

RMT *news*

Essential reading for today's transport worker

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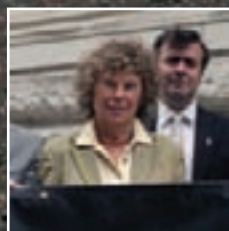
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PLEDGE
PAGE 20**


www.rmt.org.uk

NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



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2 Your Employment.

Employer*		Location	
Job Description*		Part Time	YES ☐ NO ☐

3 Sex.

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I confirm my paybill mandate has been sent to my pay office. ☐
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Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
Postcode	

Name(s) of Account Holder(s)

Bank/Building Society account number

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Normally your payments are made once a month to RMT.
If you prefer to pay 4 weekly instead please tick ☐

Originator's Identification Number

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Reference Number

Your National Insurance Number

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- 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.



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EDITORIAL



SAVE OUR BUSES

Government cuts to local authority transport funding have led to councils rushing to slash bus subsidies to make short term savings.

On top of that a 20 per cent cut to the fuel tax rebate for buses, known as BSOG, will come into force next year, and funding to the free bus pass scheme is to be curtailed.

Tory leader David Cameron had promised to protect the bus pass but if the scheme is not properly funded, the buses most used by pass holders will be the first to go.

We also have the shameful spectacle of bus workers on the Isle of Wight being displaced by 'volunteers'. That all adds up to a fundamental threat to bus services particularly in rural areas.

That is why the union is urging all members to get their MP to sign up to Early Day Motion 1986 to resist these wholesale attacks on the bus network.

On the Tube, after protracted talks, a pay offer has been made which has been put out to a referendum with a recommendation to accept.

The news that there were more accountants than engineers involved in assessing the Thameslink contract is yet more evidence as to how the betrayal of Bombardier workers in Derby was allowed to happen.

It is a shocking indictment of this government that bean counters were in charge of key engineering decisions that could destroy train-making in the nation that gave the railways to the world.

If ever working people needed a decisive lead from the trade-union movement now is that time.

We have a fragile Con Dem government with no mandate for the vandalism it is imposing on behalf of big capital.

Transport workers and those who rely on them have already suffered the ravages of privatisation on rail, bus and ferries, yet now see themselves faced with the threat of cuts so deep that they would make Dr Beeching blush.

A mass campaign of resistance is required to fight the McNulty rail proposals that would savage jobs, services and safety while jacking up

fares and protecting the profits of privatisation.

So get along to the rally and lobby of Parliament on October 25 advertised on the back of this magazine to tell MPs we don't want to see McNulty's recipe for further fragmentation and privatisation implemented.

The Scottish government's Ferries Review also threatens the fragmentation and privatisation of publicly owned ferry services, undermining lifeline support for communities, encouraging social dumping and further reducing the number of UK seafarers.

The union is preparing to ballot Royal Fleet Auxiliary members over attacks to pensions rights which are under attack. Tyne and Wear Metro staff are also being balloted for the same reason. Pensions are deferred wages and it is unacceptable for the government to steal them.

Not content with these attacks on working people the Con Dem coalition is engaged in secretive talks to put a EU/Indian Free Trade Agreement in place which will allow Indian workers to be used to drive down wages and working conditions through a process called 'social dumping'.

It is a nightmare prospect that would destroy collective agreements and undermine trade union organisation here, and 'liberalise' key sections of the Indian economy including the banking, insurance and pharmaceutical sectors driving millions on Indians further into poverty.

That is why I'll be speaking at the People's Pledge Congress this month to demand a referendum on Britain's membership of the EU.

EU membership has devastated many industries and it has led to banks dictating to governments how to attack their citizens. The catastrophic EU austerity measures imposed on Greece has led to the suicide rate soaring and citizens now rely on international charity groups for healthcare.

It is clearly time to leave the EU in order to build a better future for all.

Bob Crow

When you have finished with this magazine give it to a workmate who is not in your union. Even better, ask them to join RMT by filling in the application form opposite

TRANSPENNINE MEMBERS WIN IMPROVED PAY DEAL

RMT members at First TransPennine Express have won an improved pay offer of five per cent after member took joint strike action with ASLEF over pay.

In two separate ballots, RMT drivers and all other grades across the company voted overwhelmingly for strike action after the company refused to budge from a 2.2 per cent pay offer that would have amounted to a substantial pay cut.

Over 400 members took strike action in August forcing management back around the table for further talks. Both unions suspended strike action and after protracted talks all grades won increases worth five per cent.

RMT general secretary Bob Crow congratulated the workforce for standing together.

"The company can hardly be surprised that staff took action when profits are up 13 per cent, with a whopping dividend of £42 million paid to shareholders, and the boss – already on well over £450,000 – was handed a 5.8 per cent pay rise," he said. ■



PENSIONS BALLOT AT TYNE AND WEAR

RMT is balloting workers employed by Nexus and DB Regio on Tyne and Wear Metro for strike action in defence of pension rights.

The workers are covered by the Local Government Pension Scheme and would be hit by the assault on contributions and retirement provisions. The ballot will cover the full range

of staff on the north east's Metro system.

RMT general secretary Bob Crow said that the union believed that where there is scope to organise and co-ordinate strategies with other trade unions that it would do just that.

"Tyne and Wear Metro workers are directly affected by

the attack on the Local Government Pension Scheme and we have no hesitation in balloting for action.

"It is a scandal that workers who have made pension provisions and planned for the long-term are taking the hit for a financial crisis created by the reckless and greedy actions of the spivs and speculators from

the banks and business sector.

"Wherever RMT members are threatened by the ConDem's austerity cuts we will fight back and wherever there is an opportunity to co-ordinate our campaigns and actions with fellow trade unionists to maximise our impact we will seize it," he said. ■

FREIGHTLINER BALLOT OVER PAY

Management grade members at Freightliner Intermodal are being balloted for strike action and action short of a strike in a fight for a fair increase in rates of pay and improvements to conditions of service.

The offer made by the maritime container haulage company was less than that offered to all other grades within the company and does not represent a fair reward for the duties and responsibilities of this particular group of

members.

RMT general secretary Bob Crow said that the company's failure to meet members' aspirations and commit to dealing with excess unpaid overtime had left the union with no option but to ballot

for action.

"The company's current offer would mean a further deterioration in pay differentials in relation to non-management grades and that is wholly unacceptable," he said. ■

TUBE DRIVERS BALLOTTED OVER TUBE TRAIN SAFETY

RMT is balloting tube drivers for action short of a strike in a dispute over safety.

The ballot is over four particular aspects of London Underground's Operational Effectiveness Programme which are unacceptable and potentially dangerous.

LUL has introduced new 'sensitive-edge' procedures' on the S stock on the sub-surface lines, despite the objections of drivers and health and safety representatives to the overriding of current failsafe systems.

Management wants to remove the inbuilt function which stops a train if an object is caught in the door. The changes would allow the driver to over-ride the sensitive edge technology and proceed after just a visual check. Coupled with the planned reduction of station staff, the dangers are compounded and any accidents would immediately be blamed on the driver.

The proposed new procedures for reversing a train would allow a driver to reverse a train from a forward driving position without any assistance. This would increase the risk to staff and passengers and does not comply with the ALARP "(as low as reasonably practicable) established safety principle. The issue of 'platform re-categorisation' involves ordering



drivers to 'self dispatch' as a consequence of the massive reductions in platform-based staff and takes no account of the serious faults already uncovered by RMT in the platform camera system. The union considers this a recipe for accidents and injuries to passengers.

Plans to carrying passengers over a shunt signal would delay the movement of the train service and potentially holding people in tunnel sections for longer than necessary.

London underground is now unilaterally imposing

Operational Standards Notice (OSN) 101 to bulldoze through these measures against the objections of union representatives.

RMT general secretary Bob Crow said that the union was demanding an end to the reckless policy of expecting drivers to override door failsafe systems after a potentially fatal incident in which a passenger jumped from a moving train and another was caught in its open doors.

"Along with the 'sensitive edge' procedures, a bunch of other unsafe procedures are

being bulldozed through in the dash for cuts, and to cover up the impact of reductions in station staff, under the guise of "operational effectiveness".

"It is our members who have to deal with the consequences of these ill-conceived policies.

"We have tried to get LUL to see sense, but they have continued to put cash and job cuts ahead of passenger safety and we now have no choice but to ballot for action to stop these dangerous proposals being imposed without agreement," he said.





CALLING ROAD FREIGHT WORKERS

Leeds Goods and Cartage branch chair Trevor Howard calls on road-freight members to attend a conference and training course in February in Doncaster

RMT is not just a railway union-it also represents heavy goods vehicle (HGV) drivers.

The road-transport sector has been ignored for far too long now and there are many unorganised haulage companies out there just waiting for someone to offer them the opportunity to join a trade union.

Therefore RMT will be holding a road freight transport training course on February 20 and 23 next year in Doncaster.

The course is immediately before the RMT road-freight conference being held in the same venue on Friday February 24 20 12. The course will cover:

- How to make the union work for you
- Improving road-freight employment conditions
- Agency workers – a ‘level playing field’?
- Representing road-freight RMT members
- The road-freight conference – how to set the agenda that members want

If you are an RMT road-freight member and want to find out how to improve working conditions then you should complete an application form available from your branch secretary.

As an HGV driver of 30-plus years, I have witnessed a great deal of changes in the road transport industry mainly in the introduction of tachographs and driving

hours regulations.

A HGV driver is now considered to be “a professional driver” simply because of the knowledge needed to comply with so much legislation and the responsibilities of driving a vehicle weighing up to 44 tonnes.

It is now mandatory that all HGV drivers have to take a driver’s Certificate of professional Competence (CPC). Many employers think that you are just “a lorry driver” which is not the case at all now with so many rules and regulations to abide by.

This includes two sets of rules to work with, the HGV driving hours regulations and the European Working Time Directive.

You are responsible for ensuring that the vehicle that you are driving is roadworthy, taxed, MOTed on both unit and trailer, that the load is secure and you have planned your routes to avoid low bridges, weight limits etc.

Then you encounter another obstacle – “other road users”. We have all seen some of the dangerous and downright idiotic antics of some drivers which can put years on an HGV driver.

An HGV carrying 44 tonnes cannot stop as quickly as a car and we have to leave a braking distance between lorry and the vehicle in front. A car driver sees this gap as an open invitation to sneak in, not realising the danger they have just put

themselves in.

The companies that RMT has recognition with are not being visited by branches in their locality – UPS, City-Link, DHL, Freightliner, DB Schenker, Inland Ports, Wincanton etc.

