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RMT *news*

Divers Demand Justice

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PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS



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HOW TO JOIN THE CREDIT UNION

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EDITORIAL

DIVING FOR PEARLS



Diving personnel employed in the North Sea oil and gas industries have voted by an enormous margin for strike action.

These RMT members have not taken this decision lightly but after seeing their earnings slip by nearly 20 per cent behind UK average earnings since 1984, enough is enough.

In fact, RMT membership has increased dramatically since the ballot was announced.

The companies involved, which have seen profits go through the roof over the same period, have until November 1 to enter into meaningful talks.

I hope that they will take note of this tremendous ballot result and table an offer that redresses the real-term pay cuts and sub-inflation deals members have been expected to swallow for so long.

Following a ballot of rail workers, we must welcome the setting up of a rail pension commission and RMT will actively participate to safeguard rail workers pension rights.

It is important to remember that this commission has only come into being thanks to the resolve of RMT and TSSA members balloted for industrial action. Until that time the employers had refused to speak to us collectively and there was no industry-wide forum through which to do so.

Our remit remains to keep pension contributions affordable, maintain benefit levels, keep the railway pension scheme open to all and to streamline it in a sensible industry-wide structure, and on that basis we will be making our submission.

The union had a successful TUC and I was pleased that Peter Hall was re-elected unopposed to the standing orders committee and I was elected onto the TUC general council.

The union won support for seafarers' rights, against the replacement of Britain's nuclear weapons system Trident and to campaign to make trade-union freedom a reality.

The RMT delegation also decided to walk out rather than hear Tony Blair lecture us on the need for more privatisation and war.

It is a scandal that, despite ten years of Labour in power, workers still have to

jump through hoops to take industrial action, while action against privatisation is all-but illegal. More than ever we need a level playing field, and the Trade Union Freedom Bill would begin to deliver it.

That is why RMT is organising a national shop-stewards' conference at 11:30 on October 28 at the Camden Centre in London with one of its focuses being to build support for the campaign for the bill.

TUC delegates also overwhelmingly backed our campaign to stop Transport for London from handing London Underground's East London Line to a private-sector operator.

RMT members know the damage privatisation has done to Britain's national rail and bus industries.

They know that the PPP on the Tube delivers £2 million of taxpayers' and fare-payers' money every week in profits to contractors for very little in return.

It is not too late for the Mayor of London keep the privateers' hands off the East London Line.

According to the latest MORI poll nearly 70 per cent of people across Britain want to see passenger rail services, including overground and Tube networks, run by the public sector.

There is a £500 million annual rail rebate waiting to be reaped by ridding the railways of the privateers.

We warned that the crisis-ridden GNER franchise would result in massive fares hikes, service cuts and attacks on jobs and working conditions, and that is exactly what is happening.

The bottom line is that private operators are now getting nearly four times the subsidy that British Rail got, yet we still have a less efficient railway.

This month will also see the opening of the union's new education centre in Doncaster.

With this resource we can train more reps on a range of issues that will strengthen your voice in the workplace. Why not think about getting on a course yourself?

Best wishes

Bob Crow

UNION WINS AT 'ONE'

RMT has won reinstatement for Denise Waters, a carriage cleaner based at Southend Victoria, after pointing out that the company had breached the blue book conditions of service which existed under British Rail.

South East Essex branch chair John McEvoy discovered the breach of rule when he was called in to deal with an appeal after Denise was dismissed after being employed for over nine months.

Denise had been called in for an interview that was primarily going to be under the Managing for Attendance procedure but was faced with instant dismissal for failing her probation.

With prior knowledge of the importance of trade union

membership, Denise had joined RMT as soon as she started with 'one' and called upon her unions' services immediately. With her pay and employment terminated, she was advised to put in a letter of appeal requesting that she be represented by her union rep.

As a Retail Company Council rep under 'one' and the former Great Eastern, Brother McEvoy had been aware of RMT's efforts to restructure the carriage cleaners over the years.

As management had refused to recognise shift enhancements, the best he could do was to defend their existing conditions. With this in mind, John went into Denise's appeal armed with the old NUR blue book and



John and Denise celebrate

successfully argued that her probationary period should be only have been three months.

With his 14 years experience as a rep to support his argument, Denise was reinstated with her outstanding wages reimbursed.

With harmonisation negotiations ongoing at 'one', existing conditions of service are protected, including those from BR days. So it is worth remembering not to discard the old blue book, it can come in handy.

TFL EMPLOYERS WARNED NOT TO ATTACK ILL-HEALTH BENEFITS

Employers with a stake in the Transport for London Pension Fund have been warned by the union that they face a London-wide industrial dispute if the pension rights of people who leave their jobs through ill-health are undermined.

RMT, the union with most members in the scheme, has told the employers that it is in dispute for backing cost-cutting

amendments that would dramatically affect qualification for ill-health pensions.

The TfL Pension Scheme has more than 22,000 contributing members working for London Underground, other TfL sections and private-sector infrastructure companies including Metronet and Tube Lines.

"At present, ill-health pensions are granted to workers

in the TfL fund whose ill-health makes them unfit to do their particular job," RMT general secretary Bob Crow said.

He said the proposed changes could mean that anyone capable of earning an income, regardless of how small, would probably not qualify for or retain an ill-health pension.

"That is a fundamental attack on a long-standing condition of

service that would see most people who leave work through ill-health deprived of a pension, and we will resist it.

"We have warned the various employers that we expect an unequivocal commitment that they will not seek to undermine our members' pension rights in this way, or we will be in dispute with them," Bob said.

WHEN VISITING LONDON, WHY NOT STAY WITH RMT?

RMT members visiting London can now take advantage of affordable accommodation at the union's Maritime House building, Clapham. Single rooms are available for just £24 per night to members and close family. Couples can have a reduced rate of £36 for two rooms.

Maritime House is a few minutes walk from Clapham Common station for quick access to central London.

To book a room, or for further details, contact Denise Craig at RMT on 020 7529 8840 or email d.craig@rmt.org.uk.



DIVERS READY FOR ACTION



Strike action by more than 800 diving personnel employed in the North Sea oil and gas industries is a step closer following a massive rejection of a pay offer that failed to address two decades of pay erosion.

Announcing that the offer had been rejected by an enormous 640 votes to 2, the union has given notice that only a dramatically improved pay offer would avert strike action by divers and diving support staff from November 1.

North Sea divers have seen their earnings slip by nearly 20 per cent behind UK average earnings since 1984.

RMT's claim is for a 50 per cent increase, and the offer rejected is of just 15 per cent over three years. RMT membership has increased dramatically since the ballot was announced.

"The massive turnout and the all-but unanimous vote show exactly how angry our members are at an offer that simply fails even to dent the chronic pay slippage they have had to endure for more than 20 years," RMT general secretary Bob Crow said.

"We hope that the employers will take note of this tremendous ballot result and table an offer that redresses the real-terms pay cuts and sub-inflation deals our members have been expected to swallow for so long.

"No-one can argue that the industry cannot afford to pay

decent rates to people who work in a particularly difficult and dangerous industry," Bob said.

"Our members have spoken with a single voice and now it is the turn of the employers to respond with a serious offer," said RMT national secretary Steve Todd.

UK Offshore Operators Association spokesman Steve Harris has attacked the planned walkout. "Anything that compromises the competitiveness of the UK in what is a global marketplace is deeply regretted," he said.

Steve Todd responded by pointing out that with such an attitude why didn't he go the whole hog and argue to bring back slavery.

He said that members were determined to win a decent pay deal and if it came to a fight they were ready.

"Our sister unions in Europe and beyond have assured us that they will give any assistance we may need.

"We are still ready to talk, but it is now crystal clear that we need to have something more serious to talk about to reward these workers for the hard and dangerous job they do for companies bringing in huge profits," Steve said.

For instance, Subsea 7, one of the companies involved, has just been awarded two separate six-year contracts by Shell Exploration and Production in Europe with a combined value in the region of nearly a billion pounds.



CAMPAIGNING FOR WELSH RAILWAYS



In a submission to the *Wales Transport Strategy - Connecting Wales* consultation exercise, the union has welcomed the commitment and investment shown by the Wales Assembly Government (WAG) demonstrated by the re-opening of the Vale of Glamorgan Line and the imminent opening of the Western Valley Line. Valley Line services have shown a passenger growth of more than 40 per cent in recent years and 4.5million tonnes of freight was

moved by rail in 2003.

However, RMT continues to raise concerns about the performance of the privatised passenger rail services in Wales.

Arriva Trains Wales (ATW) received £99.7 million in public subsidy in 2005/06 yet punctuality stands at just 81.4 per cent.

This figure compares unfavourably with the publicly-owned British Rail where 'Regional Railways' achieved punctuality figures in excess of

90 per cent in the early 1990s across the network.

RMT supports many of the aspirations set out in the consultation document but believes that the Assembly will struggle to deliver them whilst public transport in Wales remain in private hands.

RMT would also hope that the consultation exercise produces a Wales Transport Strategy which encourages more economically sustainable forms of transport while

rewarding the workforce with decent pay, terms and conditions, training and skills development.

There is also a need to support the rail freight sector and a commitment to a review of fares and ticketing structures to tackle social exclusion.

RMT regional organiser Brian Curtis will make these points when he leads a Welsh TUC delegation to meet the Welsh Assembly later this month.

HEATHROW EXPRESS STRIKE SOLID

RMT members at Heathrow Express took solid strike action recently after rejecting a reshaped three-year pay and conditions offer by a 12-to-one margin.

From the picket line at Paddington, RMT general secretary Bob Crow attacked to use of inadequately trained managers to run trains during strike action.

"Dangerous tactics like this will not settle this dispute but it will put people's lives at risk," he said.

Bob made it clear to Heathrow Express that the

union was available for talks to resolve the dispute, but the referendum result should tell the company exactly where members stand.

"The problem remains that Heathrow Express is still expecting our members to pay for a shorter working week with shorter breaks and a squeeze on other conditions.

"They have also been angered by the company's attempt to dress up the non-consolidated lump sum they are offering instead of the back-pay we are entitled to as some sort of concession, and

that will not wash," he said.

RMT membership has grown steadily at Heathrow Express throughout the dispute and members have twice rejected the three-year offer on the

table by a 12-to-one margin.

Further strike action has been suspended after an agreement was reached to hold more talks.



KEEP EAST LONDON LINE PUBLIC

TUC backs campaign to keep privateers hands off the East London Line

TUC delegates in Brighton overwhelmingly backed RMT and TSSA calls for London Mayor Ken Livingstone to scrap "completely unnecessary" plans to privatise the East London Line when it reopens after extension in 2010.

RMT delegate Bob Law, a driver on the East London Line, told Congress how he lost his job as a guard in 1985 when Ken Livingstone was in charge of the GLC and now he was worried about his job with Ken in charge of the GLA.

"It remains me of that line in Carry on Cleo, 'infamy, infamy, he's got it in for me'," he told amused delegates.

He said that privatisation had been a disaster on the rail network and committing the same nightmare on London Underground would be resisted.

The bidding process started by Transport for London has been shrouded in secrecy and the union has complained to London Rail over the absence of consultation over the plan and the lack of transparency

surrounding the process in which four private-sector bidders have already been shortlisted.

Early day motion 2398, tabled by John McDonnell MP, opposing the sell off has already been signed by around 20 MPs.

"Hiving off the East London Line to the private sector is completely unnecessary and the TfL have the power to make

sure it doesn't happen," RMT general secretary Bob Crow said.

He said that after the painful experience of privateers running the railways and raking in millions for making a total hash of promised improvements to the Tube's infrastructure, it defied belief that the same mistake is proposed for the East London Line.

"Mountains of evidence, report after report, public opinion, the rail unions, the TUC and the Labour Party all say that rail privatisation is bad news, and even LUL management opposes this plan," said Bob.



Bob Law speaks

The union has argued that the extension of the East London Line is a welcome boost for London in the run-up to the Olympics, but bringing in private operators is the big flaw in the plan.

