

RMT *news*

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Never Again!

Join the national demonstration to defend fire-safety regulations on Saturday November 26
Assemble Kings Cross Station, London at 11.30am

**YOUR 2006 RMT DIARY
FREE WITH THIS ISSUE**

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TRANSPORT ACTION
WEEK
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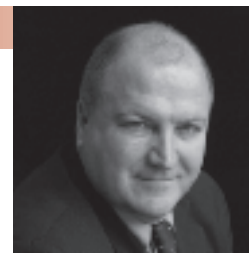
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HOW TO JOIN THE CREDIT UNION

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EDITORIAL

DEFEND FIRE-SAFETY RULES



RMT will be marking the anniversary of the 1987 Kings Cross disaster that cost 31 lives with a national demonstration to defend fire-safety rules for sub-surface stations brought in to prevent further such tragedies.

Other unions will also be joining us on November 26 outside Kings Cross station to demand that the 1989 legislation covering minimum safety standards and staffing levels are not diluted or removed, hope to see you there. This union, with the help of its parliamentary group, has already prevented one assault on these crucial safety rules and intends to defend them vigorously again.

Britain's economy and environment are crying out for policies that encourage people out of cars and onto trains and get freight onto rail. However, there are growing fears that the government is about to embark on a huge railway closure programme. The men at the ministry are even reported to be about to place newspaper adverts for a 'rail closure manager'.

This is in complete contradiction to the government's own environmental commitments for sustainable communities, which can only be undermined by closing rail lines. Now is certainly not the time to be closing railway lines, and if ever there was a time for joined-up government, this is it.

We should also make clear that the paltry fines imposed by the courts recently on Balfour Beatty and Network Rail over the Hatfield disaster amount to the recycling of public money.

In Balfour Beatty's case they will simply be paying back a fraction of the millions they have made at the public's expense, and they will give a huge corporate shrug.

What's more, the day after the trial, Balfour Beatty was handed a £110 million contract from Network Rail to upgrade the West Coast main line. Justice will not be done until Britain has a corporate manslaughter law that holds individual executives to account for negligence that kills innocent people.

We are also seeing a growth in corporate takeovers, such as the UPS takeover of Lynx Express, which create private monopolies that wield huge power. While we are told we cannot have public monopolies that provide public services, private monopolies are sucking up competition, farming out work to a web of sub-contractors and shutting down cost centres

that do not supply enough profit.

Nowhere is the damage and confusion caused by these privateers more apparent than on London Underground. Following the Northern Line debacle over the failure of the emergency braking system, the privatisation of Tube maintenance under the PPP is now in deep crisis. Transport for London has called for substantial changes to the PPP contracts because while TfL has responsibility for the trains it does not have control of maintenance and renewals. This is a similar situation we had on the mainline rail network and the solution should be the same – bring it back in-house.

RMT have been active on all fronts lobbying the government. A joint trade meeting was held with the trade and industry minister Gerry Sutcliffe at TUC where he agreed to look at amending the law to ensure off-shore workers are covered by the Working Time Directive. RMT has also been campaigning for the government to sign up to ILO convention 153 covering working hours and rest periods for road transport workers.

We have been lobbying over seafarer's jobs and employment rights and the new transport Minister Stephen Ladyman will be attending our next RMT Parliamentary group meeting to discuss the tonnage tax, action on the race relations act and the EU Ferry's Directive.

We are also keeping an eye on pensions. This union sees pensions as deferred wages and decent pensions for staff that have put in a lifetime of work is not a luxury item to be watered down or scrapped on a whim. Instead of raising the retirement age to 67, we have argued that voluntary retirement should be brought down to 55 to allow youngsters to take up work.

Finally, RMT is developing an education centre in Doncaster. It is crucial that your representatives have the best possible education and confidence to carry out their duties. It is this union's duty to equip them with those tools. So I hope you take the opportunity to visit our new centre as a student, delegate, tutor or as a visitor in the near future.

Best wishes

Bob Crow

RMT OFF TO DUBLIN IN 2006

Next year's Annual General Meeting of the union is to be held in Dublin, Ireland from Sunday July 2 to Friday July 7.

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

It will be held in the Liberty Hall Centre, a custom built venue created by our colleagues in the Irish union SIPTU next to its landmark headquarters at Eden Quay, in the heart of the city.

SIPTU is the Services, Industrial, Professional and Technical Union: Ireland's largest trade union. One of its component unions was the National Association of Transport Employees, into which former NUR members transferred when the NUR decided to withdraw from Ireland in 1952.

There will be 61 AGM delegates, and branches have been asked to make their nominations by December 7 2005. So, if you are interested in attending the AGM as a delegate, get along to a branch meeting and find out more. You need to have been an RMT member for at least five years by the end of next year, be employed, and be under 65 years of age.

Once nominations have been made, if there is more than one nomination for a delegate place, elections will be held. The ballot will open on December 15. Ballot papers are sent out to branches, votes are taken at branch meetings and the papers returned to Electoral Reform Services, the independent scrutineer that oversees the union's elections.

The ballot will close on Wednesday January 25, so you will know whether or not you have been elected by the beginning of February – giving you plenty of time to arrange your time off work to attend.

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

ORGANISING IN THE NORTH EAST

RMT members were to the fore during the North East Regional Council's successful organising week recently.

Regional Organiser Stan Herschel led an active team consisting of lead recruiters Mark Beresford and Ken Sharpe, Tyne and Wear Metro Members Bob Potts and Ian Bradshaw, GNER Reps Malcolm Barnett, Alan Andros and Celia Oldroyd and Network Rail Rep Willie Hamilton.

EC member Peter Pinkney and Neville Anderson joined other branch activists to cover the Middlesborough and Teeside area with Donald Graham and John Milligan from the Organising Unit in support.

"When you consider the wide range of companies and the diverse groups of workers involved it is all credit to Stan

and his team that the RMT profile was raised in so many work places and bodes well for continued activity in the region," John said.

Companies visited at various locations throughout the region included Network Rail Infrastructure and Operations, Jarvis, Virgin, GNER, Northern, Tyne & Wear Metro, EWS, EXEL, ISS, Rail Gourmet, Select Service Partner Outlets, Initial City Link, North Yorks Moors Railway. ■

Malcolm Barnett and Alan Andros at Newcastle Central



Ian Bradshaw and Mark Beresford on Tyne & Wear Metro - Park Lane.

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ANOTHER VICTORY FOR TORQUAY BUS DRIVERS

A sixth RMT bus driver accused of driving through a red-light at the infamous Jury's Corner, Devon – previously featured in *RMT News* – has finally had proceedings discontinued against him

Paul Humphreys, employed by Stagecoach South Devon Buses, was summonsed for failing to comply with the red traffic signal on the A380, Newton Road, Jury's Corner, Devon.

Proceedings against five other Stagecoach drivers, Christopher Coverdale, Charles Garlick, Mark Stott, Andrew Whitworthy, and Leonard Woodbridge, all represented by RMT solicitors Kaim Todner, had been discontinued owing to a lack of continuity in the log numbers relating to the evidence of the camera at Kingskerswell.

Despite this, proceedings were brought against Paul.

Like the five other drivers before him, Paul complained of passengers standing up as the

bus approaches the junction in order to alight at the stop on the other side of the junction.

Paul complained that the situation leaves the driver with the decision whether to apply the brakes hard as the lights begin to change, and risking injury to the passengers, or drive through the lights changing from amber to red.

RMT rep Danny Ferguson has been campaigning to have the bus stop moved by the local council to prevent passengers getting up from their seats before the junction.

Nova Murray, head of the RMT Department at Kaim Todner, agreed that consideration should be given to the movement of the bus stop "to prevent drivers being placed

in this difficult position in the future".

Paul attended court on several occasions and it became clear that the Crown Prosecution Service had not properly reviewed the case. Written representations were made by Kaim Todner to the CPS asking that they review their file and decide whether or not to continue the prosecution.

Kaim Todner argued that Paul had been driving his bus below the speed limit and had only gone through the red light just 1.1 seconds after it turned

from amber to red.

Representations also included the difficulty faced by bus drivers in relation to the stop positioned after the junction.

Just days before Paul was to stand trial, Kaim Todner received a notice that the CPS no longer wished to proceed.

Kaim Todner continues to represent a seventh driver summonsed for two alleged offences the same set of lights and pressure will be put for an early decision as to whether it is in anybody's interest to proceed.

RMT Shows Solidarity



SOLIDARITY: Local RMT members turned out to give solidarity support to catering workers sacked by Gate Gourmet last month.



Rail pension alert

The draft results of the latest actuarial valuation of the Railways Pension Scheme revealed that the majority of Sections have deficits, and for some, the deficits are rather large.

The report of the scheme's financial position, as at 31 December 2004, has now been sent to all employers and Pension Committee members for consideration and comment.

This situation has arisen from an underperformance of investments over the past three years in comparison to the returns anticipated for the period, together with a strengthening of the mortality assumptions to reflect the increasing life expectancy of scheme members.

While the actuary's report is only in draft form, the final version is unlikely to reveal any major alterations. The final report and any proposals necessary to correct Section deficits will be signed off by June 30 2006, and therefore it is obviously necessary to discuss as soon as possible what action to take.

General secretary Bob Crow has written to all employers seeking meetings to discuss the valuation as these poor results mean the majority of sections will face a rise in contributions.

He said that the size of some of the deficits was alarming and the potential contributions for some sections will be unsustainable, resulting in members leaving the scheme, putting even greater pressure would be placed on the remaining members.

"It is my intention therefore when meeting with management to explore ways of restricting any necessary increase in contributions," Bob said.

With this in mind a meeting has been arranged on 31 October to enable all RMT regional organisers and pension committee representatives to discuss ways of tackling the problem.

SUCCESSFUL LGBT TUC CONFERENCE

Delegate **Martin Lambert-Atkins** reports from this year's TUC Lesbian Gay Bisexual and Transgender conference, which was attended by a record 35 unions



For the past eight years TUC has held a LGBT conference and RMT has supported it by sending four representatives. This year's delegation (from left to right) above was made up of Elizabeth Fraser from Ayr, Martin Lambert-Atkins, Kim Rushe of Andover and Salisbury Rail and Pete Heyes of Stratford No1.

Conference opened with a speech from the chair of the LGBT TUC committee, David Lascelles who told of the remarkable progress and difference legislation had made on issues that affect LGBT members.

Minister for Women and Equality Meg Munn spoke passionately of the massive achievements, which include the abolition of section 28, the Civil Partnership Legislation and the Gender Recognition Act.

