

RMT *news*

Essential reading for today's transport worker

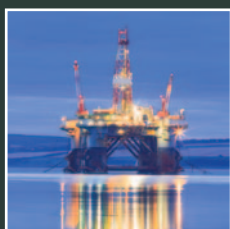
FIGHTING FOR JOBS AT P&O



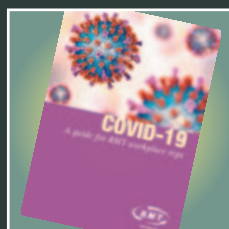
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www.rmt.org.uk

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EDITORIAL



KEEP SAFE, KEEP INFORMED

Welcome to this third emergency edition of RMT News – a key part of our work aimed at keeping you informed of developments throughout this COVID-19 emergency.

From Monday May 18 the transport sector was under instruction to begin ramping up services. RMT set out very clear demands in terms of protecting both our members and the travelling public and we remain vigilant and ready to act in response to calls from our members and reps on the ground.

Our priority from the start of this crisis has been the health, safety and livelihoods of RMT members and that remains the case. Crowded train, tube and bus services are “categorically less safe” and should not run unless two metre social distancing can be enforced.

Unless the government takes urgent action to enforce social distancing public transport will become a “turbo charged Covid -19 breeding ground” driving a new wave of infections.

has written to industry bosses and safety regulators seeking answers and protections regarding the impact of Covid-19 on are Black, Asian and minority ethnic (BAME) workers in the transport sector.

RMT has also reminded employers that there is concrete data regarding the disproportionate impact of Covid-19 on BAME workers and has raised a series of questions with transport bosses and safety regulators.

These include whether companies have sought advice as to the disproportionate impact of Covid-19 on BAME workers and whether they are monitoring the impact on BAME workers.

The union has also raised concerns over the imposition of austerity cuts and direct control over transport in London as part of its conditions for funding as a result of the Covid-19 crisis

London Transport workers have been

vital to fighting Covid-19 and any attacks on their pay, jobs and conditions arising from this imposed settlement will be a complete betrayal.

RMT is seeking an urgent meeting with both the Mayor and Secretary of State for Transport to make clear London Transport workers will not pay the cost of the crisis.

The news that P&O and Condor ferries are planning a wholesale attack on jobs under the cloak of the Coronavirus has sent shockwaves through the shipping industry and is a stark reminder of just how some companies are set to exploit the current situation and putting their staff right on the bloc.

RMT has launched a Save Britain's Ferries campaign and I would ask you to give it your full support.

The offshore energy Trade Unions of the Offshore Coordinating Group (OCG) are calling for an urgent summit meeting with the government to address the unfolding crisis across the offshore energy sector.

The OCG report, “A crisis behind a crisis”, sets out trade union concerns in respect of the immediate impact on oil and gas activities and points to the effect this will have on Government objectives for the wider energy strategy and the economy.

I want to send out my thanks again to all of the RMT activists, reps, officers and staff who have kept this trade union fully-functioning and high profile in support of our members since this crisis first started.

Please stay tuned to our social media, the RMT App and the website and we will continue to use every tool at our disposal to keep you fully informed of all developments in these unprecedented times.

RMT News is compiled and originated by National Union of Rail, Maritime & Transport Workers, Unity House, 39 Chalton Street, London NW1 1JD. Tel: 020 7387 4771. Fax: 020 7529 8808. e-mail bdenny@rmt.org.uk The information contained in this publication is believed to be correct but cannot be guaranteed. All rights reserved. RMT News is designed by Bighand Creative and printed by Leycol Printers. General editor: Mick Cash. Managing editor: Brian Denny. No part of this document may be reproduced without prior written approval of RMT. No liability is accepted for any errors or omissions. Copyright RMT 2016

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



Picture taken before social distancing rules

RMT SECURES MAJOR PAY VICTORY FOR MERSEYRAIL MITIE CLEANERS

RMT claimed a major victory in the fight against low pay on the railway after a campaign by the union forced Merseyrail cleaning and facilities' contractor Mitie to withdraw a threat to withhold a pay increase for their staff.

Mitie had pulled a pay increase to a minimum of £9 an

hour for its Merseyrail staff but a high profile RMT campaign has forced them to honour the backdated award in a victory that the union says is an important staging post in the midst of the COVID-19 crisis to get all rail staff onto the Real Living Wage as an absolute minimum.

RMT general secretary Mick Cash paid tribute to our members, our reps and our officials for their hard work, unity and determination which has been key to securing this important victory.

"The company stance forced us to declare a dispute and mount a major political and

public campaign to secure pay justice for our Mitie Merseyrail staff.

"In the midst of this current crisis RMT is out there fighting to deliver on safety, jobs and livelihoods. That work continues," he said.

BUS AND TAXI DRIVERS RISK COVID-19 DEATH

RMT is demanding that the Government take urgent action in the wake of figures published in May by the Office for National Statistics which show that male bus and taxi drivers were amongst the occupations with a raised rate of death involving COVID-19.

The union is calling for the protection of workers in these sectors, and for the convening of a National Coronavirus Safety Summit to agree a national plan to protect workers and passengers in the sector.

The ONS analysis found that "among men, a number of other specific occupations were found to have raised rates of death involving COVID-19, including: taxi drivers and chauffeurs (36.4 deaths per 100,000); bus and coach drivers (26.4 deaths per 100,000)."

