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**STOP SOCIAL
DUMPING
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PAGE 22**



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NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



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Please use **BLOCK CAPITALS** and **black ink**. * Information that must be provided.

BRANCH NUMBER

1 PERSONAL DETAILS.

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

2 Your Employment. Employer*	Location
Job Description*	Part Time YES NO

3 Sex. Male Female

4 Ethnic Group. (Please specify. This information is used as part of our equal opportunities policy)

A. White	English/Welsh/Scottish/Northern Irish/British	Irish	Gypsy or Irish Traveller	Any other White background	
B. Mixed/multiple ethnic groups	White and Black Caribbean	White and Black African	White and Asian	Other mixed/multiple ethnic background	
C. Asian/Asian British	Indian	Pakistani	Bangladeshi	Chinese	Other Asian background
D. Black/African/Caribbean/Black British	African	Caribbean	Other Black/African/Caribbean background		
E. Other ethnic group	Arab	Other ethnic group, please specify			

5 Sexual orientation (This information will be used for monitoring purposes as part of our equal opportunities policy)

Sexuality	Hetrosexual	Homosexual	Bisexual	Prefer not to say
Do you identify as transgender?	Yes	No	If you wish to be contacted with information about union activities for lesbian/gay/transgender members please tick here	

6 How do you wish to pay.	Your Pay Number
Direct Debit (you must complete form below)	Paybill Deduction (complete separate form)
I confirm my paybill mandate has been sent to my pay office. Phone Freephone 0800 376 3706 to confirm your company offers paybill facility.	

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

Your signature	Date
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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, 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

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

Originator's Identification Number

9	7	1	7	4	5
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Reference Number

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

Your National Insurance Number

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

Instructions to your Bank or Building Society.
Please pay RMT 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, 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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CREDIT UNION

EDITORIAL



FIGHTING FOR PAY JUSTICE

RMT has launched a national campaign for pay justice for cleaners and security staff across the transport industry.

This involves co-ordinated industrial action, a new cleaners' charter and a recent rally in parliament with MPs supporting us.

As well as naming and shaming the companies involved which pay rates as low as £6 per hour for night work, RMT is putting pressure on the train operators and transport bodies responsible for awarding cleaning contracts.

The scandal of low pay is a result of contracting out services to companies that seek to drive down wages in the sole pursuit of profit.

As an all-grades union we are committed to looking after the interests of all and these workers are particularly vulnerable. Therefore they need the full weight of the union behind them.

The increasing use of agency workers is bringing social dumping into the transport sector. RMT is opposed to the practice of using cheap labour to undermine wages, conditions and trade union organisation. This issue needs to be seriously debated within the trade union movement and burying heads in the sand is not an option.

These problems are all symptoms of globalisation and privatisation, an ideology which views essential public services only as cash cows for the corporate sector.

This is the thinking behind the drive to cut jobs and safety levels on the Tube. RMT members recently gathered in Kings Cross to mark the 25th anniversary of the tragic fire which claimed 31 lives. There are attempts to dismantle safety procedures put in place following the fire and we will fight equally as hard to protect them. The lives of staff and passengers depend on it.

If you want to see the real cost of rail privatisation in practice just look at the continuing fiasco over the West Coast franchise, which is costing close to £100 million. This is the price of the systemic failure of rail privatisation and

it will be paid for in cuts to essential rail investment and by increased fares.

RMT could have saved the £9 million wasted on reports into what went wrong on the West Coast franchise as it was clearly another failure of the whole ill-conceived rail privatisation racket.

The blame for this expensive fiasco lies with the political class and their cheerleaders in the private sector who have made a multi-billion pound killing out of the great transport privatisation rip-off.

Bus workers at First Devon and Cornwall have shown how to fight back after the company refused to offer a pay increase. Two lots of 24-hour strike action focussed their minds and an offer has now been made which is currently being voted on.

Shippers have also voted for strike action at Northlink after the company reneged on previous commitments and announced a programme of cuts to jobs and services.

I am pleased to report our new improved education centre is up and running, offering more courses to more members than ever before.

I would like to congratulate our new president Peter Pinkney, who has been elected to uphold the rulebook for the next three years. Congratulations also to Steve Skelly, Nick Quirk, Tim Butler and Sean McGowan who have elected to serve on the executive and to elected regional organisers Mick Tosh and Paul Cox. I'm sure they will join me in saying it is a privilege to serve such a great union.

Finally, it is great news that funds available in the RMT Credit Union have reached £3 million. This has put it on a firm footing and can serve members for many years to come so why not join today by filling in the form at the back of this magazine?

Bob Crow

Best Wishes
Bob Crow

CONVICTED BLACKLISTER REVEALS ALL

‘Pathetic’ convicted blacklister Ian Kerr admits details of his activities over decades to a parliamentary investigation

Blacklister Ian Kerr told the Scottish Affairs Select Committee in parliament that he has been a full-time blacklister since 1969, earning a living preventing workers gaining employment.

He was previously employed by the Economic League before he became the Chief Executive of the Consulting Association (CA).

CA drew up a number of files targeting members of different unions including RMT. But the Information Commissioner Office (ICO) has only released construction industry files on GMB and UCATT members.

Former Carillion and Balfour Beatty manager and whistleblower Alan Wainwright also revealed a paper trail on Carillion’s own internal computer database whenever workers were refused work in evidence to a Scottish select committee investigation in November.

“I was blacklisted for giving information to an Employment Tribunal,” he said.

In his statement Kerr revealed that Cullum McAlpine - Director of several companies within the Sir Robert McAlpine group was the first Chairman of the Consulting Association after providing a £10,000 start-up loan following the demise of the infamous Economic League.

Sir Robert McAlpine paid Ian Kerr’s £5,000 fine, solicitors fees, and costs associated with closing the organisation including redundancy money for the four staff to the order of £25,000 in order to keep McAlpine’s name out of the scandal.

Kerr also revealed that police held regular meetings with senior members of the blacklisting operation with information flowing both ways. Kerr and other blacklist spies were sent undercover into union meetings

Widespread blacklisting took place on the Olympics construction project by McAlpine, Skanska and Balfour Beatty.

Kerr claimed that all



PATHETIC: Ian Kerr, who administered a blacklist of thousands of construction workers on behalf of The Consulting Association, leaves Knutsford Crown Court. More than 40 firms were involved using a database of over 3,000 workers which was used to vet potential employees.

documents and computer records have now been burnt or destroyed. However other blacklisting operations were in existence including Caprim Limited which was set up by the former managing Director of the Economic League

He refused to answer the question as to whether he was part of the official vetting operation for Irish workers on MoD projects - after a long pause he asked if he could answer that question in private

Dave Smith of the Blacklist Support Group said that Kerr was a pathetic figure that got rich and lived the high life by running an illegal blacklist that put thousands of innocent

decent hard working people on the dole for years.

“Kerr’s actions took meals from our kids tables, he may feel no remorse but we are angry and we want justice.

“It was the matter of fact way that he described the systematic abuse of power by big business that I found most shocking.

“As if we were just an inconvenience in the way of companies wanting to make big profits,” he said.

RMT is demanding the full disclosure of any remaining secret RMT files which include RMT activists Mick Lynch and Steve Hedley.

ANOTHER HATFIELD DISASTER IN THE MAKING

RMT demands action after exposing the shocking state of track on the East Coast Mainline

RMT released a shocking picture which shows five inches of rail head crumbling away to nothing leaving a potentially lethal gap in the track on the InterCity East Coast Mainline at Colton Junction just south of York where normal running speeds at 125mph.

The original crack had been identified on inspection and painted blue to mark it down for repair or replacement. However, due to cuts it took four days to replace in which time a crack had become a five inch gap, leaving trains, passengers and staff at risk of a

serious and potentially lethal incident.

RMT understands that there is massive pressure to keep the ECML running from the government and the department of transport as they look to re-privatise the service.

A *Daily Mirror* exclusive reported that drivers are reporting concerns about 'rough riding' and bangs underneath trains in the same area.

RMT general secretary Bob Crow said that the shocking picture highlighted the reality on Britain's railways.

"Staffing and inspections

have been cuts in the dash to save money and there is massive pressure right from the top of government to keep services running at all costs regardless of the potential human cost.

"This is exactly the same set of poisonous conditions that lead us to the Hatfield disaster and as this picture shows we are dicing with death and risking another major rail tragedy," he said.

"RMT is demanding all cuts to staffing, maintenance and renewals reversed and all track works brought back in house

rather than subbed-out to contractors.

Contractor staff should be transferred over to direct Network Rail employment and the pressure from the centre to run services at any costs lifted to enable safety-critical works to take place immediately.

"Finally, we want an end to the further cuts proposed by the government in its McNulty Rail Review before we end up with another rail tragedy on Britain's tracks with ministers paraded on our screens with blood on their hands," he said.



LONDON OVERGROUND BACKS IN-HOUSE STAFF

Proposed strike action by security and safety staff employed by STM Security Group on London Overground services has been suspended after LOROL agreed in principle to take the work in-house.

Travel Safe Officers (TSO) staff took 24-hour strike action last month in a dispute over bullying and an attempt to impose new terms and conditions.

STM are contracted to provide safety and security services and despite a unanimous vote for action and a rock-solid strike in November, STM management continued to bully and intimidate members and union representatives.

The company had been attempting to impose changes to contracts of employment and terms and conditions without

any consultation or agreement.

London Overground has now agreed that it would be better off to employ staff directly and talks will begin this month to discuss the logistics of bringing the work back in-house.

RMT general secretary Bob Crow congratulated all TSO members on their resolve which has led to this outcome.

"The bullying and intimidation by STM Security was deplorable and represented an assault on this trade union in a desperate attempt to try and undermine RMT's growing strength on this contract.

