

RMT *news*

Essential reading for today's transport worker

TEBAY NINE YEARS ON



11th Annual
RMT
CUBA GARDEN PARTY
June 19 2013
at Maritime House, Clapham,
London, from 7pm
BOOK NOW

INSIDE THIS ISSUE



CUTS KILL
PAGE 12



100 YEARS OF
INDUSTRIAL UNIONISM
PAGE 16



A JOURNET THROUGH
TUBE HISTORY
PAGE 18



www.rmt.org.uk

NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



APPLICATION FOR MEMBERSHIP – please complete your application along with either the attached Direct Debit or a separate paybill mandate form.

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



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

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.



contents

Page 4

SACKED UNDERGROUND STAFF SET UP SOUP KITCHEN PROTEST

Page 5

RMT STEPS UP FIGHT FOR TYNE AND WEAR METRO CLEANERS

Page 6

TUBE CLEANERS STRIKE FOR PAY JUSTICE

Page 7

RECRUITING IN SHIPPING

Page 8

HEALTH AND SAFETY SURVEY

Page 9

SHIPPING NEWS

Page 10

FREE PHYSIO SERVICE FOR MERCHANT NAVY RATINGS

Page 11

REMEMBERING TEBAY

Page 12

CUTS KILL

Page 14

BUS FARES ROCKET AS PROFITS SOAR

Page 15

FRENCH BUCK THE BUS MARKET

Page 16

100 YEARS OF INDUSTRIAL UNIONISM

Page 17

UNITY IS STRENGTH

Page 18

150 YEARS OF UNDERGROUND TRADE UNIONISM

Page 22

A JOURNEY THROUGH TUBE HISTORY

Page 23

PRESIDENT'S COLUMN

Page 25

BACK TO THE FUTURE

Page 26

SAY NO TO THE BEDROOM TAX

Page 27

GREEK METRO WORKERS FORCED INTO THE ARMY

Page 28

OBITUARIES

Page 29

CYPRUS REUNITED

Page 30

LETTERS/CROSSWORD

Page 31

CREDIT UNION

EDITORIAL



REMEMBER TEBAY

Nine years ago this month four RMT members, Colin Buckley, Darren Burgess, Chris Waters and Gary Tindall, were killed at Tebay due to criminal negligence.

Since Tebay there have been a number of other runaways of one type or another that came very near to killing and maiming more track workers.

However thanks to the tireless campaign of survivors, the RMT Lancaster branch and the union, real protection is now one step closer as trials of new equipment giving secondary protection are under way at last.

Nevertheless the underlying causes of this tragedy remain as privatisation allowed cowboys and profit-hungry chancers to take over safety-critical roles.

And, twenty years after legislation paving the way for the privatisation of Britain's railways was passed by John Major's Tory government in line with EU directive 91/440 in January 1993, the case for public ownership has never been greater.

It is no surprise that over 70 per cent of voters support renationalisation and it is time for the political class, including the Labour Party, to wake up to some hard truths.

From the fares rip-off to the Railtrack disaster and the £1.2 billion bled out of the system every year by the spivs and speculators, there is nowhere to hide for the politicians and train operators who have turned Britain's railways into a state-sponsored racket.

The West Coast Mainline fiasco has reinforced what the vast majority of people know; that this privatisation disaster is beyond reform.

The modernisation and expansion of rail is many years overdue and while RMT welcomes any belated investment and development we must not forget that it is decades of privatisation and political inertia that have left Britain's railways in the slow lane.

It is disappointing that HS2 is not expected to deliver new train services for at least 13 years.

And we must not fall for the old political trick of rail staff cuts and high fares today on the promise of High Speed jam tomorrow.

The building of high speed lines has been a priority on mainland Europe but the same kind of dangerous fragmentation is now taking place as

countries impose the same EU rail 'liberalisation' rules that demand 'competition' and enforced tendering.

As RMT News reports rail workers are being killed in France and Germany as rail networks are slowly broken up, corners are cut and infrastructure and operations are split to meet EU rules.

The McNulty report is based on the same process of fragmenting, dividing and sub-contracting in order to cut costs and deliver the industry to the private sector in order to extract the most profit.

The same scam is being used in the bus industry and RMT has uncovered how the same big five transport companies are exploiting bus passengers and workers to profit from the essential public service they provide.

In the last five years bus fares in Britain have risen by 32 per cent and operating profits of the big five private bus companies have increased, on average, by over seven per cent every year for the last 20 years.

Just like the railways, the National Bus Company was sold to the private sector for a song.

Yet the bus industry continues to receive a hefty £2.3 billion subsidy from the taxpayer, mostly to pay for the pensioner bus pass and bus services for schools and adult social care which would otherwise be completely ignored by private bus companies.

That is why RMT will be at the forefront of the campaign to take bus services back into public ownership so it can serve passengers, those who work in the industry and the country as a whole.

The government's imposition of a three year pay freeze for workers has affected Royal Fleet Auxiliary members. However RMT has secured a bonus payment of about £800 pounds for ratings. This is now going out to a referendum of the members so members can decide.

Finally Greek metro workers are being press ganged into the army in order to break their strike against pay cuts and EU attacks on workers, so much for 'social Europe'.

Best wishes

Bob Crow

Bob Crow

SACKED UNDERGROUND STAFF SET UP SOUP KITCHEN PROTEST

Last month sacked RMT London Underground staff employed by Trainpeople took their protest right to the heart of the company.

The sacked workers and their supporters set up a soup kitchen at St James Park station to highlight their plight and build public and political support for their fight for jobs and justice.

London Underground inherited a contract with the Trainpeople agency from Silverlink in 2007. In breach of agreements with unions, for five years LU continued to use agency staff in LU uniform while Trainpeople paid them as little as £6.75 per hour.

Trainpeople staff joined RMT and organised for full employment rights and permanent jobs. Then, without warning, LU terminated its contract with the Trainpeople agency a year early leaving these staff without jobs. Trainpeople staff have now voted overwhelmingly for strike action.



‘TUBE BOSSES LYING OVER BAKERLOO SAFETY ACTION’

TUBE bosses stand accused of “lying through their teeth” over the effect of industrial action being taken by train drivers to protect passenger safety on the capital’s Bakerloo line.

Since January 15, Bakerloo Tube drivers have been physically checking that trains are empty of passengers before moving into sidings, after LUL stopped station staff checking carriages.

LUL’s reckless move had

resulted in more than 3,000 ‘overcarries’ into Bakerloo sidings in the last year, including one involving a 12-year-old boy who could have jumped onto liverails but for the action of an alert driver.

The drivers’ safety action has eliminated the problem of overcarrying, but has resulted in substantial delays to the service, which LUL has tried to hide – including by suppressing routine internal reports that show the true level of cancellations and

delays.

RMT general secretary Bob Crow said that it was bad enough that LUL seemed happy with 3,000 overcarries on the Bakerloo in the last year compared with just 94 on nine other lines put together, but to lie through their teeth when members have to take action to keep the public safe was despicable.

“The Bakerloo line’s own routine review showed that 12 of 29 trains scheduled to run in

the first three hours of our members’ action had to be cancelled – so Tube bosses simply stopped the reports being issued.

“LUL must have a very low opinion of its passengers to think that pretending nothing is wrong will fool anyone – and they are even making matters worse by refusing to allow control staff to put special measures in place to cope with the delays and cancellations,” he said. ■

RMT STEPS UP FIGHT FOR TYNE AND WEAR METRO CLEANERS



Cleaners working for Churchill's on the Tyne and Wear Metro took further 24 hour strike action last month in their battle for pay and workplace justice.

The action coincided with a meeting of the Integrated Transport Authority and strikers and supporters lobbied the meeting at Newcastle Civic Centre to demand intervention from regional transport chiefs to force their contractors to pay a living wage.

The latest strike will be the twelfth day of action taken by

RMT members and follows rock-solid strikes over the Christmas and New Year period.

The Churchill's cleaners' battle, part of national RMT fight for justice for transport cleaners, concerns an attempt by the highly-profitable company to impose zero per cent pay awards on a workforce already on the bare minimum wage.

Churchill's, working on the Metro for its client DB Regio, has doubled its profits in the past five years and has extracted nearly £7 million from the exploitation of essential

cleaning staff on the most basic pay and conditions including no sick pay, no pensions and none of the travel concessions rights enjoyed by other NEXUS workers.

While the company is trying to enshrine poverty pay amongst the staff who deliver vast returns for the shareholders, its own highest paid director has had a salary increase of more than 18 per cent in the last five years to nearly £160,000 making a nonsense of their claims that they can't afford a decent offer to the front-line cleaning staff.

RMT general secretary Bob Crow said that members had shown guts and determination in the fight for workplace and pay justice which is gathering both top level political support and the backing of the public.

"This battle has national significance in the campaign against low pay and exploitation by greedy companies and RMT will continue to ratchet up the pressure for fairness for this important group of North East transport staff as part of our national cleaners' campaign," he said. ■



TUBE CLEANERS STRIKE FOR PAY JUSTICE



Tube cleaners working for Initial and ISS took strike action over the New Year in their fight for fair pay and workplace justice.

RMT cleaner members took strike action from December 31 to January 2 2013.

RMT general secretary Bob Crow said that revellers must

not forget the London transport cleaners on minimum pay rates doing some of the dirtiest jobs in often appalling conditions with no proper recognition and reward whatsoever.

"It is these same staff who have played a key role in keeping services clean and safe who are now forced again by

their employers to take action for a living wage and recognition of their efforts.

"2013 has to be about equality, inclusiveness and social justice and that's what our cleaners are standing up for as the spotlight shines on London. Instead of forcing our members back out onto the

picket lines these profitable companies should be round the table with us negotiating a fair deal for the cleaners.

"It is also time for London Mayor Boris Johnson to stop talking about a Living Wage and start acting to make sure that contractors on his services actually deliver it," he said. ■

NEW NATIONAL HEALTH AND SAFETY ADVISORY COMMITTEE ELECTED

The newly-elected national health and safety advisory committee members gathered at head office for their first meeting last month. This is the start of a new term of office for these health and safety reps until 2016.

The committee's responsibilities include advising the Council of Executives on matters of health and safety relevant to the entire RMT membership. This meeting's main business was to agree the agenda and final arrangements for the 11th national health and safety advisory conference being held in Doncaster this month.

