

RMT *news*

Essential reading for today's transport worker

SERCO BIKE VICTORY

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WORKERS' RIGHTS
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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	

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

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

Your signature	Date
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Instruction to your Bank or Building Society to pay by Direct Debit



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
Postcode	

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

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

Originator's Identification Number

9	7	1	7	4	5
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Reference Number

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

Your National Insurance Number

FOR RMT OFFICIAL USE ONLY

This is not part of the instruction to your Bank or Building Society.

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Date

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- If you request RMT Credit Union Ltd to collect a payment, confirmation of the amount and date will be given to you at the time of the request.
- If an error is made in the payment of your Direct Debit, by RMT Credit Union Ltd or your bank or building society, you are entitled to a full and immediate refund of the amount paid from your bank or building society. – If you receive a refund you are not entitled to, you must pay it back when RMT Credit Union Ltd asks you to.
- You can cancel a Direct Debit at any time by simply contacting your bank or building society. Written confirmation may be required. Please also notify us.



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MARATHON WOMAN/CROSSWORD

EDITORIAL



WINNING AT WORK

I am pleased to report that the TUC has upheld our claim to represent our members working for the Serco London Cycle Hire Scheme.

This judgement means these workers have won a principled victory in their struggle for a strong voice at work.

Our grades conferences have revealed a similar resolve to win a better deal for our members.

Station grades, catering, signallers, train crew, engineering grades and bus workers have all condemned the rampant casualisation and cuts agenda caused by the austerity cult and demanded the renationalisation of their industries.

Our bus industry is facing a huge crisis directly caused by privatisation in 1987. The pay cuts and 'bus wars' that followed were an early warning of what would face the rail industry later.

Both industries now suffer from chronic profiteering and the chaos caused by capitalist misrule.

This is made worse by the fact that the Tories are in cahoots with the private operators which leech so much money out of the industry.

Tory minister Simon Burns even misled the Transport Select Committee in order to justify the reprivatisation of the east coast mainline which was taken into state hands after National Express handed in the keys.

He claimed that the treasury earned less from the East Coast than the West Coast run by Virgin Trains. However research shows that Virgin paid £282 million in premiums from 2009 to 2012 while the Depart of Transport-run East Coast brought in £411 million.

Congratulations to Steve Todd who has been re-elected for another five years as nation secretary, representing our seafaring members.

As you will see from his report he is already getting stuck in, not least by brokering a deal to represent seafarers servicing offshore wind farms.

The thorny issue of the European Union is tearing the Tory Party apart again. While it is always heartening to see Tories tearing lumps out of each

other the fact remains that for years the electorate has opposed Britain's EU membership.

Recent election results are a clear danger signal so unless the labour and trade union movement return to an EU-critical position the far right will take hold with dreadful consequences.

The battle for democracy cannot be won by right wing political parties like UKIP that actually support EU austerity policies. It is clear that the Labour Party is sleepwalking into electoral disaster if it continues to refuse to give the people a vote on EU membership.

Britain must have the right to self-determination with a government replacing austerity with policies for jobs and a manufacturing based economy to create wealth and trade across the world.

Inside the EU no industry is safe including our National Health Service. This government has been opening up the NHS to full scale competition, allowing private companies to rip services apart and pillage them in the name profit.

And what has been the government's defence? They say they have no choice but to comply with EU competition rules. It is a mirror image of EU regulations that will force governments across Europe to privatise transport and other public services.

Some claim that the EU has protected jobs and workers' rights. Well try telling that to the 10,000 manufacturing workers across the East Midlands whose futures hang in the balance because the government awarded the Thameslink rail fleet contract to Siemens of Germany under pressure from EU tendering law.

As parts of Europe see youth unemployment hitting levels of over 60 per cent, and as public services and standards of living are hammered, the EU is at the centre pulling the strings. The electorate supports our vision for a better Britain so let's start building it today.

Bob Crow

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

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



WINNING AT SERCO BIKES

The TUC disputes committee has found in favour of RMT in a dispute with another union concerning the organisation of workers at the Serco London Cycle Hire Scheme.

RMT has been organising workers at the company since late 2010 and has been seeking recognition.

However the Community union signed a single union deal with the company earlier this year preventing RMT members at the company being represented by their union.

The TUC found that Community had breached principles two and three of the TUC disputes, principles and procedures. The committee ruled that Community should approach the company to amend the existing recognition agreement to allow RMT to be recognised.

Shortly after the company began operations Serco workers and RMT activists Mick Crossey, Craig Diggins and others successfully campaigned to organise the workers.

Serco worker Zak Dahou was victimised and eventually sacked but RMT is taking his case to tribunal for dismissal for trade union activities.

After building a significant membership RMT made a legal claim for recognition with Serco last year

but after receiving the claim Serco said that it had signed a deal with Community.

Serco workers did not know about the deal and they were only informed by the management after it was signed.

Community effectively did a recognition deal directly with the bosses without talking to the workers about what they wanted.

As a result the TUC censured Community and instructed it to work with RMT towards joint recognition.

The complaint process took the best part of a year and all through this period RMT members were being pressured and coerced by the company to join Community.

RMT general secretary Bob Crow said that the workers had shown courage and solidarity during the campaign.

"The easy route for them would have been to buckle under, leave RMT and join the union chosen by the bosses.

"Instead they stood together and fought for their rights and RMT membership at the company has actually grown.

"This TUC judgement means they have now won a principled victory in their struggle for a strong RMT voice at work," he said. ■

NORTHERN RAIL STRIKE BALLOT OVER CASUALISATION

RMT is balloting members on Northern Rail for strike action over the casualisation of core rail work in a bid by the company to undermine staff job security, pay and working conditions.

Northern Rail management is claiming that it is only "trialling" the use of casual staff but it has escalated the use of agency workers into core areas opening up the opportunity to hire and fire at will.

RMT is in no doubt that the company policy is to roll out the use of casual staff into all possible areas of operations, effectively delivering skilled rail jobs on the "lump", impacting on all permanent staff in the name of "flexibility" and profit.

RMT general secretary Bob Crow said that instead of sitting down with the union to address the issues at the heart of the dispute Northern Rail had

resorted to a campaign of smears, lies and personal attacks in an attempt to influence the outcome of a trade union ballot.

"There is evidence of a deliberate and cynical drive to use casual, agency staff to undermine job security, pay and working conditions and our members are furious that not only has the company refused to stop this practice but they are driving it forwards.

"Casualisation is now the policy of Northern as they seek to deliver core rail jobs on the "lump" and if it isn't stopped now there is no question they will seek to roll it out across all grades and that is why all members are being balloted.

"RMT's demand is clear, an immediate end to Northern Rail casualising the workforce," he said. ■

TUBE STAFF VOTE FOR ACTION

Tube drivers, cleaners and Transport for London electricians and engineers have voted overwhelmingly for action in a series of disputes over attacks on agreements and working conditions, pay and threatened redundancies.

A ballot for strike action of train operators and instructor operators on the Piccadilly Line, in response to London Underground riding roughshod over agreements and abusing a range of agreed policies and procedures, has shown a massive nine to one vote in favour.

Driver members at a range of depots serving the Hammersmith and City, Metropolitan and Circle Lines have also voted for industrial

action by massive majorities in disputes arising from the introduction of the new S Stock fleet over a number of issues.

Tube cleaners working for Danish multi-national ISS on London Underground Tube Lines contract have voted by 100 per cent for strike action in a dispute over pay and workplace justice over issues which include failure to pay the London Living Wage from day one, abuse of sickness and attendance procedures and the extending of unpaid breaks.

Electricians and engineers working for contractors Mitie on the TFL contract have voted by around nine to one for action in a dispute over redundancies and unilateral changes to working conditions.

RMT general secretary Bob Crow said that drivers across a whole swathe of the underground network had voted by massive majorities for industrial action in separate disputes which represent unilateral attacks by the company on working conditions, agreements and procedures.

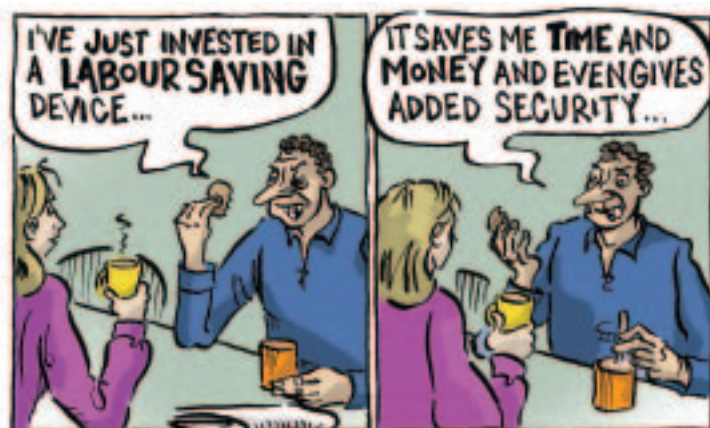
"Talks are on-going but no one can doubt the strength of feeling and the determination of our members to protect their hard-won workplace rights, agreements and conditions.

"ISS staff doing some of the dirtiest jobs for some of the lowest wages in the London transport sector, have recorded a unanimous strike vote which makes a nonsense of Boris

Johnson's rhetoric about strike thresholds and sends a message that he should be sorting the scandal of low pay on his watch instead of attacking workers' rights.

"And in the last of these four important disputes, the Mitie engineers and electricians have voted by around nine to one to strike over redundancies and the threat to working conditions," he said.

The ballots results are being considered by RMT's executive as the union RMT steps up the fight to protect agreements, jobs and working conditions across the whole of London and to eliminate the scourge of poverty pay on cleaning contracts.



DISABLED PROTEST AGAINST RAIL CUTS



The RMT-backed Action for Rail campaign recently joined forces with disability groups to highlight the disastrous impact that the government's transport cuts will have on disabled and older passengers.

A day of action included a packed seminar in Parliament where the Transport Minister was grilled by campaigners over the impact of staff cuts and then rail workers and disability groups joined forces to hand out postcards to passengers at Kings Cross station.