Yet every branch will have either a City-Link or UPS depot in their area and should visited them as part of the branch plan.

If you would like to visit a City-Link depot you can contact Brian Whitehead at Unity House. UPS visits can also be arranged by contacting Ken Usher at the Midlands regional office. You can also get any assistance from the organising unit by contacting either Gerry Hitchin or Donald Graham.

RMT has recognition agreements with these companies and you would be allowed to visit drivers to recruit staff.

A visit by the union goes a long way to reassuring members and it makes non-members understand the benefits of being a part of a trade union.

So get along to conference next year. Details of the conference and training course can also found by contacting the conference secretary on 07944 589 151 or e-mail andy.rmt@btinternet.com ■

SAVE OUR BUSES

Union calls on members to write to their MPs to ask them to sign Early Day Motion 1986 to stop cuts to bus services particularly in rural areas

Around 50 MPs from all the main parties in parliament from the Tories to Lib Dem and Labour have signed up to Early Day Motion 1986 to condemn the fact that hundreds of local authority supported bus services deemed socially necessary are being withdrawn.

The MPs are concerned that the decision to reduce the Bus Service Operators Grant by 20 per cent from 2012 will further damage the bus network and undermine government objectives to tackle unemployment and promote equal opportunities and social mobility, particularly in rural areas.

RMT general secretary Bob Crow called on all members to write to their MP about concerns over Con Dem cuts to bus services.

"RMT will fight this attack on bus services, and bus staff, with every tool at our disposal," he said.

The union has also opposed

Tory-led transport cuts on the Isle of Wight which includes a dangerous pilot scheme to replace paid bus workers with unpaid volunteers.

Tory leader David Cameron has repeatedly denied that his Big Society is about dumping paid staff and replacing them with unpaid volunteers and yet that is exactly what is happening on the Isle of Wights buses.

"This is that clearest evidence that the so-called 'Big Society' scam will be used as a battering ram to replace skilled and experienced staff with ad-hoc volunteers," said Bob.

More than 70 per cent of local authorities have cut back on bus subsidies, with some places losing all weekend and evening services. On top of this a 20 per cent cut to the fuel tax rebate for buses, known as BSOG, will come into force in 2012, and there are also cost cutting changes to the way the free bus-pass scheme is funded.

Cameron also promised to

protect the bus pass but if the scheme is not properly funded, the buses most used by pass holders will be the first to go.

Sophie Allain of the Save Our Buses campaign said that part of the problem was that the people making the decisions were rarely the people who use the bus.

"We want to track bus cuts to reveal the real extent of the problem, and to support bus users up and down the country who are standing up to defend their local bus services from the cuts.

"Central government cuts to local authority funding have left big holes in public transport budgets, with councils scrambling to make deep and rushed short term savings," she said.

If you know of bus cuts or fare rises happening in your area, please report them on the interactive map

(www.bettertransport.org.uk/campaigns/save-our-buses).

Spreading the word in the

anti-cuts movement is an important way of raising the public profile of the threat to buses. Localised bus cuts add up to a real danger for our bus network and those who rely on it.

"It is time we all stepped up and spoke out for buses," said Sophie.

The national campaign is working with local communities fighting to save buses route by route. Jo Green, a bus user from Cambridgeshire, started legal proceedings against her councils decision to withdraw all funding for buses. As a result the council has been forced to back down and rethink its planned cuts.

Save Our Buses has produced a campaign pack, which includes a beginner's guide to bus campaigning and information about the arguments made in Jo's legal challenge.

If bus cuts have not yet started to bite in your area, the time to take pre-emptive action is now. ■

To get involved and order your free campaign pack email sophie.allain@bettertransport.org.uk

RMT AT TUC

Union wins support to fight the McNulty report and EU social dumping, and in defence of workers' rights and train manufacturing in Britain

TUC Congress delegates in London last month backed calls to oppose the controversial McNulty report which threatens to increase fragmentation, privatisation and a swathe of job losses on the railways.

RMT led the way in a number of key debates and secured the backing from the wider movement for its industrial, political and campaigning priorities.

RMT general secretary Bob Crow condemned the so-called 'value for money' report written by Sir Roy McNulty, "commissioned by Labour and to be carried out by the Tories".

"Over 110 years ago there were 120 railway companies then after the war we had four and they were nationalised - now we have 103 railway companies.

"Suddenly this bloke McNulty comes along and argues for more fragmentation.

"Well I suppose when you pay someone £200,000 a year you are going to come up with the answer you want," said Bob, who was re-elected to the TUC General Council with an increased majority.

Bob also recalled that Labour leader Ed Miliband had said that

East Coast Mainline was running well in the public sector.

TSSA general secretary Gerry Doherty agreed and said that the McNulty report was a Beeching report Mark 2 and would lead to less people using trains.

"To Mr Miliband I am telling you now bring the railways back into public ownership, it's cheaper and the right thing to do," he said.

RMT delegate Mick Tosh, from Portsmouth, also managed to get in on the Labour leader Question and Answer session with a direct challenge to support the public ownership of the railways. A waffling, political-speak answer about looking at all potential forms of ownership hardly inspired confidence that Ed Milliband is going to seize this sure-fire vote winner with both hands.

RMT won backing for an emergency motion slamming the government's betrayal of Bombardier workers in Derby by awarding the Thameslink train-building contract to the German company Siemens instead.

Midlands RMT regional organiser Ken Usher travelled down to London with a group representing the Derby

workforce and they received a rapturous response and standing ovation as they entered the hall.

At a fringe meeting organised jointly with the other Bombardier unions, Darren Barber, RMT rep and vice chair of the works committee made an impassioned plea - thanking the trade movement for the support and calling for continuing and renewed solidarity now that the betrayal over the Thameslink fleet was in the public eye.

RMT president Alex Gordon moved opposition to the social dumping provisions in the proposed Free Trade Agreement (FTA) between the EU and India.

Alex told delegates that the secretive Mode 4 would hand transnational corporations the right to import cheap labour from India, displacing local workers, and give western capital access to Indian banking, financial and pharmaceutical markets (see page 25).

Under Mode 4, Indian companies operating in Delhi and London could move low-paid workers from India to Britain, undercutting workers domestically.

"Transnational companies will be able to move workers

across national borders and nation states will limit their own constitutional authority over these corporations.

"Workers' rights will be lost forever to corporate power," Alex said.

GMB delegate Fern McCaffrey seconded the motion criticising the record of free trade agreements in general.

"They have had a negative effect on the ability of nation-states to foster national and local economic development and to promote and protect human rights," she said.

Congress delegates agreed that all trade unionists should be made aware of what is being stitched up in the murky corridors of the World Trade Organisation and the EU in the name of free trade.

In a major composite on economic policy an RMT amendment calling for the renationalisation of transport and the utilities was backed by delegates.

RMT delegates contributed to a debate on trade-union rights, exposing the renewed attacks by big business and leading figures in the Tory party on the right to strike. Repeated efforts to tamper with trade union

Parliamentary column



Bombardier RMT rep Darren Barber



Mick Tosh

balloting processes, raising artificial thresholds added up to the most blatant attempt to twist the noose of the anti-union laws even tighter around our necks.

RMT pointed out the hypocrisy of politicians, who would never subject themselves to the same distorted version of democracy they are trying to impose on the working class, demanding one set of balloting rules for their class and another for the working class. The motion was agreed unanimously.

This year's annual TUC conference held in London at Congress House was a stripped down event compressed into two-and-a-half days and with a fraction of the normal number of delegates.

RMT had opposed the move to a new cycle of a small, London-based Congress alternating every two years with a full TUC away from London and with the usual representative delegations and high level of public and media interest.



LOBBY YOUR MP ON OCTOBER 25 TO SAVE OUR RAILWAYS

The rail unions commissioned interim report "Rebuilding Rail" launched at a packed fringe meeting at Labour Party conference attended by the Shadow Secretary of State for Transport, Maria Eagle MP, is very significant.

Firstly, it will be an important contribution to the current Labour Party policy review and shows that public ownership of the railways could be a clear winner for Labour. Secondly, it shows that there is a clear alternative to the further privatisation, fragmentation and cuts agenda of McNulty.

The Rebuilding Rail report found that taking the railways into public ownership would not only save £1.2 billion a year, exceeding the savings sought by McNulty's cuts agenda, but also offers the prospect of practical benefits to passengers and the whole industry, such as an 18 per cent cut in fares and the revitalisation of rail freight and train manufacturing, to name but a few.

Armed with this alternative I hope that as many RMT members as possible can attend the hugely important lobby of Parliament on October 25 to put pressure on their MPs to question the government over the threats the McNulty review pose to the future of jobs and services on the national rail network.

If you have not made an appointment to see your MP don't worry, you can still try and see them on the day. This is because every voter in the UK has the right to go to Central Lobby in

Parliament and 'Green Card' their MP and it remains an essential expression of our democratic rights.

All you need to do is fill out a Green Card with your name and address (so the MP knows that you live in their constituency). The Green Card will be put on the MPs message board and his or her Parliamentary office will be called to tell them that you are at Parliament and would like to speak to them.

Your MP may be away from parliament on October 25 or otherwise engaged but if they choose not to come and meet you, the Green Card is a foot in the door which you should try to follow up on when you're back home by calling their office and booking an appointment at the MP's surgery or at another time.

The October 25 lobby, hosted by the RMT Parliamentary group, is another example of how the group is a vital antidote to the murky and unregulated activities of PR companies that are paid millions of pounds to lobby Ministers and officials to adopt the pro-profit and anti-trade union ambitions of their wealthy clients.

We need RMT members to Lobby their MPs and tell them that our rail system would be better off and better run in the public sector, not left as the 'rich man's toy' Tory Transport Secretary Philip Hammond believes it to be.

John McDonnell MP

SHIPPING NEWS

National secretary Steve Todd reports on developments in the shipping sector



Stena, probably the biggest employer in the ferry sector, has announced the downgrading of the High Speed Service (HSS) on the Holyhead/Dun Loaghaire route from an all year round service to a summer seasonal service only.

This not only threatens the employment of a possible 26 permanent ratings but also a number of long-term temps.

These developments in two ports which have little or no prospect any future employment opportunities has dealt a devastating blow to the communities. Similarly the Stranraer/Belfast route has been affected by the withdrawal of the HSS altogether.

We knew the HSS was about to finish in Stranraer and the two conventional ships were also being withdrawn to be replaced by two Superfast ferries and many believed these two ferries would absorb any possible job losses.

But, out of the blue after months of trying to get the company into discussions to avoid all this, the company announced that there could be a risk of redundancy.

