

RMT *news*

Essential reading for today's transport worker

Lies, damn lies and the McNulty Report

Realising the Potential of GB Rail
Report of the Rail Value for Money Study
Summary Report

May 2011

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EUROPE**
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www.rmt.org.uk

NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



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EDITORIAL



MCNULTY IS PRIVATISATION

The McNulty report on the rail industry is a recommendation to the government that rail workers and passengers must pay for privatisation.

It suggests that the multitude of private competing interests that make up our fragmented rail industry are to be given even more powers to extract profits.

The knighted McNulty goes on to claim that workers should not expect wage rises above or even at the rate of inflation i.e. they must pay the price for greedy privateers.

This right wing corporate agenda clearly suits the Con/Dem government as it pushes through privatisation, 'liberalisation' and cutbacks in all public services.

From cuts in bus subsidies to attacks on Health and Safety Executive funding – which particularly puts our offshore members at risk – we can see the eternal drive for profits at work.

McNulty and the push to privatise the Scottish ferry sector are all in line with this agenda and are directly related to EU rules and directives.

The McNulty report even points out that "EU legislation is unlikely to allow the transfer of assets into a single nationalised public body.

The European Commission has also produced a White Paper proposing a 'single transport area' across the EU that would be privatised and fragmented in all sectors including rail, maritime and road transport. This document includes a 'minimum service' requirement that would undermine the right to strike for all transport workers. The anti-democratic, corporate nature of the EU is now clear for all to see and it is time for a fightback. And workers in Greece and elsewhere are showing the way by clearly saying we are not paying for your crisis!

RMT has responded by resisting attacks on the pay, conditions and jobs of transport workers and has succeeded in many ways by winning above inflation pay deals at a time

when the government is imposing pay cuts across the board.

This union can do this because where we are strong in the workplace. We also have golden opportunity to merge with TSSA in order to strengthen our membership. Transport workers increasingly realise that unity will be required to resist growing attacks by employers and corporate-backed politicians.

The bosses cartel, the CBI, has stepped up demands for changes to employment law so that more workers would have to take part in a ballot before a strike could be held.

But who elects their members who have the power to ruin the lives of entire communities and plunge tens of thousands of vulnerable people into uncertainty at Southern Cross?

There was no ballot threshold there and these greed merchants should keep their noses out of our business.

Tube drivers exercised their fundamental right to strike this month following the sacking of Tube driver Arwyn Thomas, one of the clearest-cut cases of victimisation of a trade-union rep this union has ever seen.

It is time LUL stopped holding Londoners to ransom in its irrational drive to undermine RMT and trade unionism on the tube.

RMT backs all workers in both the private and public sectors in the fight to defend their pay and conditions. These workers are fighting to protect their livelihoods and families as well as the communities they serve.

It may seem a huge task to defeat this government and the unaccountable corporate power that stands behind it. However more and more workers are taking action and it is worth remembering that if you stand and fight you may not always win, but if you don't fight you never win.

Bob Crow

DEFEND LONDON MIDLAND TICKET OFFICES

Labour MP Jim Cunningham has tabled Early Day Motion 1874 calling for the Department for Transport to defend jobs and services at London Midland trains and reject its plans to cut opening times of ticket offices and shut nine completely.

In the EDM the MP for Coventry South welcomes the decision by the Passenger Focus, after receiving an unprecedented 18,000 complaints, to register an objection to these proposed cuts with the Department for

Transport.

It calls on the Department to defend jobs and services by upholding the Passenger Focus objection to the reductions in ticket office opening times and opposes any move prompted by the McNulty value for money review to weaken the public consultation provisions of the Ticketing and Settlement Agreement (TSA).

Under the terms of the TSA, London Midland had to consult the public on the major changes it proposed to make to

ticket office opening times. The three week consultation period provided RMT, other rail unions, local councillors and the travelling public adequate time to lodge objections against the cuts package.

The recently published McNulty review has given the green light to train operators across the network to embark on a whole scale closure of ticket offices and recommends that the TSA is 'overhauled'.

RMT general secretary Bob Crow said that the union

completely rejected McNulty's cuts package and will fight to defend ticket office jobs and services.

"The overwhelming view of passengers, local councillors and members of the public in the London Midland franchise area clearly backs properly staffed ticket offices and endorses RMT's view that trained railway staff, not TVMs, are best placed to offer the best advice to rail users about their ticketing and travel options," he said. ■

HANDS OFF CAL MAC



NO PRIVATISATION: RMT members addressed a meeting in Stornoway, Isle of Lewis recently as part of the on-going union and community campaign to stave off the threat from the Scottish government Ferries Review which is proposing to tender individual routes opening the door for new operators to take over individual routes currently run by the publicly owned Caledonian Macbrayne. There is also concerted pressure from the European Union for wholesale privatisation.

RMT general secretary Bob Crow told the meeting that the threat of cuts and privatisation to Scotland's lifeline ferry services remained very real.

"The current climate of austerity measures has turned up the volume on the warning sirens in the communities where we are organising resistance," he said.

Picture left to right: STUC Assistant General Secretary Steven Boyd, RMT national secretary Steve Todd, RMT president Alex Gordon, RMT Western Isles and Clyde Port Committee George Lonie, Bob Crow and RMT Scottish Regional Organiser Mick Hogg.

TUBE DRIVERS STRIKE FOR JUSTICE

RMT members take industrial action to demand re-instatement of Tube driver Arwyn Thomas

Tube drivers working on London Underground took further strike action this month following the sacking of Tube driver Arwyn Thomas, one of the clearest-cut cases of victimisation of a trade-union rep the union has ever seen.

RMT general secretary Bob Crow said that further action was planned and urged LUL to stop holding Londoners to ransom in its irrational drive to undermine RMT and trade unionism on the tube.

"It is now down to LUL to put this injustice right and agree to a mechanism for getting Arwyn back to work before the next phase of action" he said.

Arwyn, an RMT activist for 29 years with a spotless disciplinary record, was sacked for alleged intimidation during a strike, but this was flatly contradicted by the only independent witness.

At Arwyn's interim tribunal hearing, the judge not only accepted that there had been no intimidation, but even suggested that London Underground take 15 minutes to go outside, think about it and re-instate him.



Arwyn's interim hearing found that his sacking was unfair, discriminatory on the grounds of union activities and therefore unlawful, and ordered London Underground to continue paying him.

Such 'interim relief' awards are extremely rare – and are only ever made if the evidence points clearly to unfair dismissal for union activities.

But even if Arwyn had been guilty, RMT has a list of cases to show that others found guilty of comparative offences had been treated far more leniently – further evidence that LU was desperate to use any pretext to get rid of an effective union rep.

When RMT members voted for strike action to support Arwyn and his colleague Eamonn Lynch, who was also victimised, also supported by an interim tribunal and who had won his full hearing, LUL agreed to re-instate Eamonn and to discuss Arwyn's case ahead of his full tribunal hearing.

RMT called off strike action, but London Underground reneged on its promise, saying that they would only discuss severance terms for Arwyn – and that is why RMT members are on strike today.

RMT estimates that London Underground has wasted at least a quarter of a million pounds on

maintaining the fiction that Arwyn Thomas should have been sacked – a criminal waste of money when he should be back at work driving trains.

YOU can help win justice for Arwyn Thomas.

Please contact London Mayor Boris Johnson at City Hall, The Queen's Walk London SE1 2AA, or at mayor@london.gov.uk, or on 020 7983 4100, and LU personnel director Gerry Duffy at gerry.duffy@tube.tfl.gov.uk or at 55 Broadway, London, SW1H 0BD and urge them both to respect the Employment Tribunal, re-instate Arwyn, and end the victimisation of union reps. ■



HEATHROW EXPRESS MEMBERS TO TAKE FURTHER ACTION



More than 300 RMT members at Heathrow Express (HEX) are taking further strike action in late June after voting overwhelming for action in a dispute over pay.

The union has raised serious safety fears over a strike-breaking operation that Heathrow Express are attempting to put in place which includes managers driving trains and taking on other safety critical roles with what the union believes is wholly inadequate training.

RMT has raised specific

concerns with the Office of Rail Regulation, including the staffing of the joint HEX/LUL operations on the Piccadilly Line into Terminal 5 at Heathrow, where the union has reason to believe that public safety is being compromised.

Heathrow Express has also made an unprecedented attempt to persuade other train operators to "lend" them drivers - regardless of the specific training requirements for their trains and route - and have also tried to get First Great Western staff to assist with their dispatch

operations in a desperate PR bid to keep some services running.

RMT general secretary Bob Crow said that instead of resorting to increasingly desperate moves to keep a few trains running for the benefit of the media, the company should work out a pay deal that fully rewarded staff for their hard work which has generated company profits of over £6 million on a turnover of £60 million.

"The company knows it has tabled a completely unacceptable pay offer that is

loaded with strings, yet despite a massive vote for action by our members it has made no attempt to negotiate or improve its position.

"We are ready to negotiate seriously to put in place a fair pay package that will take us through the Olympics period and recognises the contribution our members make to delivering a highly successful and profitable service, and we need the company to show the same commitment," he said.





Newcastle Central
MP Chi Onwurah

FIGHTING OUTSOURCING OF RAIL CALL CENTRE JOBS

Publicly run East Coast trains plans to export jobs from Baron House in Newcastle to India

RMT and TSSA held a joint protest last month in Newcastle recently over plans by East Coast railways to axe and export 180 customer call centre jobs.

East Coast, in public hands and supported by millions of pounds of taxpayer subsidy, following the collapse of franchises run by GNER and National Express, has given preferred-bidder status for customer-relations functions to Intelnet Global Services, which has operations in Plymouth and Mumbai, India and to ATOS Origin, which operates in Wolverhampton.

Newcastle Central MP Chi Onwurah also revealed that three companies - The Listening Company, Teleperformance and Journey Call - had bid for the work not only on the basis of keeping it in the UK but also keeping it on Tyneside.

RMT has called the decision a "bitter blow to the economy and communities of the northeast" which, if allowed by the government to stand, showed an "astonishing" lack of

commitment to protecting jobs in the region.

The campaign to defend members' jobs at Baron House has included Parliamentary questions, and RMT Parliamentary group member Ian Mearns MP put down Early Day Motion 1585.

Further public leafleting took place at Newcastle central station.

In an adjournment debate Ian Mearns said it was a scandal that a state-owned company was exporting jobs abroad.

"It is the latest cut to the East Coast service, after axing many buffet cars, to make the franchise more attractive to potential bidders when it is re-privatised in 2013," he said.

The RMT parliamentary group co-ordinated the sending of joint letters from local MPs to Elaine Holt, chair of East Coast and to the Transport Secretary Philip Hammond MP asking for urgent meetings.

RMT general secretary Bob Crow said that it was bad enough that the government

wanted to re-privatise the East Coast Mainline when it has already collapsed twice in private hands, but it was allowing jobs to be exported.

"These are core functions that should be done in-house, and this is another example of the failure of privatisation and a market-mad contract-culture that sees only profit and loss and never the damage it does to services and the lives of real people," he said.



SAVE OUR BUSES



Sophie Allain of Campaign for Better Transport outlines the strategy of the Save Our Buses campaign

SAVE OUR BUSES

www.bettertransport.org.uk



Government funding cuts are putting many bus services in jeopardy.

The Save Our Buses campaign is all about making the case for buses to government decision-makers and at the same time supporting local bus campaign groups.

