental problems and to misinterpret functionality as 'market failure' is a long-term characteristic of European Commission thinking on rail 'liberalisation'.

The main financial problem of the EU "vertical split" model is that train operating companies cannot possibly absorb the true cost of the infrastructure. This model relies on a valuation determined by low track-use charges which can be borne by train operating companies. But vital fresh investment is not forthcoming as predicted, creating a barrier to the seamless investment required.

Therefore, the unelected European Commission is on a collision course with the elected governments of member states, who increasingly see the Brussels model of rail privatisation as a recipe for compromising safety and the inevitable decline of rail. ■

Have you got what it t

The Railway Children charity is looking for teams of four plus a support person for each team to join a new and exciting one day event.



The Brecon Challenge, taking place on June 10 2006, is a fantastic opportunity for teambuilding and networking.

It is also about doing something truly amazing – raising funds for the world's runaway and abandoned children.

This is truly a challenge worth bragging about – hiking a distance of 16 kilometres, cycling a distance of 32 kilometres (incorporating much of the well-cycled "Taff Trail"), and building a raft and then paddling it across the reservoir, all in the beautiful surroundings of the Brecon

Mountains.

At the end of the challenge each team will be rewarded with a glass of champagne and a scenic ride on the Brecon Mountain railway steam train.

This will be followed by an awards ceremony, hog roast, disco and drinks til late.

All the money raised by the participants will go directly to the children who so desperately need help. Railway Children is a registered charity, No 1058991, based in Crewe that works in the UK and worldwide giving a point of contact for homeless children at

SOLIDARITY FOR CUBA COMES TO

The British trade union movement and Cuba Solidarity Campaign hope to repeat the success of last year's Unions for Cuba conference on a European scale in February 2006

The European Trade Union Solidarity Conference with Cuba and Latin America – the first event of its kind ever to be held in Britain – will take place at City Hall, London between 24-25 February 2006. Speakers include Pedro Ross, General Secretary of the CTC in Cuba, Ken Livingstone, Brendan Barber, , Spanish MEP Miguel Angel Martinez, and Xavier Declercq, Director of Mobilisation at Oxfam Belgium.

Delegates from across Europe will meet at the conference to share experiences of and promote solidarity work at a European level and identify joint initiatives for lobbying.

Pedro Ross, General Secretary of Cuba's trade union confederation, has said that the conference "will be an exceptional opportunity to exchange our diverse experiences of support and solidarity towards the workers

and Cuban people".

RMT is supporting the conference and has a limited number of free delegate places for European trade unionists. If you have contacts with unions in Europe who might be interested in attending the event, please get in contact with CSC.

The weekend activities include a welcome reception on the Friday evening, the conference in the Council Chamber at City Hall on



akes?

railway stations and providing shelter, food, healthcare and education.

The countries in which it provides support include India, Mexico, UK, Zimbabwe and Russia, funding more than 50 projects.

The Railway Children, in the 10 years since its start, has helped over 50,000 children. ■

For more information, please contact the Railway Children events team – email – events@railwaychildren.org.uk, telephone 01270 251571. They expect places to go fast following the success of the Three Peaks Challenge, so don't miss out!

LONDON

Saturday, and an evening meal and social event on Saturday night in central London. ■

Further information about the conference, including information on registering as a British delegate, and sample invitation letters for European trade unionists in English, Spanish, and French, can be received by calling Campaigns Manager, Natasha Hickman on 0207 263 6452 or emailing campaigns@cuba-solidarity.org.uk



MEETING THE CHALLENGE

I would like to start by wishing all members every success in 2006. We begin a New Year optimistically, building on our advances and successes over the previous year.

RMT is on a sound footing and widely appreciated as an open campaigning and challenging union. A union that tries its best to represent its members on pay, conditions, working hours, pensions, health and safety as well as providing excellent legal and benefit services in the difficult circumstances that transport workers can find themselves.

No doubt new challenges will appear during the next twelve months, and nobody in the transport industry should be without the protection and representation of this union.

We hope to provide and improve representation and meet the needs of our members. One exciting venture will be the opening during this year our new Education Centre in Doncaster, where our local and regional representatives will receive first class education and training to enable them to provide first class representation in all areas.

We need rank-and-file tutors from among our membership in the various modes of transport, so I would urge anyone thinking about taking up the challenge to teach others to fill out the application forms when they become available. Bear in mind that full training will be provided.

