

RMT *news*

Essential reading for today's transport worker

UNION CANAL



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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



FIGHTING DOO

I would like to pay tribute to RMT members who have been continuing the long-running fight to retain a guard on our trains with a safety-critical role at the platform/train interface. The resilience, determination of our members throughout this campaign has been nothing but a credit to our movement.

We need to remind ourselves that when we kicked off the battle for the guard the default position of the government and the train companies was driver-only operation across the board. Although our fight goes on, we have put the issue right at the heart of the national agenda and have successfully pushed back our opponents on TOC after TOC.

I know that the union as a whole will continue to stand shoulder to shoulder with our brothers and sisters still engaged at the front line of this campaign.

We have many battles ahead next year in every grade from staffing levels, decent facilities and conditions, proper wages and

safety at work. But we are only strong in the workplace where it matters where this union is strong.

That is why I am pleased that this month's RMT News is highlighting the need to recruit and inspire young people to join the union and make a difference at work. It is clear that without young people taking an active role the union could not continue to represent the interests of workers at the workplace where it matters the most.

Young people are the lifeblood of any union and we need a new generation to pick up the banner of the best traditions of trade unionism.

I would also ask women members to fill out the survey in this magazine because if we are to respond to the needs and aspirations of member's we need to know what their priorities are.

Finally, this is the last RMT News you will receive this year and I would like, on behalf of all staff and officials of this union, to wish you all a happy Christmas and a prosperous New Year in 2020.

Mick Cash

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

FIGHTING DOO

Strikes go ahead on West Midlands Trains and South Western Railways against driver-only operation

Strike action on West Midlands Trains and South Western Railway has been rock solid with pickets out in force at all key locations as the union fights to put the role of the guard and the safety of the travelling public before the profits of the private train operator.

RMT general secretary Mick Cash said that RMT members were standing rock solid and determined across the two franchises in the fight to put the safety-critical role of the guard at the platform/train interface, and the safety and accessibility of the travelling public, before the profits of train operators looking to play fast and loose on their services.

RMT members on WMT are taking strike action every consecutive Saturday while members on SWR are taking 27 days strike action.

Parliamentary answers and rail bosses' reports to investors have revealed that South Western Railway are set to get a tax payer bailout of £86 million for strike action to date and over the coming weeks to cover lost passenger revenue from the strike action in a move that proves that the refusal of the company to agree a settlement was politically motivated.

RMT has slammed both the government and SWR for engineering the month-long strike for blatant political purposes.

Parliamentary answers have already revealed that the government and the company are in negotiations regarding the bail out for lost revenues.

The Secretary of State Grant Shapps has told MPs that the amount was subject to

“commercial confidentiality” but South Western Railway bosses have boasted to investors that, “we’re doing a lot of work behind the scenes to work through what we think the impact should be and what we think we’re due”.

Mick Cash said that the £86 million tax payer funded government bailout meant that South Western Railway will be paid by the government even when they don’t run trains on strike days, hardly a great incentive to settle.

“This is an astonishing political intervention by the government during the general election that deliberately politicises and prolongs this dispute.

“The inevitable and serious disruption to services today is wholly down to the company and their refusal to agree to the safest possible means of operation,” he said.

Meanwhile RMT members on Northern Rail have voted by nearly 95 per cent in a referendum ballot to press ahead with negotiations with the company aimed at reaching a long-term settlement to the guards’ safety dispute that secures cast-iron guarantees on the safest method of operation, assuring passenger safety and accessibility.

Mick Cash said that Northern Rail members had given negotiators an overwhelming mandate to press on with talks aimed at securing cast-iron guarantees on the role of the guard and the safest method of operation on the company trains that puts passenger safety and access first.

“RMT’s objective has been to secure a guarantee of a guard



Watford WMT picket



Crewe WMT picket



Salisbury SWR picket line



Waterloo SWR picket line

on every train with a safety critical role including at the crucial platform/train interface

at the point of despatch. That remains our focus as the talks progress,” he said.■

CABLE CAR RECOGNITION VICTORY

RMT wins another trade union recognition deal at the Emirates Air Line Cable

Following a major pay victory earlier this year for members working on the Emirates Air Line Cable Car which crosses the River Thames, the union has now won recognition rights for 'welcome hosts' working for Mace Macro.

Dave Marshall of the union's organising unit helped win recognition for operational staff which led to the significant pay win but the union has been looking for recognition for other staff employed on different contracts at the cable car ever since.

London regional RMT organiser John Leach attended a meeting with Mace Macro management with newly-appointed reps to deal with

outstanding issues for the staff involved.

"We discussed a number of issues including rotas, breaks, ticketing systems and welfare.

"Pay of course will be discussed in the new year under the collective bargaining agreement starting in January," he said.

Local RMT rep Phillip Hong said that that winning recognition had led to a rise in union membership in general and welcomed staff working for Mace Macro into the union.

"This can only help to contribute to a much more stable environment for everyone working at Emirates Air Line," he said.

RMT general secretary Mick

Cash welcomed the recognition victories and look forward to more at contracts covering Emirates Air Line Cable Car.

"RMT has achieved a significant breakthrough in recognition deals which can only be good news for workers here.

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

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



RMT DEMANDS LIVING WAGE FOR AT NORTHERN

RMT took the fight for the Living Wage for staff working on revenue and gateline across Northern Rail on a contract let to outsourcing company Carlisle Support Services (CSS) to Northern headquarters recently.

RMT has been running a campaign for the Living Wage Foundation (LWF) rate to be paid to the revenue and gate line staff working on the Northern Rail contract for CSS for some time but the call has been snubbed.

Northern are an LWF accredited employer, but are still allowing Carlisle to pay the staff the lower statutory minimum

wage not the real living wage which is the benchmark for eliminating poverty pay.

RMT has been denied recognition on the contract but the union continues to recruit, campaign and organise and will not allow the CSS staff to be denied a living wage.

The Living Wage Foundation itself has serious questions to answer after the award of 'LWF Industry Champion' went to Carlisle Support Services in a bizarre move that completely ignores the companies track record on Northern. RMT is calling for the award to be withdrawn by the LWF until



Carlisle get their house in order.

RMT general secretary Mick Cash said that it was a disgrace that both Northern and Carlisle were tolerating the scandal of poverty pay while claiming to support the Living Wage.

"It is also unbelievable that the Living Wage Foundation

gave Carlisle a gong while this scandal rumbles on across the Northern franchise.

"RMT will be jacking up the public campaign and we won't stop fighting until the Carlisle Support Service staff secure pay justice," he said. ■



CAUGHT SHORT

RMT lifts the lid on the scandal of lack of toilet facilities on the transport network

On world toilet day RMT revealed results of a survey of staff that exposed the shocking reality of the lack of facilities and specifically how they discriminate against women and disabled people.

In the on-line survey RMT found that:

- 77 per cent of women members do not have access to sanitary products in their workplace
- 13 per cent of workers do not have access to a toilet at work
- 45 per cent of workers are not given adequate time during working hours for toilet breaks
- 40 per cent of workers say facilities are not adequate in terms of functionality and provision
- 32 per cent of workers say soap isn't always available
- 30 per cent of workers say toilets are not regularly cleaned and maintained
- 46 per cent of workers said there are no toilet facilities provided for disabled workers

COMMENTS FROM STAFF INCLUDED

"No break time to use them. Sometimes a 12-hour day can pass where you're on the same train all day with no time to get off it or find time to use the on-board toilets."

"I've spent 5 and a half hours driving without access to the toilet"

"I work nights and there is often no toilets open in the area"

"We have only had the toilet available again for the last few weeks as the previous cistern was apparently covered in asbestos dust and we had to use public toilets for over 4 weeks on the station platform."

"Whilst it is not forced, there is almost an expectation that the nearest bankside bush will suffice"

"It's very difficult to "request" a toilet break on London Underground. You are made to feel that it is a crime to use the toilet because you cause disruption and the favourite "you shut down the job."

"Always filthy. Doors and locks broken. Toilet roll holders broken and on floor."

RMT general secretary Mick Cash said that the figures paint a horrific picture of the transport industry which seems stuck in the 19th century in its attitude to toilets and welfare provision for workers rather than the 21st century where

every worker is guaranteed immediate access to clean, maintained and well stocked toilet facilities and moreover unrestricted time away from their normal duties to use them.