Contact details for the advisory committee members are posted on the RMT website. ■



HEALTH AND SAFETY COMMITTEE: Left to right Don Hawkswood – Region 6, Birmingham Engineering branch, Iain Minto – Region 4, Newcastle and Gateshead branch, Keith Simpson – Region 2/3, Chester branch, Bernie Ladd – Region 10, Colchester and District branch, Lee Davison – Shipping 1, Dover Shipping branch, Peter Martin – Region 11, East Ham branch, Steven Hampton – Region 7, Bristol Rail branch, Nic Phillips – Region 8, Mid-Cornwall Rail, Furqan Hijazi – Region 5, Leeds Goods and Cartage, Willie Strang – Region 1, Edinburgh No.1 & Portobello, Richard Constable – Region 9, Deptford

RECRUITING IN SHIPPING

RMT shipping member Lee Davison wins prize for recruiting 60 members into the union

Lee Davison is an RMT shipping member at Dover that has a particular talent for overcoming a hostile media and a deliberate lack of information in schools about the role of unions and is recruiting his workmates and beyond into the union.

In the last 12 months Lee has signed up over 60 new members. When EC member Darren Procter met up with him recently on one of his recruiting days he asked him why he thought he was successful.

"I have not done this single-handed because on board my vessel the *Spirit of France* and across the Dover fleet we have got a good group of members who have helped me in the last year with promoting our union and who tell their friends and co-workers what RMT is and what it does, and how it is in their benefit to join," he said.

Darren said that Lee is able to engage and empathise with people very quickly.

"I find if you can talk to young crew members on their level and put things into a

perspective they understand then you have a good chance of recruiting them.

"I feel that we as a union need to utilise our young members to push our 2013 recruitment drive.

"I remember when I first went to sea and one of the older hands said I should join the union I thought: "why should I listen to this old guy?", But he was right!," he said

Darren notes that Lee really seems interested in the opinions of workers and listens to what they have to say and he wants to know what concerns they may have.

"When members have signed up I feel that I need to treat all of the issues the same and address them equally no matter how small, as that small thing might be a great burden to them," he said.

Lee tells potential and existing members about what the union can do for them and how members can work together to protect jobs and conditions.

Lee was recently elected



EC member Malcom Dunning with Lee Davison

Dover Shipping branch's recruitment and retention officer to assist the branch secretary and the other reps with the main responsibility of the branch which is organising and recruitment.

Another great incentive to signing up for low paid workers

is the increase from £15,000 to £18,000 maximum earning and this has brought many new members who thought that they could not afford to join in the past.

"It would be great if every member went out and recruited one new member," said Lee. ■

SIGNALLER ACTION SUSPENDED AT WEST HAMPSTEAD

Strike action by signallers working at West Hampstead has been suspended after Network Rail agreed to review their proposals for Shift Signaller Manager (SSM) job cuts at West Hampstead PSB.

The review is expected to

take note of the union's argument regarding one of the recommendations of the Cullen Report following the 1999 Ladbroke Grove disaster that, "a supervisor should be employed on a continual basis to ensure that the workstations

are operated in the most effective way".

Member voted 100 per cent in favour of taking industrial action in December and took rock solid strike action just before Christmas.

RMT general secretary Bob

Crow paid tribute to the solidarity and determination of members in this dispute.

"Our members took action on the principle of safety and in order to prevent tragedies like the one that occurred at Ladbroke Grove," he said. ■

HEALTH AND SAFETY SURVEY

RMT has carried out a survey of all of our 1,800 Accredited Health and Safety representatives last year and the results have revealed a number of factors faced by reps in the field including:

- the risks faced in the workplace with a ranking placed on the most severe risks
- what company safety management looks like and the involvement of RMT reps
- what level of occupational health provision is provided
- how well trained our reps are
- what level of safety inspection is carried out by reps
- whether the workplace has been inspected by the enforcing authorities and what action employers have taken as a result

WORKPLACE HAZARDS

Respondents were asked to list the major risks in the workplace and their top five concerns which were:

- “slips, trips and falls”
- stress
- back strains
- working alone
- handling heavy loads

However when asked to rank their top concern it was asbestos which shows that although not seen as a frequently occurring problem in the workplace when it does occur it is a serious problem.

The second ranking goes to violence in the workplace and when this is combined with the sixth ranked issue of ‘working alone’ this emerges as the top risk faced by RMT members.

The results will be used to help plan national health and



safety campaigns for the future which will be discussed at the 11th national health and safety advisory conference to be held this month on February 27.

The theme of this year's event is “slips, trips and falls” and all delegates will be offered a place on a training course which will equip them with information and skills necessary to reduce the burden of this hazard in the workplace.

EMPLOYERS SAFETY MANAGEMENT

The picture painted by the survey on employer safety management is much more worrying. While the survey indicates that over 90 per cent of employers have a written health and safety policy, the results on risk assessment and RMT reps' involvement in the risk assessment process are a real concern. Only two thirds of employers have carried out an ‘adequate risk assessment’ and in 20 per cent of cases the risk assessments were deemed by the rep to be ‘inadequate’. In other words one in five risk

assessments don't consider all the risks and don't consider all the necessary mitigations.

The involvement of reps in risk assessments is a key issue for the union as a risk assessment without safety rep involvement is an inadequate risk assessment. Only 18 per cent of responders were satisfied with their involvement in the risk assessments, 27 per cent were involved in risk assessments but not in a satisfactory way and a massive 55 per cent were not involved at all.

OCCUPATIONAL HEALTH

Occupational health service provision appears to be very good across all industries in which the union organises with 90 per cent of firms offering occupational health provision with 56 per cent of that provision being provided by an external provider and 44 per cent provided in house.

The range of services provided include:

- Health surveillance
- Treatment

- Rehabilitation
- First aid
- Sickness monitoring
- Advice
- Pre-employment screening

Of great concern is that 34 per cent of occupational health services are involved in discipline of staff.

WORKPLACE INSPECTIONS AND SAFETY REP TRAINING

Over 90 per cent of RMT safety reps have participated in trade union organised health and safety training with the remaining 10 per cent having been trained by management. This goes to show that union training equips our safety reps with the necessary skills to deal with members' health and safety concerns effectively and in a proactive manner. Over 85 per cent have attended the TUC Health and Safety Stage I course.

A further 45 per cent have gone on to take the TUC Stage II course and nearly 20 per cent have then been able to go on to take the TUC Certificate in

Occupational Health and Safety or Stage III.

Around 68 per cent of safety reps are inspecting the workplace at or above the minimum rate of four times a year with a quarter of Reps reporting they inspect the workplace in excess of five times a year. Of concern though is the 10 safety reps of reps who report not carrying out workplace inspections.

ENFORCING AUTHORITY ACTIVITY

Because of the safety critical activity in most of the workplaces where RMT has its members, the level of enforcing authority visits is much higher than the one visit in every 34 years that is the experience of most workers in the UK.

While nearly 50 safety reps have never seen an inspector from ORR, MCA or HSE, 27 safety reps of respondents reported they'd been visited by an inspector in the last year, 13 safety reps in the last three years and 11 safety reps had been visited over three years ago.

However only 36 safety reps of our Reps had been aware of the visit in advance and in only 25 per cent of cases did the inspector make an attempt to speak to the Safety Rep. There is considerable room for improvement in these figures. Not only do management need to view our safety reps in a new light but so do the enforcing authorities.

CONCLUSIONS

RMT reps are, in growing numbers, well trained by the union and the TUC. They are doing a very good job of protecting the health, safety and welfare of RMT members under difficult conditions in high risk industries. RMT provides much needed support for these reps but there are improvements we can and must make to ensure they are even more supported in their workplaces. ■

Full survey results will be made available on the RMT website in the health and safety section shortly.

SHIPPING NEWS

The government's imposition of a three year pay freeze has hugely affected Royal Fleet Auxiliary members and, like everyone else, they are feeling the pinch.

However RMT has secured a bonus payment which is non-consolidated and non-pensionable, which should see for example the cook and the AB receiving about £800 pounds and very similar for all other ratings. This is now going out to a referendum of the members and we await the result.

Struggling P&O has proposed a pay freeze and members feel that this is better than Job losses and pay cuts, the finer details of this have not been finalised with the union and we are waiting, as are other unions, to meet the company.

On the Irish Sea, harmonisation has been agreed by members by a narrow majority and everyone will now be getting four weeks leave which should create more jobs, still more work to be done.

Maersk has now moved all their supply vessels to the Danish second registry, this has not cost us any jobs as such but it entitles our members to certain social security, leave and pension benefits, under Danish legislation.

I am in dialogue with the Danish unions over this and they are being very cooperative. Whilst members will now come under the Danish CBA, their pay and conditions will be negotiated by the Danish unions who have assured me RMT will get a seat at the table to represent members and they should suffer no detriment.

At Serco/Northlink members took strike action in December in opposition to the

company seeking 36 volunteers for redundancy and in the process the company chose to ignore the machinery. After getting the company to agree to get back around the table the members agreed to postpone the dispute to allow further discussions which are still ongoing.

On Orkney Ferries members have voted to impose an overtime ban after voting no to industrial action. In the absence of the company making them a decent pay offer the ban comes into full effect on February 13 and coincides with similar action by Unite and Nautilus.

After defeating the totally unsafe, unacceptable and unworkable, rosters proposed by Stena Irish Sea earlier last year which would have seen members moving from week on/ week off. The company has now come along with proposal to reduce passenger certificate (PC) levels, which ultimately mean a reduction in crew. They propose to look for three redundancies in the catering off each watch on a voluntary basis. But the company has still to convince the workforce over how they can run the services to the present standards and it looks like we might be heading to a ballot for industrial action.

Bibby/Foreland which operate six strategic ro/ro ferries indicated last September that two of the six ships which operate commercially are up for sale. To date there are no interested buyers and we shall find out at upcoming meetings, which I will be attending, what the state of play is and we shall remain vigilant at all times.

National secretary Steve Todd

FREE PHYSIO SERVICE FOR MERCHANT NAVY RATINGS

Free physiotherapy, funded by the Seamen's Hospital Society (SHS) and provided by Connect Physical Health, is making a real difference to the lives of merchant navy ratings.

The scheme has proved a success with 60 merchant navy ratings using it in the first year. New leaflets and posters are now being issued with the help of RMT, to remind their members about the service.

Working at sea is a challenging job and work-related injuries are common. Long periods offshore make it difficult to arrange treatment and problems that are left untreated may just get worse. The SHS scheme offers a combination of telephone advice

and exercises while ratings are working, followed by hands-on treatment if they need it once they get home. And it's all free.

SHS general secretary Peter Coulson explained that musculoskeletal problems were common in the merchant navy and, if left untreated, can lead to long-term damage and absence from work.

"Our service tackles this problem head on, by providing expert telephone advice offshore with an appointment for treatment as soon as you get home.