The government has failed to convene a national Coronavirus safety forum with unions and employers to establish safe working practices, despite multiple requests for it to do so since the onset of COVID-19 –

and today's analysis shows the price for this failing.

RMT general secretary Mick Cash said that the figures were a sobering reminder that frontline bus and taxi workers across the country are being put at risk by the government's failure to ensure that workers in these sectors are adequately protected from COVID-19.

"For example, despite the high rate of deaths in the bus industry, the government still has not convened a Coronavirus safety forum for this sector,

months into lockdown.

"After the PM's ambiguous statement, bus workers across the country will now be anxious that they will be put at risk by any increase in passenger numbers, before rigorous safety measures are implemented.

"RMT's position on this is unequivocal – we will not allow our bus and taxi members to be put at risk and are calling on the government to take urgent action to protect these key workers," he said.

RMT TO FIGHT LONDON TRANSPORT AUSTERITY IMPOSED BY GOVERNMENT



RMt threatened strike action after the government announced austerity cuts and direct control over transport in London as part of its conditions for funding as a result of the Covid-19 crisis.

The government also warned that London transport fares will rise, as it reached an agreement over a £1.6 billion bailout with Transport for London.

Transport for London will receive £1.1 billion as a cash grant plus another £505 million in loans. In return, TfL will carry out a review of its

finances and have government officials on its board.

Transport secretary Grant Shapps said that the government did not want “a situation where people outside of the capital are unfairly carrying the burden, by which I mean, sadly, fares do end having to rise with inflation”.

Mayor of London Sadiq Khan had threatened to cut tube and bus services unless the government stepped in with a grant, after the capital’s transport authority went £1 billion over budget.

He said TfL would have to cut services in order to stay within legal funding limits unless it received a cash injection.

RMT general secretary Mick Cash said that London Transport workers had been vital to fighting Covid-19 and any attacks on their pay, jobs and conditions arising from this imposed settlement will be a complete betrayal.

“We will be seeking an urgent meeting with both the Mayor and Secretary of State for Transport to make clear London

Transport workers will not pay the cost of the crisis.

“It looks like Boris Johnson is back in charge of transport in London but we will not accept one penny of austerity cuts imposed by Whitehall or passed on by City Hall as part of this funding package and our resistance will include strike action if necessary.

“We are also deeply concerned that this is a sign of wider austerity conditions to be imposed on the transport industry across the country,” he said. ■

TUBE CLEANERS DENIED FREE TRAVEL

RMT has blasted a disgraceful decision by Transport for London to deny staff cleaning tube trains throughout the coronavirus crisis free travel.

Tube cleaners have put themselves on the line throughout the Coronavirus crisis to keep essential workers moving, the basic right to free travel.

The union has demanded

that London Labour Mayor Sadiq Khan intervene immediately to right this wrong and give the brave tube cleaners the basic right to move around the transport system free of charge.

The decision to ban the tube cleaners from the right to free travel despite the current crisis has been conveyed to RMT in a short and blunt letter from TfL

that dismissed the idea out of hand.

RMT general Secretary Mick Cash said that it was nothing short of a scandal that thousands of tube cleaners who have put themselves right on the line, working round the clock in risky conditions to keep London’s essential workers moving, are being denied free travel on the transport network

in the midst of this pandemic crisis.

“Those responsible for this disgusting and disgraceful decision should be hanging their heads in shame and I am demanding the London Mayor Sadiq Khan take immediate action to right this wrong which casts a stain across the capital city,” he said. ■

A photograph of two offshore oil rigs at night, illuminated by warm lights, with their reflections visible on the calm water surface. The sky is a deep blue.

FIGHTING FOR STANDARDS

RMT has launched a ‘Fighting for Standards’ campaign for the offshore energy sector.

These standards are critical to sustaining employment in the offshore energy sector whilst improving health and safety performance.

Minimum Standards on pay – Collective Agreements like COTA, OCA, ODIA and others are the minimum standards anyone should be working to. If contractors or agencies come in to our sector and pay below these standards they can very quickly drive rates of pay and conditions down.

Common Training Standards – why would riggers have one standard of training for oil and gas operations and a different standard when working in decommissioning or renewables?

The same question can be asked about divers, scaffolders, technicians and a host of other disciplines. Common, recognised training standards for survival, first aid, fire fighting and other courses must be achieved to allow workers to transition into other sectors. The energy industry must be prepared to accept and recognise alternative training.

Standardised rota system – Why not? It’s worked in Norway and Denmark for years. It worked in the UK for years with the standard being 2:2. The only thing stopping it is greedy operators looking to squeeze maximum returns for shareholders at the expense of



workers.

Improved helicopter safety

Standards – RMT was recently part of a group looking at a new helicopter aimed at the North Sea, the Bell 525. We will continue to push this issue, it should be a given

Standardised safety

observation schemes – One scheme must be applied across the sector so that every worker knows what the expectations are, what a good TBT is, what the golden rules are.

Improved accommodation

Standards – single occupancy must be the goal. Accommodation modules can be altered to make it possible and in today's environment of more work pressure and greater responsibility a bit of "me time" is vital. It's been the standard in Norway for years!

Accepted medical Standards – this might appear a strange one to most people, but wait until you've been off sick for a while then you'll know all about it.

