

RMT *news*

Essential reading for today's transport worker

COLLUSION AGAINST RMT REVEALED

Courts hear how national newspapers
paid to receive confidential information
from police computer

Celebrating 90 years of...

Railway Women

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EDITORIAL

VINDICATED

One day you can feel a bit isolated and even paranoid. The next, the French and Dutch reject the EU constitution and the courts find you've been the victim of illegal collusion involving the media and the police.

Well, that's life and when you read on you will see why there is every reason to feel a bit spooked.

Voicing suspicions of a dirty tricks campaign can often just win you a funny look. But, as they say, even if you are paranoid it doesn't mean they're not out to get you, and the courts have recently found that RMT was among those named in a court case concerning an illegal trade in confidential police information.

Similarly, when this union helped set up Trade Unionists Against the EU Constitution, we were told we were a tiny minority. Today, no major British trade union supports this privateers' charter, which should now be consigned to the dustbin.

A number of legal battles launched by this union have also proved successful, including the recognition of the right of part-time workers at GNER for equal pay with their full-time counterparts. Members unfairly dismissed or injured in industrial accidents have been awarded substantial damages following representations by our solicitors.

All this goes to show that if you stick by what you believe and fight for it you can win.

Bus members at Stagecoach East Midlands did just that by winning an improved pay offer after voting for strike action. Mersey Rail have also seen fit to sit down with the union and find a solution to the long-running 35-hour week dispute after members took decisive strike action.

Members at Midland Main Line have also shown that they are not prepared to see safety compromised and are taking strike action to ensure adequate staffing levels.

RMT has linked up with French maritime unions CGT and CFTD and Irish colleagues in SIPTU to protest against the use of low cost labour on Irish Ferries by blockading one of its ships at Cherbourg.

This is just the start of a very important campaign to defeat 'social dumping' and the erosion of wages and conditions by greedy employers.

French railfreight workers have also launched a fight to stop the



implementation of EU rules demanding the 'liberalisation' (that's mass privatisation to you and me) of their industry.

For European rail workers the so-called third EU rail package, promoting 'interoperability', means private companies taking over the sector, job losses and the steady erosion of pay and conditions.

In Italy, for instance, a private company has now snatched 35 per cent of the market after only starting in 2001 in the light of EU directives demanding 'liberalisation'.

Here in Britain, transport workers know all about the results of privatisation, and any further fragmentation would transform a tragedy into a dangerous farce. The privateers have long craved what they call 'vertical integration', in which the train-operating companies assume control of the infrastructure over which 'their' trains run.

Since the private contractors were booted off rail maintenance for reasons of safety and efficiency, Network Rail has begun to re-establish structures necessary to re-build a proper safety culture. Yet plans are now being advanced to throw this process into reverse.

The idea is to lease Merseyside's rail infrastructure and maintenance operations to Merseytravel, the Passenger Transport Executive run by the region's local councils.

Merseytravel would then sub-lease the assets and work to the private sector, transferring responsibility for subsidising private-sector profits to local council taxpayers.

For RMT's 14,000 Network Rail members, this is the thin end of a wedge that means the transfer of members back into the private sector and threatens their safety, jobs, pay, conditions and pensions and promotion and transfer arrangements.

I have made it clear to Network Rail that RMT is totally opposed to the flawed concept of 'local vertical integration', and will fight it all the way.

I hope you all get a chance to enjoy a summer break, you deserve it.

Bob Crow

Best wishes

MIDLAND MAIN LINE CUSTOMER HOSTS BALLOTTED OVER SAFETY

More than 160 RMT on-board customer hosts at Midland Mainline are to be balloted for strike action in an escalation of the dispute over the safe operation of multiple-unit trains.

Around 150 RMT guards have already taken 24-hour strike action four times, and another is planned on July 2,

following the company's refusal to negotiate a settlement.

"This dispute is about ensuring that there is a safety-trained guard in each portion of a multiple unit train," RMT general secretary Bob Crow said.

"It is simply not possible for one guard to cover the whole of a multiple-unit train because there is no access between the

units when the train is moving," he said.

Midland Mainline have so far ignored attempts to negotiate on this crucial safety issue despite a work to rule and rest-day and Sunday-working bans, and members have voted by a margin of nearly seven to one to strike.

On-board customer hosts,

who are not trained in emergency train protection, have made it clear to the union that they feel that their own safety is being compromised.

In a multiple-unit train a customer host will often be the only member of staff available in the portion of a train cut off from that covered by a guard.

There is no effective means of communication should an incident occur in the unguarded portion of a train, there is no means of self-protection and the customer hosts have no power to terminate a service should something go wrong.

Rather than talk, Midland Mainline is further compromising members' and the public's safety by bringing in managers from other National Express subsidiaries to operate services on strike days.

It is clear that they do not have the necessary route knowledge or familiarity with the Meridian rolling-stock involved, and the union has asked the Health and Safety Executive to intervene as a matter of urgency. ■



RESOLVE: Midland Main Line staff on strike in Sheffield. From left Bev Goodison, Graeme Bunting, Jackie Brown, Paul Glover, Brenda Pearson and Dainne Holmes. Picture: Andrew Partridge

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GNER part-time workers win appeal

Employment Appeal Tribunal overturns a decision to turn down a claim brought by part-time workers at GNER for equal pay with their full-time counterparts.

RMT launched an appeal after the Newcastle employment tribunal rejected test cases brought three RMT members, Francine James (Customer Service Assistant), Karen Carden (Customer Service Manager) and Deborah Butler (Chef), against GNER under the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000.

The regulations aim to remove discrimination against part-time workers. The cases were brought following the failure of GNER to pay part-time workers Attendance Incentive Allowance, which is paid to full-time workers.

Regulation five of the Part-Time Workers Directive gives part-time workers the right not to be treated by their employer less favourably than a full-time worker is treated in relation to the terms and conditions of employment.

Where a full-time worker receives pay or a particular

benefit then the part-time worker is entitled to receive a pro-rata proportion based on the number of hours worked compared to the full-time worker.

Following restructuring, GNER agreed to pay full-time workers for the first 35 hours at basic rate and then the additional five contractual hours' pay at the overtime rate of time and a quarter. The 40 hours would be paid to full-time workers irrespective of whether their roster would actually require the full 40 hours to be worked.

Initially, this was called Attendance Incentive Allowance, as part of the requirement for this payment to be made was an attendance element. After complaints were made by the part-time workers that this was unfair, and potentially discriminatory, GNER re-titled the payment an Additional Hours Allowance in an attempt to claim it was an

overtime payment.

Part-time workers cannot receive an enhanced overtime payment for work done in excess of their contractual hours. An overtime rate need only be paid to part-time workers for the hours worked in excess of a full-time worker.

In April 2004, the Newcastle Employment Tribunal rejected RMT claims that part-time workers were receiving less favourable treatment. However, following submissions by Drummond Miller, RMT solicitors for Yorkshire, Lincolnshire and the North East, the Employment Appeal Tribunal agreed that the employment tribunal had failed to apply the correct legal test to the facts.

The appeal tribunal rejected the submission by GNER that the additional hours allowance was an overtime payment and, therefore, excluded from the provision of the Part-Time Workers Directive. The

employment appeal tribunal therefore ordered that a completely new employment tribunal should hear the whole case again.

RMT representative at GNER Alan Andros said that he was "absolutely delighted" that the appeal had allowed members' claims to be looked at afresh by a new tribunal.

"RMT has consistently argued that the payment made by GNER is not an overtime payment and that on-board crew who work part-time should be able to receive a similar pro rata payment," he said.

David Scott of Drummond Miller's York office said that the Part-Time Workers Directive was a complex piece of legislation and he was pleased that the appeal tribunal had accepted the union's submission.

"However, the case will start afresh before a new tribunal and it will be for them to decide whether the part-time workers have been treated less favourably.

"I am, however, certain that if it was not for the determination and resources of the RMT that these cases would not have been brought," he said. ■



MERSEYRAIL GUARDS SUSPEND ACTION FOR TALKS

Strike action by 170 RMT guards at Merseyrail was suspended earlier this month following an offer of meaningful negotiations aimed at finding a solution to the long-running 35-hour week dispute.

Merseyrail guards have held five strike days so far and action is still scheduled for July 9, pending the talks' outcome.

"Our members' rock-solid action has had a devastating effect on Merseyrail services on five strike days, and shows their absolute determination to win the 35-hour week they have been waiting for for four years," RMT general secretary Bob Crow said.

Merseyrail have now agreed

to break the impasse by dealing with the question of the 35-hour week in line with other pay and conditions issues for guards, rather than in the general pay negotiations.

"The company has set aside three days for intensive talks on this issue and as a result, after consulting our reps, the RMT executive has suspended the action," Bob Crow said.

Members voted by a margin of 20 to one to strike after rejecting unacceptable strings that would have seen members paying for their 35-hour week by losing rest days.

The company's most recent offer was also rejected, by a margin of more than eight to one. ■

RMT DEMANDS RE-INSTATEMENT

RMT is demanding the re-instatement of two Merseyrail ticket collectors sacked for listening in to the television commentary of Liverpool's European Cup victory over AC Milan last month.

The two – one a Reds fan and the other an Evertonian – had their appeals thrown out despite the fact that the miniature TV set involved had no picture and the two were on a rest between trains on non-safety critical duties.

"This is as absurd as it is shocking – Merseyrail have gone way, way over the top," RMT general secretary Bob Crow said.

He said that the company was completely into the hype in the lead up to the match.

They had staff filmed singing

'You'll Never Walk Alone' and encouraged employees to bring radio sets in to work, and yet they have sacked two non-safety critical staff for listening in to the commentary on a broken TV in a staff rest room.

"We hope the company sees sense and re-instates the two at a director's review, but our Merseyrail members are seriously angry about this and we are already being asked to ballot for action," Bob said.

"It's hardly surprising that Merseyrail have got serious industrial relations problems if they react in such a hypocritical way," said RMT regional organiser John Tilley.

"I hope Reds and Blues fans alike will bombard the company with calls and emails urging them to re-instate our members," John said. ■

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STRIKES BITE AT 'ONE'

RMT urged 'One' railway to stop stonewalling and get round the table to settle the dispute over new-technology payments.

The union made the call after over 270 RMT conductors, ticket examiners and revenue protection inspectors took a second day of strike action in the dispute, voting by a margin of nearly four to one for action.

Further 24-hour stoppages are planned on Monday June 27 and Friday July 15.

"Our members have given another magnificent display of their determination to win a just settlement of this dispute," RMT general secretary Bob Crow said.

He pointed out that National Express made nearly £60 million in rail operating profits last year and increased its shareholders' dividend by 18 per cent.