"It's available to any merchant navy rating who's resident in the UK and it's fast, free and convenient," he said.

RMT national secretary Steve

Todd said: "we know how difficult it can be to get treatment when you're working at sea so we're doing all we can to help the SHS raise awareness of this important service.

"We're sending copies of the new posters and leaflets to branch representatives so that they can distribute them through their networks. And all shipping grade members will get a copy of the leaflet in this issue of RMT News," he said.

Ratings using the service in the first year were employed in many different roles, from deckhands to engineers and catering staff. Back and shoulder problems were the most common, affecting two thirds of callers, followed by foot, knee and ankle problems affecting about a fifth. Feedback has been overwhelmingly positive and even those with longstanding problems have benefited.

Ben Watling, Head of Occupational Physiotherapy Services at Connect said that many of the ratings who

accessed the service had been managed successfully by telephone, with a mix of advice and exercise programmes.

"About two fifths needed face-to-face treatment, which was arranged by Connect close to their homes.

"Many of them were off work by then, but the treatment made a significant difference and so far, 90 per cent of those who've been discharged are back on full duties," he said.

SHS is working with Connect, trade unions and employers to publicise the scheme to all UK merchant navy ratings. Together they hope to raise awareness of the health needs of seafarers across the country, and show that physiotherapy treatment can help them, both at work and in their everyday lives. To access the service call Connect PhysioLine on: 0191 247 500. Lines are open Monday to Thursday 8.30am – 8pm; Friday 8.30am – 4pm; Saturday 9am – noon.



JOIN RMT BRITAIN'S SPECIALIST TRANSPORT UNION



Visit www.rmt.org.uk to join online
or call the helpline on freephone

0800 376 3706

Problems at work? Call the helpline
(Now with two operators)

Keep your RMT membership details up-to-date

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

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

REMEMBERING TEBAY

Nine years ago four RMT members were killed at Tebay due to criminal negligence but trials of new equipment giving secondary protection are under way



Friday February 15 2013 sees the ninth anniversary of the tragedy at Tebay in which four men, Colin Buckley, Darren Burgess, Chris Waters and Gary Tindall, were killed due to the criminal negligence of one of Network Rail's sub-contractors.

The accident happened after a trailer loaded with 14 tons of scrap rail careered down a 1 in 74 gradient on the West Coast main line in Cumbria at over 45 mph and hit a 10-strong gang of workmen employed by Carillion who were carrying out various maintenance activities in a separate engineering possession.

All four men were employed on the railway and were members of the union. In addition to the deceased, six more members of the gang received physical and psychological injuries.

Two men working for the sub-contractor were found guilty of the manslaughter at

Newcastle Crown Court. Mark Connolly was jailed for nine years, reduced to seven at Appeal, and Roy Kennett was jailed for two years.

The anniversary will be marked by a commemorative rally this month at the site of the memorial stone that marks the tragedy. Members and RMT officials as well as other trade unions will attend to remember the disaster.

Despite the changes made by the industry since the tragedy, a real risk of trackworkers being struck by runaway vehicles still remains. Thanks to the tireless campaign of the Tebay survivors, the RMT Lancaster branch and representatives of the union, real protection is now one step closer.

Since Tebay there have been a number of other incidents of runaways of one type or another that came very near to killing and maiming more track workers. Included in this list are

the following incidents:

- The runaway of a locomotive at Blake Street in August 2005
- The runaway of a trolley at Larkhall in November 2005
- The runaway of an RRV in Copenhagen Tunnel in November 2006
- The runaway of an RRV at Brentwood in November 2007
- The runaway of a trolley at Haselmere in September 2012

RMT general secretary Bob Crow said that these incidents over the intervening nine years indicated that another Tebay was waiting to happen.

"RMT is seriously concerned that the fragmentation of the industry means that the left hand does not know what the right hand is doing," he said.

In order to prevent another tragedy happening again, RMT representatives have been

working to secure some form of secondary protection for track workers. The company's other programmes will not do what secondary protection will do, which is to give track workers one last chance to escape with their lives should all the other systems fail.

Since November 2012 trials have commenced of the Vortok Rearguard system. Six Rearguard secondary protection units have been delivered to Carnforth DU and field trials of these units have now commenced.

A RMT health and safety rep has been seconded to oversee the trials which are expected to last five months following which a joint RMT/Network Rail report into the trials will be produced.

If the trials are successful this will lead to a national roll out of the equipment this year.

CUTS KILL... EVERYWHERE

The McNulty report is based on claims that rail track maintenance is cheaper in other European Union states but 16 track workers have died in France and Germany alone in the last two years

SAFE?: Police officers inspect an overturned passenger train after a train crash in Hordorf, near Oschersleben, eastern Germany on Jan. 30, 2011. The head-on train crash killed more than 10 people and injured more than 20 people.



Between January 2010 and September 2012 eleven track workers died in Germany and five in France and the figure may be even higher due to the secretive nature of rail safety bodies in those countries.

Yet, when approached about these fatalities by RMT, the European Union body the European Rail Agency based in Lille was unable to come up with any significant information nor did it seem aware that the incidents had happened in the first place.

This may be because fatalities not involving 'rolling stock in motion' do not feature in official EU statistics.

So, for example, if a track worker is killed by the high voltage power supply then the fatality is not counted, similarly if he is knocked over by a piece of plant in a possession this again is not counted.

Despite this worrying state of affairs, the Office of Rail regulation (ORR) has been making comparisons with UK infrastructure costs and those in Germany and France, pointing out that the costs are lower than in Britain.

Behind these claims is the drive to cut costs, the priority of the government through its austerity measures and the McNulty cuts proposals. Network Rail and the ORR have both repeated this mantra by demanding cuts in 'red tape' and less

regulation.

But why are track workers dying across the Channel?

Despite the fact that German rail privatisation is off the agenda for now due to the current economic crisis, the de-facto fragmentation of the still state-owned DB has continued.

With well over 200 subsidiaries, the day-to-day running and communication is becoming increasingly difficult.

In the drive to make DB artificially 'fit for the stock exchange' managers have neglected necessary investment in infrastructure and maintenance over the years. The majority of tracks deaths in Germany are on the watch of contractors not directly employed staff.

Even under privatisation in Britain, costs are higher due to stricter safety rules covering possessions hence the desire of McNulty to water down safety rules in the name of 'removing red tape'.

Deutsche Bahn has already sold many highly profitable DB subsidiaries to private capital – such as the Baltic Sea ferry company Scandlines, the Railway Telecom section, the advertising company Deutsche Eisenbahnreklame, the international coach company Deutsche Touring, the real estate company Aurelis and some workshops.

With practically no control exercised over Deutsche Bahn by politicians and trade unionists, it is likely that this bit-by-bit sell off will continue.

This is raising fears that 'less essential' rail service companies such as cleaning (BRG), maintenance and others might be sold for a song leading to job losses and unemployment or at best worse conditions.

The French state-owned rail company SNCF is going through the same process of fragmentation and sell offs.

The European Commission recast of the

first railway package, launched last year, even threatens legal action against member states considered not to have implemented EU legislation demanding such 'liberalisation'.

Transport Commissioner Siim Kallas has made clear what he wants to achieve with the fourth package, a full institutional separation of infrastructure management from train operations despite opposition from the most powerful member states France and Germany.

The Commission also wants to open up domestic passenger services to competition through a combination of open access rights and the compulsory competitive tendering of public service contracts.

But the separation of infrastructure and operations remains controversial almost a quarter of a century after rail privatisation in Britain.

Moreover the Commission wants to give the European Railway Agency a stronger role as part plans to create a 'single European railway area' under its control.

Paris and Berlin not only oppose these plans but are locked in a battle to gain supremacy between themselves.

The Guardian rightly predicted a new "Franco-German battle for supremacy in Europe's rail network" and that both DB and SNCF are "more likely to end up as sparring partners".

What we are facing is a competition for European rail domination especially between DB and SNCF.

This is not the language of German-French friendship nor of European rail integration but rather of economic war.

From the fragmentation of British railways, rail workers here know better than anybody else that under the pressure of hard economic competition, safety, cooperation and communication suffer enormously.

If this economic warmongering continues, there will be very few winners and many losers: workers, passengers, the environment, the public. RMT argues that it is time to change course and extend the fight against liberalisation, fragmentation and privatisation to the re-integration and re-nationalisation of the rail industry.

RMT assistant general secretary Mick Cash said that demands for cuts identified by McNulty and the ORR safely increasing capacity as promised by Network Rail is impossible.

"Those cuts to safety-critical staff and track maintenance are right at the core of Sir Roy McNulty's rail review and his plans must be stopped in light of the surge in demand for rail services rightly identified by Network Rail," he said.



BUS FARES ROCKET AS PROFITS SOAR

Just like the scandal over rail privatisation and profiteering, RMT has uncovered how the same big five transport companies are exploiting bus passengers and workers to profit from the essential public service they provide.

In the last five years bus fares in Britain have risen by 32 per cent and operating profits of the big five private bus companies have increased, on average by over seven per cent every year for the last 20 years.

Just like the railways, the National Bus Company was sold to the private sector for a song – the taxpayer making a net gain of only £89 million.

Since 2000 alone, the big five bus operators have dished out dividends to their shareholders worth a mammoth £2.44 billion, a sum that would cover the cost of the existing pensioner bus pass and introduce free travel for under-16s in England, Scotland and Wales.

RMT members working for First Group, Arriva, Go Ahead, National Express or Stagecoach will be well aware, low pay is a feature of the working in the bus industry. Average wages for a bus worker fell by five per cent in the last year and the median gross weekly wage for a bus worker is £430, some £68 lower than the average across all industries.

Profiteering, whacking up fares, cutting services and holding down pay in the bus industry is only possible because of the deregulated

system, outside of London, introduced by the Thatcher government in 1985. Although buses remain the most used form of transport in the UK, the effect of privatisation can be clearly seen from the declining number of bus journeys that are being taken. Only in London, where regulation of bus services exists through Transport for London, is the number of bus journeys increasing.

This pattern of decline is the direct result of the cuts in services and the high fares consistently charged on the

shrinking number of bus routes that the private bus companies consider it profitable to run.