Campaigning was supported by the publication of a survey commissioned by Action for Rail, Transport for All, the National Pensioners Convention

and Disabled People Against the Cuts.

The survey showed that disabled passengers hugely value the availability of staff on trains and at stations. 39 per cent of disabled passengers say that they rely on staff assistance, a further 32 per cent found it helpful.

Key benefits that staff provide include enhancing personal safety and security, providing travel information, buying tickets and help access facilities and getting on and off trains.

The report said that over 75 per cent said the loss of staff would make train travel difficult, with over a third saying that it would deter them

making some journeys on make travel impossible.

A particularly worrying finding from the survey was that over a quarter said that they had been abused or suffered a hate crime while using the railways, this jumped to over 40 per cent for those that use wheelchairs. Losing staff from trains and stations will be a disaster for many people who face this kind of hostility and threat.

Action for Rail point out that the government, through its Access Action Plan, have asked all train operators to produce Disabled Person's Protection Plans (DPPPs) to demonstrate how they will broaden access to the railways for disabled passengers.

Yet at the same time proposals in the McNulty Review, endorsed by both the government and rail operators, indicates that there could be cuts to tens of thousands of guards, station and ticket office staff who disabled passengers rely on.

The day of action with disabled groups followed a hugely successful national day of action in March on the 50th anniversary of the Beeching cuts where RMT activists joined forces with the other rail unions and campaigners to leaflet passengers at over 80 stations nationwide. ■

To keep up to date with the campaign visit <http://actionforrail.org/>

SAFETY AND SECURITY STAFF TAKE ACTION IN FIGHT FOR JUSTICE

Security and safety staff employed by STM Security Group on the London Overground contract will be taking industrial action later this month in a dispute over bullying and harassment and an attempt to impose workplace changes without agreement.

In this long-running dispute, RMT officials had put forward a possible solution to the dispute which STM management were receptive to. However, without warning STM refused to meet with RMT despite continued requests from the union.

RMT general secretary Bob

Crow said that the union had continuously asked SMT for meetings in an attempt reach a settlement but management's attitude has become actively hostile.

"RMT feels completely misled, as this is an act of serious bad faith which has

undermined the dispute resolution process.

"It is now clear that management have no interest in resolving this matter and are content to bury their heads in the sand, while bullying and harassment remains on the increase," he said. ■

STAMP OUT DANGEROUS ILLEGAL MINI-CABS

RMT is demanding that Transport for London stamp out illegal taxi touting in London.

The union has demanded that every Private Hire Operator must have an IT booking system approved by TfL that receives bookings with details of the driver, passenger, destination and any other key details.

TfL can bring this about very swiftly by making it a condition of licensing without any legislation and it end fictional scribbled 'instant' pre bookings outside venues that flout the law

and in effect ensure the passengers are uninsured and vulnerable travellers and road users put at risk.

It will also break the links between corrupt door security staff, predatory drivers, organised crime, drug dealing, money laundering and much else.

The union is insisting that private hire businesses operate within the law and enforcement authorities have a clear 'audit trail' of all bookings made in advance available in real time.

This would protect legitimate operators and preserves the Taxi

trades hard won right to 'Ply for Hire'.

It also ensures that all licensed PH drivers are working for an operator and those not so liable for the congestion charge etc., as all work must come through an operator, they can't be working legitimately.

RMT general secretary Bob Crow said that RMT London taxi branch had put forward a simple solution to end the dangerous scourge of illegal private hire activity and it can happen now without waiting for the long-delayed Law Commission Draft

bill.

"There is everything to gain for the law abiding citizens and visitors to this great city of stamping out these dangerous practices by adopting RMT's proposals.

"The only losers are those with criminal intent.

"The question has to be asked why those with the power are resisting moves to clean up the trade and clamp down and what we know is happening out there on London's streets night after night in the West End and beyond," he said. ■



CROSS BORDER MEGA TRUCKS WOULD COST UK TAXPAYERS BILLIONS

European Union proposals to allow mega trucks to cross international borders would lead to the vehicles coming to Britain by default over time and cost taxpayers billions in infrastructure adaptation and maintenance, according to Freight on Rail.

Last month the European transport commissioner Siim Kallas announced proposals to review the Weights and Dimensions regulations (Directive 96/53) and article 4 states that 25 metre mega trucks should be allowed to cross international borders.

Whilst the UK government currently says that it will not allow mega trucks in, it will come under huge pressure from the road haulage industry on competition grounds to allow such lorries, once mega trucks are allowed to travel internationally, despite all the adverse safety congestion and environmental consequences.

Eurocrats have not evaluated the impacts and cost to society of this policy, contrary to EU rules.

Philippa Edmunds of Freight on Rail warned that mega trucks would devastate

consumer rail freight which has a much better environmental record than road as UK rail freight produces 70 per cent less carbon dioxide emissions than the equivalent road journey.

She said that the UK government should continue to resist pressure for their introduction in the strongest terms.

"For Europe to introduce a policy without analysing the overall impacts which will inflict huge costs on taxpayers is irresponsible, especially at a time of austerity.

"The UK taxpayer has barely finished paying for the bridge strengthening increases to 40/44 tonnes and yet they will be forced to pay the billion pounds cost to adapt the infrastructure and the extra wear and tear on our roads as a result of mega trucks.

"In Austria alone, it would cost 5.3 billion euros to adapt the motorway and dual carriageway network. Instead, Europe should be promoting freight by rail, in line with its own policy," she said. ■

TORIES ATTACK WORKERS' RIGHTS

Tories on the London Assembly recently proposed an assault on trade union rights across London Underground and potentially across the public sector in London.

Whilst the report *Struck Out* restates GLA Tory policy of requiring a turnout for any ballot of 50 per cent plus one of eligible voters, it goes much further by setting out three proposals for changes in law which would have to be legislated for by Parliament and which all ban strike action.

The first policy proposal is for binding arbitration in the style of New York's *Taylor Law* which shows that this is not an issue for London Underground workers alone. *Taylor Law* was introduced following a number of subway strikes in the US city and prohibits all public employees in New York from striking. Instead a system of binding arbitration is used, which both sides must accept the judge's decision.

Workers who refuse to accept the arbitration decision will then be fined an additional days wage for each day of strike – and their democratically elected representatives can face imprisonment.

The second policy proposal in the document is Binding

Pendulum Arbitration in which strike action also becomes illegal but where the judge cannot seek to order a compromise but must accept the position of either the employer or the trade union in full.

The Tories in the Assembly believe that this would incentive both the unions and the employers to make “reasonable demands and find a reasonable compromise”, but also incentive workers “to choose to belong to a reasonable union” as opposed to “an extremist union that pushes for the greatest possible wage increase”.

Given that the document only attributes such “extremist” characteristics to RMT, it is clear that the attack is not only on the trade union rights and freedoms but also attacks the particular style of democratic and class-orientated trade unionism that the members of RMT support.

The final proposal is for a complete ban which would mean that a London Underground worker who went on strike would be sacked for breach of contract, in a similar fashion to the police force and Armed Forces.

It is important to note that each of these proposals were supported by only 16 per cent

of those surveyed by the GLA Tories.

Two alternatives are also highlighted including the introduction of driverless trains, and increasing the number of Londoners who work from home. The second idea is to reduce the “cost to London’s economy of a day of strike action”.

The final recommendations are to legislate for the following:

1. Ban strike action on London Underground
2. Replaces the right to strike with a right to binding pendulum arbitration
3. Require a minimum of 50 per cent plus one of all eligible trade union members to vote in favour of binding pendulum arbitration for it to happen.

GLA Tories claim that “this would bring together the best of the various options in order to remove the threat of strike action” and “stop the practice of a small minority dictating a confrontational approach to negotiation”.

The International Labour Organisation has previously commented on binding pendulum arbitration when introduced by the Canadian

government to attack postal workers. The expert committee of the ILO stated: “the Committee is bound to recall that it has always recognized the right to strike by workers and their organisations as a legitimate means of defending their economic and social interests, and that the right to strike may be restricted or prohibited: (1) in the public service only for public servants exercising authority in the name of the State; or (2) in essential services in the strict sense of the term, that is, services the interruption of which would endanger the life, personal safety or health of the whole or part of the population” and “considered that whatever the case may be, and however unfortunate such consequences are, they do not justify a restriction of the fundamental rights of freedom of association, unless they become so serious as to endanger the life, safety or health of part or all of the population”.

It is also clear that the introduction of such legislation in Britain would be a clear violation of the government’s obligations under international human rights law.



EAST COAST MAINLINE AND PUBLIC OWNERSHIP



With Mrs Thatcher's £10 million tax funded funeral barely behind us, this Thatcherite dominated coalition government is now showing their true colours, pursuing rail privatisation regardless of the public interest.

The Secretary of State for Transport's recent announcement to start a tendering process for the East Coast Mainline, and 9 further franchises, will not be in the public interest and will result in the return of rail operators to private hands within the next two years: a recipe for disaster.

Following the rescue of the East Coast line by The Department for Transport from the failing £1.4bn National Express franchise in 2009, the overnment are again recklessly returning to a foolish policy of privatisation, despite history repeatedly telling us that the privatisation of rail lines and rail infrastructure is detrimental to the customer in terms of cost and service, and to the Government in terms of huge financial bail outs.

The state owned Directly Operated Railways, which runs the East Coast Mainline, has generated and paid the Government £640 million in premiums and profits since 2009. Surely, even George Osborne and this Government, given the current financial state of the country, would want to keep the franchise in public hands. Pocket the profits for the public; help cut

the deficit; perhaps even invest in infrastructure. But not this Government. Clearly, for them private shareholders interests come first. Yet another example of this Government's failed and ideologically driven economic policies.

No one denies that the East Coast Mainline suffers its own problems of chronic underinvestment, particularly with what is now very tired rolling stock. However, let's not forget that this is a burden they inherited from the privately owned rail firms, GNER and then National Express: problems exacerbated by the Hatfield and Selby rail crashes.

