

# RMT *news*

Essential reading for today's transport worker

## 10% CLEAN UP AT CARLISLE



**RMT MEMBERS TAKE PART IN HISTORIC  
NATIONAL STRIKE IN DEFENCE OF PENSIONS  
ON NOVEMBER 30**



[www.rmt.org.uk](http://www.rmt.org.uk)

# NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



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## EDITORIAL



# RE-ELECTED TO FIGHT FOR YOU

I am very proud and honoured to have been re-elected unopposed to lead this great union of yours.

I see this as an endorsement not only of myself but all the executive committee, staff, officers, reps and members that work hard every day to defend working people and their families and communities.

The magnificent pay victory for cleaners working for the Carlisle Group on the Virgin West Coast Mainline is the latest example of what a fighting, democratic trade union can achieve.

These hardworking members won a pay deal of over 10 per cent because they were prepared to fight for it by taking strike action. Their example has inspired cleaners in other companies to get organized and stand up for themselves.

As you will see in this issue RMT has won three recognition deals recently and the campaign to organize in this sector has only just begun.

In these difficult times it is essential that workers defend themselves against this reactionary government which is seeking to make us pay for the bankers crisis, this is their debt not ours.

That is why Royal Fleet Auxiliary members and Tyne and Wear Metro and ferry workers took action against government plans to raid their pensions and give it to their friends in the city.

The reality is that no part of the transport sector is safe from the cuts agenda this rotten Tory/Lib Dem coalition is promoting despite the fact they were never elected on such a platform.

Our parliamentary group of MPs has, among many other things, warned that bus and rail cuts will harm the most vulnerable in society. With the help of the group, we have launched the Buses Matter postcard campaign, urging MPs to sign Early Day Motion 1986 opposing the decision to reduce the Bus Service Operators Grant by 20 per cent.

They are also opposing planned cuts on London Underground exploiting the financial chaos left behind by the Private Public Partnership and the Mayor's £5 billion assault on budgets.

Leaked documents reveal plans for a massive increase in fares alongside dangerous and unprecedented attack on jobs and safety. Axing drivers, ticket offices and platform staff is an act of

vandalism rather than developing a transport network.

It is the same right wing dogma that is driving the so-called Value for Money Rail Review carried out by Sir Roy McNulty for the entire rail network.

McNulty's proposals include fare hikes, de-staffing, throwing guards off all trains, cutting maintenance and compromising safety and security on services right across the country.

A packed rally in Westminster recently heard that McNulty represented the biggest threat to our railways since privatisation.

McNulty's report admits the plans are entirely in line with EU directives and 'open access' rules, "particularly with regard to the separation of railway infrastructure and undertakings and EU procurement and state aid constraints".

Exploiting this 'open access' model, German rail giant Deutsche Bahn recently took over the Grand Central franchise running services on the East Coast route in Britain and it is seeking to get a foot hold on the West Coast.

EU procurement and state aid rules are behind the ongoing saga of the Thameslink train-building contract being handed to the German giant Siemens by the government instead of Bombardier based in Derby, threatening thousands of skilled jobs.

The Scottish government is also following EU plans for more 'unbundling' of franchises by launching a consultation that would see the Scotrail franchise broken up, increasing the scope for profiteering, higher fares and duplication of effort.

Finally, as we go to press the official report into the 2009 North Sea Puma helicopter crash which killed 16 people has found that a "catastrophic" gearbox failure was the main cause of the accident. The findings also noted that operators had considered replacing the gearbox but did not. This raises a number of questions which remain still unanswered.

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

Best wishes

*Bob Crow*

RMT News is compiled and originated by National Union of Rail, Maritime & Transport Workers, Unity House, 39 Chalton Street, London NW1 1JD. Tel: 020 7387 4771. Fax: 020 7529 8808. e-mail [bdenny@rmt.org.uk](mailto:bdenny@rmt.org.uk) The information contained in this publication is believed to be correct but cannot be guaranteed. All rights reserved. RMT News is designed by Bighand Creative and printed by Leycol Printers. General editor: Bob Crow. Managing editor: Brian Denny. No part of this document may be reproduced without prior written approval of RMT. No liability is accepted for any errors or omissions. Copyright RMT 2011

**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**

# LONDON OVERGROUND CLEANERS WIN RECOGNITION

RMT cleaners have forced contractor John Laing Integrated Services to recognise the union on London Overground following an organising campaign that has seen the vast majority of the workforce join the union since the end of March.

A ballot carried out under Central Arbitration Committee rules after the firm refused to enter into a voluntary agreement returned a six-to-one vote to give RMT bargaining rights for the staff, who work from depots at Acton, Gospel Oak, New Cross Gate and Willesden.

The union has been waging a long-term campaign to win better terms for transport cleaners who have seen their pay and working conditions squeezed massively by hard-nosed sub-contractors since rail privatisation 15 years ago.

RMT general secretary Bob Crow said it was another major milestone in the campaign to win better pay, conditions and rights for a group of workers who have been hammered by privatisation.

"Our reps at John Laing deserve massive credit for a determined organising campaign

that began only in March, supported by organisers and activists from across the RMT family.

"By getting organised they have already won back-pay owed from the introduction of the London Living Wage in 2007, and will now be able to negotiate on other key issues – not least on pay and conditions," he said.

London regional organiser Steve Hedley welcomed the result and said it had been a textbook campaign.

"The whole team should be congratulated for showing what can be done, but it remains a shameful reality that privateers and even public bodies have taken full advantage of fragmentation and subcontracting to drive down pay and conditions," he said.

The deal was greeted by a noisy demonstration at the company's head office, prompted by the company's earlier use of deception to help round up workers on behalf of the UK Border Agency – something the company has said it will not repeat. ■



## RECOGNITION DEAL AT CLEANING GIANT ISS

RMT has signed off a new recognition agreement with cleaning giant ISS.

The agreement gives the union sole recognition rights for ISS's Facility Services Transport division and comprehensively updates and clarifies a deal done over a decade ago.

Representing ISS at the signing off were managing director Brian Raven (above left) and from Employee Relations Wam Thu and Paul Cronin (fourth and fifth from left).

RMT was represented by regional officer Brian Whitehead and assistant general secretary Pat Sikorski (second and third from left).

Areas for negotiation and consultation include rates of pay, hours, annual leave, policies and procedures, health and safety, staff amenities, re-

organisation and restructuring of work, pensions and any other item which both sides agree to refer to the procedures.

A Joint National Committee (JNC) will meet twice a year and a four-stage procedure on collective issues is detailed.

There is full provision for the

election of reps on a depot-by-depot basis. Recognised reps will be permitted to take reasonable time off with pay during working hours for trade union duties and time off without pay for union activities.

Pat Sikorski said the agreement enabled both sides of

the industry to sit down and discuss all issues of interest to both parties.

"From the union's point of view it can of course only work effectively if we recruit the whole workforce into the union and appoint an effective network of reps," he said. ■



# VIRGIN WEST COAST CLEANERS WIN 10 PER CENT PAY DEAL

Cleaners working for the Carlisle Group on the Virgin West Coast Mainline have won a pay increase of more than ten per cent along with further improvements in benefits, allowances and working conditions.

The pay victory, announced just before the cleaners were due to begin another 48 hours of strike action, will be phased in over the next ten months, but staff will be five per cent better off immediately.

In the run up to the dispute RMT recruited hundreds of new members, creating strong and vibrant union organisation that delivered a rock-solid 24-hour strike and industrial action including refusal to empty on-train sewage tanks.

During the dispute RMT wrote to the Office of Rail Regulation demanding action over the health consequences of the company attempting to run services with over-flowing effluent tanks.

RMT parliamentary group convenor John McDonnell MP also tabled an early day motion in the House of Commons, signed by around 30 MPs, calling on the company to reverse its decision to derecognise the union on the cleaning contract and to "award its hard working staff a pay increase that will deliver dignity at work and a living wage".

The deal means that since June 2010 RMT has moved the cleaners'

rate of pay from £5.80 to £7.12 per hour by September 2013, so as a result of over three years of campaigning and building the union the union achieved a 23 per cent increase in pay.

RMT general secretary Bob Crow said that it was solely down to the strength, solidarity and sheer courage of the Virgin West Coast Cleaners that RMT had been able to negotiate the ten per cent pay deal.

"We have moved the cleaning contractors, Carlisle, from a one per cent offer to a ten per cent settlement and in the current climate that is a fantastic achievement.

"This deal sends out a message to low-paid workers everywhere that if you organise in a trade union and are prepared to put up a fight you can win.

"RMT is now stepping up campaigns for a fair deal for cleaners and catering staff across the transport industry and the model campaign on the West Coast Main Line cleaners will be rolled out to other companies with the clear message that we can win," he said.

Carlisle's owner, Impellam Group, part of the business empire of top Tory Lord Ashcroft, has increased its profits by almost 30 per cent to £16.2 million in the past year off the backs of its low-paid workforce, yet the workforce had initially been offered a real-terms pay cut. ■



Picture by Andrew Ward





RECOGNITION: Bob Crow with Churchill reps after signing the recognition deal

Cleaners on recently privatised Tyne and Wear Metro have forced sub-contractors Churchill to recognise the union after a concerted campaign.

Churchill, which subcontracts to Nexus's privateer operator DB Regio, agreed to full voluntary recognition after the union's membership soared in response to the company's threat to cut paid breaks, reduce hours and impose other worse conditions.

Labour MPs and local councillors, including Tyne and Wear Passenger Transport Authority members, were alerted to the company's penny-pinching attacks, and a high-profile media campaign helped concentrate Churchill's bosses' minds on the need to talk to RMT.

General secretary Bob Crow, who travelled to Newcastle to sign the recognition agreement with Churchill's operations manager, Simon Wren, said the recognition was "another ringing endorsement of RMT's strategy for organising vulnerable workers".

"RMT membership has more than quadrupled since July, and we have sent a message to the company that the days of super-exploitation are over.

"The company has agreed to talk about all the key issues, and we now look forward to negotiating a living wage, decent conditions, proper health and safety protection and fair procedures," said Bob.

"Our members on Churchill have done a

fantastic job and have had magnificent support from the union and the wider community, but now we have to sit down and negotiate," said regional organiser Craig Johnston.

"The company has backed away from cutting breaks and we now have elected workplace and health and safety reps in place, and the company has agreed that they should have paid release for training.

"Churchills also allowed paid release for a member to attend the LGBT committee, so clearly progress is being made," Craig said.

He added that the union would now be looking to organise cleaners working for Mitie, which also subcontracts work on the Metro. ■

## RAIL STAFF MUST LEARN GERMAN TO OPERATE TRACK EQUIPMENT

Rail workers are being told to take German lessons as part of their training course for operating new track equipment.

The news comes as German rail giant Deutsche Bahn tightens its grip in Britain through the acquisition of the Grand Central franchise, opening up an opportunity to use EU rules to start running services on the East and West Coast.

The row is also continuing over the proposed award of the Thameslink fleet contract to Siemens at the expense of UK train building at Bombardier in

Derby.

Rail staff on a recent course in Kent were told that they had to learn a series of German phrases relating to instructions on track equipment.

RMT has said that it would be simpler and safer to get the equipment re-programmed with a translation into English rather than placing the responsibility to learn German on the workforce, but the union believes it is all about money.

The union also has concerns that the language barrier could be used to get rid of staff.

RMT general secretary Bob

Crow said that from Siemens involvement in the betrayal of Bombardier through to Deutsche Bahn taking over the Grand Central franchise, EU diktat is driving a German corporate takeover of Britain's railways.

"Profits that could be invested in our services are instead spirited out of the country without touching the sides.