Commission for Racial Equality chair Trevor Phillips spoke of the similarities of racism and homophobia. The constant nods, thoughtless comments, jokes and stupid remarks not just from the people we serve, but sadly too often from the people we work and socialise with.

The final speaker can only be known as Mr A and no photographs were permitted to be taken of him. Mr A represented an organisation called JFLAG – Jamaica Forum for Lesbians, All-sexuals and Gays. In a very emotional speech he told of how LGBT people in Jamaica are constantly in fear of their lives and persecuted for their sexual orientation. He told of witnessing close

friends being beaten to death in the street and of many hate crimes where the police when informed showed no interest. It is suspected that on occasion the police themselves were the instigators. Hardly a dry eye in the house when the entire conference rose to their feet in order to give a long standing ovation to Mr A and his bravery in representing J-FLAG at the risk to his own mortality.

After the keynote speeches conference discussed motions on the agenda which included discrimination in goods and services, domestic violence and the LGBT community, civil partnerships and work in schools to tackle homophobia.

The above report is only a brief synopsis of conference and I apologise for any unintentional omissions. I look forward and with great pride to representing RMT at LGBT conference in 2006. ■

ACCIDENT BENEFIT - A REMINDER

Please remember that claims for RMT accident benefit shall only be considered if a report of the circumstances is received by the branch secretary within 26 weeks from the date of the accident. The accident report should then be forwarded immediately to the general secretary.

EVENING STANDARD GETS IT WRONG AGAIN!

Bob Crow and TfL

ON 28 May 2004 we reported a press release by Simon Hughes MP that Bob Crow, the RMT general secretary, was paid up to £23,000 as a director of Transport for London and had not attended a board meeting for more than a year. This information was obtained from the TfL website at the time. Mr Crow has asked us to confirm that he had attended some meetings and that the director's fee was not paid to him but to the RMT Orphans' Fund.

The union has secured the publication of a correction from the *Evening Standard* and Simon Hughes arising out of an article published in the *Evening Standard* on 27 May 2004.

The contents of that article were drawn from a press release issued by Simon Hughes.

The article in the *Evening Standard* suggested that general secretary Bob Crow earned up to £23,000 per year personally from his position on the Board of Transport for London and that he had not attended meetings for more than a year.

This was simply not true; any money received from TfL in connection with Bob's position on the board was paid straight to the union's Orphans' Fund. Bob attended meetings during this period that were significant to the union and its members.

Bob did not receive any money at all for his work on the board. In the correction, which was published in the *Evening Standard*, Mr Hughes and the *Evening Standard* said that the published information had been obtained from the TfL website. Both now confirmed that the director's fee was actually paid to the Orphan's Fund and that Bob had attended meetings.

This follows the union's success against *The Times* which had to pay damages and costs in relation to an article published in relation to the presidential elections.

RMT solicitor Richard Arthur of Thompsons said that the message was spreading that the right-wing media could no longer get away with publishing what it wants about the union and its officers.

"If necessary, the union will use libel laws to call sections of the media to account – even if that does mean using laws more commonly associated with film stars than trade unions," he said. ■

PPP IN CRISIS AFTER NORTHERN LINE DEBACLE

The Public-Private Partnership (PPP) privatisation of London Underground infrastructure and maintenance is in deep crisis following the Northern Line shutdown earlier this month.

The failure of the emergency braking system five times in as many weeks led to drivers refusing to take out trains until they could be assured it was safe for staff and the travelling public.

The problem centred on part of the emergency braking system known as the tripcock, which is supposed to stop the train if it passes a red signal. This system failed four times and there was a further incident after the fault had supposedly been fixed by Alstom – who had sub-contracted the work from Tube privateer Tube Lines. The Alstom contract is a separate PFI deal worth around £429 million.

Following the threat of a ballot for industrial action, LUL management finally listened to RMT and agreed not discipline or stop the pay of Northern Line drivers that refused to undertake duties that endangered lives.

RMT general secretary Bob Crow said that the union would not tolerate staff being caught between a web of contractors and sub-contractors and a situation that undermines safety.

London Underground also took direct charge of the work after issuing Tube Lines with an emergency order, underlining the chaos caused by PPP.

Tube Lines sub-contractor Alstom is a French firm that shut down train-making facilities at Washwood Heath in Birmingham two years ago and moved production to Spain after it won the £100 million contract to build new Tube trains and carriages for the Jubilee line.

Following the Northern Line debacle, Transport for London commissioner Bob Kiley demanded that Alstom's PFI contract to maintain trains should be terminated and complained that the lines of authority were not clear under PPP.

"It isn't right you can truly be responsible for train operations without having responsibility for the maintenance and renewal of the physical plant," he said.

Bob Crow said it was time for PPP to be scrapped in the interests of safety and the taxpayers, who are paying out millions to subsidise the private sector.

"It is now clear to the public that all Tube maintenance must be brought back in-house in the interests of safety as has been done on the mainline rail network," he said.

TUC BACKS TRADE UNION FREEDOM ACT

The Trade Union Congress meeting in Brighton unanimously backed calls for an end to Tory anti-union laws and for a new raft of rights enshrined in a Trade Union Freedom Bill.

RMT general secretary Bob Crow told delegates that eight years of new Labour government had failed to bring Britain's labour laws back in line with international law and the movement had no choice but to start fighting seriously for trade union freedom.

Bob was seconding a composite motion moved by the T&G to replace repressive Thatcherite anti-union laws, which were recently highlighted by the sacking of 700 Gate Gourmet workers.

"Working people in Britain have to jump through legal hoops to take industrial action at all, are barred from taking solidarity action, and remain prey to employers seeking damages from unions that dare to stand up to them.

"The time has come to mobilise the trade union movement to enshrine basic trade-union rights into the law," Bob said to applause.

He added that solidarity action was the very principle the labour movement was founded upon.

"Basics like the right to strike and take solidarity action, the right to be accompanied by a trade union rep, the removal of restrictive balloting and industrial-action notice procedures, and the establishment of sectoral forums to establish minimum terms and conditions.

"The Trade Union Freedom Bill gives us an opportunity to deal a massive blow to repressive labour laws and start hauling Britain back into line

with international law," Bob said.

CORPORATE MANSLAUGHTER

Delegates backed an emergency motion from RMT demanding tough new laws on corporate manslaughter following the failure of the legal system to punish rail privateers responsible for the 2000 Hatfield train crash.

Bob Crow told delegates that the need for an effective corporate manslaughter law has never been clearer.

"Nearly five years after the Hatfield tragedy we are supposed to accept that while safety rules were broken, nobody was to blame," he said.

Bob recalled that at the time of Hatfield, Railtrack, a private company, had two contractors on that stretch of line – Balfour Beatty was responsible for maintenance and Jarvis was responsible for renewal.

He said that privateers had sought to blame each other for the disaster that killed four passengers.

"It was privatisation that created the conditions for Hatfield, yet the government is pressing ahead with its plan to re-privatise of South Eastern Trains.

"We need a law that holds to account bosses who are responsible for avoidable deaths.

"It's easy to identify bosses when they're handed hundreds of thousands of pounds in bonuses and they sack drivers for going through red lights, but they can't be found when people are killed due to their neglect," he said.

NO CALMAC SELL-OFF

Speaking in support of a UNISON motion in defence of public services and against the EU services directive, RMT



president Tony Donaghey highlighted the enforced privatisation of Caledonian MacBrayne ferry services in Scotland.

He reported that the Scottish Executive is insisting that these services go out to tender under the EU Directive, despite opposition from the Scottish Parliament, the STUC and the people of the Western Isles.

"A recent report from Glasgow University states categorically that this sell-off would be far more costly than the existing method of ownership and services would be broken up.

"Even if TUPE were to apply, pensions would not be guaranteed and safety regulations would be split," he warned to applause.

BURY THE EU CONSTITUTION

TUC delegates overwhelmingly backed RMT calls to reject the "elitist, militarist, corporate and anti-democratic" EU Constitution.

TUC Congress backed an end to the neo-liberal policies and enforced privatisation promoted by the European Commission, demanding instead national democracy, strong workers' and union rights and international solidarity.



Janine Booth



Tony Donaghey



Bob Crow

Bob Crow warned that despite the massive rejection of the constitution by the people of France and Holland, parts of the unratified document were still being imposed illegally.

Delegates also reaffirmed opposition to the planned "Bolkestein Directive" on services, which allows privateers to set wages, conditions and social protection based on the company's country of origin - creating a "flag of convenience" economy.

"We must bury the Directive on Services, because it will turn public services into cash-cows for the privateers and will institutionalise the abuse of imported labour to drive down pay and conditions.

"RMT members already know what social dumping means. We have evidence of ferry crews employed in UK waters on well under half of the minimum wage, and we are fighting alongside our European colleagues to end it.

"No-one in Scotland has voted for the privatisation of Caledonian MacBrayne's lifeline ferry services, yet despite a vote against it in the Scottish parliament, Brussels is now telling the Scottish Executive that tendering of must go ahead, that is not democracy," he said.

"We are now on the third package of measures aimed at fragmenting and privatising

Europe's national rail networks on the very model that in Britain created the conditions for the Hatfield disaster and has drained more than £8 billion of public money from the industry.

"The trade-union movement must throw its political weight behind a campaign to roll back the neo-liberal nightmare and defend our national democratic rights," he said.

HEROES TRIBUTE

Congress paid tribute to the extraordinary efforts of the men and women involved in rescue operations after the July 7 London bombings.

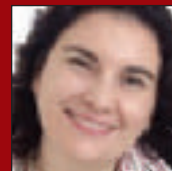
RMT member Olanayi Falayi was among those on stage during a minute's silence to remember the victims. He was one of the first people on the scene at Aldgate where he spent more than an hour underground, getting the injured out of the damaged carriages and walking them along the track to safety.

RMT delegate Janine Booth told TUC that the message to Tube employers and the government has to be: don't praise us only to attack us.

She said that if the government really respected Underground workers then they would reverse the Public-Private Partnership, fund the Tube and stop planned staffing cuts.

Parliamentary column

FOR TRADE UNION FREEDOM



It is my great pleasure to be able to write as the newly-elected Member of Parliament for North Ayrshire and Arran and as a new member of the RMT parliamentary group. The railways and the maritime industry play a huge part in my constituency - which has eleven railway stations and two islands served by lifeline ferry services. I am looking forward to representing the views of transport workers and the rest of my constituents over the course of this parliament.

I have just returned from Labour Party conference in Brighton. As I am sure you are all aware the conference was the centre of attention for many reasons.

