

RMT *news*

Essential reading for today's transport worker

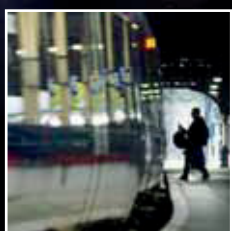
HUGE CABLE CAR PAY VICTORY



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www.rmt.org.uk

WORKING FOR YOU

RMT membership helps you at work and saves you money

RMT has developed a number of benefits to save members money. This includes negotiating access to savings and special offers from our approved partners.

COLLECTIVE BARGAINING

The union has a dedicated team of elected officers and local reps to serve your interests negotiating with employers on issues from pay, hours of work, pensions and working conditions. They are supported by a team of researchers to formulate pay claims to obtain the best negotiated terms for you.

CAMPAIGNING

The union has a political fund to run campaigns and provide a political voice to benefit members' interests in the workplace. RMT has a very active parliamentary group which raises issues of concern for members at Westminster, the Scottish Parliament and Welsh Assembly.

PERSONAL INJURIES

Personal injury claims cover if you suffer an accident in work or outside work. RMT underwrites settlements that would not be provided by no-win, no-fee companies. Call 08457 125 495.

INDUSTRIAL DISEASES

Members who have suffered an industrial disease will receive free legal support to make a claim. Such claims are underwritten by the union and members will not have any deduction from their settlement unlike claims run by no-win, no-fee companies. Call 08457 125 495

EMPLOYMENT TRIBUNALS

Should a member find themselves unfairly dismissed, discriminated against or have any claim which has reasonable prospects of success at an Employment Tribunal, RMT will provide legal representation and pay

the fee. Even if the union is advised that the claim is unlikely to succeed, members who make a claim are eligible to receive free legal advice.

ACCIDENT BENEFIT

Payable if you have an accident at work or on the way to or from work. Accident benefit is only payable if you have been off for three days or more.

Accident must be reported to branch secretary within 26 weeks in order to qualify for accident benefit.

RETIREMENT BENEFIT

Payable to any member who retires over the age of 60 or aged 55 if retired through redundancy or resettlement. Ill health retirement is also payable; proof of this must be sent with application for retirement benefit.

TAX AND WILL PREPARATION

The union can provide a personal taxation service and will preparation service.

DEMOTION COMPENSATION

Payable to any member who is experiencing loss of wages through being permanently demoted or downgraded as a result of illness or injury.

Payment of £300 provided that member reports this to branch secretary within 12 weeks.

ORPHAN FUND

The beneficiaries of this fund would be any child of a member or spouse if the member dies in service or if a members' spouse dies and the member has responsibility of the children.

Benefit is paid while a child is

in full-time education up until the age of 22. Payment is made quarterly and the rate is £12.00 per week for children up to the age of 16, then £12.75 per week from 16 to 22.

RMT CREDIT UNION

Accessible savings and affordable loans from RMT's Credit union.
www.rmt.org.uk/about/credit-union

ONLINE SHOPPING DISCOUNTS

Shop online with RMTrewards.com and earn cashback savings from hundreds of retailers, like B&Q, Argos and Tesco. It's free to join, plus you'll get a FREE £10 Welcome Bonus in your online account! (Terms and conditions apply)
www.rmtrewards.com

FINES POOL

if you drive a company vehicle as part of your job you can join the RMT fines pool for £7 per year. The Fines Pool will reimburse members for any speeding fines, related court costs and lost time to attend a court hearing.
www.rmt.org.uk/member-benefits/fines-pool

BEREAVEMENT BENEFIT

A Death Grant of £600 is payable to the nearest relative or legal representative if a member dies through any cause prior to retirement.

CASHBACK PREPAID CARD

Fancy cashback on your everyday shopping? Use your RMT Prepaid Plus Cashback card at over 50 partner retailers, including Sainsbury's, ASDA and Boots, and earn unlimited cashback! It's

different to a credit or debit card - you can only spend what you load so there's less chance of getting carried away.
www.rmtprepaid.com

FREE £5,000 ACCIDENTAL DEATH COVER

As a benefit of your RMT membership you can register for £5,000 Free Accidental Death Cover. Cover is for UK residents aged 18-69.

12 months free cover. Annually renewable and always FREE. The Cover is underwritten by Advent Insurance PCC Ltd - UIB Cell.
www.rmtprotect.com

INSURANCE

UIA Mutual offers great value, low cost Home, Travel and Pet Insurance to RMT members and their families.

- Interest free direct debits (spread over 10 months)
- No fees to amend your policy
- Accidental damage to TVs, laptops and game consoles covered
- Cover for damage caused by subsidence
- Alternative accommodation for family and pets if needed

Call on 0800 030 4606 to talk to UK-based call centre agents from 8.30am to 8pm Monday to Friday.

HEALTH CASH PLAN

For a small monthly premium you can claim cash-back on dental, optical and therapy treatments. Visit www.bhsf.co.uk

Join RMT by visiting
www.rmt.org.uk

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CROSSWORD

EDITORIAL



CABLE CAR PAY VICTORY

I am pleased to report that RMT has secured a major pay victory for members working on the Emirates Air Line Cable Car in London that will see wages rise in some cases just shy of 25 per cent.

This victory has proved that when workers are organised into a militant, industrial trade union, they can secure significant pay victories.

Congratulations are also in order for Freightliner members after winning a pension dispute and forcing the company to withdraw proposals to close the pension scheme to new staff.

Key London Underground maintenance and engineering staff have also voted by around nine to one for industrial action over the hacking back of train preparation and inspection schedules which would have a devastating impact on both service reliability and public safety.

RMT is already in dispute over the plans but LU has refused to engage in any meaningful consultation with the union. If we need to take industrial action then this union will strike.

That is also the case with current Tube pay talks so watch this space.

Workers at London Overground are also taking strike action against a pay freeze. STM Travel Safe Officer members on the Arriva Rail London contract running LO and sub-contracted Vinci workers both took action this month.

RMT is also calling for Arriva Rail's UK franchises and contracts to be taken into public ownership as the outfits' parent company, Deutsche Bahn, revealed sell-off plans are underway.

Arriva hold franchises on Northern, Cross Country and Chiltern as well as the concession

on London Overground and the Grand Central and GNR open access operations. It also has a major train care division.

It could not be right that thousands of jobs associated with train operations across the whole of the country were left hanging in the balance awaiting a boardroom decision in Berlin.

That is a ludicrous way to run our railways and the only solution to this nonsense is to bring the UK's rail assets back into public ownership.

RMT members at Orkney Ferries are also faced with pay and conditions falling behind other ferry operators and service cuts following uncertainty over funding arrangements to keep the crucial inter islands service running.

RMT is also launching a fair pay campaign and a ballot for industrial action for Royal Fleet Auxiliary members following the imposition of a measly 1.5 per cent pay increase.

The crisis in the bus industry also continues as new figures reveal falling passenger satisfaction when asked about the costs of travelling by bus

It is clearly time for a new approach to Britain's bus service which puts the needs of its people and its workers ahead of profits.

Finally it is organising conference season for the various sectors within our all grades, democratic union. I hope to get to as many as possible to share experiences and ideas about how we can defend transport and energy workers whatever their job entails.



VINCI WORKERS TAKE FURTHER STRIKE ACTION

RMT members working at Vinci as cleaners on the Arriva Rail Contract took further 48-hour strike action this month after voting overwhelmingly for strike action over pay and

conditions. The cleaners, who formerly worked for Carillion before its collapse and were transferred to outsourcing company Vince, also mount a mass demonstration outside Arriva

Rail London's head office in Swiss Cottage. RMT general secretary Mick Cash said that after this display of solidarity and industrial action the company must engage in meaningful talks to

halt this workplace injustice. "These hardworking staff should be adequately rewarded for all their labour instead of paying workers a pittance," he said. ■



LONDON OVERGROUND MEMBERS STRIKE AGAINST PAY FREEZE

London Overground Travel Safe Officers took strike action earlier this month over a 22 month pay freeze which would effectively mean poverty pay for these essential workers. The STM Travel Safe Officer members on the Arriva Rail London contract also held a mass

demonstration outside of Arriva Rail London's Head Office. RMT general secretary Mick Cash said that Travel Safe Officers offer security for passengers and staff against a background of increasing anti-social and violent behaviour on the railways.

"Our members do an important job on London Overground and deserve to be paid properly for the work that they do. A pay freeze for workers on a low wage is an insult and represents a pay cut in real terms. "STM Group believes that

they can pay their workers a pittance and get away with it but, by taking strike action and holding this demonstration, RMT has proved them wrong. "RMT remains available for talks and is ready to enter into negotiations in order resolve the dispute," he said. ■

CABLE CAR PAY VICTORY

RMT has secured a major pay victory for members working on the Emirates Air Line Cable Car which crosses the River Thames in London that will see wages rise by between 14.35 per cent and 22.35 per cent.

Operator Grade 1 workers – who were on the lowest pay scale – will receive a 22.35 per cent increase in pay. Operator Grade 2 workers will see an increase of 15.80 per cent and Technicians a rise of 14.35 per cent.

Part of the deal meant that all bonus payments were consolidated into the wage scales.