"It is extraordinary that the German companies can't even be bothered to translate their safety instructions into English and instead UK rail workers have to take responsibility with

these crash courses in 0 level German," he said.

Phrases that form part of the course, and which workers are to be tested on include:

**Kdo abgew AZGR ANFORD  
Grund BETRIEBLICH**

**Reset requested but not carried  
out due to section being clear**

**UARTFEHLER  
receiver/transmitter fault -  
corrupted data message**

**VERBINDUNGSAusFALL  
Connecting failure** ■

# JARROW MARCHERS REACH LONDON

**MARCH:** Bob Crow addresses Jarrow march supporters in Trafalgar Square demanding real jobs for young people



A group of union-backed protesters reached Trafalgar Square in November in the final leg of their re-enactment of the 1936 Jarrow March.

The marchers walked from north-east England to London in protest against youth unemployment.

They followed in the footsteps of 200 jobless men who completed the feat in 1936 carrying a petition calling for action to create jobs.

RMT general secretary Bob Crow, spoke from a truck supplied by the Fire Brigades Union.

"We need to show people that there is

an alternative to the sort of society that abandons millions of people and leaves them in poverty."

Jarrow MP Stephen Hepburn said that a "cancer" lay in the City of London.

"We won't accept the crumbs on the table," he said.

Protesters handed a petition to 10 Downing Street demanding a government job-creation scheme, apprenticeships, the reinstatement of the Education Maintenance Allowance and the reopening of axed youth services.

The march, organised by protest group Youth Fight for Jobs, also called for an

end to university tuition fees.

Spokeswoman Claire Laker Mansfield said: "Young people have shown that far from being lazy or scroungers, they want a future with decent jobs and education.

"The marchers have received huge support up and down the country and we think it is unfair that in the 21st Century, young people are facing long-term unemployment.

"There are almost a million young people out of work, and the jobs market is not getting any better," she said. ■

## NETWORK RAIL EXTENDS NO REDUNDANCY DEAL

Network Rail has agreed to extend the no compulsory redundancy deal for maintenance workers to 2013 as part of the Phase 2 b/c reorganisation and working practice changes.

Assistant general secretary Mick Cash welcomed the move agreed after extensive negotiations.

"We have made it quite clear to the company that we will not accept compulsory redundancies so the extension of the no compulsory redundancy guarantee is a significant development in our efforts to maintain job security for our member in these difficult times," he said.

Network Rail has agreed to sit down with the union each September to review the likely staffing levels required for the forthcoming financial year in

respect of both maintenance and works delivery activities. Dependant on the levels of work, staffing levels could increase

The union is participating in a detailed safety examination of the company's Phase 2 b/c reorganisation. Network Rail has committed to further improve safety by supporting:

- Health and Safety reps
- A blame-free culture
- Reporting of accidents and near misses and use of the worksafe procedure free from the fear of sanctions
- RMT involvement in safety consultation

The full Network Rail proposals can be viewed on the RMT website at [www.rmt.org/members](http://www.rmt.org/members) ■

## TYNE AND WEAR METRO MEMBERS BACK PENSIONS FIGHT

RMT members on the Tyne and Wear Metro working for DB Regio and Nexus have voted by large margins for strike action and action short of a strike in the dispute over pensions.

In the ballot on both DB Regio and Nexus, which covers South Shields Ferries as well, over 80 per cent have voted for strike action with an even larger majority for action short of a strike.

RMT general secretary Bob Crow said that the ballot result came in as it was revealed that top bosses' pay had gone through the roof, opening up a gap between rich and poor not seen since Victorian times.

"Meanwhile the men and women who provide essential public services are expected to

stand back and watch the pensions they have built up down the years take a battering.

"It also appears that Tory minister Francis Maude, who is behind the attack on our members pensions, is in line for a personal pension pot of £731,000 and an annual income of £43,000 when he hangs up his axe - all funded by the taxpayer.

"The hypocrisy of this government, who are looking to hammer nurses, teachers and transport workers while they fill their boots at our expense, is breathtaking.

"Our members on Tyne and Wear Metro have shown that they are not going to sit back and take this outrageous attempt to consign them to a life of poverty in their old age," he said. ■

# EUROPEAN RAIL WORKERS SAY NO TO PRIVATISATION *THE EU MODEL FOR RAIL*

Thousands of rail workers across Europe held protests in November against EU demands for further fragmentation, separation and privatisation of the railways.

Trade unions from 13 European countries took action before the European Parliament rubberstamped the so-called 'recast' of rail directives that includes a compulsory separation of rail-related services and promotes further liberalisation of rail networks.

RMT handed in a letter to the Department of Transport urging the government to oppose the measures, which would remove the rights of member states to decide the future of their railways.

The protest came just days after German rail giant Deutsche Bahn took over the Grand Central franchise, paving the way for it to exploit the EU

"open-access" diktat to start running services on the East and West Coast routes.

RMT general secretary Bob Crow said that EU rules had already hugely fragmented the British rail network under EU directive 91/440, implemented by John Major's Tory government in 1992 as a blueprint to break up and privatise British Rail.

"This EU privatisation model demands a split between train operations and infrastructure and 'open access' rules in order to fragment the industry to force market mechanisms into what is a natural monopoly.

"Now all member states must follow this disastrous EU model, creating the conditions for similar chaos to be let rip across Europe and beyond and preventing the renationalisation of state railways, leaving us at the mercy of the profiteers," he

said.

The European Transport Workers' Federation (ETF) opposes the EU transport grab and is fighting for "integrated rail companies and affordable high-quality services for passengers".

ETF deputy general secretary Sabine Trier said that EU fragmentation would facilitate social dumping in the railway sector.

"Total separation of the railway sector eliminates the benefits of an integrated rail system concerning costs, safety and the quality of customer services.

"Moreover, it constitutes a threat for the employment and social conditions of railway workers while any possible advantages of such a separation are still unproven," she said.

Elsewhere in Europe Belgian unions launched 24-hour strike

action of rail maintenance workers against the restructuring of Belgian railway maintenance workshops, which anticipates some provisions of the "recast-directive" on separation of rail related services.

French ETF affiliates CGT Cheminots, FGTE-CFDT and UNSA took similar 24-hour action against the planned liberalisation of domestic rail-passenger transport and Belgian unions joined them in a demonstration outside European Railway Agency in Lille.

Hungarian rail unions plan to distribute leaflets for passengers in the main railway station of each region of Hungary.

Outside the EU, Swiss ETF affiliate SEV organised a poster campaign in German, French and English stating: "Dear EU – Swiss public transport – a model of success – that means integrated railways!" ■



# EU IMPOSES RAIL PRIVATISATION

The European parliament has voted to impose the EU model for railways – fragmentation, separation and privatisation – across the continent.

The consultative EU body rubberstamped a European Commission dictat to ‘recast’ all EU rail directives in order to ‘establish a single European railway area’.

This EU privatisation model, first implemented in Britain, demands a split between train operations and infrastructure and ‘open access’ rules in order to fragment the industry to force market mechanisms into the industry.

Now the Commission is seeking to break up “holding companies” through which France and Germany have maintained a common parent company with separate accounts to avoid outright privatisation.

The new ‘recast’ EU rail package also demands further fragmentation with “more flexible” service facilities for train maintenance, cleaning, refuelling and shunting to boost outsourcing and subcontracting in rail services.

The directive also encourages private finance initiatives (PFI) for design, commission, development and operation of railways and repeals legislation on safety of staff, rolling stock, working conditions and social rights of workers and consumers, and imposes strikebreaking clauses in commercial rail contracts.

Under the new regime national rail companies will no longer control transport planning, which undermines co-operation between national transport authorities and railway operators.

RMT general secretary Bob Crow said that the EU’s aim is to fragment national rail systems to ensure permanent private ownership and bumper profits for investors achieved on the backs of cuts to safety, jobs and services.

“This EU business model for rail is remarkably similar to the McNulty report which demands even more fragmentation and more privatisation of the rail industry,” he said.

Left MEP Sabine Wils said that the vote was bad news for integrated public rail companies and paved the way for private profiteering in Europe’s railway sector.

“With possibilities opened up for privatisation of marshalling yards, maintenance facilities, operating services and subcontracting, the notion of integrated public railway companies where safety rules are paramount has been destroyed.

“Although the practice in the UK already shows that this is the wrong policy, the further liberalisation of the railway sector and the further separation of rail and operating services to the detriment of employees, passengers and safety measures is now being implemented in Europe,” she said. ■

## Parliamentary column



## MPS WARN RAIL AND BUS CUTS WILL HIT MOST VULNERABLE

Lisa Nandy MP (above) recently secured a parliamentary debate on the difficulties facing people with disabilities who use the transport system.

Many MPs used the debate to challenge the government cuts agenda which would make a bad situation much worse. Lisa, who is also a member of the RMT parliamentary group, highlighted the threat posed by the McNulty Review, “The McNulty review recommended closing 675 ticket offices around the country.

“I am aware of the economic realities, but I would like to see a commitment today from the Minister to assure us that he will not sanction proposals that would leave ticket offices unmanned.

“Many people contacted me in advance of this debate to say that so much of the staffing issue is about feeling safe on public transport—having the security of being able to get to where they are going without being stranded, which had happened to them in too many cases,” he said.

Labour MP Jack Dromey drew MPs’ attention to the campaign against ticket office cuts that were already being proposed on London Midland,

“The company is proposing—the proposals are on the Secretary of State’s desk right now—to make significant changes, including to the manning of stations... 18,000 representations have been made, including many from the disabled, objecting to the proposals and seeking to bring home what they would mean... London Midland cannot be allowed to blunder on regardless if the disabled are the casualties of its actions,” he said.

Another RMT Parliamentary group member, Jeremy Corbyn MP, also warned the McNulty review threatened to remove all guards and this would particularly impact on vulnerable passengers to passengers.

“How many times have we seen people trying to get on or off trains at remote or suburban stations at night, when there are no staff on the station or the train—only a driver, who cannot see everything or be everywhere?

“It is then a great struggle simply to get on or off a train.

“The McNulty proposal to go to a largely driver-only-operated service means that many suburban and rural services will have no member of staff on them, and in addition there will be unstaffed stations.

“That is obviously a huge deterrent to anyone who has special needs getting into the station and on to the train.

“I hope that the minister will make it clear that he does not want that aspect of the McNulty proposals to be introduced.

“It is often difficult for people, particularly those with sight difficulties, when there are no staff on the station and only ticket vending machines are used.

“The machines are often the wrong height or badly placed and getting a ticket and getting on the train when there are no staff becomes a nightmare.

“It is unnecessary and wrong to have such arrangements; they are uncivilised and we should put a stop to them. Sixty per cent of people with disabilities have no access to a car, public transport is the only option for them.

“Buses and trains must be accessible, stations must be staffed and the staff must be trained to assist people as necessary, that is the only right and proper thing to do,” he said.

Shadow Transport Minister Lillian Greenwood MP also highlighted the impact bus cuts would have on people with disabilities.

“English regions have already lost more than 1,000 bus services—over a fifth of all those supported by local authority funding. Overall, the government are taking away half a billion pounds from local transport funding, causing unaffordable fare rises and the closure of routes, which will hit everyone in our communities.

“Disabled people, who are often on low incomes and especially reliant on public transport, will be hit even harder,” she said.

As a result of the debate the minister agreed to set up a working group to consider the improvements needed public transport for people with disabilities. For a full transcript of the debate and to find out more about the campaign visit [www.rmt.org.uk](http://www.rmt.org.uk)

# CAMPAIGNING AGAINST BUS CUTS

As part of the union's ongoing campaign against bus cuts the union has produced thousands of freepost postcards in support of Early Day Motion 1986 calling on the government to ensure the industry receives proper funding.

