

RMT *news*

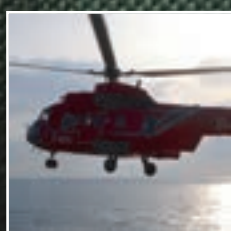
Essential reading for today's transport worker

FIGHTING MCNULTY



www.rmt.org.uk

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



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
Postcode	

Name(s) of Account Holder(s)

Bank/Building Society account number

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Branch Sort Code

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

Originator's Identification Number

9	7	1	7	4	5
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Reference Number

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

Your National Insurance Number

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

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

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

Signature(s)

Date

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

The Direct Debit Guarantee

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



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CROSSWORD

EDITORIAL



FIGHTING MCNULTY

The Tory Party has launched an all-out attack on the most basic of human rights – the right to strike.

Plans for arbitrary thresholds and percentages in ballots were led by Tory London mayor Boris Johnson, in response to action by tube workers in defence of jobs and standards.

Since then David Cameron himself has confirmed that a new wave of anti-union laws will be a centre piece of the next Tory manifesto.

They want to tighten the noose for one simple reason – they know that the organised working class are the first line of defence when it comes to the fightback against austerity, attacks on jobs and working conditions and the battle against privatisation.

In the rail industry, it is the unions, supported by our communities, that is leading the fight to end the racketeering of the dysfunctional rail franchise system. As the government's McNulty Rail Review report is being rolled out, everything that RMT warned of is coming at us with a vengeance.

Northern Rail and Trans Pennine Express are just the latest franchises to join the Thameslink, Southern, Great Northern operations to expand Driver-Only Operation, increasing fares, reducing ticket office opening times, cutting jobs and flagging up possible "alliancing" between franchisees and Network Rail.

Despite the fact that SERCO is currently under investigation by the Serious Fraud Office in relation to public contracts and were once banned by the government from being awarded any further work, the company has now been handed that franchise for Scottish sleeper services on a 15 year franchise worth £800 million.

This includes £100 million of public money to buy a new fleet of trains from a Spanish company CAF when Derby-based Bombardier is crying out for orders.

The government also handed the massive Southern/Thameslink franchise over to a consortium involving the French state operator SNCF, which will mean that fares in London will subsidise fares in Paris.

It seems that this government is quite

happy to have state ownership of our railways as long as it isn't the British state.

It is clear that the full force of the McNulty cuts programme is to be unleashed on all these services and well as on the infrastructure side at a time when what is required is increased capacity.

The private sector's misrule of the bus sector has played a similar role, reducing services and hiking fares in the interest of accumulating private profit rather than providing a public service.

Private interests have ensured the same scenario of social dumping and the use of agency labour in the shipping sector. RMT members have been waging a long-running campaign targeting Channel Islands ferry outfit Condor as a prime example of the super-exploitation at sea where minimum wage regulations are dodged and crews are paid as little as £2.35 an hour.

The latest report from the House of Commons Transport Committee has backed RMT's long-standing demand for a full, independent enquiry into safety in the North Sea – true to form the government, dominated by business interests, is resisting.

RMT is leading the fight to halt these attacks and to ram home the case for public ownership and we know that it is only the maximum unity within our movement that can turn the tide on this government of the rich, for the rich.

Finally, well done to all the staff, officials and delegates that made this year's annual general meeting possible. We knew it was going to be a difficult gathering following the tragic loss of Bob Crow but everyone rose to the occasion and I would like to pay particular tribute to conference chair, RMT president Peter Pinkney, for steering us through it.

I believe we all left conference determined to stand together, united in the fight to defend the interests of transport workers here and around the world. In that sense, Bob is still with us.

Regards
Mick Cash

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



ISS AGENCY ATTACKS STRIKING TUBE CLEANERS

RMT members protested outside Parliament in July against cleaning company ISS. The contractor sacked at least one tube cleaner and locked out many more workers without pay for refusing to book on for shifts using Biometric Fingerprinting Machines.

One agency cleaner was sacked after refusing to use the

biometric system at Heathrow Terminal 4 the previous day as part of industrial action voted on by the members.

Other workers have been sent home across the network – without pay – as they clocked on for work at other tube stations.

This is in spite of a prior agreement with London

Underground that members of staff who did not want to use the biometric system to clock on would be able to continue to use the established method.

RMT has been involved in a long-running dispute over the use of fingerprinting for booking on which the union believes is a fundamental attack on civil liberties and designed to

completely dehumanise the workplace while threatening jobs through automation in the drive for increased profits.

Acting RMT general secretary Mick Cash condemned the attack on tube cleaners who are complying with a union instruction based on a wholly legal ballot for action. ■

TRANSPORT FOR LONDON STAFF JOIN STRIKE ACTION

RMT members at Transport for London took a further 24 hours of joint strike action on July 10, coinciding with widespread public sector industrial action in a dispute over an all-out attack on pay and pensions that would condemn staff to a life of poverty in retirement.

The action is in protest at

TFL's plans to impose their 'Pay for Performance' proposals without serious negotiations.

The impetus behind management's proposals is purely and simply cash-led cuts, a situation that will become worse over the coming 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.

RMT acting general secretary Mick Cash said that the current pension proposals were a concerted attack on terms and conditions and would have a major effect on the future of the entire scheme.

"TfL should be in no doubt of about our members

determination to defend pay and pensions after the rock solid support for the last waves of joint action with our sister TFL unions.

"They must withdraw the current plans and talking seriously about pay and pension plans that protect and enhance the living standards of TFL staff members," he said. ■

TUBE POWER CONTROL VICTORY

Power Control Room members on London Underground have reached a settlement agreeable to the union after members took two week of strike action in July over attacks on pension and working conditions

for staff that supply the power to the entire tube network from their base in Blackfriars.

RMT acting general secretary Mick Cash said that the action was sparked by the cavalier attitude of a management which

had been provocative and dangerous.

"We must congratulate our members for standing firm after critical inspections had been shelved and agreed procedures ripped up.

"I am pleased to say that London Underground finally got out of their trench and engaged with us in serious and meaningful negotiations with us at ACAS to a satisfactory conclusion," he said. ■



MPS DEMAND INQUIRY INTO OFFSHORE HELICOPTER SAFETY

House of Commons report raises questions about safety in the offshore energy sector

RMT has backed calls for a full, independent enquiry into helicopter safety in the North Sea after parliamentary report demanded to know if commercial pressure from oil and gas companies effected safety levels.

The Transport Select Committee of MPs said that any inquiry must also examine the role of the Civil Aviation Authority following another deadly accident on August 23 last year when a helicopter crashed into the sea near Shetland, killing four passengers.

Transport Committee chair Louise Ellman said that after four accidents in five years,

offshore workers' confidence in helicopter safety was understandably low.

"The role and effectiveness of the CAA has not been adequately examined and only a full and independent public inquiry would have the power and authority to investigate properly," she said.

Acting RMT general secretary Mick Cash backed the call for a public inquiry as well as looking at the case for adopting Norwegian safety standards.

"The latest tragedy illustrates how safety is compromised by helicopter operators who are not held to effective, industry wide standards, including in the

contractual relationship with their customers – the oil and gas companies.

"There are now no excuses for the government and the employers, they must take immediate steps to reduce the threat to offshore workers' safety and to listen to offshore workers' concerns about the safety of the helicopters they rely on," he said.

Ms Ellman reported that survivors of the Sumburgh crash had not used the emergency breathing system provided on the helicopter because the information given to them by the safety video was flawed.

"It is appalling that it took a fatal accident in such

circumstances before inadequacies in safety briefing were identified.

"Workers in the offshore industry have the right to know everything possible is being done to keep them safe," she said.

Offshore RMT regional organiser Jake Molloy said that workers were inevitably concerned about the potential for cost-cutting to impact on safety.

"Only an open, public inquiry will dispel those concerns about deregulation generally and the potential for that to occur through the stewardship of European Aviation Standards Authority is very real," he said.



FIGHTING

SAVE JOBS, SERVICES AND SAFETY ON NORTHERN RAIL AND TRANS PENNINE EXPRESS

Union launches campaign to halt the 'destructive' McNulty agenda being imposed by the government in the North of England

RMT has launched a campaign to stop the destruction of jobs, services and safety on Northern Rail and Trans Pennine Express in the wake of a government franchising 'consultation' that would rip the two franchises to shreds in the name of maximising private profit.

The union has met with local MPs to push support for Early Day Motion 174 as part of the drive to protect rail services across the region from a co-ordinated attack unleashed by the government.

Meetings, protests and other activities, backed up by the production of campaigning materials are already underway and will escalate to inform the travelling public of the full facts

about what the government plans would mean in practice which include:

- Driver Only Operation
- Reduced ticket office opening times
- Job cuts
- Possible "alliancing" between franchisees and Network Rail
- Fare increases

RMT acting general secretary Mick Cash said that RMT was setting out what politicians and the public can do to assist the fight to stop the wholesale destruction of the railways.

"The full force of the government's McNulty cuts programme is to be unleashed on Northern and Trans Pennine Express in an exercise that

SAVE YOUR RAILWAY!

Government proposals for rail services in the north will mean cuts to funding, fare rises, service and timetable cuts. Passenger service and safety will be worsened by the introduction of driver only operation, the sacking of train guards/conductors, station de-staffing and ticket office closures.

The government are seeking your views – please send this FREEPOST card to oppose rail cuts and fare rises and we will send it onto the government.

Ticket
Offices
Closed

Station
Staff
Cut

Fare
Rises

Guards
Sacked

Service
Cuts

would slash jobs, destroy safety and axe ticket offices and other passenger services while allowing fares and profits to soar through the roof.

RMT is gearing up for a political, industrial and public campaign to stop this act of savage vandalism to rail services across the north and

into Scotland dead in its tracks," he said.

This latest manifestation of the McNulty agenda comes following news that Northern Rail's current shareholders, SERCO and Abellio, have parted company over a joint bid for the new franchise due to come on stream in 2016, once more highlighting the deep crisis of the dysfunctional rail franchising system.

