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NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



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EDITORIAL



KEEPING ON TRACK

Firstly I am proud and honoured to have been elected by the members to take our fighting and democratic union forwards, six months after the bitter loss of Bob Crow.

It is important to understand that there will be no deviation from the industrial and political strategy mapped out under Bob's leadership.

I want to thank the other four candidates for what has been a comradely and hard-fought campaign.

We must now stand united and determined in the struggles we are engaged in on the Tube, railways, offshore, in the shipping industry and on the roads and buses.

The rail franchising fiasco continues following the Scottish SNP governments' decision to award the Scotrail franchise to Dutch state-owned firm Abellio.

New RMT research shows that around 75 per cent of private rail contracts are now owned by foreign state-owned railways mainly France, Germany and the Netherlands.

The UK's privatised railway has the highest rail fares in Europe and our Parliamentary group of MPs has called for an urgent inquiry into foreign state-owned companies are sucking profits from here to fund lower fares and better services there.

Plans by the Tory-led government to sell the public holding in the Eurostar rail service before the next election in May is another blow for the industry.

The French state will have first refusal on this national asset and with Eurostar a strong contender for the resale of the East Coast franchise we could easily end up with the French state having complete control of rail services from Paris to Scotland.

Add to this the news that First Great Western will be handed yet another five year extension to their current franchise we can see that the chaos of rail franchising is continuing to deliver

massive rewards for train companies whose only role in life is to suck money from the network.

Early Day Motion 174 put down by RMT Parliamentary group member Grahame Morris against plans for the Northern Rail and TransPennine Express rail franchises, warning of fare rises, service and timetable cuts, driver-only operation and the loss of thousands of jobs, has been signed by over 50 MPs.

We now need to keep up the momentum right up to when the Invitation to Tenders are issued in December. And that includes a major mobilisation for the RMT demonstration and lobby of Parliament on November 4.

Substantial progress has been made on London Underground over the threat to jobs, working conditions and services in talks hosted by ACAS, enabling industrial action to be suspended.

LUL has accepted that the number of posts threatened with removal will be further reduced. The crucial principal of salary and location guarantee has been extended to all staff affected that have medical restrictions.

Despite these improvements the union's core opposition to the austerity-led cuts on London Underground has not shifted and we must remain vigilant.

On the buses we see services being cut back and others threatened with closure so there should be no surprise that there has been a decline in usage.

It is clear that the cutting of grants and restrictions to the free travel pass, combined with the drive for private profit, will continue to hack away at bus services and will lead to an escalation in transport poverty as those without cars are left abandoned.

Mick Cash

NEW GENERAL SECRETARY ELECTED

Mick Cash, a former track worker active in the union for over 35 years, has been elected the new RMT general secretary in the first round of voting.

On a turnout of over 24 per cent Mick Cash won 8,938 votes, Alex Gordon received 1,176, Steve Hedley 1,885, John Leach 1,428 and Alan Pottage gained 4,006 votes.

A member of Watford branch, Mr Cash was senior assistant general secretary under Bob Crow for nearly 12 years.

RMT general secretary Mick Cash thanked the membership for giving him an overwhelming mandate.

"I am proud and honoured to have been given the enormous responsibility of taking our fighting and militant union forwards, six months after the bitter loss of Bob Crow.

"There will be no deviation from the industrial, political and organising strategy mapped out by RMT under Bob's leadership," he said. ■



FESTIVAL OF EDUCATION: RMT's new general secretary Mick Cash with RMT president Peter Pinkney at the first annual festival of education and organising at the union's education centre in Doncaster last month. RMT education officer Andy Gilchrist said that it was a celebration of the vision for the centre. "I would like to invite RMT members and their families to come next year," he said.

ARRIVA TRAINS WALES CONDUCTORS STRIKE



Arriva Trains Wales conductors working out of three key depots took strike action earlier this month over the victimisation and dismissal of two union members through an outright abuse by the company of the sickness absence policy.

Following the massive vote

in favour of taking strike action, the union called on ATW conductor members at Holyhead, Chester and Llandudno Junction depots to take 24-hour action.

RMT general secretary Mick Cash said that the strike action was sparked wholly by the

dismissal and victimisation of two RMT members following management's failure to abide by the agreed procedures.

"They have deliberately chosen not to exercise discretion but have instead opted to take the hard line approach of dismissal, it is that action that

has resulted in a total breakdown in industrial relations.

"I would like to congratulate the members' action in support of their victimised colleagues and the union remains available for talks aimed at resolving this dispute," he said. ■

RMT WINS TUBE CONCESSIONS

RMT suspended industrial action on London Underground earlier this month following substantial progress over the threat to jobs, working and conditions and services in talks hosted by ACAS.

The talks have secured substantial movement in three key areas, enabling both the scheduled strike action and the on-going overtime ban to be suspended:

The company has confirmed that the assertion that the consultation over the planned measures was now complete has been removed and that

further consultation will now take place.

LUL has also accepted that the number of staffing posts threatened with removal will be further reduced. The figure has already been scaled back to 897 in earlier talks and the company has confirmed that there are now likely to be additional reductions.

The crucial principal of salary and location guarantee has been extended to all staff affected who have medical restrictions. The union considers movement on this point to be absolutely crucial.

RMT general secretary Mick Cash said that thanks to the solidarity and determination of members and the hard work of our negotiators in the ACAS talks, RMT had secured significant movement in three key areas which allowed the union to suspend both the action and the on-going overtime ban.

"The substantial improvements we have agreed allow us to move forwards but the union's core opposition to the austerity-led cuts on London Underground has not shifted an inch and we remain

vigilant to further developments and their impact," he said.

RMT regional organiser John Leach said that the union had won strong protection for LUL members.

"This has only been achieved by the unity of all grades including fleet, drivers, engineering, service control and stations.

"We will continue our efforts on that basis, all grades united across London Underground against management attacks," he said.



JUSTICE FOR ASBESTOS VICTIMS



The families of asbestos victims rallied at the Labour Party conference in Manchester to demand justice and the need for medical research to prevent

future deaths.

Between thirty and forty family members and support groups, including the Hazards campaign, were joined by at

least thirteen MPs.

Jim Sheridan, Chair of the All Party Parliamentary Group was there and Kate Green, Shadow Minister for Work and

Pensions, said that was a need for positive changes to the way sufferers and their families are treated. ■

RMT DEMANDS HALT TO DECLINE IN BUS USE

RMT is demanding action to halt the decline in the number of journeys being made.

There was a 1.3 per cent dip in the number of bus passenger journeys made in England in spring 2014 than in winter 2014, seasonally-adjusted figures from the Department for Transport showed.

In total there were 1.17 million passenger journeys made on buses in England in April-

June 2014 compared with nearly 1.86 million in January-March 2014. However, the 1.17 million figure was 0.4 per cent up on the total for April-June 2013.

The Department for Transport said: "Bus passenger journeys in England increased by around 15 per cent between 2004/05 and 2008/09, a period in which the English National Concessionary Travel Scheme was introduced.

RMT general secretary Mick

Cash said that with bus services being cut back and others threatened with total closure, it was no surprise that there has been a decline in usage.

"Growing numbers of people, particularly in rural areas, have ended up isolated as life-line bus services have been stripped away and as the private companies concentrate on the routes that they can extract the most money from.

"We have warned repeatedly that the cutting of grants and threats and restrictions to the free travel pass, combined with the drive for private profit, will continue to hack away at the provision of bus services and will lead to an escalation in transport poverty as those without cars are left abandoned. "It is inevitable that bus passenger journeys will decline against that backdrop," he said.

LEICESTER TAXI SUCCESS

Leicester and Rutland branch has had a number of successes for its taxi members recently including negotiating fare increases and additional taxi ranks with the local city council.

RMT has also blocked long-term planning permission for a private hire taxi office which

had opened next door to Leicester Railway Station. The union engaged with specialist planning solicitors and a transport consultant to prevent the development.

RMT General Secretary Mick Cash and Midlands Regional Organiser Ken Usher played a significant role in the success of

the office being refused planning permission. Mick and Ken had both visited Leicester and learned about the issues taxi members were facing.

Leicester branch secretary Umar Khan said that these successes had been down to collective teamwork from all branch officers.

"I would also like to thank Mick Cash and Ken Usher for all the support to make sure that our member's rights and livelihoods are protected.

"With these successes our branch can only grow from strength to strength and encourage others to join RMT," he said. ■



SOUTHAMPTON MARCHES AGAINST ATTACKS ON RAIL JOBS, SAFETY AND SERVICES

RMT Wessex regional council hosted a major march and rally in Southampton City Centre this month as part of RMT's national anti-McNulty campaign, opposing cuts to jobs, services and the further break up and privatisation of Network Rail.

RMT is shining the spotlight on the full impact of the McNulty proposals which would see as many as 20,000 jobs slashed from the railways leading to more ghost stations with the closure of ticket offices and removal of platform staff.

Train services would be subjected to driver only operation (DOO), removing the Guards from the train and compromising safety.

The cuts would leave vulnerable and disabled people with very few options in terms of being able to access rail services.

The break-up of Network Rail would see greedy privateers competing in a race to bottom

to grab lucrative maintenance contracts. That would be an action replay of the Railtrack disaster where reductions in staffing and lowering of safety standards led directly to a number of rail tragedies resulting in death and injuries to passengers and railway staff.

RMT and sister unions are demanding the full return of the railways to public control and have the support of 70 per cent of the British people for that policy as well as the backing from unions and organisations opposing austerity and cuts to jobs and services.

Rally speakers included RMT president Peter Pinkney Mick Cash and Keith Morrell a Southampton City Councillor opposing cuts.

Mick Cash said that there was a growing national campaign against attacks on rail jobs, safety and services, against the greed and exploitation of the private rail companies and in support of the call for the

entire rail network to be brought back into public ownership.