The EDM, tabled by Bob Russell MP, warns that massive reductions in local and national government funding mean bus services face cut after cut, which could tip services into a spiral of decline from which they will struggle to recover. In some areas entire bus networks could be left in tatters.

Evening and weekend services would become a thing of the past and additional provisions to encourage bus patronage, like concessionary fares for young people are in jeopardy.

Poor bus provision magnifies social problems, obstructs the delivery of other public services and holds back the economy.

The full EDM text is as follows:

*"That this House recognises that two thirds of public transport journeys are made by bus; believes that buses play a vital role in society, linking people to work, education, shops and services, keeping the elderly self-sufficient, supporting local economies and offering an immediate lower carbon alternative to car use; notes that hundreds of local authority supported bus services deemed socially necessary are being withdrawn; is 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; and calls on the government to ensure buses receive the funding and support that they need to play their part in keeping the country mobile and on the road to recovery."*



## HOW YOU CAN HELP

- Send the Freepost postcard to your MP asking him or her to sign Parliamentary Motion 1986 against cuts in bus services
- RMT is a supporter of the Save Our Buses Campaign. Visit the website for details of the campaign to Save Buses in your area [www.bettertransport.org.uk/campaigns/save-our-buses](http://www.bettertransport.org.uk/campaigns/save-our-buses)
- Email [info@rmt.org.uk](mailto:info@rmt.org.uk) or go to [www.rmt.org.uk](http://www.rmt.org.uk) to find out other ways you can help with the campaign to Save our Buses ■

# RMT CABBIES IN LONDON PROTEST

London taxi driver members held a day of protest on November 9 over attacks on the licensed taxi trade.

Kicking off the action, RMT's London Taxi branch held a demonstration outside Transport for London headquarters to highlight complaints over the poor treatment, bad policies and contempt that the Taxi/private hire office have shown towards the trade in general.

The union registered the complaints directly to the London mayor's Transport Commissioner Peter Hendy.

RMT taxi members also joined in a wider demonstration involving taxi drivers from other taxi organisations in

Trafalgar Square.

RMT general secretary Bob Crow said: "From the issue of pedicabs to the abuse of ranks by minicabs and the whole fiasco of the Olympics lanes, the licensed taxi trade in London is under an unprecedented attack and that's why RMT members in the industry are working for maximum unity to defend jobs, safety and the quality of service to the public.

"RMT will ensure that the future of the taxi trade in London is a major political issue in the run up to next year's mayoral election and this action is the start that political campaign," he said.

London Taxi branch secretary

Stan Marut warned that the trade faced complete deregulation to a one-tier system with private hire being

allowed legally to ply for hire and the topographical knowledge of London no longer being required for taxis. ■



# NEW JOBS AND SAFETY ASSAULT ON LONDON UNDERGROUND

## Union reveals secret plans by London Underground to introduce driverless trains and slash jobs across the combine

RMT has released a confidential “Operational Strategy” paper from London Underground which the union says is “a blueprint for jobs and safety carnage”.

Amongst a raft of cuts-led proposals supposed to address the financial chaos left behind by the Private Public Partnership and the Mayor’s £5 billion assault on budgets, the report suggests:

- The axing of more than 1,500 jobs
- Automation of trains with “no in-cab operators” and drivers replaced by “train

attendants”

- Closure of all ticket offices with just 30 stations having all-purpose “travel centres”
  - Across the board financial cuts of 20 per cent
  - Freezing recruitment, ripping up existing staffing agreements and imposing a system of overtime and part-time working
  - De-staffing stations through an escalation of the existing job cuts programme and turning the network into a criminals paradise
- RMT general secretary Bob

Crow said that the document revealed everything about the operational strategy of London Underground including massive increase in fares alongside an unprecedented attack on jobs and safety.

“Every single ticket office would be closed, stations left unstaffed and drivers would be thrown out of their cabs without a single thought for passenger safety.

“In recent months we have seen from an escalation in cuts-led breakdowns just why the train and platform are so critical to safety on the system.

“This ill-conceived and finance-led document ignores reality in favour of austerity and would impact on every single staff member on London Underground.

“It would leave passengers stranded in tunnels with no means of evacuation and would turn the platforms and stations into a muggers and vandals paradise.

“RMT will work with its sister tube unions and passenger groups on a campaign to ensure that this document and its proposals are consigned to the dustbin of history,” he said. ■

## DEATHS ON DRIVERLESS WASHINGTON DC METRO EXPOSE LETHAL REALITY

RMT has warned that London Underground was planning to plunge the tube system into the same lethal cocktail of safety cuts and automation that led to nine people being killed on the Washington DC Red Line service just over two years ago.

RMT leaked the details of the plans despite protests from Transport for London that it was merely “blue sky thinking” but days later the same plans were confirmed as the core operational strategy.

The union warned that switching to automated systems was fraught with dangers citing

the Washington DC metro (right), which switched to manual operation in the wake of a horrific rush-hour crash in June 2009, which killed nine people, including the operator.

The collision was caused by failure of the automated system, and the Washington Post called it the “price of parsimony” after numerous near-misses went unheeded against a background of cuts to maintenance schedules and inspections – exactly the same cuts-led culture now being imposed by LU.

RMT general secretary Bob



Crow said that the incident showed what happens when cuts-led automation and changes to maintenance are imposed from above.

“The same lethal combination of cuts and automation is now at the core of LU’s strategic thinking.

“RMT has already exposed attempts to tamper with the inspection schedules for the failsafe tripcocks and other cuts to maintenance schedules.

“This dicing with death on the London Underground has to stop before we have a major disaster on our hands,” he said.



## REMEMBERING THE FALLEN

Bob Crow and RMT national secretary Steve Todd were joined by ITF president Paddy Crumlin, Nautilus national secretary Mark Dickenson and ITF co-ordinator Dean Summers laid wreaths on behalf of the union at the annual remembrance service at the Merchant Seamen's War Memorial garden at Tower

Hill, London.

Bob laid the wreath on behalf of seafarers who lost their lives in both the First and Second World Wars and more recent conflicts.

Over 35,000 merchant seamen were lost in World War Two alone, most the victims of U-boat attacks, with over 5,000 taken prisoner. British merchant ships were

on the front line in the struggle against fascism.

Prior to the ceremony RMT took part in a successful campaign to block proposals to hold Christmas parties for bankers in the memorial gardens.

Bob Crow welcomed the climb-down but said that the proposals should never have been made to hand Trinity

Square Gardens over to the bankers and speculators for their Christmas drinks parties.

"RMT will continue to monitor future proposals for the use of Trinity Square Gardens and we will use the union's resources to protect this important memorial to tens of thousands of merchant seafarers," he said.

## P&O RE-REGISTERS TWO FERRIES IN BAHAMAS TO DODGE EMPLOYMENT RIGHTS

RMT has slammed news that two Hull-based P&O ferries are being re-registered in the Bahamas in a bid to save money.

P&O Ferries is changing the status of the *Pride of Hull* and the *Pride of York* to avoid increased wage costs, if changes are made to employment laws.

The two ships are currently registered under the British flag. Once they have been re-registered, the two liners will sail under the flag of the Bahamas.

RMT said that sailing under a flag of convenience was a cynical move by shipping companies could employ crew under different working practices, at cheaper rates, undermining pay and conditions.

One P&O boss was quoted as saying: "It's to protect us, really, against possible changes in employment legislation which would take our wage bill up."

RMT general secretary Bob Crow said that it was a blatant and transparent attempt by

P&O to avoid its obligations under the new agency worker regulations, and the company had publicly admitted it.

"Rather than offering temporary workers equality they are using a flag of convenience to dodge their obligations and that is a scandal. The *Pride of Hull* and the *Pride of York* have been flying the flag for those cities and to change that flag and the port of registry is a sad day for shipping in Britain," he said.

RMT national secretary Steve Todd said that it was

particularly galling that P&O, like other operators who received the benefits of the Tonnage tax, are not required to have a British flag.

"It is a nonsense that the tonnage tax is flag blind and as a result there are now some 862 vessels receiving or registered to receive the benefits of the UK Tax regime for employers and only a minority, 410, are UK-flagged with the rest exempt from key UK employment regulations. That is a scandalous loophole," he said.

# ROYAL FLEET AUXILIARY VOTE FOR INDUSTRIAL ACTION IN PENSIONS FIGHT

RMT members on the Royal Fleet Auxiliary have voted by large margins for strike action and action short of a strike in the dispute over pension cuts.

Around 60 per cent voted for strike action and 80 per cent for action short of a strike.

RMT general secretary Bob Crow said that the Royal Fleet Auxiliary services the Royal Navy in times of both war and

peace.

"It is nothing short of a scandal that brave men and women who risk their lives to get supplies through to the ships in war zones around the world are facing an attack on their pensions by this government to help bail out the bankers financial crisis.

"Only recently we learned that top bankers' salaries have risen by 12 per cent while the

men and women out on the high seas in the Royal Fleet Auxiliary are expected to stand back and watch the pensions that they have built up over the years take a battering," he said.

RMT national secretary Steve Todd said that members at the Royal Fleet Auxiliary were angry about an attack on pensions that would see them pay more, work longer and get less, and that anger was

reflected in the vote for action.

"We are calling upon the government even at this late stage in the run up to November 30 to think again and haul back from a position that would see loyal public servants like RFA staff footing the bill for a crisis cooked up in the boardrooms and on the trading floors of the spivs and the speculators," Steve said. ■

## CAMPAIGNING IN WALES

RMT has successfully launched a new RMT group in the Wales Assembly.

A number of Assembly members have agreed to join the RMT Group to support the campaign for public ownership and rail improvements, fight the McNulty cuts and campaign against the exploitation of

seafarers in the Irish sea, the threat to ferry services to Ireland and the huge squeeze on bus services.

Wales Labour Transport Minister Carl Sargeant addressed a well attended RMT reception for Wales Assembly members.

RMT general secretary Bob Crow said:

"RMT recognises the importance of building cross-party support for our campaigning priorities around rail, shipping and road and at this time of cuts we will be looking to build alliances with Assembly members to maximise resistance to the Westminster austerity agenda" ■



*Campaigning in the Wales Assembly Left to right: North West and North Wales Regional Council Secretary Darren Ireland, South Wales and West Regional Council Secretary Steve Skelly, North West and North Wales Regional Council President Billy Kim, RMT group convenor Mick Antoniow AM, RMT Wales political advisor Brian Curtis, South Wales and West Regional Council President Roger Fowler, Bob Crow and regional organiser Brendan Kelly*

# BOMBARDIER JOBS *THE FIGHT GOES ON*

## Economic crisis delays decision on awarding Thameslink contract to German giant Siemens as Tories wash their hands of Bombardier workforce

RMT has vowed to continue the fight to save the train-building industry in Britain after Tory Transport minister Theresa Villiers claimed that there was "no option" but to award the Thameslink contract to UK-based Bombardier.

The union understands that on the final decision to award the Thameslink train-building contract to German industrial giant Siemens instead of Derby-based Bombardier has been delayed due to the continuing crisis in the eurozone.

Siemens, which is also a bank, has been hit by the

financial crisis and in September withdrew £427million in cash from a French bank and sheltered it with the European Central Bank.

Bombardier has warned that the loss of the £1.4 billion contract cost 1,400 jobs at its Derby factory.

RMT regional organiser Ken Usher said after meeting the minister that unions were "bitterly disappointed to say the least".

"She has let us all down - but our campaign will continue," he said.

The minister claimed that she

was "legally bound" by the criteria set by the previous government.

"There is no option open to us which would enable us to ignore the result of the competition and hand the contract to Bombardier," she said.

She claimed that review of public procurement was also under way, examining whether the UK is making best use of the application of the EU rules.