"There is also very clearly blatant discrimination going on here and the bottom line is money. RMT will continue to fight for decent and accessible toilet facilities along with free sanitary protection for all," he said. ■

NO TO LONDON OVERGROUND TICKET OFFICE CUTS

RMT rallied outside City Hall recently against plans to decimate ticket offices and their opening hours across the Arriva Rail London operation with dire consequences for safety, service and accessibility.

The protest took place as London mayor Sadiq Khan chaired a Transport for London Board Meeting at City Hall.

The union has been campaigning against plans to axe Overground ticket offices for the past two years and although the initial plans were pushed back the union has now accused ARL and TFL of trying to smuggle through a closure programme by stealth.

RMT is also balloting its members on London Overground

for industrial action over the proposed cuts.

The current plans would mean many stations would only be open 07:30 – 10:00 am, Monday to Friday. The proposals equate to a cut in hours of over 65 per cent across the Overground. Many stations are facing cuts in hours of over 80 per cent.

If these cuts go ahead, and many ticket offices are closed for large parts of the day, RMT is concerned that:

- Stations will become less safe, secure and accessible.
- Passengers will not be able to access all ticket types and services at a machine.
- Many people, including some

elderly and disabled passengers, would struggle to purchase tickets and get advice.

- It will be easier for London Overground to close more ticket offices and reduce staffing even further in the future.

RMT general secretary Mick Cash said that the union was making its voice heard over these outrageous proposals.

“Having failed to close the London Overground ticket offices completely due to a union and public campaign that convinced London Travel Watch to keep them open ARL/ TFL are now trying to achieve the same results by stealth.

“The consultative process has been exposed as a sham and our members are not prepared to sit idly by when safety and accessibility are once again sacrificed for profit.

“The Mayor must step up and demand these ticket offices remain open and that TFL is adequately funded to service all the people of London equally instead of employing measures that will discriminate against the disabled and vulnerable,” he said.

RMT is asking people to send a campaign postcard or a model letter to the Mayor asking him to use his powers to halt the closures. The RMT campaign page can be found at www.rmt.org.uk ■



TUBE CLEANERS DENIED RIGHT TO STRIKE

Tory anti-union laws block strike action over low pay despite overwhelming vote for action

Despite over 98 per cent of RMT ABM tube cleaner members voting for strike action in a ballot they are to be denied the right to fight for basic workplace justice as they failed by just over one per cent to meet the arbitrary thresholds of the Tory anti-union laws.

RMT has denounced the toxic combination of the anti-union laws and a hostile and aggressive management as a fundamental attack on basic human rights that has stolen the opportunity for tube cleaners to stand up against a two-tier workforce system that robs them of pensions, sick pay, travel and other benefits.

RMT general secretary Mick Cash said that the union would review the situation but no one should be under any illusions.

"This fight for workplace justice goes on and we will be stepping up the pressure on the London Mayor to end the scandal of the two-tier



Hainault Depot

workforce on London Underground," he said.

The union has revealed that an Underground cleaner would have to work for nearly 20 years to earn the £374,000 TfL's highest executive makes in just one year, while it would take them 246 years to earn the £4.5

ABM CLEANER'S PAY AND CONDITIONS

Average salary*	£19,029
Free travel on the TfL network?	No
Final salary pension	None.

* Calculated from ABM Facility Services Ltd's company accounts, 2018.

TFL AND LONDON UNDERGROUND EXECUTIVE PAY

	Total remuneration excluding pension 2017/18	Multiple of average salary of an ABM cleaner (£19,029)	Gets free travel on TfL network?	Final salary pension?
Highest paid executive, TfL	£374,959	19	Yes	Yes
Highest paid executive, London Underground	£294,306	15	Yes	Yes
Chief Finance Officer, TfL	£262,046	13	Yes	Yes
Divisional Finance Director, London Undergrounds	£181,087	9	Yes	Yes

million the CEO of the US outsourcing company that employs them pulls in annually.

Yet in spite of the shocking pay differentials, tight-fisted ABM and TfL executives refuse to give these low paid workers staff travel rights on the TfL network.

Even worse, hypocritical TfL bosses themselves get the staff travel benefit while denying it to the people who clean their trains and stations.

ABM is a multinational outsourcing company based in the US. Its UK cleaning arm made a profit of £3 million in the first year of its contract with London Underground.

In its most recent Annual report, the company reveals that its strategy requires it to sweat its overseas contracts to service its debt, while its CEO Scott Salmirs was paid the equivalent of £4.6 million in 2018:

“To service our debt, we will

ABM EXECUTIVES – THE PEOPLE WHO PROFIT FROM OUTSOURCED CLEANER

	Total remuneration	Pay as a multiple of average salary of an ABM cleaner (£19,029)
Highest paid director of ABM Facility Services Ltd*	£182,000	10
Scott Salmirs, CEO ABM Industries*	£4,695,450	246

require a significant amount of cash. Our ability to generate cash depends on many factors beyond our control. We also depend on the profitability of our subsidiaries to satisfy our cash needs.” ABM Annual Report, 2018.

The union’s research now shows that the people responsible for this scandal are earning astronomical amounts while enjoying final salary pensions and staff travel benefits that they are denying to the people who work hard every day and night to keep the

Underground clean.

ABM cleaners’ work is some of the hardest and dirtiest work on the Underground yet their average salary works out at around £19,029.

ABM’s cleaners struggle to get by and are denied key terms and conditions that are normal expectations for other workers employed by London Underground and TfL.

For example, they don’t receive free travel on the TfL network in spite of the fact that many of these workers travel far across London at unsocial hours

to work long shifts on the Tube.

RMT conducted a survey open to ABM cleaners in the union’s membership and received 95 responses. 68 per cent of respondents reported that they sometimes or regularly struggle to make ends meet.

The people making the decision not to give these workers free travel or proper pensions are themselves benefitting from it as highly paid TfL and London Underground employees.

■

MITIE MERSEYRAIL CLEANERS PROTEST

RMT held protests in Liverpool recently as part of the campaign for Justice for Mitie Merseyrail Cleaners which calls for a real living wage for this crucial group of transport workers.

RMT activists and supporters made the case against poverty pay for a group of crucial staff who do some of the dirtiest jobs on our railways.

Merseyrail outsourced station cleaning and maintenance a number of years ago and the work is currently undertaken by Mitie Facilities Management, part of the Mitie Group plc. Mitie Group paid nearly £49 million to its shareholders in dividends in the last five years. But it won’t pay its cleaners the Real Living Wage.

Merseyrail latest profit was £16 million and just £70,000

would fund the Real Living Wage just 0.004 per cent of the profit level. A recent survey carried out by RMT of Mitie workers came back with 50 per cent of respondents saying they struggled to make ends meet.

The union believes that Merseyrail should not be allowing its contractors to pay poverty wages and that these workers should be bought back in-house.

RMT general secretary Mick Cash said that RMT’s campaign demanding a Real Living Wage for Mitie cleaners was gaining momentum with political and public support continuing to roll in.

“It is a scandal that the staff employed by outsourcing giant Mitie who clean stations for Merseyrail, doing some of the dirtiest work in the rail industry at all hours of the night and

day, are struggling to make ends meet.

“A company that can pay nearly £49 million to its shareholders in dividends in the last five years for doing nothing can afford a tiny fraction of that to pay its cleaners a decent wage for the work that they do. Merseyrail needs to take urgent action to facilitate payment of the Real Living Wage.

“RMT welcomes the recent support of the Metro Mayor Steve Rotherham, who recognises that these cleaners should be paid at least the Real Living Wage, and we now call on

Merseyrail and Mitie to sort this scandal out and end poverty pay.

“Mitie’s cleaners have had enough and are fighting for a Real Living Wage currently set at £9.00 an hour outside London.

“To do this, they need the help of all the passengers and I urge everyone to support our members and do all they can to make these wealthy companies do the right thing now and pay its workers a Real Living Wage. RMT repeats its call for these workers to be brought back in house,” he said. ■





THIRTY YEARS REMEMBERED

A series of accidents and fatal events in the North Sea were catalysts for the formation of the Offshore Industry Liaison Committee (OILC) 30 years ago



The offshore energy section of RMT, the former OILC, was born in the wake of a series of major accidents and fatalities, the worst of these being the Piper Alpha disaster in July 1988, where 167 men lost their lives.

A matter of days before Piper there was a gas explosion on the Brent Alpha platform, and two months following it a fatal gas blowout on the Ocean Odyssey rig which claimed the life of the 25-year-old Radio operator. Just a couple of months after that, on New Year's Day 1989, there was another gas explosion, this time on the Brent Delta platform.