"The Southampton area is heavily reliant on rail transport links and we know that the

public overwhelmingly back our call to end two decades of the privatisation rip-off and to bring our railways back under direct public control," he said.



RMT SEEKING ASSURANCES ON CLYDE AND HEBRIDES FERRY SERVICES

RMT is demanding that the Scottish government transport minister Keith Brown delivers on previous personal assurances on workforce and pension protections in the 2016-22 Clyde and Hebrides Ferry Services (CHFS) contract.

The call comes as the Holyrood government draft budget for 2015-16 increased the Scottish Ferries budget by £40.3 million, over 27 per cent more compared to 2014-15, sparking fears that the money was designed to fatten up the Clyde and Hebrides contract for

privatisation.

RMT successfully campaigned against unbundling Clyde and Hebrides ferry services and, in September 2012 secured a three year extension to the existing contract with CalMac.

The minister gave the late Bob Crow his personal commitment in 2012 in talks with RMT, the Scottish TUC and the other unions, Nautilus, TSSA and Unite, clearly stating that a pensions working group would be established to discuss these issues.

This commitment was

repeated in July 2013, when Mr Brown stated that a working group would be formed by 'spring 2014' at the latest.

Yet these discussions have still not taken place and uncertainty over pensions and the status of wider workforce protections in the next CHFS contract also remain uncertain.

RMT national secretary Steve Todd said that time was now running out as the Scottish government has said that the Invitation to Tender documents would be issued in 'autumn 2014'.

"Unions wrote to Keith Brown in September to register frustration at this failure to abide by his own commitments and stating that industrial action over this issue is an option if this farcical ministerial performance continues," he said.

MSPs in the RMT Parliamentary group have also tabled written questions to the Scottish government, demanding an explanation of the failure to establish the pensions working group and calling for the outstanding discussions to start as soon as possible. ■

First Great Western

FIRST GREAT WESTERN FRANCHISE STITCH-UP

FGW handed another five year uncontested extension of franchise

RMT slammed plans for First Great Western to receive yet another five year, uncontested extension to their current franchise.

The union described the moves as a “stitch-up which shows that the chaos of rail franchising is continuing to deliver massive rewards for failure to train companies whose only role in life is to rob every penny piece that they can from Britain’s privatised rail network”.

RMT has long-argued that the First Great Western franchise is an object lesson in the costly failure of privatisation which has allowed incumbent franchise holders to bully themselves into a monopoly provider position and then hold taxpayers and passengers to ransom.

Back in May 2011, First Group announced that it had decided not to take up the option to extend its franchise beyond the end of March 2013 and demanded a longer term

deal.

By ducking the option to extend the franchise for a further three years FirstGroup avoided having to pay £826.6 million to the government. The company had already received extra subsidies totaling £133 million from the government in 2010 which means that the company has taken the British taxpayer to the tune of almost one billion pounds.

However, with the total collapse of the franchising programme in the wake of the West Coast Mainline fiasco in January 2013 the government announced that the competition for the Great Western franchise had been terminated, and that FirstGroup’s contract had been extended until October 2013.

Then the government made a further announcement that a new franchise had been awarded directly to FirstGroup without competition, and would run for 23 months until September

2015.

With First Group sitting back while uncontested contracts are doled out to them the latest reports of a further five year extension will mean that it has operated as a monopoly provider, able to name their price without fear of a contest, for the best part of a decade.

The transport privateer is also on course to reap huge financial rewards from the electrification of their routes and the replacement of the intercity fleet without contributing a single penny from their massive rail profits which have been entirely underpinned from the public purse.

RMT general secretary Mick Cash said that the billion pound rip off on First Great Western was set to be rolled out for another five years in a move that shows that rail privatisation is a one way ticket to the bank for these companies.

“The scandal is reinforced by the fact that the publicly owned Directly Operated Railways, the operators of the successful East Coast route, prepared a plan to take over Great Western when it looked like First were about to walk two years ago.

“Instead, the private company has stuck around and can hold the British people to ransom as the monopoly provider.

“With the company planning to axe catering services and threatening the role of the guard when the new Inter-City trains are introduced, RMT will continue to fight for jobs, pay and decent working conditions from a company that is clearly awash with money which has no excuse for making any cuts.

“The union will also continue to campaign for the public ownership of our railways and an end to the franchising racket,” he said.

Parliamentary column



SCOTRAIL PRIVATISED BY SCOTTISH GOVERNMENT - IS CALEDONIAN MACBRAYNE NEXT?

Whatever your views on the question of Scottish independence I believe that there was a general hope that following the referendum the people of Scotland would have more say over many aspects of our lives.

Myself and a number of colleagues took the view that one of the areas this could affect would be rail where, under current Westminster legislation, the Scottish Government has to put the Scotrail franchise out to tender.

Therefore, I had no hesitation in supporting a statement initiated by the RMT and other rail unions and also tabling a motion in parliament which noted that as part of the new devolution settlement there could be a commitment to devolve responsibility on rail, particularly given the commitment from the Labour Party, Greens and SNP to support this. This would give the Scottish Government the power to decide whether it wished to run ScotRail's services in the public sector.

However, my motion in parliament and the statement also expressed concern that under the tendering process the winning bidder for the ScotRail franchise was to be notified in October 2014 and, since the franchise was due to start in April 2015 for 10 years, Scotland's rail passenger services would be privatised for the next decade. That is why unions, MSPs and MPs called on the Scottish Government to use its legal powers to suspend the Scotrail franchise procurement process until new rail powers had been devolved and also to review the decision to award the Caledonia Sleeper franchise to SERCO.

There was absolutely no legal reason why this could not be done and therefore it was a travesty that the Scottish Government

decided to ignore the unions and proceed to re-privatise Scotrail services for a decade. And, ironically, they handed the contract to Abellio, an arm of Dutch state railways, thus taking the profits completely out of the Scottish economy. Dutch public ownership of Scotland's railways.

There were a lot of red herrings put forward by the Scottish Government to justify their decision. Chief of these was the claim that they would be liable to being sued for costs by the bidders for the franchise and also the claim that it was not clear that they would receive new rail powers anyway.

But, as the RMT quite rightly pointed out, the Scotrail tender documents contained a clause giving Transport Scotland the right to "vary, suspend or terminate the process in any way" which would have protected the government from being sued. It is also worth noting that bidder's costs are typically in the region of between £5m per bid. Compare that to the fact in the last six years £110m has been paid in dividends by Scotrail to shareholders. This puts into perspective the cost in the event of the remote chances of a legal challenge to reclaim bid costs succeeding and could be considered a price worth paying in the circumstances.

As for whether the new rail powers would have been forthcoming; it was already clear under the devolution timetable that the new legislation would be drafted early in 2015 so the Scottish government could have simply delayed making any final decision until the New Year.

The Scottish Government also claimed that the franchise they signed has a break clause where after five years the franchise could be reviewed but that review only allows for whether the franchise should be limited to

seven or ten years in total. Indeed the government used this clause in 2008 when they were supposed to retender but simply extended the Scotrail contract without any consultation at that time

The Scottish government had an opportunity to emerge from this whole episode as a champion of public ownership of the railways instead, as with the Westminster government, it appears it was simply not in the ideological make-up of the Scottish Government to be able to consider anything else other than rail privatisation.

It is to be hoped, however, that the outcry over their handling of Scotrail will make the Scottish Government think again about their plans to tender lifeline Caledonian MacBrayne ferry services.

The invitation to tender is due out over the coming months and the Scottish Government may seek to hide behind the claim that this process is required by inflexible EU law. But the Government will also know that there is zero public support for privatising these services and handing them to the likes of SERCO. Therefore, it seems reasonable to expect the Scottish Government to do all it can to explore all legislative options to fight to preserve public ownership of Scottish ferry services and, as an absolute minimum, enshrine cast iron protections for workers' jobs, pensions and conditions in any future contract for these vital services.

The fight against privatisation and neo-liberalism continues.

Elaine Smith is the Labour MSP for Coatbridge and Chryston and convenor of the RMT Group of MSPs in the Scottish Parliament

RMT PREDICTED CAMDEN ROAD DERAILMENT

The derailment of a freight train at Camden Road last year has been blamed on a series of failures and operational issues which had all been raised repeatedly by RMT, a damning report by the Rail Accident Investigation Board has confirmed.

The core issues in the report

includes the high turnover and loss of experienced staff, deteriorating condition of the track, slippage on key maintenance schedules and poor knowledge of the condition of the track.

Similar issues had been raised by the RAIB in a recent report into the derailment of a

freight train west of Gloucester which also happened last October.

RMT general secretary Mick Cash said that the report must be a wake up call to the government and the Office of Rail Regulation who continue to demand cuts to maintenance and staffing.

"This union refuses to be ignored by those in charge any longer and demand urgent action to address all the issues raised in both derailment reports and that means an immediate halt to the McNulty-driven cuts," he said.



RMT AT TUC

RMT's TUC Congress delegation had a highly successful week, securing broad union support for the union's core priorities which will greatly assist our campaigning work over the next twelve months.

President Peter Pinkney set the Liverpool conference venue alight with a blistering contribution in the main debate on the government's austerity policies and the cost of living crisis.

Peter started off by welcoming the marches and demonstrations but most of all "the use of industrial action, including by RMT members on London Underground, who have shown the way in the fight to defend jobs and services".

Reminding delegates that it was the unions that formed the Labour Party, Peter rammed home the point that it is right that we demand that MPs elected under the Labour banner understand what they are here for.

To rousing applause Peter concluded with a call to "get off our knees".

"We shouldn't waste time worrying what the rich and the right wing press think. What matters is those prepared to stand up and fight," he said.

Conference held an emotional tribute to the late general secretary Bob Crow with a heartfelt contribution from the president and a noisy minute long ovation in memory of Bob and the trade union and socialist principles that he fought for all his life.