"London Overground has done the decent thing by intervening to stop these activities and agreed with us that these key safety services should be brought in-house," he said. ■



SCOTRAIL MEMBERS TO STRIKE AGAINST VICTIMISATION

Members working on First Scotrail have voted overwhelmingly for industrial action against the dismissal of a member whose only "crime" was to ensure a passenger had the correct ticket in line with company policy.

All members will be going taking 24-hour action before Christmas after RMT member Scott Lewis was dismissed by Scotrail for allegedly making "unwanted contact with the passenger".

Management have not produced a shred of evidence to prove their allegations or that Mr Lewis failed to comply with correct procedures. CCTV evidence seen by the union does not back the management case and, despite requests, the company has refused to release the full tapes.

Scott Lewis has worked on

the railway for 19 years, earned a number of commendations and has been assaulted by members of the public on four occasions.

RMT general secretary Bob Crow said that it was clear that Scotrail were using internal procedures to attack and victimise their own staff.

"RMT now has support of other unions to either suspend or withdraw from the Scotrail Assaults on Staff policy, on the basis that the statement of a hardworking staff member clearly following the company's own procedures, is not believed.

"RMT is demanding the immediate reinstatement of Scott Lewis in the light of the ballot mandate for action by members in his defence which has shown the strength of feeling across the company," he said. ■

STRIKE VOTE AT NORTHLINK FERRIES

RMT members working on the SERCO Northlink ferry services in Scotland have voted nine to one for strike action after the company reneged on commitments, ripped up consultation procedures and announced a programme of cuts to jobs and services.

Despite extensive meetings between SERCO and RMT, the company has confirmed plans to slash jobs triggering the ballot for action.

RMT advised Northlink Ferries that a dispute situation existed, a ballot has now been concluded and the members have delivered a massive mandate for action.

RMT national secretary Steve Todd said that said that union would not accept attempts to bulldoze through redundancies,

cuts to core staffing numbers and the casualisation of skilled shipping grades.

"This result shows that RMT members will not stand back while jobs are sacrificed in the middle of this botched privatisation stitch-up.

"Staff on Northern Isles routes are threatened with the sack in the dash to maximise SERCO's profits and that is totally unacceptable.

"The public will understand that it is our members' jobs today and will be cuts to services and increases to fares tomorrow.

"SERCO should withdraw this threat immediately and take up the offer of resuming talks through the proper consultation procedure as a way of resolving this dispute," he said. ■



NO TO LONDON UNDERGROUND JOB CUTS

RMT marked the 25th anniversary of the King's Cross Tube fire with a demonstration in defence of safety standards and staffing levels.

London's Mayor and London Underground are attempting to weaken safety rules and cut Tube jobs.

The effects of short-staffing and underfunding has already led to ticket offices closures; overworked station staff; increased lone working; drivers expected to go into sidings without physically tipping out trains; cuts in tripcock testing and other maintenance frequencies; and more.

The union has warned that more is to come if management and the Mayor get their way: 100 or more job cuts in service control; more admin cuts; driverless trains and a mobile workforce expected to work 'any time, any place, anywhere'.

RMT general secretary Bob Crow said that London

Underground worked well during the Olympics because of hard working staff and because the company put adequate staff on duty for a change.

"New technology can improve London Underground if it is used alongside staff, not instead of them.

"But LUL is developing technology specifically for the purpose of getting rid of jobs - this is the rationale behind driverless trains and 'wave and pay' instead of developing technology that works effectively with staff to improve the service.

LUL has set up a new Directorate of Operational Change and Upgrades and we know that this 'change' is management plans is job cuts," he said.

RMT is producing a broadsheet bulletin in the New Year outlining these job cuts proposals and how we can defeat them.

NEVER AGAIN! RMT marked the 25th anniversary of the King's Cross Fire which killed 31 people with a demonstration outside Kings Cross station to highlight the continued need for a fully staffed and safe tube network. LUL documents, which have been seen by RMT, plan to impose an unattended network including automated trains and would require the ripping up of the safety regulations, including minimum staffing levels, which came about in response to the tragedy.

TUBE JOB CUTS

- 18,054 LUL staff on 31 March 2011
- 17,207 LUL staff on 31 March 2012
- 800 jobs, mainly on stations, cut under OSP, 2011
- 1,000 plus jobs, mainly admin, cut under Project Horizon so far
- 1,823 agency staff working on TfL
- 681,540 working-age Londoners unemployed (claiming out-of-work benefits)
- 12.6% of all working-age Londoners unemployed (claiming out-of-work benefits)
- 125,000 16-24 year olds not in employment, education or training in London (2nd quarter 2012)

EXPOSING HIDDEN COURTS

RMT panel solicitor Martin Howe urges RMT members to contact their MP and oppose reactionary Con Dem plans for secret courts

The Tory/Lib Dem coalition government, through the Justice and Security Bill currently before Parliament, intends to introduce 'hidden courts' to a wide range of ordinary civil actions heard before our courts.

The intention is to introduce these secret courts through what is known as Closed Material Procedures (CMP).

What does this mean for us? Effectively government ministers will be given a huge advantage in civil cases brought against government departments. If CMP is passed into law it will mean that government can present its case to a judge in a closed court, with the government's litigation opponent excluded from the court, with the litigant's lawyers excluded from the court and with the press and public excluded from the court. It is a Spooks Charter that will enable the government to present their case to a judge without the opponent knowing anything about it.

The proposals have met with significant opposition. A leading human rights barrister who

regularly appears on behalf of the government described the draft Bill as "unbalanced, unfair and unnecessary". NGOs such as Liberty (National Council for Civil Liberties) and Reprieve have spoken out strongly against the Bill. Even the Liberal Democrats in their conference passed a motion opposing the Bill.

If passed into law the Justice and Security Bill will place the government in a significantly advantageous position in any civil litigation. The maxim "be thou ever so high the law is above you" would be swept away. Government ministers would sit above the law and decide what evidence they want to put in secret to a judge and to the absolute exclusion of the other party to the litigation.

Although the UK does not have a written constitution it does have the bedrock of a common law system. Our legal system is firmly founded on principles of fairness based on the rule of law and due process. Such process is in turn based on

principles of an independent and impartial judiciary and of equality of arms before the courts. Of fundamental importance to our legal system is the right to know the case against you.

If the evidence against you is kept secret with only the judge seeing it and not you how can you possibly defend yourself or present your full case? Evidence placed in secret before a judge is tainted. It is untested, unchallenged by cross-examination, unquestioned by experts.

Our courts are held up to the world as beacons of fair play where transparency and open justice is not only done but is seen to be done. Our judges give open judgments with reasons which can be challenged on appeal if appropriate.

One-sided justice carried out behind closed doors smacks of the darkest practices of the most repressive jurisdictions on our planet. If the UK allows such practices to happen in our own courts then how can we criticise those repressive regimes that also practice 'secret justice'? It is Kafkaesque and will lower the standing of our legal system in the eyes of open jurisdictions and will be music to the ears of repressive systems.

We must also remember why this new proposed law, which will radically change the way we conduct civil litigation, came about in the first place. It is the

security services response to the embarrassing litigation the government has faced arising out of challenges to government complicity in extraordinary rendition, torture and unlawful indefinite detention without trial after the events of September 2001.

It comes about as litigants find out more about what happened in Guantanamo Bay, what happened in Iraq and what happened globally in the so-called War on Terror. Much of it is shocking and a cause of real political embarrassment. In place of properly examining the events of the last decade and learning lessons from them this proposed law hides shameful secrets in the dark corners where they will then remain undetected and unresolved.

Governments will not be held to account and their wrongdoings will be concealed. Make no mistake; the range of cases to be affected is much wider than 'terror' cases. Actions against the police, against the armed forces and indeed against public authorities would all fall under the CMP ambit. Mission creep is a real concern.

We do not need this radical departure from the fundamental principle of a right to a fair trial. There is already in place a tried and tested system of Public Immunity Interest Certificates (PII). Currently if a Minister does not want security sensitive material relating to matters of

Parliamentary column

'RIGHT THE WRONGS' OF 'THE MINERS' STRIKE

national security to go before a Court he/she can sign a PII. The judge will then decide if the material goes before the court. Unlike the new proposals, under PII a judge cannot rely on material that is seen by one party and not the other.

Whatever does go before the court is available to both sides in the litigation. If material is excluded from the court then the government cannot rely on excluded material in any trial. The judge decides the issue by balancing the public interest in withholding material against the interests of justice in disclosing it to the other side.

The PII system has worked for decades. The current system gives the judge a range of tools to deal with sensitive material – use of redactions, giving the opponent the gist of the evidence, hearings in camera, anonymity orders, security witnesses giving evidence from behind screens etc. In this way genuinely confidential material touching on national security is protected and preserved.

We do not need this new radical law. It is an unnecessary and disproportionate reaction to a handful of cases that have caused political embarrassment.

RMT rejects the Bill and I urge all members to contact their MPs to make it clear there is no place for such reactionary laws in 21st century Britain.

The year 1984 was a defining moment in the history of industrial relations in the UK. It was the year the Thatcher Government took on Britain's miners in an often brutal confrontation that ultimately signalled the death knell for the mining industry.

For 12 long months we held out against a Government hell bent on destroying our proud industry as we fought for our jobs, our livelihoods and our futures.

But nearly three decades after the strike there are growing calls for one particular aspect of one of Britain's most angry and violent post-war trade union struggles to be re-examined and fully investigated.

As the bitter strike dragged on month after month, the Government pitched police forces into battle against my picketing miner colleagues, sometimes forcing friends, neighbours and even relatives into confrontations between one another as scores of men were arrested and threatened with public order offences to tackle the threat from the 'enemy within' as Margaret Thatcher said of the dispute.

There were clashes all over the country but the most notorious came midway through the strike at the British Steel coking plant at Orgreave in South Yorkshire where 8,000 picketing miners and 4,500 police officers faced up to one another.

The versions of what happened that day during what became known as the 'Battle of Orgreave, unsurprisingly differ widely between the miners and the police, with the miners alleging police brutality, unwarranted arrests and falsification of evidence on a scale unknown in the history of industrial disputes. Ninety-three arrests were made as 51 pickets and 72 policemen were injured.

