

RMT *news*

Essential reading for today's transport worker

Lies, damned lies and the Sun

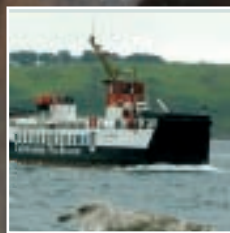
BOB CROW

An article on 15 September reported RMT General Secretary Bob Crow had a union-subsidised home and luxury car. In fact, Mr Crow's home has never been subsidised by the union and he does not own a car, union or otherwise, and champions public transport. We are happy to set the record straight and apologise to Mr Crow.

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NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



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EDITORIAL

FIGHTING TO WIN



It's always nice to win one over on the mouthpiece of our ruling class, its loyal media.

The union-bashing rag, *The Sun*, has paid £5,000 into the RMT Widows' and Orphans' fund after apologising for claiming that I had a luxury car and a union-subsidised home.

You may remember that the same newspaper boasted last year that it had harassed me while on my way to work by Tube.

It's no surprise that when working people defend themselves, right-wing newspapers like *The Sun* take cheap pot-shots at their unions and those they have elected.

Incoming bosses' club CBI leader John Cridland is not only exempt from these attacks, he has not even bothered to submit himself to a secret ballot of his members - a classic case of one law for the boss class and another for the working class.

He is a leading advocate of tougher anti-union laws designed to ban the fundamental human right to strike via the back door. We can expect more of the same once he takes up the hot seat.

People like Cridland are demanding that working people and the services they rely on should bear the brunt of the ConDem cuts agenda. That is why the labour movement needs to start mobilising now to ensure a huge turn out for the TUC demonstration on March 26 against the savage cuts and attacks on the welfare state.

Workers in Ireland are also fighting back against European Union attempts to seize control of their economy on behalf of the banks. The EU is protecting the financiers and bankers not jobs, standards of living or public services.

This is completely in line with EU policy, whereas government action on unemployment, investment in public services, and other measures necessary to defend working people would be considered a threat to the EU monetary union.

That is why this union is forging links with workers across Europe and beyond to campaign against the EU

drive to privatise transport networks. We have held meetings across Scotland to build the campaign against the break up of Caledonian MacBrayne ferry services. Maritime unions are uniting to save Isle of Man ferry services threatened by undercutting and social dumping.

RMT is hosting an international conference on January 31 against EU rail directives which demand the same 'competition' and 'liberalisation' poison which enriches big business and undermines social transport provision.

The next day, February 1, the union is holding a seminar in the House of Commons on the future of the bus industry after the government threatened to withdraw subsidies from the sector in its draconian spending review.

The threat hanging over hundreds of jobs at the Royal Fleet Auxiliary is a major area of concern following the strategic defence review. RMT is forcefully arguing that selling off the RFA will threaten a vital lifeline to naval vessels around the world.

As we go to press RMT is to ballot London Underground workers for industrial action following the victimisation of two union reps by management. Instead of harassing our members and activists on trumped up charges the London Underground management should be directing their energies into reaching a settlement to the on-going disputes over tube safety and safe staffing levels.

The Network Rail reorganisation deal, which will also deliver a £2,000 lump sum before Christmas and rules out compulsory redundancies, was endorsed by a margin of around four to one.

After working all year, you all deserve a break at Christmas and a chance to catch up with family and friends. So enjoy a well-earned rest and hope you have a prosperous new year.

Best wishes

Bob Crow

SOUTH EASTERN ONBOARD MANAGERS WIN RECOGNITION

RMT has won trade union recognition rights for South Eastern Railways onboard managers after taking the company to the Central Arbitration Committee.

The CAC is a permanent independent body with statutory powers to resolve disputes under legislation relating to recognition and de-recognition of trade unions and for collective bargaining issues.

South Eastern refused to give trade union recognition for 78 onboard managers.

RMT launched a recruitment campaign with regional organiser Paul Cox and Dave Marshall and Alan Pottage of the union's organising unit.

After 58 per cent of staff joined the union it applied to

the CAC for recognition. The union argued that onboard managers were a distinct grade of workers that required separate bargaining arrangements and the CAC agreed.

RMT now has a rep in place in each of the three depots, and any two of these reps will make up the company council.

Paul Cox said that union membership was steadily increasing among onboard managers and that the union's first pay submission for these workers had just been submitted.

"These workers have an excellent level of union representation thanks to the hard work of the union to win recognition," he said. ■



REMEMBERING THE FALLEN

RMT general secretary Bob Crow before laying a wreath on behalf of the union at the annual remembrance service at the Merchant Seamen's War Memorial garden at Tower Hill, London.

He laid the wreath on behalf of seafarers who lost their lives in both the First

and Second World Wars and more recent conflicts.

Over 35,000 merchant seamen were lost in World War Two alone, most the victims of U-Boat attacks, with over 5,000 taken prisoner. British merchant ships were on the front line in the struggle against fascism.

UNION WINS FULL RECOGNITION AT CARLISLE CLEANING

RMT has won full trade union recognition rights on all Carlisle Cleaning and Support Services contracts following a ruling by the Central Arbitration Committee (CAC).

Previously the company had claimed that RMT only had recognition rights for three Carlisle Cleaning and Support Contracts, namely Eurostar, London Midland and Alstom/West Coast.

Despite the union's best efforts, the company refused to recognise RMT for negotiating purposes on any other contracts and refused to provide the requested information claiming it was 'commercially sensitive'.

The information requested from Carlisle included pay scales, a breakdown of the numbers employed within each of the respective grades and the fringe benefits available to staff.

As a result of the company's failure to disclose this information for the purposes of collective bargaining, RMT submitted a complaint to the

CAC under Section 183 of the Trade Union and Labour Relations (Consolidation) Act 1992.

Under this law "employers have a duty to disclose to representatives of independent recognised unions information, without which representatives would be impeded in carrying out collective bargaining or which in accordance with good industrial relations practice should be disclosed".

Following a hearing, the CAC found in favour of the union, agreeing that RMT had recognition rights throughout the whole company.

Regional organiser Ken Usher said that a concerted campaign of recruitment organisation and retention was required following the 'historic' victory.

"We can co-ordinate our respective pay and benefit review submissions which would provide greater strength and support across all contracts for staff that so desperately deserve it," he said. ■

RECOGNITION DEAL AT FREIGHTLINER RAILPORT

RMT has won trade union recognition rights for members at Freightliner Railport Limited at both the Bristol and Doncaster sites.

The union had been in discussions with the company since Freightliner opened a new site in Bristol earlier this year to acquire recognition rights in respect of Freightliner Railport.

The executive committee welcomed the work put in by RMT negotiators in securing the recognition deal.

The organising unit is currently recruiting within Freightliner Railport and identifying new reps to go on training course as agreed with the company. ■

DRIVERS BALLOTTED OVER PAY AT ARRIVA TRAINS WALES

RMT is urging drivers on Arriva Trains Wales to vote for strike action and action short of a strike in a dispute over pay.

Negotiations with Arriva Trains Wales have ground to a halt with a derisory offer from the company being rejected by RMT members.

As a result RMT has no option but to begin balloting for action with the ballot closing on the November 30.

RMT general secretary Bob Crow said RMT had totally rejected a contemptuous

pay offer from the company that would have left members out of pocket and which was loaded with strings.

Members would have ended up with inferior working conditions for a de facto pay cut.

"Arriva Trains Wales has shown us in the clearest possible terms that they have no wish to reward the hard work and loyalty to the staff and are motivated solely by the drive for bigger profits to line the pockets of the shareholders and that is why we are now balloting for industrial action.

"RMT is making it clear that this stalemate on pay at Arriva Trains Wales can no longer be tolerated. Without the hard work of our members there would be no company profits and it's high time that Arriva Trains Wales recognised that.

"We are calling on our members for an overwhelming 'YES' vote for industrial action and industrial action short of a strike that will force Arriva Trains Wales management to get back round the table and put forward a decent pay rise, without strings, that properly rewards their staff." ■

RMT MEMBERS AT NETWORK RAIL ENDORSE REORGANISATION DEAL

RMT maintenance members at Network Rail have overwhelmingly endorsed a reorganisation deal that, twinned with an already agreed pay deal, will deliver a seven per cent pay rise by the end of 2011.

The package, which will also deliver a £2,000 lump sum before Christmas and rules

out compulsory redundancies, was endorsed by a margin of around four to one after being recommended to members by the union.

RMT general secretary Bob Crow said that members had endorsed a deal that would bring a substantial real-terms pay increase

after standing solidly together during a lengthy and sometimes difficult process.

"Our negotiators were backed by a solid strike mandate, and at a time when working people have been told to shut up and take pay freezes our members have shown that if you stand together you can win," he said. ■

WORKERS DEFEND SACKED FIRST GREAT WESTERN MEMBER

RMT members at First Great Westerns Long Rock Maintenance Depot in Penzance are taking industrial action in support of their colleague Kane Jones following his unfair dismissal.

Following a massive ballot result in favour of supporting Kane Jones, RMT members took one hour strike action and began an overtime ban.

RMT general secretary Bob Crow said that Kane Jones was dismissed for wholly unfair reasons.

"RMT has informed First Great Western that we remain available for talks and we hope that management will now see sense and take the necessary steps to resolve this dispute," he said.

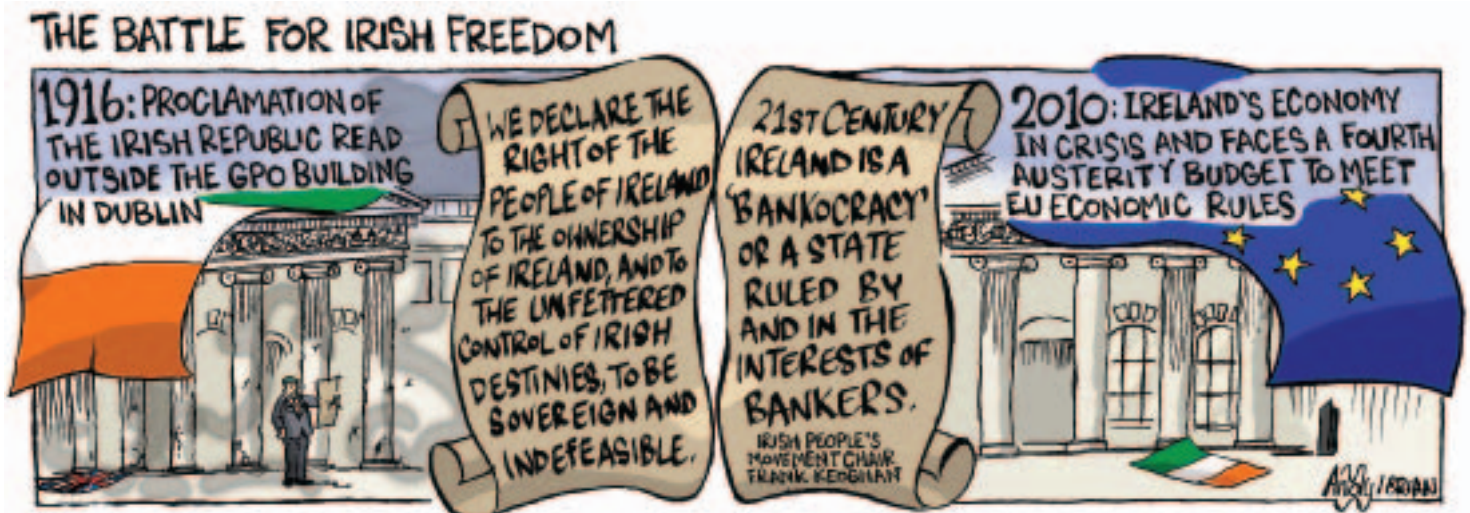
RMT BALLOTS MERSEYRAIL MEMBERS FOR INDUSTRIAL ACTION

RMT is balloting members on Merseyrail, excluding guards and drivers, for strike action and action short of a strike in a dispute over pay.

Pay negotiations with Merseyrail for the grades affected have been on-going and have ended with two derisory offers being rejected by

RMT members

As a result of the total failure of Merseyrail to put forward serious proposals that protect the living standards of staff, RMT had no option but to begin balloting for action, and the union is campaigning for a massive yes vote. ■



UNIONS STEP UP FIGHT TO SAVE ISLE OF MAN STEAM PACKET

Unions representing hundreds of workers at the Isle of Man Steam Packet have launched a campaign against social dumping on ferry services to the mainland.

Steam-Packet workers lobbied the Manx parliament for intervention to protect local jobs and services from attempts by Estonian-registered Mezeron Shipping to drive out the world's oldest operating ferry company.

Tesco wants to use Mezeron's freight ships *Kurkse* and *Kalana*, which pay rock-bottom wages, to undermine long-standing, negotiated arrangements with the Steam Packet company.

Trade unionists also converged on the



Port of Liverpool building at Pier Head to demonstrate in support of the Steam-Packet campaign and against shipowners employing seafarers on rates below the minimum wage.