RMT general secretary Bob Crow described as a scandal that Theresa Villiers had travelled all the way to Derby to do nothing other than confirm the death sentence hanging over UK train building and the thousands of jobs at Bombardier and in the supply chain.

"The Thameslink fleet contract still isn't signed off and is bogged down in the turmoil of the global markets and it would have been a golden opportunity to end that shambles and kick-start production at the Derby plant

which is geared up and ready to go," he said.

It was also revealed that the leading firm of consultants advising the government on the Thameslink rail deal had admitted a "conflict of interest" three times.

On each occasion Interfleet Technology, an international rail consultancy group, disclosed intended work for the German company Siemens.

And Interfleet, which has 600 consultants in 22 offices worldwide, was working for the German firm just weeks after Theresa Villiers named Siemens as "preferred bidder" for the Bedford to Brighton route on June 16.

Bombardier was given some good news when it was awarded a three-year contract worth more than £15 million by ScotRail, covering operational support and supplies for its Class 170 Turbostar fleet of 177 vehicles, although it will not lead to any new jobs.



# RMT BRANCH ORGANISATION

## Alan Pottage, Head of RMT's Education and Organising Unit explains why the local branch is vital to RMT

The strength of our union at local level will determine how effective the union is at organising and representing our members.

Every RMT member belongs to a local branch so it is important to ensure that every branch functions and is active.

It is the branch that is responsible for recruitment and retention in its area of responsibility. The branch sends delegates to conferences to make union policy. The branch also helps build impressive turnouts at demonstrations and protests. RMT members are fiercely proud of their 'rank and file' power within RMT, so the local branch is vital.

Healthy local organisation means we can do more for our members.

Take the recent success with the Carlisle cleaners. Our local branches visited the cleaners at their workplace as regularly as possible. The role of the branch was hugely important. Membership increased dramatically over ten months and this increased density allowed our members to strike for better pay and conditions. They were strong enough to move management from a derisory one per cent offer to ten per cent plus allowances.

Our more active branches were able to sustain regular visits and increase our strength.

Some branches toil but it only takes one or two committed members to turn things around and create an active branch.

Southampton Shipping branch is a shining example.

This branch has been transformed and is now actively helping to organise over 300 members, meeting monthly instead of three times a year. Darren Procter, the new branch secretary explains:

"We realised early on that communication was vital to create more activity.

"We had to get more members to our meetings if we were going to be an effective branch.

"We started writing to

members by email and post. We also use social networking sites.

"By far the most successful thing I did was to start phoning members, as the response was fantastic.

"I phone every month now and I would encourage all branch secretaries out there to improve communication," Darren said.

Darren now gets good attendance at his branch meetings' so why don't you do your bit and start attending meetings of your branch?

You'll be more than welcome!



# JOIN RMT BRITAIN'S SPECIALIST TRANSPORT UNION



Visit [www.rmt.org.uk](http://www.rmt.org.uk) to join online  
or call the helpline on freephone

# 0800 376 3706

**Problems at work? Call the helpline**

*(Now with two operators)*

### **Keep your RMT membership details up-to-date**

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

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



# UNION LEARNING

Over 50 RMT Union Learning Reps from across England and Wales gathered in Doncaster last month for their fourth annual conference.

This year's Union Learning Reps' (ULRs) conference was called 'making it happen', and the RMT learning team put together a programme which allowed reps to meet up, celebrate their achievements and share best practice with each other.

Project Manager Teresa Williams gave the conference an update on the achievements over the last three years, demonstrating not only that reps reflect the demographic makeup of the union but that lifelong learning is an excellent way to attract non-traditional activists to become involved with their unions and even to develop into the more established roles such as company councils, health and safety reps and branch officials.

As well as the briefing and question time session there were three workshops: 'What

have you done and what are you going to do?', 'ULR Tools' and 'Funding – keeping learning activity affordable'.

These were delivered by the development workers and were aimed at enhancing the skills of the ULRs to plan and run learning events in their workplaces which will lead to further courses and learning opportunities.

Andrew Brattle from RMT's communications department was at the conference to film the event and interview ULRs who work at the coal face and find out what they had to say about learning, their union and the role of the ULR.

Guest speaker RMT education officer Andy Gilchrist said that learning reps were becoming more and more integral to the growth and success of the union.

"We are leading the way

with RMT Learning and setting the standards that others have to achieve.

"I have been asked several times today if the ULR was now at the point where their status should be enshrined in the rule book at AGM next year.

"To that I say that ULRs need to go back to their branches and use the democratic process which allows them to lobby for and put a motion to the AGM.

"Wherever you go now you will come across a ULR and they are a key part of what we do and how we engage with members and, in particular, potential members," he said.

The day proved to be a great success, the feedback from the ULRs was very positive with all the delegates looking forward to next year's event.

Eurostar ULR Jennifer Kissi Debrah enjoyed meeting other reps, some from her ULR

training and others for the first time.

"We all had different issues and ideas on how to solve them.

"The workshops also helped us to focus on the challenges ahead and how to work within the branch structure.

"Union learning has had a massive impact on the activity of women within the union and has given many people the confidence to become involved for the first time," she said. ■

*RMT Learning is constantly looking at ways to provide new learning opportunities for its members and build the structure of Union Learning Reps across the UK. If you are interested in making a real difference as a ULR then contact your local branch secretary or Lindsay Rutland at [l.rutland@rmt.org.uk](mailto:l.rutland@rmt.org.uk) or call RMT Learning on 020 7529 8820*

# THREAT OF MEGA TRUCKS COURTESY OF THE EU

## Philippa Edmunds of Freight on Rail warns that European Commission proposals for mega trucks will impose them on Britain by default

Mega trucks of 25 metres and up to 60 tonnes will come to Britain's roads by default over time if European Commission proposals to allow cross-border mega-truck traffic are allowed.

Mega trucks, which would be 50 per cent longer and a third heavier than existing HGVs, will result in more road fatalities, more road damage, more congestion and more pollution.

The European Commission's own research found that mega trucks are individually more dangerous than standard HGVs.

Mega trucks would not only undermine traditional bulk rail freight but would decimate consumer rail freight which has grown for the eighth consecutive year despite the recession and increased its market share.

This emerging market has seen 29 per cent growth in the past five years and is forecast to grow by eight per cent each year for the next 20 years under current market conditions.

However, if mega trucks get the go-head and a lorry can carry a 20-foot and a 40-foot trailer, rail freight will lose its market advantage of being able to carry two containers on a rail

wagon.

Rail freight produces 70 per cent less carbon dioxide emissions than the equivalent road journey and is therefore also more energy efficient; a gallon of diesel will carry a tonne of freight 246 miles by rail as opposed to 88 miles by road.

Road congestion is now costing around £24 billion a year according to the Freight Transport Association based on government figures, so it would be mad to introduce mega trucks which will not only be slower to negotiate junctions thus increasing road congestion, but will also force trainloads of freight back onto the roads.

The promoters will claim that these vehicles will be restricted to motorways, dual carriageways and major roads, but trying to restrict mega trucks in this way will not work.

The reality is that the road haulage industry consistently opposes HGV access restrictions and there is no mechanism to control these vehicles which will need local road access to distribution hubs not on motorways or or dual carriage-ways.

Mega trucks have dangers of their own due to their size and lack of manoeuvrability

Rail freight is safer than long-distance road freight using motorway and A roads, as HGVs are over three times more likely to be involved in fatal accidents than cars due to a combination of size, lack of proper enforcement of drivers hours, vehicle overloading and differing foreign operating standards.

The cost to adapt road infrastructure to cater for mega trucks would be prohibitive. HGVs are up to 160,000 times more damaging to road surfaces than the average car; some of the heaviest road-repair costs are therefore almost exclusively attributable to the heaviest vehicles. Austria, which is a small country, has estimated adaption costs of five billion euros.

A proposed revision to directive 96/53, which controls the maximum weight and dimensions of HGVs, to let consenting member states allow cross-border mega-truck traffic could undermine the single market, as the road-haulage industry will claim that it was

being disadvantaged if mega trucks are not allowed on UK roads.

The case for longer lorries relies on the same questionable presumption used in the past to justify each increase in lorry dimensions: that there would be fewer but bigger trucks on the roads. But there is no direct evidence that previous increases in dimensions of lorries have led to improvements in average payloads or a reduction in empty running.

Currently, one in four HGVs is driving around empty, and DfT research shows that almost 50 per cent of lorries are constrained neither by volume nor weight.

The danger is that mega trucks could become travelling warehouses with the same amount of freight being carried further, resulting in more carbon emissions, more congestion and more exposure to road accidents, as well as undermining the low carbon-safe alternatives ■

*Please lobby your MP and MEP to oppose mega trucks. More details on [www.freightonrail.org.uk](http://www.freightonrail.org.uk)*

# THOUSANDS RAIL AGAINST MCNULTY

## Rail workers and their supporters hold protests across the country against plans to further fragment the industry

Rail unions joined up with passenger groups and community supporters in October for a mass rally and lobby of parliament in the campaign to stop the government from implementing the recommendations of the McNulty Rail Review.

As part of RMT's ongoing campaign against McNulty the union is also organising a

campaigning day of action on December 15.

The government has deferred publication of its rail 'command paper' to the New Year due to the moving of former Transport Secretary Phillip Hammond to the Ministry of Defence in the wake of the Liam Fox scandal, but unions are keeping up the campaigning pressure.

McNulty's core proposals

include:

- Axing more than 600 ticket offices, de-staffing stations and turning the network into a criminal paradise.
- Throwing guards off all trains and compromising safety and security on services across the country
- Jacking up fares and offering train operators even longer
- "gold-plated" franchises and even more opportunity to mug the travelling public
- Cutting maintenance and lining up infrastructure for a return to the lethal cocktail of conditions under Railtrack that led to Hatfield and Potters Bar.
- Ignoring the cheap and efficient option of returning



the railways to public ownership and instead repeating and compounding all the failures of rail privatisation.

RMT general secretary Bob Crow told a packed rally in Westminster that McNulty represented the biggest threat to Britain's railways since privatisation.

"Staff and passengers have a common interest in resisting an attack that would wipe out safety-critical jobs, de-staff trains and stations and jack up fares in the name of private profit. We all have a stake in stopping this carve-up dead in its tracks," he said to a standing ovation.

The McNulty report was commissioned by the previous government to "improve value for money to passengers and the taxpayer".

But the report's recommendations are a false economy which will worsen services to passengers and short-change the taxpayer.

The report is also in line with

the EU privatisation model demanding a split between train operations and infrastructure and 'open-access' rules in order to fragment the industry to force market mechanisms into what is a natural monopoly.

EU state-aid and procurement rules have also helped to put the UK's last train manufacturer in Derby on the brink of closure.

The McNulty report claims that further fragmentation and privatisation would save between £700 million and £1 billion a year by 2019 but this will come at a heavy cost to passengers and rail workers.

Moreover research for the rail unions by the Transport for Quality of Life think-tank has shown that over £11 billion has been lost from the rail industry as a result of fragmentation and payments to shareholders since privatisation.

The research has also found that by simply having one organisation operating passenger services and infrastructure would save £290 million a year, bringing rail renewals in house a further £200 million and running TOCs on a not-for-profit basis another £300 million.

In total at least £1.2 billion a year could be saved through reintegrating Britain's railways and scrapping dividend payments to shareholders. The benefits of returning rail to public ownership are clear.

A publicly owned railway run in the public interest would also bring wider economic, social and environmental benefits. Research for RMT by the Just Economics think-tank has found that Britain's privatised railway is failing to realise benefits worth £13 billion a year when compared to more integrated and publicly owned railways in France, Germany, Italy and Spain.