But evidence is now emerging in the wake of the report into the Hillsborough disaster when 96 Liverpool fans died at an FA Cup Semi-final game against Nottingham Forest, backing up the claims of the miners that Orgreave was – in the words of eminent QC Michael Mansfield – 'the biggest frame-up ever'.

The common denominator between Hillsborough and Orgreave, of course, was South Yorkshire police.

At the time I was a young man working at Ellington Colliery which at the time was the biggest undersea deep coal mine in Europe. Three years before the strike began I had followed generations of my family down the pits of Northumberland.

Although just a young miner I fervently supported the strike action; was the only apprentice in the North East coalfield to refuse to go into work; and was arrested no fewer than seven times during the strike.

Now I am of those leading the calls for not only a full inquiry into incidents such as Orgreave, but for a total amnesty for those who still carry a criminal record for alleged picket line offences.

Why? Because all those years ago a massive miscarriage of justice took place that requires investigating and correcting. Law-abiding men who had never been in trouble faced the prospect of going to prison for something they had not done and were coerced into accepting a public order offence which is still on their records, rather than being locked up.

Orgreave may have been the tipping point because it exposed a police cover-up and manipulation of evidence on an unprecedented scale, but there were wrongs that need righting in every coalfield.

Ten years ago I was elected to succeed Arthur Scargill as the President of the NUM before becoming Wansbeck's MP two years ago and recently in Parliament I tabled an early day motion calling for a comprehensive inquiry into police activities during the 1984 strike.

It is time to acknowledge what took place and to cleanse the records of everyone arrested and subjected to plea bargaining. There should be a total amnesty and the charges erased from the records for all time.

MP for Wansbeck Ian Lavery is a member of the RMT parliamentary group

To sign the e petition for the Orgreave Justice Campaign go to:
<http://epetitions.direct.gov.uk/petitions/41844>

FIGHTING FOR CLEANERS AND SECURITY STAFF

JUSTICE: House of Commons rally for cleaners pay justice

A video of the Rally can be viewed at rmtv.org.uk



RMT launches national campaign for pay justice for cleaners and security staff across the transport industry

Co-ordinated industrial action, the launch of a cleaners' charter and a lobby of parliament kicked off a national campaign for pay justice for cleaners and security staff.

Speaking at a rally in the House of Commons, RMT general secretary Bob Crow said that the campaign would involve industrial, political and public campaigning to drag the exploitation of cleaners out of the shadows and into the spotlight.

"As well as naming and shaming the companies involved in this low-pay scandal we are also turning the screw on the train operators and transport bodies responsible for awarding these contracts," he said.

Cleaners and security staff on seven major rail cleaning contracts also took 48-hour strike action in separate disputes over pay and conditions.

Cleaners currently involved in the disputes work for Carlisle Cleaning and Support Services on the Transpennine Express and Docklands Light Railway contracts, Churchills on the Tyne and Wear contract, ISS on both East Coast and Bletchley and Northampton contracts as well as ISS and Initial on London Underground contracts.

As well as low pay

grievances included no sick pay, no pension provision, no travel expenses and other pressing issues.

In all disputes the train operators and the Metro authorities have sought to wash their hands of the issue and refused to take any responsibility for the gross and brutal exploitation of cleaners that is taking place on their watch.

RMT is committed to a national fight to both expose the reality of the profiteering on our transport services that bullies and exploits the cleaners and also to securing living wages that keep pace with the true cost of living.

All of these individual companies know that RMT members are determined to push on with the fight for pay and workplace justice and that they have shown rock-solid solidarity on previous strike days.

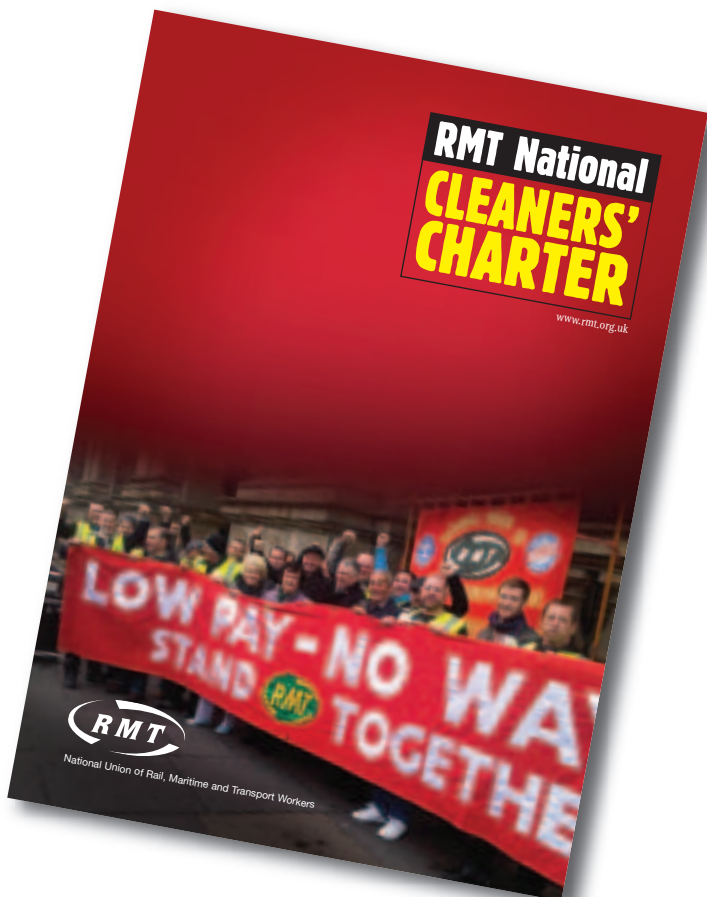
The train operators and Metro authorities who give a green light to exploitation by these parasites should be using their clout to force them back to the negotiating table.

As part of the campaign the union is organising a national meeting of cleaners and activists in Doncaster in the New Year to discuss the way forward. ■



CLEANERS ON THE RAILWAYS DESERVE:

- A living wage of £7.45 per hour (£8.55 in London), increasing to an eventual £12.50 per hour
- All cleaning contracts to be taken back in house
- An annual increase in pay
- A simple career path
- A decent pension
- Free travel on the railways
- Safe travel to and from work
- Safe & healthy working conditions
- An additional payment for late night or weekend work
- 22 days basic annual leave plus 8 bank holidays
- A fair sick pay scheme
- A reduction in working hours without loss of pay
- Dignity and respect at work
- Clean mess rooms
- Regular provision of uniform/full PPE





STOPPING SOCIAL DUMPING

Researcher Linda Kaucher explains how a Resident Labour Market Test (RLMT) would halt the explosion of social dumping that is eroding job opportunities for RMT members

Not only have London-based transnational financial services wrecked the UK economy but the jobs market as well by pushing for cheap labour entryⁱ.

Supplying and using cheap labour is very profitable, and labour entry is also being traded for investment opportunities overseas via European Union international trade deals.

Successive UK governments have accommodated and implemented thisⁱⁱ and minor political parties have colludedⁱⁱⁱ with them.

For UK resident workers it

has meant downward pressure on wages and working conditions and unemployment. The structures facilitating this process, both EU internal free movement and EU international trade commitments which include cross-border movement of workers^{iv}, have no reverse gear.

Effectively unlimited globalised labour supply is tipping the capital/worker balance of power in favour of business, destroying workers' power to fight back.

Workers in many sectors are

negatively affected by EU 'free movement of labour' and free movement of services allows EU firms with UK contracts to bring their own workers from within, or even outside of, the EU.

RMT's maritime members are being dumped as Condor Ferries replace UK ratings with a non-EU Ukrainian workforce. Without protection, this sector has been particularly vulnerable.

The UK Points Based System (PBS), for bringing in workers from outside of the EU, is a similar deal with different labels. Despite the Coalition's

supposed 'cap', key PBS categories, transnational firms' 'Intracorporate Transferees' (ICTs) and foreign students (actually a major labour entry pathway without exit monitoring) lack numerical limits.

Without protection, the future for UK resident workers is bleak.

The EU is expanding to include progressively cheaper labour countries. Croatia (18 per cent unemployment) is now an accession candidate and trade agreements with states to the

east^v and countries across North Africa include movement of labour and promise eventual EU accession. Low wage, populous Turkey, is set for EU accession whenever the main supporter, the UK, can achieve it^{vi}.

EU movement of labour is also from high unemployment member states such as Spain which has 50 per cent youth unemployment.

In the EU/India Free Trade Agreement, essentially a UK/India deal^{vii}, India's single demand is for worker entry access, additional to existing Intracorporate Transferee entry. Contractual Service Supply (CSS) concessions will allow any Indian firm to supply temporary skilled workers into any UK industry. Again, the UK PBS category for this^{viii} has no upper numerical limit.

Yet one category of the PBS has a Resident Labour Market Test (RLMT)^{ix} requirement, introduced by the Labour government after Lindsey Oil Refinery action (actually an EU free movement issue).

Jobs must be advertised in specified places for a specified length of time before an employer can apply for a 'Tier 2 General' migrant visa. This category also has an annual limit of 20,400. Despite business complaints about the limit, only 10,000 visas are issued each

year, suggesting that the RLMT deters the employment of migrant workers.

A RLMT should be a generalised requirement for all UK jobs. It would be logically coherent, popular and, importantly, would match the protection other countries give their workers.

India, the main 'demandeur' for worker entry to the EU, limited its firms to just one per cent migrant hiring, now changed to a US\$24,000 migrants' wage requirement, which is above the UK's basic wage requirement for short-term ICT's^x.

Other countries have non-negotiable annual quotas for temporary skilled workers (USA), 'localisation' policies of jobs for nationals (Kazakhstan) or labour entry trade concessions more restrictive than those of the EU. Other EU Member States ensure that their workers gain from their national public procurement contracting, unlike the UK (eg the Bombardier/Siemens scandal).