"They are introducing new technology to help increase those profits even further, and our members, who actually go out there and run the railway, quite rightly expect some of the benefit to be passed on to them.

"If the company can find massive increases for its shareholders, they should be able to negotiate a settlement for its workforce, yet they seem to expect our members to subsidise the introduction of these machines," he said.

Other National Express companies have already negotiated payments for introducing these machines, and the union has pointed out that there is no reason why One shouldn't be able to do so as well and avoid further industrial action.

RMT has also warned the company that it will ballot its booking office members for action unless meetings take place to discuss the introduction of new Tribute equipment in booking offices.

CREDIT UNION PUTS DAVE IN THE DRIVING SEAT

RMT member Dave Barrington is the proud owner of the new "all-singing, all-dancing" Yamaha R6 motorbike thanks to your Credit Union

Dave didn't expect to rely on the Credit Union until his bank said it was unable to give him the cash loan for the bike, despite being a customer for over 20 years and through two mortgages.

"This was the first batch of the new bike and I needed the cash straight away.

"However, the bank said that I'd have to wait for the money," he explains.

RMT's Credit Union came to the rescue and agreed a loan immediately to help him buy his dream bike.

"Within two days I had the money, and I saved the best part of £1,000 as a result of being a cash buyer," Dave says.

Dave had £2,152 in savings with the Credit Union, enabling him to apply for a loan of three times that amount to be repaid at £201.24 over 30 months.

It was the second loan he had taken out, after borrowing £600 with monthly repayments of £54. However, he paid off the loan in four months which meant that he only paid £22.04p interest.

Credit Union administrator Nicky Hoarau (pictured with Dave) said the reason interest payments were so low is that a CU member only pays back one per cent per month on a

reducing balance, eg on a £600 loan, if you paid back £100 you only pay one per cent on the £500 that is left and so on.

"This is a great benefit when you consider that banks still charge you the full whack even if you settle early or even charge fixed penalties," she says.

Dave is clearly a satisfied Credit Union customer.

"It's better than any bank, informal, friendly and so easy to arrange.

"I'd recommend anyone to join up and take advantage of a first class service," he says.

If you would like to join the RMT Credit Union fill out the form at the back of this magazine. For more information phone 020 7529 8835 or e-mail c.union@rmt.org.uk ■





GS ADDRESSES GMB FRINGE AGAINST EU CONSTITUTION

RMT general secretary Bob Crow addressed a fringe meeting of the general union GMB about the dangers of the EU Constitution.

He told delegates how Trade Unionists Against the EU Constitution (TUAEC), which Bob chairs, had distributed 20,000 pamphlets explaining the contents of the privateer's charter.

"These proposals institutionalise privatisation, remove democratic rights from member states, creates a new legal system and allows Brussels to go to war in its own right," he said to applause.

"The Constitution is now effectively dead after the latest referendum results.

"I enjoyed a bottle of Beaujolais when the French voted No last month, a bit of Edam when the Dutch rejected it.

"I don't know what Luxembourg produces, but I'll be having some of it when they reject it on July 10," he said.

Acting GMB general secretary Paul Kenny, who chaired the meeting, thanked Bob for coming up to Newcastle for the event.

RMT wins improved offer for Stagecoach East Midlands bus staff

Busworkers at Stagecoach East Midlands voted to accept an improved offer from the company after RMT members backed planned strike action.

The union called off the action to allow a new pay offer from the company to be put to more than 400 bus workers at depots in Chesterfield, Mansfield and Workson in a referendum. An overtime ban was also suspended.

RMT general secretary Bob Crow said that members' determination had brought the company back to the table with a significantly better offer.

For bus drivers the offer is of

a two-year package, with a five per cent rise to £7 an hour from May 1 this year, a further 2.9 per cent from October 30 to £7.20 an hour, and a 4.2 per cent rise on April 30 2006 to £7.50.

For bus drivers with less than a year's service, the increase offered is 6 per cent to £6.50 an hour from May 1, and further rise of the inflation rate plus 1 per cent or 4.2 per cent, whichever is the greater, on April 30 2006.

For express drivers the offer is five per cent from May 1 to £6.76 an hour, a further 2.9 per cent to £6.96 on October 30, and a further 4.2 per cent rise

from April 2006 to £7.25. All drivers would also be paid £1 per hour on their basic hourly rate for working Sundays and bank holidays.

For skilled day engineering staff the single-year offer is of 9.2 per cent to £8.10 an hour from May 1, and for skilled engineering shift staff 8.2 per cent to £9.10.

The lowest-paid cleaners are offered a two-stage increase this year to £5.12 on May 1 and £5.35 on October 2, a total of ten per cent, with grade 2 cleaners offered £5.85 (5.4 per cent).

All other grades are offered 5.3 per cent. ■

LUL TRAIN OPERATORS TO CONTINUE ACTION AT ACTON TOWN

London Underground train Operators based at Acton Town District Line depot vowed to continue their long-running industrial action in a dispute over the lack of modern booking-on facilities.

Tube operators from Tube unions RMT and ASLEF have all been refusing to book-on at Earls Court due to the appalling lack of facilities there.

LUL had agreed to provide full facilities for members booking on at Earls Court or to make a travelling-time payment for operators who book on at remote locations.

However, the company stopped these payments in 2002 without providing the promised booking-on facilities at Earls Court.

"Here we are in the 21st century and we are still waiting for basic facilities – our members feel they have waited long enough," RMT general secretary Bob Crow said.

"They can afford to build an Olympic stadium in London but not provide decent facilities for train operators," he said.

London regional organiser Bobby Law also warned LUL that any moves to sack staff involved in the dispute would lead to a ballot for strike action across the combine. ■



RESOLVED: RMT general secretary Bob Crow addresses Acton Town train operators with Piccadilly and West branch secretary Kevin Strain and London regional organiser Bobby Law.

Rise and shine

RMT will be participating in the Rise Anti-racist Festival. Rise is the new name for Respect, Europe's largest anti-racist festival for the past five years. This is an excellent opportunity to celebrate the rich diversity of our society whilst combining a stand against racism with first-rate entertainment.

This year's festival will take place on Saturday, July 16 in Burgess Park, south London, starting at midday until 8.30 pm. Members of the RMT Black & Ethnic Minority Members' Committee will be present, along with the RMT Battle Bus.

There will be something of interest for everyone, ranging from music (with acts such as Lemar, The Mitchell Brothers and Horace Andy to name but a few), comedy, Big Cuba Fiesta Area, Extreme Sports Zone (with BMX and skateboarding displays, sports training, etc), family area, and much more. ■

TAKE PRIDE

RMT's Lesbian, Gay & Bisexual Members' Advisory Committee have been busy making plans to attend Pride Events this summer.

Pride in Brighton & Hove will take place on Saturday, August 6 and the committee will be representing RMT. The Battle Bus will be in Preston Park, Brighton.

If anyone is interested in joining other members of the Committee in the march and rally, please contact the Equal Opportunities Officer on 020 7529 8821 or email p.wilkinson@rmt.org.uk

The London Pride festival fortnight takes place between June 18 - July 1 2005 and there will be theatre, opera, dance, music, film, visual arts and sport.

For those who want more details of events, visit the Pride website at www.pridelondon.org. ■



Parliamentary column



THE CASE FOR RAIL NATIONALISATION

Rail privatisation has been an unmitigated disaster, driven simply by dogma and the determination to force public assets into private hands to reverse the democratic advances of the 20th century.

It has been justified by irrational gobbledegook, such as the supposed need to 'lever in private investment' and to keep borrowing "off balance sheet", when public borrowing for public investment is massively cheaper and easier to raise. The reality is that privatisation has been used to pour billions of pounds of public money into deep corporate pockets with no public benefit whatsoever.

The numbers are mind-boggling. In the ten years after privatisation, estimated public subsidy per passenger journey rose by five times.

The cost of laying a mile of railway line has risen by an estimated four times and maintenance costs undertaken by private contractors multiplied by three and half times.

All sorts of scams have been used by private companies to rake off as much money as possible, either directly from the public purse or indirectly from passengers through high fares.

Rail staff kept the show on the road - or the track - but the privateers have been laughing all the way to the bank.

One technique has been for the networks of interlocking companies to hire staff to each other at vastly inflated costs. Another has been to undertake engineering work precisely to specification, even when the specification is wrong. Work then has to be done all over again, with more cash for company coffers.

By contrast, BR engineers worked within strict cash limits and used every ounce of skill to get the best job done within those cash limits. They made adjustments to ensure everything worked properly when the job was finished, as the former Rail Regulator put it only two years ago: "BR worked miracles on a pittance".

The recent Catalyst report revealed that, while British Rail was under-funded for decades, it was remarkably efficient with a high level of productivity. The Regulator confirmed that when privatised, the railways were handed over by BR "in good order".

Another technique used by the privateers is simply over-charge for a job. If a new

bridge should cost £3 million, they pump up the costs to perhaps £12 million and, of course, keep former BR engineers away from the job so their scandalous over-charging is not exposed.

Indeed, engineering work on Britain's privatised railways has frequently been managed by people who know nothing about railway engineering. In one case a former plumber managed maintenance contracts. In another case, a senior manager was allegedly a former night club bouncer with no engineering skills or qualifications at all. Their job was simply to maximise profit, easily done with governments committed to privatisation and therefore simply prepared to sign the cheques rather than to renationalise.

To be fair, former Minister Stephen Byers established Network Rail as a not-for-profit company to take over from Railtrack.

Since then Network Rail has made significant improvements, taking maintenance contracts in-house and reducing costs. But Stephen was told very firmly by Downing St that there must be no renationalisation.

When the South Eastern Trains franchise was taken in house, costs fell and service quality improved. But government could not allow public enterprise to be seen to be working better than private enterprise, so the franchise is being forced back into the private sector.

And what about the rolling-stock companies (rosco's)? They lease rolling stock to the train operating companies at staggering rates of return, typically 30 per cent. This is for rolling stock which has a useful life of around 20 years. Imagine a speculator building a house at a cost of £160,000, then charging a rent of £1,000 a week as a monopoly supplier with no competition. Small wonder that the three banks that own the rosco's have raked in obscene profits.

The case for renationalisation is overwhelming. It would save the Treasury billions of pounds and provide a better, cheaper and more efficient service for passengers and freight.

The railways have the benefit dedicated staff who love the railway - a precious resource for the country and the economy. The loyalty of rail workers should be used to serve the public interest and not to make profits for the privateers.

Kelvin Hopkins
MP for Luton North

SPY IN THE CAB



Court case reveals collusion between police employees and the media

Some sections of the media seem to have an uncanny knowledge of the movements of RMT staff.

A recent court case shed light on exactly why they were so well-informed when a judge was told that national newspapers had paid to receive confidential information from the police national computer.

