

RMT *news*

Essential reading for today's transport worker

NO TUBE CUTS



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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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EDITORIAL



TRAGEDY AT PORT TALBOT

We have all been shocked by the deaths of track worker members Michael Lewis and Gareth Delbridge while working on the tracks near Port Talbot on July 3.

Myself and Mick Lynch attended the men's Bridgend branch to express solidarity and sympathy with the colleagues and families of those involved on behalf of the entire union and to take soundings as RMT steps up the campaign for track worker safety.

The union is reinforcing its core demands after years of warning that there is a systemic and corporate failure to address a whole range of issues related to the safety culture on the railway.

It is at times like these when we realise just how much we depend on each other as a union.

As I told our annual general meeting in Manchester, I joined this union when I was 18 years old. I didn't realise at the time but I was joining a family. We're all a family. We work together. We stand together. We fight together.

RMT has taken the fight over tube cuts and privatisation direct to the front door of London Mayor Sadiq Khan at City Hall.

Staff across London Underground are rightly furious at the attempts to smuggle in a creeping programme of cuts and privatisation under the watch of a London Labour Mayor.

RMT will not stand back while jobs and safety are carved up and services like waste collection are knocked out to the cheapest bidder.

The battle against driver-only operation has been boosted by the union winning the right to take a discrimination case against train operating company Govia Thameslink Railway (GTR) for operating a blacklist on its Southern franchise.

In another legal victory, a

London employment tribunal has ruled that London Underground contravened the law by denying one of our RMT health and safety rep paid time off to perform functions set out in law.

Make no mistake this judgement is not only a massive victory for safety reps across the land but also the travelling public who RMT members serve every day.

RMT has chalked up another significant victory by forcing the government to extend the National Minimum Wage Act to cover seafarers working between UK ports and in the offshore energy supply chain in September.

Royal Fleet Auxiliary members have voted strongly for action in a fight for justice and the entire union is standing shoulder to shoulder with this important group of RMT members as they step up their fight.

It is breath taking that the Brexit ferry chaos which has cost the taxpayer £56 million on Tory Transport Secretary Chris Grayling's watch has moved from farce to national scandal. If he had listened to the representations from RMT none of this would have happened.

The £56 million wasted could have been used to create proper jobs for British seafarers and pay the Royal Fleet Auxiliary workforce a decent wage.

With a general election looking increasingly likely before this year is out it is important that we map out our demands for the future of transport and energy industries. To this end, RMT spends a lot of time meeting and lobbying politicians as we use every avenue to push our issues up the agenda. No one works harder in that respect than our branches, reps and officials. I want to pay tribute to their work.

Mick Cash

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When you have finished with this magazine give it to a workmate who is not in your union.



NO DOO ON SOUTH WESTERN RAILWAY

SWR confirms removal of guards during five days of strike action

As RMT entered the second of five days of rock solid strike action on South Western Railway last month the company issued a tweet confirming plans to undermine and downgrade the current safety critical role of the guard on their trains.

The official tweet, which was hurriedly withdrawn, from @SW_Help says:

“Morning, the trains we currently have on the network cannot be run without a guard, that situation would change, the dispute is about the introduction of new stock, which could potentially be operated by the driver.”

RMT general secretary Mick Cash said that as members stood firm again for a safe and accessible railway for all whoever runs the SWR twitter feed has let the cat out of the bag.

“Their plans are clear – they want driver operation on the new fleet and they don’t mind decimating and downgrading the role of the guard to get it. That is what the action this



week is all about.

“It’s time for SWR to get serious and sit down with this union and reach a resolution which protects the safety-critical role of the guard in line with the warm words which enabled us to suspend action earlier this year.

“I want to pay tribute to the RMT members for their determination and resilience throughout this dispute and I also want to thank the public





Bournemouth

for their continuing support for our campaign to put safety and access on the railway before company profits,” he said.

The union was forced to take more action as the company continued to drag its heels in protracted talks over the guard

guarantee after the union suspended action back in February in good faith based on written assurances over the rolling out of driver only operation.

The company has not even been prepared to give assurances

that their new operational model won't move to Driver Controlled Operation with the role of the guard carved up completely - a position which has undermined union confidence and sparked fears of a stitch up.

In addition, the company

made it quite clear in talks with the union that the protection of their profit margins was a determining factor in their future operational model - putting profits before passenger safety. ■

RMT LEGAL VICTORY OVER SOUTHERN

Tribunal allows union to proceed with ground-breaking case under blacklisting regulations

RMT has won the right to take a discrimination case against train operating company Govia Thameslink Railway (GTR) for operating a blacklist on its Southern franchise.

The case concerns an attempt by Southern Trains management to attempt to deter RMT members from taking industrial action in the long running dispute over driver-only operated trains by withholding backdated holiday pay.

RMT members brought a claim alleging that the company was operating an unlawful blacklist which was subjecting workers to discrimination for participating in industrial action and not agreeing to stop taking part in such action in the future.

GTR Ltd, responsible for operating Southern Trains, tried

to have the claims struck out due to time limits. However Employment Judge Sage ruled that there were reasonable prospects of success and ordered that it proceed to trial.

He also ruled that that the union did not have to deposit the huge sums of money now demanded under new Tory rules in order to pursue the claim.

As a result GTR now appears to be on the back foot and at the very least will have to account for their conduct in an open court.

Thompsons employment rights solicitor Gazzali Mohideen said that the case was ground-breaking because it could close a significant loophole in the law which currently allows employers to subject trade union members to



discrimination and detriment if they are taking part in industrial action.

RMT Sussex Coast branch secretary Chris Rodway, who was lead claimant along with 117 other members in the case, said that the branch was thrilled at the news from the Croydon Tribunal after a three-year fight.

“This fight for truth and Justice is a long one and we are all pleased to say RMT has refused to shy from it.

“The branch would like to place on record their thanks and appreciation to the union leadership, especially Paul Cox who has been of tremendous support supported fully supported me as the Lead Claimant in this application.

“It looked at one stage that we faced an uphill struggle to

get this matter past the stage that we have today and we were looking at a rather expensive failure to get Justice.

“However with the brilliant work done by Gazzali Mohideen and the impressive advocacy skills of our Counsel Nicholas Tom, the fight goes on and we look forward to the day when GTR are finally brought to book over their disgraceful behaviour and victimisation of our members,” he said.

RMT general secretary Mick Cash congratulated the branch for showing the determination and commitment to see the battle through to the next stage.

“Thanks to you and the grit and resolve shown by the branch RMT has won this round, the fight continues,” he said. ■



RMT members have taken 24-hour action on Bluestar Buses in Eastleigh, Totton and Poole, after staff voted by an overwhelming nearly 90 per cent in favour of striking over pay.

Following a rejection of pay proposals by the company members have also been instructed not to work any overtime and not to work on their rest days over the contracted 40 hours for one

week commencing from July 28.

During talks, the union had proposed, based upon members feedback, a single year offer of £11.50 per hour, an overtime rate introduced for all hours above 40 on the basis of a maximum of eight hours (48 hours overall) and back pay recognition based on the hourly rate of £11.50. However, this proposal was rejected by management.

RMT general secretary Mick

Cash said that members on Bluestar Buses had delivered a massive vote in favour of strike action in their dispute over pay.

"Once the company had seen the determination of our members to be rewarded properly for the work that they do, it should have got back round the table with a realistic proposal to settle the dispute.

"But it is clear that the company would rather throw money at breaking the strike

than make a reasonable settlement with RMT. Bus drivers at Bluestar are typically expected to work excessive hours at an average of 50 per week including at least one fixed rota at 57 hour without enhanced payments being made even though they are contracted for 40 hours only.

"It is because of those kind of abuses that we are demanding fair pay and workplace justice for Bluestar workers," he said. ■

MPS BACK RMT DEMANDS TO CUT UNSAFE LONG BUS HOURS

The House of Commons Transport Committee recently backed RMT's call for bus driver hours to be limited as part of its response to its enquiry into 'The Health of the Bus Market'.

The RMT response to the inquiry highlighted the urgent need to tackle low pay and long hours in the industry, which are not subject to the same regulations as long distance drivers.

RMT bus worker members completed a union survey about their experiences of working in the industry which formed an important part of the union's response to a Transport Committee enquiry.

The key message from the survey was that local bus services were in decline because they are run for private profit

and not as a public service. Findings included:

- 84 per cent of bus workers think bus services should be publicly owned.
- 76 per cent of bus workers did not think there was enough funding for bus services.
- 80 per cent were unaware of any government policies that support and protect bus services.

Five private companies, Stagecoach, Arriva, Go Ahead, National Express and First Group, control around 70 per cent of the bus market. In 2017/18, private bus companies profited nearly £3.5 billion in passenger fares and government subsidy. Transport for Quality of Life has estimated that about £2.8 billion has been paid in

dividends by bus companies over a 10 year period.

RMT response to the inquiry also set out that there should be a national bus strategy. The government should provide sufficient ring-fenced national funding for local authorities to run the services their area needs via a municipally owned company. This would allow buses to be run as a public service, rather than for private profit.