The 180-year-old company maintains a vital lifeline to the island and employs 350 permanent staff and a further 150 seasonal staff.

Its Isle of Man service runs from Liverpool and Heysham to Douglas or, during winter months, from Heysham on Mondays to Fridays and from Birkenhead on Saturdays and Sundays.

Its freight revenues have for many years cross-subsidised passenger fares and the company does not receive any operating subsidy from either the Manx or UK governments.

Any reduction to passenger services will not only impact on jobs but also will have a damaging knock-on effect on the Manx economy through a significant reduction to tourism and industry, with an impact on local taxis, suppliers and support services.

RMT general secretary Bob Crow joined the workforce and fellow shipping union



Nautilus in a meeting in Douglas with the island's minister of Infrastructure to put the case for intervention to defend jobs against social dumping.

"It is a scandal that there is now an orchestrated attempt to undermine the viability and the future of the Isle of Man Steam Packet, putting more than 300 island jobs, plus many more that depend on the continuation of the service, on the block," he said. ■

TUBE FLEET MAINTENANCE STAFF FIGHT SAFETY-CRITICAL CUTS

London Underground fleet maintenance staff launched a work to rule last month after voting by nearly 90 per cent for industrial action.

Staff will only process vehicle maintenance instructions, and will not carry out higher grade working or co-operate with staff movements away from home locations.

Fleet maintenance staff voted by 88 per cent in favour of industrial action over safety-critical cuts that have ripped up tube maintenance schedules leaving brakes and other equipment in a lethal state of disrepair.

The action comes on the day that a shortage of functioning trains caused chaos on the Metropolitan and Victoria Lines and after a finance-driven extension of maintenance schedules on the District Line led to the withdrawal of the entire fleet due to cracking of key parts.

RMT general secretary Bob Crow said that the union had warned repeatedly that LU/TfL's cuts plans were playing fast and

loose with safety and will turn the tube into a death trap.

"It is a scandal that the London Mayor, Boris Johnson, and his transport officials have chosen to ignore those warnings.

"The anger of our members who carry out the safety-critical function of maintaining the tube fleet at the cuts being imposed from above is reflected in this

massive vote for action," he said.

The closure of District Line services, and the shortage of rolling stock on other lines, has been a damning indictment of London Underground's cuts plans which has rammed home the consequences of ripping up the rule book on fleet maintenance. ■



FAULTY: A faulty coupling on the District Line

RMT EXPOSES JOB CUTS WILL LEAD TO UNSTAFFED TUBE STATIONS

A leaked internal London Underground document has confirmed that Transport for London's claim that they have no plans for unstaffed stations as a result of the cuts is a total lie.

The leaked document was specifically on the subject of problems with station announcements to passengers in the current climate of cuts and admits that stations will be "left unstaffed from time to time".

However, a TfL spokesman had claimed: "London Underground's future staffing proposals will continue to mean safe stations staffed at all times and all stations with a ticket office will continue to have one" - a statement directly contradicted by the leaked document passed to RMT.

The memo from manager Paul Kilius-Smith, dated July 30, deals with cash cutbacks to the Tube's public-address system which allows broadcasts to be made from a central point to stations which do not have the facility to do so.

These are meant to keep passengers and train drivers informed of disruption and delays to services.

Mr Kilius-Smith states that a "number of risks" have been identified in deciding which parts of Long Line PA were to suffer "de-activation".

"There are a number of stations across the network which is (sic) left unstaffed from time to time.

"Where this is the case without LLPA there is no audible means of providing service disruption information to customers on platforms."

This, he warns, may happen "more frequently". There could also be problems in contacting the train driver, he says, and "this could exacerbate a delay".

RMT general secretary Bob Crow said that once again TfL had been caught out lying about the service and safety impact of their station staff jobs cuts plans.

"They have repeatedly told the public that they have no plans to run unstaffed stations and yet this communications report shows that that is exactly what they are planning for. "There is no way that on an unstaffed station they will be able to communicate with the public in the event of an emergency or pass on service information.

"Unstaffed stations are a muggers' and vandals' paradise and the mayor has promised that there will be no unstaffed stations.

"It's about time they told the public the truth about their cuts plans," he said.

MPs joined a chorus of calls for TfL to reverse plans to cut 2,000 Underground jobs.

Hayes and Harlington MP John McDonnell and Jeremy Corbyn, Islington North MP, put down an early day motion against the proposals that have already been denounced by the Greater London Assembly and London TravelWatch.

Around 11,000 RMT and TSSA members across the network have taken strike action amid growing cross-party consensus that cuts in safety-critical Tube jobs are a serious and potentially fatal blunder.

Support the fight for
Jobs and Safety on our Tube



Transport
for Lies

RMT

HOUSE OF COMMONS EARLY DAY MOTION 920

That this House condemns the Mayor of London's proposals to cut 2,000 jobs on London Underground as a serious mistake which will damage passenger services and undermine safety; notes that he has broken a 2008 campaign pledge to defend local ticket offices and that his proposals have been denounced by a cross-party vote in the London Assembly; commends members of the National Union of Rail, Maritime and Transport Workers and the Transport Salaried Staffs Association, pensioner groups and transport campaigners in seeking to defend the Tube as a vital public service; acknowledges London Travel Watch's severe concerns that the cuts will be keenly felt among the elderly and disabled who rely on help to buy tickets; worries that the job losses will lead to increased maintenance problems, more delays for passengers and increased risks as rigorous safety standards are reduced; believes these cuts would leave passengers feeling less secure and staff less able to cope in emergencies; and calls on the Mayor, as Chair of Transport for London, to withdraw the proposals and to agree with the unions' reasonable and safe staffing levels right across the London Underground network to ensure that passengers continue to receive excellent service.

John McDonnell and Jeremy Corbyn

A video of this protest in Scotland against the cuts can be seen on youtube at the web address below
<http://www.youtube.com/user/RMTtelevision>



SCOTTISH PARLIAMENTARY GROUP LAUNCHED

The Scottish Parliament RMT Group of MSPs was officially established in November with Elaine Smith MSP elected as Convenor and former RMT organiser Phil McGarry providing political and secretarial support.

RMT general secretary Bob Crow launched the group in the presence of a number of MSPs, researchers and members of the press.

Bob expressed his pleasure at speaking to Scottish MSPs at such an important time for transport services in Scotland and explained that the group provided a forum for RMT and MSPs to express their views regarding transport matters and how this impacts on workers and the wider community.

Current concerns included the forthcoming Ferries Review including proposals to break-up Cal Mac and tendering for

Northlink Ferries. The indemnification clause within the Scotrail franchise which simply allows privateers to profit from the public purse at times of industrial dispute was also raised. The arrangement effectively means that employers have no incentive to reach agreement with the unions.

At a later formal meeting of the group, which includes MSPs Elaine Smith, Bill Butler, Jamie Hepburn, Dave Thompson, Marlyn Glen; Cathy Peattie; Patrick Harvie and Brian Adam it was agreed to advance a progressive agenda on behalf of the around 10,000 RMT members in all areas of public transport including:

- Public ownership and public accountability of the rail network.
- Increased employment of

Scottish seafarers in the Scottish shipping industry

- Support for an integrated publicly owned and accountable ferry service
- Safety before profit in the offshore sector
- Repeal of all anti-trade union legislation and the promotion of rights at work.

MSPs had a good general discussion and agreed that the group should meet quarterly. No MSP from the Conservative or Liberal Democratic party had expressed an interest in joining and membership comprised of Labour, SNP and Green Party MSPs.

Group convenor Elaine Smith said that she was delighted that the RMT MSP group was up and running.

"It was fabulous that Bob Crow could join us to address the first meeting and I hope that

he will attend at a future meeting.

"I look forward to working with colleagues to advance a progressive transport and employment agenda here in Scotland.

"At this time of vicious cuts and threats to the public sector, it has never been more important to promote public ownership and protect jobs and services," she said.

Others have expressed an interest in joining but need to be endorsed by the RMT Executive.

The next meeting of the group is provisionally on January 18 2011. The delegation will be led by regional organiser Ian MacIntyre, Council of Executive members and the regional council secretary Jim Gray.

Parliamentary column

DEFENDING THAMES BOAT MASTERS

As RMT members will have noticed, the coalition government is using this post-election period to implement controversial legislation which will have deep impacts on our public services and our country's constitution.

Members of the RMT Parliamentary Group are challenging this and fighting a rearguard action to protect services for workers and their families, who remain vulnerable to the cuts being imposed. John McDonnell's Lawful Industrial Action (Minor Errors) Bill received its Second Reading debate on Friday October 22.

I was proud to be a sponsor of this Bill designed to level the playing field somewhat in industrial relations, and prevent employers from using the courts to rule out the results of strike ballots for minor errors which have no material affect on the outcome.

There was the usual filibustering by several backbench Tory MPs during the debate but when the closure motion came we were just 13 votes short of the 100 needed for the motion that would have overridden the filibuster and allowed the Bill to move to the next stage.

This was a hugely important piece of legislation and many of us were disappointed that despite many weeks notice we could not muster enough Labour MPs to be there – even just for the vote. Despite a substantial number of them having been supported by trade unions financially during the election they failed to deliver their support on the day. The Parliamentary Labour Party and trade unions must learn that we do need to strengthen resolve within our own ranks for the task ahead.

We must build alliances where we can in our campaigning and this was demonstrated when later on the same day Liberal Democrat Simon Hughes MP put pressure on the government during a Commons debate on marine training and employment on the River Thames.

This gave RMT group members, myself

and the tireless John McDonnell, the opportunity to raise with the government the precarious position Thames Boat masters have been placed in by the Marine and Coastguard Agency's excessive new tests for workers on the Thames.

Boat masters on the Thames are a vital resource to the capital and maintain the river's position as the major commercial and cultural inland waterway in the country.

This is why the Maritime and Coastguard Agency's decision to demand a formal re-test of boat masters' skills is so perplexing and worrying. Thousands of boat masters will face losing their skilled and specialist jobs for no more reason than the regulatory zeal of the MCA.

No group of workers on any other inland waterway are required to take this test, and the test is not a part of the MCA's statutory duties. The change will impact on the Thames' status as a safe and secure waterway for the public, tourists, local authorities and businesses to navigate.

Indeed, the MCA has form in this area. The early proposals for the Boatmasters Licence, introduced in the aftermath of the Marchioness tragedy, were wholly unacceptable and were only revised after a concerted campaign by RMT and those of us in parliament who could see that this was an excessive response to a necessary requirement.

I have tabled Early Day Motion 837 on this issue and was encouraged by Simon Hughes' commitment in the debate to take this matter up with colleagues in government. John and I will be following this up.

On behalf of the members of the RMT group may I wish all of you a Happy Christmas and a New Year that sees us ready to face the challenges that lie ahead in a united way.

Kate Hoey MP for Vauxhall

THAMES BOATMASTERS EDM 837

That this House recognises the valuable work of skilled and experienced Thames boatmasters in ensuring safe travel on the Thames; acknowledges the crucial support they provide the economy, particularly the tourism industry, and transport in London; is concerned that this service to the capital and the livelihoods of boatmasters could be threatened by the Maritime and Coastguard Agency's proposal to hold compulsory re-tests of experienced boatmasters for operation of vessels between Margaretness and Putney; notes that no such testing or revalidation appears to be required in other inland waterways of the UK and is not a legal requirement; regards the proposal for re-tests as an overzealous interpretation of the law which risks penalising unfairly experienced boatmasters who do not have experience of formal, classroom-based examinations; supports both the highest possible safety standards and an experienced workforce on the Thames; and calls on the Government and the Maritime and Coastguard Agency to engage constructively with the Thames boatmasters to reach a solution which preserves the existing skills and experience of boatmasters

Kate Hoey MP

Lies, damned lies and the Sun

There's nothing new in right-wing media barons launching attacks on the unions - but when their distortions become lies it's time to draw a line in the sand

RUPERT MURDOCH'S union-bashing tabloid, *The Sun*, has apologised, paid £5,000 into the RMT Widows' and Orphans' fund and covered the union's legal costs after making fabricated claims that general secretary Bob Crow had a luxury car and lived in a union-subsidised home.

The paper acknowledged that there was no truth in the allegations, made by its veteran political commentator Trevor Kavanagh in an anti-union article printed during the TUC Congress in September.

It also accepted that, far from even owning a car, Bob uses and champions public transport - as it would have known with only the most cursory research, not least in its own archive.

Only a year or so before, the same newspaper boasted that it had harassed Bob while he was on his way to work - by Tube.

"It's no surprise that when there is talk of unions taking action to defend the jobs, pay, conditions and pensions of working people, right-wing newspapers like *The Sun* take cheap pot-shots at unions and their leaders," Bob said.

"I have always thought that if the right-wing press weren't attacking me I would probably not be doing my job properly, but if they tell outright lies they need to be brought to book."