The court was told that

Stephen Whittamore, a private investigator with links to the national press, provided "very personal and confidential details" about a series of high-profile figures, including RMT general secretary Bob Crow and Clifton Tomlinson, son of the actor Ricky Tomlinson.

This may explain why, a few years ago, photographers had a peculiar knack of being around

when general secretary Bob Crow was given a lift on a scooter by an RMT member of staff.

The very next day, Mail on Sunday home affairs editor Christopher Leake printed the supposedly explosive story that, when the Central Line was closed due to the Chancery Lane derailment, Bob travelled to work on a scooter.

CONFIDENTIAL?

At the time, it was not known how the scooter number plate had been traced to the owner. DVLA has since confirmed that these are confidential and could not be released to the press.

However, some months later, RMT was contacted by the police in connection with an anti-corruption investigation, part of which centres on a request for ownership details of the scooter.

Two years later it then transpired that the Mail on Sunday had indeed bought confidential information from the police national computer, a system used by all law enforcement agencies and stores criminal records and registered vehicle keeper details.

Information contained within it is deemed confidential, and those with access to it are reminded of this within their contract of employment and when they log onto the computer.

Articles from the Mail on Sunday were used in evidence against two former police employees and two private investigators charged with offences involving the sale of police information to the press.

CONVICTED

Riel Karmy-Jones, prosecuting, told Blackfriars crown court that Mr Whittamore had received the information "through a chain" made up of the three other defendants: the private investigator John Boyall, Alan King, a retired police officer, and Paul Marshall, a former civilian communications officer who was based at Tooting police station in London.

"It was Paul Marshall who had access to the police national computer and carried out unauthorised checks upon it, passing his findings through the chain to Whittamore, who in turn disseminated it for financial reward," she added.

Judge John Samuel QC said that the defendants must have realised the lives those concerned would be "adversely



affected" by their actions and pointed out the hypocrisy of their defence.

"It is interesting to comment that some of you in the course of statements that were made on your behalf referred to such concepts as client confidentiality," he said.

Marshall and King both pleaded guilty to conspiracy to commit misconduct in a public office, while Whittamore and Boyall pleaded guilty to the lesser charge of breaching the Data Protection Act. All four were given a two-year conditional discharge.

FURTHER ACTION

Bob Crow said that he had become used to attacks from the Mail group of newspapers but this was something quite different.

"If the Mail on Sunday is involved in receiving information from corrupt police officers, this should be investigated and it should face the consequences," he said.

However, the Information Commissioner, who polices the Data Protection Act, is refusing to pursue the case due to the time that has elapsed.

Having previously suggested that he was awaiting the outcome of the criminal case before dealing with RMT's complaint, the Information Commissioner appears now to be saying now that it is now too late to take action.

This is being clarified as it seems to be a complete U-turn. RMT will pursue this matter and will not hesitate to issue a legal challenge if necessary to secure justice in this case. ■

The Times

THEY ARE A-CHANGING

The Times newspaper recently agreed an out-of-court settlement with the union, paying both damages and legal costs after admitting to publishing a defamatory article about RMT general secretary Bob Crow.

The right wing media have made a habit of aggressively attacking RMT. While they can get away with a great deal under the banner "freedom of the press", when they go beyond this and potentially beyond the law, the union has shown they do so at their peril.

In November 2003, The Times published an article under the heading "RMT union boss 'taints election'". The story labelled Bob the "hard-line leader of the RMT" and reported that he had allegedly interfered in an election by attacking a candidate.

The article quoted 'union insiders' as calling the move an 'outrageous' attempt to

influence voters which had 'tainted the election, breaks several laws governing union ballots and is bringing the union into disrepute'.

In fact, when a legal challenge was brought to the Independent Certification Officer of Trade Unions, it was ruled that Bob Crow and the union had acted lawfully throughout.

Immediately the article was published, union solicitors wrote to The Times on the grounds the article was defamatory. The paper denied this was the case and High Court proceedings followed, which led to the out-of-court settlement.

Doug Christie of RMT solicitors Thompsons said that the message was clear to the right wing press.

"Be careful about what you say and do otherwise RMT will see you in court.

"And look out for a knock on the door from the local constabulary," he said. ■

THAT'S SPOOKY!

Earlier this month, general secretary Bob Crow received a phone call from his daughter on his mobile. Bob asked where she was phoning from, as an unfamiliar number came up on his phone.

He was very surprised to be told she was at home. He retrieved the mysterious number, 020 7998 3100, and rang it to find a voice that asked him for a pin number.

The telephone company first claimed there was a fault at the exchange, then that there was a fault on the line.

Bob said that he had also asked whose number it was, only to be refused.

"Someone probably wanted to listen in on the details of disputes or the G8 demo, who knows," Bob said.

Bob also pointed out that even to this day all investigations into the vicious attack on him during his election campaign in January 2002 had drawn a blank.

However, at the time, a Scotland Yard spokesman said that the attack was "obviously not just random".

BUSWORKERS

RMT busworkers meeting in Newquay were united in their determination to roll back low pay and improve working conditions and to oppose the 'bustitution' of train services

Busworker delegates called for continued efforts to win industry-wide improvements based on the union's Bus Workers' Charter at this year's grade conference.

Bus workers are an integral and key part of a specialist transport union, RMT general secretary Bob Crow told the union's 62nd bus conference

The coming period would be critical for all transport workers, with the government poised to pursue a damaging policy of running down and ultimately closing rural railway lines.

"We need bus and rail to complement one another in a growing and joined-up social transport sector, not compete with each other in a declining spiral run only to benefit the profiteers of the private sector.

"You can make a commercial case that a railway should close – but the railways, like buses, are not a commercial case, they're a social case," said Bob.

Delegates registered their opposition to the threatened closure of branch rail lines and the replacement rail services with buses (bustitution) and referred the issue to the union's AGM.

'Bustitution' was a short-sighted con that would result in people losing transport links altogether, said Pete Edwards,

Exeter No 2.

"We need more rail, not less – there are already too many cars on the roads, and closing rural rail lines is no solution, said Graham Geliher, East Midlands Bus.

"Take away a railway you don't just close the services, you lose the infrastructure too – what a waste," said John Thompson, Plymouth No 5.

BUS WORKERS' CHARTER

All pay claims should be submitted in line with and based upon the Bus Workers' Charter, delegates agreed.

Regional organiser Phil Bialyk said the charter had been a useful tool in putting claims together, and had shown the industry that the union was serious about working towards unified pay and conditions for the whole industry.

"We all want the same thing, and we need to use the Charter to help us get it, said Trevor Munton-Willis, Exeter No 2.

"We need to revitalise this excellent charter," said Pete Edwards.

Calling for a reprint, Danny Ferguson, South Devon Bus, asked how many members had joined since the Charter was launched and had not yet seen it.

The Charter should be

reprinted in RMT News once a year, suggested Sandra Wulf Poole and District.

The union should also find ways of co-ordinating industrial action across bus group subsidiaries in future disputes, conference agreed.

"Concerted, united action means a bigger chance of winning bigger victories," said Pete Edwards.

The difficulties of taking action under the current anti-union laws were immense, but the aim of co-ordinating action wherever possible was the right one, said pointed out Paul Dyer, North Devon Bus,

HEALTH AND SAFETY

The union should consider central funding for paid release for reps to attend RMT health and safety forums, referring the item to the union's AGM.

"When members are prepared to stick their necks out and become health and safety reps

they should be given every help," said Danny Ferguson, South Devon Bus.

John Thompson called for a review of the way delegations to conferences were funded: "We should not have to choose between them because of money," he said.

The union should negotiate with all bus companies that elected health and safety representatives be trained to conduct risk assessments, and to be involved in risk assessments affecting their members.

"We know that one of biggest problems is bus seats and that companies would still rather hide a problem than consult a rep to fix it," said Danny Ferguson.

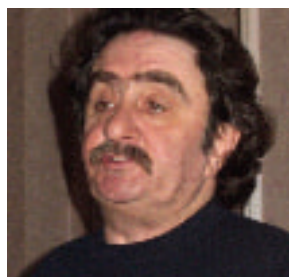
However, warned, Graham Geliher, East Midlands Bus, "it is important not to assume responsibility for doing risk assessments and let the company off the hook altogether".

Paul Dyer, recommended the Health and safety Executive's pamphlet, Five Steps to Risk Assessment.

DEEP VEIN THROMBOSIS

The union should collate information from branches on the effects of long hours spent in the cab, and any on cases of deep vein thrombosis that have occurred, delegates agreed.

There seemed to be an increasing number of incidents of DVT amongst members, and a



Peter Edwards



Keith Sanders-Hole

ERS UNITED



Peter Gale, Poole and District, noted that *RMT News* had recently highlighted a case in Torquay in which charges against drivers had been dropped when it was shown they had no chance of stopping 'legally' without potentially causing injury.

FILL IN THOSE DEFECT CARDS

It may be a pain, but filling in defect cards is essential – and could stop that pain becoming a disability, injuries lawyer **Malcolm Cherry** urged delegates.

Malcolm, of RMT solicitors Edwards Duthie, said that the inconvenience of filling in defect cards – even for bus defects that had been reported more times than could be remembered – made settlement of claims easier and quicker. ■

proven link to the long hours spent behind the wheel would help in the campaign to maximum driving time.

In Poole there had been two recent cases of DVT, said **Bob Clarke, Poole and District**, and these were no doubt the result of five-and-a-half-hour duties

The truth about the level of DVT resulting from air travel was becoming apparent, and there was a need to gather information about the bus industry, said **Richard Shalders, Poole and District**, adding that poor seat design no doubt made the problem worse.

There were probably many contributing factors, including long duties and seat and cab design, said **Danny Ferguson**, but the important thing was to see an in-depth study, and in the meantime an increase in layover time and to ensure that new drivers were schooled in correct seating posture.

The First Group had acknowledged the possibility of DVT and had recommended that drivers take more exercise, reported **Paul Dyer**.

WORKING TIME DIRECTIVE

Branches representing bus workers should collate information on whether bus companies are keeping records required by the Working Time Directive, conference agreed.

Tony Marriot, Exeter No 2

said it was becoming increasingly clear that adequate records were not being kept, despite the change in law.

There was still need for clarification, as no-one seems to know what the law actually says – employers keep on talking about interpretation, said **Dave Evans, Penzance**.

Paul Wheeler, Newport No 3, who had responsibility for keeping records in his own company, believed that most companies did not do it properly.

The confusion was down to the fact that there was an individual opt-out under the domestic regulations, but that there was not under the EU regs.

It was important that members understood how the domestic and EU regulations applied in the industry, he said.

RED LIGHTS

Bus drivers should be given consideration over the timing of cameras at traffic lights, delegates agreed.