The only way to run an effective rail service is ensuring the infrastructure is up to scratch through continued investment. Yet from a private sector perspective, the overriding objective is not to invest in maintenance and customer satisfaction but to return funds to shareholders. Privatisation within the rail sector is consistently lacking and detrimental to customers and the industry. Why privatise a service that has been successful?

One needs only look back on the tumultuous demise of Railtrack in 2002, the problems were numerous, but the straw that broke the camel's back was the requirement for essential safety repairs following the Paddington and Hatfield disasters. Railtrack, a privately owned company answerable to

shareholders rather than the public, were, to put it bluntly badly managed and effectively bankrupt and were unwilling to try and fund urgent safety improvements, as well as normal running costs. Subsequently, as we all know, the company was put into administration and Network Rail, the not-for-dividend body, took over the running of the UK's rail network.

And let's be honest who really trusts this Government to be able to sort out the future of our rail industry. Take the West Coast franchise for instance, which has cost the Government at least £50m, was a complete shambles; and has now resulted in Virgin, who lost to FirstGroup in the tendering process, to have their contract extended until 2017 and has left the government's whole franchising timetable in chaos creating uncertainty for passenger and workers alike.

Of course, as a squadron of pigs fly overhead, we can all be reassured that this Government, particularly the Chancellor, are doing everything they can to grow the economy and competently manage the nation; forget criticism and advise from the IMF – George Osborne has his finger on the button. So George, that's two cappuccinos please.

Ian Mearns

Labour MP for Gateshead and a member of the RMT Parliamentary Group

Report it, don't walk past it!

What you said:

TICKET OFFICE - SEAT 19
X2 BROKEN CHAIRS WITH
DEFECTIVE "GAS SHOCK"
SEAT SUPLAT RISERS
DANGEROUS/ACCIDENT
WAITING TO HAPPEN

What we did:

Update to person responsible
X2 CHAIRS REPAIRED
DEFECTIVE CHAIRS
REMOVED - ALL STAFF
QUICKLY AWARE OF THE
DANGERS

EAST MIDLANDS

RMT

How to use this board

NETWORK RAIL'S
WOMAN'S TOILET DOORS
A CHAIR WASH PANEL
IS REQUIRED SO PEOPLE
CAN SEE IF ANYONE IS IN THE TOILET

Update to person responsible
X2 CHAIRS REPAIRED
DEFECTIVE CHAIRS
REMOVED - ALL STAFF
QUICKLY AWARE OF THE
DANGERS

DON'T WALK PAST IT... REPORT IT!

RMT member Paula Wilcox explains how the union pioneered a system for reporting health and safety issues within East Midlands Trains

The journey for creating a new system to deal with health and safety issues at East Midlands began at a local St Pancras health and safety meeting in late 2010.

As health and safety reps, we had concerns about the effectiveness of the processes in place.

It was felt that it was taking too long to identify and communicate local workplace safety matters between workers, union safety reps and managers.

This often meant issues were regularly carried over to at least one subsequent inspection prior to being resolved. We also wanted to involve front line employees more and develop a new and inclusive way of managing and communicating workplace risk.

We wanted to develop a simple process that would encourage workers to report any non-urgent safety concerns. The principle of a highly visible board in a dedicated area, displaying the issues raised, ownership of action and status

updates was seen as a way to achieve this.

The local management team fully supported the initiative and our proposals.

We badged the concept 'Report it, don't walk past it'. As local RMT health and safety reps myself with John Gilchrist of TSSA, we designed the layout of the whiteboard and the format of the reporting cards.

We included the relevant company and union logo graphics on the board to ensure the collaborative nature of the initiative was immediately visual.

HOW THE INITIATIVE WORKS:

Step 1: A reporting card can be completed confidentially and posted in a box provided.

Step 2: A health and safety rep empties the box each week and details of the reported concerns are input into the 'What you said' section on the board

Step 3: The rep then liaises with local manager about issues raised and the 'What we did' section is then completed in line

with the response.

Step 4: Updates are provided on a weekly basis, and the last section completed accordingly.

Step 5: Where possible issues remain on board until closed out in order for it to be reviewed by all staff.

With this initiative, as trade union reps from different functions, we were able to work together to gain the local backing and support from our direct managers.

Across the business all functions have been involved in the development and/or use of the concept.

SO HAS IT MADE A DIFFERENCE?

Overall the project has been considered a huge success by the company and reps alike. We have all seen a decrease in items on the quarterly inspections, more timely management of the health and safety concerns and an increased awareness from workers on what issues matter to them.

It is also a great example of what can be achieved by

working collaboratively with the company and other trade unions towards one goal. Key achievements to date have included:

- A Pro-active approach to safety
- Improved safety communications between reps, managers and workers.
- Increased involvement and interaction from employees on reporting via this system
- Improved staff awareness of safety management
- More structured health and safety management of local inspections, with the introduction of required audit of the safety boards
- A wider business understanding of the health and safety concerns that are important to their employees

Have we reached the end of the journey yet? Possibly not, but it is certainly a step in the right direction and a rewarding process to be involved in. ■

For more information contact:
Paula.Wilcox@eastmidlandstrains.co.uk

SHIPPING NEWS

RMT national secretary Steve Todd outlines issues facing shipping members

Firstly I would like to take the opportunity to sincerely thank all members and branches for nominating and electing me for a third and possibly my final term as your national secretary after 41 years membership of this union.

It not only makes me proud, but it pleases me immensely to be returned with the supporting nominations from all our shipping branches and for a first time our offshore energy branch.

I am indebted to you all for the trust you have placed in me yet again and I look forward to repaying that trust during this term of office. I assure you that I won't be resting on my laurels as there is a job to be done and we need to get on with it.

We had a successful meeting last month with Swires Wind Farm Vessels regarding the vessels which will operate with long term contracts employing both UK and European seafarers.

Both RMT and Nautilus hope to conclude an agreement covering seafarers on these vessels in the coming weeks.

All indications show that offshore wind farms are due to increase and it could bring much needed work for our seafarers.

Foreland Shipping operates the six strategic Ro/Ro Ferries on behalf of the government, four of which are all employed on MOD charters and the other two on commercial charters.

The fact that the recent commercial charters in the Baltic has ended is a cause for concern and the company has indicated that those two vessels are now up for sale and they

have been for the best part of the year. With no sign of any current interest in buying them, members are becoming increasingly concerned about their future employment. Although the two ships Beachy Head and Hurst Point are now on charter to DFDS, we are still watching very carefully and in regular dialogue with the company seeking the necessary assurances our members need.

We don't see the need to enter into discussion over redundancy because there are none as yet. If those ships were sold the union will be seeking TUPE transfer, if it applies, or suitable alternative employment to protect those jobs.

Regarding the P&O pay review, we tried to get pay talks underway but the company called all of the unions they deal with to meeting to what you might term a state of the nation address from the company's chief executive and the number crunchers.

They painted a pretty horrific picture, which may have had some of us thinking no one would get a pay rise this year. They are burdened with massive pension deficit problems, some of which is their own doing. The unions asked for an independent financial overview which was carried out by someone chosen by the unions, Dennis Gregory of Ruskin College. He confirmed that most if not all of what we had been told was in fact true, not good to hear.

Then we learned that as result of continued spate of industrial action the company had agreed to pay the French an increase approximately 1.5 per



cent. RMT immediately sought a meeting and advised the company that it was not prepared to recommend anything less than our French brothers and sisters had been awarded, despite the very poor state of affairs we had been advised about we couldn't be seen to do anything less.

We have now received an offer of 1.5 per cent payable in July backdated to January for this year and all things inflation increase from January next year, with a maximum of four per cent and a minimum of two per cent, and this will now go to referendum of members. The company has indicated that they will need to implement initiatives in each and every vessel to cover these costs

Royal Fleet Auxiliary members will be aware that the complex negotiations and discussions regarding the Tailored Schemes of Complement (TSOC's), Manning Levels, were called off a couple of months ago by the union. This followed the failure by the company to recognise and deal with the problems the working party were flagging up following feedback from members.

There was also an issue of

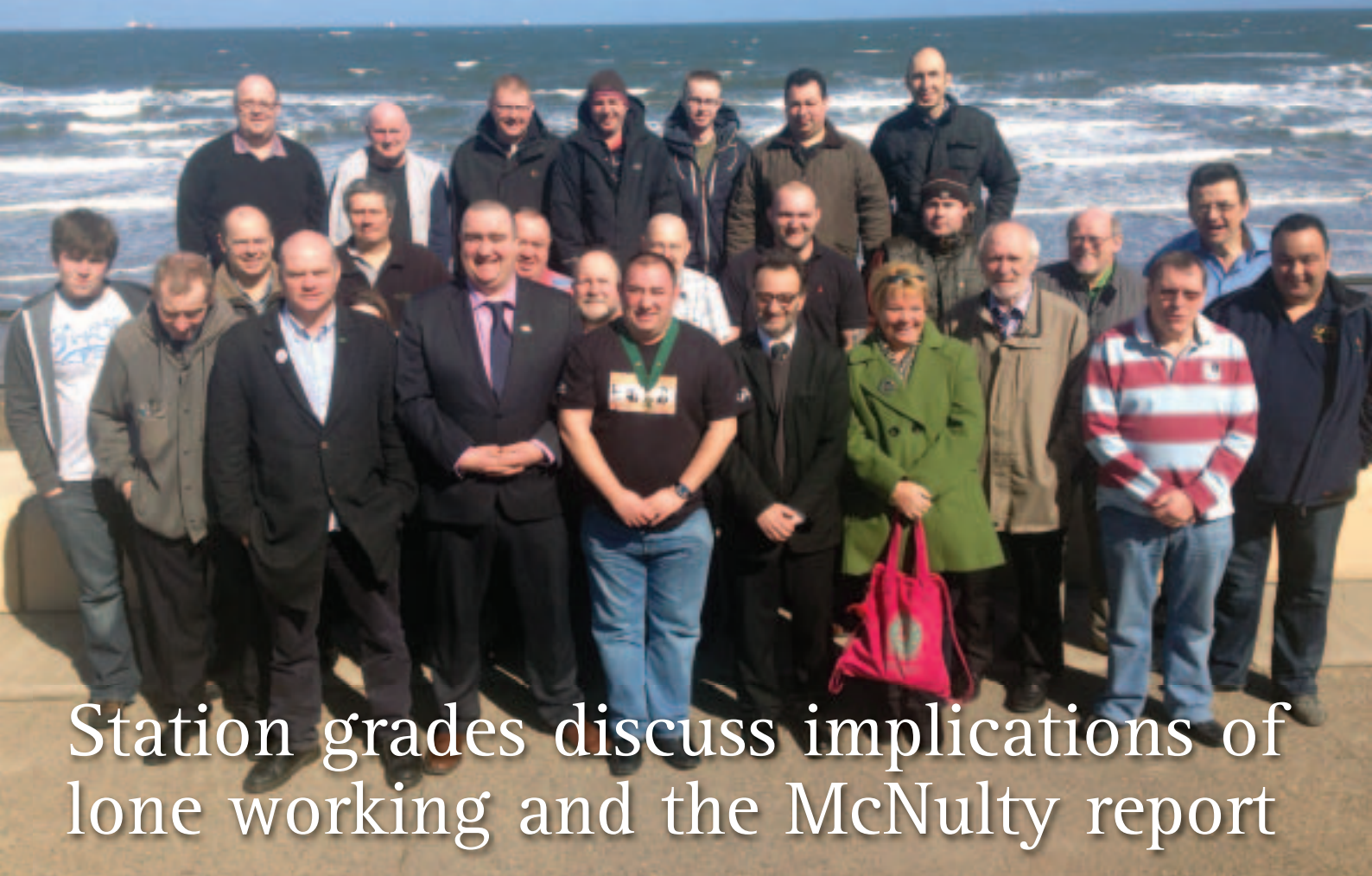
reward and recognition as part of future development work, all of which resulted in the suspension of the TSOC's trials. I am happy to report that following further discussions at which I was accompanied by Ian Boyle, who has done a sterling job here incidentally, when we met senior RFA personnel there was acknowledgment of what the problems were and the company gave firm commitments to resolve these issues.