V-SIGN OF THE TIMES

The Sun is the second Murdoch

newspaper to have to eat humble pie after telling untruths about the union: in June 2005 *The Times* paid damages and costs after alleging that Bob had interfered in the union's presidential election by launching an attack on one of the candidates.

The reality was that the union, acting on legal advice, had included an explanatory letter in a ballot mailing correcting factual errors in one of the candidate's statements - the wording of which the law did not permit the union to alter.

The Times at first denied that its article was defamatory, but when the Independent Certification Officer of Trade Unions ruled 18 months later that Bob and the union had acted lawfully throughout it settled the libel proceedings out of court.

THE PAY RISE THAT NEVER WAS

In the run-up to this year's Trade Union Congress, at which delegates agreed to fight public-spending cuts with co-ordinated industrial action, the right-wing media went into overdrive against the unions.

A number of right-wing newspapers, including the *The Sun*, *The Daily Mail*, the *Evening Standard*, the *Express*, ran stories about supposedly 'fat-cat' union leaders - disingenuously including pension contributions and out-

of-pocket expenses to their actual salaries in order to distort the picture.

Some also claimed that Bob Crow had been given a 12 per cent pay increase - but the truth was rather different: because the first pay-day of the new year fell on a bank holiday, Bob - like other members of RMT staff - was paid a few days early.

But that early payment had to be included in the previous year's figures, artificially inflating the salary declared to the Certification Officer.

That of course means that next year's figures will show a pay CUT - but it remains to be seen if that will be reported as keenly - or at all.

LOW STANDARDS

On the day of the second 24-hour strike against Tube staff cuts by 11,000 RMT and TSSA members the *London Evening Standard* had no room for a single word from either union about the strike itself.

It did, however, find room for a full-page opinion piece by Simon Jenkins which stated baldly that the union's safety

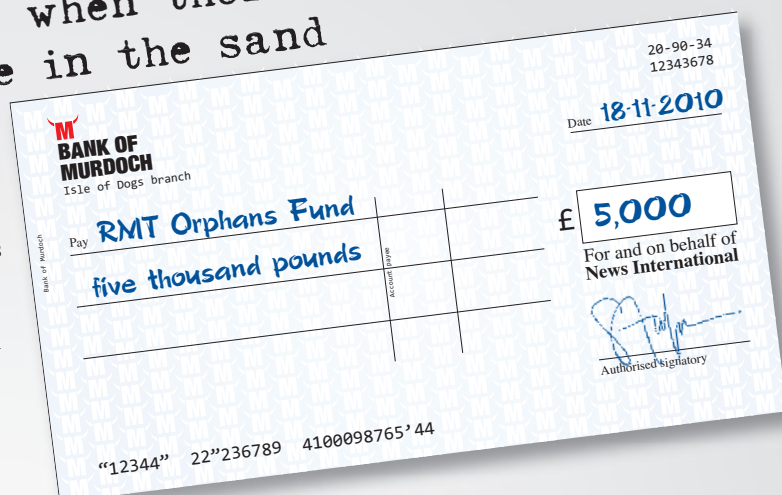
concerns over massive jobs cull were "rubbish".

It also had room for an editorial which accused the unions of dishonesty and refusal to negotiate and, perhaps nastiest of all, a page of reports which included an anonymous 'tweet' wishing Bob would be run over by a bus.

When the union submitted an article by Bob Crow of similar length to the Jenkins piece to exercise his right of reply it took the *Standard* two weeks to say that it would not "be able" to print it.

It was only when the union threatened to go to the Press Complaints Commission that the paper relented, and finally printed a heavily edited and far shorter piece - alongside another by a London Underground boss.

The paper couldn't bring itself to print Bob's words that to suggest that 11,000 Tube workers had been duped into striking was an insult to the workforce, or even that the *Standard* had itself campaigned for adequately staffed 'safer stations'. ■



DEFENDING LIFELINE FERRY SERVICES IN SCOTLAND

Every RMT member in Scotland will receive a postcard to send to the Scottish minister for Transport to stop the privatisation of lifeline ferry services and social dumping

RMT is campaigning alongside the Scottish TUC and Nautilus International to stop the privatisation of key Scottish ferry routes.

The Scottish government proposes to separate certain routes from the protection of the Clyde and Hebrides ferry network and tender them on a commercial basis.

This would place in jeopardy Scottish maritime training and employment, and a vital lifeline for the islands.

A consultation document sent out by the SNP Scottish administration, as part of the Scottish Ferries review, proposes to fragment routes and tender them along lines outlined under European Union competition rules.

RMT is campaigning for the ferry routes to continue to be part of the Clyde and Hebrides ferry network where they benefit from economies of scale and cross subsidy. Above all they should be run in the interests of the local communities, not as profit making enterprises.

In addition the training and employment provided by Caledonian MacBrayne is vital for sustaining maritime skills and provides an important source of employment for local communities. Privatisation would open the door to social dumping - shipping companies exploiting cheaper foreign labour on UK ships, in some cases paying just £2 per hour.

Currently the lifeline ferry services to the Clyde and Hebrides are run by Caledonian MacBrayne, a publicly owned ferry company, after previous attempts to parcel off the services to the private sector failed in 2008.

That failed tendering process, carried out under the auspices of EU law, cost taxpayers £17 million that the union and the vast bulk of public opinion said should have been spent on improving services.



RMT general secretary Bob Crow also warned against social dumping by bosses who replace organised crews with cheaper overseas labour has been boosted by European Court of Justice rulings that make effective strike action in defence of jobs very difficult.

"On top of that we have EU regulations that insist on putting ferry services out to tender and we will be fighting to defend services and jobs, against legalised discrimination and for seafarers' rights.

"Since the Irish Ferries dispute in 2005, when unionised Irish crews were replaced with unorganised low-paid east European labour, we have stepped up our campaign alongside colleagues in unions across Europe," he said.

The union has organised well-attended

meetings in Stornaway, The Uists, the Isle of Barra, the Isle of Arran and Rothesay as part of the campaign to end the break up of Cal Mac services.

WHAT YOU CAN DO TO HELP

- Fill in the postcard and return it by FREEPOST - RMT will pass the cards directly to the Scottish Transport Minister.
- Write to your MSP asking him or her to support the retention of a publicly owned and publicly accountable Clyde and Hebrides ferry network.
- Read the RMT submission to the Scottish government at www.rmt.org.uk and see Campaigns Maritime. ■

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



DERAILING EU TRANSPORT PRIVATISATION

RMT hosts international conference in London on January 31, 2011 to discuss the fightback against the EU's transport privatisation drive

The European Commission has launched plans to establish "a single European railway area" based on EU rules demanding the privatisation of the sector.

The commission is claiming that it is simply 'recasting' existing EU legislation such as the First Rail Package which promotes a 'vertical split' between rail infrastructure and operations to stimulate an internal market in rail services.

Yet the European Transport

Workers' Federation says that it will have huge consequences for Europe's railways that could even challenge the right to strike.

This follows the EU's drive to hand European lifeline ferry services, from Greek ferries services in the south to Caledonian MacBrayne services in the north, over to the private sector.

In the bus sector EU-sanctioned corporate takeovers,

such as German state railways Deutsche Bahn's (DB) acquisition of Arriva, has seen the creation of EU-wide transport monopolies. National Express also sold Travel London and Travel Surrey to Netherlands rail company Abellio and Paris metro operator RAPT bought 25 per cent of bus giant Transdev.

These developments represent a direct threat to job, wages and collective bargaining rights.

In reality the commission is dismantling state-owned transport networks, using EU competition rules to replace them with private monopolies.

The rapid consolidation in recent years of global logistics companies such as DHL, owned by Germany's privatised post office, are the models for this legislation.

Such 'Euro champions' compete in global markets while

seizing control of railways and making renationalisation structurally complex and politically difficult.

EU Transport Commissioner Siim Kallas said: "My aim in all of this is more competition in passenger and freight services".

This confirms that EU institutions operate in the interests of monopoly finance capital, with a strategic objective to remove any vestiges of public ownership and control of transport in favour of market competition and 'liberalisation'.

The bitter experience of rail and bus privatisation in Britain has seen public subsidies soar and profits of the private monopolists who run public transport balloon along with passenger fares.

That is why RMT is hosting the conference to build resistance to the EU privatisation agenda. ■



FUTURE PUBLIC TRANSPORT

L' avenir des transports publics - Die zukunft der öffentlichen verkehr - El futuro del transporte público - O futuro dos transportes públicos - Framtiden av kollektivtrafiken - De toekomst van het openbaar vervoer - Budoucnost ve ejné dopravy - Tulevaisuus joukkoliikenteen - A jövő a tömegközlekedés - Il futuro del trasporto pubblico - N kotne sabiedrisk transporta - Viešasis transportas ateitis - Tulevik ühistransport - Fremtidens offentlig transport - Przyszłość transportu publicznego - Kamu ula tirma gelece i

RMT is hosting an international conference to discuss how European Union rules are the driving force behind the privatisation of transport industries across the EU.

RMT has invited unions from across Europe to discuss the growing crisis in the transport sector and how to resist the privatisation drive. If your branch wishes to participate please e-mail m.carty@rmt.org.uk or phone 020 7529 8307.

Nationalisation not Privatisation

An Open Conference of Fighting Transport Unions

London, Monday January 31, 2011

RMT PLEDGES TO FIGHT JOB CUTS AT ROYAL FLEET AUXILIARY

THE ROYAL NAVY LIFE LINE

RMT is mobilising a national political and public fight against cuts and privatisation plans at the Royal Navy's supplies lifeline – the Royal Fleet Auxiliary (RFA) – as a consequence of the ConDem Government's Strategic Defence and Security Review.

Hundreds of jobs and three vessels out of the current sixteen servicing the naval fleet are under threat.

An internal memo circulated to staff by RFA Commodore Bill Walworth says "SDSR for the RFA means we will lose a tanker, probably *Bayleaf*, a Landing Ship Dock Auxiliary (LSD-A), probably *Largs Bay*, and an Auxiliary Oiler Replenisher (AOR) probably *Fort George*.

"These are likely to occur by April 2011, however we will be regenerating *Fort Austin* [another AOR]," it says.

RMT has also been alerted that separate and secretive

discussions over the possible privatisation of some or all of the RFA's services including fuel transports, ammunition supplies and troop movements on behalf of the Royal Navy, are taking place behind closed doors.

Trade newspaper *Lloyds List* says that a number of leading private sector shipping outfits are eyeing up the RFA, with Denmark's Maersk widely seen to be in pole position.

RMT is warning that axing jobs, and flogging off what is left of the RFA to private companies, would threaten the reliability and security of this vital lifeline to our naval vessels around the world as the drive for profits and cuts would override the quality of service. The MoD would also lose direct control of the most essential element of the Royal Navy's support structure.

RMT general secretary Bob Crow warned that there would be an angry backlash against any

attempt to compromise national security by embarking on the reckless gamble of cash-led cuts and privatisation to this essential lifeline to UK naval crews all around the globe.

RMT national secretary Steve Todd said that hundreds of skilled merchant seafarers, serving the Royal Navy in war zones around the world and at home, face the possibility of being slung on the scrap heap if these ill-conceived cuts and

privatisation plans are bulldozed through.

"That would be a disgraceful kick in the teeth to brave seafarers who have played a vital role in conflict after conflict with many paying the ultimate price with their lives.

"RMT is seeking an urgent meeting with the Commodore to establish the full facts on where the defence review leaves the RFA and the political and public fight back starts now," he said ■

LIVERPOOL SHIPPING BRANCH

SUPPORTS

PETER HALL

FOR ASSISTANT NATIONAL SECRETARY

AND URGES ALLS MEMBERS TO VOTE FOR PETER AS THE MOST EXPERIENCED, COMMITTED CANDIDATE

DOVER SHIPPING BRANCH

SUPPORTS

PETER HALL

FOR ASSISTANT NATIONAL SECRETARY

SOUTHAMPTON SHIPPING BRANCH

NOMINATES

MARK CARDEN

ASSISTANT NATIONAL SECRETARY

USE YOUR VOTE.

OFFSHORE ENERGY BRANCH

NOMINATES AND SUPPORTS

MARK CARDEN

FOR ASSISTANT NATIONAL SECRETARY SHIPPING/OFFSHORE, A CANDIDATE FOR CHANGE

GLASGOW SHIPPING BRANCH

SUPPORT

PETER HALL

FOR THE POSITION OF ASSISTANT NATIONAL SECRETARY

OBAN SHIPPING BRANCH

SUPPORT

PETER HALL

FOR ASSISTANT NATIONAL SECRETARY

NORTH EAST SHIPPING

PETER HALL

FOR THE ASSISTANT NATIONAL SECRETARY'S POSITION.