RMT has produced postcards to send to the mayor's office and your MP which are available from head office.



RMT members lobby TUC to keep ELL public

PUBLIC OPPOSES PRIVATISATION

Nearly three-quarters of people in London and the southeast want the East London Line's operations kept in the public sector, according to an Ipsos MORI poll.

Some 74 per cent of those interviewed believed that the extended East London Line should continue to be operated by the public sector when it re-

opens after extension in 2010. Just one person in ten wanted the line's operations to be handed to a private operator.

"Commuters and rail workers alike have had a belly-full of privatisation and it beggars belief that anyone could want to hand over any part of the Tube's operations to the privateers," RMT general

secretary Bob Crow said.

"Unfortunately the mayor of London is trying to kid us that handing East London Line operations to a private-sector operator is somehow not really privatisation, but you can't justify privatisation by trying to redefine it.

"The simple fact is that TfL intends to remove East London

Line operations from London Underground, which is publicly owned, and transfer them to a private franchisee.

"It is not too late for the mayor to keep the East London Line public, and this poll should tell the mayor just how far his plan is out of step with what Tube users and Tube workers want," Bob said.

RMT AT THE TUC

TUC BACKS TRADE UNION FREEDOM

Congress overwhelmingly backed RMT calls to organise a national demonstration and lobby of Parliament in support of the campaign for a Trade Union Freedom Bill.

The proposed Bill would abolish the hated Tory-era anti-union laws and restore workers' legal right to take effective industrial action.

It has won the support of 180 MPs but has not, so far, been included within the government's legislative programme.

The resolution called for the next national demonstration to be organised separately from Mayday and for a specific date to be fixed for a Westminster lobby.

RMT general secretary Bob Crow asked delegates to back the proposal "with no reservations".

"Under the Thatcher government, nine Acts of Parliament were brought in to try to stop unions fighting back," he recalled, adding: "Before then, you represented 13 million members - now it's less than seven million".

Bob attacked the Labour Party for refusing to scrap anti-worker laws, reminding Congress: "Every four years, they come running to ask for your money".

Seconding the motion, FBU leader Matt Wrack highlighted

the difficulties faced by his members on Merseyside - in dispute over job and service cuts - accusing fire chiefs of "disgraceful" attempts to intimidate firefighters.

John McDonnell MP, who is one of the main organisers of the campaign in Parliament, spoke at a packed fringe meeting on the issue. As a candidate for the Labour leadership, he pledged to place this issue at the top of his agenda.

END DISCRIMINATION ON BRITISH SHIPS

Super-exploitation of overseas seafarers and the 'shameful' exclusion of seafarers from the protection of the Race Relations Act must be ended.

Delegates endorsed an RMT call to demand that the minimum wage be applied to UK ships and that the 30-year-long exemption of the shipping industry from the Race Relations Act be ended.

"It remains a national scandal that seafarers on UK-flagged vessels can be paid as little as £2 an hour, even in UK territorial waters, and that shipowners are still free to ignore the Race Relations Act," RMT delegate Malcolm Dunning said.

Recalling the bitter struggle of Irish Ferries workers earlier this year, Malcolm noted that the solidarity action by Irish workers would have been illegal

in Britain.

"Tony Blair lectures delegates about the impotence of passing motions in opposition yet ten years into a labour government and it is still perfectly legal for shipowners to discriminate openly against overseas ratings.

"Social dumping is a massive problem in the ferry industry throughout Europe, and we need Europe-wide campaign to ensure that governments impose decent minimum employment standards on shipowners," Malcolm said.

END ASSAULTS

London region RMT delegate Janine Booth addressed conference in support of a motion calling for action on assaults against staff at work.

She pointed out that employers were cutting staffing levels, exposing people working alone in remote locations to violence.

"The government underfunds, fragments and privatises public services, leaving those services over-stretched and service users angry and frustrated and that can spill over into violence," she said.

NO TO TRIDENT REPLACEMENT

TUC overwhelmingly backed an RMT motion against the replacement of Britain's nuclear weapons system Trident, calling on the government to accomplish the total elimination of its nuclear arsenal.

The text of the resolution

said: "Congress believes that Britain's nuclear weapons are weapons of mass destruction, capable of killing millions of people and are tied into US military and foreign policy and that far from deterring nuclear threats, replacing Trident may increase the risk of nuclear conflict".

Bob Crow told Congress: "I want to see no nuclear weapons in any country, and the best way to make that happen is to not replace Trident in this country".

Backing the motion, T&GWU general secretary Tony Woodley said "replacing Trident would be a scandalous waste of money as well as a dangerous escalation of nuclear armaments at a time when we should be looking to disarm".

This new TUC position is in line with public opinion, 59 per cent of whom oppose Trident replacement, according to a recent poll.



Malcolm Dunning

Janine Booth



LAME DUCK PRIME MINISTER HECKLED

PRIME Minister Tony Blair faced an unprecedented barrage of walkouts, catcalls and boos from a hostile TUC congress.

Blair received a terse round of applause after delivering a speech which called for more privatisation mixed with demands that Britain should back the US-led "war on terror."

As Mr Blair began, a number of delegations booed and held up placards ordering him to "go now".

Others demanded "public services not private profit," "troops out" and pointed out that it was "time to go" for the embattled Prime Minister.

Mr Blair's opening words were met by a mass walkout by RMT delegates as audience members in the gallery jeered and shouted "shame on you".

Bob Crow told reporters that the delegation had decided to walk out as Blair's government had attacked workers, privatised more industries than Margaret Thatcher and launched a number of wars that were illegal under international law.

In the hall, the lame-duck PM refused to discuss the Iraq war and faced a series of angry questions about his government's obsession with privatisation and its refusal to help British manufacturing or strengthen workers' rights.

Parliamentary column

LABOUR NEEDS CHANGE

It has been over two months since we launched the campaign for the leadership of the Labour party.

Above all, we wanted to ensure that there would be no coronation of an appointed New Labour successor which would deny party members and trade unionists a say in the future direction of the party.

A change in leadership must mean a radical change in policies – otherwise Labour faces near-certain defeat at the hands of Cameron's Tories at the next election.

There is a clear choice between my policies and those of New Labour.

A victory for a New Labour candidate will mean more privatisation of public services and billions more wasted on lining the pockets of private contractors.

British trade union rights will continue to rank among the worst in Europe and millions of workers will continue to be paid poverty wages. More working-class kids will be deterred from going to university by mounting debt. Even more British troops will be sent to die in the illegal wars of the US neo-conservatives.

If we win, there will be an immediate end to privatisation. Public services such as the railways and the London Underground will be returned to public ownership, with representation for workers and users on management boards. My government will restore trade union rights and all workers will be paid a real living wage.

University tuition fees will be abolished in favour of maintenance grants for all who wish to study. We will withdraw troops from Iraq and Afghanistan and establish an independent foreign policy based upon peace.

These aren't fringe policies supported by a tiny minority. Opinion poll after opinion poll has shown that these are policies supported by the majority of the British people.

It is Labour party policy to end the privatisation of the NHS, restore trade union rights and support the 'fourth



option' of direct investment in council housing.

The leaderships of the three main parties are alone in supporting policies of war and privatisation. That is why it is crucial that there is a candidate who represents the views of millions of people who have been left out in the cold by the Westminster elite.

This campaign is gaining momentum by the day. Over the coming few months, I will be addressing public meetings across the country in order to build grassroots support for a change in the political direction of the Labour party. We are calling for members of affiliated trade unions to use their vote to support a candidate who supports their union's policies, and for people to rejoin the Labour party in order to have a vote. We have been overwhelmed by the support we have already gained right across the labour movement.

We are confident that, if we secure the required nominations from MPs, we have a realistic possibility of winning this campaign.

RMT members could play a critical role in helping us to win. A large number of members and their families are still members of the Labour party and have widespread influence in local CLPs and in their relationship with local Labour MPs.

If you are not a member of the Labour party, we are asking you to consider joining in order to have a say in this historic election.

In addition, please help us to organise local campaigns, such as local meetings, street stalls, and the distribution of our policy materials.

Just imagine what a difference a Labour leader elected on these policies could make. This is a battle that we can win together. I hope you that you will join us.

John McDonnell,
MP for Hayes and Harlington

www.john4leader.org.uk

ASBESTOS ***THE KILLER DUST***

RMT News looks at the dangers of asbestos and new partnership with Anderson Eden solicitors specialising in Industrial Disease litigation



Asbestos is mined in various parts of the world and was first used by the Romans. It is the name given to a number of naturally occurring, fibrous silicate minerals whose useful properties include thermal insulation coupled with high tensile strength and heat resistant qualities.

Asbestos is made up of microscopic bundles of fibres that may become airborne when asbestos-containing materials are damaged or disturbed.

When these fibres get into the air they may be inhaled into the lungs, where they can cause significant health problems.

The use of asbestos took off in the 1930's and 1940's. It was used for brake linings, ironing boards and hairdryers. Its use increased particularly during the Second World War on warships, which were sprayed with asbestos cement in the bulkheads.

Asbestos was widely used in the shipping industry for insulation of pipe work along with power stations and the manufacturing industries.

A whole industry was created around the manufacture and application of asbestos. Ladders were trained to apply the products, but they were not the only trade to come into contact with it.

The asbestos fibres stayed in the atmosphere and therefore workers who were in the vicinity of ladders would have been exposed to asbestos, especially in the confines of a ship repair or a power station, along with those who later disturbed the lagging or other products containing asbestos.

TRANSPORT

Asbestos was often transported from the shipyards where it had been imported, by rail, across the UK.

The railways not only transported the material but also made use of its fire-resistant qualities.

Locomotive and carriage brakes were made of asbestos and the workers who maintained them were exposed to asbestos as the cleaned out the dust.

Asbestos products would also have been used around any parts of the engines and pipe work that required insulation.

Asbestos tape was widely used as it was quick and easy to apply. However, it was not only those working directly with asbestos that were at risk, those also working in the confines of the repair sheds were also at the risk of being exposed to the airborne asbestos fibres. In some cases the repair sheds and buildings themselves were constructed from asbestos materials, and if kept in a poor state of repair could have caused those that worked there to have been exposed to asbestos.

The use of asbestos was widespread in

CHRONOLOGY OF ASBESTOS IN THE UK

1880	The First Asbestos Factory was opened in France
1906	There was the first finding of an asbestos induced disease
1930	Merewether Report was prepared
1931	Asbestos Regulations introduced to the UK
1937	Factories Act
1949	Chief Inspector of Factories raised the risk of lung cancer and asbestosis
1955	Sir Richard Dolls Report confirmed the link between asbestos and lung cancer
1960	A Paper by Wagner which established the link between blue asbestos and mesothelioma
1961	Factories Act
1961	The Construction (General Provisions) Regulations
1969	Further Regulations introduced and the use of blue asbestos was virtually banned
1995	1000 deaths per year from mesothelioma
2002	Control of Asbestos at Work Regulations

the construction of the vessels and therefore any repair work carried out by engineers at dock or at sea could result in exposure to asbestos. If asbestos is disturbed in the confines of the ship then those who work nearby are also at risk.

Personal protective equipment was rarely provided to workers in the industries where asbestos was widely used. The Asbestos Regulations 1931, did not apply to all trades and the regulations were slow to be introduced and monitored. For a long period of time it was only considered the blue asbestos was dangerous and therefore many employers provided no respiratory protection for workers, using white asbestos.

Blue asbestos is considered to be the most dangerous, this is because of the shape of the blue asbestos fibre itself, it is needle like and is more difficult for the cells of the lung to deal with.

Although the use of asbestos ended a number of years ago, the danger of this substance cannot be ignored, its wide use in the earlier part of the century means that is still present today in many industrial buildings and homes across the UK.

Employers should now keep an Asbestos Register to log any asbestos that may be within the building.

Asbestos related disease is known to be the responsible for more occupational deaths than any other single cause.

According to a Lancet article, 1000 people died from mesothelioma each year in the United Kingdom, probably, the figure is much greater.