The race is on now to save as many jobs as possible and the company has been told in no uncertain terms that the union will not accept any compulsory redundancies and is committed to looking at all alternatives

that avoid anything other than voluntary redundancies.

Options forms have now been sent out to the workforce to find out what the preferences are and local discussions are now taking place over staffing levels on the *Adventurer* and *Nordica*, in Holyhead.

Detailed discussions are also required over the manning levels of the new Stranraer Superfast ferries. We cannot have someone just pluck a figure out of the air without discussion, involvement and consultation of our members who are at the sharp end. The task is now to save as many jobs as possible and protect the jobs of those who remain in the business securing the long term future is a priority.

RFA

The union has managed to prevent any compulsory redundancies at the Royal Fleet due to three ships being withdrawn from service earlier this year.

The union said that it would resist any compulsory redundancies and I am pleased to say that the number of voluntary early retirement schemes has almost been achieved.

We have had further difficulties with regard to the pay freezes being imposed by the government across the

public sector.

RFA members have not escaped the net however an increase has been achieved albeit a very low level based on performance and members overwhelmingly accepted the offer.

P&O

The long-running saga over the harmonisation of terms and conditions at P&O North Sea/Irish Sea is at last reaching an end and we are very close to achieving one set of terms and conditions for our members in the North Sea.

Harmonisation is always a two-way street and the stakes have been high with our members on the higher level of pay quite rightly not wanting to suffer any loss.

I am confident that by the end of this month we should be able to put an acceptable package to all our members as a lot of hard work has gone into getting us into this position and it would be a shame to lose the impetus at this stage. Once we clear the final hurdle it is our intention to focus on similar if not the same arrangements in the Irish Sea which is long overdue.

JOBS DOWN UNDER

The union has continued to meet with the Maritime Union of Australia (MUA), the

Maritime Union of New Zealand (MUNZ) and the Australian employers over jobs in the offshore shipping sector industry.

These jobs are for Integrated Ratings, or as we know it GP ratings, but there are no catering jobs at this stage.

The problem seems to be the immigration department and the 457 visas, some grades of seafarers are not classed as skilled labour as such and this is proving to be our problem convincing the authorities.

The MUA is doing its damndest to work this out and both Mick Doleman and Chris Cain have done a tremendous job helping us - they don't want their coast flooded with cheap labour.

Anyone going there will be on local terms and conditions and we have agreed in principle a memorandum of understanding (MOU) between all parties which we will sign off at the next meeting.

These jobs are real and when there is an identified shortage we will be working hard with both MUA and MUNZ to ensure that union labour fills that shortage.

These jobs are not "pie in the sky", I might have ate a few pies in my time as is obvious to see, but let me assure you I don't talk it whilst trying to help our members. ■

Shipping pay deals

GULF OFFSHORE

RMT representatives proposed a pay rise in excess of RPI and an offer was made for a three per cent increase, plus one per cent seniority for those members who are entitled to receive it, backdated to July 1 2011. A referendum is currently taking place with a recommendation to accept the offer.

CALEDONIAN MACBRAYNE

Pay negotiations were delayed due to the Gourock to Dunoon retendering issue but a number of meetings between RMT representatives and the company have now taken place and the following offer was tabled for members:

A three-year deal from 2011 to 2014 with an agreement that basic pay will be increased by a guaranteed 10.86 per cent over three years

- An increase of two per cent, effective from October 1 2011.
- An increase of 4.25 per cent in 2012.
- An increase of 4.25 per cent in 2013 with an opportunity to increase this to 4.75 per cent on achieving agreed savings being made by year three.
- It is agreed that if RPI is above five per cent in years two or three the union reserves the right to reconvene with the employer.

A referendum is currently taking place with a recommendation to accept the offer.

MAERSK SUPPLY VESSELS

An initial pay offer of 3.5 per cent was made earlier this year which was immediately rejected as being totally unacceptable. Following further long and protracted discussions, the revised offer was accepted as follows:

- A 4.5 per cent increase to basic pay, effective July 1 2011.
- A 4.5 per cent increase to increment scales from £334 to £349 per year per increment on the 1st, 3rd, 5th, 7th and 9th years of anniversary in the rank.

CLYDE MARINE (LD LINES)

The company agreed with a bonus payment and made an initial offer of a two per cent increase for 2011. Following further negotiations and representation the following offer was accepted:

- A 2.7 per cent increase to personnel employed by Clyde Marine Guernsey Ltd employed on the LD Lines vessel Norman Arrow, backdated to August 1 2011.
- A £400 bonus for those employed on an ongoing basis for work completed over the winter and during the summer season.
- A £200 bonus for those employed on a seasonal basis who successfully complete the entire summer season.

DFDS SEAWAYS SHORT SEA RATINGS

A two per cent pay increase has been agreed, backdated to January and the company agreed to discussions this month for the 2012 review in an effort to get the January anniversary date back on track and on pension provisions.

MN rating wanting to move on?

Collect up to £16,000 to help your studies...

Are you a Merchant Navy rating considering career progression?

The JW Slater Fund, administered by Nautilus International, offers awards of up to £16,000 to help ratings study for a first certificate of competency.

And there is a discretionary bonus of £1,000 on obtaining an approved OOW Certificate.

More than 1,250 Slater Fund awards have been made by the Union since the scheme was launched in 1997.

Named in honour of former MNQA general secretary John Slater, the awards are

made to selected UK-resident ratings aged 20 or over.

The money can be used towards the costs of any necessary full- or part-time education, and to provide some financial support during college phases for those off pay.

Nautilus International is now inviting applications for the 2011 awards. If you want to make the next move, don't leave things to chance — fill in the form on the right, or apply via:

www.nautilusint.org

The Marine Society provides education and careers advice for applicants.



Complete this form and send it to:

Slater Fund, The Marine Society, 202 Lambeth Road, London SE1 7JW.
I am over 20 years of age and a rating normally resident in the UK.
Please send me details of the John Slater Award.

Name: _____

Address: _____

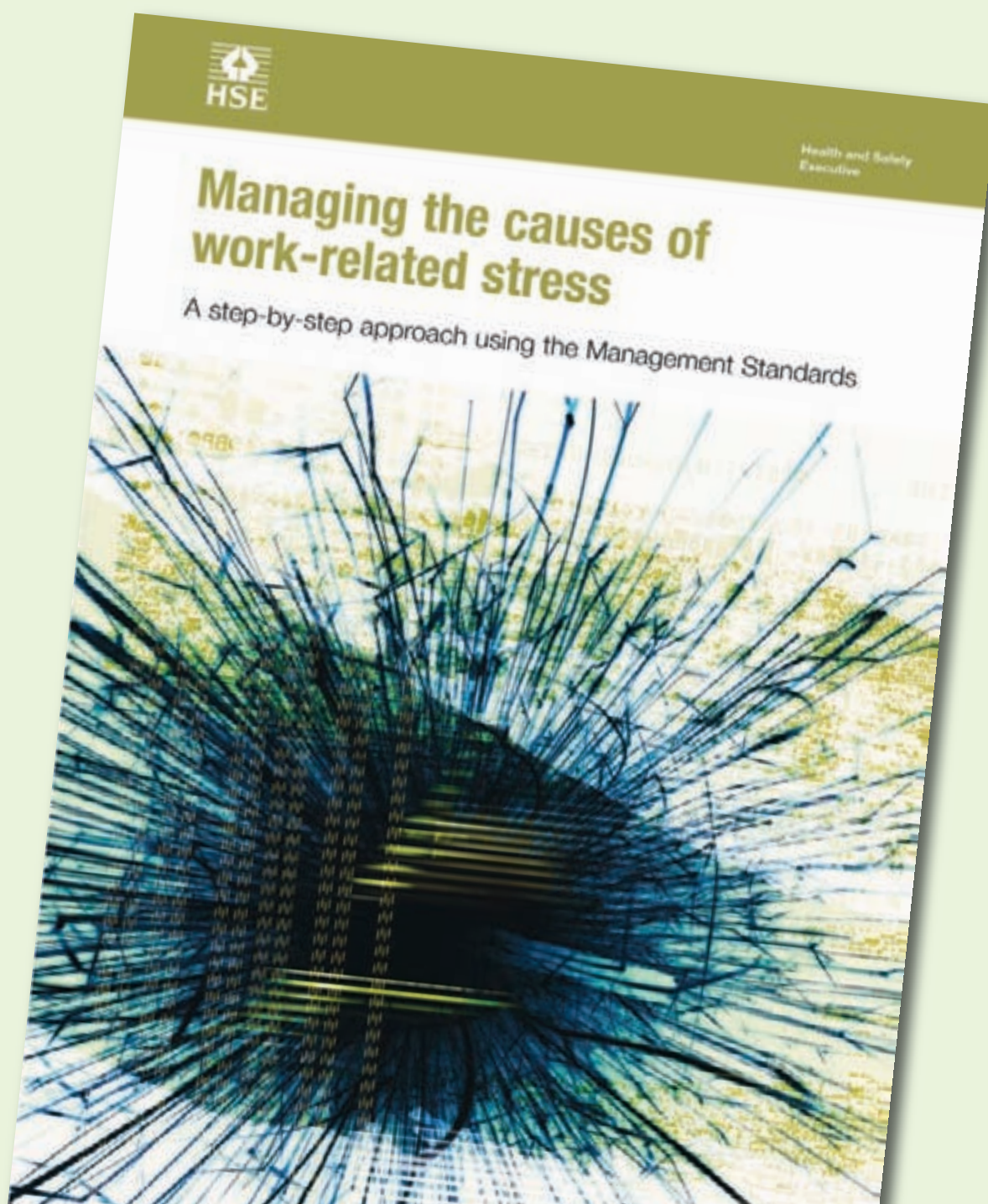
Email: _____

This form is also available online at: www.nautilusint.org or email your name, address and request for Slater Fund details to: slater@ms-sc.org

300

A BETTER APPROACH TO STRESS MANAGEMENT

Office of Rail Regulation's deputy chief inspector for railway operations, Caroline Wake, looks at dealing with stress in the rail industry



Stress is recognised by trade unions and employers as a key health concern within the rail industry. While employment in the rail sector can be fulfilling and rewarding, it can also be challenging, and excessive work demands or other pressures may lead to cases of stress. Work-related stress can lead to ill-health as well as poor productivity and an increase in human error in the workplace.

A recent TUC survey ranked stress as the most frequently identified hazard across the transport sector, and data from the Health and Safety Executive (HSE) shows that in the UK an estimated 9.8 million days were lost to work-related stress in 2009/10.