You're GP says you're fit; a consultant you've been seeing says you're fit; the company's own Occupational Health Advisor says you're fit; but the client's Doctor (the operator) thinks differently and you're told you can't go back to work! What's the point of having a "standard" that can be ignored? **Standardised diving tables** – the time taken to put a diver into compression or "blow down" as it's called and the time it takes to decompress a diver can be changed depending on where you are working and who you are working for. More importantly if it is done too quickly in either direction it can have devastating consequences for the divers, with symptoms ranging from generally feeling weak and ill for a considerable time up to permanent disablement.

Recognised competency

Standards – how can you be 'competent' to do a job on one site, but then be considered not

to be 'competent' to do the same job at another site? In our experience it tends to be down to a 'Standards' body telling industry that they and they alone must assess competence using their systems. This is without question a prime example of the 'tail wagging the dog'!

Improved Safety Rep Standards

– training, protections, involvement and empowerment must all be looked at to give the role the credibility it requires. More importantly Safety Reps must be delivering to the constituents they represent, by making sure workers have a voice and are able to influence safety. We're unlikely to get the regulations changed but the standards expected of employers and workers taking up the post can certainly be looked at and improved.

Standardised fitness

assessments – there are more and more differentials in the field of 'fitness assessment' to

work in the sector. You need to be fitter to work on a turbine because there's lots of stairs! Really? And there's no stairs on a production platform like "Stair Ridge"? You might be working in a leg; you might be a first aider; you might be a fire team member; and so the list goes on. We need this sorting for offshore and for the diving sector where standards are being 'tweaked' again. This is separate from Medical Standards as the medical deals with basic medical condition.

Medical Retirement Standard

– As we get older, some of us see our general 'fitness' drop off a bit. We're maybe not able for all those stairs or going through another Survival Course. The thing is, you've put all those years in and you don't want to walk away with nothing! We have to find a solution and it may link to the point about Standardised Fitness Assessments.



BP PAYS DIVIDENDS, SHEDS WORKERS

RMT has condemned the government for supporting the payment of shareholder dividends when redundancy notices are being handed out in midst of Covid-19 crisis.

RMT responded with anger at comments by a Cabinet Minister supporting BP's decision to press ahead with paying out a £1.7 billion dividend to shareholders when redundancy notices are being

handed out to workers by contractors on their North Sea platforms.

Tory Leader of the House Jacob Rees-Mogg MP said that it would "not be right" for the government to stop companies paying dividends to their shareholders, even if they are seeking state support because of Covid-19.

He said that it was up to individual firms whether they awarded dividends this year.

RMT General Secretary

Mick Cash said that it was the latest display of corporate greed at the expense of offshore oil and gas workers facing redundancy, the risk of Covid-19 infection and a premature end to operations in the North Sea.

"Offshore workers, including my members working for Wood on the BP installations Andrew, Clair, Clair Ridge, ETAP and Glen Lyon in the North Sea and west of Shetland are being

handed redundancy notices whilst BP bumps up its share price by announcing that it will pay a £1.7bn dividend in June.

"This appalling display of corporate extremism, fully endorsed by Cabinet Minister Jacob Rees-Mogg makes it quite clear that this government is failing North Sea oil and gas workers and the economic future of Scotland and the UK," he said. ■

SAVE P&O JOBS, SAVE BRITAIN'S FERRIES

Union calls for P&O Ferries to be nationalised following over 1,000 job cuts

P&O Ferries has announced 1,100 job losses on P&O's key routes from Dover and Hull to the continent in an appalling betrayal of the work force.

"This is a kick in the teeth for P&O seafarers who have maintained key supply lines to the UK during the Covid -19 pandemic and P&O clearly needs to be taken in-house.

"We simply cannot afford to have the UK's ability to be supported by key shipping services being held to ransom by a corporate foreign owner.

"The UK government needs to act in the national interest and take public control of this vital service or at the very least take a significant public stake.

"What is utterly shameful is P&O have been kept afloat by our members and the taxpayer whilst their owners have been paying out hundreds of millions in dividends in Dubai and cooking up plans to permanently replace UK seafarers with low cost seafarers from thousands of miles away.

"This is an attack on British seafarers, crew and the biggest fear is that these jobs will never return to Dover or Hull. But you can guarantee that P&O ferries will still be running passenger ferry services from those ports

to protect their owner's profits at the country's expense.

"We are seeking urgent talks with the company and will fight tooth and nail against these job losses and we are calling on the government to step in now and nationalise these services to protect jobs and the UK's maritime interests," he said.

The British taxpayer is already paying out millions through the Coronavirus Job Retention Scheme to meet 80 per cent of the wages of 1,400 key workers – seafarers, dockers and other staff – at P&O Ferries. The UK government has also provided £35 million in support to six ferry companies, including P&O Ferries operating critical freight routes during the Coronavirus pandemic.

The union said that government needs to remember that, when dishing out public money to private ferry companies during the pandemic, no freight moves without seafarers.

"We are extremely concerned that this money is not available on the critical Holyhead-Dublin route and that there are no conditions attached that will protect seafarer jobs from the likes of P&O Ferries' owners in Dubai who are using public

funds to pursue mass redundancies in Dover and Hull now and cheaper foreign crews replacing UK seafarers when passenger demand returns.

"We need action now to protect our seafarers' jobs for the long term or the government will have failed to protect these strategically vital jobs in working class communities.

"Furlough and other public support to the ferries sector is welcome in the short term but the UK government must take steps now to secure employment of UK seafarers and strategic control in the maritime supply chain," said Mick Cash.