Hiring migrant workers over UK resident workers also negatively affects the national economy. As money leaves the country, there is no earn/spend cycle multiplier, little tax or NI is collected, welfare bills increase as UK resident workers are displaced and skills are lost.

Notwithstanding political grandstanding, no Keynesian-style economic stimulus is currently possible, because, as the Office for National Statistics reports, almost all jobs created in the last few years have gone to migrant workers.

A big turnaround towards protection of workers is needed. The 'eyes closed' response to the labour market situation parallels the self-interested blindness that allowed financial services to wreck the economy, continuing now via cheap labour entry.

The response of much of the 'Left', of most trade unions and the Labour Party, calling for equal conditions for migrant workers, is inadequate for many reasons but mainly that it is simply not working. Yet most unions focus only on migrant worker exploitation. 'Slave labour' and 'social dumping' rhetoric fails to address the core issue.

The European TUC leads with this stance and, as it is 80 per cent funded by the EU Commission, it follows the Commission's agenda - in turn heavily influenced by financial services.

Concrete protective measures, like a RLMT, are required.

Further measures could include a bond requirement on anyone sponsoring temporary migrant entry, both employers

and educational institutions, repayable on exit, a market-based mechanism shifting the burden of policing away from the government-funded UK Border Agency^{xi} to users. Also, visas fees could be charged and invested in UK training.

A RLMT would require renegotiation of EU 'free movement' on the grounds that it is overwhelmingly one way and that the current situation is illegitimate. The 13,000 entry estimate before A8 accession was phoney, the limits demanded by the UK public on employing workers from latest-accession Bulgaria and Romania are being sidestepped by 'self-employment' and EU referendum promises have been broken. An attempted UK parliamentary Bill to restrict EU freedom of movement was killed off by parliamentary time constraints.

Without EU renegotiation, the only way out is to leave the EU.

Asserting rights to employment is part of a fundamental fight-back against the eradication of member states and citizens' rights that is the core intention of the corporate-dominated EU.

In the current economic crisis the employment measures suggested here deserve full union and political support. ■

i) The City of London Corporation has set up TheCityUK, with UK government Department heads on its boards as 'observers'. The CityUK lobbies for migrant labour entry including in the EU's secretive trade agreements.

ii) In a restricted Cabinet document the UK recommends that government departments offshore work and highlights the advantageous wage differential. Cabinet Office Government ICT Offshoring (International Sourcing) Guidance July 2011

iii) Greens and UKIP MEPs on the European Parliament's International Trade committee, along with those from Labour and Conservative MEPs, have not informed UK workers of the labour entry aspect of EU trade deals

iv) Called 'Mode 4' in tradespeak

v) Ukraine, Moldova, Georgia, Armenia.

vi) <http://www.thecityuk.com/uk-financial-services-overseas/overseas-articles/launch-of-thecityuk-turkey-market-advisory-group/>

vii) (Personal communication) with key EU trade Commission staff: the EU/India Free trade Agreement is '85%' a UK deal. The UK will get 85% of the 'gain' - investment opportunities in India, and 85% of the pain - Mode 4 labour entry.

viii) Tier 5 'International Agreements' category

ix) A term Resident Labour Market Test may be interchanged with Economic Needs Test (ENT). However ENT, a trade term, is much broader than just labour, for instance whether more businesses should be in a sector, of which labour movement may be a part. Overall, ENT is, whereas RLMT is labour market/worker focussed. Hence RLMT is used here.

x) For ICTs brought in for less than a year, the wage requirement is the Minimum Wage made up to a low industry norm (bottom quarter of scale), £24 000, with tax-free 'expenses', no NI. Before this was questioned in parliament some ICTs were paid a basic wage below the Minimum Wage.

xi) The parliamentary Public Affair Committee strongly criticised the lack of policing of conditions of employer sponsors. <http://www.parliament.uk/business/committees/committees-a-z/commons-select/public-accounts-committee/news/immigration-report/>

xii) At a Trade Commission meeting (Warsaw 3.10.2011) Hungarian EU Deputy Director of Trade Peter Balas stated the Commission aim of a gradual reduction in the role of (member) states and the view that cheaper wages are the legitimate comparative advantage of eastern partners and developing countries.

RMT CONFERENCES IN 2013

FEBRUARY

RMT Young Members' Conference	22 - 23	Newcastle
Signalling Grades Conference	23 - 24	Weston-super-Mare
RMT National Health & Safety Conference	27	Doncaster

MARCH

Catering & Hotel Grades Conference	1 - 3	Weston-super-Mare
RMT National Women's Conference	8 - 9	Nottingham
Supervisory Grades Conference	16 - 17	Great Yarmouth
RMT Black & Ethnic Minority Members Conference	21 - 22	Glasgow
Road Freight/Transport Grades Conference	23	Leeds
RMT National Education Conference	26	Doncaster

APRIL

Station Staff & Associated Grades Engineering Grades Conference	5 - 6	Redcar
Traincrew and Shunters Grades Conference	11 - 12	Berwick
Busworkers' Conference	11 - 13	Cardiff
RMT Retired Members' Conference	19 - 20	Skegness
	25	Doncaster

MAY

RMT National LGBT Members' Conference	18	Blackpool
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JUNE

RMT National Conference of Branch and Regional Council Secretaries	2	Bournemouth
RMT Annual General Meeting	23 - 28	Brighton

ELECTION RESULTS

RMT PRESIDENT

Period of Office:
January 1 2013 to December 31 2015
Peter Pinkney

ELECTION OF COUNCIL OF EXECUTIVE (GENERAL GRADES) REPRESENTATIVES

Period of Office:
January 1 2013 to December 31 2015

Region 5 Yorkshire and Lincolnshire representative

Sean McGowan

Region 7 South Wales and West representative

Steve Skelly

Region 8 South West representative

Nick Quirk

For EC region 4 North East

Tim Butler

South East Regional organiser

Paul Cox

Wessex regional organiser

Mick Tosh

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** Fees may apply for some load options - there are no fees when you set up a monthly direct debit or make a debit card load over £200. The RMT Prepaid Plus MasterCard® is free to apply for. You must be a RMT member to apply. There is a monthly fee of £1.95 which is charged within 30 days of successful application.



RMT EDUCATION CENTRE REBORN

Union extends education centre in Doncaster, allowing more members to attend more courses

This year RMT will be able to offer an expanded range of courses for all members and officials at the newly extended national education centre in Doncaster. For most of the year there will be two courses running each week providing a comprehensive programme that will cater for both core skills and specialist courses.

Training is available to any member who has completed a Workplace Representatives Level One course and the centre is equipped to provide first class accommodation and catering for learners.

RMT has recently made a significant investment in extending the Doncaster education centre and this stands as testimony to its level of support and commitment to educating existing and future

RMT members and as a model for the promotion of the trade union movement in the 21st century. Having purchased the building next door, refurbishments are now complete and the refitted and extended centre can now offer twenty three en-suite bedrooms, three state of the art classrooms and preparation space for lay tutors as well as catering, cleaning and administrative facilities.

In opening the centre, RMT general secretary Bob Crow announced that the executive committee had agreed to fund a further extension to the property that will eventually allow for some 1,250 students per year to take courses.

Bob also took the opportunity to thank some of those who he described as the “unsung heroes”; the staff and tutors who

make everyone feel so welcome to the centre as well as praising Mick Hardacre and his building team for the great job they had done in completing the refurbishments.

RMT president Alex Gordon welcomed the opening as “an auspicious and joyous occasion for our union and a significant achievement for RMT and one that we are quite rightly very proud of.

“ RMT does not provide education for the sake of education itself but so that members can go out to represent their colleagues in the workplace, to campaign, to organise, and to agitate in the interests of working people,” he said.

The president also spoke about the union’s proud history of promoting trade union

education and recalled how RMTs predecessor organisations had sent some of the first students to study at Ruskin College in 1907.

It was these same people who went on to form the Plebs League and in the following year went on strike at Ruskin College to protest for the right to study Marxist economics. This dispute would lead to the formation of the Central Labour College which was part funded by a forerunner of RMT and which established the fine tradition within the union of providing and supporting those who wish to further their knowledge and education.

For more information on courses available contact RMT’s education officer Andy Gilchrist at a.gilchrist@rmt.org.uk or telephone 020 7387 4771 ■



INSTITUTIONALISING AGENCY WORK

Researcher Christina Purcell explains how European Union Agency Work Regulations (AWR) are normalising the use of casual labour and allowing employers to cut pay

Whilst purporting to protect agency workers, the overwhelming effect of the Agency Work Regulations (AWR) coming into force in the UK in October 2010 has been to normalise and institutionalise casualised labour.

All EU countries were obliged to put in place regulations to bring national legislation on agency work in line with the 'parity' principle which underpins the 2008 EU Agency Work Directive.

The Directive, which had been delayed for some years by a number of EU member states including the UK, aims to provide some minimum protection to Europe's growing temporary agency workforce. Since 2010, users of agency workers have to ensure that agency workers benefit from the same basic pay and conditions as permanent workers

occupying a comparable post.

Although the provisions of the EU Directive cover basic employment rights (pay, duration of working time, night working, annual leave), and exclude redundancy pay, contractual sick pay, maternity/paternity pay, the CBI has been heavily critical of granting any form of equal treatment to agency workers, and signed up to the Directive only once they had an agreement that rights to equal pay and conditions would only kick after 12 weeks on the same temporary assignment.

This means that most agency workers will not benefit from the new regulations. The CBI has since described the 2010 UK regulations as "gold-plated" and detrimental to job creation and UK businesses, claiming that the AWR is likely to have "cost firms £1.5m in compliance costs

in the first year".

However the Recruitment and Employment Confederation (REC) that represents employment agencies, has found that the AWR has had little effect on the take-up of temporary workers.