The union should take up with the Transport Department to ensure that drivers acting to prevent injury to passengers were not penalised.

"Passenger safety is paramount and no consideration is given to standing or alighting passengers when lights change," said **Danny Ferguson**, who has long campaigned to have bus

stops moved to avoid drivers having to choose between running a red light and injuring passengers

"A driver who chooses to risk jumping a light to avoid injuring passengers risks prosecution and points, and possibly losing his or her job, said **Danny**.

Danny and Tony bow out on a high over drugs and alcohol

With more than 80 years' bus industry experience between them, **Danny Ferguson** and **Tony Marriot** attended their last busworkers' conference as working delegates.

The doggedly determined dynamic duo bowed out on a high note, having successfully overturned Stagecoach's less than random drugs and alcohol

policy after exposing its shortcomings.

"They are the Dalziel and Pascoe of RMT," joked senior assistant general secretary **Mick Cash**, who paid tribute to the "tremendous loyalty and leadership" shown by two trade unionists who had inspired generations of bus workers through their own selfless example.



Senior assistant general secretary **Mick Cash**, left, and conference president **Pete Gale**, right, congratulate **Tony Marriot** and **Danny Ferguson** on their escape

Fighting for a living

Industrial disputes dominated RMT's 72nd national road-freight conference in Exeter

Delegates applauded the struggle of Initial City Link workers, who were taking their first ever industrial action in order to achieve a decent basic wage.

Aware of the difficulties of organising in the notoriously anti-union courier sector, conference pledged its own support and urged all grades to do likewise.

An ICL delegate described the "dubious pleasure" of working for the Initial-Rentokil subsidiary for 40 hours a week for a take-home pay of less than £200.

"They run a bonus scheme that gives with one hand and takes away with the other and, as you can lose your bonus for a taking a day's sick leave, people come in when they are really too ill to work," he said.

With help from the organising unit, recruitment at the company had taken off, and the union was now in a position to take the company on.

"We are all new to this: we've never been on strike before, we know it's going to be a hard battle, and it will be greatly appreciated to have people there to support us."

Another ICL delegate urged every RMT member to approach every City Link driver they saw and sign them up if they were not yet members.

Pledging support from Freightliner colleagues, Maurice Hamilton, Leeds Good and Cartage, said that their own dispute at Freightliner had seen the workforce united in its determination to end low pay, and that many 'nons' had joined the RMT fold.

Conference president Peter Daniels recalled problems with Initial City Link going back many years, and how reps had had their lives "made hell" by "cowboy" management, and that some had been forced to give up because they could no longer afford to carry on.

The current growth of the road-freight conference reflected the upturn in industrial activity, noted Peter.

"We have told Initial Citylink that we are here to stay," senior assistant general secretary Mick Cash said.

"Year on year we have had assurances from ICL about

talks, and then we hear they have imposed a 2.5 per cent pay increase without negotiation.

"This is not a skint firm – this is one of the most profitable arms of the Rentokil empire, yet it pays rates that are barely above the legal minimum," he said.

Despite those problems, said Mick, there were loyal RMT reps who were determined that the low-pay culture at Initial City Link could and would be ended.

Membership had increased since the strike ballot had begun, and the big majority for action showed that there was a mood for a fight, despite threats and intimidation.

"It's in situations like this that RMT comes into its own as an industrial union – whatever grade, members will be there on the picket line to help," said Mick.

On the other big road-freight dispute, at Freightliner, there was now light at the end of the tunnel – thanks to the display of solidarity shown by members in first voting for action and then standing together on the picket line.

COMMUNICATING

The importance of good communications and getting problems in front of the



Dave Collinson

executive quickly was emphasised by EC rep Dave Collinson, and he pledged that motions carried this year would be placed before the executive as quickly as possible.

Key decisions at last year's conference had reflected the simmering issues at Initial City Link and Freightliner, which were now being dealt with industrially, and Dave reported on the progress made on the others.

These included the right to travel facilities, which was being campaigned on in line with policy, and where there had already been some successes, notably on Network Rail and London Underground.

- The union should negotiate with Freightliner to ensure that its use of sub-contractors does not affect the potential earnings of employees, conference agreed, referring the issue to the annual general meeting
"The company is using subbies more and more, yet Freightliner drivers are being sent home at lunch-times

Mick Cash addresses conference



wage



with no work," said Trevor Howard, Leeds Goods and Cartage. The problem had become more evident during the recent dispute, said Maurice Hamilton, Leeds Goods and Cartage, and it was important to fight back. Conference president Pete Daniels said there was a written agreement for guaranteed hours – and that he had ensured that numerous claims had been paid.

- All box-type delivery vehicles should be fitted with a wide-angle mirror on the near side, conference agreed. Andy Hill, Leeds Goods and Cartage, urged the general grades committee to negotiate with employers to ensure that such mirrors were fitted, to help eliminate potentially dangerous blind spots, which could hide even a large vehicle

- The union should negotiate with all employers to ensure that union reps were notified of the names and job titles of all new starters and leavers.

- Annual leave should be paid at the average earnings rate, delegates agreed, urging the union to negotiate with employers to establish the principle.

- The union should also negotiate a scale of annual holiday entitlement increasing to reflect and reward long service.

- Apprentice mechanics and bodybuilders should be able to buy tools at a discounted price from employers who buy them in bulk. The union should negotiate so that apprentices could also repay through their wages.

Dave Collinson, executive, also pointed out that money spent on essential tools could be offset against tax.

- Drivers should be paid through their rest breaks when in charge of a company vehicle, as they were still working. Delegates agreed to refer the issue to the AGM.
- An extra day's holiday should be given to employees who have not taken sick leave in the previous year, not counting leave resulting from accidents at work.
- There was a need to ascertain why the grades conference had received the same £256 each year for the last decade, delegates agreed. The conference executive committee had requested an increase on a number of

occasions, but none had yet been received. Dave Collinson, executive, explained that similar motions had been put forward at almost every grade conference this year, and that the general secretary and the executive were working on finding a solution to the problem.

The formula had been set in the early 1990s and had not been changed through years when there were financial difficulties, added Mick Cash. The debate was about how to find a way of ensuring that active branches that sent delegates to conferences would not be victims of their own activity.

- Next year's road freight conference will be held in Gloucester. ■



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STATION GRADES RESOLVE TO RESIST ATTACKS

Resistance to attacks on jobs and conditions was top of the agenda at RMT's station grades' conference in Weymouth

Delegates braced themselves for battles over a range of issues and the imposition of changes without agreement, and demanded that employers mount a serious national campaign to reduce assaults on staff.

Conditions were under attack across the train operating companies, noted assistant general secretary Pat Sikorski.

C2C had contracted out sickness management, without agreement, to Active Health Partners, an 'absence management' contractor to whom employees were now supposed to report when sick.

C2C had also raised the victimisation of those who suffered workplace assaults to new heights, by imposing a 'three strikes and you're out' policy – not on the perpetrators of assaults but on their victims, who faced being moved from their posts if assaulted three times.

Pat warned that C2C's attacks would be resisted, and that any attempt by National Express to impose them across its subsidiaries would be met by co-ordinated ballots for industrial action.

Delegates savaged C2C's attempts to ignore its own negotiating machinery and called for an urgent campaign to end the outsourcing of its sickness monitoring, referring

the matter to the union's AGM.

"If C2C are allowed to contract out their own duty of care to their workforce it will spread to every other national Express subsidiary and then to every other TOC", warned Mary Dwyer, North Thames.

"The policy, from a company already intent on penalising workers for being attacked at work, was an invasion of privacy and a further attack on the hard-won right to paid sick leave," she said.

STOP ASSAULTS

A nationwide campaign against assaults on staff should be undertaken by all train operators, PTEs and London Underground, delegate agreed.

The campaign should highlight both physical and verbal attacks, and should employ the same materials, regardless of employer, said Nick Quirk, Plymouth No 1.

One-off isolated campaigns had failed to stop an alarming increase in assaults.

"We need to tackle the increase in lone working as well," said Graham Bentley, Manchester Victoria – station supervisors working alone late at night were vulnerable and isolated, he said.

Failure to get to grips with the problem of assaults reflected the contempt that employers

had for their staff, said Glen Burrows, Bristol Rail.

"Let's take this up and get more respect," she said.

"We have to put this on the agenda at every company council meeting and demand that our employers back us properly," said Dennis James, Birmingham Rail.

BTP IN THE DOCK

Station staff have no confidence in the British Transport Police, delegates agreed, calling for an inquiry into the operation and effectiveness of the force and the exploration of alternative ways of ensuring effective policing.

"Far too often the BTP fail to respond to real emergency calls, yet they are far too keen to pursue members of staff for minor or non-existent offences," said Jason Humphreys, Jubilee South and East London.

The 'us and them' attitude had, however, been largely broken down in the west of England, where there was now a closer working atmosphere, said Phil Boston, Bristol Rail.

NEW RECRUITS

Employers attempting to deny RMT access to new recruits to the industry were given a warning by delegates.

"We will always find a way to reach new entrants, and management attempts to keep us away from induction courses will rebound on them," said Jason Humphreys.





The organisation and retention department should tailor material to station staff – the main entry grade to the rail industry, delegates agreed.

Probationary periods for new staff should be abolished to end management manipulation and coercion of probationers and to reduce stress for new entrants.

There were countless examples of managers undermining new staff and using probationers' insecurity to get them to breach employment practices.

Training of new employees also came under scrutiny, and conference demanded higher levels of 'rail based' training and cross-industry standards.

Some train operators saw appearance and manners as more important than training for systems and general safety related issues.

"It is ridiculous to have to

learn important safety-related information on the job after being trained about the importance of uniforms," said Nick Quirk.

Station staff should be trained properly in the use of new technology being introduced across the rail network, conference agreed.

Some technological advances promised massive advantage for station staff in their day-to-day jobs, but there had been a severe lack in proper training for the vast majority.

Training should be undertaken by qualified trainers, said Linda Wiles, TfL No1 – expecting training to be passed on informally could cause problems when things go wrong.

There was a need to ensure that staff were also paid properly for using new technology, said Dennis James,

BADGES

Wearing name badges should be a matter of personal choice, and not a compulsory part of uniform, delegates agreed.

Low status and lack of dignity were recurring themes at conference, noted Glen Burrows, Bristol Rail, but the compulsory wearing of name badges epitomised employers' contempt for their staff.

"Your name is not part of your uniform, it is your own," said Glen. "No-one has the right to insult me, abuse me and then call me by my first name.

The wearing of name badges was a part of the 'grooming standard' at Eurostar, and some managers seemed more worried about staff failing to wear them than about service standards, said Roselynn Fong, EPS.

Conference called on the union to negotiate with TOCs to establish the right to choose whether or not to wear a name badge, and to explore whether there was a legal case against their compulsory wearing.