These events and others led to OILC hitting the headlines in July 1989, initially a group to bring unions together to improve health and safety standards, then becoming a union itself years later.

Many of those that became OILC members were involved in protests in Aberdeen early in 1989 outside the inquiry centre into Piper Alpha. They brought banners urging the government to "bring the men up now" for the 30 bodies that had not been -and never were - recovered from the North Sea.

OILC burst onto the scene on July 6, 1989, with thousands of workers downing tools to mark the first anniversary of Piper Alpha with a series of unofficial strikes across the North Sea. The disputes continued into 1990 with an eventual "sit-in" where the workers refused to leave the rigs and platforms. Only legal action eventually ended the 'sit-ins' and for 700 plus of those workers it was the last time they would ever work offshore as they found themselves blacklisted.

Just under 20 years later in May 2008 the Offshore Industry Liaison Committee (OILC) transferred engagements into RMT to become the OILC offshore branch of RMT.

RMT regional organiser Jake Molloy, who was involved in those first sit-ins for OILC, reflected on the 30 years.

"The objective then was to bring about union collaboration - it was never the intention to create a trade union - it was to try to bring the trade unions to a single table and work together and to try and improve health and safety standards.

"It was the year after Piper, the first anniversary on July 6, 1989 that we stopped work in

recognition of the first anniversary.

"Subsequently we held stoppages of work and sitting in for two days, then going to work for a couple days, and then stopping work again. That continued through the summer of 1989 and that was when OILC was born."

The OILC logo is similar to and inspired by "Solidarnosc" - the movement in Poland led by former president Lech Walesa.

Jake says; "Margaret Thatcher supported the movement in Poland saying this was her kind of Trade Union, so we gave her a home grown version and shut her oil industry down!"



OILC founder and former chair of the offshore branch Ronnie McDonald described Piper Alpha as a wake-up call for the North Sea. He said; "The offshore workers' insurrection over an 18-month period to late 1990 refocused minds of operators and employers and led to reinstatement of our confiscated pay and conditions, plus some extra.

"The main focus of the industrial action wasn't pay at all. We believed that only united trade unions could be capable of protecting us against a repeat of the bad treatment of the previous decade."

RMT general secretary Mick Cash said that the offshore energy branch would continue to play an important role in offshore safety and we acknowledge the work of those who helped set up OILC three decades ago.

"I think we need to acknowledge what those guys did back then. They had a major involvement in shaping the regulatory structure that we have today and our members today will continue to have input into that," he said.



UNION: The 21 newest CalMac MAs are welcomed to City of Glasgow College at the start of their training with RMT recruiter Brian Reynolds.

YOUNG, GIFTED AND RMT

RMT welcomes young people into the transport industry and encourages them join the union!

RMT has a number of structures and positions designed to encourage young people to become members and then activists within the union.

RMT runs a young members course alongside the union's annual general meeting every year as well as an annual young members conference. These structures allow young people to become familiar with how the union operates and how they can take part in them.

This includes learning about union policy and how to promote them and campaigning in the workplace and building the union for the benefit of everyone at work. Young members can also learn about union rules and how to shape them through debate.

However, there is a lot of work to be done recruiting, training and retaining young people within the RMT family. Recent figures from the Office for National Statistics revealed that fewer than one in 10 workers under the age of 24 are now in a union. The proportion of unionised 16 to 19-year-old workers has halved since 1995, from 6.4 per cent to 3.2 per cent, with a similar pattern among 20 to 24-year-olds.

Nevertheless, the same statistics also show a recent surge in membership among young workers. In 2017-18, for 16 to 24-year-olds as a whole, the membership rate went up from 7.8 per cent to 8.4 per cent.



ALSTOM: RMT relief regional organiser North Craig Johnston calls in at Polmadie train care depot at Glasgow meeting with Alstom depot manager Robbie Livingston and RMT engineering apprentices Jack Petrie and Clark Dixon Ure.

RAIL

Network Rail's award-winning rail engineering technician apprenticeship training centre Westwood in Coventry has been offering opportunities in many different disciplines such as signalling, telecoms and track since 2016.

Since then over 2,500 apprentices have completed the scheme, with more than 83 per cent of these still employed with Network Rail (NWR). Training is funded through the government apprenticeship levy and currently has more than 1,500 apprentices gaining valuable skills on more than 30 apprenticeship programmes across NWR.

The number and range of business apprenticeships offered at NWR is set to increase. In addition to the rail engineering technician apprenticeships, NWR offers degree-level engineering apprenticeships as well as programmes for corporate functions such as accounting, HR, project management and commercial surveying, all leading to professional qualifications. NWR has recently announced that the percentage of women in last year's intake of level three rail engineering technician apprenticeships had risen to 22 per cent.

RMT's national operations council Rep Mark Bellenie has organised training centre staff at Westwood over the years and was on site for the most recent apprentice induction day,



TUBE: Young tube workers visited Unity House last month (left to right) London Transport youth officer Rhys Harmer, Apprentice Engineer, SCL1 Kim Dennis, train operator Becca Nevin, CSA2 Lee Sherwood, CSA2 Suraj Shah, TfL underground Alexandru Coman and CSA Daniel Tiftik.

alongside Ivor Riddell and John Holmes, who gave presentations on the value of joining the country's largest specialist transport trade union.

This is well supported by the training centre team who are putting in place a structured RMT induction day for all future apprentices.

MARITIME

More than 100 Modern Apprentices (MAs) have now been welcomed aboard by ferry and harbour operator CalMac. The milestone was passed as the latest batch of recruits were welcomed onto their first day of training at City of Glasgow College's Riverside campus. All CalMac's deck, engine and retail MAs are trained by the college in an award-winning industry partnership. Port and Harbour MAs are trained by ForthPorts in Grangemouth.

CalMac's Director of Human Resources Christine Roberts is

very proud of the fact that the company recruit MAs from across our area of operations, creating well paid professional employment to support our communities.

"Since we started our MA training programme 85 per cent of apprentices we've recruited live within the communities we serve.

"We now have in place a well-established industry leading pipeline for producing the next generation of seafarers," she said.

It takes a year for the Retail apprentices to be fully trained for their role as Senior Catering Rating. For the Deck and Engine apprentices, it takes approximately 18 months to be fully trained as Navigational Watch Rating or Engine Room Watch Rating and another 18 months to become a fully qualified Able Seafarer. All MAs combine classroom study with time at sea and will qualify with

appropriate SQA qualifications.

When their training is complete the MAs will serve on one of CalMac's 33 vessels, supporting 26 routes to island and remote mainland destinations.

TUBE

RMT London Transport youth officer Rhys Harmer helped organise a day recently for young members to introduce young trade unionists to the function, democracy and scale of how much the union deals with.

"I thought that bringing young members to Unity house and showing them round each department, the board room and introducing them to officials was a good start to showing them first-hand the history and importance of the trade union to the railway as a collective.

"RMT assistant general secretary Steve Hedley took us to the board room where we were shown the wall of pictures of past presidents, the famous round table and the recorded minutes of the unions history.

"RMT members Vaughan Thomas and Dave Rayfield explained how the RMT functions and the democratic procedures of campaigns, strikes and the role of trade union officials.

"There was a lot of talk of becoming RMT reps in the near future and getting more involved so that we can build from the foundations that we currently have," he said.



NETWORK RAIL: Mark Bellenie with Network Rail apprentices at the state-of-the-art training centre Westwood in Coventry.



CONDOR FERRIES PROTEST

RMT calls on new owners to employ fair and safe work practices

RMT took its SOS 2020 campaign to the from council-owned Portsmouth International Port recently to call on politicians and the public in Portsmouth, Poole and the Channel Islands to demand that Condor Ferries' new owners deliver fair employment practices.

Currently Ukrainian seafarers working on the Condor fleet for two-month periods are still being paid below the National Minimum Wage (NMW) for a 12-hour working day, seven-day week living on the ship and without trade union or pension rights.

Brittany Ferries and US-

owned investment fund Columbia Threadneedle have agreed to buy Condor Ferries in a deal that could be worth up to £300 million.

The Condor Ferries' contract with the Jersey and Guernsey governments for lifeline ferry services from Portsmouth (freight) and Poole (passengers) to the Channel Islands expires in 2021.

The union is demanding that the new contract must improve jobs and service levels through direct employment and recognition for UK maritime trade unions.