"Immediate plans should be put in place for a public takeover of Northern Rail, similar to the public rescue of East Coast Mainline, as the only way of preventing a total collapse which the taxpayer will be expected to clear up.

"The only solution to this on-going scandal on our railways is public ownership," said Mr Cash.



MCNULTY

NO TO TSGN JOBS MASSACRE

Union warns new Thameslink, Southern and Great Northern franchise (TSGN) means mass job cuts

Rail privateer Govia has won the contract to run the new Thameslink, Southern and Great Northern franchise (TSGN), due to start in September, with plans to introduce driver-only operated trains (D00), axe all guards, de-staffing stations and remove train repair staff.

The news sparked protests as the public will be put at risk, with clear implications for those with disabilities, the elderly and women travelling at night.

The invitation to tender states that the franchisee must maintain D00 on services on First Capital Connect and roll it out on Southeastern and

Southern and "implement D00 on all services that operate on the Core Thameslink Route.

Under this agreement Govia must also meet 'key staffing challenges' by outsourcing and use of agency staff and station staffing must be maintained at 'such hours to be proposed by bidders'.

Rail campaigners staged protests at stations along passenger routes that the government plans to bring into a new super rail franchise covering London, as well as areas of the south and east which charge some of the highest fares and are some of

the busiest in Britain.

The all-union Action for Rail campaign also handed in a letter to Sarah Boundy, Corporate Communications Director, Go Ahead, who, together with Keolis – an arm of French state railways, has been awarded the franchise contract.

Acting RMT general secretary Mick Cash warned that Govia, the joint venture of the two companies, would receive the profits, while taxpayers and passengers lose out.

"In handing this franchise over to a consortium involving the French state operator SNCF, the government is allowing fares

in London will subsidise fares in Paris.

"It seems that this government is quite happy to have state ownership of our railways as long as it isn't the British state.

"The full force of the McNulty cuts programme is to be unleashed on all these services and well as on the infrastructure side at a time when what is required is increased capacity.

"We need a publicly-owned railway system that provides a quality service, protects jobs and gives a fair deal to taxpayers and passengers," he said. ■

FRANCHISE CHAOS

European Union directives demand rail franchising, whereby companies bid to run the contracts with the help of extremely generous subsidies from the taxpayer.

This market-driven system has lurched from one crisis to another with companies sweating the assets and attacking jobs and conditions before, in some cases like the East Coast in 2009, handing in the keys.

The franchise system had virtually collapsed by 2012 when Virgin launched a judicial review to challenge a decision to give the West Coast to rival FirstGroup.

Since then the Department of Transport has been simply handing out contracts such as the one in June to Virgin Trains, a joint venture between Virgin and Stagecoach, to run (you guessed it!) West Coast services.

Meanwhile over at Northern Rail, current franchise holders SERCO and Abellio have parted company over a joint bid for the new franchise due to come on stream in 2016.

SERCO is currently under investigation by the Serious Fraud Office in relation to public contracts and was once banned by the government from being awarded any further work.

Yet it has seen fit to hand Serco the franchise for Scottish sleeper services on a 15 year

franchise worth £800 million.

Even pro-EU SNP Scottish Transport Minister Keith Brown has admitted that the Scottish government had no choice in the matter as, under EU rules, the tender had to go with who wins the bid.

"We don't like the franchise process, not least because you have the absurd anomaly whereby state-owned companies from the rest of Europe can bid but you can't have a public sector bid from the UK.

"It just doesn't make sense and it disadvantages UK industry.

"French, Dutch or German state-owned companies like Arriva can have a large part of the UK network but UK state-owned companies can't," he said.

German state railway company Deutsche Bahn is also seeking to run another 'open access' service on East Coast route which has been publicly-run after National Express walked away from the franchise in 2009.

East Coast has warned that the DB proposals would damage passenger services, hit the taxpayer and lead to the "cherry picking of services".

Research by transport union RMT has revealed that if DB is successful it would mean that 70



CHAOS: Who runs what

per cent of UK rail services will be run by overseas rail companies (see above).

German and French dominance in the rail sector means that these states are aggressively taking over networks across Europe to cut jobs and services, derecognise trade unions where necessary, sweat the assets and expatriate the profits back home.

The sane answer is for member states to renationalise their railways but various EU rail directives, including the Fourth Rail Package; of course, outlaws this option.

FRENCH STATE PLAN TAKEOVER OF EUROSTAR



RMT has slammed government “stupidity and pure fiscal incompetence” after it emerged that French state rail operator SNCF is in line for a takeover of the highly-profitable British stake in Eurostar.

Under the current set up, the British stake in Eurostar stands at 40 per cent with the French owning 55 per cent and the Belgian’s five per cent.

RMT representatives have been told that SNCF had a power of veto over any British sale, will not allow any sell-off to be conducted under the usual

franchising rules and would be in a position to pick up the holding at a knock down price if the sale is allowed to go ahead.

The planned sale, part of a Thatcherite government drive to flog off a bunch of remaining state assets by the end of the decade, has distinct echoes of the botched and costly Royal Mail sell off.

It also comes on the back of the award to French state-backed Keolis of franchises to run rail operations on the massive new super-Thameslink

network as part of a consortium and the Docklands Light Railway.

A consortium involving Keolis is also leading contenders to pick up the pieces from government-led plans to destroy the successful British state-owned East Coast service.

RMT acting general secretary Mick Cash said that the planned sell off of the highly-profitable British public stake in Eurostar was pure Thatcherite ideology and the latest reports that the French state can effectively take it over on their own terms just

rams home that point.

“With Keolis mopping up franchises like Thameslink and DLR it is as clear as day that this right-wing government are quite happy to have state ownership of Britain’s railways as long as it isn’t by the British state and as long as the financial benefits aren’t invested in our rail services.

“The policy on rail in Britain is a poisonous combination of stupidity, right-wing ideology and sheer fiscal incompetence and the Eurostar sell-off must be halted now,” he said. ■

RMT RESEARCH EXPOSES BORIS JOHNSON’S TUBE FARES SCANDAL

By the end of the decade Tube fares will rise by over a third faster than earnings, RMT research has revealed - demolishing the Mayor’s case for the cash-led axing of safety critical jobs and the closure of ticket offices.

The research also showed that the real terms increase in Tube fares of 24 per cent, means

that for example the cost a Zone 1 – 4 annual Travel card will rise to £2,238.

The fare hikes are taking place despite frontline station staff being reduced by 17 per cent and when passenger numbers are predicted to rise by 12 per cent over the same period.

RMT acting general secretary

Mick Cash said that Boris Johnson had been pleading poverty in his campaign to axe jobs and close ticket offices but the research showed that he is awash with Londoner’s cash as both fares and passenger numbers soar through the roof.

“Tube users will be disgusted when they find out that they are being ripped-off by the Mayor,

paying inflation-busting fare increases while jobs, services and safety are hammered into the ground.

“RMT’s fight to defend the principle of a safe tube system, with proper levels of staffing and where access for all is a key principle, will continue,” he said. ■

Parliamentary column

Notification of Political Fund ballot

Members should note that in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 (as amended) the RMT is required to hold a review ballot at least every ten years, in order that the union can retain its political fund.

Your union is strongly recommending your vote yes.

The ballot will give members the opportunity to vote on whether the union should be able to spend money for political purposes. The law says that the union must have a political fund to do this.

RMT will therefore be balloting members on whether or not to maintain the union's political fund. The ballot will take place between 1st September and 3rd November 2014. The ballot will be a postal ballot and voting papers will be sent directly to members' homes or to another address which the member has requested the union in writing to treat as their postal address.

Electoral Reform Services will be acting as the Independent Scrutineer and will oversee the conduct of the ballot. Their address is the Election Centre, 33 Clarendon Road, London, N8 0NW.

Any member who has changed their home address or wishes their ballot paper to be sent to a different address and has not yet notified the union, should contact the RMT Helpline on 0800 376 3706, or email info@rmt.org.uk

FIASCOS, FIDDLES AND FRANCHISING

Almost two years ago the collapse of the tendering process for the heavily subsidised and lucrative West Coast Mainline triggered the biggest crisis in the railways for over a decade.

Miscalculations by under-sourced and overworked senior civil servants led to the government being forced to abandon its original decision to award the rail franchise to First Group.

Instead the existing joint holders of the franchise, Virgin and Stagecoach, were asked to carry on running the franchise through a contract extension until a new bidding process could start.

The cost to the tax payer ran to tens of millions and the government's entire rail franchise timetable was put out by years. The whole episode was rightly labelled a fiasco and led to a government initiated inquiry into the franchise system.

This fiasco was followed by the fiddle. The man asked by the government to conduct the inquiry was Richard Brown, former commercial director of National Express and chair of the Association of Train Operating Companies.

He concluded that there was nothing wrong and franchising should continue. Brown was also the CEO of Eurostar (now bidding for the publicly-owned East Coast) and is now a non-executive director at the Department for Transport.

This fiddled inquiry led to fiddled franchising. The government had to recast its franchising programme including reviewing how contracts were drawn up and limiting the number of franchises it awarded each year.

This meant that nearly every

rail franchise would be up for renewal before the government could put a new tendering process in place.

Rather than asking its own Directly Operated Railways subsidiary to take over the franchises the government instead decided to "extend" the franchises or make a "direct award" to the incumbents without any competition so guaranteeing even more risk-free profits without any public consultation or scrutiny.

One of the exceptions to this has been publicly-owned East Coast. Despite making huge payments to the taxpayer East Coast has not been given a direct award or extension but put at the front of the franchising queue as the government seek to re-privatise the service before the General Election in 2015 (Labour has said it will keep the service in the public sector).

This appalling abuse of tax payer's money has created considerable uncertainty for the workforce and passengers and the rail unions are to be applauded for trying to challenge all this in the courts.

It is against this background that Labour is shifting ground on the railways with a real debate going on in the party about public ownership. So it was depressing to recently see senior Labour figures floating the barmy idea of creating a "level playing field" in rail franchises with the state bidding against the private sector for franchises.

There are eleven franchises up for renewal between 2015 - 2020, and with franchise bids costing about £10 million a piece and with usually three or four bidders per franchise, this policy would mean at least half

a billion being taken out of the railway in five years on bidding costs alone.