OTHER DECISIONS

- RMT should seek standard parameters for rostering across the industry, as part of its campaign to achieve harmonisation of pay negotiations across the train-operating companies.
- Contractors should not be

permitted to work on stations without a suitably trained and qualified members of station staff present.

- Management should stop offloading its own tasks onto staff and stop requiring station grades to undertake endless form-filling.
 - Payslips that are more confusing and less detailed and need a calculator to work out need to be changed, delegates agreed, calling for the issue to be taken up with all employers. A minimum standard should be adopted, giving a break-down of hours worked and at what rate, and other essential information at a glance.
 - No chemical product should be used unless properly risk-assessed and labelled, including with instructions on what personal protective equipment should be used with it.
 - Conference paid tribute to the memory of Alan Wyatt, the former branch secretary on the LT&S, who recently died.
- "Alan did a huge amount of work for the union over many, many years and we will be missed greatly, said Phil Boston, Bristol Rail.
- Next year's station grades conference will be held on April 21 in London. ■



Reporting on the progress of last year's conference resolutions, Executive member Paul Cox noted that some TOC's were bringing cleaning back in-house.

Elsewhere the union was still fighting contractors who believed that joining the union was a sackable 'offence' for anyone with less than a year's service.

Regional organisers had been instructed to take up in-house cleaning with relevant employers, along with other key issues from 2004's conference, including minimum staffing.

Minimum staffing was enshrined in the Station Grades' Charter, but he warned that South Eastern Trains was lobbying for amendments to its Schedule 17 duty to maintain booking office opening hours, with the threat to more than 100 jobs.

Attacks on staff had to be resisted, and the use of 'generic' risk assessments to justify staff cuts challenged every time, he said.

Problems of lone working had been raised by the RMT parliamentary group in a commons adjournment debate, and an extensive document on the problems produced by the union.

There was a need to get grade conference resolutions into action more quickly, said Paul. "The quicker the go in front of the executive the more work can be done on them," he said.

INTERNATIONAL NEWS

French and Dutch reject EU Constitution



NON: Young French people celebrate in Paris on Sunday, May 29, after early projections revealed that the "no" side had won a decisive victory in a referendum on the European Union constitution.

The French result was swiftly followed by an even more decisive Dutch rejection of the anti-democratic privateers' charter just days later. The results should have dealt a killer blow to attempts to ratify the constitution. However, leading eurofederalists have demanded that the polls are ignored and the process should carry on regardless.

NEW EU CONSULTATION DIRECTIVE MAY UNDERMINE EXISTING RIGHTS

The EU's Information and Consultation Directive, due to come into UK law, gives the right by 2007 to workers in workplaces of more than 100 employees to be informed about a company's economic situation, and informed and consulted about management decisions likely to result in substantial changes in work organisation or contractual relations.

However, employers may

withhold information where they think it will seriously harm the undertaking - or ask for it to be kept confidential. A major drawback is that the law could undermine existing agreed information and consultation procedures. It is unclear as to whether the legislation applies to public sector bodies, an issue that may have to be decided by the EU's own European Court of Justice. ■

Italy rail and city transport strikes mount

Strikes of underground, tram and bus workers in major Italian cities are expected to be followed by a 24-hour national rail strike on June 23.

The three Italian rail unions are protesting against proposals

for restructuring involving possible job losses, safety issues following a recent serious rail crash and attempts to change negatively the collective agreement. ■

SNCM STRIKERS RETURN BUT CONFLICT COULD RESURFACE

Ratings and officers at Marseilles-based SNCM have ended a 17-day strike after following assurances that RIF, the controversial new international French register will not apply to SNCM vessels. They also obtained suspension of state-owned SNCM's "restructuring" plan that includes 210 redundancies in a total 2,400 workforce. The maritime unions voted by a large majority to resume work

after the Mediterranean operator's management pledged not to take disciplinary action against the strikers.

But further action is on the agenda as SNCM management says its job cuts plan is merely suspended and will go ahead at a later date - probably after the summer season.

The unions continue to fear that the government is determined to privatise all or parts of SNCM. ■

Three French operators employ half seafarers

Seafrance, Brittany Ferries and SNCM together employ about 4,000 officers and ratings - more than half of French seafarers, a new report reveals. Seafrance, a 100 per cent subsidiary of state controlled French Rail SNCF, operates only on the fiercely competitive Dover-Calais route. The *Seafrance Berlioz*, the sixth and latest addition to its fleet, is the fastest and most modern of all Channel ferries.

Brittany Ferries' eight vessels serve seven routes to England, Ireland and Spain.

Freight levels in 2004 rose by

eight per cent while its passenger traffic fell 3.6 per cent to 2.53 million.

It expects a better 2005 following P&O's withdrawal of several routes on which the two companies competed.

State-owned SNCM, which operates routes to Corsica and North Africa, last year recorded one of its worst years with a 20 per cent fall in passengers.

The unions fear that almost 10 per cent of SNCM's 2,400 jobs could go and possible privatisation at the end of the summer season. ■

French rail unions strike for jobs and public services

The French rail system was brought to an almost complete standstill on June 2 as the main unions waged a 24-hour strike against EU-driven privatisation plans and in defence of jobs.

A last-minute offer by French Rail (SNCF) to create 300-500 jobs was not enough to call off the action.

The strike, the third this year, coincided with the appointment of a new transport minister following France's decisive rejection of the EU Constitution.

"We cannot accept SNCF's plan to reduce the workforce by 12,000 in the next three years",

said Didier Le Reste, general secretary of the powerful CGT rail union, which played a major role in campaigning against the neoliberal EU constitution.

He also slammed the fact that the first private freight trains are circulating in France following the EU's opening of international rail freight to competition.

Meanwhile, the SNCF chairman said that its unexpectedly high profits of about £80 million in 2004 would enable it to go beyond its one per cent wage rise offer for 2005. ■

INTERNATIONAL NEWS

JAPANESE RAIL WORKERS DEMAND RE-INSTATEMENT



TRAGEDY: The train crash site in Amagasaki, western Japan. A West Japan Railway commuter train derailed, sending its front two cars smashing into a block of flats. More than 100 people were killed in the country's deadliest rail accidents.

Sacked Japanese rail worker Hayato Nakano (below) recently ran from Kochi to Tokyo – 1,047 kilometres, being one kilometre for each of the trade unionists fired by Japan's privatised railways.

The run helped build public support for the sacked workers, who are fighting their dismissals through the courts, backed by their unions Kokuro, Kenkuro and Dorchiba.

A ruling on the case is expected in September.

The recent privatisation of Japanese railways has also come in for criticism following the recent fatal accident in Amagasaki. It was the worst accident in the history of JR (Japan Railway Companies), which left over 100 dead and around 500 injured.

Train operator JR West said the driver had earlier overran a stop at Itami station by about

40 metres. This put the driver 90 seconds behind schedule, and railway union leaders said that fear of punishment may have driven him to speed up in an effort to make up for lost time.

Tsunemi Murakami, head of the safety department at JR West also apologised for initially claiming that stones may have been placed on the tracks. He admitted that the assertion was wrong.

The crash has prompted questions about Japan's privatised railway system, which handles 60 million passenger journeys every day and was once regarded as one of the world's safest. ■



SHIPPING

Keeping up the pressure on Cally Mac

RMT is keeping up the pressure in the campaign to retain a publicly owned ferry service in the Western Isles.

Following the sustained campaign, the Scottish Executive Transport Minister Nicol Stephen announced that he was going to challenge the need to tender.

The threat of industrial action also produced a written guarantee that terms and conditions would not be worsened, and actuarially equivalent pensions will be offered, in the event that employees are still transferred as

a result of tendering.

The political climb down by the Minister followed the successful RMT/STUC organised lobby of Parliament. Unions have also lobbied the Scottish Parliament Local Government and Transport Committee with details of mounting academic evidence against tendering.

Dr Paul Bennett and Professor Neil Kay have both produced sound arguments for compliance with the EU regulations without tendering. In particular, the original 1997 guidance notes produced alongside the 1992 regulations

have now been superseded by new guidance notes, issued in 2004, which do not specify the requirement to tender.

REPORT

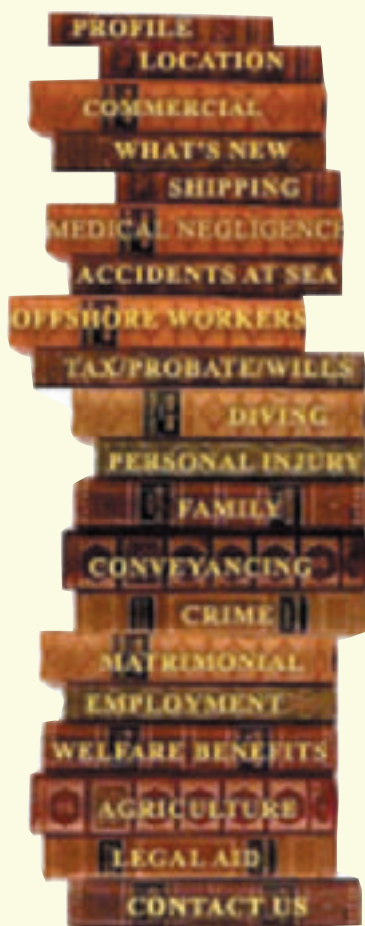
Unions also commissioned a report by Jeanette Findlay into whether tendering would be the best value for money. It concluded that the most cost effective outcome for the taxpayer would be retaining a publicly-owned integrated ferry service.

The Minister said he will use all the new evidence when he challenges the need to tender

during discussions with the European Commission.

The Local Government and Transport Committee have called the academics to give evidence and to interview representatives from the Commission once talks with the Scottish Executive Transport Minister have taken place.

Talks between the Transport Minister and the European Commission are unlikely to be over before the summer recess. Trade unions will meet with the Transport Minister this month to press for all possible options which avoid the need to tender to be investigated. ■



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SHIPPING

SWANSEA CORK FERRIES STAGE PROTEST

Maritime unions from Britain, Ireland and France staged a protest over Swansea Cork Ferries crewing policies and "social dumping".

The company also prevents the crew of the *Superferry* from having the benefit of a proper ITF-approved trade union negotiated agreement that would give them a proper seafarers' rate of pay and associated conditions.

Organised by the International Transport Workers' Federation, the event took place outside the company's head office in Cork, where a protest letter was handed in.

ITF inspector Tony Ayrton said that the company was using agency workers, on its vessel *Superferry*, who were paid less than half the minimum wage in Ireland. ■



Unions blockade Irish Ferries over low-paid labour

Shipping unions from several countries united to protest against the use of low cost labour on Irish Ferries recently by blockading one of its ships at Cherbourg.