We are continually improving and reviewing cash benefits, including orphan fund benefit, accident benefit and death grants and others which are, sadly to say, still necessary in the 21st century. We are also improving general services to

members – we now have an improved help-line and a new website which has gone on-line this month staffed by a new website manager.

We have recently appointed two more relief organisers to provide a better “out in the field” service to our branches. RMT is, of course, able to provide improvements due to the steady increase in members joining and an energetic programme of recruitment and retention.

This is backed up by a responsible finance and budgeting regime. However, there are far too many transport still not being protected by a union so why not try to recruit a friend to RMT as a new year resolution?

In my view, a major problem in the near future will be that of pensions. The valuations on most schemes are now known and they don't make happy reading.

RMT is adamant that pensions are a condition of service and workers should not be made to carry the can for deficits that are not of their making.

It is important to remember that it will be the expert protection of a trade union during these important negotiations to defend and secure our existing final salary schemes for the future. Pensions should concern everyone, young and old and young people coming into transport should be given maximum encouragement to join the union and defend their interests.

So come on board and get involved in the most democratic, open, transparent and fighting union in the country.

Tony Donaghey



A TALE OF TWO CITIES

This is traditionally a time of year for reflection. When I look back on 2005 one event stands out. It's that magnificent July Saturday when the Make Poverty History demonstration engulfed Edinburgh.

I am proud to have been part of that historic day, that outpouring of 250,000 people full of hope. Hope that at last we would see an end to the misery and degradation facing billions in a world of plenty.

It was a day whose awesome spirit implored the most powerful men in the world, the G8 leaders, meeting in Scotland that week, to face up to the biggest issue facing the world and to redistribute its wealth to those in most need.

But looking back on those July days now, it is a quote of

Dickens, from A Tale of Two Cities, that springs most readily to mind - 'It was the best of times. It was the worst of times' because barely had the protesters left the city when the G8 leaders gave up the ghost.

The atrocious London bombings usurped the political agenda, but the harsh reality is that they never had the slightest intention of fighting world poverty. And the G8's relief to have gotten off so lightly was palpable.

How many more people today now conclude that the G8 preside over rules which mean more people are living in poverty now than at any time in history? How many more believe therefore the G8 are part of the problem not the solution?

Poverty in the world today is no natural disaster. Unlike the Asian tsunami, Pakistani

earthquake or New Orleans hurricane it is entirely man made. It is a consequence of economic decisions taken by multinational corporations and the governments they control.

What is needed is a globalisation programme with a difference, one which ends the corporate exploitation of the peoples and resources of the world for a tiny elite and redistributes our astonishing wealth from those who have the most to those most in need.

Of course, the unavoidable fact remains that the 250 corporations who control 50 per cent of world trade for example, will never, as Karl Marx famously warned, just give it up. They must be compelled to do so.

And for this change to occur a movement needs to be built to press for it. The Scottish

Socialist Party is part of that movement. This global force for change faces many obstacles, not least an opposition which will go to any lengths to protect its privileges.

It also has to appreciate the strength it has as a movement.

But let anyone who doubts how 'persuasive' these democratic aspirations are, then consider how South African apartheid was routed or the eastern European dictatorships.

I am a democrat and a socialist, for me they are synonymous. I believe the legacy of July 2 lingers more potently than many believe. For me that day and this growing movement will come back to haunt Tony Blair and the G8 leaders who underestimate it still.

Colin Fox MSP

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POSTAL WORKERS FIGHT ROYAL MAIL SELL-OFF

The Communication Workers Union has been forced to fight on two fronts due to Royal Mail's privatisation agenda and the EU-backed 'liberalisation' programme of the postal regulator Postcomm.

The union has done well in resisting the share ownership plans for privatisation proposed by Royal Mail chairman Allan Leighton.

A high profile campaign spearheaded by CWU general secretary Billy Hayes has seen 208 MPs sign up to Early Day Motion Number 548 opposing the share ownership scheme.

The 193 Labour MPs expressing strong opposition via the EDM represent a bulwark of opposition to any privatisation plans that Leighton or Alan Johnson, the Secretary of State for Trade and Industry, may hold.

For the government to push through privatisation, it would require Tory support with more than 50 per cent of the Parliamentary Labour Party in opposition.

Any such move would be

politically untenable. Therefore, the more immediate threat appears to come from the EU's 'liberalisation' agenda being pushed by Postcomm.