RMT is also calling for an end to seafarer exploitation in

the maritime supply chain to the Channel Islands and more jobs for local ratings on Condor routes as well as binding targets for training UK ratings over the life of the next contract.

RMT general secretary Mick Cash said that the new owners must work with UK and French maritime unions and the Channel Island governments to deliver a new contract that increases and improves jobs and services across Condor's operations.

"Only 15 per cent of the 80,560 Ratings jobs in the UK shipping industry are held by UK seafarers and the vast majority are foreign nationals

being exploited by crewing agents currently used by companies like Condor to work onboard for months on end for sub-NMW pay," he said.

Condor's current majority shareholder, Australian bank Macquarie Group rack up millions in dividends whilst passenger numbers fell 25 per cent on its watch. Channel Island businesses, including Tesco, Co-op, Iceland and Waitrose rely upon Condor's freight services and 95 per cent of everything consumed on the Channel Islands arrives from council-owned Portsmouth International Port.



CALLING ALL STATION STAFF REPS

RMT calls national campaign meeting on January 16 in London as part of the Staff Our Stations campaign

Your union has arranged a meeting of station staff reps including Tier 2 and Health and Safety reps and branches that represent station staff to discuss the increasing attack by the private train companies which are attempting to close ticket offices and cut hours and staffing at stations.

This meeting is taking place on Thursday 16th January at 1-4pm at the Indian YMCA, 41 Fitzroy Square, London, W1T

6AQ.

These cuts are about profit, not passengers. RMT members will know only too well that certain groups of passengers such as disabled and elderly passengers are particularly disadvantaged by cuts to station staffing. Your Union is clear that it will campaign visibly and rigorously against attempts by train companies to de-staff stations.

Speakers at the event will



include RMT officials, disabled rights activists, passenger campaigners, a National Pensioners Convention member and an MP.

Where possible, reps wishing to attend the event should attempt to secure release in

order to attend the meeting. Where this is refused, they should approach their branch regarding reimbursement for loss of earnings. Expenses for attending this event is a legitimate use of branch funds. ■

PLEASE REGISTER FOR THE EVENT ONLINE HERE - surveymonkey.co.uk/r/staffourstations

CALLING ALL CATERERS

Union urges catering workers to attend their grades' organising conference in Blackpool next year on March 28

RMT is inviting members to the annual national organising conference of hotel, catering and ancillary grades next year meeting on March 28 at the Tiffany Hotel. For more information go to your branch or email direct to rmtcaterers@gmail.com

With rail franchises changing hands and new rolling stock being purchased it is now more important than ever for the union to fight to keep the buffet car and enhance the level of service to the passenger rather than sit back and see a further

reduction of the sector.

Conference secretary Steve Smith said that activists needs to pull together and discuss the challenges we face in our roles within the companies organize in.

"Members need to be aware that this forum exists and to raise awareness of the issues these workers face on a day-to-day basis.

"I would urge you all to make every effort to come along in March and shape union policy for catering workers," he said. ■



UNION CANAL



RMT visits London's canal network to talk to members that live and work on the capital's waterways

RMT River Thames branch secretary Sarah Emmings knows a lot about canals. Not only does she live on a narrow boat she skippers *Jason*, the oldest commercial cargo barge in the country at 114 years old, taking visitors on pleasure cruises along the Regent's Canal.

Sarah can also tell you the entire history of the canal as she can double up as a tour guide for tourists and curious Londoners when she is not navigating *Jason* along the waterway.

The Regent's Canal runs for just under nine miles through central London, linking the Paddington Basin in the west to the Limehouse Basin and the River Thames in the east.

Sarah steers *Jason* through

the 274-yard long tunnel under Maida Hill near an area now known as 'Little Venice' and on to Camden Town, the first section of the Regent's Canal which first opened in 1816.

Camden was a major stopping off point at the height of the canal boom, location of the huge stables for horses required for canal work and later used, famously, by punk band The Clash to rehearse for their first album!

Back in the day cargo was carried on vessels from all over the country, pulled by horse on towpaths, but barges had to be 'legged' through by workers lying on their backs, while the horse was drawn along a path over the tunnel to its far end.

Sarah points out rope marks

and other remainders of when the canal was very much a working waterway dug out by hand by Navvies over two hundred years ago. Like many canals it was built at the start of the industrial revolution before the railways came and they were largely abandoned.

Today it remains a workplace of a very different kind, ferrying pleasure seekers through a stunningly beautiful and peaceful yet largely hidden part of central London which takes you along at five miles an hour cutting through Regent's Park and even dividing London Zoo.

While it may seem idyllic particularly in the Autumn sunshine, like any other workplace, it has its dangers.

Sarah, who has worked on

the waterway for 15 years, holds a license to skipper vessels on the canal and she is registered with the Maritime and Coastguard Agency.

This includes knowledge of signalling and rights of way such as passing, which is Port to Port by the way (right side to right side).

However, many of the boat users on the canal simply do not know even the most basic of rules as no license or training is required to go out on the water.

"This can cause a lot of problems particularly in the summer months as people hire Go Boats for a couple of hours without any knowledge of the rules on the water.

"We have a good relationship

with Go Boats themselves but we feel there needs to be some kind of monitoring or safety boat to ensure the safety of everyone on the water.

"This is a particular problem when passing through the tunnels as we cannot see what is in front of us and nothing can pass us with only a foot gap either side," she says.

The Canal and River Trust (CRT) charity holds the guardianship of over 2,000 miles of canals and rivers since 2012, when it took over the responsibilities of the state-owned British Waterways.

"There is great potential for RMT as Britain's largest transport union because thousands of people now work on the canal network in one way or another and they all need a voice.

"It is one of reasons why we joined RMT so we can have a collective approach when dealing with the CRT.

"We are a community living and working on the canal with our own grievances and problems and we need representation like anywhere else in the marine sector," Sarah says.

RMT regional organiser John Leach agrees with Sarah pointing out that the canal system is just another part of the London transport network with workers that need representation.

"We are here to learn from you and to assist you where we can whether it is on legal matters or making representations to the CRT or even Transport for London.

"This is your workplace and, ultimately, you can only improve conditions by uniting together like any other workplace," he said.

The Thames River branch also organises workers on the City Cruise ships that run from Greenwich Pier to Westminster so Sarah has a very diverse group of members.

"At the end of the day we all work on the water and we all need to help each other," she says with an infectious smile.



Turning in Paddington Basin



Sarah Emmings and John Leach



RMT regional
organiser John Leach
talks to members



RMT branch secretary
Sarah Emmings explains
Go Boat set up

EU ROLLS OUT RAIL PRIVATISATION

European Union Fourth rail package demands compulsory tendering and neoliberal deregulation for all member states by December 2019

Trains across Norway stopped for two hours for a number of days in October as workers walked out in protest at the implementation of the EU's Fourth Railway Package demanding 'competition' in railway services.

Workers all over Norway walked off the job bringing all train traffic to a standstill and cancellations and delays throughout the days of action.

The Fourth EU Railway Package is a set of six legislative texts to establish a single market for rail services dominated by the EU rules – the Single European Railway Area. Even though Norway is not a member of the EU, it has to comply with the regulations due to its membership of the European Economic Area Agreement.

The European Parliament, which cannot make law, has rubberstamped the 'market pillar' of the EU's Fourth Railway Package which means that train operators must have complete access to the networks of member states to operate domestic passenger services.

The European Council had already agreed that mandatory competitive tendering should be the main way of awarding public service contracts under the package which comes into law in December 2019.

As a result, the European Commission has also sent a 'reasoned opinion' to Greece and Ireland for breaching EU law and is demanding the transposition of EU rules on the opening of the market for rail

domestic passenger transport services and the governance of the railway infrastructure ie privatisation.

If the two countries do not comply with their EU obligations, the Commission may refer the cases to the Court of Justice of the EU which can impose huge fines on any members state.

The Commission also sent a letter of formal notice to Denmark, the Netherlands and Poland last July for failing to transpose certain provisions of the EU rules on establishing a single European railway area (Directive 2012/34/EU).

French president Emmanuel Macron France launched attempts to impose the Directive last year which has sparked protests throughout society ever since as it embodies the President's harsh neoliberal agenda.

French Prime Minister Edouard Philippe announced the

main features of rail reform included ending guarantees for rail workers, a social right established during the Liberation from Nazi Occupation at the end of World War II.