Buses are the most frequently used form of public transport. Day in day out, they link thousands of people up and down the country to jobs, schools and shops. Moreover there are around 123,000 people who earn their living in the bus industry.

The government is cutting 28 per cent of the money it gives

to local authorities for public transport.

Some rural counties risk losing 50 per cent or even all of their council-funded bus services.

Other councils are cutting all weekend and evening services. In many areas concessionary fares schemes for young people and free bus pass holders during peak hours are being withdrawn.

Council bus cuts are being made at a time where commercial bus services are also being hit hard by the cuts. A 20 per cent cut to the fuel tax rebate for buses, called BSOG, will come into force next year.

This will combine with changes to the formula used by councils to calculate the way companies are reimbursed for carrying bus pass holders. These formula changes will mean another £100 million in funding being lost from the bus network. All in all, buses could be tipped into a spiral of decline from which they will struggle to recover.

STAND UP FOR YOUR BUS SERVICE

Our interactive bus cuts map is a campaign tool to try and make transparent the effects of cuts in local areas. This is a crowd sourcing project so please do inform us if you know about

a cut that we have missed. You can see the map on our web site.

We have prepared a campaigning guide for people who find out that bus cuts are being planned in their area and want to campaign to save their bus but do not know where to start. The guide will give you an overview of who makes decisions about bus cuts and suggests campaigning ideas. The guide can be found to download from our website, bettertransport.org.uk.

We want the map to feature as many personal stories as possible, and to give a voice to bus users and workers. If you

would like to be featured please email a quote to
sophie.allain@bettertransport.org.uk

We have a directory of local groups so that people can find others who are already campaigning on buses. If you have a new group and would like to be listed for others to see in our directory contact
laura.fenn@bettertransport.org.uk

We also provide research materials to help campaigners make the case for the social, economic and environmental value of buses - available from our web site.

If you want help or advice on media work our communications team would be happy to help.

Contact alice.ridley@bettertransport.org.uk. We also use twitter @SaveOurBuses_UK and on facebook we can be found at [facebook.com/bettertransport](https://www.facebook.com/bettertransport)

If you are involved in a group and you would like us to send you materials such as flyers please email:

sophie.allain@bettertransport.org.uk.

We are working with youth organisations on a campaign video project. If you know of a young person who would like to get involved you get more information at the 'Don't Make Me Miss the Bus' webpage at bettertransport.org.uk.

The campaign launched with lots of media attention and has a number of different areas of work. We lobby decision-makers from local councillors to cabinet ministers. We work with other organisations to show that buses have broad based support. We use the press and television media as well as social media and the internet to get our message out there. We offer support to local campaigners and we continue to research bus cuts across the country.

The best way to get more detail about the campaign activities is to check our buses blog on the website.

For example you will see from the blog that we have been helping a bus user take forward a legal challenge against Cambridgeshire County Council who decided to cut all bus subsidies.

If you have further questions about the campaign do get in touch. ■

Parliamentary column



SAVE OUR RAILWAYS

My debate in the Commons on East Coast Main Line's decision to transfer Customer Contact jobs from Baron House, Newcastle to Mumbai, India was timetabled to perfection, coincidentally.

It took place on the day of the release of Sir Roy McNulty's report on why Britain's railways cost more than other European railways and when he recommended yet further fragmentation of our rail network. This failed to consider seriously the benefits of reintegrating the railways under public ownership or why billions of pounds are drained from the industry in profits to the private train companies.

The purpose of the debate was to ensure that the government could not evade responsibility on the threat to 180 jobs on Tyneside. I wanted to highlight the ridiculous scenario whereby a state-owned company—supported by millions of pounds of taxpayer subsidy—is pursuing a policy of exporting jobs to exploit cheaper labour abroad whilst throwing local people on to the dole in an unemployment black spot.

This is simply the latest cut to East Coast Main Line operations, in order to make it more attractive to potential bidders when it is put up for re-privatisation. I wanted to place the threat to jobs at Baron House within the context of McNulty's report and East Coast Main Line's place in the chaotic structure of the privatised railways.

I fear that the scandalous decision to close the East Coast call centre is just a microcosm of what is to come if the McNulty recommendations are implemented. The whole thrust of McNulty has parallels with the banking crisis.

The big banks and corporate finance bought the economy to its knees, yet continue to make handsome profits while ordinary people suffer job losses, pay freezes, attacks on their pensions and the destruction of

public services.

Similarly the privatised rail industry has resulted in a tripling of public subsidy and huge fare increases. Rail workers and passengers will be asked to pay the price of this while rail industry fat cats get even fatter.

So while rail workers are told they should no longer expect pay increases, McNulty says nothing about stopping the billions of pounds paid out to shareholders. While nearly every grade of rail worker is threatened with redundancy, McNulty proposes the creation of new rail industry quangos, staffed by chief executives from the same companies who have made such a mess of our railways.

While passengers are asked to pay more for fares, Train Operating Companies will be given more "commercial freedom" to cut services and pack even more people onto trains.

But we can save our railways.

In my experience, the public want more not fewer staff at ticket offices and on stations and trains.

They want to be reassured that our railway infrastructure is well maintained and operated by adequate numbers of maintenance and operations staff.

New technology is important, but it is no substitute for the skills and experience of rail workers. And passengers and the wider public also know that rail privatisation has been one of the biggest rip-offs and public policy failures of modern times which is why opinion polls consistently show overwhelming support for re-nationalisation of the railways.

The fight for the future of our railways has begun and I along with other members of the RMT Parliamentary Group are with you all the way on this journey.

Ian Mearns
Labour MP for Gateshead



NO TO CASUALISATION

Engineering grades conference demands an end to the casualisation of rail renewal jobs

Engineering grades conference meeting in Rugby condemned Network Rail for allowing rail renewal companies to impose mass casualisation of staff after making many rail workers redundant.

Dai Hobbes, Newport Rail branch, said that Amey/Colas management had told staff that the companies no longer wanted to employ workers and just wanted to bring in agency staff because it was cheaper.

"They said that this was not practical so they intended to cut 60 per cent of Amey/Colas staff.

"Similar things are happening at Babcocks and Balfour and we all know what happened to our brothers and sisters at Jarvis," he said.

He said that these companies had become reliant on agency workers and the Amey/Colas joint venture had taken on two McGinley's gangs and a gang of Sky Blue workers in South Wales and the Bristol Area alone.

"Surely it cannot be right that they can lay off staff while there is enough work around to keep them employed only for the companies to bring in casual labour?" he said.

He said that work was being done on the cheap by the renewals companies with little

regard for track safety or the travelling public.

However, he praised RMT regional organiser Brendan Kelly and local RMT reps for resisting compulsory redundancies.

Assistant general secretary Mick Cash said that the union was facing difficulties with job cuts in renewals, the impact of Phase 2b/c and a hostile government which would all have an impact on the safety levels for engineering and infrastructure workers.

"The job of the union is to defend workers and improve their wages and conditions and the way to do that is through organisation," he said.

He said that Network Rail was recently embarrassed by a RIDDOR report which revealed that of 90,000 PTS card holders over 65 per cent were not directly employed by the company but worked for agencies and contractors.

He said that the union was currently carrying out mapping exercise to determine where RMT had members in train-maintenance, renewals, contractors and infrastructure in order to develop recruitment campaigns.

Alan Pottage of the organising unit said that fragmentation and casualisation caused

by privatisation represented a huge challenge to the union in terms of recruitment.

"There are no better recruiters than engineering workers themselves to get their workmates into the union," he said.

He urged members to contact the organising unit and get recruitment materials sent to them for use in the workplace.

Arising from the discussion, the meeting agreed to convene a one-day special conference on recruitment and organisation of grades

RMT general secretary Bob Crow reiterated the point that organisation at the workplace was the key to defending workers.

"We can have union recognition but that agreement won't win a single penny unless workers are organised at the workplace because the employer is more likely to listen when more workers are in the union," he said.

ON-CALL RATES

Conference agreed that the 'on-call' allowance paid by infrastructure companies within Network Rail should be harmonised, increased and linked to the annual

percentage pay rise and increase accordingly each year.

Greg Hewitt, Brighton and Hove, said that in his area the allowance was low as £6 a day while in other areas it rose significantly.

"It can't be right that harmonisation is taking place on other aspects of the job while there is such a large discrepancy over on-call allowances from area to area," he said.

He said that if Network Rail wanted a 24-hour all-year-round railway and almost compulsory 'on-call' arrangements they should be prepared to pay for it.

"My branch does not believe that £6 is a just reward for severely curtailing your social and family life and make the most of their time at home," he said.

Mark Denny, Wigan said that payments should be based on percentage of wages rather than an amount.

"The company would love to go at pay rates piecemeal so they can open up other issues in the same way," he said.

PERSONAL TRACKERS

Conference called on the union to demand that employers do not discipline members as a result of the use of vehicle trackers and personal trackers.

Dai Hobbs revealed that members were being threatened with sanctions and even sacked after such trackers were fitted on company vehicles.

"These were allegedly brought in for

safety reasons yet warnings are already been sent out to staff using information gathered by trackers," he said.

He warned that companies were now looking at personal trackers in the form of wristbands.

"Imagine that, being tagged like a convict," he said.

Jimmy Brown, Liverpool No5, said that Network Rail was starting to use trackers.

"We believe that information gathered should be available so the employers can't use the 'blue-eyed boy syndrome and attack certain people'."

POTTERS BAR

Conference demanded that after Network Rail's accepted full responsibility for Potters Bar train accident in May 2002 that track worker Alan Fenton should receive a public apology for his treatment following the crash.

Alan, a track inspector working for Jarvis at the time of the crash, described to conference the appalling levels of harassment and intimidation from Jarvis, the HMRI and the British Transport Police.

"The company informed the media of my address and pursued my partner and myself relentlessly.

"They hired private detectives, flew helicopters over my house and raided my home which led to extreme levels of stress that had an impact on my health," he said.

Pat Collins, Birmingham Engineering, said that all those involved had tried to fit

Alan up and make him a scapegoat for the accident and viewed him as a saboteur.

"This motion is only asking for an apology but I think we should be talking about legal action for defamation of character.

"We all know what happened at Potters Bar but the likes of Jarvis have got away with it again.

"I am really pleased to see Alan here today at conference after all he has been through," he said.

ANTI-TRADE UNION LAWS

Conference called on the union to ensure that its database was up to date prior to balloting for industrial action.

Dai Hobbs said that members wanted to know "can we ballot our members and actually take strike action without it being stopped legally".

Current anti-union laws allow employers to take legal action over any discrepancies in the ballot.

"Being able to take strike action is fundamental to any trade union and should be a matter of top priority over everything else," he said.

John Kennedy, Harlesden Engineering, said that as a branch secretary it was sometimes difficult to contact members to give them a 25-year badge.

"We need to get this right and it needs to be part of any discussions around organising workers in this grade," he said.

WHAT'S NEW ON RMTv

Catch the latest video updates on RMT's own on-line station at www.rmtv.org.uk

CHANNEL 1 – RMT IN ACTION

Save Baron House: footage of the RMT/TSSA demonstration demanding an end to the export of East Coast customer service jobs to Mumbai

Workers' Memorial Day protest: RMT members join a noisy demo at the Department of Work and Pensions to defend health and safety standards
Heathrow Express strike rally: A highly charged gathering of RMT strikers demands pay justice

CHANNEL 2 – NEWS BULLETINS

McNulty report: Bob Crow on the new threat to rail jobs, conditions and safety

Network Rail pay deal: Bob Crow on the deal dubbed by the media as 'RMT winning Olympic gold'.