Bob's partner Nicky joined the RMT delegation on the floor of the conference for the duration of the tribute which also featured a moving and beautifully presented video which captured the enduring legacy that Bob has left us with.

General secretary Mick Cash moved the key composite motion on transport policy immediately after the tribute to Bob and started off by thanking

the entire trade movement for their support and solidarity in what has been an extremely difficult six months for our union.

On the policy agenda Mick listed the continuing catalogue of private failures across the transport sector but warned that there was worse to come as the franchising process demanded further cuts and the axing of staff.

"Privatisation has been a failure on all fronts unless you are one of those making profits from our railways or one of the European state operators currently hovering up franchises offered up by this rotten government," he said.

Calling for a united trade union response that also engages the public, Mick demanded a renewed fight for public ownership, not just of the railways but of our bus services as well.

Pointing to the recent nationalisation of Network Rail,

Mick said: "If you can nationalise the track then of course you can nationalise the trains as well and the message to Ed Miliband is simple – what are you waiting for?"

The RMT-led motion was carried unanimously.

National secretary Steve Todd led for the union in debates on ferries and the wider maritime industry.

Steve spoke of the evil of social dumping which remains rife in the sector, used by greedy employers as a key lever in the race to the bottom.

Paying tribute to the loyalty and determination of seafarers who have stuck by the union in the most difficult of environments, Steve warned employers that the unions resolve to fight for the shipping industry and decent pay and working conditions remained rock solid.

Pointing to the £1.5 billion in subsidies that the shipping companies have raked in

through the Tonnage Tax, Steve raised the killer point, “imagine what could have been done with that money in terms of creating jobs and developing skills if it hadn’t just been soaked up by the shareholders?”

The RMT-backed motion, committing the trade union movement to the continuing fight against the racket of “flagging-out” and the dodging of minimum wage and equality regulations, was carried unanimously.

RMT delegates were able to get in on a number of other wider-ranging debates, as well as being called to ask questions to some of the guest speakers.

Chris Davidson from Bristol spoke to the composite motion on zero-hour contracts and how that battering ram was driven deep into the transport sector.

“I am sick and tired of confronting the exploitation of staff on zero hours contracts in the railway industry. These ruthless employers need to be exposed and fought. The only way to end this scandal is strong grassroots organisation in the workplace.”

In the international arena RMT had tabled an emergency motion on the crisis in Ukraine.

“Who caused the crisis in Ukraine? NATO should be looking at itself,” said RMT president Peter Pinkney.

“A million people are displaced and 3000 have died. The US is sending 200 soldiers in an advisory capacity – well. I remember what happened in Vietnam.”

“We cannot ignore the massacre of trade unionists by Kiev-allied forces in Odessa. This is about answering a scream for help from the Ukrainian people and opposing war.”

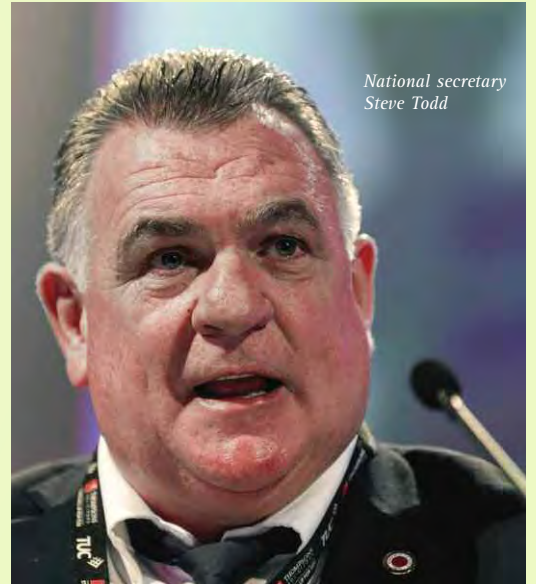
The emergency motion was supported by the main trade unions, including Unite who warned that the movement could not “turn a blind eye” to the rise of the fascist far-right associated with the Kiev regime, and delegates backed it with a comfortable majority. ■



President Peter Pinkney



John Reid



National secretary
Steve Todd



RMT General Secretary Mick Cash

ScotRail

GOING DUTCH

75 per cent of rail franchises are now foreign owned after the Scottish government hand Scotrail to the Dutch

The nationalist Scottish government has handed the franchise to run Scotland's trains for the next decade to the Dutch state-owned rail operator Abellio.

SNP Transport minister Keith Brown, who campaigned for an independent Scotland, said that Abellio pitched "the least expensive" bid to take over ScotRail from FirstGroup.

Abellio was founded by NS as NedRailways in 2001 to take advantage of European Union demands for the 'liberalisation' of the European transport sector.

The company's website said that it "recognised that the UK market was by far the largest and most liberalised market in Europe. Therefore a 50-50 joint venture with Serco was made in order to enter UK market".

Mr Brown has previously 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.

"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 had

said.

The decision has provoked anger from Labour and the unions who had demanded that it should have been shelved until after the Smith Commission on devolution which could permit Holyrood to appoint a public-sector bidder.

RMT general secretary Mick Cash said that it was scandalous that just weeks after the referendum that the continued privatisation of Scotland's railways has been bulldozed through with the SNP colluding with Westminster to deny the opportunity for this franchise to be brought back into public ownership.

"There is no question that this whole franchising process should have been halted, pending the ratification of the post referendum devolution settlement, instead of rushing headlong into a deal that will deny the Scottish people ownership and control of their railways for many years to come.

"RMT has legal advice confirming that this process could have been suspended, leaving the responsibility for this fit up firmly in the court of the politicians who promised one thing and then delivered the same old profiteering EU business model.

"As a result profits will be sucked out of the system to underpin investment and fares in Holland.

"It is a betrayal of the

Scottish people and makes a mockery of promises made both before and immediately after the referendum vote.

"RMT will continue the fight for public ownership with every means at our disposal," he said.

FOREIGN OWNERSHIP

As a result of the SNP handing the Scotrail franchise to Abellio three quarters of UK rail services are now owned by foreign state-owned companies

New RMT research shows that twenty of the UK's twenty seven private rail contracts, the equivalent of seventy four per cent, are now owned by foreign state owned/ backed railways with the vast majority being from France, Germany and the Netherlands.

MPs from the RMT's Parliamentary group have called for an urgent parliamentary inquiry into concerns foreign state owned companies are sucking profits from the UK privatised rail industry so that passengers in foreign states are benefiting from lower fares and better services at the expense of UK passengers.

In fact, a German Transport Ministry spokesperson has openly admitted such a strategy in relation to its state operator Deutsche Bahn. "We're skimming profit from the entire Deutsche Bahn and ensuring that it is anchored in our budget - that way we can make sure it is invested in the rail network here in Germany".

The growing domination of UK railways by foreign states is also demonstrated by additional RMT research which shows that Dutch state firm Abellio now operates a network in Britain over two and a half times the size of the one in Netherlands.

RMT general secretary Mick Cash said that the way the railways here were being used as a cash-cow to hold down fares and improve services across the rest of Europe would shock passengers.

"With the planned reprivatisation of the East Coast Mainline by this rotten government we are rapidly heading towards a situation where almost the entire train operation in Britain is in the hands of overseas companies sucking out profits to benefit their own domestic transport services.

"This outrageous situation is solely down to the right-wing ideology of this government, clearly shared by the SNP in Scotland, which says you can have state operation of railways in Britain as long as it isn't by the British state for the benefit of the British people.

"There must be a full parliamentary inquiry into this appalling racket and the research released today by RMT will be used to fuel our continuing fight for full public ownership of our railways," he said.



WHO OWNS WHAT IN UK RAIL

CONTRACT / ROUTE	OPERATOR	OPERATOR OWNER NAME	OPERATOR OWNER - COUNTRY
Caledonian Sleeper	Serco Caledonian Sleepers (begins April 2015)	Serco	UK private company
Chiltern	Arriva	Deutsche Bahn	German State Railways
Cross Country	Arriva	Deutsche Bahn	German State Railways
Docklands Light Railway	Keolis Amey Docklands	Amey / Keolis joint venture	French state owns Keolis
Essex Thameside	C2C	National Express	UK private company
East Midlands	East Midlands Trains	Stagecoach	UK registered private company
East Coast			UK state operated
Gatwick Express	GTR	Govia (comprising of Go- ahead and Keolis)	French state owns Keolis
Grand Central	Arriva	Deutsche Bahn	German state railways
Greater Anglia	Greater Anglia	Abellio	Dutch State railways
Great Western	First Great Western	First Group	UK registered private company
London Midland	London Midland Railway	Govia (comprising of Go- ahead and Keolis)	French state railways owns Keolis,
London Overground	Arriva/MTR	Deutsche Bahn/MTR	German State Railways / Hong Kong State
Northern	Northern	Serco / Abellio	Dutch state railways own Abellio
Scotland	Abellio Scotrail (begins April 2015)	Abellio	Dutch state railways own Abellio
South West	South West Trains	Stagecoach	UK registered private company
Southern	GTR	Govia (comprising of Go- ahead and Keolis)	French state owns Keolis
South Eastern	South Eastern	Govia (Go- ahead and Keolis)	French state railways owns Keolis,
Thameslink, Great Northern	GTR	Govia (Go- ahead and Keolis)	French state railways owns Keolis,
TransPennine	First TransPennine Express	First Group / Keolis	French state railways owns Keolis,
Tyne & Wear Metro	DB Regio Tyne and Wear	Arriva Deutsche Bahn	German State Railways
Wales & Borders	Arriva	Deutsche Bahn	German State Railways
West Coast	Virgin West Coast	Virgin / Stagecoach	Virgin and Stagecoach are UK registered
private company			
Hull	First Hull Trains	First Group	UK registered private company
Merseyrail	Merseyrail	Serco / Abellio	Dutch state railways own Abellio
Eurostar	Eurostar	EIL is owned by London and Continental Railways(40%), SNCB (5%) and SNCF (55%)	SNCB is the Belgian State railway and SNCF is the French State railway. UK government is selling its stake.
Heathrow Express	Heathrow Express	Heathrow Airport Holdings	Consortium including wealth funds of Singapore, China and Qatar.
Heathrow Connect	Heathrow Connect	Heathrow Airport Holdings/First Group	

TORIES TO FLOG OFF EUROSTAR

RMT has slammed plans by the Tory-led government to sell the increasingly profitable 40 per cent holding in the Eurostar rail service before the next election in May.