The policy would also involve a state company with no experience in bidding for contracts coming up against the private sector, potentially losing bids and tax payer's money. It would also leave other franchises such as TSGN and Essex Thameside untouched and not address the damaging privatisation of our rail freight industry

MPs are campaigning with RMT and the other unions for Labour to commit the party to taking rail back into public ownership. Privatisation has failed. Despite record levels of public subsidy we have the highest fares in Europe and private sector investment and innovation is non-existent. Independent reports calculate public ownership could save at least £1 billion a year which could be spent on securing services, jobs and cheaper fares.

Current conditions are increasingly favourable for nationalisation. In September the government will be forced to nationalise infrastructure company Network Rail because ministers have been forced to finally accept that a company that is completely funded by the public has to be in the public sector. At the same time new polling has shown that a policy of rail nationalisation would actually make Tory, UKIP and Liberal voters switch to Labour in marginal seats. There is a golden opportunity for taking the railway back into public ownership – lets campaign together to make sure it happens.

Katy Clark is the Labour MP for North Ayrshire and Arran and a member of the RMT Parliamentary Group ■

SHIPS OF SHAME

RMT demands action against companies paying seafarers below the national minimum wage

Some of the country's best known ferry and cruise holiday companies are paying staff well below the National Minimum Wage, with some rates as low as £2.35 an hour, RMT research has revealed.

P&O, Condor, Irish Ferries and Stena are amongst a number of well-known companies revealed to be paying below the minimum wage rate of £6.31 an hour on what the union has dubbed 'ships of shame'.

Popular routes where the exploitation is taking place include Portsmouth to the Channel Islands, Liverpool to Dublin, Hull to Holland, Harwich to Holland, Holyhead to Dublin and Aberdeen to the Orkney and Shetland Isles.

This exploitation continues despite the shipping industry

being in receipt of around £1.5 billion in tax breaks from the UK taxpayer and the Minimum Wage Minister Jenny Willot MP that the government would be cracking down on employers in the shipping industry that dodge the National Minimum Wage.

"Where employers in the maritime industry are found to not be paying the national minimum wage that workers are entitled to, we will not hesitate to take action, including recovering arrears owed to workers and penalising employers financially and their reputation by naming and shaming where appropriate." - Hansard, June 12 2014

RMT-backed MPs marked the International Maritime Organisation's Day of the Seafarer on June 25 by tabling Early Day Motion 160 calling

for the government to outlaw this exploitation of seafarers' pay.

RMT acting general secretary Mick Cash said that while shipping companies were raking in a tax break to the tune of £1.5 billion the shameful practice of dodging minimum wage provisions continues unchecked despite assurances from ministers that they would be cracking down on such

outrageous abuse in the maritime sector.

"Once again we find that big names in the cruise and ferry industry are up to their necks in this scandal, as well as maritime freight operators like Seatruck.

"Passengers, businesses and politicians should take note that some staff are paid little more than a third of the statutory minimum wage," he said.

EDM 160: DAY OF THE SEAFARER 2014

That this House recognises 25th June as Day of the Seafarer; notes the critical economic, social and cultural importance of the UK's 10,840 officers, 8,590 ratings and 1,990 officer cadets working at sea today; expresses dismay at the ongoing decline in the number of registered UK seafarers, with a 30% fall in the number of ratings alone since 2011; notes this decline is largely due to the continued exclusion of seafarers from the full protections of the National Minimum Wage and the Equality Act which has allowed the undercutting of employment standards in the maritime industry; further notes that this has resulted in pay rates for seafarers in the UK ferry industry as low as £2.35 per hour whilst shipowners in the Tonnage Tax scheme are benefitting from tax relief currently standing at over £1.5 billion; supports the RMT maritime union's Ships of Shame campaign which highlights this exploitation of seafarers; and calls upon the Government to mark Day of the Seafarer by committing to full enforcement of the National Minimum Wage in the maritime sector and implementation of the recommendation of the Government commissioned Carter Review which called for the end of differential pay in the shipping industry.

Sponsored by Karl Turner

<http://www.parliament.uk/edm/2014-15/160>

A written parliamentary answer of February 6 2014 to John McDonnell MP stated that the new estimate of reduction in tax liabilities for shipping companies in the Tonnage Tax scheme is now £1.45 billion (gross). See below

Financial year	£ million Reduction in tax liabilities
2000-01	60
2001-02	65
2002-03	70
2003-04	80
2004-05	90
2005-06	90
2006-07	100
2007-08	170
2008-09	225
2009-10	95
2010-11	100
2011-12	90
2012-13	110
2013-14	105
Total	£1.45 billion



SHIPS OF SHAME: SEAFARER RATES BELOW THE NMW (SOURCE: ITF INSPECTIONS AND INDIVIDUAL CONTRACTS OF EMPLOYMENT)

OPERATOR	ROUTES	BASIC RATE OF PAY	FLAG OF VESSEL	SEAFARER NATIONALITY
Condor Ferries	Portsmouth, Poole and Weymouth to Jersey and Guernsey	£2.35	Bahamas	Ukrainian
Streamline (MV Daroja)	Aberdeen-Lerwick; Aberdeen-Kirkwall	£2.25	Cyprus	Indian & Russian
P&O Ferries (Irish Sea)	Larne-Cairnryan; Larne-Troon; Dublin-Liverpool	£4.70 (passenger) & £3.65 (freight)	Bahamas & Bermudan	Filipino
Seatruck	Heysham-Dublin; Liverpool-Dublin; Heysham-Warrenpoint	£3.66	Isle of Man and Bahamas	Polish
Seatruck	Ullapool-Stornoway	£4.19	Isle of Man	Estonian
Irish Ferries	Dublin-Holyhead; Rosslare-Pembroke	£5.55	Cyprus and Bahamas	Estonian
P&O Ferries (North Sea)	Hull-Zebrugge; Hull-Rotterdam	£4.70	Bahamas	Portuguese
Stena Line (North Sea)	Harwich-Hook of Holland	£2.39 (freight)	UK	Filipino

RMT DEMANDS ACTION OVER SCOTTISH FERRY SCANDAL



RMT has demanded urgent action from the Scottish and UK governments, the Maritime and Coastguard Agency over the scandalous use of Estonian seafarers working for CalMac on a freight vessel between Ullapool and Stornoway.

The seafarers are working on the Isle of Man-flagged Clipper Ranger, chartered by CalMac from a company called Seatruck under the terms of CalMac's contract with the Scottish government for lifeline ferry services on the Clyde and Hebrides network.

Estonian ratings on the Clipper are paid as little as

£4.19 per hour and although CalMac have agreed to make the payment to bring these shippers up to the RMT rate for ratings on the Clyde and Hebrides network, Seatruck have callously refused to accept this payment, as it clearly threatens their rotten operation.

RMT acting general secretary Mick Cash said that the scandal went right to the heart of the RMT's 'Ships of Shame' campaign - low cost crewing of an Isle of Man vessel that works between UK ports and is crewed by Estonians employed on poverty pay below the National Minimum Wage.

"That is the kind of murky and shadowy operation that is the norm in the British shipping industry in 2014, even on lifeline ferry services to Scottish island communities.

"The fact that is happening on a route under the control of the Scottish government raises serious questions about just how seriously they take the issue of exploitation in their own back yard.

"If Seatruck is allowed to get away with this shocking undermining of pay and conditions it will enable them to expand their operations across the Scottish Ferry

services - destroying jobs and decent pay and conditions in their wake.

"It is no accident that they are making this anti-union stand prior to the tendering process for the 2016-22 Clyde and Hebrides Ferry Services contract which starts in the autumn," he said.

RMT has written to all of the authorities involved, including the Scottish government, to demand that they intervene to end these practices on a ship sailing between Ullapool and Stornoway.





JOIN US AT THE MARCH AND RALLY **SATURDAY** **18 OCTOBER**

Britain needs a pay rise, or at least 99 per cent of working people do. That's why RMT, through our Political Fund is supporting the Trade Union Congress National demonstration on Saturday October 18 which will begin with a march through central London, culminating in a rally in Hyde Park.

Today, in one of the most developed economies in the world, there are working people have their wages topped up by in-work benefits, visit food banks and have to choose between which household bills to let go into the red. Workers juggling two or three, even four insecure, zero hours contracts to make just enough to get by.

We demand:

- **Higher wages for all**
- **A proper living wage for all**
- **A crackdown on excessive executive pay**

The union calls on all branches to mobilise to ensure a strong and united RMT presence on the day.

More details are available on the TUC website at <http://britainneedsapayrise.org/>

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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.

Bristol *Annual General Meeting* **2014**



Bristol AGM 2014

FIGHTING SOCIAL DUMPING, ZERO HOURS AND MCNULTY

The union's annual general meeting in Bristol pays tribute to Bob Crow and vows to fight injustice at the workplace and beyond

RMT president Peter Pinkney kicked off the 2014 RMT annual general meeting with a call to fight back against government cuts, particularly the tens of thousands of frontline rail staff being chopped as demanded in the McNulty rail review.

"We must also fight the obscenity of zero hour contracts, health and safety cuts and the growing problem of social dumping in the maritime industry particularly.

"We must fight all these attacks or we will be dragged back to the Victorian age.

"Ultimately, as Bob Crow would have said, this union will fight for the abolition of capitalism and replace it with a

socialist system," he said in a blistering speech which roused delegates to their feet for a standing ovation.

Delegates noted the success of RMT's recent Keep Guards on Trains campaign and called for a similar campaign to protect platform staff under the suggested slogan Keep Dispatchers on the Platform, Keep the Public Safe.

"Passenger numbers are going up and staff numbers are going down. We need a campaign to keep staff on the platforms," said Plymouth delegate Ashley Farrant.

But delegates stressed that the campaign needs to be widely publicised through



Bristol AGM 2014

posters, stickers, badges, newsletters and other literature if the union wants the public on side.

They noted that public support would be necessary before train operating companies (TOCs) ditch platform staff – essential for both public and workers' safety – and driver only trains become the norm.