Shippin Bulletin with Steve Todd: New training agreement, CalMac news

CHANNEL 3 – HISTORY CHANNEL

The People's Flag – Fascism and War: second in the four-part documentary series on the history of the labour movement, by Chris Reeves

CHANNEL 4 – RMT EXTRA

The Ragged Trousered Philanthropists: preview of the new musical production of Robert Tressell's timeless working-class classic

Wake-up call: Dr John Lister blows away the spin behind the government's plan to privatise and fragment our health service

Catcher – Tobacco and Slavery:

Glasgow band Catcher's take on the links between the city, the tobacco industry and slavery – featuring Glasgow RMT office manager Mike Barry



FIGHTING ATTACKS ON CATERING STAFF

Catering grades call on the union to resist cuts in buffet cars, jobs and services



The national conference of hotel, catering and ancillary grades meeting in Scarborough called on the union to fight job cuts, win guarantees to halt the continuing decline in services and to fight to protect the industry.

John Kear, Bristol Rail, deplored the continuing attack on catering facilities, staff and on board train services.

"The shops on voyager trains and the attempt to remove buffet cars from First Great Western (FGW) HST stock is the first salvo.

"Now we hear reports that East Coast is going to reduce the number of restaurant services

that it is currently running, which will have a significant bearing on the number of catering staff they employ," he said.

He said that FGW was downgrading the servicing of catering equipment on board their HSTs thereby seriously affecting the service provided and increasing tariffs so it is cheaper for passengers to buy food and drinks before boarding trains.

"The buffet cars are in a total mess and as much as we complain and report all the defects, they are just turning a blind eye to it all," he said.

Conference supported

Rebecca Hartley, Exeter Rail, who argued that FGW should employ more fitters to inspect and to repair catering equipment on all of their trains as frontline staff were sick of receiving complaints and verbal abuse from customers.

"We are being told to keep on reporting faults, which we are doing, but faults cannot be rectified if there are not enough fitters or enough spare parts," she said.

Mandy Evans, Swansea No 1 said that the declining situation at FGW was due to privatisation.

"They don't take responsibility for anything, all

they are concerned about is profit, they announce massive profits and hand it all to the fat cats.

"We need a national campaign to protect our jobs and the service we provide to our customers," she said.

Assistant general secretary Pat Sikorski said that attacks on catering workers were widespread, including the axing of buffet cars on the East Coast and the casualisation of jobs.

He reported that East Midlands Trains was introducing Rail Gourmet agency staff in standard class with only first class being catered for by directly employed staff.

However, he said, the union had negotiated that temporary staff on East Coast services can now go on to permanent contracts after six months.

SELECT SERVICE PARTNERS

Troy Burton, York City successfully moved that the union's Catering Grades Charter needed to be updated to include members working for SSP amongst the catering grades.

"We need to show the ever-increasing SSP membership that

the union is interested in helping them as much as longer established companies.

"We have 6,000 possible members in SSP and it would show that RMT cares about us as a group of workers, and would help to build support and protect our rights," he said.

Gerry Hitchen of the union's organising unit reported that after a national campaign the union had won recognition rights with SSP and RMT membership was growing.

"Eighteen months ago we only had one representative now we have twelve representatives in place," he said.

Owen Herbert, executive committee, reported that a restructuring project was taking place at SSP where there are currently 157 different pay rates.

"Our aim is to get that down to four pay rates and a lot of work has to be done to ensure our members are protected," he said.

He said that SSP staff may be wary of or even afraid to join the union.

"We need to hold special meetings around the country as we already have in London to build confidence," he said.

James Davies, Manchester South, said that Rail Gourmet should also be added to the charter to help the campaign to unionise the workforce.

Gerry Hitchen said that the union was still fighting to win trade union negotiating rights at Rail Gourmet and would meet with the catering liaison committee elected by conference.

NO TO MFA

Conference called on the union to stop employers using Management For Attendance to discipline catering staff that have been off sick with sickness and diarrhoea.

Kathy Mazur, Euston number 1, said that as food handlers

such illnesses prevented any such person in any food outlet, kitchen and restaurant etc from handling unpackaged foodstuffs for a minimum of 48 hours until clear of illness.

"How can management bring this against any employee and yet it is law within the hospitality industry?" she asked.

Derek England, Leeds City, said that MFA procedures were being used "as a whip and not a welfare tool".

"The employer needs to be reminded that the compliance is by law, also remember that anyone else in your household not only us a individuals need to be clear of sickness and diarrhoea for at least 48 hours," he said.

RENATIONALISE RAIL

Labour MP for Halifax Linda Riordan and RMT's Parliamentary group member addressed conference with a call to defend workers' rights and renationalise rail.

"We should have a publicly run, publicly owned railway without massive ticket prices and poor rolling stock," she said.

East Coast trains planned to axe buffet cars and replace them with trolley services through the carriages, she said.

"This service is not the same as an actual buffet car and I have tabled early day motion 1442 to protect these services and jobs," she said. ■

Early day motion 1442

WITHDRAWAL OF RESTAURANT CARS ON EAST COAST MAIN LINE

That this House notes that before rail privatisation British Rail provided 249 trains a day with restaurant cars, all open to first and standard-class passengers; is dismayed that from May 2011, to reduce costs in readiness for re-privatisation, East Coast is to remove its restaurant cars, resulting in the entire rail network offering only four trains a day with a dedicated restaurant car available to both standard and first-class passengers, excluding the Scotland to London sleeper services; further notes that the ability to enjoy a restaurant car meal enhances the passenger experience on long distance journeys and that the removal of the rail restaurants since privatisation demonstrates again that train operators put profit before passenger comfort; and calls on East Coast to reverse the decision to remove restaurant car facilities from its services and for the Government to explore how restaurant cars can be re-introduced on our railways.

Linda Riordan MP



WOMEN'S SURVEY

RMT is asking women members to take part in a survey to explore the extent to which sexism exists in the transport industry

We are all in favour of equality and would frown on anyone who thought it acceptable to make jokes about a workmate because they were black or had a disability. So why is it acceptable in some workplaces to make sexist comments?

"What are you doing in work on a Sunday when you should be at home cooking the dinner?"

"Women are not suited to driving trains as they have periods and give birth."

Or what about being asked to clean something up simply because that's what women are expected to do?

These are but a few of the comments spoken of by delegates at this year's RMT women's conference.

Sadly, sexism, or more correctly sex discrimination, is commonplace in some workplaces. For some reason and despite sex discrimination legislation having been in place

for the past 40 years or so, there is still a culture which outdated gender norms and stereotypes around men and women's value in the workplace and wider society exists. This can lead to men's work often being given a higher value both economically and socially, than that of women.

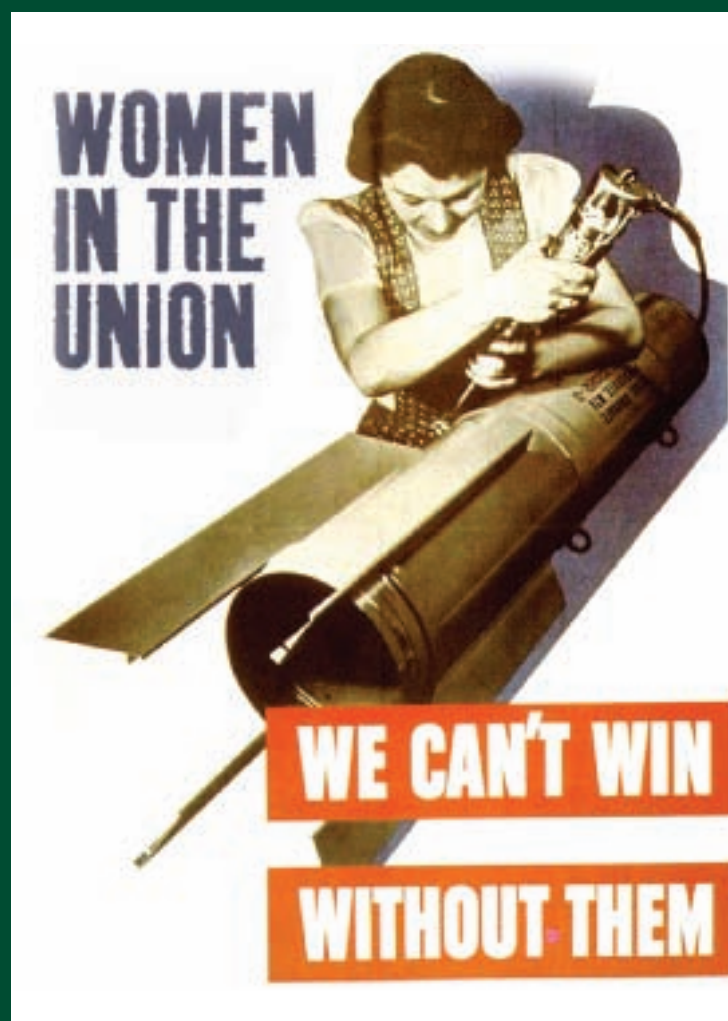
This has real consequences, not least in the pay gap between men and women which for full-time employees was 15.5 per cent in 2010. The gender pay gap at retirement is even more shocking, with men expecting to retire on average incomes of £19,400 a year, while women on average can anticipate incomes of £12,900. That is a gap of £6,500 or 50 per cent.

In industries that have traditionally been male dominated, such as transport, women still often find it difficult to be accepted. Sexism is not just about unwanted

comments but also about exclusion. One woman found that when she tried to enter into the mess room conversation with her male colleagues about football, her views were ignored. As a regular attender at football matches since childhood, she rightly believed her comments were just as informed and valid as her male colleagues, but she was frozen out of conversations.

We want to know if our women members have to put up with outdated sexist attitudes in their workplaces and that is why all women members are invited to take five minutes to complete the survey opposite. It is important that as many women as possible complete the survey and return it to RMT, Women's Survey, FREEPOST NW3706, London, NW1 3YD, no stamp is necessary. Copies of the survey can also be downloaded from our website at www.rmt.org.uk.

The results of the survey will obviously identify the extent of sexism in your workplaces. This is only the first step in the process of trying to consign sexism to the history books. RMT plans to initiate a campaign against sexism based on the findings of the survey. Throughout this process we want women themselves to play a central role. It is intended that workshops be set up, initially via the women's advisory committee and then extended to our regions and women's stewards. Education is key in fighting any form of discrimination and that is why it is the intention to incorporate sexism awareness in RMT representatives training courses. The union needs to ensure that RMT representatives in the workplace are able to both represent women adversely affected by sexism and effectively challenge it before it becomes a problem.



SEXISM IN THE TRANSPORT INDUSTRY SURVEY

- | | Yes | No |
|--|--------------------------|--------------------------|
| 1. Do you think there is a sexist culture in your workplace? | ☐ | ☐ |
| 2. If 'Yes' how does this manifest itself, for example in stereotypical banter such as:- | | |
| "men are the breadwinners and women should stay at home" | ☐ | ☐ |
| "women only work for pin money" | ☐ | ☐ |
| "women should stay at home with their children" | ☐ | ☐ |
| "women who have flexible working want all the best rosters" | ☐ | ☐ |
| 3. Is there an acceptance of such comments by men? | ☐ | ☐ |
| 4. Is there an acceptance of such comments by women? | ☐ | ☐ |
| 5. Have you heard any stereotypical comment that has shocked you? If so, what was it? | | |

(please tick appropriate box)

6. In what other ways do you think sexism shows itself in your workplace?
For example, behaviours, 'girlie' calendars, text messages, etc.