RMT Docklands Light Railway branch secretary Ray Shackleton, hot-foot from winning another disciplinary hearing for a member, explained that along with local rep Phillip Hong they had fought hard to consolidate any bonuses as a part of a process in winning parity with other DLR workers.

Phillip Hong also explained that winning the deal had stemmed the 50% turnover in staff.

"We were dealing with seasoned staff leaving the company whilst negotiating the new pay claim being mentors for new members to get a fair deal and assisting in training.

"This has been a great knock on effect in creating a much more stable environment and keeping good relations with management," he said.

Ray also praised the work of Dave Marshall of the union's organising unit in winning recognition for operational staff but explained that they were still looking for recognition for staff employed on a different contract working for Mace



HAND OVER: Outgoing Docklands Light Railway branch secretary Ray Shackleton is to hand the job over to Aaron Gordon next month.



DEAL: Level two technical operators Marian Cinca and Raimonda Gaulilcilene, local rep Phillip Hong, Mick Cash, level two technical operator Kamila Paulowska and incoming DLR branch secretary Aaron Gordon.

Macro.

RMT general secretary Mick Cash said that the pay breakthrough proved that when workers are organised into an industrial trade union they can secure significant pay victories.

"RMT has achieved a real win for our members who are working in a city with exceptionally high living costs".

"I would also congratulate DLR branch for reaching out to workers in other areas within their sphere of influence and securing such a magnificent result.

"They have really shown what trade union membership and being organised in the workplace can achieve," he said.



VICTORY: Emirates Air Line Cable Car rep Phillip Hong explains the deal in the sky

SUPER PUMA DISASTER 10 YEARS ON

Scottish government refuses to back helicopter safety inquiry

RMT repeated its call for a full public inquiry into helicopter safety in the North Sea earlier this month as workers from across the industry marked the anniversary of the Super Puma tragedy that alerted the nation to the dangerous working environment for offshore workers.

April 1 2019 was the tenth anniversary of the fatal helicopter accident off Peterhead in which all fourteen offshore workers and two crew on board were killed.

They were travelling from the Miller Oil Platform to Aberdeen in an AS332 L2 Super Puma model which experienced catastrophic failure of the main rotor gear box – very similar to the causes of two ditchings and the fatal accident off Norway on April 29 2016.

RMT sent condolences to the families, friends and colleagues affected, especially as they were forced to endure a Fatal Accident Inquiry process which took nearly five years and achieved next to nothing in the way of justice or meaningful lessons.

Today there is growing anger over the refusal of the Scottish government to reconsider its opposition to a public inquiry into helicopter safety.

North East Labour MSP Lewis Macdonald has called on ministers to reconsider their decision not to back a public inquiry into helicopter safety in the North Sea, after he received what he has described as a “deeply disappointing” reply from Energy Minister Paul Wheelhouse.

Lewis Macdonald regretted that decision not to back the calls being made by the workforce and their unions for a full public inquiry into helicopter safety.

“The Offshore Co-ordinating Group has previously highlighted that the helicopter journey to and from work is the biggest single safety concern for offshore workers.

“When so many workers are coming together to highlight safety concerns, it is vital that both Scottish and UK governments take on board what they have to say.

“That is why SNP Ministers at Holyrood must reconsider this

decision and back calls from workers for a UK-wide public inquiry into helicopter safety,” he said.

RMT general secretary Mick Cash added that while the Scottish government’s engagement on offshore helicopter safety was welcome it will be of little consolation to North Sea oil and gas workers whose confidence in the safety of the offshore helicopter fleet has seriously declined.

The commercial S-92 fleet in the North Sea is being intensively used and the review of CAP1145 will not involve the trade unions or Step Change in Safety, the independent safety

body for the offshore industry.

“We are not confident that the CAP1145 review will look seriously at commercial pressures on safety standards and it won’t tackle the justice deficit that families of victims of the fatal helicopter incidents in the last decade have endured from the Fatal Accident Inquiry process.

“Ultimately, the Scottish government has sided with the interests of the oil and gas industry and against offshore workers in opposing the call for a public inquiry into offshore helicopter safety,” he said.



DISASTER: Wreckage from a helicopter being brought ashore after fourteen oil workers and two crew died when a Bond Super Puma crashed off the Aberdeenshire coast on April 1 2009.

ORKNEY FERRY FUNDING CRISIS

Not for the first time RMT members employed by Orkney Ferries are faced with pay and conditions falling behind other ferry operators as well as service cuts leading to job losses as the Scottish government and Orkney Islands Council clashed in a very public manner over funding arrangements to keep the crucial inter-islands service running.

As well as the disputed funding arrangements to keep the service running for the next twelve months' there is the added complications of the aging ferry fleet which was clearly no longer fit for purpose.

With RMT membership levels at 100 per cent on Orkney Ferries these threats to jobs and conditions were robustly challenged by RMT general secretary Mick Cash in a letter to Scotland's First Minister where it was made clear that any attacks on terms and conditions or threats to jobs would be fiercely resisted while also pointing out that the union had been warning the government for some time that significant investment was urgently required to secure new vessels on this crucial lifeline ferry service.

Rather than face up to the perfect storm of insufficient funding and the need for new tonnage, a spokesperson for the Scottish government made reference to the fact that Orkney Ferries members were awarded over



RMT regional organiser Gordon Martin speaks to crew

11 per cent over two years at the last pay negotiations.

The spokesperson deliberately avoided making the point that this pay award was made on the basis of a lengthy comparison with other ferry operators pay and conditions review and almost four weeks of industrial action by RMT members at Orkney Ferries.

Along with Donald Graham from the RMT organising unit RMT regional organiser Gordon Martin visited members at Orkney

Ferries last month and took the opportunity to inform senior management face to face that RMT would do everything necessary to defend members' interests in these uncertain and volatile political and economic times.

"I informed members that I will keep them informed of developments through on-board reps and I will make the journey back to Orkney if and when required to secure a positive outcome for our membership," said Gordon Martin.



SOUTHERN PROTEST RMT DEMONSTRATION AGAINST DRIVER-ONLY OPERATION ON SOUTHERN RAILWAYS

TIME: FRIDAY APRIL 26 2019, NOON.

VENUE: OUTSIDE KEOLIS UK, EVERGREEN BUILDING NORTH, 160 EUSTON ROAD, LONDON NW1

Friday April 26 marks the third anniversary of RMT's campaign against the extension of DOO on Southern and RMT members from across the country will be gather in London in a show of solidarity with members at Southern. Keolis owns 35 per cent of Govia, and is itself 70 per cent owned by the French state railway. RMT will continue to fight to retain a second safety critical person on the train as well as achieving a safer accessible railway for all.

PRIVATISED BUSES FAILING THE NATION

New figures reveal falling passenger satisfaction when asked about the costs of travelling by bus

RMT has warned that the privatised bus system was still failing Britain's communities as new figures from the latest bus Passenger Survey and the Department for Transport highlighted the problems of Britain's costly buses.

Figures from the survey published last month show that passenger satisfaction is consistently lowest when they are asked about the cost of fares, with some areas showing decreasing satisfaction since 2017.

The Bus Passenger Survey for 2018 shows that passenger satisfaction is consistently lowest in relation to value for money.

The overall average figures for satisfaction with value for money are unchanged from 2017 at 67 per cent, but the range reveals that some areas are now doing worse on value for money than they were last year.

Within these figures satisfaction with value for money was worst among those commuting to work and those aged 16-34 which are those within Labour's target constituency for the free travel.

In his foreword, Jeff Halliwell acknowledges this problem: "It is apparent from the value for money ratings of some bus operators/groups that many passengers are reacting to fare increases and the way that extra cost is hitting their pockets. Are some passengers so sensitive to the absolute cost and any fare increases that they are voting with their

feet?"

DfT quarterly stats published separately show that fares outside London have risen faster than wages over the last year. In metropolitan areas they rose by 3.3 per cent between December 2017 and December 2018 and in non-metropolitan areas they rose by a whopping 9.7 per cent.

This might also help to explain why there were five million fewer bus journeys in non-metropolitan areas in the last quarter of 2018 than over the same time the previous year.

RMT general secretary Mick Cash said that the survey results confirmed that passengers were being hit hard by the cost of Britain's buses, with commuters and young people feeling it most.

"The Department of Transport's own figures show fares rising faster than wages everywhere and by a whopping 9.7 per cent in non-metropolitan areas, while passenger journeys are falling.

"We also need to remember that bus services are being wiped out in some areas due to cuts and cherry-picking by the private operators and that of course is missing from this survey. You can't ask people for their opinions on bus services where they simply don't exist.

"It's time for a new approach to Britain's bus service which puts the needs of its people and its workers ahead of profits," he said.



FREIGHTLIN PENSION VICTORY



RMT claimed victory in the Freightliner Ltd and Freightliner Heavy Haul pension dispute last month following an Avoidance of Disputes process which led to the company withdrawing proposals to close the pension scheme to new staff.

RMT cancelled planned strike action for last month and members worked as usual.

The union had been in dispute with the company over its failure to commit to maintaining the current scheme. The company had proposed to deny entry to the defined benefit Railways Pension Scheme for new starters and place them in to an inferior defined contribution scheme.

Defined benefit (DB) schemes are based on earnings and funded as a promise to the employee, defining the benefits they will receive in retirement.

Defined contribution (DC) schemes are an investment scheme with no guarantee as to what the employee will receive as retirement benefits.