Since 2006 P&O has been owned by Dubai-based DP World, which in turn is mainly



owned by the government of Dubai. DP World recently paid a £270 million dividend to its shareholders – at the same time it was demanding another £150 million from the British taxpayer to keep its operation going. ■

SAVE P&O JOBS, SAVE BRITAIN'S FERRIES

- P&O is using Covid-19 to cut 1,100 UK jobs, including over 900 seafarers on vital ferry services from Dover and Hull
- UK seafarers would be replaced with foreign crews paid as little as £2 per hour when passenger traffic returns
- Dubai-based owners, DP World made £1.3 billion profit last year and paid a £270m dividend during the pandemic
- Over 11 million ferry passengers used Dover and Hull in 2019. P&O jobs cuts would devastate these local economies
- P&O has received an estimated £25 million and continuing tax relief from the UK Government during this pandemic - without any commitment to protect UK seafarers' jobs

SOCIAL DUMPING AT CONDOR CHANNEL ISLANDS FERRIES

Condor ferries is slashing seafarer jobs claiming it is due to the impact coronavirus while stating that it hopes to start passenger sailings as early as June.

Many of the ferry company's employees have been kept on due to the financial support for businesses made available by both the States of Guernsey and Government of Jersey.

Seafarers – people who actually work on the ferries, operating and maintaining the ship – do not fall into the scheme, and Condor claims that it cannot continue to employ them.

The UK government has also just given millions to Condor's new owner, Brittany Ferries as part of the £35 million freight ferries package.

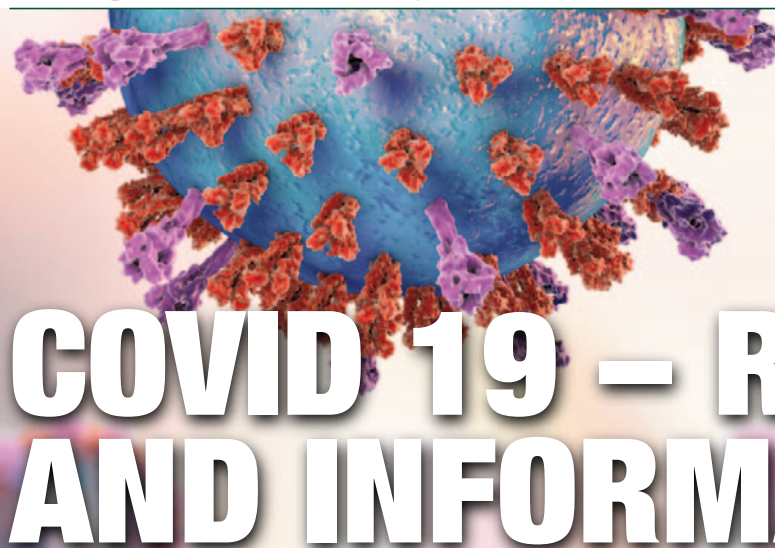
RMT general secretary Mick

Cash said that the very next day after receiving the money Condor was sizing up local seafarers for the chop and replacing them with cheaper foreign seafarers further down the line when Covid-19 recedes and passengers return.

"We urge Brittany Ferries and Condor to get round the negotiating table with RMT so that we can work on furlough and other measures to protect

jobs and support lifeline Channel Island services.

"Every week we clap key workers' in the fight against Coronavirus but if the government doesn't wake up to the growing threat to UK seafarers' jobs from employers making bad decisions then another nail will be driven into the coffin of the British seafarer," he said. ■



COVID 19 – RMT ADVICE AND INFORMATION

The coronavirus crisis represents an unprecedented challenge for the transport and offshore energy industries. Throughout the country, and in every sector, transport and offshore energy workers continue to go to work and provide vital services, transporting key workers and essential goods and supplying energy.

RMT's priority now and throughout this crisis is protecting members health, safety, jobs and conditions and this dedicated web page has been set up to help give you the information to do just that.

Together and united, we will defeat coronavirus.

All the documents below are available at rmt.org.uk/about/covid-19/

SAFETY ADVICE AND INFORMATION

[RMT advice to members employed in the rail industry and London Underground](#)

[RMT advice to members employed in the bus industry](#)

[GOV.UK Coronavirus \(COVID-19\): transport and travel guidance](#)

[Preventing Domestic abuse during Coronavirus – a TUC guide](#)

[Stay at Home Guidance for the Household](#)

[Social Distancing advice for Vulnerable people incl list of those declared vulnerable](#)

[Protecting Vulnerable people \(Shielding\)](#)

[Coronavirus Scottish government advice page](#)

[Coronavirus Welsh government advice page](#)

EMPLOYMENT ADVICE AND INFORMATION

[RMT Circular on furlough arrangements](#)

[RMT Furlough update](#)

[RMT Furlough Update 2](#)

[RMT briefing note – self-employed income support scheme](#)

[Thompsons Solicitors Coronavirus legal advice](#)

[TUC advice on maternity rights](#)

[Maternity action advice](#)

[Government advice for employees](#)

[Getting Signed off for Self Isolation \(via 111 website\)](#)

[Employment Tribunals](#)

SCHOOLING AND CHILDREN

[Professions declared key workers for school closures](#)

GENERAL RMT INFORMATION AND ADVICE

[RMT Trade Union Education and Learning](#)

[Education Circular - Circular outlining RMT current position on education and](#)

[learning during the pandemic.](#)

[Members Circular - Circular outlining RMT services during the pandemic.](#)

RAIL AND LONDON UNDERGROUND INFORMATION AND UPDATES

[Prioritising Work and Minimising Exposure document](#)