The difficulty in producing accurate data is that there can be a significant lapse of time from the first exposure to asbestos and the onset of an asbestos condition, in the case of mesothelioma up to 30 years.

Exposure to asbestos can cause the following conditions:

PLEURAL PLAQUES

This is a localised area of thickening of the lung lining, and is often referred to as scarring of the lungs. Following a recent decision of the Court of Appeal, compensation is no longer payable for this condition. This decision is being appealed to the House of Lords.

ASBESTOSIS

This is defined as fibrosis of the lungs and seldom develops less than 20 years after commencement of exposure to asbestos. A heavy or prolonged exposure to asbestos will have been necessary to cause this condition. It will normally present with progressive breathlessness, and later a cough. A deformity of the end of the fingertips, called clubbing can also occur. The condition is more often than not progressive and the patient will be at an increased risk of developing mesothelioma.

DIFFUSE PLEURAL THICKENING

This may occur after lower doses of asbestos than the minimum required to cause asbestosis and will usually occur 20 years or more after first exposure and can lead to increasing respiratory disability and the risk of mesothelioma

MESOTHELIOMA

This is a tumour that arises in the mesothelial cells. It occurs most commonly in the lining around the lung but can also occur in the lining of the abdominal cavity. The life expectancy of a mesothelioma patient will be on average 12- 18 months, although work is being undertaken to develop new treatments.

The incident rate of asbestos related illnesses is expected to increase until at least 2020.

If you feel that you have been exposed to asbestos during the course of your employment and you have been diagnosed with an asbestos related illness then you should seek advice and assistance.

Anderson Eden is a leading firm of solicitors specialising in national Personal Injury and Industrial Disease Litigation.

Senior partner Denis Whalley says: "We put client's interest at the heart of our business and are able to provide professional advice with a personal touch."

"We are delighted to be partnering RMT in this campaign to bring access to compensation and justice to its members that includes families and next of kin of those who have been lost as a result of these horrendous diseases," he said.

"If you want the union to support such a claim you need to fill in an L1 for the branch secretary to send to Anderson Eden."

MODERNISING THE UNION

RMT has won a grant from the Union Modernisation Fund to develop and implement a web-based membership system.

The Union Modernisation Fund is a government grant scheme which gives money to unions "in support of innovative projects" which, it is hoped, will lead to "a transformational change in ... organisational effectiveness or efficiency".

RMT's application to the fund emphasised the benefits that a web-based system would bring in terms of improved communication with and between members and keeping membership records up to date.

The bid was successful and the union will match the money awarded. The project to introduce the new membership system is to be known as the 'ReMoTe Access' project and is being led by Peter Waters, who has been seconded to the job of project manager from his

position as head of membership.

Miller Technology has been selected as the software supplier. Located in central London, Miller Technology is a specialist supplier of database systems to membership and contact based organisations, including a number of trade unions, such as UNISON, PCS and ATL.

Peter said that the new system will lead to a number of noticeable improvements.

"Once up and running, the system will allow members to access their own membership record, on-line and make changes to the detail held, directly on the membership database.

"It will allow you to change such things as payment method, address, employer, grade, workplace and anything else we think would be appropriate.

"Above all, the system will give you direct access, on-line, to current branch information,



Peter Waters is overseeing the modernisation project

as well as local and national news," he said.

Branch secretaries will also benefit by being able to access up to-the-minute branch records and improving their ability to communicate effectively with their membership.

Working with head office, branch secretaries will provide the information that will contribute, over time, to a profile of each member's interests and activity within the union.

Setting up the new improved system is a lengthy process, but

Peter said that the system has to be built to the union's requirements and his job is to ensure that RMT gets exactly what it wants for its members.

The system will need to be designed, agreed and developed, before being thoroughly tested prior to release.

"The plan is to go live with the new system late in February of next year," said Peter.

Members will be kept informed of the progress of the project through RMT News, so watch this space.

London Calling

RMT's ground-breaking Call Centre 'London Calling' is celebrating its first anniversary. A team of dedicated members who phone up on behalf of the union have convinced over 1,000 lapsed members to re-join RMT over the last 12 months.

"When 'London Calling' was launched last September we were confident it would be a success but we had no idea just how successful," said national organising co-ordinator Alan Pottage. Volunteers attempt to call all lapsed members to find out if

there is a problem and encourage any leavers to re-join and remain protected by the union.

Alan said that this effort to re-engage with members indicates how important RMT feels about every member.

As a result of the calls, many

problem areas have been identified and information passed on to officials in order to find a solution.

Callers have also been asked to phone members with information about specific campaigns and it is proving a good way to explain the union's policies and deal with any concerns or areas of confusion.

The London Calling volunteers are all dedicated RMT members with a huge amount of experience, both in the workplace and in the union itself, and these abilities have helped enormously in this great success story.

"The efforts that have been made have substantially increased our ability to communicate effectively with our members.

"This has always been one of our general secretary's burning priorities and we look forward to another successful year," Alan said.



Your Union

This month RMT News looks at the union's busy membership department

The membership department is responsible on all issues concerning the union's membership records.

All information of member's personal details, contribution processing and payment history are held and maintained within the department.

Industrial action ballot and referendum papers from the Industrial Relations department are also distributed from here.

The department deals with all

membership queries from members, branch secretaries, regional councils, and union representatives, it also works with the union's solicitors, providing membership checks for members requiring legal assistance.

Membership staff deal with all major data integrity issues relating to the union's membership records database as well as queries relating to the members and branch secretaries area of the RMT website.

The department also deals with issues concerning relations with other unions and the TUC on recognition, as well as recruitment and retention which is co-ordinated by the union's organising unit.

The union's call centre, London Calling, is overseen from the department, which acts as a membership service outside of normal office working hours.

The staff



Mark Ling



Scott Perkins

MARK LING – MEMBERSHIP MANAGER

Mark is currently managing the department for the next twelve months while former manager Peter Waters oversees the RMT's Union Modernisation Fund project. He was been with the union for six years and has worked in all areas of the department having originally started as a data administrator.

SCOTT PERKINS – DEPUTY MEMBERSHIP MANAGER

Scott has nearly six years service and deputises for Mark whenever he is away and assists in managing all aspects of department work.

Scott also oversees the unions' call centre which is used as a membership service outside of normal working hours.

PASCAL ESSOH – SENIOR MEMBERSHIP OFFICER

Pascal has worked in the department for eight years and his main area of expertise is on financial issues relating to members' cash and direct debit processing. He oversees any queries regarding members' payment issues.

Pascal also deals with queries from the union's solicitors, providing information relating to membership records and conducting legal assistance checks.

JACQUETTA SPRATT – MEMBERSHIP OFFICER

Jacquetta is the longest serving member of the department with nearly nineteen years experience under her belt.

Having originally started with the NUR, she has gained a wealth of knowledge on membership issues and deals with enquiries relating to all membership queries.

Jacquetta works deals with direct debit processing, returns and mailings. She also is responsible for loading web membership applications and amendments to the records database.

KATINA SUMILE - MEMBERSHIP OFFICER

Katina is another experienced department member, with eighteen years service to the union. She has acquired a range of expertise on all matters relating to membership and works on enquiries and correspondence.

DANUTA OLIPHANT – MEMBERSHIP OFFICER

Danuta joined the department recently after working in the finance department. Having had experience on the financial side, she deals with issues and correspondence relating to payroll processing. Danuta is also responsible for all membership queries.

LYNNE BURTON – MEMBERSHIP OFFICER

Lynne has three years union service and has been recently appointed as a membership officer.

Lynne brings her knowledge of payroll processing from her previous position, and works together with Danuta on all queries and correspondence. She also deals with membership mailings as well as general enquiries.

CHRISTINE PEARCE & CHRISTINE LAWRENCE – MEMBERSHIP ADMINISTRATORS

Both Christine's have been with the union for three years and assist the membership officers and management team on many tasks.

Their main tasks are manual processing of application forms and paybills as well as making changes and amendment to membership record details.

They are responsible for many mailings and work closely with Industrial Relations, sending out all ballot and referendum papers generated from head office.



Pascal Essoh



Danuta Oliphant



Lynne Burton



Christine Pearce



FIGHTING FOR DIGNITY AT WORK

Graham Geliher (above) looks at the vicious nature of bus privatisation and the brave fight for union rights in the East Midlands

The bus industry was privatised in 1986 and Stagecoach attempted to buy Mansfield District and East Midlands that had been part of the National Bus group.

Fortunately, at the time, there was a management buy-out which prevented this happening. Some two years later, however, the management sold out to Stagecoach at a vast profit. At the time there were seven depots and eight different NUR branches.

Within a short period the company and union were at loggerheads over paid breaks and other conditions and at Chesterfield depot two of the activists were dismissed for what was termed 'misconduct'. This was clearly an attempt to get rid of union reps and led to a call for strike action to re-instate them.

The company sent scab drivers to each of the depots to break the strike and, unfortunately, there had been an irregularity on the way the ballot was conducted and the action was called off.

Discussions took place between the managing director and the union committee but no agreement could be reached and

a personal feud took place between the branch secretary and managing director.

DE-RECOGNITION

Just before Christmas 1988 the Union was de-recognised and all paybill deductions ceased immediately.

Management then issued new personal contracts and insisted as people clocked on at 0430 in the mornings that they had to sign them or face no further pay rises for the foreseeable future. These contracts were known as the 'whites' and anyone not signing was deemed to be on 'pink'.

There was great confusion as all this activity was part of Thatcher's Tory government's attempt to break the unions and no clear advice was forthcoming from head office.

The immediate need was to set up collectors for union subs which proved to be a nightmare. The company refused to release staff or pay for any union activity and I was, in fact, suspended for causing the workforce to cease work as it required staff to put their hands in the pocket to get the money.

Throughout the next three years four of the depots were

sold off and seven different pay rates were introduced, each one lower than the last. Staff were being paid deliberately in pound coins and loose change to force wages to be paid into the bank. At this time 35 employment cases were settled out of court as the company were more interested in breaking the union no matter what the cost.

The staff that had refused to sign were still on the collective NUR contracts and were all put in separate rosters that worked every Sunday at the Mansfield location.

Over a three-year period some staff changed over their contracts and, true to their word, no pay rises were given to the 'pinks'.

The number of those that refused to sign over dwindled as by now the drivers on the 'white' contract were on £1.05 an hour more, adding up to £40 a week.

In 1991, the union backed three members as test cases for action short of dismissal, K Cocker, G Smith and myself, and the case lasted nine days in court at Nottingham, and due to legal technicalities again was lost.

RECOGNITION

Realising that things could not continue as it was damaging the business, the company agreed to negotiate with the union, subsequently re-recognising it in July 1991.

There was, however, no compensation or back pay for those on 'pink' contracts and as a way of thanking everyone who remained firm the branch had a very special badge struck 'loyal to the end 1988-1991' and to this day they are still worn with pride by those concerned.

Throughout this time the NUR, now RMT, had managed to maintain a large number of members and the branch was reformed in late 1991 with the remaining three depots merged into one branch which was then renamed East Midlands Bus, which it remains today.

Today, the company has a full set of agreements and one rate of pay and all reps are released to do their union business.

Though many challenges are still ahead, the branch believes it is capable of dealing with them and is proud to be apart of a great industrial union.

For trade union freedom



RMT general secretary Bob Crow previews the national shop stewards conference due to take place in London later this month

The TUC last month debated just how we can make the need for trade-union freedom a reality. This was particularly appropriate as it is 100 years since the Trade Disputes Act first gave workers protection against imprisonment or having their unions' funds seized for striking.

It is a quarter of a century since Thatcher unleashed her ferocious assault on union rights, designed to blunt the one weapon that could have stopped the systematic privatisation of public services and utilities and the destruction of the mining industry.

Yet Britain's workers still have to jump through hoops to take industrial action at all, while action against privatisation remains all-but illegal, and solidarity, the core principle of the trade union movement, remains effectively criminalised.

It is different matter for employers, who remain free to take 'secondary action' by bringing in scab managers from subsidiaries to do striking workers' jobs.