Mathew Partridge, East Midland, a train guard in Nottingham, said: "The union is there not just to protect workers but the public too."

And "safety first, before profit" was demanded by David Filby, Three Bridges, as he hit back at railway companies trying to casualise skilled work to cut costs.

Waterloo's Peter Lewis also drew members' attention to disabled passengers, often overlooked by bosses when they draw up their cuts.

He commented: "We are also there to help disabled people. There are people who cannot get on the train themselves, that's what managers don't consider."

It was agreed that the fight against platform staff cuts could

compliment the wider Action for Rail campaign.

Mark Baker, Leamington received rapturous applause after reminding delegates that any cuts to staff must be opposed whether on or off the train as they all impact on safety.

Research released by RMT during conference exposed the empty argument from London Mayor Boris Johnson when defending 17 per cent cuts to frontline Tube station staff on the grounds of "saving money".

The union's findings found that such severe cutbacks don't tally up with the fact that Tube fares will have increased by 24 per cent in real terms by 2020, leaving a zone 1-4 annual travel card soaring to £2,238.

Meanwhile the number of extra passengers expected to cram onto the trains are expected to rise by 12 per cent over the same period.

But these full-scale cutbacks are not just happening to stations in London, conference heard.

"It's not only booking offices in London that are under threat

but offices in rural areas too," said chairman of RMT's retired members' section Tony Donaghey.

"We need to support the safety and interests of the travelling public in particular older and disabled people."

Mr Donaghey, who has been an RMT member for over 45 years, was speaking in support of a motion urging all retired members' branches to get involved in the union's campaigns against these cuts.

He highlighted how the general approach by rail companies to close booking offices and reduce staffing on stations particularly affects retired travellers, many of whom rely on a face-to-face service.

The wider cuts debate was also summed up by acting general secretary Mick Cash, who added: "In all our fights against cuts whether in London or the Midlands we need to have broad based campaigns.

"We are facing severe attacks on railways from McNulty and we need to get that message out about how poor cuts are for safety and how dangerous

platforms are if they're not properly staffed.

"It's all part of a broader campaign of how we fight McNulty. Bosses are imposing staffing levels to fit the budget, and not the work," he said.

The scourge of McNulty on Britain's railways has also been seen in the massive increase in infrastructure failures, with the Office of Rail Regulation (ORR) announcing that the under-spending of maintenance budgets and over-zealous cutting of signalling staff is placing increased pressure on current staff and causing added safety risks.

"Cuts are leading to an increase in maintenance failings," said David Filby, Three Bridges.

"If these cuts continue to frontline staff it will only be a matter of time before disaster happens".

Delegates called for an urgent meeting with Network Rail to discuss these issues, which they argued is putting the safety of staff and the travelling public at risk.

Stephen Riggott, South Hants



Bristol AGM 2014



£ Eastleigh said that maintenance failings were “not the fault of staff but a consequence of the government’s deliberate cutbacks and the McNulty review that is doing over our once proud nation’s history of railways.”

And Colin Rigby, Cambria called it “a time-bomb waiting to happen”.

A stark example of how cutbacks can kill was given during a debate about the so-called James Street incident, where 16-year-old girl Georgie Varley fell into the gap between the train and platform at the Liverpool station.

Guard Christopher McGee was given a five-year prison sentence for gross negligence for allowing the train to leave the platform while an intoxicated Miss Varley leant on the carriage door.

Calling for improvements to be made the Rail Accident Investigation Branch (RAIB) delegates agreed methods should be introduced to enable the guard to look out of the train for as long as possible, ideally until the train has left the platform.

The person responsible for dispatch should also be able to stop the train as quickly as possible in an emergency, RAIB said.

RMT delegates unanimously

supported the recommendations and called for a guard on every train, who should be able to observe the platform as the train leaves and stop it in an emergency.

Delegates demanded a moratorium on any further introduction of driver only trains while the ORR considers RAIB’s recommendations.

Wayne Moore, Bletchley & Northampton, said: “What happened on that night was an absolute travesty.

But this is a symptom of what can happen when platforms are not properly staffed as many find themselves responsible for dispatching hundreds of trains every day.”

Unsafe staffing levels in Network Rail maintenance was also flagged, with bosses reducing teams down to two. Delegates noted that while workers have a “no redundancy agreement”, Network Rail is using natural wastage by not replacing vacancies – thereby reducing the workforce to unsafe levels.

“In the last 12 months I’ve seen them chiselling away,” said Neil Sanders, Birmingham. “NR is operating a stealth exercise by not replacing people.

“We’re told everything is risk assessed but you can’t count on someone not being sick. How can you plan ahead if a team member goes sick?”

Delegates noted that the union had previously agreed teams of three and called on RMT to insist Network Rail stick to these and stop dodging the spirit of the agreement by making “devious and under-handed” cuts to staff by not replacing them when they retire, leave or transfer to another job.

“Let’s have a campaign and make sure we do it properly,” said Derek England, Leeds City. “Our members’ lives are more important than their bonuses.”

Acting general secretary Mick Cash said this was another example of workers paying the price of budget cuts. Saying that the issue was “dear to my heart” he warned Network Rail bosses: “Get ready, because there’s going to be a battle”.

SHIPS OF SHAME

RMT launched its Ships of Shame campaign against social dumping with new research highlighting the plight of seafarers, demanding action from the government to tackle one of the worst abuses of minimum wage flouting – the £2.25 an hour paid to staff working on ferry and cruise ships.

The study showed that some of Britain’s best known ferry and cruise holiday companies including P&O, Condor, Irish Ferries and Stena to be paying below the minimum hourly

wage of £6.31.

Streamline ferries were found to be the worst offenders, paying Indian and Russian staff as little as £2.25 – well below the national minimum wage. Other worst offenders include Condor, which pays Ukrainian employees £2.35, and Stena line £2.39 to Filipino seafarers.

Popular routes where the exploitation is taking place within Britain include Portsmouth to the Channel Islands, Liverpool to Dublin, Hull to Holland, Harwich to Holland, Holyhead to Dublin and Aberdeen to the Orkney and Shetland Isles.

To add insult to injury, the scandalous practice is being carried out despite the industry receiving £1.5 billion taxpayer-funded tonnage tax breaks.

The situation was so dire that Liberal Democrat business minister Jenny Willmot recently demanded the government crack-down on shipping industry bosses who dodge paying the legal minimum wage by fining employers and naming and shaming offenders.

RMT MPs tabled Early Day Motion 160, calling on the government to outlaw this practice.

Lee Davison, Dover said that the reason the scandal had not been stamped out sooner was because they employ foreign workers who are less likely to

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notice the exploitation as the wages just about beat what they would get at home.

"With all the talk about achieving the living wage in Britain, we must put more pressure on the government to end the practice," he said.

RMT national secretary and former Liverpool merchant seaman Steve Todd warned: "The practice is widespread and it's important that we fight against it as much as we can.

"It's impossible to measure how serious it is but I can assure you - it's getting worse and worse."

The union committed to working with its parliamentary group to stamp out the exploitation and poverty pay, which are shaming the entire British shipping industry.

PUBLIC OWNERSHIP

Delegates heard new RMT research which revealed huge public support for renationalising the railways.

The poll carried out by Survation was clear evidence that renationalising rail would be a dead cert for Labour's success in the next general election.

Survation quizzed more than 1,000 constituents in key marginal commuter seats. The findings showed that not only did the majority - 74 per cent - support rail renationalisation but that voters across the political spectrum from Ukip to the Tories are in favour.

And 60 per cent said they wanted their own local operator brought back into public ownership at the earliest opportunity.

Survation selected the key marginal Tory held seats of Crawley, Stevenage, Reading West and Milton Keynes South for the poll - all required by Labour if it hopes to secure a majority in next year's general election.

As if this evidence wasn't enough to convince Labour, RMT delegates said if the party had any wits left about them

they would make the public ownership of the railways key to their general election campaign. The union demanded Labour make it part of their election manifesto if it expects working class people to vote for the party next May. A failure to demand this promise from Labour would be a green light for the party's leadership to carry on treating working people and trade unions with contempt, conference heard.

"A lot of the problems in staffing and infrastructure are to do with privatisation," said Central Line's Ross Marshall.

"The polls show us that one thing the public does agree with nationalising is the railways.

"We need to demand Labour renationalise railways in their manifesto, it's about getting something that people actually want."

Mr Marshall called for mass demonstrations similar to the rail renationalisation rallies held in the run-up the 2005 general election.

Highlighting how strong campaigns got Labour to pledge to scrap the bedroom tax, Central Line's Paul Penny insisted the union needed to step up the pressure to get the same result for rail renationalisation.

The union resolved to launch a high profile campaign in the run-up to the general election and work with fellow unions in Action for Rail.

Richard Veitch, Edinburgh and Portobello called on members to demand local Labour MPs to ensure public ownership of the railways was in their election manifesto."

In a related debate members vowed to staunchly fight against imminent job cuts expected to be imposed by new Thameslink franchisers Govia.

The Thameslink, Southern and Great Northern (TSGN) franchise was last month awarded to Govia, under a seven-year contract running from September.

But delegates were under no

illusions that it will mean the implementation of driver only trains, cuts to station staff, the closure of ticket offices and worse terms and conditions.

Mark Baker, Leamington said: "There will be cuts to booking office staff, there will be cuts to station staff. We want a guarantee of no compulsory redundancies and no reduction in rates of pay.

"Otherwise this is going to be the thin end of the wedge. It will be death by a thousand cuts."

The union agreed to oppose all cuts and will ballot for industrial action if necessary.

Acting general secretary Mick Cash added: "This is all tied up in the government's ideological franchising policy.

"The best way to stop all of these attacks is to bring them back into public ownership, and then a lot of the problems will be easier to tackle because it will be cutting out the profit element".

OPPOSING TORY CUTS

Delegates backed a fight back against Tory-led attacks on working people and trade unions. Both Prime Minister David Cameron and his Bullingdon buddy Boris Johnson are threatening to introduce new anti-trade union legislation if they are re-elected next year, making strike action illegal unless ballot turnouts are sky high.

