

RMT *news*

Essential reading for today's transport worker

NO MANDATE FOR CUTS



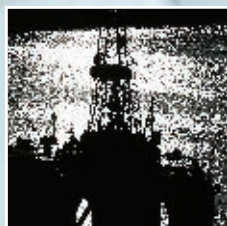
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www.rmt.org.uk

NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



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

Please use **BLOCK CAPITALS** and **black ink**. * Information that must be provided.

BRANCH NUMBER

1 PERSONAL DETAILS.

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

2 Your Employment. Employer*	Location	Part Time	YES	NO
Job Description*				
3 Sex. Male	Female	Annual Basic Salary		

4 Ethnic Group. (Please specify. This information is used as part of our equal opportunities policy)

A. White	English/Welsh/Scottish/Northern Irish/British	Irish	Gypsy or Irish Traveller	Any other White background	
B. Mixed/multiple ethnic groups	White and Black Caribbean	White and Black African	White and Asian	Other mixed/multiple ethnic background	
C. Asian/Asian British	Indian	Pakistani	Bangladeshi	Chinese	Other Asian background
D. Black/African/Caribbean/Black British	African	Caribbean	Other Black/African/Caribbean background		
E. Other ethnic group	Arab	Other ethnic group, please specify			

5 Sexual orientation (This information will be used for monitoring purposes as part of our equal opportunities policy)

Sexuality	Hetrosexual	Homosexual	Bisexual	Prefer not to say
Do you identify as transgender?	Yes	No	If you wish to be contacted with information about union activities for lesbian/gay/transgender members please tick here	

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

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

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



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
Postcode	

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

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

Originator's Identification Number

9	7	1	7	4	5
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Reference Number

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

Your National Insurance Number

FOR RMT OFFICIAL USE ONLY

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

Instructions to your Bank or Building Society.

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

Signature(s)

Date

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

The Direct Debit Guarantee

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



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EDITORIAL



NO MANDATE FOR CUTS

The results of this snap election which left the Tories without a majority and saw huge gains for Labour show that this government has no mandate for cuts and allowing more social dumping.

Significant Tory losses along the route of Southern Railway are down to the long running dispute on over the axing of guards and the impact on safe, accessible and reliable services.

The Conservatives lost seats in Croydon, Eastbourne and Brighton, while a number of others have become marginals, including Hastings where Home Secretary Amber Rudd came close to defeat.

The threat of the extension of Driver-Only Operation on Merseyrail and Northern Rail services still threatens jobs and safety.

RMT is also seeking assurances from First MTR, the outfit due to take over the South West Trains franchise in August, that they will honour a commitments not to extend Driver-Only Operation or threaten the jobs and roles of the guards.

We have stone-cold proof of collusion in the whole DOO saga between the Rail Safety and Standards Board (RSSB), the Rail Delivery Group (RDG) and the Department for Transport (DfT).

Michael Woods Head of Operations and Management Research at the RSSB said in a 2014 e-mail to the Chartered Institute of Logistics and Transport (CILT): "I am responsible for a major piece of research....into how to significantly extend the coverage of Driver Only Operation for Passenger Services DOO to much more of the network, on behalf of RDG and ultimately DfT".

The growth of social dumping in the maritime and maritime sector, where cheap foreign labour is brought in to replace UK shipping and energy workers, is very real and the Tories have shown no interest in stopping these destructive developments.

That is why we have stepped up the SOS2020 campaign which is putting pressure on companies like Condor Ferries which prefer to bring in sweated unorganised labour from abroad rather than employ local workers.

Despite these difficulties we are still producing results such as the pay awards highlighted in this issue of *RMT News*. It is easy to become disillusioned and give up the fight but if we do that we will always lose.

Just look at the successes of the Labour Party under Jeremy Corbyn? Before this election even many Labour MPs were predicting a wipe-out. But as the results rolled in they were forced to change their tune.

This union did not have to do that because we supported a manifesto that promised to ban zero-hour contracts, defend workers' rights and renationalise our railways to stop other states from profiting from our dysfunctional privatised network.

People want change. They don't want to live in a divided society that is only driven and defined by profit and wealth. People want decent social services run in the interests of the many including transport, healthcare, education and, of course, housing. The Grenfell disaster shows, once again, that things need to change.

Mick Cash

NO MANDATE FOR CUTS



Tory electoral losses mean that plans for Driver-Only Operation and social dumping in the maritime sector have no mandate

Significant Tory losses in the snap election are down to the long running dispute on Southern Railway over the axing of guards and the impact on safe, accessible and reliable services, RMT has said.

The Conservatives lost seats in Croydon, Eastbourne and Brighton, while a number of others have become marginals, including Hastings where Home Secretary Amber Rudd came close to defeat.

RMT general secretary Mick Cash said that the results proved that the toxic Southern Rail franchise was a game changer in key seats along the routes served.

"RMT is demanding that the axing of the guards is reversed and the union will harass Theresa May and the transport ministers in her minority

government every step of the way as we step up the fight to put safety and access to services before private profit and greed," he said.

The Tories were hit by the fact that they buried the Gibb report into Southern/GTR for the duration of the election campaign in a desperate attempt to hide the truth about the failing franchise.

RMT has said that it will ramp up the campaign for public ownership of the railways as the minority government collapses into chaos and recrimination.

This includes looking at the next steps in rail safety disputes on Southern, Northern and Merseyrail to force train companies to ditch the threat to guards.

The union has also called for

urgent talks with re-appointed transport secretary Chris Grayling over the axing of guards by train companies, the impact of budget cuts at Transport for London and the threat to safety by major cuts at Network Rail.

"Everyone knows that government ministers have been calling the shots on the axing of the guards on rail franchises like Southern, Northern and Merseyrail.

"With no parliamentary majority to hide behind Chris Grayling should be called to account for his actions over the guards threat, along with the safety-critical cuts at TfL and Network Rail.

"RMT is sick and tired of ministers ignoring their transport staff and treating the unions like dirt.

"They have connived to prop up greedy, failing rail companies, doling out austerity cuts that threaten public safety while protecting private profit.

"Chris Grayling has not lifted a finger to help resolve the guards' disputes to date," he said.

Mick Cash also called for top level talks on the future of Britain's maritime industry.

"RMT also wants an urgent meeting over the state of our maritime industry which has been hung out to dry by successive governments.

That has got to stop and RMT's plan for quality jobs and conditions, and an end to social dumping and the Ships of Shame, should be treated with the seriousness it deserves rather than the contempt of the past," he said. ■

PUBLISH SOUTHERN RAIL REPORT!

RMT has demanded that the government immediately publishes a detailed report into the basket-case Southern Rail franchise which has been kept under wraps by the Transport Department since last year.

The report, commissioned in September 2016, was written by Chris Gibb, a non-executive director at Network Rail with 35 years of experience in the industry. It is thought to have been sent back to the government late last year and

has been kept under wraps ever since.

It was widely reported that the study was being suppressed by the DfT until after the election due to the damaging nature of its contents.

The thinking was that with the Tories expecting a landslide victory they could sneak the report out while they enjoyed a Commons majority which never came to pass.

RMT general secretary Mick Cash said that it was scandalous

that the Gibb Report remained under lock and key in a vault at the Department for Transport.

"RMT is demanding its immediate publication as the stench of the Southern Rail fiasco hangs like a cloud over this rotten government and reminds passengers that the alternative option of public ownership is now right up the agenda.

"We were told that the report would be published after the election.

"Well, the election has been and gone and the Tories took a hammering along the length of the Southern routes as the electorate sent out the clearest possible message about their failing transport services.

"Not only does RMT want to see the Gibb Report but the union is also stepping up the campaign to reverse the attack on the guards and to end the privatised rip-off that blights Britain's railways," he said. ■



RMT CALLS ON SOUTH WEST TRAINS TO HONOUR GUARD AGREEMENT

RMT is seeking clear assurances from First MTR, the outfit due to take over the South West Trains franchise in August, that they will honour a written commitments not to extend Driver-Only Operation or threaten the jobs and roles of the guards.

In a letter to the company, RMT general secretary Mick Cash is seeking assurances that, following the TUPE transfer, the following will apply for duration of your company holding the Franchise.

- * There will be no extension of DOO on any route or service.
- * The Guard will be in full operational control of the power operated doors.
- * There will be no abolishing or reduction of the safety critical role of the Guard.
- * There will be no abolishing or reduction of the role of the guard in operation of the doors.
- * That any new rolling stock will be configured and have the necessary equipment to

enable the guard to retain full operational control of the power operated doors.

"I also seek your written assurance that the current levels for the retention of ticket offices, the hours of operation and staffing levels will remain as agreed with the current Franchisee.

"I have to report back to my national executive committee as a matter of urgency, and bearing in mind the current timescales of the transfer of ownership, your assurances on the above would

be welcomed by no later than Monday July 3," the letter said.

Mick Cash also pointed out that there was an agreement in place that there will be no extension of Driver Only Operation and no threat to guards' jobs or roles and that agreement transfers with the undertaking to First MTR.

"All that RMT is seeking is a clear assurance that there will be no interference with the current agreement and that it will be honoured by the new franchise holder," he said. ■

REVERSE £3 BILLION TUBE CUTS

RMT has ramped up pressure on the minority Tory government to reverse over £3 billion of cuts across Transport for London.

The union made the call as officials and Tube managers met to discuss safety and security measures in light of the horrific terrorist attacks in Manchester and London Bridge.

Union concerns after the North Greenwich bomb incident last year were also on the agenda of London Underground's Health and Safety Forum.