However, European Union rules establishing a 'single European railway area', rubber-stamped by the European parliament in November, undemocratically commit member states to handing over all publicly owned railways in Europe to big business ■

## SCOTRAIL TO BE PULLED APART IN EU PROFIT DRIVE

RMT has slammed plans that would see the current Scotrail franchise broken up into five separate fragments - increasing the scope for profiteering, higher fares and duplication of effort.

A consultation launched by the government agency Transport Scotland in advance of tendering in 2014 said that "there is no statutory limit to the number of franchises that could operate in Scotland".

"ScotRail could be subdivided along lines that would create geographically or operationally distinct franchises, for example, the sleeper services, regional routes, all or some inter-urban services (such as Edinburgh - Glasgow)," it said.

The consultation document revealed that the agency is considering "whether the Caledonian Sleeper Services, for instance, should be offered as a separate franchise".

The Transport Scotland consultation paper was launched as the European Commission announced proposals for further "unbundling" of railway companies across Europe.

"The European Union's First Rail Package requires a degree of separation between the organisation which operates the rail infrastructure and the organisation which operates the rail passenger services.

"It also requires that there is a level of separation between both these organisations and government," the consultation said.

The paper also admits that

fares will have to go up, services could be more overcrowded on certain routes and there will be slower trains.

Last year RMT warned that consultation on "unbundling" Scottish ferry services masked Scottish government plans to privatise Caledonian MacBrayne and hive off profitable, or subsidy-rich ferry routes to privateers such as Stagecoach's Brian Souter, a major Scottish National Party donor, allowing "cherry-picking" of Scotland's lifeline ferry services.

RMT general secretary Bob Crow warned that fares would rocket as effort is duplicated and premium services like the Caledonian Sleeper are milked for every penny.

"This move fits with the drive from the EU to break up national transport services in the interest of maximising opportunities for the rip-off merchants from the private sector.

"RMT will mobilise to fight this assault on Scotland's railways and will continue to campaign for the cheaper, simpler option of a publicly owned service," he said.

The union, together with the Scottish TUC, shall also be meeting Transport Scotland on the issue and it is also high on the agenda of discussions with the RMT group in the Scottish parliament.

The consultation can be found at [www.transportscotland.gov.uk/Rail2014](http://www.transportscotland.gov.uk/Rail2014) and the union will be making a full response. ■



# ACTION ON ASSAULTS

Union calls on members to report all verbal and physical abuse to ensure that the menace of workplace violence against transport workers is dealt with

The most effective way to tackle assaults and abuse at work is by finding out the true picture, presenting the evidence to the employer and demanding appropriate action.

That is why members' reports are so important.

It is no longer acceptable that transport staff take abuse as 'part of the job'. So the message from the union is report, gather evidence and make a stand against workplace violence.

It is also important to remember that repeated verbal abuse can have similar effects to a physical attack and this is why it is vital that verbal assaults are reported too.

Victims of assault should also make sure that their RMT reps are given copies of any reports they make so reps can ensure all incidents are followed up and investigated.

RMT has been pushing for stronger protection for all members whatever their workplace or grade as part of the union's workplace violence policy which was launched a few years ago.

The union has also been lobbying for changes in the law through Early Day Motions by MPs in order to encourage debate in parliament.

Part of this work has included getting involved in research projects with the Rail Personal Security Group (RPSG), a sub-committee of the Railway Safety and Standards Board (RSSB) which has resulted in best practice procedures for reporting assaults and the production of industry standard - training for dealing with conflict.

It has launched two Stop

Workplace Violence (SWeRVe) initiatives which are both valuable trainer-led packages that have been used throughout the industry to give workers some of the tools they need to deal with conflict.

All of the scenarios have been researched using real-life incidents and after interviewing some of the staff involved.

The result is credible situations that are discussed amongst the training group.

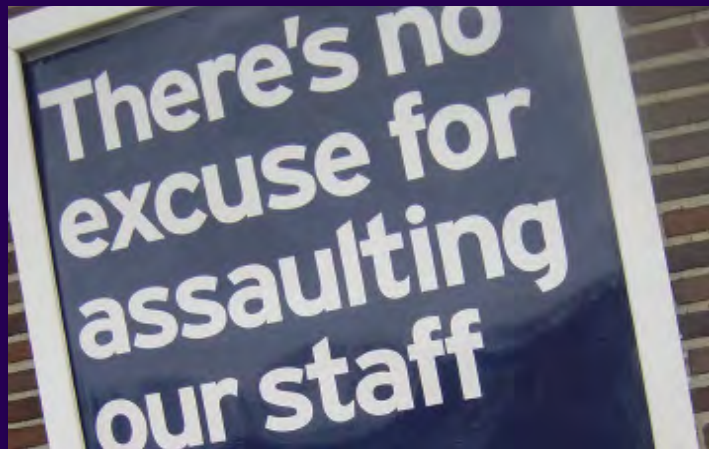
RMT is happy to endorse this kind of training that moves away from blaming the staff member or expectancy that assault or aggression should be accepted as part of the job. The union has also been instrumental in drafting workplace violence policies for some shipping companies.

The British Transport Police's crime recording system suggest that assault levels against staff and the public have been steadily falling since a peak in 2005. However, it is not possible to separate the figures to see whether crimes against staff alone are falling or rising.

It is also important to remember that not all assaults against staff are reported to the BTP, nor do they all generate a crime reference number, so internal reporting mechanisms should be a more accurate reflection of the picture.

Where the BTP's figures concur with the union's is in the violence and assault 'hotspots', which are still in the London South region.

According to the Safety Management Information System (SMIS), which all Train Operating Companies use to record incidents against staff, workforce assaults increased by



11 per cent in the first quarter of 2011/12 and the same period last year saw an increase of 12 per cent. This shows a steady increase in physical assaults against staff.

Threats against staff are also on the increase and while RSSB believes that a portion of these could be attributed to an increase in reporting, clearly the increase in physical assaults indicates a very real threat to staff. SMIS also shows a slight decline in verbal abuse incidents.

The main contributory factor in assaults remains ticketing disputes. Drugs and alcohol also play a part but usually coupled with another factor such as ticket irregularity. This echoes the results of the survey that RMT carried out four years ago into staff assaults.

As SMIS does not record the exact location of assaults, it is supposed that ticket barriers can be a contributory factor, as are other points where ticket irregularities may be uncovered such as on the train during a ticket check.

## SOUTHERN

RMT has also been instrumental in improvements to assault reporting mechanisms and aftercare procedures. Southern trains set up a committee that dealt solely with assaults taking on board the views and reports from RMT representatives.

Southern has introduced 'eyewitness', a text service for

all train crew who are given a Blackberry phone to report incidents they witness as they happen. The BTP or other staff can be called to meet the train further down the line.

The system is proving a success but must not be mistaken for an assault reporting mechanism. All instances of assault and abuse should be reported using the company's internal systems and then to the BTP if deemed appropriate by the victim.

RMT almost went to ballot at Southeastern Trains over the issue of assaults three years ago, as members were not satisfied that the company was taking the problem seriously. The ensuing negotiations saw the establishment of a staff assaults committee. The company has recently deployed Rail Enforcement Officers along the Medway Valley route following representation from RMT after an increase in assaults in the area.

Whilst it is encouraging that some TOCs are responding to the union concerns, members must remain vigilant and consider their own safety when approaching or dealing with unruly passengers.

We must remember that physical and verbal assaults on transport staff are anti-social acts of violence that can have far-reaching repercussions.





## LEGAL

# POSTCODE LOTTERY OF ASBESTOS COMPENSATION

Ian McFall, head of asbestos policy at Thompsons Solicitors, looks at the implications of a recent Supreme Court ruling

Rail workers and seafarers with the asbestos-related condition pleural plaques face a postcode lottery for compensation after the Supreme Court ruled that the Scottish parliament and the Northern Ireland Assembly had the right to pass laws for the benefit of their citizens.

People in England and Wales diagnosed with the same condition continue to be unable to pursue compensation against their former employers.

The welcome decision by the UK's highest court was made in response to a challenge by the insurance industry to the lawfulness of an Act of the Scottish parliament – The Damages (Asbestos-related Conditions) (Scotland) Act 2009.

The Act was passed in order to reverse the decision of the House of Lords in 2007, in a case called *Rothwell v Chemical & Insulating Co Ltd*, to end compensation for pleural plaques – a scarring of the lining of the lungs caused by exposure to asbestos.

Pleural plaques seldom cause any physical symptoms. However they represent irreversible structural damage to the lungs. Someone diagnosed with plaques will, understandably, suffer anxiety due to the increased risk of going on to develop a more serious or fatal asbestos related condition.

Many workers in the rail industry will have known

colleagues who died from mesothelioma, the cancer of the lining of the lung caused by asbestos.

It was accepted by the courts for 20 years, until challenged by insurers, that pleural plaques did constitute personal injury which should be compensated. The insurers' motivation was of course to save billions by preventing tens of thousands of people with plaques from making claims against negligent employers.

The Law Lords agreed with the insurers that the presence of pleural plaques did not constitute an injury which could give rise to a claim. The right of pleural plaques sufferers throughout the UK to pursue compensation was ended.

Holyrood acted swiftly to restore the right to compensation for Scottish citizens. The effect of its Act was to declare that pleural plaques are a personal injury for the purposes of a claim for damages.

The Northern Ireland Assembly took the same approach and passed a similar Act earlier this year.

In unanimously rejecting the insurers' appeal, the Supreme Court delivered a ringing endorsement of the legislation in Scotland (and Northern Ireland). The insurers, Axa, Royal Sun Alliance, Zurich and Aviva, claimed the legislation was

incompatible with the European Convention of Human Rights and so was outside the legislative competence of the Scottish Parliament. They also said that it was an "unreasonable, irrational and arbitrary" exercise of the legislative authority of the Scottish Parliament.

But the court accepted that the legislation served a legitimate social policy aim and was a proportionate means of achieving it. It also accepted that Scottish pleural plaques sufferers who were directly affected by the insurers' legal challenge had a right to object to it.

This decision recognises the democratic right of the Scottish parliament to legislate for the benefit of its citizens. In Scotland the rights of people with pleural plaques are more important than the commercial interests of insurers, which is how it ought to be.

The failure of the Westminster government to act leaves it isolated.

Only the discredited arguments of insurers and politicians could attempt to justify why people in Scotland and Northern Ireland whose lungs have been damaged by asbestos are entitled to compensation while those suffering from the same condition in England and Wales are left without a remedy.

# ORGANISING WOMEN

## Janine Booth reports

RMT women in the north east of England are getting organised to battle sexism at work, and to take on employers' attacks on women workers.

I visited Newcastle to spend an afternoon with a small group of women members and the union's Organising Unit, discussing various issues facing women workers and what the union should do about it.

The group discussed the RMT Women's Charter and identified key issues for women workers (see below). For Maria Carter, who works as a guard on East Coast, an important issue is women's safety when travelling to and from work. She told us how she, and women friends and family members who work in similar jobs, feel vulnerable to verbal abuse and even assault when employers leave them to make their own way to or from work in the small hours.

Rona Turnbull, who works at Scarborough station, agreed.

"Our shifts were changed, and I now finish work after the last train leaves, after locking up the station alone. But management seem to expect me either to wait for ages for a bus, or perhaps to walk the six miles home," she said.

Employers should provide safe transport, preferably a door-to-door staff taxi service, for extreme early starts and late finishes. RMT women will be asking reps and officers to table this for discussion at negotiating meetings, and will be asking for support from male and female workmates - as safe transport provision will benefit men as well as women.

Carol Watson, a Network Rail

signaller at Prudhoe, spoke of how management applied different standards to her than to male workmates. She had been told to address them formally, while men were on first-name terms. She also found that her knowledge of railway rules was undermined - she knew she was implementing the rules properly, but managers doubted her in a way that they did not usually doubt men.