More than ever we need a level playing field, and the Trade Union Freedom Bill would begin to deliver it.

It would simplify complex and rigid balloting and notice rules that allow employers to go to court over minor and accidental breaches that would not have affected the outcome of the vote.

It would clearly define the right to strike, remove the blanket ban on solidarity action and would stop the use of agency labour to break strikes.

It would protect people taking lawful strike action against being sued or sacked, and it would establish the right of a worker deemed to be unfairly dismissed to have the automatic right to re-instatement.

It is great that the Bill is now backed by an overwhelming majority of Labour MPs – a fact that underlines just how out of touch are those who oppose it.

RMT's 2006 AGM called on the union to organise a national shop-stewards' conference, open to all trade unionists, with one of its focuses being to build support for the campaign for the Trade Union Freedom Bill.

Delegates recognised that the depth and breadth of grass-roots organisation of workplace reps has always been a crucial barometer of the general health of the trade-union movement.

The conference is fast gaining momentum, and already has the support of many unions, all of which will be represented at senior level.

However, the purpose of the day is not simply to listen to 'top-table' speakers, and the measure of its success will be the active and vocal participation of trade unionists from the broadest possible range of backgrounds.

NATIONAL SHOP STEWARDS CONFERENCE

OCTOBER 28 2006, 11.30 – 3.30, CAMDEN CENTRE BIDBOROUGH STREET, WC1H 9JE

Confirmed speakers;

Carolyn Jones, Institute for Employment Rights
Bob Crow, RMT General Secretary
Tony Woodley T&GWU General Secretary
Tony Kearns, CWU Deputy General Secretary
Mark Serwotka, PCS General Secretary
Paul Mackney, UCU Joint General Secretary

Jeremy Dear, NUJ General Secretary
Steve Kemp, NUM National Secretary
Dave Proctor, CYWU National Officer
Matt Wrack FBU General Secretary
Joe Marino, BFAWU General Secretary

Conference is by registration. To register please email j.croy@rmt.org.uk, including the name and workplace of your union or write to RMT, Unity House, 39 Chalton Street, London, NW1 1JD.



FROM FRANT TO DONNY - YOUR NEW EDUCATION CENTRE

Education officer Ray Spry-Shute explains why RMT needs the new education centre opening in Doncaster this month



In 1975 the NUR brought a new education centre near Tunbridge Wells in Kent, called Frant Place.

The union thought that it would be a good idea for the NUR to have its own education centre to train reps and branch secretaries.

Frant Place was a large country house in Kent, situated within 45 acres of land including its own large vegetable gardens, tennis court and outdoor swimming pool.

Following a dispute with British Rail in 1993, one of the most vicious attacks of the union's modern day history took place.

BR withdrew paybill deductions, the main source of income the union received.

Without funding the union would have folded or amalgamated into one of the big unions and its identity lost forever.

Many cost-cutting exercises took place until the union could rebuild its membership. Unfortunately, one of those was the closure of Frant Place.

There will be many readers who will remember Frant Place. Many of the students and tutors then, are now the branch secretaries, branch officers and activists today. These include the present general secretary Bob Crow, who was a tutor at Frant Place.

WHY DONCASTER?

Last year, Bob Crow suggested to the Council of Executives that they may wish to look into the feasibility of purchasing a new education centre. The Council of Executives agreed and the search for a new centre began.

Following extensive research, the search was narrowed down to Doncaster. This was within easy reach of London, Scotland, the Midlands, North, East and West.

The Council of Executives found a run-down nursing home comprising of 15 bedrooms, living rooms, dining room, kitchen, garages, a small patio at the rear and a large front garden on to a main road.

The major advantage to the house was the location which is less than a mile from Doncaster station and very close to the town centre.

The major disadvantage of Frant Place was the location. It was six miles from Tunbridge Wells and buses stopped running at 1830 hrs. The village was 20 minutes walk away on an unlit road, which was not good for students when walking back from the pub at 2300 hrs!

Over the past six months the new building has been given major renovation work.

This work includes a new kitchen, new plumbing, wiring and an extension for the dining room and classroom.

Hopefully, permission will be given to build on the site of the garages at the rear which will enable the building of a North East regional office instead of renting property. This will add to the union's portfolio.

This three-storey building will have 18-20 newly refurbished rooms all en-suite. On the ground floor there is the reception office which can be turned into a crèche.

Arrangements have been made for children, five years or younger, with a local nursery which has an excellent Ofsted report.

Therefore, parents are not only reassured that their children are getting the best possible care whilst they attend one of the courses it also has the convenience of being less than 500 yards from the centre.

On the ground floor, there is a lounge with a TV, small bar, seating area, a dining area, classrooms and a fully equipped disabled bedroom. Situated on the first and second floors are the bedrooms.

Three of the bedrooms can be used as twin bedrooms, although all students will have single room occupancy.

The union intends to use the centre for private bookings during certain times of the year.

This will generate revenue to improve the services provided at the new centre.

THE COURSES

Over the past few months, the union has been in negotiations with various companies to seek paid release for a five-day second stage reps course.

There have been major successes, including at Network Rail.

These courses will cover the role of second-stage reps disciplinary appeals, organising, understanding the bargaining procedures and representing members. On the last day, students will have the opportunity to discuss problems in the work place with Human Resources managers, full-time union officers and a member of the Council of Executives.

Each student will take away with them all the relevant procedures and handbooks to enable them to do their jobs as RMT reps.

There will also be branch secretaries courses, to equip students with the skills to help them in the role of secretary, as well as courses for branch officers and induction courses for new reps. Full details will be published on the RMT web site www.rmt.org.uk and in RMT news.

WHO DOES THE TRAINING?

RMT has always had a lay panel of tutors. These people are working in the rail, road and shipping industries. The tutors have been trained by the TUC and the union has always believed that the trainers understand the issues of the student.

By the end of the course, each student may not be an expert, but will certainly leave the course with bags more confidence to carry out their role as a representative of the union.

The union has a proud record of training reps which will continue in the new education centre at Donny.

*RMT National Education Centre (NEC)
47 - 49 Thorne Road
Doncaster
DN1 2EX*

A DAY IN THE LIFE OF A UNION LEARNING REP

Every day hundreds of union learning reps are out and about doing their largely unreported work for members, Ivor Riddell recounts a day in the life of one of them

Caroline Mannington is a Revenue Protection Officer based at Chatham in Kent.

She works for London and Southeastern Railways and has been a Rail Union Learning rep for over three years.

Caroline is also the local lead learning rep supporting and encouraging her colleagues who are also reps as well as promoting adult learning through the workplace.

She is also involved with her local Sea Cadet unit as an adult instructor and involved with the Royal British Legion as county youth officer as well as being a British Sign Language user.

An average day spent as a learning rep starts at about 08.00 when Caroline turns up at her office in Chatham to speak with her line manager Ian to keep him advised about what she is doing with her release time.

Ian is very interested in Caroline's activities as a learning rep and supports the initiative as he sees the value it adds to the staff and their families as well as improving the working environment for all.

RED STAR LEARNING

After this Caroline takes the short walk to the Red Star Learning Centre, which is nearly complete and ready for opening. The Red Star learning centre started as an idea from company-based Learning Rep Mike Sargent who saw the potential in an old run-down Red Star Parcels office at Chatham.

She walks in to inspect progress to be met by Mike and

Chris Baker who are working hard to put the finishing touches required by health and safety rules. The three have a brief chat about what there is to do next and how it can be achieved within budget.

Caroline then checks up on some work at one of the Learning Centre computer terminals, updating some records. She then hits the phone updating me on progress so far and to set up a meeting to go over progress and decide where to go next.

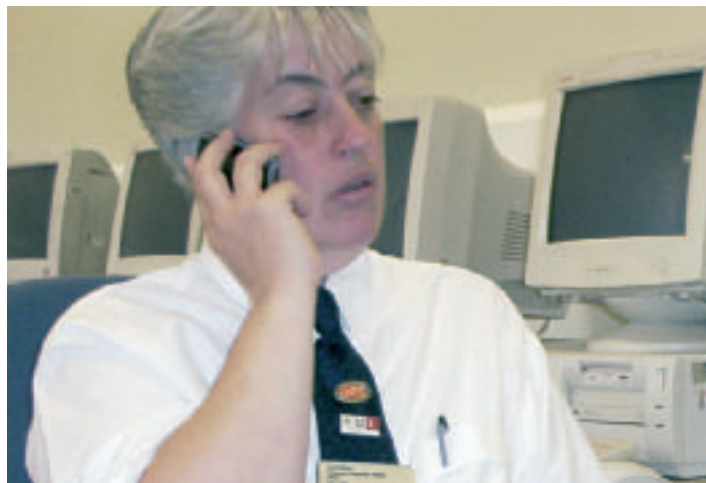
She arranges several meetings and checks on some of her learner's progress, giving them support and encouragement, discussing where they would like to go next.

A final task at the centre for the day is to sort through the backlog of filing and prioritises work before a spot of lunch at the local café with the obligatory cup of tea and then back to the grind.

ON THE MOVE

Caroline jumps on the train for Rainham to see Juan, a colleague originally from Spain who moved to England for the weather. He first came to hear about Adult Learning when asked to carry out a Learning Needs Analysis and asked if he could get help to improve his spoken and written English which he felt would improve his chances of promotion.

Juan has now been doing Basic English through a local provider and his confidence and work performance has grown with each module.



"Without the work done by RULRs I might never had been able to improve his English and his opportunities in life.

"People like Caroline deserve support and recognition for the work they do," says Juan.

Jumping back on the train, Caroline gets talking to a Ramsgate guard who says he is too busy and because of shift work can't access regular courses, so what is the point?

Caroline answers that the one of the purposes of the learning reps is to address these issues with local providers such as colleges and Adult Learning Centres. She tells him that we are working with a local college to try and provide courses that are delivered twice a day, morning and afternoon so that shift workers can access them whenever they are working.

After chatting to several learners and potential learners, Caroline returns to Chatham to

meet up with Mike and sit down to discuss what kind of courses we need to provide and who will deliver them.

We then discuss arranging a local RUL reps workshop day to improve their skills and coordinate release time and staffing of the learning centre.

The next subject is the content for the next RMT branch newsletter, which is provided by the local learning reps to keep members informed about local issues and activities.

Lastly, a debrief on things achieved during the day, identifying what jobs need doing and which sequence to do them. A final cup of tea and then home to get some dinner, change and off to a meeting at the British Legion.

What is immediately apparent when meeting Caroline is her enthusiasm and obvious care and concern for the people she helps.

NEW DEAL FOR LEARNING

A new model learning agreement has been approved by the union and is designed as a starting point for negotiating officers when formulating arrangements with an employer.

The new model learning agreement is based on a previous version which was written in response to the rights that Union Learning Reps (ULRs) gained in 2002.

This has now been updated to include the excellent terms RMT has managed to get agreed in recent learning agreements.

Currently eleven learning agreements have been agreed at a national level – DLR, London Underground, Merseyrail Electrics, Metronet, Midland Mainline, Scotrail, Southeastern Trains, Southern Trains, Stagecoach Devon and Wilts and Dorset Bus Company. There are also many agreements which are in negotiations.

All learning agreements have to be negotiated through the normal machinery. Usually, this

will be done by the negotiating officers, company council (Port Authority or central negotiating committee), and senior HR management.

Where there are already learning reps in place, their knowledge will be invaluable for creating a successful learning agreement. However, learning reps are not trained in negotiations and do not negotiate company-wide learning agreements.

Where agreements are in place members can enjoy more learning opportunities and can have a say in what is required.

If there is no learning agreement currently with your employer, there is a lot that you can do to help.

Ask your local reps if there are any learning reps in your workplace or bring the subject up at branch meetings. You could also ask company council members if there is a learning agreement currently being negotiated.

WHAT IS A LEARNING AGREEMENT?

