

RMT

Essential reading
for today's
transport worker

news



FIGHTING FOR THE FUTURE OF THE TUBE



INSIDE THIS ISSUE



MAY DAY HONOURS
BOB AND TONY
PAGE 8



PROTECTING
SEAFARING JOBS
AND SAFETY PAGE 9



ORGANISING BUS
WORKERS
PAGE 10



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	Heterosexual	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/bisexual/transgender members please tick here	

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

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

Your signature	Date
----------------	------



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



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
Postcode	

Name(s) of Account Holder(s)

Bank/Building Society account number
Branch Sort Code

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

Originator's Identification Number

9	7	1	7	4	5
---	---	---	---	---	---

Reference Number

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

Your National Insurance Number

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

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

Signature(s)
Date

Banks and Building Societies may not accept Direct Debit Instructions from some types of account
This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

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



contents

Page 4

MERSEYRAIL CLEANERS PAY VICTORY

Page 5

FIRST GREAT WESTERN VICTORY

Page 6

FIGHTING FOR THE FUTURE OF THE TUBE

Page 7

**TRANSPORT FOR LONDON STAFF STRIKE
OVER ATTACK ON PAY AND PENSIONS**

Page 8

MAY DAY HONOURS BOB CROW

Page 9

PARLIAMENTARY COLUMN

Page 10

ORGANISING BUS WORKERS

Page 12

**SUPERVISORY AND CLERICAL GRADES
DEFEND TICKET OFFICES**

Page 14

ORGANISING ROAD FREIGHT WORKERS

Page 16

REJECT MCNULTY!

Page 18

**ENGINEERING GRADES DEMAND END TO
ZERO HOURS**

Page 21

STANDING UP FOR RMT MEMBERS

Page 23

BRING CATERING IN-HOUSE

Page 25

**TRADE UNIONS ACROSS EUROPE SLAM
EU AUSTERITY**

Page 26

CAMPAIGNING FOR WOMEN

Page 27

**BLACK AND ETHNIC MEMBERS SET THE
AGENDA**

Page 28

STAGECOACH BUS FORUM MEETS

Page 29

LETTERS

Page 30

CROSSWORD

EDITORIAL



FIGHTING FOR THE TUBE

Due to rock solid strike action and the threat of further planned action in May Transport for London has finally dropped any pre-conditions for talks, agreed to protection of earnings and a review of the ticket office cuts and closures programme.

As a result of that progress, secured directly through our members action and the union's drive to get the facts across to the people of London, we were able to suspend further action and get round the table to discuss TfL's ludicrous plans to shut all ticket offices and cut nearly 1,000 jobs.

This exercise will be chaired by ACAS and our negotiators are determined to fight for a safe Tube network not the dangerous muggers' paradise that TfL is proposing.

Despite this progress unions at Transport for London were forced to take 24 hours of joint strike action in early May following the all-out attack on pay and pensions that would condemn to staff to a life of poverty in retirement.

Over the last six months TfL have point-blank refused to engage in serious negotiations over their plans for what amount to a performance-related pay freeze and savage cuts to pension rights.

Merseyrail cleaners working for contractors' Lorne Stewart have won an important victory in their long-running campaign for pay justice.

The union has negotiated a two year pay deal of nearly five per cent and a one off payment of £250 following three waves of rock solid strike action.

At First Great Western, following a successful ballot for strike action, the company has agreed to a comprehensive agreement that puts an end to zero hours contracts, pays cleaners the living wage as well as a review of disciplinary procedures

The company has also acknowledged their heavy-handed approach to disciplinary cases and agreed to

implement a training programme for all managers.

Attending recent grades conferences it is clear that the loss of Bob Crow has left a huge gap in our organisation. But these important meetings not only took time out to remember Bob but also resolved to continue the struggle for workers' rights that he so passionately believed in.

I will also be attending the shipping and offshore biannual general meetings in Glasgow and I'm sure the delegates will feel the same way.

The coalition that Bob worked so hard to build No2EU will be standing in the Euro elections on May 22 under the slogan 'Yes to Workers' Rights'.

As Bob would have said it is time for a real debate about the corporate nature of the European Union and how it is continually undermining the national democracy the trade union did so much to bring about.

The rail industry in Britain was privatised by EU directive 91/440 over 20 years ago and now the EU is rolling out this disastrous model against the EU with little regard to the wishes of member states.

We also have to say the answer is not the Tory-boys of UKIP which openly supports these rail directives. Their MEPs have even attacked the EU for not imposing them fast enough.

I am pleased to say that Bob's daughter Natasha has announced plan to take his place in the elections in London. Anyone who saw her speak on May Day will agree with me she makes a great candidate.

So on May 22 Vote No2EU where you can, vote for Bob.

Mick Cash

Assistant General Secretary

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



MERSEYRAIL CLEANERS PAY VICTORY

Following a third phase of strike action RMT members working for Merseyrail cleaning contractors' Lorne Stewart have won an improved pay offer.

The union has negotiated a two year pay deal of nearly five per cent and a one off payment of £250 following three waves of rock solid strike action.

The union also held two protests- the first at Lorne

Stewart head office in Harrow and a second outside Mersey Rail headquarters in Liverpool in protest at the imposition of five pay freezes over the last seven years.

After ten months of trying to negotiate, low paid Lorne Stewart workers stood firm and rejected the profitable company's derisory below-inflation pay 'offer' and made a stand for a

just pay settlement without strings.

RMT acting general secretary Mick Cash said that Lorne Stewart had finally seen sense and settled the long-running dispute and congratulated RMT staff involved including regional organiser Daren Ireland.

"The public are well aware that it is the hard graft of these cleaning staff that keeps

Merseyrail trains fit for service and which makes Lorne Stewart's substantial profits.

"The company's latest profit figure is £15 million so it can clearly afford to pay the cleaning staff a decent living wage.

"Ultimately RMT wants to see these jobs brought back in-house and we will continue to campaign on this issue" he said. ■

HEX STRIKE FOR JOBS AND PAY

RMT members working across Heathrow Express took 48-hour in response to a package of multi-million pound cuts which amount to an all-out assault on pay, jobs and safety.

Following a massive nine to one vote for action covering all grades, RMT took the action at the end of April.

RMT members are furious that Heathrow Express plans to re-organise its workforce indicating that, in an attempt to save £6 million over the next five years, some 201 jobs are now placed under threat of

redundancy, representing around half of the current workforce.

The attack on jobs and working conditions comes as a direct result of the decision of the Civil Aviation Authority (CAA) to cut £600 million from the Heathrow Airport budget over the same period.

The £600 million cut equates to almost exactly the same amount that Heathrow is doling out in dividend payments to its wealthy investors.

RMT has demolished the case for each of the main areas of

proposed cuts proposed on Heathrow Express and Heathrow Connect services including the removal of on-board staff.

HEX is also seeking the removal of evacuation competency of Heathrow Express on-board staff and to extend Driver Only Operation (DOO).

RMT acting general secretary Mick Cash said that there was no case for handing out savage cuts to Heathrow Express when Heathrow was generating hand-outs to shareholders of over £600 million and when the

company has the spare cash to sponsor the USA bid to host the football world cup.

"Our members have sent the clearest possible message that they are prepared to stand up and fight the cuts and the threat to pay, working conditions, safety and jobs.

"The removal of on board staff, and the driving forwards of Driver Only Operation, would render services inherently unsafe and make evacuation in the wake of an emergency incident or terrorist alert an absolute nightmare," he said. ■

FIRST GREAT WESTERN VICTORY

RMT wins deal to end to zero hours contracts, pay cleaners the living wage and forces a review of disciplinary procedures

Following a successful ballot for strike action at First Great Western the company has agreed to a comprehensive agreement that puts an end to zero hours contracts, pays cleaners the living wage as well as a review of disciplinary procedures.

The company also made individual offers to dismissed members outlined in the dispute which are currently under consideration.

The company has acknowledged and their heavy-handed approach to disciplinary cases and agreed to implement a programme of full procedural training for all managers.

In addition they have agreed to ensure that all investigations of staff will be concluded in normal circumstances within 28 working days.

The company agreed to cease the use of zero-hour contracts with members to move to permanent contracts with guaranteed working hours. In addition these staff will now enjoy the benefits enjoyed by our full time members such as travel facilities.

The new catering contract currently held by Rail Gourmet for store-based members upon renewal from June will include the payment of living wage or London living wage as applicable. The current Rail Gourmet on-board contract will cease with staff being brought back 'in house'.

In respect of the contract cleaners the company also committed to pay the living wage or London living wage on expiry of the current contract on March 31 2015.

This offer is subject to the necessary consent required from the Department for Transport.

However the company committed to bid for any successive franchise on the basis of the payment of the living wage as a minimum standard.

FGW has also agreed to provide catering and contract workers with five standard travel boxes per year whilst the company maintains the franchise.

RMT acting general secretary Mick Cash congratulated the membership for standing firm in a long-running battle for justice.

"Although the union maintains the principle demand for all workers to be brought back into direct employment this an important development and of great benefit to our members.