The Transport Committee report stated that 'we are concerned that recruitment and retention in the bus industry is hampered by long hours and poor pay' and recommended that the government consult on amending legislation as proposed in a private members Bill, tabled by Matt Western MP,

which is seeking to limit local bus driver hours and increase breaks to the same levels as those for long distance drivers, with no detriment to pay.

Matt Western tabled the Bill following a tragic bus accident in Coventry in 2015 in which two people, including a seven year old boy were killed. The bus driver involved in the accident had worked 72 hours per week on average in the month before the accident.

The report also backed RMT demands for a national forum and discussions involving the unions and employers to address long pay, recruitment, and safety.

Early Day Motion 2458 has also been tabled in parliament by MPs supportive of the campaign. ■



NO TORY CUTS UNDER A LABOUR MAYOR

MPs call for Mayor to take action to protect London Underground safety

RMT took the fight over tube cuts and privatisation direct to the front door of London Mayor Sadiq Khan at City Hall in a protest last month.

The union has halted a ballot of nearly 2,000 LU staff to look at widening the numbers and grades involved after the company revealed that the scale of cuts planned under the “transformation programme” had been ramped up and will hit home even harder than had been initially expected.

The protest demanded “No Tory Cuts Under A Labour Mayor” and shone a spotlight on planned privatisation and job cuts being cooked up by tube bosses under the cloak of their “Transformation Programme”.

RMT general secretary Mick Cash said that staff across London Underground were furious at the attempts to smuggle in a creeping programme of cuts and privatisation under the cloak of the Transformation Programme under the watch of London Labour Mayor iSadiq Khan.

“RMT will not stand back while jobs and safety are carved up and services like waste collection are knocked out to the cheapest bidder,” he said.

The Mayor’s transport officials have admitted that they have given up on restoring funding to the Tube despite the cuts being labelled “insane” by Transport for London boss Mike Brown.

The revelation buried away in notes of a discussion with passenger watchdog London Travel Watch quotes the Mayor’s top transport official as saying:

“Mr Brown remarked that the year had been the first financial year where their operating subsidy from the Government had been reduced from ‘£700 million to zero’. He commented that it was an ‘insane situation’ where passengers using public transport were subsidising the road maintenance of London. Mr Brown added, ‘it is nuts and I say it everywhere I go.’ A member asked how London TravelWatch could help to highlight this ‘daft situation’.

Mr Brown replied that on the first point, he would happily provide a response as to how London TravelWatch could help put TfL’s case forward for the return of their operational subsidy from the government.”

Then, however at a subsequent meeting of the London Travelwatch Board it was reported that:

“TfL has now decided to abandon trying to have this subsidy returned to them and is now instead asking the Treasury to keep business rates that have been allocated to the Mayor, which is due to expire in 2020/2021.”

MPs also tabled a motion calling for the London Underground subsidy to be reinstated and for Transport for London to: “protect safety and service by not cutting staffing, conditions, maintenance and engineering and meeting any funding shortfall through other mechanisms including ending profiteering on outsourced functions such as cleaning by bringing this work in house, borrowing and using reserves.

Mick Cash said that the situation was a dangerous failure to stand up for London which is leading to unsafe cuts to staffing, maintenance and engineering.

“In contrast MPs are right to call for the Tube’s grant to be reinstated and they are right to warn of the dangers of making cuts to our network.

“We are demanding that the Mayor publicly and vigorously campaigns for Tube funding to be reinserted and for a Labour Mayor to refuse to carry out Tory cuts to the Tube,” he said.

The union also slammed London Underground bosses for repeatedly ignoring warnings about the surge in crime on the tube as new figures issued today show that thefts on the network have risen by 80 per cent in the past three years.

The shocking new BTP figures come after other statistics have pointed to increasing assaults and sexually and racially motivated violence across London Underground and the wider transport system.

RMT DEMANDS PUBLIC INQUIRY INTO HELICOPTER SAFETY

RMT has stepped up pressure for a public inquiry following fresh concerns over helicopter safety standards in the North Sea.

Air Accident Investigation Board report which found that fatigue amongst ground engineers contributed to a near miss at Aberdeen airport involving an Airbus 175 helicopter operated by CHC.

RMT also called on helicopter operator Babcock and aircraft manufacturer Airbus to be completely transparent on the situation with the Airbus H175 after shocking images were circulated around the

North Sea.

RMT members have raised concerns about the pictures which it is claimed are images of the crack in the "Horizontal Stabiliser" of an H175 operated by Babcock. The picture appears to show a substantial fracture in the fuselage and our members have understandably called for an explanation from Babcock to explain the images.

RMT members are also calling for an explanation from Airbus to clarify how and why a 'safety' measure should be flying the aircraft at a reduced speed? Members argue the aircraft was presumably

designed to fly at a certain speed, meaning Airbus are in effect saying that it is no longer safe to do so?

RMT general secretary Mick Cash said that following on from the images of a damaged tail rotor on a 175, the findings of fatigue and a lack of care for engineers working on the offshore helicopter fleet is deeply disturbing for offshore workers and their families.

"The government's abject failure to take this problem seriously over the last decade is another slap in the face for offshore workers who keep our economy ticking over but are

simply expected to get on with travelling in helicopters that are subject to dangerous levels of commercial pressure.

"This 'out of sight out of mind' approach to the safety of offshore workers must be faced down and an independent public inquiry launched into the safety of offshore helicopters, including the commercial pressures that this latest safety investigation has again flagged up.

"RMT will be stepping up the pressure on government and safety agencies for that inquiry," he said. ■

OUTSOURCED GREAT WESTERN RAILWAY CLEANERS TAKE ACTION

RMT members working for outsourcing giant ISS took 48 hours of strike action in opposition to the imposition of shift patterns that will mean working an additional 60 shifts per year.

The cleaners are sub-contracted to the Hitachi rail contract supplying rolling stock to GWR on the Western train services.

Both Hitachi and ISS are intent on cutting costs and improving profits on their contracts and are determined to ram through shift patterns that will wreck the work/life balance of these night shift cleaners.

The cleaners are determined to defend their established work patterns and returned a 100 per cent yes vote for strike action.



RMT is calling for both Hitachi and ISS to come to their senses and stop ratcheting up the exploitation of these low-paid workers through negotiations with RMT.

RMT general secretary Mick Cash said that it was appalling that ISS staff on such a prestigious rail contract were

being treated in this disgraceful fashion which will pile additional hours on them and destroy their work life balance.

"Hitachi, ISS and GWR should all be hanging their heads in shame and should pull back immediately.

"RMT has made it clear that we will be stepping up the fight

against the scourge of outsourcing on our railways that is highlighted by the scandalous treatment of these ISS staff in West London.

"The union remains available for talks but no one should underestimate the resilience and determination of our ISS members," he said. ■

TRAGEDY AT PORT TALBOT

The RMT community has been shocked by the death of RMT track worker members Michael Lewis, 58, and Gareth Delbridge, 64, after being struck by a train while working on the tracks near Port Talbot on July 3.

Investigations are ongoing into the deaths as RMT general secretary Mick Cash and assistant general secretary Mick Lynch attended the men's Bridgend branch of the union to express solidarity and sympathy with colleagues and families of those involved in the fatal tragedy and to take soundings as RMT steps up the campaign for track worker safety.

The union is reinforcing its core demands after years of warning that there is a systemic

and corporate failure to address a whole range of issues related to the safety culture on the railway.

RMT is calling for the safety regulator, the Office of Rail and Road (ORR) to issue a vigorous and early response on track worker safety.

Whatever action they take, the ORR's response will still be viewed by RMT members as too late as they have been aware of union concerns and serious nature of the near-misses on the railway infrastructure and the confusing and bureaucratic systems that Network Rail has created.

The ORR's slow response also demonstrates the conflicted nature of the ORR as an organisation which is responsible for finance,

franchising and safety of the rail industry.

The union is calling for a truly independent rail safety regulator which is focussed on protecting the workforce and users rather than satisfying the policy, financial and business needs of the government and its contractors.

RMT will also be convening a meeting of senior union reps to discuss the broader issues of track worker safety and protection including aspects such as suspending/banning Red zone (moving trains) working, enhanced protection systems, safe systems of work and how the union might respond industrially.

Mick Cash said that the union's focus has also been on supporting members and the

families affected by the incident.

"We will also be stepping up our vigorous campaign for the elimination of track worker fatalities and serious injuries, based on a simple and coherent track safety regime that has worker protection as its core principle.

"The nonsense of the safety regulator being funded by the industry, and having a financial control role, has to end. We need genuine independence to restore confidence.

"We will be convening a meeting of national Network Rail reps shortly and nothing is ruled out including a demand for a ban or suspension on red zone working if that's what it takes to force those in control to take us seriously," he said. ■

EAST MIDLANDS TRAINS STRIKE

Strike action on East Midlands Trains went ahead in July as franchise holder Stagecoach was accused of cutting and running before they are dumped from the rail network in a row with the government over pension obligations.