ORR recognises that many rail companies have good arrangements in place to manage stress at an individual level after traumatic events – such as fatalities, assaults and Signals Passed at Danger – and to support affected individuals back into work. Initiatives aimed at individuals, such as personal stress resilience training, employee assistance schemes and counselling can be extremely useful components of a stress-management strategy. However, if rail companies only focus on tackling the problem at an individual level after the harm has occurred, the root causes of stress may not be identified and managed effectively.

As part of ORR's occupational health programme for 2010-14, we are working to promote the wider adoption of an organisational, preventive approach to stress management within the rail industry.

We are seeking a shift in approach – from a reliance on the reactive management of stress at an individual level (although this will still clearly be needed for affected individuals) to more emphasis on the proactive management of stress by looking at job design and the organisation as a whole. We recommend use of the HSE Management Standards

approach, which provides a step-by-step process for the risk assessment of work-related stress at an organisational level.

This approach requires managers and employees to work together to improve six main areas of work (demands, control, support, relationships, role, and change) that, if managed properly, can help to reduce work-related stress.

We recognise the important role that employees' representatives play in understanding and tackling stress at the organisational level. In addition to supporting individuals already suffering from work-related stress, employees' representatives are often well placed to explain and encourage worker participation in data gathering exercises, such as stress surveys, and can play an active role in helping to identify if any groups are at particular risk. Employees' representatives can help explore, and agree, practical solutions in the workplace, and communicate the agreed improvement targets and actions to the workforce.

With National Stress

Awareness Day on November 2 approaching, ORR invites trade union safety representatives to think about what they can do to support the prevention of work-related stress in the workplace.

As a starting point, we suggest that safety representatives complete the short online exercises on HSE's website – www.hse.gov.uk/stress/roles/tradeunions.htm – to help them better understand the role they can play in applying the HSE Management Standards approach.

There are five short exercises looking at the signs and symptoms of stress, exploring what workforce representatives can do to help reduce and prevent stress.

Once completed, the answers can be used as a basis for discussion on how workers and managers might work effectively together to prevent work-related stress at an organisational level.

In rail, as in many other 'heavy' industries, there are real challenges in overcoming an entrenched culture where stress is still seen, by some, as a weakness. A closer focus on the organisation rather than the

individual will help encourage the participation of the entire workforce. Employees need to know where they can go for help or raise concerns and employee representatives can play a positive role in achieving this.

Evidence from use of the HSE Management Standards approach in the public and private sectors has shown a positive effect on worker health, as well as financial and productivity gains – and it will also help employers to meet their legal duties.

By working with rail trade unions, rail industry groups and individual businesses to promote the wider adoption of a preventive approach to stress management, ORR aims to move the industry towards best practice in stress management. We hope that we can count on your support. ■

More information on ORR's occupational health programme for 2010-14 can be found at: www.rail-reg.gov.uk/server/show/nav.2497
HSE Management Standards approach can be found at: www.hse.gov.uk/stress/standards/index.htm



SAVE BOMBARDIER JOBS!



Bill Greenshields of Derby Trades Council calls for a mass mobilisation in Derby on November 3 to save train manufacturing in Britain

How determined are we Derby people to help stop the destruction of Bombardier jobs and skills, and the end of train building in Britain?

The local campaign started well with the massive petition of over 50,000 signatures presented to Parliament and a spirited and determined demonstration of over 10,000 people, cheering on speakers expressing a determination not just to protest but to fight all the way.

The Bombardier unions, the local paper, the trades-union council, local MPs and a newly

formed community support group have worked hard to prevent the government from sweeping its destructive intent under the carpet and finally getting Transport Secretary Philip Hammond to admit that it is within the government's power to reverse the decision to give the contract to Siemens.

But has the government listened? It promised a smear of "jam tomorrow" with suggestions of possible future small contracts, but to continue to apply European Union procurement 'rules' and to serve

the interests of the powerful banks, whose manipulative "credit rating" system guaranteed that Siemens' financial backers could deliver the job cheaper than Bombardier's - even though the quality and technical base of their work could not match the Derby-based company.

The process is already underway of throwing 1,400 Bombardier workers on the dole, and undermining the jobs of many thousand more workers in the supply chain.

So what are we to do? Of

course we need to continue to lobby and argue, even though we have had the "deaf ear" turned consistently in our direction. But we need to do more.

The government anticipated opposition when it made their outrageous decision. But it wants that opposition confined to safe areas - the established political processes that they control. We can campaign and protest as much as we like - providing we do it on their terms.

So let's think again. What

the government is really concerned about is the possibility of ordinary people saying, in the words of the movie, "We're mad as hell and we are not going to take it anymore!"

At the recent Trade Union Congress union leaders - including the general secretaries of three of the four Bombardier unions - expressed their frustrations with the refusal of the self-appointed Coalition government to negotiate or to listen to reason. In the face of unparalleled attacks on public services, jobs and the right to protest, they called for civil disobedience as a last resort.

Haven't we in Derby reached that position? On top of the destruction of many of our industries over the last few decades, on top of massive public services cuts with 1,500 more jobs to go, on top of attacks on pay and pensions, we now have total government intransigence in the face of massive public support for Bombardier workers. They think that they are untouchable and can ignore us.

All over Europe - and beyond - ordinary people are demanding an end to "austerity"

and unemployment. Despotism, tyrannical regimes have fallen. Surely we can handle a bunch of self-appointed, internally divided, privileged toffs!

We are presented with an opportunity to really show our feelings on November 3 when Derby and Derbyshire Rail Forum hosts a £250-a-ticket conference of "the largest cluster of rail companies in the world".

Rail Minister Theresa Villiers - who said of Bombardier, "With a very careful analysis and assessment of the numbers, and with officials from the Department of Transport working closely with both bidders, it was apparent Siemens offered the best value for money" - will deliver the keynote speech.

In 2009, while in opposition, Ms Villiers backed the "Change Track" campaign which insisted that the then Labour government "justify its decision to award a major contract to a Japanese consortium rather than Bombardier", and called for protection for the UK rail industry. Perhaps she needs to "justify" her cynical change of view.

The second speaker is Sir Roy

McNulty, whose "Rail Value For Money" report for the government in May of this year, recommended slashing £1 billion a year from our railways, massively cutting staffing and workers' wages in order to "compete".

It proposes 30 per cent "efficiency savings" by 2018, and demands "due attention is given to conformance with European Union and public law restrictions and European Union directives".

Sir Roy is also Chief of the Olympic Delivery Authority overseeing ODA Executive salaries of £200,000 for part-time work, with the eight directors sharing a £1.5 million bonus pot.

He has two more part time "jobs" to add to his income, Chair of Ilex URC where he is paid £80,000 plus £15,000 expenses for ten days' work a month and Chair of Advantage West Midlands where he takes £82,000 for a three-day week. Is this "value for public money"?

Network Rail Executive Director David Higgins is the third speaker. He too advocates massive cuts to the rail industry generally. "We are well on our way to cutting the cost of

running the rail network by over £5bn in the current control period 2009-2014," he said recently. His personal pay and bonuses are just on £1 million a year. Well, you have to pay to get the best.

These are three people directly responsible for the problems we are facing - and they have the nerve to address a conference in Derby while Bombardier workers are thrown on the scrap heap.

Of course, their conference is on a working day - this sort of cabal is what such people call "work". It runs from 10am to 2pm with Questions and Answers at 11.55, followed by a very nice two and a quarter hour lunch. It's a tough job, but someone has to do it.

I suggest that Derby people should make every attempt to get to the conference at the Derby Conference Centre on November 3, though I don't think we necessarily have to find the £250 for a ticket. Their website says that they are looking forward to a "lively and interesting conference and debate". Let's make sure they get it.



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 Bombardier jobs - Rally at Parliament October 12, 2011.

CHANNEL 2 - NEWS BULLETINS

Latest News from RMT.

CHANNEL 3 - HISTORY CHANNEL

Not In My Name (2002) - Not In My Name is a powerful documentary which tells the story of the US war on terrorism you DIDN'T see on TV. Featuring Tony Benn, John Pilger, Paul Foot, Jon Snow, Salma Jaqoob, Tariq Ali, George Galloway, Bianca Jagger and many others.

Who Shot The Sheriff? (2008) - An abridged version of the 2008 film 'Who Shot The Sheriff?' about the issues surrounding racism and cultural politics.

The People's Flag - The Enemy Within - Part five of the five-part documentary series on the history of the labour movement, by Chris Reeves.

CHANNEL 4 - RMT EXTRA

International Longshore and Warehouse Union Dispute footage - Short film about the Longview dockers' dispute.

Cable Street 75th Anniversary - Highlights of the march and rally to mark the 75th anniversary of the Battle of Cable Street.

RMT - A union with pride - Members talk about the function and aims of the Lesbian, Gay, Bisexual and Transgender advisory committee.



LEGAL VICTORIES

SMEARED BY THE MEDIA

A member who was found not guilty of dangerous driving has hit out at the way local papers reported his trial.

Peter Huggett, a National Express coach driver, was found not guilty by a unanimous verdict at Southampton Crown Court.

He was charged with driving without due care and attention, a charge that was later changed to dangerous driving, after falling asleep while driving a London to Poole coach on the M27 in August 2009.

There was no accident although the coach did stray off the motorway.

RMT lawyers Thompsons produced evidence that Peter had a mild form of sleep apnoea which he did not and would not have known about. This was enough for the jury to find him not guilty.

But the Southampton Daily Echo and the Bournemouth Evening Echo, both of which ran a series of high profile reports about the trial including on their front pages, buried the news of the verdict deep inside their papers.

They reported at length comments made by passengers on the coach and described them as having been terrified and that there was screaming.

Yet they failed to report the

reason he fell asleep and gave just one paragraph to his acquittal.

Peter, who opted for a Crown Court trial and refused to agree to a plea bargain because he knew he was not guilty, said:

"I am furious that the papers reported details of the prosecution case against me, day after day, but barely bothered with my defence and appeared to hide the not guilty verdict on page 27.

"I'm just an ordinary working man, I can't afford super-injunctions and the like.

"It's downright shoddy journalism not to give the outcome of the trial the same prominence as the trial itself. If anyone does a search for my name on the internet they get all the coverage of the charges against me and nothing at all about the outcome as the papers haven't even bothered to put the report of it on their websites," Peter said.

Peter's RMT rep, Mark Dean, said a complaint to the Press Complaints Commission had been submitted.

"I'm disgusted with the papers for how they have treated Peter. At a time when discussions with his employer are taking place, it's not helpful to give such one-sided accounts of the incident and of his

prosecution."

Mark praised Thompsons for its determination to clear Peter's name.