EU RULES

On January 1 2006, the UK market was fully opened up to competition, some three years ahead of the target date set by the EU for Europe-wide liberalisation under EU directive 97/67/EC.

Some 14 companies have taken licences to cherry pick profitable parts of the newly liberalised market, though the union points out that few are interested in delivering social mail - meaning deliveries to the general public.

"It is a widespread illusion that with liberalisation there will suddenly be a whole variety of companies putting up their own letter boxes on street corners.

"Most are not interested in residential mail where there is no money to be made, they want to cherry pick the lucrative business contracts from Royal

Mail," said Billy Hayes.

The effect of allowing the private operators to grab such contracts will be to cut Royal Mail's income.

This in turn could see the company looking to reduce its workforce and charge more for basic services via increases in stamp prices.

"Few beyond those with vested interests seem aware that liberalising the service could mean a more expensive and less efficient service," said Billy.

No private operator has provided an "end to end" service, but simply collected and sorted the mail prior to handing on to Royal Mail to deliver "the final mile".

CWU insist there should be no privatisation of the universal service and Royal Mail should not be forced onto an uneven playing field via the liberalisation agenda.

DECENT PAY

CWU assistant secretary Dave Ward said that instead of playing with share ownership schemes, basic pay should be

increased from its present derisory level to at least the national average.

"Royal Mail employees' basic wage is less than 80 per cent of the UK national average," said Dave.

He called on the government to invest in the industry and review the Postal Services Act and make Postcomm responsible for protecting and defending the universal service obligation and the UK Post Office.

"Yes, competition is coming but rest assured the union will not be deflected from its progressive agenda.

"To meet the threat of competition Royal Mail needs to concentrate on quality and invest in its greatest asset - its workforce," said Dave.

* RMT members that want to assist the CWU campaign to see a publicly-owned Royal Mail fully restored to good health, providing customers with an excellent service and its employees with rewarding employment, ask your MP to sign early day motion 548.



MICK MANIAS BOWS OUT

RMT's Neasden branch recently held a retirement party for Mick Manias, a member for 25 years and local rep on the Willesden Green Group.

Mick is a well respected RMT activist who was always willing to help his members.

RMT London regional secretary Mick Crossey said: "Mick's retirement will leave a big gap and he will be a hard act to follow". All at Neasden 1070 branch will miss Mick, but wish him all the best in his retirement.



40 years with the union

Longstanding RMT members Robin Mackie and John Holme of Ayr branch received their 40 years badges and medals from branch chairman Louis Bozner and branch secretary Gerry Mcann at Ayr Railway Club recently.

Robin started his career off as a Fitter at Ayr Sheds and John began his as a signaller at Kilmarnock. Louis and Gerry said it was a great pleasure to have the honour to present these badges and medals on behalf of the union. ■

More information is available on branch activities at www.rmtayr.co.uk



Left to right: Branch Secretary Gerry McCann, Robin Mackie, John Holme and branch chairman Louis Bozner



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Dear editor,

I would like to take this opportunity to thank local RMT representatives for helping me with a claim I recently made to the union.

I unfortunately had a motorcycle accident on the way to work, I am a conductor at Leeds City station, and I had seven weeks off work. After returning to work, I got talking to an RMT official who informed me that I could claim union benefits for having an accident on the way to work and told me how to go about it. To my great surprise I received over £250.

I have been a union member for over 27 years and it is very pleasing to find out that even in this day and age there is someone who can help, especially when the bank I have had my mortgage insured with for 24 years, turned round and said I could not claim because I had to be off for 60 days.