The London mayor suggested the turnout threshold could be as high as 50 per cent, even though he himself was elected

to City Hall on a 38 per cent turnout and the PM on just over 36 per cent.

Les Harvey, London Underground Engineering said: "If they win the election the Tories will try to bring this in. This is coming from a Mayor who got less than this threshold and a PM who got even less than that."

Acting general secretary Mick Cash did not put it past the Tories to take it even further than what they are suggesting and believes they would ban industrial action altogether if given half the chance.

Reps agreed not only to campaign to prevent further anti-trade union laws but to explore ways to repeal existing legislation.

AGM moved condemned Tory-led attacks on welfare benefits, which had transformed a proud tradition in the country of helping those most in need into a system in which claimants are punished.

Benefit sanctioning, where claimants are forced to lose some or all of their benefits for a set amount of time, demonstrates the ideological nature of the cuts, delegates argued.

And minister's claims that the reforms were there to encourage the unemployed to work were rubbished as delegates noted that three-quarters of welfare cuts impact on employed workers as well as punishing those looking for work or are unable to because of a disability.

Les Harvey said the welfare



Jennifer Gray

Bristol AGM 2014



Liaqat Ali

cuts introduced since the ConDem administration in 2010 “represent a sustained attack on the working poor in this country.”

A future government was called upon to reverse vicious ConDem welfare cuts that “punish the poor for being poor” and develop a welfare system that is designed to “guarantee justice and dignity for all”.

REPRESENTING MEMBERS

Delegates agreed that successive waves of privatisation, franchising, outsourcing and sub-contracting are all making it increasingly difficult for lay representatives and branch officers to effectively represent members.

“Many of our members across all sectors increasingly find themselves working for sub-contractors, service providers or agencies where we may not have complete organisation or recognition,” said Michael Lynch of Euro Passenger Services.

“This means that the small band of very active members often have to take unpaid time off from their own jobs, or worse, risk disciplinary action from their own employers by ‘ducking and diving’ to cover these commitments.”

He warned that the lack of staff is making it impossible for

regional organisers to provide proper representation for members.

RMT was instructed to conduct a review to ensure adequate resources can be provided to members.

This could include the creation of convenor or co-ordinator roles with major employers who can openly represent with paid time off.

Mark Harding, Hammersmith and City commented: “The cost should fall on the employer, not the union.”

Finally the work of RMT’s young members was recognised. Delegates condemned violence to young workers with Bletchley & Northampton’s Wayne Moore stating “everyone has the right not to be abused. When people say it’s all part of the job – it’s not.”

Conference heard how young women are particularly at risk from violence and intimidation at work from the public. It was noted that too many employers still don’t take the issue seriously with several companies refusing to take meaningful steps to stop potential violence.

William Rawcliffe, York & District said the union needed to “name and shame” companies who don’t act by implementing effective policies and procedures to protect members from violence at work, adding it is not always true when

companies say they do not tolerate physical or verbal assaults.

The union agreed to do just that.

In a related debate reps acknowledged that more needed to be done to recruit, retain and support apprentices who were “the new blood” of the union and the branch secretaries and officials of the future.

JUSTICE FOR SHREWSBURY 24

The youngest of the Shrewsbury 24 pickets accused the government of being the “real conspirators” by refusing to release all trial documents in relation to their conviction.

Terry Renshaw was charged for conspiracy to intimidate, affray and unlawful assembly for his part in the first national builders strike in 1972.

More than 40 years on and the government were still refusing to publish the trial documents on grounds of national security.

The Shrewsbury 24 campaign argues that their publication would prove the charges were a gross miscarriage of justice and get them dropped.

Mr Renshaw said it would put the lives of those charged and their families at rest, telling delegates that he is still not treated as an honest citizen with a recent application for a US travel visa turned down.

But each time the campaign seeks agreement from the government to release them ministers keep fobbing them off – first saying they would be published in 2010, then 2012 and now 2021.

Addressing RMT conference Mr Renshaw told delegates: “The question is why?”

“This was a conspiracy of the employer, the police, the government and judiciary.

“That was the real conspiracy of the day,” he said.

He said that although the union already supports the campaign nationally it urgently needs regional branches to help fund their legal battle to

overturn the convictions.

“RMT have given us magnificent support. No more proud than Bob Crow marching up and down with a petition, which now has 100,000 signatures, asking for the release of the papers.

“But we need branches to affiliate and help in getting that money together as the Court of Appeal might reconsider case.

“Unfortunately in this country to get justice you have to pay for it,” he added.

William Kimm, Liverpool said: “The Shrewsbury 24 were men doing what we’ve all done – they went out on strike.

“They weren’t criminals they weren’t gangsters they were just a group of people trying to get a decent day’s pay for a hard day’s work.

“All they want is for their sentences to be overturned. They want the truth to come out.”

RMT made the Shrewsbury 24 pickets honorary members of the union.

NO TO BLACKLISTING

Delegates committed the union to the fight against blacklisting following a rallying cry from guest speaker and blacklisted worker Dave Smith.

Mr Smith, of the Blacklist Support Group, highlighted how RMT members were among those that have been blacklisted by unscrupulous companies out to ruin the lives of workers who disrupt their profits by raising genuine health and safety concerns.

“The blacklisting of trade union reps goes beyond victimisation. Some can no longer get a job. Not only is it just construction companies but big business is doing it as well.

“This shouldn’t come as a surprise, it’s not anything new.

“This is Labour versus capital, that’s how it’s always worked.

“But we’re not going to be prepared to be called victims. I call myself a trade unionist and as a trade unionist we will fight

continued overleaf

FACING THE FIGHT

This year's annual conference of the union was marked by the absence of our charismatic former general secretary Bob Crow, who died in March.

But the sombre mood quickly turned to fighting talk of which our union is internationally famous, proving that the legacy that Bob Crow was instrumental in creating is still very much alive in among RMT members.

As I said in my opening address to the annual general meeting 'our union is known all over the world and that's thanks to Bob'.

Therefore it has been a traumatic year for the union and Bob's family must remain in the forefront of our minds.

Their treatment at the hands of the right-wing press including hanging around his house and

following him to Brazil where Bob was celebrating his partner's birthday was absolutely scandalous.

It was an attack that Bob dealt with in his usual humorous manner by asking 'what was he supposed to do, sit under a tree and read Marx'? It was this fearless and honest approach that won him many admirers among the general and, yes, the travelling public.

Bob Crow turned this union around following his election as general secretary in 2002 with RMT's financial situation so dire that we were in real danger of not merging with another trade union but being taken over by another trade union.

But he hit the ground running and brought the union out of the

financial doldrums, helping to boost membership and instilling the importance of recruiting and getting members involved.

The opening of the RMT's education centre in Doncaster, used to train health and safety reps as well as regional and national officers was also remembered as a proud moment.

He held this union together by his commitment, knowledge and genuine compassion and he would have wanted us to go on. We have to go forward and progress his vision, no individual is bigger than a union. He gave us the tools and we should use them.

Turning to the challenges we face in the year ahead we have the obscenity of zero hours



contracts, the devastation being caused by McNulty review, health and safety cuts and the growing problem of social dumping in the maritime industry particularly.

We must fight all these attacks or we will be dragged back to the Victorian age. So, in contrast; as Bob would have said, this union will fight for the abolition of capitalism and replace it with a socialist system.

Peter Pinkney ■

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back," he said.

Mr Smith told delegates that he was blacklisted just for being elected a safety rep, and that his blacklist file is 36-pages long.

"They've even got something on my wife and brother who have absolutely nothing to do with it," he said.

"And they didn't just keep files. Whenever someone tried to apply for a job they checked it against the files. Every time they checked a name they were invoiced £2.

"McAlpine and Skanska were both invoiced £28,000, which means they used the list to check names 14,000 times – this is industrial scale blacklisting.

They're not small fly by night companies they are Balfour Beattys.

"If your name came up on the list you didn't get the job. And it's not just happening in the building industry – there is a number of people in RMT on the list including offshore workers," he said.

Mr Smith said the "proudest moment of his life" was when Crossrail electrician Frank Morris was given his job back last year after being dismissed in 2012, which he believes was because of his trade union activity.

Delegates agreed to campaign against blacklisting as well as to fight to clear the names of the Shrewsbury 24 pickets. They noted that both represent the victimisation of trade unionists carrying out their duties.

The union agreed to sponsor the Blacklist Support Group with an appropriate financial donation.

Accepting a gift from acting general secretary Mick Cash, a flattered Mr Smith replied: "RMT is an inspiration to the rest of the trade union movement – keep up the good work!"

INTERNATIONAL

Conference heard from a number of international speakers, who each told their story of similar struggles for transport workers across the globe.

The US delegation paid heart-warming tributes to Bob Crow. Transport Workers Union (TWU) Local 100 president John Samuelson, who represents 39,000 New York bus and train workers, described Crow as "an incredible mentor in my life".

"Bob Crow was very interested in TWU, he recognised that a strong transport union was good for transport workers across the world. Our two unions share great similarities."

He recalled how he met a British woman on his recent flight to the UK who asked him why he was travelling to England.

When he replied to address the RMT conference she responded: "God bless Bob Crow. Although people got frustrated with him for disrupting public transport they secretly admired him for standing up to the powers that be."

Mr Samuelson appreciated her kind words and replied: "Not all of us secretly admired him many of us did so openly".

Also paying tribute to Bob,

secretary-treasurer of the International Longshore and Workhouse Union (ILWU) Willie Adams said: "Real leaders are rare and Bob was an inspiration.

"Some unions are union in name only, they have no courage, RMT is different," he said.

And Christian Joncret of France's railway union CTG added: "The best tribute we could pay him is to continue our fight for more trade union justice in Europe and throughout the world".

A TRIBUTE TO BOB

This year's conference could not go by without a fitting tribute to former general secretary Bob Crow. The union agreed to rename its education and training centre to commemorate him.

Delegates supported a name change to The Bob Crow RMT National Education Centre as well as erecting a statue of him to be placed outside.

"I was weirdly at the RMT education centre when I heard the news," remembers Mark Baker, Leamington.

