

RMT *news*

Essential reading for today's transport worker

EU ATTACKS WORKERS' RIGHTS

EU court rules employers' interests override
the right of workers to take collective action



**TUBE CLEANERS WIN
PAY VICTORY
PAGE 6**



**SIGNALLERS DEMAND
PAY RISE
PAGE 20**



**ORGANISING SUBSEA
WORKERS
PAGE 15**



www.rmt.org.uk

NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



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contents

Page 4

**RMT WINS FORTH BRIDGE
RECOGNITION BATTLE**

Page 5

**NO EXTENSION OF DRIVER-ONLY
OPERATION AT SET**

Page 6

**TUBE CLEANERS WIN MASSIVE PAY
VICTORY**

Page 7

**RMT WORKERS MOURN PASSING OF
EAST LONDON LINE TO PRIVATEERS**

Page 8

**OFFSHORE UNIONS WIN RIGHT TO
LEAFLET**

Page 9

PARLIAMENTARY COLUMN

Page 11

**UNDERSTANDING PROMOTION,
TRANSFER, REDUNDANCY AND
RESETTLEMENT ARRANGEMENTS**

Page 12

**TRANSPORT POLICY IS FAILING THE
ENVIRONMENT**

Page 13

END RIP OFF FARES HIKES

Pages 14

STUC WOMEN'S CONFERENCE

Page 15

**ORGANISING OFFSHORE AND SUBSEA
WORKERS**

Page 16

EU WAIVES THE RULES

Page 18

**TUBE LINES MUST PAY CLEANERS A
LIVING WAGE**

Page 20

**SIGNALLERS DEMAND A PAY RISE
WITHOUT STRINGS**

Page 22

**RAIL OFFERS LOW CARBON
ALTERNATIVE FOR FREIGHT**

Page 23

GERMAN RAIL WORKERS STRIKE

Page 24

**HUNGARIAN BUS AND RAIL WORKERS
TAKE ACTION**

Page 25

PRESIDENTS COLUMN

Page 26

DEFEND COUNCIL HOUSING

Page 27

2008 CONFERENCES

Page 28

LETTERS

Page 29

CROSSWORD/CLASSIFIED

Page 30

CREDIT UNION

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EDITORIAL

INVEST IN TRANSPORT



Firstly, happy New Year to all.

Unfortunately, it began badly following the overrunning of engineering works by Network Rail, highlighting the continuing lack of investment in the industry.

The lingering contract culture and the chasing of slashed financial targets imposed by the Office of Rail Regulation have meant that things are done quickly and cheaply rather than properly and safely.

These upgrades are still being carried out by contractors and it is clear that they too must be brought back in-house.

If Britain is to achieve its carbon-emission targets and reduce road congestion, there must be investment in transport modes, not more road-building. Short-haul air travel also has ten times the environmental impact than rail travel.

The government has already recognised that long-term rail expansion is the key to cutting emissions, but it cannot face both ways.

Current rail use in Britain is far too low and we don't have the capacity to meet existing demand, let alone the massive increase in demand that will need to be generated to meet the climate challenge.

Another round of rip-off rail-fare increases by rail operators imposed this month, including 14 per cent hikes on un-regulated off-peak tickets, will also drive more people off trains and into cars.

The privateers have once more been allowed to fill their boots with passengers' and taxpayers' money, draining £1 billion a year from the rail industry.

Ultimately, our railways should be renationalised in the interests of the public, and the time has come to start bringing the franchises back into the public sector.

RMT has still managed to secure a pay rise of nearly five per cent for more than 17,000 Network Rail infrastructure workers, our biggest group of members, from January 1.

The rise, based on an RPI figure of 4.3 per cent plus 0.5 per cent, adds to the 5.35 per cent increase implemented last April as part of the 21-month deal negotiated by RMT last spring.

RMT has also joined forces with MPs

to demand that Tube infrastructure contractor Tube Lines pay a living wage to cleaning staff.

Calculations by RMT estimate that Tube Lines could ensure that all the cleaners it subcontracts from ISS are paid £7.20 an hour for less than £2 million a year, a fraction of its £53 million average annual profits.

Pay remains our priority and, in order to improve the terms of conditions of members, this union is prepared to take industrial action.

As we go to press our bus members at Wilts and Dorset began strike action after last-ditch talks failed to resolve a dispute over excessive driving hours.

In the past many believed that the European Union (EU) would save us from Tory anti-trade union laws that successive Labour governments have refused to repeal.

But recent judgments from the EU courts last month, ruling out legitimate strike action, have exposed this as so much wishful thinking.

These draconian rulings are even worse than the UK's appalling anti-union legislation as they dictate what issue we can take strike action about. Even Margaret Thatcher couldn't put that into UK law.

It further underlines the need for a referendum on the renamed EU constitution as it hands huge powers to anti-democratic EU institutions which serve the interests of big business.

The fact that banks are not even lending money to each other shows we are heading into a financial crisis.

The government has already pumped £60 billion into Northern Rock, enough money to pay decent rise for our cash-strapped pensioners.

It is important to remember that RMT has a thriving Credit Union, with accessible assets worth a million pounds, paying a dividend of 3.75 per cent as well as being run by members for members.

So join today and get your family to do the same.

Best wishes

Bob Crow

Bob Crow

RMT WINS FORTH BRIDGE RECOGNITION BATTLE

RMT has won a recognition deal for painters working on the Forth Bridge, which spans the Firth of Forth in the east of Scotland.

The bridge, which connects Scotland's capital, Edinburgh, with Fife, is an internationally recognised landmark owned by Network Rail Infrastructure Limited.

Nearly two years ago workers employed by contractors Palmers Ltd approached Fife and District branch secretary Jim Philp about joining RMT and getting union recognition.

This led to a recognition ballot, held through the statutory process via the Central Arbitration Committee (CAC).

Workers voted overwhelmingly in the secret ballot in favour of RMT recognition.

The campaign involved the union's regional council, the local branch and the organising unit worked closely together, including regular leafleting outside the workplace, mass meetings away from the workplace and regular newsletters to members.

RMT built up membership to around half the workforce in a matter of months and a meeting

was arranged with Palmers.

Regional organiser Phil McGarry attempted to get a voluntary recognition agreement. The company initially seemed to be interested in recognising the union.

However, due to opposition from the senior partner in the contractor's alliance, Balfour Beatty, RMT had to use the statutory CAC route.

Meetings have now been held between Phil McGarry and Palmers to negotiate the procedural agreement and a meeting of members will take place soon to elect two reps and a health and safety rep.

Donald Graham from the organising unit pointed out that the union also has members employed by other contractors on the bridge.

"This recognition deal sends out the message that we can also win recognition with other companies if workers want RMT to represent them," he said.

Congratulations should go to those members who have had to put up with delaying tactics for nearly two years for the right to have the trade union of their choice recognised by their employer to bargain collectively for them." ■



WHY I JOINED RMT

Name: Wullie Brady

Job: Plater/Encapsulator

Company: Palmers Ltd



I work for Palmers Ltd at the Forth Bridge where we have just won the right to be recognised by the union of our choice, RMT.

Me and fellow workers on the bridge felt we needed the security and backing of an effective trade union to deal with our issues and problems.

RMT has always been the union for rail workers and the union played an historic role at the bridge prior to privatisation.

I have an active interest in health and safety and I soon realised that I would have the opportunity to expand and develop this issue with the support from the union.

I joined RMT as it is a trade union where the workers are the main priority.

I am proud to say that after winning our vote on recognition that the vast majority of my workmates agree. ■

NO EXTENSION OF DRIVER-ONLY OPERATION AT SET

RMT warns Southeastern Trains against extension of driver-only operation

RMT has made clear its opposition to Southeastern Trains plans to extend driver-only operation (DOO) with the introduction of new Hitachi 395 trains (right).

The company wants to operate with DOO in existing, currently guard-operated routes and in the Channel Tunnel Rail Link (CTRL) from Ebbsfleet to St Pancras.

But RMT will not stand for any dilution of the guard's operational role and safety responsibilities.

Detailed talks are due to start between the union and management in order to discuss management's proposed new job titles and job description for the guards' role.

However, RMT reps will maintain the union's current agreement of no extension of DOO and that the guard must maintain control of the power-operated doors.

Southeastern claims that cost prevents the reconfiguration of the trains to maintain guard operation have been rebuffed by RMT general secretary Bob

Crow, who points out that Hitachi fits out the trains according to SET's own specification.

"RMT will maintain its fundamental position of no extension of DOO and a continuation of guard control of power-operated doors," pledged Bob.

"We indicated that if management was prepared to re-affirm these agreements then we could discuss adding new duties to the conductor's job description, but that we would stand by the irreducible core of the conductors' role," he said.

Safety will be even more important in the tunnel section west of Ebbsfleet.

The 395s will run on routes via Ebbsfleet through three tunnel sections to St Pancras.

Evacuation procedures in this part of the CTRL follow the same principles as the running of the Eurostar in the Channel Tunnel – namely five staff trained in tunnel evacuation with two of those able to drive the train out in an emergency.

Eurostar trains carry 800



passengers and it would be impossible to contain that many passengers safely without the currently agreed number of evacuation trained staff.

RMT has written to Eurostar seeking undertakings that it will not in any way reduce current safe staffing levels on their services in light of joint running with the Hitachi stock on the CTRL.

Problems that can arise from DOO were recently highlighted at CrossCountry Trains, formerly run by Virgin and now operated

by Arriva.

A recent confidential train drivers' survey revealed that a number of drivers had released the doors on the wrong side of a platform and others had released doors at a red signal and when the train was not correctly positioned on the platform.

These Wrong-Side Door Enable incidents highlight exactly why any extension of DOO is unsafe and opposed by the union. ■



TUBE CLEANERS WIN MASSIVE PAY VICTORY

Tube cleaners working for contractors Metronet are to receive substantial pay rises when Transport for London takes over the failed privateer's contracts, marking a huge victory for a two-year RMT campaign.

RMT revealed that London mayor Ken Livingstone had agreed that the London Living Wage of £7.20 an hour will become the minimum for over 900 cleaners on Metronet contracts when TfL takes charge.

For some cleaners paid only the minimum legal wage of £5.85 it will mean an increase of at least £1.35 an hour - well over 20 per cent.

RMT general secretary Bob Crow said it was a significant victory for RMT's campaign, and called on Tubelines to follow suit.

"For more than two years RMT cleaners, supported by their colleagues across the Tube network, have been campaigning for the pay justice, dignity and respect due

to them," he said.

The union has lodged claims with all the cleaning contractors working on the Tube - including ISS, which is contracted to Tubelines - for £7.20 to be the minimum hourly rate, with a minimum £1 hourly night premium, for all Tube cleaners.