"Thompsons worked really hard to get the key evidence that would ensure a not guilty verdict. It demonstrates the importance of the RMT's legal service and why members need expert lawyers. I can't imagine a high-street firm with little experience of representing members accused of work-related crimes bothering to get expert medical reports in a case like this."

A submission to the Director of Public Prosecutions, on the basis that Peter should not have had to stand trial, is now being considered.

Clayton Williams of Thompsons, who represented the member, said: "Mr Huggett's case should have been reviewed, by the CPS, once medical evidence came to light that he suffered with undiagnosed sleep apnoea.

"He was put through the ordeal of a trial for an incident that was clearly not his fault. I know he is extremely relieved that the case is behind him and very grateful to RMT for supporting him throughout," he said.

IN BRIEF

- A member was injured while working on extending the platforms at a Tube station. A hose used for pouring concrete from street level was unsecured when the mix came down, striking the member and causing facial injuries.
The other side's insurers refused to negotiate a settlement and the union began legal proceedings resulting in the member being awarded £2,048.
- A member won nearly £64,000 following an injury sustained when loading heavy rail track from a lorry. Lengths of rail had been dumped haphazardly in a car park. Trackmen had complained to management that track should be stacked in safe manner, to no avail. Whilst loading track a number of lengths gave way trapping the member's foot, causing multiple fractures.
- A bus driver member won over £2,200 in compensation and his employer received over £1,100 in respect of sick pay after he was injured when his bus went down a larger pot hole which aggravated a previous whiplash injury. ■

KNOW YOUR RIGHTS

Zillur Rahman of Thompsons Solicitors explains an important legal ruling on rights to holiday leave for workers on sick leave in a case brought by the union

Employees have a right to carry over annual leave in certain circumstances, an employment tribunal (ET) has ruled in a case pursued by RMT on behalf of two members.

It is an important judgment and one of the first times an ET has agreed that the Working Time Regulations 1998 ("the Regulations") provide this right to people who are off sick and unable to take their leave as a result.

Trevor Adams and Gary Hunwick, who had both worked for Harwich International Port for several decades, were off sick for significant periods between 2009 and 2010. Neither of them asked for or took any annual leave whilst off sick and their employer did not tell them that they should.

But following a European Court of Justice decision in the case of *Stringer v Inland Revenue* in which it was held that the right to paid annual leave continues to accrue during sick leave and, on termination of the employment relationship, a worker who has been on sick leave and unable to take paid annual leave is entitled to a payment in lieu, RMT suggested that the Port's holiday carry-over policy might need updating. The union

subsequently referred specifically to the Messrs Adams and Hunwick.

The employer was unable to give an adequate response so RMT took legal advice and formal requests for annual leave were made. By this time both men were back at work. The Port refused the requests, although it did offer them six days leave as "goodwill" gestures.

The law is, as the tribunal judge said in his judgment, in an "unsettled state". The case of *Stringer* did not resolve it because although the ECJ said that workers on sick leave must continue to accrue annual leave, it left it for member states to decide whether they could actually take annual leave during sick leave.

And while the court said that workers prevented from taking annual leave during sick leave must be able to take it following their return to work, even if this means carrying the annual leave over into the next holiday year, it was not clear what would happen if the worker did not request leave while off sick. The House of Lords, which was asked to decide how the *Stringer* principles should apply to UK law, did not address this issue.

So the ET in the Harwich Port



case had to give effect to the European law. The judge ruled that the RMT members undoubtedly had been prevented from taking leave whilst off sick and so should have been able to carry it over. It was also found that the employer had refused to permit them to exercise this right in its response to their formal request.

Crucially, the delay in the members making the formal request for the leave until they had returned to work was not a get-out for the employer as it had failed to address the issues raised by RMT before it named them. This, the ET said, amounted to a refusal to permit the exercise of the workers'

rights and the Judge added wording to the Regulations to as to make it consistent with European law.

The Regulations and how they apply to holidays and sick leave are a complex area of law. But really it should be common sense for employers and the courts.

If someone is on sick leave they are not on holiday. The right to paid leave exists as a health and safety measure to provide workers with rest that they can enjoy. If they are ill they cannot "enjoy" their enforced rest period. So why should they be penalised by losing their holiday entitlement because they could not take it?

NATIONALISATION NOT MCNULTY



Report reveals public ownership of rail could save £1.2 billion and most people believe train operators are fleecing the public

Reuniting the railways under public ownership could save the taxpayer £1.2 billion a year, according to the Transport for Quality of Life think tank.

The interim report is part of a project due to be completed in December to examine what the structure of the railways to put a future Labour government firmly on the side of the passenger and taxpayer.

The report, commissioned by rail unions, insists that public ownership could be achieved through cheaper borrowing costs, the removal of dividends to shareholders and reducing fragmentation.

Over £300 million alone annually could be saved by taking the train operating companies back into public ownership.

The briefing, released at a fringe meeting at Labour Party

conference said the savings from a re-integrated railway could lead to an across-the-board 18 per cent cut in rail fares.

An ICM poll also found that 71 per cent of those asked believed privatised train companies were more concerned with making profits than providing affordable fares and a decent service for passengers.

The Transport for Quality of Life report also said that privatisation had resulted in significant social, environmental and other costs to the UK including the destruction of a once-successful train manufacturing industry.

RMT general secretary Bob Crow said that the research nailed the lie of the McNulty Review that the answer to the inefficiencies and over-charging on Britain's railways is more

cuts, more rip-off opportunities for big business and higher fares.

"The solution is simple - stop the greed, fragmentation and profiteering of privatisation and we can save more than a billion pounds that could be invested back into the system.

"If Labour fail to grasp the popularity and economic common sense of renationalising the railways they will be throwing away the political opportunity of a lifetime," he said.

TSSA Assistant General Secretary Manuel Cortes said that it was no longer possible to continue to tinker at the edges of the problem.

"Privatisation has failed passengers, workers, business and the economy. We now need to open our minds to bold new alternatives that serve the

interests of passengers and taxpayers rather than the god of profit," he said.

NO TO MCNULTY

The report was released as the campaign against the 'Value for Money' McNulty report is gathering pace before the mass rally and lobby of parliament at 12.30 and October 25 2011, Methodist Central Hall, Westminster, London.

The government is producing a Rail White Paper this autumn. If it decides to implement the McNulty report, it would further fragment the railway and shift even more power to private train operators.

Train manufacturing is already under huge pressure after the government awarded train-building contracts to German giant Siemens rather than Derby-based Bombardier

and there are proposals to break up Network Rail.

Job cuts and pay freezes will be the order of the day. Regional train services are under threat and fares, already the most expensive in Europe, would become even less affordable. The report represents the biggest attack on passengers and rail workers' jobs, pay and conditions since privatisation.

The Tyne Valley Rail Users Group is the latest passenger organisation to join the fight against the government's McNulty rail carve-up by joining a union protest against McNulty outside Hexham Station. Campaigners handed out leaflets and RMT briefings on the McNulty report to take the campaign to the seat of one of the few Tory MPs in North East England - Guy Opperman.

Mass leafleting sessions have taken place across the country from Birmingham to Scarborough.

Bob Crow said that the fight against the McNulty Rail Review carve up of jobs and services, while fattening up the profits of the private companies, was gaining pace all around the country.

"The government is due to report back on McNulty next



month and we want MPs like Guy Opperman to understand that attacking the railways and bumping up fares and profits for the private operators is political suicide.

"The last thing our economy and environment need is a plan that will slash rail services and jobs, undermine safety and price commuters off the rails with monstrous fare increases like those just announced.

"If it is implemented, the

McNulty report will see even more taxpayers and passengers' cash drained from the industry by private interests that care nothing about services and everything about profits and dividends.

"McNulty had to accept that Britain's railways are more expensive than the publicly owned networks across Europe, but failed to consider the obvious answer of bringing them back into public

ownership where they belong.

"Instead, he wants to create a network of unstaffed ghost stations, do away with guards on all trains, reduce maintenance and inspections, increase fares and reduce wages – and it adds up to a plan that will do more damage than Beeching half a century ago.

"More than ever rail passengers and workers need to work together to defend vital rail services," he said. ■



SIGN THE PEOPLE'S PLEDGE

As the Eurozone tears itself apart, Mark Seddon argues that it is time for a referendum on Britain's relationship with the European Union

Sometimes it is difficult to believe that many of Britain's politicians inhabit the same world as the rest of us.

The party political conference season, for instance, was full of politicians who wanted to do anything but talk about the real issues that face working people in this country.

This is partly because most of

today's politicians have little or no understanding of what it is to be a nurse, a teacher, a building worker or indeed what it is to work on the railways.

Instead many of them will stop at nothing to leap on board the anti-trade union bandwagon.

Union bashing for them is a way of life. They also seem to



expect that ordinary people will carry the burden of a national deficit created by the grotesque greed of the bankers.

There are other issues that many politicians would rather not talk about, or that are so serious they pretend that they don't exist. Take the European Union and the single currency for instance.

The British political class would rather pretend that there is no problem with the euro and that the majority of people are content with the onward march of 'European integration.'

They conveniently forget that some people at least – including RMT general secretary Bob Crow – warned against joining the single currency in the first



place.

As the Eurozone falls apart, those who urged us to join have, not surprisingly, fallen silent. It is up to those of us who believe that ordinary people – rather than the British political establishment – should decide Britain's future in the European Union.

The People's Pledge www.peoplespledge.org is a new campaign which wants the British people to have the chance to vote in a referendum on Britain's membership of the European Union. It has support from across the political spectrum, with trade unionists, business people, writers and MPs from both main parties.

By signing it, you will give a powerful message to your local MP or candidates that your vote is conditional on them supporting a referendum. In response to the crisis being in the Eurozone, the EU – with the full support of David Cameron – is seeking to centralise a

further set of powers in Brussels.

This is designed to establish 'European economic governance'. This will mean, among other measures, elected national governments having to present their proposed annual budgets to the unelected European Commission for prior approval before they can be debated by national parliaments.

On Saturday October 22 the People's Pledge will be holding a major congress at the Methodist Central Hall, Westminster.

Bob Crow and RMT president Alex Gordon will be speakers, together with Labour MPs John Cryer, Kate Hoey, Graham Stringer and Kelvin Hopkins among many others from all parties and none.

In response to the terrible crisis in the Euro-zone, the EU – with the full support of David Cameron – is seeking to centralise a further set of

powers in Brussels. This is designed to establish 'European economic governance'.

This will mean that national elected governments will have to having to present their budgets to the unelected EU Commission for approval before they can be voted on by their national parliaments.