The dispute is over EMT's management's failure to bring a meaningful resolution to concerns over Pay Discrimination and Contract issues. Staff have ended up caught in the crossfire of a bust-up between Stagecoach and the DfT and are being expected to pay the price for the continuing franchise chaos on Britain's privatised railways.

RMT has made every effort to broker a negotiated settlement but have been



snubbed at every turn by the Stagecoach-owned company who have given up on any pretence of serious management as they adopt a scorched-earth policy aimed at extracting every penny they can before they are kicked off the railways in light of the pensions scandal.

RMT general secretary Mick

Cash said that East Midlands Trains lack of commitment to deal with union concerns over contractual issues such as compulsory Sunday working, wage discrimination and other matters was a total disgrace reinforced by ludicrous refusals to talk.

"It is outrageous that Stagecoach is being allowed to

slash and burn its way through their remaining franchises in advance of getting banned from the railway by the DfT.

"The union remains available for talks but it takes two to tango no one should underestimate the resilience and determination of our EMT members to see justice," he said. ■

TUBE HEALTH AND SAFETY VICTORY

Tribunal finds London Underground must allow time off for health and safety reps

A London employment tribunal has ruled that London Underground Ltd contravened the law by denying an RMT health and safety rep paid time off to perform functions set out in the Safety Representatives and Safety Committees Regulations 1977.

RMT general secretary Mick Cash said that the judgement was not only a massive victory for safety reps across the land but also the travelling public who RMT members serve every day.

The presence and role of health and safety reps is protected by the 1974 Health and safety at Work Act and the 1977 Regulations. This includes legal requirements for inspections and investigations after accident and also consultation on any change in the workplace.

However, with the change in

senior LUL management in recent years, it was becoming almost impossible for safety reps to get released for investigations or even to carry out their statutory duties as laid out in the regulations and almost every contact with management became a needless battle.

Things came to a head when in February last year when Peter Sheridan, health and safety rep at West Ruislip was refused release to attend a safety committee on behalf of the union. The meeting was to review the safety of new cameras being installed at Bank Station. Bank is a station with a curved platform and eight cameras meaning it is probably the highest risk platform on the entire line.

Peter's release was blocked by the most senior manager on the line on the alleged basis that it



'may' lead to a train being cancelled but a train operator rep from another union was released to attend.

With the help of Central line West branch, London regional organiser John Leach and RMT legal services via RMT solicitor Sarah Henderson, Peter took London Underground to an Employment Tribunal in March this year.

The judgement was a 100 per cent win for Peter and the union and it was agreed by the Judge that the RMT representative had been unlawfully refused paid release to attend.

Of equal importance to the 100 per cent judgement in RMT's favour it was also agreed by the tribunal and London Underground's barrister that release for Health and Safety reps cannot be refused on the basis of operational/business

needs.

Speaking after the tribunal win a delighted Peter said that all the excuses that had been used many times over the years by management to refuse reps release had now been put paid to by this judgement.

"Health and safety reps in the workplace are a vital tool for workers and union members. They investigate, recommend improvements, raise issues on members' behalf and challenge poor safety culture in companies. Safety reps over the years have been responsible for many changes in Health and safety legislation.

"On London Underground safety rep input and RMT campaigns have resulted in many changes in company policy for the benefit of both staff and the travelling public," he said. ■

RAIL PENSIONS BATTLE LOOMING

RMT is preparing to ballot for the first national rail strike in a generation after the government and train operating companies continue to refuse to give cast iron assurances that there will be no undermining of the current pension arrangements.

The union has written to Transport Secretary Chris Grayling, the industry's regulator, all TOC employers and the Rail Delivery Group making it clear that if there is a move to

impose reductions in future pension benefits or significantly increase member contributions the union will take the necessary action to defend pensions.

A dispute over Railway Pension Scheme liabilities has already led to Stagecoach and its operating partner Virgin Trains being disqualified from bidding for franchises in April including retendering for the west coast main line and the new HS2 high-speed line.

RMT general secretary Mick Cash said that if it takes the first national rail strike in a generation to defend our members pensions then so be it.

"We will not tolerate a position where Chris Grayling and the train companies are playing fast and loose with rail pension rights and RMT members will not be left to pay the price for the collapsing chaos of the rail franchising system.

"We have made it crystal

clear that this union will resist any attack on our members future pension rights either as a result of government policy or greedy employers wanting to prop up their profits within the failed private franchise model.

"Any such attack will be met with a campaign of coordinated industrial action across the rail industry to defend pensions and in the absence of a satisfactory response from government and the train operators that is where we are now heading," he said.



Union launches industrial action for Royal Fleet Auxiliary members and lobbies parliament

RMT has launched a programme of industrial action at the Royal Fleet Auxiliary – the Royal Navy supply lifeline – and lobbied the House of Commons in July following an overwhelming yes vote of nearly 90 per cent in the fight for pay justice.

In the last pay round the Ministry of Defence increased pay in the Royal Navy by nearly three per cent but imposed yet another below inflation settlement on RFA's civilian seafarers of just 1.5 per cent.

The union has accused the Tory government of directly interfering in the pay negotiations, forcing the employer to undermine the

living standards of a crucial group of workers who have seen service in major trouble spots, including the Falklands and the Gulf, at huge personal risk. RFA members are instructed:-

- Not to come back early from End of Voyage Leave, to join at the correct time and not to volunteer to extend if asked.
- Only to conduct Maritime and Coastguard Agency mandatory safety drills and not to take part in prism serials or any RFA specific drills.
- Work contracted hours, not to carry out any work over and above contracted hours unless responding to

emergencies.

- Catering grade members are not to prepare any food for any social functions.
- Not to carry out duties that would have been carried out by members of other departments taking industrial action.

Members participating in humanitarian or disaster relief operations or are reacting to a military conflict situation will be exempt from industrial action.

RMT general secretary Mick Cash said that it was unbelievable that the government, who were very fond of praising our forces, was imposing a pay cut on the brave

men and women who supply the Royal Navy in danger zones and humanitarian missions around the globe.

"From the Falklands to the Gulf the RFA is the navy lifeline and those working within it deserve far better than this kick in the teeth from the Tories. The government should lift the pay cap and allow us to negotiate a fair settlement with the employer.

"RMT will not stand by while RFA staff are denied basic pay justice and we have had a fantastic public and political support for the 'Fair Pay for RFA' campaign and for this essential group of workers," he said. ■

RMT WINS MARITIME PAY BATTLE

RMT has chalked up a significant victory in its fight for workplace justice in the maritime and offshore sector with the government's announcement that legislation will be introduced in September to extend the National Minimum Wage Act to cover seafarers working between UK ports and in the offshore energy supply

chain.

RMT general secretary Mick Cash said that it was a major and welcome victory for RMT's long-running campaign for pay and workplace justice in the maritime sector.

"This is a long overdue reform and we're grateful to Alex Cunningham MP for putting the Business Minister

Kelly Tolhurst on the spot.

"By the end of the year, seafarers working on ships between UK ports or servicing offshore oil and gas or wind installations, regardless of the flag of the vessel, will be protected by the National Minimum Wage.

"This will extend the basic protections from pay

exploitation that have been applied and enforced for land based workers for 20 years.

"This increased protection for thousands of seafarers is welcome and the RMT's ongoing campaign to eradicate nationality pay discrimination and all forms of seafarer exploitation goes on," he said. ■

A TRIBUTE TO BOB

RMT teams up with Peoples History Museum in Manchester to celebrate the life of Bob Crow

A tribute was launched at the annual general meeting to the late RMT general secretary Bob Crow, at a museum which charts the history of working people in Britain.

An exhibition at the People's History Museum in Manchester includes photographs of the many demonstrations and protest marches addressed by Bob, who died in 2014.

He was well-known nationally and internationally for campaigning for better pay and conditions for rail, Tube and maritime workers ranging from guards to cleaners.

A pamphlet which forms part of the exhibition includes photographs of Mr Crow addressing an election rally in 2009 for the No2EU political coalition he helped to form and one of him alongside Tony Benn at the annual Tolpuddle festival.

The pamphlet, entitled *Radical Hero*, reproduces one of his most famous messages - "If you fight you won't always win. But if you don't fight you will always lose".

International guest John Samuelson, international president of the US union the TWU, said that it was an honour to speak at the event and recalled some of the inspirational times he spent with Bob.

"He made a big impact on me and, looking at these beautifully produced pictures, I still think of him as though he is still here," he said.

Mick Cash, who succeeded Bob as RMT general secretary, said: "No-one warrants the title *Radical Hero* more than Bob Crow and this tribute at the People's History Museum is just a reminder of what a giant of the trade union Bob remains.

"RMT is grateful to the People's History Museum for allowing us to hold this exhibition in its beautiful Turbine Hall which is a snapshot of Bob's life and work.