This is very symbolic as rail workers played an important role in the resistance to the Nazi Occupation. As the state French railways SNCF helped the Nazis deport hundreds of thousands to death camps, important sections of railway workers joined the resistance. Approximately 800 SNCF employees were shot by the Nazis for disobeying orders. Nearly 1,200 were deported to concentration camps for sabotage or insubordination and 2,361 were killed in the war. Yet 75 years later, Macron's attacks on the railway workers aim to scrap these social rights.

The abolition of the railway workers' status is not explicitly included in the EU's liberalisation plans under the rail package. However, its

inclusion in the bill was justified by the necessity to prepare the SNCF for private competition in the railway industry and its debt which amounts to 46.6 billion euros.

NORWAY

Rail unions in Norway Norsk Lokomotiv-mannsforbund (NLF) and Norsk Jernbaneforbund (NJF) oppose the EU's neoliberal plans and both call for railway regulations to be formulated and made in Norway not in Brussels.

The EU package effectively removes Norway's jurisdiction over railway safety regulations. The authority to issue safety certificates to train companies will shift from Norway's National Railway Inspectorate to the European Union Agency for Railways (ERA). The ERA has consistently worked to remove laws and regulations mandating security requirements and sought to transfer the responsibility to individual



companies.

NLF leader Rolf Ringdal said that the new EU rail package overrode Norwegian authority over the country's own rail system.

"The EU wants to make it obligatory to have competition within all passenger train traffic.

"We believe that it will weaken overall train services in Norway and make train service less democratic since Norwegian voters will no longer be able to influence what kind of train service we shall have," he said.

The NJF also said that Norway would be deprived of its own railways as bidding and competition over passenger traffic was made compulsory.

"Evaluations of forthcoming tenders will become meaningless because elected Norwegian officials will lose their decision-making powers over them," a union statement said.

As a result, protests were held in front of Parliament and in cities including Trondheim, Bergen and Stavanger and several smaller towns Østfold, Hamar, Kristiansand, Arendal, Bryne, Fauske, Bodø, Mosjøen, Mo i Rana, Grong, Steinkjer, Levanger, Stjørdal, Oppdal and Roros. The Airport Express Train that serves Oslo's main airport at Gardermoen was also affected.

Opposition Labour leader Jonas Gahr Støre spoke at a protest in Oslo, warning that the rail network was "being pulverized and split up".

"A country with our geography needs strong control and coherent politics for the railway," he said.

But Norwegian Transport Minister Jon Georg Dale of the ruling conservative Progress Party defended the EU's latest regulations claiming that it will become simpler to approve new trains for service and issue safety certificates.

However, the disastrous experience in Britain of rail privatisation carried out in the 1990s by the Tories and maintained by successive governments is plain for rail workers and passengers to see.

RMT general secretary Mick Cash said that the failed Tory privatisation of rail over twenty five years ago using EU directive 91/440 was now being imposed on over 500 million

people by EU diktat without any real mandate using the Fourth rail package.

"This rail package is designed to privatise railways across Europe and its proposals are

remarkably similar to the McNulty report on the future of GB railways, imposing further fragmentation and attacks on workers," he said.

EU RAIL PRIVATISATION TIMELINE

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

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

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

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

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

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

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

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

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

2016 Technical pillar of Fourth rail package adopted regarding interoperability, safety authorisation and the reduction of national rules and the increased role of the EU Agency for Railways (ERA) to deliver authorisations and certifications.

2018 Consultation ends on the market pillar of Fourth rail package to establish the principle of open access to rail markets enabling new rail operators to bid for access on to routes with existing franchise operators.

2019 The ERA takes responsibility for vehicle authorisation, safety certification, and ERTMS trackside approval. All EU members states are obliged to do so by June 2020.



PROTEST: French workers union CGT general secretary Philippe Martinez takes part in a demonstration last year in Paris amid a SNCF rail strike against French President Emmanuel Macron's neoliberal policies including the Fourth rail package.



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that RMT membership is worth every penny.”

RMT member, work accident claimant

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

LEGAL

CRIMINAL LAW REPORT



Solicitors Powell Spencer & Partners report representing members on criminal law matters for the union in England and Wales

Of particular interest and importance to members will be the advice we recently provided for the union following a branch request regarding the law relating to sentences for people convicted of assaulting RMT members and the ancillary orders that might prevent them entering stations or travelling on the public transport system.

We have suggested that part of the way forward may be for RMT to lobby for a specific offence relating to the assault of public servants working in the transport system in the same way that assaulting emergency workers is now a specific offence.

The Union has supported many members involved in investigations in the past year.

Unfortunately, some members are involved in fatal accidents in the course of work which occur in a variety of circumstances, for example when people commit suicide or are being reckless around trains by trying to board moving trains or indulging in

“surfing” or graffiti.

The issues that arise are always unique and the facts always complex.

Our task is to provide prompt and effective advice and representation. We cannot stress highly enough the importance of our early involvement. We have recently provided emergency advice over several days to RMT members following a tragedy in which two members were killed. In these cases there may be extensive investigation by the ORR as well as the police. Similarly we have been involved in the investigation of road traffic accidents which again have involved fatalities.

There are of course many other matters which are less serious but vitally important to members who often face the potential of losing employment if they are convicted, for example allegations of assault or Public Order Act offences involving members of the public. We have had a huge amount of success in either

preventing people being charged or winning their subsequent magistrates court trials as a consequence of which members keep their good character and their jobs.

Other allegations which have arisen in the course of the last year are as diverse as allegations of sexual assault in the work place, breaches of data protection and, of course, many allegations of misconduct arising from the driving of vehicles. In addition, on occasions there are accusations of fraud within services provided on trains or ferries.

Our message as ever is, as soon as the prospect of criminal investigation arises seek professional help. We are here to defend members and their interests, their reputations and to ensure the best outcomes when these very difficult situations arise.

We thank the union and all the members we have represented for instructing us as it is a privilege to represent you all.

*Any member requiring such assistance should contact their branch secretary. Consideration for legal assistance cannot be given until a member is formally charged or receives a summons to appear in a magistrates’ court.

If a member is asked to attend or taken to a police station for questioning, they have the right to see the duty solicitor.

RMT members have the option of calling the CRIMINAL HELPLINE - 020 7604 5600 in office hours or, 020 7624 8888 out of office hours. 0800 089 1300 (SCOTLAND) - 365 days a year for legal assistance at police stations.

Members may ask for advice from RMT solicitors before agreeing to take part in identification procedures, being charged or summonsed.

RMT solicitors will not charge members for any initial advice given and welcome enquiries from members if they have any doubts as to whether they need legal representation.



LEGAL VICTORIES IN SCOTLAND

RMT outlines Scottish Employment Rights Unit legal victories

Thompsons' solicitors Employment Rights Unit (ERU) in Scotland continues to expand to meet the dramatic increase in the range and volume of employment work and the demand for specialist expertise in the field.

In one case a member bravely stood up to his manager on behalf a female colleague and was repaid with the sack. RMT solicitors Thompsons vigorous pursued compensation in relation to this shocking behaviour and secured a significant settlement in the sun of £45,000.

The member's line manager had vetoed his choice for a new team leader on the basis that the candidate was young and female. The female candidate rightly raised a grievance and the member supported and gave evidence against his line manager. Unfortunately for the member, but perhaps inevitably given the attitude of the line manager, their relationship deteriorated swiftly thereafter. The member was dismissed by his employer, ScotRail on the basis that they concluded that there has been a breakdown in relationship between the member and his management team.

A claim for unfair dismissal and victimisation was lodged on behalf of the member. Before the matter was set down for a final hearing, the member accepted a settlement offer of £45,000 plus retention of travel passes and a detailed reference.

STANDING UP AGAINST SEXISM

Another member applied for a team leader post and was advised that she had been the strongest candidate and would be appointed to the post. This offer was later revoked and she was informed by a fellow RMT member that the reason for this was the recruiting manager's prejudice against young, female candidates.

A claim for discrimination based on age and sex was lodged against her employer, ScotRail. The member attended a judicial mediation at which she accepted an offer of £5,000, a transfer to a new location and the implementation of a fast track development plan to assist her to progress within the organisation.

HEALTH AND SAFETY

A member had grave health and safety concerns about practices at his worksite. He would not stay silent and took the brave step of whistle blowing. He was well aware that could cause him difficulties irrespective of protections in the law for white-blowers.

The concerns he raised were in respect of serious issues relating to health and safety concerns that his employer was failing to adhere to the working time regulations and allegations that they had discharged contaminated waste materials and constipated fuel into the freshwater river next to his worksite.