The media, however, did not give much attention to some of the key policy decisions being made. Delegates voted through policies put forward by the unions to support council housing, for decent pensions, against the privatisation of the health service and to enable workers to take "solidarity action" in certain circumstances.

The decision to support councils being able to invest directly in council housing was passed for the second year running - but this year with a bigger majority. These decisions come on top of the 2004 Party Conference decision to take the railways back into public ownership. The leadership of the party will attempt to say that these decisions don't matter and will try to ignore the democratic voice of conference. It is up to the labour movement to ensure that they do not succeed and make sure that these policies are implemented by a Labour government.

I have joined the RMT group because I share many of your union's aims. I know that your policy of returning the railways to public ownership is very much in my constituents' and the country's interests. Don't forget it was the last Tory government that privatised the railways and that is where it will stay if they ever get back into office.

I am deeply concerned about the fate of Caledonian MacBrayne ferries which the Scottish parliament has recently voted to put out to tender. These services are vital to many people in my constituency, without them they would be quite literally cut off from the rest of the world.

In the debate on tendering in the Scottish parliament, MSP after MSP stood up and spoke against the tendering process, only to vote for it later on. I will be raising this matter in the House of Commons and asking the UK government to re-examine the issue with a view to ensuring that CalMac remains in the public sector. Tendering makes no economic sense and is not in the interests of the communities who rely on the service.

The disgraceful treatment of the sacked Gate Gourmet workers at Heathrow shows clearly that the trade unions remain shackled by the Thatcherite anti-trade union legislation of the 1980s. That is why I will be supporting the Trade Union Freedom Bill which would go some way to redressing the balance which has been stacked against the trade union movement for so long. The Bill would make it easier for unions to organise lawful industrial action, including solidarity action in certain circumstances, and for workers taking lawful industrial action to be protected from dismissal. It is hoped that a private members bill will be put before parliament next year which is the centenary of the Trades Disputes Act 1906.

Historically, this was a landmark piece of legislation for Labour - it overturned the Taff Vale House of Lords case where as many of you will the railway owners successfully sued your union for loss of profits after a strike. This judgement threatened all trade unions with legal liability for damage to employers' interests as a result of industrial action - and so the 1906 Act was vital to give unions some legal protection. All our experience shows us that workers need more protection to take part in trade union activity.

The proposal for the Trade Union Freedom Bill was carried at the recent TUC conference. The campaign to get this necessary piece of legislation onto the statute book and for the first time give us the right to be a member of a trade union, the right to strike and in certain circumstances the to take part in solidarity action will require the support of every trade unionist if we are to make it a reality in 2006.

Katy Clark

MP for North Ayrshire and Arran

RAILWAY WOMEN BOOK LAUNCHED AT TUC



Former railway guard-turned author Helena Vojtczak signed copies of her book, *Railway Women*, launched on the RMT stand during TUC.

Helena became the first woman employed as a guard by British Rail in 1977, and is now Britain's leading authority on the history of women rail workers.

"Helena has made a substantial contribution to documenting the history of women's involvement in the industry," RMT president Tony Donaghey said.

A full review will appear in next month's *RMT News*

NEW STUDY EXPOSES GREAT RAIL RIP-OFF

Train operators' record profits are siphoned from public subsidy, a perpetual squeeze on rail workers' pay and above-inflation fare rises, according to a new study from the Catalyst think tank

The report reveals that train-operating companies' combined income has risen by 26 per cent since privatisation and that fares have risen by 24 per cent – well ahead of inflation.

The analysis of the TOCs' accounts by Manchester Business School Professor Jean Shaoul shows that profits have been boosted by record levels of subsidy – £1.8 billion in 2003-04 – as well as by cuts in staffing levels and a pay squeeze.

"This report shows that taxpayers, fare-payers and railway workers are being mugged by profiteering privateers whose sole aim is to maximise profits and payouts to shareholders," RMT general secretary Bob Crow said at the launch of the report at this year's TUC Congress in Brighton.

"Massive amounts of public money are going into the industry, but the private sector is leeching it out again as profits and handing their parent companies and shareholders massive dividends while services are still worse than in British Rail days.

"Today we heard a speech from Gordon Brown as prime minister-in-waiting. If he is serious about improving public services and delivering value for money he should announce his intention to stop the re-privatisation of South Eastern Trains and bring all the train operating companies back into the public sector.

"In public hands SET is delivering a better service for a million pounds a month less subsidy. That is a public-sector success story and should be the blueprint for bringing all the TOCs back in-house," Bob Crow said.

MAIN POINTS OF THE REPORT

- The combined total income of train operating companies, including both fare revenues and public subsidies, rose by 26 per cent from 1997 to 2003, from £4.8 billion to £5.8 billion.
- Passenger fares rose by some 24 per cent over this period, faster than the rate of inflation. Although a "cap" was intended to keep fare rises below inflation, this only applies to some ticket types. Companies have compensated by pushing up the price of other journeys.
- Labour costs have been cut by reducing staffing levels and allowing wages to fall behind average earnings. This is likely to have been a key factor explaining the poor performance record of the private operators, since British Rail's workforce was already the most productive of any rail service in Europe.
- Subsidies allowed companies to pay dividends of £160 million to their parent companies in 2003, an exceptional post-tax return on equity of 174 per cent.
- Since privatisation at least £890m has been taken out of the industry in dividends paid to parent companies. Without public subsidies, the train operators would have made a loss every single year.

Professor Shaoul also warns that the new Railways Act, the government's latest attempt to bring rail spending under control, will simply "presage closures and fare hikes" unless

the costly fragmentation and profiteering resulting from privatisation is addressed directly.

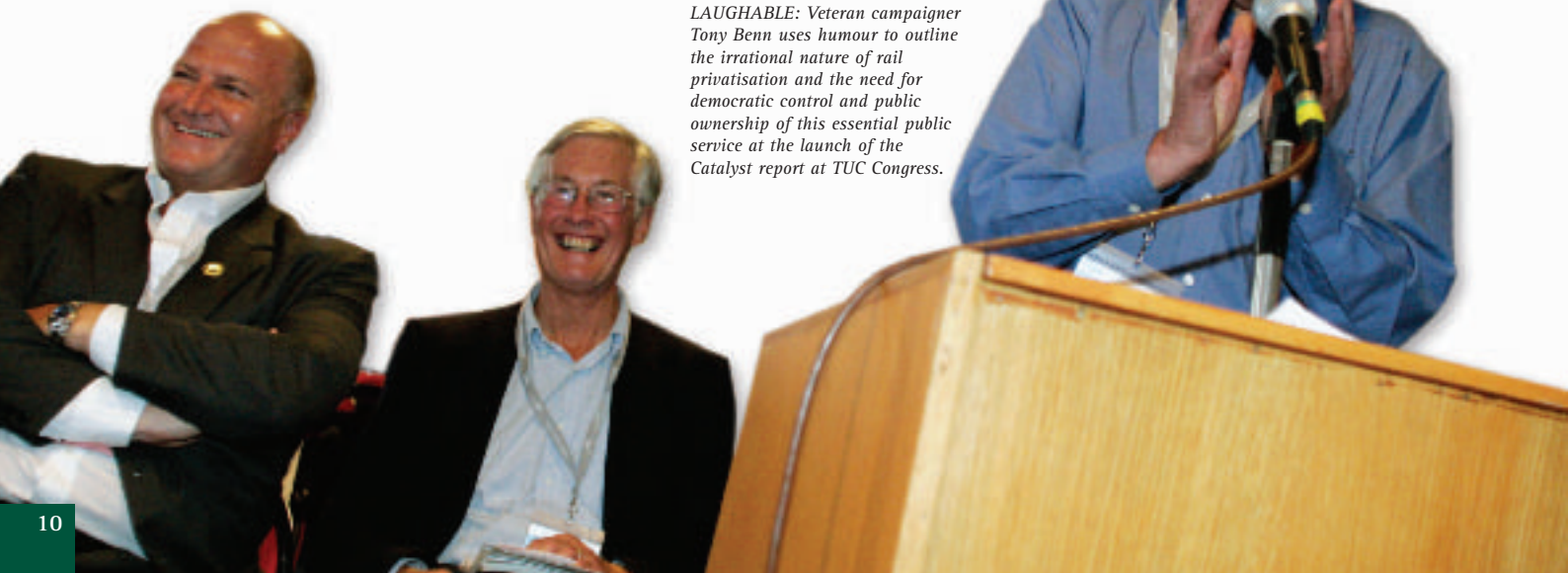
In September 2004 an overwhelming majority of constituency and union delegates at the Labour Party's annual conference voted to adopt a policy committing Labour to "resolving the fragmented structure of the industry by introducing an integrated, accountable and publicly owned railway", but this decision has yet to be reflected in government policy.

The government is currently considering bids for the South Eastern franchise, which has been run in the public sector since Connex was removed in 2003 and has achieved notable performance improvements and cost savings in that period. ■



The Performance of the Privatised Train Operators, a study by Professor Jean Shaoul published by Catalyst. For more information contact the Catalyst office on 020 7733 2111 or visit www.catalystforum.org.uk.

LAUGHABLE: Veteran campaigner Tony Benn uses humour to outline the irrational nature of rail privatisation and the need for democratic control and public ownership of this essential public service at the launch of the Catalyst report at TUC Congress.



Keep South Eastern Trains public!

After two years back in the public sector South Eastern Trains has become a success story with improved services and less complaints

On Sunday November 9 2003, the Strategic Rail Authority finally took over train operations from Connex Transport Ltd.

The SRA had previously placed the rail privateer on six months notice that their South Eastern franchise would be terminated as the company was unable to provide a programme of improvements before the SRA was prepared to consider any increase in subsidy for the 2004-06 period.

South Eastern Trains, set up as a subsidiary of the SRA, has since proved to be value for money, cost £6.7 million a month compared to £7.8 million a month under Connex.

SET is also likely to return some of the £80 million subsidy because improved financial performance means that all of the money is no longer required.

HIGH PERFORMANCE

Network Rail's latest performance figures show that 89 per cent of SET trains arrived on time in period five of 2005/06. This is higher than the national all-operator figure of 87.8 per cent. SET's performance has improved in nearly every quarter since being in the public sector.

Transport Minister Derek Twigg confirmed as much at transport questions this month.

"My point is that there has been a big improvement in the

service: overall, the network is ahead of schedule, having achieved 85.1 per cent. of its performance measure target for next March," he said.

A key reason for the improvement was identified by SET managing director Michael Holden in the Times on April 20: "Bidding for franchises takes management time and time is the most precious commodity we have.