We have agreed to restart the working parties in an effort to get things moving again. This will be such an important part of the future of RFA and we have to be involved and play a part. We need to have a say in what will affect our members and how it is done rather than just having it done to us or for us!

As always before any final decision is made the members will need to be consulted and they are the final arbiters.

On a brighter note in RFA, the MAARS Tanker project will see the introduction of new tankers into the fleet over the next couple of years, which will mean about 100 new jobs for our members watch this space!

DEFENDING STATION STAFF



Station grades discuss implications of lone working and the McNulty report

A well-attended station and associated grades conference meeting in Redcar heard that the McNulty report was being implemented by train operating companies which meant attacks on station staff.

North East regional organiser Micky Thompson warned that under the McNulty proposals cuts must be made across the rail network.

He pointed out the agencies such as Trainpeople were advertising on YouTube that they had cheap agency staff ready to carry out rail work.

"This process is already happening by TOCs bringing in agency staff to carry out core duties on the platforms and this needs to be resisted now.

"Station, platform and gateline staff are in the frontline

and if we need to ballot for industrial action then we will," he said.

Assistant general secretary Steve Hedley said that employment agencies like Trainpeople and G4S were undermining the terms and conditions of full-time rail workers.

"They are saying they can provide temporary staff that don't have pension and holiday rights, get paid less and have less employment rights," he said.

RMT president Peter Pinkney told conference that the launch of the European Union's fourth rail package represented the privatisation of rail across the continent.

"At meetings of trade unions that represent transport workers

across Europe your union and the Swedish unions were the most opposed to the proposals.

"That is because both countries railways have suffered privatisation already and understand what it means," he said.

Conference agreed that all staff working on the gatelines should be on the same terms and conditions.

George Hamilton, Surrey Hants branch said that TOCs were using part-time staff that do not get enhancements for working overtime, rest days or bank holidays or even travel time.

Phil Jones, Cardiff Rail branch said that it was "demeaning" for staff carrying out customer service assistant duties not to receive the same

pay and conditions.

Conference called for the station grades charter to be re-launched as part of the battle against McNulty and in defence of all station staff.

Conference noted that the recruitment freeze of London Underground Revenue Control Inspectors over the last two years had resulted in staffing levels drop by over 200 and there are no foreseeable plans to fill these jobs.

Ross Marshall, Central Line West branch called on take the matter up with LUL to ensure all jobs are filled and to get guarantees concerning employment levels.

Conference called for an end to long-running and dangerous practice of lone working and dual working, ie being expected

to carry out two jobs.

Caroline Parry, Gloucester branch said that the working practice of dual role booking office/platform duties was still taking place.

"The practice of closing the window to dispatch a train is unsafe as it leads to lack of concentration in both roles and not allowing enough time on the platform prior to train departure to assess the risks involved.

"More accidents are likely to occur due to lack of attention and commitment to the job in hand," she said.

Ashley Farrant, Plymouth No1 branch backed the call and said that staff should be doing one job at a time.

Tim Wilkinson, Gloucester branch said that staff are being subjected to increasing levels of physical and verbal abuse, particularly lone workers.

"Often situations are exacerbated by drugs and alcohol and our staff are very

vulnerable, often in isolated locations with no one to assist them in times of adversity," he said.

Phil Jones, Cardiff branch said that he had been assaulted twice while working alone and the BTP response was often inadequate.

Delegates backed a call for all training to be carried out in-house according to railway regulations.

Linda Wiles, Transport for London branch said that the union needed to ensure that staff got the best training possible at all times.

"These are usually in house members of staff who have carried out the roles themselves operationally," she said.

Conference also agreed that the union needs to take up the challenge of requesting part time training for part time members of staff.

"All TOCs should provide the training to these staff in a friendlier format rather than

forcing them to train with the majority who work full time," Linda said.

Tim Wilkinson raised concerns about the health implications for workers on station platforms exposed to diesel fumes.

"Diesel has now been identified as a possible link to asthma and cancer and staff are breathing in these fumes on a regular basis during the course of their work," he said.

Conference agreed that the union must put pressure on train operating companies to recognise the dangers and protect staff.

Ross Marshall, Central Line West branch said that many staff that work in the stations grades are often on the move and do not have access to mess facilities.

Delegates agreed that staff should be provided with a minimum of £5 per day to get food to cover the inconvenience of not having mess facilities.

Conference also noted that the length of meal breaks was being eroded owing to many factors, mainly lack of staff, length is eroding.

Ross Marshall said that meal breaks were a legal requirement for staff working up to 12 hours a day and 20 or 30 minutes meal relief was simply not good enough.

"Major accidents often occur due to fatigue and lack of rest," he said.

Conference agreed that the demand for a minimum of one hour meal breaks is enshrined in the Station staff charter.

Conference agreed to end the tradition of having the annual meeting on the first weekend after Easter and decided that the liaison committee must look at another date to allow more members to attend.

Conference also agreed to launch a website for the grade, the address is RMTplatform.org.uk



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NO TO CASUALISATION

Train crew and shunting grades reject the growing use of agency staff and the McNulty report

A well attended train crews and shunting grades conference meeting in Cardiff this year was dominated by issues around self-dispatch of trains, agency staff on the railways and the threats to the industry posed by the McNulty report.

Assistant general secretary Steve Hedley described the cuts proposed by McNulty as “hanging over our heads like the sword of Damocles”.

Steve also spoke of how the default position of the McNulty report is to introduce Driver Only Operation (DOO) and how this would affect train crew staff and how RMT is the only union to fight its introduction.

Mansur Khan, Leeds City branch spoke of how increasingly conductors were being expected to dispatch trains due to a reduction in platform staff and how this was seen by train operating companies as a key cost cutting

priority.

“It is all about costs and companies want to save money,” he said.

In the light of the James Street incident, in which an intoxicated passenger fell to their death from a Merseyrail platform after leaning on a departing train and for which the conductor was subsequently imprisoned, there is a clear safety advantage in employing platform staff.

“The James Street incident would not have occurred had there been some platform staff,” Mansur said.

Matt Partridge, East Midlands Central branch called on the union to launch a campaign on the issue. Susan Elliott, Wimbledon branch said that the introduction of CCTV to dispatch the trains instead of platform staff was part of the problem.

“Due to curved platforms and

other obstructions it is sometimes impossible to gain a clear view. “Without platform staff you cannot see the whole platform but, due to pressure of time, conductors are forced to dispatch trains anyway,” she said.

RMT assistant general secretary Steve Hedley said that RMT was an all grades union and “it is fantastic to see at a grades conference a resolution coming forward which supports station staff”.

Stuart Holt, Central and North Mersey branch said that the union must rail workers about the threat of the McNulty report and the role of the guard.

“We need to spread the message to our members and go in to the workplaces, the stations, the depots and the mess rooms.

“Without a coordinated campaign the station staff, the catering staff and the guards will be gone and that all that will be left will be the drivers and DOO,” he warned.

He proposed that the union should consider a campaign of coordinated strike action in protest at McNulty.

Steve Hedley said that “it is only through the efforts of this union that the McNulty recommendations have been kept out so far”.

“Nothing actually beats face to face contact explaining these issues,” he said urging delegates to get out into the workplaces to reinforce the message that these cuts will result in jobs being lost over the next three to four years.

Billy Kimm, Liverpool 5 said that there was not a resolution going to this year’s annual general meeting about the McNulty report and urged conference not just to pass the motion but to send it forward for discussion to the AGM.

Alex Gordon, Bristol said: “this is the key industrial resolution on this agenda” and echoed the sentiment that it should go before the AGM. He called for an “industrial action strategy” to supplement the existing public awareness campaign of the union.

Chris Lane, Cardiff Rail called for RMT as an all grades union to “back each other up so we should be making a health and safety case” and for phased industrial action.

“Monday the dispatchers could go out, Tuesday the guards could go out, Wednesday the drivers could go out, so that we hit the TOC’s hard,” he said.

RMT general secretary Bob Crow told conference how RMT was managing to buck the general trade union trend and



increasing its membership year on year.

He said that RMT was the only union that had managed to grow its membership within the transport industry.