Sharon Skillen, who works in the ticket office at Newcastle Central station, believes that workmates with children - mostly women, but also some men - need more support and consideration from companies, particularly when it comes to working hours. Sharon, who is RMT's women's steward for the North East region, hopes that managers who themselves have young children might be prepared to be accommodating, but acknowledges that progress is only likely with strong union organisation and pressure.

Forty years after the Equal Pay Act women are still paid around two-thirds of men's wages. While women are paid the same as men for doing the same job, women tend to be concentrated in jobs that are badly paid, either because they are temporary, part-time or casual; or because they meet the stereotype of 'women's work', modelled on the domestic tasks that (mainly) women carry out at home without any pay - such as childcare, cleaning or nursing.

RMT's women's advisory committee has asked the union to carry out a study of male and female pay rates in the

industries in which the union organises. Women at the meeting strongly supported the policy that pay deals should include a flat-rate minimum rise to benefit lower-paid grades: if a pay rise is just a percentage, then grades who are already better-paid get a bigger rise, and the 'pay gap' does not close.

We looked at some preliminary results of RMT's Sexism at Work survey. Nearly three-quarters of respondents have said that there is a sexist culture at their workplace, giving plenty of examples of unacceptable comments and actions that they had experienced. These were the sort of comments that really should shock us in the 21st century (no, a woman's place is not in the kitchen; and yes, women can do transport jobs just as well as men can!), but I am sad to say

that every woman at the event said that similar attitudes existed where they worked.

All the women who attended plan to get more involved in RMT as a result of the day's discussions. All will be attending the union's Women's Conference in March next year (contact your RMT branch if you would also like to go), and the North East region's vacant seats on the women's advisory committee will soon be filled!

■  
*One of the topics at the RMT National Women's Conference to be held in Weymouth on March 9/10 2012 is whether the RMT Charter for Women should be updated. If you want your say in this and all the other issues concerning women members, contact your Branch Secretary to see about being nominated by your Branch or contact the Equal Opportunities Officer at [j.webb@rmt.org.uk](mailto:j.webb@rmt.org.uk).*

## RMT'S WOMEN'S CHARTER

- Equality at work - equal pay, equal terms and conditions
- An end to low pay
- Increased staffing levels - no lone working
- Safe transport to and from work
- An end to sexual harassment
- Access to adequate sanitary and toilet facilities
- Comfortable and appropriate uniform
- Provision for women's health needs, including menopause and menstrual problems
- Health, safety and support during pregnancy
- Better maternity, paternity, parental and carers' pay and leave
- The right to flexible, part-time and family-friendly working hours
- Childcare facilities

# Sign the People's Pledge

## Former RMT president Tony Donaghey reports from the People's Pledge Congress to demand a referendum on Britain's EU membership

I was among around 2,000 people that attended the cross-party People's Pledge Congress last month in London to demand a referendum on Britain's membership of the European Union.

Interest in the issue was heightened by the fact that a non-binding vote on a referendum took place in the House of Commons just days later.

The motion was defeated by 483 votes to 111, after the political establishment united against it and all Tory, Lib Dem and Labour MPs had been instructed in a three-line whip to oppose it. However it was the largest rebellion against Coalition government since it came to power.

The audience at the People's Pledge Congress had been warned this might happen as it was clear that the political class was determined to stop such a vote which polls show that an overwhelming majority of Labour voters support.

Among the Labour MPs to address Congress was the Europhile campaigner Keith Vaz MP, who surprisingly supports such a referendum because the "European project needs a new mandate".

Labour MPs Kate Hoey, Kelvin Hopkins and Graham Stringer, a former government whip, all put forward far more EU critical reasons to give the people a voice.

Mr Stringer said that Labour leader Ed Miliband had made a "mistake" by subjecting the party to a three-line whip on the vote.

"I think there should be a referendum and I think when people have been asked for a petition and there is a very moderate motion down, there can't be any opposition in principle to having a referendum," he said.

Kelvin Hopkins insisted that he would demand a referendum because of the damage inflicted on the country by EU common fisheries and agricultural policies as well as the economic crisis caused by the euro.

"The fact is that ordinary working people are paying the price for the failure of the Euro zone, and Greece and other countries must be allowed to leave the Euro in order to devalue their currencies," he said.

RMT president Alex Gordon warned the audience in a well-received speech that the EU was negotiating secretive trade agreements which would allow big business to bring in cheap labour, undermining jobs and services.

"Mode 4 is the trade concession that allows transnational corporations to move workers across borders to cash in on the wage difference between countries," he said.

He said that TUC delegates had backed an RMT union motion to oppose the EU/India Free Trade Agreement, an agreement that is also strongly contested in India for the increased economic disparity and disadvantage it will create there.

"It is clear we need public information on the secret EU external trade agenda and we



Tony Donaghey

also need a referendum on EU membership," he said.

Green Party candidate for London mayor and Assembly member Jenny Jones said she was prepared to "be a rogue" by demanding a referendum.

Also speaking was Patricia McKenna, former Green MEP for the Irish Republic, which had been forced to vote again on the EU constitution, renamed the Lisbon Treaty, after it had already been rejected by Irish voters.

She explained how the establishment and the media threw millions of Euros at the campaign targeting those sectors in society that had voted No in

order to secure a Yes vote in the rerun.

"The media even invited French fascist leader Jean-Marie Le Pen to Ireland in order to undermine the No campaign and attempt to identify it with the extreme right.

"Westminster politicians are fond of talking about people of other countries not having a say in the future of their countries yet now they do all that they can to deny British voters the right to voice their opinion," she said.

■  
For more information visit [www.peoplespledge.org](http://www.peoplespledge.org)

# RMT DEMANDS FULL INQUIRY INTO NETWORK RAIL OPERATIONS FOLLOWING GRAYRIGG VERDICT



## Bereaved family exonerates “scapegoat” and blames Network Rail for the tragedy

Following the Grayrigg coroners court verdict that faulty points were to blame for the deadly crash in 2007, RMT called for a public inquiry into the management and operations of Network Rail.

During the inquest evidence was heard that workers were under ‘constant pressure’ due to their large volume of work and that management were trying to save funds by cutting corners with public safety.

The inquest was looking into the circumstances of the death of 84-year old Margaret Masson, who died after a Virgin Pendolino derailed on February 23 2007 at Grayrigg, just north of Kendal.

The jury was shown damning evidence including emails which stated: “Whilst I understand the need to remain within budget, I am at a loss to understand how I am expected to maintain a safe and compliant railway.”

Outside the coroner’s court the victim’s son, George Masson said: “In my eyes it is negligence on Network Rail’s part.

“The one that tried to make changes lost his job, his pension, he was not

listened to from above.

“He’s got my utmost respect for what he tried to do, it’s been swept under the carpet.

“They have not learned from Potter’s Bar,” he said.

Further evidence was heard that inspections of the line after the crash showed that 700 points on the line from Motherwell to Crewe were faulty.

The union pointed to the evidence given at the coroners court that there had been a fundamental disagreement between senior NR officers about their ability to maintain the infrastructure on the WCML when the line speed was allowed to increase to facilitate Virgin’s Pendolino trains.

Network Rail’s own report on the derailment found that “no structured assessment was undertaken to establish whether sufficient resources existed” and that “management systems employed...were not sufficiently robust”.

RMT general secretary Bob Crow called for a public inquiry as it was crystal clear that too many political careers and financial incentives for senior management depended on meeting deadlines regardless of safety



considerations.

"Pressure for faster and more frequent trains, and the financial penalties for Network Rail and its Executives pay of any delays, led to unacceptable pressure on staff," Bob said.

"Network Rail, with the full knowledge of the Office of Rail Regulation, is still failing to provide adequate time and staff to complete proper patrols and maintenance required on the West Coast route.

"There remain systemic problems which have failed to be addressed since this derailment.

"We cannot wait for another derailment and another inquest to deal with these issues and now need an urgent public inquiry," Bob said.

South Lakes MP Tim Farron backed the inquest call and called on the government to act on the report and make sure that there was no repeat of the tragedy.

RMT solicitor Chris Humphreys said that Network Rail had spent the entire Grayrigg inquest justifying the actions it had taken since the derailment in 2007, but having to admit that many of the fundamentals had still not been addressed.

"The ORR reported to the coroner that it was only more recently that it had begun to get Network Rail's co-operation to deal with the 29 recommendations made by the Rail Accident Investigation Branch..

"We have had the Potters Bar inquest so it is little wonder that there are calls for the prosecution of Network Rail.

"What is clearly needed is an independent investigation and we need to know why it took over four years before Network Rail co-operated with the regulator.

"Why is it only now that the regulator says it will consider whether there are grounds for a prosecution?

"An independent investigation should consider the conduct of Network Rail as well as examining the role of the regulator and whether it is sufficiently independent of the industry.

"The political and commercial pressures to accommodate faster and more frequent trains must be checked by independent scrutiny which puts safety first," he said. ■

## President's column



# FIGHTING FISCAL FASCISM

RMT is part of a growing movement increasingly seen as the real opposition to the dictatorship of Banksters and Eurocrats.

Our general secretary, Bob Crow, re-elected unopposed again in November, is regarded by many as the real leader of the opposition to the cuts – or 'fiscal consolidation' as bankers call them – which threaten democracy and workers' rights as fascism did in the 1930s.

RMT members marched with a million workers, pensioners and students this year in London demanding an alternative to cuts and unemployment. On June 30 one million civil servants, teachers and lecturers took strike action defending pensions.

On November 30 RMT members employed by Royal Fleet Auxiliary and Tyne and Wear Metro joined four million other public sector workers on strike for fair pensions.

Of all British unions, RMT has been frankest criticising European Union privatisation dogma and the single European currency. Our AGM this year called for Britain to get out of the EU. Subsequent events have shown the wisdom of that decision.

The SNP-led Scottish government's recent announcement on the future of rail services in Scotland rang alarm bells for those who remember their 2010 'consultation' on unbundling lifeline ferry services. This exercise facilitating cherry-picking of profitable routes, led publicly-owned Caledonian MacBrayne ferries to withdraw its Gourock-Dunoon service.

The SNP is now taking another leaf out of the EU privatisation handbook. In March, the European Commission published a White Paper: 'Roadmap to a Single European Transport Area' demanding 'market opening' across all modes to allow transnational monopolies to cash in on taxpayer-funded public transport services.

In November, the European parliament rubberstamped the Commission's 'recast' rail liberalisation package establishing a 'single European railway area', designed to enforce fragmentation, separation and privatisation across Europe's railways.

'Transport Scotland' rejects ownership and control of ScotRail by the Scottish people themselves and instead promotes fragmentation of rail services

to create what it calls: "geographically or operationally distinct franchises, for example, the sleeper services, regional routes, all or some inter-urban services (such as Edinburgh-Glasgow)."

As Bob Crow says: "This fits with the EU drive to break up national rail services and maximise opportunities for rip-off merchants from the private sector."

Or, as Robbie Burns nearly said over 200 years ago: "We are bought and sold for Euro gold" /Such a parcel of rogues in a nation!"

Transport Minister, Justine Greening publishes the government 'Command Paper' on the McNulty proposals in the New Year. Bob has made RMT's position clear. We oppose any attempt to fragment, reprivatise, or casualise railway workers' jobs and we will fight all cuts to jobs and safety, through industrial action and politically with the message that McNulty is a threat to the safety of the travelling public.

Working class communities are under unprecedented attack. In Portugal soldiers marched against austerity alongside trade unionists in November's general strike. In Greece, trade unions held their 15th general strike on 1 December.

But as workers fight back against dictatorship of the banks and financial institutions, there are worrying signs of creeping fiscal fascism.