The EU Commission will then be able to apply the type of neo-liberal policies on member governments that it is currently applying to the three Euro-zone countries receiving bailouts. Greece, for example, has been told to privatise a range of state assets, including its railways, in order to continue to receive loans.

We have reached a stage whereby EU directives and regulations now account for approximately half of national law. Britain now has less than ten per cent of the votes in the key decision-making bodies.

Some of the directives coming out of Brussels have

huge implications for the ownership and delivery of public services. We have seen the profitable parts of the Royal Mail handed over to big private companies and our railway system broken up under directive 91/440. When I was on the Labour Party's National Executive Committee and used to challenge Tony Blair over new Labour's plans for the Post Office, he always used to blame 'Brussels'.

Nobody has ever voted on any of this. These are policies that are being foisted on European countries including Britain by an un-elected Commission, whose economic advisers are accountable to no-one. Before this process goes any further, it is time for the people to decide. You can sign up to the People's Pledge at www.peoplespledge.org

Mark Seddon is the People's Pledge director, former Tribune editor and a former member of the Labour Party executive. ■

The People's Pledge Congress for an EU Referendum

Saturday 22nd October
Methodist Central Hall, Westminster

To book tickets visit www.peoplespledge.org or call 020 3427 5624



BOB CROW

KATE HOEY MP

KELVIN HOPKINS MP

GRAHAM STRINGER MP

REMEMBERING CABLE STREET

Over 1,000 anti-fascists took over the streets of east London earlier this month to mark 75 years since the historic victory over the blackshirts at Cable Street.

Veterans and campaigners led a march and rally to the scene of the famous battle, fought by an alliance including the local Jewish community, the Communist Party and London workers against Oswald Mosley's British Union of Fascists.

Representatives from the local Jewish and Bengali communities were flanked by trade unionists from across the labour movement.

Cable Street veteran Max Levitas emphasised the need for the trade union movement today to fight "modern fascism".

"We know that they are not

really modern, they are no different from 1936," he said.

Mr Levitas urged marchers to "join a union" and campaign to bring down the coalition government whose cuts allow fascism to thrive.

"We can only do it by campaigning and organisation," he told the Cable Street 75 rally.

RMT general secretary Bob Crow warned the crowd that "fascists feed off scapegoats".

"But if you create a society where everyone has a job and a house then you have a society where the fascists cannot live.

"It's the ideological issues we have to beat them on," he said.

He called for labour movement unity when many workers go on strike on November 30 over pensions.

"We have to raise a

movement that can beat fascism and help us build a socialist society," he said.

The union also organised a packed book launch nearby for the London Classics reprint of the classic East End novel *Jew boy* written around the time of

the battle of Cable Street.

The book was written by Simon Blumenfeld inspired by his experiences growing up in Whitechapel amid appalling poverty, sweat shops and vicious capitalist competition (see page 24). ■



MARCHING FOR JOBS



The RMT-sponsored Easington Colliery brass band played for young campaigners as they began the long 330-mile march from Jarrow to London to demand real jobs earlier this month.

Great grandchildren of the original Jarrow marchers are taking part on its 75th anniversary, as well as unemployed young people, students and young trade unionists.

The route is the same as the 1936 marchers to Durham and

then on to London by way of Harrogate, Sheffield, Leicester, Coventry, Northampton and Luton, and reaching the capital in five weeks.

The march will finish with a rally in Trafalgar Square, London, on November 5 to protest against the high level of youth unemployment.

Seventeen MPs have so far signed an Early Day Motion put forward by Labour MP John McDonnell backing the Youth Fight for Jobs Jarrow march.

The number of 16-24-year-

olds out of work and not in education has risen to over one million and the right to benefits have been attacked by the government.

The right to an education has been undermined by this ConDem government which has massively hiked up tuition fees despite a solemn Lib Dem election promise not to do so.

At present there are currently one in five graduates on the dole and university is no longer a path to a decent job.

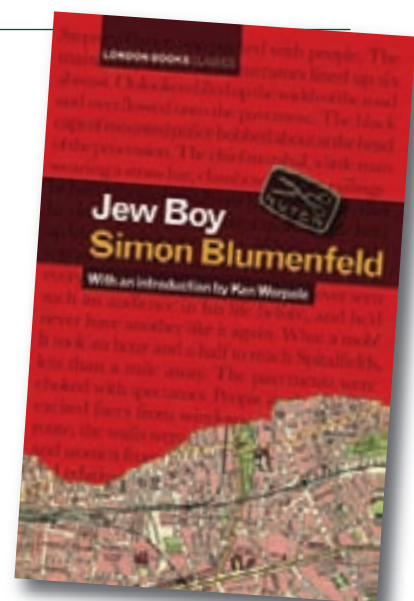
Youth Fight for Jobs

organiser Claire Laker-Mansfield said: "We are marching to demand that the government does more to invest in a decent future for young people".

RMT general secretary Bob Crow warned: "If the union movement doesn't stand by young people in the front line of the Con-Dem attacks we will witness a rerun of the Thatcher government's cynical dumping of a whole generation".

THE WORKING CLASS NOVEL REBORN

RMT has teamed up with London Books to help bring one of the greatest working-class novels of the 1930s *Jew Boy* back into print.



Jew Boy is a book about poverty and politics in the tumultuous world of London's Jewish East End in the '30s, where boxers mixed with anarchists and communists, and Yiddish actors and poets rubbed shoulders with gamblers and gangsters.

All were united in their hatred of fascism, and were prepared to fight it when necessary.

Yet of equal interest is the novel's exploration of the personal lives and thwarted aspirations of young people at this time, both Jewish and non-Jewish.

Class means as much to the main protagonists of this brave book as the older ties of religion and race.

Author Simon Blumenfeld – born and bred in Whitechapel, working its markets as a young man – brings to life the reality of sweatshops and sweated labour, vividly portraying the exhaustion produced by long hours, unforgiving deadlines and cut-throat competition.

But this is a story driven by hope and a desire for change, and his descriptions of the exciting culture that existed beyond the workplace helps produce a testimony to a unique time and place that is now firmly embedded in London's volatile history.

Jew Boy is nothing less than the founding work of what went on to become a unique body of fiction, autobiography and drama – the literature of the 20th-century Jewish East End.

In addition London Books is offering RMT members the same special offer on the five other titles in its Classics series – *The Gilt Kid* and *They Drive By Night* by James Curtis, *Night And The City* by Gerald Kersh, *A Start In Life* by Alan Sillitoe, and *Wide Boys Never Work* by Robert Westerby. To take advantage of the RMT Special Offer please go to www.london-books.co.uk/RMToffer.asp.

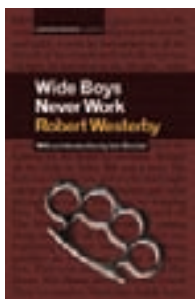
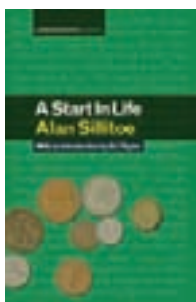
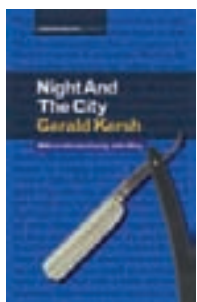
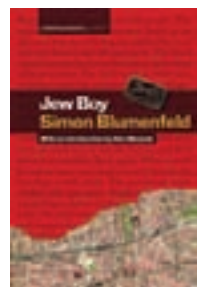
For postal sales please write to PO Box 52849, London Books, London SW11 1SE.

Name

Address

Titles required

Amount enclosed



Blumenfeld wrote three other novels – *Phineas Kahn* (1937), *Doctor Of The Lost* (1938) and *They Won't Let You Live* (1939) – and all were well regarded, but it is *Jew Boy* which brought him to public attention and made his name.

He also drew praise for his plays. As well as a drama about the Aldgate-born boxer Daniel Mendoza, Blumenfeld scripted *The Battle of Cable Street*, staged at the Edinburgh Festival in 1987, as well as writing in his early life one of the last Yiddish plays to be professionally performed in Europe, *The Promised Land*, premiered at the Grand Palais in Commercial Road.

When he died in 2005 at the age of 97, he was Britain's oldest working journalist, having written for *Stage* magazine for more than 40 years. The political and cultural milieu of the East End in which he had grown up – a world of theatres, public libraries, debating clubs, soapbox oratory and political demonstrations and confrontations with Mosley's fascists – never left him, and he retained his left-wing political ideals to the end.

This edition comes with an in-depth introduction by Ken Worpole, author of many books on architecture, landscape and social history. His 1984 book *Dockers And Detectives* (updated for a new edition in 2008) was one of the first to re-awaken interest in the work of Simon Blumenfeld and other Jewish writers from the pre-war East End. He is a Senior Professor in the Cities Institute at London Metropolitan University.

Jew Boy is one of a series of eight classic hardback novels, available to RMT members for £5.99 each, plus £1.85 p&tp per title. To take advantage of the RMT special offer go to www.london-books.co.uk/RMToffer.asp

For postal sales write to:

PO Box 52849

London

SW11 1SE

Email: info@london-books.co.uk ■

President's column



NO TO EU SOCIAL DUMPING

Delegates at this year's TUC Congress unanimously backed an RMT motion opposing European Union trade agreements which pose a major threat to jobs and workers' rights and would displace local workers.

Delegates agreed to fight a proposed EU/India trade deal which would hand big business the right to bring in temporary skilled Indian labour into the EU working on very low wages in their relentless drive for profits regardless of the consequences.

The 2009 Lisbon Treaty handed the EU powers to negotiate 'free trade' deals under its own name, in particular removing national governments' rights to veto such agreements.

The proposed 'EU-India Free Trade Agreement' – now being negotiated in near-total secrecy and could be imposed as early as December – would also give UK and European banks rights to take over the huge Indian financial services market in return for letting transnational corporations (TNCs) control labour movement between India and the UK.

This massive ideological shift dressed up as a 'trade deal', hands control of labour migration to TNCs, and is euphemistically described by the World Trade Organisation as 'Mode 4 cross-border service supply'.

The WTO neatly divides all trade in services into 4 'Modes':

- Mode 1- services sent (e.g. internet);
- Mode 2- where the consumer crosses borders (e.g. tourism, or foreign students);
- Mode 3 – where a company establishes itself across borders;
- Mode 4 – where workers are brought across borders.

The disastrous policy of 'free movement' of labour within the EU up to now has mainly affected lower-skilled workers. However, EU Mode 4 commitments will cover 'skilled' and 'highly skilled' workers including architects, teachers, lecturers, veterinary surgeons, IT specialists and crucially for RMT members railway signalling and electrification engineers. The downward pressure on UK wages that resulted from EU 'free movement' is due to be felt all the way up the skills ladder, where wage differentials are considerably larger.