MANCHESTER SHIPPING

SUPPORT

PETER HALL

FOR THE POSITION OF ASSISTANT NATIONAL SECRETARY

HUMBER SHIPPING BRANCH

SUPPORTS THE RE-ELECTION OF

PETER HALL

FOR ASSISTANT NATIONAL SECRETARY AND SEEKS SUPPORT FROM SHIPPING AND OFFSHORE MEMBERS AND BRANCHES

EIRE SHIPPING BRANCH

SUPPORTS

PETER HALL

FOR RE-ELECTION AS ASSISTANT NATIONAL SECRETARY

DEDICATED, EXTREMELY COMPETENT, COMMITTED

AND THE BEST CANDIDATE FOR THE JOB



COURT RULES AGAINST FOUR WEEKS PAID LEAVE FOR OFFSHORE WORKERS

Scotland's highest court, the Court of Session, has ruled against the union in the legal fight to secure four weeks-paid leave in accordance with the EU Working Time Regulations.

The three judges decided that offshore workers have no right to any time off during a period they would otherwise be working.

The judges perversely referred to the analogy of part-time workers, claiming that if a part-time worker had to use days they would otherwise not be working as their annual leave "that would have the effect of requiring that part-time worker to attend for work on each of the 52 weeks of that

year".

They stated this would infringe what is required by the Working Time Directive, but they failed to consider that in working 26-weeks offshore, on 12-hour shifts seven days per week, average 42 hours per week for 52 weeks. And that doesn't include travel time to and from offshore or time spent training while onshore.

The offshore employers successfully lobbied the government for a "derogation" from the normal period of averaging out working hours, which is over a 17-week period onshore and secured a period of 52 weeks for the purpose of averaging out working hours

offshore.

RMT regional organiser Jake Molloy said that the ruling was devastating news to those brave members who have fought for this entitlement over the last seven years.

"It should also trigger alarm bells in the heads of all those workers who continue to think this won't affect them because - 'we already get 2x3 or 2x2/2x4'.

Oil and Gas UK welcomed the ruling, claiming that working patterns typically allow offshore workers to spend over 26 weeks a year away from work onshore.

Jake Molloy said that if 26-weeks leave was considered

enough there was every chance that was all workers will get in the future.

"Anyone who currently enjoys 2x3, or any enhanced rota, or even paid leave through the OCA - beware!

"If the oil company you are working under decides the 'economic climate' cannot support the enhanced rota, it will be gone.

"We may yet be back in the courts, but in the meantime, every worker is exposed to the potential of a return to the straight 2x2 or even 3x3, while workers on these rotas are stuck with it," he said. The full decision will be available on to www.oilc.org. ■

SHELL AND SAFETY

Dear editor,

Yet again it appears that Shell middle management seem prepared to ride roughshod over corporate policy and compromise safety while upper management are either not actually aware or are choosing not to be aware.

In 1995 diver Brad Westell was killed whilst diving from the CSO Orelia which, at the time, was working for Shell in the southern North Sea.

There were no Shell representatives on board with any diving knowledge because, as investigations revealed, the job was only meant to be carried out by ROV. However, for commercial reasons, Stena changed the operation to that of one using divers. Shell failed to react and have a rep with diving expertise placed on board and the consequences were tragic.

Shell reviewed its policy to comply with the industry standard as set out in OGP 431. In section 8.2 it clearly states that when diving operations take place onboard representatives will, among other things, "have extensive experience on DP vessels and attend a DP appreciation course, be an ex-dive supervisor/diver with extensive knowledge of working with divers, planning diving operations, working with appropriate diving tables....thoroughly familiar with IMCA guides" etc.

Recently Shell has been using Subsea 7's new build, Seven Atlantic, having two reps on board at any one time, one covering days the other at night. Yet one rep has not worked offshore for nearly 20 years and has absolutely no diving knowledge at all, is not familiar with ACOP and not recently experienced in DP

ops; the list goes on.

Because of this lack of knowledge, he gave instructions to work on a Subsea Control Module when it had already been decided that further safeguards were required. Had it not been for the quick intervention of others this could have resulted in another tragic accident. Other reps do not comply with section 8.2 but not as blatantly.

As part of the diving team I look to the client rep as one of the main people in keeping my employer honest and safe. With the present setup I can't see that happening and it will probably taking someone being hurt or worse before things improve.

Yours truly,
A member of the Seven Atlantic crew

POLITICAL SCHOOL REPORT

RMT shipping member Darren Proctor reports from the annual political school in Doncaster and Parliament

This political course can be explained quite simply as an excellent introduction into politics and an eye opener into the world outside the workplace.

12 delegates came from all over the country, varying in age and covering every aspect of the transport industry so it was a good cross section of members for the course.

It was a very intense week, with lots of information to absorb from a variety of guest speakers covering different aspects of politics. I was probably the weakest member of the class but I believe I gained more knowledge than most because of this. I did my own research using the excellent facilities at the union's education centre at Doncaster in order to combat my lack of political knowledge.

The content surpassed my

expectations and after only five days, I had gone from being politically naive to the point where I am now campaigning and organising on political issues in my workplace and community. Not only does the course educate you, it gives you the confidence to use that knowledge to make a difference.

I won't forget the look on the faces of comrades on the course after watching the video from Justice for Colombia, which was so disturbing. Every day was interesting and questioned our views on politics, changed my opinion of politicians and showed us all what can be achieved simply by knowing the political system.

At the end of the week we were treated to a tour around Westminster, including sitting in the galleries of the House of Commons and the House of



Lords. John McDonnell MP gave us a great insight to the political system, the Parliamentary group and how we as individuals can help.

Those of us on the course have agreed to continue to support each other in different regions and industries whilst striving to continue to educate each other now that we have a platform to work from thanks to the course.

I urge all members reading this to put your name forward for this course. It is a credit to the union for investing so much time and effort that encourages members to become more

interested in what we are up against whilst showing how we can actively oppose any threats in our workplace, industry or community.

A big thanks to all the guest speakers, the tutors, union officials and all the great staff at the education centre for making it such a positive experience which will I know will help us as all in the tough times ahead. ■

- The next RMT political school will start on 13 March. The closing date for applications is January 4 2010. Please contact your branch secretary if you wish to apply.

SELECT SERVICE PARTNERS AND RAIL GOURMET REPS COURSE

RMT reps at Select Service Partners and Rail Gourmet attended a general reps course in Doncaster recently to get training on the companies' discipline and grievance procedures. The course included debates on the companies' use of mystery shoppers to spy on workers, the very poor conditions workers have to endure in the workplace from extreme heat/cold and lack of facilities.

Staff are often forced to wear the uniforms of train operating companies when working on board trains, although they do not work for that company. Low pay within

the company was also discussed, linked to the skills and tasks being carried out.

Recruitment and retention was also debated with everyone agreeing that the union must recruit in the workplace and get more reps in place. All present

drew up plans to recruit in their branch areas and to fight for recognition in Rail Gourmet.

Course tutors Glen Burrows and Graham Buchanan helped and guided everyone through the procedures. Geoff Revell addressed the reps on the

organisation and history of the union.

More RMT members are becoming reps at the companies to help and defend workers as well as recruiting new members and encouraging more to become reps. ■



In the picture right to left; Troy, Ron, Steve, Ian, Nikki, Shane, Chadia and Natalie

EDUCATION: Andy Gilchrist with young RMT members on a recent course

EDUCATING MEMBERS

RMT education officer Andy Gilchrist outlines the education programme for 2011 and encourages members to take up educational opportunities

RMT is right to be proud of its long commitment to trade union education.

Over the years the union has worked hard and committed resources to educating members.

Having taken up the post of national education officer in March this year, it was important to assess quickly what was in place and what needed to be developed.

RMT members are, alongside other workers, facing unprecedented and vicious attacks on trade union rights, living standards and jobs. So through RMT's education programme needs to support and equip officials and activists whilst continuing to develop the union into the future.

The acquisition of our own national education centre in Doncaster and education facilities in Clapham, London, the work of lay tutors and the regional commitment to play an integral role in future education programmes all augur well for the union.

As part of RMT's commitment to education, the Council of Executives commissioned Professor Mary Davis to review independently all things educational in the

union, and as I write, this report is being finalised and will be discussed by the executive.

The priority has been to put in place core skills programmes for the key levels of Workplace Reps and Branch Officials. This is now largely done and agreed by the union. For existing and future workplace reps a 13-day programme is available, beginning with a three day introductory course in your region with regional input, followed as circumstances allow for 2x5 day courses, Level 1 and 2, at Doncaster.

Branch officials should look to attend the new level 1 course for branch officers with a Level 2 course under construction. All these courses are set out on the RMT education calendar overleaf, on the website and in circulars.

Choose the appropriate course, get the signature of the branch secretary on the application form and it's done. For the Regional Introductory courses contact your region.

These core skills programmes provide the essential knowledge to perform that are of key importance to members on the frontline of the current attacks. Additionally, branch officials

and activists across many industries need specialist courses to help them, some of these are already in place.

On health and safety, any health and safety rep can take the TUC Stage 1, 2 & 3 courses, as well as the five one-day RMT health and safety courses available across the country.

RMT also offer courses dealing with its vital organising strategy, issues of the 'globalisation of work' and many others. There will be many occasions when members and officials alike need specific bespoke courses or one-off events to assist them and these can be quickly developed and delivered by lay tutors.

RMT lay tutors will have completed a fully accredited tutor training course to ensure the union can deliver all courses to the highest standards.

For example, a raft of educational events took place this year for RMT young members aged under age 30. These include educational events at the RMT AGM, Tolpuddle festival, Durham Miners Gala, and the Burston School Strike Rally.

If you are under age 30 and want to get involved look out

for the adverts, promotions and circulars about these events.

RMT's education programme will continue to deliver and developments for officials and members alike.

The programme is designed with RMT members in mind, delivered by trained RMT tutors and a lot of attention is given to ensuring a comfortable learning environment. So if you are a branch officer think about how the programme might help you, if you are thinking about becoming a new official at any level take advantage of the help available. If you think there is something you and your workplace needs that the union doesn't currently provide get involved at your branch and tell us – we don't always get it right but if you tell us we just might more often!

UNION LEARNING

The fantastic RMT Union Learning teams are also operating currently. If you want to know more about any aspect of learning then contact your local RMT Union Learning Rep and find out what's available, or contact Andrew Brattle on 020 7529 8820 or e-mail a.brattle@rmt.org.uk. ■

NATIONAL EDUCATION CENTRE - COURSE PLANNER 2011

	SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN	MON	TUES
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
JAN			B/HOL							Workplace Representatives Level 1 - (5 Days)							Workplace Repre	
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FEB				ULR Course - (5 days)						RMT Officials Level 1 (5 days)							Workplace Repre	
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
MAR				ULR Course - (5 Days)						Organising for a Winning RMT - (5 Days)							RMT Politi	
							1	2	3	4	5	6	7	8	9	10	11	12
APR							Global			Workplace Representatives Level 1 - (5 Days)							RMT Branch C	
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
MAY			B/HOL	Vulnerable Workers Course - 4 x 1 day						RMT Branch Officials Level 1 - (5 Days)							Winning in the C	
					1	2	3	4	5	6	7	8	9	10	11	12	13	14
JUN					Closed	Closed	Closed			RMT Branch Officials Level 1 - (5 Days)							Workplace Repre	
							1	2	3	4	5	6	7	8	9	10	11	12
JUL							Branch			Organsing for a Winning RMT - (5 Days)							Vulnerable W	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
AUG			Workplace Representatives Level 1 - (5 Days)														Branch Secretary	
						1	2	3	4	5	6	7	8	9	10	11	12	13
SEPT						Closed	Closed			RMT Branch Officials Level 1 - (5 Days)							Workplace Repre	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
OCT			Winning in the Global Workplace - 5 Days							Workplace Representatives Level 1 - (5 Days)							Vulnerable	
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
NOV				RMT Branch Officials Level 1 - (5 Days)						ULR Course - (5 Days)							PILC	
						1	2	3	4	5	6	7	8	9	10	11	12	13
DEC						28th Nov - 2nd Dec				RMT Branch Officials Level 1 - 5 Days							Workplace Repre	

WED	THURS	FRI	SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN
19	20	21	22	23	24	25	26	27	28	29	30	31						
Representatives Level 1 - (5 Days)					RMT Branch Officials Level 1 - (5 Days)							ULR						
16	17	18	19	20	21	22	23	24	25	26	27	28						
Representatives Level 1 - (5 Days)					Branch Secretary's IT Course 22-23 & 23-25							ULR						
16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
Political School 13th - 17th					Workplace Representatives Level 1 - (5 days)							Winning in the Global Workplace						
13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
Officials Level 1 - (5 Days)									B/HOL			B/HOL	Closed	Closed	Closed	Closed		
18	19	20	21	22	23	24	25	26	27	28	29	30	31					
Global Workplace - (5 Days)					Workplace Representatives Level 1 - (5 days)							B/HOL	Closed					
15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30			
Representatives Level 1 - (5 Days)					Branch Secretaries IT Course - 20-22 & 22-24							RMT Branch Officials Level 1 - (5 Days)						
13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
Workers Courses - 5 x 1 day					Workplace Representatives Level 1 - (5 days)							RMT Branch Officials Level 1 - (5 Days)						
17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
y's IT Course - 15-17 & 17-19					Vulnerable Workers Course - 5 x 1 day							B/HOL	Closed	Closed				
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
Representatives Level 1 - (5 Days)					RMT Branch Officials Level 2 - Pilot							Workplace Representatives Level 1 - 5 Days						
19	20	21	22	23	24	25	26	27	28	29	30	31						
Workers Courses - 5 x 1 Day					Political School - 23rd - 27th							Branch						
16	17	18	19	20	21	22	23	24	25	26	27	28	29	30				
PILOT COURSE TBA					PILOT COURSE TBA							Branch Secretary's IT - 28-30 &						
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
Representatives Level 1 - 5 Days												B/HOL	B/HOL					

HEALTH AND SAFETY REPS FIGHTING FOR YOUR RIGHTS



RMT's annual Health and Safety Advisory Conference takes place next year at the Doncaster Trades Club on Wednesday February 16 2011

There is a perception that the world of work is getting safer yet the following quotation from a track safety handbook is just as applicable today as it was when written in 1920s:

"What are the kinds of injuries that befall them?