"This is testimony to the hard work of all the activists at the coal face who help all the individual members, you are a beacon of the trade union movement," he said.

Bob said that unions must to get back to the basic philosophy of 'organise, educate and agitate'. He used the extension of the education facilities at

Doncaster as an example of how RMT trains its representatives.

"Once trained, these reps are then equipped with the tools they need to go back into their workplace and organise so as to fight against that attacks on ordinary workers that we are being subjected to under the current regime," he said.

Conference called for agency staff to be brought in-house and Steve Shaw, Wigan opposed agency staff undertaking conductor duties.

"My branch has serious concerns over the long term

future and role of the conductor grade within train operating companies due to the huge increase of contracted agency staff over the last few years," he said.

Steve told of a ten-fold increase in the number of agency staff being used by his employer in the last five years and how the continued use of zero hours contract staff was "diluting the role and responsibility of the conductor grade in the process".

"A message needs to be sent to all train operating companies

to rid our industry of the cancer of agency work once and for all," he said.

Steve said that all staff should be brought in-house and enjoy the same terms and conditions of employment as their colleagues.

Steve O'Connor, Bletchley and Northampton said: "this is not the thin end of the wedge, it is the thick end, and if we do not stand up now and defend our brother and sisters it will be too late for all of us".

RAIL FRANCHISING IN CHAOS

The government's desperate attempts to re-tender the West Coast Main Line contract collapsed recently when fundamental flaws in the contract, initially awarded to First Group, were admitted by the Department for Transport.

The knock on effect of the WCML fiasco resulted in major extensions to the majority of rail passenger franchises. These were announced on March 26 2013 and as the table shows eight rail franchises originally scheduled for tendering before the general election in May 2015 have been put back until after that date.

In total, private operators have suddenly had passenger rail contracts extended by a total of 29 years, when emergency extensions and contract extensions are taken into account.

Franchise (Operator)	Owning Group	Current franchise Expiry Date	Duration of franchise extension and/or Direct Award	Start date of new franchise
Essex Thameside (c2c)	National Express	May 13	16 months	Sep 14
Thameslink (First Capital Connect) and Southern (Merge to become Thameslink, Southern and Great Northern)	FirstGroup Govia	Sep 13 (FCC) and Jul 15 (Southern)	12 months (FCC) and n/a (Southern)	Sep 14 (FCC) and July 15 (Southern)
East Coast	Directly Operated Railways	n/a	n/a	Feb 15
General Election May 2015				
Northern	Abellio/Serco	Apr 14	22 months	Feb 16
TransPennine (TransPennine Express)	FirstGroup/Keolis	Apr 15	10 months	Feb 16
Great Western (First GreatWestern)	FirstGroup	Oct 13	33 months	July 16
Greater Anglia	Abellio	Jul 14	27 months	Oct 16
InterCity West Coast (Virgin Trains)	Virgin/Stagecoach	Nov 14	29 months	April 17
London Midland	Govia	Sep 15	21 months	June 17
East Midlands (East Midlands Trains)	Stagecoach	Apr 15	30 months	Oct 17
South Eastern (Southeastern)	Govia	April 14	50 months	June 18
Wales and Borders (Arriva Trains Wales)	Arriva	Oct 18	n/a	Oct 18
South West (South West Trains)	Stagecoach	Feb 17	26 months	April 19
Cross Country	Arriva	Apr 16	43 months	Nov 19
Chiltern	Arriva	Dec 21	n/a	Dec 21





RMT's annual engineering grades conference agree cuts and casualisation are a threat to the rail industry

Engineering conference delegates meeting in Berwick upon Tweed agreed that the increasing casualisation of labour in rail infrastructure projects was putting workers and passengers in danger.

Dye Hobbs, Newport Rail said that this problem was caused by major rail contractors laying off staff and hiving off work to agency workers.

He said that the union did not want to alienate agency workers but to help them get organised, be safe and be treated fairly.

"If this situation continues, everyone will either be an agency worker or a self-employed worker in the near future," he said.

Conference called on the union to contact the Office of Rail Regulation (ORR) and the Health and Safety Executive (HSE) in order to put pressure on Network Rail.

"It is imperative that Network Rail demand that the agencies

are organised properly, behave in an appropriate manner and treat workers fairly.

"Ultimately the number of agencies must be reduced and a minimum standard of training for staff should be in place," he said.

Conference called for such procedures to be set up for each grade with mechanisms for workers to gain experience, on the same rate of pay and with quality PPE.

Delegates also agreed that agencies should sign up to the Life Saving Rules and if this does not happen, they should not be permitted on the rail infrastructure.

Senior assistant general secretary Mick Cash said that budget cuts and the increasing use of agency workers was creating a two-tier workforce and terms and conditions were under attack as a result.

He said that Network Rail executives and managers were receiving huge bonuses just for

making budget cuts and saving money by cutting back staff.

"Under their bonus scheme the more they underspend the more they will receive in personal financial rewards," he said.

He agreed that the increased use of agency workers was a pressing issue for the union.

"There are over 67,000 workers with PTS tickets which allow them access to the track.

"Most of them are working for agencies on sub-contracts from Network Rail on low rates of pay.

"These insidious practices are turning worker against worker and needs to be confronted," he said.

Network rail cuts in track renewals had led to over 2,500 people leaving the industry, only for them to return working for agencies on zero-hour contracts on low pay.

"Ironically after replacing full-time staff with an army of agency staff, they are now

struggling to meet renewal targets," he said.

He also warned that new technology to detect broken rails, known as Plain Line Pattern Recognition (PLPR), was also a threat to jobs and safety.

"Rail workers are the best at detecting broken rails by walking the track rather than specially-equipped trains as there is no guarantee they pick up faults," he said.

RMT general secretary Bob Crow warned that the policy of free movement of labour within the European Union was undermining wages and being used to turn worker against worker.

"They will soon be using Bulgarian and Romanian workers to undercut pay even further," he said.

He said that it was a further attack on collective bargaining which had been going on since rail privatisation.

"If we had collective bargaining covering the



AWARD: RMT regional organiser for London and Anglia Steve Smart receives his 40-year badge from RMT general secretary Bob Crow

industry then they couldn't use imported labour to drive down wages and spark a race to the bottom," he said.

He said that to necessary to build the union and reported that, despite attacks from the employer's, RMT membership was growing.

"We have to get among the non-members and recruit more people into the union to defend workers across the industry," he said.

He said that government was consistently attacking employment rights, most recently by cutting access to employment tribunals.

"This involves lengthening the qualification time employed by two years for claiming unfair dismissal and charging workers," he said.

He said that the aim was to block claims but the union would foot the bill to thwart such attempts to undermine workers' rights.

FATIGUE

Conference called on the union to raise the issue of the harmful effects of fatigue on members covered by the engineering conference.

Alex Hogg, Edinburgh and Portobello District said that some members were currently working split night shifts and working unhealthy rosters.

"Nightshift rosters should not be split in the roster cycle for a continuous period due to the

adverse health and physical effect it has on our members," he said.

James Brown, Liverpool No5 said that unhealthy working hours was directly linked to certain cancers.

Conference also expressed alarm at the amount of hours that staff are working and travelling particularly on track renewals.

Dye Hobbs said that nobody should work and travel more than 12 hours except in the case of an emergency.

"It has become apparent that some departments operate a 14 hours door to door policy which is dangerous.

"It can't be right to do 12-hour shifts and travel home," he said.

Conference called for an urgent inquiry into the legality of the practice and an immediate return to the 12 hours on/12 hours off rules.

Shift working and pay

Conference agreed that the same night shift premium should apply for any day time shift worked by the same staff.

Greg Hewitt, Brighton and Hove City said that the union should pursue a claim that if any rostered goes from nights to days then the night rate of pay should apply.

"If necessary we should involve our legal representatives to pursue this at the highest levels," he said.

Conference also requested that the rates of pay and allowances are gathered for all grades within Network Rail infrastructure maintenance companies.

Malcolm Williams, North Wales said that it was a long-running problem as staff may be on incorrect rates of pay.

Steve Houlker, Stockport & District said that Network Rail team leader responsibilities should be placed on the agenda of the National Maintenance Council

"The cascading down of some duties from on to the P/Way team leader grade had increased over recent years and was placing too much

responsibility on those who have their own duties to carry out," he said.

Conference agreed that there is clearly enough seasonal work on each section to help protect jobs.

Conference was alarmed that Amey had introduced a vehicle tracking system called

Masternaught without any formal briefing for staff.

Delegates called on the union to write to Amey and other companies using the technology to inform them that if any disciplinary action is undertaken using data from this equipment RMT will be in dispute with them. ■

RAYMOND WILLIAMS WEEKEND SCHOOL

Retired RMT member John Kay outlines the first course to be run by the Raymond Williams Foundation on June 8/9 in Doncaster

The RMT education centre at Doncaster has teamed up with the Raymond Williams Foundation.

On weekends when the college is not being used for union courses it will be made available to the foundation for weekend schools which will draw students in from the wider community. These events are open to all and it is hoped the RMT members will participate.

The first of these weekend schools will take place on Saturday and Sunday June 8/9. The subject is 'Trade unions and the media' and the tutor is the well-known journalist and author Granville Williams. The RWF will subsidise the cost which will be £75 for all tuition, meals and accommodation.

So who was Raymond William that makes his work so prescient to our lives today? Raymond Williams was the most influential socialist writer and thinker in post-war Britain. With the appearance of his book *Culture and Society* in 1958 he was breaking new ground and with the publication of *The Long Revolution* in 1961 his reputation became firmly established as a leader in the theory and practice of culture.

It is to keep alive his work that the Raymond Williams Foundation exists and it is open to all.

Two further weekends have already been booked. The subject for the first on September 6/7 will be "*The Labour Movement and the State*" led by Tony Dennis and Roger Siefert and on September 11/13 Roger Elkin will take as his subject the poet Ted Hughes. ■

Booking details are available on www.raymondwilliamsfoundation.org.uk



John Kay with Bob Crow

RENATIONALISE!