It is also calling for the free travel that other Tube workers already get, a minimum of 20 days' holiday over and above bank holidays, sick pay and a pension scheme.

"It is nonsense that contractors who make millions cannot afford to pay a living wage to the people who do some of the dirtiest jobs on the Tube, and the time has come to bring cleaning back in-house," Bob added.

John McDonnell MP has put down Early Day Motion 485 in parliament calling on Tube Lines to ensure its contractors also pay their cleaners the London Living Wage.

See page 18/19. ■



PROGRESS ON SUB-SURFACE STATION FIRE SAFETY

RMT has welcomed progress in negotiations for the best-possible fire-safety regime for sub-surface railway stations by government and unions on the 20th anniversary of the November 17, 1987 King's Cross fire that claimed 31 lives.

Fruitful discussions have been taking place on finding the best balance between the 2005 Fire Safety Order and the 1989 'Section 12' regulations introduced in the wake of the fire.

RMT general secretary Bob Crow said that he was confident that agreement could be reached that maintained rigorous fire protection.

"As we pay our respects to those who lost

their lives and suffered injury and trauma at King's Cross it is timely to remind ourselves that we must use the lessons of the past to ensure the best possible fire safety in the future," he said.

Fire Minister Parmjit Dhanda said that the anniversary of the tragic Kings Cross fire provided a timely reminder of the crucial importance of fire safety.

"It is important to keep legislation under review to ensure it affords the highest levels of protection for the travelling public," he said.

The 1989 Regulations were made under Section 12 of the Fire Precautions Act 1971, and were added on the recommendation of

the Fennell Report into the 1987 King's Cross fire. They cover 'sub-surface stations' throughout Britain, including those on underground systems in Glasgow, Tyne and Wear and London, but also national rail stations which are 'sub-surface', including Birmingham New Street and several in Liverpool.

The Regulatory Reform (Fire Safety) Order 2005 was introduced alongside the Section 12 regulations.

Since then, discussions have been taking place on what balance should be struck between the Fire Safety Order and the Section 12 regulations. ■

RMT WORKERS MOURN PASSING OF EAST LONDON LINE TO PRIVATEERS

East London Line workers and supporters gathered for a sad demonstration outside City Hall last month against the “unnecessary, damaging and potentially dangerous” privatisation of the Tube line.

The line closed in December for much-needed refurbishment and extension, before being handed over to privateer MTR Laing when it reopens in 2010.

It will be the first Tube line in seven decades to see its operations handed to the private sector, despite the opposition of 75 per cent of Londoners and the TUC. Opposition to the privatisation of rail services is fully supported by Labour Party policy.

East London Line worker and RMT branch secretary Jason Humphreys said that privatisation is overwhelmingly opposed by users and the people who run the network.

“It is all the more galling because it is completely unnecessary,” he said outside

Shadwell station with his work colleagues.

“MTR Laing won’t be running the East London Line out of a sense of civic duty, they’ll be doing it for ten per cent of the takings,” he said.

RMT general secretary Bob Crow said that the union’s experience and all the facts showed that rail privatisation was costly and inefficient, drains public resources into private pockets and, most importantly, the fragmentation involved compromises safety.

“A report from a leading rail safety expert has told us that the fragmented London Rail set-up will make the East London Line more difficult to operate safely.

“You would have thought that the expensive shambles of Metronet and the PPP and the complete failure of national rail franchising would have been lesson enough, but we shall carry on campaigning until the message gets through,” he said.

The new London Rail Concession, which is planned to include the extended East London Line, will be an unnecessarily complex hybrid of the London Underground network and national rail network.

Under TFL’s plans at least eight components will be involved in running the London Rail franchise. Of these, two will be responsible for signalling operations, two for infrastructure maintenance, two for infrastructure renewals, one for train and station operations and one for train maintenance.

The also plans include the removal of guards from the already overcrowded North and West London Lines by 2011 – a year before the biggest-ever influx of visitors to the capital, for the 2012 Olympics.

The plan was exposed when RMT obtained the invitation to tender under freedom of information law. ■



BADGE: Local RMT activists produced a limited-edition badge for ELL members and those involved in the anti-privatisation campaign – and a limited number are still available from Jason Humphreys, Branch Secretary, or Mark Harding H&C branch secretary, with all proceeds raised going to the London Widows and Orphans Fund.

DEFIANT: East London Line workers Sandra Ryan, Jason Humphreys, Cerise Vidal, Katie Effer and Hadrian Benn wear their RMT ‘we will be back’ badges



NEW BUS LEGISLATION

The Local Transport Bill contains proposals which are meant to make it easier for local authorities to regulate bus services.

Prior to the publication of the Bill the government agreed with a suggestion from the RMT's Parliamentary group that there should be a working party to look at employment issues that would arise when a local authority introduced a Quality Contract (franchising).

Unfortunately, according to legal opinion obtained by the union, as drafted the Bill will not provide TUPE or

pension protection to bus workers who transfer from deregulated bus services to a Quality Contract.

Following RMT lobbying the union's concerns were raised when the Bill was discussed in the House of Lords.

In response, the government has agreed to more detailed discussions with transport unions. RMT will be campaigning to ensure that by the time the Bill has concluded its parliamentary process the necessary amendments to protect bus workers will be in place. ■

UNION RAISES SEAFARING MATTERS

Members of RMT's Parliamentary group recently met the Shipping Minister Jim Fitzpatrick and were advised that the proposed employment training link could be threatened by a tight spending settlement from the Comprehensive Spending Review.

The group is making further representations to argue that the Department of Transport should prioritise the link in its spending plans.

At the same meeting, the minister advised the group that a decision in principle on the Race Relations Act as applicable to seafarers will be made soon but that any actual changes in legislation would come through an amendment to the Single Equality Bill due to published in

the 2008 Queen's Speech.

The Group also raised the non-application of the minimum wage for non UK seafarers' on UK ships and in UK territorial waters and whether this was an anomaly or a policy decision.

The Minister said that he would write to the union on this issue.

As *RMT News* went to press, Katy Clark MP secured a meeting of MPs, including group members, to see the Minister responsible for the Minimum wage, Pat McFadden.

There may also be scope to amend the Employment Bill, recently published in the Lords, to ensure that the minimum wage applies to non-UK seafarers. ■

OFFSHORE UNIONS WIN RIGHT TO LEAFLET

RMT and OILC activists have won the right to leaflet offshore workers at heliports in Aberdeen.

Following a complaint from the British Airports Authority, police had threatened to arrest union activists for leafleting in October.

A team of thirteen activists returned last month to hand out leaflets and, before long, the police arrived.

However, common sense prevailed and the threat of arrest was lifted after OILC general secretary Jake Molloy and RMT organising co-ordinator Alan Pottage both spoke to the police.

BAA now accept that the unions can visit the heliports on a regular basis to communicate with the workforce.

Alan Pottage said that activists from RMT/OILC and the Norwegian union 'Industri

Energy' took part.

"They were prepared to suffer arrest in order to fight for our right to leaflet the offshore workforce and we have now established our right to speak to workers unhindered," he said.

RMT's joint campaign with

colleagues in the offshore union OILC has been steadily gathering momentum over the last few months.

OILC held a press conference last month to highlight growing concerns about the ability of the lifeboats offshore to safely

evacuate personnel in the event of an emergency.

Studies in both Canada and Norway reveal serious concerns that could threaten the lives of the occupants in certain circumstances. ■



GUARDS AND DRIVERS BALLOTTED AT FIRST GREAT WESTERN

More than 600 RMT guards and train drivers are being balloted for industrial action over breakdowns in industrial relations and the use of managers to guard and drive trains.

RMT general secretary Bob Crow said that industrial relations for both guards and drivers had hit a serious low.

"Rather than try to deal sensibly with the various issues that affect their workforce the company has fanned the flames by using managers to guard and drive trains.

"Our reps have tried to avoid these disputes, but when the company adopts a confrontational style of management it can hardly complain when it results in confrontation," he said.

The union has pointed out the safety implications in using managers to undertake operational duties, not least because it is unclear what level of training they have received, and now managers are going sick at an alarming rate because of the pressure.

Delays and overcrowding have also accompanied the introduction of FGW's supposedly improved new timetable last month as a number of 90mph 158 class trains on commuter routes were replaced with slower, smaller, older and far less comfortable 142 class trains.

RMT argued that it was more evidence that the franchising system simply cannot deliver the railway required.

Labour MPs have backed an early day motion put down by Stroud MP David Drew calling on the government for a review of the franchise, with a view to taking it back into the public sector.

It is only a few months since massive passenger and union pressure forced FGW and the government to bring mothballed trains back into service after the last rolling-stock cock-up.

However, First has just axed buffet cars from high-speed services, leaving all services to Cardiff, Exeter and Bristol without proper catering facilities.

First was also supposed to have built a new train maintenance depot in Bristol, but there is no sign of it being completed and maintenance workers are having to work on trains in the open without adequate facilities. ■

Parliamentary column



RAILING IN THE WEST

Firstly, a Happy New Year to you all!

To make my journey to Westminster, I rely on the First Great Western (FGW) service to and from Swansea.

The past two and a half years have been an interesting and frustrating experience. As an ex-employee of the rail industry, I have made every excuse under the sun for late running services and overcrowding. Little did I think that I would personally face the same problems.

Given my great love of rail travel, I have been campaigning to improve high speed long distance rail services to and from South West Wales.

It appears there is an obsession with providing high frequency services from Paddington, to passengers who have journey times of less than an hour.

The apparent lack of commitment to long distance services has caused overcrowding, delays and inconvenience for many people, including myself and several other MPs.

2006 was a particularly bad year for FGW services. Firstly, the company was named as one of the worst rail services in the UK. According to figures from the Office of Rail Regulation, more than one in four trains ran late. During summer 2006, only 72.7 per cent of FGW's high speed services arrived on time.

The problems were compounded by a new timetable, which included cutting out certain stations, adding to the delay and misery for thousands.

In an attempt to avoid these delays, many passengers switched to alternative services, creating overcrowding on important commuter trunk routes.

FGW decided to terminate the 15:15 London Paddington - Swansea service, at Cardiff. Although this may seem to be a small timetable amendment, it had huge implications for passengers along the South Wales mainline. It caused a sixty minute gap in high speed services between

Cardiff and Swansea during the weekday evening peak. Currently, there is no high speed service between 16:49 and 17:48 to Swansea and key intermediate stations: Bridgend, Port Talbot and Neath.