"The industrial strength demonstrated by our members during this dispute has forced First Great Western to treat both this union and our members with dignity and respect.

"This shows that we can defeat the disgraceful exploitation taking place under these zero-hour contracts and that we can win at the workplace for all grades," he said. ■



FIGHTING FOR THE FUTURE OF THE TUBE



Union suspends strike action after London Underground drop pre-conditions and agree to protect members' earnings

Following rock solid strike action and the threat of further planned action in May Transport for London finally dropped any pre-conditions for talks, protection of earnings has been agreed and a viable framework for a review of the ticket office cuts and closures programme.

Transport for London sparked the dispute last year by announcing plans to close all ticket offices and cut 950 jobs.

RMT acting gen secretary Mick Cash said that due to the solidarity and determination of LU members, RMT has been able to secure real movement and significant progress on the issues at the heart of this dispute over the bank holiday weekend.

"As a result of that progress,

secured directly through our members campaign of industrial action and the union's drive to get the facts across to the people of London, we were able to suspend the action and further talks around the fundamental issues of cuts to jobs, services and safety will now take place.

Negotiators had previously believed that some progress had been made, but the company at the last minute decided to impose pre-conditions, including RMT calling off strike action and totally withdrawing from the current dispute, this would have meant a new ballot being required for any further industrial action.

However the union continued discussions right up to the 11th hour, hard at work

with ACAS producing the following deal:-

1. The station by station review will continue with all the trades unions invited to participate and contribute, additionally the proposed Fit for the Future - Stations implementation plan will also be reviewed.
2. The outcome of the exercise will be discussed at a meeting chaired by ACAS.
3. LU would enter into further detailed discussions to ensure that any employees identified as in scope of the Fit for the Future - Stations proposals on 21 November 2013, and who do not choose to leave the business under voluntary severance, would be offered a role that involves no

reduction in their current substantive salary. This arrangement would be specific to the Fit for the Future - Stations programme.

"I'm sure you will agree these are very important concession won by the union without capitulating to the totally unacceptable demand that RMT withdraw from the current dispute.

"Had RMT agreed to this your negotiators would have had their hands tied behind their back when negotiating to protect members' terms and conditions.

"By standing strong, your resolve and unity has forced London Underground to back down," he said.

THE TUBE DISPUTE IN NUMBERS

3 per cent: The number of tickets the Mayor claims are sold by ticket offices.

23 per cent: Total amount of ticket transactions ticket offices actually have responsibility for.

7.577 million: The total transactions at ticket offices in 2013, an increase on the 7.418 million from 2012.

14 per cent: Projected increase in passenger numbers over the next five years.

17 per cent: Cut in the number of frontline station staff proposed by the Mayor.

52 per cent: The number of tube users unable to buy tickets from a machine because it was broken.

56 per cent: The number of voters who said they would not vote for Boris Johnson again for breaking his promise not to close ticket offices.

66 per cent: The number of passengers opposed to ticket officer closures.

NO TO DRIVERLESS TUBE TRAINS

RMT reiterated its opposition to driverless trains on the Tube network after London Underground sent out an internal bulletin detailing a plan for new trains that "will have the capability to be operated with, or without, a train operator at the front of the train".

RMT acting general secretary Mick Cash said that RMT had made its position perfectly clear – we will fight to retain the position of a driver up-front, in the cab, in control on every single tube train.

"The idea that tube trains can

run safely, rammed full of passengers and passing through crowded stations, without a driver up front able to manually monitor and control emergency situations is just dangerous nonsense.

"Without a driver to see what's ahead on both tracks and platforms you are taking a lethal gamble with life and limb.

"RMT is committed to fighting any move that would jeopardise safe operation and which denigrates the role and responsibility of the tube train driver," he said.

TRANSPORT FOR LONDON STAFF STRIKE OVER ATTACK ON PAY AND PENSIONS

RMT, TSSA and Unite members at Transport for London took 24 hours of joint strike action in early May in a dispute over an all-out attack on pay and pensions that would condemn to staff to a life of poverty in retirement.

The action is in protest at TfL's plans to impose their "Pay for Performance" proposals.

Over the last six months TfL have point-blank refused to engage in serious negotiations over their plans for what amount to a performance-related pay freeze and savage cuts to pension rights.

The savage attacks that TfL are looking to bulldoze through would mean:

- lump sum one-off pay rises that would not count towards

pensionable pay

- A knock on impact that would lead to reduced final salary pensions
- An immediate pay freeze – stretching over the next five years – for at least 50 per cent of staff
- The annual pay round placed at the discretion of managers and no longer fully negotiated with the recognised staff unions
- Pay rises determined by punitive and discriminatory individual "performance" processes that would unleash a tidal-wave of bullying and harassment.

The impetus behind management's proposals is purely and simply cash-led cuts,

a situation that will become worse over the forthcoming years as there are further reductions in TfL's grant and the expectation that further assaults on jobs, pay and pensions are being lined up for the future.

RMT acting general secretary Mick Cash said that the attack on pay and pensions had to be seen in the wider context of government austerity cuts to TfL's funding and once again it is staff who are being lined up to take a hit that would not only whack them in the pocket now but would condemn them to lives of poverty in retirement.

"Although RMT and the other unions have continued to meet with the company demanding a decent pay offer and full

pensionable pay for all TFL employees they have point blank refused to back away from their aggressive plans to attack wages and pensions across the board.

"Their current proposal is nothing less than a concerted attack on the future of the TFL Pensions Fund which affects all its members regardless of grade.

"TfL should be in no doubt of about our members determination to defend pay and pensions and they should listening to our case, withdrawing the current plans and talking seriously about pay and pensions plans that protect and enhance the living standards of TFL staff members," he said.

MAY DAY HONOURS BOB CROW

Visit rmtv.org.uk
for a full video

Over 10,000 people march on May Day to honour the memory of Bob Crow and Tony Benn

Bob Crow's daughter Natasha Hoarau led the tributes to her father in Trafalgar Square on May Day and announced her intention to stand in his place in the Euro elections in London for No2EU.

"I am standing as a candidate for No2EU Yes to workers' rights in London in Roberts place.

"I am doing this in his memory and because I believe in order to achieve the kind of socialism Robert worked so hard to aspire to we must withdraw from the EU empire," she said to huge applause.

In a brave and passionate speech she described Bob as "an amazing family man that has left such a huge mark on all our

lives.

"When recently reminiscing about his character, one huge part of his personality shone through, he was a man who loved to laugh, loved to see others laughing too," she said.

Describing him as "inspirational and courageous", she said she will think of her father every time she sees someone in a flat cap.

"He was also caring and gentle, and was always there for us," she added.

RMT president Peter Pinkney said that Bob Crow's legacy is leaving the union in a far better state than when he took it over.

"This union is going to go forward and progress as Bob

would have wanted it to, our motto is unity is strength.

"We need to give a message of hope to the poor and the dispossessed of this country," he said.

A video of some of Bob's trademark firebrand speeches was shown on a huge screen – as supporters raised banners with the slogan: "Bob Crow – legend. Loved by the workers, feared by the bosses".

May Day also honoured

veteran socialist Tony Benn, showing a film of his reflections before he died.

Bob died in the same week as his friend Tony, aged 88, in March. Tony supported Bob's decision to set up No2EU in 2009 to stand in the euro elections and both men were towering figures in the euro-realist movements as well as the labour and trade union movement.



Natasha
addresses
May Day



PROTECTING SEAFARING JOBS AND SAFETY



RMT's Parliamentary group of MPs demand government action against shipping companies paying below the national minimum wage

RMT's campaign to protect and increase jobs and training for UK seafarers continues to be supported by MPs in the RMT Parliamentary Group.

The number of UK seafarers working on ships again fell in 2013, by five per cent to 22,850. Contained within this was an eight per cent fall in ratings numbers to 8,590 meaning that ratings numbers have fallen by nearly 30 per cent in the last two years.

RMT members are well aware of the tactics shipping companies use to chip away at the number of UK ratings and the Parliamentary group recently raised in the Commons with Business Secretary Vince Cable the government's failure to enforce its own guidance on seafarers and the national minimum wage (NMW). The reluctance to protect seafarers in cities and towns around the UK and Ireland from disreputable companies like Irish Ferries and Condor Ferries and big operators like P&O, is a mark of shame on this Government and it was interesting that Vince Cable agreed that the maritime industry should be investigated for paying seafarers below the national minimum wage.

As Convenor, I will be leading a delegation from the Parliamentary Group to meet with the BIS Minister responsible for the national minimum wage Jenny Willott MP on May 7 and we will be making the case for immediate enforcement action against shipping companies that we know and the government know are paying seafarers well below the national minimum wage.

Elsewhere, there are two other policy areas where the union has made progress since the start of the year. The Shipping Minister will shortly announce a Working Group (on which RMT will be represented) to look at the effect of the Equality Act 2010 regulations to protect EU seafarers from nationality based pay discrimination. The regulations encourage shipping companies to employ non-EU ratings in order to cut crewing costs and all forms of nationality based pay discrimination against seafarers should be banned, as recommended by the Carter Review which reported just after the last General Election and was rejected by this government.