Added to this the Tory-led coalition's attacks on the Bus Service Operators' Grant (BSOG) and local authority funding, bus services are at risk of being lost in large parts of the country. This is illustrated by the Campaign for Better Transport's mapping of cuts to local authority-funded bus services which has found that since 2010, over 1,300 bus services have either been reduced or withdrawn. These services are

Since 1985, as the table below shows, the number of bus journeys has declined by over a quarter in England, Scotland and Wales. Even including London, the number of journeys since privatisation is down nearly eight per cent:

Years	England	Scotland	Wales	UK (inc. London)
1985-86	3.65 bn	671m	163m	5.635 bn
2011-12	2.312 bn	443m	115m	5.195 bn
% fall	-36%	-33.9%	-29.4%	-7.8%

predominantly those relied on by pensioners, children and disabled people and which the private sector won't run because they can't make any money out of the passengers.

The bus industry continues to receive a hefty £2.3 billion subsidy from the taxpayer, mostly to pay for the pensioner bus pass and bus services for schools and adult social care which would otherwise be completely ignored by private

bus companies.

Although a paltry £70 million is being offered by the government to local authorities through the 'Better Bus Areas' policy, they are also consulting on how to devolve the £400m Bus Service Operators' Grant to local authority level.

The latter proposal will have the big five bus companies rubbing their hands and priming their lawyers to bully weak and impoverished local authorities

into handing over the cash for providing a basic and expensive bus service. Those companies will also continue to lobby hard to maintain deregulation and against the regulation of bus services by local authorities.

The government's failure to end the scandal of deregulated bus services outside of London has been exposed by RMT's Parliamentary group in Early Day Motion 855, tabled by RMT Group member Graeme Morris,

Labour MP for Easington.

This is the latest stage in the fightback against the profiteering and political failure that has allowed multinational transport companies cream huge profits out of UK bus passengers, workers and taxpayers for nearly 30 years.

RMT will continue to be at the forefront of the campaign to take bus services back to passengers and the workforce.



FRENCH BUCK THE BUS MARKET

In 2001 the French town of Châteauroux rejected leaving bus services to the 'free market' and made services free, increasing usage by over 200 per cent

When Jean-Francois Mayet became mayor of Châteauroux in 2001, the town's bus network was descending into irrelevance as residents chose different modes of transport.

So Mayet, a member of France's socialist party, did what few mayors would do: he made the whole thing free and, according to a recent report, ridership in Châteauroux has jumped up 208 per cent in 11 years.

The dozen or so bus lines of Châteauroux, which is about halfway between Paris and Bordeaux, weren't the first to offer free transit, but it was the biggest and the only larger city to 'demonetise' its entire network.

Only the Belgian city of Hasselt, which dropped fares system-wide in 1997, was even close to the same league.

But Châteauroux didn't just test the viability of eliminating

fares as a social experiment; it used free rides to save its mass transit system. In 2002, ridership had already increased 81 per cent.

By 2008, the conservative newspaper Le Figaro reported that Mayet was the most popular mayor in France among towns with between 30 and 50,000 inhabitants. He's still in the job, as well as being a regional representative to the French Senate.

The motivations for making a transit system free are obvious. Increased ridership can relieve traffic, improve the environment, boost the system's efficiency, give residents more spending money, help the poor, and rejuvenate central business districts.

It was achieved by slightly increasing the transit tax on big local businesses while eliminating the costs of printing tickets. But not everyone is



jumping on board. Bruno Cordier, author of a 2007 report Totally Free Mass Transit cautions that fare-cutting won't work for many cities.

"Gratuity alone does not make the network attractive," Cordier told Le Monde. He points out that Châteauroux also expanded their network by 42 kilometres at the same time, which could have played as much of a role as free rides. Plus, he says, the system won't work at all in big cities, where 30-40 per cent of transit revenue comes from ticket sales, as opposed to a mere 14 per cent in Châteauroux.

One of Châteauroux's imitators also released a report this year: Aubagne, a metro area spread around 12 towns to the west of Marseille. This being France, the city's mayor teamed

up with a philosopher to write a book on the experiment, entitled, Liberté, égalité, gratuité.

Aubagne has had a free transit system since 2009, when the city raised the transport tax on large businesses from 0.6 to 1.8 per cent to become one of the largest free-transit projects in the world. Since transit fares were abolished in 2009, ridership has increased 170 per cent. The authors told TerraEco that 99 per cent of residents are happy with the new policy and traffic congestion is down 10 per cent.

The concept is about to meet its biggest test. At the end of this year, Tallinn, Estonia will eliminate fares on its transit system for residents, making it the world's biggest city with free mass transit. ■

100 YEARS OF INDUSTRIAL UNIONISM



UNITY: Members of the Amalgamated Society of Railway Servants, the General Railway Workers' Union and the United Pointsmen and Signalmen's Society sign the agreement to create the National Union of Railwaymen at 5pm on February 14 1913.

Alex Gordon marks the centenary of the founding of the National Union of Railwaymen, Britain's first industrial trade union, on Valentine's Day 1913

One hundred years ago this month, railworkers from England, Ireland, Scotland and Wales gathered in Holborn Town Hall, at the intersection of Gray's Inn Road and Theobald's Road – near RMT's head office today in London's Kings Cross.

From 10-14 February 1913 the Amalgamated Society of Railway Servants (ASRS) held a 'Fusion Congress' with the General Railway Workers' Union (GRWU) and the United Signalmen's and Pointsmen's Society (USPS) and voted to found Britain's first industrial union, the National Union of Railwaymen (NUR).

RMT's objectives today to organise all workers employed in connection with rail, sea, transport ancillary undertakings and offshore energy springs directly from the decisions taken by delegates at that 1913 Fusion Congress.

However, in 1913 the inspiring decision to found a union that welcomed 'all workers employed on or in connection with any railway'

was a tough battle. Powerful voices in trade unions, the Labour party and employers saw industrial unionism as dangerously revolutionary. And they were right.

Appalling and reactionary class snobbery permeated British society in 1913 and private railway companies encouraged pernicious grade snobbery to divide uniformed staff from casual labourers, skilled from semi-skilled and white-collar staff from manual workers. Industrial unionists were out to sweep sectarian divisions away.

The same anachronistic divisions encouraged by employers today were a formidable barrier to railworkers uniting to challenge low wages, long working hours and lack of union recognition in 1913.

J.E. Williams, ASRS general secretary told representatives of railway workshops labourers in December 1911, 'A fitter has no more to do with the working of the railway than a shoeblack in the street.' Such disparaging views were a hangover of 19th

century Victorian attitudes encouraged by railway companies to divide workers.

Emphasising grades differences weakened solidarity, meant railway wages lagged behind pay rates in manufacturing and engineering and allowed a 'hire and fire' bullying culture to flourish under the guise of 'railway discipline'.

Yet, conservatism and desire for respectability by union officials who advocated partnership between workers and employers, meant they opposed one union for all railworkers following the national rail strike of August 1911.

ASRS assistant secretary, J.H. Thomas MP for Derby, said on the eve of the 1913 Congress, 'I hope it never will be intended, for this or any other Union to take into its ranks those who properly belong to other organisations such as skilled trades.'

Thomas believed railworkers should know their place as

'loyal company servants'.

The battle to overthrow such entrenched conservatism was joined on the opening day of the Fusion Congress. Tom Lowth, general secretary of GRWU the workshops labourers' union, called on ASRS delegates to repudiate Thomas' comments.

Charles Watkins, a young signalman from Clay Cross in Derbyshire took up the challenge telling delegates 'we insist that any worker employed on or in connection with a railway shall be eligible to join this new organisation. It is time for us now to include all men, skilled and unskilled, clerks or manual workers employed on or in connection with the railways of the country.'

Congress voted 45-11 for Watkins' resolution and the way was open for full merger of ASRS, GRWU and USPS and the first industrial trade union to be born.

Six weeks later on Sunday, 30 March NUR members celebrated the new union with a 50,000-strong rally in Hyde

Park calling on non-unionists to join the NUR.

The first skirmish in railworkers' battle for equality and democracy brought victory, but within months fresh attempts were made to restrict membership of NUR.

In the summer of 1913 NUR general secretary Williams refused to enrol women railworkers. NUR Birmingham District Council appealed against his decision and delegates at the 1915 NUR Annual General Meeting in Nottingham voted 33-23 to overrule him.

Women faced double discrimination of being enrolled as 'temporary workers' during wartime (in 1914 Old Oak Common and Kings Cross NUR branches called for women to be

admitted as full members) as well as being paid only the minimum wage of male railworkers. In May 1915 London, Birmingham, Sheffield and Chesterfield NUR District Councils called for equal pay for women workers.

The first woman officially admitted to the NUR on 2 July 1915 was Jennie Burden a 19-year old carriage cleaner joining Brighton No.3 branch. Mary Elizabeth 'Mamie' Thompson joined the NUR Ashton-under-Lyne No.1 branch in 1916 becoming the first woman NUR branch secretary and NUR Manchester District Council delegate.

At its birth in February 1913 the new union enrolled over 180,000 members. By the end

of that year membership grew 50% to 267,000 members as railworkers streamed into the new union. By 1920 the NUR grew to over 480,000 members.

This stunning growth transformed the balance of power between railworkers and employers and led to victory for NUR and ASLEF in the 9-day national rail strike against wage cuts from 27 September to 5 October 1919.

Industrial unionism paved the way for national pay bargaining from 1914, national conditions of service from 1920 and finally for nationalisation of railways and transport undertakings in 1948 by Attlee's post-war Labour government.

RMT members can celebrate the great achievement of

railway trade unionists in founding the NUR 100 years ago this month both because we are proud of our past and because we want a better future.

Our continuing struggles today against poverty pay and exploitation by private rail firms and sub-contracting agencies remind us that the need for workers to fight through their unions for equality and democracy are as vital now as 100 years ago.

RMT members who are interested in learning more about our remarkable history can obtain a free copy of 'Unity is Strength: The National Union Of Railwaymen - 100 Years Of Industrial Unionism' from Unity House, or RMT's webshop.

UNITY IS STRENGTH

Roy Jones reviews the new RMT pamphlet The National Union of Railwaymen - 100 Years Of Industrial Unionism

This work celebrates 100 years of the NUR - now the RMT - from its founding in 1913 and it is a little gem.

Richly illustrated with trade union banners that embody pictorially the ideals of millions of participants in struggle, its 65 pages are packed with material that should encourage readers to look further into the events that shaped trade unions.

Its author, former RMT president Alex Gordon, gives special attention to the three railway unions - Amalgamated Society of Railway Servants, General Railway Workers Union and United Signalmen's and Pointsmen's Union - which merged to form the first "industrial" union.

Gordon's account begins at the turn of the last century, the beginning of arguably the most turbulent decade in trade union history.

Between 1900 and 1909 working days lost to strike action numbered 2.5 million per year on average. Alongside this arose conflicts of ideas on how to best advance the causes of working people in fields such as workers' education, the relationship of the unions to politics and how the unions should be structured to give them the best chance of achieving their aims.