As a result local services, which are often two-car units, deal with considerable numbers of passengers travelling to West Wales destinations, causing overcrowding and inconvenience. Many people have simply abandoned the train and returned to using their cars. Given the government's commitment to modal switch, forcing people off public transport back on to the road, this is ridiculous.

I am sad that an important commuter service between the capital city of Wales and its second largest city has been downgraded. Everyone recognises that Swansea is a key rail city and the gateway to West Wales.

I welcome the recent management restructuring at FGW. I and my fellow South Wales MPs have met with the company's new chief operating officer Andrew Haines who spoke of his plans to tackle the major challenges facing the franchise.

It was agreed by all in attendance that the meeting had been both useful and constructive and that an All-Party Parliamentary Group on Rail in Wales, should be formed.

I have agreed to take this proposal forward and set up a formal opportunity for Welsh MPs to meet with rail operators and authorities that provide services in Wales.

My wish list for 2008 is to see a reduction in cancellations, an improvement in performance, less overcrowding on services and the restoration of the 15:15 to Swansea.

I am prepared to work with the rail industry, user groups and others to achieve this. Hopefully, my wishes will become reality at some time in the not too distant future. ■

Sian James

Labour MP for Swansea East

RMT STANDS UP FOR ITS MEMBERS

If you have suffered an avoidable injury or illness, our team of expert lawyers can help you

The law says you're entitled to compensation for illnesses or injuries caused by the negligence of others. And because the RMT only uses expert personal injury lawyers, you can be sure of a service that is second to none.

Contact us now for fast and efficient advice – even for your family members.

FOR THE BEST LEGAL ASSISTANCE FOR RMT MEMBERS CALL FREE ON 0800 587 7516 (0800 328 1014 in Scotland). Lines open 8.00am-8.00pm Mon-Fri (except public holidays) and 9.00am-5.00pm Sat and Sun. For the 24 hour criminal law line call 0800 587 7530 (0800 328 1014 in Scotland)



PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS



UNDERSTANDING PROMOTION, TRANSFER, REDUNDANCY AND RESETTLEMENT (PTR&R) ARRANGEMENTS

Mick Cash explains PTR&R arrangements and why they are so important for every worker today and should be protected

In 1948 the Labour Government nationalised the railways merging the four regional private companies and created British Rail.

This was the single biggest change to the industry since 1921 when the 121 private companies operating the railways were merged into four regional private companies, Great Western, Southern, London North Western, and London North Eastern.

As a result of the creation of one employer the unions and management sought to harmonise all the different arrangements, terms and conditions covering all the former private companies.

One bargaining arrangement was created which eventually was updated in 1956 to become the Machinery of Negotiation. This lasted until 1992 when in preparation for privatisation British Rail replaced it with the 1992 procedures.

PTR & R

Work started on a single Promotion, Transfer, Redundancy and Resettlement, arrangements known as the PTR & R.

After four years of hard bargaining in 1952 talks on a new PTR&R arrangement covering all grades were completed. This agreement has been regularly updated and is still in force for many rail workers today. Ever since privatisation employers have tried to attack this agreement because of its costs and the rights it gives to rail workers.

The PTR&R is a collective agreement covering all workers which protects an individual worker when he or she is promoted, reorganised or made redundant. That individual has the right to be treated fairly, given an equal opportunity and has a choice based on the individual's rights not on a

manager's whim.

So called modern agreements like the Network Rail's people process gives the management a greater power in deciding what happens to an individual. The PTR&R gives the individual a greater say in what happens to them. Modern management arrangements as well giving the employer more say also happen to be cheaper.

EXPERIENCE

In addition to ensuring fairness, opportunity and choice the creators of the PTR&R, both management and unions, sought to reward experience and loyalty. This was achieved by making length of service in the form of seniority important factors.

Today the PTR&R is under attack again, the real reason is it costs too much and gives individuals too many rights,

which employers hate. By using the cover of the recent age discrimination legislation employers are seeking to throw out the existing arrangements and put less favourable arrangements in place.

This agreement has stood the test of time and has protected many rail workers of all ages since 1952. That in itself justifies our forefather's faith in principles such as seniority.

The agreement is 55 years old, but age should not matter. What should matter are the principles, aims and objectives contained in the PTR&R.

RMT is all in favour of updating the arrangements, as we have done in the past.

The union has no hidden agenda and believes that experience and loyalty should still be rewarded. We only wish the same could be said of the employers. ■

TRANSPORT POLICY IS FAILING THE ENVIRONMENT

The government's own statistics reveal that transport policy is failing to get people out of cars and planes and on to trains and buses

RMT renewed its call for an urgent and fundamental shift in policy to change transport habits after the government's annual *Transport Trends* statistics showed recently that growth in car and air travel was continuing to outstrip growth in use of trains and buses.

Transport Trends 2007 shows that most of the 65 per cent increase in passenger-miles travelled between 1980 and 2006 has been thanks to car use, with growth in domestic air travel in second place, and that the alarming trend is continuing.

THE STATISTICS

- most growth in transport passenger miles between 1980 and 2006 has been due to car travel - up by 77 per cent
- for travel modes other than car, the greatest percentage increase was in domestic air travel, which has more than trebled
- the overall cost of motoring has remained at or below its 1980 level in real terms, while bus and coach fares and rail fares were both 40 per cent higher in 2006 than 1980
- rail investment was three times higher in real terms ten years after privatisation, but punctuality and reliability were still below British Rail levels.

Transport is the fastest growing source of greenhouse gases. Carbon emissions from transport account for approximately 25 per cent of all UK carbon emissions, the vast majority of which are currently produced by road transport.

In the UK the modal share of the car is higher than any other EU state. A recent University of Oxford report also stated that forecasted aviation growth will mean all other sectors of the economy will have to cut their emissions by 71-87 per cent by 2050 rather than the 60 per cent proposed by the government.

According to a report by Professor Phil Goodwin of University College London, a five per cent reduction in private transport use could lead to a 50 per cent increase in the actual or potential demand for public transport use.

This is due to the current very high percentage of the population who use private transport compared to the very small amount who use public transport.

The union said that economic growth meant that all transport use is on the increase, but the relative growth in car and air travel was shocking.

RMT general secretary Bob Crow said that if train and bus use was to increase in order to meet emissions targets, a fundamental shift in policy was required to bring a massive increase in rail capacity,



including new high-speed lines.

"If we need a 50 per cent increase in rail capacity, dramatic action is required.

"But we also need a fares policy that encourages rail and bus use, and that means cheaper tickets, not more expensive ones.

"If the government is to achieve its emissions targets the Secretary of State urgently

needs to be set legally binding targets to get people using less damaging modes of transport.

"We also need to stop wasting money on a failed privatised system in which investment costs three times what it did in British Rail days, while punctuality and reliability remain below pre-privatisation levels," Bob Crow said. ■

END RIP-OFF FARES HIKES

Union warns that the latest round of rip-off rail-fare increases will drive more people off trains and into their cars

Private rail operators have announced the usual annual above-inflation increases for regulated fares this month as well as hikes as high as 14 per cent on some un-regulated off-peak tickets.

RMT immediately called for an end to private-sector profiteering after Association of Train Operating Companies (ATOC) made the astonishing claim: "We need the revenue from fares to pay for investment in the railway for the benefit of passengers".

RMT general secretary Bob Crow said that the private franchises are interested only in lining their shareholders' pockets and the failure to impose a sensible fares policy is having a direct effect on the environment.

"Talk about the need to get people out of their cars to reduce carbon emissions is just so much hot air if the privateer train operators are allowed to impose another round of rip-off rail-fare rises.

"The government promised to take fares policy in hand, but the privateers have once more been given the green light to fill their boots with passengers' and taxpayers' money.

"We need substantial investment in greater capacity and new lines, yet the

private sector is allowed to drain £1 billion a year from the railway industry," he said.

The Transport Select Committee has also highlighted the nonsense of a set-up in which private operators keep siphoning profits, shoulder almost no financial risk and get to walk away when it all goes wrong.

FAIR?

Season tickets and saver and standard day returns will rise by 4.8 per cent on average on January 2 2008. Others, such as cheap day returns and long-distance open and advance fares will go up by 5.4 per cent.

Commuters travelling to London will be worst hit. A weekly season ticket from Hayes in Kent to London will rise by 14.5 per cent from £24.80 to £28.50.

A similar ticket from Bexleyheath into the capital will go up from £25.10 to £28.50 or 13 per cent, and for commuters in Ashford, Kent, a London-bound journey will rise by 10.5 per cent from £78.30 to £86.50 a week.

ATOC had the gall to claim that the "small increase" in average rail fares "had been a factor in the enormous growth in rail travel seen over the past ten years".

RAIL COMPANY FARE RISES		
Proposed changes from 2 Jan 2008		
Train company	Avg regulated rise	Avg unregulated rise
Arriva Trains Wales	4.8%	4.8%
c2c	4.8%	4.8%
Chiltern Railways	4.8%	5.1%
CrossCountry	4.8%	7.0%
East Midlands Trains	4.8%	7.0%
First Capital Connect	4.8%	4.8%
First Great Western	4.8%	6.1%
First ScotRail	4.8%	4.8%
First TransPennine Express	5.0%	6.4%
Gatwick Express	3.8%	5.0%
GNER (Nat Express E Coast)	4.8%	6.6%
Heathrow Express	n/a	0.0%
Hull Trains	n/a	0.0%
London Midland	4.8%	4.8%
Merseyrail	3.8%	5.0%
Northern Rail	4.8%	5.7%
one	4.8%	6.8%
Southeastern	6.8%	4.8%
Southern	4.8%	4.8%
South West Trains	4.8%	4.3%
Virgin Trains	4.8%	4.8%
Average	4.8%	5.4%

Source: ATOC

However, unions and passenger groups have criticised the size of the rises.

Rail watchdog Passenger Focus executive Anthony Smith said: "Passengers will be dismayed that fares are going up again, especially as on most routes they have no choice about which train company to use.

"Many commuters will have to fork out hundreds of extra pounds for their next annual season ticket," he said.

TSSA general secretary Gerry Doherty also described the rises as "outrageous".

"Rail companies are holding passengers to ransom every year and the government are allowing them to get away with it," he said. ■

CARIBBEAN FLIGHTS NOW CHEAPER THAN TRAIN TO INVERNESS

The squeeze on East Coast mainline rail passengers will continue with a vengeance after National Express took over the franchise thanks to the government's dogmatic refusal to abandon the failed franchise system.

As the transport privateer prepares to take over the franchise that collapsed under its previous operator, Sea Containers, RMT found return flights to the Caribbean cheaper than a standard open return from London to Inverness.

An open standard return to Inverness from King's Cross could already cost you £298, but you could fly out to Antigua for

£2 less, even including fuel and passenger duty.