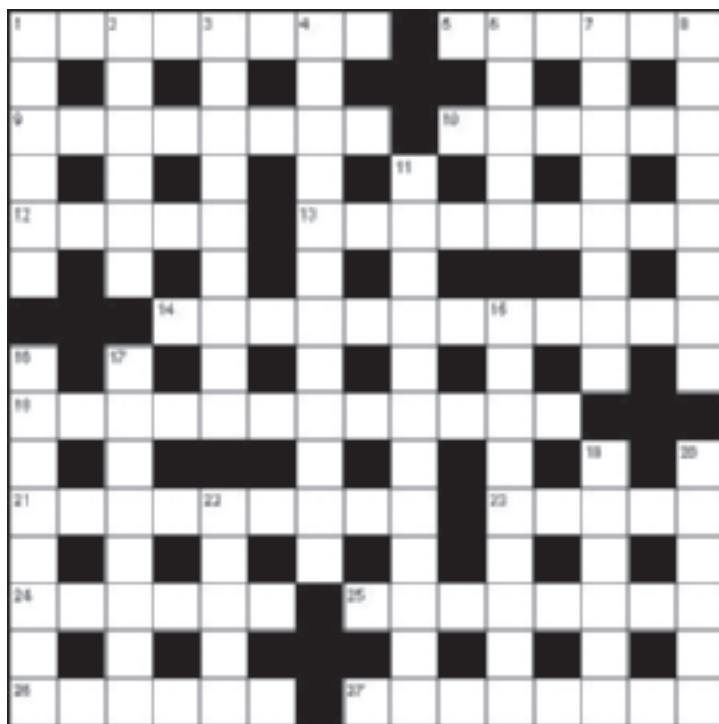
The most important reason to be in the union is the strength it provides through solidarity. I know being in a union is not only for what you can get out of it, but it is still nice to know there are benefits for members other than the obvious ones.

So once again I would like to extend my thanks to the local reps at Leeds City station, it just goes to prove that it pays to be in a union.

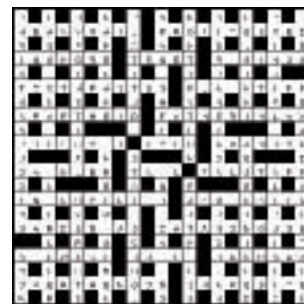
Yours sincerely,
S Crees

RMT £25 prize crossword

No. 21. Set by Elk



Last month's solution...



Winner of prize crossword no. 20 is Geoff Askey of Harrow.

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by November 7 with your name and address. Winner and solution in next issue.

ACROSS

- 7,10 Train operating company in dispute before Christmas over bank-holidays (7, 6)
8 Piece of furniture - containing politicians? (7)
11 Driver, of train or machinery (8)
12 Opposite of front (4)
13 Proponent of free-market capitalism (3-7)
14 Not significant (11)
19 Products usually found in the bathroom (10)
22 Clarified butter, often used in Indian cuisine (4)
23 At a distance from land; outside tax jurisdiction (8)
24 Concurred; tallied (6)
25 Wanted (7)
26 Coming after the event - as in birthday card (7)

DOWN

- 1 Irritant chemical, used by riot police (7)
2 Afflicted or in trouble, as in vessel (8)
3 Dried grape (6)
4 Renovating process - of building or person! (8)
5 Marauder at sea or copyright cowboy (6)
6 The act of taking away, or changing home (7)
9 Railway engines (11)
15 Tube infrastructure company in dispute before Christmas (8)
16 Citizen of west African country (8)
17 Everton - but not mints! (7)
18 Young hare (7)
20 Canine superstar (6)
21 Workers on the waves (6)

HOW TO 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

Credit Union accounts may only be opened and transactions accepted when verification of identity and address has been completed and cross-referenced against RMT membership. We are using the method of Direct Debit only and money will be deducted from your bank account on the 28th of each month. Please return completed forms and ID documentation, as we need to make sure you comply with the money laundering regulations. Failing to complete all forms and ID documentation will delay us from setting up your savings account.

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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		RMT Branch	
Job Description			

3 Mr ☐ Mrs ☐ Ms ☐ Miss ☐

4 Membership Status

RMT TU Member ☐ Retired RMT TU Member ☐

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Direct Debit (you must complete form below)

6 Normally your payments are made once a month (28th) to RMT Credit Union Ltd.

7 Next of Kin

Address

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

Your signature

Date



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Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
	Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

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Branch Sort Code

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Originator's Identification Number

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Reference Number

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Signature(s)

Date

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Please fill in sections 1-7 of the form, including section 6 'Official Use' box, using a ball point pen and return it in the freepost envelope provided, or to:
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Name of Account Holder

2

Bank/Building Society Account Number

3

Branch Sort Code

4 - -

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Branch Address

Postcode

Originator's Identification Number **9 7 2 6 8 1**

Reference Number (Office use only)



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Postcode

Instruction to your Bank or Building Society

Please pay The British Red Cross Society Direct Debits from the account detailed in this instruction subject to safeguards assured by the Direct Debit Guarantee. I understand this instruction may remain with The British Red Cross and if so details may be passed electronically to my Bank/Building Society.

Signature of Account Holder

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Signature Date