"We have been able to declutter the agenda and focus everyone on running the railway better," he said.

After assuming responsibility for south-eastern services, South Eastern Trains also found that there was a 20 per cent shortage in station staff. Connex had sought to save money by not filling vacancies leading to a situation where stations were understaffed and fare evasion was rife.

SET took steps to fill these vacancies across the whole of the company over the last two years and there is now 500 more staff than in 2003.

IN REVERSE GEAR

However, in the run-up to re-privatisation, South Eastern Trains revealed plans to slash ticket office opening times and cut station staff.

These new plans threaten to throw improvements made so far back into reverse, threatening nearly 100 jobs, and

posing the prospect not only of a worse service for the travelling public but also of less security resulting in more vandalism and assaults on our members and passengers.

It all adds up to our members and the travelling public being asked to pay the price of re-privatising South Eastern Trains with jobs and service levels.

Two key passenger groups London Transport Users' Committee and Rail Passengers' Council joined RMT in the campaign to keep booking offices open after they had received more than 3,000 objections to the plan.

"Everyone agrees that we need to encourage people out of their cars and onto trains, but removing trained, uniformed staff from stations would mean less security and more vandalism and would have the opposite effect – and that can only mean more road congestion and environmental damage," RMT general secretary Bob Crow said following the announcement of planned cuts.

Under re-privatisation plans services currently operated by South Eastern Trains will combine with new Channel Tunnel Rail Link Domestic Services (CTRLDS) to form the Integrated Kent Franchise (IKF) and Invitations to Tender have been issued to a number of consortiums.

However, the union continues to campaign for SET to remain in the public sector and encourages members to get involved and write to their MP to urge them to sign the early day motions (EDM) opposite. ■

EDM 447

SOUTH EASTERN TRAINS' TICKET OFFICE CUTS

Prosser, Gwyn

That this House notes South Eastern Trains' proposals to close and reduce the opening times of ticket offices at their stations; believes that any closures or reductions in ticket office opening times will lead to a lower level of service to the travelling public in general and to disabled people in particular, act as a disincentive for the public to make use of the network, threaten revenue protection and potentially make stations an unsafe environment for rail users; further believes that automatic ticket machines are an inadequate substitute for well-trained railway staff and is opposed to any loss in jobs which could result from the proposals; and therefore calls on South Eastern Trains to withdraw their plans.

EDM 395

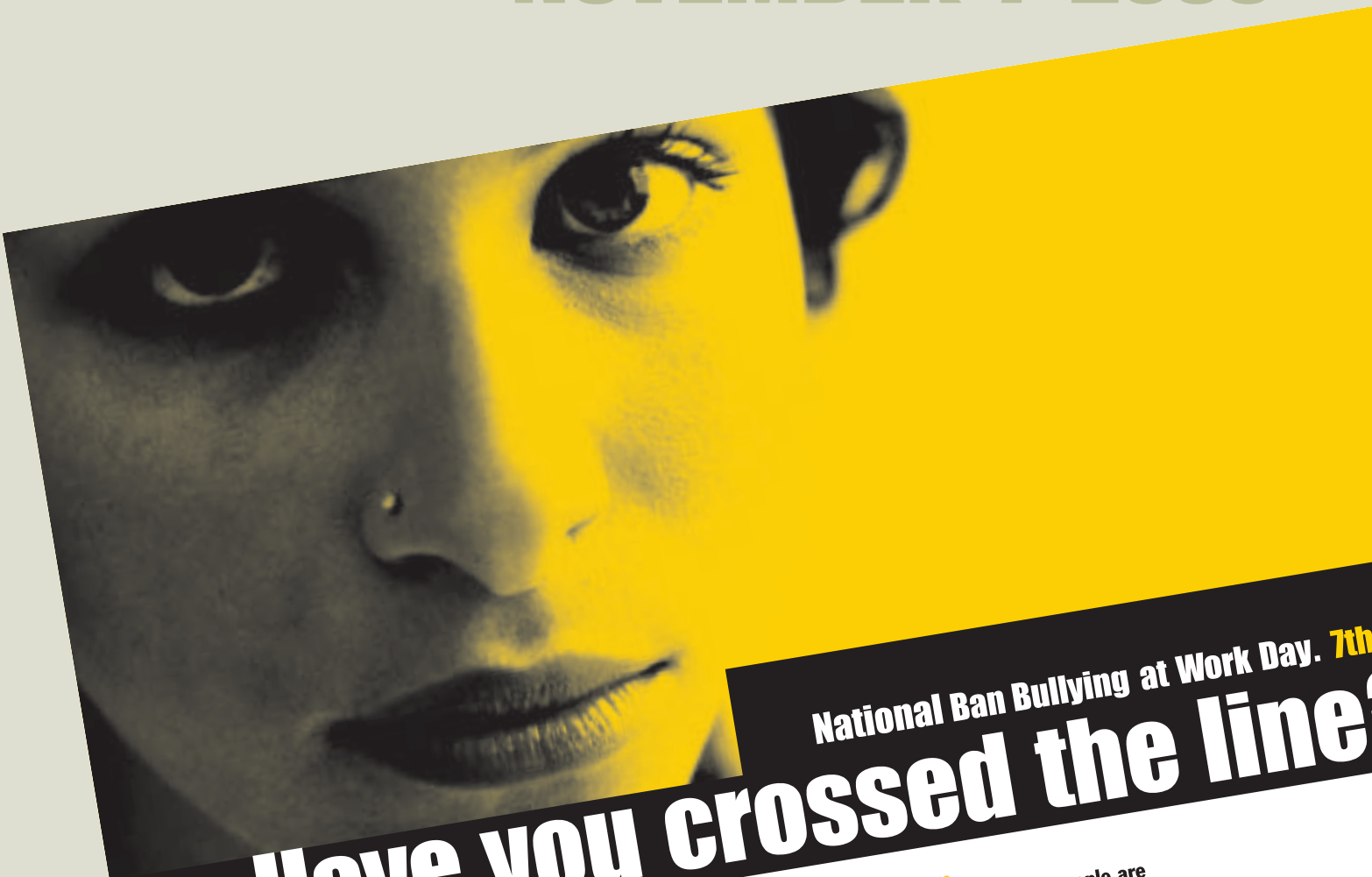
SOUTH EASTERN TRAINS

Efford, Clive

That this House remains deeply concerned that, despite public subsidy being more than three times the amount received by British Rail, passengers continue to endure far worse punctuality rates than under public ownership; welcomes the improvement in reliability and punctuality of South Eastern Train services since the decision of the Strategic Rail Authority in November 2003 to return the service to public ownership; notes the report by the Catalyst think-tank that public ownership of the railway would save a minimum of £500 million a year; is further deeply concerned that the Government intends to re-privatise South Eastern Trains; regrets that South Eastern Trains was not allowed to tender for this franchise, removing any public sector comparator; and therefore calls upon the Government to allow South Eastern Trains to submit a public sector bid to ensure improvement and value for money on the United Kingdom's rail network.

BAN BULLYING AT WORK DAY

NOVEMBER 7 2005



National Ban Bullying at Work Day. 7th
Have you crossed the line?

Bullying in the workplace is not as obvious as you may think – there is a fine line between a strong work style and bullying behaviour which can make an individual feel demeaned and inadequate.

Be aware
More than 2 million people are bullied at work in the UK today.

Be responsible
Workplace bullying is now a major cause of stress related illness.

Get involved
Visit www.banbullyingatwork.com and find out how you can show your support.

Action, not ignorance

THE
ANDREA ADAMS TRUST
Committed to preventing workplace bullying.

In order to solve a problem you have to be able to recognise it and in order to recognise it you must be able to give it its proper name.

Unlike other occupational hazards, as yet there is no legal definition of workplace bullying and the term is made harder to define because it is dependent upon individual perceptions.

As subjective behaviour this introduces problems in assessing its prevalence because the subtle psychological behaviours used to bully in the workplace are often overlooked, disguised and hidden behind excuses, euphemisms and disbelief by employers. Many workers feel they have to put up with this behaviour as part of their job, or do not complain for fear of either further victimisation or of being labelled a troublemaker. Yet what sort of workplace can condone a form of behaviour which engenders fear in their employees?

MISERY

Statistics will always be arguable when they refer to a subjective concept. However, there is no doubt bullying is one of the most destructive forces that erodes the professional lives of workers and is the precursor of alarming and unimagined misery for its recipients and hugely costly to their employers.

With studies indicating that one in four people are currently being bullied at work, it has become a major cause of workplace stress, causing 18.9 million days to be lost to industry every year. Put simply, surely workplace bullying is too costly to ignore any longer and should be on every employer's agenda.

Where symptoms of organisational and sociological ill health are in evidence, intervention is required to better understand what is happening in workplaces and more importantly why it is happening. Recognition and awareness of bullying at work is therefore essential if it is to be legitimately challenged.

TACKLING BULLYING

The Andrea Adams Trust is dedicated to tackling this issue head-on. This year it will be spear-heading a national campaign endorsed by the government to raise awareness of this increasingly common and misunderstood issue, culminating in a 'Ban Bullying at Work' day on November 7.

You can get involved in raising awareness of this important issue within your workplace, so that all your employees can identify and take responsibility for resolving bullying at work. What could be simpler?

As well as distributing posters and activity packs, you could run a variety of stimulating and interactive events listed opposite to take place on the day.

SOME IDEAS OF WHAT TO DO ON THE DAY

1. Assess your own workplace and give all employees the chance to learn more about the damaging consequences of bullying at work and why they have a shared responsibility to do something about it.
2. Use the day to promote your own policy and procedures by providing information centres, distributing copies of your policy and highlighting your own organisational activities to make this behaviour unacceptable within your workplace.
3. Collect data by running an audit to examine the prevalence of bullying and its effects in your organisation. By doing so, you will be raising awareness of the issue, bringing it more into public eye and gaining a greater understanding of how to prevent it.
4. Distribute posters, factsheets, stickers, wristbands, information packs to define and explain the damaging consequences of workplace bullying. Just wearing a badge or wristband shows that you are in favour of raising awareness of this important issue – what could be simpler?

HOW CAN YOU DO THIS? – HERE ARE SOME IDEAS

- Purchase the campaign's excellent activity pack full of useful information for managers and staff and distribute our posters
- Purchase some motivational posters and distribute them around the workplace
- Use your website/intranet system to promote your policy and provide information on how to tackle the issue
- If you do not have one already, then set up a policy team to create an anti-bullying policy and procedures
- Run some HR presentations to promote your policy, give out information and discuss the issue
- Use your Harassment Adviser/Contact Officer group to run some presentations publicising and promoting their services and availability
- Run staff meetings/forums and feedback sessions to discuss whether or not bullying is prevalent in their teams
- Provide drop in information points run by HR/Union/Harassment Advisers
- Provide mentoring/mediation/support groups
- Run awareness training sessions

For further information on how your organisation can support us, please do not hesitate to contact us on 01273 704900 or email mail@andreaadamstrust.org.