Increases of more than two per cent above inflation on unregulated fares every year for eight years are also built into the new East Coast franchise, under which the Treasury hopes National Express will pay more than £1.4 billion in premiums.

The union warned that it would resist any attempt to make its members pay for the 'ludicrous' franchise agreement with their jobs, pay or conditions.

It said that GNER's collapse under Sea Containers jeopardised jobs and services on one of our key spinal railways, but the

government is refusing to learn the lesson that franchising won't deliver the railway required.

"The environment is crying out for a rail network that is affordable and encourages people out of their cars and onto trains, but the new East Coast franchise will deliver the opposite.

"The government has no incentive to make rail fares fairer if they're hoping for a share of National Express's spoils – and if they've got their revenue sums wrong they'll be using even more public money to shore the franchise up," he said. ■

STUC WOMEN'S CONFERENCE

Scottish TUC Women's Conference celebrated its 80th year of organising and speaking for trade union women recently in Glasgow.

Over 130 delegates attended, discussing issues including the trafficking of women and children, violence against women, lifelong learning, equality, abortion law, migrant workers, age discrimination, maternity rights, and prescription charges.

Conference was addressed by Cabinet Secretary for Health and Wellbeing in the Scottish Parliament Nicola Sturgeon, who recognised the work done by trade union women on campaigning against violence against women.

She made the government's position clear: "Domestic abuse and violence against women, in any form, is deplorable and the Scottish government takes a zero-tolerance approach to it."

RMT delegate and STUC women's committee member Janet Cassidy moved a call to defend abortion rights, and this, along with another submitted by the civil service union PCS, was carried.

Conference made very clear its opposition to any attempts to restrict the 1967 Abortion Act, and reaffirmed its view that women must have the right to choose whether or not to continue with a pregnancy.

Calls came for better access to family-planning services and for improved sex

education in schools, and for closer campaigning with the British, Welsh and Irish TUC women's committees to oppose any restrictions on current time limits.

Phil McGarry, speaking as RMT president, reflected on the role that women trade unionists had played over the years against low wages, poor conditions and bringing women's issues onto the agenda of the wider trade union movement.

He paid tribute to Margaret Irwin from Broughty Ferry near Dundee who, in 1897, had been appointed STUC secretary and argued for structures that would involve women trade unionists, and by 1926 a special conference was brought together for

this purpose.

Phil emphasised how policies on childcare, women's health, family life, and supporting women playing a greater role in political representation, had all been developed by the STUC women's conferences and committees and must continue to do so.

Conference also passed an emergency call for democracy in Burma, and a policy to build on existing solidarity work with women in Zimbabwe, through the Dignity Period Campaign.

RMT delegate Janet Cassidy was re-elected to the STUC Women's Committee for 2007-08. ■



ORGANISING WOMEN IN SCOTLAND

RMT women representatives in Scotland met recently to look at specific issues regarding women members and to support each other in a drive to recruit more women to the union.

Women LLC reps, learner reps, and branch officers already make a big contribution in Scotland, but everyone agreed that more can be done to include women in union

activities.

Carolyn Siddall from the RMT organising unit outlined experiences from other parts of the country, and discussed existing union policy on issues such as childcare, women's health, and safety at work including policies on bullying and harassment.

The RMT Scottish Regional Council is keen to work to recruit more women to the union, but also to take forward the AGM decision to establish a regional women's officer post, with an advisory committee of RMT women members in Scotland.

Regional organiser Phil

McGarry made clear that support would be forthcoming for an initial open meeting of women members and activists, stating: "There is no reason why we cannot take a more proactive approach within the Union's structures."

He offered the union's support with training and other initiatives, once a self-organised group of women members came together.

It was agreed that a meeting for all interested women members would be called early in the New Year. To find out more, contact the RMT Scottish Regional office 0141 332 1117

■



DELEGATES: STUC delegates Janet Cassidy and Mary-Jane Herbison with Phil McGarry, RMT organiser and STUC president

ORGANISING OFFSHORE AND SUBSEA WORKERS

Alan Pottage of the union's organising unit explains why workers in the offshore/subsea sector have been joining up in increasing numbers

RMT and our sister union the OILC have reported that they can hardly cope with the number of new membership forms that arrive with every post.

It is generally accepted that trade unions have failed to organise this important and still dangerous sector since the first oil was found years ago.

There has been a decline in health and safety with horrific results. There has also been a relative shortfall in pay and conditions in the UK sector compared to workers doing the same jobs, working in the same conditions in the Norwegian sector.

It's the same oil, it's the same North Sea but there is a huge difference when you look at the pay and conditions of the two sets of workers.

The reason for this is simply a question of organisation. Workers in the Norwegian sector

got properly organised and fought some hard struggles in order to win improvements.

It's not true to simply claim that 'we had Thatcher and they had a more progressive government'.

That is just an excuse and completely misses the point. The truth is that Norwegian unions got organised, united the workers and fought hard. That is why things are so different.

Importantly, they also remained focused and kept organising in order to retain these conditions.

One worker recently made the point that despite the better conditions, "it still only costs the bosses one drop of oil from every barrel".

So with the price of oil hitting all time highs the message is simple; the companies can afford to give the workers more.

They have sold workers short

in the UK sector for 35 years and unions need to start turning that around.

Workers demand to be treated fairly and it is a nonsense to portray reasonable demands as a risk that's going to 'wreck the industry'.

These workers know they are getting short changed and employers need to see sense and start behaving reasonably to their workforce.

There are differences between the UK compared to the Norwegian sector, the most obvious one being the two weeks on, four weeks off rosters in the Norwegian sector compared to two-on two-off in the UK sector.

However, union pressure over Working Time legislation – led by OILC – is winning more and more 'two on/three off deals. There are also huge differences in other conditions where a worker in the Norwegian sector stands to earn thousands of pounds by working one week's overtime. They get £635 extra per day, so five days would bag you an additional £3,175.

That sounds unbelievable to workers in the UK sector but that's the difference between being unorganised and

organised.

SUBSEA

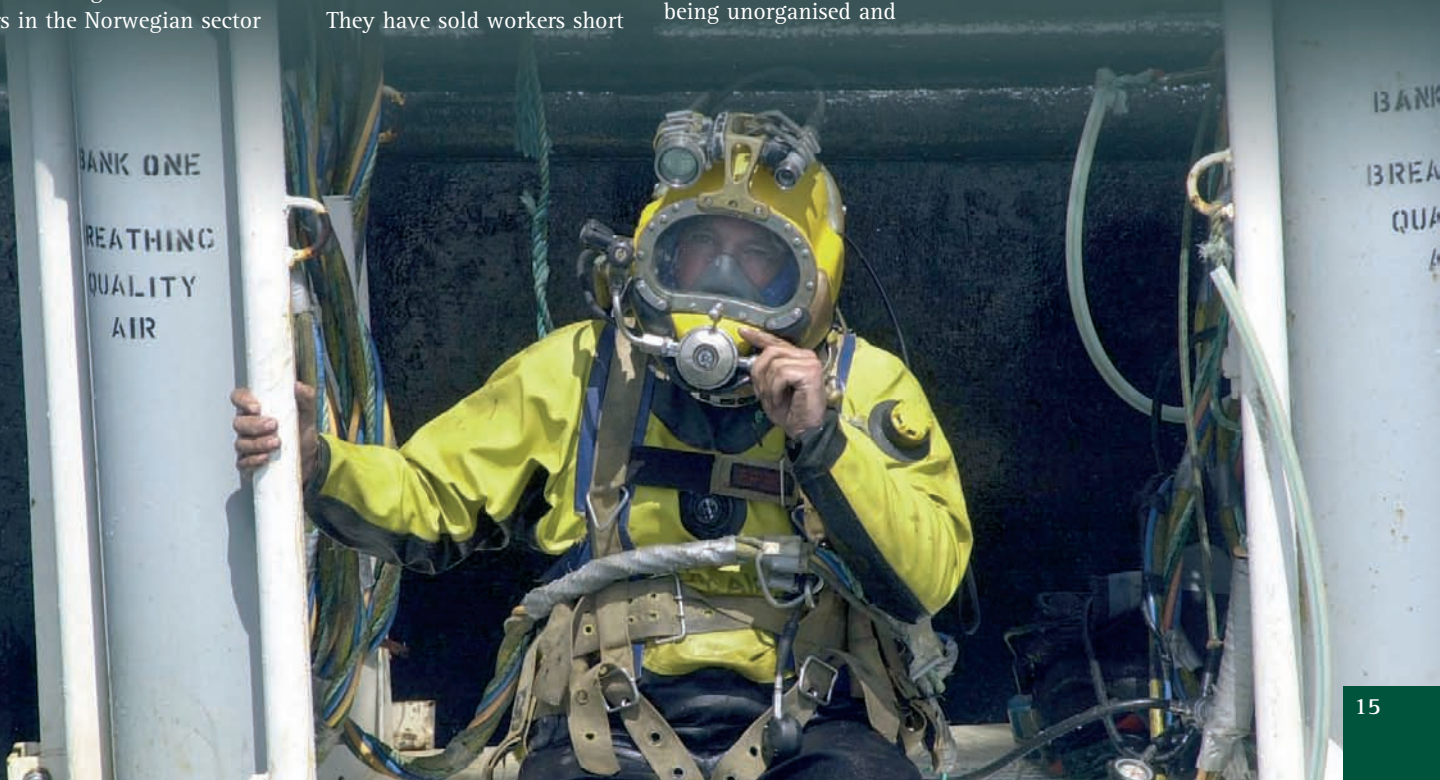
An area that is growing is the subsea sector where many workers have seen what RMT divers achieved last year as a result of getting organised – a pay deal worth over 45 per cent.

Hundreds of subsea workers now belong to RMT and the union is attempting to secure voluntary recognition with the various employers in the light of this massive vote of confidence.

RMT needs to build its organisation on every vessel in order to properly represent this group of workers. That means recruiting and getting on-board reps elected and trained. This would be a lot easier if RMT wins recognition.

Many employers are finding it hard to hold on to their skilled workers. Some have to go abroad to get ROVs for example and then rely on experienced ROVs to train them on the job. More and more ROVs report a growing pressure of work and increased levels of paper work to add to their misery.

So the simple answer is get organised. ■



EU WAIVES THE RULES

EU courts rule employers' right
to "freedom of establishment"
overrides workers' right to strike



The European Court of Justice has ruled in two test cases that strike action against low pay and 'social dumping' offends European Union rules.

According to Richard Arthur, head of trade union law at RMT solicitors Thompsons, the two rulings – known as Viking and Vaxholm respectively – could have a profound affect on trade union rights across the EU.