Within days of the



whistleblowing an investigation was mounted against the member which found that the member had left his worksite overnight without permission whilst he was on duty. This was of course a witch hunt. The member was nevertheless dismissed for gross misconduct.

A claim for automatic unfair dismissal based on whistleblowing and disclosure of health and safety concerns was lodged on behalf of the member. At a judicial mediation meeting, the member accepted a settlement offer of £8,000 plus a detailed reference.

UNFAIR DISMISSAL

The member was dismissed by his employer for gross misconduct after his employer concluded that he had behaved in an aggressive and abusive behaviour towards his line manager. The member's line manager had a history of making petty and trivial allegations against the member. On this occasion, he put forward

a number of vague, undated, unspecified allegations against the member. These were upheld by the employer and the member was dismissed without notice.

A claim for unfair dismissal was lodged on behalf of the member, and ahead of the final hearing, the member accepted a settlement offer of £6,000.

WINNING IN COURT

This case is noteworthy not only because of the conduct of the employer but also because they had the gall to fight the case – very unsuccessfully – to the Employment Appeal Court.

The member was a scaffolder working on an oil rig. Whilst at work, a small piece of piping fell overboard. There was no risk to anyone. It was an incredibly minor incident. The employer was in financial difficulties and used this incident as an opportunity to cut some costs. The member and two colleagues who were also present were dismissed for gross

misconduct on the basis that they failed to 'stop the job'.

A claim for unfair dismissal was lodged on behalf of the member, and this claim was successful at the Employment Tribunal, the member being awarded £10,510.63. The employer appealed the decision to the Employment Appeal Tribunal. The appeal was successfully resisted on behalf of the member. The member eventually received his award, plus more than £1,000 in accrued interest.

PERSONAL INJURIES

A member was employed by Trump Turnberry as a KP. He had a long history of back problems and had been moved into a role in the staff canteen to accommodate his needs i.e. less heavy lifting. During the renovations of Turnberry back in 2015 the member was instructed to assist colleagues moving furniture out of bedrooms and over a two-day period he sustained a significant back exacerbation injury. However, the hotel refused to admit liability and we had to litigate. No offers were made right up until the PTM at which we rejected an offer of £4,250. BTO then tendered at £6,000 which was accepted.

Another member was employed by Caledonian MacBrayne Ferries and he slipped on some loose shells on a gangway while disembarking from the vessel he was working on. The insurers for Calmac made a low ball offer pre-litigation of circa £1,500 which they refused to increase. We proceeded to litigation and the case then settled at PTM for £4,250.

Another client's husband was an RMT member and RMT solicitors took on a PL street tripping case for her against Perth and Kinross Council. Having to proceed to litigation in order to settle matters the union eventually secured compensation in the sum of £8,000. Given the recent case law for these types of cases against local authorities this was a significant success. ■

President's column



HAPPY 2020

Well comrades how quick has this year gone? So many fights won with victories across industrial issues, health and safety and, of course, pay and conditions.

We punch well above our weight and, of course, a lot is still on-going but you can be confident that your union will always fight to support you the members to achieve better conditions and protect what we have.

Driver-only operation is a big fight we have been in for over three years protecting the safety of the railways and the future of the second safety critical guard on board. Our union has led this fight with the membership's full support and we will continue to do so until this greedy, looking after shareholders process, has been removed. The Department of Transport and the Tory government are a disgrace to push this model of operation when so much is wrong on the rail network.

There is overwhelming evidence of the increase of crime on our rails which needs urgent investment to make a railway that matches the rail fare rip off they support.

I must also mention the general strike that is taking place in France where workers from across all industries fight back on the attacks from the Macron right-wing government and send a message of solidarity from RMT. This is something which will have to be back on the agenda of the TUC as the central point of our trade union movement with the court ruling of the government on the Communications Workers Union outlawing strike action.

It was an absolute disgrace of a stitch up where six hours of evidence

was dismissed in two minutes with this corrupt government in place which attacks workers' rights, the old and the poorest of our society.

I would also like to thank the National Executive Committee members, your elected voice, for the support shown through a difficult first year and a tough decision made to protect your union. You should feel proud to have such committed members supporting your fights. I also want to say thank you to our collective support from all our staff and legal services.

As Christmas approaches, we must dig deep and support our strike fund so we can support South Western Railway traincrew during their courageous decision to take 27 days of action as management play games with their role and livelihoods. It's a disgrace to put practical methods on the table and withdraw them at the eleventh hour as the support to finance them from government is tabled this is an attack on all of us!

Get your branch to do a raffle or collection around mess rooms, anything to raise funds to support those that sacrifice their own wages to fight for a safe secure railway.

And lastly but no means least each and every one of you the members, thank you for being brave, vocal, committed and long may it continue because YOU are the union and make what I do matter.

Merry Christmas and all the very best for 2020 where we will be leading from the front!

MERRY CHRISTMAS & SOLIDARITY FOR 2020

Michelle

REPORT OF THE INDEPENDENT AUDITORS

Set out below is the report of the independent auditors to the members as contained in the accounts of the Union for the year ended 31 December 2018:

OPINION

We have audited the financial statements of the National Union of Rail, Maritime & Transport Workers ["The Union"] for the year ended 31 December 2018 which comprise the Income and Expenditure account, the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity, the Statement of Cash Flows and notes to the financial statements, including a summary of the significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the Union's affairs as at 31 December 2018 and of its income and expenditure for the year then ended; and
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to the audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISA's (UK) require us to report to you where:

- The National Executive Committee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The National Executive Committee has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Union's ability to continue to adopt a going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

OTHER INFORMATION

The National Executive Committee is responsible for the other information. The other information comprises the information included in the Report of the General Secretary and schedules attached to the financial statements other than the financial statements and our auditors report thereon. Our opinion of the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or material misstatement of the other information. If, based on the work we

have performed, we conclude that there is a material misstatement of this other information we are required to report that fact. We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

The Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) requires us to report to you if, in our opinion:

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

We have nothing to report in this regard.

RESPONSIBILITIES OF THE NATIONAL EXECUTIVE COMMITTEE

As explained more fully in the Statement of Responsibilities of the National Executive Committee, the National Executive Committee is responsible for the preparation of financial statements and being satisfied that they give a true and fair view, and for such internal control as the National Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the National Executive Committee is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the National Executive Committee either intends to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

USE OF OUR REPORT TO THE MEMBERS OF THE UNION

This report is made solely to the Union's members, as a body. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

H W FISHER & COMPANY
Chartered Accountants, Statutory Auditor

Date: 31 May 2019
Acre House, 11 - 15 William Road,
London NW1 3ER, United Kingdom

SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE FULL ACCOUNTS

Summary income and expenditure accounts for the year ended 31 December 2018:

General Fund and Orphan Fund

	2018 £'000	2017 £'000
Subscription income	16,626	15,859
Operating expenditure	(20,808)	(18,406)
Operating result	(4,182)	(2,547)
Other income	105	5,153
Result for the year	(4,077)	2,606
Other comprehensive income	1,180	2,914
Comprehensive result for the year	(2,897)	5,520

Political Fund

	2018 £'000	2017 £'000
Subscription income	238	251
Operating expenditure	(153)	(294)
Operating result	85	(43)
Other income	17	28
Result and comprehensive result for the year	102	(15)

SUMMARY OF SALARIES AND BENEFITS PROVIDED

Name	Position	Details	Amount
M Cash	General Secretary	Salary	£103,902
		Pension contributions	£35,305
		Other benefits	£7,373
S Hedley	Assistant General Secretary	Salary	£58,520
		Pension contributions	£19,884
		Other benefits	£6,647
M Lynch	Assistant General Secretary	Salary	£80,879
		Pension contributions	£20,193
		Other benefits	£1,600
S Hoyle	President	Attendance, lodging allowance and reimbursed expenses	£57,401

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

Summary of attendance and lodging allowances and reimbursed expenses paid to the National Executive Committee

Name	Amount	Name	Amount
A Budds	£57,163	A Littlechild	£53,186
P Burton	£51,919	D Marr	£51,689
L Davison	£51,334	M Nothard*	£55,348
E Dempsey	£49,961	S Nott*	£56,172
L Gaynor*	£17,519	B Pascoe*	£54,652
P Howes*	£53,551	B Potts*	£59,796
S Hoyle*	£57,401	P Reilly*	£56,380
G Kite	£56,617	P Shaw*	£23,998

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

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

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

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

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

DISABLED MEMBERS SPEAK OUT

FIGHTING DIABETES

I am Ian Oldham and I have worked as a locomotive fitter electrician at Toton Traction Maintenance Depot in Nottinghamshire for forty-one years.