The proposal would have also affected existing staff and scheme members adversely as DB schemes need new entrants and the employer paying contributions to make sure funding levels remain healthy. This would have inevitably led to higher contributions and cuts to benefits for existing members.

The strike ballot and members willingness to take strike action forced Freightliner to back down and stating that "there will be no changes to eligibility to join the RPS for existing employees or new starters".

RMT general secretary Mick Cash said that it was a massive victory for Freightliner members

INNER



and congratulated them on behalf of RMT on the magnificent result.

“Freightliner members had delivered an overwhelming mandate in a magnificent show of solidarity in a ballot to defend their valuable pension scheme as it currently operates.

“With strike action looming the company had to take notice and has now come to its senses and committed to maintaining the scheme.

“RMT mounted a great campaign, with members meetings across the country addressed by union officers on the proposals and calling for the members to fight.

“This is an important lesson for our members and the employers – RMT is ready to take action to defend our pension schemes,” he said. ■

Parliamentary Column

FIGHTING TO WIN



It's been a busy but successful few months for RMT's Parliamentary group continuing to support the Guards on Trains campaign and delighted that we have had the breakthrough on Northern and South Western.

The members there, as with all the DOO disputes, have been absolutely fantastic and a credit to the trade union movement.

A further positive development in respect of the campaign for Guards on Trains was correspondence between the Parliamentary Transport Select Committee and Equality & Human Rights Commission (EHRC).

The EHRC stated that driver only trains could potentially be a breach of the Equality Act for disabled people which could be an important issue for the union's legal and campaigning work in this area.

We also need to staff our stations and I was glad to table a Parliamentary motion in support of RMT's Staff Our Stations (SOS) campaign and the vital role station staff play for a safe, secure and accessible railway. My colleague and Shadow Rail Minister Rachael Maskell also tabled a number of questions to ministers on this issue.

Labour's frontbench, including Jeremy, used Prime Minister's Questions to wear RMT badges for the Save Springburn Campaign and it is an absolute scandal that the fragmentation and short-termism of the privatised railway means that rail workers' skills and the service they provide are not protected – another reason why we need a nationally integrated railway under public ownership.

We welcome the victory on DHL where, coupled the threat of strike action, the threat of Parliamentary action also seemed to have the desired effect in getting members a decent pay rise.

We continue to oppose outsourcing on the railway – a concern reinforced by the precarious state of Interserve – and we have tabled a Parliamentary motion on poor pay and poor industrial relations at Rail Gourmet.

We have also had a victory for another group of outsourced workers – our tube cleaners – who were threatened with hundreds of job cuts. The union was to hold a rally in Parliament and planned a demonstration in support of the cleaners. The threat of these planned events helped leverage pressure to ensure job cuts were scrapped.

On buses, you will see from previous editions of RMT News that we have been engaged in a lot of activity around Matt Western's Ten Minute Rule Bill to promote a reduction in bus workers' hours, and the issue was raised directly with the Buses Minister by my colleague Grahame Morris at the Transport Select Committee.

On taxis we are also hoping to produce a Bill to highlight the need for a legal definition of plying for hire, which we know is a key demand of your taxi members.

In the maritime sector we have continued to press the case for UK seafarer jobs and employment rights, and as I write the government has agreed to meet with the RMT Parliamentary Group to discuss these concerns.

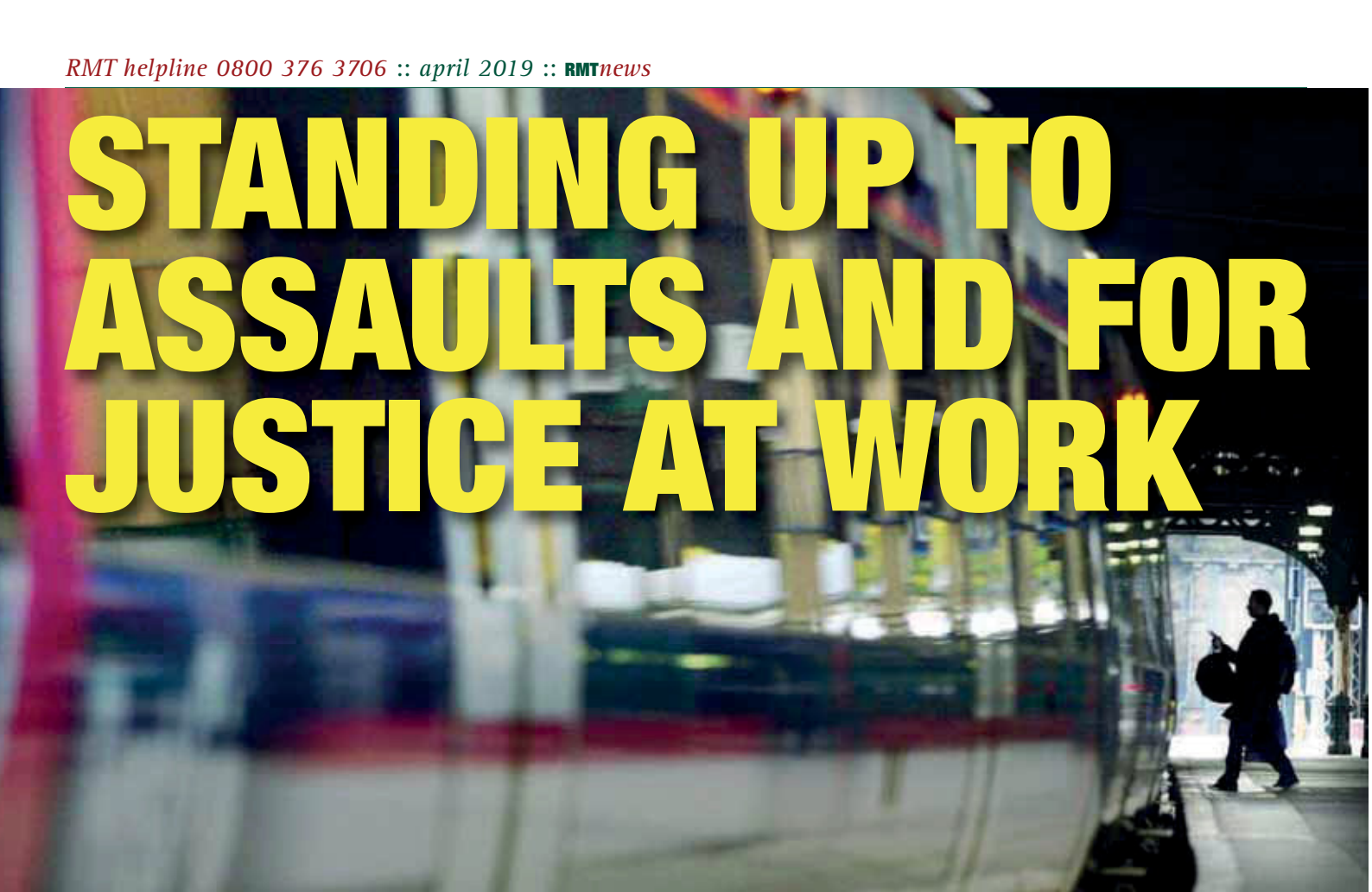
On offshore – with the support of the RMT my colleague Alex Cunningham secured a full Parliamentary debate on offshore helicopter safety to press the case for a public inquiry into offshore safety.

We have also held a successful RMT Political School where RMT members were able to discuss transport policy with the Shadow Secretary of State Andy McDonald, followed by more discussions with MPs members as to how we can use Parliament to support RMT campaigns.

These are just some of the activities the RMT Parliamentary group has been engaged in. The employers and government should know that when we fight we fight to win.

Ian Mearns is Labour MP for Gateshead and chair of the RMT Parliamentary group of MPs

STANDING UP TO ASSAULTS AND FOR JUSTICE AT WORK



RMT's supervisory, clerical and associated grades organising conference discussed assaults, closures, harmonisation and new technology

"The main business is what happens in your everyday role, in your workplace," Brian Buchanan, Edinburgh No. 1 and Portobello said as he welcomed delegates to the supervisory, clerical and associated grades conference to his home town of Edinburgh.

RMT NEC member Bill Rawcliffe said that it was time to stand up to assaults on members' terms and conditions in the name of technological advance.

"If our members are having new technology foisted upon them, employers are not going through the correct procedures," he said.

Kim O'Shaughnessy, Lewisham, Southwark and District raised concerns over attempts by other unions to poach members working in supervisory and clerical grades.

Mr Rawcliffe said: "What we

need to do is to continue representing people properly, correctly, not just because we want numbers in the union, but because they care about them".

More complicated was the issue of grade harmonisation. Last year the supervisory conference passed a motion calling for harmonisation of grades across Train Operating Companies (TOCs) owned by the same group. "We found some difficulty with that," the NEC member conceded. "All these companies have separate company councils, and those company councils are the custodians of terms and conditions in those companies.

Whereas once members received the same pay for the same job across the railway, Mr Rawcliffe stated that privatisation "cast all that asunder", explaining: "You can throw a mirror on the floor and

smash it but trying to put that back together is very difficult.

"What the companies want to do is harmonise downwards, they'll go to the lowest common denominator," he warned.