RMT general secretary Mick Cash described the move to sell off the national asset as a gross act of betrayal of the British people by "a right-wing government hell-bent on selling off the family silver regardless of the real cost.

"This compounds the issue of foreign ownership of Britain's railways as the French state have first refusal on our slice of the highly profitable Eurostar cake," he said.

He vowed resistance to the government's "industrial vandalism.

"With Eurostar a strong contender for the resale of the East Coast franchise we could easily end up within the next few years with the French state having complete control of rail services from Paris to Inverness," he added.

Eurostar services started running through the tunnel in 1994 and traffic is increasing every year through the tunnel and on high-speed tracks to St Pancras. Eurostar does not own any of these assets and pays to use them as a train operator.

The group started as a joint venture between the three state-owned rail companies including Belgium and France before the privatisation of British Rail. ■



TUC YOUTH AWARD WINNER



George Waterhouse is the latest member to win the annual TUC Youth Award

George Waterhouse, 25, is the latest RMT winner of the prestigious TUC Youth Award, an endorsement of the union's positive work in engaging, developing and educating the leaders of the future.

George, who works as a train manager on Cross Country services out of Manchester Piccadilly, has been an RMT member since he joined the railway four years ago.

In that time he has held a number of union positions and is currently the local representative for guards as well as being the Vice Chair of the Manchester South branch.

This year he also won the RMT John Cogger Youth Award at the union's annual general meeting and sits on the RMT's young members advisory committee, using his own

experience to help steer the future work of the union.

A member of Manchester South branch, George has been heavily involved in the campaign against the McNulty cuts programme.

"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.

George is steeped in the traditions of rail industry trade unionism with a pedigree that stretches back several generations.

His great, great grandfather George Thaxton was the president of the Amalgamated Society of Railway Servants (ASRS), the forerunner of the NUR and RMT, and oversaw the union during the turbulent times of the Taff Vale judgement when

the anti-union laws of that era were used to try and break the working class.

"Of course I carry that history with me and am very proud of my family's history and traditions and carry that

with me as a major influence.

"It is a big honour to win the TUC youth award this year and my message to young people working in the transport industry is very simple – join RMT!" he said. ■





CASHBACK SAVINGS THIS FESTIVE SEASON

with the RMT Prepaid Plus MasterCard® card

Use the RMT Prepaid Plus card at over **40 big brand retail partners** this festive season and you'll earn between **2.5% to 6% cashback**. Retail partners include Sainsbury's, ASDA, Argos, Boots, Debenhams, B&Q and **many more**.¹

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

There's **no limit** to how much cashback you can earn, **no application fee** and no credit checks – all this for just £1.95 per month!²

It's a great way to cover the costs of the festive season!

WIN £500!

Simply apply for the RMT Prepaid Plus card **before 31 March 2015** to be automatically entered into our prize draw to **WIN £500!**³

Previous Winner: Graham (Prenton)

Here's what he had to say about his card: "I enjoy the discounts and it helps me manage my money."



Apply TODAY for your chance to **WIN £500**³
www.RMTprepaid.com

¹Range of retail partners and cashback rates are subject to change. Some retailer exclusions apply. ²The RMT Prepaid Plus MasterCard® card is free to apply for. There is a monthly fee of £1.95, which is charged within 30 days of successful application. You must be a RMT member to apply, some identity checks will be made, but there are no credit checks. ³Full prize draw rules at www.RMTprepaid.com/prizedrawrules. To be entered into the prize draw you must successfully apply for a RMT Prepaid Plus card or be a RMT Prepaid Plus cardholder before 31st March 2015 (no cash alternative).

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

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PROTECT YOUR INCOME



Your union has negotiated with our benefit partner RMTProtect to offer a new Income Protection plan, especially designed for union members, that includes cover for unemployment, accidents and illness.

RMT knows how working people can suffer if they suddenly find themselves out of work because of illness, an accident or being made unemployed.

That is why RMT is here to fight your corner - negotiating the best terms and conditions and job protection. The new plan is designed to get to work when you can't.

And you can choose the options which will work best for you.

Choose how much you'd need - up to £1,500 a month or 50 per cent of your gross salary, whichever is lower - and also whether you need cover only for accidents and sickness or if you wish to include unemployment cover too.

According to the consumer organisation Which?*

"The one protection policy every working adult should consider is the very one most of us don't have - Income Protection."

11% of us will experience being out of work because of illness or accident for over 6 months at some point during our working lives**

You can choose when you need the benefits to start because some employers provide sick pay for longer than others, so the benefits can start to be paid after one month or up to six months after you find yourself out of work. The longer you wait the lower your premium will be. The policy will pay out until you're able to return to work or

you reach the end of your 12 month benefit period.

Helping members look after their money is RMT's number one priority. Visit

www.RMTProtect.com/IPC for a no-obligation quote and, if you like it, simple-to-set-up cover and make protecting your income your priority.

Allen Margrett, a 46 year old Support Worker from Coventry says,

"I took out income protection insurance for the security of knowing ... that there's something there that is going to protect us should the unforeseeable happen. Thankfully I've not had to use it, but to know that it is there is a reassurance."

*www.which.co.uk **Unum, Guardian ICM poll 2011

Terms and conditions apply. RMT Income Protection Cover is arranged by Union Income Benefit Holdings Ltd. The policy is managed and claims are administered by FirstAssist Insurance Services, which is a trading style of Cigna Insurance Services (Europe) Limited and underwritten by CIGNA Europe Insurance Company S.A.-N.V.

DEFEND NORTHERN AND TRANSPENINE EXPRESS SERVICES

The Department for Transport and the mystery local government group 'Rail North' Northern prospectus represents a major attack on rail services, safety and jobs.

These attacks include massive fare increases and the widespread use of less safe Driver Only Operated (DOO) Trains, cuts to station staffing and ticket office closures. Northern Rail has engaged an army of contractors (STM) to carry out revenue duties on stations – the number of these contractors has gone up from 155 to an estimated 400 in a year.

It's quite clear these staff are needed so why aren't they directly employed by Northern on proper wages, terms and conditions with access to joining and contributing to the company pension scheme? It's obviously an attempt to undermine our jobs, terms and conditions.

Lobby of Parliament November 4 2014

Demonstration outside Parliament from 12:30 – 13:15 in Old Palace Yard

Rally in Committee Room 11 from 14:00 – 15:30

Lobby of MPs from 15.30 onwards

Participation in the rally is a legitimate use of branch expenditure.

If possible, members who are attending the event are also encouraged to lobby their MP. The union will also provide a briefing to assist members when lobbying their MP. The best way of doing this is to write to them in advance.

You can use this url to assist: www.rmt.org.uk/letter/northern-and-tpe-franchise-email-your-mp

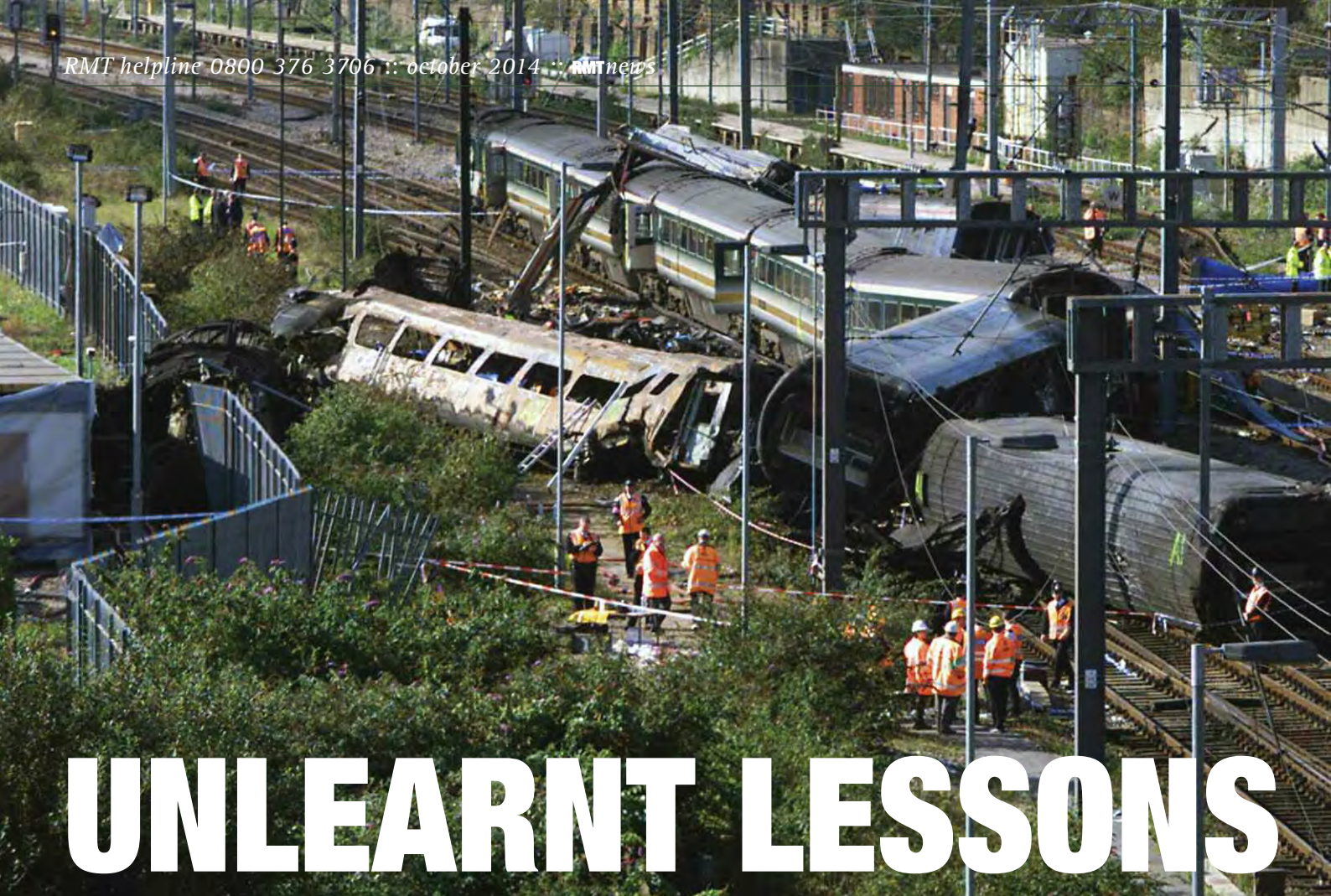
If you cannot attend the rally but still wish to lobby your MP you are encouraged to make an appointment to meet them in the constituency, which can be just as effective