In 2002, a routine medical assessment at work discovered that I had Type 2 diabetes. Some types of work can be unsafe for a person with this condition, but my employer (at the time, EWS) kept me doing work that I could do safely.

Five years later, I was working on the wheel lathe when I started feeling sick. My doctor sent me to hospital, where a cardiac trace found that my heart was beating in an irregular way, so I needed a cardiac implant, also known as a pacemaker.

By then, my employer was DB Schenker, and the management would not let me return to work until my pacemaker was fitted. When I did return, I was not allowed to

drive locos around the shed, because I could not lift a screw coupling.

The main problem for me has been the attendance policy. In 2014, DB Cargo (another new employer!) brought in a points-based system, where if you got more than a certain number of 'points' through sickness absence, you have to attend an 'attendance improvement meeting'. I had time off sick because of sudden drops in blood pressure, which is caused by my diabetes and heart condition. Management counted these absences against me even though they were disability-related and it would not have been safe for me to be at work.

The first time, management gave me a verbal caution, and rejected my appeal.

The next time, I collapsed at work. When I went to the meeting with management, my RMT rep set out very clearly what we wanted the company to



do, and the management backed down and did not give me a warning. Now the company has agreed that any further sickness absences related to my diabetes or heart condition will not be counted against me for disciplinary purposes.

Then one day, I was at an RMT branch meeting when a circular was read out asking for volunteers to represent the Midlands region on the disabled members' advisory committee.

Several members at the meeting suggested I stand – one of them grabbed my arm and held it up in the air!

I find being on the committee really interesting, and have met union colleagues who have helped me a lot. I'd like to think that I am now in a position where I can challenge the discrimination faced by disabled transport workers. Harsh attendance policies are one of the key issues. ■

THE GREAT 1919 RAILWAY STRIKE BOOKLET



RMT has published a new history of the 1919 rail strike, known as the 'definitive' strike.

Copies are available on the RMT web-shop for £5.

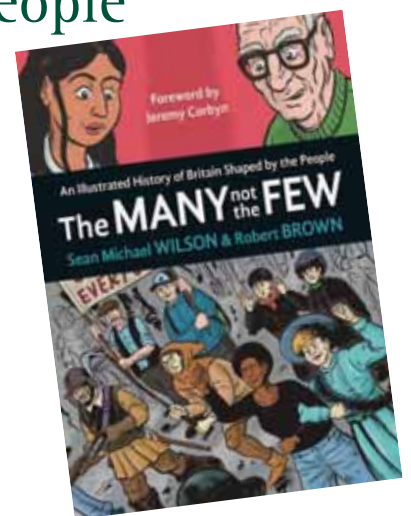
THE MANY NOT THE FEW

An illustrated history of Britain shaped by the people

Written by Sean Michael Wilson with art by Robert Brown, *The Many Not the Few* is a new graphic novel about British history, introduced by Jeremy Corbyn and published in partnership with the General Federation of Trade Unions and the New Internationalist.

The book offers a mix of serious research and family jokes as old union rep, Joe, and his granddaughter, Arushi, go into the complicated history, the ideological battles, the class conflict, a consideration of what unions are for, and what the future of unions may be.

Starting way back with the 14th-century Peasants' Revolt, taking in the Levellers and the Luddites, the expansion of the unions in the 19th



century, the height of their power in the 1970s, the great conflicts of the '80s, before considering the future positive role for unions today. ■



WOMEN'S MEMBER SURVEY

Thank you for taking the time to complete this short survey. We'd like to get the views of RMT women members about how they interact with the Union and ideas for future activity.

If you'd like to become more involved in RMT activity, you can include your contact details at the end of the survey.

Your responses will be received by the union's National Women's

Advisory Committee as part of our work to address women's issues in the union.

The survey results will be treated on a confidential basis and you do not have to provide any information you'd prefer not to. If there are any questions you'd prefer not to answer, you can skip to the next question. At the end of the survey, please indicate if you would like to receive a newly commissioned RMT Women badge.

PLEASE COMPLETE AND SEND TO RMT, UNITY HOUSE, 31 CHARLTON STREET, LONDON NW1 1JD

Who is your employer?

Please indicate which of the following best describes your job.

☐ Catering☐ Signalling operations☐ Train maintenance / Refurbishment☐ Cleaning☐ Stations / Ticket Office / Revenue Protection☐ Road / Buses / Taxis☐ Freight☐ Traincrew / On train☐ Offshore / Maritime☐ Security☐ Track / Signal / OHL / Infrastructure / Engineering

Other (please specify)

What is the name of your branch?

What is your employment status?

☐ Permanently employed☐ Zero hours contract☐ Fixed term contract☐ Employed via an agency

Other (please specify)

What is your working pattern?

☐ Part time shift work☐ Part time Monday - Friday☐ Weekends only☐ No regular contracted working hours☐ Full time shift work☐ Full time Monday - Friday☐ Nights only

Other (please specify)

How do you communicate with and receive information from the RMT?

Please tick all that apply

☐ Speak to my local rep☐ Email head office☐ Speak to other RMT members☐ RMT social media pages (Twitter and/or Facebook)☐ RMT workplace notice board and/or posters☐ RMT website☐ Attend branch meetings☐ RMT text messages☐ Attend other meetings☐ RMT News magazine☐ Phone head office☐ Via post

Other (please specify)

Do you think the RMT could improve how it communicates with you?

☐ Yes☐ No☐ Not sure

If yes, please specify

Do you feel like you receive enough information from the RMT to know what the Union is doing with and for its women members?

☐ Yes☐ No☐ Not sure

If no, please specify

Have you attended any of the following RMT events, and how frequently?

	Regularly	Infrequently	Once only	Never, but would consider doing so in the future	Never, and do not plan to in the future
Workplace meeting	☐	☐	☐	☐	☐
Branch meeting	☐	☐	☐	☐	☐
Regional council meeting	☐	☐	☐	☐	☐
RMT AGM	☐	☐	☐	☐	☐
Other mixed gender RMT meeting	☐	☐	☐	☐	☐
RMT Women's	☐	☐	☐	☐	☐
Conference	☐	☐	☐	☐	☐
Women only RMT meeting	☐	☐	☐	☐	☐
RMT demo	☐	☐	☐	☐	☐
RMT picket	☐	☐	☐	☐	☐
Social event - mixed gender	☐	☐	☐	☐	☐
Womens social event	☐	☐	☐	☐	☐
RMT education course in Doncaster	☐	☐	☐	☐	☐
RMT education course in region	☐	☐	☐	☐	☐

Other (please specify)

If you do not regularly attend RMT events, what is the reason/s why?

Please tick all that apply and give further details below, if desired.

- | | |
|--|--|
| ☐ Childcare or other caring responsibilities | ☐ Time pressures |
| ☐ Think the events would be too male orientated | ☐ Event timings not suitable |
| ☐ Venue not child friendly | ☐ Event venue not suitable |
| ☐ Venue not accessible for me | ☐ Event topic/focus not relevant to me |
| ☐ I've not been told about RMT events | ☐ My manager and/or employer has a negative attitude to RMT |
| ☐ Did not know anyone else attending | ☐ My branch is not welcoming/encouraging |

Other (please specify)

Are there any types events or activities that you would like the RMT to consider organising in the future?

Are you an RMT rep or local officer? ☐ Yes ☐ No

What role do you hold? ☐ Workplace rep ☐ H&S rep ☐ Learning rep ☐ Branch secretary

Have you considered becoming an RMT rep but experienced any barriers in doing so?

Please tick all that apply and provide further details if desired.

- | | |
|--|--|
| ☐ I have not been given enough information about the role/s | ☐ Concerns about the time commitment required for the role/s |
| ☐ I do not know anyone on the company council | ☐ The times of company council meetings are not suitable for me |
| ☐ Concerned the company council is too male dominated | ☐ My manager and/or employer has a negative attitude to the RMT |

Other (please specify)

Thank you for taking the time to complete this survey. The responses will all be reviewed by the RMT's National Women's Advisory Committee.
If you have any further comments, please leave them below. If you would like to hear more about the RMT's Womens' activities, please include your contact details.

Would you like us to send you a RMT Women badge? (Please note your details will not be processed for any other purposes).
Please put your name and address in the box below if you would like one posted to you.