The union is compiling a report on grade disparities "with a view to using that information in future talks", he continued, saying this was an opportunity for "not just defending what we've got but pushing forward so we can get better conditions".

Andy Budds, Leeds City recalled that, upon the 2004 merger of Arriva Trains Northern and First North Western into Northern Rail, grade harmonisation had led to negative consequences for some members.

"We've been very cautious since then of achieving harmonisation... because of what you've got to lose," he told delegates.

Conference also passed a motion calling for the union to negotiate better secondment policies with TOCs.

The motion from Feltham branch called for staff seconded to higher grades to be appointed "as that grade after a period of 24 months without application".

But offering critical support for the motion, Andy Budds said: "They should be filling the vacancies in that higher grade".

Delegates endorsed a call for the union to negotiate with South Western Railway over the internal advertisement of vacancies. John Donovan, Feltham said: "All vacancies should be advertised internally... but they're just ignoring that".

Conference raised the alarm over "back door" booking office closures. Mike Sargent, Dover District General Grades said that there was now "little, if any accountability" for TOCs failing

to adhere to regulations on opening hours. "Before they used to get quite heavy fines for breaches," he said. "I've got a large ticket office in a city in my area, Canterbury, where they regularly close it at the weekends".

The motion passed by delegates, to be submitted to RMT AGM in June, called on the union to seek information on how many fines had been issued for breaches. But Brian Woods raised a concern over the motion's statement that opening hour reductions were "denying overtime to our members", saying: "under our union policy, we don't pursue overtime".

RMT senior assistant general secretary Steve Hedley said: "It's a longstanding union policy that we shouldn't have overtime, but the reality is most of our members do work overtime.

"I don't see anything wrong with the resolution, it acknowledges where we are today and tries to improve on that," he said.

The other motion headed for AGM was on the need for new technology to "add to the quality of service provided by

our members, not to replace it". Mike Sargent said: "There is no substitute for a human interface with the customers. It's our industry and we know how it runs.

"We are the people who know the problems. You never know what's going to happen in our industry," he said.

Mr Hedley also stressed that the union had "nothing against" new technology but was opposed to bosses using it to attack jobs, pay and conditions. "You could work for less time every week and technology could make up for that," he said. And he stressed: "We have got the public's ear at the minute. We have to have a strategy and we know that technology's coming in.

"We've got to come up with a strategy of how we're going to manage this change, and convince people that human beings are still needed.

"We can actually win these battles. These battles are absolutely essential," he said.

Alan Rodgers, of law firm Thompsons, told delegates of upcoming changes in Scottish law which would affect the union's legal work. He said that

the introduction of "qualified one-way costs shifting" could help union's secure faster settlements.

While currently the losing party in such cases pays the other side's costs, under the new system personal injury claimants will not be liable if they are unsuccessful. The change has been passed in the Scottish Parliament, but secondary legislation will be required before it comes into law. Mr Rodgers described the introduction of the new system as a "seismic shift", and predicted it would put the onus on employers to offer better settlements before litigation.

But he warned that under the new legal framework, predatory law firms would move into the arena and charge litigants hefty fees for successful cases. Reps should get the message out that workers will be best compensated if they take personal injury claims through the union's legal process, he said.

"It's going to become a really competitive market," Rodgers told delegates. "The texts we all hate, the phone calls have you had an accident, that's going to

go through the roof as well."

He also called on transport workers to be vigilant over the use of CCTV in criminal prosecutions against members dealing with violent passengers. In March Scotland's High Court of Justiciary confirmed that CCTV on its own can provide "sufficient evidence" for the guilty act.

On a weekend which also saw major anti-racist demos across the country, Steve Hedley said that it was important to remember the anti-union record of the far-right.

But he said that the bread and butter politics of industrial disputes, through which workers will find themselves standing on picket lines alongside colleagues of all races, could help guide workers away from prejudice.

Mr Hedley criticised the arguments currently being mounted over Brexit, saying: "When people say we're going to crash out of the EU and not have workers' rights, surely that's the job of trade unions? If other unions took up that struggle that we have, we wouldn't be having that debate".





HEALTH AND SAFETY FIRST

RMT's national health and safety advisory conference focusses on new technology and automation

Guest speakers kicked off conference with a presentation from Maria Christina Marzola, vice president of the ETF rail section, who spoke about the impact of digitalisation which touched on new roles, jobs disappearing, jobs changing and the associated aspects that unions should consider, such as the changing concept of work and the potential for social-dumping.

Ian Prosser, ORR HM Chief Inspector of Railways, spoke about the ten years he has had in his role and his vision, which

is for zero fatalities and an ever-decreasing risk to passengers, the workforce and the public.

He explained how to measure this by using the RM3 model for over eight years and how it is now being upgraded for a re-launch this month. RM3 is a 24-point model that measures the strength of health and safety management and risk control and the importance of having an ongoing conversation about what the strengths and weaknesses are.

Mr Prosser spoke about the

value of learning lessons and striving for fewer incidents and continuing improvements and his work in promoting the Million-Hour-Challenge which is an initiative within the rail industry that works together with the Samaritans to reduce suicide.

During a Q&A session with the speakers, Mr Prosser announced that the capability of planning needs to be improved and he plans to work with Network Rail and the union to scrap and replace the extremely costly 019 process. He said that

he is very keen to work with union representatives to formulate a new plan and to enable it.

Conference heard a presentation from Mark Young, an RAIB inspector, who spoke about the rapid growth in the use of automation in the railway, specifically ATO - automatic train operation - and of the benefits, but also the stresses, that these technologies bring and other problems.

Conference also enjoyed an entertaining speech from Peter Rayner who talked of his 60 odd

years of experience of the railways, the many and varied changes he had witnessed and of how new systems have to work for the employee and have to be designed with the worker in mind.

"Information technology is not a substitute for care", he said, "but we have to make certain that people are always present at the interface between the public and system".

There was also a lively debate from the floor around the two motions conference considered. Brighton and Hove City Branch raised serious concerns over the automation process. Garry Hassell from the branch said: "New technology has always been with us, so nobody can say we're against technology, it's always around us, it's about introducing things that are designed to do away with our jobs and maximise profits for share-holders.

"The whole situation is not of our making but new technology comes in and often fails. Ian Prosser talked about O19, we all told Network Rail it wouldn't work but they insisted that technology will make us all

safer but only this morning he announced that ORR aren't happy and that they're going to write off the money and go back to the drawing board.

"We need to work together to assess out the dangers of what is being proposed, but they will tell us they've got evidence and they've done a risk assessment and it will save money so they say it's a risk work taking," he said.

This point was further emphasised by Mohammed Aslam, a Devon bus driver, who said: "What Garry has outlined is what we have currently in the bus industry. You have the opportunity to shape this whereas it was imposed upon our industry and now we're paying the consequences".

Wayne Moore from Bletchley and Northampton Branch said: "New technology is everywhere, we shouldn't be scared, we should embrace it but it should work for the workers and passengers rather than to do away with jobs".

Bakerloo Branch raised concerns around the HOT procedure whereby recent changes now mean that London

Underground staff were asked to open and look inside closed or locked bags that have been left unattended.

Wayne Moore explained how this process to assess a situation from a distance means LUL were putting members at huge risk.

Bob Watson, Barrow in Furness explained how in his previous career he had worked with bomb disposal and how the easiest way to set off a bomb is by tampering with an unopened bag.

RMT senior assistant general secretary Steve Hedley spoke of how the union welcomed new technologies and support proposals that can reduce workers hours without a loss of wages and how we need a strategy to make technology work for the many not the few.

Steve paid fulsome praise to guard members who across the country had been fighting a long-going, and hopefully victorious, campaign to keep the guard on the train.

Steve commended the many years of hard work and dedication that outgoing health and safety officer Paul Clyndes had provided the union prior to

his retirement later this year.

Paul then took the floor to talk emotionally about what great "pleasure and satisfaction I have received working for this union.

"I started work at 18 and this is best job I've ever had because within the health and safety department we were always given huge leeway to develop policy and I want to thank the officers for the way they've treated the department. Mick Cash, Steve Hedley and Mick Lynch have always been hugely supportive.

"You make a difference on a daily basis to the lives of the travelling public and I think you're a hugely underused resource and I wish I could be more vocal in making this point so that they would seek your views at the beginning of any process.

"We could have saved Network rail £75 million if they had listened to you and they had listened to you, we could be ten years further down the road to a safe railway - so thank you all," he said.



EDUCATION AND ULR CONFERENCES



RMT educators gathered in Doncaster last month for an national education advisory conference and briefings for ULR's

The national education advisory conference took place in Doncaster last month with a record turnout of ULRs, tutors, regional education officers and other members interested in the learning and education within the union.

NEC member Paul Shaw reported back on the RMT education and learning bursary scheme and accreditation for RMT education courses.

There were lively debate on issues from reps accreditation ID, anti-fascist activity and how the education agenda can help the resistance to a concerted push from the far-right. Education can also be used to help members to understand

how outsourcing and agency working can make them vulnerable workers, how it works and how endemic it has become within many work places.

RMT senior assistant general secretary Steve Hedley spoke of the issues facing the union at present, with disputes in many places. He n applauded the work of national education officer Andy Gilchrist and the workload he and his team manage.

"We are producing well trained and confident reps to go out there and do their stuff.