RMT members joined seafarers from French unions CGT and CFDT and Irish colleagues in SIPTU to prevent the *M/V Normandy* from docking at Cherbourg for several hours following a sit-down protest.

The Irish Ferries ship, sailing from Rosslare, employs low cost labour from Poland and the Philippines, encouraging "social dumping" in the industry and undermining employment opportunities for UK and French nationals.

National shipping secretary Steve Todd said: "Irish Ferries are up to their necks in social dumping and the exploitation of vulnerable seafarers from poor countries to be used on the cheap".

The call for action came at an International Transport Workers' Federation meeting in Ireland where it was agreed enough was enough and that direct action was needed.

Over 300 trade unionists blocked the ramp and the quayside.

Similar action is planned against other operators who seek to do the same as Irish Ferries at the expense of British, Irish and French jobs.

"For years we have seen our

members' jobs disappear as a result of greedy employers who want to increase profits and please shareholders by outsourcing labour.

"It is a race to the bottom and we have to make every effort to halt it," Steve said.

He said that this new alliance of unions would only get stronger with Scandinavian unions getting involved where possible.

"We will be calling for the re-emergence of the EU ferry directive, stipulating minimum pay and conditions onboard vessels trading between EU ports.

"Where a third party national is employed they should be paid and treated equally as the nationals from member states," he said. ■

BURMESE SEAFARERS' UNION ORGANISER MURDERED

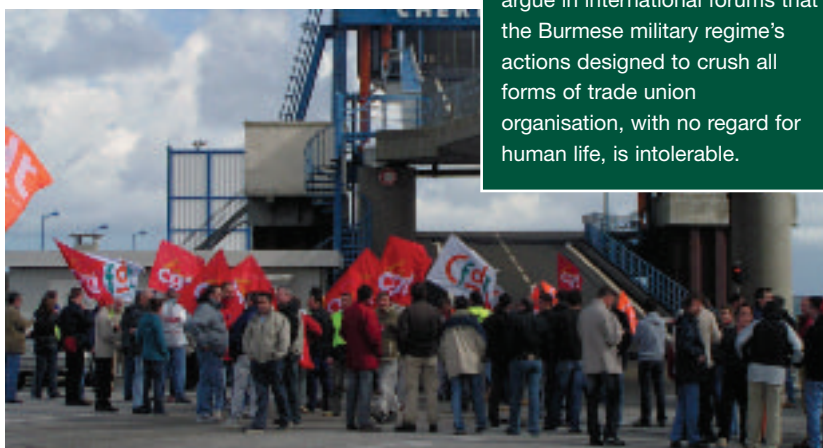
RMT has written to the Burmese government in protest at the torture and killing of Ko Moe Naung an organiser of the Seafarers' Union of Burma (SUB) in the Ranong Region.

Ko Moe Naung was arrested on May 19 and murdered after being tortured by members of the Burmese army's Light Infantry Regiment 431.

Ko Moe was a dedicated trade union leader, who was organising Burmese fishermen and migrant workers from Burma. It is clear that he was targeted by the SPDC regime because of these activities.

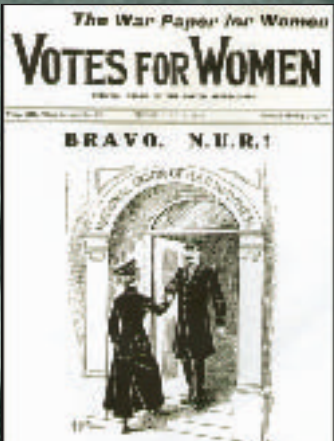
"This action by your forces demonstrates the unacceptable brutality of your regime and I advise you that we will continue to work with the International Transport workers Federation and lobby our own government to highlight and condemn such brutal acts," the letter said.

The ITF and RMT will forcibly argue in international forums that the Burmese military regime's actions designed to crush all forms of trade union organisation, with no regard for human life, is intolerable.



Helena Wojtczak will be celebrating 90 years since the first woman joined the National Union of Railwaymen next month by finishing her new book on women and the rail industry

Railway Women



Top inset: Signalwoman Gertrude Richardson. Gertrude worked for a total of 20 years and six months, spread over 39 years (1941-1980) at three different signalboxes in the north-east. She won an award for dealing with a serious fire at Monk Bretton box. Photo: Courtesy of Fred Richardson.

Middle inset: Cover of the publication 'Votes for Women' in 1915

Bottom inset: A pointswoman at Marylebone Yard during the First World War, about 1917. ©Imperial War Museum

Enid Milnes was a guard at Birmingham New Street during the Second World War. Photo: Courtesy of Enid Milnes.

WOMENS PAGE

On July 2 1915 Jennie Burden, a 19-year-old carriage cleaner, joined Brighton 3 branch of the NUR.

Soon afterwards, Lucy Heale, a porter at Poole, became the second woman member and over 2,000 more enrolled in the six months that followed. Their names were entered in the union's register in red ink, in contrast to the usual black.

These early members were mostly war-workers, brought in to substitute for railwaymen who had joined the armed forces in the First World War.

When peace came women were dismissed, and could work only in what were then called 'female grades' – ladies' waiting room attendants, hotel and catering staff, crossing keepers and carriage cleaners.

Twenty years later, another war brought women back into traditionally male railway work and, again, they were "dispensed with" afterwards.

UNTOLD STORY

In March 1978 Helena Wojtczak became the first woman guard employed on the same terms as men. She held the job for 20 years, during which time she was an LDC and Health and Safety Representative, a conference delegate and a member of the RMT Women's Committee.

"During my career I read every book published on the history of rail workers. The books were, of course, all about men," she told RMT News.

"It seemed that barely a handful of women worked on the railways prior to the 1980s.

"One author would fleetingly mention

women porters during the Second World War; another might include a passing reference to a solitary female crossing keeper," she says.

Then, she discovered a book which revealed that 114,000 women worked on the railways during the wars – about the same number as the total staff (male and female) at that time.

"It was a jaw-dropping moment," says Helena.

"I resolved to unearth everything I could about railwaywomen since railways began in the 1830s, with a view to compiling a few pages that I could send to various railway historians; partly to add to their knowledge, partly as a gentle reproach for leaving women out of the history books," she says.

RESEARCH

Compensatory and annual leave were spent travelling the length and breadth of Britain to visit specialist libraries, museums and archives.

Helena traced and interviewed 15 women who worked during the war and received letters from 150 more. "The RMT was wonderful", she said, "I was set up with a desk at Unity House amongst hundreds of archived copies of the *Railway Review*, the NUR's weekly paper, and the staff at Frant Place lent me a huge pile of NUR EC Minute books.

She says the research was not easy: looking for references to women in books, magazines and documents was like "looking for a needle in a haystack".

However, the current draft comprises



Conductor Helena Wojtczak (centre) with wartime Signalwoman Doreen Spackman and wartime porter Gladys Kimber

104,000 words and over 100 photographs – and is still growing.

She discovered that women have worked in railway operating for 150 years, that there were station mistresses as far back as the 1830s, that over 70,000 women filled hundreds of different grades during the First World War – including that of blacksmith, welder, guard and signalwoman.

"I now have so much information on Second World War railway women that I am writing a second book called *Till The Boys Come Home*," she says.

For the final section of the book, Helena is hoping that current-day railwaywomen will share their anecdotes relating to being a female in a male-dominated industry. Total anonymity is guaranteed, if desired.

You can contact Helena by email at railwaywomen@tiscali.co.uk or by post at PO Box 96, Hastings TN34 1GQ or by phone on 0845 45 85 947. There is a large collection of photos of railwaywomen through 150 years of history on Helena's website at www.railwaywomen.co.uk ■

Crossing Keeper Debbie Williams of Tunstead, carrying on 150 years of female tradition of gatekeeping.



A WOMAN'S PLACE IS AT HER AGM

Three women delegates will be attending this year's Annual General Meeting in Exeter this month, they spoke to RMT News about what to expect

Women account for just over 10 per cent of RMT's membership and will make up five per cent of delegates at the AGM this year, three out of 61.

Transport statistics for 2003 revealed that a third of "employees in all transport and related industries and services are women", so there is still a lot of recruitment to be done before the RMT's membership profile reflects the composition of the workforce the union represents.

It is not only the number of women in the union that could be improved. Recently, concern has been expressed about the level of women members'

participation in the union and it has been recognised that RMT must engage with and utilise its women members in the workplace and its own structures.

ACTION

At last year's AGM a resolution proposing a study of women RMT members was carried unanimously. As a result, the RMT commissioned a study using surveys, questionnaires, interviews and comparisons with other unions, which it hopes will identify the reasons for the low level of participation. There will be a report with recommendations

and guidelines for a programme of action.

In addition, branches are to be asked what they are doing to encourage their women members to become actively involved in the union, so that 'best practice' can be shared and developed.

In the meantime, RMT News caught up with the three women elected as delegates to this year's AGM, and asked them what they expected bearing in mind that it is a first for all of them.

JULIE COONEY

Julie Cooney is a Senior Conductor on Central Trains and a member of Birmingham Rail Branch. She attended her first branch meeting in 2002 because she was angry.

"Once again, my tights had been laddered whilst doing my

duties.

"We wear tights as part of our uniform and I couldn't afford to keep replacing them as they were damaged by the poor conditions on the train," she says.

She kept on attending branch meetings and her persistence finally paid off in 2004, when the Central Trains pay deal included twelve pairs of tights per year for female train crew.

By this time, Julie had attended the 2002 Train Crew grades conference, where she proposed that conductors be issued with mobile phones. This too has been implemented, so, as Julie says, "I know, if we try, we can make a difference."

Julie decided to stand for election to the AGM because, over the last year, she has felt increasingly that the rail industry's uncertain future makes the union more and more important.

"No-one knows what will be happening to our jobs and what the new franchises will bring, but I don't want management to walk all over me or my colleagues," says Julie.

She says that the AGM has a lot of resolutions this year that need support.

"I feel that this is going to be a pivotal moment in RMT history and I want to be part of that," she says.

Julie is also a bit daunted at the prospect of being a newcomer. However, she is certain about the role that women can play in the union.

"The RMT is still very male-orientated and we are humoured most of the time by the men. "But change will come and I know I am just as good and committed as any man and my gender should not be an issue," she says.



Mary Dwyer

Michelle Rodgers

MICHELLE RODGERS

Michelle Rodgers is just ending a three year term of office as the president of the Station and Associated Grades Conference. She is being succeeded in this position by Mary Dwyer, the third female delegate to the AGM.

Michelle first got involved in the union in 1989, whilst working as a guard out of Manchester Piccadilly, at the time of the 'Piccadilly Four'. She was asked whether she would like to attend the AGM when the usual delegate from her area was elected to a regional organiser position.