- | | | |
|--|--------------------------|--------------------------|
| 7. Does your company do enough to promote equality between men and women? | ☐ | ☐ |
| 8. Does your company provide awareness training? | ☐ | ☐ |
| 9. Have you ever complained about sexist attitudes at work? | ☐ | ☐ |
| 9a. If so, was your complaint taken seriously? | ☐ | ☐ |
| 9b. Was it dealt with to your satisfaction? | ☐ | ☐ |
| 10. What actions do you think would help get rid of the sexist culture in your work place? | | |

ABOUT YOU

11. What company do you work for?
12. What grade are you?
13. What age are you?
- | | | | |
|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| ☐ 16 – 19 | ☐ 20 – 24 | ☐ 25 – 34 | ☐ 35 – 44 |
| ☐ 45 – 54 | ☐ 55 – 64 | ☐ 65+ | |
14. ETHNIC PROFILE
- | | | | |
|---|--|--|---|
| ☐ White | ☐ Black African | ☐ Black Caribbean | ☐ Black Other Indian |
| ☐ Pakistani | ☐ Bangladeshi | ☐ Chinese | ☐ Irish |
| Other (Please Specify) <input type="text"/> | | | |

Thank you for taking the time to complete this questionnaire

Please return to RMT, Women's Survey, FREEPOST NW3706, LONDON, NW1 3YD
(No stamp is required)

NEW RATINGS TRAINING SCHEME LAUNCHED IN PARLIAMENT

RMT held a joint presentation on new ratings training schemes in Parliament along with the Merchant Navy Training Board (MNTB) and the Chamber of Shipping earlier this month.

The event provided MPs with information about deck and engine ratings training schemes and how they will fit into the new apprenticeship frameworks.

The new ratings training programmes have been developed following intensive work in the last year between RMT, the Merchant Navy Training Board, the Maritime and Coastguard Agency, the Chamber of Shipping and training colleges.

The event launched the new programmes for deck and engine room rating apprenticeships. Further work for electro-technical, dual purpose and catering will take place later this year.

The available programmes

include not only Watch Rating and Able Seafarer Certification, along with Maritime Studies Qualifications (MSQs), but also form pathways within the Maritime Occupations Apprenticeship Framework. This means they attract apprenticeship funding which means that companies are more likely to train UK ratings.

After trainees have learned the basics at college apprentices will go to sea for on-the-job training. This will be followed by further college time and will lead to a Watch Rating and Able Seafarer certificate.

The new requirements considerably reduce the current requirements for sea time to qualify as an Able Seafarer Deck and Able Seafarer Engine Room. Both the deck and engineering watch rating sea time requirement is reduced from six months to two months.

The able seafarer programme enables the regulatory 18

months sea time to be reduced to 12 months for the deck discipline and the regulatory 12 months sea time to be reduced to six months for the engineering discipline.

This has been achieved with additional college time and making the on-board training more focused with closer supervision. The union worked hard to ensure that this was achieved without a devaluation of standards and that safety was not compromised.

RMT national secretary Steve Todd welcomed the new training programmes which he said would give a desperately needed boost to Britain's maritime skills base.

"UK ratings training has dwindled to alarmingly low levels in recent years with very few commercial companies taking on any trainees," he said.

The programme is expected to provide training opportunities for around 50 deck-and engine-

ratings in its first year, with hopes that the numbers will increase as it progresses.

"At a time when young people are struggling to find work or training it is hoped that young people will have an opportunity to enter the Merchant Navy to train and eventually gain employment as seafaring ratings," said Steve.

The apprenticeship framework itself can be viewed on the Maritime and Skills Alliance website at www.maritimeskills.org

For further information on these courses RMT members can contact enquiry@mntb.org.uk

RMT members may also wish to talk to their local nautical college to see if they will be delivering the Maritime Studies Qualifications and the apprenticeships. Information on the Maritime Occupations Apprenticeship is available from the National Apprenticeship Service, www.apprenticeships.org.uk ■

RACE RELATIONS ACT REFORMED

After 30 years of campaigning by RMT, the RRA is finally to be amended to outlaw discrimination against seafarers' but only within the EU.

The government has been forced to end some discriminatory practices due to the threat of EU Infraction Proceedings. This has arisen following a long campaign by RMT which has culminated with the EU declaring that the UK must reform current discriminatory practices as they breach EU Free Movement of Workers provisions.

Previous regulations drawn up by the last government which were meant to come into force in October 2010 have been changed so that the very minimum to comply with

European Commission demands is now being done. Under the new draft regulations, discrimination will be outlawed only for:

- EU nationals and those of designated non-EU states working on UK flagged ships in UK territorial waters,
- for EU nationals and nationals of designated states working on EU flagged ships in UK territorial waters and
- nationals of specified EU states working on UK flagged ships outside UK territorial waters.

In the last two criteria, the seafarer would have to prove a close enough connection to the UK for the protections to apply.

The government intends to ignore the findings of the Carter

Report which was published last June. This recommended the outlawing of all discrimination on UK-flagged ships. The Carter Review concluded that the benefits of ending this form of discrimination would outweigh the costs to employers.

RMT national secretary Steve Todd said that RMT was disappointed that after over 30 years campaigning on this issue the regulations had been watered down to a minimum.

"However we should be encouraged that we have forced the government into taking some action which in itself should be less encouraging to the shipowners in the continued race to the bottom.

"I remain convinced that had we as a union, along with Nautilus International, not taken

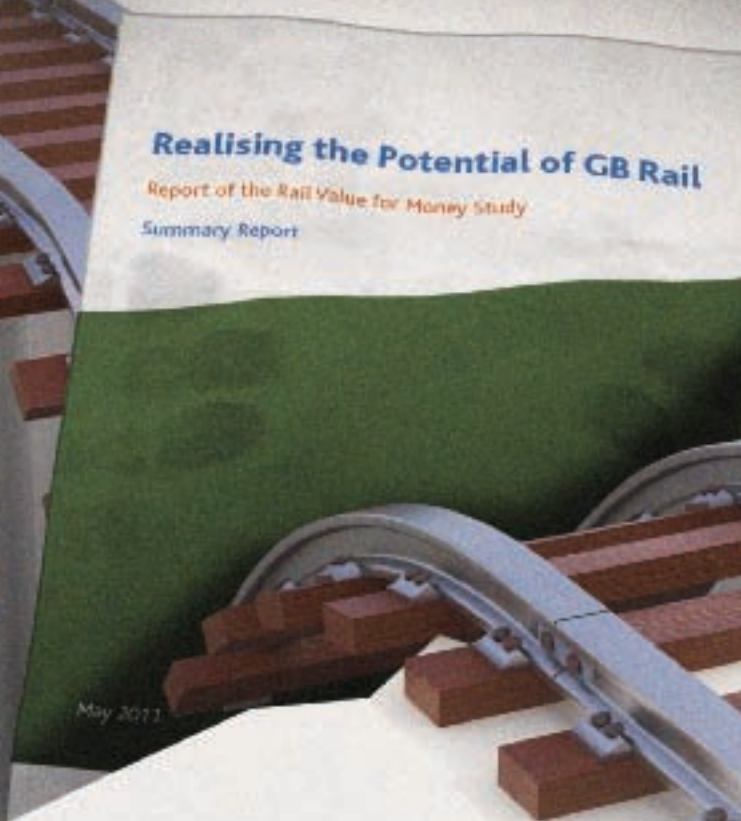
our complaint to Europe and convinced them the UK was ignoring legislation we would never have got this far.

"We also will not hesitate to bring forward a further complaint to the European Commission if the legislation results in widespread evasion of these new minimum requirements," he said.

The union is working with the TUC, Nautilus International, MPs and the Labour opposition to plan interventions as the Statutory Instrument goes before parliament. Early Day Motion 1848, which urges the government to implement regulations which outlaw pay discrimination against all seafarers working in UK territorial waters, has also won cross-party support. ■



LIES, DAMN LIES AND THE MCNULTY REPORT



The McNulty report on the future of the rail industry has concluded that fragmentation and privatisation of the network have resulted in a massive increase in costs... and proposes more of the same

Sir Roy McNulty's 'Rail Value for Money' report accepts that, since privatisation, the UK rail network require three times as much public subsidy, is three times more expensive to run, is 30 per cent less efficient than other railways in Europe and other privatised industries and is an industry of competing interests which lacks effective co-ordination.

RMT agrees that our railways are more expensive than those in Europe because of the breakup and privatisation of the industry. What was once a single unified railway has been broken up into scores of competing companies resulting in almost £1 billion a year leaking out of the industry.

Right diagnosis, wrong medicine

Yet McNulty and the government are ideologically wedded to privatisation, so they have ruled out renationalising our railways. The report instead proposes a series of measures which will entrench and extend fragmentation and privatisation.

RAILTRACK 2 - MORE FRAGMENTATION

Having identified fragmentation and the pursuit of self-interest as a major barrier to efficiency McNulty then proposes this be extended whereby Network Rail becomes a "holding company, with route-level concessions operated by its subsidiaries or managed by other organisations."

Pressing for re-introducing the pursuit of profit in signalling operations and rail maintenance, McNulty says: "it is vitally important that the infrastructure managers and the train operators have a commercial interest in each other's cost and revenues".

If McNulty's recommendations are adopted, most franchises and Network Rail regions will be operated on a joint revenue and cost basis within the next five years. Giving the TOCs greater power over infrastructure will also be a further blow to the freight industry as passenger services will inevitably be prioritised over freight trains.

McNulty's proposals to fragment and sell of Network Rail are further proof his report is driven by the dogma of privatisation rather than an assessment of the facts. In his report McNulty has to admit that "NR has made considerable

progress since its inception." and "NR operating and maintenance...costs are now at the same level as 1996/7". Which begs the question if such improvements are being made why now advocate the breakup of the company?

FEWER STAFF, MORE RISKS

The report makes it clear that rail workers must pay for the failure of privatisation with their jobs, with 35 per cent of McNulty's total proposed savings being achieved through reducing staff costs. Numerous grades are threatened with widespread job losses. Coupled with the remit of the new National Safety Task Force (NSTF) to "discourage undue risk aversion and excessive double checking" the industry is faced with massive job cuts and increased safety risks.

Modern signalling systems and the acceleration of new operating centres will lead to "staff and cost savings" while station staff are also lined up for massive jobs losses with the TOC's urged to "review station staffing as a matter of priority." There will be proposals to make it easier to close ticket offices while "extending the range of ticketing retail locations". This will lead to the halving of the number of ticket offices on the network with the closure of all ticket offices at small sized

stations, reduced opening hours at medium sized stations and closure of windows at larger stations.

Driver Only Operation (DOO) is described as "a safe method of operation" and that "the default position for all services on the GB rail network should be DOO, with a second member of train crew only being provided where there is a commercial, technical or other imperative". McNulty recommends that all train services could become DOO by 2013.

Despite contributing to Network Rail's "considerable progress," maintenance and renewals staff will suffer further job losses as their work will only be applied to "critical, as opposed to non-critical assets, this reducing the number of inspections and associated costs". The reports also makes clear that "automating track inspection and using components that require less maintenance...should reduce staff costs."