"It is important that whilst we equip reps with the tools to support our members when being disciplined it was equally

important that they understood the wider picture, how the system we work under came to be and what we should be doing to change that system of fear and intimidation," he said.

Conference Chair Mary Jane Herbison said: "It was a great conference which showed the passion members had for learning and education in their union. What we achieve as a union is far more than most and our members are central to that".

ULR BRIEFINGS

Over 60 ULRs also attended a two day event in Doncaster including discussion and planning activities for ULRs

such as Round 20 of the RMT Learning project which has been expanded to meet the increased scope of the project.

In 2017 the team was scaled down due to a cut in funding and had to entrench itself in order to survive and deliver as much support as was practicable to a limited number of ULRs within Network Rail.

However this year saw a significant expansion back into the other sectors of RMT spheres of influence with lead learning organisers across the country, in Network Rail and the maritime sector.

A video message from general secretary Mick Cash set the stall out for conference as

he restated his firm commitment to learning being a core part of union business and that all members, activists and reps bore a responsibility to build the union and make it stronger day by day. He emphasised the three key tenets of organise, educate and agitate.

Education officer Andy Gilchrist dealt with the task of leading the new look RMT learning team. He said that the aim is that the lead learning organisers would not just be sitting in an office and sending out emails

"They will all be out there in the real world, supporting, ULRs and learners and working to ensure good support from employers and providers for our members," he said.

Delegates were fully engaged in making the learning agenda a part of what the union does, coming up with ideas and, supporting the aims of the Union Learning Fund bid and feeding good quality proposals into the strategy which will be developed to start delivery next month. ■



CLAIM EVERYDAY HEALTHCARE COSTS

Claim cash back on a range of everyday healthcare costs from dental to optical bills with your union

As a member of RMT, you have the opportunity to join the BHSF health cash plan. By joining, you and your family can claim cash towards your everyday healthcare costs, including dental, optical and therapy treatments, plus much more.

The health cash plan available to you has changed; your brand new Health4All health cash plan has enhanced benefits to help you better manage your healthcare costs. One of the key changes is that you can now claim every year for optical, hearing aids and health screening.

Cover starts from as little as £5.78 per month and premiums are payable through convenient payroll deduction.

*For example, a policyholder with personal Gold cover could claim:

- Up to £150 towards dental bills
- Up to £150 towards optical costs
- Up to £250 towards diagnostic consultations
- Up to £500 towards therapy treatments such as physiotherapy, osteopathy and chiropractic treatment

Policies also include access to

a GP consultation service, connecting you 24/7 to a fully-qualified GP, via a helpline for advice and diagnosis on health matters. Also included is a telephone helpline available 24/7, providing a telephone counselling service on stress, family relationships, substance abuse and debt, along with legal advice and information on financial and health matters.

Any RMT member aged 16 or over, who normally resides in the UK can apply; no medical is required and 90 per cent of eligible claims are paid within two working days of receipt.

You can claim from the start

date of your policy with the exception of maternity benefit which is subject to a 10 month qualifying period; and if you have an existing medical condition, you will have to wait two years before you are covered for hospital claims for the same or a related condition. Telephone helplines can be accessed from the start date of your policy.

For more information about the BHSF Health4All health cash plan, or to apply, call 0121 629 1089. ■

**based on the personal Gold cover at £18.50 per month.*





ALL IN A DAY'S WORK?

RMT survey reveals shocking level of threats, assaults and abuse experienced by Tube staff

One in five London Underground workers have been assaulted by passengers and one in 10 have been sexually harassed, RMT research has shown.

Tube staff have told of the abuse they receive as the RMT study revealed the scale of harassment on the network.

The study of more than 300 station-based workers revealed incidents include an attempt to push a member of staff onto the tracks.

A fare dodger brandishing a knife and passengers using racist language were other incidents detailed in the report.

The study also found that one in 10 Tube workers have been sexually harassed.

The survey which revealed the shocking level of threats, assaults and abuse experienced by Tube staff on a daily basis was launched as London

Transport bosses held a key summit in the capital last month to discuss workplace violence.

The union demanded serious and concrete action at the summit to turn back the surging tide of violence and hate.

The RMT survey of Tube staff found that when dealing with passengers:

- Three quarters of those surveyed had been verbally abused with one in five experiencing abuse more than 20 times a year.
- Over a third of this abuse related to race whilst one in ten examples related to gender.
- Almost one in five (18 per cent) of Tube staff have been physically assaulted
- 1 in 10 staff has reported being sexually harassed by passengers.

The survey provided

hundreds of examples of abuse including:

"Customers often revert to race when things don't go their way. There is a culture at LU where we are just expected to accept personal attacks and abuse as a part of the job."

"Abuse is a constant and common occurrence working on the Underground. It happens so regularly that it just becomes a part of it. I have been given abuse referring to my gender and my ethnicity.

"I have been hit and spat at on numerous occasions"

"When it comes to being punched, it has happened a lot" Violence and abuse

"A commuter attempted to push me on to the tracks as a train was coming"

"Called me a dumb bitch and other such thing, then threatened to slit my throat and tried to attack m."

"Fare dodger flicked out a Stanley knife on me"

"He pulled out a screw driver and threatened to stab me in the chest area"

"Customer called me a Lazy c*** and his wife became a nuisance, slapped my colleague in his face, she then fell over, husband then head butted my colleague"

"I've been physically assaulted with a belt (with a weighted buckle) and with death threats on gatelines purely because I asked customers without tickets where they had travelled from and why they didn't have a ticket."

"Man head- butted me due to misuse of a freedom pass"

"Tickets inspectors are regularly assaulted as our numbers have shrunk from 240 to 130 in the last 12 years, with no recruitment"

RACISM AND RELIGION

"Repeatedly been told to go back to my own country (I was born in London)"

"Passengers would always say about how bad Islam is when they assaulted me. E.g. terrorism, Invasion. I've also been called a "P****" at least three times a week"

"I was called a black f***** many times. I was threatened to be spat at in the face and punched in my 'big black mouth'"

SEXUAL HARASSMENT

"The customer said this is a man's job and I'm doing a man's job what I'm doing here etc"

"Drunk males stopping me walking along platforms by stepping in front of me and making inappropriate comments. Males stopping to ask a question but it's been if I'm single/for my number. Even when I've said no they have continued to push for details or imply they want sexual relations"

"If contactless doesn't work they want to travel for free and



RMT rep Ross Marshall and RMT assistant general secretary Steve Hedley attend the TfL conference to tell delegates that there is a direct correlation between staff cuts and the growing number of assaults.

get very aggressive if refused. One incident resulted in customer swearing at me, threatening me & making lewd sexual remarks about my mother"

"Called me a vagina. Racist abuse regularly, told to act like a lady."

RMT general secretary Mick Cash said that there was a growing tide of violence and abuse across the London

transport network and RMT members were at the sharp end on a daily basis and it is time for the employers to end the warm words and take decisive action to protect both their workforce and the travelling public.

"That means more staff, making the objective "zero tolerance" a reality rather than just a slogan and ensuring that decisive action is taken against

those responsible for verbal and physical assaults and that those cases are well publicised to deter others.

"RMT is in no doubt that the current environment has emboldened those with hatred and violence on their minds and the union is taking our case for genuine and meaningful action to turn the tide to the TfL summit," he said. ■

ACT ON RACIAL OFFENCES

British Transport Police fail to prosecute nearly 40 per cent of racially aggravated offences

RMT called for urgent government action and increased resources last month after new figures released showed that the British Transport Police failed to identify a suspect and make a prosecution in 37 per cent of racially aggravated offences.

The BTP, who have seen their resources severely stretched in recent years while station and train staffing numbers have also been hacked back, have the third worst record of any force in the country.

The figures are drawn from police-recorded crime data for England and Wales published by the Home Office and cover five types of offences, all of which have a specific racially or religiously motivated element defined under law. According to the Home Office, "these racially or religiously aggravated offences are by definition hate crimes".

THE FIVE OFFENCES ARE:

- Racially or religiously aggravated assault with injury
- Racially or religiously aggravated assault without injury
- Racially or religiously aggravated harassment
- Racially or religiously aggravated criminal damage

The three worst performing forces by number of offences in the 12 months to September 2018, the number of offences assigned the outcome "investigation complete – no suspect identified" and that outcome as a percentage of the total are:
Greater Manchester: 5,199 – 2,385 – 46%
West Midlands: 3,405 – 1,496 – 44%
British Transport Police: 2,619 – 968 – 37%

RMT general secretary Mick Cash said that the latest figures come the day after RMT released shocking statistics and evidence of racially-motivated assaults against staff on London Underground and contribute to the overall picture of violence spiralling out of control on the transport network while staffing levels are hacked back to the bone.

"The government should be hanging their heads in shame, on their watch more than a third of those thugs engaging in racially-motivated hate crimes on the services covered by the BTP are getting away with it.

"This culture of violence, abuse and assault on the transport system has to stop and that means making the resources available to turn the tide. These shocking figures are the result of years of austerity and cuts driven by pig-headed political ideology," he said. ■

MAKING A DIFFERENCE



Women's conference meeting in Dover calls for female workers to become active in the union

"We're women who want to make a difference," RMT president Michelle Rodgers said in her address to the RMT women's conference in Dover.