Describing the ruling as 'absurd', he warned that they are far more restrictive than even the anti-union laws brought in by successive Tory governments in the 1980's.

The first case involved Finnish ferry company Viking Line, which attempted to reflag one of its ships to Estonia and replace Finnish seafarers with cheaper Estonian labour.

Protesting against this clear 'social dumping', Finnish workers attempted to launch strike action. Viking then began legal proceedings and the European Court of Justice has sat on the case for over three years.

The Vaxholm case similarly began after Swedish trade unionists attempted to prevent a Latvian firm Laval paying poverty wages to Latvian builders working in the Swedish town of Vaxholm.

The ECJ has now declared in

both cases that EU rules on the free movement of goods, services, capital and labour gives private firms protection against strike action by trade unions. In other words an employers' right to "freedom of establishment" trumps the right to strike.

TAFF VALE

Such rulings are reminiscent of the infamous judgment in 1901 in favour of the Taff Vale Railway against the Amalgamated Society of Railway Servants for taking strike action. The 'crime' then was known as being "in restraint of trade".

Richard Arthur said that the ECJ rulings ran roughshod over trade union rights which have been almost universally recognised in international treaties for decades.

"Tory anti-union legislation only restricted the right to strike by introducing stringent procedures in order to carry out industrial action.

"However, the European Court of Justice has now given itself the opportunity to scrutinize the legitimacy and the proportionality of any given dispute and the effect it would have on the employer," he said. Furthermore, in the Vaxholm case, the right to strike is superseded where an employer complains that the union is seeking terms in excess of the minimum provided by the Posted Workers Directive. This highlights the fact that the Posted Workers Directive is

designed to remove obstacles to the freedom of firms to provide services abroad – not to protect workers. In fact, it is a mechanism for exporting low pay to other member states.

CHARTER OF RIGHTS?

You may say, well at least the right to strike is enshrined in the Charter of Fundamental Rights, right? Wrong.

Article 28 of the Charter, appended to the renamed EU constitution, says workers may 'take collective action to defend their interests, including strike action'.

But an "Explanation" in Declaration 12 qualifies this by stating: 'The limits for the exercise of collective action, including strike action, come under national laws and practices'.

Moreover, the entire Charter can be suspended at any time to protect the 'general interests' of the EU or, of course, if it interferes with 'the smooth operation of the market'.

This means that draconian labour legislation already existing in a member state can be preserved while, on the other hand, Brussels can limit trade union rights in order to satisfy 'objectives of general interest' of the EU.

The renamed EU Constitution provides that the Charter of Fundamental Rights would be made binding in EU law and become superior to national law.

On December 13 2007 EU leaders rubberstamped the renamed EU constitution to

great fanfare while over a quarter of a million Portuguese workers protested outside to almost no media interest.

One of the reasons for the protest was the fact that for the first time, the term 'flexicurity' and its basic principles were also adopted by EU leaders in Lisbon.

So what is 'flexicurity' and why has it upset so many trade unionists?

The word has been made up by the European commission to suggest that if a worker accepts flexibility, job security at work will follow.

However, Unite general secretary Derek Simpson told *The Times* last year, flexicurity "hides behind the language of equality to propose measures to force exploitation and insecurity on to every worker in Europe".

In essence it is a policy designed to remove collective bargaining rights from workers in order to facilitate further EU integration and deepen the so-called internal market.

The oldest and biggest trade union in Cyprus, PEO, has said that 'flexicurity' represents "a very dangerous attempt to completely smash existing labour laws and gains" increasing the trend towards "casual uninsured jobs". "The changes being sought are aimed in reality at easing labour protection rules, the abolition of full and steady employment as well as the marginalisation of collective agreements," it said.

ATTACK ON UNIONS

Ultimately, flexicurity, EU court judgments and EU rules on 'free movement' – all enshrined in the renamed EU constitution – represent the most fundamental attack on trade union rights since of World War Two.

The renamed EU constitution, which would massively extend the powers of EU institutions, must now be ratified by all 27 member states.

However, PM Gordon Brown is refusing to honour an election manifesto pledge to hold a referendum on the issue. RMT members should write to their MPs and ask them to honour that pledge. ■

Early Day Motion 597

ECJ RULING ON VIKING LINE

That this House expresses its concern about the European Court of Justice (ECJ) judgment made on 11th December against the Finnish seafarers' right to take action on the grounds of employers' freedom of establishment; notes specifically that this ruling would allow Viking Line to ignore collective agreements made with Finnish unions, re-flag its vessels to Estonia and recruit local crews on lower rates of pay; notes that at the same time the ECJ recognised that the right to take industrial action is a 'fundamental right of overriding public importance'; is further concerned that this contradictory judgment has profound longer term implications as courts and legislators may in future take the judgment as a licence to undermine industrial action and decide the legality of industrial action under EC law; considers that this judgment provides further evidence that the European Union is increasingly promoting a neo-liberal economic agenda which will further restrict and weaken trade union and worker rights; believes that this process will be strengthened with further integration of the European Union under the Lisbon Treaty; and therefore calls for a referendum on the Treaty as a matter of urgency.

Kelvin Hopkins MP

TUBE LINES MUST PAY CLEANERS A LIVING WAGE!

RMT study reveals Tube Lines directors paid more than cost of eliminating poverty wages

Early Day Motion 485

LONDON LIVING WAGE FOR LONDON UNDERGROUND CLEANERS

That this House welcomes the fact that London Underground cleaners working for contractors Metronet are to be in receipt of the London Living Wage when the Mayor's transport authority, Transport for London, takes over Metronet's contracts; congratulates the Mayor of London for introducing the London Living Wage and the Rail, Maritime and Transport Workers Union for its continued campaign for a fair deal for rail cleaners; and urges the hugely profitable Tube Lines not to be a scrooge and to ensure its contractors also pay their cleaners the London Living Wage.
John McDonnell MP



It would cost Tube infrastructure contractor Tube Lines less than 1/25th of its profits to end poverty pay among London Underground cleaners, as RMT study has revealed.

Before the Christmas break MPs lined up to tell the consortium to stop playing scrooge and pay a living wage.

Calculations by RMT estimate that Tube Lines could ensure that all the cleaners it subcontracts from ISS are paid the London Living Wage of £7.20 an hour for less than £2 million a year, a fraction of its £53 million average annual profits.

Early Day Motion 485 tabled by Hayes and Harlington MP John McDonnell and signed by more than 40 MPs by the Christmas break has welcomed RMT's campaign for a living wage for cleaners and called on Tube Lines not to be a Scrooge.

Most of the approximately 500 cleaners subcontracted to Tube Lines by ISS are paid little more than the minimum legal wage of £5.52, and the maximum cost of increasing their pay to the London Living Wage would come to less than Tube Lines pays its directors.

John McDonnell, RMT's parliamentary group chair, said that a living wage for cleaners would cost Tube Lines less than four per cent of its more than £1-million-a-week profits.

"It is scandalous that Tube Lines' highest-paid director gets more than 60 times the wages of one of the cleaners his company subcontracts from ISS," he said.

RMT VICTORY

Cleaners working for contractors to Metronet are already to receive substantial pay rises in the New Year when Transport for London takes over the failed privateer's contracts, marking a huge victory for a two-year campaign by RMT.

RMT general secretary Bob Crow said that if Tube Lines' boss is worth £700,000 a year – that's £336 an hour for a 40-hour week – then there is no argument on earth that can justify paying the people who go out and get their hands dirty a wage that leaves them below London's poverty line.

"When Metronet was in meltdown the media painted a picture of Tube Lines as the good guys, but they are responsible for wages that it is simply not possible to live on in London.

"Now that cleaners working on Metronet contracts are to get paid £7.20 an hour it is time that Tube Lines lived up to its declared aim of 'treating others as we would like to be treated' and started paying a living wage," Bob Crow said. ■

GREED AND POVERTY ON LONDON UNDERGROUND: AN RMT STUDY

SUMMARY

- Under the Public Private Partnership (PPP) for London Underground the privately owned Tube Lines consortium is responsible for the maintenance and upgrades of the Jubilee, Northern and Piccadilly Lines. This includes responsibility for tendering contracts for the employment of staff to clean trains and stations on these lines. The Tube Lines contractor is ISS.
- The remaining London Underground lines were the responsibility of Metronet. Metronet has been placed in administration and its contracts will be taken over by the Mayor's transport authority, Transport for London (TfL) in the New Year.
- Once under TfL control the Mayor has said that all cleaners working on the Metronet contracts will benefit from the Mayor's London Living Wage of £7.20 an hour.
- The Mayor's Living Wage Unit has calculated the London Living Wage as the minimum amount needed to live free from poverty in London.
- This means that cleaning staff employed by Tube Lines contractors, who are mostly paid at or near the national living wage of £5.52 an hour, are officially being paid poverty wages.
- The maximum amount needed to pay the London Living Wage to all cleaners employed by Tube Lines contractors represents less than the combined salary of Tube Lines directors and only a fraction of Tube Lines' profits.
- The Tube Lines website says that... "before taking over responsibility for the Jubilee,

Northern and Piccadilly lines, Tube Lines developed the values, behaviours and end goals that underpin everything we do." Their priority statement under "Our Values" is... "Mutual respect – treating others as we would like to be treated."

- MPs have tabled a parliamentary motion urging "...the hugely profitable Tube Lines not to be a scrooge and to ensure its contractors also pay their cleaners the London Living Wage." (full text and link below)

Key Facts

- Most cleaners working on the Tube Lines contract receive little more than the minimum wage of £5.52 an hour.
- Station cleaners have to pay out for tickets in advance for use in the course of their work (i.e. they have to pay out of their own pockets to travel from one station to another to clean the station) and then claim the fares back.
- The highest-paid Tube Lines director's basic salary is 61 times that of the lowest-paid cleaners. Based on a 40-hour week the highest paid director receives £336.54 an hour.
- To pay the London Living Wage to the approximately 500 cleaners on Tube Lines cleaning contracts would cost at most an extra £1.970m annually. This is less than the combined average salaries of Tube Lines directors of £2.566 million.
- In the three years to 2006 Tube Lines' profits averaged £52.9 million. Paying the London Living Wage to the cleaners on the Tube Lines cleaning contracts would represent only 3.7 per cent, or less than 1/25th, of those profits. ■

Tube Lines profits & directors salaries

Profits

Period	Pre-tax profits in £ million
2003/04	£41.5m
2004/05	£54m
2005/06	£63.2m
Average for 2003-2006	£52.9m

Combined director's salaries

Period	Directors' remuneration
2003/04	£2.365
2004/05	£2.407
2005/06	£2.926
Average for 2003-2006	£2.566 million

Highest Paid Director at Tube Lines

- The highest-paid director at Tube Lines receives £700,000.
- The highest-paid director's basic salary is 61 times that of a cleaner on the minimum wage.
- The highest-paid director's salary is £13,461.54 per week
- Based on a 40-hour week the highest-paid director receives £336.54 an hour.