www.rmt.org.uk/ntpe

WHAT YOU CAN DO

- Circulate RMT postcards for the Department of Transport and “Rail North” opposing the proposals passengers
- Circulate RMT briefing papers to passengers, community groups, rail user groups, MP’s and local Councils and individual councillors.
- Special RMT posters, badges and stickers have been produced to promote the campaign and raise public awareness.
- Get MPs to sign the House of Commons Early Day motion 174 produced by RMT Parliamentary group condemning the proposals
- Get involved with postcarding sessions at stations, city centres and shopping areas encouraging the public to contact their MPs asking them to sign EDM 174
- **CONTACT YOUR RMT REP OR BRANCH SECRETARY** and get involved





UNLEARNT LESSONS

15 years on
government rail
policy drags us
closer to a repeat
of the Ladbroke
Grove disaster

Fifteen years after 31 lives were lost in the Ladbroke Grove rail disaster, RMT is warning that government policy is dragging the railways back towards the same poisonous cocktail of conditions that lead to that tragedy on October 5 1999.

A £4 million fine was handed down to Network Rail for Railtrack's role in the crash which left 31 people dead and 400 injured.

RMT general secretary Mick Cash said that RMT would never allow those responsible to forget that it was the creation of the privatised Railtrack and the drive to cut corners in the name of profit that led to the disaster at Ladbroke Grove and the wholly preventable loss of life.

"It remains a national scandal that those who created the conditions that led to Ladbroke Grove were able to skulk away without prosecution.

"Privatisation, fragmentation and a complete absence of corporate responsibility were at the heart of the Ladbroke Grove tragedy and now, in 2014, the government, through their

McNulty Rail Review, is dragging us right back to that same toxic mix.

"The proliferation of private agencies and contractors, often employing casual staff on zero hours contracts, and the opening of the way to privatise infrastructure in association with the greedy train companies is rapidly dragging us back to the edge.

"The Cullen Inquiry into Ladbroke Grove highlighted the safety critical role of the guard and yet the government that is using the current round of franchising to axe the guards from trains and move to driver only operation in a lethal operation driven by a combination of pure greed and right-wing ideology.

"If the government think that RMT will stand back while they ignore the lessons from the recent history on our railways then they should think again.

"RMT will use every tool at our disposal to both fight the current cuts and to demand the total renationalisation of our railways," he said. ■

**DERBY RAIL ENGINEERING
BRANCH**

NOMINATE

KEN USHERFOR MIDLANDS REGIONAL
ORGANISER**WOLVERHAMPTON BRANCH**

NOMINATE

KEN USHERFOR MIDLANDS REGIONAL
ORGANISER**BURTON-ON-TRENT BRANCH**

SUPPORTS

KEN USHERFOR MIDLANDS REGIONAL
ORGANISER**MEDWAY & DISTRICT BRANCH**

SUPPORT

JEFF SLEEFOR COUNCIL OF THE EXECUTIVES
MEMBER FOR THE SOUTH EAST**CROYDON N01 BRANCH**

SUPPORTS

GARRY HASSELL

FOR COUNCIL OF EXECUTIVES

COVENTRY N01 BRANCH

NOMINATES

KEN USHERFOR THE MIDLANDS REGIONAL
ORGANISER**WISHAW AND MOTHERWELL
BRANCH**

NOMINATE

MICK HOGG

FOR REGIONAL ORGANISER

President's column

FROM LIVERPOOL TO BUDAPEST

Firstly, I would like to congratulate Mick Cash on his election to the position of RMT general secretary and wish him the very best for his future. I would also like to send commiserations to Alan, Steve, John and Alex. We still face very difficult times ahead and need to be totally united. I recently attended the TUC Congress in Liverpool, and as always, came away with mixed feelings. As an institution it should be at the very forefront of our movement. I say should be because it seems a long time since it has been.

There are millions of unhappy people out there who are looking for guidance and leadership and they are not getting it. Having totally given up on the Labour Party, we need the TUC more than ever to show leadership. A prime example of Labour's total misjudgement was Angela Eagle's address to congress, not once did she mention repeal of the anti-trade union laws or re nationalisation of the railways. This is despite the massive call from the public for the re nationalisation of the railways.

This shows how out of touch this so called 'workers' party is. Ed Milliband's speech at the General Council dinner was equally without any hope. He talked about great heroes of the past such as the Tolpuddle Martyrs, the Diggers, the Levellers and the Jarrow Marchers. He spoke, quite rightly, of their heroic efforts but my question is how is it alright for these things when they are in the past, but if we took similar action today we would be condemned by the same man?

As well as moving resolutions, I spoke at several fringe meetings. The feeling at all these meetings is that the TUC must take the lead and show the workers and the unemployed that there is hope, and that we can do something.

We have another march on October 18 and I have no doubt that RMT will be there in large numbers as ever. We have seen many such marches over the years, and they do help people come together with like-minded people and demand something to be done. The problem is after the march nothing is done. People become disheartened, and wonder if it is worth it.

We must have a general strike. That is the only way to show all political parties that we mean business and won't be pushed around. We want a fair and equal society. I believe we would be supported by millions and we can give them the leadership they are so desperately looking for.

Also this month I had the privilege of attending the 25th anniversary of the founding of the Hungarian transport union VDSzSz in Budapest. I asked if I could speak and they did me the great honour of allowing me to do so. I say great honour because I was the only trade unionist outside Hungary to be allowed to speak. Whilst congratulating them on their 25 years, I told them that we also had an anniversary, 25 years since the privatisation of the railways in the UK.

I warned them of the dangers that they face if the Fourth Railway package goes through, and the same happens to them. It is always difficult speaking to former Eastern Bloc countries and trying to convince them of the dangers. They have faced things that we cannot imagine, especially in Hungary. Having said that my speech was well received by the trade unionists if not by the bosses and government officials who were there.

They also took me to meet workers at the workplace. I met with engineers, who work on railway carriages, and, my own grade, signallers. It was gratifying to see that signallers all over the world are the same. It's probably best that I don't say why!

One thing I did notice was the large workforce and that health and safety was paramount. This is something that will almost certainly disappear if privateers get there way.

Finally, I would like to thank the president, Gasko Istvan, and vice presidents Bella Gyorgy and Barany Balazs for their welcome and solidarity. Special thanks to my good friend Huzsta Krisztian for looking after me so well.

Peter Pinkney ■

CLIMBING SCAFELL FOR BOB

Following a charity trip up Snowden in 2013, Bob Crow planned to climb England's highest peak Scafell Pike this October.

In remembrance of him, his partner Nicola Hoarau accompanied by RMT members including mountain guide John Dougherty of RMT Union Learn, Mat Webb and Gabriel Barton wanted to fulfil his ambition for the British Heart Foundation.

The weather forecast was for hail and lightning. However the group persevered and made steady progress crossing raging streams with their feet growing accustomed to the paths.

Half way up, a steady breeze cleared the rain giving spectacular views across to the coast and re-energising the group to push on.