A Learning Agreement is an agreement between the employer and the union(s) that employer recognises. It will layout how the union learning agenda in that company will proceed, and normally includes such items as:

- The number of Rail Union Learning Reps (RULRs)
- Arrangements for RULRs to get paid release to undertake their role
- Confidentiality for members who may be afraid that gaps in their knowledge may jeopardize their employability
- Paid release for Skills for Life (numeracy and literacy) learners
- Shift rearrangement so that learners can attend courses regularly
- The setting up and running of a Steering Committee

BIG ISSUE BIG CHEESE MEETS MEMBERS

John Bird, founder and editor of the Big Issue, meets RMT members and Union Learning Reps at the Brighton Learning Centre

As the Big Issue celebrates its 15-year anniversary, its founder and editor, John Bird, came to the Rail Union Learning centre at Brighton station to meet members and Union Learning Reps and talk about his book *How to Change Your Life in Seven Steps*.

John Bird told the audience, packed with rail workers enrolled on various courses, about his turbulent childhood spent first in care and later in borstal and prison.

John talked about how he had become interested in socialism and the trade union movement when working in the print industry before setting up the Big Issue in 1991.

John explained how his experiences had taught him that “social change must come from the grassroots. If you’re not part of the solution, you’re part of the problem”.

He singled out RMT for particularly high praise and said that he is a great supporter of trade unionism and a big fan of Bob Crow!

John Bird’s visit to the Brighton Learning Centre was part of an open day for new English and Maths classes.

All new learners enrolling on the English course this term will receive a free copy of John Bird’s book.

**If you would like to enrol on this course or if you would like more information about the Brighton Learning Centre, please contact Jen York on 01273 723066 or jenyork@rul.org.uk*



LEARNING: Learning reps at Silverlink discuss a strategy for giving staff opportunities to take up available courses.

Financial statement to members

as required under the Trade Union and Labour Relations (consolidation) Act 1992 (amended)

COSTS OF THE COUNCIL OF EXECUTIVES - GENERAL GRADES

Year ended 31 December 2005:

	Attendance £	Expenses, excluding fines £	Fares - rail and others £	Lodging allowance £	Total £
D Collinson ¹	38,560	951	5,467	3,130	48,108
P Cox	32,707	-	894	3,107	36,707
T Donaghey	32,821	-	985	3,424	37,230
M Facey ¹	39,712	951	7,353	4,896	49,912
J Gray ¹	38,210	1,710	4,900	3,053	47,873
A Grundy ¹	35,185	1,004	3,525	4,144	43,858
R Knight	32,812	-	1,334	4,280	38,426
J Leach	31,955	-	210	3,233	35,398
A Lister	38,724	951	4,042	4,179	47,896
P Pinkney ¹	41,192	951	8,454	3,273	53,870
P Trend ¹	38,121	951	5,416	3,243	47,731
	291,632	7,469	41,960	56,252	397,313

¹ In addition, this figure includes remuneration while on Union business.

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (amended) to include the following declaration in this statement to all members. The wording is as prescribed by the Act.

"A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concerns with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."

SUMMARY OF SALARIES AND BENEFITS PROVIDED

Name	Position	Details	Amount
R Crow	General Secretary	Salary and expenses Pension Contribution	£80,394 £ 23,100
T Donaghey	President	Attendance and lodging allowances	£32,821

The members of the Council of Executives do not receive any benefits but do receive attendance and lodging allowances which are set out below. The General Secretary, the President and the members of the Council of Executives are reimbursed for any expenditure incurred by them in the performance of their duties on behalf of the Union.

SUMMARY OF ATTENDANCE AND LODGING ALLOWANCES PAID TO THE COUNCIL OF EXECUTIVES

General Grades			
Name	Amount	Name	Amount
D Collinson	£ 38,560	R Knight	£ 32,126
P Cox	£ 32,707	J Leach	£ 31,955
M Facey	£ 39,712	A Lister	£ 38,724
J Gray	£ 38,210	P Pinkney	£ 41,192
A Grundy	£ 35,185	P Trend	£ 38,121
Shipping Grades			
Name	Amount	Name	Amount
M Carden	£ 8,909	P Hall	£ 7,736
M Dunning	£ 11,733	S Hyslop	£ 8,549

SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE FULL ACCOUNTS

Summary income and expenditure accounts for the year ended 31 December 2005:

GENERAL FUND AND ORPHAN FUND		
	2005 £'000	2004 £'000
Subscription income	8,755	7,926
Operating expenditure	(9,279)	(8,199)
Operating deficit before investment operations	(524)	(273)
Income from investment operations and donations	2,019	1,237
Operating surplus after investment operations	1,495	964
Other non-operating income/(expenditure)	334	139
Surplus for the year	1,829	1,103

POLITICAL FUND		
	2005 £'000	2004 £'000
Subscription income	196	191
Investment income	-	-
Other income	-	1
Total income	196	192
Total expenditure	(375)	(225)
(Deficit) for the year	(179)	(33)

REPORT OF THE INDEPENDENT AUDITORS

Set out below is the report of the independent auditors to the members as contained in the accounts of the Union for the year ended 31 December 2005:

We have audited the accounts of the National Union of Rail, Maritime and Transport Workers for the year ended 31 December 2005, set out on pages 14 to 37, which have been prepared the accounting policies set out on page 21.

This report is made solely to the Union's members, as a body. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the Council of Executives and auditors

As described on page 12, the Union's Council of Executives is responsible for the preparation of the accounts in accordance with applicable law and United Kingdom Accounting Standards. Our responsibility is to audit the accounts in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the accounts give a true and fair view. We also report to you if, in our opinion, the Union has not kept proper accounting records, or if we have not received all the information and explanations we require for our audit.

We read other information contained in the Annual Report and consider whether it is consistent with the audited accounts. This other information comprises only the Report of the General Secretary. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the accounts. Our responsibilities do not extend to any other information.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made in the preparation of the accounts, and of whether the accounting policies are appropriate to the Union's

circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion, we also evaluated the overall adequacy of the presentation of the information in the accounts.

Opinion

In our opinion the accounts give a true and fair view of the state of the Union as at 31 December 2005 and of its transactions for the year then ended.

H W FISHER & COMPANY

Chartered Accountants, Registered Auditor

Acre House, 11 - 15 William Road

London NW1 3ER, United Kingdom

Dated: 9 May 2005

EXETER SALUTES ITS OWN

RMT general secretary Bob Crow attended a presentation dinner recently organised by Exeter Rail branch at the Devon Hotel Exeter to present 40 year and 25 year membership badges.

Branch secretary Ken Battishill said that it was the first time in the history of the

branch that such an event has been organised and the evening was sponsored by Edwards Duthie solicitors.

The branch thanked Malcolm Cherry of Edwards Duthie for arranging the sponsorship.

Bob said he was delighted to have been asked to attend and present the badges as it was

always an honour to come to Exeter and meet the members.

The event was also attended by regional organiser Brian Curtis and his wife Celia.

Brian said that Exeter Rail was an historical branch that had seen some colourful characters in the past.

He paid tribute to branch

chairman Tony Clark, branch secretary Ken Battishill and former branch secretary John Pearman.

After the presentations Ray Luxon gave a vote of thanks to Ken and his wife Val for all the hard work in organising the event.



40-year badges were presented to Dave Barnett, Tony Clark, Dave Ebdon and John Pearman. 25-year badges were presented to Anthony Balsdon, Bob Marles, Andy Robbins, Dave Brown, Dennis Clark, Terry Gilbert, Nick Perring and Jimmy Rafferty.

OVER 155 COLLECTIVE YEARS OF MEMBERSHIP

Longstanding members of Derby Rail & Engineering who attended their 25 and 40 year badge and medal awards, made up over 155 years of RMT membership collectively.

The two 40 year medal recipients were Alan Chamberlain and Terry Foster. The 25 year badge recipients

were Roger Hill, Gordon Smith and Peter Clark.

General secretary Bob Crow and branch secretary Peter Trend congratulated members on this prestigious occasion. The event took place at the Rolls Royce Social Club in Derby and was attended by branch members, family and



Picture from left to right: Bob Crow, Roger Hill, Alan Chamberlain, Peter Trend, Gordon Smith, Terry Foster and Peter Clark.

FELTHAM BRANCH NOMINATE PAUL COX FOR RELIEF REGIONAL ORGANISER SOUTH MEMBERS FIRST	DORSET RAIL BRANCH NOMINATES ERIKA KENNEDY FOR THE BTUC WOMENS CONFERENCE AND ASK MEMBERS TO SUPPORT THIS ABLE CANDIDATE	PETERBOROUGH BRANCH NOMINATES RAY KNIGHT FOR PRESIDENT AND URGES SUPPORT THIS MOST ABLE CANDIDATE	SOUTHAMPTON SHIPPING SUPPORTING SEAN HOYLE FOR COUNCIL OF EXECUTIVES THE MAN FOR THE JOB
DORSET RAIL BRANCH NOMINATE RAY KNIGHT FOR PRESIDENT AND ASKS MEMBERS TO SUPPORT THIS ABLE CANDIDATE	SOUTH EAST ESSEX BRANCH NOMINATES JOHN LEACH FOR PRESIDENT AND SEEKS SUPPORT FOR THIS HONOURABLE AND CAPABLE CANDIDATE	READING BRANCH IS SUPPORTING AND URGES ALL MEMBERS TO VOTE FOR RAY KNIGHT FOR PRESIDENT	ABERDEEN SHIPPING BRANCH SUPPORTS SEAN HOYLE FOR COUNCIL OF EXECUTIVES REGION 8
DORSET RAIL BRANCH NOMINATES BOB CROW FOR GENERAL SECRETARY AND ASK MEMBERS TO SUPPORT THIS ABLE CANDIDATE	CINQUE PORTS BRANCH NOMINATES PAUL COX FOR RELIEF ORGANISER SOUTH	DOVER SHIPPING BRANCH HAS NOMINATED RAY KNIGHT FOR PRESIDENT FOR IMPARTIALITY AND INTEGRITY	PORTSMOUTH BRANCH NOMINATES SEAN HOYLE FOR COUNCIL OF EXECUTIVES SOUTH WEST REGION 8 DEDICATED TO SUPPORTING MEMBERS
DORSET RAIL BRANCH NOMINATES MICK CASH FOR ASSISTANT GENERAL SECRETARY AND ASK MEMBERS TO SUPPORT THIS ABLE CANDIDATE	KINGS CROSS BRANCH NOMINATES ITS BRANCH SECRETARY RAY KNIGHT FOR PRESIDENT PROVEN AND EXPERIENCED	KINGS CROSS BRANCH IS SUPPORTING PAUL COX FOR RELIEF REGIONAL ORGANISER SOUTH FOR THE MEMBERS FIRST AND FOREMOST	PORTSMOUTH BRANCH NOMINATE JOHN LEACH FOR PRESIDENT AND ASK THAT MEMBERS SUPPORT THIS CANDIDATE
DORSET RAIL BRANCH NOMINATES PETER SKELLY FOR RELIEF REGIONAL ORGANISER SOUTH AND ASK MEMBERS TO SUPPORT THIS ABLE CANDIDATE	GREAT NORTHERN RAIL BRANCH NOMINATES RAY KNIGHT FOR PRESIDENT TRIED AND TRUSTED	GREAT NORTHERN RAIL BRANCH IS SUPPORTING PAUL COX FOR RELIEF REGIONAL ORGANISER SOUTH FOR ALL MEMBERS IN ALL GRADES	PORTSMOUTH BRANCH NOMINATE PETER SKELLY FOR RELIEF REGION ORGANISER SOUTH AND ASK THAT MEMBERS SUPPORT THIS CANDIDATE
DORSET RAIL BRANCH NOMINATES SEAN HOYLE FOR COUNCIL OF EXECUTIVES SOUTHWEST REGION 8 AND ASK MEMBERS TO SUPPORT THIS ABLE CANDIDATE	WISHAW AND MOTHERWELL BRANCH NOMINATES MICHELLE RODGERS FOR PRESIDENT SUPPORT THIS ABLE AND WORTHY CANDIDATE	READING BRANCH HAS NOMINATED PAUL COX FOR RELIEF REGIONAL ORGANISER SOUTH PUTTING MEMBERS FIRST	EUSTON N01 BRANCH NOMINATES AZIZUR ULLAH FOR RELIEF REGIONAL ORGANISER SOUTH
DORSET RAIL BRANCH NOMINATES WILLIAM DIXON FOR NETWORK RAIL NATIONAL OPERATIONS AND CUSTOMER SERVICE COUNCIL AND ASK MEMBERS TO SUPPORT THIS ABLE CANDIDATE	WISHAW AND MOTHERWELL BRANCH NOMINATES PAT COLLINS FOR RELIEF REGIONAL ORGANISER (NORTH). WE ASK ALL MEMBERS TO SUPPORT THIS ABLE AND WORTHY CANDIDATE	CROYDON N01 PROUD TO NOMINATE PAUL COX REGIONAL ORGANISER SOUTH	EUSTON N01 BRANCH NOMINATES JOHN LEACH FOR PRESIDENT
		CROYDON N01 NOMINATES JOHN LEACH CANDIDATES WHO WILL WORK FOR YOU	LYMINGTON N01 BRANCH NOMINATES SEAN HOYLE FOR COUNCIL OF EXECUTIVES SOUTH WEST REGION 8 AND SEEKS SUPPORT