November 2005

21

WWW.BANBULLYING
AT
WORK.COM

WWW.BANBULLYING
AT
WORK.COM

ORGANISING GLOBALLY— BUILDING UNION POWER

RMT has marked this year's worldwide International Road Transport action week by urging members to write to their MPs and to the transport secretary Alistair Darling to demand that the government signs up to International Labour Organisation (ILO) convention 153.

This convention was adopted in 1979 and concerns hours of work and rest periods in road transport. Members are urged to ask their MPs to sign up to early day motion 724 (below) and send the model letter (below).

Fatigue is a growing health and safety concern for the road transport sector. It is a workplace hazard that is the main cause of thousands of road transport accidents and fatalities each year. Although fatigue cannot always be avoided, it can be better managed.

All over the world road transport workers will be using the campaign to highlight their concerns and more information regarding the various campaigns

can be found by visiting www.itfglobal.org/campaigns/road.cfm

Remember you can play a crucial role in developing and implementing policies which could improve working conditions for drivers and make the roads safer.

EDM 724

WORKING CONDITIONS FOR ROAD TRANSPORT WORKERS

John McDonnell MP

That this House pays tribute to the vital role road transport workers in both the bus and road haulage industries play in the UK economy; believes it is essential that these workers are treated fairly and have the right to work in a safe working environment; is deeply concerned that the UK Government has yet to ratify ILO Convention 153, which regulates rest periods, driving times and the working week; welcomes the International Transport Workers Federation Campaign in support of road transport workers worldwide; and urges Her Majesty's Government to sign and implement ILO Convention 153 at the earliest possible opportunity.

Model letter
Rt Hon Alastair Darling MP
Secretary of State for Transport
Department for Transport
Great Minster House
76 Marsham Street
London SW1P 4DR

Dear Alastair Darling,

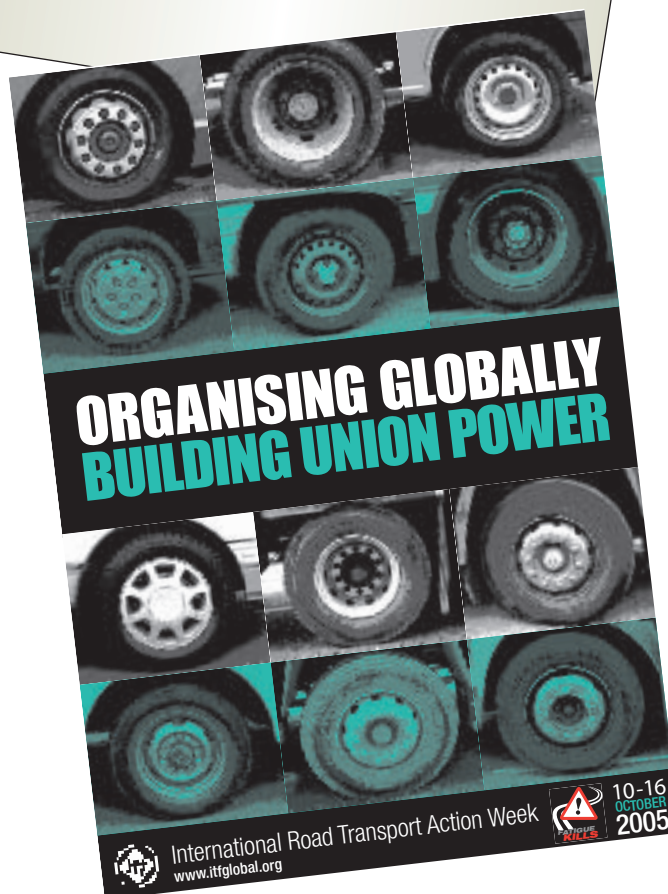
WORKING CONDITIONS FOR ROAD TRANSPORT WORKERS

As you will be aware road transport drivers in both the bus and road haulage industries play a vital role in the UK economy. I hope you will agree that it is essential these workers are treated fairly and have the right to work in a safe working environment. In this respect I am very concerned that the UK Government has yet to ratify the International Labour Organisation Convention 153. This was adopted in 1979 and concerns hours of work and rest periods in road transport. The main clauses of the Convention state that:

- Every driver is entitled to a break after 4 hours continuous driving or after 5 hours continuous work.
- The maximum daily total driving time should not exceed 9 hours.
- The maximum weekly driving time should not exceed 48 hours.
- The daily rest period must never be less than 8 consecutive hours.

I would be grateful if you could confirm that the UK Government will be signing and implementing ILO Convention 153 at the earliest possible opportunity. I look forward to hearing from you.

Yours sincerely



TURKISH SISTERS DROP IN

Turkish women delegates to an International Transport Federation conference in London visited RMT offices recently and held discussions with general secretary Bob Crow. The women, Soner Önal and Aysen Dönmez (above) were representing Turkish rail union BTS.

"This exchange of information has made it clear to us that we are your sister union and we can work in cooperation and solidarity," said Soner.

NEVER AGAIN!

Join the national demonstration to defend fire-safety rules Assemble Kings Cross Station, London Saturday 26 November 11.30am

Following the 1987 Kings Cross fire that claimed 31 lives, fire-safety rules were put in place laying out minimum safety standards for sub-surface stations. The government has already tried to scrap these crucial safety rules but RMT and its parliamentary group successfully prevented this through swift action. However, the threat to staffing levels and safety standards covered by these regulations still exist. So make your voice heard on November 26 in London and ask your MP to sign early day motion 549 set out below.

EDM 549

FIRE PRECAUTIONS REGULATIONS - John McDonnell MP

"That this House condemns the terrorist attacks on London's public transport network and commends the bravery and professionalism of the emergency services, London Underground, national rail network and London bus service workers who were on hand to provide assistance and support in the immediate aftermath of the attacks; notes that the Government is set to review the Fire Precautions (Sub-surface Railway Stations) Regulations 1989, introduced following the Fennell Report into the 1987 King's Cross Fire disaster; further notes that the Regulations set out minimum standards for fire precautions in sub-surface railway stations including means of escape, means of fighting fire, minimum staffing levels and staff instruction and training; believes that these minimum standards are even more essential in light of the recent terrorist attacks; and calls on the Government to retain in full the 1989 Regulations"

RMT fight back:

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

The law says workers have a right to safe conditions – and RMT is here to defend that right. That's why our Personal Injury Service is free – and even covers non-work related accidents for family members. So if you, or a member of your family, have suffered an illness or injury due to someone else's fault, call us now.

FOR FREE LEGAL ASSISTANCE CALL THE HELPLINE

0800 587 751? in England, Wales and Ireland

0800 328 1014 in Scotland

PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS.



SIGNALLERS S

Signallers meeting in Great Yarmouth called for a one-year, no-strings pay deal which included Sunday work to be paid at 200 per cent and overtime to be paid at 150 per cent.

Conference agreed that the claim is submitted at the earliest opportunity to enable it to be in place by the next anniversary date.

Dave King, Stirling branch, also congratulated signal workers on London Underground for securing a good deal on pay and conditions last year.

"This shows what a determined approach can achieve and should be a benchmark for the signalling grade," he said.

Conference also agreed to pursue extra payments for Christmas Day and Boxing Day working when they fall on a Sunday.

Tim Butler, York District branch, said that at present the payment for these two bank holidays includes extra payments and lieu days but staff do not receive Sunday enhancements.

Conference agreed that the agreement with Network Rail for the introduction of a 35-hour week was "a done deal" and should be implemented by March 2006 as agreed.

"I was on the joint working party when this was agreed, no messing about, no reneging," said **Dave Gott, Bassetlaw branch.**

Conference unanimously agreed that if the deal was not implemented the union should ballot staff for industrial action.

END BULLYING

Conference agreed that issue of bullying and harassment of signalling staff by managers should be taken up with

Network Rail.

Kelvin Eastern, Three Bridges, said that arbitrary performance targets were being used by inexperienced managers who had less knowledge of the industry.

"Unnecessary pressures are being put on signallers without taking issues such as safety into account

"The blame culture has not gone away, it is still with us," he said.

Paul Hooper, North Staffs, warned that performance related targeting of staff was on the increase and warned members to be on the lookout.

DEFENDING PENSIONS

Conference agreed that the final-salary pension scheme should be defended and open to all Network Rail employees.

Alan Robertson, Newcastle Rail and Catering branch said that the union should be kept informed of the continuing threat to the scheme.

"We need to let Network Rail know that any further attacks on the final-salary pension will be met with an instant ballot for industrial action," he said.

A SAFE RULE BOOK

It was agreed that RMT should enter into negotiations with Network Rail to return the rule book back to sections as the current use of key words has led to an increase in misunderstandings.

Dave King, Stirling, said that looking up key words could lead to six different answers whereas the section method produced much clearer answers.

There was also a need for Network Rail to abide by section 1.3 which states "you must keep possessions as short as possible".

Dave Graham, Hexham

Rail, warned that excessively and unnecessarily long possessions could lead to another Tebay, where five RMT members were killed last year.

DRUG AND ALCOHOL TESTING

Conference called for an urgent meeting with Network Rail to confirm the parameters of the drug and alcohol policy.

Alan Brooks, Broadlands, said that it was clear that various standards were being applied as it suits the company.

Dave Crawford, Three Bridges, said that all medicals and drug testing should be taken in-house and all use of outside agencies must cease.

"This should include a common sense and clear view concerning over-the-counter medication and the return of a dedicated member of the personnel for health and welfare issues," he said.

Dave pointed out that management were always demanding the right to manage so they should manage testing and medicals.

AXA/PPP OFF

Conference welcomed the early termination of AXA/PPP's contract by Network Rail as healthcare provider after the company unnecessarily stood staff down.

Delegates agreed that all financial loss incurred by staff involved should be reimbursed.

Steve Riggot, Bridgend, said that he had been stood down for four months and was still waiting for compensation after returning to work.

Paul Hooper, North Staffs, reported that in fact AXA was still operating on parts of the network despite handing out a catalogue of false diagnoses.

IN BRIEF

There must be full consultation with the union over the introduction of the Cognisco method for assessing signallers/operations grade members, conference agreed.