Name

Address

City/Town

Postal Code



HARWICH AWARD

RMT general secretary Mick Cash presented Glenn Marvan of Harwich Shipping branch with his well-earned 40-year badge. His fellow Stena Line comrades - Steve Young, Richard Lake and Stuart Morrison accompanies him to Unity House.

STENA AWARD

There was an on-board presentation on the *Stena Britannica* in Holland for 43-year member Tony Marvan

just after his younger brother Glenn Marvan received his 40-year badge.



AWARDS IN FIFE

Two members, Graham Keir and Jim Philp, received their 40 year medal and badge

presented by regional organiser Gordon Martin and chair Davy O'Donnell



NOTIFICATION OF CONTRIBUTION RATES FOR 2020

Like most things, the cost of providing you with the benefits of RMT membership increases every year and contribution rates increase to help us to maintain and improve those benefits and our services to members.

From January 1 2020 new members joining whose basic salary or equivalent earnings are above £22,900 per annum will pay £5.24 per week.

New members whose basic salary or equivalent earnings are below £22,900 per annum will pay £2.25 per week.

Direct debit payments will be amended accordingly as will contributions collected by employers under paybill deduction arrangements. Members who pay contributions to cash collectors will receive a new contribution card from the collector. Those sending cheques or postal orders direct will need to adjust the amounts sent in accordingly.

Period	Full Rate	Low Rate
Weekly	£5.24	£2.25
4 Weekly	£20.96	£9.00
Monthly	£22.71	£9.75

We maintain a tight control of our costs and continually re-examine them to ensure that we make best use of our resources to deliver improved services to you. I am sure you will agree that RMT membership continues to provide excellent value for money.

LEST WE FORGET

Serving RMT merchant seamen attended a Remembrance Day service in Sunderland including RFA RMT rep CPO Steward Ian Parkin.



LETTERS

MISSED OPPORTUNITY

Dear editor,

The RMT News pull-out on the 1919 railway strike captured the strike's success in beating pay cuts. But although the strike won, it was also a missed opportunity.

Working people began 1919 determined to fight for the 'land fit for heroes' that Prime Minister Lloyd George had promised but not delivered. Engineers led general strikes in Clydeside and Belfast and rail workers formed a Triple Alliance with miners and transport workers.

The government feared that the unions could topple it. But instead, union leaders allowed their battles to be pushed to later in the year.

The National Union of Railwaymen (NUR) demanded an eight-hour working day. Tube drivers took strike action, and union historian Philip Bagwell claims that when other members wanted to strike, General Secretary JH Thomas 'had considerably difficulty in restraining the men.' Thomas was a committed 'constitutionalist' who opposed militant action.

The Railway Executive refused the NUR's demands. The union's Special General Meeting (SGM) expressed its 'utmost disgust' and voted for a national strike.

But, along with the transport and miners' union leaders, Thomas decided against this. Instead, they held further talks, which dragged on for months while the government prepared to defeat the inevitable strike but union leaders tried to avoid it.

In August, the Railway Executive increased wages for clerical workers and some traincrew, but proposed wage cuts for other grades.

In September, the NUR issued a strike ultimatum, but its leaders still tried to avoid the strike. They failed and ASLEF joined NUR in striking. However, union leaders had refused calls from bus, tram and dock workers to join the action. Thomas was worried that a wider strike would undermine the government!

The government's attempts to crush the strike were met with solid resistance, and it withdrew the pay cuts.

Many issues were referred to ongoing talks but NUR branches passed resolutions declaring that withdrawing wage cuts was not enough; workers needed a rise.

By June 1920, NUR branches were angry at the government's derisory pay offer of just two shillings a week and disappointed at their union's agreement to it.

A heroic and powerful strike had defeated employers' attacks, but its achievements were less than they might have been.

Janine Booth

FORT WILLIAM AWARD

Scotrail guard John MacDonald received his 40-year RMT long service award at Fort William Railway Club from branch secretary Ronald Wegner ■



POOLE & DISTRICT BUS BRANCH
NOMINATES

RICKEY GOODMAN
FOR WESSEX REGIONAL
ORGANISER

SURREY AND HANTS BRANCH
NOMINATES

GEOFF KITE
FOR WESSEX REGIONAL
ORGANISER

WATERLOO BRANCH
NOMINATES

RICKEY GOODMAN
FOR WESSEX REGIONAL
ORGANISER

WIMBLEDON BRANCH
NOMINATES

GEOFF KITE
FOR WESSEX REGIONAL
ORGANISER

FELTHAM BRANCH
NOMINATES

RICKEY GOODMAN
FOR WESSEX REGIONAL
ORGANISER

BASINGSTOKE BRANCH
NOMINATES

GEOFF KITE
FOR WESSEX REGIONAL
ORGANISER

ANDOVER AND SALISBURY
BRANCH
NOMINATES

RICKEY GOODMAN
FOR WESSEX REGIONAL
ORGANISER

SOUTH HANTS AND EASTLEIGH
WORKSHOPS BRANCH
NOMINATES

GEOFF KITE
FOR WESSEX REGIONAL
ORGANISER

PORTSMOUTH BRANCH
NOMINATES

GEOFF KITE
FOR WESSEX REGIONAL
ORGANISER

SALISBURY BRANCH
NOMINATES

GEOFF KITE
FOR WESSEX REGIONAL
ORGANISER



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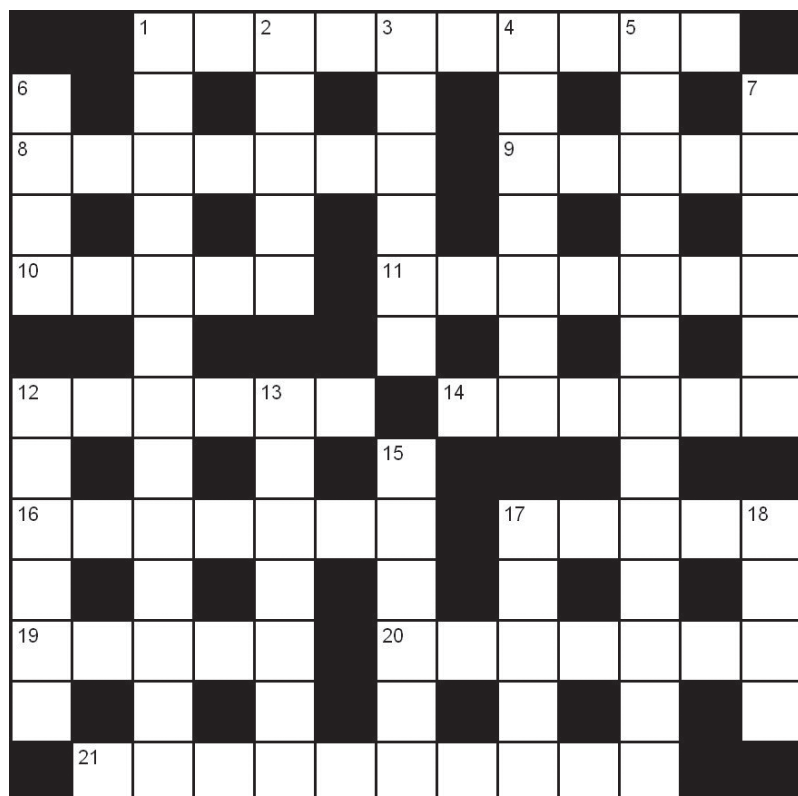
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£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword is Doug Thomson, Dumfries.

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by January 3 with your name and address.

Winner and solution in next issue.



Crossword sponsored by UIA

ACROSS

- 1 Wonderous (10)
- 8 Go back over (7)
- 9 Declare invalid (5)
- 10 Result (5)
- 11 Ugly (7)
- 12 Strip of fabric (6)
- 14 Plain without trees (6)
- 16 Scholastic world (7)
- 17 Dense (5)
- 19 Spin (5)
- 20 Despotism (7)
- 21 Easily seen (10)

DOWN

- 1 Underwater defence (13)
- 2 Exchange (5)
- 3 Bumpy (6)
- 4 Accent (7)
- 5 Disobedience (3,10)
- 6 Loyal (4)
- 7 Outer cover (6)
- 12 Property US (6)
- 13 Smother (7)
- 15 Group of six (6)
- 17 Pulsate (5)
- 18 Knock unconscious (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

9	7	4	2	8	1
---	---	---	---	---	---

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.





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Mick Cash, RMT General Secretary



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