It is also encouraging to see progress in RMT's campaign to secure a link to ratings training in the Tonnage Tax scheme and we in the Parliamentary Group will urge Shipping Minister Stephen Hammond to get a move on with amending the regulations to allow shipping companies in the scheme to train UK ratings as a way of meeting their training commitments.

As a Labour MP it is also good to see the Shadow Shipping Minister, Gordon Marsden MP using the legislative process to support RMT's campaign

against the government's attempt to abolish the duty on the Transport Secretary to re-open maritime investigations in light of new evidence.

As Gordon has stated: "Reinvestigations can be crucial in improving safety, even decades later. The Government's claim in Committee that if we discover a wreck many years after an accident, safety insights would be irrelevant or out-of-date was disproved by the case of the MV Derbyshire.

That's why I've tabled an amendment to the Deregulation Bill which says the government will have a duty to reinvestigate whenever new evidence is found that has the potential to provide answers for families or to provide new safety lessons. Ministers and all MPs should put justice for seafarers before ideology and support this amendment."

The amendment is likely to be debated in the House of Commons in June and the RMT Parliamentary group will do its utmost to support this basic guarantee of government support for the families of seafarers as well as the safety of future seafaring generations.

John McDonnell MP for Hayes and Harlington





Bus workers conference discusses how to save the bus industry and build the union to represent the grade

Organising and recruiting is the key to building the union agreed a packed bus workers conference meeting in Falmouth, Cornwall.

Conference called on the union to produce a recruitment pack designed specifically for bus workers.

Dave Gilbey, South Devon Bus said that over 7,000 RMT members were bus workers, making up nearly 10 per cent of the membership.

"In order to increase that membership we need to organise new members as quickly as possible.

"To do that we should be able to hand them an information pack to new comers tell them what we can do from them," he said.

He said that organising workers was the most important part of the work of the branch.

Conference also called on the union to encourage regional organisers to visit and work with bus branches more closely to encourage branch members to attend their grades conference and provide financial backing through the regional councils if required.

After a minute's clapping in memory of the late general secretary Bob Crow, RMT president Peter Pinkney paid tribute to his leadership of the union.

He said that Bob took the union forward in many ways including building the membership, developing the education centre in Doncaster and making links internationally.

"Bob made his vision into reality by creating a strong fighting union and we must

carry that vision forward.

Alan Pottage, organising unit said that every member should be an organiser and a recruiter in order to strengthen the union in the workplace.

"Bob had a vision to build this union to 100,000 members before he retired we should continue with that vision as a tribute to him," he said.

Acting general secretary Mick Cash introduced the written report to conference distributed to delegates outlining the work of the union which is also available from head office.

He asked delegates to join him on May Day in London to mark the memory of Bob Crow.

"We will be leading the march to show the world the esteem we held Bob in and our determination to remain united as a union," he said.

PUBLIC TRANSPORT GRANTS

Conference called on the union to mount a campaign to ensure that all funds and grants from central and local government intended to be used to provide public transport are ring-fenced.

Paul Rossiter, South Devon Bus warned that due to the ever growing reduction of bus services in rural and urban areas, funds and grants were being siphoned off to pay for other things.

"This government removed the ring fencing of funds for public transport and we need to see that reversed in order to save our industry," he said.

Dave Gilbey said that Torquay had Tory-run council which did not care about bus services particularly in outlying areas.

"Elderly passengers may have



bus passes but they are bus passes to nowhere as the council will not subsidise services," he said.

DEFENDING THE BUS INDUSTRY

Conference called on the union to organise a strategic campaign to save the bus industry.

Peter Simmons, South Devon Bus warned that with jobs and services being cut or reduced due to cost cutting by local government and bus companies.

"It's about time we campaigned constructively to try and retain what we have left, we need to save jobs, and we need to support the public and help them retain the services that they rely on to travel around.

"We are seeing cuts in subsidies and funding so we need a high-profile campaign to keep bus services," he said.

Delegates also called on the union to get bus and rail workers free or subsidised travel on the entire transport network across the country.

Alex Winter, Exeter No2 said that all bus and rail workers should be entitled to subsidised travel.

Joe Gelea also won support for a campaign for a higher minimum wage for bus drivers.

"Bus driving is a professional skill and drivers are responsible for funding their own licences, medicals, traffic fines and are responsible for passenger's health and safety," he said.

DRIVING HOURS

Delegates called on the union to lobby for an equalisation of drivers' hours between domestic and European Union rules so that drivers do not have to work longer hours.

Jamie Nicholls, Exeter No2 said that drivers should be driving less hours to stop putting lives in danger.

Joe Gelea, Notts and Derby Bus said that currently all work was either carried out under either EU or domestic regulations.

"This can lead to abuse by company owners who force drivers unwittingly to break the law by misleading them over mixing the two regulations ie drivers doing split working days on domestic runs then being asked to do tachographed EU work in between," he said.

He said that the union should be looking to get the maximum amount of driving without a break reduced from the current 5.5 hours under domestic rules and 4.5 under EU rules.

"This should be reduced to two hours in line with government driving guidelines as medical evidence has shown that spending more than two hours sat driving is bad for your back," he said.

HEALTH

Delegates raised concerns about the harmful and poor quality of air at bus stations and at street level.

John Wittingham, Chester said that the union should contact each company which has RMT members, with a recommendation to seriously reduce the toxic exhaust emissions by using newer and cleaner and more environmentally-friendly buses in service.

Delegates also backed a campaign to establish how many cases of cancer are being recognised in the bus industry over the past ten years.

Keith Murphy, Newport, Isle of Wight said that the union should inform employers that they should be treating these cases as a disability, not just as a sickness counselling issue.

"My branch has had a number of cases recently and had many in the past so we feel the issue needs to be taken up nationally," he said.

Dave Gilbey said that it was unfair that current legislation states that from the age of 65 drivers must have a medical every 12 months until they retire or fail to attain the necessary medical standards.

"Recent government legislation abolished the default retirement age of 65 and passed a bill regarding ageism.

"If the government no longer recognise 65 as the age when someone should retire, then the legislation regarding renewal of the occupational driving license and the medical standards requirement needs to be amended.

"A medical every 12 months should only be necessary after attaining the age of 70," he said.



SUPERVISORY AND CLERICAL GRADES DEFEND TICKET OFFICES

The 2014 conference of supervisory, clerical and other salaried grades conference remembers Bob Crow with a call to defend jobs and services

The supervisory, clerical and other salaried grades conference meeting in Southampton opened in an inevitably sombre mood due to the news of the loss of Bob Crow.

Conference president Rickey Goodman gave all delegates an opportunity to sign the book of condolences before a minutes applause was held.

Steve Riggott, assistant branch secretary of the South Hants branch, spoke of his regret at the circumstances given the recent deaths of not just Bob but Tony Benn in the same week.

Wessex regional officer Mick Tosh, spoke about his memories of Bob and how he had constantly returned to the themes of decent pay, decent hours, decent conditions and decent pensions.

Mick said that Bob had a vision for socialism and how

now Bob's hope would be for us to grow. He said everybody should go out and organise as a fitting tribute to Bob's memory.

Rickey Goodman explained the history of the conference and how "the grades have been under attack constantly and this is continuing as Transport for London attempt to close all ticket offices on the London Underground, but not without a big fight from this union.

"I have seen ticket office grades reduced within the company I work for, and as we are all aware new technology is on the increase and private companies will feed off this and reduce even further the role of ticket office and supervisory grades staff.

"We must stop these attacks and we need to fight and stick together because, after all, unity is strength."

Alan Pottage from the

organising unit spoke about organising and how successful Bob's organising strategies had been. He highlighted the growth and expansion of the union's education centre in Doncaster as a testament to Bob's vision for the union. Alan said Bob would have wished that we adopt the mantra of Joe Hill when he said "don't mourn, organise."

Mike Sargent, from the union's Executive Committee, said that the union had discussed how conferences can be improved and if they can help to produce useful strategies that can be implemented in the workplace.

However, if they are not doing the business for members then maybe there should be a new approach. Delegates were asked to consider how the conference should be organised in future. Mike said that this is not about dissolving conferences but raising new ideas and approaches to make conferences more successful.

Assistant general secretary Steve Hedley said that the conference needed to grow given the attacks to clerical staff, as demonstrated particularly in the London Underground ticket offices closure dispute.

"Supervisory grades are also being attacked with the introduction of additional duties and performance related pay being used as an excuse to get rid of staff.

"Just because we have lost our leader does not mean we are open to attack, if they attack our reps and activists we will respond," he said.

He reiterated the need for extra liaison committee meetings so that once we have recruited new members we can persuade them of the need to attend conference.

"The public has indicated that they want to see a railway that is staffed with guards on the trains and ticket offices open.

"However traditional railway work is being outsourced to contractors who offer staff no real terms and conditions, no sick pay and no guaranteed

hours," he said.