Figures taken from Tube Lines report and accounts from Companies House

SIGNALLERS DEMAND PAY RISE WITHOUT STRINGS

The Signalling Grades Conference meeting in York unanimously backed a call for a pay increase

Signalling grades conference delegates backed a call by Dave King, Sterling for a “no strings attached rise in basic rates of pay” for all grades covered by the conference.

Working conditions also came under attack from delegates who complained bitterly about how management were exploiting an agreement in which staff were prepared to work an extra hour for emergency possessions.

Conference backed a motion which stated that instead of the agreement being used in good faith management were routinely

using it to cover turns of duty when there are shortages of staff and allowing shift patterns to fall into rest days and weekend working.

Ian Johnson, Walsall said of the existing agreement: “I am calling on the negotiators to go into Network Rail and withdraw this agreement and just have it for emergencies only, which is what it was designed for.

“Management are abusing it, not just in Walsall and Sterling. It’s going to happen more and more across the country,” he said.

Kelvin Eastham, Three Bridges explained how in 2001 the spirit of the original one

hour agreement was for emergencies only but “has since then been hijacked by Network Rail”.

PERFORMANCE VERSUS SAFETY

Conference condemned the drive for performance over safety and warned that the continued watering down of railway routes and regulations, coupled with a performance driven regime to meet train delay targets, will end in disaster.

Paul Hooper, N Staffs said: “everybody here at this conference sees a shift in this industry which seems to be geared more and

more to performance in front of safety. The first priority is to try to get the job running by the quickest possible means because of trains building up in a failure situation. That's when mistakes happen," he said.

Kelvin Eastham argued that part of the problem is that some managers employed in Network Rail have no previous experience of the railways so don't understand the safety measures that are needed.

"I remember seeing a job advertised for an Opps Manager at Paddington which stated quite clearly that no railway operating experience was necessary. That was while summing up was going on for the Paddington inquiry," he said.

Mr Eastham went on to say that this "should not only worry the union but the travelling public as well".

FUTURE OF CONFERENCE

Delegates had a lively debate over the future of the conference itself and who should take part.

Three Bridges branch called for the conference to remain exclusively for signalling members and should not be amalgamated with any other grades.

Kelvin Eastham argued that "one of the biggest selling points for me to get people to join RMT is that we have actually got a

Signalling Grades Conference.

"What worries me is that if we go ahead with this amalgamation then our issues will be watered down," he said.

However, Peter Pinkney, Teesside, supporting the winning motion, called for a serious look at the future of grades conferences and offered as an example the possibility of an expansion to a Network Rail grades conference.

"In the past we were BR and we all had our little areas to speak to BR about.

"We don't have that now, we have hundreds of companies out there and we need to take each company on. The way we do that is side by side with the people that are working with us," he said.

STATE OF THE UNION

In a wide ranging speech, RMT General Secretary Bob Crow spoke to delegates about the unique strength of RMT as an all-grades union.

Pointing to the recent successful dispute at Metronet, Mr Crow said: "They weren't train drivers, not one of them was a signaller, these were track maintainers and fleet maintainers.

"They shut London Underground down for over two days by walking out and not a single train ran on nine lines," he said.

Moving on to the wider political climate Mr Crow argued: "We are up against a big attack, there's no doubt about it.

"On the political scene there is no change in policy whatsoever for the railway industry and for privatisation.

"Anyone who thinks that Gordon Brown is some kind of change to what Tony Blair was is wrong.

"When he took over, the first person he put in his cabinet was Digby Jones, former Director General of the CBI, who has never been in the Labour Party.

"Secondly, he has put his new green advisor in there who used to be the vice-treasurer of the Tory Party.

"At the TUC he made it clear there is going to be no repeal of the anti-trade union laws whatsoever.

"They are going to continue going down the route of European Union which means the privatisation of public services and cuts in the welfare state.

"And for as long as he is prime minister the only way he will keep inflation under control is by keeping wages down to the minimum.

"At the end of the day all we have got as our defender is the trade union," Bob said.

A webcast of conference can be viewed in full within the members' area of the RMT website.

RAIL OFFERS LOW CARBON ALTERNATIVE FOR FREIGHT



Freight on Rail has called for the government to put rail freight at the heart of its carbon dioxide reduction policy and increase rail capacity on key freight corridors.

Freight on Rail welcomed the recent government funding for rail freight projects and commitment to commence work on the strategic rail freight network allowing rail freight services to expand.

Further increases in rail freight capacity along key freight corridors would be the fast route to lowering carbon emissions at the same time as alleviating road congestion.

The Department for Transport is now committed to multi-modal assessment of options and this should include schemes to increase rail capacity which can lower carbon dioxide emissions on the following routes:-

- a) Between Felixstowe and Nuneaton which could reduce the numbers of lorries on the A14, currently responsible for 30 per cent of road traffic on the route.
- b) More rail capacity on the key arterial route from Southampton northwards to

the Midlands and the North, linked to the reconstruction of Reading Station and its approach lines, could alleviate road congestion on the A34.

Philippa Edmunds of Freight on Rail said that the reality is that we cannot rely on ever bigger roads to get freight from the ports, a range of options is important.

Rail freight can act as a freight bypass and has a crucial role to play in delivering a carbon-friendly transport policy in line with the Department for Transport's framework to deliver a low carbon transport policy.

"Not only does rail freight have a much better environmental record than road freight, rail is significantly more energy efficient than road, as energy efficiency is directly related to carbon dioxide emissions. Just remember, that an average freight train can remove 50 HGVs from our roads," she said. ■

For more details contact Philippa Edmunds at Freight on Rail on 020 8241 9982 or 07981 881410 (mobile) or by email at philippa@freightonrail.org.uk. www.freightonrail.org.uk

CALLING RAIL FREIGHT DRIVERS AND TRACKSIDE WORKERS

Working hard? Feeling sleepy? Have your say about fatigue!

The Rail Safety and Standards Board (RSSB), supported by RMT, has commissioned a research project into fatigue and shift work of freight drivers and trackside workers.

QinetiQ, an independent science and technology company, are carrying out this study. The project follows on from a successful study of passenger train drivers that was completed in 2004.

The aim of the study is to find out about the patterns of work within freight and infrastructure environments and what influences fatigue.

Using this information, it should be possible to make a positive difference to how fatigue affects you at work. But we need your help

Over the coming months QinetiQ will be contacting a number of companies and requesting help with the study.

JOIN IN

You may be asked to take part in a focus group, or to fill in a questionnaire or a diary by QinetiQ. It's really important that you take part in order to find out what is happening in the workplace.

The time you contribute to the study could range from a few minutes a day writing down what hours you've worked and how tired you feel, through to 20 minutes to fill in a questionnaire about your general patterns of work and how this affects you. All responses will be anonymous and will be treated confidentially.

If your company has agreed to participate, more details about the study will be available in the coming months. If, in the meantime, you would like to know more, or want to request to take part, please contact:

Alison McGuffog
Tel: 01252 394160
Email amcguffog@qinetiq.com

Karen Robertson
Tel: 01252 393339
Email: karobertson@qinetiq.com

RMT MEMBERS GAIN OCCUPATIONAL HEALTH AND SAFETY CERTIFICATE

RMT health and safety representatives Malcolm Monkhouse, of Middlesbrough branch, and Michael Exley, of Berwick Rail branch, recently completed the year-long TUC course and gained a Certificate in Occupational Health and Safety.

The course was held in the TUC learning centre at the Newcastle college Sandyford building and delivered over 36

consecutive weeks by tutor Tracey Errington.

Having also previously completed the stage two Health and Safety for union reps at the learning centre, both Malcolm and Michael said the tuition and facilities are first class.

As a result of completing the latest course they are now qualified to apply for membership to the Institute of Occupational Safety and Health

(IOSH). Presentation of the Occupational Health and Safety Certificates will take place at the 2008 TUC Health and Safety Forum at Newcastle.

Both Malcolm and Michael work as signallers for Network Rail at Norton Station and Tweedmouth respectively. Any union representatives requiring information about TUC learning courses should visit www.tuc.unionlearning.org.uk



From left to right: Malcolm Monkhouse (RMT), Tracey Errington (course tutor) Jon Bryan (assistant tutor) Caroline Hindson (IT support) and Michael Exley (RMT)

KINGS CROSS BRANCH MEETING DATES 2008

All meetings are held at 1730: The Lucas Arms, 245a Grays Inn Road, LONDON WC1X 8QY

January	9/23	July	9/23
February	13 AGM/27	August	13/27
March	12/26	September	10/24
April	9/23	October	8/22
May	14/28	November	12/26
June	11/25	December	10

Chairman: Reg Hopkins, Branch Secretary: Ray Knight, 07713 247 821, kingscross@rmt.org.uk
Assistant Secretary: Niall Hanlon, 07990 551 525, Organiser: Warren Levy, 07946 307 589

CLUB 16-30

RMT Young Members Conference 2008

Date: April 13 2008

Venue to be confirmed

HOW DO I BECOME A DELEGATE?

- Any member aged 16-30 is eligible.
- Your branch must elect you as a delegate.
- Each branch can send a maximum of 4 delegates.

NEVER BEEN TO A BRANCH MEETING?

Branch meetings are the hub of union activity.

To find out when and where your branch meets check out the RMT website

<http://www.rmt.org.uk> or contact the RMT Membership Helpline 0800 376 3706

WHAT HAPPENS AT CONFERENCE?

This is your chance to learn about how a democratic union works – it's your chance to help shape union policy

HOW?

Write a motion stating what you want the union to do and get it passed at your branch meeting

Never written a motion before?

Well now is your opportunity to get started

Why not seek the help of your branch officers?

KEEPING IN TOUCH

RMT now have a group on Facebook
<http://www.facebook.com/group.php?gid=2430961788>

WHY NOT JOIN TO KEEP INFORMED OF FUTURE EVENTS AND RALLIES?

TALKS AFTER MASSIVE FRENCH STRIKES

The CGT rail workers' union, by far the biggest of France's eight rail unions, and the smaller CGC withdrew their strike warning after management agreed to their demand for a new negotiations timetable.

The talks involve compensatory measures for rail workers following the government's new laws that raise the number of years of contributions for a full pension to 41 years by 2012.

At present, rail workers can retire at 55 after 37.5 years of national insurance contributions. Drivers can retire on full pension at 50.