"In the grim list are amputations of legs, arms and hands; fractures of skulls, arms, legs, ribs and collar bones; dislocations, ruptures, sprains, cuts bruises, burns, shocks and many others.

"What this means to the workers – breadwinners all – in suffering and distress, and what it means to their homes must be indescribable".

RMT's National Health and Safety Conference will again be held at the Doncaster Trades Club on Wednesday February 16 2011. In line with previous years the conference will have a theme, this year's theme, chosen

by the conference liaison committee, will be centred on the role of health and safety reps and the importance of effective action in securing change in the workplace to improve working conditions for all RMT members.

As with the most recent conferences a training course will be available to all delegates' related to the conference theme. In the past this has made it easier for delegates to obtain release with pay from their employers.

Since the first call for nominees was made in September over 50 delegates have registered for conference and it is hoped that this year's event will attract the highest numbers of delegates in the nine year history of conference. They will be able to hear from our invited guest speakers Hugh Robertson from the TUC, Ian Prosser, Chief Inspector of

Railways at ORR and finally we hope to hear from John McDonnell MP.

Hugh will concentrate on the support that RMT and the wider trade union movement can give to its safety reps, Ian will concentrate on the role of the enforcing authorities and what they can do to support safety reps in the field and John will look at the wider political approach to health and safety and the potential crisis in health and safety brought about by the current ConDem government's approach to health and safety.

MOTIONS

As conference has become so successful over recent years, branches are reminded that this year we have had to set a new timetable for receiving nominations and motions.

This will enable the agenda to be drawn up in good time for

distribution to delegates and to ensure smooth running on the day. Completed nomination forms, which have already been distributed to all Branches and Regional Councils in September, must be returned to Head Office by Friday December 17 2010.

Any Branch motions for debate at conference, which should be of national interest and relevant to health and safety within the transport industry as a whole, must also be submitted by Friday December 17 2010.

One of the adopted motions from this year's event called for the union to develop a health and safety charter and work on producing this is well under way. The final version of the charter is due to be agreed by the Council of Executives its December session and the charter will be launched at conference.





&



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RMT lawyers Thompsons have recovered £4,635,772 in compensation for members with employment rights and personal injury claims in the last 12 months.

RMT LEGAL SERVICES



RMT legal officer Jess Webb explains the unions legal services on YouTube

<http://www.youtube.com/user/RMTtelevision>

RMT provides a wide range of legal services for its members subject to rule for eligibility and legal assistance

HELPLINES

For an initial enquiry, one of our freephone helplines should assist:

RMT FREEPHONE HELPLINE - 0800 376 3706

This is for advice on all work-related and Union matters.

The lines are open 8am-6pm Monday-Friday, 9.30am-4pm Saturday.

Or email: info@rmt.org.uk

LEGAL HELPLINE

0800 587 7516

SCOTLAND 0800 328 1014

This helpline is for advice on non-work related legal queries. Details of on-work accident claims for members can be taken

on this line and the service extends to immediate family members.

The lines are open 8am-8pm Monday-Friday (except public holidays), 9am-5pm Saturday and Sunday.

CRIMINAL HELPLINE

0800 587 7530

SCOTLAND 0800 328 1014

This is for legal assistance at police stations in respect of police charges arising out of a member's employment. Members may also ask for advice on this helpline before agreeing to take part in identification procedures, being charged or summonsed in respect of police charges arising out of their employment.

The lines are open 24 hours a day, 7 days a week.

PERSONAL INJURY CLAIMS

This service covers:

- accidents at work claims for members
- industrial disease claims for members

This is an extensive service and there are only limited exceptions.

The service is accessed by submitting an L1 form to their branch.

ASSAULTS ON DUTY

Members who suffer an injury as the result of violent crime or are injured whilst trying to apprehend criminals or prevent a crime, may be entitled to an award under the Criminal Injuries Compensation Scheme (CICA).

An award will not be made if the offence was not promptly reported to the police or if

any information is held back from them. The scheme will not pay compensation if it is assessed at under £1,000. A claim must be made within two years of the incident.

Individuals may apply to the CICA on their own behalf. However, if the assault was on duty or while travelling to/from work any member who would like the Union's solicitors to assist with a CICA claim and/or consider a potential personal injury claim for the assault should submit an L1 form to their Branch Secretary who will endorse it and send it direct to the Union's solicitors

EMPLOYMENT TRIBUNAL CLAIMS

Should a member require legal assistance for an employment tribunal, they need to fill in an RMT L2 form and pass this with as much relevant documentation as possible to their Regional Organiser.

The Regional Organiser has the ability to assist the claim in a variety of ways, either through local negotiation to seek early settlement, advice on how to follow grievance procedures and on how to submit ET1 forms to comply with the strict time limits, and by helping to compile all the necessary documentation to establish the case. Having authorised the L2 form the Regional Organiser sends all the documents to head office where the case can be assessed.

Legal representation is not automatic and is provided by the Union in cases that have reasonable prospects of success. Unless/until legal representation is granted the member remains responsible for lodging the ET1 claim form within the time limit.

A paper copy of the ET1 claim form comes with the booklet Making a claim to an Employment Tribunal available at Citizens' Advice Bureaux and Employment Tribunal offices. Copies can be ordered free of charge by ringing BIS publications on 0845 015 0010.

A claim can also be submitted online at www.employmenttribunals.gov.uk and it will automatically be forwarded to the relevant Tribunal office. Remember to save your sent version on to your computer.

Original ET1 forms must not be sent to RMT head office. It is for the member to lodge these forms with the Tribunal and within the time limit – see below.

EMPLOYMENT TRIBUNAL TIME LIMITS

It is important to note first of all that not all employment issues can be resolved in the Employment Tribunal. The jurisdiction list on their website www.employmenttribunals.gov.uk shows the limit to the claims a Tribunal can determine.

For those that can, there is a strict time limit of three months, less one day, in which to submit an ET1 claim. When the clock starts ticking depends on the specifics of the possible claim. For example, where the issue is unfair dismissal, it is three months less one day from the effective date of termination.

The date the member was first informed of the dismissal should be regarded as the 'Effective Date of Dismissal (EDT)'. This is crucial because, regardless of any appeal, the Employment Tribunal will not accept a claim for unfair dismissal if it is received three months or more after the EDT.

For discrimination claims, if the unlawful discrimination is not a single act for which the three-month limit would apply, there is the possibility that the unfavourable treatment can be considered "continuing discrimination". But that should be regarded as a last resort. If in doubt, apply the earliest possible act of discrimination as being when the clock started.

In other Employment Tribunal claims in relation to a member's employment such as unlawful deduction of wages, flexible working cases etc similar considerations as to time limits apply. The clock starts from the event giving rise to the complaint e.g. the deduction of wages, the first refusal of flexible working etc.

The law provides that the internal grievance procedure should be used before lodging a Tribunal claim (in dismissal cases it is the appeal procedure which should be used). So members with a potential Tribunal complaint should put in a grievance about that complaint (an appeal in dismissal cases) as per the ACAS Code of Practice. It will be possible to lodge a Tribunal claim prior to exhausting the grievance/appeal procedure, but it is always best that the grievance/appeal is lodged promptly so that in many cases it will be concluded before the time limit expires. But lodging the grievance or appeal does not extend the time limit for submitting an ET1 claim to the Employment Tribunal. That time limit runs from the date outlined above – not from the date the grievance/appeal is lodged or concluded.

POLICE CHARGES

Legal assistance may be provided to members in respect of police charges arising out of their employment.

Any member requiring such assistance should contact their Branch Secretary. Consideration for legal assistance cannot be given until a member is formally charged or receives a summons to appear in a magistrates' court.

If a member is asked to attend or taken to a police station for questioning, they have the right to see the duty solicitor.

RMT members have the option of calling the RMT Criminal Helpline on 0800 587 7530 (Scotland: 0800 328 1014) 24 hours a day, 365 days a year for legal assistance at police stations in respect of police charges arising out of their employment.

Members may ask for advice from RMT solicitors before agreeing to take part in identification procedures, being charged or summonsed in respect of police charges arising out of their employment.

RMT solicitors will not charge members for any initial advice given and welcome enquiries from members if they have any doubts as to whether they need legal representation.

Once a member has received a copy of the charge sheet or the summons, they should contact their Branch Secretary. The Branch Secretary should forward a copy of the charge sheet, brief details of the allegation, membership number, daytime contact telephone numbers for the member and an indication of how the member intends to plead to the general secretary requesting representation in the matter.

It is important to say whether the incident happened at work and whether the charge could result in the member losing their job. Branch Secretaries are welcome to fax these details to the Legal Officer at RMT head office (fax: 020 7529 8808). The general secretary will then decide as to whether legal representation will be provided by the union.

OTHER LEGAL SERVICES

The following additional services can be accessed by calling the legal helpline above, i.e. 0800 587 7516 (0800 328 1014 in Scotland):

- Free wills for members including joint wills. This is a free service but a charge applies to any later amendments to a will drawn up using this service.
- Free legal advice for members. This applies to non-work related legal queries if the issue is, for example, a matter of property, consumer or family law, etc. The service does not extend to appointing a solicitor to advise and assist. The member is entitled to up to half an hour's legal advice over the telephone, but cannot have documents considered, nor have legal representation which they would have to arrange privately.
- Discount conveyancing and probate. These are services members pay for at a discounted rate. ■

BOOM TIME FOR RAIL PRIVATEERS

RMT exposes fat cat transport privateers as Parliamentary group demands answers from the ConDem government on budget cuts, franchising, ex-Jarvis workers and the Tube dispute

At a time when passengers are being warned to expect fare increases of up to 30 per cent over the next few years, RMT has produced new figures exposing massive pay hikes in the boardrooms of Britain's main private transport operators.

The UK transport rich list is topped by Keith Ludeman – outgoing boss of the Go-Ahead group – who saw his salary rise by an incredible 35 per cent from £916,000 on the June 2009 figures to £1,240,000 in July this year.

Ludeman was responsible for the Southern Trains franchise which recently announced it was axing toilets on the key inter-city route between Portsmouth and Brighton.

Hot on his heels are Brian Souter from Stagecoach on £762,000 and David Martin from Arriva on £743,635 (see full list below). Company profits also show that the big five UK transport operators have posted combined dividends of more than £2 billion since privatisation.

There are also clear signals that transport is being lined up as a prime target for ConDem cuts.

RMT general secretary Bob Crow said that budget cuts in transport would impact on jobs, safety, services, fares as well as running the risk of bus service

being wiped out in rural areas.

"Under this ConDem government the public will be forced to pay through the nose to travel on crowded trains and buses on creaking and unsafe infrastructure while the profits, dividends and top bosses salaries of the private companies are ring-fenced.

RMT MPS DEMAND ANSWERS

Katy Clark, a member of the RMT parliamentary group and MP for North Ayrshire and Arran, secured a parliamentary debate about a number of government reviews that will affect the future of the railways.

These include appointing Sir Roy McNulty to look at how the railways can provide better value for money and a consultation on a new franchising policy.

Taken together these reviews could lead to a highly detrimental impact on rail including the break up and sale of Network Rail, longer franchises which have greater flexibility to cut services and a significant dilution of safety standards.

Katy Clark also secured a parliamentary debate, which gave MPs the opportunity to challenge the Rail Minister Theresa Villiers over rail policy, justice for ex-Jarvis workers and the dispute on London

Underground. During the debate Ms Clark paid tribute to the rail workers who work in all conditions to keep Britain moving.

"It is important that their voice is heard in this debate and pressed ministers to consider the benefits of having an integrated, publicly-owned railway and to ensure that those conducting the rail review-and the Government themselves-do not just look at the issue on an ideological basis," she said.