Steve further underlined the need to organise by saying that if the union negotiates with a company where there is only 40 per cent union membership within a company the employers don't listen but with 80 per cent recruited then they have to take RMT seriously.

from Leeds City branch presented a motion calling for the education centre to be re-named 'the Bob Crow RMT National Education Centre' and for a statue of Bob to be commissioned to stand outside as it was felt this "would be a fitting tribute to a great man, leader and comrade".

Feltham branch denounced "the increasing use of performance management schemes" and how "these schemes are often presented as a means by which staff can improve and develop but are often a mechanism for increasing workloads, output and cutting jobs."

It was felt that as these are sometimes linked to pay they can be "extremely stressful for individuals and groups of staff who feel threatened by the schemes".

Feltham also moved that that all Train Operating Companies ensure that all Clerical staff that do not hold GPR (General Purpose Relief) or RDR (Rest Day Relief) positions who perform higher grade duties on a long term basis should be re-graded permanently to the higher grade as is the case with GPR/RDR staff, as this has an effect on final pension.

European Passenger Services branch moved that all Train Operating Companies ensure that all staff that perform ticket office duties are of a minimum grade classification of C02, with the provision that it will not affect their current job specifications.

There was agreement that these schemes are being increasingly used but that the reality is they only create more work for no result and engender additional stress. It was felt that the union needs to formulate a strategy to deal with this. ■

ORGANISING ROAD FREIGHT WORKERS

Road freight delegates pay tribute to Bob Crow and discuss organising the grade

The 82nd annual road freight conference meeting in Great Yarmouth opened with a minute's applause in appreciation of the life of Bob Crow.

Acting general secretary Mick Cash and assistant general secretary Steve Hedley both paid tribute to Bob.

Mick Cash spoke of the difficult time the union after losing Bob Crow, a leader who was so well respected across the country and globally.

"One of the things we are determined to do is to carry his work on and to keep on looking after members and putting bosses in their places.

"It is business as usual, his legacy has ensured that there is a team in place to continue and maintain his work" said Mick.

As road freight lead officer Steve Hedley warned that bosses may now think that this an opportunity to put the boot in.

"However Bob put in place a fantastic team of people that now need to go ahead and organise," he said.

He said that conferences must become organising bodies and as an opportunity to plan which depots target.

"City Link is an example where we have had a recognition agreement for 30 years but where we are not adequately recruiting and we need to campaign to increase pay so that they are no longer low paid.

"Road freight transport is going to be a key player within our union and I want to see



twice as many people here next time," he said.

He warned that both City Link and UPS were using the recession to drive down terms and conditions and make cuts, however; if we had 80 per cent of the workforce recruited rather than 20 per cent they would not be able to get away with this.

"Despite the dire financial situation at City Link the union has managed to negotiate a pay rise.

"So if anybody thought RMT were going to go away they were wrong; let's start organising in these conferences and give our members a service they can be proud of," he said.

Conference president Trevor Howard outlined the problems facing the sector citing the fact that UPS was moving Unite reps into long standing RMT depots as a precursor to de-recognition and Freightliner facing a test case shortly over the working time directive the need for

decisive action within this sector is ever more apparent.

Trevor called for a campaign to increase road freight recruitment as "the road freight sector will vanish without new blood, you must go back to your branch and get them involved in recruitment," he said.

Delegates led a lively debate with questions about launching organising campaigns, if there should be a separate section of the union to deal with road freight issues and the on-going blight that is casualisation.

Trevor Howard reported that he was in discussions with the organising unit about launching an organising campaign and how there should be more interest from the wider union to assist in the recruiting of their road freight brothers and sisters.

He said that there needed to be a point of contact within all branches so that people in depots know they have someone

to contact and that will help them. He also reiterated the need for members to attend branches so that they can become elected as reps.

Speaking on behalf of the executive committee Paul McDonnell opened a discussion about reviewing the format of grade conferences and how they might become more effective and how any overlap on issues that were pertinent to more than one grade can be reduced.

Delegates agreed a number of resolutions concerning the setting up of a national business council to support City Link, extending mandatory drug testing to sub-contractors, instigating a campaign to investigate the outsourcing of work to sub-contractors and the ending of the practice whereby drivers are expected to deliver goods that weigh in excess of 30kg single-handedly and for these to be returned to being a two-person job. ■

ANTI-McNULTY NATIONAL DAY OF ACTION

DONCASTER – SATURDAY MAY 24th 2014

No to McNulty!

MAIN MARCH TO LEAVE DONCASTER MINSTER AT 10:00
RALLY FROM 13:00 TO 17:00
DONCASTER TRADES & LABOUR CLUB – FRENCHGATE CENTRE

CONFIRMED GUEST SPEAKERS TO DATE

PETER PINKNEY – RMT NATIONAL PRESIDENT
SEAN McGOWAN – RMT RELIEF REGIONAL ORGANISER NORTH
TOSH McDONALD – ASLEF VICE PRESIDENT
RON DOUGLAS – PRESIDENT, NATIONAL PENSIONERS CONVENTION
ROB WILLIAMS – CHAIR, NATIONAL SHOP STEWARDS NETWORK
ALISTAIR TICE – TRADE UNION AND SOCIALIST COALITION
ROSIE KIRK – RMT YOUNG MEMBERS PRESIDENT

*For more information contact the organiser: Sean McGowan, RMT Relief Regional Organiser North at
s.mcgowan@rmt.org.uk 07584236055 01302 760694*

GREAT CASHBACK SAVINGS

with the RMT Prepaid Plus Card

With the RMT Prepaid Plus MasterCard® card you earn between 2.5% and 6% cashback at over 40 big brand stores, including: Sainsbury's | ASDA | Argos | Boots | B&Q | M&S | Debenhams and more!¹

Plus there's **no limit** to how much cashback you could earn, **no credit checks** and **no application fee** - all this for only £1.95 a month.²

This card is different because you load it with money before you shop, rather than paying for it afterwards. So there's less chance of going over your budget.

Apply today for your chance to WIN a laptop worth £500!*



www.RMTprepaid.com

This card is issued by Clydesdale Bank PLC pursuant to license by MasterCard International Incorporated. This card is an electronic money product. The electronic money associated with this card is provided by PrePay Technologies Ltd, a company authorised and regulated by the Financial Conduct Authority for the issuance of electronic money (FRN 900010). PrePay Technologies Ltd is a registered service provider of Clydesdale Bank PLC. MasterCard is a registered trademark of MasterCard International Incorporated.

The RMT Prepaid Plus card has been arranged for you by RMT and RMT Prepaid Plus. RMT Prepaid Plus is a trading name of Union Income Limited ('UI'). UI is registered in England and Wales. No. 06595562. Registered office: 4th Floor, 7/10 Chandos Street, London W1G 9DQ.

WIN

a laptop worth £500

Simply apply for the RMT Prepaid Plus card before 31st August 2014 for your **chance to WIN** a Touch Screen Sony Vaio laptop worth £500!*

Previous Winner: Martin, Portsmouth

Here's what he had to say about his card: "Always nice to get the discounts and the money back offers. ...The shops that are on there are absolutely brilliant I found that most of them are shops I use... B&Q, Boots, Sainsbury's, Asda are all places local to home that I go to, very handy."

*To be entered into the prize draw you must successfully apply for a RMT Prepaid Plus card or be a RMT Prepaid Plus cardholder before 31st August 2014 (no cash alternative). The prize is a Sony Vaio Fit 15E Laptop (Intel Pentium, 4GB RAM, 500GB, 15.6" Touch Screen, Black), worth £500. There is no cash alternative. Full prize draw rules at www.RMTprepaid.com/prizedrawrules.

¹Range of retail partners and cashback rates are subject to change. Some retailer exclusions apply. ²The RMT Prepaid Plus MasterCard® is free to apply for. There is a monthly fee of £1.95, which is charged within 30 days of successful application. You must be a RMT member to apply, some identity checks will be made, but there are no credit checks.



REJECT MCNULTY!

Over a hundred attended this year's train crew and shunting grades conference in to discuss the continuing attacks on staff and safety in the wake of the McNulty report



Train crew and shunting grades conference president Andy Duncombe opened the meeting in Blackpool by warning that the grade was under an all-out attack and that only the strongest possible campaigning and action can halt.

Andy also pointed out that the excellent attendance showed the strong spirit and organisation that existed across the train operating companies.

Blackpool mayor Eddie Collett, college lecturer and former engineer, wished the conference well and pointed out that there are many groups of workers fighting their own individual battles and that we should never lose sight of the need to the maximum unity.

Kevin Morrison from the executive committee, himself a guard, gave a full report back from the EC on the motions passed at the 2013 conference and particularly the campaign that had been taken forwards to oppose Driver-Only-Operation and to keep the guard on the train.

Motions from branches revealed a common theme running through the agenda – the rolling out of the McNulty-inspired cuts, the attacks on jobs and working conditions and the undermining of safety and service in the name of profit.

A motion from Central and North Mersey branch calling for a national demonstration in support of the Keep The Guard On The Train campaign was warmly welcomed and carried unanimously.