Michelle is also looking forward to having her say. She is particularly interested in the Grades Conference items and welcomes the opportunity to gain a greater insight into other Grades and the difficulties they face. "I'm looking forward to making friends with like-minded colleagues who share the same passions and difficulties while trying to earn an honest living," she says. She also sees the AGM as an educational opportunity and is looking forward to honing her trade union skills.

MARY DWYER

Mary was brought up to believe in unions, so she didn't think twice about joining one.

"When I joined C2C six years ago, the first thing I did was join the union," she says.

Mary is a Company Council representative and Secretary of North Thames LTS Branch. She was motivated to attend the AGM as a delegate by a belief in the importance of all grades of members being represented at the union's policy-making forum.

"What better way of getting your members' views across than being there and having your say?" she says.

Mary has some misgivings about the long hours of sitting down, not knowing everyone and "not knowing if I am doing something wrong". But her enthusiasm for representing her members at the AGM outweighs any worries.

"I hope I do my members proud," she says.

If you would like to give us the benefit of your experiences either as a woman member or as a man seeking to involve women in the union, please contact bdenny@rmt.org.uk. ■

President's Column**STRENGTH IN THE UNION**

June is an important month for this union. Our annual general meeting takes place where our rank and file delegates, elected by your branches, and officers decide policies for the union to pursue over the next twelve months.

It is also an opportunity to evaluate our activities and the progress that has been made over the last year. I think it has been a very active period since our last AGM and this union has continued to protect and represent our members industrially, politically and legally.

We were very successful in achieving a mandate to work politically for the next ten years when members voted overwhelmingly for the continuation of the Political Fund.

This fund, introduced as part of a raft anti-union laws, allows the union to continue political campaigning. These campaigns include the fight to bring our railways back under public ownership, against the privatisation of Caledonian MacBrayne, for decent bus services and decent pay and conditions for our road transport members.

A crucial part of this campaigning work is our group of MPs who have been working hard on the Rail Bill, on the Tonnage tax, against the planned re-privatisation of South Eastern Trains and many other issues.

This new Labour government has promised to "listen and learn" and I believe that means it should start behaving like a Labour government. That means defending working people against exploitation by the likes of the World Bank, the International Monetary Fund and so-called "globalisation" and the policies of "liberalisation". Liberalisation means privatisation, pure and simple, and represents an attack on working people and their families.

This policy of resistance led RMT to initiate Trade Unionists Against the European Union Constitution (TUAUEC), which highlighted the disastrous effects this privateers' charter would have on our democracy, for peace and our ability to

defend ourselves as trade unionists and workers. The work of TUAUEC has been fundamental in disseminating information about the contents of the constitution and today no major union supports its ratification by the British government.

We must congratulate our colleagues in France and Netherlands in their excellent successes in rejecting the constitution. We must now demand that the ratification process comes to an end immediately, ensure the thing is scrapped once and for all and, as a result, we do not need a referendum here in Britain. There is also no mandate to implement any part of the constitution by the back door.

I recently welcomed a group of visiting Hungarian trade unionists to Unity House and we had long discussions about how EU expansion into their country was affecting them. We shared our experience of EU directives which have and are privatising our members in the rail and shipping sectors. They also held deep reservations about the so-called third package of rail directives which imposed "liberalisation" on all member states.

We must also keep up the pressure for a speedy end to the ongoing Iraq conflict. If they can find billions for war why can't they spend that money on transport, healthcare, education and social services instead?

Throughout the last year, RMT has continued to negotiate improvements in pay and conditions for all members, regardless of what grade they are. All in all a busy time, but that is what trade unionism is all about, representing members.

Whilst our numbers are increasing, there are still many transport workers out there who need to join. So if you are not an activist why not attend a branch meeting now and again and make sure your colleagues have the protection of being in the union. The more members we have the stronger the union and the more we can do for you.

Tony Donaghey



Tony Donaghey talking to a group of visiting Hungarian trade unionists earlier this month

MAKE POVERTY HISTORY *-be part of history*

The eyes of the world will be on Edinburgh in July. It is expected that at least 200,000 people will gather here, each one determined to Make Poverty History. It will be the biggest political protest the city has ever seen.

As a local Member of the Scottish Parliament, I am aware there is growing excitement in the city tinged with a degree of cynicism about whether the G8 will take any heed of the mass protest.

I have been on Princes Street each Saturday lunchtime, campaigning, and have no doubt that a huge majority of the population support the aims of Make Poverty History.

"Bush, Blair and Berlusconi think nothing about spending billions on war but refuse to spend coppers fighting hunger, disease and poverty in the third world," I point out via loudspeaker and people nod, or wave and sign the petitions.

"The agenda of the G8 is not the agenda of the peoples' of the world," all agree.

The optimism about the

protests in July is in stark contrast to the belief that the G8 leaders will do little to address the poverty in any meaningful way. Which of course leads to the question, will the G8 leaders take any more heed of this protest as they have previous ones?

Looking at their past record, you can't be optimistic. Take the targets they set for aid. Thirty years ago they aimed to donate 0.75 per cent of GDP to third world. Their record as been risible.

In the meantime 30-40,000 children die daily from preventable diseases and starvation.

But I am full of hope about what the protest movement can achieve. The 'Make Poverty History' campaign has inspired millions. Kids are wearing their wristbands in all the schools I visit, and in the youth clubs and in the football crowds.

The G8 Alternatives group which is hosting an alternative summit in Edinburgh at the same time as the G8 are at Gleneagles contains a wide

diversity of organisations but holds one in belief in common - that the G8 are in fact responsible for the system which perpetuates the poverty in Africa and the third world and is responsible for the deterioration in our global climate.

Malcolm X, the famous black US leader, once said of the struggle in the 1960s: "you can't have capitalism without racism". I believe that, similarly, you can't have capitalism without poverty. And so if you want to make poverty history you have to eradicate the system which creates it - make capitalism history too.

The G8 Alternatives movement shares that view and the meetings in recent weeks have been packed to the rafters attracting literally hundreds to the organising meetings, all full of optimism and a spirit of determination and boundless energy. It has the same spirit the anti-war protests had two years ago.

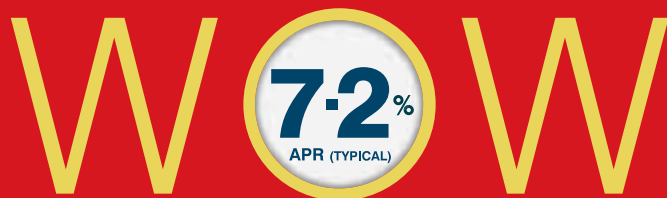
Over the 'July days' G8 Alternatives will host a wide

variety of discussions, forums, concerts, socials and protests in Edinburgh and around Scotland. There will be protests at Scotland's home for weapons of mass destruction - the nuclear submarine base at Faslane on the Clyde, at Dungavel detention centre in Lanarkshire which imprisons asylum seekers and of course at Gleneagles itself.

I will be hosting an opening rally on July 1 in the Queens Hall in Edinburgh with George Galloway, Haida Guiliani whose son was killed by the police in Genoa, Rose Gentle whose son Gordon a young soldier died in Iraq and Italian left-wing leader Fausto Bertinotti.

In a debate in the Scottish parliament last week I said that I believe Gleneagles 2005 may well leave behind something the G8 leaders never envisaged, a re-invigorated mass movement with the potential to change the world.

Colin Fox,
Scottish Socialist Party
Convenor



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7.2% APR (TYPICAL)	£5,000	Monthly	£101.35	£75.58	£124.19	£99.12	£181.51
		Total	£8,513.47	£6,348.41	£7,451.15	£5,946.72	£6,534.21
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RMT WINS COMPENSATION FOR UNFAIR DISMISSALS

Train operators Virgin West Coast and First ScotRail have been condemned for using uncorroborated evidence from passengers to sack workers and forced to cough up nearly £60,000 in compensation.

Virgin West Coast sacked service manager Catherine Murphy for allegedly using abusive language following an uncorroborated complaint from passenger Gaynor Bell.

However, the company was left with egg on its face after an employment tribunal unanimously decided Ms Murphy was unfairly dismissed and awarded more than £33,000 in damages.

RMT solicitors Drummond Miller represented Ms Murphy at the tribunal, which heard that the buffet car was short of supplies and staff on the London-Glasgow run in February last year.

Ms Murphy was pushing a complimentary trolley through first class, when Ms Bell wouldn't accept anything on offer for "dietary reasons" and would not accept alternatives.

Ms Bell then wrote to the company, claiming she had been sworn at and threatened.

Virgin sacked Ms Murphy on the basis of this complaint without once speaking to the person making the accusations.

The train manager even remembered apologising to a

passenger and said that he could not understand why such a fuss was being made over an egg sandwich.

Tribunal chairman, David Anderson said: "Everything was decided on the basis of the letters of complaint together with one phone call".

Making the award, Mr Anderson told the tribunal that it would have been simple for the company to have met the passenger but it had not bothered.

"There was a clear impression passengers were more interested in getting compensation than anything else," he said.

SCOTRAIL

Another employment tribunal in Glasgow found train operator ScotRail guilty of unfair dismissal and awarded £24,208 compensation after it sacked a conductor on the uncorroborated word of a passenger.

The member, represented by union solicitor Drummond Miller, was alleged to have harassed a female passenger. After he was sacked he had lost an earlier appeal on the grounds

that there was insufficient investigation as no statements were taken from other staff and CCTV footage was not examined.

However, the tribunal concluded there was a number of failures on the part of ScotRail, including the way the investigation was carried out, the failure to clarify inconsistencies in the allegations and reliance on previous complaints six years ago which did not lead to disciplinary action.

The tribunal also found that the Glasgow Central station manager had not even bothered to interview the complainant before dismissing the conductor.

Scottish regional organiser Phil McGarry said that the two cases went to the heart of matter in that employers would rather accept the word of passengers who are probably seeking substantial compensation over spurious allegations.

"Experienced workers are too often dismissed following flawed investigations and disciplinary proceedings that follow," he said. ■

PERSONAL INJURY SHIPPING VICTORY

An RMT member won £175,000 compensation for personal injury following an accident onboard a ship off the coast of Africa.

Whilst assisting in raising anchors from the seabed, a snagged buoy wire broke free and swung across the ship at high velocity, striking the member below the knee.

He sustained a serious injury and was airlifted to a local hospital then back to the UK.

The member was unable to return to work and required long periods of hospitalisation, surgery and physiotherapy. He will also require a whole knee replacement within the next four years.

RMT solicitors Drummond Miller launched personal injury proceedings under the Merchant Shipping and Fishing Vessels(Health and Safety at Work) Regulations 1997, before reaching an out of court settlement.