"He was hated and feared by the bosses but loved by the workers – that sentiment is completely true.

"The education centre is not just a building it's something people go through as activists," he said.

Andy Duncombe, Basingstoke said: "Let's make the statue as big as the Eiffel Tower because that's how big Bob Crow's spirit was".

Paying tribute to Bob's charisma Jennifer Gray, Bristol said: "When I first heard Bob spoke I was prepared to go through fire and water for him".

Acting general secretary Mick Cash agreed: "We should do something to commemorate the memory of Bob Crow and this is a perfect idea".

The enormous legacy that Bob created was summed up in a tribute from South East Essex branch which placed on record the outstanding achievements of Bob Crow in the 12 years he



George Waterhouse receives his Young Members Award

held office.

The dedication of the RMT's national education centre to Bob Crow and the statue to be placed outside with permission from family is to be that tribute.

YOUNG MEMBER'S AWARD

This year's John Cogger young member's award was presented to 25-year-old George Waterhouse, Manchester South branch.

Mr Waterhouse, whose great-grandfather was once president of the union, has been heavily involved in the Action for Rail campaign.

Mr Waterhouse said that he was delighted to receive the award.

"As a train guard I share members' concerns about the increase of driver only trains.

"I'm ready to fight back against cuts," he said.

FIGHTING FOR EQUALITY

Peter Lewis, Waterloo led a debate on equalities issues by condemning the latest inquest into the death of "yet another black and ethnic citizen" Mark Duggan, who could have easily been allowed to live until the day of his trial.

He said it should not be legal to shoot dead another human being when he or she is unarmed.

Delegates joined him in calling on RMT to provide funds to its black solidarity committee to help support and raise the profile of the United Family and Friends death in custody campaign as well as publicise



Mark Harding

Bristol AGM 2014

these injustices within RMT News.

An appeal to other TUC affiliates to call a national conference with the goal of turning the tide against black and ethnic minority deaths in custody was also agreed along with demands to replace the “toothless” Independent Police Complaints Commission (IPCC) with a truly independent body able to fully investigate institutionalised racism within both police and state.

Mary Jane Herbison, Glasgow debunked myths around domestic violence, commending the work RMT had done so far and calling on the union to continue to press employers to adopt its model domestic violence policy and support charity Women’s Aid.

In a related debate about challenging sexism and sexual harassment at work, delegates agreed that every RMT rep should be trained in these issues and that every branch and

workplace must have a point of contact who is not necessarily a local rep.

Delegates then rallied behind LGBT rights with unanimous calls to affiliate to the Rainbow International Solidarity Fund, which fights the cause globally, and encourage all regional councils and branches to affiliate also.

Paul Penny, Central Line East said that in large parts of the world oppression remains rife.

“Advances towards equality are being made thanks to the bravery of LGBT rights activists across the world. We must help publicise that the rights of all people should be respected.

“The vision of Rainbow International is a world free from sexual discrimination where all transgender people can express themselves freely.”

He said it is a “sad fact” that being LGBT is criminalised in 76 countries across the world with 10 of these punishable by death or imprisonment.



EC member Del Marr and National education officer Andy Gilchrist with young members on the RMT youth course at AGM

Conference heard the extent of the global challenge with Ugandan president Museveni signing a law in February that criminalises LGBT people and punishing supporters with life in prison.

Meanwhile it was noted that there had been mob violence in Nigeria since its president Goodluck Jonathan approved a law in January making LGBT punishable with up to 14 years imprisonment.

Mark Baker said: “We pride ourselves in joining with workers around the world to

fight for their rights. But the cornerstone of a union is not the fight for workers’ rights, but human rights”.

Delegate Mathew Partridge said that anti-gay laws were “not just attack on individual choice it’s an attack on the strongest emotion in the world - love”.

RMT was also called upon to produce a map of all LGBT reps and advisory committee members along with the areas they cover in order to identify any regions with little or no representation. ■



PARLIAMENTARY REPORT

Labour MP and RMT parliamentary group convenor John McDonnell gave his report to delegates and exposed a litany of attacks on Britain’s transport infrastructure that he said the Labour Party must commit to fight against.

“On rail our whole work has been exposing the franchising system and putting forward public ownership,” he said in his parliamentary report to conference.

“Showing privatisation for what it is - corrupt, incompetent, a waste of money and emphasising how much is paid to shareholders.”

He urged Labour to commit more to renationalising the railways - a policy supported by more than 70 per cent of the public according to a poll.

The Hayes and Harlington MP

said the next period is going to be “a tough one” in the run up to the general election and the fight against a ConDem government that has “a scorched earth policy as they ram through as much privatisation and anti-trade union laws as they can.”

Calling for better trade union representation in Parliament he said: “We want trade unionists represented in parliament again. The voice of the union represented.

“We speak on your behalf and you tell us the words you expect us to be speaking.”

He warned the Transatlantic Trade and Investment Partnership (TTIP), the free trade deal between the EU and the US, could prevent a future Labour government from bringing the railways back into public ownership unless it is stopped.

“We need to do everything we can to frustrate and delay this legislation,” he said.

Zero hours contracts, the tonnage tax, lack of health and safety and the minimum wage were also highlighted as chronic problems across the transport industry.

Turning on Labour Mr McDonnell said: “Nobody wins a fight on its knees, and the message to the Labour party leadership is if you want to win the next general election - get off your knees.

“We’ve got an agenda with RMT that would get them re-elected.”

He said the public have been “crying out for a government of hope” and the causes of the RMT group provide that hope.

Quizzed about Labour leader Ed Miliband posing with a copy of

the Sun during a Q&A, the MP, who’s father was a Liverpool dockworker said: “I was really shocked when I saw that picture. Where were his minders? Where were his PR people?”

“I think Miliband and the leadership are terrified of putting a foot wrong and that’s why they’re timid.

“What we need is courage, when Ed Miliband stood up to Murdoch he shot up in the polls overnight.”

He added that members must demonstrate what Bob Crow always called for - “solidarity, solidarity”.

Paying tribute to the “tireless” work Mr McDonnell does for RMT and individual members, Hammersmith & City delegate Mark Harding said that he does the union “proud”.

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PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS



LEGAL

CHANGES TO EMPLOYMENT TRIBUNALS: WHAT YOU NEED TO KNOW



In keeping with its staunch efforts to strip workers across the country of their basic rights and protections, this government has recently made changes to the way that workers can seek redress at employment tribunals which are

already having a damaging effect on workers' access to justice. Together, the RMT and Thompsons Solicitors, are working hard to stand up for members' rights and are doing everything we can to mitigate the effects of the changes.

WHAT HAS CHANGED?

Employment tribunals are one of the most common ways in which workers who are dismissed, suffer discrimination or are not paid correctly, can seek redress - provided they meet the legal criteria. As if employment tribunals were not already complex enough, this government, which has stamped all over workers' rights at every opportunity to help their friends in business, have made them even more inaccessible.

Potential claimants used to have to fill out a simple form to lodge a claim against their employer. This form has now been abolished, and claimants are left with a bureaucratic minefield, which if not navigated correctly will lead to their claim being unsuccessful, or not heard at all.

In addition to this, fees for employment tribunals were introduced in July 2013. While the costs vary depending on the type of case, there has been a dramatic drop in claims making it to a tribunal as well as appeals, because potential claimants - victims of

wrongdoing - are being deterred from even starting claims against their employers in the first place. This is precisely what the government intended to happen: creating a less 'difficult' environment for business at the expense of justice for mistreated workers across the country.

Employment tribunals: the key points

There are strict timetables in place for those hoping to bring a case to a tribunal and, before anything can happen, members must submit to conciliation and have a certificate to prove they have done so, should it not resolve the dispute. Claimants can start this process by filling out an early conciliation form on the Acas website.

Members should also be aware that there is a time limit for all cases to go to ACAS Early Conciliation: three months less one day from the date of dismissal, the date of the discrimination, or of non-payment. It is not from the date of appeal.

An employment tribunal can reject a claim if:

- It is out of time;

- It is on the wrong form;
- Insufficient details have been given;
- There is no fee with the ET1 form where remission has not been sought or granted;
- The ET1 form does not show that you have been to ACAS Early Conciliation.

HERE TO HELP

RMT can pay any fees and can represent you if the case is brought to a tribunal. RMT and your Legal Service are determined not to see members suffer as a result of the government's contempt for workers' rights.

Thompsons, RMT regional officers and representatives are here to listen to and help any member who has been dismissed, suffered discrimination or unlawful deduction of their wages. They are always at the end of a phone and are ready to be consulted.

To access the Legal Service, simply call 0800 587 7516 and quote your RMT Membership number to the adviser. ■

BRANCH SECRETARIES' CONFERENCE



Branch officials gathered in Fort William for our 95th annual Branch secretaries' conference, sadly this year without Bob Crow, writes Fife and district branch secretary Jim Phelps.

Acting general secretary Mick

Cash addressed the conference pointing out that he had only attended in the past as a branch secretary and was keen to see this conference continue to grow in popularity with reps from across the country.

The Fort William branch

arranged a civic reception in the Town Hall with local councillors, and the use of the Railway Club for conference. Education Sessions included a presentation from lawyers from Drummond Miller and Thompsons on legal updates

that effect members and RMT education officer Andy Gilchrist delivered a session on the role of the branch secretary.

Scottish RMT regional organiser Gordon Martin emphasised the value of the conference and the role that branch secretaries play in aiding organisers across the country.

A collection raised £115.50 for the British Heart Foundation in honour of the late general secretary Bob Crow. The new conference executive has been asked to read the draft version of the new branch secretaries' handbook and to report back early autumn so that the final version can be sent out and it is hoped that a weekend seminar in January can be arranged around the new handbook. ■

LAND'S END TO JOHN O'GROATS!

RMT drivers' rep Clive Gillman, Exeter branch secretary Andy Bradford and RMT clerical rep Jeff Hiscoke are cycling from Land's End to John O'Groats, along with Paul and Maggie Rossiter in the back up vehicle, to raise funds for the British Heart Foundation, Cancer Research UK and Saint Francis Hospice.