Conference called on the union to reiterate with Network Rail that all safety briefing days are provided for on rostered working days.

Conference called for a working party to be set up to look into the impact of the introduction of Non-collaborative Axle Counter Detection Technology as the Hay evaluation system does not reflect the use of such technology.

Conference agreed that all checks on equipment, including TWPS, clocks and emergency bells, should be carried out at the same time cause the least amount of disruption.

Conference agreed that full annual leave entitlement should be allocated each year for all staff by Network Rail regardless of shift patterns or length of turns.

Conference called for a significant reduction in the number of forms that signallers must fill in and recognised that often a telephone call would suffice.

Conference rejected a call to move the meeting to the spring period and rejected calls for the conference to be moved from a weekend to weekdays

EEK REDRESS



AWARD: Longstanding RMT member and signal grades conference veteran Dave Gott received a 25-year badge from RMT general secretary Bob Crow this year. Dave attended as a delegate after serving ten years as conference secretary.



GRILLING: After a debate and a vote, delegates allowed Network Rail head of operations Derek Holmes to address conference and then gave him a grilling over a number of issues. Pictured: Conference EC member Dave King, Derek Holmes, conference president Jim Corbett, conference EC member Kelvin Richardson and RMT EC member Peter Pinkney.



Delegates vote



Gerry Hitchens addresses conference

State of the union

RMT general secretary Bob Crow outlined the major issues facing signal workers and the wider union membership.

Plans to transfer Merseyrail signal work out of Network Rail and over to MerseyTravel was of major concern as it represented a threat to a nationally integrated network.

Bob said that the Merseyrail transfer was a test case where NR could decide that if MerseyTravel can do it then others can and lead to the break up of national bargaining, training and transfer rights.

"This is the thin end of the wedge and this union will resist it by balloting the membership," Bob said.

Bob said that the sort of vertical integration RMT believes in would lead to Network Rail taking over the train operating companies not the other way round.

South Eastern Trains should be taken over by Network Rail, not re-privatised as the government plans," he said.

Bob appealed to signallers to recruit their fellow workers in order to strengthen the union.

"RMT is the only union that can represent signal workers and getting all signal workers in would increase your voice at work," he said.

One urgent matter remains the implementation of the 35-hour week and how it would be carried out. It was reported that negotiations were ongoing regarding how the shorter working week would work in practice.

Bob backed conference calls for a one-year, no-strings pay

deal and outlined the need for concessionary travel to be increased.

"We have won 25 per cent for incoming staff for residential travel to work, we need to get that up to 75 per cent and then look at winning leisure travel rights for staff currently without privilege tickets," he said.

Bob also discussed the pensions "crisis" which was threatening many pension schemes, pointing out that RMT had kept the NR final-salary scheme open last year and the union needed to remain vigilant.

Bob reported that the union was developing a new education centre in Doncaster to run regular courses for reps on negotiating skills, appeals and public speaking and other issues.

"The centre will be open for all grades of transport workers and will have full crèche facilities," he said.

He said that the training centre should also focus of recruitment courses to get unorganised transport workers into the union.

The internet is increasingly becoming a crucial tool in recruitment to the union. Therefore, the union is developing a new website and bringing in a full-time 'webmaster' in order to update the site daily and hourly.

Bob reported the RMT Credit Union was going from strength to strength and called on members to join up to cut out loan sharks and avoid exorbitant bank and credit-card charges. ■

ORGANISING ALL GRADES

Gerry Hitchens of the RMT organising unit reported a growth in membership to over 71,500, a huge improvement at a time of declining union membership in other unions.

He said that despite massive difficulties that were opportunities for continued growth.

"The organising unit is there to work with regional councils, branches and activists to build the union," he said.

He outlined the need to reinvigorate the organising committee for signal grades and attend induction courses at Leeds and Watford to improve recruitment.

He reported a new eight-minute DVD was being produced highlighting recruitment techniques and arguments for being in an industrial, all-grade transport union.

RAIL WORKERS SIGN UP FOR NEW COURSES IN BRIGHTON

The RMT backed Brighton Learning Centre, which offers free courses to all rail workers and their friends and families, has been enrolling learners onto a range of new courses starting this autumn

More than 50 people took the opportunity to come and visit the learning centre on 8 September and talk to tutors, try their hand at a sign language taster, and sign up for courses.

The sign language taster was provided by Ivor Riddell (pictured), a conductor for SET. Ivor learned sign language because he has a deaf daughter and he now enjoys teaching sign language to his colleagues. Ivor showed the class how to communicate with hard of hearing customers on the railways and demonstrated a few basic signs for common words like "ticket", "platform", "train" and – the most useful word on the railways! – "sorry".

As well as sign language, the Brighton Learning Centre will be offering courses in IT (only open to union members), Spanish, French, English for Speakers of Other Languages (ESOL), Maths and English. All courses are free.

If you live or work in the Brighton area and you are interested in enrolling for any of these courses or if you have friends or family who may be interested, please contact Emily King on 01273 723066 or emilyking@rul.org.uk.

If you are interested in the learning centre project in general and would like to find out more, please contact Scarlet Harris on 020 7529 8820 or s.harris@rmt.org.uk



The Learning Bus goes to Tolpuddle

Normally for use of Wilts and Dorset RMT members, the Learning Bus got out for the weekend in the summer and attended the Tolpuddle martyrs festival. The Learning Bus was at the labour movement festival for people to come aboard, have a look around and speak to project workers and RMT Union Learning Reps, as well as to have go on the computers and take assessments with tutors.

Visitors came in for a variety of reasons, some followed their kids in and walking out some time later armed with information about local learning opportunities. Curious members of other trade unions also came to see what could be achieved.

The outcome of all this activity was that many went away feeling inspired to take a course or start up learning initiatives in their own workplaces, others went back to their own trade unions to find out what learning opportunities were available.

The Learning Bus is a project with eight other organisations and RMT was instrumental in setting it up. The bus provides a relaxed and well-equipped learning environment for RMT members at Wilts and Dorset to take up learning opportunities.



WOMEN'S PAGE

SURVIVING AGM

In June *RMT News* talked to women delegates about what they expected their first Annual General Meeting would be like. This month, we found out whether their expectations were realised.



Julie Cooney, a senior conductor on Central Trains from Birmingham Rail Branch, was impressed by the reception she received at her first AGM.

"Other delegates were wonderfully supportive and, although I was nervous at first, my confidence grew," she says.

She arrived at the AGM feeling a bit lost but, given the chance to meet her co-delegates at the opening reception, she found that the ice was soon broken. Julie pays tribute to the work put in by the host branch, Exeter Rail and their "pure dedication" to ensuring the well-being of the AGM delegates. The socialising continued throughout the week.

"We had many discussions at the social evenings about the following day's agenda," Julie recalls, "I was delighted that my opinions were valued. I was treated as an equal and given respect," she says.

Michelle Rodgers of Manchester South Branch suspects that she actually learnt more from these informal chats than she did from the meeting itself!

In the conference hall, she thought the

number of delegates could have been greater but appreciated that the limited size of the meeting enabled debates to be more thorough.

Julie spoke on various subjects from women's toilet facilities to the national minimum wage. She also joined the other two women delegates in speaking against a proposal to enable the election of additional female delegates to the AGM. Julie agreed that women should be encouraged to attend but says: "I did not come here because I was a woman, my branch did not send me because I am a woman, my branch sent me because they thought I was the best person to represent Birmingham".

Michelle also contributed to a number of debates, including those dealing with resolutions on the privatisation of absence management and the restructuring of rail franchises.

Both Julie and Michelle were inspired by the international guests speaking to the meeting. "It made me realise we are not alone in our fight," said Julie, "We have the whole world behind us." Michelle found the

strength of the foreign speakers' contributions humbling: "It was most definitely the best part of the conference for me" she says.

ATTENDING AGM

The Annual General Meeting is the governing body of the union and takes place in Dublin next year from Sunday July 2 to Friday July 7. The union is keen to encourage women to take part.

If you are a woman and interested in attending AGM as a delegate, get along to a branch meeting and find out more. You need to have been a member of the union for at least five years by the end of next year; be employed, and be under 65 years of age.

Once nominations have been made, if there is more than one nomination for a delegate place, elections will be held and the ballot will open on December 15. Successful candidates will be notified by the beginning of February, giving them time to arrange time off work to attend.

SHIPPING

NAVIGATING THE FUTURE

National secretary Steve Todd outlines a number of significant issues facing the union and efforts to improve employment prospects, health and safety, social well being, protection of jobs and pensions



Following the introduction of the Tonnage Tax, the government set up a taskforce to look at employment and training almost four years ago. The union has attended every meeting including employment sub-groups and made a number of contributions and submissions. The union has also met with the previous Shipping Minister, David Jameson, and the present one, Dr Stephen Ladyman, in addition to giving evidence in

the House of Commons at the Transport Select Committee.

On many occasions we have been ably assisted by John McDonnell MP, leader of RMT's group of MPs. Finally, RMT is making its submission to the taskforce which, in turn, will make its submission to the government with its proposals for an employment and training link. There are a record number of ships returning to the Red Ensign with approximately 400 ships recording tonnage.

Despite this, there are only 50 ratings a year being trained to start a career at sea, which is nowhere near enough. The age profile of ratings is at a very serious level and people are leaving the industry because of a lack of employment opportunities.

The minister is on record as saying that seafaring employment is a high priority. The government says it would rather see a voluntary link and if one is not forthcoming, it

intends to use alternative steps. Let's hope they keep their word because our members and the industry can ill afford any more setbacks or empty promises.

This union does not want to drive ships away from the Red Ensign, nor does RMT want it to become a flag of convenience. We want fair play and a share of the wealth the industry is enjoying, by wealth we mean jobs for our members.

SHIPPING

UPDATES

RMT is in the process of a review of the Race Relations Act with the government admitting it will have to amend the act to comply with EU law. Along with other unions, both British and European, the union has pursued the matter in Brussels. The legislation according to the European Commission clearly states that you cannot discriminate against seafarers on the basis of nationality or residence. Any amendment is long overdue as we have said for many years. Lets hope this time they get it right.

The Working Time Directive, which applies to the offshore, commonly known as the Horizontal Amending Directive (HAD), should have improved the Health and Safety and social wellbeing of our members in this sector by giving them four weeks' paid annual leave.

To date it still has not been delivered with the industry

arguing that it does not apply unilaterally and that there is no definition of what four weeks consists of. After numerous attempts to get the employers to agree, and for the government to be clear in its information, we find ourselves going to industrial tribunals.