This confidence in of its role in providing flexible labour to companies may be due its ability to provide businesses with solutions that allow them to circumvent their new obligations to agency workers.

Those in the labour movement who hoped that the AWR would provide agency workers with an important safety net that would give them at least some semblance of equal pay for equal work, have been alarmed to find that the so-called 'Swedish Derogation' is being used aggressively to keep down the pay of agency workers.

The Swedish Derogation is a mechanism lodged within the EU Directive that allows member states to negotiate an exemption to the parity principle based on the employment status of the agency workers. Under the Swedish Derogation model, if the agency sets up a permanent employment contract with the agency worker, who is then hired out to a user-firm, there is no obligation to ensure that the agency worker receives basic pay and conditions comparable to a permanent worker on a similar job. According to a survey carried out for the Department of Business Innovation and Skills (BIS) 28 per cent of agencies have adopted this model. The full implications of the Swedish Derogation are still unclear, but the advantages it offers to businesses seeking to pay temporary workers less are

being promoted by specialist workshops.

Anecdotal evidence on social media reveals the negative consequences for pay and conditions' with agency workers describing how they have been forced to sign an employment contract with agencies, waiving their right to protection under the AWR. Some agency workers are finding that they are now worse off, since their contract stipulates where they can be sent to work and they can potentially have little advance warning of assignments. Pertemps staff working as drivers for Marks and Spencers through the company Gist were forced to sign contracts which guaranteed work of just four hours a week (the legal minimum is one hour a week), anywhere within four hours of their nearest branch. Given the insecure nature of temporary

employment, agency workers feel they have no choice but to sign such contracts.

As with the 12 week requirement before the equality principle applies, the Swedish Derogation was a compromise conceded to the CBI by the TUC in order to get UK approval for the EU Directive.

The vigour with which UK agencies have embraced the opt-out means that many agency workers are excluded from the benefits that were expected to flow from the AWR. Legislating to improve the conditions of agency workers has always been fraught with problems since legislation, whilst potentially improving the conditions of agency workers, runs the risk of institutionalising casual forms of labour.

The EU Directive, though supported by the TUC, is a reflection of the EU's

employment model which promotes labour market "flexibility" whilst providing minimum protections to soften the blow, "flexicurity" being the buzz word with which this model is sold.

The Directive also included the obligation on member states to end "unjustified" or "disproportionate" restrictions on agency work (for example, the ban on agency workers in the public sector in France and Spain). This extension of agency labour at the heart of the Directive explains the reaction of Norwegian trade unions, who organised a strike against the Directive (see below).

In the UK, the expansion of agency labour throughout the economy continues with employers and agencies acting together to find ways to circumvent the limited obligations they now face as a

result of the AWR. The Swedish Derogation is a particularly insidious response to the AWR which is being imposed on significant sections of agency workers. The challenge for trade unions is to push for equal pay and conditions whilst combatting the expansion of temporary agency work.

In France, unions have begun to fight back against the encroachment of agency labour on labour standards by organising actions and occupations aimed at employment agencies.

Similar action could be employed in the UK to expose those agencies and user firms that have adopted the Swedish Derogation model.

**Christina Purcell is a trade union activist who recently submitted a PhD thesis on agency workers in the French car industry.*

NORWAY STRIKES AGAINST SOCIAL DUMPING

Norwegian trade unions launched a general strike last year against the implementation of the EU Agency Workers Directive into national law and the social dumping that it would bring.

The Norwegian Confederation of Trade Unions (LO) is demanding that the government reject the directive and introduce laws to ensure that wages and working conditions for those who are hired are the same as the permanent employees.

Unions argue that the Directive undermines Norwegian labour laws and introduces large-scale use of temporary and agency workers, forcing out permanent workers and weakening workers' rights and collective agreements.

The Directive also gives final authority over employment



legislation to the European Free Trade Area (EFTA) court, very similar to the EU's European Court of Justice (ECJ) which has already struck down trade union collective bargaining rights in nearby Sweden and Finland in the Laval and Viking cases.

Backing the action,

International Transport Workers Federation general secretary David Cockcroft said that Norway's legislation on temporary employment was some of the best there is.

"The Directive doesn't just risk taking a good law and making it mediocre - it could

also strip the rights currently enjoyed by workers and open the floodgates to their replacement by precariously employed temporary agency staff who will get inferior employment protection," he said.

YOUNG MEMBERS PROTEST

Young members Jayesh Patel and Daniel Burn set up camp in Maritime House for the October 20 demonstration last year

We are in the business of breaking down barriers that prevent members getting involved in union activities.

Young member's on the national young members advisory committee said that the biggest barrier to youth participation to the recent TUC demonstration in London was the cost of accommodation.

So setting up camp where we could eat and socialise by a blazing camp fire and have a bed for the night for free made complete sense.

Despite the rain the camp was a roaring success with members coming from a variety of regions, one even brought some of her home made beer. The fire was blazing all night and we filled ourselves on toasted marshmallows and wood oven pizzas. There was a real festival atmosphere without the mud and we had indoor facilities. It was a great to meet up with like-minded young people and tie up loose strings for the demo.

This was the first time it had been done and we hope that we will be able to do it again this summer.

Young members are full of great ideas and have vocal young reps in the advisory committee which will ensure ideas become reality. Nothing is too farfetched and we will continue to push the

boundaries.

Young members played a key role in organising the demo and marched as part of the RMT contingent. We are concerned about the de-polarisation of the main political parties and the Lib Dems have lost generations of young member votes. However Labour is proving to mirror them. So we decided that if it sounds like a Tory, it is a Tory. Our slogan was 'No Con Dem cuts, No Labour cuts'. We created the 'Tory spotting' image with Ed Miliband, on t-shirts on the day as well as huge boards.

The aim was to put pressure on Labour and get people talking about the issue. We also helped design the 'lying rats' image all were heavily photographed and well received.



In future we hope branches can pre-order our materials as we ran out quickly. We also need branch coordinators to help set up and collect materials for members. RMT members need to realise that we just can't turn up for the start with everything set up, we are there for the day for an important reason. There's a lot to do to make it a success, if we all do a little it's a lot easier and more fun.

The march could have been extremely bland so please

organise various activities throughout the year and next year we are taking the Snowdon Horseshoe challenge in a build up for the Three Peaks mountain challenge which involves climbing the highest mountains in Scotland Wales and England raising money for the Railway Children charity and a cancer charity.

For more info / to get involved contact: a.pottage@rmt.org.uk
Pictures from the day are downloadable in high resolution from: <http://www.flickr.com/photos/rmtorganisingunit>



POLITICAL SCHOOL

Neil Plummer of East Sussex Coast Way branch reports on a recent RMT political school

Eleven RMT members had the pleasure of taking part in RMT's political school last October.

The week started with delegates attending a session on the political and industrial history of the union led by RMT president Alex Gordon.

Alex explained the importance of unions and how they've had a monumental effect on the way we live today, in particular the lives of working class people.

The history behind the NUR and RMT and the effect it's had on past and present politics is there for all to see. Alex Gordon talked about how lives for the working class people changed as far back as 1750 right through to 1913 when the 'National Union of Railwaymen' was formed.

Since then the unions you know and love today have fought continuously to defend the rights, conditions and lives of ordinary working class people, including the fight for trade union rights, redundancy rights and equal pay to name but a few.

During the course of the week we had from visiting speakers such as Professor Roger Seifert, who impressed us with his knowledge of the Labour Movement and what political

strategies can be used to smash this current Tory/Lib Dem government. Roger spoke about how the collapse of the US housing markets and the bail outs of the banking sector played a part in the double dip recession that we the working class people are suffering and, more importantly, paying for.

Brian Denny gave an inspiring presentation about the European Union and how more and more powers are being passed from elected governments to anti-democratic EU institutions. Ian Davidson MP also explained how the EU worked, its functions and how it works to prevent working people and independent trade unions to live freely and prosper.

Cllr Darren Rodwell was inspiring when he discussed the threat from far right wing movements such as the British National Party. Darren's personal struggle and success in 'smashing' the group within his constituency is nothing less than amazing. With people like Darren in the Labour Party we have hope.

After having a few days in the education centre in Doncaster we headed down to London for a tour of parliament and a meeting with John



McDonnell MP who is currently convener the RMT Parliamentary group, our voice in parliament.

It would take too much time to add all the other guest speakers but each and every one inspired all the delegates that attended the political course. But I would like to finish on the 'political fund' and why that without it would basically mean that unions nationwide would not be able to defend the rights of each and every one of you and demonstrations such as the Recent Rally in London would simply not happen. It also plays a massive part in protecting rights such as pay and conditions, pensions, jobs, rights at work, safety and trade union rights and recognition to name but a few. I implore you to vote "YES" when the ballot papers for the political fund opens in 2014.

I and all the delegates would like to personally thank: Professor Roger Seifert, Alex Gordon, Brian Denny, Dave

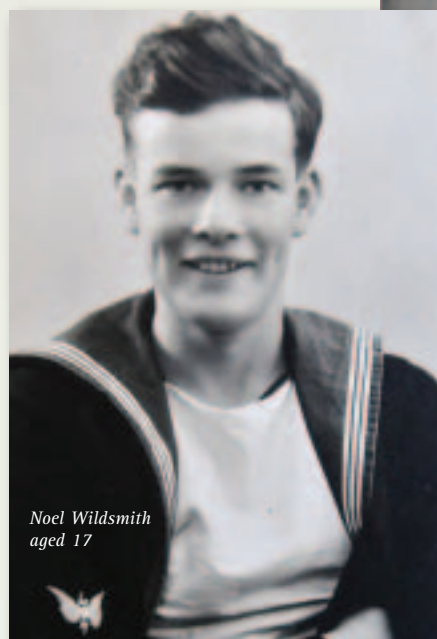
Nellist, Darren Rodwell, John McDonnell, C of E member Daren Ireland and special thanks to political officer James Croy for guiding us all throughout the week.

I for one will continue to be involved in this great union and fight for the rights of working class people and defending the rights of our members.