They reached the summit in good time, enjoying watching

the shadows of the clouds moving across neighbouring peaks. The group was in reflective mood starting the descent – reaching the finish

within five hours. For details about giving to British Heart Foundation go to www.lastinghope.bhf.org.uk/bobcrow



WISHAW AND MOTHERWELL BRANCH

NOMINATE

RICHIE VEITCH

FOR COUNCIL OF EXECUTIVES

WOLVERHAMPTON BRANCH

NOMINATE

KEN USHER

FOR MIDLANDS REGIONAL ORGANISER

NUNEATON BRANCH

NOMINATE

KEN USHER

FOR MIDLANDS REGIONAL ORGANISER

BIRMINGHAM ENGINEERING BRANCH

NOMINATE

KEN USHER

FOR MIDLANDS REGIONAL ORGANISER

DERBY RAIL AND ENGINEERING BRANCH

NOMINATE

KEN USHER

FOR MIDLANDS REGIONAL ORGANISER

WALSALL BRANCH

NOMINATE

KEN USHER

FOR MIDLANDS REGIONAL ORGANISER

DOVER AND DISTRICT BRANCH

NOMINATE

GARRY HASSELL

FOR COUNCIL OF EXECUTIVES

BIRMINGHAM RAIL BRANCH

NOMINATE

KEN USHER

FOR MIDLANDS REGIONAL ORGANISER

NUNEATON BRANCH

NOMINATE

KEN USHER

FOR MIDLANDS REGIONAL ORGANISER

TFL BRAND

NOMINATE

JOHN REID

FOR COUNCIL OF EXECUTIVES

BRIGHTON AND HOVE BRANCH

NOMINATE

GARRY HASSELL

FOR COUNCIL OF EXECUTIVES

BURTON ON TRENT NO1 BRANCH

NOMINATE

KEN USHER

FOR MIDLANDS REGIONAL ORGANISER

RUGBY NO1 BRANCH

NOMINATE

KEN USHER

FOR MIDLANDS REGIONAL ORGANISER

CAMDEN NO3 BRANCH

NOMINATES

JOHN REID

FOR COUNCIL OF EXECUTIVES

EDINBURGH NO1 AND PORTOBELLO BRANCH

NOMINATE

RITCHIE VEITCH

FOR COUNCIL OF EXECUTIVES

COVENTRY NO1 BRANCH

NOMINATE

KEN USHER

FOR MIDLANDS REGIONAL ORGANISER

STRATFORD ON AVON BRANCH

NOMINATE

KEN USHER

FOR MIDLANDS REGIONAL ORGANISER

Placing election adverts

A new system has been put in place to ensure all election adverts appear in RMT News. From this issue of RMT News all requests for branch election adverts must be sent to a designated RMT email address: electionads@rmt.org.uk

CALLING ALL RETIRED MEMBERS

If you are already a trade Union activist or would like to become involved in pensioner campaigns now you are retired why not get involved in a RMT retired members branch?

With the setting up of a Scotland retired member branch earlier this year there are now 13 branches throughout most regions.

Branches are involved with local issues as well national and international campaigns. Many of these campaigns are coordinated alongside the National Pensioners Convention (NPC) which the union is affiliated to.

The NPC does excellent work in fighting for pensioner rights and campaigning on the behalf of the most vulnerable in society.

RMT member Ron Douglas was elected NPC president in 2012 and believes that 1 retired members should get involved.

"Almost every day a politician, think tank or media pundit declares that the problem with society is that there are too many older people and we simply can't afford them.

"An ageing population – something which we should celebrate – is portrayed as an expensive burden.

"Not only is this factually incorrect, it is a dangerous and divisive stance to take.

"Since 2010, older people have seen pensions weakened through the use of the Consumer Price Index (CPI), cuts to Pension Credit for those on low incomes, a cut and freeze to the winter fuel allowance despite over 31,000 pensioners dying of cold related illnesses in 2013, a freeze on personal tax allowances and over £1.6bn worth of cuts to

social care services.

"Yet the richest in society have had a five per cent tax cut so the unfairness we see isn't therefore between young and old, but between the very wealthy and the rest of us.

"Pensioners also contribute well over £40bn every year more than they receive in pensions, benefits and health care. All older people pay indirect taxation, and 4.5m still pay income tax.

"Thousands of charities and voluntary groups would simply close down if older people did not step in to help and millions of families rely on grandparents to provide much needed free childcare.

"All this helps our society and shows how older people are an asset," he said.

RMT believes that older and younger people actually share

concerns about the need for good quality public transport, affordable and suitable housing and the age at which someone can retire.

The NPC is also stands alongside today's workers in their struggles, and calls for the generations to unite in defence of our welfare state and public services.

Ron says that the challenges we face are considerable.

"The state pension remains one of the worst in Europe and around one in six older people continue to live in poverty.

"The majority of pensioners actually don't have an income high enough to pay tax and are living on something around £10,500 a year.

"Universal benefits such as free bus travel and winter fuel allowances are now being threatened by all the major

parties – and yet one of the reasons we have these additional benefits in the first place is because our state pension is so inadequate.

"Remember intergenerational solidarity is something worth fighting for," Ron said.

To campaign effectively on these issues we need the support of all ages. RMT branches can affiliate to the NPC for £25 or individuals can become Friends of the NPC for just £5 a year.

If you would like to get involved with your nearest RMT Retired Members Branch you should contact the RMT Pensions Officer Paul Norris at p.norris@rmt.org.uk or 020 7529 8806. ■

The NPC can be contacted at: email info@npcuk.org or visit www.npcuk.org or NPC Walkden House, 10 Melton Street, London NW1 2EJ.



LEGAL

THE DANGERS OF SOCIAL MEDIA

Sarah Henderson of Thompsons solicitors outlines the law involving the use of social media websites



A body of case law surrounding implications of social media in the workplace has developed ranging from dismissals for Facebook posts and allegations of bullying and harassment.

An increasing number of cases involve employees making derogatory comments about work.

These cases illustrate that an employee's conduct on Facebook can be misconduct, even if they make the post at home out of working hours. Disciplinary action must be in accordance with established disciplinary policies and the employer must act fairly.

Generally speaking claims relying on the Human Rights Act are only of direct relevance to the public sector. However, private sector employers must still have regard to the principals as tribunals and courts are required as far as possible to interpret all legislation in a way that is compatible with the Convention.

Article 8 Right to Privacy It is difficult to establish that an employee has a reasonable expectation of privacy in relation to comments made on social media. The judicial reasoning in cases shows a limited focus on whether comments are made in or outside of normal working hours or using the employer's or employee's computer. What is important is whether there is a clear connection to work and the impact on the employer in practice.

In *Gosden v Lifeline Projects Limited*, Mr Gosden sent an email containing racist comments from his personal email account to the personal email account of his colleague. Mr Gosden included in his email; "pass it on". His dismissal was found to be fair. Mr Gosden admitted that he had sent the "joke" or "spam" email. The email clearly stated that it should be passed on and so he should reasonably have expected it to have been forwarded.

ARTICLE 10 FREEDOM OF EXPRESSION

In *Crisp v Apple* Mr Crisp was dismissed for posting derogatory comments on Facebook about his employer. He argued that his comment could only be viewed by his friends. The tribunal held that Article 10 was engaged but that the decision to dismiss was proportionate to the harm caused. In contrast, in *Smith v Trafford Housing Trust* Mr Smith described himself as a "full on Christian" on his Facebook page and posted a link to an article about gay marriage with the caption "an equality too far". His employer had no right to demote him in these circumstances as the post was not capable of bringing the employer into disrepute.

PRIVACY AND THE DATA PROTECTION ACT 1998

The 1998 Act limits the extent to which personal data can be gathered and what can be done

with it. Typical forms of monitoring e.g. intercepting emails, tracking internet history, recording calls are "processing personal data" under 1998 Act. The Act ensures that data is processed fairly and lawfully. While employers are forced to collect data only for relevant business purposes, there is no description of what would constitute a legitimate business interest. Generally employers need the consent of employees before they can lawfully monitor communications at work e.g. email, internet use, telephone conversations

CRIMINAL LAW RMT members should be aware of the various criminal offences that can be committed via social media.

It is an offence to cause distress or threaten individuals online. The primary legislation that has been successfully used to prosecute numerous individuals regarding their social media usage in the UK is Section 127 Communications Act 2003, the punishments range from fines to a prison sentence. This Act covers the sending of improper messages and states that:

"A person is guilty of an offence if he -

1. sends by means of a public electronic communications network a message or other matter that is grossly offensive or of an indecent, obscene or menacing character; or
2. causes any such message or

matter to be so sent."

The test for "grossly offensive" was stated by the House of Lords in *DPP v Collins* [2006] to be whether the message would cause gross offence to those to whom it relates (in that case ethnic minorities) who, importantly, need not be the recipients. Furthermore behavior which includes the use of discriminatory language online can lead to aggravated public order offences under the Public Order Act 1986.

Use of social networking sites can also constitute violation of injunctions, bail conditions and court orders. This could include contacting people via social networking contrary to the orders of a court, breaching an injunction or naming the victim of a sexual offence. Jurors are frequently warned by judges not to use social media to discuss the details of a case or contact involved parties. Such infringement would constitute contempt of court, and is treated very seriously as was witnessed in 2013 when two jurors received prison sentences for discussing details of a case online.

Two other high profile cases that members should be aware of regarding the use of social networking come from 2011 when two teenagers, who had set up Facebook groups calling for rioting during the widespread riots of that year, were convicted and given four year prison sentences for incitement to riot. ■

RMT STANDS UP FOR ITS MEMBERS

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

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

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PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS



MARTYRS AND CHARTISTS

Retired RMT member Jim Nugent explains how trade unions gave us democracy

In the early part of the 19th century less than three per cent of the population had the vote, and cities like Leeds and Manchester did not have a single MP.

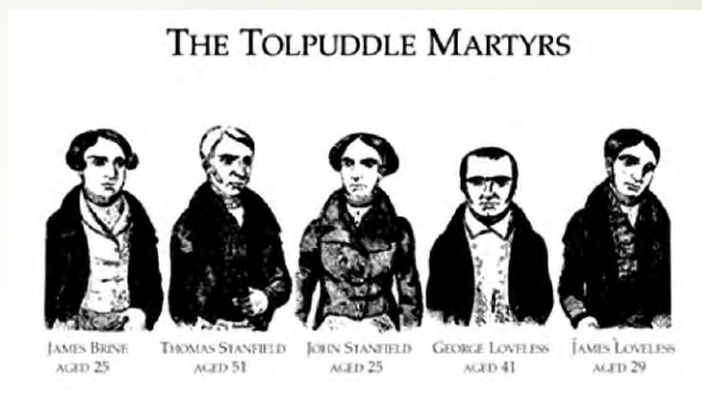
Whereas rotten boroughs like Dunwich with a population of just 32 were sending two members of parliament to Westminster. It was not until the early twentieth century that Britain achieved universal suffrage after women had fought valiantly for the right to vote. Economic rights to the right to join a trade union were denied to the working class for most of the nineteenth century, it was not until 1867 that trade unions were made fully legal by the then prime minister Lord Derby.