Last October an explosives-obsessed teen almost blew up North Greenwich station when he planted a homemade bomb on the Tube. Had the device worked, it would have exploded just as people were being ordered off the Jubilee line platform at North Greenwich,

With the government losing its majority in the election earlier this month, RMT has said that it had no mandate whatsoever for savage cuts to the TfL budget which the union said would continue to threaten jobs, security and safety at this time of heightened alert.

London Underground's



ATTACK: Members of the public read tributes to the victims of terror attack in London Bridge earlier this month

Health and Safety Forum heard a special debrief from both the Head of Security and British Transport Police on the appalling London Bridge incident.

At the request of RMT there was also a discussion post the North Greenwich bomb incident over union concerns that the "HOT" procedures for suspicious items were being loosened up at a time when the union is calling

for them to be retained and enhanced.

RMT general secretary Mick Cash said that the massive shift in votes in London away from the Tories was no doubt linked in part to serious public concerns over transport services, security and safety.

"This minority government has no mandate at all to press ahead with over £3 billion of cuts at TfL that would have a

serious impact right across the board between now and 2021. "Those cuts should be reversed and RMT will be stepping up campaigning around that demand in the months ahead.

"There must be no watering down of policies and procedures and the resources and staffing must be made available to ensure that safety and security arrangements are both protected and enhanced," he said. ■

PICCADILLY LINE BALLOT OVER TWO-TIER WORKFORCE

RMT is balloting workshop staff in the Piccadilly Line workshops at Northfields and Cockfosters Depots for industrial action over an attempt by Tube Lines to create a two-tier workforce and recruiting 35 new staff on fixed term contracts.

The company claim that additional work is necessary to enable 24-hour lifting of the

trains to replace damaged wheels due to problems with rail head contamination from leaf fall and wheel flats on the line.

RMT has raised safety implications repeatedly and is appalled that Tube Lines is now planning to address it by ripping up current agreements, threatening job security and opening the door to wholesale

casualisation.

RMT has said that all new posts should be recruited on a permanent basis and the union is now balloting for both strike action and action short of a strike in support of that principle.

RMT general secretary Mick Cash said that RMT would not sit back and watch while Tube Lines rip up agreements and

open the door to wholesale casualisation of the workforce.

"RMT members raised the problems with the brakes and wheel sets on the Piccadilly Line in the first place and it is appalling that the company have seized on these serious issues to try and threaten long-term job security," he said. ■

The Emirates Air Line crosses the River Thames from the Greenwich Peninsula to the Royal Docks in London



DEAL IN THE SKY

RMT wins recognition at Emirates Air Line cable car link across the Thames

RMT has won a union recognition deal at the Emirates Air Line cable car link across the River Thames in London representing technicians and passenger hosts who keep the service running.

The employer is Doppelmayr Cable Car (DCC) an Austrian-based global supplier of cable-propelled shuttles used in airports, cities, park and ride facilities and amusement parks.

The service is a greenfield site for trade unions so workers contacted RMT some time ago after changes were made to their contracts without their agreement. Dave Marshall from the organising unit and RMT regional organiser Peter Skelly

began prolonged negotiations to win collective bargaining rights for them.

Peter Skelly explained that they met with the workers to explain the advantages of recognition, they then organised their workmates into the union to give us over 50 per cent membership of the bargaining units.

"We registered the recognition claim with the Central Arbitration Committee and the employers initially resisted.

"The employer did agree to meet with us at ACAS to discuss the claim and they accepted that we were carrying out the legitimate wishes of their

employees.

"Finally they agreed to give RMT voluntary recognition for collective bargaining and have now signed recognition agreements.

"We are now in the process of electing local reps and will be submitting wage claims," he said.

Dave Marshall pointed out that it was one of the smallest bargaining units on record with just 14 or so employees.

"We made it clear to workers that even though they were a small unit they were just as important as anyone working on London Underground," he said.

RMT finally won recognition

earlier this year but the service first opened in June 2012 and is operated by Transport for London.

The duration of a single crossing is ten minutes which is reduced to five minutes in rush hour as the service speed is increased.

The eastern end of the cable car line is at the Royal Docks, home to the ExCeL Centre and the closest interchange to the Docklands Light Railway is at Royal Victoria station.

The western end of the cable car line is within walking distance of The O2 arena and the closest interchange with London Underground is at North Greenwich. ■

SAVE OUR SEAFARERS

RMT national secretary Steve Todd reports on the union's SOS2020 campaign to end exploitation of seafarers



The latest SOS2020 campaign event took place in Poole this month orchestrated to coincide with an EU event at the lighthouse centre which attracted anyone who was anything to do with shipping in Europe to attend, focussing on maritime employment.

What better a place than to bring our campaign which really does focus on the employment of our seafarers and ask those attending this big event some questions?

What is the future of maritime employment and where is it? There are over 500,000 jobs on EU tonnage ships, yet less than 40 per cent of those jobs are occupied by EU seafarers.

The picture is even worse in

the UK sector, where social dumping and modern day slavery is rampant and so obvious. That's why we took the opportunity to take all of those members and other trade union colleagues who had earlier also lobbied Condor Ferries.

We took the fight right to their office door and the terminal without placards, leaflets and banners.

We knocked on their door and rang their bell but they wouldn't answer, why? Because they are as bad as the likes of Seatruck, Streamline and others who exploit the work of their seafarers, with shameful rates of pay, which when we last checked we're more than 50 per cent less than the UK minimum wage.

But they did send in Port Security to move us from their office doorway and away from their terminal. We didn't go and we had no intention to move as we wanted to see the main people at Condor and look them in the eye and make our

accusations.

Still they refused and called in the police, we still didn't move, they told us we were trespassing but how could we be when clearly it was an open access way to their offices and booking offices? This presented



SOS: Protest at Aberdeen Harbour against Streamline Shipping earlier this month stepping up the pressure on shipping companies who charter vessels with crew working on board for rates of pay below the legal UK minimum wage.

the authorities with a problem, how were they going to shift us.

Then the harbour master intervened, we told him we wanted to speak to senior people at Condor after a while he agreed to go and speak to the company.

He emerged after some 25 minutes, to say the MD or chief executive would meet me on a one-to-one, no background banners or RMT placards and no pictures if we agreed to move the demonstration back from "their land".

The Condor chief executive finally emerged but only to deny that they were breaking any laws or that they were paying such low rates and even told me his crews were very happy. In fact he said that he only employed a small number of non UK ratings and we had our facts wrong.

I challenged him to let me see the wages for this "very small number of non UK seafarers, let me ask them if they are happy, he didn't like that idea and refused. I suggested that he let the ITF inspector speak to the crews and reminded him of the seafarers international rights to freedom of association, still he refused. He gave me his card and asked me to write to him with our concerns and he promised he would respond. He again refused to have a formal meeting with me or anyone else from any union.

What it all adds up to is that they are lying and hiding things and we need a concerted campaign against Condor. We need a bigger demo down there with other trade union activists, not just RMT.

I want to thank all those activists who attended these activities in Poole, Dover and of course activities in Scotland such as in Aberdeen. The campaign is up and running but plenty of work still needs to be done. ■

Parliamentary column



GENERAL ELECTION – HOPE TRIUMPHS FEAR

When Labour was more than 20 points behind the Conservatives in the opinion polls, I said that the gap would narrow and, with hope in my heart, I believed we could win the election.

I argued that when the broadcast media rules kicked in during the election period, we would have a better chance to get our policies across. The more balanced the broadcast coverage of Jeremy Corbyn, the more people would see him for the honest, decent, principled and indeed strong leader he was.

All that is now history. Whoever leaked our manifesto to damage us, in fact did us a favour. Instead of a day's coverage of our policies, we received several days of scrutiny, significant parts of which, at least on the broadcast media, were relatively balanced.

The manifesto proved to be a hugely popular boost. The manifesto policies were received for what they are: common sense solutions to the issues we all face in our society.

When people saw Jeremy on television, most liked what they saw. They recognised him for what he is: a decent man who knows his mind and is determined to achieve his aims, but who engages with people and does not hector them like most politicians.

From then on, the momentum stayed with Labour, despite the suspension of campaigning after the two horrific terror attacks in Manchester and London. We were pitted against a barrage of highly personalised and poisonous Tory attacks, and a policy-free, expensively funded campaign in the press and on Facebook. My judgment is that if the campaign had been a couple of weeks longer, we would have secured a majority, given the narrowness of the voting in so many seats.

So what have we learned? First, no party has won this election outright and both major parties now have the right to put their policies and ideas before parliament. Labour did not win an overall majority but neither did the Tories, and the

millions who voted for us must have a voice in determining the future of our country.

We will place before parliament policies drawn from our manifesto that we believe are needed to address the challenges Britain now faces and can command support. The issue is who can get the widest support in parliament that reflects the majority of the electorate.

Second, the prime minister consistently told us loud and clear that she specifically called the election to secure a clear mandate from the British people to negotiate a Tory Brexit. She failed.

It is absolutely clear that there is no majority for the race-to-the-bottom Brexit backed by May, and that an alternative is required, reflecting the common ground that appears to have emerged in this debate. This is the implementation of a Brexit that respects the referendum decision and secures the greater freedoms leaving the EU achieves, but which best protects our economy, jobs and living standards.

Third, the politics of hope have largely overcome the politics of fear. Our political system has never been so scarred by the scale of vicious personal attacks, lies and smears that we witnessed in this election campaign. All were based upon terrifying people into voting against something or someone, rather than inspiring them with hope for a different future.