Delegate after delegate rose to the rostrum with reports from the shop floor outlining the real human impact of the cuts and exploitation bound up with the fragmentation of privatisation and the relentless profiteering of the train operating companies.

A motion moved by Jeff Slee from Deptford branch on the new Thameslink contract, a merged operation that will create the biggest franchise in the country and one of the first to be let on pure McNulty

terms, rammed the point home.

460 guards jobs are directly threatened as the franchise is explicitly let on the basis of a wholesale move to Driver Only Operation with the axe due to fall on all routes by 2015.

“If they can do it on this new, massive franchise it will give the green light to other train operators that they can get away with it as well,” Jeff Slee said.

The motion, calling for full national support for a campaign of political, community and industrial action to stop the Thameslink carve-up, was carried unanimously.

Delegates spoke angrily about the practical experiences of abuse of Managing for Attendance and Capability procedures to bully, intimidate and sack members.

Billy Kimm, Merseyside called on the union nationally to lay bare their capability and MFA policies and how they have been brought in as a weapon to be used against members of staff without any agreement with the union.

In a moving and emotive contribution, conference heard a harrowing account of how one member with a cancerous tumour and undergoing chemo-therapy had been hauled in by a callous management under the guise of MFA when the only intention was to try and dump that individual out of their job.

After a long and in-depth debate with speakers telling similar stories from all over the country highlighting similar points on the wanton abuse of procedures, the resolution was carried unanimously.

A measure of the fear that RMT’s campaigning has instilled into the senior management of train companies who simply cannot justify their policy of DOO was reflected in a motion from Blackpool and Fylde Coast branch on the badges produced by the union in support of the Keep the Guard fight.

Colin Waite explained that the attempt by train companies

to stop members from wearing the badge was a fundamental assault on the right to freedom of association.

“We want to see every single guard wearing one of the badges. We can take on the TOC’s on this one and we should fight them all the way. Support the badge, support the role of the guard and support rail safety,” he said.

Conference heard that South West Trains had tried to ban the badges outright and Matt Partridge, supporting the motion, asked the killer question – “Just what have the train companies got to be scared of?” and the motion was carried unanimously.

Conference heard from assistant general secretary Steve Hedley who honoured the tradition of a fighting union embodied by our late general secretary Bob Crow;

“We are an industrial union and proud of it and our strength comes from our unity across all grades. “We have to be organised and ready to fight every single attack or our industry or the bosses will decimate staffing and leave those left behind casualised and at the mercy of zero-hours contracts,” he said.

Andy Yaw, from the solicitors Thompsons, outlined the savage attacks by the government on the Employment Tribunals and the measures brought in by the union to ensure that members can still protect their employment rights. Andy also explained the full range of professional legal support and services available through the union.

Motions on a shorter working week, travel facilities, safety equipment and the lessons from the James Street incident were all carried overwhelmingly and the conference was drawn to a close with a call to take the fighting mood of campaigning and action back into every single branch and to spread the message across grades and out into the community.





ENGINEERING GRADES DEMAND END TO ZERO HOURS

Engineering grades conference delegates meeting in Doncaster condemned Network Rail for reducing some maintenance and faulting teams down to two men from the usual three.

Conference heard that unfilled vacancies left maintenance and faulting teams understaffed and forced to work in unsafe conditions.

Conference deplored the recent announcement by Northern Rail in respect of the "cascade" of three 319 units that are currently maintained at Bedford Cauldwell depot within the First Capital Connect and called on the union to initiate an immediate ballot for industrial action.

Delegates also opposed Network Rail's repeated attempts to force through cross discipline

and multi-skilled working.

Mark Eastwood, Doncaster said "the union needs to resist all attempts to bring in cross-discipline or multi-skilled working for our Network rail infrastructure members."

Delegates called for an end to the use of labour-only subcontractors and zero-hour contractors and for the issue to be placed as a standing agenda item at future area and company council meetings.

Alex Hogg, Edinburgh and Portobello led a call for the union to put measures in place to address the continued threat to the agreement with Network Rail for no compulsory redundancies'.

He said that the vacancy gap in Network Rail in Scotland had reached over 11 per cent and the resulting understaffing meant

that it would not be possible to implement a no compulsory redundancies' agreement.

"Network Rail is using it as a ploy to create uncertainty, which establishes an unhealthy environment and will certainly be used as a bargaining point to bring in other changes to terms and conditions," he said.

Conference deplored the confusion created by payroll changes. Delegates called on Network Rail to supply the full list of codes used on payslips, pay and deductions to enable members to have a clearer understanding of the new payslips and less need to query their pay.

Conference president Greg Hewitt said that engineering had been the late Bob Crow's grade and that he had cut his teeth as a delegate to the annual

gatherings.

"He has gone but we are not bereft and bowed. The outpouring of grief shows the respect he was held in.

"We should hold on to the fact that he was one of the best union general secretaries and he left us a magnificent legacy and in the vanguard of the movement," he said.

Dai Hobbs, Newport Rail read a statement on behalf of the conference which pledged to continue Bob's militant tradition.

"We vow to honour his memory by continuing to fight with his spirit, his passion and with the same grit and determination.

"Our leaders, full time officials, staff, company reps, local reps, health and safety reps and members make these



commitments:

"To all fair and decent employers, we will continue to work alongside you and strive to improve the industry.

"To employers that wish to exploit our members and erode terms and conditions and put their safety or members of public in jeopardy, be warned.

"This strong, democratic, fighting trade union will continue with renewed vigour. We will battle you in the workplace, politically and in public. Always," Dai said.

Two guest speakers commemorating the 30th anniversary of the Miners' Strike.

Geoff Bright, Orgreave Truth and Justice Campaign, spoke about the Battle of Orgreave which took place in June 1984.

He explained how the state orchestrated a confrontation that the miners could not win, and in which thousands of police operated in an unprecedented paramilitary manner. Decked in full riot gear they banged their truncheons on their shields before moving into action and mercilessly beating strikers.

"Orgreave represented a new moment that felt like South Africa or the USA in the 1930s. It was the militarization of the

dispute," he said.

Dave Douglass, retired NUM member, spoke about the Miners' Strike in a wider context and how it paved the way for the right.

"Thirty years ago we had the most monumental clash and we are still living with the consequences today," he said.

RMT president Peter Pinkney told conference that the union was in a strong position, having recruited tens of thousands of members under Bob Crow's leadership.

"Bob had the vision, but the

members made it happen," he said.

Acting general secretary Mick Cash said that the union would continue to move forward.

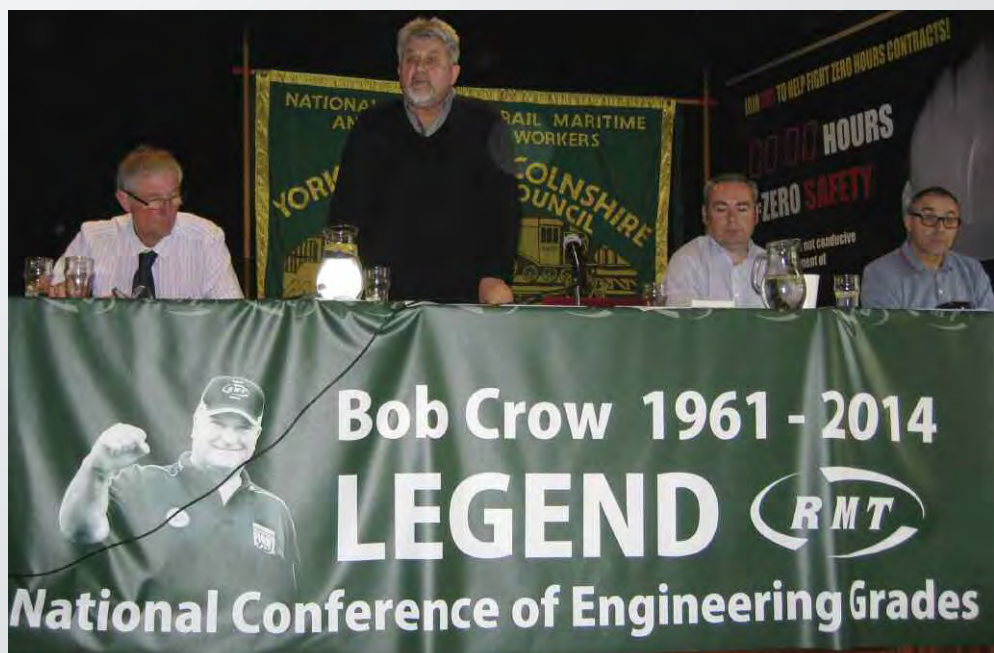
He outlined a number of fronts on which the union was fighting and making progress, including putting an end to zero hour contracts. He went on to explain that the next key battle will be on pay deals as Network Rail would be seeking to make savings by changing the way the deals have been made for the last 10 years. He told conference to prepare to fight

over the next round of pay deals.

Mick also explained that there will be a forthcoming ballot – one that has to take place every 10 years – over the union's political fund. Members will be asked to vote on whether to keep the fund or not.