LESS PAY, MORE HOURS

The report says those who keep their jobs will be expected to work more hours for less pay: -

"The expectation that salaries, at all levels of the railway industry, will increase ahead of inflation has to end. Indeed, with many passengers and taxpayers having their



salaries frozen at present, even the granting of inflation-level increases must be questioned.”

“The overall trend to reduce continually the length of the working day and the working week is unsustainable. A starting point would be to review the salaries and employment terms for new entrants to the industry”.

LESS REGULATION, MORE PROFITEERING

The study argues that there is too much government involvement in the industry and even more power should be passed to the private sector:

- there should be “longer, less prescriptive franchises” with the TOCs enjoying “more commercial freedom”
- Transferring the regulation of franchises away from the government to the unaccountable quango of the Office of Rail Regulation.
- Proposed removal of Schedule 17 arrangements which regulate ticket-office opening hours and have allowed passengers and workers to challenge ticket office closures or reductions in opening hours.

In contrast the rolling-stock Leasing companies which have contributed to a massive escalation of costs are left largely untouched.

PAYING MORE FOR LESS

If implemented, the report will create the conditions for significant fare rises and cuts in

services.

McNulty calls for a reduction in coverage of Off-Peak/Saver fares regulation. Combined with the government’s decision to introduce fare increases of RPI plus three per cent inflation increases over the next three years, even more people will no longer afford to travel on our railways.

McNulty’s claim to be protecting rail services also rings hollow. By ruling out cuts in fares the only way that McNulty can achieve his proposed five per cent increase in train utilisation will be to pack even more passengers on overcrowded peak trains or cut less used services. This will be underpinned by cost cutting bids for less prescriptive, less regulated franchises. And, regional railways are lined up for significant cuts by being criticised for being up to six times more expensive to fund than Long distance and London/South East services.

RAIL DELIVERY GROUP – REWARDING FAILURE

Instead of taking on the competing and vested interests in the rail industry, McNulty recommends that they be given even more power through the establishment of a Rail Delivery Group (RDG) made up of Executives from TOCs, Network Rail and a freight operator to drive through change.

As the table below shows there is no trade union involvement in the Rail Delivery Group which is comprised of a

number of competing companies which have created an industry that has paid them enormous salaries and billions of pounds in shareholder dividends. In essence those responsible for the current failed privatisation of the railways are to be gathered into a group to oversee the further privatisation and fragmentation of the industry.

FURTHER READING AND INFORMATION

Please visit www.rmt.org.uk/mcnulty for more information including: -

- Bob Crow Interview on McNulty
- RMT Submission to McNulty
- RMT Press releases
- Parliamentary debates and motions

LIES, DAMN LIES AND MCNULTY

McNulty claims that rail workers should lose their jobs and have worse pay and conditions because he says there has been a 50 per cent increase in staff costs since privatisation. This claim is riddled with inaccuracies and misinformation.

- McNulty ignores the fact that due to economic growth over most of the period of the study passenger journeys have gone up by 59 per cent, passenger kms by 50 per cent and passenger revenues per member of staff by 56 per cent. So staff productivity has more than offset increases in staff costs.
- The report is guilty of even more blatant misinformation by choosing to remove figures from the summary report provided to the media and politicians which shows that UK rail workers are actually ranked amongst the most productive of all European countries.
- The report also falsely states “working practices and agreements within the industry have not undergone any significant changes for many years if not decades” when the reality is nearly every grade on the railway has undertaken a restructuring in terms and conditions.
- McNulty omits to mention that unit wage costs (workers’ pay per output) for the railway have actually risen at a slower rate than unit wage costs in the whole economy.
- It is therefore not surprising that in a letter to the TUC dated 10 May 2011 McNulty was forced to admit that “there is no strong correlation between staff costs in the rail industry and public subsidy”. It is also not surprising that the admission did not find its way into the final McNulty report.

The New Rail Delivery Group as of 19 May 2011

COMPANY	NAME	POSITION	COMPANY REMUNERATION
Abellio	Anton Valk	Chief Executive Officer of NedRailways BV	Not available
Arriva	David Martin	Chief Executive Officer	£743,635
D B Schenker	Alain Thauvette	Chief Executive Officer	Not available
Directly Operated Railways	Elaine Holt	ATOC Board	£436,000 (Remuneration between 14 November 2009 and 31 March 2010 was £165,000 – the equivalent of £436,000 per annum)
First Group	Tim O’Toole (chair)	Chief Executive Officer	Awaiting report and accounts. Previous CEO received £643,000
Network Rail	David Higgins	Chief Executive Officer	Awaiting report and accounts, previous CEO received in excess of £1million
Freightliner	Peter Maybury	Chief Executive Officer	Not available
National Express	Dean Finch	Chief Executive Officer	£1.35million
Network Rail	Paul Plummer	Chief Executive Officer	£720,000
Stagecoach	Brian Souter	Chief Executive Officer	£762,000
Rail Patrick McCall	Virgin	Group Commercial Director	Not available
Go Ahead	Keith Ludeman	Chief Executive Officer	£1.2million

A BEECHING REPORT FOR EUROPE

RMT president Alex Gordon exposes EU plans for Beeching-style rail cuts and McNulty-style privatisation across Europe

The European Transport Workers' Federation (ETF) has warned that the EU's new "recast" of its first EU rail liberalisation package – which calls for a "vertical split" between track and trains – will have huge consequences even undermining the right to strike.

Twenty years ago next month, the European Commission published its infamous rail directive 91/440/EC. It was seized by John Major's Tory government in 1992 as a blueprint to break up and privatise British Rail.

The Commission's new "recast" is designed to privatise the remaining state-owned railways in Europe and switch investment from a 'social railway' to a corporate "single European railway area" with a priority on high-speed and trans-European rail freight to serve Europe's single market.

The European Commission's latest proposal – a 'Directive establishing a single European

railway area (Recast)' – is a smash-and-grab raid on state-owned railways using EU 'liberalisation' rules to impose privatisation despite the fact that no electorate in Europe has ever voted for it.

French CGT rail union spokesman, Henry Wacsin told the ETF: "This 'recast' represents nothing less than a project led directly by the Commission, to completely break up public sector, state-owned monopolies in railways and to use the market and EU rules on competition to create corporate, transnational EU transport and logistics monopolies".

The McNulty report complies with these EU plans and was written with an eye to promoting Britain as the shop window for this latest stage of EU rail privatisation.

Page 68 of the McNulty report summary points out that there are no legal obstacles with implementation "provided due attention is given to conformance with EU and public law restrictions, EU directives, particularly with regard to the separation of railway infrastructure and undertakings and EU procurement and State Aid constraints".

McNulty and the ConDem government share the EU's mania for 'liberalisation' and privatisation as weapons to attack railworkers' jobs, pay and pensions.

The Commission is promoting this by demanding complete organisational separation of infrastructure and railway undertakings, as first outlined 20 years ago in its directive

91/440/EC.

The effect of separating management of track and trains is of course well known in Britain. It is the fundamental 'vertical split' that led to the fragmentation of our railway system with such disastrous results.

However, the European Commission's new 'recast' directive undermines 'holding companies' that countries such as France, Belgium, Austria and Germany set up in the last ten years to delay the total fragmentation of their railways as occurred in Britain. With the 'recast' directive, the European Commission is demanding complete dismantling of national rail companies.

As the British experience of implementing EU rail liberalisation demonstrates,



PROTEST: RMT members march in Paris in 2008 on an ETF demonstration against the EU's rail privatisation drive

attempts to make railways mimic competition in air, road or maritime transport are doomed. Railways are natural monopolies with a highly specialised infrastructure, high 'sunken' costs and enormous social and economic benefits.

The only question is whether monopolies are publicly owned and controlled in the interests of society, or whether, as in the view of both Sir Roy McNulty and the European Commission, they should serve the interests of finance capitalists – the bankers, PFI-profiters and big business.

By buying up competitors in recent years, global logistics companies such as DHL (Germany's privatised post office), Deutsche Bahn (Germany's state railways) and SNCF (French state railways) have built themselves up to be "Euro champions" – competing globally in transport markets while collecting railways across Europe as in a game of monopoly.

The European Commission aims to fragment national rail systems to ensure permanent private ownership and bumper profits for investors achieved on the backs of cuts to safety, jobs and services.

This latest railway power grab by the European Commission is based on powers it gave itself under section 290 of the Lisbon Treaty.

Transport policy is defined as an area of "shared competence", like the internal market, in which EU member states "cannot exercise competence in areas where the Union has done so". So when the EU decides a rail policy, national rail authorities have to comply under the Lisbon Treaty.

The unelected Commission will also require binding rules for rail operators that undermine the democratic right of rail workers to strike, a constitutional right in some countries.

Annex VII of the directive states that contracts shall provide "rules for dealing with major disruptions of operations of emergency situations including a minimum service level in case of strikes".

How is the European Commission going to implement such an unpopular project?

- First, by enforcing separated management of track and trains, breaking up "holding companies" by which some states have maintained a common parent company

with separate accounts to avoid outright privatisation.

- Second, through further fragmentation with "more flexible" service facilities for train maintenance, cleaning, refuelling and shunting to boost outsourcing and subcontracting in rail services. This is an invitation to 'sub-contracting specialists' such as ISS, Mitie, etc to exploit casual workers across the Europe, as they have in Britain.
- Third, the commission wants to take away from national governments and rail authorities the power to allocate train paths and set track access charges. National rail companies will no longer control transport planning, which undermines co-operation between national transport authorities and railway operators.
- The directive also opens access to rail infrastructure for all types of transport operator, while competition will be prioritised and safety regulation loses its independence.
- Fourth, the directive encourages private finance initiatives (PFI) for design,

commission, development and operation of railways.

- Fifth, the directive repeals legislation on safety of staff, rolling stock, working conditions and social rights of workers and consumers, and imposes strikebreaking clauses in commercial rail contracts.

Under rail privatisation in Britain subsidies have quadrupled, while profits of the unloved monopolists running public transport have soared alongside rail fares.

The so-called 'Recast' is more than a re-design. The proposal creates a 'Single European Railway Market' by destroying major, publicly owned, national railway operators.

Sir Roy McNulty's 'value for money study' into Britain's fragmented, costly and privatised railway is a road map for UK rail privateers (from major banks such as HSBC and RBS, to spivs such as Brian Souter and Richard Branson) to profit from EU-wide rail privatisation.

More than ever rail workers' in Britain must unite internationally to co-ordinate our resistance to the attack from financial interests on rail safety, jobs and services. ■

EUROPEAN RAIL WORKERS PROTEST AGAINST 'RECAST' EU RAIL PACKAGE

More than 1,000 railway workers from 15 European countries converged on Brussels last month to protest against plans to further fragment and privatise national railway companies across Europe.

Using the slogan "No separation – No fragmentation – For integrated rail companies", rail workers demonstrated against proposals contained in the so-called "Recast of the 1st Railway Package" produced by the unelected European Commission and presently being discussed in the European Parliament Transport Committee.

The European Transport Workers Federation (ETF)

opposes the plans as full separation of railway operations and infrastructure management dismantles integrated railway companies, fragments rail networks and hands them over to big business.

ETF deputy general secretary Sabine Trier said: "Together with the plan to liberalise domestic rail passenger services, EU policy makers ignore the far-reaching social impact of these proposals".