"I woke up in the morning and I realised I've got something really special here - but I didn't do this - we did this".

Delegates unanimously endorsed a call for a dedicated RMT women's badge to be made available for purchase in the online shop. This was one of two motions to be submitted to RMT AGM in June.

A motion calling for a wellbeing survey of female seafarers will also go to AGM. Shirley Fulton, Dover Shipping highlighted the "unsocial shift

patterns, long hours and intense working environment" faced by such workers, saying that the union should "collate the information and produce a booklet to help reduce fatigue and improve the wellbeing of our women seafarers".

Another motion called for a new campaign for women in the maritime sector to become active in the RMT.

Jean Wilmort, Dover Shipping said that the high number of female seafarers working on vessels within the UK meant there was huge potential for women to become more active within the union.

The motion called for gender-specific recruitment

materials, raising awareness of opportunities for women seafarers in the union, and better use of RMT News and social media to promote the cause.

A call for enhanced childcare provision at union events was also carried after a healthy debate. The union currently makes childcare provision available when delegates request it on a form, but the motion called for "creche facilities or a suitable expense allowance".

Kim O'Shaughnessy said: "There are other things that are paid for that tend to be the things that men need."

She said that the social model of disability - where

society is seen to be disabling people, rather than the onus being on disabled people to work around society's barriers - should be the model for the union.

"Childcare shouldn't be an extra as required - it should be a given, where you don't have to ask," she said.

Shirley Fulton, Dover Shipping said: "Some branches don't have as much money in their pot, so why would you facilitate a room when nobody's going to bring children with them?"

Rebecca Crocker, East Ham spoke in support: "I spent more than 10 years running around every RMT meeting I could. The

union was pretty much my life but then I had a baby and it stopped and I missed it”.

Hayley Bouchard, Wimbledon said: “Your union membership fees would have to be going up a huge amount”.

Guest speaker International Transport Workers Federation (ITF) maritime co-ordinator Jacqueline Smith said that mandatory pregnancy testing of seafarers amounted to blatant discrimination.

“Many cruise lines insist on a pregnancy test as part of a medical examination of workers before they come aboard. Women with uncomplicated pregnancies are allowed to work on ships up until a certain point - but shipping companies want to avoid the costs of support and standing them down when necessary,” she said.

Ms Smith told conference that she had been “calling bullshit” on the practice in recent negotiations with bosses at the International Labour Organisation in Geneva.

“It’s absolutely ludicrous that the ship owners were so bold in saying ‘we do this because we care’.”

“You could have a UK seafarer who wants to work on a cruise ship, and before you go on they have to get a medical certificate - and mandatory pregnancy test,” she said.

Ms Smith, who was the first woman president of the Norwegian Seafarers’ Union, also stressed: “We need to really make sure that women feel welcomed on board, that they don’t have social isolation because they’re the only



COMMITTEE: from left, outgoing RMT women’s advisory committee chair Christine Willett, incoming chair Marie Harrington, committee member Jennifer Aggrey-Finn, ITF maritime coordinator Jacqueline Smith, RMT president Michelle Rodgers.

woman, that they don’t face discrimination”.

Delegates were moved by a presentation from Tanya Long of Dover-based charity Samphire, which works to change attitudes to ex-detainees and migrants, and improve their lives. A collection saw over £200 raised for the charity from delegates.

The women’s advisory committee reported back on its work over the past year, including on tackling domestic violence and supporting transport workers in India facing issues from male colleagues.

Marie Harrington was elected as the committee’s new chair, with Samantha MacLeod as the new vice-chair.

Janine Booth gave a presentation on the suffragette, trade unionist and socialist Minnie Lansbury - who is the

subject of her latest book.

She highlighted how Lansbury was voted down in her own National Union of Teachers when she pushed for equal pay, on the basis that the union should not be involved in politics.

“When people raise that argument it’s worth remembering the idea that unions should not be involved in politics has a long and dishonourable history,” Ms Booth said.

And more broadly, she added: “As left-wing working class women, we’re not shown many role-models. We can all become historians, we can all find out about the history of our movement”.

Delegates endorsed a motion calling on the union leadership to donate £100 to a fund campaigning to honour the suffragist, writer and trade

unionist Clementina Black with a blue plaque in Brighton.

NEC member Steve Nott agreed to propose that the appeal for funds is also sent out to branches.

Kim O’Shaughnessy, Lewisham, Southwark and District said: “There’s an absolute absence of women in our history.”

RMT general secretary Mick Cash told delegates: “You’re not just women, you’re RMT women” and he believed his predecessor Bob Crow would have been “particularly proud of the progress we’ve made as a union”.

“We’ve balloted that much that the Tory government introduced a law to stop us balloting,” he said.

He said that support for public ownership of both railways and buses was now the norm because RMT keeps campaigning and make it a political issue.

But he stressed: “We need to be looking in the future as to how we get more reflection of the diverse nature of our union in key positions”.

Mood of conference was best summed up by Mandy Evans, Swansea 1, who said: “Out there we fight - and we do fight, because we’ve got a different attitude and a different approach”.





AGAINST SOCIAL DUMPING!

Transport workers from across Europe took to the streets of Brussels last month to protest against social dumping

Thousands of workers from unions all over the continent marched in Brussels last month against EU rules that encourage social dumping.

Social dumping involves paying migrant workers less than local workers and making them work long and sometimes dangerous hours with little or no protection.

Using EU rules, transnational companies are employing workers from 'low wage' member states to gain market advantage over workers from member states with higher pay

and social standards. As a result companies from high wage countries are continually searching for ways to avoid legal constraints by employing subcontractors from low-wage countries and engaging cheaper and more vulnerable temporary and agency workers.

Employers have exploited several high profiles cases before the Court of Justice of the EU, including the Viking and the Laval cases, which have ruled that business rights to 'freedom of establishment' trump all trade union rights

allowing TNCs to expand the social dumping model.

Bosses have also used loopholes in EU law such as the so-called 'Swedish derogation' which allows employers to avoid minimum standards supposedly enshrined in the EU Agency Workers directive.

Under the 'Swedish derogation' if a worker declares themselves a limited company the employer can legally pay them less wages. As a result employers only employ agency workers that are limited companies in order to save

money and boost profits.

The demonstration, which marched from central Brussels to the European Commission, was to protest about EU rules that encourage this practice in the transport sector.

The diversity of the sectors, slogans and signs on the march revealed that social dumping and exploitation are felt in all parts of the transport sector.

ETF president Frank Moreels said that Europe's 10 million transport workers deserved respect.

"The ETF has delivered a

resounding blow to social dumping with our Fair Transport Europe campaign and we are laying out plans to become an even greater force for working people," he said.

EU COMPETITION RULES

Maritime, ports, rail and road transport sectors in Britain have all suffered as a result of the implementation of the EU market model, enthusiastically adopted by successive UK governments over decades, which encourage 'competition' over quality public services.

This neoliberal model, enshrined in the treaties has led to the widespread privatisation of transport services which has allowed social dumping to flourish in all these sectors.

For instance, the unelected and unaccountable European Commission is imposing compulsory tendering for all passenger rail services by December this year.

Tabled by the European Commission in 2013, the Fourth Railway Package includes six legislative measures aimed at imposing a 'Single European Railway Area'.

The Fourth railway package includes the proposal to open up domestic passenger railways to new entrants and services from December. The proposed changes would make competitive tendering

mandatory for public service rail contracts in the EU (See EU rail privatisation timeline).

EU BUS 'LIBERALISATION'

In February 2019 the European Parliament also voted in favour of further liberalising bus and coach services across the EU, revealing that opening markets have priority over the defence of quality services and decent work.

As we have seen following bus privatisation over 30 years ago, it will put vulnerable communities at risk of losing their transport links, because unleashing competition in the sector will focus provision on the most profitable routes.

Meanwhile, budget companies like Flixbus will have free rein to expand their low-wage employment model to drivers across Europe.

Frank Moreels said that the vote only served to hit passenger transport workers with the same social dumping that their colleagues in the freight sector already face.

"We will inform our drivers about this vote and the risks it creates for passengers and workers who depend on the bus and coach industry.

"Let's see how they react at the ballot box in May, when they see who is responsible for this bad vote and who supported our union vision," he said. ■

RAIL PRIVATISATION TIMELINE

1991 European Commission introduces rail directive 91/440/EEC on July 29 demanding the separation of infrastructure and operations, open access for international undertakings and the introduction of track access charges.

1992 The Railways Regulations 1992 introduced under Section 2(2) of the European Communities Act 1972 in order to comply with the directive.

1993 Tory government privatises British Rail under The Railways Act 1993.

2001 EU's First Railway Package demands 'liberalisation' of rail freight, implemented in Britain in November 2005.

2004 Second Railway Package demands open access for all types of rail freight services by 2006 and establishes a European Railway Agency to oversee implementation of EU directives.

2007 Third Railway Package demands 'liberalisation' of passenger rail services requiring open access in all EU member states by 2010.

2009 Lisbon Treaty removes the national veto on transport, transferring decisions to Qualified Majority Voting (QMV) allowing member states to be outvoted.

2012 First Railway Package 'recast' to establish a single European railway area and outlaws member states from using the "holding model" to manage infrastructure and operations within the same parent company

2013 European Commission publishes a Fourth Railway Package which requires the compulsory competitive tendering of all rail services by December 2019.