Drummond Miller lawyer James Carmichael said that the success of the case was only possible as a result of the solicitor's long association with RMT, which has enabled the firm to build up a vast knowledge of working practices in the industry.

The member involved expressed "heartfelt gratitude" to both RMT and Drummond Miller, whose support and professionalism helped him come through a difficult period in his life.

"The level of compensation awarded to me will hopefully allow me to get my life back on track after my terrible accident," he said.



LETTERS

Dear editor,

I would like to take issue with Alex Holden (RMT News May 05 Save Oldham Loop).

As a union we should support light rail tram schemes in UK cities. The Nottingham Express Transit tram route, which opened in March 2004, is a modern sleek, passenger friendly system, which has revolutionised travel in the area.

Running alongside the Central Trains Robin Hood line as far as Hucknall, with a spur to a major park and ride site on former colliery land, the NET is testimony as to what public transport should be in the 21st century.

It's a far cry from earlier "shake, rattle and roll" trams which can now be seen in the Crich Tramway Museum near Ambergate, Derbyshire.

Although we in RMT are fearful of the PFI/PPP under which the NET was built and we are still waiting for the government to sanction lines two and three, we can grasp the nettle and recruit those tram workers into the union.

We should also raise the profile of cities that wish to take up tram schemes. Through the RMT Parliamentary group, my own MP Alan Simpson in Nottingham South has taken issue with the Department of Transport to get ministers to agree to fund the NET extensions and stop prevaricating.

Yours

David Hardy

Dear editor,

Just a note to say that Glasgow Shipping Branch contributed £50 to the production of "From the Calton to Catalonia" (May RMT news) not £500 as reported. RMT nationally contributed £500 to this excellent play.

The play's main character James Maley, who worked in the rail industry, and ex-Seafarer Bob Doyle are the last two remaining International Brigaders who are commemorated on the RMT plaque unveiled last year and displayed in Unity House.

Next month, on the July 13 2005 sees the centenary of the birth of Jack Coward, who is also commemorated on the plaque as an anti fascist and NUS activist who fought in Spain, and wrote an account of the Civil War in his book "Back from the Dead". Jack Coward, who was from Merseyside, died on October 16 1970.

Jim McKnight (who by the way was pictured right not left) had his son Ross playing one of the lead roles in the production.

Stuart Hyslop

Glasgow Shipping Branch Secretary

Dear editor,

I am writing to say thank you for the extra money of £125 the union has given our family from the orphan fund to mark 125 years of the fund.

The money is going on books for my son Andrew and towards a laptop computer to assist in his school work.

He can only use the library for one hour a day so he needs the computer at home to do his homework. Thanks very much for this contribution, it will help greatly.

Yours sincerely,

Joyce Jones









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CHANGE OF VENUE FOR BRANCH MEETINGS

Future meetings of Carlisle City branch will be held in the Working Men's Club, Fisher Street, Carlisle. Meetings commence at 19.00hrs. Dates of meetings are unchanged.

For more information contact branch secretary Craig Johnston on 07764 796222

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RMT PLAY HOST TO THE ITF

RMT hosted a reception recently at Maritime House for the international body for transport unions, the International Transport Workers Federation.

Over 60 senior transport trade union officials from around the world were transported to Maritime House by the RMT battlebus in order to get a chance to meet informally and get to know each other.

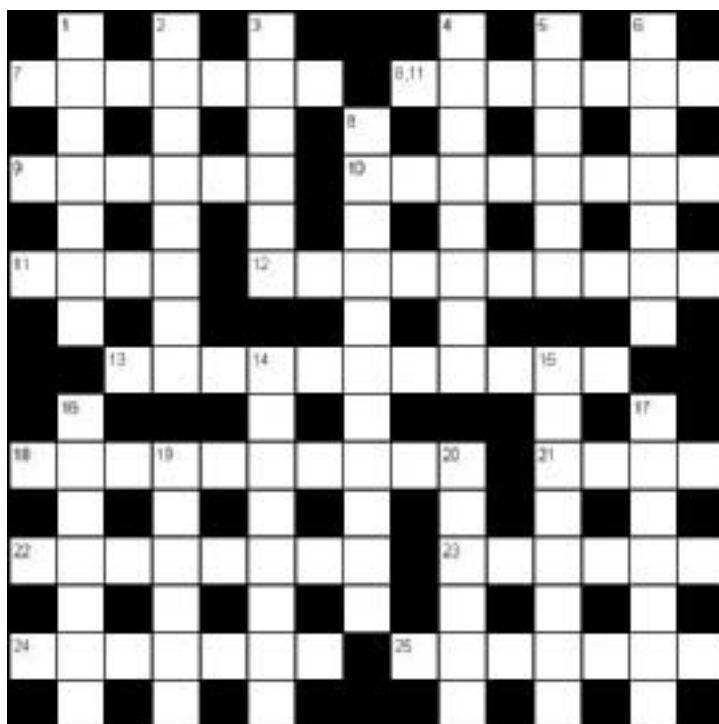
It was also an ideal opportunity to promote issues around Cuba and the build towards a European-wide Cuba solidarity event in November in Britain.



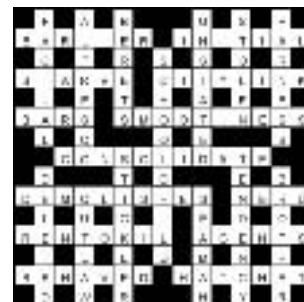
HOSTS: Bob Crow and RMT president Tony Donaghey meet Zelmys Dominguez from the Cuban embassy and Gloria Carnevali from the Venezuelan embassy.

RMT £25 prize crossword

No. 16. Set by Elk



Last month's solution...



Winner of prize crossword 15 is T Sumner of Plymouth

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by July 20 with your name and address. Winner and solution in next issue

ACROSS

- 7 Flower, or embarrassing blunder (7)
- 8 Small north African or southwest Asian antelope (7)
- 10 RMT's 24, 25, 26 found here this year (6)
- 11 Seller of goods to the consumer (8)
- 12 Member of ancient civilisation in Peru (4)
- 13 Spent wastefully (10)
- 14 Sold by 11? (11)
- 19 Essential characteristics -- or land or buildings owned (10)
- 22 At or from a distance (4)
- 23 Recruit workforce to fight for better pay and conditions (8)
- 24 25, 26 RMT's parliament - in 10 this year (6, 7, 7)

DOWN

- 1 Mechanical warning horns with loud rasping sound (7)
- 2 Loan secured against home (8)
- 3 Striped animals, found in Africa and on road crossings (6)
- 4 Speeded up (8)
- 5 Make up one's mind (6)
- 6 One taking 40 winks - on the track? (7)
- 9 Injured, emotionally or physically (11)
- 15 Knitted woollen jacket buttoned at front (8)
- 16 Become still, stale and probably smelly (8)
- 17 Marked with hot iron (7)
- 18 Flat sheets of pasta, or dish made with them (7)
- 20 Counterfeit, false, unreal, or such a person (6)
- 21 They put the S in NUS, and the M in RMT (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.

RMT CREDIT UNION LTD.

Finance Department, Unity House, 39 Chalton Street, London NW1 1JD
RMT CREDIT UNION APPLICATION FORM – please complete your
application along with the attached Direct Debit.



MEMBERSHIP NUMBER

Please use **BLOCK CAPITALS** and **black ink**.

1 PERSONAL DETAILS.

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 ☐

5 How much do you wish to save £ This is the amount you wish to save in 'shareholdings' monthly by
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



Instruction to your Bank or Building Society to pay by Direct Debit



Please fill in the whole form including official use box using a ball point pen and
Send to: RMT Credit Union Ltd., 39 Chalton Street, London NW1 1JD

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

Branch Sort Code

Originator's Identification Number

Reference Number

FOR RMT CREDIT UNION LTD OFFICIAL USE ONLY
This is not part of the the instruction to your Bank or Building Society.

Instructions to your Bank or Building Society.

Please pay RMT Credit Union Ltd Direct Debits for the account detailed in this instruction subject to the safeguards
assured by the Direct Debit Guarantee. I understand that this instruction may remain with RMT Credit Union Ltd, if
so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

Banks and Building Societies may not accept Direct Debit Instructions from some types of account

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

- This guarantee is offered by all Banks and Building Societies that take part in the Direct Debit Scheme. The efficiency and security of the scheme is monitored and protected by your own Bank or Building Society.
- If the amounts to be paid or the payment date changes, RMT Credit Union Ltd will notify you 10 working days in advance of your account being debited or as otherwise agreed
- If an error is made by RMT Credit Union Ltd or your Bank or Building Society, you are guaranteed a full and immediate refund from your branch of the amount paid
- You can cancel a Direct Debit at any time by writing to your Bank or Building Society. Please also send a copy of your letter to us.



Travel, without the turbulence

Whether you're planning your trip independently or opting for a package deal, a successful holiday depends on many factors all working together like clockwork. So much effort is invested in saving, planning and preparing for that well earned hassle free break – the potential problems really don't bare thinking about.

Unfortunately, some people experience the odd hitch and luck certainly helps to deliver you and your belongings successfully to and from your chosen paradise. No-one wants to be the last passenger waiting to collect their luggage, only to find that their belongings have flown elsewhere.

Taking precautions to minimise the impact of problems like this, means that you really can relax into your holiday. To make life that bit easier, UIA insurance works with RMT to ensure that high quality, competitive travel insurance is available to all RMT members and their families. Options include short trip or annual policies, premium or standard cover with special rates for families.

To find out more and obtain a quote, call UIA on 0845 8428421, giving reference RMT03, or visit www.uiamembershipservices.co.uk.

UIA (Insurance Services) Ltd. is registered under the Companies Act No. 2998952 and is a member of the Financial Ombudsman Service. UNISON is an Introducer Appointed Representative of UIA (Insurance Services) Ltd. which is authorised and regulated by the Financial Services Authority.

Travel insurance is arranged by Fortis Insurance Limited, which is authorised and regulated by the Financial Services Authority.

Great value insurance without compromise

Preferential rates only available to you and your family because of your RMT membership

For immediate cover, further information or your no-obligation quotation call now on the number below.

**Lines are open 8.30am to 8pm Mon-Fri, 9am to 1pm Sat
Please quote reference RMT03**

Home insurance

- Buildings, contents or combined cover
- Preferential low cost rates

Travel insurance

- Single trip or annual cover
- Special rates for families - children under 4 years covered free

Motor insurance

- Best possible cover at preferential rates
- Range of cover options plus 24 hour roadside assistance

RMT is an Introducer Appointed Representative of UIA (Insurance Services) Ltd, which is authorised and regulated by the Financial Services Authority.



0845 842 8421 *
www.uia.co.uk



*Calls may be recorded or monitored for training purposes or to improve our quality of service.