Katy Clark also pointed that many Jarvis workers are still without work and have lost their pensions and asked the minister look into their plight.

Labour MP for York Hugh Bayley asked "what the government can do to secure jobs for those redundant workers who have not yet got jobs themselves, so that their skills can be retained in the railway industry and used to build new railways?"

Julie Hilling MP for Bolton West also reminded MPs that "thousands of jobs have already been lost on our railways, on both the passenger and freight sides, and we are also seeing a gradual attack on train guards as companies try to introduce driver-only operations, which will reduce staffing levels even further and, I believe, raise significant safety concerns".

RMT group convenor John McDonnell, MP for Hayes and Harlington, reminded the rail minister of "question after question over past years in which ministers were asked why we cannot have a public sector comparator".

He asked what calculations and assessments had been made in respect of other systems across Europe that are under integrated public ownership at least some judgment could be made of the private franchising system that has been in operation in this country for the

DIRECTORS PAY

Train company	Highest Paid Director
Arriva Group	David Martin £743,635 (31 Dec 2009)
Arriva Cross Country	199,000 (01 Mar 2009)
Arriva Trains Wales	194,000 (31 Dec 2009)
First Group	Moir Lockhead £643,000 (31 Mar 2010)
First Capital Connect	398,000 (31 Mar 2009)
First Great Western	190,000 (31 Mar 2008)
Hull Trains	Information unavailable.
ScotRail	429,275 (31 Mar 2009).
First Transpenine	Information unavailable.
Go-Ahead Group (65% of Govia)	Keith Ludeman £916,000 (27 Jun 2009)
	£1240,000 (July 2010) (35% increase)
London Midland	Information unavailable.
Southeastern	Information unavailable.
Southern	358,000 (28 Jun 2008)
National Express Group	Ray O'Toole £644,000 (31 Dec 2009)
Interim 6 months ended 30th June 08	
C2C	166,852 (31 Dec 2008)
Stagecoach Group	
Interim 6 months ended 31st October 08	Brian Souter £762,000 (30 Apr 2010)

Early Day Motion 849

FUTURE OF THE RAILWAYS

That this House notes with concern reports that the Government's review of the railways will lead to a significant increase in what are already the most expensive rail fares in Europe; is appalled that hard-pressed passengers will be hit by these fare hikes at a time when the highest paid directors of the big five transport groups which run most of UK's train operations, Arriva, First, Go Ahead, National Express and Stagecoach, have been paid salaries of between 600,000 and over 1.2 million a year, with one executive enjoying a 35 per cent. annual increase; is further concerned that this executive excess is on the back of billions of pounds of taxpayer subsidy to the privatised train operations; is dismayed that whilst passengers and taxpayers are being asked to tighten their belts these companies have paid out dividends in excess of 2 billion since privatisation; believes that, instead of cutting services and hiking fares, the Government should consider urgently a freeze in dividends and a windfall tax on the profits of the privatised railway; is further concerned that the same companies who are fleecing the railway are also lobbying for the break-up and sell-off of Network Rail which will create a Railtrack mark 2 which puts profit before safety; and further believes instead that the interests of passengers, taxpayers and rail workers would be best served by an integrated, publicly-owned and accountable railway.

Katy Clark MP

past two decades.

John McDonnell also urged London Underground to return to the negotiating table and to seek a settlement with RMT and TSSA.

He said that the dispute is a principled one.

"It is not about wages, but about looking after the safety of the travelling public," he said.

Katy Clark pointed out that Tube workers who were hailed as heroes after the London bombings in 2005 are now often vilified in the press as enemies of the state.

"I hope that there is a negotiated settlement to the dispute, and I pay tribute to those members of the RMT and the TSSA who are taking a stand on behalf of passengers and rail safety," she said.

Julie Hilling urged the Minister to consider the importance of safety of passengers travelling on the Underground.

"Stations can often be very lonely, scary places for all rail users but particularly for women travelling alone.

"The fact that we have staff in ticket offices and on platforms increases both the feeling of safety and the actual safety," she said.

She also warned the government against using the rail review as a precursor to breaking up Network Rail.

"Already there is erosion of track inspection and other safety elements and if we fragment the industry further, especially track control, we will certainly make accidents, such as those at Grayrigg, Hatfield more likely," she said.

As a result of the debate the Rail Minister agreed to meet MPs to discuss in detail the government's review of the railways and the continued plight of ex Jarvis workers.

The full text of the debate and RMT's written policy submissions to government can be found on the RMT website. The RMT Parliamentary Group will be hosting a seminar in the New Year to discuss the government's review of the railways. Watch this space for more details.



STOP EU ATTACKS ON FERRY SERVICES



In 1954 Ealing Studios released 'The Maggie', a comedy named after a 'Clyde Puffer' - a small, coastal freighter - in the Clyde and Inner Hebrides.

In the film Captain Mactaggart, 'The Maggie's rascally owner, wrecks his ramshackle ship and risks his crew's safety to fleece American tycoon, Calvin B. Marshall.

Fast-forward to 2010 and a Scottish government wants to refloat rust buckets like 'The Maggie', using European Union competition rules to hand over publicly owned, lifeline ferry services to a bunch of latter-day Mactaggarts.

The Scottish National Party government's Ferries Review aims to 'unbundle' publicly owned Caledonian MacBrayne and Northlink ferry services, allowing private companies to cherry-pick profitable, freight routes.

Communities in the Hebrides, Orkneys and Shetlands face dire consequences for local economies, jobs, training, safety, conditions and pensions as well as investment in new vessels if the SNP's smash and grab plan goes ahead.

Millionaire 'Stagecoach' boss, Brian Souter is eyeing up 'CalMac' services. In 2007 Souter switched his funding from Labour to the SNP. By an uncanny coincidence, the SNP rapidly dropped its opposition to ferry privatisation.

RMT general secretary Bob Crow spelt out our determination to resist 'CalMac' privatisation at a public meeting in Oban last month.

This month Bob and I attended public meetings with RMT officers and activists from Stornoway and the Uists to Barra, across to Arran and Gourock on the Clyde, helping build a trade union and community campaign to defend lifeline ferry services before next May's Scottish elections.

Not only Scottish ferries are threatened by EU competition rules on 'free movement' of labour and services - a euphemism for super-exploitation of workers through social dumping.

In echoes of the 2005 Irish Ferries dispute and the 2007 European Court of Justice decision on 'Viking Ferries' from Finland, a German ferry operator, Mezeron is bidding against Isle of Man

Steam Packet, for Liverpool-Douglas freight contracts, using Estonian-flagged ships and eastern European crew at £3.78/hour for Able Seamen and £2.90/hour for Cooks - for an 84-hour week!

Tesco has already switched to the cheap labour operator and RMT will call for a consumer boycott unless Tesco ends support for social dumping. If Tesco can have ethical policies for buying chickens, it can have an ethical policy for workers that transport its products.

Bob Crow met the Manx government Minister this month, reminding him that decent union jobs provide a safe and efficient ferry service, while RMT members demonstrated against social dumping in Douglas and at Liverpool Pierhead.

ITF's 'Fair Ferries Campaign', condemns seafarers' unequal pay and conditions and abuse of multinational crews. Yet the carnage of job losses continued this year with threats to replace Stena Britannica ferry crews between Harwich and Hook of Holland with cheap labour.

In France where unions are in dispute over the loss of 600 ferry jobs. Sea France argues it can't compete in a market that is not a level playing field.

In Greece, seafarers' unions took strike action in April and May this year against EU rules on 'cabotage' - deregulating coastal shipping. Despite hostile media, political attacks and Greek courts making strike action illegal, Greek unions have fought social dumping, preventing a Maltese-flagged cruise ship, 'Zenith', which employs foreign crews without insurance or union recognition, from docking at Piraeus harbour in Athens.

EU rules and court judgments attacking protection from social dumping are leading to a race to the bottom in the ferry industry.

RMT is hosting an international conference 'Future Public Transport: Nationalisation not Privatisation' to discuss how seafarers, rail and bus workers can fight back on January 31 2011. Please join us.

I would like to wish all RMT members and your families a safe and happy festive season and success in 2011. Unity is Strength!

Alex Gordon

PLYMOUTH AWARDS

Senior assistant general secretary Mick Cash attended a recent meeting of RMT's Plymouth branch to award members with their 10 year membership badges.

Mick also visited outstations as well as the main depot in Plymouth, to see and hear for himself what the grass roots members thought of the situation developing within First Devon and Cornwall.

Plymouth No5 branch secretary Mike Barry and branch chair Jill Libby (right) took Mick to the outstation at Tavistock where he heard of concerns regarding misuse of CCTV, drive cam and drive green, before proceeding to Bretonside bus station to talk to members in the canteen and then onto the Torpoint outstation.

Mick then presented ten year badges to drivers' rep Pauline Harris, Jill Libby and Michael Cox who has been driving for the company since 1995.



Mick then spoke to the branch, explaining that workers were coming under attack in the current economic climate and the only way to combat this is to stand together united in one cause.

Regional organiser Phil Bialyk also informed members of current state of industrial relations with First Devon and Cornwall.

EAST MIDLANDS BUS

Seat Midlands Bus branch secretary Dave Paling recently presented long service awards to members including two 40 years membership awards to Dave Hardy and Steve Huckerby. 25 year badges were also presented to Ian Charlesworth, Andy King and Tony Ward.



Ian Charlesworth



Dave Paling and Tony Ward



Dave Paling and Andy King

PULLING TOGETHER

A Popular History of RMT

New free union publication gives an insight into the struggles, defeats and victories of members over 150 years

Pulling Together gives members an engaging and colourfully illustrated window on the history of the union up to the present day.

It tells the story of how the union developed under very difficult circumstances against very powerful opponents and maintained itself as a democratic, fighting organisation that today

represents members in all sectors and grades of the transport industry.

Pulling Together is available free to members from Unity House, 39 Chalton Street, London NW1 1JD with a stamped, addressed envelope or by e-mailing bdenny@rmt.org.uk



THREE BRIDGES HOSTS A CELEBRATION

Three Bridges branch held a special awards presentation evening recently to recognise the efforts and loyalty of long serving members of the union.

The event was held at the new venue for branch meetings, the well-appointed Three Bridges Football Club main suite and boardroom, and was run in conjunction with Brighton and London branches.

The evening proved immensely popular, with well over 100 people turning out, some of whom brought their children, making it an event for the whole family.

Across the three branches, 20 people qualified for long service awards ranging from ten to 40 years, and a good proportion of those were able to be present on the evening. Health and work commitments prevented other members from attending, but arrangements have been made for them to receive their medals.

Ten and 25-year medals were presented by RMT general secretary Bob Crow to John Spies and Martyn McCormack respectively of Three Bridges. Six 40-year medals were presented to Ken Ockenden and Brian Anderson from Brighton branch and Antony Ace, Dennis Kilshaw, Michael Tullett, Robert Walls all from Three Bridges branch.

Although on a tight schedule, with all day meetings at ACAS, Bob took time to talk about the current situation in respect of pensions and government cuts.

He said that whilst everyone needed to be aware of a changing work environment, the so-called 'black holes' in pension funds were not as serious as stated. A change in the way that actuaries calculated pensions meant that money for pensions now had to be available from day one for each employee, rather than when they retired, creating an apparent immediate shortage that in reality did not exist.

Bob expressed the view held by many people that the government cuts would be devastating.

He pointed out that Britain only finished paying for the First World War two years ago, and that we would not finish paying for World War Two until after 2020, much longer periods of repayment than agreed with the current deficit.

An excellent buffet was provided by Jose Arguelles and his wife, and despite the high quality of the food there was inevitably some left over; rather than let it go to waste the union was pleased to donate it to a local children's firework party.

Three Bridges Branch secretary Dave Crawford, who organised the event thanked Bob Crow for coming, and also everyone who had helped make the evening a success, pictures of the event and minutes of the Branch Meeting held immediately afterwards are available on the website: www.rmt3bridges.org.uk. ■





25 REASONS TO BE

There are many good reasons to be an RMT member and below are just 25 of them

1 COLLECTIVE BARGAINING

The union has a dedicated team of officers elected by you to serve your interests negotiating with employers on issues from pay, hours of work, pensions and working conditions.

To provide a better service to members RMT has increased the number of officers by two in 2007 and a further officer will start in 2008. These elected officers are supported by a team of researchers to formulate pay claims to obtain the best negotiated terms for you.

2 SUPPORT IN THE WORKPLACE

RMT has a national network of 230 branches organised under regional councils aimed at providing local support.

Every member has their own branch secretary to provide immediate support and advice in the workplace.

The union has health and safety at work representatives coordinated from head office to ensure safety is given due priority by employers and risk is properly managed.

RMT's equal opportunities specialists also provide support to ensure fairness and help to stamp out bullying and harassment.