The century's first major conflict came in 1819 on August 16 at St Peter's Field in Manchester, where a peaceful crowd of about 80,000 were gathered to protest against the

Corn Laws, growing poverty and the lack of political and economic rights.

When the cavalry charged, fifteen people were killed, either cut down by sabres or trampled to death by horses. Several hundred were injured in what became known as the Peterloo Massacre, prompting a national outcry that led to the strengthening of the resolve of the people.

In other campaigns there were many reformers who were concerned of the plight of child labour, especially in the textile mills. Children were employed as scavengers whose job it was to pick up loose cotton from beneath machinery. Some children lost fingers and other limbs, and on occasion some were killed. Employers employed child labour because they were easier to discipline and cheaper to employ. However with further legislation in 1833 to make it illegal to employ children under



the age of nine paved the way for mostly seeing an end to child labour.

At the other end of the age scale many workers were doomed for the workhouse (or as some referred to it the human knackers' yard). In those days the majority you worked until you dropped dead. There were no pensions in those days.

Perhaps one of the most famous incidents in the nineteenth century was centred round a group of agricultural workers from Dorset known as

the Tolpuddle Martyrs, who in 1834 were charged with swearing an illegal oath and were transported to Australia after being found guilty. This caused an uproar and they became popular heroes. Over 80,000 people signed a petition for their release which eventually came about in 1836.

In the late 1830s there was a strong demand for political reform and the Chartist movement was in the forefront. It had strongholds of support in South Wales, the Midlands and the North of England. The Peoples Charter called for six reforms:

- 1 A vote for every man over the age of twenty one
- 2 A secret ballot to stop voter intimidation (which was rife in Tory rotten boroughs)
- 3 No property qualifications for members of Parliament
- 4 Payment to members enabling working men to serve their constituency
- 5 Equal constituencies, representing the same number of electors



CHARTIST DEMONSTRATION!!

"PEACE and ORDER" is our MOTTO!

TO THE WORKING MEN OF LONDON.

Fellow Men,—The Press having misrepresented and vilified us and our intentions, the Demonstration Committee therefore consider it to be their duty to state that the grievances of us (the Working Classes) are deep and our demands just. We and our families are pining in misery, want, and starvation! We demand a fair day's wages for a fair day's work! We are the slaves of capital—we demand protection to our labour. We are political serfs—we demand to be free. We therefore invite all well disposed to join in our peaceful procession on

MONDAY NEXT, April 10,
As it is for the good of all that we seek to remove the evils under which we groan.

The following are the places of Meeting of THE CHARTISTS, THE TRADES, THE IRISH CONFEDERATE & REPEAL BODIES:
East Division on Stepney Green at 8 o'clock; City and Finsbury Division on Clerkenwell Green at 9 o'clock; West Division in Russell Square at 9 o'clock; and the South Division in Peckham Fields at 9 o'clock, and proceed from thence to Kennington Common.

Signed on behalf of the Committee, JOHN ARNOTT, Sec.

Unsurprisingly the rulers of the day rejected the Chartists' demands which were to cause widespread unrest throughout Britain. Also in other parts of Europe people were fighting for basic democratic rights. In 1864 a few years before trade unions became legal, The International Working Men's Association was formed or The First International as it is sometimes called. It was founded on September 28 at St Martins Hall in London and was attended by

many radicals such as Karl Marx, Pierre Joseph Proudhon, trade unionists and other progressives. It was the first political movement of its kind to focus on the class struggle in which made many workers more politically aware. Not for them were they going to put up with the Tory -Whig monopoly in the Houses of Parliament, or, for that matter, rotten boroughs. Instead there was a concerted effort to establish a new kind of party that

addressed workers interests and well-being.

Then on June 7 1881 The Social Democratic Federation was formed as Britain's first organised socialist political party. Among its members were artist, poet and novelist William Morris, George Lansbury, future Labour leader, and Eleanor Marx daughter of Karl. The growth of trade unionism and an increasingly political workforce paved the way for the formation of the Labour

Party. The Labour Representation Committee finally achieved its aim in 1900 with the aid of the trade union movement for the birth of the Labour Party.

Much of what we enjoy today (or what the present day Tories are trying to destroy) were fought for by our forefathers in the 19th century labour movement and many gave their lives to prevent such ills happening again.

LEVEL 2 COURSE

Eight RMT representatives recently completed the five -day Workplace level 2 course at the RMT Education Centre in Doncaster.

The course is a follow on from level 1 giving a deeper insight into the position and work of an industrial rep.

The students came from the length and breadth of the country and covered a mixture of grades. But, one thing they

all have in common is, their passion and commitment to their fellow workers.

The course dealt with case studies, management styles and strategies, equality, communication and a lot more which all the students participated fully in. It must have been an enjoyable experience as some students booked for further courses.



Top Row: Reps Justin Staunton, Mike Evans, Neil Rogers, Mick Rimmington, Tony Pratley, Dale Sucrue and Liz Alves
Seated: Billy Black, tutors Jayesh Patel and Dave Gilbey

DOCKLANDS LIGHT RAILWAY BRANCH UNVEIL NEW BANNER

RMT's Docklands Light Railway branch recently unveiled their new banner at their annual general meeting, possibly the first time in half-a-century a new union banner has been produced for industrial workers employed in Docklands.

It also came on the 125th anniversary of the Great Dock Strike of 1889, a momentous event in the British labour movement and a milestone in trade union history.

The Great Dock Strike brought about a surge in union membership and a great demand for banners, typically depicting the benefits that could accrue from joining a union – the dignity of the trade, brotherhood, unity and justice.

The banner, which took 150 hours to make, was designed and made by Ed Hall, the country's leading bespoke banner maker producing in excess of 400 banners over the last 30 years.

Union banners date from the early nineteenth century and are highly symbolic, a theme carried on in Ed's latest work. He chose to depict families enjoying themselves in the parks and quaysides of Docklands, having arrived there by the DLR, the message being that people should work to live, not live to work.

Ed said that he enjoyed working with the union reps on the subject of the banner.

"When I came to live in London in 1974, much of present day Docklands did not exist.

"Nowadays the DLR has everything, linking the Tower of London to Greenwich; Canary Wharf to the City and its Airport. It crosses the Thames and runs beside it, nowhere else does a railway run between towers so dramatically," he said.

DLR RMT branch secretary Ray Shackleton said that 2014 marked the 20th



anniversary of the official recognition of the union as the sole union presence at the Docklands Light Railway.

"The DLR branch is totally transparent and fully democratic and has been commended on numerous occasions.

"We, as a branch, are driven by the Members and will continue to stand by the right to be treated fairly," he said. ■



BURSTON: 100 YEARS

Largest ever crowds celebrate 100 years since Norfolk school children launched strike action in defence of their teachers

Over a thousand trade unionists and socialists from across the country gathered in the small Norfolk village of Burston last month to celebrate the centenary of longest strike in history.

A children's theatre group performed their play to the crowds about the strike before the annual march around the village set off, retracing the steps of the route the children took – known today as the Candlestick – over one hundred years ago.

In 1914 children marched out of their school when their much-loved teachers, Tom and Kitty Higdon, were sacked on trumped up charges because of

their support for the farm workers' union.

Tom's election as a Labour councillor had inflamed the local landowners and the Church of England, which was then responsible for educating children in the countryside, and on April 1, 1914, after the couple had been dismissed, the children walked out on strike.

The Burston Strike School was built on the village green from Labour movement subscriptions and continued to educate children right up to 1939 until Tom Higdon died, 25 years after the strike began.

The Strike School building is now a museum, visitor centre and village amenity, and since

1984 a rally has been held every year.

The event was a favourite with Bob Crow and speaker after speaker evoked his memory along with his friend Tony Benn.

Jeremy Corbyn MP said that Bob had made a massive impact on the trade union and labour movement particularly in the field of education.

"Whenever I address a TUC course I can tell who the RMT reps are as they had clearly attended their union's education centre in Doncaster set up by Bob for his members," he said.

Other speakers including Megan Dobney and Owen Jones

all emphasised the significance of the Burston strike school and the lessons of their successful fight today.

"We need to stand up as a movement just like those children did 100 years ago and fight this assault on working people by this rotten Tory/Lib Dem coalition government," Mr Corbyn said.

Festival goers were also entertained by the socialist rock band Thee Faction and legendary folk singer Roy Bailey.

The Burston rally is a great day out, one which you should put in your diary for next year, the 101th anniversary.



REPORT OF THE INDEPENDENT AUDITORS

Set out below is the report of the independent auditors to the members as contained in the accounts of the Union for the year ended 31 December 2013:

We have audited the accounts of the National Union of Rail, Maritime and Transport Workers for the year ended 31 December 2013, set out on pages 14 to 38. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). This report is made solely to the Union's members, as a body. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF THE UNION'S COUNCIL OF EXECUTIVES AND AUDITORS

As explained more fully in the Statement of Responsibilities of the Council of Executives on page 12, the Union's Council of Executives is responsible for the preparation of accounts which give a true and fair view. Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE ACCOUNTS

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Union's circumstances and have

been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Union's Council of Executives; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Report of the Acting General Secretary to identify material inconsistencies with the audited accounts and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON ACCOUNTS

In our opinion the accounts give a true and fair view of the state of the Union's affairs as at 31 December 2013 and of its income and expenditure for the year then ended.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to report to you by exception in respect of the following matters if, in our opinion:

- A satisfactory system of control over transactions has not been maintained.
- The Union has not kept proper accounting records.
- The accounts are not in agreement with the books of account.
- We have not received all the information and explanations we need for our audit.