The "politicised layer" of rail union activists came to industrial unionism greatly influenced by the advocates of syndicalism or workers' control.

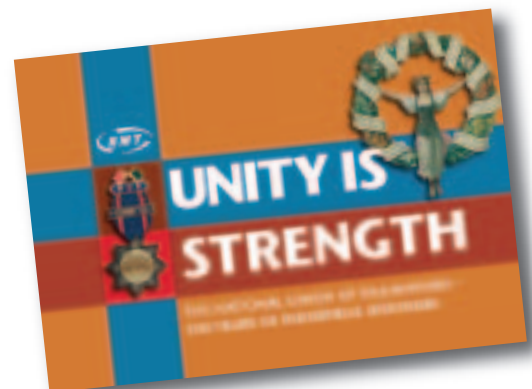
It was a position that Gordon says spread across the membership during a bitterly fought strike in August 1911 when, from a dispute sparked by the seafarers' union in the Port of Liverpool, 70,000 rail workers across Britain took unofficial strike action.

The rail unions were calling for a 2 shillings a week pay rise and a cut in hours from 60 to 54 and, threatened with the call-out of the militia, declared a national rail strike on August 15.

Around 200,000 rail workers took action with clashes with the army in several areas. In Llanelli, troops fired on strikers killing two.

The government offered a Royal Commission on industrial relations and the union leaders called off the strike.

Inevitably, the strikers' demands were not met, but Gordon comments that the strike showed the strength of transport workers acting together. There was increased class consciousness beyond the ranks of the "politicised layer" for industrial unionism and the demand for amalgamation of all rail



unions grew.

This led to the merger of three rail unions into the NUR which, though hailed as an industrial union, did not include the Aslef drivers who wanted a federative structure and the white-collar Railway Clerks union.

Thus "industrial unionism," one presumes, has laid the basis of the thinking of the leadership and membership of the now RMT throughout its 100 years lifetime.

That's captured vividly in *Unity Is Strength*, along with the tumultuous times since 1913 not least because the railways have been strategically important in many union disputes.

This begs the questions of whether the RMT's "industrial unionism" approach has served it as well as those tens of unions merging or federating under different banners with different philosophies. Discuss.

This review first appeared in the Morning Star newspaper ■



150 YEARS OF UNDERGROUND TRADE UNIONISM

by Martin Eady

As long as there have been railways there have been trade unions to defend those who work on them. In December 1871 a permanent national union was established, RMT's forerunner, the Amalgamated Society of Railway Servants.

Long working hours were a particular problem which Board of Trade inspectors recognised as a threat to public safety. It was common for signallers, guards and engine drivers to work 15-hour days.

The companies claimed that sharing control with the union would impair discipline and safety, but the ASRS responded that discipline and safety were better on the only two railways that recognised the union, the North Eastern and the District (forerunner of today's District Line).

The All-Grades movement of 1906-7 demanded reductions in hours, pay increases and crucially, union recognition. But a Conciliation Scheme was put in place whereby the Companies would not have to recognise the Union: staff representatives could be union members but union officials could not sit on Boards. There were interminable delays in getting grievances settled.

Following 1911's strike, companies recognised the unions, though officials were still not allowed into the negotiating machinery. A further strike in 1919 led to the Conciliation schemes being made a statutory requirement in the 1921 Railways Act. By this

time the three railway unions supported the Conciliation scheme. It gave the appearance of a degree of workers' control and some deluded themselves that it was a step towards the syndicalist plan for the unions to run industry themselves. But the companies still held all the cards.

The Underground Group, known as 'the Combine', included the District and deep tube lines but not the Metropolitan which remained independent. It developed a paternalist style of management which meshed well with the Conciliation scheme. Strikes became uncommon. Wage cuts in 1928 were applied to the Metropolitan but not the Underground Group. However, in 1931, Underground Group chairman Lord Ashfield gave notice to terminate existing agreements on wages and conditions. Negotiations resulted in wage cuts as few staff were willing to strike.

The paternalist policy

continued with the formation of the London Passenger Transport Board in 1933. The unions secured representation on the negotiating committee and a new Wages Board.

The wage cuts were restored in stages up to 1935. Demands for improved wages and conditions were submitted in 1936 and partially achieved in 1937-8 without strike action.

Despite pay rises during and immediately after the war, transport wages then declined relative to other industries, largely because nationalisation allowed governments to hold back wages. There was great disillusionment with the way nationalisation was implemented and the supposed workers' participation in management.

Eventually the NUR Executive decided on a withdrawal of labour from February 15 1960. Underground staff pre-empted this with a one-day strike on February 1. This action concentrated minds

and the official strike was called off following the granting of a five per cent increase.

Unofficial strikes in 1989 demanding more money for One Person Operation of trains bypassed the Conciliation scheme, and signalled the end of such schemes (not before time, you may think). In 1990 the Conciliation scheme was finally abolished and replaced by direct negotiation. London Transport management had changed from the old paternalism to an aggressive confrontational style that continues to this day. The privatisation of many aspects previously part of the London Transport 'family' has created a plethora of companies to negotiate with which the Conciliation scheme could not cope with.

The NUR, and RMT since 1990, has adapted to this new reality and become the modern union it is today, responding to the needs of its members in ever new situations. ■



A restored steam train Metropolitan Locomotive 1, built in 1898, reverses from its sheds near Earl's Court last month, before its journey from Kensington Olympia to Moorgate as part of celebrations for the 150th anniversary of the London Underground.

A JOURNEY THROUGH TUBE HISTORY



AT WAR: Londoners take shelter in the London Underground during the Blitz in 1940.

The world's first railway to carry passengers below ground did so for the first time on 10 January 1863, powered by steam. Into the next century, this stretch was joined by several others, each privately-owned.

In the 1920s, governments gave public subsidy to improve the Tube and create jobs when unemployment was high. But the private owners could not run the Underground with the coherence that London needed.

Herbert Morrison, Labour Transport Minister, drafted a Bill to unite the Underground in public hands, which passed in 1933. Morrison recommended it be run by a Board of businessmen and that the dispossessed private owners be compensated, prompting union leader Ernest Bevin to accuse him of 'acting more like a capitalist minister than a friend of the unions'.

Public ownership led to major investment under the New Works Programme, again creating jobs during another time of high unemployment.

But the Underground was run by a London body only until Labour's first majority government made the new British Transport Commission

responsible for LU. It shelved the New Works Programme.

After fifteen years of national control, the Underground returned to the hands of London bodies, and investment rose again in the seventies.

In 1981, Ken Livingstone's Labour GLC introduced the popular 'Fares Fair' policy, but when the Law Lords declared it illegal, the GLC acquiesced and fares doubled. Union opposition stopped GLC plans to cut Underground services.

The Tory government gave LU to new quango London Regional Transport, and made it London Underground Limited, still publicly-owned but acting like a private business.

Only 31 deaths in the 1987 King's Cross fire made politicians consider improving rather than neglecting the Tube.

But 1992's Company Plan slashed LU's workforce by 5,000 to 16,000, and the company increased contracting-out and adopted a 'Make Or Buy' policy.

The Tories introduced the Private Finance Initiative, and London Underground PFI schemes included Northern line trains, the Connect radio project, and the Prestige ticketing contract. All caused major

problems.

The biggest project was the Jubilee Line Extension. After financial problems, delays, private-sector foul-ups, and an untested and unworkable private-sector signalling system, the Extension came in only just in time for the Millennium and way over budget.

The Tories wanted to privatise the whole Underground, but Labour won the 1997 General Election and instead we got a 'Public-Private Partnership'. RMT fought the PPP's introduction for five long years, and continued battling after the government imposed it

in 2002/03. In 2007, infrastructure company Metronet collapsed, and the other, Tube Lines, returned to public ownership in 2010.

PPP is gone, but its legacy is cuts, contracting-out and fragmentation. With a Tory Mayor and London Underground management planning an assault on our jobs and conditions, we should learn from our history and fight for a future for London Underground that preserves jobs and improves services, united, well-funded, publicly-owned and democratically-run.

Janine Booth ■



WHY PAY MORE?

EARN 3% TO 6% CASHBACK AT OVER 40 MAJOR RETAIL PARTNERS

With your RMT membership you get more than just protection at work, you also have access to the RMT Prepaid Plus MasterCard®. Use it to earn between 3% and 6% cashback at retail partners - whether you shop in-store or online. And there is no limit to how much cashback you can earn!

There's a wide range of retail partners including Sainsbury's, ASDA, Argos, B&Q and Boots so saving on your everyday shopping couldn't be easier.

Plus, there's no minimum or maximum spend or any limit on how much cashback you can earn! And you can still receive loyalty points with your Nectar or your Boots Advantage card.

Use this card like any other payment card - it is accepted at over 32 million outlets worldwide wherever you see the MasterCard Acceptance Mark.

EARNING CASHBACK

1. APPLY & TOP UP: Simply apply for your card at www.RMTprepaid.com and top it up with funds.

2. SHOP: Use your card in-store or online at retail partners to earn cashback.

3. EARN CASHBACK: Your cashback is automatically paid to your prepaid card the next time you top up.

It's that easy!

TOPPING UP YOUR CARD

This is a prepaid card, so you top it up with money before you spend (similar to pay as you go mobile phones). You can only spend what you load to your prepaid card, so there is less chance of getting carried away.

Your card can be topped up at anytime by logging in to your online account. You can also top up at a Post Office® branch or PayPoint terminal (fees apply for these options).

There are no top up fees when you set up a monthly direct debit or make a debit card load over £200.

Apply today at www.RMTprepaid.com and you could **WIN £500**

The example below is based on a prepaid card loaded with £550 by direct debit, excludes £1.95 monthly fee.

Monthly family shopping	Cashback
£400 at Sainsbury's/ASDA	£12.00
£20 in Boots (toiletries)	£1.00
£50 in Pizza Express (dining)	£2.50
£30 in Argos (homeware)	£1.50
£50 in M&S (clothing)	£2.50
Monthly cashback earned	£19.50

You could
earn over £200
each year!!!





"Finally a card worth talking about in this difficult economic climate! The RMT Prepaid Plus card is different – you only spend what you have loaded. And you earn cashback when you shop at many popular stores. It's a great way to budget and save." - Bob Crow



SAVINGS CALCULATOR

To see how much cashback you could earn each month use the handy savings calculator at www.RMTprepaid.com

Range of brands and cashback are subject to change. Some retailer exclusions apply.