ANDOVER AND SALISBURY RAIL BRANCH

NOMINATE

PETE GALE

FOR COUNCIL OF EXECUTIVES
SOUTH WEST REGION 8

AND ASKS THAT MEMBERS
SUPPORT THIS CANDIDATE

EXETER RAIL BRANCH

NOMINATES

PETE GALE

FOR COUNCIL OF EXECUTIVES
SOUTH WEST REGION 8

AND ASKS THAT MEMBERS
SUPPORT THIS CANDIDATE

NEWPORT (IOW) NO 2 BRANCH

NOMINATES

RAY KNIGHT

FOR PRESIDENT

AND RESPECTFULLY SEEKS
SUPPORT

NEWPORT (IOW) NO 2 BRANCH

NOMINATES

PAUL COX

FOR RELIEF ORGANISER
(SOUTHERN)

AND RESPECTFULLY SEEKS
SUPPORT

CAMBORNE BUS BRANCH

SUPPORTS

PAUL COX

FOR RELIEF ORGANISER
(SOUTHERN)

AND SEEKS SUPPORTING
NOMINATIONS FOR THIS
EXPERIENCED CANDIDATE

CANBORNE BUS BRANCH

SUPPORTS

RAY KNIGHT

FOR PRESIDENT

AND SEEKS SUPPORTING
NOMINATIONS FOR THIS
EXPERIENCED CANDIDATE

NORTH DEVON BUS BRANCH

SUPPORTS

PAUL COX

FOR RELIEF ORGANISER (SOUTH)

AND ASKS THAT MEMBERS
SUPPORT THIS CANDIDATE

NORTH DEVON BUS BRANCH

SUPPORTS

RAY KNIGHT

FOR PRESIDENT

AND ASKS THAT MEMBERS
SUPPORT THIS CANDIDATE

RIVER THAMES BRANCH

NOMINATES

MICHELLE RODGERS

TO BE THE FIRST WOMAN
PRESIDENT AND CALLS UPON ALL
MEMBERS TO GIVE THEIR
SUPPORT

RIVER THAMES BRANCH

NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL
ORGANISER SOUTH

VOTE FOR THE BEST

RIVER THAMES BRANCH

NOMINATES

BOB CROW

AS GENERAL SECRETARY

WE CALL FOR SUPPORT SO THE
SUCCESES OF THE LAST FIVE
YEARS CONTINUE

CENTRAL LINE WEST BRANCH

IS PROUD TO SUPPORT

JOHN LEACH

FOR PRESIDENT

CENTRAL LINE WEST BRANCH

IS PROUD TO SUPPORT

PETER SKELLY

FOR RELIEF REGIONAL
ORGANISER (SOUTH)

MARCH & DISTRICT BRANCH

NOMINATES

RAY KNIGHT

FOR PRESIDENT

A PROVEN CANDIDATE

MARCH & DISTRICT BRANCH

NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL
ORGANISER SOUTH

AN EXPERIENCED AND MOST ABLE
CANDIDATE

HULL RAIL BRANCH

NOMINATES OUR BRANCH
SECRETARY

PETE MARCH

FOR COUNCIL OF EXECUTIVES

HULL RAIL BRANCH

NOMINATES

PETER TREND

FOR RELIEF REGIONAL
ORGANISER NORTH

HULL RAIL BRANCH

NOMINATES

JAMES CORBETT

FOR PRESIDENT

BASSETLAW BRANCH

NOMINATES

DAVE GOTT

C OF E REGION 5

BASSETLAW BRANCH

SUPPORTS

RAY KNIGHT

NATIONAL PRESIDENT

LEEDS GOODS & CARTAGE BRANCH

NOMINATES

RAY KNIGHT

FOR PRESIDENT

SOUTH LONDON RAIL BRANCH

NOMINATES OUR SECRETARY

PAUL COX

FOR RELIEF REGIONAL
ORGANISER SOUTH

ALWAYS PUTTING MEMBERS
FIRST

WILLESDEN RAIL BRANCH

HAVE NOMINATED

PAUL COX

FOR RELIEF REGIONAL
ORGANISER SOUTH

THE CANDIDATE TO PUT
MEMBERS FIRST

PETERBOROUGH BRANCH

NOMINATE

PAUL COX

FOR RELIEF REGIONAL
ORGANISER SOUTH

MEMBERS FIRST

RAMSGATE WORKSHOPS BRANCH

NOMINATES

PAUL COX

FOR RELIEF REGIONAL
ORGANISER SOUTH

A GOOD CHOICE FOR MEMBERS

BASINGSTOKE NO 2 BRANCH

NOMINATE

PAUL COX

FOR RELIEF REGIONAL
ORGANISER SOUTH

AND ENCOURAGES SUPPORT FOR
A GOOD CANDIDATE

THREE BRIDGES BRANCH

NOMINATE

PAUL COX

FOR RELIEF REGIONAL
ORGANISER SOUTH

NEWCASTLE; RAIL & CATERING

SUPPORTS

NEIL MCEVOY

FOR COUNCIL OF EXECUTIVES -
REGION 4

URGES A VOTE FOR THIS
COMMITTED AND ABLE
CANDIDATE

NEWCASTLE; RAIL & CATERING

SUPPORTS

JIM CORBETT

FOR PRESIDENT

AND URGES MEMBERS TO VOTE
FOR THIS COMMITTED AND ABLE
CANDIDATE

**BRIDGEND & LLANTRISANT
BRANCH**

NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL
ORGANISER SOUTH

BASSETLAW BRANCH

NOMINATES

DAVE GOTT

FOR COUNCIL OF EXECUTIVES
REGION 5

AND SEEKS SUPPORT FOR THIS
EXPERIENCED CANDIDATE

**LONDON UNDERGROUND
ENGINEERING BRANCH**

SUPPORTS

JOHN LEACH

FOR PRESIDENT

THE BEST CANDIDATE FOR
THE JOB

**LONDON UNDERGROUND
ENGINEERING BRANCH**

NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL
ORGANISER SOUTH

THREE BRIDGES BRANCH

NOMINATES

PAUL COX

FOR RELIEF REGIONAL
ORGANISER SOUTH

**JUBILEE SOUTH AND EAST
LONDON LINE**

SUPPORTS

JOHN LEACH

FOR PRESIDENT

AND SEEKS SUPPORT FOR THIS
TRIED AND TESTED CANDIDATE

**BRIDGEND & LLANTRISANT
BRANCH**

NOMINATES

JOHN LEACH

FOR PRESIDENT

AND SEEKS SUPPORT FOR THIS
TRIED AND TESTED CANDIDATE

LU FLEET BRANCH

NOMINATES

JOHN LEACH

FOR RMT PRESIDENT

LU FLEET BRANCH

PETER SKELLY

FOR RELIEF REGIONAL
ORGANISER - SOUTH

**JUBILEE SOUTH & EAST
LONDON LINE BRANCH**

NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL
ORGANISER (SOUTH)

THE BEST AND MOST
EXPERIENCED CANDIDATE

CAMDEN 3 BRANCH

NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL
ORGANISER (SOUTH)

HE DESERVES YOUR SUPPORT

CAMDEN 3 BRANCH

NOMINATES

JOHN LEACH

FOR PRESIDENT

THE BEST CANDIDATE FOR THE
JOB

SWINDON RAIL BRANCH

NOMINATES

JOHN LEACH

FOR PRESIDENT

SWINDON RAIL BRANCH

NOMINATES

PETER SKELLY

RELIEF REGIONAL ORGANISER
SOUTH

SWINDON RAIL BRANCH

NOMINATES

ALEX GORDON

FOR COUNCIL OF EXECUTIVES

BRISTOL RAIL BRANCH

NOMINATES

JOHN LEACH

FOR PRESIDENT

THE TRIED AND TESTED
CANDIDATE

BRISTOL RAIL BRANCH

NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL
ORGANISER SOUTH

THE EXPERIENCED
CANDIDATE

BRISTOL RAIL BRANCH

NOMINATES

ALEX GORDON

FOR C OF E (REGION 7)

THE COMPETENT AND CONFIDENT
CANDIDATE

(SOUTH WEST REGION 8)

SOUTHAMPTON NO 5 BRANCH

NOMINATES

PETE GALE

AND SEEKS SUPPORT FOR THIS
PROVEN AND EXPERIENCED
CANDIDATE

(SOUTH WEST REGION 8)

SOUTH DEVON BUS BRANCH

HAS NOMINATED

PETE GALE

AND SEEKS SUPPORTING
NOMINATIONS FOR THIS
EXPERIENCED CANDIDATE

SOUTH WEST REGION 8

EXETER NO 2 BRANCH

NOMINATES

PETE GALE

(SOUTH WEST REGION 8)

NEWPORT (IOW) NO 2 BRANCH

NOMINATES

PETE GALE

AND RESPECTFULLY SEEKS
SUPPORT

(SOUTH WEST REGION 8)

PLYMOUTH NO 5 BRANCH

NOMINATES

PETE GALE

**POOLE & DISTRICT BUS
BRANCH**

HAS PLEASURE IN NOMINATING
OUR BRANCH SECRETARY

PETE GALE

FOR COUNCIL OF EXECUTIVES
REGION 8

AND ASKS MEMBERS IN THE
REGION TO SUPPORT HIM

EASTLEIGH WORKSHOPS

HAS NOMINATED

PETE GALE

FOR COUNCIL OF EXECUTIVES
SOUTH WEST REGION 8

BASINGSTOKE NO 1

HAS NOMINATED AND SUPPORTS

PETE GALE

FOR COUNCIL OF EXECUTIVES
SOUTH WEST REGION 8

AND URGES MEMBERS TO GIVE
THEIR SUPPORT

MID-CORNWALL RAIL

HAS NOMINATED

PETE GALE

FOR COUNCIL OF EXECUTIVES
SOUTH WEST REGION 8

(SOUTH WEST REGION 8)

SALISBURY NO 3

NOMINATES

PETE GALE

AND SEEKS SUPPORTING
NOMINATIONS FOR THIS
EXPERIENCED CANDIDATE

**ELECTION OF PRESIDENT
SOUTHAMPTON NO 5 BRANCH**

NOMINATES

RAY KNIGHT

AND SEEKS SUPPORT FOR THIS
PROVEN AND EXPERIENCED
CANDIDATE

**ELECTION OF RELIEF REGIONAL
ORGANISER (SOUTH)**

SOUTHAMPTON NO 5 BRANCH

HAS NOMINATED

PAUL COX

AND SEEKS SUPPORT FOR THIS
EXPERIENCED CANDIDATE

**PICCADILLY & DISTRICT
WEST BRANCH**

NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL
ORGANISER - SOUTH

**PICCADILLY & DISTRICT
WEST BRANCH**

NOMINATES

JOHN LEACH

FOR PRESIDENT

**TRANSPORT FOR LONDON
BRANCH**

NOMINATES

JOHN LEACH

FOR PRESIDENT

FINSBURY PARK BRANCH

NOMINATES

JOHN LEACH

FOR PRESIDENT

JOHN HAS INTEGRITY, RESOLVE
AND PRINCIPLES AND DESERVES
YOUR SUPPORT



Keep the East London Line public

Last month the TUC was the latest organisation to back the growing campaign to keep the East London Line's operations in the public sector.