[COVID - Safe Work Principles Document](#)

[Network Rail Covid-19 Safe Working Circular](#)

[Rail Industry Coronavirus Forum](#)

[London Transport Update](#)

ROAD TRANSPORT INFORMATION AND UPDATES

[RMT response to Government announcement on COVID-19 funding for bus industry](#)

[RMT calls on government to mobilise taxis as an emergency service for isolated families](#)

[RMT on Bus Industry appeal for £1 billion rescue package from Government](#)

MARITIME INFORMATION AND UPDATES

[Coronavirus – updated MCA guidance for seafarers on passenger ferries -](#)

[MCA Updated Guidance for Ro Pax vessels COVID19](#)

[Seafarers' ENG1 renewal – Maritime & Coastguard Agency \(MCA\) update](#)

[Seafarers' ENG1 renewal – MCA update \(2\)](#)

CORONAVIRUS UPDATE – SEAFARERS AND PORT WORKERS

[Payment of Wages and Sick Pay Arrangements, Coronavirus – Stena Line](#)

DOCKERS INFOGRAPHIC

[Offshore energy information and updates](#)

[Offshore Infographic](#)

[Divers' medical fitness certification – Clarification](#)

[Update on Coronavirus and the Offshore Energy Industry](#)



LEGAL VICTORIES

Here are just some of the legal cases won on behalf of RMT members this year so far, remember you need to be in RMT to get legal cover

A member was assaulted at her place of work and suffered bruises and red marks to both wrists together with stress and anxiety. The other side's insurers refused to negotiate settlement and it was necessary to commence court proceedings. Satisfactory settlement terms were agreed and your member was awarded £4,000. The fact that the union recovered damages should assist the Health and Safety Representatives at the workplace and prevent similar incidents in the future.

Cases such as this show the value of the union's legal service. It also shows that the union is prepared to take cases

that claim companies and no win/no fee solicitors will not.

A member was injured in a public accident when he was delivering and collecting a container from the docks. He was carrying out the necessary checks to ensure the container was secure before returning back to the depot. As he stepped backwards his left foot stumbled due to the uneven floor surface. He fell to the ground landing on the left side of his body. As a result he suffered soft tissue damage and a sprain to the left ankle with bruising and swelling.

The other side's insurers refused to negotiate settlement

and it was necessary to commence court proceedings. Satisfactory settlement terms were agreed and your member was awarded £4,307.14.

A deduction of £290 was made in respect of physiotherapy fees and a cheque for £4,017.14 was sent to the member.

A member was working on a cherry picker putting up pieces of steelwork when he was putting up a fifth piece of steel it got caught on the steel structure. This resulted in a lot of pressure building up and as the pressure released your member's hands were dragged up along with steelwork and he

lost the end of his index finger.

The other side's insurers refused to negotiate settlement and it was necessary to commence court proceedings. Satisfactory settlement terms were agreed and the member was awarded £55,000.

A member was injured when he was on board a vessel which was docked in another European country. He had to have training to go through a material tube in order to return to land and which involved raising both his arms. He was ordered by the captain to complete the exercise and it was the first time that he had undertaken this. He had his

feet and knees together and his hands above his head, holding a bar before letting go. The captain told him that if he wanted to slow down, to put his arms out and which is what he attempted to do on the way down and when he got to the bottom his right shoulder was dislocated.

The main injuries suffered by your member were a torn rotator cuff and dislocation to the right shoulder. He was taken to the local hospital and surgery was later undertaken in the form of a rotator cuff repair. The other side's insurers refused to negotiate settlement and it was necessary to commence court proceedings. Satisfactory settlement terms were agreed and the member was awarded £35,000.

A member was injured when getting a uniform order ready in the store room she shares with IT. There was limited space and no shelving so the member had

to twist and lift a package from the top of other boxes, when she felt back pain. There was no weights or descriptions on the boxes. No risk assessment had been carried out and your member had not received any manual handling training. The member had also made previous requests for a store room of her own. As a result of the injury, your member had a slipped disc and sciatica down the left leg and also a shoulder injury.

The other side's insurers refused to negotiate settlement and it was necessary to commence court proceedings. Satisfactory settlement terms were agreed and the member was awarded £22,500.

A member was injured during a road traffic accident and suffered impact damage to the right knee, which has exacerbated a previous injury. The other side's insurers refused to negotiate settlement and it was necessary to commence

court proceedings. Satisfactory settlement terms were agreed and the member was awarded £12,500. A deduction of £389.69 has been made in respect of repayable sick pay and a cheque for £12,110.31 was sent to the member.

A member was working aboard an Oil Platform in the North Sea and was assisting with a medical evacuation of one of his colleagues. He and another colleague were transporting him using a device known as an ambu-chair and while they were lifting this person into the helicopter your member sustained a back injury.

The case was raised in court in advance of the triennium and settlement has been delayed by the need for specialist medical evidence. Further time was required for the defenders to instruct their own independent evidence. This case has settled at pre-trial meeting and an increased offer of £37,000 was

accepted.

A member was injured after slipping due to uneven sloped ground and as a result he suffered damage and pain to the Achilles tendon to his right foot. Following correspondence and detailed negotiations with the other side's representatives it was possible to negotiate a satisfactory settlement for your member of over £14,000.

A member was injured after stepping on a defective man hole cover, which was not secured down properly and fell down the man hole injuring his right leg up to his hip. The injury resulted in pain, bruising and swelling to his right knee and pain to his right hip and right elbow.