APPLY TODAY & YOU COULD WIN £500!*

10 GOOD REASONS TO GET THE RMT PREPAID PLUS CARD:

- 1. MAKES BUDGETING EASY**
You can only spend what you load so there's no getting carried away.
- 2. SAVE ON YOUR EVERYDAY SHOPPING**
You earn cashback by simply using your card at retail partners.
- 3. NO CREDIT CHECKS. NO OVERDRAFT CHARGES**
- 4. FREE TO APPLY FOR****
- 5. EXCLUSIVE TO RMT MEMBERS**
- 6. ACCEPTED AT OVER 32 MILLION OUTLETS WORLDWIDE**
- 7. SECURE**
This card is chip and PIN protected, and not linked to your bank account.
- 8. ADDITIONAL CARD**
You can get an additional card for a member of your household and enjoy more cashback at partner retailers.
- 9. EASY TO MANAGE AND TOP UP**
You can view your statement, cashback you have earned and top up online by logging in to your prepaid account.
- 10. RMT APPROVED!**



APPLY FREE AT WWW.RMTPREPAID.COM

*Full prizetdraw rules at www.RMTPrepaid.com/prizetdrawrules. To be entered into the prizetdraw you must successfully apply for a RMT Prepaid Plus card or be a RMT Prepaid Plus cardholder before 15th April 2013 (no cash alternative). **The NEW RMT Prepaid Plus Card is FREE to apply for. You simply pay a monthly fee of £1.95. The first fee will be charged within 30 days of successful application. When you apply for the card you will need to make an initial load. This load will be available for you to spend once you receive and activate your card.

This card is issued by Clydesdale Bank PLC pursuant to licence by MasterCard International Incorporated. This card is an electronic money product. The electronic money associated with this card is provided by PrePay Technologies Limited, a company authorised and regulated by the Financial Services Authority. PrePay Technologies Limited is a registered Service Provider of Clydesdale Bank PLC. MasterCard and the MasterCard Brand Mark are registered trademarks of MasterCard International Incorporated. The RMT Prepaid Plus card has been arranged for you by RMT and RMT Prepaid Plus. RMT Prepaid Plus is a trading name of Union Income Limited ('UI'). UI is registered in England and Wales. No. 06595562. Registered office: 4th Floor, 7/10 Chandos Street, London W1G 9DQ.

DEALING WITH DISCRIMINATION IN THE WORKPLACE

RMT member Glen Hart looks at ways to tackle racism and discrimination in the workplace

One of the biggest obstacles faced for anti-discrimination campaigners is the lack of opportunity for the people they aim to protect.

Accepted stereotypes of particular classes inabilities often meant that disadvantaged groups relied on the law to react to complaints rather than proactively anticipate the problems.

Independent research led by Cambridge Professor Robert Hepple QC identified, prior to the enactment of the Equality Act 2010, that the amount of fragmented anti-discrimination legislation placed too much emphasis on state regulation and too little on the responsibility of organisations and individuals to generate change.

In response, many groups and a number of reviews have called for an inclusionary approach to promoting equality. By placing the onus on employers, suppliers of services, educators or trade unions and workers associations to take positive steps to encourage diversity and avoiding fault-finding and the need for retrospective analysis of decisions.

This inclusionary approach is a positive duty to reduce the under-representation of disadvantaged groups is, in the long run, more effective than negative duties not to

discriminate.

The Citizen Advice Bureau in its own review, realised that irrespective of legislative activity over the last thirty years, including consolidation of discrimination into a single act, and despite Governmental achievements such as civil partnerships, public sector duties and community cohesion initiatives, inequality remains deeply embedded in our society.

It is understood that with the current rates of progress it will take until 2105 to close the gap in ethnic employment rates.

The TUC's negotiator guide, 'Tackling Racism in the Workplace' provides a clear statement on what is required: "It is worth bearing in mind that the law in itself does not put a stop to discrimination – it cannot be relied upon to achieve and protect equality issues; its function is to define what unlawful discrimination is. Collective bargaining is a proactive mechanism for ensuring that equal rights exist within the workplace. Therefore, unions are in a position to proactively seek out and challenge discriminatory practices".

The task for any progressive trade union is to recognise the importance of tackling inequalities both internally and with the bosses. Effective trade unions benefit society as a whole. It is a well established



Glen Hart

principle that the gap between rich and poor is lower in countries with strong trade unions fighting for ordinary workers. Although, the standards we set, should not be one that is lower than what we expect from the bosses.

A TUC European investigation (2005) into how trade unions tackle racism exposed some astonishing findings. It discovered that traditionally, trade unions have sought to deal with racism in the workplace by adopting one or a few of the following six strategic positions: Protection, Denial, Delegation, Assimilation, Self-organisation and Positive discrimination.

One of the most poignant factors that the investigation revealed was an insight on the

London buses. The presence of a black majority of operating staff and the long history of black and ethnic workers creating a long experience of integration meant that there were a significant number of black and ethnic representatives at the two lowest levels of the union (branch officers and garage stewards). The price paid is often one of downplaying discrimination issues.

Another problem identified is with workers actually taking employers to tribunal for discrimination. The problem explained was in terms of personal expense and the possibility of being stereotyped as a troublemaker.

The concluding recommendations offered by the report, recognises racism as a

social phenomenon that is structurally present and rooted in the composition of society. For trade unions to improve practices, a number of measures that seek to implement viable strategy for unions to combine struggles for local improvements with the struggle for general improvements and equality.

These include trade unions not practising the law of silence, see no evil, hear no evil, and say no evil. Trade unions placing demands on employers, that racist behaviour towards other staff or customers will not be tolerated. Involving and encouraging participation amongst more black and ethnic members to play an active role in the union. Finally, unions should directly take up the challenge nationally of tackling racist attitudes amongst its own members.

Suggestions to tackle the presence of institutional racism requires unions to extend their internal education in building awareness that racism goes beyond verbal outbursts and should commission publicity to raise awareness.

Fortunately, RMT efforts follow many of these proposals, although in some ways there needs to be a greater impetus towards improving the recognition of black and ethnic representatives within the hierarchy of the union structure.

My role serving on the LTRC and national committees for black and ethnic members is virtually unnoticed by the company I work for. It does not afford representation rights or release to participate in assimilating necessary data or recruitment drives to increase black and ethnic member's participation.

A concern that has puzzled is why does there seem to be an apathy from black and ethnic with participating in union activities. Is it the social element of mostly conducting meetings in pub rooms a major obstacle, is it a former dissatisfaction with past experiences or is it a condition of the changing workforce?

President's column



STARTING WORK

This is my first column now that I am actually in the position of President and the work has really begun.

We are certainly in for a hectic few years but this is what I signed up for and I am looking forward to the challenge. There is a good Executive alongside me and, with your help, we will be taking things forward. I hate the phrase "we're all in this together", but in this case we are. We are all facing attacks, shipping, buses, the London Underground, OILC and rail, so we have to be united, and put any differences behind us.

Recently we had the Network Rail Operations second stage reps down to discuss the pay offer, and they were unanimous in their desire to accept it. However many concerns remain. PTR&R, a shorter working week to help protect jobs, and the prospect of mass redundancies were just some of the issues raised by the reps.

Like many other grades, mass redundancies are imminent on Network Rail. This could well be the end of the signalling grade as we know it. The new "super signalling centres" will mean the closures of many signal boxes, and the resulting loss of hundreds, if not thousands, of jobs.

The tragedy of this is not just that workers are losing jobs now, but also the lack of job opportunities for future generations. My own signal box closure date has been brought forward, but I am at an age where this does not matter as I will be nearing the end of my working career when my term of office ends. It is the younger comrades with families and debts who will suffer the most. Where do they go? What chance of finding new jobs is there for them?

This is not just about signallers. Every day workers in the transport industry are losing their jobs, and having their terms and conditions attacked. We need to find a way, together, to tackle this and tackle it now. The leadership can only do this with your help and input. We need Regional Councils, branches, reps and activists to start working together and planning strategies to resist and defend our members against these vicious attacks. We need to up our efforts to get non-members into the union. By doing this we increase the membership and thereby our strength. The Organisation Unit do an excellent job, but they need our help as well. Every member of this union is a recruiter. Engage non-members and point out the advantages of being in a union. There will always be members who won't join, but a lot will if they are asked!

Finally I would like to talk about the future of this column. I want to use it as a forum to discuss the problems and issues that are affecting our rank and file. Whatever you want me to talk about, please let me know. You can phone, write, e mail, or text me. I will do my best to visit your branches or workplaces if invited. I want this column to be a platform for you. A place for you to air the problems you face and ideas of how we can take the fight to the government and bosses who are trying to destroy us. So let us all have a really Happy New Year and make 2013 the year we fight back and more importantly, win! All the very best to you all.

Peter Pinkney

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





LEGAL

BACK TO THE FUTURE

Andrew Hutson of Thompsons Solicitors warns the government is taking workplace health and safety back to Victorian times and any members with a compensation claim should contact RMT's legal service

Not content with its programme of dismantling employment rights, the government is pushing through amendments to health and safety laws which have been in place since the start of the last century.

Amendments to the Enterprise and Regulatory Reform Bill, which is currently going through Parliament, will roll back a fundamental protection for working people established by the Court of Appeal in 1898.

This return to Victorian times will result in the end of employers being automatically liable, under the Health and Safety at Work Act, to pay compensation when they had no excuse for a worker being injured.

In law this is called strict liability and it happens when the employer really cannot argue they are not responsible for what happened. For example, when equipment is faulty and an employee is injured.

Employers are also automatically liable for breaches of things like the duty to keep walkways in workplaces free from hazards that could trip people up.

In those circumstances, the injured worker doesn't have to prove the employer was at fault for what happened. They simply have to say "the law says you should have done this and you didn't".

The motivation for the government's amendment is of course its drive to free up businesses from the so-called burden of red tape. It isn't clear how this country got through the Boer and First World Wars, the depression, the Second World War and the recessions of the 1970s, 80s and 90s with

strict liability on employers and yet, in 2013, it is suddenly a "burden on business".

It means that someone who trips in a pothole in the street will actually have greater legal protection than someone injured at work. That's because they will have a claim both in negligence and under the Highways Act. But the burden will be on the injured worker to demonstrate that their employer knew or ought to have known that the equipment they were using or a particular working practice was unsafe if they are to get compensation for their injury.

This is very unfair. It loads the dice against the worker. The causes of workplace accidents can be complex. Faulty equipment could be down to the employer, the manufacturer, the service company, or anyone who has modified it.

A boss may not themselves have left a hazard on the floor, but they were ultimately responsible for ensuring it did not happen.