3 MEMBERS HELPLINE

TELEPHONE 0800 376 3706

A freephone members' helpline staffed by experts in the industrial relations department advises members on all work related and membership enquiries. Lines are open Monday to Friday 0800 hours to 1800 hours and Saturdays 0930 hours to 1600 hours.

4 LEGAL HELPLINE

0800 587 7516

If you have a legal query on any topic besides workplace issues, members can ring up the Legal helpline. RMT provides legal representation throughout the course of personal and domestic claims such as divorce, property purchases, debt etc and can give some initial advice to help you on your way.

5 CRIMINAL CHARGES

Should a member or family members find themselves in police custody, RMT's Criminal helpline can give initial advice and the provision of a duty solicitor should the need arise. Members who are charged with crimes at or connected to work and who are not guilty can be considered for legal representation. All legal representation is discretionary and according to Rule.

6 INDUSTRIAL DISEASES

Members who have suffered an industrial disease will receive free legal support to make a claim. Such claims are underwritten by the union and members will not have any deduction from their settlement unlike claims run by no-win, no-fee companies.

7 PERSONAL INJURY

Personal injury claims cover extends to RMT family members and friends should they suffer an injury. RMT underwrites settlements that would not be provided by no-win, no-fee companies.

8 EMPLOYMENT TRIBUNALS

Should a member find themselves unfairly dismissed, discriminated against or have any claim which has reasonable prospects of success at an Employment Tribunal, RMT will provide legal representation. Even if the union is advised that the claim is unlikely to succeed, members who make a claim are eligible to receive free legal advice.

9 DONCASTER EDUCATION CENTRE

The union has an Education Centre in Doncaster offering a range of courses for activists to increase our professionalism in the workplace. The centre has an Information Technology suite which is a valuable training resource together with video linkage to headquarters enabling conferences with the general secretary and other officials.

10 ACCIDENT BENEFIT

Payable if you have an accident at work or on the way to or from work.

Accident benefit is only payable if you have been off for three days or more. Accident must be reported to branch secretary within 26 weeks in order to qualify for accident benefit.

11 RETIREMENT BENEFIT

Payable to any member who retires over the age of 60, or aged 55 if retired through redundancy or resettlement. Ill health retirement also payable; proof of this must be sent with application for retirement benefit.

12 DEMOTION COMPENSATION

Payable to any member who is experiencing loss of wages through being permanently demoted or downgraded as a result of illness or injury. Payment of £300 provided that member reports this to Branch Secretary within 12 weeks.

13 DEATH GRANT

If a member dies in service (i.e. not retired) then £600 is payable to the members' next of kin. Documents to be sent in with application for death grant would be death certificate and copy of will or probate, if neither are available, a copy of the funeral invoice will suffice.

14 ORPHAN FUND

The beneficiaries of this fund would be any child of a member or spouse if the member dies in service or if a members' spouse dies and the member has responsibility of the children. Benefit is paid while a child is in full-time education up until the age of 22. Payment is made quarterly and the rate is £12.00 per week for children up to the age of 16, then £12.75 per week from 16 to 22.

15 OLD AGE GRANT

This one-off grant is payable to shippers who, at the time of the merger of NUR/NUS (September 1990) had twenty years continuous service. This benefit is paid out at retirement age of 65. If a member retires before that age, they can elect to either wait until they are 65 and receive Old Age Grant, or waive the right to this benefit and receive normal Retirement Benefit.



A MEMBER OF RMT

A claim for this benefit must be made within six months of the claimant attaining the qualifying age.

16 FUNERAL GRANT

On the death of a member of the Shipping Grade who had had twenty years service at the time of the NUR/NUS merger and was five years or less from the relevant age of retirement, the sum of £200.00 is payable to the person or persons nominated to receive said Funeral Grant.

17 CAMPAIGNING

The union has a political fund to run campaigns and provide a political voice to benefit members' interests in the workplace. RMT has a very active parliamentary group which raises issues of concern for members in the House of Commons and puts down early day motions in support of union policy.

18 FINES POOL

From January 1 2008 the existing Fines Pool will be administered from Head Office and will become open to more members.

If you drive a company vehicle as part of your job and are an RMT member, then you can join the Fines Pool. The fund will reimburse members for fines incurred under the Road Traffic Act during the course of your employment, court costs, and lost time to attend court hearing. This excludes offences involving drink or drugs, smoking, mobile phones, seat belts, parking fines, or violations of the Driving Hours Regulations.

19 RMT NEWS

Members will receive a lively informative journal delivered direct to you containing industry sector updates and major issues affecting workers. There are 10 editions each year plus a free diary packed with useful information. Regular newsletters are also produced for the various grades of RMT member.

20 WEBSITE

RMT's popular website www.rmt.org.uk is full of industry information as well as a members-only area. This gives you access to a continually updated pay and conditions database and you can view various RMT conferences, including the AGM. You can also debate union-related issues through the members' forum and view and update your own membership details.

21 CREDIT UNION

RMT has its own Credit Union, run by members for members. It offers a savings and loan scheme at competitive rates of interest on a not for profit basis. Members can also access their account through the RMT website.

22 CREDIT CARDS

RMT also has its own branded credit card with good terms and you can apply on line for this facility.

23 TAX AND WILL PREPARATION

The union can also provide a personal taxation service and will preparation service.

24 RMT JUNCTION

RMT members can join the social networking site RMT Junction which automatically subscribes users to particular

groups based on their grade, region and workplace. Members can also create their own groups and invite other members to join. Simply visit www.rmtjunction.org.uk

25 RMT MAIL

RMTmail provides you with a fully functioning email account for you to use to send and

receive emails. When you register for an account you can choose your email address. To register you must enter your RMT number and national insurance number, which will take you to a page where you will choose your email address and password. Then you are free to use the account as you wish. Go to www.rmtmail.org.uk

NOTIFICATION OF CONTRIBUTION RATES FOR 2011

Like most things, the cost of providing you with the benefits of RMT membership increases every year and contribution rates increase to help us to maintain and improve those benefits and our services to members.

From the January 1 2011 contributions will be increased to £3.95 per week, for members aged 18 or over in an adult post.

For members who are under 18 years or who, if not in an adult post, are under 20 years of age, the weekly contribution rate will be increased to £1.60, the latter rate also applying to those staff on part-time contracts of employment.

For those full time workers on low pay of less than £15,000 we have a special rate of £1 per week subject to the fulfillment of certain conditions.

Direct debit payments will be increased accordingly as will contributions collected by employers under paybill deduction arrangements. Members who pay contributions to Cash Collectors will receive a new contribution card from the collector. Those sending cheques or postal orders direct will need to adjust the amounts sent in accordingly.

The new rates applicable are as follows:

<i>Period</i>	<i>Adult/full time</i>	<i>Junior/part time</i>
Weekly	£3.95	£1.65
4 Weekly	£15.80	£6.60
Monthly	£17.12	£7.15

INCREASE IN ACCIDENT BENEFIT

Accident Benefit will also increase arising from the higher contribution rate and for Adult/Full Time members will be weekly £39.50 with a maximum payable sum of £1,027.00

We maintain a tight control of our costs and continually re-examine them to ensure that we make best use of our resources to deliver improved services to you. I am sure you will agree that RMT membership continues to provide excellent value for money.

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)

Open six days a week - Mon to Fri - 8am until 6pm, Sat - 9.30am to 4pm

e-mail: info@rmt.org.uk
Legal helpline: 0800 587 7516 - Seven days a week

RMT PARLIAMENTARY BUS SEMINAR **DEFENDING BUS SERVICES**

Date: February 1, 2011

Time: 1400 hours to 1600 hours

Venue: Committee Room 10, House of Commons

The union and RMT's Parliamentary group of MPs will be holding a seminar in the House of Commons to discuss the future of the bus industry in the light of the government's draconian Spending Review this month

Bus services and jobs are under serious threat with cuts to local authority funding and the possible withdrawal of the national bus subsidy and support for concessionary fares.

The government is reviewing the future of the only direct national funding for bus services – Bus Service Operators Grant (BSOG) – and may scrap it completely.

The grant is a rebate to bus operators on the fuel duty they pay. Operators who run local registered bus services are reimbursed for the major part of the tax paid on the fuel used in operating these services. These also include many rural, school and socially important services and the grant is also increasingly important to community transport providers.

Angela Smith MP has already put down Early Day Motion 402 warning that if government support for bus services were to be withdrawn it would lead to substantial fare increases, service reductions and job losses.

The seminar will be considering these issues and how to best set out a positive agenda for bus services, passengers and bus workers.

RMT general secretary Bob Crow will be speaking at the seminar, together with Bus Minister Norman Baker MP, public transport campaigners, Passenger Transport Associations and campaigning groups. All Members of Parliament will be invited to the seminar.

The seminar will be widely advertised and RMT would like to encourage the maximum possible attendance from RMT members and particularly bus members. Support for attendance is a legitimate item of expenditure from Branch funds.

letters

LONDON CALLING

Dear editor,

RMT members in the London Transport Region have an easy way to access the news and materials they need – the Regional Council's 'RMT London Calling' website.

Set up two years ago, the website now contains nearly 2,000 posts, each giving members important information: about your rights at work, or an event, or the latest news from negotiations. Members can also download leaflets and posters, and watch videos. The website has sections for each branch and company in the region, and for equalities and political campaigns.

Nearly 1,000 people have registered as users of the website, which gives them access to even more features.

The website is a resource for members. It is run by rank-and-file activists, and is set up so that workplace reps can post information and members can post comments, so it belongs to members, not just officials.

In our current battles to save jobs and defend conditions, the website has proved invaluable in getting updates and materials into circulation quickly, passing on messages of support for our action, and gathering information from different workplaces.

Visit the website at www.rmtlondoncalling.org.uk
Additionally, the 'RMT Platform' website is specifically for London Underground station and revenue staff:
www.rmtplatform.org.uk

Janine Booth
London Regional Council Secretary

WHERE IS LABOUR?

Dear editor,

Labour MP John McDonnell presented a bill to Parliament on Friday October 2010 to stop employers from taking trade unions to court to stop strike action over "minor technical errors" within the ballot.

The law currently states that trades unions have to provide employers with not only an accurate list of the people they intend to ballot but also details of their workplaces and designated grades.

The bill would have kept in place obligations on trades unions to hold secret ballots – but it would stop employers rushing to court to stop strikes if workers vote overwhelmingly for industrial action.

No one wants to go on strike, but the right to take industrial action is a fundamental human right. Sometimes workers are left with no choice but to withdraw their labour.

It's also a fact that strikes have led to some of our great social advances.

Therefore it is extremely disappointing that the bill failed. The Tories (with a couple of exceptions) failed to turn up or actively tried to wreck the bill by "filibustering" in the chamber.

Perhaps it's no surprise that not one Liberal "Democrat" voted for the bill – after all they are now propping up a cut, slash and burn Tory government.

What should be of more concern is the failure of huge numbers of so-called "Labour" MPs to turn up and vote for the bill – even though some who failed to support were actually in Parliament on the day.

Perhaps the shameful decision of the "Labour leadership" not to support the bill played a major part in so many Labour MPs staying away.

If our MPs can't turn up at our Parliament to defend basic human rights and re-balance workplace industrial relations then it really is a sorry state of affairs. It is perhaps another indication of how far the 'Labour' Party has travelled in the wrong direction under 'Bliar', Brown and now Miliband.

Yours, Craig Johnston

National Executive Member for Manchester and the North West

RMT Christmas cards for sale

Get Organized this Christmas!

TEN FOR A FIVER
order from Head Office

WHAT IS THE POINT OF UNIONS?

Dear editor,

I watched the TV programme Dispatches recently called What's the point of the unions? The best criticism they could come up with against Bob Crow was threatening to support his members and that they should fight for their jobs against the coming ConDem government cuts. Don't they understand that's Bob's job? I expect Bob is overjoyed that this accusation is levelled at him.

It went on to say how much he was paid. As far as I am concerned, he is worth every penny and I wouldn't want Bob's job. He is so much in demand I don't know how he has time for a private life.

What I do know is that when we went on strike several years ago I came into see where I was going to picket that day and, even though it was 5am, Bob was already there suited and booted supporting us all the way. So continue the fight Bob, and we are lucky to have you as our leader and over the coming months people will see the point of the unions.

Trevor Munton-Willis
Exeter No2 branch

PEOPLE'S PUBS - Words by Mike Pentelow, Pictures by Peter Arkell

MARIE LLOYD

Chart Street, Hoxton, London N1

Queen of the Music Halls and mistress of the saucy innuendo, Marie Lloyd (1870-1922) was also a staunch and active trade unionist.

The Music Hall Ladies Guild elected her as its first president in 1906, and she used this position to form an alliance with other entertainment unions for a broader and stronger front the following year. This was with the Variety Artists' Federation, the National Association of Theatrical Employees, and the Amalgamated Musicians' Union.