"It will serve as an inspiration to all of us carrying on the fight for economic and social justice that Bob led with such passion," he said. ■



Bob's partner Nicky with Mick Cash



Mick Cash and John Samuelson



RMT AGM

Manchester 2019





A FIGHTING DEMOCRATIC UNION

AGM report, Manchester 2019

RMT Parliamentary Group chair Ian Mearns made a much-welcomed address to delegates, discussing the work of the group in the House of Commons over the past year.

Mr Mearns mentioned how the group was increasing in size with the intake of left-wingers from the 2017 general election, and noted how both Labour's shadow shipping, rail and transport minister – Karl Turner, Rachel Maskell and Andy McDonald – are all current and active members.

Paying tribute to Paul Flynn, the Newport MP and RMT parliamentary group member who died in February of this year, he said that “Paul was a strong supporter of our campaigns, and a committed socialist – so much so that during the failed coup against Jeremy Corbyn in 2016, he served as shadow speaker of the house and shadow Wales secretary”.

However, he reserved his anger for Chris Grayling, calling the man the “secretary of state for a trail of wreckage” and calling him an “unmitigated disgrace” for his overseeing of “seven or eight major mistakes”, and saying: “he is a disgrace to

the ministerial code”.

He also claimed that the Department for Transport were “fully behind” the push for removing guards off trains, claiming that Grayling is “engineering these disputes through the franchising system”.

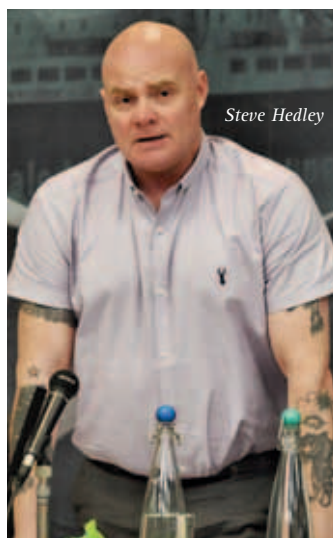
Ian Mearns finished by emphasising the need for trade unionists to fight for a Labour government, adding: “We need to be getting angry, we need to be getting out there to campaign.

“People in our communities are literally dying because of the austerity imposed on this country by an uncaring Tory government and – for the first five years – the class collaborators of the Liberal Democrats.

“We as a movement have got to offer some real hope to our downtrodden communities. We need to offer optimism to our most vulnerable.

“We need the courage to persevere despite the challenges we might face.”

Shadow rail minister Andy McDonald also addressed conference with his vision for the railways under a Labour government, which he said would be a centralised single



Steve Hedley



Raymond Williams



Vaughan Thomas

employer.

McDonald criticised the Tories for providing a “lack of leadership and vision” at the Department of Transport.

He said that Labour would take a “new approach” to the rail industry, where “fairness and environmental justice” would be emphasised.

In government, he said, a Labour government’s priority would be “to create an affordable, accessible and sustainable transport system for the many not the few, founded on the principle that transport is an essential human service – not about deregulating or privatising for corporations and their shareholders.”

He added: “Labour’s national railway system will be a single employer for all track workers, station staff, maintenance staff, guards, signallers, catering and cleaning staff.

“We will end outsourcing. We can’t have a situation where caterers and cleaners are out of the picture – they must be brought back in house.”

McDonald also paid tribute to RMT, highlighting how Chris Grayling criticised McDonald in the House of Commons for receiving financial backing from the union.

He said: “Grayling said I was in Mick Cash’s pocket.

“Well, let me say I am proud of the support I have had from the RMT – it is the cleanest money in politics and I make no apology for it,” he said.

Shadow education secretary and local MP Angela Rayner also welcomed delegates to Manchester, and promised delegates that Labour under its current inception will be a friend of the trade union movement, and acknowledged that unions have been let down by the past by the party.

BUS DRIVERS

Delegates heard the perilous conditions that bus workers face, and voted to launch a national campaign for a “bill of rights” for bus drivers.

The motion passed demanded that bus drivers be given the right to work safely, have proper rests, be entitled to use clean toilets on the job, and to have all relevant safety training on time.

South Devon delegate Mark Thomas said: “Bus drivers are being left behind.

“They’re working 45+ hours a week with sometimes only a thirty-minute break, they’re often doing 13 days in a row and the companies are allowing this to happen.

“If you’re a bus driver, companies are legally allowed to give you an eight-hour break between shifts. They don’t worry about your body clock or anything – this is legal three times a week. Could you do this? Could you put up with this?

“We are doing more without a break than coach drivers do. It’s giving many of us marriage



Mick Cash

problems, it’s making people depressed, and it’s giving everyone long hours, just to list a few of the problems.

“In this environment, vehicles are not going out in a fit state – this could be your family members getting on our vehicles.

“We are getting bullied by a private company concerned with profit only.”

Assistant general secretary Mick Lynch added: “The bus companies in this country are getting away with a lot of crimes and bus workers and bus passengers, and the communities they’re meant to serve.

“We’ll be working with bus drivers after conference and will get completely behind a high-



John Kerr, Rail & Maritime Transport Union, New Zealand



Mandy Evans

profile campaign and to reinvigorate our organisation in the sector.”

BACK THE BUFFET

Crucial to the agenda was ensuring that the buffet campaign was kept on the agenda, with a motion calling for the union to establish a national campaign to raise awareness of the lack of buffets and shops on train services, and to oppose the “impossible tasks” that caterers face as management force them to sell more while providing less onboard services.

Swansea delegate Mandy Evans told delegates: “As caterers, we find we cannot provide a service. “We often work alone, making us very vulnerable.

“We are a point of contact for passengers, our trolleys are there. We are struggling to provide a service; we are put at risk.”

Euston delegate Kathy Mazur added: “In the good old days,

not only would passengers be provided with hot and cold beverages and fruit, but it was also a point of call for those who felt threatened.

“People knew it was always manned and wherever a situation arose that would where they would find a member of staff.

“In a climate where racist, sexist and homophobic attacks are on the increase, the buffet is needed more than ever as a safe space for members of the public.”

WORKPLACES

Conference voted to recognise stress and anxiety as an industrial illness, and for members to receive industrial injury pay instead of sick pay for mental stress caused by work.

South Devon delegate Mark Thomas said: “People have been attacked at my work with weapons, they have been spat on, liquids poured at them.

“People can wait on tests for



Mick Cash presents Angela Taylor with a gift following a vote of thanks for her work in highlighting the dangers of driver-only operation and the lack of a guard for wheelchair users.

months to wait if they’ve been infected with hepatitis or HIV, but companies expect you to go on after cup of tea.”

The union voted to join the TUC’s Dying at Work campaign, and to ease the burden of dying workers in any way that is possible. Liverpool delegate Michael Stanton spoke passionately about how being terminally ill should be a protected characteristic, while Plymouth delegate Zack Rosen said: “This would give people protection to let them decide how they will spend their final months, and to know that nothing will change financially.

A motion was passed that expressed “serious concerns” about the current pace of automation in workplaces that the RMT present, and criticised a management culture where “individual companies” are “often doing their own thing” and being relaxed over health and safety rules and standards.

Bletchley and Northampton Delegate Wayne Moore urged for “some sanity to be restored” in workplaces, and echoed the motion’s demand that the union resist the “constant barrage and tirade” by employers to have “new technology utilised at any cost”.

Delegates voted to expand the nominee pass for free transport, with the motion pointing out that currently, on TfL, the pass can only apply for those who live in the same household as their partner.

However, as it was pointed out, this negatively impacts on LGBT+ people, who often cannot live with their partners for fear of being found out as being not straight, as well as younger people who cannot afford to live in the same house as their partner.

Central Line West delegate Vaughan Thomas spoke passionately about “the rights of workers to travel freely”, and of how travel benefits can “greatly increase the quality of life and reduce stress for workers” and their loved ones.

HEALTH AND SAFETY

Delegates heard the “grave concerns” of London Underground workers about a proposal made by Underground bosses to extend longstanding safety checks on LU fleets.

A motion said that the need for new safety checks is not supported by any evidence, and that of the 1100 Fleet members who were balloted for strike action, 9 to 1 voted in favour of

Noel Doyle



Jane Gwynn

strike action.

Assistant general secretary Mick Lynch said: “We will not accept an erosion of safety standards, but we have to be very vigilant.

“Members are ready to take that step to defend safety and defend their jobs.”

Delegates voted to ensure that TOCs do not reduce their training budgets on emergency training and evacuation strategies on trains, with Swansea delegate Mandy Evans criticising the “delete, delete, delete” culture of train companies who are sending untrained workers into the frontline to deal with such issues.

A motion was also passed by South West Midlands delegate Ian Allen that conference believed the 019+ Standard is not being applied consistently across the board, and that additional protection should be used for all line blockages.

Delegates also voted to resist the recent changes made by LU management about “hot protocol” – regarding whether unattended items are suspicious or not.

The changes made by management now order staff to look inside closed or locked bags, and have claimed that new instructions by the DfT make this necessary. However, the union have voted to resist



Paul Jackson

this change and support members who do not want to look inside the bags.