A powerful 36-hour stoppage on October 18 that halted national rail traffic and urban transport networks throughout France was followed by a week-long strike from 13 November.

The government has refused to withdraw the measure but caved in to union demands for high-level talks to put extensive compensatory measures in place. ■

HUNGARIAN BUS AND RAIL WORKERS TAKE ACTION

Railway workers in Hungary launched strike action recently in protest over government plans to shut down a number of railway lines as part of the government's mass privatisation programme.

Members of the country's two largest rail unions walked out on strike on 21 November across the country to fight against the proposed closure of 38 lines run by the soon-to-be-privatised state railway company.

Rail Cargo Austria has already won the tender in the privatisation of Hungarian rail freight business MAV Cargo.

The government claims the lines are making huge losses every year, echoing arguments used to shut down railway routes in Britain in the 1960s. The planned closures ignore the fact that small and rural lines gave people access to major routes. Hungarian unions believe some 1200 workplaces could be affected by the

closures.

The six-hour rail strike was followed by demonstrations by other trade unionists and opposition party supporters, protesting against proposals to slash public spending to meet EU requirements for entry to the eurozone.

Last month, bus workers in Hungary also took to the streets following the announcement of government proposals to withdraw the right of bus drivers to early retirement. ■



STRIKE: A banner reading "Strike" is seen in front of the standing trains at the empty Keleti (Eastern) railway station in Budapest as railway workers in Hungary began a strike that hit both local and international rail traffic.

BELGIAN UNION ACTION FOR WORKING CONDITIONS

An independent Belgian rail union said it would continue to wage a series of strikes over working conditions.

Although the OVS-SIC is smaller than its counterparts, it organises a large number of engineers and its actions will continue to be significant in freight and passenger traffic both on domestic and international routes. ■

KOREAN PEACE TRAIN

North Koreans wave as the first South Korean freight train arrives at Panmun Station in the North Korean border city of Kaesong on December 11, 2007.

The train's arrival was the first regular cargo train service in more than a half-century across the heavily militarised border. The two Korea's are still technically in a state of war which began in June 25, 1950 until a ceasefire agreement was signed on July 27, 1953. ■



RUSSIAN STRIKE WAVE

Rail unions are using inventive methods in their fight for wage increases in a wave of strikes that is spreading across Russia as prices spiral, leaving wages far behind.

A few days after a court declared their strike action illegal members of the Vologda region rail union all reported sick to back a 50 per cent wage rise on their basic wage. And in Sverdlovsk and the Moscow region many train wagons developed "technical problems" at the same time during a dispute with the regional train network. ■

GERMANY STRIKES SUSPENDED DURING TALKS

The German train drivers' union, GLD, and national rail company Deutsche Bahn (DB) have agreed to recommence talks following months of strikes for higher pay.

GDL's members voted overwhelmingly to reject a 9.5 per cent salary rise, a one-off payment of £1,400 and separate talks for its train drivers, guards and other crew in DB. According to the union, the basic salary start for drivers is one of the lowest in Europe.

Transnet and GDBA, the other two unions at DB, last summer struck a deal for a record 4.5 per cent pay increase plus a one-off payment of £400 from this January. DB, which is attempting to privatise the railways, last year made profits of £1.3 billion and its management received 60 per cent increases. ■

ITALIAN RAIL UNIONS FIGHT NEW RETIREMENT PROVISIONS

Italy's rail unions were in the forefront of a nationwide stoppage and demonstration against a new law that rises the retirement age from 57 to 61 in stages by 2013. According to the unions, two million people stopped work throughout the country, 400,000 joining several big demonstrations including tens of thousands in Rome.

Left-wing MPs claimed that if they had voted against the law, the retirement age would have passed to 60 immediately and they have demanded a new parliamentary debate. Meanwhile, the new law is likely to emerge again in a vote of confidence in parliament early in 2008. ■

ROCKING FOR A CAUSE



President's column

I am pleased to report that our Council of Executives has agreed to sponsor an event marking the 30th anniversary of the Rock Against Racism event in London's Victoria Park on April 30th 2008.

I am old enough to remember the bands that played that day at the original Anti-Nazi League event back in 1978 – The Clash, X-ray Spex, Steel Pulse – and the impact they had on young people.

And I am sure there are plenty of trade unionists and socialists out there who were equally inspired back in the day.

The politically-charged and challenging lyrics of these bands and others like The Jam reflected the daily lives of millions of young people and certainly got me to look at the world in a different way.

The Jam's hit single Going Underground, denouncing "kidney machines replaced by rockets and guns", certainly "made this boy shout and this boy scream".

This included the idea that things could be changed and that you didn't have to put up with the racism, unemployment and the inequality all around us.

Rock Against Racism was set up in 1976 in response to dodgy racist comments made by some musicians. This led to the formation of the Anti-Nazi League a year later to counter the growing number of racist attacks in Britain.

In other words the cultural movement came first and the political movement followed, highlighting the importance of culture in our lives.

Today, although many cultural and political advances have been made, the poison of poverty and racism is still with us.

My young son and his friends talk about bands in Hackney and East London today that I've never heard of – and so it should be! These bands also speak about their experiences on the streets where they live and the racism that still prevails.

This problem has to be met head on culturally and politically just as they were 30 years ago.

We valued the music that fought prejudice and gave us hope at a time when Margaret Thatcher ruled Britain and was busying dismantling entire industries and throwing millions on the dole.

Artists like the sadly late Joe Strummer showed alienated young people that there was another way of thinking about these issues and you didn't have to be "working for the clampdown".

Events like Rock Against Racism today are widely regarded as a watershed in raising awareness of the fascist threat in Britain. As a result of events like this being a member of a racist and fascist group became generally unacceptable to many people.

Today young people use all forms of culture and art to express themselves and a desire for something better and we should be encouraging that.

Therefore trade unions have a strong responsibility to take part and confront all forms of inequality and class divisions that fascist groups like the BNP still thrive on.

I am proud that our union is co-sponsoring the anniversary event and I may even embarrass my son and be a 'groovy' dad, dancing to whatever passes for music these days in Victoria Park on April 30th. Stay Free.

John Leach

DEFEND COUNCIL HOUSING

Chair of Defend Council Housing Alan Walter asks members to lobby their MPs in defence of social housing provision

However you define it we've got a housing crisis. The obvious answer is to invest in a third generation of council housing. The first generation provided 'Homes fit for heroes' and the second tackled the housing crisis after the Blitz.

Investment in decent, affordable and secure housing provided by an accountable landlord makes just as much sense today.

The housing crisis hits people in different ways: families stuck in temporary accommodation or suffering chronic overcrowding with several generations sharing a home; millions of young people unable to move out from under their parents' feet and start a life on their own.

And then there's the 'home owners' struggle financially to pay the mortgage or pensioners and 'right to buy' leaseholders who may be 'asset rich' but are too 'cash poor' to maintain their homes.

Government says it wants to provide 3 million extra homes to meet housing need but they're relying on the private sector to deliver. They never have before and there's no evidence they will now.

The familiar 'private is good – public is bad' mantra is driving the government's 'home ownership' agenda. It's also behind proposals to means test and time limit council tenancies so that council housing becomes housing of 'last resort' and everyone is forced into the private housing

market.

The collapse of the sub-prime housing market in the US ought to be a warning but still the government promotes home ownership. The latest gimmick is 10 per cent shared ownership (buy a brick) and they're pouring massive public subsidies into trying to hook people in.

One of the scandals is that the public subsidies on offer are being funded by siphoning money from council tenants' rents. The subsidies fuel house price inflation and don't even target those in greatest need (only 15% went to ex council or RSL tenants).

At the same time government continues to blackmail some 2.5 million existing council tenants to accept privatisation in order to get improvements to our homes and estates.

Private landlordism is only out to make a profit. The so-called 'not for profit' sector of Registered Social Landlords (housing associations) is unaccountable and increasingly merging into regional and national multi million pound businesses. The biggest want to float on the stock market.

It's not that council housing is perfect – it isn't. But the principles of elected local authorities providing "decent, affordable, secure and accountable" council housing has served generations well and make just as much sense today.

Defend Council Housing is backed by tenants, trade unionists, councillors and MPs across all parties. It's been fighting against privatising council housing since 1998. Government says there's only three privatisation options for councils to get extra money for housing – we want the 'Fourth Option' so that councils can improve all their existing homes and estates, start a new council house-building programme and maintain all homes as first class housing for years to come.

Organise a delegation of tenants, trade unionists and councillors from your area to attend and lobby your MP to support amendments to the Bill and sign the 'Investment in Council Housing' early day motion 368. ■

www.defendcouncilhousing.org.uk

Defend Council Housing

COME TO PARLIAMENT JANUARY 22

Lobby MPs to secure changes to the Housing & Regeneration Bill. 200 authorities need to win the 'Fourth Option' to secure a long-term future for existing council housing. Building a new generation of first class council housing with lower rents, secure tenancies and a landlord tenants can hold to account is the most effective way to tackle housing need today. For more info please go to www.defendcouncilhousing.org.uk

'FOURTH OPTION' for COUNCIL HOUSING

1. Enable local authorities to improve all existing council homes and estates;
2. Allow local authorities to start a new council house building programme;
3. Ensure that local authorities have sufficient revenue to maintain all council homes in future years;
4. Detailed proposals and a clearly defined timetable for implementation;
5. An immediate moratorium on any demolition schemes or sale of council land and properties, until the new options have been formulated, to give tenants real choice.