This alliance immediately proved crucial in organising a strike to successfully resist an attack on their pay and conditions of employment. The music hall employers demanded artists lower down the bill work extra matinees without extra pay; and they forbade them from working at rival theatres to boost their income.

Marie, as a top-of-the bill star, was not directly affected by these worsened conditions. But her sense of solidarity with her fellow performers meant she joined the strike wholeheartedly without hesitation.

"I will never go back upon the music hall stage until the wants of every musician and stagehand are satisfied," she declared.

Leading from the front, she was on the picket line at the Euston Palace where strikebreakers included performing animals and singer Belle Elmore, who was later murdered by her long suffering husband Dr Crippen.

However, some now believe him to be innocent including family members and forensic scientists, and a campaign is under way to clear his name.

Belle was implored not to be a blackleg by one of the pickets. But Marie, who had a poor opinion of Belle's singing quality, shouted out: "Go on, let her work. She'll do the strike a lot more good by going on and singing than by stopping out! You go and work Belle!"

Sure enough when Belle started singing, and news spread that the great Marie Lloyd was singing for free on the picket line, the entire audience streamed out of the theatre.

Marie also performed for free at a strike benefit concert organised by the union at the Scala Theatre in Charlotte Street (later the first headquarters of Channel Four). In the days of arbitration her persuasive evidence to the Board of Trade convinced it to rule in favour of the strikers.

She was also an active supporter of votes for women and appeared in a suffragist play at The Oxford on the corner of Oxford Street and Tottenham Court Road. This was the theatre where she made her West End debut at the age of 15. The audiences, who were well plied with pots of beer by waiters during the performances, had a reputation for being "distinctly crude" in their reactions to acts.

But the young Marie took them by storm with her mischievous rendering of a song about a young woman in a garden "surrounded by various vegetables". One line was how she "sits among the cauliflowers and peas." When at a later royal performance she was told this was too suggestive for Her Majesty she changed it to she "sits among the cauliflowers and leeks." Her Royal Highness was not amused.



Marie's later union militancy also attracted royal disapproval, and she was barred from the royal command performance of 1912 even though she was the most popular star of the day.

Undaunted, Marie hired another nearby theatre on the same night for a rival show with placards proclaiming: "Every performance by Marie Lloyd is a command performance - by command of the British public".

Her funeral was attended by thousands, and stirred a comment from the writer T S Eliot that it was "her capacity for expressing the soul of the people that made Marie Lloyd unique".

Her father was an artificial flower maker who supplemented his poor wages by working as a waiter in the music halls and pubs of Shoreditch. Marie had nine younger brothers and sisters, two of whom died in infancy, one by being smothered in an overcrowded bed.

The pub is within a few hundred yards of where Marie was born at 36 Provost Street, and went to school in Bath Street.

"A Pub Crawl Through History, The Ultimate Boozers' Who's Who," by Mike Pentelow and Peter Arkell, is published by Janus. ISBN 978-1-85756-701-4.



DERBY RAIL AND ENGINEERING BRANCH

Derby Rail and Engineering branch members received long service awards from Bob Crow.

Edwin Boole, Alan Marsh, Scott Ufton and Jim McDonald

all received 10 year awards and 25 year badges were presented Andrew Davies, Stephen Flood, Istiaq Ishaq. 40 year awards were also given to Alan Morton and John Gotheridge. ■



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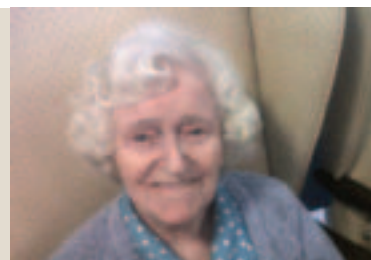
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Notice

Jane Barclay Squires, 84 years old and mother of Agnes Lingard, passed away recently.

Jane often attended RMT grades conferences and the

union's annual general meeting as an observer and Agnes would like to thank everybody that has asked after Jane.



CORRECTION

We would like to apologise for some errors in the last issue of RMT News. The incorrect month appeared on the cover and the report of auditors should have been the following...

The year says 31 December 2008, it should be 2009

Other non-operating income: the figure for 2008 should be (212) not (1,623)

General secretary's salary: figure should read £94,747 not £94, 923

£25 PRIZE CROSSWORD

No. 65. Set by Elk

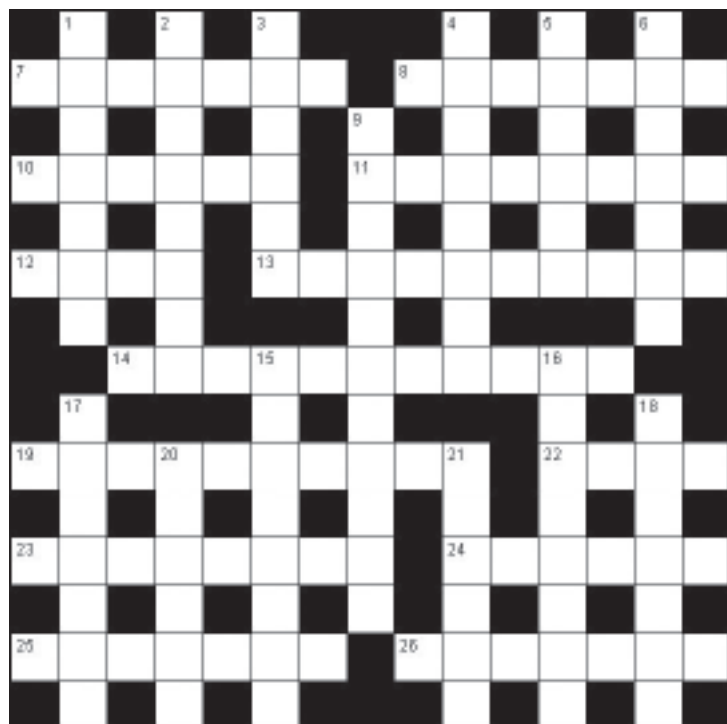
No. 64 solution...



The winner of prize crossword no. 64 is Mark Dancer of Barmouth, Gwynedd

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by January 6 with your name and address.

Winner and solution in next issue.



ACROSS

- They are carried on demonstrations, bearing union emblems and slogans (7)
- Less expensive (7)
- 10, 11, 20 World's oldest ferry service -- under threat from social dumping (4, 2, 3, 5, 6)
- See 10
- Retained; maintained (4)
- Ended (10)
- One who denies evolution (11)
- Those who pull the strings (10)
- Dry (4)
- Siege - USA maintains an illegal one against Cuba (8)
- Overseas; out and about (6)
- Had second thoughts; faltered (7)
- Libelled or slandered (7)

DOWN

- Small rodent often kept as pet (7)
- Forebear (8)
- Bottom line - what comes first for the boss (6)
- Citizen of west African republic (8)
- Sacred incantation, repeated in meditation (6)
- Tens of years (7)
- Decorated with needle and thread - exaggerated! (11)
- Long-snouted mammal that feasts on insects (8)
- Set of steps - Led Zeppelin's went heavenward (8)
- Luxurious railway carriage (7)
- Mosque tower (7)
- See 10
- Climbed - with a skin like a fish? (6)

RMT CHRISTMAS CLUB

SAVE FOR CHRISTMAS THE EASY AND SAFE WAY WITH THE RMT CREDIT UNION

Saving for Christmas can be a real headache. Take some of the stress away by saving over the course of the year with the RMT Christmas Club. We'll add a little extra to your savings and pay out the money ready for your Christmas shopping spree. This account is designed for people who want a secure savings account that helps them to save for their Christmas spending.

It's based on the traditional Christmas Club principle of saving a fixed amount each month that is not accessible until the payout date. Many people like the discipline of a regular savings programme where they are not able to access the cash!

Even a small amount saved each month soon adds up. Saving is made easy by Direct Debit either monthly or 4-weekly to suit your pay cycle.

For our Christmas Club, the maturity date will be 14th November each year. We will add a bonus dividend at the maturity date and pay the money direct to your bank account. There are no vouchers or hampers or anything of that kind – you decide how you want to spend

your money.

The bonus will be added to your savings if you complete all of your regular payments. Last years bonus was 2%*, and we hope to improve this in subsequent years as the Christmas Club grows.

As all of your Christmas Club money will be paid out each year it will be kept separately from your regular credit union savings and cannot be used against credit union loans.

There is also a summer savings club account on the same basis and principle with a payout date of mid-June, so that you can have ready access to summer holiday spending money.

If you want to open a Christmas Club account and are already a credit union member simply complete the form below. If you are not already a credit union member you will have to complete the form below and the credit union membership application opposite.

Completed forms should be returned to our freepost address.

** NB: Past bonus rate is not an indication of future bonus rate*

TERMS & CONDITIONS – IMPORTANT INFORMATION - WHAT YOU NEED TO KNOW ABOUT RMT CHRISTMAS CLUB

- You need to be an RMT Credit Union member to open an RMT Christmas Club Account.
- You have to save at least £5 per month into a regular RMT CU account in addition to your RMT Christmas Club Account.
- You pay a monthly or 4-weekly Direct Debit consisting of your nominated Christmas Club payment (min. £10) plus at least £5 per month to your main RMT CU account.
- Christmas Club accounts have to be opened by the end of April. Late applications commence the following November.
- As an RMT CU member you build up regular savings with a yearly dividend (3.75% in 2008) and you can apply for low interest rate loans.
- Your Christmas Club money is separate from your regular savings account. That means you will have a guaranteed sum available for Christmas maturing every 14th November, plus a savings account growing with time.
- The Christmas Club secures your money so it's there for the Christmas period. This means that your money is locked-in and you can make no withdrawals until 14th November when all of your money, plus dividend will be paid out.
- If you make all of your payments we anticipate a dividend bonus as accrued through the year
- All of your money will be paid to your bank account on the first working day after 14th November.
- If you cancel your payments the 2% dividend is not applied and you cannot withdraw your money until after 14th November. If you think you will need access to your money before 14th November, this account is not suitable for you.
- The Christmas Club will continue year-on-year, so payments after 14th November start the next year's account. Of course if you wish to cancel your payments you are free to do so at any time.

Your savings are fully protected for up to £50,000 by the Financial Services Compensation Scheme

Cut here

RMT CHRISTMAS CLUB APPLICATION

RMT Credit Union Account Number (if known)			
Surname	Address		
Forename(s)			
Home phone			
Mobile			
email	Postcode		
Date of birth	NI Numb		
Employer	RMT Branch		

Do you save monthly on 28th?	Or 4 - weekly (Fri)?	You can save by calendar month or 4 - weekly	
How much do you save in your RMT Credit Union Account?		£	min. £5 per month
How much do you wish to save in your Christmas Club Account?		£	min £10 per month in £5 multiples
The total each period for both accounts on my Direct Debit is		£	the total month/4 -weekly
This is the total amount you wish to save by Direct Debit monthly on the 28th or 4-weekly			

Remember that if you have a loan with us your regular Direct Debit will also include that repayment

DECLARATION

I understand the Terms & Conditions of the RMT Christmas Club Account and that membership of the RMT Credit Union is a condition of holding an RMT Christmas Club Account. I understand that my monthly savings into the RMT Christmas Club cannot be withdrawn until the maturity date which is on or after 14th November each year.

Your Signature	Date			/		/				
----------------	------	--	--	---	--	---	--	--	--	--



RMT CREDIT UNION LTD.

Finance Department, Unity House, 39 Chalton Street, London NW1 1JD

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 ☐ **Drivers Licence No.**

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 date you next get paid weekly ☐ if 4 weekly (Fri) ☐ date here.....

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.

I agree to my identity being checked electronically ☐

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 Chalton Street, London NW1 1JD

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
	Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

Reference Number

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

Instructions to your Bank or Building Society.

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

Signature(s)

Date

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

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

- This Guarantee is offered by all banks and building societies that accept instructions to pay Direct Debits.
- If there are any changes to the amount, date or frequency of your Direct Debit RMT Credit Union Ltd will notify you seven working days in advance of your account being debited or as otherwise agreed.
- If you request RMT Credit Union Ltd to collect a payment, confirmation of the amount and date will be given to you at the time of the request.
- If an error is made in the payment of your Direct Debit, by RMT Credit Union Ltd or your bank or building society, you are entitled to a full and immediate refund of the amount paid from your bank or building society.
- —If you receive a refund you are not entitled to, you must pay it back when RMT Credit Union Ltd asks you to.
- You can cancel a Direct Debit at any time by simply contacting your bank or building society. Written confirmation may be required. Please also notify us.





National TUC Demonstration AGAINST GOVERNMENT CUTS



London - March 26 2011

Support the national TUC demonstration against the savage Government cuts and attack on the welfare state.

Help play your part in ensuring a big turnout by telling your workmates family and friends.

Get involved. RMT organising committees are being set up in your region.
Contact your Regional Office to volunteer.

See www.rmt.org.uk/cuts for more information