This election demonstrated the large-scale rejection of such politics and may have brought about the first real cracks in the edifice of control of popular political debate by the media-owning oligarchs.

And, finally, never again will young people be taken for granted by politicians in this country. The arrogant view that young people don't count because they don't vote has thankfully been smashed for ever.

John McDonnell is shadow chancellor and MP for Hayes and Harlington and honorary president of the RMT Parliamentary Group



FIGHTING FOR CLEANERS

First cleaners
organising
conference
meeting in
Doncaster a
huge success

RMT cleaning grade members' often find themselves at the mercy of unscrupulous contractors who are quite happy to see their employee's working for slave wages, in unsanitary conditions and without adequate equipment or training.

It is in light of these hardships that RMT launched its first ever cleaners grade conference, that took place at Doncaster Trades Centre, in an effort to better organise and campaign on behalf of cleaner members.

Assistant general secretary Mick Lynch opened the conference by giving a detailed explanation of how conference works and by seeking nominations for various conference roles.

"This is your conference, it has been organised by Unity House and now we will hand it over to you.

"The constitution and standing orders are a bit complicated but once you've adopted it then in future years you can amend as appropriate," he said.

RMT regional organiser for the area Sean McGowan told conference that: "The people with most courage are yourselves, those on the lowest pay and most vulnerable deserve respect for standing up and being counted, I guarantee that at least one of you will land up being elected to the executive in time".

London regional council President Glenroy Watson spoke about how the conference was making history.

"Cleaners are key to our union and the issues they face are amongst the most high-profile issues we face at the moment.

"Cleaning contractors are exploiters; London Underground has decided that they will have one super-employer, or one super-exploiter, so the cleaning on all London Underground trains will be done by just one company.

"Who do we blame for the

atrocious conditions, London Underground or their contractor? Some cleaners have had wages deducted simply because they didn't clock out.

"They clocked in, did all their duties and then went home, yet their pay was deducted as if they had never been in. If I drive my train and get people from A to B but don't tell my bosses I'm going home does that mean I didn't do my work?

"Unless we have some industrial muscle we will continue to be isolated, we must ensure that one day of every month we go around and try to recruit new members.

"We have some long-serving members, not transient as is often believed; we need to build on that.

"I am standing here in solidarity because I have come from your grade and where there is dispute around the country then you must act in solidarity with your colleagues elsewhere.

"This committee will serve as a point of recognition, members must not be isolated and this committee must be the pinnacle of this trade union where members from the bottom rung can go and create the industrial climate. RMT has a proud history and a proud responsibility for organising everybody in our industry and I congratulate you on this, on the event of your first conference," he said.

RMT national executive committee member for South Wales and West of England Eddie Dempsey also addressed conference about his position on the executive, how he was elected, and how the democratic structure of the union worked.

He explained how the NEC makes decisions and how the executive will consider motions from conference and how someone would come back next year and report on how they were actioned.

He also spoke of the difficulties of cleaners receiving sick pay.

"Train Operating Companies hide behind the contracting out of cleaning work and use it as an excuse so that they can employ cleaners on minimum wage and without sick-pay and then say that these obligations are not their responsibility.

"On Mitie at Paddington, we had six members and every time we elected a rep elected they would be bullied out, but we kept going, got 100 per cent membership and held disputes.

"However Mitie would then use scab workers from outside sites.

"We leafleted the bus depot where these scab cleaners came from and explained why they shouldn't do this. Then, we argued for a living wage and occupied their headquarters met a delegation of cleaners.

"More action followed until we utilised full-scale, industrial trade unionism, and, as other grades took up the issue of cleaning contracts, we went into dispute with GWR directly.

"Eventually GWR relented and we won the living wage, not just for cleaners, but all contractors, so it can be done. We also turned a group of bullied workers into solid, industrial, militant workers," he said.

Eddie also spoke about the on-going campaign on Servest UK, who now service GWR's cleaning contract, demanding sick pay for cleaners and how the union was about to launch a big, new campaign.

"We must give the message that we are one unit and we will use our strength to improve our members' terms and conditions" said Eddie.

Euston No: 1 submitted a motion calling on the union to negotiate a minimum hourly rate of at least £10 for all cleaning members and for this rate to be enhanced to a higher rate for members working in the London area.

Jason Costello, Euston No: 1 said: "Staff are overrun, pushed all their time and they deserve a higher rate of pay".

Gary Buchanan, Edinburgh No: 1 and Portobello District also argued that the union should try and negotiate a nationwide rate without any local enhancements.

"I agree, but amend wording so that the enhanced London rate is removed as I don't agree that cleaners are worth any more or less," he said.

Paddington No: 1 branch submitted an emergency resolution dealing with the on-going issues with Servest UK cleaners working for GWR and companies hiding behind contractors to avoid their responsibilities

It called on the union to write to all cleaning contractors to demand clarity on which elements of cleaners' terms and conditions are solely the responsibility of the contractors and which are the responsibility of the clients.

Mick Lynch also gave an update on organising within cleaning grades and revealed that we have over 4,300 cleaner members working within 140 different employers.

Ronnie Ash, Liverpool No: 5 said: "I work in a depot and I go out recruiting at different depots and stations, but all the staff think I'm the cleaning rep without knowing they can have their own reps.

"If any of you have ever recruited then please teach others, that way there will be a higher density of cleaners in the unions, it's down to all of us to help recruit," he said.

Richard Crane, Camden No: 3 added: "The union needs to put more pressure on some of its branches where there is a low density and to help improve relations and communications between grades.

"Push the branches to support cleaners," he said.

Mick Lynch suggested that the union should adopt a mentor scheme so that it can identify people and build the conference so that next year there are many more delegates and can build a network. ■



THE NORTH SEA - THE NEW 'SOCIAL DUMPING' GROUND

RMT's sister Union in Norway Industri Energi (IE) has found evidence that the drilling contractor Ocean Rig is using underpaid foreign workers in a practice known as 'social dumping'.

IE spokesman Harald Hereid said that the union had "documentation that shows Ocean Rig uses foreign manpower," onboard it's Leiv Eiriksson rig, which is currently located in the Barents Sea offshore Norway, where it is drilling for Lundin Petroleum.

He said that those hired by

the company were "significantly underpaid in relation to the job for which they are employed.

"We take a very serious view of cases of social dumping and will vigorously pursue this case," he said.

He added that social dumping was "totally unacceptable and a breach of Norwegian law as it undermines workers wage and working conditions, while it also eliminates serious companies".

Last year, RMT found evidence from several sources that non-European Union

workers, mainly from Malaysia, the Philippines, and India were being used on the CNR Murchison decommissioning project, within the UK sector.

Through the mechanism of the Offshore Co-ordinating Group (OCG) RMT said that there was little doubt that many of these workers were earning much less than their Norwegian and UK offshore counterparts. There is evidence that some of these workers earn as little as \$45 US per day.

It is also clear that many of those working on the Murchie

decommissioning job were performing skilled and semi-skilled trade work, such as welding and scaffolding, despite being employed on maritime contracts.

There is also little doubt that this exploitation of foreign labour is now on the rise as unscrupulous companies will do everything they can to cut their costs which, for them, is all the better if they can control an unorganised work force which has no union at their back to protect them.

RMT regional organiser Jake

Molloy for the offshore sector said that it was an appalling situation considering that thousands of UK workers were being made redundant and all of them would be available to carry out this work, so why do they have to employ non-EU staff?

He also pointed out that this practice which is being allowed to take place in UK waters unchecked went completely against the grain of 'maximising economic recovery', (MER) as outlined within the current government's MER UK strategy, which aims to sustain activity in the North Sea for the benefit of the country.

"UK taxpayers are picking up the tab for a significant chunk of the decommissioning costs and as such they should be 'entitled to a return.

"At the very least this return could be in the form of income tax and national insurance payments through employing UK workers or if not, paying the workers that are there in accordance with the National Minimum Wage or more appropriately the living wage as per UK statutory provisions and subject to domestic taxation structures just as UK workers

would be if roles were reversed.

"Workers are being brought halfway around the world and are being paid poorly, while thousands of domestic oil workers are being laid off.

"In anybody's books that must be wrong on a number of levels.

"If this is the way the UK is going to allow operators to deal with decommissioning then what's the future for North Sea Workers?

"We don't have to look far for further examples of the exploitation occurring around our shores and it's not just in the decommissioning space, albeit we are aware now that BP are using foreign nationals on their Miller deconstruction work.

"But beyond this is the appalling situation our seafarers face where thousands have been displaced.

"Today almost all UK or EU crews have been replaced by foreign nationals on our supply and construction vessels that are still working and that's the reason they are still working, because day rates have been slashed to the extent that ship owners and agents can now only generate a return by using cheap, poorly paid, exploited

workers.

"As for the future can we perhaps look to renewables? Sorry, this exploitation has now extended to this new industry also and the barges and construction vessels being deployed are being crewed the same way as the decommissioning operations and the shipping/marine operations.

"This is a crisis which is happening around you and there is only one way to address it, industrial muscle and campaigning," he said.

IT CAN'T HAPPEN TO US... RIGHT?

This is a question many workers in the oil and gas sector have asked these last few months and we regret to inform you – YES IT CAN!

One example where it is happening right now is the BP Miller. The main contractor is an outfit called Saipem who are using foreign nationals for a wide range of activities on the project. The small group of UK workers that are there have been raising a number of concerns about safety standards on the job associated with the training and competence of these workers along with procedures

being applied in certain tasks. The employers don't want this, they can't have workers running to their clients BP or Petrofac, and definitely not the HSE or worse still the trade unions. They can't afford to have the use of poor, exploited cheap labour being exposed or challenged in any way!