We have achieved a victory in that the tribunal says it has jurisdiction to hear the cases, despite opposition from employers. However, victory was only short lived because, as expected, the employers have lodged an appeal against this decision.

At this rate it could be 2008 or 2010 before we get anything. Legislation will take too long and following a number of discussions with the TUC and the minister, Gerry Sutcliffe, RMT is confident that he will introduce regulation by spring. Unfortunately past entitlement from 2003 will have to await the outcome of the tribunals. The fight goes on.

CALMAC

The battle to stop the Scottish Executive forcing Calmac to put its services out to tender looks like it has been lost. Despite all our efforts and a very good campaign under the auspices of the STUC, the final vote was forced through by the transport minister after almost three hours of debate in the Scottish parliament.

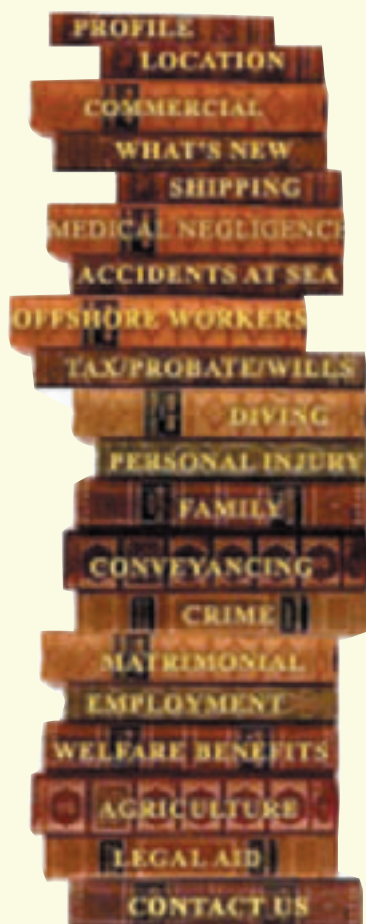
Having won the first vote earlier this year and lobbied MSPs and parliament many times, the union thought we could win this one. The Executive knew that Scottish Socialist Party MSPs, which had supported us last time round would not be able to vote due to suspension.

Other MSPs were also on sick leave so it was pushed through by ten votes. Our pleas to have the vote delayed until we could argue our case with the European Commission were ignored. Why they went ahead

is not clear except for the reason that they knew they could win the vote.

Nothing has changed in our view that privatisation is wrong. The academic reports and submissions by ourselves as well as other concerned groups were completely ignored. It's nothing short of shameful to watch from the public gallery as MSPs, some of them with Labour and trade union backgrounds, supporting the tendering process which no-one wants except the Scottish Executive and Brussels.

The battle to stop the tendering may have been lost, but the fight to protect our members' terms and conditions, including their pension rights, has started and that is something we won't lose. If the government can't protect the workforce, RMT will. It will not be easy, but if our members stand firm as they have done in the past, we can win. ■



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RMT JOINS FRENCH ANTI-PRIVATISATION FIGHT

AN RMT delegation joined transport workers from all over Europe last month to take part in protests in the French town of Dugny against the break up and privatisation of the SNCF state rail network.

Holland's rail union FNV, the Spanish CGT, CGSP of Belgium and Italy's ORSA also joined the French rail union SUD in a weekend of demonstrations and debates against the "liberalisation" of French SNCF rail services.

The flood of international support followed a similar protest in the rail depot at Dugny-sur-Meuse by French rail workers in June, which was met by police charges and tear gas.

Police finally cleared the track to allow CFTA Cargo, a subsidiary of rail privateer Connex, to run private freight trains to Germany.

The fight against the privatisation of French railways is of great importance to international union delegations

in Dugny as they are all facing the same threat at home through the implementation of EU rules.

EU RULES

In fact, just days after the Dugny protest, MEPs in Brussels

voted in favour of a controversial new bill which aims to privatise all train services within the EU and create a harmonised European train drivers' licence.

The legislation aims to "integrate" railways across the EU by attacking national publicly-owned rail networks and create a single train drivers' licence, which undermines national pay and conditions.



A POSTCARD FROM DUGNY

RMT's delegation was met from the train in Paris by comrades from French rail union SUD. We were put on a train to Chalon sur Champagne to rendezvous with buses that snaked through the Verdun area before arriving at the camp site.

I thought it was a cunning plan to confuse the gendarmerie, but in fact the driver was a bit lost and the gendarmes were on traffic duty when we arrived!

The camp site was well ordered with shower blocks, field kitchens, dining areas, stalls and a stage. After fraternal greetings we were given vouchers for food and drink all weekend.

Activists continued to arrive as we sat around talking and networking with groups from other countries to show solidarity with the "cheminots".

The following morning the weather was on our side (The sun shines on the righteous) so, after a quick bite, debates were held with delegates from various countries trying to get their points over.

Alex Gordon of Bristol Rail branch neatly translated from Italian and French into English. I felt a definite sense of déjà vu to hear the same arguments about the evils of privatisation in Britain.

A convoy carried us to the demonstration where the atmosphere was upbeat but apprehensive. On the previous protest (featured in the last issue of RMT News) French riot police used tear gas and baton charges, causing a number of injuries. However, the presence of international delegations ensured police actions were monitored and curbed.

Assistant general secretary Pat Sikorski addressed the crowd and went down a storm when they realised that RMT had fought rail privateer Connex before!

Suspecting repercussions, it was advised that we all cleared off that night so we managed to get the last train to Paris. A fond farewell and promises for the next time and it was all over... For now.

Best wishes,
Mike Sargent



Under the plan, all cross-border rail must be opened to "competition" by 2008, and all internal rail by 2012. European Parliament transport committee chair Paolo Costa said: "The EU must boost the liberalisation and interoperability of the railway system".

RESISTANCE

However, many national parliaments found parts of the package in breach of the subsidiarity principle - the recognised principle to legislate at EU level only when necessary.

The European Commission's railway proposal was the subject of a pilot project to try out a new instrument - the "subsidiarity early warning mechanism". This states that the Commission should review its legislative proposal, if at least one third of national parliaments send their "reasoned opinion" arguing that the bill is in breach of "subsidiarity".

In the pilot project evaluating the railway package, 14 of the 31 national chambers present indicated that the subsidiarity principle had been breached, and expressed doubts about some proposals in the package.

For instance, Britain and Sweden argued that it would be too costly to introduce a new type of driving licence for their train drivers - to be the same as elsewhere in Europe - as their trains mainly provided domestic journeys.

However, all reservations have been ignored and German MEP Georg Jarzembowski, backing wholesale rail privatisation across the EU, claimed the complaints from national parliaments would not change anything.

"We could still overrule their opinion... the basic EU rules are in line with the proposals such as the railway package," he said.

However, plans by Brussels to roll out rail privatisation across Europe are being met with increasing hostility and trade unions are at the forefront of the battle to protect decent public rail services. ■



Resisting the EU's privatisation agenda

The return of our railways to public and accountable ownership is still high on RMT's agenda following the highly successful Rail Against Privatisation campaign in the lead up to the general election earlier this year.

Two important fringe meetings at the recent Trade Union Congress and Labour Party Conference again underlined the dissatisfaction of the travelling public with the current state of our transport network. The attendances at both meetings revealed overwhelming support for a return to a publicly owned and publicly accountable rail network. Despite the fact that both the TUC and Labour Party back the return of rail to public ownership; this government appears to be stone deaf to the wishes of their electorate. Everybody else seems to know how disastrous, expensive and dangerous privatisation has been, and it must end.

If democracy means anything then this government must develop the political will to respond and admit that Network Rail's decision to bring some maintenance back "in-house" and the consequential cost reduction and performance improvement indicates that there should be a progressive re-integration of the rail network to the public sector where it belongs.

The taxpayer can no longer tolerate a situation where in 2003 they paid £1.1 billion to the train operating companies, who in turn handed over £160 million to their shareholders. The subsidy to the privatised railway now by far exceeds that paid to British Rail under nationalisation.

The argument that the growing amount of passengers carried is due to privatisation doesn't hold water as the increase is due to economic changes and would have occurred under British Rail.

Past experience shows that should there be a down turn in the economy passenger numbers fall and if that happens then no doubt there will be demands from the rail privateers for yet more subsidies to provide the service.

Ongoing research by the independent think tank Catalyst highlighted on page ten in this magazine also points to the need for public ownership. This pressure must continue, however, it must be understood that one of the reasons that this government refuses to act is that they do not want to challenge European Union directive 91/440, passed on July 29 1991, which provided the model for the Tory government's 1993 Railway Act and is now imposing rail privatisation across Europe.

Just this month MEPs voted in favour of a controversial new bill which aims to create a harmonised European train drivers' licence and privatise all train services, paving the way for social dumping and rail chaos.

The legislation aims to "integrate" railways across the EU by attacking publicly owned rail networks in each member state. Under the plans, all cross-border rail must be opened to competition by 2008, and all internal rail by 2012.

EU interference in directing the privatisation of public services in member states goes way beyond rail and includes recent outrageous demands to privatise Caledonian Macbrayne lifeline ferry services in Scotland.

There are also controversial plans for a services directive, which demands the wholesale liberalisation of all essential services from health to education. However, these fundamental issues are widely ignored by the media and politicians.

The rejection earlier this year of the anti-democratic EU Constitution in referendums in France and the Netherlands was welcome. Yet the whole basis of "liberalisation" and "globalisation" in Europe continues to emanate from Brussels. The sooner this is more widely understood the sooner resistance to these anti-people policies can be mobilised.

Tony Donaghey



FOR A MODERN DEMOCRATIC REPUBLIC

This time last year amid the usual pomp and ceremony the Queen officially opened the Scottish parliament building in Edinburgh.

I wasn't there myself, I was way above her with 1,000 others atop Edinburgh's Calton Hill celebrating an alternative vision, that of a Scottish republic.

What a day we had. It was a bright crisp day, a buoyant, colourful, confident, forward looking crowd gathered, to quote that famous Scots republican Robert Burns, and 'looked and laughed at a' that'.

We had wonderfully inspiring speeches augmented by entertainment from a broad coalition of singers, pipers, comedians, poets, academics, musicians and various performers from across Scotland.

A year later, while I have no idea where the Queen now is, we were back on October 1 as we pledged last October that we'd make ours an annual celebration.

All the opinion polls I've seen conducted in Scotland in recent years reveal a majority in favour of abolishing the monarchy. Scots are unique in this regard in Britain. A majority of us believe that a modern

democratic republic with an elected head of state is much the more fitting constitutional arrangement for the 21st century.