ETF Railway Section president Guy Greivelding said that the transport committee would vote on the Directive in July 2011 and in September the European Parliament will vote



in plenary. "This campaign has the objective to raise awareness that, when this directive is implemented, the idea of railways as a service of general interest or public service will be completely abandoned," he said.

RMT general secretary Bob Crow said that the model being

proposed by the EU today had been imposed by the Tories years ago and rail workers in the UK are suffering the results.

"The EU seems to have one policy, hand everything to the private sector in the name of 'competition' and damn the consequences," he said. ■

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WATCH AGM ON THE WEB

RMT members are once again invited to tune into the union's Annual General Meeting this month as it unfolds live on the Internet.

The first four days of the AGM - the union's annual parliament where policy is thrashed out by delegates - are to be webcast live via the RMT website.

An archive of each day's business will also be made available, so anyone missing a live session will be able to catch up on proceedings almost immediately after they conclude.

RMT President Alex Gordon will kick off conference at 5pm on Sunday, June 26 with the traditional AGM opener, where he surveys the challenges facing the union over the year ahead.

There follow three days of debates and guest speakers from Monday, June 27 through Wednesday, June 29 from approximately 9.30am to

5.30pm each day (with a one-hour break for lunch at 1pm).

Viewing the webcast is restricted to the members' section of the RMT website at www.rmt.org.uk/members. If you haven't already registered at the members' area of the website you will be required to do so. Once you have logged in or registered simply choose the webcast option.

Alternatively, any member who already knows their user name and password can go straight to www.rmt.org.uk/webcast.

Over recent months RMT has webcast a total of seven grades conferences - all of which are available in the archive by following the instructions above. These are: Health and Safety; Engineering; Station Staff; Bus Workers; Supervisory and Clerical; Catering and Black and Ethnic Minorities.



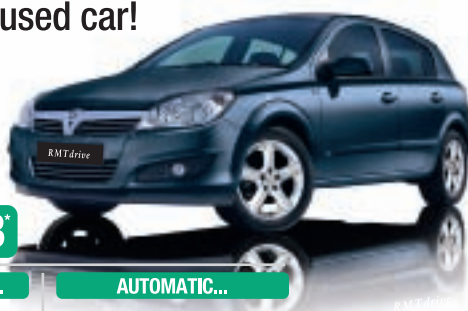
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ON THE MARCH



The Banner Man: Ed Hall shares the secrets of banner-making in an exclusive interview for RMTv at rmtv.org.uk

An exhibition of the work of banner maker Ed Hall has opened at The Peoples History Museum in Manchester which runs from May until October 30 2011

The Peoples History Museum in Manchester is showing an exhibition of striking, richly coloured banners made from 1984 to the present day by Ed Hall for a multitude of campaigns and trade unions.

It includes several made for RMT, which is sponsoring this exhibition.

It is the first solo exhibition of his work and an exciting opportunity to showcase the work of the country's foremost trade union and campaign banner artist.

Ed's spectacular banners are displayed alongside preparatory sketches, photographs, newspaper clippings, archival material and film, to contextualise his work and give a sense of how 'working' banners are made and used by campaigning groups today.

The exhibition features a film based on the enormous March 26 demonstration against government cuts. Many of Ed's banners were carried on this march.

The Peoples History Museum also holds many of the great silk woven banners made for the trade unions by the firm of George Tutill, banners from the atelier of the suffragettes and the emerging political groupings that led to the modern political parties.

The tradition of banner making is alive and well and a unique part of British trade union life. Ed Hall has made some 400 banners since his times with Lambeth Council as a Unison branch secretary to the present day.

Ed Hall explains that many of the trade union banners



ON THE MARCH: (left to right) RMT Manchester Victoria branch Chris Latham, Ed Hall, RMT president Alex Gordon and RMT Council of Executives, Manchester & North West member Craig Johnston



include local scenes such as apple orchards in Herefordshire, and great events such as Peterloo and Cable Street. Heroes of the Labour Movement are also represented: The Tolpuddle Martyrs, Robert Tressell and Tom Paine.

"The banners I have made for RMT have often been through meetings and the exchange of sketches with RMT members.

"My best memories are of travelling to see staff in a lonely signal box for instance at Stourbridge, I have learnt so much and knowledge builds on knowledge.

"At Preston I learned of the Coronation Scot which is the centrepiece of the Preston RMT banner, I learned of St Walburge's church in Preston and the wonderful music "The Coronation Scot" which I still listen to while making banners," he says.

He is thrilled that The Peoples History Museum to has asked him to exhibit.

"It has just completed a most beautiful new building complete with study rooms and a cafe overlooking the River Irwell.

"The generosity of those RMT branches who have lent banners is much appreciated, but for them there would be no exhibition," he said. ■

*There is a curator-led tour on Friday July 22 1.15pm- 2pm.
People's History Museum
Left Bank
Spinningfields
Manchester
M3 3ER*

President's column



UNITY IS STRENGTH

RMT delegates are gathering in Fort William for our Annual General Meeting, our annual parliament, where your elected representatives deal democratically and collectively with the challenges we face. Our union's future lies in our own hands and as RMT president I will endeavour to ensure that all decisions are made in a proper, democratic manner.

This year in particular your AGM features critical debates and decisions. Transport workers across Britain face an onslaught of spending cuts and privatisation from a government with no legitimacy.

Last month Bob Crow, national secretary Steve Todd and myself visited RMT members in the Hebrides as part of RMT's campaign to oppose privatisation of Caledonian MacBrayne ferry services. At public meetings, local people made it clear that publicly-owned ferry services are a lifeline and that they will fight against a ferry privatisation no-one wants being ruthlessly pursued under European Union rules that no-one voted for.

The Scottish government is letting privateers cherry-pick profitable ferry routes. Last month publicly-owned CalMac re-tendered for the Gourock-Dunoon ferry crossing in the Clyde as a passenger-only service and in great secrecy handed a car ferry monopoly to privately-owned, Western Ferries.

In a mirror image of the smash-and-grab raid on Scottish ferries, Sir Roy McNulty's 'value for money review' is demanding more of the same.

Sir Roy points out that breaking up our railways has created waste, bureaucracy and conflicting private interests - who knew? - and bizarrely concludes that what is needed is more fragmentation and privatisation.

Sir Roy, who's career includes overseeing privatisation of National Air Traffic control in 2001 under the European Commission's 'Single European Sky' policy, was always going to exonerate big business and blame rail workers for being overpaid.

The McNulty review, which recommends breaking up Network Rail, cutting jobs

and reducing spending on branch lines, has rightly been compared to the infamous Beeching report that devastated Britain's rail network 50 years ago.

What is clear is that rail privateers foresee another epic era of profit-taking opening up. The way forward, in McNulty's view, is to export Britain's disastrous experience of 'profits before safety' to the world of rail privatisation envisaged in the latest EU directive for a 'Single Railway Area'.

These plans envisage rail, maritime and road transport being ripped open to market forces in a 'liberalised' transport network serving business interests and little else. Trade unions across Europe are to be shackled with EU-wide anti-strike laws in order to prevent workers from protecting themselves and to facilitate private transport monopolies to dismantle our social rail networks.

Capitalism is returning to Thatcher's unfinished business - an all-out assault on working people, their trade unions and the welfare state - using the institutions of the EU.

Our response is inscribed on our RMT banners, 'Unity is Strength' and last month the Transport Salaried Staffs' Association voted overwhelmingly for merger talks with RMT. You will be kept informed of developments on this crucial issue. Ultimately the response of transport workers to McNulty must be to unite to defeat these attacks and build a better future.

Finally, I hope to see you at one of the great summer trade union festivals. Whether the Durham miners' gala on Saturday July 9 where our general secretary Bob Crow will be speaking, the Tolpuddle martyrs festival on the weekend of July 16 where I will be chairing a meeting on EU attacks on worker' rights, or the Burston School strike rally on September 4, bring your family and join the labour movement as it celebrates our past and our future.

Alex Gordon

SOLIDARITY IN EGYPT



LU Engineering branch secretary Paul Jackson reports on a visit to Egypt following the popular uprising that toppled the government

I was invited as a delegate of the RMT London Transport Regional Council to meet trade unionists in the Egyptian capital Cairo.

Our visit would have been very difficult except for the brilliant help of our interpreter, Anne – she not only did English to Egyptian, but cockney to English.

The first trade unionist we met was Kamal Abu Aita, President of the Property Tax Inspectors Union (RETAU), an incredible man who organised independent strike action in 2007 under the Mubarak regime. Their pay is abysmal, a common theme across all sectors.

These workers went on strike and held a 'sit in' by their government offices for many days, with popular support and food being given by local people

The 'state' trade union tried to get them back to work, however, they refused and the government gave in to their demands. This action was key to showing other workers how to organise.

We met with medical technicians as they were just forming their union after 4,000 people turned up to a meeting. It was inspiring to watch them deciding how much to charge members union subs, what to spend their money on and how to organise their union. It was strange that they had instinctively organised themselves.

Doctors are paid less than £30 a month and have also formed their own union. We met them as they were deciding on what strike action to take (emergency and ICU would not be affected). They were very patient and focused with demands including better pay and training aimed at improving care.

In one hospital workers organised and voted out the boss and elected a new one, so they could get their pay slips signed off, and took control of running the place. I like the idea of unions electing their own boss. I suppose it's like the Council of Executives elections really.

We also introduced the idea of picketing to these people as there was not an equivalent task in Egypt. Egypt brought civilisation to the world and we returned the favour by showing them picketing. This no doubt will be used to blame Bob Crow for the fact the pyramids look like they've not been finished yet.

We also met rail workers in the process of forming their own independent union. They were suffering the same injustices as us except we get sacked and they get shot, a small but important difference. We also met bus workers leader Ali Fattouh, currently being tried as a test case for inciting 'illegal' strike action under the new anti-trade union laws that had been brought in "after" the

revolution, and his solicitor, Haitham. I thought the revolution was meant to free the people from the tyranny of the past and not just replace it.

The state is throwing its weight to crush the new organisations being created. The main tactic for his case seemed to be a mass demonstration at the court. This is taking the idea of justice out of the legislature and making it the property of the people.

On to the May Day rally in Tahrir Square. As the riot police were on strike too it was a very peaceful event. There was great oratory from solicitors – I can't imagine Thompson's doing rhythmic chanting – and it certainly got the crowd going.

Probably the most poignant moment was meeting the Mothers of the Martyrs, mothers carrying bill boards of their dead children. One mother explained her son was arrested and shot twice in the back in a prison cell. Words really fail me, as none suffice.

As a founder member of the sarco-cynicists, I was not expecting much from this eye-opening visit except perhaps murder and beheading. The trade unions need to reach out and help the unions in Egypt in ways they want, not how we think they should be helped. We need to reach out and carry on learning, but for now it must be at a distance. ■



KNOW YOUR RIGHTS

ASBESTOS QUESTIONNAIRE RELAUNCHED

Head of asbestos policy at Thompsons Solicitors Ian McFall explains why the union is relaunching an asbestos questionnaire and database



The risk of exposure to asbestos faced by members working in the transport industry has resulted in the relaunch of the RMT's asbestos register by the union and Thompsons.

This is a national initiative to record details of members who believe they have been exposed to the lethal dust through their work.

Asbestos is a hidden danger that exists in the structure of buildings, vehicles and equipment across the sectors in which RMT members work.

Exposure to asbestos can lead to a number of different types of lung disease. The most serious is mesothelioma, a rare form of cancer which is only known to be caused by asbestos. It is incurable and normally proves fatal.