One such employer is "ACN Offshore" and in a memo issued on May 12 titled "chain of communication" the message is loud and clear: "Please note: All direct communication of any kind to BP or Petrofac regarding any matter which should be addressed direct to ACN will be looked upon as a breach of contract and dealt with to that extent." The author of the memo, Mr Allen Norton concludes the memo with: "Any persons offshore or onshore communicating out of the correct project chain will be liable for disciplinary actions".

There you have it then, not so much an 'open door policy' with the OIM or project managers, more a 'revolving door' approach for anybody who has the audacity to raise concerns.



Blow Out is a magazine for all RMT members working in the offshore sector and supply services. The magazine is sent to all members working in the industry but extra copies are available from...

m.mccaig@rmt.org.uk
RMT Aberdeen Shipping Office
106 Crown Street
Aberdeen
AB11 6HJ





Union protest at Hamilton Central station in Scotland against growing violence

RMT held protests this month at Hamilton Central station over a surge in violence towards staff – a situation which the union says management are choosing to ignore despite repeated warnings.

RMT members with banners, flags and publicity materials highlighted the escalation in violence and anti-social behaviour over the past two years. The protest is focussing on the scandalous situation at Hamilton Central but reflects a problem with violence and abuse across the network.

In a leaflet handed out to passengers the union says: “workers at this railway station

are under direct fear of violence and other variations of assault whilst just turning up for work to serve you.

“For over two years we have asked the employer to take action.

“We have yet to see any significant action or change from Scotrail on the matter; that is why we are holding this demonstration. We are desperate to see changes that give our members and workers here at Hamilton Central some protection from violence and assault whilst they are at work.

“We do not believe that is too much to ask for in 2017,” it said.

Staff Hamilton Central have made it clear in quotes gathered by the union.

“The gangs are winning; it’s open season on employees with no protection from the company.”

“It’s a struggle every day going in to work, I’m afraid to go out of the booking office.”

“As a lone worker, I feel very vulnerable at this time and struggling to cope at work.”

RMT general secretary Mick Cash said that it was truly appalling that rail workers had no option but to mount protests to force the rail operators and the Scottish government to wake up and take action over

the surge in violence on the Scottish rail network.

“Our members are telling us in stark terms that the gangs are winning and it is open season on the front-line rail staff who are offered no serious protection by Scotrail. There are also clearly some issues in terms of the justice system and the restrictions it places on the police in terms of taking serious action to stop the gangs.

“This scandal has to stop before it’s too late and RMT expects those in control to take responsibility and act to protect our members out there in dangerous and vulnerable conditions,” he said. ■

FIGHTING FATIGUE

Fatigue Kills is a new RMT publication that looks at how long hours limit life

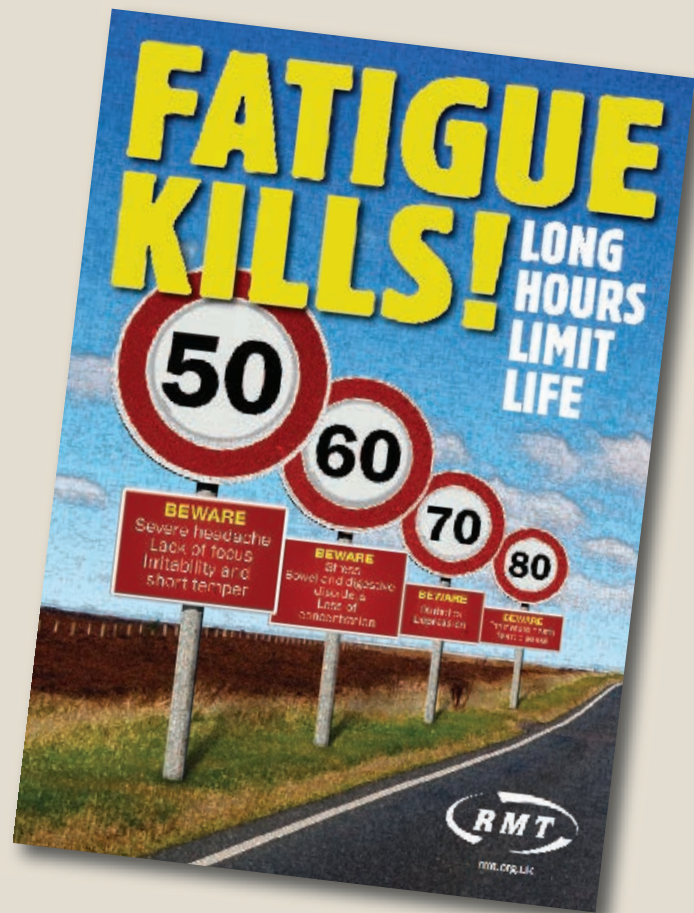
The union has produced a guide focussing on a range of work related and non-work related factors that can lead to fatigue and provides an invaluable resource for our health and safety reps to tackle issues around long working hours' culture.

RMT seeks to tackle issues around long shifts and anti-social hours to effectively and jointly manage the risks from fatigue and asks our representatives to consider the following factors:

- Fatigue needs to be managed, like any other hazard and risk.
- It is important not to underestimate the risks of fatigue.

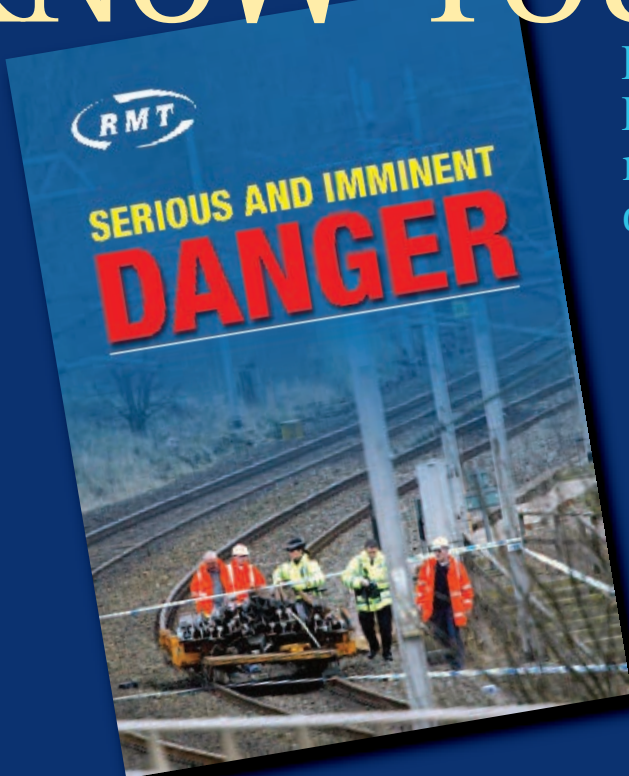
- The legal duty is on employers to manage risks from fatigue.
- Changes to working hours need to be risk assessed with built in notice times for change.
- RMT representatives should be consulted on working hours and shift patterns.
- Set limits on working hours and overtime, and which guards against fatigue.
- A planned and systematic approach to assessing and managing the risks of shift work to improve the health and safety of workers.

Fatigue Kills is available from your branch secretary or head office. ■



KNOW YOUR RIGHTS!

RMT updates Serious and Imminent Danger booklet designed to inform members of the law as it relates to danger at work



The updated Serious and Imminent Danger booklet is designed to give RMT members, particularly health and safety reps, a clearer understanding of legislation which deals with dangers at work.

For instance the Management of Health and Safety at Work Regulations 1999 states that employers must have 'worksafe' policies. These can be used to great effect to protect

members at work.

RMT also believes that refusal to work is not industrial action but a legal right for individual workers even if employers attempt to intimidate them.

This little pamphlet seeks to clarify the law as much as possible for members particularly health and safety representatives.

Copies are available from head office and your branch secretary. ■

WINNING FOR RMT MEMBERS

Every year your union negotiates pay deals for you the members, below is a selection. It pays to be in RMT.

COMPANY	AWARD	EFFECTIVE FROM
TRAIN WORKSHOP AND MAINTENANCE		
Alstom (WCML and PSG grades)	• 2.2% on base salary and London Weighting Allowance (plus 37/42 adjustment).	1 Apr 2016
Wabtec	Two-year deal: Year One • 2.9% increase on basic pay. Year Two • March 2017 RPI (min 2%, max 3.6%).	1 Apr 2016 1 Apr 2017
Voestalpine VAE UK	• 2% increase to basic rates of pay. • Maintain £400 bonus attendance bonus. • Increase to the employees' Engagement Bonus from currently £175 to £325.	1 Apr 2016
Alstom Chester	• 2% increase to basic rates of pay.	1 Apr 2016
Bombardier Crewe	Two-year deal: Year One • A 2.5% increase, effective 1st January 2017. Allowances up-rated in line with the agreed increase (excluding On-Call Allowance). Year Two • A 2.5% increase, effective 1st January 2018. Allowances up-rated in line with the agreed increase (excluding On-Call Allowance).	1 Jan 2017
Bombardier Ramsgate	Two-year deal: Year One • An increase of 2.5%. Year Two • An increase of 2.5%.	1 Apr 2017
TRAIN OPERATING COMPANIES & FREIGHT OPERATING COMPANIES		
Grand Central	• Backdated increase of 1.1% to basic pay. • No-strings increase to basic rates of pay of 2.5% effective from 1 Jan 2017.	1 Jan 2016
Southeastern (On-Board Managers)	Backdated two-year deal: Year One • 1.75% increase to salaries. Year Two • 2.2% increase to salaries.	3 Jan 2016 1 Jan 2017
London Midland	• 2% increase. Members whose base salary is less than £20,000, will receive a £500 increase. • 2% increase to all dynamic allowances.	1 Apr 2016
First Great Western	• Second year of two-year deal, 2% increase on basic pay.	1 May 2016
Serco Caledonian Sleeper	• 2.32% increase on basic pay. • London Allowance paid to all members working at London terminals, with payments ranging from £450 annually for part-time members living out, with 75 minutes of travel to a London terminal to £1,349.40 annually for full-time members living within 75 minutes of a London terminal. These payments backdated to 1 April 2016.	1 Apr 2016
Merseyrail (Drivers)	Two-year deal: Year One • 2.6% increase on basic pay. Year Two • Nov 2017 RPI + 0.25% or 2.5% whichever is the greater, effective from Jan 2018.	29 Jan 2017
Freightliner (Excl. Railports)	Two-year deal: Year One • 2.45% fully pensionable and backdated increase. Year Two • Salary increase of RPI (Nov 2017) minus 0.25%, minimum increase of 1% and maximum increase of 2.75%.	1 Jan 2017
Arriva Rail North	Two-year deal: Year One • Backdated 2.2% increase. Year Two • 2.6% increase effective from 2nd April 2017.	3 Apr 2016
South West Trains	• Backdated 2.12% increase to all basic rates of pay or £375, whichever is the greater.	1 Oct 2016