ON BOARD SIR DAVID ATTENBOROUGH

RMT visits new generation British Antarctic Survey ship due to come into operation next year

Royal Research Ship (RRS) Sir David Attenborough (SDA) is state of the art for the latest in high tech maritime science and due into service by 2020 for The British Antarctic Survey (BAS) the country's national Antarctic operation.

The vessel is named after famed broadcaster and naturalist David Attenborough, and is currently being fitted out.

The new ship will be fully equipped with the latest instrumentation for the purposes of carrying out research, with improved icebreaking capability and greater endurance over existing polar research vessels, and serve as a logistic support vessel for BAS teams in inshore locations.

It is part of the Natural Environment Research Council.



With over 400 staff, BAS takes an active role in Antarctic affairs, operating five research stations, two ships and five aircraft in both polar regions, as well as addressing key global and regional issues. This involves joint research projects

with over 40 universities and more than 120 national and international collaborations.

The Sir David Attenborough will provide science for the next generation and will put UK seafarers at the cutting edge of maritime technology. RMT

represent ratings on-board SDA and are currently involved in the British Antarctic Survey transition from two ships to one ship where SDA will replace RRS Ernest Shackleton and RRS James Clark Ross.

THE ORCADIAN MARINER

SAVE THE DATE - NATIONALISE NORTHLINK

RMT demonstration at SNP conference

Saturday 27th April - Edinburgh International Conference Centre

150 Morrison Street - Edinburgh - EH3 8EE



President's column



NO TO RACISM

I have to start this month's column by making clear I am 100 per cent against all kinds of fascism and racism. My column last month raised concerns from members and how it read, apologies to anyone if you were offended.

I will continue with the demo that took place in London last month with stand up to racism which had a turnout that was fantastic to see from many groups across the country and was a pleasure to be part of with one clear message that we want our streets to be fascist free and we will march every week to deliver this message if we have too.

I must also say how disappointed I am with the attack on RMT member Eddie Dempsey, whatever our differences in this union maybe there's one thing we do agree on and that is Eddie is no racist!

I am overwhelmed at the support I receive when out and about in the RMT community and the message is clear that our union has moved forward in a direction that can now always be accessed by all.

If I can start as a cleaner thirty plus years ago and now be "your" President then it's possible for all of you to achieve more and make our union greater than it already is!

I would also like to thank care2 and ABC commuters for inviting me to hand in a petition to the Department of Transport of over 90,000 signature from passengers who now feel unsafe using GTR trains and stations since the removal of the guard.

How can a train operator which has taxpayer's money bailing it out time and time again allow shareholders to get their slice of profit? This is something that will become a national issue as train operators implement plans to cut staff on board and stations staff in the name of profit. When lives and safety become so unimportant I wonder where it will end and this scares me.

Many of you were with us on our visit to Brussels on the fair transport demonstration against the continuing race to the bottom in the maritime sector and in the rail sector where the

private sector is ripping the heart out of public services.

We must also be ready to train in new tasks to accommodate new technology and modernisation but without threats to jobs. So we have to fight to defend a guard on every train where they have the last say in platform train interface and safety-critical duties with full route knowledge to keep passengers safe at all times not sometimes!

We will be having a National demo in London this month on April 26 where guards and drivers from all train operating companies will join together to show support to each other and their future.

There is a lot happening for our union but workers united will never be defeated and our strength lay in our rank and file members leading the way.

I want to thank the South West regional council for their warm welcome and hospitality. It was a real pleasure meeting everyone.

Solidarity

Michelle Rodgers

DIVERS MEET

Divers turned out in numbers for a meeting in Newcastle with RMT national secretary Darren Procter and regional organiser Jake Molloy to discuss the current situation with the diving agreement. It is planned to stage similar meetings in different parts of the country during the coming months. ■





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YOUR LEGAL SERVICE.**



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“The RMT Legal Service has been fantastic. It shows
that RMT membership is worth every penny.”

RMT member, work accident claimant

*Within the union scheme. Terms and conditions apply. Claims must be brought within three years of the date of an accident or diagnosis. Exceptions do apply, please contact us for advice on whether or not you have a claim. **Where claims can be pursued in UK courts.

DISABLED MEMBERS SPEAK OUT

FIGHTING BACK

Becca Masters, a revenue protection officer based at London Bridge station, describes her experiences with bipolar disorder, the barriers her employer put in her way and how she fought back with RMT

It started just after my daughter was born. My GP put it down to post-natal depression. I had severe delusions surrounding my family, feeling alienated and paranoid.

Fast forward two years and my spending and mood swings were out of control. My new GP thought I could have bipolar disorder and referred me to psychiatric services. Initially they were unhelpful and kept saying it was my personality, but then they changed their minds.

At this point I moved house and had to start all over again. My new GP referred me, but my psychiatrist would not diagnose me with bipolar until they had either seen me whilst manic or they had assessed me for eighteen months. This process had already taken a year!

Eventually I had said episode, but I recognised the symptoms and called the crisis team who talked me down and gave me medication to calm my frenzy. But this floored me, and I was unable to function for three days. My psychiatrist finally diagnosed me four years after my symptoms first started and prescribed medication and therapy.

My employer doesn't really understand the illness or mental health generally. The first time I had off sick was just after my daughter was born and I'd returned to work. When I came back from nine weeks off, thinking I had post-natal depression, the manager told me

that to get over my illness I should just love my baby. I submitted a grievance and he was reprimanded for his remarks.

The only other time I've had off sick due to my bipolar was during the process of diagnosis. I came back to work and they tried to put me onto the medical capability system. Being active in the union has meant that I know my rights, so I pointed out they were being discriminatory and they dropped it following a consultation letter from occupational health.

I decided to use my experience to fight for better understanding of mental ill-health and against discrimination against workers with mental health problems. The most effective way to do this is through the union. I have been elected onto the RMT's national disabled members' advisory committee and am now its vice-chair and I have been elected by my regional council as disability officer. To support workers' mental health, get active in RMT!

*RMT's disabled members' conference takes place in Plymouth on April 27 to 28. If you are disabled (which includes having a mental health condition) and would like to attend, please speak to your branch secretary.

RMT is running two one-week residential courses on Mental Health at our National Education Centre in Doncaster on May 20-24 and September 9-



EDUCATION: Becca running a workshop on mental health at RMT's disabled members' conference last year

13. These are open to all RMT members and are fully funded by the union. If you would like to attend, please apply online on the union's website or speak to your branch secretary.

To find out more about disability issues or the work of the union's national disabled members' advisory committee, please contact its chair, Janine Booth, j.booth@rmt.org.uk ■

NO PASARAN!

Sean Bell tells the story of the struggle against fascism and salutes RMT for honouring seafaring trade unionists that broke the blockade of Spain



MEMORIAL: RMT general secretary Mick Cash unveils the memorial organised by RMT Glasgow shipping branch to those who fought and died breaking the fascist blockade during the Spanish Civil War. The memorial recognises the bravery and sacrifice of the Scottish seafarers who helped to defy the British government's policy of non-intervention during the battle for democracy in Spain and brought crucial support to tens of thousands of refugees in Spanish cities isolated by Franco's fascist forces.

By 1937, the Spanish Civil War was a reality; it could not be ignored, though few tried harder than the British Government. It was a reality articulated in blood, demonstrating the terrifying fragility and

impermanence of democracy – and the human lives that went with it – in the face of fascism.

On April 6, Franco's Nationalists announced their intention to prevent all food supplies from entering

Republican ports in the north of Spain, beginning a blockade through which the insurgents sought to starve their enemies into submission or oblivion – they drew little distinction.

Amidst the many horrors of

the Spanish Civil War – the executions, the bombings and the dictatorship which would follow and endure, long after European fascism had been otherwise crushed – the effects of the blockade should not be



NO PASARAN: Members of the British Battalion, Major Attlee Company, 15th International Brigade, displaying their banner during a lull in the fighting during the Spanish Civil War of 1936-1939.

underestimated. With much of Spain's agriculture in Nationalist hands, imported food was the only hope for the refugees that had fled to Republican-held cities such as Barcelona, Madrid and Bilbao. According to some estimates, malnutrition and starvation killed 25,000.

For the British government,

already committed to a squirming policy of non-intervention, the blockade represented a complication, which they addressed with the kind of absurd logic made necessary by moral cowardice.

Under international law at the time, blockades – include the right to board and search

vessels passing through forbidden waters – could only be enforced by belligerents. If belligerent rights were granted to the Nationalists, then British merchant ships could potentially be intercepted; if the rebel navy's belligerence was not recognised, however, the Royal Navy would be obliged to defend British shipping from interference, and Britain's policy of non-intervention would evaporate.

As the historian Hugh Thomas put it, with evident disdain: "How much less trouble, therefore, it would be if there were not British merchant ships going to Basque ports at all!"

As Franco's forces were laying mines in Bilbao harbour, then-Foreign Secretary Anthony Eden was explaining to an angry House of Commons that any British ship approaching the blockade could only be assured of naval protection until the three-mile limit: "Our hope," he offered weakly, "is that they will not go."

Eden's feeble hopes were, as it turned out, less than convincing to those who cared more for those whose fates were entwined with that of the Spanish Republic. The blockade was circumvented by British ships, the seafarers of which often paid a mortal price for showing greater bravery than the government they defied.