The other side's insurers refused to negotiate settlement and it was necessary to commence court proceedings. Satisfactory settlement terms were agreed and £11,000 was awarded. ■

ANNUAL LEAVE ARRANGEMENTS IN THE RAIL INDUSTRY

Union will challenge all forced leave on members by all means at its disposal

The government has amended current regulations to allow employees to carry over leave they were unable to take for up to two years.

However some companies were insisting that booked leave be taken with some companies even allocating leave during specific periods of the year.

The union has asked the Rail Industry Coronavirus Joint Forum (RICF) that all signatories abide by one set of principles and sought clarification and agreement on the following:-

- Any statutory leave not taken in the current leave period will be carried over and can be taken by staff over the following two years
- Where staff have booked leave to go on a holiday, either abroad or in Britain, they will be entitled to cancel this leave and use it at a later date. All citizens have been instructed to stay at home where possible and all independent and tour operator holidays have been cancelled. It is not right or fair to make staff take the leave and stay at home when they could re-book at a later date when the lock-down is lifted.
- Compulsory leave periods – e.g. two weeks must be taken

as per Government amendments to current regulations.

in each 6-month holiday period – will not be enforced during the lock-down period.

RMT has also pointed out that many staff are key workers and are needed to keep the industry functioning and services running. I stated leeway was needed, not least because when this awful situation we are in ends, staff will need to take leave for their mental wellbeing having worked as key workers throughout the lock-down and beyond.

However the RICF has stated that rail workers are currently unable to take a holiday either in the UK or abroad due to the current government lock down measures, it was also felt that

annual leave is required to be taken to support the maintenance of good health and mental wellbeing.

In this regard he felt it important that rail workers can still take rostered and other annual leave throughout the year in order to have a break from their work irrespective of whether it is enjoyed at home or elsewhere.

Of course, RMT never suggested that employees should not be allowed to take the leave if they wanted to, it was asking that where staff did not wish to do so they be allowed to cancel any booked leave and take it at a later date, albeit within the demands of the industry. ■



STAY SAFE

I hope everyone is managing with the toil and distress caused by the Covid 19 pandemic.

I am proud of the work we are achieving as a union and the relentless work officers and representatives are carrying out in such difficult times.

We are strong as a union and always give 100 per cent which is why we have such a good success rates for our members.

RMT representatives and officers are working collectively and pulling in the same direction which gave us a head start around furlough and safe work procedures.

The office staff working to get information out in real time as things are changing daily are all what keeps us

head and shoulders above the rest. So, as things change and work steps up, remember you are not alone but part of an organisation that fights to protect our membership!

I also must say how angry I am at how some maritime companies are abusing the furlough arrangements taking tax payers money which was set up to protect jobs to stop redundancies is now bank rolling P&O.

However the campaign has started and we will not stand back and watch while shareholders receive millions in dividends and, in the same breath, attack our members! "We Will Fight Back!"

Solidarity
Michelle Rodgers

JOIN RMT BRITAIN'S SPECIALIST TRANSPORT UNION



Visit www.rmt.org.uk to join online
or call the helpline on freephone

0800 376 3706

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

Keep your RMT membership details up-to-date

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

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

CORONAVIRUS A REPS GUIDE

RMT general secretary Mick Cash introduces a new reps guide which will be available on line and in print

During the Coronavirus crisis transport and offshore energy workers are key workers transporting other key workers and essential goods and supporting key services.

RMT's priority throughout this crisis is protecting members' health, safety,

jobs and conditions. So it is of vital importance that our members know that all departments and functions of their union continue to work through this crisis.

Be it industrial, safety, legal advice, equalities and equal rights, union benefits, organising and campaigns, as a rep you will get the support that you need.

RMT members are key workers and RMT's strong network of elected reps such as yourself are essential to protecting members and keeping your union strong during this crisis. This short guide is designed to assist you in that role.

Thank you for all the work that you do as an RMT rep. Together and united we can help defeat coronavirus and continue to build a strong union that protects all of our members.

There are 10 key steps to protecting members which are outlined in further depth in the guide.

They are: Keep yourself informed, keep your workplace informed, keep organising and keep recruiting and keep members in RMT.

There are a range of digital communication tools such as Zoom, WhatsApp and Telegram that will help you reach more workers and scale your campaigns up quickly. A useful summary of these can be found at the TUC under Apps for Organising.

Keep educating, RMT is seeking to provide a range of courses for reps by hosting online education. You can find out more about these and other courses here. RMT also has a unique arrangement with the Labour Research Department that supplies up-to-date employment, equal rights, legal and safety briefings for reps. You can find LRD here and access free up-to-date information by entering the RMT log in details as follows - username: rmt, password: pot427.

RMT has also launched a new online learning offer to support many of its members who have been stood down, furloughed and isolated.

Keep agitating to protect jobs, pay and conditions. Keep safe and RMT health and safety reps have a critical role to play in protecting members during the crisis. The union has produced detailed guidance to advise reps of steps that should be taken to maximise the safety of members and to intervene if you think members are unsafe.