Bus workers meeting in Skegness call for renationalisation of the bus industry

Take the bus industry back into public ownership in order to create a service that the public can be proud of, RMT's annual bus conference agreed in Skegness last month.

Skegness mayor Mark Anderson opened conference by backing the bus renationalisation call.

As a long-standing RMT member and bus worker Mr Anderson made a passionate speech recalling the disaster of bus privatisation in 1987.

"We fought privatisation and we picketed 10 Downing Street because we knew the threat to the industry," the former RMT rep said.

He outlined how privatisation had hit Lincolnshire hard as the bus industry was unsustainable in such a rural area.

"Following privatisation we had pay cuts and 'bus wars' where local and national

companies fought each other to get passengers by racing from one stop to the next," he said.

Jim Ide, Poole and District Bus branch called upon the union to mount a campaign for re-nationalisation.

"Much good work has been done to campaign against cuts to funding of bus services and to improve pay and conditions.

"Just like the railways, we have seen companies bleed the system while cutting services to those that need them most.

"It is time to make the case for re-nationalisation," he said.

EC member Sean Hoyle said that under privatisation bus services were being cut while were fares were going up.

"We have Action for Rail, we need action for buses," he said.

RMT general secretary Bob Crow said that bus workers were under attack from the Tory/Lib

Dem government.

He outlined how the union was expanding the education centre in Doncaster to take 1,000 members each year.

"We need to organise, agitate and educate workers to fight back.

"We need to fight in the workplace and fight for a better society and I'll be supporting a general strike," he said.

Gerry Hitchins of the organising unit pointed out that 123,000 workers were operating in the bus industry and they needed trade unions more than ever.

"We need to organise workers to give them the power to protect themselves," he said.

HANDBOOK

Conference called on the union to produce a bus workers handbook.

South Devon Bus said that

such a handbook covering laws, health and safety, good working practices, policies and procedures.

Dave Gilbey, South Devon Bus branch said that many bus workers did not know their rights, the laws that affect them or the dangers they face at work.

"We need to outline our rights concerning any number of issues from driving hours, tachographs, health and safety and legal requirements.

"This can be published alongside the benefits of RMT membership including the fines pool, the credit union and the legal benefits provided.

"A handbook can be an educational tool and a recruitment tool," he said.

Paul Rossiter said that a handbook had to be interesting and have the ability to be updated as laws change.

DISABILITY TRAINING

Conference called for the union to request bus companies set up disability awareness training courses above and beyond CPC training and in line with the equalities and their legal responsibilities in dealing with disability.

Dave Gilbey, warned that under legislation such as the Equality Act means that bus workers are responsible for disabled passengers.

"If you do not carry out that responsibility you are liable to a £1,000 fine and losing your license," he said.

Paul McDonnell, Wimbledon said that basic training wasn't enough to deal with the issue and he had not been aware that bus workers were vulnerable to prosecution.

Conference also called on the union to deal with fines pool applications within seven days of receipt.

Paul Rossiter, South Devon Bus warned that delays in

payment can cause members hardship, particularly in the current economic climate when bus members are struggling to make ends meet financially.

Joe Galea, Notts and Derby bus branch secretary said that head office did pay in advance in some circumstances.

Future of conference

Dave Gilbey opened a debate about the future of the conference and how to get more members to attend.

"I have worked in the industry for 27 years and I still meet reps that are not even aware that this annual meeting takes place," he said.

Assistant general secretary Mick Cash said that it was time to revitalise the grades conference in order to increase debate and discussion.

"The RMT health and safety conference uses different methods and themes to raise awareness including workshops, films and bringing in outside speakers dealing with a variety of issues.



RENATIONALISATION: Skegness mayor and former RMT activist Mark Anderson opens conference by backing the bus renationalisation call

"These methods can all be used alongside dealing with motions from branches to go to our union's annual general meeting," he said.

Mick said that next year he would give a full industrial report to delegates as part of the process of developing the grades conference.

Joe Galea said that the

growing crisis in the bus industry meant that bus workers needed to come together to help each other.

Conference secretary Keith Murphy said that the liaison committee will take note of the ideas raised by delegates and implement them for next year's conference which takes place in Falmouth. ■

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CHALLENGING EU RAIL PRIVATISATION



MPs warn that the European Union is demanding the wholesale privatisation of rail networks across the continent

Labour MPs have been out in force to argue against the fourth rail package unveiled by the European Union would lead to the break up and privatisation of railways including a requirement for member states to compulsorily tender passenger services.

The package unveiled by EU transport commissioner Siim Kallas in January would also remove the rights of member states to have control over their own safety arrangements and pave the way for a single European infrastructure manager.

Numerous Labour MPs spoke against the package. RMT Parliamentary group member Kelvin Hopkins MP warned that

the core intention of the fourth railway package was designed to visit the mistakes made in Britain on the rest of the EU.

"Railway privatisation in the UK is a laboratory experiment that was designed in the EU.

"It has been an expensive failure which continental governments would be foolish to imitate. "Separating trains from track and privatising train companies to set up liberalised and allegedly competitive rail operations has been massively expensive to taxpayers and passengers.

"We have the highest fares in Europe and we know all about the taxpayer subsidies," he said.

Kelvin asked "why on earth is the EU pressing ahead with

this package?

"It must simply be ideology, dogma, and serving the interests of those who make money out of privatisation.

"Incredibly, more than 50 per cent of UK franchises are now operated, or part operated, by European state railways.

He said that English, Welsh and Scottish railway had been taken over by the German government."

"There are, of course, good reasons for international co-operation to promote cross-border travel, but that can be done most easily by nationalised railways negotiating at international and national level.

"We do not need fragmented private companies trying to do

that," he said.

Kelvin referred MPs to evidence provided to the select committee on transport by RMT.

"When privatisation came about, RMT submitted evidence to the House and made it clear publicly that privatisation would result in a risk to safety.

"Eventually, Southall, Paddington and Potters Bar happened.

"I attended the funeral of the driver who died at Southall—he was an ASLEF member and my constituent and I remember the warnings that were given.

"As a result of privatisation, people such as that driver sacrificed their lives.

"This time, RMT is saying clearly that the proposals will

compromise safety.

"RMT is saying that the system is fragmented and complicated with numerous interfaces, and that the measure will simply introduce another tier of bureaucracy for it to deal with.

"Its view is that safety should be dealt with at national level and local level, where there is local knowledge," he said.

RMT Parliamentary convenor John Mc Donnell MP added that the objection was about democracy.

"The measure will fetter the hands of a future Labour government, who will be unable to renationalise the railway network or keep some element of it in public ownership.

"That is what the measure is about and why government members support it.

"They want to ensure that no Labour government can at any time in the future bring rail back into public ownership."

He appealed to MPs on both sides of the House whatever they thought about rail nationalisation. "They should not allow Europe to fetter the hands of a British government on such a major issue. "This is about democracy and about ensuring that, when we go into the next election, we have the right to implement what is in our party manifestos.

If the measure progresses, it will undermine British democracy when it comes to deciding the future of our

transport system," he said.

RMT group member Jeremy Corbyn MP commended RMT's important evidence to the transport committee and echoed the concerns that the EU was seeking the privatisation of the whole railway system across Europe.

"Integration can work within the existing framework.

"Switzerland, which is not a member of the EU, has no problems integrating its services with Germany, France and Italy, and I do not think that any other country should have any problems either," he said.

Labour transport spokesperson Gillian Greenwood warned that the package would force competitive tendering on all

passenger services.

"This has already provoked opposition in Europe, and we believe that there are good reasons for opposing it in the UK too," she said.

She warned that the package would "prevent the option of replicating the success of the east coast" which operates in the public sector after National Express handed in the keys.

Despite Labour opposition the government majority ensured that a vote was passed mandating UK ministers to negotiate on the package.

The package will now have to be agreed by member states and debated in European Parliament and RMT will continue to campaign against the proposals.



SIGNAL WORKERS AND OPERATIONS GRADES GET ORGANISED



RMt signal workers and operations grades conference has launched plans to organise the grade.

After electing an organising committee, the inaugural meeting took place last month in Doncaster where a strategy was agreed.

Teams of activists from the

grade will lead campaigns in all Network Rail areas and a national mapping exercise is now taking place to identify where the non-members are.

Head of RMT's education and organising unit Alan Pottage said that it was great news that the grades conference had decided to

take a lead and spearhead new initiatives to work towards 100 per cent membership within the signalling and operations grades.

"The activists from these grades are our best best recruiters in this national campaign and they will also

be supported by our organising unit, regional organisers, branches, executive members and regional councils.

"We can make a huge difference if we all get stuck in," he said.



EXPLODING THE MYTH OF SOCIAL

RMT general secretary Bob Crow outlines how the myth of the European Union's much-vaunted 'social model' has been exposed

While Thatcher may have passed on, Thatcherism is alive and giving public services a good kicking across the European Union.

The cult of monetarist economics is enshrined in all the EU treaties which parties of all political persuasions rubberstamped after they were written by big business groups like the European Roundtable of Industrialists on behalf of the European commission.

A major part of this cult believes that cutting budget deficits and imposing harsh austerity is the priority and mass unemployment and economic decline is a 'price worth paying'.

Unemployment in the euro zone is at a record 12 per cent, and the zone's economy is shrinking. But the EU sticks

with endless austerity.

This means wage cuts and dismantling public services before handing them to the private sector that created the economic mess in the first place.

The fact that it doesn't work is irrelevant to the EU austerity cult.

In fact, even the International Monetary Fund admits that spending cuts in deeply depressed economies actually accelerates economic decline.

It is clear that Greece, Spain, Cyprus and the rest need investment not more austerity and savage cuts to essential public services but, locked in the Eurozone, the only option left is exactly that.

What's more the EU sees this as the perfect opportunity to speed up the privatisation drive.

Earlier this year European transport commissioner Siim Kallas unveiled proposals for a fourth rail package designed to further breakup of national rail networks and hand the entire industry over to the private sector.

The commission is seeking a full separation between the companies that own railway infrastructure and those that operate train services as has been imposed in Britain by the Tories using EU directives.

The EU has been promoting this blatantly business-friendly structure for rail for decades with various waves of legislation such as EU directive 91/440.