"We have chosen these because the British Heart Foundation was chosen in the memory of the late Bob Crow, Cancer Research because the big 'C' has touched all of us one way or another and Saint Francis Hospice looked after my niece, Justine Rollinson, at the end of her long battle with breast cancer," said Jeff.



The group sets off from Land's End on August 17, via the RMT education centre in Doncaster on August 24, and plans to arrive in John O'Groats

on September 2. For more information about how to donate go to web links below. ■

http://uk.virginmoneygiving.com/team/LEJOG_2014

HEALTH AND SAFETY FIRST

The very first RMT health and safety representative course stage one was held recently at the Doncaster RMT Education Centre, writes course member John Woods of Liverpool branch No 5.

Myself and seven fellow students found the training centre to be an excellent facility with the accommodation, dining, leisure and classrooms all self-contained.

It even has a hot tub and, yes, I did try it out. Barbara, the kitchen staff and cleaners really go all out to make your stay like a home from home and very enjoyable.

The course was delivered by the excellent Jim Philp, RMT tutor and Branch Secretary for the Fife and District branch. He was a wealth of knowledge and a fantastic instructor always able to get the best out of the candidates and keep everyone engaged and invested in the work we were doing each day.

Due to the diverse backgrounds and levels of experience each and every person was able to contribute different things which enhanced the overall learning experience. Whilst I have always known you are never alone in RMT, there is now a more personal

feel to that sentiment knowing I can call upon Jim and my fellow students for support in the future thanks to the bonds forged at Doncaster.

I am now more confident than ever to carry out my duties as an RMT-accredited health and safety Representative at

Thales, Manchester Metrolink Trafford Depot. Like so many others on the course it has ignited a passion for all things health and safety and I am keen to do my Stage two course later in the year to extend my knowledge further. ■





TRAINING FOR STAFF REPS

STAFF REPS: (from left to right) Matt Brown, Andy McKinnon, Dennis Collison, Mike Hedley, Ashley Rodell, Leo Pagliuso, Andy Adams, Ray Knight, Rob McWalter, Nizar Achour, Richard Codling, Andy Hardie, Andy Johnson, Tony McIntyre, Sam Addo, Allan Hilton, Dave Gormley and Craig Brooke

London and Anglia Regional Council recently ran a three-day workplace reps' course for newly appointed reps mainly from Network Rail.

RMT tutor Ray Knight (middle of picture) said that he could not over emphasise the importance of the course as a first step on the RMT ladder of learning.

"New reps are automatically invited by the regional office to attend this course, before embarking on the next level of training at the national education centre in Doncaster.

"It is the first stage of the union's workplace rep training and provides a firm grounding in RMT history and structure, which students should complete

before going to the Stage 1 course," he said.

The region has held six such courses over the past 18 months, training 65 students, and there are two more courses scheduled for September and November.

Ray books the venue, arranges the meals and accommodation and the union supplies all the teaching

materials and it comes at no cost to the Regional Council.

Most students so far have obtained paid release from their employers and all other costs are paid out of the national education budget.

Regional councils looking to run these courses should contact National Education Officer Andy Gilchrist for further details. ■

WARRINGTON AWARDS



Warrington and District branch recently awards Kevin Dodd and Gordon Murty

with their 40-year RMT badges and congratulated them for services to the union. ■

BURSTON COTTAGE OFFER



Dear editor,
Your readers may be interested in a discounted holiday rent for RMT members at Wilkes Cottages just outside the historic Norfolk village of Burstons, site of the longest strike in history.

Situated in the nearby small village of Gissing, the cottage

has two double bedrooms, a double and a single sofa bed, shower, kitchen, two WC's, living room with wood burner, a small study and a large garden to enjoy peace and quiet.

RMT members receive a 10 per cent discount, non-smoking, dog friendly.

Contact: sallyphilipinchapel@btinternet.com
Phone: 01379 788 007

CLIMBING FOR BOB



On October 4 RMT staff members will climb Scafell Pike in the Lake District in memory of Bob Crow to raise money for The British Heart Foundation.

Bob's daughter Tanya will join Bob's partner Nicola Hoarau, Yvonne Sawford, Jackie Moritz, Maria Santamera, Terry Hurlock, Gabriel Barton, Ken Usher, Dawn Hannon, John Dougherty and Derek Kotz for the climb.

Many of the group climbed Snowden in North Wales at the same time last year with Bob Crow in order to raise funds for a medical procedure for the then RMT Bakerloo Line branch

Secretary Brian Munro.

This year Bob had planned to climb Scafell Pike in the Lake District to raise funds for the British Heart Foundation. Despite Bob's untimely death, the group will fulfil his ambition with his daughter Tanya taking his place.

Yvonne Sawford asked members to dig deep "to make our blisters and pain worthwhile. ■

"We want to exceed all targets in raising much needed cash to help the fight against this disease," she said. Donations can be made via www.lastinghope.bhf.org.uk/bobcrow or by contacting Yvonne Sawford y.sawford@rmt.org.uk or Nicola Hoarau n.hoarau@rmt.org.uk at Head Office.

CYCLING FOR BOB



Bob Crow's son has set up a British Heart Foundation fund called Anthony's London to Brighton bike ride.

"I am taking part in the London to Brighton bike ride in the hope that I can raise some money to help the British heart foundation raise awareness and fund research.

"I have chosen to support the British heart foundation because of the recent passing of Bob Crow who was an extraordinary father and role model to me," he said.

Go to the British Heart Foundation website for more details. ■

MILLWALL REMEMBERS BOB

Dear editor,

RMT members may like to know that Millwall football club pulled out all the stops to get the plaques in memory of Bob Crow ready for the last game of the season. There is a remembrance wall on each level on each of the stands and these are right by where our (me, Bob and Alex Reid) seats are.

Bob's partner Nicky came to the last game and used Bob's season ticket for the last time, Terry Hurlock and his boys, Alex and me were with Nicky and it was very emotional.

Bob would have loved it. A sunny day and we stayed up – he may even have lasted the full 90 minutes and not rushed off with two minutes to go but, knowing Bob, I doubt it – always on to the next thing before the last was quite finished!

What an amazing tribute from you all, Bob would be so touched.

Yours, Kevin J Carey

RMT Head of Industrial Relations

ELECTIONS

Dear editor,

Your editorial of June RMT News rightly mentioned the 'Not Guilty' verdict in the case brought against Mark Harding.

However the photo of Mark Harding on page 5, amidst a crowd of victory salutes, was devoid of one particular individual, Steve Hedley, the assistant general secretary and candidate for the vacant general secretary position.

He was the only senior representative from the union who waited with members while a verdict was reached and who held Mark aloft outside the court.

The outcome could have been very different for Mark, who was advised that he could face a six month custodial sentence, so where was our acting general secretary?

Despite being present, neither Steve Hedley's picture, nor his name, were featured in the magazine despite multiple photos and recordings taken.

A golden photo opportunity to show 'Unity and Strength' top-down was, for some reason, omitted.

In the interest of justice and fairness, I believe that there is a clear conflict of interest if Mick Cash is general editor, not to mention writing editorials for RMT News, while seeking election for the general secretary position. It is obvious this increases his profile and status, giving an unfair advantage over other candidates. There can be no level playing field in this current situation.

It is in all members and candidates interest that you vacate the position of general editor and do not write the editorial page for RMT News during the election.

Yours concerned and sadly disillusioned

Richard Dunne

(editor's note) The picture used on page 5 was chosen by Mark Harding

MIDLANDS AWARD

RMT member Roy Davies receives his 40-year membership medal from East Midlands Bus branch secretary Mick Percival.



OBITUARY: RMT COUNCIL OF EXECUTIVES MEMBER BRIAN MUNRO

Following a seven year struggle against cancer, RMT leading activist Brian Munro has tragically died.

Raised in the Drumchapel area of Glasgow, Brian was a working class Scot down to his bones. His upbringing led him to understand his situation from an early age, this led him to meet others with similar thoughts and he became a fighting socialist.

This was at the height of Thatcherism and plans for taking back from the people their gas, electricity, water and railways were all well advanced. The destruction of the Welfare State and the all-out attacks on organised labour had begun.

There were those who wanted to fight toe-to-toe and those who threw the towel in. For Brian it was easy to declare which side he was on, he was a fighter!

He left Glasgow for London, not completely. His mum and family were there as was his beloved football club Celtic. During his final stage of illness he found the strength to travel and take part in the debate for an independent Scotland, a cause that he believed in.

Brian worked in the offices at Waterloo Station, then as an LUL train driver. When he arrived at Waterloo offices there were no RMT members, when he left everyone was.

On LUL he became a union rep, regional council secretary and Bakerloo branch secretary. He was central in organising and fighting alongside the rank and file workers who voted him on to the union's leadership as a member of its Council of Executives just this year.

Brian always forcefully put his beliefs. He didn't bear grudges for long and expected

the same from others. Lacking his maturity, they gave him a rough ride. He fell foul of people he said had "degenerated into the politics of the schoolyard and use venom to destroy the person not their arguments". They never triumphed.

The main event that arose from Brian heading south was meeting the love of his life, RMT member and long term partner Lucy Davies. They met, dated, became an item and in 2003 they had a daughter, Isabel, followed by Brenner in 2005.

Brian was a truly loving father to his daughters and along with Lucy paid serious attention to preparing them for their lives ahead. His last message for the day to them is still on the wall at the family home "Practice your instruments! Read a book!"