Keep fighting for equality and ensure that when employers are implementing measures in

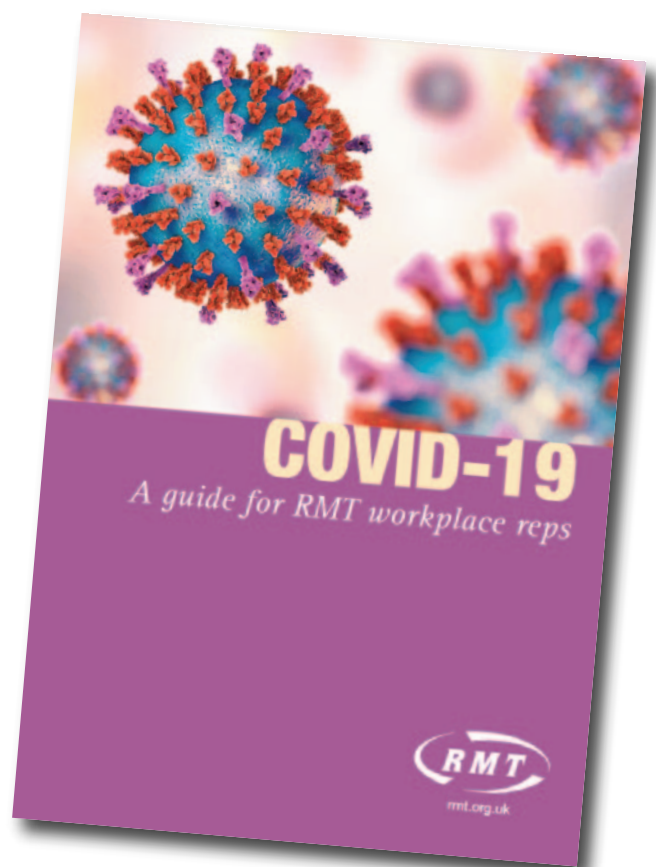
relation to Covid -19 our members are not discriminated against in any way, for example because of their gender, race, sexual orientation or if they have a disability.

Keep campaigning to ensure RMT members don't pay the economic price of this crisis and that their role as key workers is recognised.

Keep meeting (remotely) as right across the country reps and branches have started to utilise online meeting facilities such as Zoom. Keeping in touch with fellow activists and reps is

essential for sharing information, supporting each other and planning and coordinating activity.

Finally, keep in touch and keep strong by letting the communication flow within all the RMT networks. This will help the union work effectively and also support your own mental health during this particularly challenging time. Remember all of the union is still fully functioning and available to provide you with the advice and support you require. ■



RMT APPLICATION FORMS GO DIGITAL

To streamline our application form processes and to minimise personal contact during the COVID19 pandemic RMT have reproduced all our application forms in a digital PDF format.

RMT application forms can now be downloaded from the RMT web site and completed completely on screen and emailed back to us. These forms can also be partially completed, saved and forwarded to others for full completion, e.g. your branch secretary. This process avoids postage, unnecessary contact and speeds up the whole process. These are industry standard

enabled PDF documents that have auto formatting and validation to help completion. These documents are completely consistent across all computers and platforms, very small in file size (for emailing) and only require Adobe Acrobat Reader software which is a standard software on the vast majority of computer operating systems. If you do not have Adobe

Acrobat Reader it is a free download from Adobe.com and is totally safe and secure. We would encourage members to use these forms digitally but if members still prefer to complete by hand these documents can be printed out, completed and posted in the traditional way. Forms are downloadable from rmt.org.uk/member-benefits/benefit-forms/

HOW TO COMPLETE THE RMT PDF FORMS

1. Download the required PDF form from rmt.org.uk/member-benefits/benefit-forms/ and save to your computer.
2. Open with Adobe Acrobat Reader (this should be the default software for this file)
3. Enter the required data in the entry fields (usually highlighted in blue). You can use the 'tab' key to jump to the next field.
4. Once the required fields are completed you can sign the form using the following process...
 - a. Click on 'Fill & Sign' in the Tools pane on the right.
 - b. Click 'Sign', and then select 'Add Signature'.
 - c. A popup will open, giving you three options—Type, Draw, and Image. You can either use the draw function or place an image if you have your signature scanned in. Once you're done, click the Apply button.
 - d. Drag, resize and position the signature in the correct space inside your PDF file.
5. Save file, then if completed send the PDF via email to c.sharpe@rmt.org.uk or forward on if more than person is required to complete the form.

Please note: If you are having problems please make sure you have the latest Acrobat Reader installed (available free at adobe.com). Remember, these forms can also be printed out and completed by hand if preferred.

RAIL UNIONS: THIS IS NOT THE TIME TO RUN MORE TRAINS



Britain's three rail unions - ASLEF, RMT and TSSA - have written to Prime Minister Boris Johnson, Nicola Sturgeon, the First Minister of Scotland, Mark Drakeford, the First Minister of Wales, and Sadiq Khan, the Mayor of

London, saying this is not the time to lift the lockdown and run more trains.

The joint letter - signed by Mick Whelan, general secretary of ASLEF; Mick Cash, general secretary of RMT; and Manuel Cortes, general secretary of

TSSA - says it is 'completely unacceptable' to put the lives of passengers and rail staff at risk.

The three unions have worked throughout this coronavirus crisis to ensure key workers are able to get to work

and essential medical supplies and food are moved around the country. But company profits must not come before people's lives and the lockdown should not be lifted until it safe to do so.



Dear Prime Minister,

As trade unions representing workers across the whole of the rail industry, we are writing to express our deep concerns over apparent plans to increase the levels of service on our rail network, without due consideration to both the mixed messages this sends and the range of measures needed to protect rail workers and the travelling public.