In Greece and Italy, governments have been appointed without a single democratically elected politician. In both countries former Goldman Sachs bankers responsible for cooking the books to negotiate entry to the 'Euro' single currency now hold power as Prime Minister.

The world is dividing between those who stand with the working class to defend the welfare state, public services and union rights, versus those who defend bankers and unelected 'technocrats' demanding an anti-democratic, European super state.

I wish you, your family and friends a safe and a merry Xmas and a fighting New Year. To borrow a phrase from the Occupy Wall Street protesters: We are the 99%. They are the 1%.

Alex Gordon  
RMT President

# RMT POLITICAL SCHOOL

This dynamic and highly successful school is held twice a year at the RMT Education centre in Doncaster and this year I had the pleasure of attending the course, writes course member Emma Baldwin.

The course is open to any member of our union and this year there were participants from the road freight, shipping, bus workers and rail. The course is jam packed with topics ranging from the history of trade unionism, using the media, trade unions and the far right, international campaigns and the European Union.

RMT president Alex Gordon gave us a brief introduction to the history of the union and politics and we discussed why we are no longer affiliated to the Labour Party.

Many of the group believed that the union was correct in our current position,

although some believed that we should re-affiliate to Labour and debating and open discussions were encouraged. We then spent the rest of the day with Professor Roger Seifert, a highlight of the course, who carried on the debate of the RMT and the Labour Party. Being able to encourage debate and emotion amongst the group was clearly his speciality.

This year we were lucky to attend the rally at Methodist Central on the devastating effects the McNulty report if carried through and how it will affect our railway and it was amazing to experience such an event and see politics in action.

We spent the afternoon in the House of Commons and met various members of our parliamentary group where we were able to have a frank question and answer session with many MPs which included John

McDonnell MP and Ian Davidson MP.

We covered many other interesting topics including an address by Victor Figueroa of Justice for Colombia. Many students were inspired to go back to their branch and region and affiliate to this cause. We also had discussions with Ian Davidson MP about the European Union and, once again, it was brilliant to be able to ask questions.

This is a course that we would highly recommend to anyone that wants to explore their own political beliefs but also gain a greater understanding of how unions and politics work together. The next course is in March 2012, get to your branch and get your name down. ■

*The next Political School is March 12-16 2012, to apply contact your branch secretary. For more information contact James Croy j.croy@rmt.org.uk 020 7387 4771*



## WHAT'S NEW ON RMTv

Catch the latest video updates  
on RMT's own on-line station  
at [www.rmtv.org.uk](http://www.rmtv.org.uk)

### CHANNEL 1 – RMT IN ACTION

**Save Our Railways** – Say No To McNulty Rally

**RMT London Taxi Branch Demonstration**

**Carlisle cleaners picket Euston Station**

**Slavery** – Shame of the past and modern curse – Film of the commemorative event organised by RMT's National Black and Ethnic Minority Committee

### CHANNEL 2 – NEWS BULLETINS

**Mick Cash** – Network Rail update

**Mick Cash** – Bus update

**Bob Crow's speech at the Save Our Railways** – Say No To McNulty Rally

### CHANNEL 3 – HISTORY CHANNEL

**The UCS struggle** – This is a 1971 campaign film supporting the fight to retain their jobs by the workers at Upper Clyde Shipyards

**The Great Unrest:** 100 years since the first national railway strike Commemoration at the Working Class history Museum in Manchester

### CHANNEL 4 – RMT EXTRA

**International Solidarity** – Teamsters Dispute – What's gone wrong at Sotheby's? RMTv catches up with our comrades from Teamsters Local 814 as they demonstrate outside Sotheby's in London

**René González Leaving Prison** – René González, one of the Miami Five, was released from prison on 7 October 2011 following 13 years of unjust incarceration. This film, filmed by relatives of René, documents the moment the Cuban anti-terrorist left Marianna prison in Florida at 4.30am

**Samuelson speech for - Occupy Wall Street** – At the conclusion of the October 5 rally in Foley Square, TWU Local 100 President John Samuelson tells 10,000 people that it's the right time to force millionaires to pay their fair share. At the conclusion of his speech, the march began to Liberty Square in the financial district

GET THE LATEST FROM RMT AT [WWW.FACEBOOK.COM/RMTUNION](http://WWW.FACEBOOK.COM/RMTUNION) [WWW.TWITTER.COM/RMTUNION](http://WWW.TWITTER.COM/RMTUNION)

# TUC Conference STAND UP FOR GAY RIGHTS

RMT member Elizabeth Fraser reports on this year's Lesbian, Gay, Bisexual and Transgender TUC conference

RMT had three delegates to this year's Lesbian, Gay, Bisexual and Transgender (LGBT) TUC conference myself, Alan Bell and Richard Veitch.

Numerous apologies were received owing to industrial action against the cuts being imposed by the government. All in attendance gave a standing ovation for all those on picket lines to show support from conference.

The main theme from all groups, various unions and activists was the attacks being made by the present coalition government. The message that was that the future of LGBT rights is under threat from lack

of support through cuts in funding in various projects and services.

Labour MP Yvette Cooper addressed conference but did not receive a warm reception when she attacked the strike action being carried out by trade unionists. When asked what action should be taken or indeed what the solution was, no real solution came forward.

Conference raised concerns about police service funding cuts and the effect of having fewer officers to attend in cases of hate crimes and the less likelihood of people reporting such crimes. Without such reporting hate-crime statistics



will be inaccurate and without proper monitoring further cuts to groups involved in support of victims could be cut.

Conference backed a motion slamming the coalition government for fostering a progressive image on LGBT equality while carrying out unprecedented attacks on the rights of LGBT workers and provision for LGBT service users.

Conference called on TUC and affiliates to work with their LGBT groups to:

- Highlight attacks on LGBT workers and services
- Maintain a high profile commitment to LGBT equality in all negotiating, organisation and campaigning
- Campaign against the erosion of the equalities agenda
- Defend services that meet the needs of all

An emergency motion was also carried in opposition to 'LGBT conversion therapy' in Northern Ireland. ■

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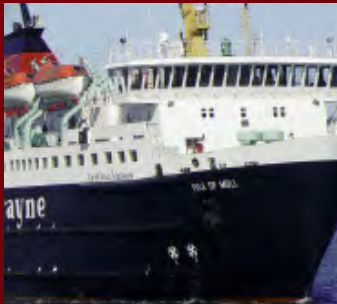
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RMTdrive



# 25 REASONS TO BE

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

## 1 COLLECTIVE BARGAINING

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

These elected officers are supported by a team of researchers to formulate pay claims to obtain the best negotiated terms for you.

## 2 SUPPORT IN THE WORKPLACE

RMT seeks to have workplace representatives in place, elected by you, to represent you locally and to act as the link between the member and the Branch.

There is a national network of more than 220 branches organised under regional councils aimed at providing local support.

Every member has their own branch secretary to provide immediate support and advice in the workplace either direct or through the workplace representative.

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

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

## 3 MEMBERS HELPLINE

TELEPHONE 0800 376 3706

A freephone members' helpline staffed by experts in the industrial relations department advises members on all work related and membership enquiries. Lines are open

Monday to Friday 0800 hours to 1800 hours and Saturdays 0930 hours to 1600 hours.

## 4 LEGAL HELPLINE

0800 587 7516

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

## 5 CRIMINAL CHARGES

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

## 6 INDUSTRIAL DISEASES

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

## 7 PERSONAL INJURY

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

## 8 EMPLOYMENT TRIBUNALS

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

## 9 DONCASTER EDUCATION CENTRE

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

The Union will be expanding the centre to provide more courses, accommodation and facilities during the coming year.

## 10 ACCIDENT BENEFIT

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

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

## 11 RETIREMENT BENEFIT

Payable to any member who retires over the age of 60, or aged 55 if retired through redundancy or resettlement. Ill

health retirement also payable; proof of this must be sent with application for retirement benefit.

## 12 DEMOTION COMPENSATION

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

## 13 DEATH GRANT

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

## 14 ORPHAN FUND

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

## 15 OLD AGE GRANT

This one-off grant is payable to shippers who, at the time of the merger of NUR/NUS (September 1990) had twenty years continuous service. This benefit is paid out at retirement age of 65. If a member retires before that age, they can elect to either wait



# A MEMBER OF RMT

until they are 65 and receive Old Age Grant, or waive the right to this benefit and receive normal Retirement Benefit.

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

## 16 FUNERAL GRANT

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

## 17 CAMPAIGNING

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

## 18 FINES POOL

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

## 19 RMT NEWS

Members will receive a lively informative journal delivered

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

## 20 WEBSITE

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

## 21 CREDIT UNION

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

## 22 CREDIT CARDS

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

## 23 TAX AND WILL PREPARATION

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

## 24 RMT JUNCTION

RMT members can join the social networking site RMT Junction which automatically subscribes users to particular groups based on their grade, region and workplace. Members

can also create their own groups and invite other members to join. Simply visit [www.rmtjunction.org.uk](http://www.rmtjunction.org.uk)

## 25 RMT MAIL

RMTmail provides you with a fully functioning email account for you to use to send and receive emails. When you

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

## NOTIFICATION OF CONTRIBUTION RATES FOR 2011

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

From the 1st January 2012 contributions will be increased to £4.22 per week, for members aged 18 or over in an adult post.

For members who are under 18 years or who, if not in an adult post, are under 20 years of age, the weekly contribution rate will be increased to £1.80, the latter rate also applying to those staff on part-time contracts of employment.

Those members on a full time contract earning less than £15,000 per annum are able to claim a refund of contributions equivalent to them paying a £1 per week, on production of a copy of their P60 at the end of each financial year.

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

| Period   | Adult/full time | Junior/part time | Concessionary |
|----------|-----------------|------------------|---------------|
| Weekly   | £4.22           | £1.80            | £1.00         |
| 4 Weekly | £16.88          | £7.20            | £4.00         |
| Monthly  | £18.29          | £7.80            |               |

## INCREASE IN ACCIDENT BENEFIT

Accident Benefit will also increase arising from the higher contribution rate and for Adult/Full Time members will be weekly £42.20 with a maximum payable sum of £1097.20. For Junior/Part-time members, the payment will be £18.00 weekly with a maximum payable of £468.

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

# GLOBAL WORKPLACE

## RMT member Darren Proctor reports on a union course looking at globalisation

I recently attended the global workplace course in Doncaster and would like to urge all other activists to do the same.

It was fair to say that all of us did not know exactly what the course content was except that it would highlight the struggles in other parts of the world.

What we did not expect was to come away from the course with a desire to change the world, be it through highlighting to other activists the practices of trade unionists in other countries or with a plan to build international links with fellow trade unionist activists around the globe.

The course is like no other, there is no right or wrong. Tutors Peter Pinkney and Graham Buchanan gave us the tools to think outside the box, in an effort to look further than any of us ever thought necessary.

The course has been developed over a number of years by the national education officer Andy Gilchrist and instills a kaleidoscope of thoughts throughout the

week of how you can make a difference globally, and how these global links can make a difference to us.

We had many exercises based around international links including guest speakers,

videos and a live conference call to a South African rank and file trade unionist.

For those who read this article and fail to understand the importance of global links of this union and have an opinion of Crosby not Cuba or Havant not Havana you need to enroll on this course and see not only what it can do for you, but what you can achieve through global links.

All in attendance have walked away with a realistic year plan of what and how they intend to achieve the goals set by themselves and we will be meeting up as a group to discuss developments and difficulties we have encountered during that time. We will report back to *RMT News* with an update.