When Brian needed cutting edge, experimental treatment to save his life, a fund was set up to raise the necessary finance. £55,000 was raised. The treatment failed but his comrades had tried, Brian loved them for it. Brian was just 45. The best was yet to come. A loving Dad – a son – a socialist fighter downed. ■

*"Oh grant me an ownerless corner of the earth
Or pick me a hillock of stones
Oh gather the wind wafted leaves of the trees
To cover my socialist bones"*

Jim Connell

R.I.P. Brian Munro 1969-2014
Geoff Revell

BRIGHTON AND HOVE CITY BRANCH
NOMINATE
GARRY HASSELL
FOR COUNCIL OF EXECUTIVES

CAMBRIDGE BRANCH
NOMINATES
STEVE SMART
FOR LONDON & ANGLIA
REGIONAL ORGANISER

MARCH & DISTRICT BRANCH
NOMINATE
STEVE SMART
FOR LONDON & ANGLIA REGIONAL
ORGANISER

CAMBRIDGE BRANCH
SUPPORTS
MICK CASH
FOR GENERAL SECRETARY

WATERLOO BRANCH
NOMINATE
BRIAN WHITEHEAD
FOR THE RELIEF REGIONAL
ORGANISER (SOUTH)

WATFORD BRANCH
SUPPORTS
STEVE SMART
FOR LONDON AND ANGLIA
REGIONAL ORGANISER

KINGS CROSS BRANCH
NOMINATE
STEVE SMART
FOR LONDON & ANGLIA REGIONAL
ORGANISER

THREE BRIDGES BRANCH
SUPPORT
MICK CASH
FOR GENERAL SECRETARY

BRIGHTON & HOVE CITY BRANCH
NOMINATE
ALAN POTTAGE
FOR GENERAL SECRETARY

PETERBOROUGH BRANCH
NOMINATE
STEVE SMART
FOR LONDON & ANGLIA REGIONAL
ORGANISER

LONDON & ANGLIA TRANSPORT
BRANCH
NOMINATE
STEVE SMART
FOR LONDON & ANGLIA REGIONAL
ORGANISER

MARCH AND DISTRICT BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

TEESSIDE
NOMINATE
ALAN POTTAGE
FOR GENERAL SECRETARY

GREAT NORTHERN RAIL BRANCH
NOMINATE
STEVE SMART
FOR LONDON & ANGLIA REGIONAL
ORGANISER

IPSWICH BRANCH
NOMINATE
STEVE SMART
FOR LONDON & ANGLIA REGIONAL
ORGANISER

WOVERTON BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

LEEDS GOODS AND CARTAGE BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	BIRMINGHAM RAIL BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	CENTRAL & NORTH MERSEY BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY	FIFE & DISTRICT BRANCH NOMINATE ALAN POTTAGE FOR GENERAL SECRETARY
RAMSGATE WORKSHOPS BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	NORTH THAMES BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	NORTH STAFFS BRANCH NOMINATE ALAN POTTAGE FOR GENERAL SECRETARY	NORTH STAFFS BRANCH NOMINATE ALAN POTTAGE FOR GENERAL SECRETARY
INVERNESS NO1 BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	LEAMINGTON SPA BRANCH SUPPORTS JOHN LEACH FOR GENERAL SECRETARY	MANCHESTER SOUTH SUPPORTS ALAN POTTAGE FOR GENERAL SECRETARY	PORTSMOUTH BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY
SOUTH WEST & SOUTH WALES SHIPPING NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY	CENTRAL LINE EAST BRANCH NOMINATES JOHN LEACH FOR GENERAL SECRETARY	NORTH CLYDE BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	PRESTON BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY
SOUTH WEST MIDLANDS BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	WATERLOO BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY	NORTH CLYDE BRANCH SUPPORTS MICK HOGG FOR SCOTLAND AND NORTHERN IRELAND REGIONAL ORGANISER	WIMBLEDON BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY
DARTFORD AND DISTRICT BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	RMT OFFSHORE ENERGY BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY	PADDINGTON BRANCH NOMINATES ALEX GORDON FOR GENERAL SECRETARY	SOUTH HANTS BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY
NEWPORT BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	DONCASTER BRANCH NOMINATES ALAN POTTAGE FOR THE POSITION OF GENERAL SECRETARY	NEWCASTLE RAIL AND CATERING BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	SCARBOROUGH BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY
IPSWICH BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	LEEDS CITY BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY	SURREY AND HANTS BRANCH SUPPORTS ALAN POTTAGE FOR GENERAL SECRETARY	BEDLINGTON BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY
BLACKPOOL AND FLYDE BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	SHEFFIELD AND DISTRICT BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY	CROYDON NO1 BRANCH NOMINATE JOHN LEACH FOR GENERAL SECRETARY	STOCKPORT & DISTRICT BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY

LYMINGTON BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY	DUNDEE BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	POOLE AND DISTRICT BUS BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	WINCHESTER NO 2 BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY
DOVER DISTRICT BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY	COLCHESTER AND DISTRICT BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	BRIGHTON AND HOVE CITY BRANCH NOMINATE ALAN POTTAGE FOR GENERAL SECRETARY	EXETER 2 BRANCH SUPPORT MICK CASH FOR GENERAL SECRETARY.
EPS BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY	EUSTON NO1 BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	BAKERLOO BRANCH NOMINATE ALAN POTTAGE FOR GENERAL SECRETARY	EAST MIDLANDS BUS BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY
HEATHROW EXPRESS BRANCH NOMINATES MICK CASH FOR THE GENERAL SECRETARY	NORTH DEVON BUS BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	EAST KENT BRANCH SUPPORTS ALAN POTTAGE FOR GENERAL SECRETARY	NEWCASTLE & GATESHEAD BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY
HOLYHEAD BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	KINGS CROSS BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	EAST KENT BRANCH SUPPORTS BRIAN WHITEHEAD FOR RELIEF REGIONAL ORGANISER SOUTH	LLANTRISANT & DISTRICT BRANCH NOMINATE MICK CASH FOR GENERAL SECRETARY
NEWPORT IOW NO2 BRANCH SUPPORT MICK CASH FOR GENERAL SECRETARY	PERTH NO1 BRANCH NOMINATE MICK HOGG FOR REGIONAL ORGANISER SCOTLAND AND NORTHERN IRELAND	WISHAW AND MOTHERWELL BRANCH NOMINATE ALAN POTTAGE FOR GENERAL SECRETARY	GLASGOW 5 BRANCH NOMINATE MICK CASH FOR GENERAL SECRETARY
MID CORNWALL RAIL BRANCH NOMINATE MICK CASH FOR GENERAL SECRETARY	PERTH NO1 BRANCH NOMINATE ALAN POTTAGE FOR GENERAL SECRETARY	LINCOLNSHIRE ROADCAR BRANCH SUPPORT MICK CASH FOR GENERAL SECRETARY	PICCADILLY AND DISTRICT WEST SUPPORTS JOHN LEACH FOR GENERAL SECRETARY
SOUTH LONDON RAIL BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	WATFORD BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	NOTT'S AND DERBY BUS BRANCH NOMINATE ALAN POTTAGE FOR GENERAL SECRETARY	RHONDDA BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY
HASTINGS BRANCH SUPPORTS MICK CASH FOR GENERAL SECRETARY	BIRMINGHAM RAIL BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	PORTSMOUTH BRANCH NOMINATES ALAN POTTAGE FOR GENERAL SECRETARY	LIVERPOOL NO 5 BRANCH SUPPORTS ALAN POTTAGE FOR GENERAL SECRETARY

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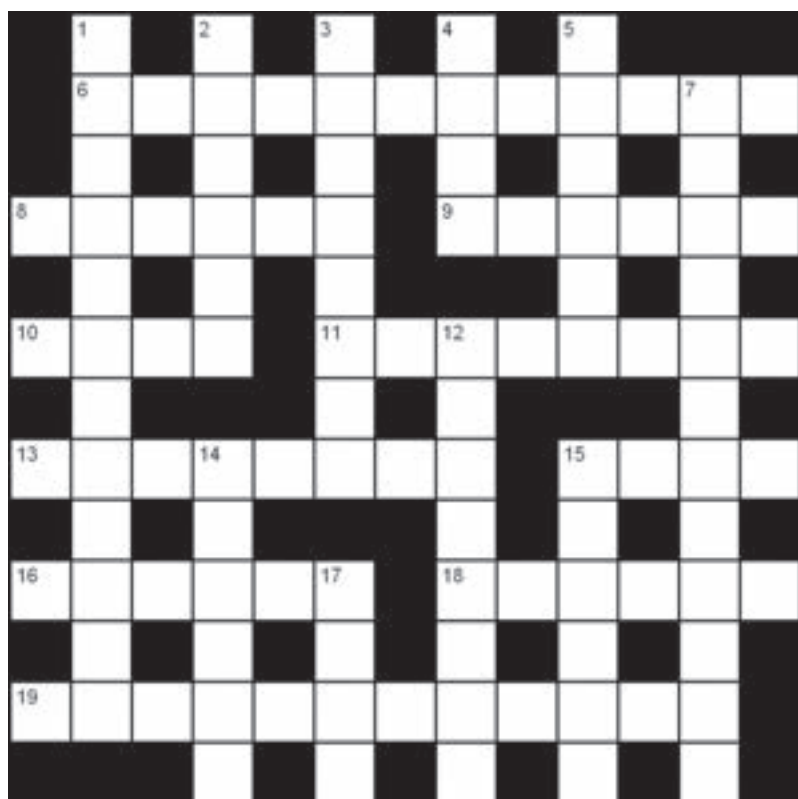
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£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword is Scott Fowler, Fleetwood.

Send entries to Prize Crossword, RMT, Unity House, 39 Chilton Street, London NW1 1JD by August 28 with your name and address.

Winner and solution in next issue.

ACROSS

- 6 Vague friend (12)
- 8 Affection (6)
- 9 Earth colour (6)
- 10 Without clothing (4)
- 11 Woodwind instrument (8)
- 13 Chewy cookie (8)
- 15 Besides (4)
- 16 Murderer (6)
- 18 Thing (6)
- 19 Female singing voice (12)

DOWN

- 1 Influential (12)
- 2 Horse (6)
- 3 Marsupial (8)
- 4 Burden (4)
- 5 Move headlong (6)
- 7 Informal speech (12)
- 12 Disrespect (8)
- 14 Alight (8)
- 15 Catch (6)
- 17 Hurry (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.



YOUR UNION YOUR VOICE

Campaigning for transport workers

- Better pay with reduced hours
- Pensions
- Defending jobs
- More rights at work
- Improved health and safety



For The
Political Fund



www.rmt.org.uk