This model of forcing competition into rail has created the basket case we suffer in Britain today and now they want to roll it out across Europe in the interests of profits for private monopolies.

And you don't have to be Hercule Poirot to work out that the chaos of rail privatisation that has ripped through Britain will now sweep across the continent courtesy of the bosses and bankers that run the EU.

This process of firing off

diktats demanding mass privatisation with no public mandate whatsoever is not confined to the transport sector.

Across the EU health care, education and every other public services face the same EU business model of privatisation.

So what about Social Europe? For years many in the labour movement claimed that 'Europe' was going to deliver everything from full employment, decent public services to even improved weather but none of this has happened.

The general secretary of the European Trade Union Confederation, Bernadette Ségol, has said that present EU policies have failed.

Addressing the theme of the future of social Europe, she recently pointed out that "policies that are being implemented are attacking industrial relations system, are putting pressure on wages, are weakening public services and weakening social protection.

"These are the core aspects of the social model," confirming the view of many that the old model is now dead if it was ever alive at all.

CYPRUS FACES PERMANENT EU AUSTERITY

Cyprus has become the latest member of the Eurozone to be engulfed in the growing debt crisis as the Troika of the European Commission, the International Monetary Fund, and the European Central Bank demand bank closures and mass privatisation.

The Cypriot government agreed to the measures in March

in return for a €10 billion bail-out deal, making it the fifth country—after Greece, Ireland, Portugal and Spain—to receive money from the EU-IMF in return for strict neo-liberal economic structural adjustment.

Cypriot banks were all closed and movement of capital off the island was suspended in contravention of EU treaties

which demand the free movement of capital, labour, goods and services.

The bail-out was widely seen as EU institutions placing the burden of the crisis from the banks onto working people.

The country's left wing AKEL party said that the deal constituted "a clear theft of the Cypriot people's labour and toil and at the same time is a fatal blow to the Cypriot economy, something which will cause unemployment to rise to new levels".

It said that the EU was exploiting the state of the Cypriot economy to undermine the sovereignty of the Republic of Cyprus and impose itself politically on the country.



EUROPE

The Lisbon Treaty and all the other EU treaties are nothing more than a cast iron manifesto for capitalism which rules out any other economic system.

They are designed by an alliance of transnational corporations without any hindrance from real democracy.

This constitution now has spin offs including the Stability Mechanism and Fiscal Pact to hand everything to private capital so that exploitation can be increased whilst binning employment conditions, collective bargaining, pensions and all social protection and accountability.

But Parliaments and governments do not have to carry out policies dictated by Brussels. Instead, they could carry out measures on behalf of those who elect them.

The only rational course is to leave the EU so that states can have its own currency and the power to decide all matters on behalf of the peoples of that country including having decent public services.

This article first appeared in the Morning Star

President's column



WORKING TOGETHER

A couple of recent events have highlighted how we can work together, with other interested groups, to fight the attacks taking place on workers, the unemployed and the disabled etc.

In March I took part in an Action for Rail day along with many others. Early morning I was leafleting at Euston station. I then went down to Brighton to meet up with RMT activists Greg Hewitt and Gary Hassell. They were also going to be leafleting, but first they took me to the University of Sussex to meet students that had been staging a sit in for several weeks against the outsourcing of jobs in the university.

The students had received a lot of media coverage and had many offers of support from various groups. As Greg remarked it was, for those old enough to remember, like 1968 all over again.

They welcomed us and allowed us to speak and contribute to the discussions they were having. Every one of them was given an opportunity to speak and their enthusiasm was uplifting. It fills me with hope to see that not only trade unions are fighting the cuts, but also students and, I believe, not only can they learn from us but also we have a lot to learn from them.

Leafleting at Brighton station later, I was also pleased to see it was well attended by various groups including the Green Party, Trades Council members and the Labour Party. I was particularly pleased to have a conversation with Caroline Lucas, Green MP for Brighton and ex-leader of The Green Party. She has a lot of views that correspond with ours and we need to work together with such like-minded people to further our cause.

Also in the last month I have taken part in two seminars

regarding the EU and The Fourth Railway Package. This is new legislation to put rail infrastructure and operations out to tender to across Europe ie privatisation.

The first meeting I attended was in Berlin. It was a joint meeting between managers and the European Transport Federation to look into how this will be achieved and what happens to staff.

EC member Tim Butler was with me and we were appalled that, apart from ourselves and the Swedes, that the unions seem to be sleepwalking into it.

What do we and the Swedes have in common? We both have privatised railways! To be fair, the French trade unions were unable to make it because of the weather and I am sure their position would be the same as ours but, in general, the other European union's seem to think everything will be fine!

The next meeting I attended regarding The Fourth Railway Package was in Brussels and organised by the ETF and GUE/NGL (a left/ green alliance of MEPs) and in attendance were two European Commissioners. I got the chance to speak at the very end and pointed out the dangers of privatisation, including showing the cover of *RMT News* with the six inch gap of rail missing on the East Coast Mainline. After I had finished one of the commissioners said: "It is good to see our friends from the UK perpetuating the myth of privatisation being bad."

I would like to finish by saying, as I did at The Scottish TUC, it is not us who are perpetuating 'myths' about privatisation, it is the unelected European Commissioners in Brussels perpetuating the myth that privatisation is good!

Peter Pinkney



BOYACK'S GOODBYE

Fulsome tributes for three decades of hard work, dedication and service to RMT were paid to northwest office manager Andy Boyack as he bowed out from the union last month, surrounded by family, comrades and friends at a celebration in Liverpool.

Andy had become part of the

bedrock of the union, noted general secretary Bob Crow, tracing Andy's career back to 1984, and presenting him with a football shirt in the colours of his native Dundee.

Regional organisers Andy Warnock-Smith and John Tilley said they had come to regard Andy as their "regional

organiser in the office" who had an encyclopedic knowledge of the union and had helped countless members with every conceivable problem.

Presentations on behalf of regional and national office staff, many of whom had travelled to Liverpool for the event, were made by Bristol

office manager Andy Robertson and industrial relations head Kevin Carey, who spoke of his pride in being able to pay tribute to one who had served the union so well for so long.

"It has been a privilege and an inspiration to work for a great union," said Andy.

FAREWELL: FROM LEFT TO RIGHT regional organiser John Tilley, IR department head Kevin Carey, Bristol office manager Andy Robinson, retiring north west office manager Andy Boyack and regional organiser Andy Warnock-Smith



Cuba Solidarity Garden Party

7pm Wednesday June 19 2013

The 11th annual RMT Garden Party for Cuba

in association with the Cuba Solidarity Campaign, Maritime House, Clapham, London

Live Cuban music, food, free bar, special guests including George Galloway MP, Steve Gillan — POA Gen Sec, Mick Whelan — ASLEF Gen Sec, Lesley Mercer — TUC President, Len McCluskey — Unite Gen Sec, John Samuelson — President Transport Workers Union USA, John McDonnell MP and Dave Hopper — Durham Miners Association

Credit card bookings on 0800 376-3706, or send cheques, payable to RMT, to: Cuba tickets, RMT, 39 Chalton Street, London NW1 1JD

Tickets now available at £15





PADDINGTON BRANCH UNVEIL NEW BANNER

RMT general secretary Bob Crow unveiled a new Paddington branch banner recently at a packed meeting of over 70 members. Bob appears on the banner along with Charles Watkins, a founder member of the NUR, leading socialist leader James Connolly and Claudia Jones, a leading US communist that founded the Notting Hill carnival. ■



WIMBLEDON AWARD

RMT executive committee Sean Hoyle presents South West Trains customer service assistant Charles Hibbert with his 25 year badge. ■



DONCASTER LONG SERVICE AWARDS

DONNY: left to right: Mark Eastwood-10 years, Carlo Pezzulo-25 years, Yorks and Lincs EC member Sean McGowan, Barbara Collinson-10 years, Dave Collinson-40 years, Bob, Sam Rose-10 years, Mick Konstandelos-10 years and John Rogers-10 years. ■

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



CON DEMS ATTACK LEGAL AID



Government unveils plans to restrict access to legal aid in an unprecedented assault on justice for working people

At present there are about 1,600 solicitors firms who hold contracts to deliver legally aided criminal defence in England and Wales.

The government consultation document Transforming Legal Aid seeks to cut that number to 400 through a process of "price competitive tendering" in 44 areas, for instance London is divided into three, central and west with 38 contractors, north and east 27 and South London 18.

So, for example, the 38 contractors in central and west London would have 1/38th of the criminal cases each. Guaranteeing these volumes is only possible because this plan eliminates client choice.

No one charged with a crime would ever be able to choose

their lawyer if they want to have legal aid. This is an extraordinary and unprecedented change which will also mean that union members whenever and wherever accused could no longer be referred to the unions trusted lawyers, but would be allocated randomly to a contractor in the area where the alleged crime arose.

But, this is only half the picture. A successful bidder for contracts will have to bid at "cowboy prices". The maximum permitted bid in each category of cases, police station investigation, Magistrates Court representation or Crown Court, will be the current average cost per case minus 17.5 per cent. So it's a 17.5 per cent minimum cut but to be successful, desperate

bidders who face the extinction of their businesses are likely to go much lower, more like 25 to 30 per cent or even further, and there is no bottom price.

The contractors who are left standing will be under enormous pressure as the prices bid will be so low and the price for each case is the same whether they do a lot of work or none. The incentive will be to have as many clients plead guilty as quickly as possible.

Everyone who pleads not guilty will be a burden. Reputation will have gone out of the window because the volume of work is guaranteed and reputation will not matter for the future as there are no "own clients" who have chosen that firm.

In summary: no choice, cowboy prices and pressure to plead guilty in a system where reputation does not matter, this is a disaster for justice.

The legal aid system of this country is being dismembered. Already vast cuts to civil legal aid are in place. For instance it has been 20 years since there has been a rise in hourly rates and instead there have been remorseless cuts for the last decade. Despite these remorseless cuts legal aid lawyers have maintained

services in high streets across the country.