Delegates also voted to request that the union approaches university students studying medicine so that they could look into the effects of herbal medicines to aid people recovering from serious illnesses, criticising the current attitude of transport authorities, who do not recognise the validity of substances that are not recognised by a pharmaceutical company.

Delegates voted to recommit itself to having a good understanding of the issue of mental health, and to better help people workers with mental

health issues by committing with management to the paid release of RMT workplace representatives to take advantage of RMT Mental Health Awareness Training.

The motion said that it hopes to “give more support” to RMT members in need of help due to their mental health problems.

Bob Crow branch delegate Paul Jackson said: “People with mental health issues are sacked from London Underground every week.

“We want to encourage people so that they can come out and talk about their issues.

“This is a lifelong experience that we have to go through. It’s going to happen to a lot of us, and we need to be best trained on it.”

VIOLENCE AGAINST WORKERS

Delegates also moved a motion noting the “rising tide of assaults” against station staff, and passed motions on sexual assault, a fairer culture in workplace representations, and for an investigation into the increasingly worsening air quality on the London Underground.

Rail staff also voted about sexual assault and complaints on the railway, noting how “woefully and inadequately prepared” workers are to deal with this nature of complaints,



Garry Keane, Maritime Union of Australia



NO PARSARAN: Mick Cash addresses the commemoration of the International Brigades that fought fascism during the Spanish Civil War on Saturday 6 July South of the Thames in Jubilee Gardens.

and called for better training for workers that could deal with how best to ensure the victim's safety, identify immediate medical needs, and reassuring training.

OUTSOURCING AND PRIVATISATION

Delegates voted to fight for outsourced workers in the transport industry, and welcomed Labour's commitment to bringing outsourcing to an end.

Particular attention was paid to the plight of London Underground cleaners, and a motion was passed to give cleaners free Transport for London travel, the ability to swap work duties and shifts, and to not lose pay if they report in sick.

East Ham delegate Lorna Tooley said: "I've got a cleaner from my branch, when I used to work with her, she would cover one stations, two stations.

"Now the workload has doubled and she is cleaning four stations.

"She simply cannot do the work she is expected to do in that amount of time.

"If staff are injured, who are the people who get the blame? It won't be contractors, it won't be London Underground, it'll be cleaners.

"Cleaners did to be brought back in house. They need sick

pay, they need a proper pension scheme, they need basic rights we are entitled to as transport workers.

"They are not allowed to travel on transport for free – it's disgusting."

Assistant general secretary Mick Lynch added that action including lobbying and even workplace occupations may need to take place to back these workers, saying: "We've got to pin it on Virgin, Siemens, Hitachi – we should go to those clients, we go to those offices, we occupy the lobby or whatever it is we are able to do.

"It's not the fault of cleaners that they are outsourced – we want them back in-house and we want them in the union.

"In-sourcing is the answer, but we need to have solutions for these cleaners immediately."

Conference also voted to condemn the removal of the remaining £700 million of public subsidies to TfL, which they said was an "already insufficient" sum to provide proper public transport in London. The motion pointed out that it was the only metro system of its kind in any advanced economy that will operate without a national subsidy.

However, it also condemned LU for contracting work out on the Underground to private firms, when it could be done by

LU employees at less cost.

Delegates voted to issue the NEC with a "standing instruction" that any agency company "within our spheres of influence where we hold recognition" should be told that the union will "not countenance any use of agency work" except in extraordinary situations, such as a World Cup or the Olympic Games.

The motion, which stated that "the desire for profit" is the only mission of private companies on the railway, also said that union negotiators must inform the union leadership about any agency company intending to subcontract people for work, and then the union will decide if the work is temporary or seeks to undermine the union.

Assistant general secretary Mick Lynch said: "In my trade of construction and railway engineering we used to be against "the lump" – overemployment, self-employment, and so on."

"We've allowed agencies to creep in under the door like a slow flood.

"But in certain areas, we've put up some opposition, and I think the motion's right in calling for a lot more of this."

COMBATING RACISM AND FASCISM

The union adopted a strategy

for anti-racism which builds on already-existing union policy to fight against racism and fascism in wider society.

Senior assistant general secretary Steve Hedley said: "Our union's constitution says that we are a socialist organisation. We fight for a socialist change in society.

"As long as they've got working class people fighting for the crumbs from the table, people will never see what their true interests are and will keep on being divided. Fascism is completely tied to the capitalist system – the system needs fascists to smash socialist and working class organisations."

Hedley highlighted the way that an Asian RMT member had been treated by far-right activists at Manchester Victoria, saying: "The abuse he got is

Labour shadow transport secretary Andy MacDonald addresses AGM



exactly what we need to be fighting.”

Delegates also passed a motion to fight for a “socialist alternative” to racism, and for the RMT to investigate establishing labour movement stewarding bodies to protect anti-racist and anti-fascist rallies.

Paddington delegate Oluwarotimi Ajayi said: “We cannot allow the racists and we should not. We need to organise and mobilise, alongside other unions, to combat them.”

Hedley returned to add: “Some of Tommy Robinson’s lies are getting through to our members, so some of our strategy will be about educating our own.

“When Boris Johnson spouts his bile, the insects start crawling from out underneath the rock.

“What better organisation to fight the fascists than the people they are trying to destroy – the organised working class”?

LGBT+

A motion criticising the Cuban government for banning an LGBT march earlier in the year narrowly passed.

RMT general secretary Mick Cash said that there were several factual inaccuracies in

the motion including claims that LGBT rights were being attacked in Cuba which was clearly not true. The new constitution expressly prohibits discrimination based on sexual orientation and gender identity.

He said that the event in question was just one of 29 events organised by Cuba’s Centre for Sexual Education (CENESEX) to mark the International Day Against Homophobia (IDAHO) in May.

However other delegates argued that the union should use its close and supportive relationship with the Cuban government to criticise its actions where members felt it necessary.

Delegates also voted to “take urgent steps” to mobilise to defend LGBT+ people after Brexit, and to instruct the union’s parliamentary group to fight so that the EU Charter of Fundamental Rights will be enshrined in British law once Britain leaves the EU.

Criticising the Tory government’s “dark and shameful” history of persecuting LGBT+ people, the motion sought to defend our “hard-won rights”.

INTERNATIONAL SOLIDARITY

Delegates voted on an emergency motion to send a



Shannon Poland and John Samuelsen of the Transport Workers Union of America with Mick Cash

container of children’s medicine, paracetamol and female hygienic products to Cuba, where the American blockade has led to a shortage of basic medicinal supplies.

Piccadilly and District West delegate Noel Doyle said: “The situation is simply wrong, and it needs bringing to an end.”

AGS Steve Hedley said: “The imperialists want to strangle Cuba because of the example that the Cuban Revolution has set.

“The Cuban people have been under attack because they are an example to the rest of Latin America, and their success shows people in the region and across the world that socialism can be successful.

“That is why it is more important than ever that we support the Cuban people and their representatives,” he said.

Delegates voted to “condemn the American and EU-backed attempted coup” led by Venezuelan right-wing politician Juan Guaido in Venezuela.

The motion, which was overwhelmingly passed, condemned America’s “bloody record” in Latin America, and offered the union’s support to trade unionists and socialists in Venezuela.

Paul Jackson said: “America – you do a sterling job of destroying places. Why don’t

you just butt out of other people’s places? If there wasn’t oil there, you wouldn’t be bothered.

“If it was a right-wing regime in Venezuela, throwing people out of planes, you wouldn’t be bothered. Because this is a socialist country, supported by the people, you’re trying to destroy them economically.”

Senior assistant general secretary Steve Hedley said: “Bus workers, transport workers, came out on the streets in February to defend the Maduro government in February.

“They know they don’t live in a socialist utopia. But they have been living at the beck and call of some of the most exploitative capitalists for decades and do not want to go back to that.

“It is up to the Venezuelan people to decide whether they want to change their government. The opposition boycotted the last elections because they knew they were going to lose, despite their financiers in Miami giving them bags of money.”

Retired Members

A motion sent to conference by the Retired Members’ Advisory Committee requesting that the NEC will maintain a policy of keeping the guard on the train, so that elderly and disabled passengers are helped



PRIDE: RMT president Michelle Rodgers and general secretary Mick Cash attend the London Pride march



RMT president Michelle Rodgers

with access and assistance.

Delegates also voted for the union to build upon its already existing relationship with the National Pensioners Convention to put the upmost pressure on the government for a substantial increase in the state pension and to combat pensioner poverty.

Moving the motion, former RMT president Tony Donaghy said: "You could be misled if you read the daily papers in the main, who repeat false news ad nauseum about rich pensioners.

"One in six rich pensioners are below the poverty line on this island. One in six of retired people are living in poverty. It is increasing all the time, and has been since the financial crash.

"When I was a fresh-faced activist at a 1956 rally, I remember the slogan was 'NATIONALISE THE BANKS'. I am an old activist now, and I thought that when we bailed the bankers out, we'd nationalise them.