Logos: PCS, GMB, FBU, RMT, UNISON, unite

Defend Council Housing, PO Box 33519, London E2 9WV • Phone 0207 957 9989
Email info@defendcouncilhousing.org.uk • Website www.defendcouncilhousing.org.uk

2008 CONFERENCES FOR RMT MEMBERS

Below is a list of RMT grades and equality conferences for your diary, ask your branch secretary if you wish to attend any of these events which are open to all members covered by the conference

FEBRUARY

RMT National Health and Safety Conference	Thursday 28	Doncaster
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MARCH

RMT National Women's Conference	Fri 7/Sat 8	Swansea
Supervisory Grades Conference	Sat 8/Sun 9	Great Yarmouth
RMT Black & Ethnic Minority Members'	Thurs 20/Fri 21	Portsmouth
Station Staff & Associated Grades	Fri 28/Sat 29	Plymouth

APRIL

RMT Young Members' Conference	Thursday 3	TBC
Traincrew & Shunters Grades Conference	Tuesday 1-Thursday 3	York
Catering Grades Conference	Friday 4-Sunday 6	Lucan, Co Dublin
Busworkers' Conference	Friday 11/Saturday 12	Paignton
Road Freight Grades Conference	Saturday 19/Sunday 20	Leeds
RMT Retired Members' Conference	Tuesday 22	London
Engineering Grades Conference	Thursday 24/Friday 25	London

MAY

RMT National Lesbian, Gay & Bisexual		
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Members' Conference	Friday 9	Glasgow
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JUNE

RMT National Conference of Branch & Regional Council Secretaries	Sunday 8	Chester
RMT Annual General Meeting September	Sunday 22-Friday 27	Nottingham
British TUC	Monday 8-Thursday 11	Brighton
Signalling Grades Conference	Saturday 20/Sunday 21	Birmingham

THE MERCHANT SEAMEN'S WAR MEMORIAL SOCIETY

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Tel. 01403 752555
www.mswmsociety.org.uk
email: deborah.burgess@mswmsociety.org.uk

ELECTION RESULTS

Council of Executives, general grades

Term of office January 1 2008 to December 31 2010

Region 6, Midlands Pat Collins, Birmingham Engineering
Region 11, London Transport Oliver New, Piccadilly & District
West, elected unopposed

Term of office January 1 2008 to December 31 2009

Region 8, South West Nick Quirk, Plymouth No 1

Regional Organisers

Term of office January 1 2008 to December 31 2012

Region 7 Brendan Kelly, Bristol Rail, elected unopposed
Region 9 Paul Cox, South London Rail
Region 12 Peter Gale, Poole & District

As Peter Gale has been elected to the above position, the vacated seat on the Council of Executives, representing General Grades in Region 12, Wessex, will be advertised in the new year.

LETTERS

Prison officers are workers

Dear Editor,

An RMT member called 'Phil' from Brighton asked in RMT News last month: "Why is the RMT promoting the interests of the Prison Officers' Association?"

'Phil' then goes on to smear the POA with a series of spurious and untrue allegations against these principled and courageous trade unionists.

POA is the main challenger to the influence of organised far-right and fascist parties amongst prison officers.

POA is committed to racial equality, opposes racial prejudice and promotes zero tolerance of discriminatory behaviour by, or, against union members.

POA opposes the rise prisoner numbers and demands the humane and progressive rehabilitation for offenders - in stark contrast to policies proclaimed by all recent Home Secretaries. POA has also lambasted the Prisons Board for forcing prisoners at risk into unsuitable and unsafe accommodation.

POA General Secretary Brian Caton said: "Our prisons are being used as warehouses and we will face serious unrest or a death as a result of this crisis management".

POA has waged an unprecedented struggle to obtain recognition as a Trade Union and continues to fight for restoration of Trade Union Rights to all its members and the rest of the labour movement.

Of course, 'Phil' may believe that prison officers should not be in a trade union. I disagree. The same spurious argument could be used to deny trade rights to psychiatric nurses in Special Hospitals, teachers in prisons, social workers in Young Offenders institutions, or for that matter anyone who does a job that involves dealing with the disastrous results of capitalist society.

What about private security guards 'Phil'? Should they be in a trade union? RMT thinks so and that's why we organise workers on the Chubb security contract who took strike action at Eurostar last year. RMT believes they should be organised in our trade union. RMT believes that if it's labour, it should be organised.

Yours sincerely

Alex Gordon, RMT Council of Executives member,
South Wales & West Region 7

POA – our brothers and sisters

Dear editor,

I was astonished to read an attack on the Prison Officers' Association on the letters page of the last issue of RMT News.

There are working-class people on both sides of the bars, and POA members are no more responsible for prisons policy than transport workers are responsible for rail and bus privatisation.

The POA is also no more institutionally racist than any other trade union. Most unions have a few skeletons in their cupboards – let us not forget that the history of the railways includes the infamous colour bar of the 1950s, and ending it was an important milestone for the industry and the NUR.

The important thing is that the movement learns from its past and follows a progressive path.

The POA has done just that, and in fact has done a tremendous amount of work against far-right influence in the prison service.

It has also been at the forefront of the struggle against the anti-union laws, doing the entire trade union movement a service by mounting an illegal strike. I am proud to call the POA my brothers and sisters and they deserve our grateful support.

Regards,

Tony Donaghey

FCC result

Dear editor,

I wish to thank RMT for financially backing my case against First Capital Connect and the successful outcome. RMT is a great union with a brilliant leader. I wish you all the best with your campaign to renationalise the railway. Many thanks.

Yours sincerely,

S Ralph

HENDERSON TAKES A SWING

Newport Isle of Wight branch secretary Keith Murphy presented Ian Henderson with his RMT 25-year badge recently.

Ian has been a driver with Southern Vectis for 10 years after moving from the mainland.

He has recently taken up golf and has found that he particularly enjoys the '19th' hole, the clubhouse. ■



FAREWELL TO GEORGE



Newport Isle of Wight branch secretary Keith Murphy presented George Hodges with his 25-year membership badge recently. George has worked for Southern Vectis as a bus driver since 1982 and, after all those years driving, he is retiring this month. He says he will enjoy holidays abroad and a pint or two, RMT wishes him all the best.

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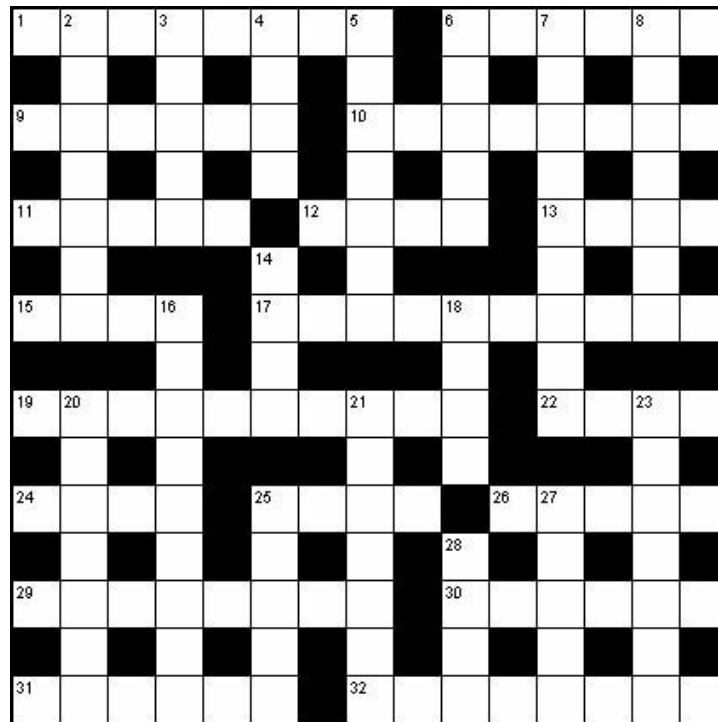
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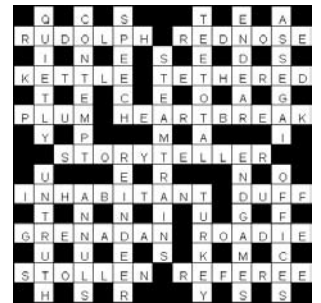
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crossword no. 39 is
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Send entries to Prize Crossword,
RMT, Unity House, 39 Chalton
Street, London NW1 1JD by
December 10 with your name and
address.

Winner and solution in next issue.

ACROSS

- 1 Occurrences; parts of broadcast serial (8)
- 6 Likely to have 21 your ailment (6)
- 9 One of Doc's little pals (6)
- 10 Makes (unreasonable) gain out of (8)
- 11 One of Doc's little pals (5)
- 12 Ancient city state featured in Homer; system
of weights for precious stones and metals (4)
- 13,26 Doc's bigger pal (4, 5)
- 15 (Shop selling) prepared foods, in short (4)
- 17 Flying machines (10)
- 19 Drawn from or out of; conceptualised (10)
- 22 Give temporarily (4)
- 24 Russian autocrat (4)
- 25 Female 3s (4)
- 26 See 13 (5)
- 29 Most frequent (archaic) (8)
- 30 One of Doc's little pals (6)
- 31 One of Doc's little pals (6)
- 32 Goes down (8)

DOWN

- 2 Fried batter associated with Shrove Tuesday
(7)
- 3 Ovine, woolly ruminant (5)
- 4 Approximate 24-hour periods taken for earth
to rotate (4)
- 5 3's barber - from Newcastle? (7)
- 6 One of Doc's little pals (5)
- 7 Trans-London train project recently given
green light (9)
- 8 Result (7)
- 14 Early 20th century 'anti-art' movement (4)
- 16 Step in to influence 8 (9)
- 18 Shells of various peas and beans; schools of
whales or seals (4)
- 20 One of Doc's little pals (7)
- 21 Dealt with; given remedy (or freebie) (7)
- 23 Block of paper (7)
- 25 Foe (5)
- 27 Dwelling; dynasty (5)
- 28 Laid by birds, insects, reptiles and fish (4)

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3000	265.01	139.68	98.07	77.39	65.08
4000	353.34	186.25	130.77	103.19	86.77
5000	441.68	232.81	163.46	128.98	108.46
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MEMBERSHIP NUMBER

RMT CREDIT UNION APPLICATION FORM – please complete your application along with the attached Direct Debit.

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

1 PERSONAL DETAILS.

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

2 **Marital Status** married ☐ partner ☐ single ☐ divorced ☐

3 Your Employment.

Employer		RMT Branch	
Job Description			

4 **Mr** ☐ **Mrs** ☐ **Ms** ☐ **Miss** ☐

5 Membership Status

RMT TU Member ☐ Retired RMT TU Member ☐ RMT Family Member ☐

6 **How much do you wish to save £** This is the amount you wish to save by Direct Debit monthly on the 28th ☐ or 4 weekly (Fri) ☐

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

8 **Next of Kin**

Address

.....

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

Your signature

Date

We are checking new member identification electronically. To do this, we now carry out searches with credit reference agencies who supply us with relevant detail including information from the Electoral Register. The searches will not be used by other lenders to assess your ability to obtain credit.

If we cannot verify your identity and address by this method, we will ask you to provide paper documentation instead. Full details of these can be supplied to you by calling 020 7529 8835.



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



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

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Branch Sort Code

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

Originator's Identification Number

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

Reference Number

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FOR RMT CREDIT UNION LTD OFFICIAL USE ONLY
This is not part of 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.



JOIN RMT BRITAIN'S SPECIALIST TRANSPORT UNION



Visit www.rmt.org.uk to join online
or call the helpline on freephone

0800 376 3706

Problems at work? Call the helpline
*(Now with two operators and the facilities to translate
into 170 languages)*

Open six days a week

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

e-mail: info@rmt.org.uk

Legal helpline: 0800 587 7516
Seven days a week