By not allowing employers an excuse when something goes wrong, the strict liability provisions in the Health and Safety at Work Act mean that an injured person doesn't have to find out which of them was responsible. Instead, their employer has to show that they have complied with their health and safety duties and are not in breach of the regulations.

This requirement provides a better level of protection for employees because it focuses an employer's attention. Regulations encourage good behaviour.

Good health and safety should of course be a priority for employers irrespective of what it costs or the benefits it brings. But there is also plenty of evidence that it is very valuable, both by reducing days lost to sickness absence and in maintaining good employer/employee relations.

The changes proposed by the government will not only set health and safety law back over 100 years, they will encourage poor employers to pay lip service to health and safety generally.

Civil justice changes

They also come at a time when civil justice funding rules are changing, making



it more difficult for injured people to find a lawyer to take their compensation claim unless it is going to be very straightforward, they have the means to pay lawyers fees themselves or they are a trade union member.

This is as a result of the Legal Aid, Sentencing and Punishment of Offenders (LASPO) Act passed in May 2012 [cross reference to previous article in RMT News]. From this April, injury victims will be expected to contribute to the cost of their case.

We are seeing blow after blow to injured people. RMT and Thompsons are working with the TUC, other trade unions, health and safety campaigners and the Parliamentary group of MPs to oppose the dangerous amendments to health and safety laws and will continue to support injured members.

The changes that come in on April 1 mean that members who think they or a member of your family have been injured through no fault of their own and may have a compensation claim should contact RMT's legal service without delay. Claiming now before the new rules come in may make all the difference. ■

Call RMT now on 0800 587 7516 for more details.

SAY NO TO THE BEDROOM TAX

A RMT member warns that the Tories are attacking the poorest in society with plans to cut welfare benefits this April from those considered to have a spare bedroom

The 'under occupation penalty' dubbed by its critics as the 'bedroom tax' was drawn up by Lord David Freud, the government's welfare 'reform' minister.

It is an unfair and unjust 'punitive measure' solely against benefits claimants, deliberately designed to further impoverish those who are already impoverished by the government's austerity and welfare 'reforms'.

Once again it falls on the heads of anyone who is fortunate enough to have to rely for their survival on the benefits system and live in either social housing or privately owned rented accommodation.

The bedroom tax has been referred to as a 'punitive measure' against those on benefits who have a 'spare' bedroom in order to force them to downsize to smaller accommodation and free up

homes for larger families, although this does not in fact extend to home owners who are in receipt of benefits.

The main reason for this is because Tory governments under Margaret Thatcher forced councils to cease building social housing and to sell off most of the stock they already had. This was because homeowners tended to vote Conservative and it led to a shortage of housing stock. This policy was continued by New Labour.

Employment minister Chris Grayling claims that it is impossible to justify a million spare bedrooms when there are so many families living in temporary accommodation. He said that spare rooms in council houses were a 'luxury' when so many children didn't have a secure roof over their heads.

However having a spare bedroom is not a 'luxury', it is a necessity not least for those

who have carers, family members and children that come to stay with them on occasions.

Welfare secretary Iain Duncan Smith claims that it is not right the some people on benefits have been able to live in homes 'that working people cannot afford', which I find a rather obnoxious and offensive statement coming from a man who lives in a two million pound Tudor farmhouse rent free because it is owned by his rich father-in-law the Fifth Baron of Cottesloe.

From April the bedroom tax, along with the benefit cap, and the introduction of the universal credit and the effect is likely to be horrendous. Under universal credit most will be financially worse off with a reduction in the level of housing and council tax benefits.

Imagine a single person on jobseekers allowance of £57 per week having to pay out £5

towards council tax, £10 towards rent and then being hit with a bedroom tax and shelling out another £10.

The person would have to live on £32 a week, paying his bills, fares etc as part of their job seeking activities and then find funds for food. I don't think it could be done and for families bringing up children it is likely to be far worse especially with the curtailment of tax credits for families with more than two children as well.

National Housing Federation chief executive David Orr said that the tax punished people for trying to have a family life in homes that have lived in for years.

This is true but the purpose of the bedroom tax is far more sinister as it further impoverishes the poorest in society, driving them out of their homes.



ACTIVISTS LAUNCH 'BEDROOM TAX' BATTLE

Tenants, unions and campaigners across Britain have launched a national fightback against cuts to housing benefits and debunking the "strivers vs skivers" myth. Defend Council Housing is organising with trade unions, Disabled People Against Cuts (DPAC) and other campaign and community groups to co-ordinate action including mass protests up and down the country.

The campaign particularly targets benefit caps and the reduction of council tax benefits for millions of tenants under the government's welfare reforms that come into force this year, including the "bedroom tax."

From April the under-occupancy tax will penalise anyone living in social housing who has a spare bedroom by cutting 14 to 25 per cent off a claimant's housing benefit.

The tax was spearheaded by Tory Lord David Freud, who The Mirror newspaper revealed owns an eight-bedroomed

country mansion he uses for holidays and weekends as well as a four-bedroomed Highgate town house.

And from October Universal Credit will cut benefits further for those with disabilities, households with two earners, mothers and those paying for childcare.

A national link-up of campaigns, a summit and action around budget day in March were all agreed.

DPAC spokesman Andy Greene stressed the importance of reaching out to the "silent majority" who "aren't necessarily political" but who are still affected by the reforms.

"In all our campaigning we need to engage with people, spend time to talk to them and listen carefully to their concerns," he said.

For more information go to www.defendcouncilhousing.org.uk



GREEK METRO WORKERS FORCED INTO THE ARMY

The Greek government is press ganging the entire workforce of the Athens public transport network into the Greek army in an attempt to break strike action and an occupation against huge proposed pay cuts.

The strike by Athens subway workers had entered its seventh day in defiance of a court ruling declaring the work action illegal. The ruling allows the government to invoke emergency powers to force the strikers back to work by means of a "civil mobilisation," which effectively conscripts the workers into the armed forces.

Over 2,500 workers face arrest including striking metro workers as well as tram and electric railway employees.

Metro employees, who have already had their salaries cut, stand to lose an average of about 20 per cent of their wages as part of the EU/IMF austerity package designed to make

workers' pay for the crisis caused by reckless lending by major European banks.

In December, the Greek parliament passed a new package of austerity measures that had been agreed by euro zone finance ministers as the condition for further loans to Greece.

The vast bulk of Greece's loans from the EU is immediately repatriated to the country's international creditors, led by German and French banks, and most of what is left ends up in the coffers of Greece's own banking elite.

Metro workers' union leader Antonis Stamatopoulos has called for their agreed collective contract to be respected and accused the government of being a "junta".

He said that the protesting workers who had gathered at the metro's main depot in Sepolia would not be brought



AUSTERITY: A striking Metro worker paints a banner which reads "9 days on strike" as a riot police officer looks on near the entrance of subway train depot. Greek riot police have stormed to train depot but striking workers had barricaded themselves in.

out of there alive.

Governing coalition partner Democratic Left described the civil mobilization order as "an extreme choice" but party sources said that the issue would not cause a rift within the three-party pro-EU government.

PASOK leader Evangelos Venizelos expressed support for crushing the strike, describing it

as "unacceptable".

Hellenic Postbank workers also struck for 48 hours to protest against the state-owned operation's privatisation and doctors and other medical staff have taken strike action.

Elefsina Shipyard workers, who have not been paid for six months, began a series of 25-hour rolling strikes.

RMT EDUCATION- FOR WORKERS, BY WORKERS

The union is delighted that the newly extended National Education Centre in Doncaster is operating at full capacity without a single hitch, writes Alan Pottage, head of Education and Organising.

Our courses are packed and there isn't a spare bedroom in the building. This level of interest coupled with the positive feedback from those attending points towards another success story for our union.

After their training course ends, our activists leave Doncaster feeling inspired and determined to use their improved knowledge and skills to organise even more workers into the RMT.

More emphasis is placed on our reps being able to fully represent and organise their workmates and we are always looking at new ways to support and help our activists.

RMT education officer Andy Gilchrist has put together an excellent range of courses



Geoff Revell addresses RMT activists in the union's newly-extended national education centre in Doncaster.

that are delivered by a great team of RMT tutors, all from the workplaces we organise in.

Our 'organic' style of educating workers ensures that we can all relate to one another which means all workers coming through our centre quickly relax and feel at home.

There is not even a hint of elitism or exclusiveness within our successful education programme so I would encourage all of our activists to attend your local RMT branch and get yourself nominated for one of our courses. You will not regret it!

Obituaries

VIC TURNER

October 3 1927 - December 30 2012

Vic Turner (right) was one of the dock leaders known as the Pentonville Five, whose imprisonment for picketing in July 1972 led to one of the largest mass demonstrations in London, and the threat by the TUC of a general strike.

The men were jailed on the orders of the Heath government's newly set-up National Industrial Relations Court for picketing a container depot in protest at proposals to move their jobs.

Warrants for their arrests were issued by the NIRC for contempt of court, and four were arrested and imprisoned. Vic was arrested and imprisoned as he led a demonstration outside Pentonville where the men had

been taken.

Thousands marched on Pentonville and, faced with a general strike, the previously unheard of 'Official Solicitor' applied to the Court of Appeal on the grounds that the NIRC had "insufficient" grounds for conviction. The men were set free that day.

Victor Turner was born and brought up in East London and became a docker and a TGWU steward in the Royal Group, and a member of the Communist Party, taking part in the battles to end casualisation.

Vic played a prominent role in organising support in the fight to keep the Upper Clyde Shipyards open, helping miners' children affected by



the 1972 miners' dispute and during the Biant printers' work-in. He continued the fight against the loss of jobs but containerisation came in, resulting in large-scale

redundancies. He went to work for Newham Council as a Trade Refuse Officer and joined the Labour Party. He was elected to the council in 1984, serving as mayor. ■

ERIC CADDICK

November 3 1929 - December 19 2013

Eric Caddick (right - holding banner) was a Liverpool-born black member of the National Union of Seamen who, despite being confined to his house for many years, was still tremendously respected by a wide spectrum of people shown by those who attended his funeral and sent messages from around the world.

Eric was a proud member of the Communist Party and stood as its candidate in Liverpool's Granby Ward. Over the years he was involved in many campaigns including against Apartheid and US aggression in Vietnam, for Nuclear Disarmament, Chile Solidarity and the struggle against racism.

Eric joined the Merchant Navy as a young man. He worked in the engine room, sailing mainly to South

America and the Caribbean and later he worked aboard various ships on the Mersey.