There was a time, a long time in fact, when Britain didn't have a monarchy at all. It was a time when verses like this one were very popular

*A Parliament of knaves and sots
Members by name you must not mention
Have rendered Charles his restoration
Let all the world henceforth abhor 'em
What can there be in kings divine?
The most are wolves, goats, sheep or swine
Then farewell sacred majesty
Let's put all brutish tyrants down
Where men are born and still live free
Here every head doth wear a crown*

Attributed to John Wilmot c.1672

And it's not until you notice how outmoded and out of step Britain is with the rest of the world, that you consider how the 'international community' looks askance at us. They see in the British monarchy an outdated anachronism, a relic of a bygone feudal age.

In those countries they insisted long ago

that they were citizens and not subjects of anyone. Democracy, not the divine right of kings, established its superiority confidently and finally.

As I look around today I often ask who makes the case for a modern democratic republic? In years gone by the maverick Labour MP Willie Hamilton was an outspoken opponent of monarchy and advocated a constitutional republic. But where is his counterpart today?

Shortly after I was elected to the Scottish Parliament in 2003 I set off on a speaking tour of Australia. It was not long after the Aussies had voted, in a national referendum, to retain the monarchy. I remember teasing the predominantly left-wing audiences who came to hear me speak, saying how disappointed I was to hear how they had voted. But fair's fair, I conceded, if that's what they wanted. I had been sent by the Scottish people to tell them they could have her. We would even pay her air fare! They were pig sick. ■

Colin Fox, MSP
Scottish Socialist Party convenor

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FILM REVIEW

BETRAYED

Stuart Hyslop looks at a new film telling the story of the destruction of the Canadian seafarers' union

"Betrayed" is the bitter and tragic story of the destruction in the early 1950's of the Canadian Seamen's Union. The CSU was a progressive union with a strong and united rank and file membership which had achieved the eight-hour day, paid sick leave and equal pay for 'non-white' workers on board ships of the Canadian merchant fleet, which at the time was the fourth largest in the world.

During the Second World War, Canadian merchant seamen had paid a high price on the Atlantic convoys, with 1,600 seafarers losing their lives.

Their reward four years later, were the plans to privatise the merchant fleet by the Liberal government of Louis St Laurent, and to diminish the hard won CSU agreements covering working conditions on Canadian ships.

The CSU opposed the government's plans and organised an international strike involving 90 vessels in 26 countries, including the UK, South Africa, Australia, British Guinea, Ceylon, New Zealand, Italy, Holland and many other ports world wide.

The Canadian government, in collaboration with private Canadian and US shipping interests, then instigated a brutal and ideological campaign to discredit the CSU and its members.

SUPPORT

At the start of the strike, dockers in ports world-wide supported the Canadian

seafarers against the shipowners attempts to replace CSU members with scab US-based Seamen's International Union crews, led by their international representative Hal Banks – a thug and convicted felon.

The *Beaver Brae* in London's Victoria docks was 'blackened' by port workers, as was the *Argemont* in Surrey docks, also CSU ships in Liverpool and Avonmouth were 'blackened' in support of the strike.

Many UK seafarers also supported their striking Canadian brothers. However, the leadership of the National Union of Seamen, under arch-reactionary Tom Yates (later sir), dismissed the strike as nothing more than an inter-union conflict and not a 'bona fide' industrial dispute.

An emergency meeting of the ITF seafarers, section also voted unanimously not to intervene in the dispute, and avoided instructing dockers' unions abroad to support the strike, by refusing to load or unload any cargo on the strikebound CSU ships.

Yates used the pages of the union's journal *The Seaman* to attack and discredit the CSU as a 'study in sabotage' by a Communist-dominated seamen's organisation – as part of his declared 'cold war' propaganda campaign.

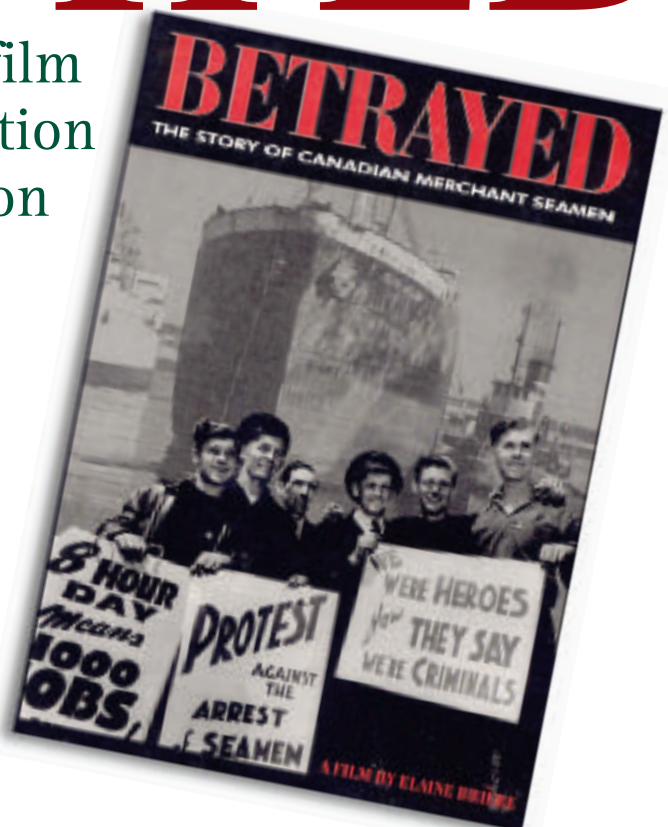
TERROR

Hal Banks also commenced a reign of terror on CSU ships, using acts of violence, brute force, blacklisting, graft and

corruption, and 'red-baiting' to destroy the CSU and impose SIU agreements on Canadian crewed ships.

During the world-wide strike by CSU members and the aftermath involving the SIU, over 100 CSU members had been arrested in Canada and 200 arrested in overseas ports. More tragically, CSU members had been murdered and seriously injured by the 'baseball bat' tactics of Hal Banks gangsters, condoned by the government.

By 1954 the betrayal was complete and the livelihoods of 6,000 loyal CSU seafarers had been destroyed. They were denied work, pensions and benefits from the Federal government until five years ago simply for defending their jobs and to retain a Canadian flag merchant fleet for a country with three oceans on its coastline.



The documentary, six years in the making by French-Canadian filmmaker Elaine Briere, combines archive film with recent interviews with the seafarers themselves.

Coverage of the 2002 Maritime Union of Australia (MUA) dispute on board the *Yarra* in Port Pirie is also included in the film. The ship is owned by the Canadian Steamship Line, owned by the family of Paul Martin who is the Canadian prime minister and once again involved in strike breaking and flagging out practices, some years later.

In the words of MUA National Secretary Paddy Crumlin: "No maritime worker, indeed no worker, should miss this film." ■

Copies of the DVD can be obtained from the Elaine Briere at order@SorryAustralia.com

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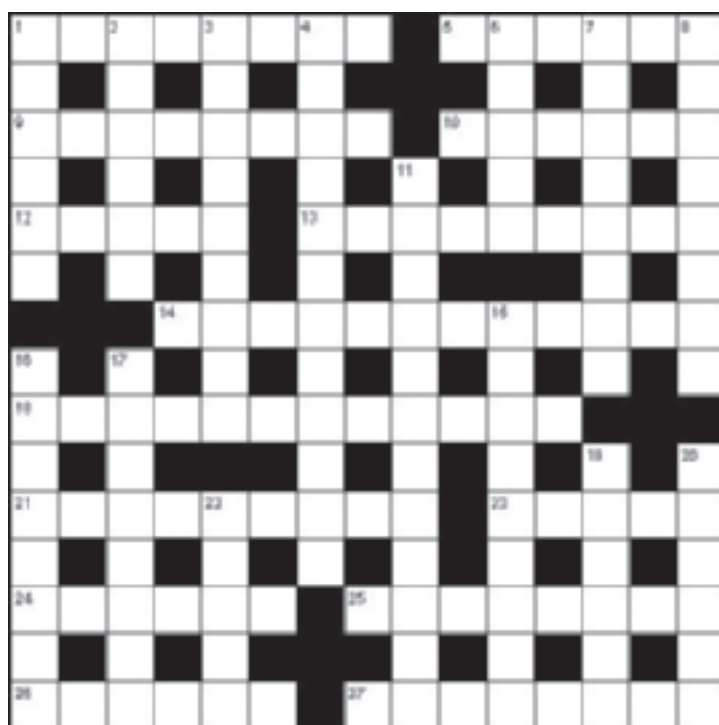
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ACROSS

- 1 One who makes pleasing sounds with instrument (8)
- 5 Put an end to (rumour), or whisky (6)
- 9 Points upon which vessel is made fast or secure (8)
- 10 Paper in which to see one's reflection? (6)
- 12 Was mad, violent or stormy (5)
- 13 Financial number-cruncher, or magazine read by same (9)
- 14 Nervously sensitive, excitable (6,6)
- 18 One who makes sweets (12)
- 21 sub-continent, including India, Pakistan and Sri Lanka (5,4)
- 23 Thin plate on fish, reptile, or chain of musical notes (5)
- 24 Aquatic, fish-eating carnivores of the weasel family (6)
- 25 Lack or deficiency (8)
- 26 Manners or modes, of writing, expression, fashion or hair (6)
- 27 Scottish county, birthplace of the late Jimmy Knapp (8)

DOWN

- 1 Mind's repository of past events (6)
- 2 Soft skeleton of aquatic animal, or synthetic one, used in the bath (6)
- 3 Becoming of one not an adult; innocent (9)
- 4 Contend vigorously; dispute; put a contrary view (5,3,4)
- 6 Capital on the Nile (5)
- 7 End point of rail or bus route (8)
- 8 That passed on by preceding generations (8)
- 11 RMT president (4,8)
- 15 Riches, or things much valued (9)
- 16 Implement for cutting, especially paper or cloth (8)
- 17 A branch of manufacture or trade, such as transport (8)
- 19 Swahili for expedition, especially for hunting (6)
- 20 Erase or cancel (6)
- 22 Equine beast of burden (5)

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

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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

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Branch Sort Code

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Originator's Identification Number

9	7	4	2	8	1
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Reference Number

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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.



Everyone deserves a break!

The RMT Credit Union could help you get away from it all



- ***You only pay back one per cent a month on a reducing balance***
- ***It's friendly and informal***
- ***It's non-profit-making***

You can apply for a loan based on three times your savings

Your Credit Union is run by RMT members for RMT members

For more information phone 020 7529 8835 or e-mail c.union@rmt.org.uk