He argued that the fund was crucial to the union's campaigning work and urged delegates to turn out a vote in favour.

"To lose the political fund would be like having one of our arms cut off," Mick said. ■



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 0845 712 5495 (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 0765 911 8181 (0800 328 1014 in Scotland)

 **THOMPSONS**
SOLICITORS

 **Drummond Miller**
Solicitors and Estate Agents

PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS



LEGAL

STANDING UP FOR RMT MEMBERS



As the most experienced trade union law firm in the UK, Thompsons is committed to supporting RMT members in legal matters

Since Thompsons foundation in 1921 it has been committed to the trade union and labour movement and its central role is protecting the interests of trade union members.

Through RMT, Thompsons provide specialist advice and representation for members across the country via a national network of offices in personal injury, trade union law, employment rights and criminal law, as well as will writing and conveyancing.

Thompsons remains heavily involved in securing settlements for RMT members made redundant following the administration of Jarvis and Fastline in March 2010. The decision to place Jarvis/Fastline into administration had a devastating effect on about 400 RMT members employed to maintain and upgrade the nation's railways.

Jarvis/Fastline failed to consult with RMT about the redundancies and were found by a Leeds Employment Tribunal to have breached the redundancy consultation obligations, unfairly dismissed individuals, making unlawful deductions

from their wages and breaching the terms of the employment contracts of a dedicated workforce, many of whom had been continuously employed in the rail industry since starting work at 16.

Nothing was done to allow a more orderly transfer of RMT members to other contractors in the rail industry. Over 400 workers and their families were quite simply abandoned by their employers and by the government. That was, as the late general secretary Bob Crow so aptly put it, "a disgrace".

Since 2010, Thompsons have been working with RMT and the ex-Jarvis employees in Employment Tribunal claims and have so far been able to secure over £1.4 million for the members affected. Whilst Thompsons would be the first to recognise that many of the affected RMT members have lost more than the compensation obtainable from the Tribunals, working together we have achieved what we could within the limits of the law.

The outcome of the Jarvis/Fastline cases is just one recent example of how

Thompsons works with RMT to stand up for union members. One of the most common services we provide is legal representation in personal injury claims.

Thompsons never have, and never will, work for insurers or employers and, unlike other firms, only stand up for members of the public.

We have specialist teams who are experts in various different personal injury fields such as accidents at work and road accidents, industrial illnesses, including asbestos-related diseases, and in related areas such as clinical negligence. You can be confident that your personal injury claim will be

dealt with by a leading expert, and rest assured that your solicitor will always strive to secure the maximum amount of compensation in the minimum amount of time and with as little disruption to you and your family as possible.

High-street law firms and TV "no win no fee" claims companies can now take up to 25 per cent of any compensation you are awarded, but with the RMT's legal service you get 100 per cent of your award.

If you think you may have a claim for personal injury simply call 0800 587 7516 and quote your RMT Membership number to the adviser.

If you need legal assistance regarding an employment law matter contact your RMT representative in the first instance who will be able to provide you with confidential advice and guidance. If lawyers are needed RMT may refer your case to Thompsons who will investigate your claim on the union's behalf.

In addition to employment law and personal injury advice your RMT legal package also includes free legal advice on any non-work related legal matter. Our advisers offer confidential advice on consumer law, property and land law, wills and trusts, nuisance and trespass and a host of other legal issues. Again call the free phone number to access these additional services.

CASE STUDY

Senior Infrastructure Technician Simon Pointon suffered a back injury trying to lift a 15-foot section of rail which he had already told his supervisor was too much for him to manually handle but the team was instructed to continue. Simon ended up off work for three weeks and on light duties for a further six months because of the pain.

Although the employer admitted fault they claimed that it was a minor injury and offered only £1,000 in compensation. Court proceedings were issued and the claim eventually settled for £18,500.

STATION STAFF VOW TO FIGHT MCNULTY



With industrial action taking place at Heathrow Express as a direct consequence of the McNulty cuts campaign and the extension of Driver Only Operation, the 2014 station staff and associated grades conference opened with a packed agenda.

It was in this vein that Conference president Phil Jones welcomed everyone and spoke of the importance of educating our members and how Bob Crow's legacy will be a fighting and organised trade union. Conference then stood for a

moment's applause for Bob.

Executive Committee member Steve Skelly spoke to conference about how the industry is facing a huge ideological attack from this government and how the full effects of the McNulty cuts will be felt by station staff.

"The purpose is to make working class people pay for the government's mistakes and for the train operating companies to further boost their profits," he said.

He spoke of how the Civil Aviation Authority wanted to make a total of £650 million

cuts which will include £6 million from the Heathrow Express franchise alone.

"This will involve 201 job losses, the creation of a new grade that is inferior to current roles, the extension of Driver Only Operation and station dispatch whilst our members face a ten year pay freeze," he said.

He drew a comparison with the on-going 'every job matters' campaign on London Underground and how we can best link the two disputes together to defend our members'

interests.

"Add to this the threat from the twin spectre of zero-hours contracts and the use of agency workers across the train operating companies and the full horror of the McNulty folly becomes apparent," he said.

These fears were further highlighted by the range of motions discussed at conference including a successful motion concerning the threat of closure to ticket offices on the London Underground, and elsewhere.

Becky Crocker, Central Line West condemned the closure

attempts and said that ticket offices were a vital service to passengers, particularly to disabled, elderly and foreign travellers.

The motion prompted a lively debate with a number of speakers condemning the proposed closures and of how the ticket office staff would likely be replaced by agency staff masquerading as 'station ambassadors'.

Chris Reilly, Reading spoke of how this had already happened in some instances and that the sole purpose of these staff had been to point passengers in the direction of ticket machines rather than to use the ticket office.

Caroline Parry, Gloucester proposed a motion concerning platform-train interface safety incidents whereby platform staff were deemed responsible for incidents where train door catches don't lock, despite other staff grades also being involved.

She called for the

introduction of a "standard and fair procedure" so that the current disparities in which the incidents are treated can be eradicated and the resultant stresses reduced.

Gloucester branch also raised concerns about the disabled assistance procedure. A lack of available platform staff often leads to inadequate provision being available for disabled passengers; however, it is these same platform staff that will then be pressurised to account for any delays to the train of over a minute. The successful resolution called on the union to ask train operating companies to examine the root causes of this problem before requesting platform staff to explain any delays.

Chris Reilly called for the union to launch a campaign to protect platform dispatch staff and warned that the introduction of CCTV onto trains would allow the train operating companies to expand,

not only, Driver Only Operation but also driver dispatch.

Chris feared that this will be a precursor to the dismissal of platform dispatch staff and called for a campaign with the strapline 'keep dispatches on the platform: keep the public safe'. The campaign, Chris said, should be similar in nature to the on-going 'keep the guards on the train' action. This resolution was also carried.

Deptford branch submitted a motion expressing concern that the current re-franchising model being operated by the government is structured in such a way that only a bidder who is prepared to make the biggest cuts will be awarded the franchise.

As a result TOC's who were prepared to decimate terms and conditions and embrace agency staff and zero-hours contracts, as well as introduce Driver Only Operation, were being awarded new, and longer term, deals.

Assistant general secretary,

Steve Hedley said that he was pleased that the conference attendance had grown and it was an indication of the current attacks on station grades.

"The purpose of these conferences is to organise and to get more people involved in our campaigns. "Management want to impose all these cuts and these conferences must have a real and tangible benefit back in the workplace and for them to become a forum for organising and campaigning," he said.

The number of delegates in attendance and the range of resolutions concerning random drug tests, service announcements, lost property, health protection provision and ticket examiners rest day entitlements amongst others only served to prove that members fully intend to stand and be counted in the on-going fight against McNulty and its cuts-driven agenda.

JOIN RMT BRITAIN'S SPECIALIST TRANSPORT UNION



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

0800 376 3706

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

Keep your RMT membership details up-to-date

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

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

REMEMBERING TONY AND BOB



I would like to devote this month's column to the sad deaths of Bob Crow and Tony Benn, two giants of the movement one from the trade unions and the other from parliament.

Bob changed our union for the better. People forget just how much trouble we were in when he was elected general secretary. We were down to 48,000 members and falling. We were in real danger of being swallowed up by a bigger union. We had sold Frant Place, our education centre, and were very probably about to sell Maritime House.

Bob came in and the first thing he did was sort out the finances. He found money that we had, but nobody seemed to know about. This gave us the breathing space to invest and increase our finances. He also set up the Organising Unit to help increase membership. This has a twofold effect:- It increases income coming in, and helps build a bigger and stronger fighting workforce.

However, the biggest impact that Bob had, in my opinion, was his vision and investment regarding education. We had no education facilities since the closure of Frant.

Bob knew how important education is. If we want the best reps, we have to educate them to the highest standard. We need to equip them to be able to represent our membership to the highest standard. I was part of the executive, in 2005, that made the decision to open the school in Doncaster, and it was a very proud moment for all of us. We were expanding our education while other unions, and the TUC were closing theirs. We have now spread the facilities out to the regions and we are reaping the rewards.