This is following Transport for London's decision that the extended line should be part of a 'concession' to one of four private-sector bidders from 2010.

MPs, councillors, union branches and trades councils are also taking up the campaign, alongside TSSA and RMT.

The response of TfL has been to attempt to muddy the waters in what is really a straightforward issue of private-sector versus public-sector services.

It is no good the mayor's office claiming that this process is not privatisation but something else. It plans to hand the concession over to the private sector and staff will be working for a private train operating company – not London Underground.

As they say: if it walks like a duck and quacks like a duck it probably is a duck – and this one's webbed footprints are unmistakable to any public-service worker.

TfL asserts that the North London Railway is to be integrated into the extended East London Line, but the reality is that the ELL is to be taken out of London Underground's public-sector operations and bundled into the private sector alongside the NLR as part of a private-sector 'concession'.

Regardless of any regulation of fares, service patterns, staffing levels and so on, it will be operated by the private sector and it is completely untrue to say, as TfL has, that services will

be "delivered" by TfL.

Moreover, the North London Railway remains an overcrowded nightmare after a decade in the hands of National Express.

NatEx has snaffled £373 million in subsidies for its Silverlink franchise since 1996, and made £64 million in profits from its rail operations last year, nearly double what it made in 2003.

It is also untrue that the operation of the extended ELL was always envisaged to be outside LUL, because LUL remained in the frame to operate it well into this year.

We would be delighted to campaign alongside the mayor not only to keep the East London Line public, but also to get national rail services in London back into the public sector with proper democratic accountability.

But sadly, rather than an open approach for a joint campaign, the process has been shrouded in secrecy, without even a whiff of consultation.

Of course we welcome fresh investment, infrastructure and jobs but, as with countless PFI scams in the health service, the £2 million already being taken out of the Tube every week by the PPP contractors and the £8 billion sucked out of the national railways by the privateers, we do not want to see even more public money siphoned off by privateers who exist only to make profits.

Keep the East London Line public!

Tony Donaghey

ORPINGTON BRANCH

SUPPORTS

JOHN LEACH

FOR PRESIDENT

THE RANK AND FILE CANDIDATE

YORK & DISTRICT BRANCH

SUPPORTS

RAY KNIGHT

FOR PRESIDENT

THE ALL GRADES CANDIDATE

**YORK & DISTRICT BRANCH
NOMINATES**

KEN SHARPE

FOR COUNCIL OF EXECUTIVES –
REGION 4

DERBY RAIL & ENGINEERING

NOMINATES

PETER TREND

FOR RELIEF REGIONAL
ORGANISER NORTH

AND URGES ALL MEMBERS TO
GIVE THEIR SUPPORT

DERBY RAIL & ENGINEERING

NOMINATES

JOHN LEACH

FOR PRESIDENT

AND URGES ALL MEMBERS TO
GIVE THEIR SUPPORT

ST PANCRAS BRANCH

NOMINATES

PAUL COX

FOR RELIEF REGIONAL
ORGANISER SOUTH

DEPTFORD BRANCH

NOMINATES

PAUL COX

FOR RELIEF REGIONAL
ORGANISER SOUTH

AND ASKS MEMBERS TO SUPPORT

DEPTFORD BRANCH

NOMINATES

JOHN LEACH

FOR PRESIDENT

AND ASKS MEMBERS TO SUPPORT

CARLISLE CITY BRANCH

NOMINATES

JOHN LEACH

FOR PRESIDENT

AND URGES MEMBERS TO
SUPPORT A CANDIDATE WITH A
PROVEN RECORD

CARLISLE CITY BRANCH

NOMINATES

PAT COLLINS

FOR RELIEF ORGANISER NORTH

ALL MEMBERS TO THIS ABLE
CANDIDATE

FINSBURY PARK BRANCH

NOMINATES

JOHN LEACH

FOR PRESIDENT

FINSBURY PARK BRANCH

NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL
ORGANISER SOUTH

SOUTH LONDON RAIL BRANCH

NOMINATES

RAY KNIGHT

FOR PRESIDENT

FOR IMPARTIAL REPRESENTATION
FOR ALL MEMBERS

EASTMIDLANDS BUS

ARE PLEASED TO NOMINATE

PETER TREND

FOR THE POSITION OF REGIONAL
ORGANISER NORTH.

**NORTH EAST REGION - AREA 4
NEWCASTLE; RAIL & CATERING
1089**

SUPPORTS BROTHER

NEIL MCEVOY

FOR COUNCIL OF EXECUTIVES
MEMBER

AND URGES ALL MEMBERS TO
VOTE FOR THIS COMMITTED AND
ABLE CANDIDATE

**NEWCASTLE; RAIL & CATERING
1089**

SUPPORTS BROTHER

JIM CORBETT

FOR PRESIDENT

AND URGES ALL MEMBERS TO
VOTE FOR THIS COMMITTED AND
ABLE CANDIDATE

PERTH NO1 BRANCH

NOMINATES

JIM CORBETT

FOR PRESIDENT

NORTH STAFFS BRANCH

NOMINATES

A AITKENHEAD

FOR RELIEF REGIONAL
ORGANISER NORTH

EAST MIDLANDS BUS

NOMINATES THEIR BRANCH
SECRETARY

G.GELIHER

FOR THE FORTHCOMING CoF E
ELECTIONS

WATFORD BRANCH

NOMINATES

PAUL COX

FOR RELIEF REGIONAL
ORGANISER SOUTH

WATFORD BRANCH

NOMINATES

RAY KNIGHT

AS PRESIDENT

WATFORD BRANCH

NOMINATE

MICK CASH

ASSISTANT GENERAL SECRETARY

WATFORD BRANCH

NOMINATE

BOB CROW

GENERAL SECRETARY

**WAKEFIELD & HEALEY MILLS
BRANCH**

NOMINATES

PETER TREND

RELIEF ORGANISER NORTH

EDINBURGH NO 1 BRANCH

NOMINATES

PETER TREND

RELIEF ORGANISER NORTH

AND URGES SUPPORT FOR THIS
WORTHY CANDIDATE

EDINBURGH NO 1 BRANCH

NOMINATES

MICHELLE RODGERS

FOR PRESIDENT

AND URGES SUPPORT FOR THIS
WORTHY CANDIDATE

**LINCOLNSHIRE ROADCAR
BRANCH**

NOMINATES

RAY KNIGHT

FOR PRESIDENT

**LINCOLNSHIRE ROADCAR
BRANCH**

NOMINATES

PETE TREND

FOR RELIEF REGIONAL
ORGANISER NORTH

**LINCOLNSHIRE ROADCAR
BRANCH**

NOMINATES

GRAHAM GELIHER

FOR COUNCIL OF EXECUTIVES
REGION 5

SOUTH EAST ESSEX BRANCH

NOMINATES

PETER SKELLY

FOR REGIONAL ORGANISER
RELIEF (SOUTH)

AND SEEKS YOUR SUPPORT FOR A
LOYAL CANDIDATE WHO HAS ONLY
EVER BEEN IN RMT

HAMMERSMITH & CITY BRANCH

NOMINATE

PETE SKELLY

FOR RELIEF REGIONAL
ORGANISER SOUTH

HAMMERSMITH & CITY BRANCH

NOMINATE

JOHN LEACH

FOR PRESIDENT

EAST HAM BRANCH

NOMINATE

JOHN LEACH

FOR PRESIDENT

EAST KENT BRANCH

NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL
ORGANISER SOUTH

AND URGES ALL BRANCHES TO
RALLY BEHIND THIS VERY
CREDIBLE CANDIDATE

EAST KENT BRANCH

NOMINATES

MICHELLE ROGERS

FOR PRESIDENT

MICHELLE OFFERS THIS UNION
THE BEST WAY FORWARD

EAST KENT BRANCH

IS PROUD TO NOMINATE

**KEN SLADE AND
ALAN PIERSON**

FOR THE LONDON SOUTH EAST
RAIL DRIVERS COMPANY
COUNCIL.

STANDING FOR DEMOCRACY IN
THE DRIVING GRADE

TEESSIDE BRANCH

NOMINATES

JOHN LEACH

FOR PRESIDENT

TAKING THE UNION FORWARD FOR
THE MEMBERS

TEESSIDE BRANCH

NOMINATES

PETER TREND

FOR RELIEF ORGANISER (NORTH)

THE BEST MAN FOR THE JOB

TEESSIDE BRANCH

IS PROUD TO NOMINATE

KEN SHARPE

FOR COUNCIL OF EXECUTIVES
(NORTH EAST)

SURREY & HANTS BRANCH

NOMINATES

RAY KNIGHT

FOR PRESIDENT

AND SEEKS SUPPORTING
NOMINATIONS

SURREY & HANTS BRANCH

NOMINATES

PAUL COX

FOR RELIEF REGIONAL
ORGANISER SOUTH

AND SEEKS SUPPORT
NOMINATIONS

STRATFORD NO 1 BRANCH

NOMINATES

JOHN LEACH

FOR PRESIDENT

THE BEST CANDIDATE FOR THE
POST

MANCHESTER SOUTH BRANCH

NOMINATES SISTER

MICHELLE RODGERS

FOR PRESIDENT

AND SEEK SUPPORTING
NOMINATIONS FROM OTHER
BRANCHES

MANCHESTER SOUTH BRANCH

SUPPORT BROTHER

PETER TREND

FOR RELIEF REGIONAL
ORGANISER NORTH

INTERNATIONAL FOCUS

FRENCH UNIONS CONSIDER ACTION OVER PENSIONS

French rail unions are considering strong action to save their hard-won retirement provisions.

Interior minister Nicholas Sarkozy said the long-standing system would be 'reformed' if the governing conservative UMP party wins next spring's general election.

The CGT, France's biggest rail union, is discussing with other unions to save the specific retirement arrangements for SNCF employees.

Paris area transport workers (RATP) and Post Office and electricity employees share these concerns as they also have special arrangements. Workers in the national gas company (GDF) are also threatened by a privatisation measure currently going through parliament.

GERMAN RAIL UNIONS THREATEN PRIVATISATION STRIKE

German rail unions have threatened possible strike action to save their conditions laid down in a spring 2005 agreement with the national rail operator Deutsche Bahn. Mindful of the mess of British rail privatisation, a huge row has erupted within the ruling conservative/social democratic coalition of how to carry out the sell-off.

An initial sale of 20-25 per cent of DB is earmarked for 2008 when it is estimated that 60,000 – 80,000 jobs could go.

EMERAUDE FERRIES EMPLOYEES DEMONSTRATE

The employees of France – Channel Islands operator Emeraude Ferries that has gone into liquidation demonstrated outside the offices of Sogestran, the operator's parent company in Le Havre. About 30 employees who are now unemployed, demanded a meeting with management to learn the details of the redundancy plan.

The Saint Malo-based workers have received no information on their future but a meeting has been arranged with the group chairman.

14 CANDIDATES FOR DIEPPE- NEWHAVEN PUBLIC SERVICE ROUTE

France's Seine-Maritime District Council this month takes delivery of the new French-flagged Seven Sisters ferry for the Newhaven – Dieppe route, joining its sister ship Côte d'Albâtre, delivered in February. Meanwhile, 14 candidates have applied to operate the public service route. These include Corsica Ferries, which currently operates the service; LD Lines, which 12 months ago took over the Portsmouth-Le Havre route abandoned by P&O; western Channel specialist Brittany Ferries and Veolia Transport, which recently became the main shareholder of SNCM following the Marseilles-based operator's privatisation. Norfolk line also features among the leading would-be operators.