Many believe this is an attempt to create larger and fewer suppliers as a prelude to even larger and fewer contracts to be let to those favourite government contractors, G4S, Serco, Capita and similar global firms who aim to capture large chunks of government expenditure.

What can be done to stop this vicious assault on access to justice?

A massive response to the consultation which closes on June 4 2013, for help and guidance on responding visit the websites of the London Criminal Courts Solicitors Association (LCCSA) or the Criminal Law Solicitors Association (CLSA). A demonstration took place near Parliament on May 22 and you can lobby local MPs. However it is already apparent that most of them have not understood that clients lose choice. There is a massively subscribed E-Petition and we hope everyone spreads the word and signs the petition below.

Justice was hard won by working class political struggle and now it is under assault as never before. ■

<https://submissions.epetitions.direct.gov.uk/petitions/48628>

RMT ULR WINS SCOTTISH UNION LEARNING AWARD

RMT Union Learning Rep (ULR) Paul Shaw has won a Union Learning award by Scottish Union Learning for his achievements as a learner at an awards dinner in Inverness to celebrate ten years of trade union-led lifelong learning in the Highlands and Islands.

Glasgow Shipping branch member Paul Shaw was keen to progress from his role as a catering rating in the retail department on board CalMac ferries.

Paul attended the 2009 STUC Highlands and Islands ULR conference where he discussed his options with University of the Highlands and Islands staff. This led to a two-year post graduate distance learning course in leadership and management.

Throughout the course Paul worked two weeks on-two weeks off, mainly on the ships serving

Arran and Islay. Paul's studies were supported by an RMT Learning bursary, which provided up to £250 annually towards the cost of his course.

On completion of the course, Paul successfully applied for promotion to a management position in the retail operations department with CalMac, and is now the assistant to the onboard services manager on one of the newest and largest ships in the CalMac fleet.

Paul is in no doubt that without the opportunity and support given to him by trade union lifelong learning and the funding from the RMT bursary he would never have had the opportunity to progress to the position he is in now.

Caledonian MacBrayne also received an award in the employer category for its commitment to trade union led lifelong learning in the



Highlands and Islands and supporting the RMT-led project.

Both awards were nominated by RMT Learning Project Worker Dan Henderson who said that Paul's award was an excellent achievement and proved that with hard work and determination members can

progress with their careers with the help of the learning opportunities the project gives them. "This is also a great example of how RMT members can utilise the RMT bursary to help them to finance their lifelong learning," he said.



LINCOLNSHIRE LEARNING

RMT ULR and Lincolnshire Roadcar Branch Sec Dave Grant continues his own learning journey by passing his preparing to teach in the lifelong sector (PTLS) exam.

Dave has been an active ULR for over six years is leading by example by continuing his own professional development to help support his members at Lincoln bus station.

After successfully completing his Skills for Life level 2 qualifications in literacy and numeracy he decided that the journey should not end there so enrolled with local training provider Skillslinc to undertake the PTLS programme. This course gives Dave valuable skills to help him in his role as an RMT ULR and to help support members back into vocational

education.

Dave said that it was hard work though enjoyable and the result was really worth it.

Dave is endeavouring to provide quality learning programmes including computer courses, literacy and numeracy and hopes to link in with local rail workers at Lincoln station. RMT Learning has worked with Stagecoach ULRs over the years to help support bus driving members achieve their potential to help support the sustainability to the ever changing demands to their job roles.

Dave would like to thank RMT Learning and Skillslinc, particularly tutor Sue Smith tutor, for the support he received in helping him achieve this professional qualification. ■





TRANSPORT WORKERS PROTEST AT NATIONAL EXPRESS AGM

British trade unionists joined members of the US Teamsters union at a protest against union-busting outside the AGM of global transport giant National Express earlier this month.

Coach and bus operator National Express has faced growing protests from US bus drivers who have accused the company of "anti-worker, anti-union" policies.

Members of the Teamsters union, which represents more

than a million transport workers across the US, and British trade unionists, recently held a "rally for respect" outside the firm's Birmingham headquarters.

National Express, the second-biggest operator of school buses in the US, stands accused of disciplining and sacking workers involved in union activities, as well as putting union activists under surveillance.

In a letter to be delivered to the company's bosses, Teamsters president Jimmy Hoffa said that

the company "continues to violate the wishes of workers who wish to form a union and engage in collective bargaining."

Mr Hoffa said that the company's policies meant workers were being deprived of "decent working conditions and respect".

National Express has a history of reward for failure in the UK, despite throwing back the keys when their franchise collapsed into chaos on the East

Coast Main Line they continue to Hoover up valuable public contracts.

The company is headed by former Tube Lines chief Dean Finch – another company embroiled in spectacular failure on London Underground at public expense.

RMT general secretary Bob Crow said that RMT stood shoulder to shoulder with the Teamsters in their battle against the union-busters from National Express. ■

RMT MEMBER ELECTED AS NATIONAL PENSIONERS CONVENTION PRESIDENT

RMT retired member Ron Douglas has been successfully elected as National Pensioners Convention (NPC) president for the next two years.

The NPC plays a key role alongside the trade union movement in promoting the welfare and interests of all pensioners, as a way of securing dignity, respect and financial security in retirement.

Ron left School in April 1949 and joined British Rail at the age of 15. Working as a train recorder in Colchester junction box, Ron joined the NUR in May 1949 and became an active member of his branch. Ron's trade union positions while working

included NUR Colchester Branch Collector and Secretary.

After 49 years working on the railways Ron retired in October 1998 but continued to be an active member within the trade union movement and retired member organisations. Soon after his retirement Ron joined an RMT retired members branch which he is now the branch secretary.

Ron plays a key role on behalf of RMT not only on the NPC but as a TUC delegate on the Federation for Retired and Elderly Persons Association (FERPA) steering committee. FERPA campaigns for retired people not only in the UK but internationally. Ron has also



been a member of the Labour Party since 1960.

On his election as NPC president Ron said: "I am truly honoured to accept this national position to represent the 1.5 million NPC members with the full support of the union which nominated me for this position for which I am truly grateful".

For more information about the National Pensioners Convention National Pensioners Convention write to

NPC, Walkden House
10 Melton Street
London NW1 2EJ
Tel: 020-7383-0388
Email: info@npcuk.org
Web: npcuk.org ■

LINCOLN LEGEND



RMT general secretary Bob Crow presents Peter Limage with a 40 year membership badge. Peter is a member of Lincoln No 1 branch. ■



MARATHON WOMAN

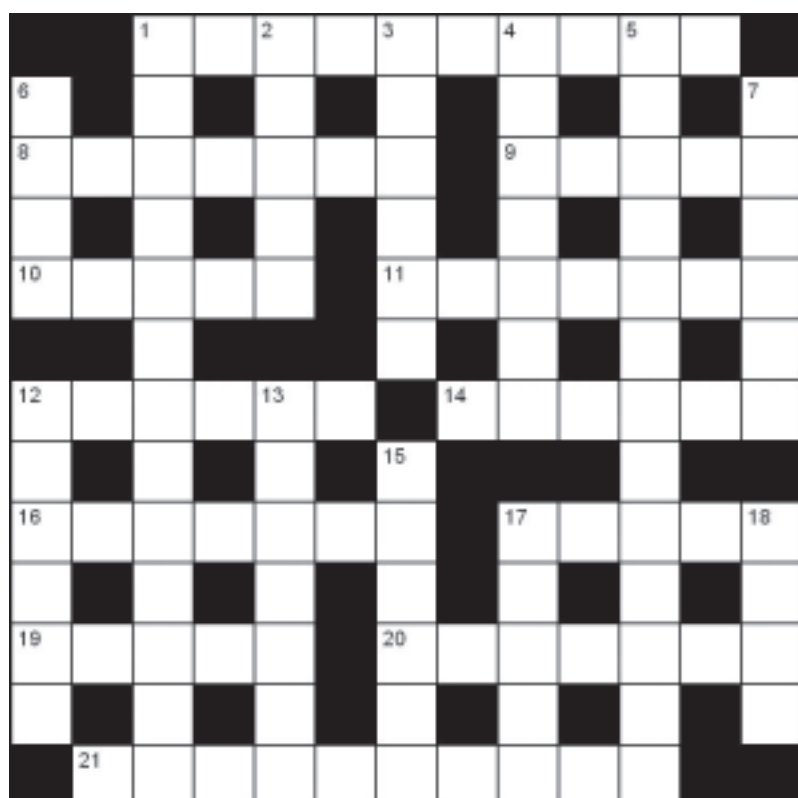
RMT head office staff member Yvonne Sawford completed this year's London Marathon. With a championship start Yvonne finished in three hours 21

minutes, certainly not her personal best but given the lack of training in the long winter months she was happy to finish comfortably with a smile. ■



MARATHON: Dave Rayfield and his son Billy receive their finishing medals after completing the London marathon in five hours 18 minutes. "We finished just behind Elvis but in front of Bagpuss! "We'd like to thank all RMT members who sponsored us in support of Farleigh hospice and the many texts we received wishing us all the best," said Dave.

£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword is Peter Townsend.

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by June 10 with your name and address.

Winner and solution in next issue.

ACROSS

- 1 Worldwide computer network (10)
- 8 Physical touch (7)
- 9 Ascend (5)
- 10 Rub out (5)
- 11 Building (7)
- 12 Exclusive circle (6)
- 14 Cooking instructions (6)
- 16 Nonsense (7)
- 17 Respectable (5)
- 19 Monk (5)
- 20 Opening (7)
- 21 Not anticipated (10)

DOWN

- 1 Pollution (13)
- 2 Knife edge (5)
- 3 On the contrary (6)
- 4 Diversion (7)
- 5 Removal of impurities (13)
- 6 Unit of area (4)
- 7 Cut (6)
- 12 Detached by cutting (3,3)
- 13 Live through (7)
- 15 Reconsider (6)
- 17 Radiate (5)
- 18 Food shop (4)



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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

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.....

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.

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Reference Number

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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

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



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Visit www.rmt.org.uk to join online
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0800 376 3706

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

Keep your RMT membership details up-to-date

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

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