"But far from it. When austerity is still going, and pensioners are paying the bankers for austerity, it's about time we realised this."

INTERNATIONAL GUESTS

Frøde Alfheim from Industri Energi Norway addressed delegates with a depiction of the current political situation in

Norway, where Norwegian railway workers are fighting an attempt to privatise the railways in line with the European Union's fourth railway package.

He said: "If you saw what they were trying with our railways, you would laugh.

"Privatisation does not work here and it will not work in Norway," he said.

The conference also heard from David Gobe and David Donnez from the CGT union in France, who discussed the likely merger between Eurostar and Tallis.

They championed the RMT for their "fighting solidarity", with Gobe saying: "Your solidarity is concrete – more concrete than a message or a 'like' on social media. You can rely on us in the fight to reclaim the railways as a social good, and against social dumping."

David Donnez also expressed his "honour" at speaking in "the city of Friedrich Engels", referring to the co-author with Karl Marx of "The Communist Manifesto".

Joe O'Flynn, general secretary of SIPTU in Ireland, congratulated Michelle Rodgers on her election as the RMT's first female president, and offered a description of the fight in Ireland.

He welcomed the growth of

young people organising trade unions in Ireland, saying: "We're creating a vitality in relation to a campaign that makes unions relevant, and are in doing so protecting the future of workers' interests."

Delegates also heard from Transport Workers Union of America (TWU) international president John Samuelson, who discussed the recent efforts of the TWU to grow and take on outsourcing firms such as Veolia, as well as dealing with automation.

Mr Samuelson said: "The one thing we've got in common with the RMT is that we're always fighting somebody.

"A positive outcome of this is that workers in the States are increasingly realising that the trade union movement is the protector of working families."

He added that next time he returns to the UK – in 3 to 4 years' time – he hopes that he will return as the representative of a union with 200,000 members, which is their membership aim for this period.

John Kerr from the RMTU in New Zealand also addressed

delegates, discussing the Christchurch mosque shootings in March.

Kerr said: "Low key racism is a mulch from which far-right extremism flourishes, and one of our challenges in New Zealand is facing that fact."

He went on to discuss the fight against New Zealand First, a far-right populist party that is currently in government and is "signed up" to neoliberal economic policies.

Kerr also told delegates that New Zealand railway workers look at the RMT as a "beacon of light in the darkness that threatens to engulf working class people. We say that we can win and that with organisation we can resist that darkness and win."

Maritime Union of Australia representative Gary Keane congratulated the RMT on their "consistent success" as a trade union, and discussed the situation in Australia, where the Labour Party recently failed to take power, despite widespread expectation that they would top the poll.

The conference was also



Ajayi Olumuyiwa



Angela Rayner



joined by Angela Taylor, a longstanding supporter of the RMT's actions, who received a standing applause and offered her full solidarity to SWR guards still engaged in industrial action.

DISABLED

Delegates passed a motion calling for greater workplace accessibility, and have demanded that workplaces and working conditions should be made accessible to all workers.

Fife delegate David O'Donnell said that workplaces have "got a problem with a lack of continuity", and that while there

are "varied opinions" how to fix accessibility issues, things such as reasonable access to work adjustment passports should be fought for.

Delegates also voted for a motion which swore to "mount an intensive campaign" to ensure the accessibility of rail services for disabled passengers, and to create a training system for guards to allow a greater understanding of disabled passengers and the range of disabilities that people face in society. This would include education on the opportunities and challenges of disabilities, a "clear understanding of red lines

with regards to language and etiquette", and to understand situations from the perspectives of disabled passengers.

YOUNG MEMBERS

Delegates voted to approve the creation of "apprentice officers" in regional councils that can oversee the recruitment and organisation of apprentices across the country, after young members had expressed fears about the representation of some apprentices.

East Ham delegate Lorna Tooley said: "Apprentices are at high risk of exploitation, bullying and dismissal, as well as low wages and poor conditions.

"We can improve their conditions as well as retain these people and the wider labour movement. If we can organise young work apprentices then we have a higher chance of these people becoming trade union activists for the rest of their lives."

Liverpool delegate Michael Stanton added: "On my apprenticeship course, we had 15 minutes of discussion from a union in three whole years.

"It was hell at my depot. All apprentices are getting told is that you are going to be a manager. If you join a union, you don't get a promotion.

"We know that's a load of crap, we recognise that, but we need to get in there early."

SEAFARERS

Delegates voted to back Royal Fleet Auxiliary members, who



Joe O'Flynn of SIPTU



have begun a series of industrial actions after a derisory pay rise.

The motion called upon the union to “send a clear message to these penny pinching, working-class haters that enough is enough.

“Let us stand as one and in solidarity contribute to bringing this Tory government to its knees.”

Southampton Shipping branch delegate Gareth Jameson said : “This is not just a fight for us to get fair pay. Once we get ours – we’re public sector workers, so we have a mandate for other public sector employees to get fair pay. It’s fair pay for everybody.

“You’ve got ministers giving themselves pay rises in Westminster. If they can get a couple extra grand, why can’t I?

“We need the Conservatives out, we need Jeremy Corbyn in Number Ten, and we need

justice for RFA staff.”

Delegates also voted to carry out a wellbeing survey for female seafarers, with the motion pointing out the unsocial working hours and growing number of female seafarers in the maritime sector.

The hope is that the results of the survey could form a booklet to help reduce the fatigue and improve the morale of women seafarers in RMT.

MOTIONS

Delegates voted to fight for people to have the right to be accompanied at investigatory interviews preceding a disciplinary or grievance matter.

Liverpool delegate Michael Stanton said: “It is important we start making some sort of reference to get this into legislation, not just having it company policy.

“If the person can’t speak

English or doesn’t have the confidence to ask a question or seek advice, that could really give heart.”

Wimbledon delegate Fraser Scott said: “Every rep has walked into a room and seen the same thing – the member has not been accompanied, been asked to send a question half a

dozen times, and the member has been twisted up in knots at the investigatory hearing.

“That’s not right – it’s not fair on the member and could damage any case.”

Freight and Logistics

Conference also voted to fight to abolish CPC training for HGV drivers, and to mandate

RMT general secretary Mick Cash and assistant secretary Steve Hedley march at 2019 Tolpuddle in July to remember the Tolpuddle Martyrs whose only crime was to form a trade union



the RMT's parliamentary group – which primarily consists of Labour MPs – to fight for the abolition of CPC training in the next Labour government.

Delegates also voted to instruct the RMT's parliamentary group to negotiate a way to influence their colleagues so that law can be enacted that can ensure the reimbursement of HGV drivers' costs, including medical costs and the renewal of driving licenses and Digi-Card renewals.

INTERGENERATIONAL UNFAIRNESS

An emergency motion by London and Anglia Regional Council welcomed a House of Lords report published in April on intergenerational unfairness, and criticised the conduct of successive governments in not helping out young people with housing, proper apprenticeships, decent employment rights and education.

However, it also pointed out that government attacks on the state pension, free bus passes for pensioners, and the abolition of free TV licenses for the over 75s "perpetuate the lie that millions of retirees and living in luxury".

Conference therefore demanded that the TUC General Council review this report and to work with retired organisations like the National Pensioners Convention (NPC) to unite both young and old against the government.

Swansea delegate Mandy Evans said: "Everything for this generation is on the downturn. Solutions are needed for this.

"The people making these decisions have no idea how much they affect people's lives.

"I would like some of these people to live for one day with working class people to see the results of the decisions they make on society." ■

President's column



A GREAT MONTH

Well what a great month as your national president. Attending the annual general meeting at the

end of June was a real pleasure on every level from dealing with grade conference resolutions to the difficult appeals I would like to thank everyone involved in showing respect and comradeship to each other throughout the week.

It was also a real pleasure see our own young members taking an interest in their union as their fresh open honest approach is what will make our union grow from strength to strength. I will again take the opportunity to thank the branches, but most of all the reception committee for the welcome and entertainment provided, and of course all the work which comes from head office to ensure the week is professional and well prepared for, thank you to everyone who was involved.

It was also Durham Miners weekend filled with high spirits and solidarity from across the trade union movement where I always leave with new friends, even the rain could not dampen spirits of the crowd and great speeches from the main stage with a mention of two great stalwarts of the trade union movement

Myrtle Macpherson and Billy Elliot whom have now sadly passed away.

Myrtle during the miners' strike would cook dinners for 800 plus miners on a daily basis and our very own Billy who was part of the RMT Fishburn brass band and I had the pleasure of walking beside whilst leading the parade at Durham Miners gala both will be greatly missed.

We also had our Cuba garden party, which always has a great turn out and this year was no different, but we also lost Jake Black from Alabama 3, and I paid tribute to him at the Cuban night before the band played another huge loss to the union.

I was also honoured to have been with our LGBT+ members standing shoulder to shoulder to raise awareness and achieve true equality in the world we all live in without discrimination and violence but for dignity and equality for self-affirmation something I believe is a right as a human. And not something that happens only when we celebrate pride and so our union will continue to fight until we achieve our aim.