The only 'safeguard' for workers in the EU-India FTA is the minimum wage. However, most wage levels in the UK labour market are maintained essentially by limited labour supply. For skilled work this is ominous and the UK already has a very high graduate unemployment rate.

Yet, the most shocking aspect of the EU-India FTA is the secrecy with which it has been negotiated – the people who will suffer its effects, have not been told the truth about any of this.

In the UK there is now tremendous pressure on public services for budget cuts involving widespread job losses because labour costs are a major part of public services.

Cost-cutting is used to force 'outsourcing' of work to sub-contractors and up to now that has meant 'offshoring' jobs to low-wage economies such as India, as happened this year to National Express Call Centre workers at Baron House in Newcastle.

'Mode 4' allows a shift to 'onshore outsourcing', to reduce labour costs. Work may be carried out by the same workers with a loss of security and benefits, or cheaper migrant workers. The end result is the same: a lower proportion of the service cost is spent on wages and a greater proportion on bonuses, dividends and profits.

Public services are part of 'public procurement', which is how governments at all levels spend public money.

The pressure to liberalise public services (open them up to private competition) and public procurement overall is not just a UK phenomenon. EU rules and directives also demand the liberalisation of 'procurement' within the member states.

When we hear media reports of politicians promising investment in major infrastructure projects to stimulate growth in the UK economy, including High-speed Rail 2 and Great Western electrification, it is essential that this public investment is not allowed to be used to pump-prime profits of private firms while dumping workers' pay and conditions using 'Mode 4'.

Alex Gordon

REMEMBERING THE ARCTIC CONVOYS

National Maritime Museum launches exhibition which includes the opportunity to meet veterans of the Arctic convoys to the Soviet Union undertaken during the war, described as 'the worst journey in the world'



Following the Nazi invasion of the Soviet Union on June 22 1941 Britain forged a new anti-fascist military alliance which included the shipping of essential materials to help the beleaguered Soviets to resist.

British wartime leader Winston Churchill launched the first Arctic convoy on August 12 1941 as a vital demonstration of solidarity and support, even if the material contribution was insufficient to meet Soviet needs.

The first convoy of merchant ships marked the beginning of a dangerous and difficult campaign that would continue until the end of the war with the last convoy arriving at Murmansk on May 22 1945 with no losses.

However 104 merchant ships, 19 Royal Navy warships and over 2,700 British seamen had been lost in the fight to supply the Soviet war effort.

Initially, the primary

contributors of merchant and naval shipping were the British. But the entry of the United States into the war in December 1941 led to a steady increase in Allied contributions.

By the end of 1943, Allied dominance of the Mediterranean made possible the opening of a new supply route through the Middle East. Although this longer route ultimately became the dominant source of Anglo-US supply to the embattled Soviets, the Arctic convoys continued to run.

By the end of the war they had accounted for about 25 per cent of all the supplies shipped to the USSR, and accomplished this in the face of appalling weather conditions and heavy enemy opposition.

While shipments of tanks, aircraft and other supplies were standard fare, the convoys occasionally bore other forms of support in the form of a trade union delegation.

The German assault on the Soviet Union provoked a wave of sympathetic feeling among British workers. Within weeks of the invasion, the TUC had set up the 'Help for Russia' fund and established the Anglo-Russian Trade Union Council to maintain contact with their Soviet counterparts.

On October 6 1941, the first TUC delegation sailed for Russia aboard the destroyers HMS Anthony and HMS Norman. This was the first of a number of such visits which continued throughout the war and played an important part in improving understanding and relations between British and Soviet workers.

Since the war, the Arctic convoys have received less attention than other campaigns. Perhaps the best-known commemoration of the wartime Arctic experience in modern fiction is Alistair MacLean's *HMS Ulysses*, whose harrowing

description of conditions greatly influenced perceptions of the Arctic convoys when it was published.

Formal recognition of the achievements and endurance of Arctic veterans has been slow, the theatre originally being covered by the Atlantic Star medal. However British veterans were awarded the Soviet-issued Russian Convoy Medal in 1994.

In the last ten years there has been a notable escalation in the efforts to achieve greater recognition for Arctic veterans, resulting in the creation of the Arctic Star emblem. The first Stars were presented to veterans in March 2005, and to date several thousand have been issued to veterans or their descendants. Pressure from some quarters for the introduction of a separate campaign medal of equal status to the Atlantic Star continues.

To commemorate the despatching of the first Arctic

REPORT OF THE INDEPENDENT AUDITORS

Set out below is the report of the independent auditors to the members as contained in the accounts of the Union for the year ended 31 December 2010:

We have audited the accounts of the National Union of Rail, Maritime and Transport Workers for the year ended 31 December 2010, set out on pages 15 to 39. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

RESPECTIVE RESPONSIBILITIES OF THE UNION'S COUNCIL OF EXECUTIVES AND AUDITORS

As explained more fully in the Statement of Responsibilities of the Council of Executives on page 13, the Union's Council of Executives is responsible for the preparation of accounts which give a true and fair view. Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE ACCOUNTS

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material

misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Union's Council of Executives; and the overall presentation of the accounts.

OPINION ON ACCOUNTS

In our opinion the accounts give a true and fair view of the state of the Union's affairs as at 31 December 2010 and of its income and expenditure for the year then ended.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to report to you by exception in respect of the following matters if, in our opinion:

- A satisfactory system of control over transactions has not been maintained.
- The Union has not kept proper accounting records.
- The accounts are not in agreement with the books of account.
- We have not received all the information and explanations we need for our audit.

We have nothing to report to you in respect of the above matters.

H W FISHER & COMPANY
Chartered Accountants
Statutory Auditor

Acre House, 11 – 15 William Road,
London NW1 3ER, United Kingdom

Dated: 6 May 2011

SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE FULL ACCOUNTS

Summary income and expenditure accounts for the year ended 31 December 2010:

General Fund and Orphan Fund

	2010 £'000	2009 £'000
Subscription income	13,046	12,836
Operating expenditure	(13,695)	(14,031)
Operating deficit before investment operations	(649)	(1,195)
Income from investment operations and donations	2,206	3,351
Operating surplus after investment operations	1,557	2,156
Other non-operating income/(expenditure)	134	(357)
Surplus for the year	1,691	1,799

Political Fund

	2010 £'000	2009 £'000
Subscription income	235	223
Investment income	4	4
Other income	-	-
Total income	239	227
Total expenditure	(227)	(238)
Surplus/(Deficit) for the year	12	(11)

SUMMARY OF SALARIES AND BENEFITS PROVIDED

Name	Position	Details	Amount
R Crow	General Secretary	Salary Pension Contribution	£84,006 £34,095
A Gordon	President	Attendance, Lodging allowance and expenses	£42,259

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

Summary of Attendance and Lodging Allowances paid to the Council of Executives

General Grades

Name	Amount	Name	Amount
G Ashcroft*	£ 37,513	M Lynch	£ 37,388
P Collins*	£ 43,927	P March*	£ 42,966
G Hassell	£ 39,185	G McCann*	£ 52,848
O Herbert *	£ 43,516	O New	£ 37,784
C Johnston*	£ 52,229	M Thompson*	£ 49,404
D Letcher*	£ 50,278	A Tyrrell*	£ 48,491

Shipping Grades

Name	Amount	Name	Amount
M Carden*	£ 8,298	A Lloyd*	£ 8,775
M Dunning*	£ 10,530	N Rothnie*	£ 2,326
		(commenced 11.9.2010)	

A Gordon* £ 15,829

* In addition, the Union provides accommodation while on Union business

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

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

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

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

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Mr Armand, RMT Member



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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 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.

RMT STANDS UP FOR ITS MEMBERS

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

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

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

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



PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS





RETIRED MEMBERS YOUR UNION NEEDS YOU

For many RMT members retirement often means the end of their trade union involvement. However, retirement from work doesn't mean not being actively involved in the union.

Moreover we are constantly reminded that it is essential to keep physically and mentally active in retirement. What better way to keep the old grey matter ticking over than joining your local RMT retired members' branch?

The retired members section is presently made up of eleven branches stretching from Bristol to the North East of England. The main objectives of these branches is to campaign towards maintaining and improving the level of occupational and state pensions

to ensure that all pensioners have dignity and financial independence in old age.

The retired members' parliament, the annual national retired members' advisory conference, aims to organise retired men and women members, regardless of their former grades, to meet these objectives. Each branch can elect up to four delegates to attend the conference. Where there is no retired members' branch a regional council may wish to nominate up to four delegates to attend the conference.

The conference acts in an advisory capacity to the union and liaises with other organisations representing the interests of pensioners in the wider community. These

organisations include the National Pensioners Convention, Trades Union Congress, Help the Aged and Age Concern. RMT has representatives elected by conference on committees of these organisations.

Retired Members Branches also contribute to union policy in regards to resolutions carried at conference. Resolutions from branches are debated and up to two are submitted to the RMT's annual general meeting (AGM) for debate. Issues such as the recent change in indexation method used by the Railways Pension Scheme, which was changed from RPI to CPI, were debated at the AGM in response to a resolution carried at the retired members' advisory conference.

So that the retired member

section continues to grow and participate fully in the union it has been agreed to supply branches with information packs, giving details of union benefits in retirement, and supply contact details of retired member branches so that interested members can play an active role in the union.

However, we need members to come forward and participate in the activities of retired member branches so that this section of the union can continue to defend and campaign on the behalf of working class people.

If you are interested in contacting your local retired members' branch secretary please call 020 7529 8806 or email p.norris@rmt.org.uk ■

BIRMINGHAM CELEBRATES 200 YEARS' SERVICE

Birmingham Engineering branch marked over 200 years of service to the union earlier this year as assistant general secretary Mick Cash presented long service awards to long standing members.

Five 40-year badges were

presented to Alan Rogers, Tony Radcliffe, Colin Waters, Keith Mason, and Stan Curtis. A 25-year badge was handed out to Keith Waters and 10-year badges were given to Kamaljit Naglu and Frank Smith ■



Dear editor,

I recently received and read the union publication 'Pulling Together' – a popular history of RMT.

It should be mandatory reading in my opinion so that people appreciate the past sacrifices made in the working class struggle particularly in transport which concerns us and others.

Unions don't always get it right but they are the only thing working men and women have got. Solidarity is our only defence when things get unfair as they often do. Cooperation is always best and I don't have any axe to grind with Network Rail personally but sometimes action is necessary especially when hard-won rights are under threat.