Mesothelioma, like other less serious forms of asbestos disease, can take between

20 to 50 years or more to develop after the asbestos fibres have been inhaled into the lungs.

One member for whom

Thompsons successfully recovered compensation was employed by British Rail from the 1950s as an electrician's mate. Tunnels and pipes were lagged with asbestos and open bags of it were left at the old entrance to a station where he spent time working, so the fibres were blown around him.

Another former British Rail worker who worked at a London docks from the 1960s was exposed when unloading bags of asbestos which were bound for the Cape Asbestos Factory in Barking, Essex.

A Transport for London labourer, who worked his way up to become a fitter's mate and to work in the plant shop had to carry out maintenance on pipes which were lagged with asbestos.

And a former signalman and guard was exposed to asbestos which was used to lag pipes in the engine and the sides of the coal fire in the break van.

Other members whose claims have been settled by Thompsons include a train examiner exposed to asbestos in the train

casements, a cable jointer who had to drill asbestos sheets and an apprentice fitter who carried out maintenance in a workshop where train frames and casements were sprayed with asbestos.

The RMT questionnaire will collect information on past employment where there may have been exposure to asbestos in order to create a permanent, structured database of information that can help to speed up the process of obtaining compensation for members who develop asbestos disease.

The database records the names of members, their current and previous employers, the workplaces where they came into contact with asbestos and the relevant dates.

It is important to remember that not everyone who has been exposed to asbestos develops an asbestos related disease. However, for those who do develop a disease, the effects can be devastating.

Preserving the information about exposure on a database

will enable the RMT and its solicitors to identify witnesses who worked in the same place at the same time to obtain evidence in support of members' claims – now and in the future.

If you believe you have been exposed to asbestos in your current or a former workplace anywhere in the UK and at any time in the past, no matter how long ago, you should complete the asbestos register questionnaire which can be obtained from the RMT website (www.rmt.org.uk) or from the RMT personal injury helpline 0800 376 3706.

Please return your completed form to 'Asbestos' RMT Questionnaire, Thompsons Solicitors, 23 Princess Street, Manchester, M2 4ER

Members who registered their details on the previous RMT asbestos register can be assured that their information will be retained. If you are not sure if you did register your details, please do so again now.



TAXI MEMBERS ON COURSE



ON COURSE: Dave Jones (behind) Paul Walsh, Dawn Cooper, Steve Emmment, Mike Smith, Mark Sherlock and Ray Knight (behind).

Six members of RMT's London Taxi branch recently completed another stage one representative course set up by the union.

RMT education officer Andy Gilchrist, along with London Taxi branch assistant secretary Mike Tinnion set the course up on the same lines as the first one, over four weeks at Maritime House in Clapham, London instead of the usual three days up at the national education centre in Doncaster.

This arrangement suites the self-employed Taxi drivers of London.

Course member Steve Emmment said: "The course has helped me understand that listening carefully to what people say plays an important part, I look forward to the next stage".

Mark Sherlock, a branch activist, said it was a really enjoyable and informative course which helped to outline strategies dealing with licensing

authorities and the spiralling tyranny of stealth PCNs.

"I would recommend to other members," he said.

A stage two representative course is being planned for those on this course and those from the first who wish to attend, again interest is high and we in the London Taxi branch believe that its members will be well represented in the years to come.

Mick Smith, who is looking forward to the stage two course, said that it had made him realise that he was not just working under the banner of RMT but part of a big union with lots of resources.

The course tutor was again Ray Knight ably assisted over the four week course by Jim Philp, Dave Gott and Dave Jones. Mike Tinnion will be liaising with Ray Knight and Andy Gilchrist to set up a stage two representative course, in the near future. ■

EAST LANCS MEETS



RMT general secretary Bob Crow addressed a recent meeting of the re-launched RMT East Lancashire branch in Blackburn.

The branch was re-opened last year and membership has been growing steadily ever since. Bob spoke on the challenges facing the union

with particular reference to the McNulty Report. He also spoke about job security issues for Network Rail staff. He was accompanied by North West regional organiser John Tilley and executive committee member for Manchester and the North West of England Craig Johnston. ■

BASINGSTOKE HONOUR



RMT executive committee member Sean Hoyle presents Andy Rutter with his 25-year badge.

Sean said he was pleased and honoured to make the

presentation.

"The Basingstoke Branch meeting was full of topical debate, just what you expect from a well organised and informed branch," he said. ■

ST PANCRAS BRANCH

St Pancras branch got together recently to present a number of badges to members. ■



Back row left to right: Branch secretary Allan Jeyes, Bob Crow, Neil Hoeg 1 ten-year badge.

Middle row left to right: Barry Cox 40-year badge, Courtney Franklin, ten-year badge, Graham Kent 40-year badge.

Front row left: Michael Ryan, ten-year badge and Matthew Willison ten-year badge.

LONDON CABBIES DEMAND ACTION

Members of the RMT London Taxi branch demonstrated recently outside the offices of Transport for London, the authority that licenses both taxis and private hire, to highlight to members of the public the lack of regard that the authorities have in respect of sexual crimes against women travelling alone at night.

The issue is part of a broader problem of lack of control by the police and the licensing regime in keeping control of the monster created by the Greater London Act which allowed for

private hire vehicles (PHV) to be licensed in London for the first time.

PHV operators can place agents in night clubs and other venues taking bookings within an establishment, creaming off the lucrative late night work to unscrupulous PHV drivers who positioned themselves on legitimate taxi ranks.

RMT taxi branch secretary Stan Murat said that this prevented taxi drivers from obtaining their own legitimate work.

"These licensed venues



became known as satellite offices and have been the thorn in the side of the taxi trade.

"The problem will not go away and statistics show that

there has been a substantial increase in the number of sexual assaults against women by PHV drivers or those who purport to be licensed," he said.



UNION LEARNER OF THE YEAR

RMT member Tracey Steel recently had the honour of being presented with an outstanding achievement award from the City of Sunderland College

for her commitment to her studies.

Tracey is a newly appointed health and safety rep for Grand Central Rail who had recently attended a

TUC health and safety rep stage one course. Her award is a tremendous achievement as Tracey was selected from among 900 students.

JAILED IRANIAN BUS WORKERS' LEADER FREED

Imprisoned trade unionist Mansour Osanloo has been freed from jail in Iran almost four years since his arrest and imprisonment, which set off a storm of international protest.

The International Transport Workers' Federation had led demands for his release.

Mansour Osanloo is president and founding member of the Vahed Syndicate, a free trade union representing Tehran's bus workers.

From its beginnings in 2005 the ITF-affiliated union was subjected to heavy repression, including repeated attacks and arrests. Mansour was heavily targeted, attacked and imprisoned in 2005 and 2006.

Then in 2007, just one month after visiting the London head office of the ITF, he was arrested and sentenced to five years imprisonment on charges of 'acting against national security' and 'propaganda against

the state'. In 2010 another year was added to his sentence.

His release is conditional on his 'good behaviour' and the payment of a bond.

ITF general secretary David Cockcroft said that Mansour was free because trade unionists worldwide had demanded justice.

ITF president Paddy Crumlin said that Mansour Osanloo's release from jail in Tehran is a victory for human rights and testament to the determined campaign by trade unions and human rights activists around the world.

"Mansour Osanloo has suffered immeasurably while imprisoned, simply for doing something many of us take for granted - joining his trade union.

"While the news from Iran is welcome, the campaign to free Mansour's Vahed comrades, Reza Shahabi and Ebrahim Madadi continues," he said. ■



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P&O HARMONISATION



UNITY: Darren Proctor, knelling, with RMT members working in the North Sea

Crews on the P&O ferries *Pride of York* and *Pride of Hull* are currently involved in a harmonisation project to bring together the two different set of terms and conditions and associated pay scales.

Pride of York RMT rep Darren Proctor said that the move was a welcome boost for the members as there are currently huge differences in pay and conditions which has been contributing factor for low

morale.

"Membership on both vessels are now buzzing in the hope we can gain competitive terms and conditions for all members.

"It shows that through unity with each other we can achieve

realistic improvements through a working party and the leadership of RMT national secretary Steve Todd and regional organiser Dave Collinson," he said.



80 YEARS AT SEA

Two RMT members working on board the P&O ship *Pride of York*, Olly Steer and Tony Wilson, received their 40-year badges recently despite the fact the pair hadn't seen each other for most of that time.

The two members both went

to sea school in Gravesend together and went their separate ways in December 1971 only to meet on the P&O vessel the *Pride of York* after the decommissioning of the *Pride of Bilbao* last year.

Olly Steer has been a steward

since leaving sea school and has worked mainly for various companies under the P&O flag during his sea service.

Tony Wilson joined his first vessel, *Canberra*, as a bell boy a week after leaving sea school in 1971. For the past 33 years he

has worked for North Sea ferries which later became P&O North Sea Ferries. Tony is now a sous chef. During his spell on North Sea ferries he worked on the *Norland* which played a part in the Falklands conflict.



RMT assistant national secretary Mark Carden with Olly Steer and RMT rep on *Pride of York* Darren Proctor

ISLE OF MAN STEAM PACKET DEAL



AGREEMENT: Isle of Man Steam Packet HR director Stuart Garrett and RMT regional organiser Ken Usher sign the updated pay and benefits review for 2011.

IN MEMORIAM

It is with deepest regret to report the deaths of a number of longstanding RMT members and friends of the union. Angus McPherson, RMT solicitor at Drummond Miller died last month after working tirelessly, both in a personal and professional capacity, for the union for over 20 years.

RMT member and fellow worker Hammie Connolly said that Angus had a deep rooted loyalty to the union and its endeavours to improve the wages and conditions of the membership. He always impressed upon staff in the Glasgow office to maintain an open door policy to RMT members, a policy that will continue.

Beryl Brockhurst, the union's longest serving member of staff, passed away in May this year. Employed by the NUS in October 1958 as a Senior Clerk, working out of Maritime House,

after the merger with the NUR, Beryl moved offices to Unity House in 1992. In 1995 Beryl became the reception administrator, assisting both the Finance and Membership Departments. Beryl was well known and liked by all who worked at or visited the office.

Former NUS Executive Committee member Seamus Doran has passed away. Born in November 1937, Seamus worked for Cunard Line on the QE2, and left after the Dover dispute. Seamus finished his career working for BR Ferries, operating out of Portsmouth before retiring to County Wexford.

Former executive committee Joe Connor has passed away. Joe was a former member of the National Union of Seamen and joined the National Union of Railwaymen in September 1960. As a member of the Kings Cross No. 1 branch, Joe served as a

LDC representative and secretary for 'Kings Cross Train Catering' and was a delegate to the Catering Grades Conference as well as being a member of the Regional Council. He was elected to the National Executive Committee between 1987 and 1988. Joe was also active on behalf of the union's Orphan Fund.

Ray Dickinson passed away in May this year. He joined in December 1974 and served over 36 years in the union. Ray served as Humber Shipping branch secretary and was employed by P&O Ferries. He was AGM delegate in 2008 and 2009 was SGM Delegate in the same year. He was also Shipping BGM delegate last year.

Michael Dilucia joined the NUS/RMT at the age of 17 and was a loyal member until his untimely death on May 25 2011.

Mickey had a long career at

sea and always had a story to tell of his experiences. He was a fountain of knowledge and, along with his great sense of humour, he will be remembered by all.