COMPANY	AWARD	EFFECTIVE FROM
INFRASTRUCTURE & ENGINEERING		
Network Rail (Ops, Main, customer services & Bands 5 to 8)	Two-year deal: Year One • 2.2% increase on all basic rates of pay. Year Two • Nov 2017 RPI increase on basic pay. London Allowances 29% increase for all those currently in receipt of inner and outer London Allowances.	1 Jan 2017 1 Jan 2018
Carillion	Backdated, two-year deal: Year One • 2% or £520 to basic rates, whichever is greater. Year Two • 1.8% or £535 to basic rates, whichever is greater.	1 Apr 2015 1 Apr 2016
Unipart Rail Doncaster	Two-year deal: Year One • 1.9% increase to base pay. Year Two • 2.3% on base rate of pay.	1 Apr 2016 1 Apr 2017
Volkerrail	• 2% on basic rates or £400, whichever is greater. • 2% to taxable allowances.	1 Apr 2016
Colas Rail	Multi-year deal: Year One • 2% increase on all base wages. Year Two • Increase of 2.5% on basic pay. Year Three • Increase of Feb 2018 RPI + 0.5%, subject to a minimum increase of 2% and a maximum of 3.25%	1 Apr 2016 1 Apr 2017 1 Apr 2018
Pullman Rail	Two-year deal: Year One • 3% base pay increase. • Reduction of one hour in the working week. • Enhancement to Company sick pay entitlements and payable from day one of sickness absence, also bringing payment of sickness absence as a result of a work-related injury	6 Apr 2016
East Midlands Trains (Eng. Grades)	• 2% “no-strings attached” increase in basic pay and London Allowances. • Apprentice Salary Progression, linked to Senior Team Member/Technician annual salary.	1 Apr 2016
Balfour Beatty	• 2% increase on basic pay. This is dependent on all employees currently on lunar pay cycles transfer to either a weekly or monthly pay cycle. • A productivity bonus for all OTM Operators working at the Balfour Beatty Rail Plant.	Dec 2016
AMCO	• 2% cost of living increase on basic pay.	1 Jan 2017
Knorr Bremse	• 3.5% increase in basic rates of pay. • This includes a backdated payment of 3.5% covering 1st October 2016 to 31st March 2017.	1 Apr 2017
CLEANING AND CATERING		
Churchill (East Mids Trains contract)	• Backdated increase of 50p per hour on the basic hourly rate. • An additional day's annual leave for all members, from July 2017.	1 Apr 2016
Interserve	• Cleaning Operatives uplifted to £9.40 per hour. • Chargehands uplifted to £9.65 p.h. • Supervisors receive a 2% increase to their hourly rate.	1 Apr 2016
Carlisle Cleaning Services Ltd (Transpennine Express)	• Increase to £8.45 per hour (level recommended by the Living Wage Foundation) or 3%, whichever is greater.	1 Apr 2016
OCS (Eurostar)	• Backdated 35 pence per hour increase on all current rates of pay.	1 Nov 2016
MITIE (Merseyrail contract)	Hard Services • Backdated 2.3% increase on basic rates of pay. Cleaning Services • Due to numerous pay rates currently existing on this contract this settlement re-aligned the different hourly pay rates:- • Operatives currently earning £7.20 - £7.60 will move to a £7.70 per hour pay rate. • Operatives currently earning £7.61 - £7.98 will move to £8.20 p.h. • One Operative currently earning £8.14 will move to £8.30 p.h. • New starters in the Cleaning Operative grade would join at £7.70 p.h. Operatives • All Operatives to receive an hourly pay rate increase: 13p minimum increase on hourly rate of pay (e.g. current £9.12 increased to £9.25 p.h.; current £9.37 increased to £9.50.). Supervisors • Two Supervisors earning £8.58 and £8.88 moved to a new rate of pay of £9.25 p.h. • One Supervisor did not receive a further increase as their rate of pay had recently been adjusted from £7.58 to £9.32 p.h.	

A SELECTION OF PAY DEALS

COMPANY	AWARD	EFFECTIVE FROM
ROAD TRANSPORT AND BUSES		
DHL Preston Brook Warrington	• 1.5% on basic pay. • Increase to overtime and rest day rate from 1.25% to 1.5%.	1 Apr 2016
Stagecoach Yorks Chesterfield Depot (Drivers)	• Backdated 10p p.h. rise for all rates and grades. • Introduction of a 10 minute (taking bus out of depot) or 5 min (not taking bus out of depot) paid sign-on allowance for all duties, by end of Oct 2016 at the latest. • Introduction of 5 min signing off allowance for all duties from 23 Apr 2017. • 10p p.h. rise for all rates and grades from 29 Oct 2017.	1 May 2016
Stagecoach Yorks Chesterfield Depot (Engineering Grades)	Two-year deal: Year One • 1.25% on all hourly pay rates. • Further 1% on all hourly pay rates. Year Two • Increase of 1.25% on all hourly pay rates. • Further 1% on all hourly pay rates.	1 May 2016 2 Oct 2016 7 May 2017 1 Oct 2017
DHL Neasden	Multi-year deal Year One • 1.9% increase on basic rates of pay and allowances. Year Two • 2% increase on basic rates of pay and allowances. Year Three • Increase of Feb 2018 RPI to basic rates of pay and allowances, with a minimum increase of 2% and a maximum increase of 2.25%.	1 Apr 2016 1 Apr 2017 1 Apr 2018
Stagecoach South	Two-year deal: Basingstoke (Drivers) Year One • 2% increase on basic pay. Year Two • 1.7% increase on basic pay.	8 May 2016 8 May 2017
TM Travel	Drivers • 1.5% increase to most rates (not standard pre-progression Monday to Friday rate). Engineers • 1.5% increase to all rates. Cleaners • The non-PCV holder Cleaners' pay rose from £6.70 per hour to £7.20 p.h. PCV holders Cleaners' pay will rise from £6.70 to £7.50 p.h.	1 Apr 2016
Bluestar	Two-year deal: Year One • 2% increase. Year Two • 1.6% increase.	1 Jan 2017
First South West (Somerset)	Somerset from week commencing 27 March 2016 (weekly paid) and 1 April 2016 (monthly paid). Drivers • Basic rate £9.50 p.h. • Overtime rate £10.50 p.h. • Unsocial hours add. premium £1.05 p.h. • Training rates: £8.00 p.h. new starters without PCV licence until trained and on road solo then £8.50 p.h. for 12 months before advancing to substantive rate above; PCV holding new starters £8.50 for all hours from commencement of training until going solo and then the same £8.50 p.h. rate for a further 12 months before advancing to standard rate above. Other Grades • Rates rose pro rata to the Driver rate increase percentages.	27 Mar 2016 1 Apr 2016
DHL Prudhoe	• 2.1% backdated increase to pay.	1 Jul 2016
Stagecoach Lancs Drivers	The following staggered increases to the basic hourly rates of pay: • 1st September 20161.49% • 1st May 20170.68% • 1st September 20170.68% • 1st May 20181.06% • 1st September 20180.95%	1 Sept 2016
Southern Vectis	Two-year deal: Year One • 2.5% increase to all rates of pay. Year Two • 2.0% increase to all rates of pay from new anniversary date of 1 June 2018. The percentage increases in each year to also apply to non-driving employees, other rates of pay and penalty allowances during this period. An agreed mechanism of protection based on the latest available published RPI rate will be applied at the new pay anniversary date.	1 Mar 2017