HUNGARIAN RAIL UNION CONCERNED AT EU RULES

Hungarian rail trade unionists are concerned that 1,000km of track are to be closed by the end of the year and that sections of the network are to be privatised following the country's entry into the European Union in 2004.

At the same time, 500km of motorway have been opened in the last four years.

EU rail directives demands that MAV, the rail network, is broken up into several business sections to prepare for privatisation.

MAV Cargo, the only profitable section of the railway operation, is to be sold off within a year. The government claims that while the track will remain state-controlled, MAV-owned buildings and even stations could be privatised.

ERIKA TRIAL PUT BACK TO FEBRUARY 2007

Seven years after the Malta-flagged Erika broke up off the Brittany coast, polluting the sea and 400km of France's Atlantic coast with almost 31,000 tonnes of fuel, the trial of oil major Total and others accused of involvement in the 1999 disaster begins in Paris next February 2007 and earmarked to last until June.

Among the 11 individuals involved are Erika's owner and operator, the ship's master and Total's maritime security manager.

LGB CONFERENCE DISCUSSES PRIORITIES

Martin Lambert-Atkins of the LGB liaison committee reports on the work of the national advisory committee that represents lesbian, gay and bisexual members and the recent national conference in London

The purpose of the Lesbian, Gay and Bisexual (LGB) advisory committee, which is elected on a regional basis, is to inform and advise the union and help frame union policy.

RMT has a policy of equal opportunity. Discrimination or harassment on the grounds of age, gender, marital status, race, colour, nationality, ethnic or national origin, disability, religion, or sexual orientation, will not be tolerated.

The advisory committee meets three times a year and



has an annual national conference which this year was held in London.

Guest speaker Mark Nolan of Edwards Duthie Solicitors explained to conference the legalities regarding the employment equality (sexual orientation) regulations 2003 which came into force on December 1 2003, making it unlawful for employers and

some other bodies to discriminate against or harass a person on the grounds of sexual orientation. Case scenarios where studied to explore and explain this legislation.

A copy of this document is available upon request.

Another guest speaker was Peter Purton the TUC Policy Officer for LGBT rights.

Peter advised conference that the Civil Partnership Act 2005, and the imminent addition by secondary legislation of protection against discrimination in the provision of goods and services on grounds of sexual orientation to the current Equality Bill, represent, more or less, the completion of the agenda for legal equality for lesbians, gay men and bisexuals in Britain.

The achievement of full legal equality for transsexual people remains in 2006 an objective rather than a reality.

The government has rejected an attempt to include protection against discrimination in goods and services in the current Equality Bill but has undertaken to ensure that this omission is corrected by the promised single equality legislation.

Our next guest was John Leach from the RMT council of executives who addressed conference on his role as an EC representative.

ORGANISING

Our final guest was Carolyn Siddall of the Organising Unit. She was a wealth of information on organising strategy, methods, RMT policy and the resources available to help take the union forward, this included a guide to carrying out induction courses.

I learnt that RMT is the fastest growing union in the country – to quote Professor Gregor Gall “with net and substantial gains of 3,000 – 4,000 per year which represents around a 6 per cent growth per annum, this is not an inconsiderable achievement that many other unions would give their eye teeth for”.

It was decided that the national LGB conference for 2007 would be held in Manchester.

You have to be nominated by your branch to attend and we hope to see you there!

EQUALITY ELECTIONS – TAKE A STAND AND MAKE A DIFFERENCE

How many times have you thought that inequality should not be tolerated? Ever wanted to take a positive step against discrimination?

Then, perhaps you should think about seeking nomination to one of the union's three equality advisory committees.

The committees are comprised of ordinary members and yes, they are listened to. That is the purpose of the committees – to advise the Council of Executives on matters concerning women, our black & minority ethnic and our lesbian, gay and bisexual members. If you want to influence policy, why not consider asking your branch to nominate you.

The process has now begun to elect delegates for RMT's Women, Black and Ethnic Minority and Lesbian, Gay & Bisexual Advisory Committees. Those elected will serve on the committees for three years, from 2007 until 2009. The committees meet three times a year.

Ordinary members can make a difference – why don't you.

For more details, contact your branch secretary.

CLASSIFIED ADVERTISEMENTS

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NEW FOREST

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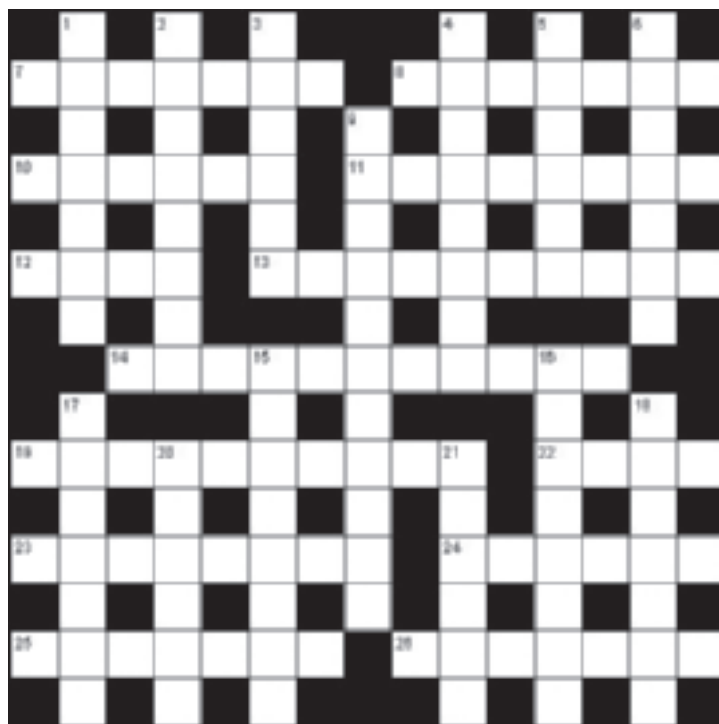
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RMT £25 PRIZE CROSSWORD

No. 29. Set by Elk



Last month's
solution...



The winner of prize crossword no. 28 is
Kenneth Fowler of Ayr, Scotland.

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

Winner and solution in next issue.

ACROSS

- 7 Yellow fruit: they must have been this to privatise 9! (7)
- 8 Not as old (7)
- 10 Animals with the hump (6)
- 11 Worn by candidates, or winners! (8)
- 12 Fix, cure (4)
- 13 Defensive stuff produced by an organism to attack bacteria, virus or poison (10)
- 14 Larger newspapers - not tabloids (11)
- 19 Round targets found in pubs (10)
- 22 18s go to work on them! (4)
- 23 Smoked, seasoned beef, delicious on rye bread with pickled cucumber! (8)
- 24 One who appraises art, literature etc or just a knocker! (6)
- 25 Down-payment (7)
- 26 Additional dose to enhance effect of vaccine (7)

DOWN

- 1 Left, emptied (7)
- 2 15 plant, used to perfume clothes etc (8)
- 3 Feeling of sickness (6)
- 4 Able to happen (8)
- 5 The best way for workers to be (6)
- 6 Erased; no longer stocked (7)
- 9 Pre-privatisation transport organisation! (7,4)
- 15 Smelly, in a nice way (8)
- 16 Most pleasant on the tongue (8)
- 17 Wine containers (7)
- 18 Seafarer (7)
- 20 Military drum beat; indelible pattern applied to skin (6)
- 21 The public one delivers better transport than the private one (6)

RMT Credit Union

Our Own Savings and Loans Co-operative

Our RMT Credit Union is a great new benefit for members. It exists, not to make a profit, but to provide help and support to all our members for their savings and credit needs. By saving together, and lending to each other, we take the profit motive out of savings and loans. All the surpluses created by the Credit Union are recycled as benefits to members through cheap loans, and the ability to pay dividends on savings.

The Right Balance

CHEAP LOANS

Decisions on interest rates are made by our members. This year our AGM decided to offer very cheap loans to members. This means we can now offer loans at **9.9 per cent APR**, equivalent to **0.825 per cent per month** on the declining balance. See our great rates below.

We strike a balance between low interest rates on loans and paying a dividend on savings. We enable members to have ready access to cheap loans while building up a substantial and useful savings account. We can do this because our Credit Union is run on the same principles of mutual support and members' democratic control as our trade union, so you can be sure that it's run in the interests of us all.

DIVIDEND ON SAVINGS

We don't exist to make profits. With the surplus we make from interest on loans we can collectively decide to pay a dividend. We recently paid a dividend of 3% on savings – a very healthy dividend rate compared to banks' interest rates

Loan term (months) 9.9% APR (0.79% per month)

Amount	12	24	36	48	60
500	43.93	23.05	16.11	12.66	10.60
1000	87.87	46.1	32.22	25.31	21.2
1500	131.80	69.15	48.33	37.97	31.80
2000	175.74	92.20	64.44	50.63	42.40
3000	263.61	138.30	96.66	75.94	63.59
4000	351.48	184.40	128.88	101.26	84.79
5000	439.35	230.49	161.10	126.57	105.99
7500	659.02	345.74	241.65	189.86	158.98



Because we're a members' organisation with a democratic structure, we're able to make the decisions that provide a virtuous circle of saving together, providing credit at low interest rates and sharing the benefits by paying a dividend on savings.

Joining Our Credit Union

The Financial Services Authority requires us to comply fully with money laundering regulations. It's a bore but we have to do it. It means that before we can open your account we have to verify your identity and your address.

You need to complete the application form opposite along with the Direct Debit. You'll also need to get your ID verified and send it with the application to us. If you're near a regional office or Unity House you can bring it in and we'll process it there.

ID REQUIREMENTS

Getting your ID verified is quite straight forward. You need two separate forms of ID such as the following:

PROOF OF IDENTITY

- Personal Cheque used for your first month's savings if drawn on an account that includes your name
- Current valid full UK Passport; EU member state ID card
- Current valid full foreign passport
- Current UK full Photo Card Driving Licence
- Current UK provisional, Photo Card Driving Licence (Old styles not accepted)
- ID pass from Network Rail, Trans Pennine Express, Central Trains, Eurostar
- Discharge book (shippers)
- Inland Revenue Tax Notification (current year)

PROOF OF ADDRESS

- Current UK full, signed driving licence (if not used for Proof of Identity)
- Current UK provisional, driving licence Photo Card (if not used for Proof of Identity)
- A current [within last three months] Utility Bill (not mobile phone bill)
- Recent Bank, Building Society or Mortgage statement
- Current Council Tax bill
- Pension or benefits book
- Tenancy or rent book/agreement
- Recent Inland Revenue notice of coding or tax demand

The list above is not exhaustive and other documents will be considered.

You can get your branch secretary or regional office to verify and sign photocopies of the documents. As an alternative, you can also get another person of authority such as your employer, doctor, Solicitor etc to verify the forms of ID. The copies of the documents must have an official stamp and signature on them and a contact name and address. Or, you can send originals to us at the address below. Send completed verified copies of documents or originals to: RMT Credit Union, Unity House, FREEPOST NW3706, London NW1 3YD. If sending valuable documents by post you should send them recorded delivery. For assistance: Tel: 020 7529 8835

Authorised and Regulated By The Financial Services Authority FRN: 228612

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.



1 PERSONAL DETAILS.

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

Employer		RMT Branch																
Job Description																		

3 Mr ☐ Mrs ☐ Ms ☐ Miss ☐

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.

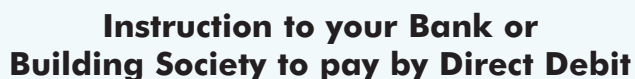
7 Next of Kin

Address

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

Your signature

Date _____



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
Postcode	

Name(s) of Account Holder(s)

Bank/Building Society account number

--	--	--	--	--	--	--	--

Branch Sort Code

--	--	--	--	--

Originator's Identification Number

9	7	4	2	8	1
---	---	---	---	---	---

Reference Number

[illegible]

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.

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