The RMT Political School and their branches were James Ide (Poole and District Bus), Keith Mitchell (East Sussex Coast Way), Declan Roche (Eire Shipping), Martin McNulty (Liverpool No 5), John Fitzgerald (Glasgow Shipping), Stuart Roberts (Newcastle & Gateshead), James Taylor (Newcastle Rail & Catering), Martin Russell (Stockport & District), Alex Winter (Exeter Bus), Sarah Baurek (Waterloo) Neil Plummer (East Sussex Coast Way).

For more information about the RMT Political School pleased contact James Croy at Head Office j.croy@rmt.org.uk ■

REMEMBERING THE



Noel Wildsmith
aged 17



The HMS Redmill in 1943

Lincoln no.1 branch secretary Ade Wildsmith tells the story of his father's role in supplying the Soviet Union during World War Two

My father Noel Wildsmith joined his first ship the K554 HMS Redmill in 1943 aged 18.

Redmill was a Captain Class Frigate, one of 78 US-built Destroyer Escorts, built for the Royal Navy under 'lease-lend', before they were re-designated as Frigates. The Captain Class ships were ordered for one purpose, to act as escorts for the convoys to Russia, known as 'the worst journey in the World'.

In June 1941 Hitler had attacked the Soviet Union and opened a massive second Nazi front. Operation Barbarossa, as it was known, was the largest ever invasion in the history of warfare and the casualty figures were beyond imagination.

The fact that we hear so little about it is because Hollywood doesn't make many movies about this monumental conflict. The battles raged over the next four years with each side unable

to break the other due to the sheer logistics of war over such a vast area and both sides were caught in a stalemate where the best that could be hoped for was survival.

The Germans had driven the Soviet Red Army to near collapse after several brutal sieges and the supplies of food and munitions were all but gone, unless a supply line could be opened to the Soviets, then the Eastern Front would fall to Hitler and the consequences for the Allies would be dire as the remains of his eastern army could turn west to join the fight.

What followed was a truly remarkable Allied operation to supply the Soviet people by sea. But they had to run the gauntlet of the U-boat Wolf packs that patrolled with the sole intention of stopping the supplies getting through.

Many hundreds of convoys

left Britain to take the most dangerous journey imaginable in mountainous icy waters with the constant unseen menace beneath them.

Each of these convoys was a sea battle in its own right and the selfless stoic seamen who took part from many nations were some of the greatest unsung heroes of the war.

My Father's ship belonged to the 21st Escort Group which comprised of six ships, HMS Conn, HMS Deane, HMS Fitzroy, HMS Rupert, HMS Byron and HMS Redmill.

These six would largely operate together and link up with other Escort groups as needed depending on the size of the convoy.

The 21st E/G held the dubious distinction of sailing into Belfast in front of the Admiral to a reception to celebrate sinking four U-boats

with all six ships line astern and flying the 'Jolly Roger', a practice frowned upon within His Majesties Navy.

On October 20 1944 the 21st Escort Group was joined by other Escorts totalling 28 warships in Loch Ewe on the Clyde to take Convoy JW61 to Murmansk, the Merchant vessels numbered 34 and was codenamed 'Trial'.

It is not known if this was a special convoy but it was very heavily defended, as amongst the 28 escort ships were three aircraft carriers and the Cruiser HMS Dido, it is this air cover and the excellent work of the submarine-hunting ships of the 21st and other E/G's that led to Convoy JW61 arriving in Murmansk on October 28 without the loss of a single ship, this despite being met as they rounded the top of Norway by the wolf pack 'Panther'.

E ARCTIC CONVOYS

Comprising of 19 U-boats it was one of the larger packs operating by 1944 and pursued the convoy all the way to Murmansk but failed to sink a single ship.

The return convoy RA61 left Murmansk on November 2 minus one escort as HMS Mounsey, a Captain Class Frigate, had been torpedoed outside the Kola Inlet whilst clearing a passage for the convoy along with the other escorts. HMS Mounsey was able to return home on the next convoy having made temporary repairs. Despite the real threat from the waiting pack of submarines convoy RA61 made it safely back to the Clyde on November 9 1944, without loss of ships on either leg.

This was not unique but still fairly rare to encounter a wolf

pack of this size without loss. (It is important to note that lives were always lost).

My father took part in other convoys and the Captain Class frigates are historically the most successful 'submarine hunters' of any Class in the Royal Navy.

Unfortunately success can make you a target and this is indeed what happened to HMS Redmill. Not long after returning to Belfast in triumph in early April 1945 having sunk four U-boats off the Scottish coast, the 21st was sub-hunting off the coast of Donegal when U1105 'The Black Panther', a rubber coated submarine, took off the last 60 foot of HMS Redmill's stern with a German Navy Acoustic Torpedo, the official records indicate that two torpedoes struck the Redmill. But my father who was in the



Noel Wildsmith today with granddaughter Lily

wireless room says it was only one, I am not going to argue with him. 24 men were killed in the attack and some lay to this day in Belfast cemetery. 15 of the 78 'lease-Lend' Captain Class ships were lost in battle, the Redmill being one of them. My father transferred to HMS Tyne and moved to the Pacific theatre of war, being involved in assistance and clean-up following Hiroshima.

This is a story that will have echoes and parallels with many of our members and I tell it with pride, my father never spoke for years about this and I suspect there is a lot he still isn't saying.

I record it now for my daughter Lily Alice Wildsmith, born May 19 2012, myself, my

fiancée Rachael and to her paternal grandfather Noel Wildsmith 87. Lily is believed to be the youngest grandchild of a surviving WW2 serviceman.

Lily and all the children born since the war are the reason these brave men did what they did and seeing my baby girl sit on her grandad's knee is enough to bring a tear to my eye. The fact that Lily will go to school and her teachers will not have had a grandad in the Second World War but she has will be very strange, but she is a living bridge across the generations. To those brave men who never got to see or have a granddaughter, I hope that I can teach Lily what they gave up, for her to be here.

Lest We Forget. ■



In 1868, a group of Liverpool shipowners sponsored a project to provide a caring institution for the large number of orphaned children of deceased merchant seamen and fishermen, and The Liverpool Seamen's Orphan Institution came into being.

The title 'Royal' was bestowed in 1921 by His Majesty King George V.

From the outset, emphasis was given to education and besides catering for over 300 residential children, a further 500 were financially assisted in their own homes.

Today, there is no institution but the work continues as we support the children throughout their education, by way of monthly grants.

Please call us anytime for information on grant applications- there is nothing to lose but the children will have everything to gain.

If you know of a family who might benefit from our financial support, or would like to make a donation, please contact us.

Mrs Linda Gidman
2nd Floor, Tower Building, 22 Water Street, Liverpool L3 1BA
t. 0151 227 3417 f. 0151 227 3417
email: enquiries@rlsni-uk.org



Remembrance: National secretary Steve Todd, Bob Crow and Natutilus general secretary Mark Dickinson pay their respects at the Merchant Navy War Memorial on November 11 2012

DELIVERING AT DOCKLANDS

Members at Docklands Light Railway are winning remarkable victories and even making legal history, *RMT News* went to find out how

Branches from London Transport Region and RMT members working on Docklands Light Railway (DLR) successfully nominated branch secretary Darren Arnold for the TUC organiser award last year in recognition of the hard work he has put in turning around the fortunes of the workforce.

And they have a lot to thank him for including decent pay rises, reopening the pension fund to some members, the best Olympic deal around and overturning a legal judgment on appeal against an attempt to ban on strike action to name but a few. In all cases the branch never had to resort to industrial action in the end due in no small part to local negotiating skills and the membership understanding unity is strength!

But it wasn't easy and involved three years of building the branch, the confidence of the members and creating unity among the workforce.

Darren spent many hours visiting depots and workplaces talking to members in all grades including those in PSA department, P-Way, rolling stock and the station staff to build unity between grades.

"As an all-grades union we were able to build that ethos from the bottom up", he says.

Darren was elected unopposed as branch secretary in January 2010 with the involvement of the regional relief organiser Peter Skelly and a considerable amount of members. The branch had been in a state of disarray, with no leadership, focus or unity.

"I was reading articles in *RMT News* about what some branches were achieving for their members and I thought 'if they can do it, so can we'", says Darren.

As a result by the end of the year all branch posts had been filled and elections had taken place for the first time ever.

"I listened to all the complaints and criticisms that were raised and agreed with most, explaining that sorting them out was the motivation for my involvement," he said.

As part of the process four strike ballots took place, all returning growing, positive turnouts and giving the union a mandate to successfully argue for better deals.

"All the ballots resulted in victories for the members and were accepted by the majority on each occasion," he says.

The union also increased the number of grades balloted on each occasion building to the final ballot to date which included all members in all



grades and resulted in the media confirming that DLR would only be able to run a tiny service from Mudchute station to Tower gateway station.

This revealed that RMT now had the ability to seriously affect the railway if not closing it completely during industrial action if necessary.

The branch then made national headlines when the union secured a major victory in the Court of Appeal over UK strike laws that paved the way for millions to take action over cuts to jobs and services in the months ahead.

RMT had appealed an injunction granted in the High Court in January 2011 preventing a 48 hour strike on DLR but that injunction - which would have taken the anti-trade union laws in this country to within a whisker of effectively banning the right to strike - was overturned on appeal.

The company had been stalling on meetings as the first

application to the courts was upheld in their favour effectively banning legal industrial action of strike taking place.

The branch aided preparations for the legal case with Thomson solicitors which proved that all anti-union laws had been met, resulting in the union winning the appeal and forcing the company to



reconvene meetings and agree to union demands.

This included the reinstatement of two members after being dismissed for over eight months, two further redundancies rescinded and all members at Beckton won the same rates of pay and this all followed the previous ballot resulting in a victory and payments for moving to three-car operation for those members balloted.