A SELECTION OF PAY DEALS

COMPANY	AWARD	EFFECTIVE FROM
LONDON TRANSPORT & OTHER METRO		
London Underground	Four year deal agreed in Feb 2016 included the following: • 1.3% being RPI for the year to Feb 2016 (as published in March 2016) • 3.2% being RPI for the year to Feb 2017 (as published in March 2017) • RPI (figure for year to Feb 2018, as published in March 2018) provided no less than 1%	1 Apr 2016 1 Apr 2017 1 Apr 2018
Cubic Transportation Services	• 2.5% increase for all grades.	1 Apr 2016
Alstom Metro Trains	• 2% to basic rates of pay.	1 Apr 2016
Nexus (Tyne & Wear Metro)	• 1%, including to APT&C salary scales. • Long Service Awards will be improved to £200 Certificate and Gift Vouchers for 20 years' service and £400 Certificate and Gift Vouchers for 35 years' service.	1 Apr 2016
OTHER		
International Currency Exchange (St Pancras)	• 2.5% increase on basic pay.	1 Mar 2016
Serco Santander Bikes	• 2% increase on basic pay.	1 Apr 2016
SHIPPING & MARITIME		
Royal Fleet Auxiliary	• 1% increase to basic pay.	1 Jul 2016
Caledonian MacBrayne	• 2% salary increase. • Night-watchmen to receive double time for hours worked on Xmas Day and New Year's Day. • Bonus of 1.5% will be payable upon achieving an increase in excess of £1m on operator return in order to fund this cost. Any bonus payment to be made in Nov 2017 salary.	1 Oct 2016
Serco Northlink	• An increase of 2% on basic pay.	1 Oct 2016
Isle of Man Steam Packet	• A 3% increase to rates of pay for all Ratings.	1 Jan 2017
City Cruises	Multi-year deal: Year One • 2.9% increase. Year Two • 2% increase. Year Three • 2% increase.	1 Apr 2016 1 Apr 2017 1 Apr 2018
Hovertravel	• Increase of 1.7% or £328, whichever is the greater. • Additional increase of 0.4%.	1 April 2016 1 Oct 2016
Heysham Ports	• 2% on basic pay. • 0.5% on basic pay.	1 Jan 2016 1 Jun 2016
Harwich International Port	• 2% increase on basic pay and variability.	1 Jan 2016
Serco Ltd (PNTL/ INS)	Two-year deal: Year One • 2% increase on basic pay. Year Two • 2% increase on basic pay.	1 Apr 2016 1 Apr 2017
DFDS	• 2% increase on basic pay.	1 Jan 2016
DFDS	• 3% increase on basic pay. • Employer's contribution to the company pension will increase by 1% from 1st April 2017.	1 Jan 2017
Stena Dockers	Two-year deal: Year One • 'Frontloaded' 3% increase. Year Two • Two performance payments of £170 in December 2017 and £170 in December 2018, subject to Stena Line Group achieving annual freight and car volume targets.	1 Jan 2017
Stena Seafarers	Two-year deal: Year One • 'Frontloaded' 3% increase. Year Two • Two performance payments of £170 in December 2017 and £170 in December 2018, subject to Stena Line Group achieving annual freight and car volume targets.	1 Jan 2017
P&O Ferries	• Backdated increase of 2%.	1 Oct 2016
P&O Carnival Cruises	• 2% increase on basic salaries.	



TRADE UNIONISTS UNITE FOR DISABLED WORKERS' RIGHTS

The largest ever RMT delegation took part in the Trade Union Congress Disabled Workers' Conference last month, writes RMT delegate Janine Booth.

A diverse group of delegates from around the country contributed to the various debates, learned a lot about disability issues and joined with other trade unionists in a united movement to fight government and employers' attacks on disabled workers' rights.

On the first day of conference, the TUC Disabled Workers' Committee made a statement about the General Election, pointing out the parties' different records and policies on disability issues. It was clear that while the Conservatives have attacked and demonised disabled people, the Labour Party has rejected some of the damaging policies of its last term in office and now has a set of policies that is radical and progressive.

RMT delegate Glenroy Watson spoke in the debate on parity for employed and self-

employed workers, arguing that everyone be entitled to sick pay equivalent to what they would have earned had they not been sick.

Fellow RMT delegate Carl Day-Crewe spoke on the motion on hidden disability rights, explaining that some people have conditions that affect their memory and that they need recognition and rights. Janine Booth spoke in the mental health debate, calling for the trade union movement to address those working conditions - such as management bullying, anti-social hours and workplace violence - that can cause workers to develop mental health problems.

Mental health was a strong theme of the conference, as several trade unions had submitted motions about it. There was also an informal session on the subject, the highlight of which was former footballers Jason Brown and Michael Bennett speaking openly about the depression and anxiety they had experienced

and the efforts of their trade union, the Professional Footballers' Association (PFA), to challenge the stigma around mental health in sport.

The conference also debated the shortcomings in accessibility at the conference venue, Congress House, and agreed to submit a motion to this year's TUC Congress insisting that the TUC improve accessibility or use a different venue.

RMT submitted a motion to the conference in support of our fight to defend the role of the guard on trains and oppose driver-only operation. Proposing the motion, Jennifer Aggrey-Fynn explained to the conference the safety-critical role of the guard, and outlined the strike action that RMT has taken so far, including on Southern, Merseyrail and Northern. She ended with a rousing "Say No D00 - keep the guard on the train - our jobs, your safety - see you on the picket line!"

TSSA seconded the motion, and then delegate after delegate, from a range of unions, spoke in

favour. A deaf delegate told conference that he cannot rely on announcements for information, and needs the support of a guard. Another delegate spoke of how disabled passengers already faced numerous barriers to accessing train services already, and the removal of guards would make it worse.

A delegate who regularly travels on Merseyrail spoke of how everyone who works on and uses it wants to keep guards. A blind delegate told how she would not be able to get off at her destination without the help of the guard.

The conference voted unanimously and enthusiastically in favour of our motion.

Bus driver Mark Langabeer, from South Devon Bus branch, was attending the conference for the first time, and found it a positive experience: "I enjoyed the conference and the solidarity with other delegates. I am returning to my workplace with renewed enthusiasm to fight disability discrimination". ■

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Looking for a card that will get you more from your shopping? RMT members can earn between 2.5% and 6% cashback at over 50 big name stores including: Sainsbury's, ASDA, Argos, Boots, M&S, Debenhams and many more¹ with the RMT Prepaid Plus Cashback card.

It's not a credit nor a debit card – it's a prepaid card. You load it with money before you shop, rather than paying for it afterwards, so there's less chance of going over your budget. Plus, there's no limit to how much cashback you could earn and no credit checks. All this for just £2.95 per month!



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 *To be entered into the prize draw you must successfully apply for an RMT Prepaid Plus Cashback card or be an RMT Prepaid Plus cardholder before 31st July 2017 (no cash alternative). The prize £200 which will be loaded onto your RMT Prepaid Plus Cashback card. Full prize draw rules at www.RMTprepaid.com/win. (1) Range of retail partners and cashback rates are subject to change. Some retailer exclusions apply. There is a monthly fee of £2.95, which is charged within 30 days of successful application. The RMT Prepaid Plus Cashback card is operated by RMT Prepaid Plus, a trading name of Union Income Ltd, 39/51 Highgate Road, London, NW5 1RT. Tel: 0344 846 8002. Registered in England and Wales, number: 0195562. Web: www.rmtprepaid.com. Union Income Ltd is a trading company in the Umbignell group.

18/05/2017

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0800 376 3706

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

Keep your RMT membership details up-to-date

In the light of draconian anti-trade union laws that have been used against the union, members should keep their personal data up to date. It 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.

PRIDE IN SCOTLAND

Barry Weldon reports on the sixth Scottish TUC LGBT+ conference

The Scottish TUC LGBT+ conference met for the sixth time at in Dalmuir near Clydebank with all the major unions meeting to discuss and propose motions on LGBT+ matters.

Motions were passed on equal civil partnerships for Scotland to include mixed sex couples, Brexit the charter of fundamental rights and the "Great repeal" bill where there is risk that the Tories may leave the European Convention on Human Rights seeking to introduce an inferior British Bill of rights.

Other issues included facility time for trade union equality representatives seeking to have the same time for facilitation as other reps such health and safety representatives to build on equality in the workplace as well as hate crime in the workplace.

Speakers to the conference included Jordan Daly from the Time for Inclusive Education campaign combatting

homophobia, biphobia and transphobia with inclusive education. Tim Hopkins from the Equality Network discussing aims for improving the Equality act, and Nicola Hay from Show Racism the Red Card who's primary aim is to tackle racism in society.

RMT proposed a motion on ScotRail to reverse Driver-Only

Operation on the Network and the new powers gained by the Scottish government to allow for the public sector to bid for the ScotRail franchise similar to the Caledonian MacBrayne model calling for the bid to bring the franchise into the public sector by 2022, and condemning the EU's fourth rail package.

This motion was supported by ASLEF, Unite and disabled speakers passed unanimously.

Emergency motions were passed on tackling violence against gay men in Chechnya where men have been murdered

for being gay by authorities or returned to their families with the expectation that the families will dispose of them by honour killings for bringing shame on their families.

Conference called for the immediate release of all men rounded up on suspicion of being gay, a campaign for the Scottish and UK governments to apply diplomatic pressure on the Russian government to stop these human rights abuses and offer asylum to LGBT+ people from Chechnya.



PRIDE: LGBT+ Pride events are opportunities for us to promote the union and our campaigns as well as to show support and solidarity for our LGBT+ community. Confirmed dates of Pride Parades this year include: London July 8, Brighton August 5, Cardiff August 26.

LGBT CONFERENCE

RMT LGBT activists sent a strong message of condemnation to Chechnya for its persecution of gay people at their annual conference last month.

The conference met in Aberystwyth to discuss key issues for RMT LGBT members at work and LGBT people around the world.

Moving the unanimously backed motion, Finsbury Park delegate Jon Stack fought back the tears explaining how gay men were being put into concentration camps by the

Chechen regime.

"The president has been having a big anti-gay purge.

"There has been strong evidence with people escaping Chechnya and telling their story.