For me, the struggle goes beyond any concerns I may have with my own job and this industry. It is about morality, the bigger picture and what is fair in society. We have only to look around us to realise that as a movement overall the struggle continues. Thanks again.

Yours

Richard J Taylor

Pulling Together is available from Unity House or e-mail bdenny@rmt.org.uk

GLASGOW 5

NOMINATES

DENIS CONNOR

FOR COUNCIL OF EXECUTIVES

AND SEEKS SUPPORT FOR THIS
EXPERIENCED CANDIDATE

LU ENGINEERING BRANCH

NOMINATES

BOB CROW

FOR GENERAL SECRETARY

AND THANKS ALL THE
BRANCHES THAT NOMINATED
HIM

**EUROPEAN PASSENGER
SERVICES BRANCH**

NOMINATES

DERRICK MARR

AND URGES SUPPORT FOR THIS
DEDICATED ACTIVIST

FOR COUNCIL OF EXECUTIVES
LONDON AND ANGLIA REGION

ST PANCRAS BRANCH

NOMINATES

DERRICK MARR

AND CALLS ON MEMBERS TO
VOTE FOR THIS EXCELLENT
CANDIDATE

FOR COUNCIL OF EXECUTIVES
LONDON AND ANGLIA REGION

KINGS CROSS BRANCH

NOMINATES AND SUPPORTS

BRANCH SECRETARY

RAY KNIGHT

FOR COUNCIL OF EXECUTIVES
LONDON AND ANGLIA REGION

MATURITY THAT COMES WITH
EXPERIENCE

GLASGOW SHIPPING

NOMINATES

GRAHAM WALLACE

FOR COUNCIL OF EXECUTIVES

EAST LONDON RAIL BRANCH

HAS NOMINATED

DERRICK MARR

FOR COUNCIL OF EXECUTIVES
LONDON AND ANGLIA REGION

AND URGES SUPPORT FOR THIS
FEISTY NEGOTIATOR

SOUTH EAST ESSEX BRANCH

NOMINATE

DERRICK MARR

FOR COUNCIL OF EXECUTIVES
LONDON AND ANGLIA REGION

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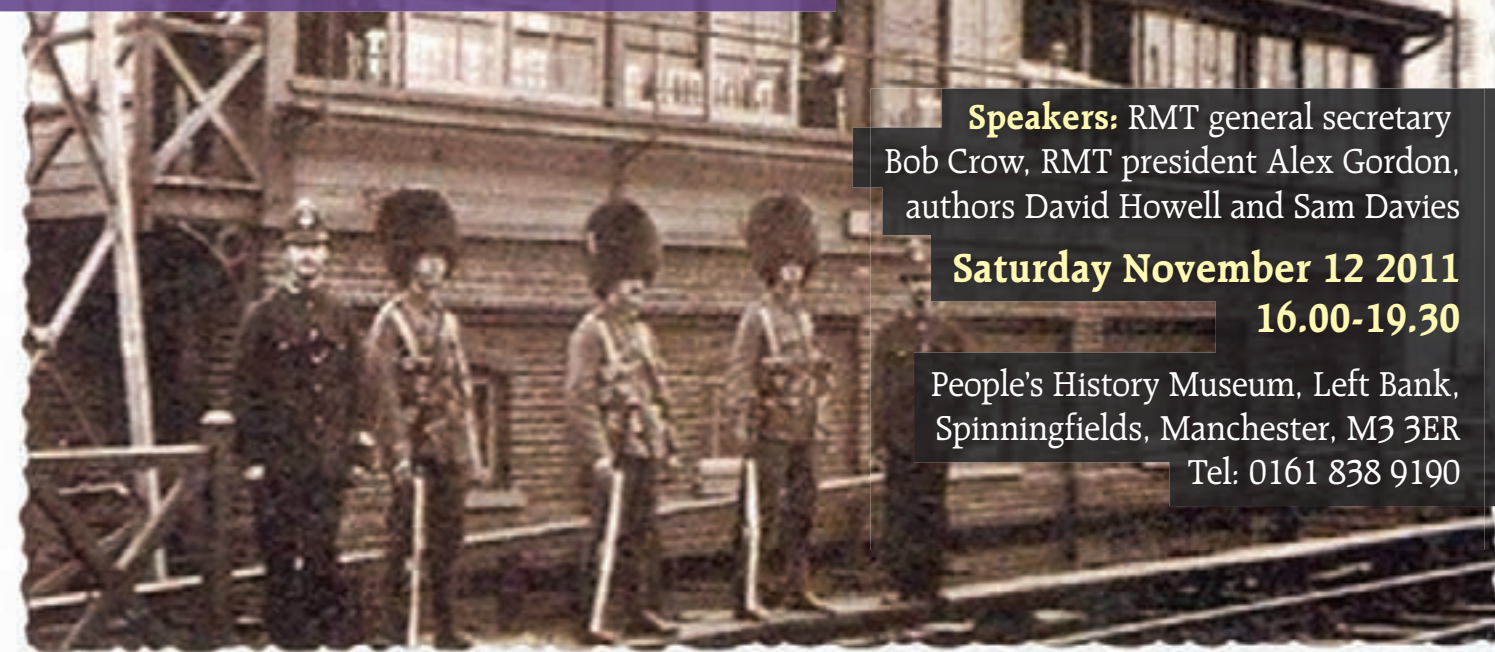
Speakers: RMT general secretary
Bob Crow, RMT president Alex Gordon,
authors David Howell and Sam Davies

Saturday November 12 2011

16.00-19.30

People's History Museum, Left Bank,
Spinningfields, Manchester, M3 3ER

Tel: 0161 838 9190



ISLE OF MAN MEETING



RMT national secretary Steve Todd led a delegation of trade unions under the auspices of the Isle of Man TUC to meet locally parliamentary candidates known as Members of the House of Keys (MHKs) prior to the Manx general election.

The purpose of that meeting was to impress on current and prospective candidates the need for the future Manx

government to adopt and embrace TUPE legislation as part of a wider improvement to workers employment rights.

About 20 in total turned up and listened to what unions had to say and received a very positive response.

Steve Todd said that candidates were left under no illusion that unions are not prepared to let this issue go unchecked and RMT proposed

to come back when the new government was in situ with a view to pressing the argument.

"Why should workers in the Isle of Man or whose employers are in the Isle of Man be treated differently from workers either side of them on the Irish Sea who enjoy the benefits of such legislation as TUPE?" he said.



GLASGOW VETERAN SHIPPER

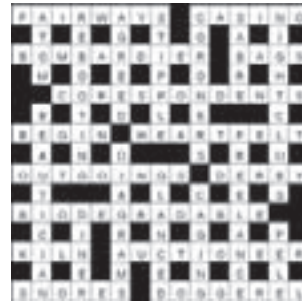
Bob Crow and national secretary Steve Todd presented retiring Glasgow shipping branch member Joe Quinn with some tokens of appreciation after serving the union for 50 years.

Joe was at sea for 50 years and in that time he was a long standing member of the NUS/RMT.

"This is a rare achievement and we all wish Joe a long and healthy retirement," said Bob Crow. ■

£50 PRIZE CROSSWORD

No. 73. Set by Elk

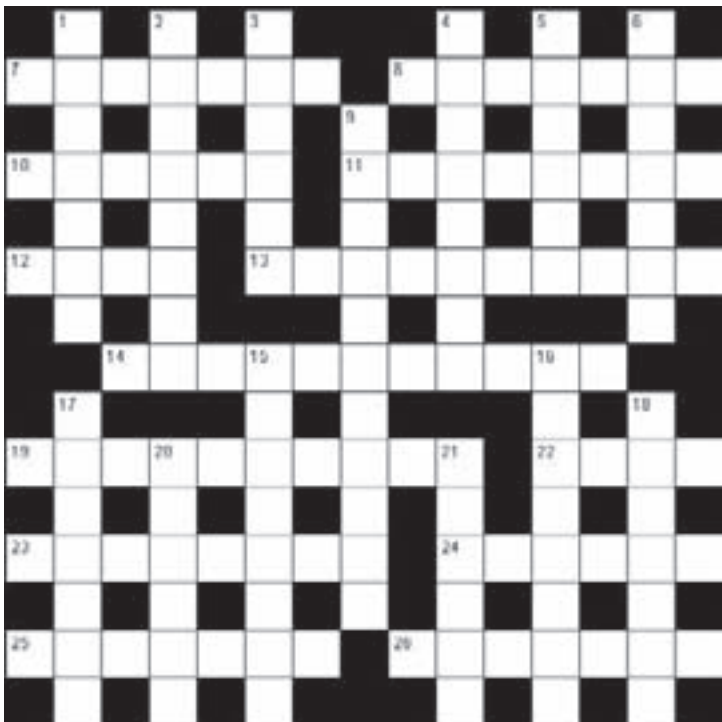


No. 72 solution...

The winner of prize crossword no. 72 is Peter Ross, Glasgow.

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by November 15 with your name and address.

Winner and solution in next issue.



ACROSS

- 7 Public road (7)
- 8 intolerantly hostile to others - like 5 (7)
- 10 What you can get at university (6)
- 11 Anonymous; without a title (8)
- 12 See 22
- 13 Educational establishment's playground, US style (10)
- 14 Where thousands battled 5's thugs in 1936 (5, 6)
- 19 The third bits of three-piece suits (10)
- 22, 23, 12 Anti-fascist slogan at 14 (4,5,3,4)
- 24 Semitic language spoken widely across the Middle East and North Africa (6)
- 25 Enraged (7)
- 26 It's opposite the floor (7)

DOWN

- 1 Places frequented by 4s (7)
- 2 Compelling magnetism - 'the gift of grace' (8)
- 3 Animals with the hump! (6)
- 4 One who goes to the pictures (8)
- 5 Fascist leader humiliated at 14 (6)
- 6 Pud (7)
- 9 Fans; keen amateurs (11)
- 15 With the necessary permission to do something (8)
- 16 Guts (8)
- 17 Seaside pastime - wet or dry! (7)
- 18 Throws in the towel (7)
- 20 Vendor (6)
- 21 Frightened (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.



SAVE OUR RAILWAYS

Rally and lobby of parliament, October 25
from 12:30 Methodist Central Hall Westminster, London SW1H 9NH



Sir Roy McNulty has reported to the government on how the cost of Britain's railways might be reduced. He wants to protect multi-million pound dividends to private shareholders and instead attacks you, the rail worker. McNulty proposes:

Massive job losses : Pay freezes : Reduced standards of safe working

Time to fight back - join the rally!