He was very active in the Seaman's Reform Movement, along with his friends, Paddy Milner, Peter Kerrigan, Harry Caribine, and Roger Woods, Joe Kenny, Jack Coward. The latter three of the five were named by Prime Minister Harold Wilson as "a tightly group of motivated men", trying to bring down his Labour government.

But it was clear to everyone all they were trying to do was to win decent wages and conditions for British seamen. They were also trying to place the union into the hands of its members. Eric was always proud that the campaign resulted in the democratisation of the union. ■



COMMEMORATIVE WATCH

RMT has come into the possession of a pocket watch presented to Dunfermline National Union of Railwaymen branch secretary D I Page in 1926.

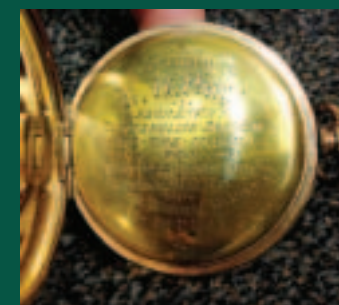
RMT regional organiser Peter Skelly found the watch in a second hand market in Cardiff and bought it on behalf of the union.

It is not clear who presented the watch to brother Page "for services rendered 'commemorative' of the General Strike, 1926".

Dunfermline is now part of the Mid Fife branch of the union. Peter asked RMT News to ask

members if anyone has any further information about D I Page and the watch.

"It would be interesting to know more about this watch and how it ended up in Cardiff," he said.



CYPRUS REUNITED

Retired RMT member Andreas Ashioti presented Bob Crow with a flag of the Pancyprian Federation of Labour (PEO) the oldest trade union grouping in Cyprus.

When the left wing party AKEL was declared illegal by the British colonial government of Cyprus in 1955, PEO was the only legal left wing political entity.

PEO organised all ethnic groups in Cyprus but the far right Turkish Cypriot terror group TMT launched a campaign against Turkish Cypriot PEO members, driving them out of the union.

After Cypriot independence, PEO led campaigns for better working conditions for all. However the Turkish invasion of the island on July 20, 1974, led to partition and over 200,000 Greek Cypriots were forced to leave their homes and properties and become refugees in their own country.

Andreas is involved in the campaign to reunite the island and allow Greek Cypriots return to their homes particularly in the 'ghost town' of Famagusta which was sealed off by Turkish forces and has been effectively abandoned. ■



DEFEND WORKERS' RIGHTS IN TURKEY

The International Transport Workers' Federation (ITF) has launched a campaign highlighting logistic giant DHL's harsh treatment of workers in Turkey and around the world.

In the latest development in Turkey a shelter built by members of the TUMTIS union outside DHL's depot in Kırac was attacked and damaged and union flags were torn down. There is good reason to suspect

that DHL made a complaint, which led to this action.

The highly-regarded German television Channel SWR, exposed to the German public the real face of German-based DHL's worldwide industrial relations in a hard-hitting critique of its activities.

The clip highlights DHL's neglect of its workers outside Germany and features interviews with dismissed

TUMTIS workers and victimised Norwegian shop steward Monica Okpe.

A leading German industrial relations expert endorsed the report, which details the labour rights abuses of Deutsche Post DHL in Turkey.

The ITF called on activists to organise solidarity action at DHL and contact DHL headquarters in Bonn over dismissed workers in Turkey. ■

REGION ONE SCOTLAND

REGIONAL ORGANISER ELECTION
WISHAW AND MOTHERWELL
BRANCH ARE PROUD TO
NOMINATE

JAKE MOLLOY

WE URGE ALL MEMBERS TO VOTE
FOR THIS PRINCIPLED AND
EXPERIENCED CANDIDATE

REGION ONE SCOTLAND

ORGANISER ELECTION
RMT OFFSHORE ENERGY
BRANCH NOMINATE

JAKE MOLLOY

WE URGE ALL MEMBERS TO VOTE
FOR THIS EXPERIENCED AND
DEDICATED CANDIDATE.

JESSICA WEBB

RMT's equality officer Jessica Webb is the Hackney speaker for May 2012 to May 2013. With her husband Mat, she has made her home in Hackney since 1998, living a stone's throw from the Olympic Park. Their children, George and Beatrice, were born in Homerton and now attend Gainsborough Primary School.

Elected to the Council in a by-election in October 2000, Labour Councillor Webb has represented the ward where she lives, Hackney Wick, ever since. Honoured to be the Speaker of

Hackney during the Olympic year, Councillor Webb hopes that all Hackney residents will benefit from the wide range of opportunities it has brought.

Councillor Webb also welcomes all Hackney residents and businesses to join with her to raise money for her nominated charities, Amnesty International and Positive East. She also invites everyone to set themselves challenges for this year. The challenge she has set herself is to climb Mount Kilimanjaro in February 2013. ■



SOUTH LONDON RAIL BRANCH

SUPPORTS

STUART BENNETT

FOR AREA COUNCIL
ELECTION SOUTHERN
TRAINS

Letters...

OCCUPY

Dear editor:

RMT Young Members had been frequent visitors to the Occupy St Pauls camp and were appalled at the cartoon which featured in Jan'13 RMT News which completely misrepresented Occupy.

Using tents to occupy public spaces, the internet to communicate and social media to promote themselves the movement has appealed to young people, giving them a voice and space to debate current social and economic problems and potential solutions. The slogan "we are the 99%" summed up the gross inequality of wealth and power within countries around the world and the demand that 99% would be heard and would play a full role in the running of society.

The movement has reached out recruited, educated and organised young members in a way most trade unions have not been able to.

We should not be ridiculing or even reproducing the negative stereotypes which are common place in mainstream media and tory ideologies we should be looking inwards at what we could be doing better and reaching outwards bringing such groups with us.

More details can be found at www.rmtlondoncalling.org.uk/youngmembers and I will be at the Young Members conference Feb 21-23 Newcastle.

Jayesh Patel

RMT Young members' chair

CLAIM YOUR LAUNDRY TAX

Dear editor,

For all grades/roles that use work-wear including hi-vis jackets/clothing or uniform and do not receive laundry tokens or a cleaning allowance from their employer you are entitled to claim this expense as a tax relief from HMRC.

There are many claim handling companies out there willing to take on the business of getting the claim from HMRC for you. But don't be fooled some of them take a minimum admin fee of £10 and some can ask for as much as 40 per cent for their trouble. I've seen a few advertising on Facebook too.

However, there is no need to use these services as the claim can be submitted by yourself to HMRC and will only take five minutes of your time using the proforma on the RMT website. Simply fill it in, print it out and send it in the post to the HMRC address in the proforma. I'd advise you send it be recorded signed for since it contains your personal details. (this costs you an extra 95p).

You can only make a claim for any positions you've held from April 2008 to date.

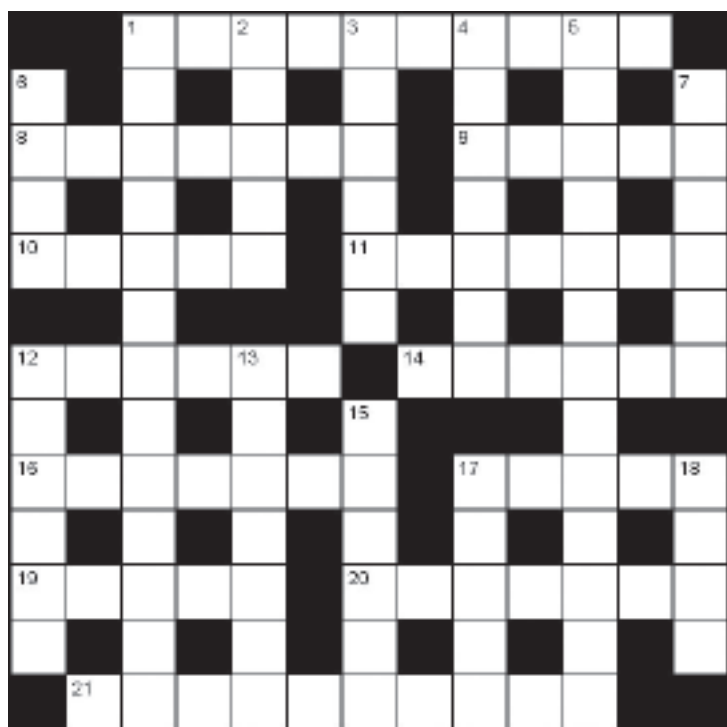
It's well worth spending the time to fill it in and send it off as I have successfully now got an annual tax relief of £100 for the 2012/13 tax year.

Regards,

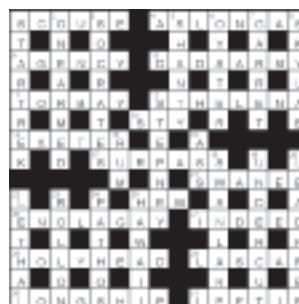
Joanne Parry

£50 PRIZE CROSSWORD

No. 82. Set by Elk



No. 81 solution...



The winner of prize crossword no. 81 is Clint Aldred of Stowmarket.

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

Winner and solution in next issue.

ACROSS

- 1 Nonsensical (10)
- 8 Portable light (7).
- 9 Native Indian dwelling (5).
- 10 Teacher (5).
- 11 Replacement.(7).
- 12 Writer (6).
- 14 Playground apparatus (6).
- 16 French mansion.(7)
- 17 Acting for another (5)
- 19 Proof of being somewhere else (5).
- 20 Deferred wages (7).
- 21 Great excitement (10).

DOWN

- 1 Alarm (13).
- 2 Chorus of approval (5)
- 3 Female relative (6)
- 4 Performer (7).
- 5 19th Century art movement(13).
- 6 Even (4).
- 7 Grassland (6).
- 12 Party (6).
- 13 Stain (7)
- 15 Disturbance (6)
- 17 Endangered mammal (5).
- 18 Pull (4).



RMT CREDIT UNION LTD.

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

MEMBERSHIP NUMBER

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

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

1 PERSONAL DETAILS.

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

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

3 Your Employment.

Employer		RMT Branch	
Job Description			

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

5 Membership Status

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

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

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

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

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

Your signature

Date

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

I agree to my identity being checked electronically ☐

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



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



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
	Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

Reference Number

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

Instructions to your Bank or Building Society.

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

Signature(s)

Date

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

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

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



NEW YEAR RESOLUTION

“I will not freeload”

Would you sit back
and let your mates
get all the rounds in?

Would you let your
flatmates pay for
all the food?

RMT members
contribute to
winning better
pay and conditions

If you are not
in the union, then
you are freeloading
on your workmates

If we all stick together
then we can achieve
much more...

JOIN THE UNION



DON'T BE A FREELoader