"There have been round ups of gay men and here have been reports of up to six concentration camps where people are being tortured with electric shocks, rapes and beatings.

"The president has said: "There are no gays in our country".

"What the authorities do is

when people are kept in the camps and call their family in.

"They then say this will bring the utmost shame on your family to have a gay person within it. Either you take them away and kill them- otherwise we will."

He added that international solidarity was vital to ending the human rights abuses taking place there.

"We call on the union to organise, support and mobilise for protests against what is happening in Chechnya, and to raise this issue as a matter of

urgency with the International and European Transport Federations," he said.

Keeping in the theme of human rights, London delegate Paul Penny spoke out about LGBT asylum seekers facing difficulties in the UK.

"Asylum seekers in the UK have been through a lot of trauma and persecution in their own countries. Then they are forced to go through a very arbitrary process – they are arrested and stay in detention which is traumatic.

"For LGBT people in

detention centres, they are attacked by other people. This is made all the worse by the length of time they are held is completely arbitrary," he said.

Mr Penny also pointed out that asylum seekers have to survive on a paltry 36 pounds a week.

"We want an end to this inhumane system in the UK. It has to stop," he said.

The motion called on the union to "call on the British government to uphold international law and respect and protect LGBT people seeking asylum and protection in the UK and end the use of indefinite immigration detention and halt the deportation of LGBT asylum seekers back to countries where it is known they will face persecution and even death".

Both motions were put forward to the RMT AGM to be debated later this year to see if members want to make them national policy of the union.

Other issues discussed included whether to change the name of the committee to LGBT+ and suicide prevention training.

Assistant general secretary Steve Hedley addressed the conference stressing the importance of LGBT members within the union.

"Any call for equality be it LGBT, race or sex, any demand for equality is a challenge to the system. The people who run this class system love nothing more than divide us along these lines.

"We from the working class - we have to recognise that there are different oppressions and some like LGBT people are more oppressed than others," he said.

Turning to the international scene, Mr Hedley said: "There are some countries where you can't even express your sexuality. Whether it be a Christian country like Uganda or from Islamic State, they escape and come here and are put into camps. They should be welcomed here, not locked up.

"The trade union movement has to be more vocal about this," he said.

President's column

WEAK AND WOBBLY



This month's election was supposed to be the day Jeremy Corbyn and his crazy ideas were firmly put to bed, with a Tory majority predicted to be anywhere between 50 – 100 seats.

But what we woke up to was something quite different. Although the Conservatives were still the largest party in Westminster, they no longer held a majority.

The Labour manifesto of hope coupled with the great campaign Corbyn and his team ran, energised thousands if not millions to vote for "The Many Not The Few" and that momentum is still continuing.

What happened next you couldn't make up, the Tories and their right-wing media friends had just run an election campaign that vilified Jeremy for talking to Gerry Adams during the troubles in Northern Ireland.

What they failed to mention was that fact that many politicians from different parties talked to both sides in those times as all tried to find a way to deliver peace and, indeed, Jeremy Corbyn was awarded the Gandhi Foundation's "International Peace" award in 2013 for his consistent efforts over 30 years to uphold the Gandhian values of social justice and non-violence.

Hypocrisy was the name of the game as Teresa May climbed into bed with the Democratic Unionist Party which has strong links with Loyalist paramilitary groups, specifically the terrorist group Ulster Resistance. Where is the horror from the media now?

It's not just about the move being hypocritical, it's much more about it being a breach of the Good Friday Agreement that brought peace to Northern Ireland after so many years of violence.

I truly think you need to be a special sort of person to put party self-interest ahead of something like The Good Friday agreement and that's not to mention giving credibility to a party that is still living in the dark ages with their views against same sex marriage, abortion, including abortion when

a woman has been raped. They are climate change deniers and their Cash for Ash scandal cost the Northern Irish exchequer around half a billion pounds, so just the type of people we all want in power!

Now is the time to mobilise and the day after our AGM in Exeter, Saturday July 1 there will be a national demonstration organised by The People's Assembly.

NOT ONE DAY MORE
#TORIESOUT NO MORE
AUSTERITY.

Assemble 12pm BBC
Broadcasting House, Portland
Place, London W1A 1AA

I do hope we get a great turnout from RMT with banners and flags flying high.

Watching the horror unravel at Grenfell Tower this month was very distressing for everyone and so many questions will need to be answered.

I keep hearing how we need to keep politics out of this disaster which is a very good idea, especially if you are one of the politician that had every opportunity to make our Tower blocks safer, but voted down the amendment to do so, as in their view it would mean over-regulation [ie cost].

In 2009 there had been another tragedy with a Tower block fire, Larkanal House in Camberwell where six people died. The recommendations from that investigation have still not been implemented. A sprinkler system for a tower block like Grenfell would cost under three hundred thousand pounds, the cladding to make the building look more gentrified cost three million pounds, the word priorities comes to mind.

"Money and corruption are ruining the land, crooked politicians betray the working man, pocketing the profits and treating us like sheep, and we're tired of hearing promises that we know they'll never keep" [Ray Davies]

In Solidarity

Sean Hoyle

RMT STANDS UP FOR ITS MEMBERS

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Festivals

For Trade Unionists



Every year there are numerous festivals around the country for trade unionists with a mixture of music and politics for everyone



Celebrate the labour movement, its history and build for the future, whilst enjoying the company of friends and comrades from all over the country.

DURHAM MINERS GALA - JULY 8

The Durham Miners' Gala is an important and historic date in the labour movement calendar and one at which the RMT has always been represented.

This year they are expecting record crowds to hear Labour Party leader Jeremy Corbyn MP address this year's Gala on Saturday, July 8.

Make sure you get along and experience the unique atmosphere of music, politics and community spirit.

www.durhamminers.org/gala

TOLPUDDLE MARTYRS FESTIVAL – FRIDAY JULY 14 TO SUNDAY 16 JULY

Set in the beautiful Dorset countryside, this festival includes a weekend of commemorative events, music including marching bands, kids' activities and speakers - the main march and rally takes place on the Sunday. Nearest train stations are Dorchester and Dorchester South. www.tolpuddlemartyrs.org.uk/

BURSTON STRIKE SCHOOL – SEPTEMBER 3

Every year trade unionists gather in the small Norfolk village of Burston to commemorate the longest strike in history and to celebrate the people who continue to fight for trade union rights, working class education, democracy in the countryside and international solidarity. www.burstonstrikeschool.co.uk/

SCOTTISH POLITICAL SCHOOL REPORT



Dave Hailey of RMT Wishaw and Motherwell branch reports on the inaugural Scottish Political School

An historic first for the RMT took place last month with the inaugural Scottish political school, attended by 13 activists from across Scotland.

The course aimed to replicate the success of the annual national school at Doncaster, while specifically focusing on how the RMT interacts with and utilises the unique Scottish political system.

The course was planned and delivered by RMT political officer James Croy and Gordon Martin, regional organiser for Scotland. It set out to introduce members to the political side of RMT campaigning in Scotland, raise awareness of the RMT Scottish Parliamentary Group and to give an insight into how

the political institutions in this region of the UK can be used to our members' best advantage.

Following an overview of the course content, there was discussion and debate exploring the political challenges and opportunities for trade unionists in Scotland. The group gelled quickly and animated discussion on these topics and others carried on both within and outside the official programme of events.

STUC assistant general secretary and long-time RMT member Ann Henderson outlined the devolved political structures and powers of the Scottish Parliament and how these relate to the current economic and industrial

situation in Scotland. She highlighted how the STUC and the wider trade union movement must mobilise to support progressive policy, take forward the case for workers' rights and counter the threat to workers posed by the Conservatives at the general election and beyond.

This was followed by an informative address from Patricia Findlay, Professor of Work and Employment Relations at the University of Strathclyde, on the importance of the Fair Work Framework as a tool in ensuring our members in Scotland will have a 'world-leading working life' and have their rights and wellbeing in the workplace recognised and protected.

The second day explored the processes by which the union campaigns and the importance of involving Scottish politicians to move forward the interests of our members. Potential Scottish campaign opportunities were identified and presentations were made on the political strategies which would see them through to a successful conclusion for our members.

This was followed by an afternoon at the Scottish Parliament at Holyrood. A presentation was heard on the history, processes and powers of the Parliament, and the composition and of the RMT Scottish Parliamentary group. Elaine Smith MSP, chair of the group, told how its members use

questions and motions to push for debates on RMT campaigns and issues. Lively question and answer sessions were held with other Parliamentary group members, MSPs Neil Bibby, Lewis MacDonald and Clare Haughey.

A fascinating behind-the-scenes tour of the Parliament had been arranged by Elaine Smith and her staff, moving from the Presiding Officer's desk in the debating chamber, through the Garden Lobby to the busy offices of the MSPs and then on into Queensberry House, and its memorials to James Keir Hardie and Donald Dewar.

Attendees then took in the

spectacle of First Minister's Questions from a packed public gallery, hearing Scottish Labour leader Kezia Dugdale tackle Nicola Sturgeon on the effects of the public sector pay cap on NHS earnings and staff retention. The urge to shout down the Conservatives was palpable!

Activists met with Transport Minister Humza Yousaf and did not miss the opportunity to raise the topic of the unacceptable terms and conditions of Mitie subcontractors within Scotland's railways. Agreeing to investigate the matter, he spoke of his respect for our members and recent successful RMT-led

campaigns including keeping Calmac in the public sector and fending off the extension of Driver Only Operation on Scotrail services. MSPs Neil Findlay, Richard Leonard and Patrick Harvie reiterated their support and encouraged those attending to make full use of their political representatives going forward.