According to the Spanish Republic's embassy in London, up until June 1938, 13 British merchant ships were sunk, 51 were bombed from the air, given were attacked by submarines and two were damaged by mines. 35 British seafarers were killed. By the end of the war, that tally was almost certainly higher, though the true number of deaths remains unknown.

Many of those who died were members of the National Union of Seamen, the antecedent of the modern RMT, and one of the many trade unions whose rank-and-file felt sympathy with the left-wing Spanish Republic. Their sacrifice has now been recognised.

With the support of RMT Glasgow Shipping branch, a memorial designed by the sculptor Frank Casey now stands on Glasgow's Clyde walkway. Appropriate enough, it sits not far from Arthur Dooley's famous state of the Spanish communist leader Dolores Ibarruri – 'La Pasionaria' – which was erected in tribute to the 65 Glaswegians who, along with hundreds of other Scottish volunteers, joined the International Brigades in defence of the Spanish Republic.

Much like that defence, mounted by those from around the world who saw in Spain's bold experiment the hope for a potential future, the history of trade unionism is of one of solidarity in action. It is also a history of battles fought and lost, but crucially remembered; that which is forgotten can never inspire.

That inspiration persists, and so do the battles. Last month, RMT members joined comrades and campaigners in 60 cities and 22 countries around the world, in defiance of a fascism that has mutated with time, adapting to 21st century circumstances where the derangement of capitalism has provided it with fertile territory once again, but has never and will never fundamentally change.

In all honesty, the blockade runners now honoured in Glasgow deserve more than a memorial. They deserved the support of those who could have provided it, but did not. They deserved to see the fruits of their efforts, and the better future they hoped might transpire in consequence.

The Spanish Civil War is a reminder – as if one were needed – of the breath-taking injustice of which history is capable; proof that you can have the most noble cause in the world, with some of the finest comrades ever to commit to struggle, and still lose.

In the face of that, the victories of those seafarers who beat back fascism are all the more important.



HARWICH AWARD



RMT regional organiser Steve Smart presented Lisa Bird 40-year membership medallion for services to the union. Work colleagues and

RMT members were also present left to right: Tina Watling, Moi, Lisa Bird, RMT docker rep: Dean Galloway and Stephanie Leeks. ■



BIRMINGHAM AWARD

RMT member Shashikant Champanari received his 40-year service badge from RMT general secretary Mick

Cash. Shashikant works for Network Rail at Birmingham New St Station. ■



CARLISLE RETIREMENT

RMT general secretary Mick Cash presented John "Jonjo" Carruthers with a retirement gift at the Carlisle

branch recently. John was a Network Rail area council rep and former chair of Carlisle City branch. ■



ARRIVA NORTH DONATION

Dear editor,

Please find enclosed £100 for the Arriva Rail North dispute fund. I have been so impressed by the determination and dedication of the rail men and women during this dispute. I know how difficult the decisions are to take strike action and I admire each and every one of them that took part.

My father was a lifetime member of the NUM and then the NUR and he saw significant hardship. I have been a lifelong member of a trade union and it is only through their work that has enabled me to have a decent quality of life now on my pension after 40 years work.

I was a GMB vice chair for the national probation service and negotiated across the table of Chris Grayling for two years in the fight against privatisation – and look at the mess we have now. He caused me to take early retirement so I really do share your pain. The probation dispute was not about codes and conditions it was about public protection.

The length of the rail dispute must have caused serious hardship and my heart goes out to them and I thank them for their bravery. Thank you.

Yours sincerely

Sandra Link

Job vacancy

RMT INDUSTRIAL RELATIONS OFFICER

£42,366 per annum plus a London Allowance of £4,850 pa and a 6% Roster Allowance
Reference Number: MFP/123/6/2019

RMT is seeking to recruit a full-time Industrial Relations Officer based at Unity House London, which is located close to Euston station. As an Industrial Relations Officer you will contribute to the provision of a comprehensive Industrial Relations service to RMT representatives and members, including a Freephone Helpline service and assisting with the delivery of the RMT's trade union strategy, providing support for National

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- An ability to provide professional advice on a range of employment issues including industrial action ballots, disciplinarys, capability, grievance, changes to terms and conditions and discrimination issues.
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- To demonstrate an understanding and support for the core principles of the RMT and the trade union movement.

In return RMT can offer you a friendly working environment, a final salary pension scheme, generous annual leave, assistance with travel to and from work.

If you are interested in this role, please visit the RMT website <https://www.rmt.org.uk/about/job-vacancies> for an application pack and form. The closing date for completed applications is Friday, May 10 2019 at 16.00 hours.

RMT is an Equal Opportunities Employer and appointments are made on merit, ability and relevant experience.



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BRIDGEND LLANTRISANT & DISTRICT BRANCH
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MICK CASH
FOR GENERAL SECRETARY

THREE BRIDGES BRANCH
NOMINATES
MICK CASH
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HULL RAIL BRANCH
NOMINATES
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MICK CASH
FOR GENERAL SECRETARY

GREAT NORTHERN RAIL BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY



THREE BRIDGES AWARD

Adrian Walsh has been an active member of the RMT union for over 37 years, during which time he served as an illustrious RMT company council representative for the train guards at Horsham depot, whilst he worked for Southern railway.

As many would attest that regardless of your job role or grade within Southern railway, Adrian was always there to lend a helping hand to any members to represent them. Adrian was well respected and well known for his skill as a good negotiator, which came in handy many times.

Adrian's many skills also include performing card tricks, as well as being known to have a strong passion for fishing. Although a bit earlier

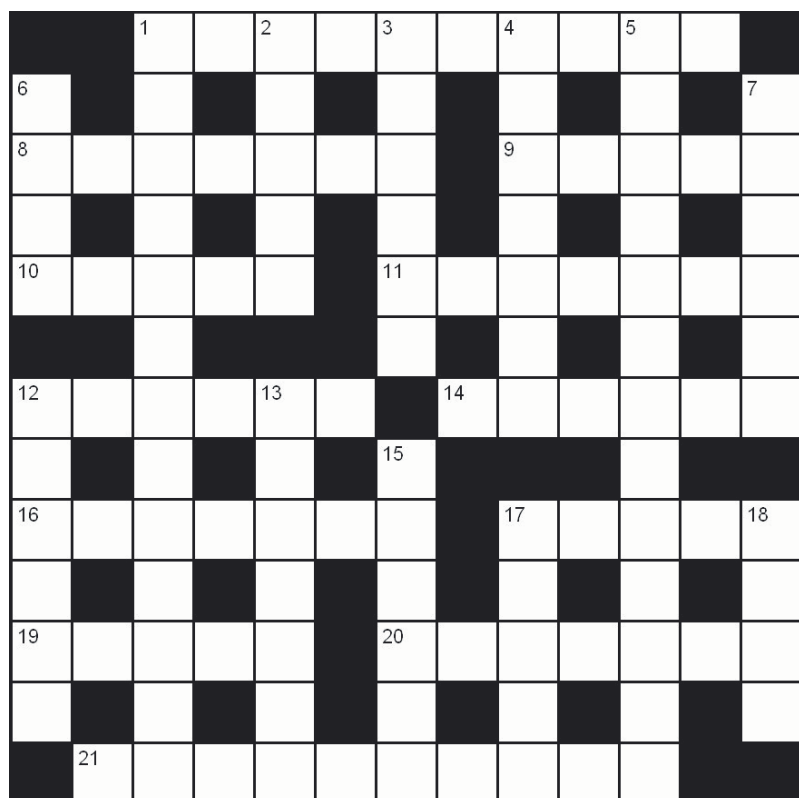
than he anticipated, Adrian felt that the time had come to take his retirement.

Banjo Adesanya said that Three Bridges branch invited NEC member Paul Burton and South-East regional organiser Paul Cox to do the honours at a retirement get together for Adrian.

"We wanted to show our appreciation for his level of commitment to us as a union over the last 37 years," he said.

During the get together Paul Cox presented Adrian with a hip flask and the branch secretary Dave Crawford presented Adrian with a bottle of Malt Whisky, which was donated by branch members. Adrian is looking forward to starting a new chapter of his life and as a now retired. ■

£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword is John Davis, Poolene.

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

Winner and solution in next issue.



Crossword sponsored by UIA

ACROSS

- 1 Dissatisfaction (10)
- 8 Surround (7)
- 9 Present occasion (5)
- 10 Lofty nest (5)
- 11 Serious (7)
- 12 Firstborn (6)
- 14 Mountainous (6)
- 16 Locate (7)
- 17 Type of tea (5)
- 19 List (5)
- 20 Extract (7)
- 21 Container (10)

DOWN

- 1 Disreputable (11).
- 2 Strain (5)
- 3 Egg dish (6).
- 4 Slender appendage (7)
- 5 Non-violent (13)
- 6 Competent (4)
- 7 Huddle (6)
- 12 Artificial (6)
- 13 Type of triangle (7)
- 15 Warm again (6)
- 17 Sounds (5)
- 18 Sighted (4)



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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

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

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Date

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To: The Manager	Bank/Building Society
Address	
	Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

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Branch Sort Code

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Originator's Identification Number

9	7	4	2	8	1
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Reference Number

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Date

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