One unique part of the settlement meant that 35 people employed since the company chose to close the final salary pension without consultation with the union in 2009 got back into the closed pension. Another 17 affected and any other new employees gained match pension contribution's up from six per cent to 10 per cent with members making a maximum six per cent contribution.

As a result of all this activity RMT membership has increased from 70 per cent in 2009 to well over 90 per cent to day from around 600 SERCO staff.

Branch chair Ray Shackleton is in no doubt as to why the branch has been transformed over the last three years.

"Darren has put in a huge amount of work to build the unity and confidence this branch now enjoys and that is one of the reasons I got involved myself," he says.

Darren returns the compliment by insisting he could not have done it without the support of members, reps and the branch committee.

So where next for Darren and the DLR branch?

"Clearly Carlisle cleaning and security staff working on the DLR contract need our support and they have already taken industrial action on two separate occasions, initially to demand the London living wage and olympic recognition and then adding various terms and conditions demands having been reballoted.

"We know from experience that all-grades working together can get results for everyone", says this determined branch secretary. ■

President's column



UNITY IS STRENGTH

The first thing that I would like to do in my first column as president is to pay tribute to the other candidate Mick Lynch. He ran a fair and hard campaign and I think we both raised major issues that need to be addressed. The graciousness that Mick has shown in defeat is an example to us all. It is easy to be magnanimous in victory, but much harder in defeat. I am sure there will be further opportunities for Mick, and I wish him well, and look forward to working with him in the future. I would also like to wish outgoing president Alex Gordon good luck for his future. I would also like to thank all the people who supported me and put in so much work on my behalf. I could not have won without their tireless campaigning on my behalf. This was a team effort and it was all of us together who were successful. For those who did not support me, I am sure we can all work together to maintain and build on all the work of the last few years that has made us such a strong, democratic, fighting union.

However, one of the worrying things about the election was a turnout of just under 18 per cent. If we are to continue to build the fight for better conditions for all our members, we need to address the apathy of the rank and file.

This will be one of our biggest challenges in the near future. I intend to get out to the workplaces, branches, and regional councils across the country as much as possible. I will talk to members and non-members but, more importantly, listen to them. I want to know their concerns, how they see the union and how they would like it to progress. I will also encourage others in the

leadership to do the same.

We also need to put the divisions in this union behind us and try to work together for the betterment of all members. Our motto is Unity is Strength, and we need to live up to that. Only by being united can we move forward. You can be absolutely certain that the leaders of the various industries that we represent are united. And we need to be the same.

One of the areas I will be especially interested in is education. Having been a tutor for some years, it is something close to my heart. I am proud to be part of a union that is expanding its education, not only by the new extension in Doncaster, but also with the increasing amount of courses in the regions. Only by giving our members the knowledge and tools, can we be successful in the battles to come. I am sure that with the education officer Andy Gilchrist and the excellent panel of tutors, we will continue to expand and develop the courses.

We also need to maintain and improve on the recruitment and retention that we have achieved in the last ten years. Remember every one of us is a recruiter. Alan Pottage and his team have done excellent work, but they need the help and support of all of us to continue to do this. Again I am sure that we will continue to build in this area.

Finally, the leadership of this union is not in London, it is the rank and file, the members who tell us what to do. In other words, everyone of you reading this. For the next three years I am in your hands.

Peter Pinkney



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 (SCOTLAND 0800 328 1014)

For members who have non-work related legal queries, members can call the Legal Helpline. RMT provides free legal advice in relation to personal and domestic claims such as sale of goods, divorce, property purchases and tenancy advices.

5 CRIMINAL CHARGES 0800 587 7530 (SCOTLAND 0800 328 1014)

Members and their family, if arrested by the Police or questioned under caution, can call our Criminal Helpline number. Lines are open 24 hours a day, 7 days a week. General criminal queries can also be dealt with on this number. Members who are charged with crimes can be considered for legal representation. All legal representation as distinct from advice is discretionary and according to RMT rules.

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.

7 PERSONAL INJURY

Personal Injury claims cover all accidents at work and non work to RMT Members. The scheme also covers RMT family and friends for all non-work related accidents. RMT underwrites cases that would not be covered by no-win, no-fee companies.

8 EMPLOYMENT TRIBUNALS

RMT will provide free legal advice to all members on all employment issues and representation where our lawyers have advised reasonable prospects of success.

9 DONCASTER EDUCATION CENTRE

The union has recently extended the facilities at its Education Centre at Doncaster, doubling the number of courses available. RMT offers a range of courses for activists to increase our professionalism in the workplace. The centre has an Information Technology suite which is a valuable training resource together with video linkage to headquarters enabling conferences with the general secretary and other officials.

10 ACCIDENT BENEFIT

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

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

11 RETIREMENT BENEFIT

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

12 DEMOTION COMPENSATION

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

13 DEATH GRANT

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

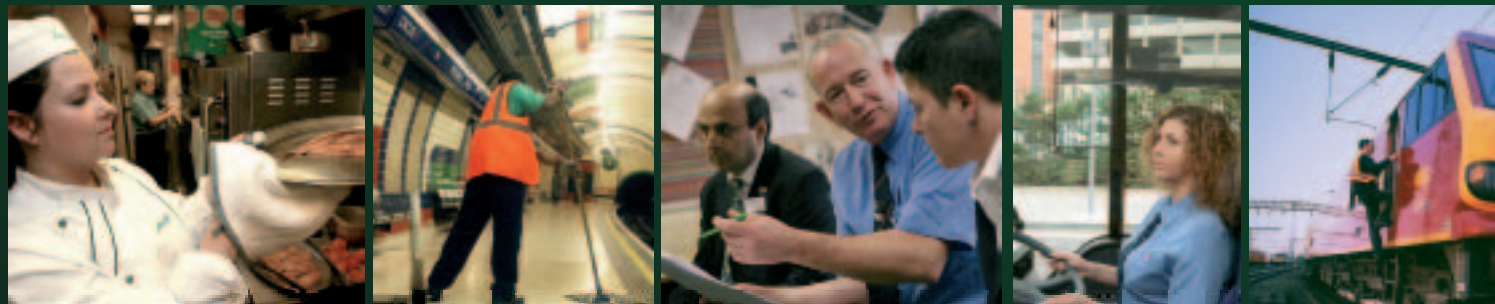
14 ORPHAN FUND

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

15 OLD AGE GRANT

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

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



A MEMBER OF RMT

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 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 in the House of Commons and similar groups in the Scottish Parliament and Wales Assembly.

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 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 RMT PREPAID PLUS CARD

Earn cashback in-store or online with the RMT Prepaid Plus card. It is not a credit or debit card, it's a prepaid card, so you load it before you use it. And you can only spend what you have on it, helping put you in control of your money. No credit checks!

23 RMT REWARDS SHOP

RMT Rewards Shop online at over 2,500 online retailers and get paid cashback! Plus loads of discounts and offers available! And you get a free £10 welcome bonus to help get you started.

24 RMT PROTECT

FREE £2,500 Personal Accident cover for RMT members who are UK residents aged 18-64 (£250 for age 65-79). Protect yourself and your loved ones from the unexpected with a range of low cost, simple to set up insurance plans. To find out more about the RMT Life Plan, Income

Protection cover, Personal Accident and Accidental Death cover and the 50+ Personal Accident Cover. Call 0800 014 7011 or visit: www.RMTprotect.com

25 WILL PREPARATION

The Union provides a will preparation service for all Members.

NOTIFICATION OF CONTRIBUTION RATES FOR 2013

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

From the 1st January 2013 contributions will be increased to £4.33 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 £2.00, the latter rate also applying to those staff on part-time contracts of employment.

Those members on a full time contract earning less than £18,000 per annum (increased from £15,000) 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	£4.33	£2.00	£1.00
4 Weekly	£17.32	£8.00	£4.00
Monthly	£18.77	£8.67	

INCREASE IN ACCIDENT BENEFIT

Accident Benefit will also increase arising from the higher contribution rate and for Adult/Full Time members will be weekly £43.30 with a maximum payable sum of £1125.30. For Junior/Part-time members, the payment will be £20.00 weekly with a maximum payable of £520.

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.

RMT STANDS UP FOR ITS MEMBERS

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

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

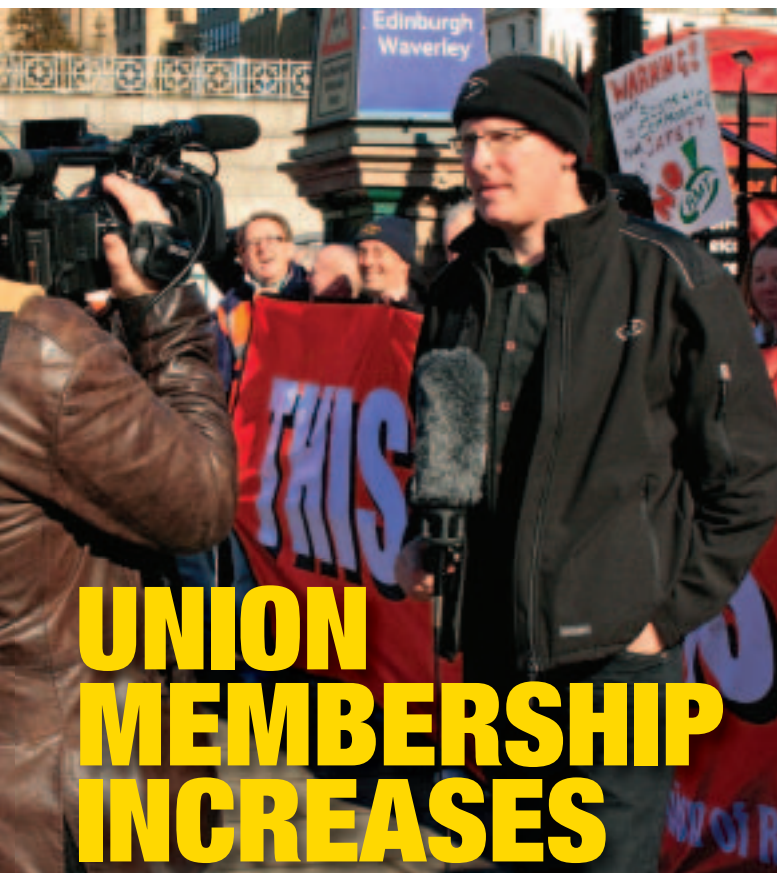
Contact us now for fast and efficient advice – even for your family members.