The final day was rounded off with a review of the course. Areas for improvement were identified, but the consensus was that the school had been inspiring, educational and relevant to the challenges being faced by Scottish members today.

Students on the Political

School and their branches were as follows,

Alice Glasgow (Edinburgh1 & Portobello District), Mandie Walton (North Clyde), Brian Reynolds (Glasgow Shipping), Craig Burns (Edinburgh1 & Portobello District), Dan Smith (Glasgow & District Engineering), Dave O' Donnell (Fife and District), Davie Hainey (Wishaw & Motherwell), Eileen Gilfillan (Wishaw & Motherwell), James Meechan (Glasgow Shipping), Kim Gibson (Inverness 1), Mary Jane Herbison (Glasgow 1&2), Shaun McCrudden (Edinburgh1 & Portobello District), Dan Henderson (Glasgow Shipping)

BRANCH SECRETARIES MEET

The branch secretaries conference met in Inverness last month, **reports conference secretary Jim Philp**

Retiring Inverness branch secretary Bob Bowie was on hand to welcome the executive to the town and explain the social arrangements. The education sessions this year were given by RMT pension officer Paul Norris who gave a no punches held account about the updates to the pension situation in various companies that the RMT has members in.

This was extremely

interesting and valued information for those in attendance. Paul was also answered numerous questions from the floor. A session on legal issues was delivered by Alan Rodgers of Drummond Millar and David Martyn of Thompsons who gave updates and examples of Employment Law and how this effects the union going forward in presenting cases. This included the Trade Union Bill and its affect with reference to picketing and the information that needs to be given in

advance to conduct a legitimate picket line. All members present were enlightened to the facts given and realised a further challenge and additional barriers were going to be put in front of members rights to picket workplaces. RMT general secretary Mick Cash also attended this session and his input was welcomed.

Incoming local branch secretary Kim Gibson opened a well-attended social event on the Saturday night which was also a surprise retirement

present to Bob Bowie after 30 plus years in position.

Mick Cash did the honours and Bob was thankful to all and wished Kim and the branch executive all the best for the future of Inverness branch. Conference was overseen in the hands of president Keith Murphy. The conference executive wished to thank Bob and Kim for the invite to Inverness and the hospitality shown to the delegates in one of the most beautiful and historic parts of the country.





A LIFE ON THE RAILWAYS

By Gordon Jones

Gordon Jones has been a familiar figure at the train crew and shunting grades conference for many years. He celebrated his retirement by publishing a book about his experiences during 50 odd years of service in the industry entitled *My Life on the Railways*.

Gordon clearly has an extraordinary memory as he regales us with tales of a lost world. He recounts his journey into the industry in 1957 and remembers his wage packets with remarkable recall. As a teenage van boy he is treated to cups of tea and kindness in and around the Liverpool area.

It is here that he joins the National Union of Railwaymen and begins a life long association with the NUR then to become RMT.

He was offered a job as a relief porter and it is here that he has run-ins with escaped prisoners, fare dodgers – including a bank manager who lost his job! –, passengers giving birth, fish trains coming in from Fleetwood and saves the life of a driver by stopping a train colliding with a car on the track.

As he began to learn more about the industry Gordon set his heart on being a guard. This was the start of a long career looking after passengers. Gordon's skills as a trained first aider were also to come in handy many times even saving lives.

It is clear from his stories that the author is very community spirited, combined with a life-long dedication to the Salvation Army, constantly and conscientiously assisting those in distress.



Gordon's recollections will be interesting and amusing to rail workers and many will recognise the trials and tribulations of working with the travelling public. For every good deed Gordon carries out he seems to be working closely with the authorities apprehending thieves and ne'er do wells.

He also describes his travels around the country whilst attending various RMT conferences in his usual off-beat

observational style and Alan Bennett himself would be pleased with the result.

This little self-published book is of course a highly personal and idiosyncratic record of life as a guard. While many a publishing house would reject this work we should be grateful that Gordon has taken the time to write about his unique and eventful life on the railways.

For copies contact RMT regional office in Liverpool.



Remembering GRAHAM TAYLOR

London Midland named one of its trains after football legend Graham Taylor in a ceremony on platform 10 at Watford Junction earlier this month following a suggestion from senior conductor and RMT member Marc Davis.

Marc, proudly wearing his union badge, took part in train naming ceremony in honour of the late Watford and England manager.

LM had never before named a train but this was an exception based on the fact that Graham Taylor was not just a local man but frequently used the train himself.

The Class 350 train will remain named Graham Taylor OBE for the rest of its working life. The train will pass through stations serving many places associated with Graham's long career including:

Watford Junction – Watford, Aston – Aston Villa, Wolverhampton – Wolves, Wembley Central – England and Lichfield Trent Valley for England's training ground at St George's Park.

There was also an auction football memorabilia with the proceeds going to the Troy Deeney Foundation which supports Garston Manor School, a specialist school for autism, learning difficulties and speech and language.

Attending the event, Watford Football Club chairman Scott Duxbury said that, alongside other planned tributes, the gesture was a mark of just how widely Graham's work and warm personality were appreciated across the region.

Thanks to retired member William Freitag for sending in this story to RMT News. ■



FOOTBALL LEGEND: from left to right: London Midland general manager Patrick Verwer, LM head of West Coast services Steve Helfet, Mrs Graham Taylor and Marc Davis

SURFS-UP!

UNISON's Croyde Bay holiday resort in North Devon offers five per cent discount to RMT members

Croyde Bay holiday resort has a lot to offer including onsite surf lessons at Walking on Waves Surf School, where you can learn from a former European Champion. The newest exciting activity is Stand Up Paddleboarding Tours which take you on an exciting route through the estuary past views Braunton Burrows and around to Saunton.

BEACH, EAT, SLEEP

There are top beaches for miles in North Devon and Croyde Bay has direct access on to Croyde Beach. There's also great food, entertainment and bars on site to enjoy before calling it a night a returning to your hotel room or self-catering cottage at this four star holiday resort.

UNISON Croyde Bay Holiday Resort and Conference Centre
01271 890 890 Croyde, North Devon www.croydeunison.co.uk

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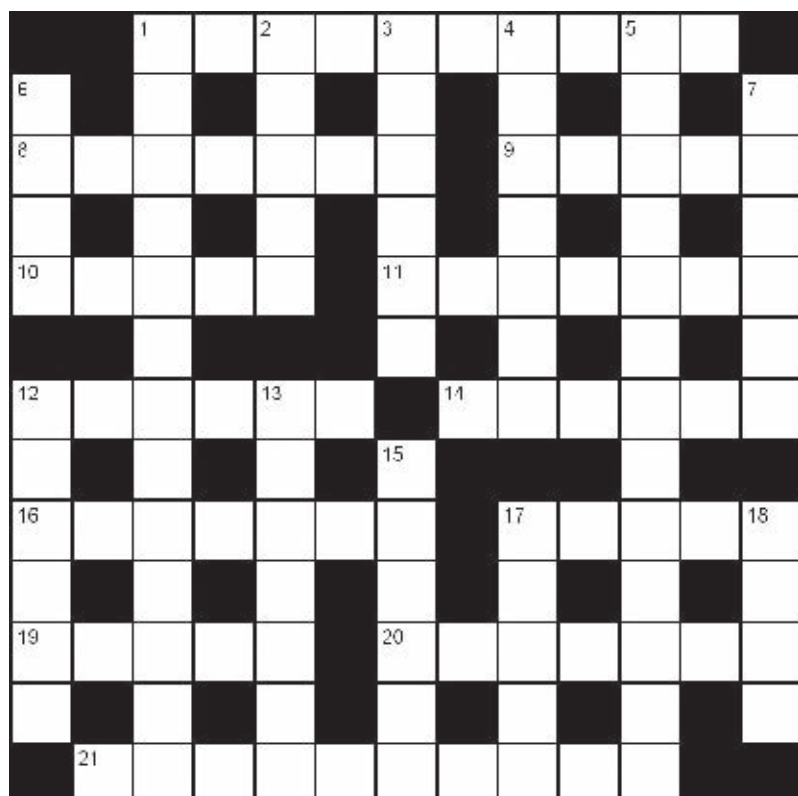
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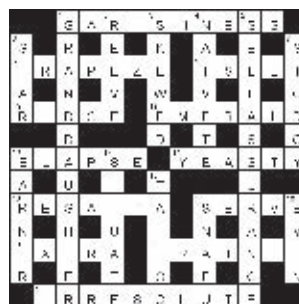
Cars shown for illustration only. Autosave, Trax Park, Doncaster, DN4 5PD

rmtdrive.org.uk

£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword Winner P Chapman, Birmingham.

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

Winner and solution in next issue.

ACROSS

- 1 Prophet (10)
- 8 Conscript (7)
- 9 Entrails (5)
- 10 Anglo-Saxon (5)
- 11 Deadly disease (7)
- 12 Solidified lava (5)
- 14 listen to again (7)
- 16 Honest (7)
- 17 Cravat (6)
- 19 Pertaining to birds (6)
- 20 Informal alliance (7)
- 21 Container (10)

DOWN

- 1 Authoritative (13)
- 2 Offbeat (5)
- 3 Braying (3,3)
- 4 Preacher (7)
- 5 Fizziness (13)
- 6 Smell (4)
- 7 Potion (6)
- 12 Unit of pressure (6)
- 13 Wash (7)
- 15 Return to normal (6)
- 17 Ludicrous act (5)
- 18 At that time (4)



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Employer		RMT Branch	
Job Description			

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