I met Tony Benn on many occasions, the first a long time before I joined the railways, and always found him

friendly and very knowledgeable. It didn't matter what your background was, he spoke to you as an equal.

He, like Bob, was constantly vilified by the press. This was, of course, before he became a "national treasure", whatever that means! This was just because he advocated a more equal society. A society that would look after the elderly, educate people, have a free health service, and give everybody a job. I suppose the press had difficulty with him because he didn't conform to their idea of a "left wing lunatic". He was invariably polite and his arguments were always put forward in a calm and convincing way.

I think it is one of the biggest tragedies of the labour movement that Tony Benn never became leader of the Labour Party, or indeed, Prime Minister. If he had, we would not have what we call a Labour Party. We would have a party that would take bold steps to give us that more equal society, and we would not be getting ourselves involved in illegal wars around the world.

I attended both funerals. Bob's was a sad occasion as not only had we lost a leader tragically young, but I had lost a good friend. Tony's was also a sad occasion, but he had lived to a good age, and the service was full of laughter as well as tears, and I was very proud to represent RMT.

People say that we will never see their likes again. Maybe, maybe not, but I know that both of them would have wanted us to carry on, and build on their ideas and vision. They have given us some tools and we have to use them to continue the fight to build a more equal and just society.

Peter Pinkney ■

TRADE UNIONS ACROSS EUROPE SLAM EU AUSTERITY

Unions from across Europe meet in London to oppose EU diktats forcing working people to pay for the growing economic crisis



Workers are being forced to pay for the crisis of capitalism through mechanisms imposed national governments, EU courts and the EU/IMF and European Central Bank troika agreed unions attending the World Federation of Trade Unions meeting in London hosted RMT.

RMT agreed to host the meeting following Bob Crow's attendance at the Presidential Council of WFTU last February, which ratified RMT's affiliation to the organisation, which represents 86 million organized workers in over 120 countries, was agreed unanimously.

WFTU general secretary George Mavrikos paid tribute to Bob and described his death as a great loss for WFTU and for the international class-oriented trade union movement.

He said that the European Union was leading the attacks on working people by undermining trade union rights, imposing privatisation and condemning entire populations to unemployment and poverty.

"The EU is an imperialist

organisation, a union of capitalists, formed in order to defend their class interests against the workers and the peoples.

"It turned out to be a myth, that EU membership means development for the benefit of the people, the only point of agreement among European monopoly capital is the economic and social aggression against the people," he said.

He said that the so called 'liberalisation' of transport had brought billions in profits for the monopolies, at the expense of the workers in the sector and the users of transport and maritime services.

"The experience of privatisations of transport and railways in the UK, Greece, France and other countries is the same casualisation, social dumping, lower wages and job cuts.

He said that the EU was actively participating in the game of inter imperialist competition, generating hazards for the peoples all over the

globe.

"The EU's role in the recent events in Ukraine is revealing but EU governments are also involved in Syria, Mali, the Central African Republic as well as Libya, Iraq, Afghanistan, a stance that is creating thousands of victims.

"The answer is clear, that is to unite the working class in defence of its own class interests and to construct a militant trade union movement in all levels: nationally and worldwide," he said.

Speaking in Bob's place, acting general secretary Mick Cash reminded conference that workers in Britain are facing very similar cuts to their rights and living standards as workers in the European countries where the troika of EU-ECB-IMF dictate their policy.

"The current Tory/Lib Dem government had overseen over one million public sector workers losing their jobs, attacks on redundancy payments and pensions, pay freezes and pay cuts and deregulation for

employers – especially through attacks on health and safety at work," he said.

He said that RMT would campaign for all work on the rail network to be undertaken in-house, without subcontractors, employment agencies, payroll companies, umbrella companies or any of the other mechanisms used to heighten the exploitation of the workforce," he said.

He said that the union would be supporting the NO2EU coalition in the 2014 European elections on on May 22 under the slogan Yes to Workers' Rights'.

"We want to see a Europe of democratic states that value public services and does not offer them to profiteers; a Europe that guarantees the rights of workers and does not put the interests of big business above that of ordinary people.

"We believe the current structures of the EU make this impossible," he said.

For more information go to <http://www.wftucentral.org> ■

CAMPAIGNING FOR WOMEN

The 2014 RMT Women's National Conference was held in Glasgow in the early spring and was chaired by Tracy Smith from the union's National Women's Advisory Committee.

Two major motions were passed and were selected for submission to the Union's Annual General Meetings.

The first one was on Domestic Violence and had been placed on the agenda by the London Underground Central Line East Branch on the subject of Domestic Violence.

The motion recognised the continuing work that union was engaged in on domestic violence and set out to expose the myths and misrepresentations that are rife in the main-stream medias portrayal of the subject.

Setting out the facts as compiled by Women's Aid, the motion laid out a four point action plan committing the

union to:

- Circulating the facts about domestic violence
- Continuing the support for the work of Women's Aid
- Pressing employers to adopt RMT's model domestic violence policy
- Arranging special training courses for union reps at every level.

The second motion agreed for submission to the AGM was on the subject of challenging sexism and sexual harassment in the workplace from the Central West Branch.

Referring back to RMT's 2011 Sexism at Work Survey, the resolution called for increased support, through designated and trained contacts, for women experiencing harassment and assault.

Best practice could be promoted through the use of

guidelines which would include but not be limited to:

- Every rep trained in issues around sexism, sexual harassment and sexual assault as part of their core training
- Every branch to have a key contact who is trained in all stages of the process including involving management and the police.
- Every workplace to have a key contact to offer support and advice in confidence.

A motion on Maternity Leave, tabled by the union's North Clyde Branch, was also approved.

The motion mapped out a series of measures aimed at taking the union towards the goal of 52 weeks of full paid maternity leave for all women, starting with a programme of pressure on employers through

the negotiating and pay bargaining machinery and also involving RMT's parliamentary group in applying political pressure.

Further motions approved included a tribute to Jennie Burden who was the first women to join the NUR in 1915, and it was thanks to her lead that six months later more than 2000 women had joined the union.

With 2015 being the centenary of Jennie joining the union it was proposed that an event be held to celebrate her ground-breaking role in bringing women into the NUR. The motion, from Blackpool And Fylde branch was approved, as was a motion calling on the union to challenge the use of sexualised imagery in publications.

TUC WOMEN'S DELEGATION

Left to right, Ann Joss, Esme Bradbury, Paulette Ford, Mary Jane Herbison, Christine Willett, Carol Foster, Tracy Smith, Millie Apedo-Amah, Deborah Rios-Alonso, Janet Cassidy



BLACK AND ETHNIC MEMBERS SET THE AGENDA



Conference calls for action on deaths in custody and to combat racism

RMT's national black and ethnic minority conference meeting in Birmingham called for action on deaths in custody in the wake of the recent inquest into the death of Tottenham resident Mark Duggan.

The call follows an inquest jury's recent ruling that police acted lawfully when they shot Duggan, even though he had not been carrying a gun when he was killed.

Delegates called for the Independent Police Complaints Commission (IPCC) to be replaced with a new independent body capable of investigating institutionalised racism.

Glenroy Watson called for the union to support the RMT London Transport Regional Council's Black Solidarity Committee working with the United Family and Friends campaign group so that the

issue of deaths in custody can be publicised.

"We are part of the community as a trade union, and we need to play our part," he said.

Guest speaker TUC president Mohammad Taj thanked RMT for the work it had done on international issues, especially most recently around Palestine.

Taj, who works in the transport industry as a bus driver, talked about the problems of the racism that he first encountered in workplace in the 1970s when he first worked in Bradford as a bus conductor.

He said that while there is still a long way to go in combatting racism, including in the trade union movement itself, he believes that significant progress has been made over recent decades.

"I arrived in England unable



to speak English but reached the highest level of the movement," he said.

Guest speaker, Bob Woods, from the organisation, Work Stress, told conference about the problems that stress can lead to in the workplace, emphasising that stress is not an illness in itself.

Outlining the work of his organisation he told conference that the usual issues in a workplace that cause stress can be compounded by racism and sexism.

In one of the last speaking engagements before his untimely death, Bob Crow led a general discussion on the Labour Party and said that the

fact that no major party would repeal the anti-trade union laws shows that we need a new party of labour rooted in trade unions and local communities.

He explained why RMT is opposed to the European Union and called for members to vote No2EU in the euro elections on May 22 under the slogan Yes to Workers' Rights.

"We are opposed to the EU because it attacks workers.

"UKIP scapegoat people and support the same privatisation and liberalisation agenda as the EU," he said.

"No2EU supports renationalisation and international solidarity," he said. ■

STAGECOACH BUS FORUM MEETS



ORGANISING: From left to right, Basingstoke 2 branch secretary Jon Williams and chair Rob Hannam, Paul McDonnell, Mick Tosh, Andover Bus chair Colin Hill, Andover Bus branch secretary John Walton and Winchester bus branch secretary Nick Knight.