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



PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS





UNION MEMBERSHIP INCREASES

Alan Pottage, head of RMT's Education and Organising Unit reports on the continued growth of the union

Despite all the challenges that have been stacked up against our activists – RMT has managed to increase its membership!

This is great news for us all and a reflection of all the hard work that is carried out by RMT activists in the shipping, rail, road and offshore industrial sectors.

At the end of October our membership stood at 77,167 – up by 1,261 from October last year. This success is even more impressive considering that most unions are experiencing a reduction in membership.

RMT continues to go from strength to strength, illustrated by the opening of our extended National Education Centre in Doncaster which will mean we can train almost 1,000 activists every year.

This is a real commitment by the union to help build strong

workplace organisation. Our active members are the lifeblood of the union and often are the unsung heroes. So it is a great way to end the year but let's all commit ourselves to doing even more to build the union.

You can help build a stronger more effective RMT. Every member is important and if we all recruited just one member each our membership would stand at 150,000 – which was the size of the NUR when I joined in 1982!

I would love to see our membership reach this level and we can achieve this – with YOUR help! Please contact me personally if you want advice on how to organise. ■

Alan Pottage 07734 088 305 or a.pottage@rmt.org.uk
Recruitment materials are available free of charge by simply calling 01302 760 694 or email org.unit@rmt.org.uk

HAPPY NEW YEAR

NEW YEAR RESOLUTIONS

- 1 GIVE UP SMOKING
- 2 GIVE UP ON BOOZE
- 3 GET MORE EXERCISE
- 4 RECRUIT A NEW MEMBER

RMT MEMBERSHIP APPLICATION

NEVER ON OUR KNEES

It's going to be a tough year!

Make sure there's one resolution you do keep

RECRUIT A NEW MEMBER

www.rmt.org.uk freephone 0800 376 3706



WELCOME: How the NUR welcomed members in 1982

CARLISLE AWARDS



A recent Carlisle branch meeting presented long service awards to members. Pictured left to right are George Coulthard (25-year service), Stephen Percival (10-years), branch secretary Mark Eilbeck, EC member Kevin Morrison Neil Dunlevy (10years), Steve Adams (10 years). ■

DERBY AWARDS



Derby Rail and Engineering branch held its annual long service awards recently. Ten year badges were presented to Deborah Gibson and Neil Thawley by outgoing RMT president Alex Gordon and regional organiser Ken Usher. The branch also held a moment of remembrance for brother John Heavey who recently passed away and who usually organised the long service awards. ■

NETWORK RAIL MAINTENANCE REPS MEET



REPS: Back row left to right: Alan Jary, Richard Robson, Roy Smith, Kevin Seal, John Mawby, Brian 'Blu' Pitchford, Raymond Marney and Thandine Mabodoko. Front row left to right: Dave Barry, Russell Knott, John Parson, Steve Smart, Alan Clews, Steve Hedley, Nick Bracey and Mick Woodham

RMT Network Rail area council reps covering Anglia, Kent, Sussex and Wessex met at Unity House recently to elect a new co-ordinator, Raymond Marney.

Raymond is one of five national area co-ordinators that operate across the country.

Network Rail maintenance reps get together two or three times a year to discuss issues of common concern, compare notes and look at national issues such as Phase 2b/c.

Steve Smart was the former NR area council co-ordinator for the region from 2004 before he was elected as an RMT regional organiser two years ago.

"This is an important forum that allows reps to liaise with each other and it is in safe hands with Ray, I wish him all the best," he said. ■

From January 2013 the Exeter Rail branch meetings will resume at 7pm at The Great Western Hotel Exeter.

The meetings will be held on the first Thursday of each month.

GET INVOLVED AND MAKE A DIFFERENCE

When I was voted in as East Sussex Coastway branch secretary back in 2009 I didn't realise the role importance the RMT branch plays in the day to day running of the union and the monumental task I had in front of me, *writes Neil Plummer.*

Branch attendance was poor, it had no structure and most members didn't even realise the branch actually existed. With assistance from regional organiser Paul Cox, branch chairman Michael Hobden, vice chair Phil Tudgay, Matt Saunders, Keith Mitchell and Geoff Luck, we formed a fully functioning branch that could serve the members.

We made sure that branch officials were spread across the grades we organise. This was time consuming but it paid off. Getting more people involved was always going to be tough but by simply talking to members and keeping them informed we got results.

Posters with branch officials

contact details were placed in workplaces, depots and mess rooms, making the union more accessible to members. They had somewhere to go in order to talk about any grievance, issue or support they may need from their union.

Getting out to the members workplaces played an important part in making them aware that we were listening

We elected health and safety reps, fully trained reps and officials at the union's education centre in Doncaster and on TUC courses. We recruited reps for station staff and recruited Rail Gourmet members at Lewes and installed reps.

We also created a highly successful East Sussex Coastway Facebook site, invited guest speakers, presented 10, 25 and 40 year badges to long serving members and sent activists on demonstrations in Brussels, Lille and London.

In 2013 we plan to order a branch banner, send delegates to



New branch secretary Keith Mitchell

AGM, affiliate to the local Trades Council, attend more regional council meetings and become more involved nationally. Most importantly we will continue to fight for the interests of working class people.

Last year brother Keith

Mitchell was elected as branch secretary and I would like to wish him and the branch well. I remain heavily involved and will again stand for election. I would not have achieved this for the branch had it not been for the guidance, knowledge and support of very few good brothers and sisters and would like to thank Paul Cox, Stewart Cameron, Keith Mitchell, Geoff Luck, Michael Hobden, Matt Saunders, Phil Tudgay, Rafal Dabrowski, Jon Hewitt, Sebastian Lis, Zita Gutmane, Ray Cocoron, Andy Brown, Tony Goddard, Darren Proctor, Rita and Tony Rickman, Barbara Collison and all the staff at the education centre who treated me like family, Mown family, Jennie, Jamie and Jessica for putting up with me, Brian Denny and all the other people I have had the pleasure of meeting. I am here to stay and I would encourage all members to get involved with their branch, together we can all make a difference and become stronger as a union to defend our rights.



Neil, Rafal, Goergie, Geoff and Neil's son Jamie getting ready to march.

EXCLUSIVE OFFERS FOR RMT MEMBERS

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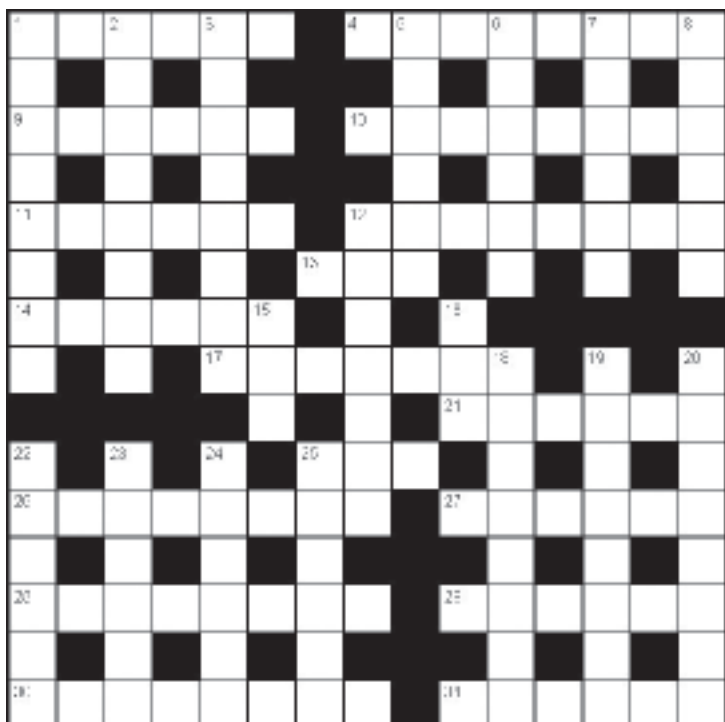
£99 Dinner Bed & Breakfast

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£50 PRIZE CROSSWORD

No. 81. Set by Elk



No. 80 solution...



The winner of prize crossword no. 66 is Colin Powlesland of St Austel

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by January 22 with your name and address.

Winner and solution in next issue.

ACROSS

- 1 Liverpool dish (6)
- 4 Providing (2,4,2)
- 9 Temporary labour provider (6)
- 10 Home Guard (4,4)
- 11 English Riviera (6)
- 12 Napoleon's island in exile (2,6)
- 13 Pig pen (3)
- 14 Capital of Devon (6)
- 17 Outdo (7)
- 21 Al Jolson's favourite river (5)
- 25 Cut (3)
- 26 Delivered Hiroshima bomb (5,3)
- 27 Certainly (6)
- 28 Holy Island port (8)
- 29 Indian sailor used by the East India Company (6)
- 30 Viking vessel (8)
- 31 Left wing activist (slang) (6)

DOWN

- 1 Cult Sci-Fi series (4,4)
- 2 Type of bandit (3-5)
- 3 Greek philosopher (8)
- 5 Work song at sea (6)
- 6 Edible mollusc (6)
- 7 Attic (6)
- 8 First US space station (6)
- 12 Part of London's East End (7)
- 15 Former daily Navy ration (3)
- 16 Donkey (3)
- 18 Ballet (4,4)
- 19 What social dumping does (8)
- 20 Form of petrol (4,4)
- 22 Deadly (6)
- 23 Type of ferry (4,2)
- 24 Emotional delivery (6)
- 25 Newest US state (6)



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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

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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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