The next course will take place next year on February 20, so get your form filled out now, because this is an opportunity to do a course like no other, that nobody else in the trade union movement is currently doing. ■



# BRIGHTON ROCKS

Brighton and Hove City branch presented long service awards to branch stalwarts recently including 40-year badges to Pat Kite and Roger Thick.

Left to right in the picture are Mick Frost, Dwayne Jones, Martin Staker, Roger Thick, Brendon McGloughlin, Bryan Paul, Bob Crow, Pat Kite, Ron Jones and Garry Hassell. ■





# QUEEN OF THE MOUNTAIN

RMT constitution officer Yvonne Sawford recently ran the Snowdonia Marathon – reportedly the toughest in Europe.

“Standing on the start line in very wet, cold and windy conditions my hopes of completing it in around three hours 40 were replaced with those of just surviving,” was her honest assessment as she surveyed the 26.2 miles that lay ahead of her, contemplating the two high-on 1,200m climbs they would also have to scale.

Navigating the famous Llanberis Pass, and circumnavigating the Snowdon massif itself, the route traverses trails and roads over a course which starts and finishes in the town of Llanberis.

Snowdon features in Welsh folklore through both the Arthurian legends, and as site of the tomb of the giant Rhitta Gawr.

And it certainly commanded a giant

of a performance from all those who chose to take to the start line. Yvonne’s fears, however, proved no more of an obstacle to her than the relative molehill the mountain metaphorically became, as she covered the inhospitable terrain in a tremendous time of 3:32:24. In doing so, she was placed 12th lady overall, and runner-up spot in the Female Vet45 age bracket

Reflecting on the event, Yvonne said that a steady start had served her well, and though the especially testing three miles from the 22-mile mark were “hell”, she had managed to garner enough energy for a sprint finish!

“The experience was one that – after ten previous marathons – definitely stood out among them.

“I can honestly say I’ve never felt such a sense of achievement,” Yvonne said. ■

## NO TO THE PEOPLE’S PLEDGE

Dear editor,

*I don’t agree with Mark Seddon’s article ‘Sign the people’s pledge’ (RMT News Oct 2011).*

*Based on the last general election and the vote on the recent EU referendum your choice of pro-ref candidate at the next general election will much more likely be from the right (UKIP, BNP, Tory) as from the left (Labour or Socialist).*

*People’s Pledgers might respond; but of course we wouldn’t vote for UKIP, BNP or Tory, we would abstain in those constituencies where the left didn’t have a candidate. But for politically unaligned workers our union’s backing sends a message to them that even some leftwingers think that the EU is the most important issue so they should vote for a candidate who supports an EU referendum: someone much more likely to be right wing than left. It gets worse, as the logic of making the referendum the deciding issue would also lead to calls for pro-ref left candidates to stand down in constituencies where that would help the pro-ref right winger win the seat.*

*Polls suggest that the EU is very low on people’s list of priorities. 50 per cent say the economic situation is the most important issue; unemployment (11 per cent) comes second. As far as priorities go the EU/Europe is in joint 10th place (tied with six other issues) and yet People’s Pledgers want to make it the centre piece of the next general election campaign.*

*Voters will rightly think that we don’t know or care about what they think so our socialist ideas on the economy, jobs, poverty etc, won’t get a hearing.*

*I am in favour of a referendum but not in making it the flagship policy of my political platform. Far better a campaign for jobs for all or a workers’ plan for the crisis.*

Tony Byrne



## WALLY WALKS THE LINE

Retired rail worker and long-standing union activist Wally Levy recently completed the London Bridges Walk in aid of kidney research.

Wally walked over seven bridges on the route and raised £477 in sponsorship money.

He proudly wore the RMT logo as head-office staff and Kings Cross branch members backed him in his endeavours. Wally retired after 42 years service to the union and is still out and about on behalf of his branch. ■

# 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)

**T THOMPSONS**  
SOLICITORS

**m Drummond Miller**  
Solicitors and Estate Agents

**PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS**



**EUSTON NO1 BRANCH**

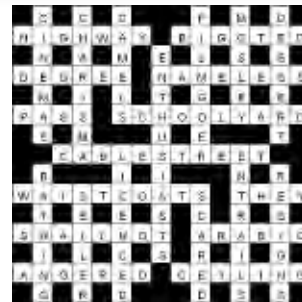
SUPPORTS

**MICK CASH**FOR ASSISTANT GENERAL  
SECRETARY**WATFORD BRANCH**

SUPPORTS

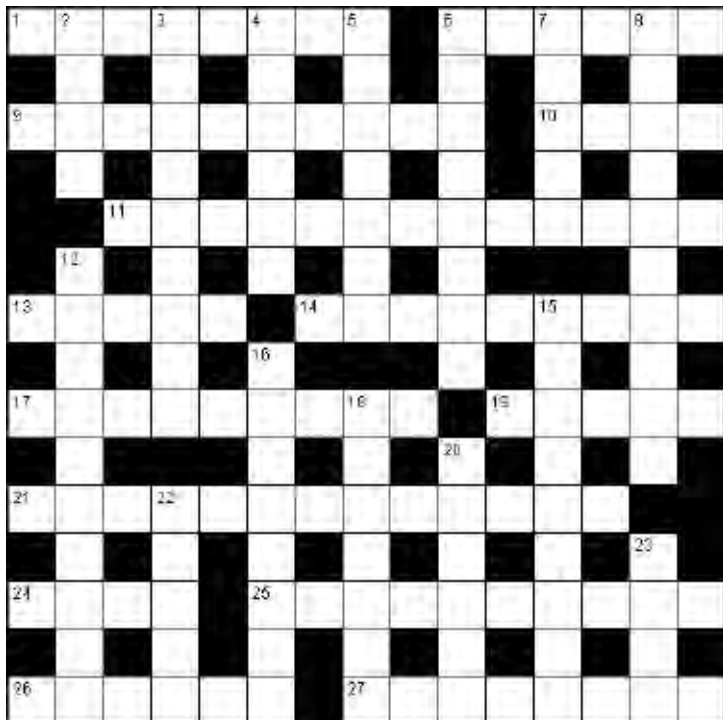
**MICK CASH**FOR ASSISTANT GENERAL  
SECRETARY**CALLING RETIRED MEMBERS***Dear editor,**Congratulations on a superb October issue of RMT News. There was something of interest for everyone, even the media by printing Bob Crow's true earnings – sorry that's too factual for them.**A particular article was germane to myself and I suspect many other readers, that is retired members.**My branch, Sheffield and District All Grades, recently moved a resolution recognising that retired members, after a long serving career, can still attend normal branch meetings. These members actually keep some branches functioning and the input of experienced**transport workers in this industrial climate is vital.**Forming retired members' branches may lead to falling attendance to normal branches. Retired members' branches are few and far between and travelling to the nearest one might not be practicable. My colleagues and I are quite happy to continue attending branch meetings despite not having voting rights or hold committee positions. It would be interesting for others to write in to express their views on this issue. Keep up the good work.**Yours**Phillip Jowett***THANKS TO NICK AND PAUL***Dear editor,**I would just like to pass on my grateful thanks to two local reps, Nick Quirk (Plymouth) and Paul Rooke (Exeter St David's) who between them successfully defended myself against a charge of falsifying a company document.**Nick initially for saving me from dismissal and**Paul for a successful appeal where it was proved the charge had no substance and that I should never have been removed from my role as SDS at Plymouth in the first place.**Many thanks**Phil Wilkins*

# £50 PRIZE CROSSWORD

*No. 74. Set by Elk***No. 73 solution...****The winner of prize crossword no. 73 is D Crowter, Holland-on-Sea.**

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

Winner and solution in next issue.

**ACROSS**

- 1 Workers who ensure the environment is not dirty (8)
- 6 Sight-enhancing vegetable? (6)
- 9 Something or someone that inspires fear (10)
- 10 See 20
- 11 Practice of eating no flesh (13)
- 13 See 20
- 14 Conveying things as they are; natural-looking (9)
- 17 Tyne and Wear Metro contractor where 1 have won union recognition (9)
- 19 See 24
- 21 Additives to food that prolong shelf-life (13)
- 24 London Overground contractor where 1 have won recognition (4,5)
- 25 Loyalty owed to, eg, country or cause (10)
- 26 Britain's only venomous snakes, aka vipers (6)
- 27 Dug underground passage (8)

**DOWN**

- 2 Pig fat, used in cooking and baking (4)
- 3 One who instigates violence (9)
- 4 Main course or, literally, dish served between others (6)
- 5 Dry or harden under natural radiation (7)
- 6 Company forced by 1 to recognise RMT on the 20,10, 13 contract (8)
- 7 Tree also known as mountain ash or witchwood, and boy's or girl's name (5)
- 8 Persistent, disturbing preoccupations; compulsions (10)
- 12 The state of maternity (10)
- 15 Chess game or situation in which no-one can win (9)
- 16 Currents, or underwear! (8)
- 18 Flyer, handout (7)
- 20, 10, 13 Contract on which 6 down 1 won ten per cent pay victory (6,4,5)
- 22 Such as sight, hearing, touch, smell (5)
- 23 Skin condition associated with adolescence (4)

# RMT CHRISTMAS CLUB

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

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

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

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

For our Christmas Club, the maturity date will be November 4 each year. We will add a bonus dividend at the maturity date and pay the money direct to your bank account. There are no vouchers or hampers or anything of that kind – you decide how you want to spend your

money.

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

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

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

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

Completed forms should be returned to our freepost address.

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

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

- You need to be an RMT Credit Union member to open an RMT Christmas Club Account.
- You have to save at least £5 per month into a regular RMT CU account in addition to your RMT Christmas Club Account.
- You pay a monthly or 4-weekly Direct Debit consisting of your nominated Christmas Club payment (min. £10) plus at least £5 per month to your main RMT CU account.
- Christmas Club accounts have to be opened by the end of April. Late applications commence the following November.
- As an RMT CU member you build up regular savings with a yearly dividend (1.5% in 2011) and you can apply for low interest rate loans.
- Your Christmas Club money is separate from your regular savings account. That means you will have a guaranteed sum available for Christmas maturing every 14th November, plus a savings account growing with time.
- The Christmas Club secures your money so it's there for the Christmas period. This means that your money is locked-in and you can make no withdrawals until 14th November when all of your money, plus dividend will be paid out.
- If you make all of your payments we anticipate a dividend bonus as accrued through the year
- All of your money will be paid to your bank account on the first working day after 14th November.
- If you cancel your payments the 2% dividend is not applied and you cannot withdraw your money until after 14th November. If you think you will need access to your money before 14th November, this account is not suitable for you.
- The Christmas Club will continue year-on-year, so payments after 14th November start the next year's account. Of course if you wish to cancel your payments you are free to do so at any time.

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

Cut here

### RMT CHRISTMAS CLUB APPLICATION

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

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

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

### DECLARATION

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

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



# RMT CREDIT UNION LTD.

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

MEMBERSHIP NUMBER

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

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

### 1 PERSONAL DETAILS.

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

2 **Marital Status** married ☐ partner ☐ single ☐ divorced ☐ **Drivers Licence No.**

### 3 Your Employment.

|                 |  |            |  |
|-----------------|--|------------|--|
| Employer        |  | RMT Branch |  |
| Job Description |  |            |  |

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

### 5 Membership Status

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

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

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

8 **Next of Kin** .....

**Address** .....

.....  
.....

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

Your signature

Date

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

I agree to my identity being checked electronically ☐

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



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



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

Name and full postal address of your Bank or Building Society

|                 |                       |
|-----------------|-----------------------|
| To: The Manager | Bank/Building Society |
| Address         |                       |
|                 | Postcode              |

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

Reference Number

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

Instructions to your Bank or Building Society.

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

Signature(s)

Date

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

This guarantee should be detached and retained by the Payer.

### The Direct Debit Guarantee

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



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