Branch secretaries and chairs of Basingstoke 2, Andover Bus and Winchester Bus met recently with Wessex regional organiser Mick Tosh and executive committee member Paul McDonnell to

exchange views on the best way of organising workers within Stagecoach Buses (South).

The meeting agreed there needs to be improved communications between

branch officers and made a commitment to meet regularly to keep the momentum going.

The next meeting will be in July where the committee will consider several points

raised that had been raised. Each of the officials present took on an identified research and organisational task which will be review by the forum at the July meeting.



EAST MIDLANDS SEND OFF

East Midlands Bus branch member Dave Williams is retiring from Mansfield depot after 18 years of RMT membership

Engineering manager Ian Macdonald presented Dave with a gift and the branch wished him all the best in his well-earned retirement.

POEM FOR BOB

He used his fist,
but never in anger.
He used his mouth,
to speak the truth.
He used his mind,
to beat the enemy.
He used his heart,
to rally the troops

Sleep Well my Friend
Nigel Ross

LETTERS

BETTER TOGETHER

Dear editor,

Regarding the young members conference report (RMT News March 2014), I am sure that John Milligan gave his account of the history of Scotland from a socialist perspective and why he thought Scotland should vote Yes to independence in an honest way in accordance with his convictions.

But what year did his history start though? We must remember that Britain was an island made up of many tribes before the Romans came and built Hadrian's Wall.

That wall split up native peoples and created a boundary which was never previously there before.

So if there was no separate country of Scotland and no frontier before Roman times why do the separatists wish to return to a frontier? The various countries making up the UK work better together. We all have a similar culture and most of us are of the same ethnic group.

There are many Scottish socialists who believe we are better together. There is only one political party that universally wants Scottish independence and that is the SNP who, I don't believe, is a socialist party.

Remember 'unity is strength' and that applies to this issue in the same way as it does for our union.

It seems that the young members conference, spurred on by the independence debate, passed a resolution to give 16 and 17 year olds an electoral voice. I am totally opposed to this as they are legally children.

If it is thought that 16 and 17 year olds are mature enough then make them adults at 16 rather than 18 and then they can have the vote.

Votes at 16 and 17 are just a SNP ploy with the forthcoming independence referendum and shouldn't be considered in any other UK elections and referenda.

Ian Bentley

Retired RMT member

KEN THOMAS FAREWELL

Dear editor,

December 2013 marked a unique milestone for the history of Swansea No1 branch as the honourable Mr W K Thomas retired as branch secretary.

Ken was an excellent branch secretary for all members and we would personally like to thank him for all the representation we had from him. Ken served the union from an early age and we hope he has a happy retirement, you were simply the best.

SW Morris and M Thomas

SUPPORT THE BRADBURY POUND

Dear Editor,

Little coverage has been given to what should be certainly to those of us trying to halt the corporate takeover of not just this country and others around the globe but of humanity itself.

Early Day Motion 748 is one of the most significant to be brought before Parliament by veteran backbench Labour MP Austin Mitchell calling for the restoration of the Bradbury Pound, namely, the issuance of our currency interest free for the nations needs by the Treasury rather than as an interest bearing debt payable to the international banking cartel.

The EDM notes that the Bradbury Pound was the historic precedent 100 years ago for public credit as the sound basis for debt and interest-free Treasury money and therefore the sound alternative to the national debt and interest-bearing bank money.

It congratulates the Forum for Stable Currencies for having promoted the public credit since 2002 and urges HM Treasury to follow John Bradbury's model and address social, economic and political issues across party lines in one fell swoop and avoid wholly unnecessary austerity cuts.

Whilst to date only four other MPs (John McDonnell, Kelvin Hopkins, Jeremy Corbyn and Paul Flynn) has signed up so far it is a start

Most 'aware' people now realise that the Labour leadership essentially works towards the same agenda as the other main parties, including UKIP, who whilst correct on criticising the EU are still essentially a bunch of pro-globalisation neo-liberals.

What should come as more of a surprise is, like their deafening silence regarding the EU/India free trade agreement with Mode 4 provisions, the major trades unions appear to be once again doing their Trappist monks impersonation in not talking about this most vital of economic and political issues.

It's all very well railing against privatisation, austerity and the neo-liberal agenda of corporate fascism. But surely if people are unwilling to relieve those promoting this agenda of their most potent weapon; that is the creation of governments worldwide money supply as an interest bearing debt, with the aim to use this debt to enable the asset stripping of nations by the transnational corporations as their governments respond to the threat of 'bankruptcy', then they cannot be serious about defeating this.

Why support public ownership of national infrastructure such as railways but not our national currency? TUC, Unite, GMB etc over to you.

Yours Faithfully

David Duboff

YOU'RE SURE TO FIND THE IDEAL CAR!

UP TO 4,000 CARS PRICE CHECKED DAILY

RELAX!
EVERY ONE OF
OUR CARS IS
COMPREHENSIVELY CHECKED
AND FULLY GUARANTEED



**NOW
OFFERING
BRAND NEW CARS!**

Hassle Free, Risk Free Car Purchasing for RMT Members and their Families

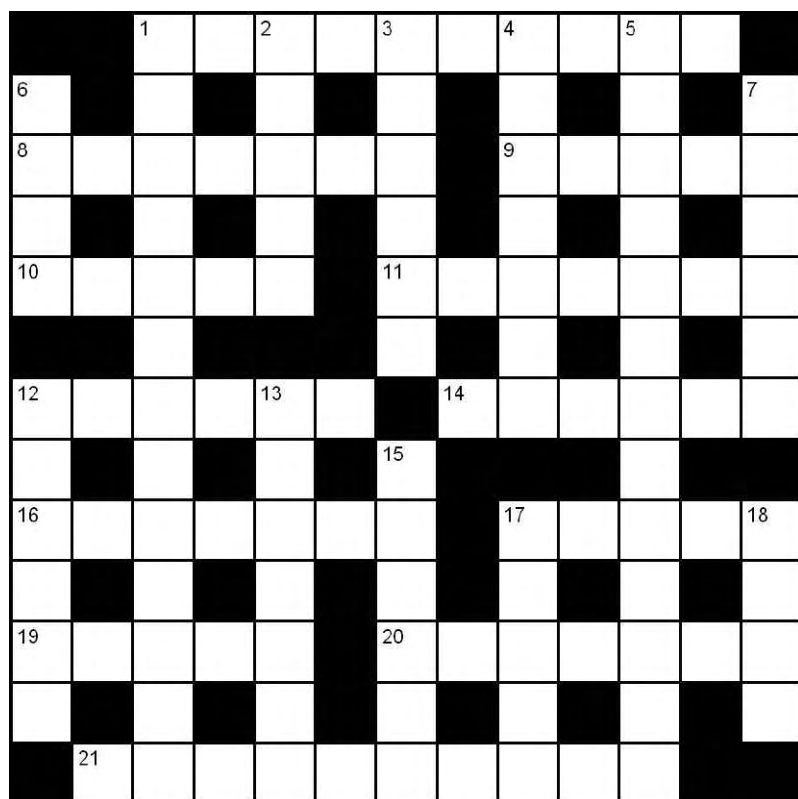
RMTdrive

Call 0845 122 6924

Cars shown for illustration only. Autosave, Trax Park, Doncaster, DN4 5PD

rmtdrive.org.uk

£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword is William Hall, Hants.

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

Winner and solution in next issue.

ACROSS

- 1 Hiker (10)
- 8 Babble (7)
- 9 Host (5)
- 10 Sea duck (5)
- 11 Constantly present (7)
- 12 Discipline (6)
- 14 Muck (6)
- 16 Sportsperson (7)
- 17 Spanish farewell (5)
- 19 Hot room (5)
- 20 Remove (7)
- 21 Container (10)

DOWN

- 1 bed-and-breakfast establishment (8,5)
- 2 Supply food (5)
- 3 Fictional character (3,3) Herman
- 4 Cheese (7)
- 5 Exclude from a church (13)
- 6 Vaulted arch (4)
- 7 Save (6)
- 12 Commend (5)
- 13 Oozing (7)
- 15 Warm again (7)
- 17 Silly act (5)
- 18 Fill to satisfaction (4)



RMT CREDIT UNION LTD.

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

MEMBERSHIP NUMBER

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

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

1 PERSONAL DETAILS.

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

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

3 Your Employment.

Employer		RMT Branch	
Job Description			

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

5 Membership Status

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

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

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

8 **Next of Kin**

Address

.....
.....

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

Your signature

Date

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

I agree to my identity being checked electronically ☐

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



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



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
	Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

Reference Number

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

Instructions to your Bank or Building Society.

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

Signature(s)

Date

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

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

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





Euro elections-May 22

no²eu

yes to workers' rights

THE EUROPEAN UNION ISN'T WORKING.



Unemployment is exploding across Europe
and the EU is intensifying attacks on workers' and trade union rights

Public services including postal, transport, energy, education and health
services are being privatised by EU diktat across Europe

The EU austerity agenda is being imposed on member states by
unaccountable and anti-democratic EU institutions, cuts that UKIP supports

Defend democracy here and across Europe

www.no2eu.com