We have nothing to report to you in respect of the above matters. ■

H W FISHER & COMPANY
Chartered Accountants
Statutory Auditor
Acre House, 11-15 William Road,
London NW1 3ER, United Kingdom

Dated: 9 June 2014

SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE FULL ACCOUNTS Summary income and expenditure accounts for the year ended 31 December 2013:

General Fund and Orphan Fund

	2013 £'000	2012 £'000
Subscription income	14,282	13,923
Operating expenditure	(15,656)	(14,769)
Operating deficit before investment operations	(1,374)	(846)
Income from investment operations and donations	2,371	2,655
Operating surplus after investment operations	997	1,809
Other non-operating income and expenditure	292	36
Surplus for the year	1,289	1,845

Political Fund

	2013 £'000	2012 £'000
Subscription income	247	241
Investment income	2	2
Total income	249	243
Total expenditure	(263)	(244)
Deficit for the year	(14)	(1)

SUMMARY OF SALARIES AND BENEFITS PROVIDED

Name	Position	Details	Amount
R Crow	General Secretary	Salary	£92,344
		Pension contributions	£35,585
M Cash	Assistant General Secretary	Salary	£71,482
		Pension contributions	£20,251
S Hedley	Assistant General Secretary (incoming)	Salary	£51,863
		Pension contributions	£14,693
P Pinkney	President	Attendance, lodging allowance and reimbursed expenses	£47,642

The members of the Council of Executives do not receive any benefits but do receive attendance and lodging allowances, which are set out below. The General Secretary, the Assistant General Secretaries, the President and the members of the Council of Executives are reimbursed for any expenditure incurred by them in the performance of their duties on behalf of the Union.

Summary of attendance and lodging allowances and reimbursed expenses paid to the Council of Executives

General Grades salary + expenses - allowances

Name	Amount	Name	Amount
J Booth	£ 40,320	S McGowan*	£ 57,802
T Butler*	£ 58,389	K Morrison*	£ 59,013
D Connor*	£ 53,011	N Quirk*	£ 47,044
S Hoyle*	£ 48,408	M Sargent	£ 45,844
D Ireland*	£ 39,229	S Skelly*	£ 48,102
D Marr	£ 42,876	P Walker*	£ 9,082

Shipping Grades

Name	Amount	Name	Amount
M Dunning*	£ 5,047	K Lingwood*	£ 1,086
A Gordon*	£ 16,111	D Procter*	£ 7,594
J Laing*	£ 3,792		

*In addition, the Union provides accommodation while on Union business

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (amended) to include the following declaration in this statement to all members. The wording is as prescribed by the Act.

"A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concerns with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."

SEA, SAND AND SOLIDARITY

New publication tells the story of Croyde Bay, one of the oldest trade union holiday centres in Britain

It is a little known fact that the socialist and trade union movement in this country invented the British holiday camp for the working classes.

Holiday camps came into their own after workers and their organisations successfully fought for the right to paid holidays around one hundred years ago.

By 1930 health workers organised in NALGO followed the miners and other groups of workers and searched for a holiday camp of their own. The winning proposal was put forward by WG Augur, a sanitary inspector from Camden Town.

The previous year he had fallen in love with a remote area of North Devon called Croyde Bay. The union made the bold decision to buy a plot for £12,000 close to the surf-washed, sheltered beach and it has been a holiday destination for trade unionists and their families ever since.

This beautifully illustrated booklet tells the fascinating story of how workers mucked in to build their own little bit of

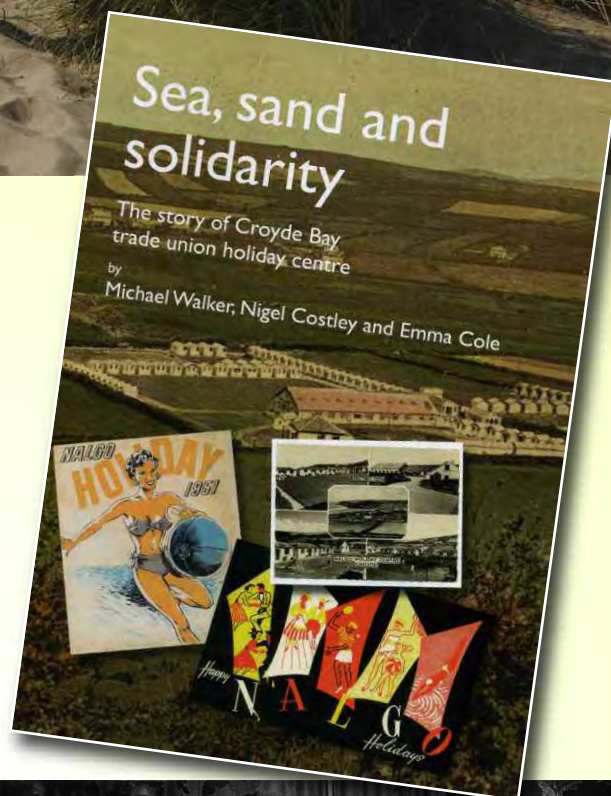
holiday Jerusalem to spend their summer break. They developed their own culture including nicknames, songs, cabarets, games and tournaments which forged lifetime bonds and brought holiday makers back year after year.

Before Beeching decimated Britain's rail network most campers arrived by train and very few used cars which heightened the peaceful nature of Croyde Bay.

Today the nature of holidaying has changed, with the advent of foreign travel and less community-oriented activities. The open air swimming pool is now covered and heated, the new hotel and self-catering chalets are far less spartan and the food on offer far more varied.

Croyde Bay now has conference facilities as well and RMT bus workers have already held their grades conference there. Despite these changes, Croyde Bay still provides a safe environment for fun family holidays with a trade union ethos.

Moreover, while times



change, the surf remains and surfers and body boarders flock to one of the most beautiful beaches in the country. Unison should be congratulated in having the foresight to invest in this North Devon haven as a lasting member benefit rather than just selling it off.

RMT has negotiated a discount price for members and when you contact them for details you will also receive a free copy of *Sea, Sand and solidarity*. ■

RMT PUB DISCOUNT

Bread and Roses near Clapham Common tube station will be giving RMT members a 10 per cent discount in November on production of a membership card.

The Bread and Roses is owned by the Battersea and Wandsworth Trades Council as part of the Workers Beer Company, and all profits go into workers campaigns around the world.

For more details go to www.breadandrosespub.com

EXCLUSIVE FIVE PER CENT RMT MEMBER DISCOUNT

QUOTE RMT100

Get your free copy of *Sea, Sand and Solidarity* and get exclusive offers by emailing Croyde@unison.co.uk with your name and address + RMT100



*Not valid with any other offer or discount. Valid for holidays until September 2015. Not applicable for group bookings. May be withdrawn at any time without notice. Full t's and c's contact 01271890890.

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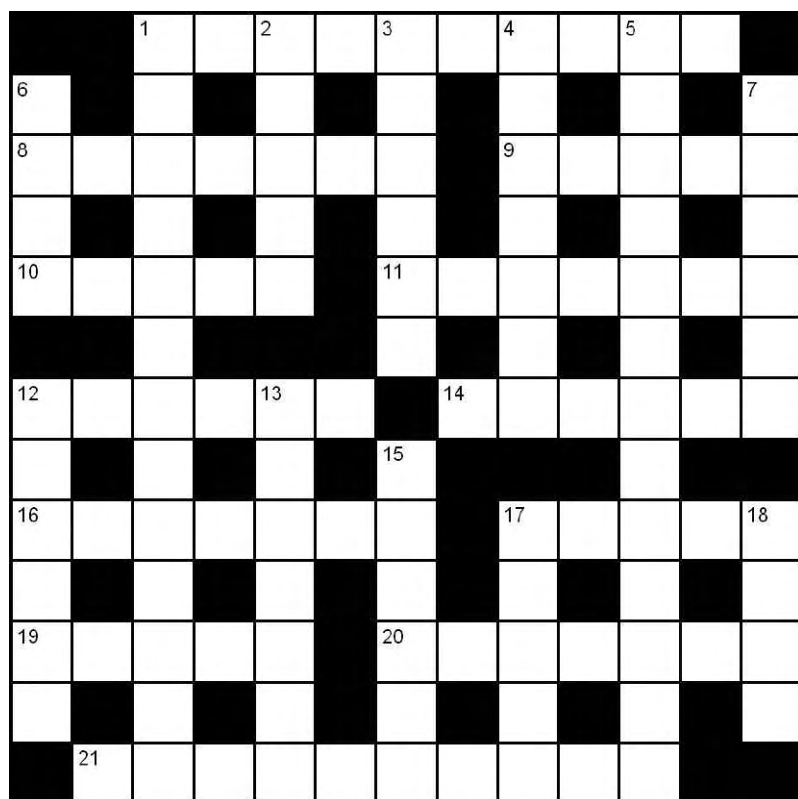
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£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword Mrs J Hudson.

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

Winner and solution in next issue.

Apologies: There was an error in last month's crossword, the clue for 4 down was incorrect

ACROSS

- 1 Vengeful (10)
- 8 Call together (7)
- 9 Surpass (5)
- 10 Lofty nest (5)
- 11 Examine a body (7)
- 12 Cultivator (6)
- 14 Fresh wind (6)
- 16 Title of respect (7)
- 17 Edible bulb (5)
- 19 Banishment (5)
- 20 On that (7)
- 21 Management of public affairs (10)

DOWN

- 1 Voice projectionist (13)
- 2 Daughter of your sibling (5)
- 3 Contract killer (6)
- 4 Loudspeaker (6)
- 5 Executive officer (4,9)
- 6 The highest level (4)
- 7 Sticky mud (6)
- 12 Indian tent (6)
- 13 Apparent (7)
- 15 Manic (6)
- 17 Greek letter (5)
- 18 Not any (4)



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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.

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Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
	Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

Reference Number

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

Instructions to your Bank or Building Society.

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

Signature(s)

Date

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

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

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



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Keep your RMT membership details up-to-date

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

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