United we are stronger, together we will win.

Solidarity Michelle



REMEMBERING JOHN MITCHINSON



RMT members from Wigan Wallgate Station embarked on a gruelling challenge, walking 24 miles from Southport station back to Wigan to honour the memory of late colleague brother John Mitchinson who died tragically in 2016 after a short illness at the age of 53.

John had no living family and died without a headstone or plaque erected in his memory.

Therefore Wigan Wallgate RMT Solidarity fund decided it was only fitting to collect sponsorships to complete the walk and use the funding to purchase a wooden bench with John's name inscribed to be placed at his place of work, Wigan Wallgate station where he'd spent all of his working life.

John Mitchinson was a 35-year RMT member who was a regular attendee of Wigan branch. He was an extremely popular character and was well known by many around the railway in the North West.

He used to regularly complete this walk from Southport to Wigan in aid of Wigan Hospice and it was the idea of Wigan Wallgate RMT Solidarity fund committee to revive the walk and rename it 'the John Mitchinson memorial walk' in order to fund a fitting memorial for our dearly departed brother.

The Wigan Wallgate RMT Solidarity Fund was formed following the suspension of strike action against DOO on ARN.

Wigan Wallgate RMT members formed a strike committee, visiting many trade union branches locally along with campaigning groups and political parties to raise awareness against DOO, build solidarity and seek donations towards the strike fund.

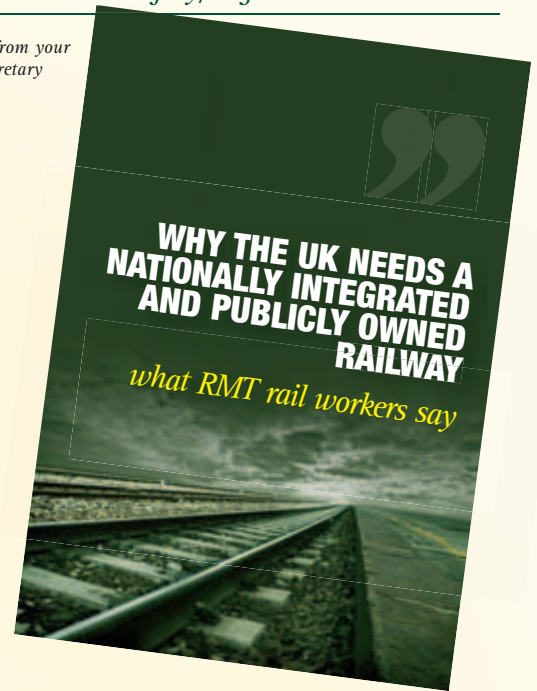
Upon the suspension of action the strike committee took the decision to rename the fund Wigan Wallgate RMT Solidarity Fund and to continue campaigning locally to raise funding for local campaign groups within the labour movement in order to give some support back in exchange for the exemplary solidarity they gave us throughout our two years struggle.

The fund has already made donations towards a local campaign group (WHAMM) Wigan heritage and mining monument which is raising funds to erect a mining statue in the town later this year to honour the towns mining history.

The fund has also made donations towards the Shrewsbury24 campaign and the local Women against state pension inequality group with many more fundraisers to be organised over the next 12 months. ■

WHY A PUBLICLY OWNED RAILWAY?

Available from your
branch secretary



RMT has produced a pamphlet containing responses from a survey of rail workers from across the industry. In just a few days, more than 800 responses were received. Governments and rail companies come and go but the one constant is the rail workers who work hard, often under hugely difficult circumstances, to keep the railways moving safely. This document sets out their views on what the problem is and how it should be solved. Here are a few examples.

“Fares go up every year while the service across the industry gets worse.

“Overcrowded trains.

“The train companies are only in the rail industry to make profit.

“We’ve got the highest fares in Europe, mile for mile, and the infrastructure dates back to Victorian days.

“Privatisation only benefits shareholders, profit first then everything else.

“Lack of investment in routine maintenance stores up problems which then become problems for the day to day running of the trains, which then cost far more in the long run.

“Lack of investment in rolling stock equates to breakdowns and poor customer service.

“Overcrowding with no investment in stock with huge growth in [passenger] numbers.

“All profits should go back into upgrading the railway industry i.e. stations, rolling stock, upgrading track and major projects.

“The railway would no longer be run on a shoestring to ensure bumper profits. Innovation and excellence would be rewarded, all to ensure the best possible service for the passenger.

“Better service. Better fares.

“One company, one service. Can only improve relations.

“I would be able to offer a ‘joined up’ approach during disruption and ticket sales would be much more inclusive and straight forward.

“All departments would communicate better and have a greater understanding of the work that needs to be done.

“We will all be working for the same thing – to run trains for the travelling public. One workforce working to keep the public safe.

EUSTON NO1 BRANCH SUPPORTS STEVE SMART FOR REGIONAL ORGANISER	LONDON, ANGLIA AND MIDLAND ROAD TRANSPORT BRANCH SUPPORTS EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER SOUTH	FINSBURY PARK BRANCH SUPPORTS GLEN HART FOR THE POSITION OF RRO SOUTH
DARTFORD AND DISTRICT BRANCH NOMINATES EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER SOUTH	LONDON, ANGLIA AND MIDLAND ROAD TRANSPORT BRANCH SUPPORTS STEVE SMART FOR REGIONAL ORGANISER	SWANSEA NO1 BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
MEDWAY & DISTRICT BRANCH NOMINATES EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER SOUTH	MARCH & DISTRICT BRANCH NOMINATES STEVE SMART FOR LONDON ANGLIA REGIONAL ORGANISER	WATFORD BRANCH SUPPORTS STEVE SMART FOR REGIONAL ORGANISER
BLETCHLEY AND NORTHAMPTON BRANCH NOMINATES EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER SOUTH	MARCH & DISTRICT BRANCH NOMINATES EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER SOUTH	NORTH THAMESIDE BRANCH SUPPORTS STEVE SMART FOR REGIONAL ORGANISER
LONDON TAXI BRANCH NOMINATES EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER SOUTH	WIMBLEDON BRANCH NOMINATES GLENN HART FOR RELIEF REGIONAL ORGANISER SOUTH	HOLYHEAD NO 1 BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
NORWICH BRANCH NOMINATES EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER SOUTH	PORTSMOUTH BRANCH NOMINATE GLEN HART FOR RELIEF REGIONAL ORGANISER SOUTH	SOUTH HUMBERSIDE BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
CENTRAL LINE WEST BRANCH NOMINATES EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER SOUTH	WATERLOO BRANCH NOMINATES EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER (SOUTH)	FIFE & DISTRICT BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
GREAT NORTHERN BRANCH NOMINATES EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER SOUTH	SOUTH HANTS & EASTLEIGH WORKSHOPS NOMINATE GLEN HART FOR RELIEF REGIONAL ORGANISER SOUTH	BLACKPOOL AND FYLDE COAST BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
LU FLEET BRANCH NOMINATES EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER SOUTH	PADDINGTON NO.1 BRANCH NOMINATES EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER SOUTH	CUMBRIA LAKES BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
WATFORD BRANCH SUPPORTS EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER SOUTH	CARDIFF RAIL BRANCH NOMINATES EDDIE DEMPSEY FOR RELIEF REGIONAL ORGANISER	DORSET RAIL BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY

EURO PASSENGER SERVICES BRANCH NOMINATES MICK CASH FOR RMT GENERAL SECRETARY	GLASGOW 5 BRANCH NOMINATES MICK CASH FOR RMT GENERAL SECRETARY	WALSALL BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
EAST SUSSEX COASTWAY NOMINATES MICK CASH FOR RMT GENERAL SECRETARY	EUSTON NO1 BRANCH NOMINATES MICK CASH FOR RMT GENERAL SECRETARY	BURTON ON TRENT BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
NORWICH BRANCH NOMINATES MICK CASH FOR RMT GENERAL SECRETARY	WATFORD BRANCH NOMINATE MICK CASH FOR GENERAL SECRETARY	SOUTH WEST MIDLANDS BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
BIRMINGHAM ENGINEERING BRANCH NOMINATES MICK CASH FOR RMT GENERAL SECRETARY	BRIDGEND LLANTRISANT & DISTRICT BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	THREE BRIDGES BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
HULL RAIL BRANCH NOMINATES MICK CASH FOR RMT GENERAL SECRETARY	WATERLOO BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	SOUTH LONDON RAIL BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
NEATH BRANCH NOMINATES MICK CASH FOR RMT GENERAL SECRETARY	SWINDON RAIL BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	NORTH THAMES LT&S BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
DERBY RAIL AND ENGINEERING NOMINATES MICK CASH FOR RMT GENERAL SECRETARY	ORPINGTON BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	CHILTERN LINE BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
WIGAN BRANCH NOMINATES MICK CASH FOR RMT GENERAL SECRETARY	BLETCHLEY AND NORTHAMPTON BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	MARCH AND DISTRICT BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
WARRINGTON & DISTRICT BRANCH NOMINATES MICK CASH FOR RMT GENERAL SECRETARY	KINGS CROSS BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	CARLISLE CITY BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
FELTHAM BRANCH NOMINATES MICK CASH FOR RMT GENERAL SECRETARY	MEDWAY AND DISTRICT BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	GREAT NORTHERN RAIL BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY

SOLIHULL HACKNEY DRIVERS BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY WISHAW &	SHEFFIELD AND DISTRICT BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	MANCHESTER SOUTH BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
MOTHERWELL BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	WARRINGTON AND DISTRICT BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	LYMINGTON BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
SALISBURY NO 3 BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	OILC BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	READING BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
BARROW IN FURNESS NO1 BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	PADDINGTON BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	EDINBURGH NO1 AND PORTOBELLO BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
NEWPORT IOW NO2 BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	PICCADILLY AND DISTRICT WEST BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	BOB CROW BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
DOVER SHIPPING BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	AYR BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	WIMBLEDON BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
NEASDON BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	PORTSMOUTH BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	SOUTH HANTS BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
NEWCASTLE AND GATESHEAD BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	LIVERPOOL 5 BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	CAMBRIDGE BRANCH NOMINATE MICK CASH FOR RMT GENERAL SECRETARY
DONCASTER BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	CREWE BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	OBAN BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
LINCOLNSHIRE ROADCAR BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	LEEDS CITY BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	SOUTH EAST ESSEX BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY

NEWCASTLE RAIL & CATERING BRANCH NOMINATE MICK CASH FOR RMT GENERAL SECRETARY	NORTH EAST SHIPPING BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	NUNEATON BRANCH NOMINATE SEAN HOYLE FOR RMT GENERAL SECRETARY
WALTHAM CROSS AND DISTRICT BRANCH NOMINATE MICK CASH FOR RMT GENERAL SECRETARY	FINSBURY PARK BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	MANCHESTER VICTORIA BRANCH NOMINATE SEAN HOYLE FOR RMT GENERAL SECRETARY
LU FLEET BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	FELTHAM BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	MORDEN & OVAL BRANCH NOMINATE SEAN HOYLE FOR RMT GENERAL SECRETARY
LINCOLN NO 1 BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	POOLE & DISTRICT BUS BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	CENTRAL LINE EAST BRANCH NOMINATE SEAN HOYLE FOR RMT GENERAL SECRETARY
DOVER DISTRICT GENERAL GRADES BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	NOTTS AND DERBY BUS BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	ABERDEEN NO 1 BRANCH SUPPORTS MICK CASH FOR RMT GENERAL SECRETARY
CAMBRIAN BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	BASINGSTOKE NO1 BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	HASTINGS BRANCH NOMINATE MICK CASH FOR RMT GENERAL SECRETARY
BIRMINGHAM ENGINEERING BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	BRIGHTON AND HOVE CITY BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	RAMSGATE WORKSHOP BRANCH NOMINATE MICK CASH FOR RMT GENERAL SECRETARY
DORSET RAIL BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	JUBILEE SOUTH BRANCH NOMINATE SEAN HOYLE FOR RMT GENERAL SECRETARY	ASHFORD NO 1 BRANCH NOMINATE MICK CASH FOR RMT GENERAL SECRETARY
EAST MIDLANDS BUS BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	EIRE SHIPPING BRANCH NOMINATE SEAN HOYLE FOR RMT GENERAL SECRETARY	HARWICH SHIPPING NOMINATE MICK CASH FOR RMT GENERAL SECRETARY
LONDON TAXI BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	SALISBURY NO 3 BRANCH NOMINATE SEAN HOYLE FOR RMT GENERAL SECRETARY	TFL NO1 BRANCH NOMINATE SEAN HOYLE FOR GENERAL SECRETARY

JOIN THE RMT CREDIT UNION!

RMT Credit Union trustee Ivor Riddell relates a story about the benefits of being a member

RMT member Adrian Cooper works at London Bridge and has been a member of the RMT Credit Union for some time now. I bumped into Adrian at London Bridge Station the other day and he told me why he thinks the RMT Credit Union is such a great opportunity to save and borrow in an ethical way, but also makes sense financially.

"I have found the credit union the best way for me to save money.

"Having a big family I've found using the Christmas club is the best thing I have used for

years.

"Putting away a small amount of 40 each pay day every 4 weeks gives you good lump sum in November of around £500!"

"I've always found the credit union too be very flexible, friendly and helpful"

"I only have to put in £5 every 4 weeks in my main savings, but sometimes, I may need the odd £20 to save me going into the overdraft"

"It's a really, quick service!

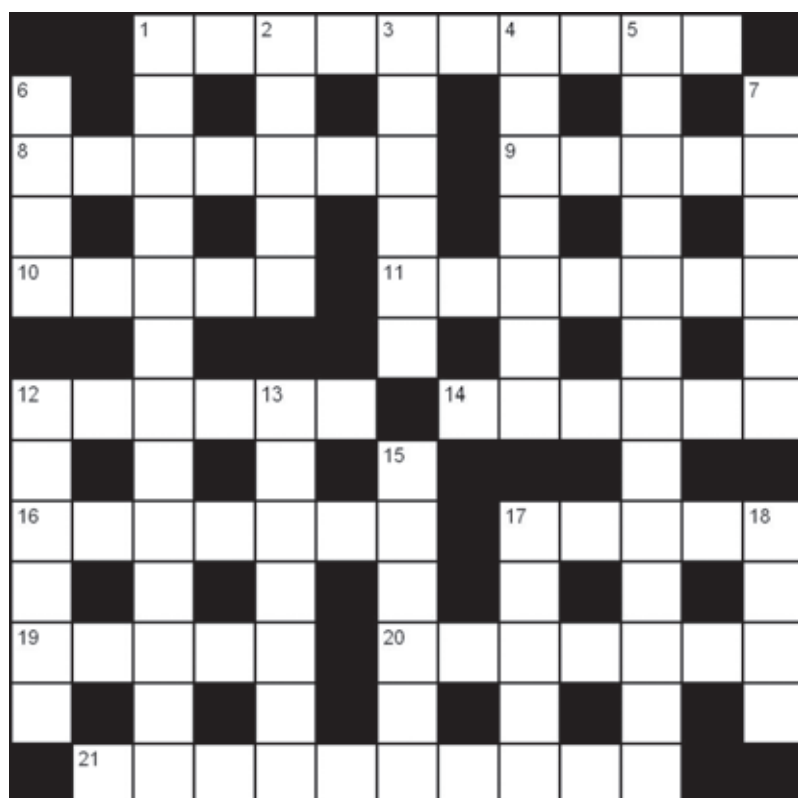
You just fill out a form and scan it over to the credit union office



at Unity House and you get a prompt response from the team! The money is there; in your account within five days."

"I always try to encourage people to join the credit union and would recommend any RMT member do the same!" ■

£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword is Chris Krudy, Northampton.

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by August 21 with your name and address.

Winner and solution in next issue.



Crossword sponsored by UIA

ACROSS

- 1 Voluntarily (10)
- 8 Statistical norm (7)
- 9 Surpass (5)
- 10 Blockade (5)
- 11 Ask (7)
- 12 Rescind (6)
- 14 Furrow (6)
- 16 Three unequal sides (7)
- 17 Tripod (5)
- 19 Spanish friend (5)
- 20 Oriental (7)
- 21 Sternness (10)

DOWN

- 1 Exaggerate (13)
- 2 Mock (5)
- 3 Egg dish (6)
- 4 Helper (7)
- 5 Debauchery (13)
- 6 Crazy (4)
- 7 Carefree (6)
- 12 Scoundrel (6)
- 13 Inspiring wonder (7)
- 15 Withdraw (6)
- 17 Result (5)
- 18 Optic (4)



RMT CREDIT UNION LTD.

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

MEMBERSHIP NUMBER

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

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

1 PERSONAL DETAILS.

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

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

3 **Your Employment.**

Employer		RMT Branch	
Job Description			

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

5 **Membership Status**

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

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

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

8 **Next of Kin**

Address

.....

.....

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

Your signature

Date

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

I agree to my identity being checked electronically ☐

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



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



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
	Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

Reference Number

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

Instructions to your Bank or Building Society.

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

Signature(s)

Date

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

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

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





Britain's Largest Specialist Transport Union

DEFEND RAIL PENSIONS!

RMT pledges 100% to fight any attack on rail staff pensions by the train operators or the Government.

“ RMT will resist any attack on our members' future pension rights either as a result of Government policy or greedy employers wanting to get their share of the failed franchise model.

Any such attack will be met with a campaign of coordinated industrial action across the rail industry to defend pensions.

Mick Cash, RMT General Secretary

”

**Protecting our members' interests is our priority
Join us today**

www.rmt.org.uk FREEPHONE 0800 376 3706