Mickey was a good friend and a loyal shipmate and will be truly missed by all his friends and colleagues at P&O Irish Sea and the Belfast shipping branch. Our deepest sympathy goes to Mickey's wife Sheila, his sons, daughters, grandchildren and great grandchildren. ■



Michael Dilucia

MEMORIES

Dear editor,

Having just read Alan Pottage's article in the May issue of RMT News about the apartheid struggles in South Africa, It brought memories flooding back for me of a time and of people who had a profound and inspirational effect on me.

It changed my life and I began to see why it is important to recognise the wider international struggle of other trade unions.

It was during that period that I was introduced to comrades from SARHWU by Geoff Revell. I will always be proud of our union's part in the struggle to expose the

security forces and their torturous practices for the disgusting regime they were.

I had the privilege of meeting Justice Langa the then National President of SARHWU and his comrade Natay Sello, both had been physically and mentally tortured.

I remember talking late into the night to both comrades about shootings, beatings and murders that were a constant part of their lives and remember thinking that I had done nothing compared to what they were prepared to sacrifice.

I will not forget the role that Alan and

Geoff played in getting apartheid issues on to the agendas of various AGMs and the TUC. And it was a great day when Nelson Mandela walked free from Robben Island.

As Alan says in his article he and Geoff are now helping to organise workers in RMT. At the risk of embarrassing Geoff his role cannot be underestimated. As a tutor I know that he continues to inspire people, as I am told at every course, that Geoff's session on the history and organisation of the union is always one of the best parts of the course.

Yours sincerely, Greg Hewitt.

A THANK YOU

Dear editor,

I wish to express my thanks to Pat Wilkinson, Equal Opportunities Manager, National Policy Dept and my local RMT rep Jake Rae for all of their help and advice.

As a technician employed in the maintenance function within Network Rail me and my colleagues have been going through a very tough time with the latest

reorganisation phase 2B/C. Due to the advice and help I received from Pat Wilkinson and also Jake Rae I was able to secure a position at the same grade I had been covering for the past two years.

I would just like to urge all other members to look at the hard fought RMT equal opportunities rights documents. We all deserve to be treated fairly and open-list vacancies should be awarded on skill and ability to attract the best applicants from

all communities and age groups.

RMT was there when I needed it and a satisfactory outcome was achieved. I have nothing but praise for Pat and Jake for the help and support they have provided in these very difficult times.

Thanks and best wishes

Ross Wilson

Perth S+T Network Rail

RMT OFFSHORE DISASTER FUND THANK YOU

Dear editor,

On behalf of my family and my late husband Alex Dallas, crane operator with Sparrow Offshore, I would like to thank RMT members, men and women in the offshore industry and all RMT for their generous and warmly received donation.

The setting up of the RMT Offshore Disaster Fund was a lovely gesture, appreciated by all my family, after my husband and his colleagues were killed in the Flight 85N Super Puma helicopter crash on April 1 2009.

The dreadful memories of that terrible crash, happening on such a beautiful sunny day, still live with us and will do so for the rest of our lives. It was only much later on that we as a family realised how much it had affected so many other people as well.

I am very glad to hear that RMT will continue to fight to improve helicopter safety and work hard to ensure that this type of tragedy never ever happens again.

We also hope that the work of the Air Accidents Investigation Branch

will change things for the better and we are still waiting to hear the results of their final review sometime later this year.

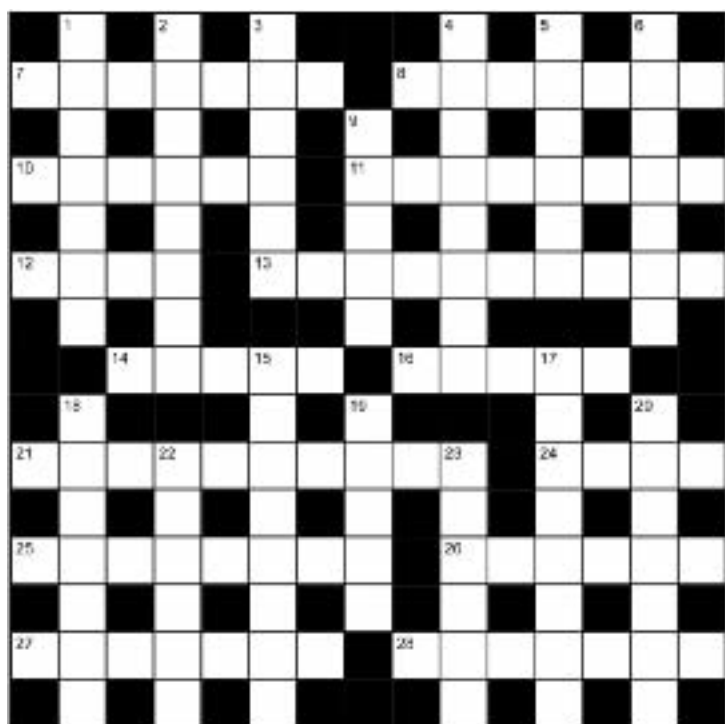
Regarding your donation to my family, I would like you to know that my three children and I have decided to make two donations to local Aberdeen charities close to our hearts that will benefit from your members generosity.

Yours sincerely

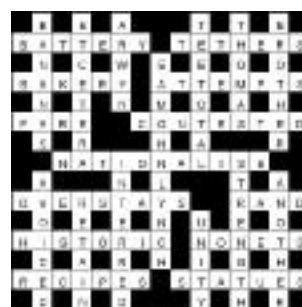
Eileen Dallas and family

£50 PRIZE CROSSWORD

No. 71. Set by Elk



No. 70 solution...



The winner of prize crossword no. 70 is Paul Jarvis of Torpoint.

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by July 25 with your name and address.

Winner and solution in next issue.

ACROSS

- 7 He wants to de-staff stations, abolish guards and raise fares (7)
- 8 Green person from another planet? (7)
- 10 Publicly owned Scottish ferries, in short (6)
- 11 You can't make one without breaking eggs (8)
- 12 Piece of money (4)
- 13 Eye protection in bright weather (10)
- 14 Own up - or let in (5)
- 16 Cartoon magazine (5)
- 21 Caught, again (10)
- 24 Red ensign, for example (4)
- 25, 27 Airport rail link - on strike for fair pay (8, 7)
- 26 Without company (6)
- 27 East German city famed for its pottery (7)
- 28 See 25

DOWN

- 1 Eight-sided figure (7)
- 2 Called for, formally (8)
- 3 With stones, may break your bones (6)
- 4 Battle station! (8)
- 5 Soaks, to infuse (6)
- 6 Fought (7)
- 9 Stags, bulls and dilemmas have them (5)
- 15 Buried (8)
- 17 Foot soldiers (8)
- 18 Cut (off) (7)
- 19 Ships aren't much use without them (5)
- 20 Material used to weigh down and stabilise ship, balloon etc (7)
- 22 Painter, sculptor, musician etc (6)
- 23 Top-of-the-range (6)

OPEN A JUNIOR DEPOSIT ACCOUNT!

RMT Credit Union offers members the opportunity to open an account for their children to allow them to save for the future

Here at RMT Credit Union we know how important it is for family members to understand money even at an early age. We also recognise that parents and grandparents often want to set aside some money or build up a lump sum for their children or grandchildren to provide them with a good start in life.

It is never too early to start and the longer the savings are held, even when saving small amounts, with a regular dividend they soon mount up. With this in mind RMT Credit Union has developed a Junior Savings Account which can be tailored to suit your needs.

WHO CAN OPEN AN ACCOUNT?

The account needs to be opened by an existing RMT Credit Union adult member but it can

be opened for any child living at the same address. Accounts can be opened from birth, right up to the age of 16. The junior saver must be living at their parent or guardian's address and an original birth certificate must be produced to be able to join.

HOW DOES IT WORK?

The account is opened by the member on behalf of the junior saver. The account will be in the child's name but control of the account will remain with the adult.

HOW DO I OPERATE THE ACCOUNT?

Unlike full members, juniors do not have a regular income so the parent / guardian opening the account for the junior member will have to set up the account to save a minimum of £5.00 every month / 4 weekly or weekly. The savings is collected by Direct Debit from a bank account

HOW DO I KEEP UP TO DATE WITH THE ACCOUNT?

A statement is sent out to the junior members once a year around Christmas time and of course you are able to keep in touch via the usual methods such as phone and email. Your child will be able to view their own account online to see how much they have saved. Additional statements can be requested at no extra charge at any time.

WHAT HAPPENS WHEN THEY REACH 16?

At the age of 16, the junior account must change to adult status. At this point, the junior will now be considered an adult member and will automatically gain full control of the account. They will therefore have full access to any funds you have deposited in their account however, at this stage they may need to provide identification prior to withdrawing any funds.

ONCE 16, DO THEY HAVE TO SAVE REGULARLY EVERY MONTH TO KEEP THE ACCOUNT OPEN?

We recognise that they might be going on to higher education or may not even have left school at that stage. We do not want to lose them as a member, particularly as they may not be eligible to join again should they leave, so we are happy to maintain the account while they are in full time education. Don't forget that once they are 18 they gain all the benefits of being a full member and ability to use all the Credit Union's products.

HOW SAFE IS IT?

Just like all savings held with the Credit union they are fully guaranteed by the Financial Services Compensation Scheme up to £85,000.00.

You can apply for a membership form to join the Credit Union by writing to RMT Credit Union Ltd, Unity House 39 Chalton Street, London NW1 1JD or downloading a form from the RMT website. ■





JUNIOR DEPOSIT ACCOUNT

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

MEMBERSHIP NUMBER

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

Please read and fill the Application Form carefully. **Remember to include the Junior Depositor's original birth certificate.** Please return the completed form to RMT Credit union, 39 Chalton St, NW1 1JD.

1 JUNIOR DEPOSITOR DETAILS.

Surname	
First name	
Middle name	
Date of Birth	/ /

2 PROPOSING MEMBER'S DETAILS.

Title (Mr/Mrs/Miss etc)		Home address	
First name			
Surname			
Home telephone		Postcode	
Mobile		Email	
RMT Credit union account number		Trade union membership number	
Relationship to Junior Depositor			

3 PAYMENT DETAILS (by proposing member)

The direct debit mandate below should also be completed and returned to the RMT Credit union office attached.

I wish to save (minimum £5.00) £ Date you next get paid

Monthly 28th ☐ Weekly ☐ 4 weekly (Fri) ☐

On behalf of the "Junior Depositor" named above.

4 TO HELP US FULFIL OUR LEGAL OBLIGATIONS, PLEASE ENCLOSE THE JUNIOR DEPOSITORS BIRTH CERTIFICATE WITH THIS APPLICATION FORM

I confirm that the Junior Depositor named above resides at my address. I wish to apply for Junior Depositors account on behalf of the above named person. I agree to abide by the rules of the RMT Credit Union Ltd and declare that the information given by me on this form is true and correct to the best of my knowledge.

Proposing Members signature

Date



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



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
Postcode	

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

Reference Number

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

Instructions to your Bank or Building Society.

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

Signature(s)

Date

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

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

- This Guarantee is offered by all banks and building societies that 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.



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)

Keep your RMT membership details up-to-date

In the light of draconian anti-trade union laws that have been used against the union, members should keep their personal data up to date. It is also important to note that in order to keep members informed your union requires your mobile telephone number and email address.

Members can do this via the RMT website, telephone the RMT helpline above, or writing to the membership department at RMT head office, Chalton Street, London NW1 1JD.