The government's advice around the lockdown - that staying at home helps save lives, and that only key workers should travel on public transport when absolutely necessary - remains unchanged. During the period of lockdown, service use has dramatically fallen. This has undoubtedly helped the UK to contain the pandemic.

We have severe concerns over attempts by operators to increase service levels. Firstly, it sends out a mixed message that it is okay to travel by train despite official advice suggesting otherwise. This mixed messaging could be dangerous and lead to the public flouting the rules on travel and work.

Secondly, there is no agreement on how actually services can be increased whilst protecting workers and passengers. This includes protections through social distancing, adequate and appropriate PPE and determination of essential and non-essential tasks.

We have engaged in dialogue with the government throughout this crisis and our members have ensured that the railway can play its part in getting the country through the pandemic. We have helped ensure that key workers and goods are able to be moved where they are needed. But we have a duty of care to our members, and to those who rely on our industry. We will not accept new working patterns that put the lives of railway workers and passengers at risk.

To be clear: We are not convinced that there is any basis at this time for a safe escalation of services.

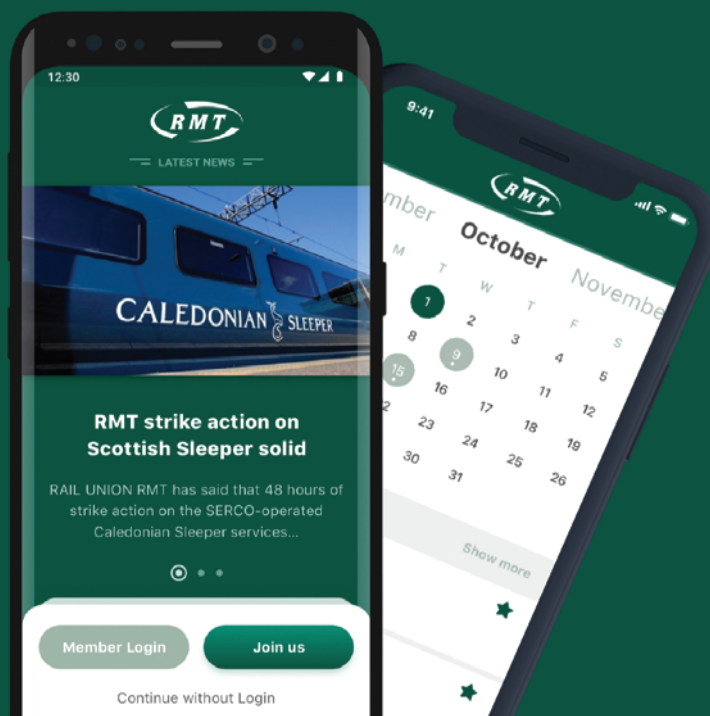
We therefore call on the government and operators to work with us in establishing where there is a real demand to increase services and, where that demand exists, how it can be delivered safely. There will have to be an industry-wide agreement with the unions that any increase in services does not increase danger and risk of virus transmission for our members, passengers or our communities.

Seeking a blanket increase in services as part of a symbolic and premature drive to apparent normality, at the potential risk of countless lives, is completely unacceptable to us.

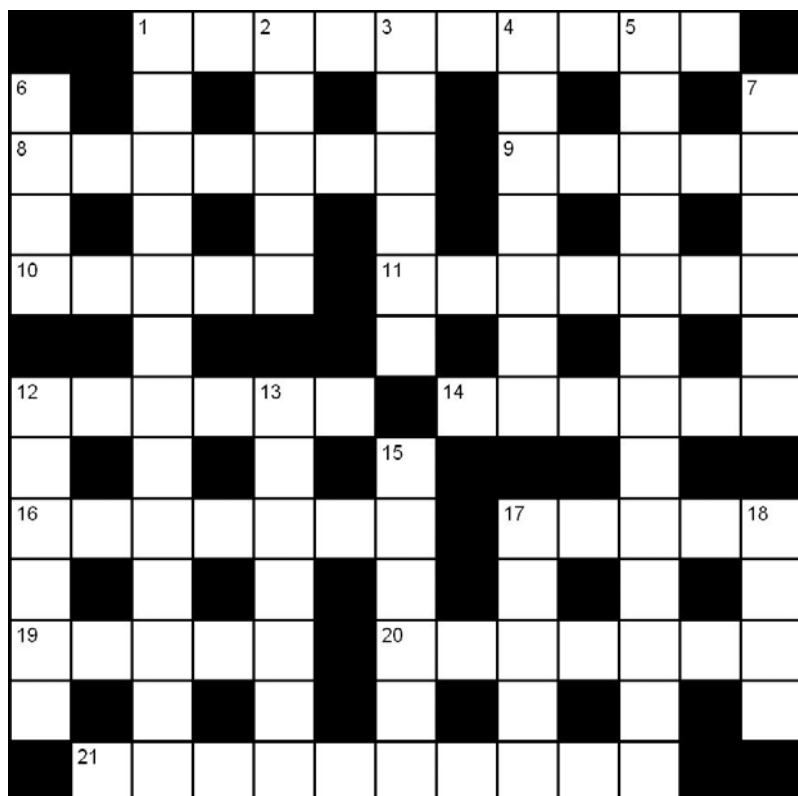
We look forward to your response to these important matters.

RMT union app

Packed with exciting features the new app allows you to update your personal details, follow all the latest news, campaigns and events and keeps you in contact with the union and your branch.



CROSSWORD



Last month's solution...



ACROSS

- 1 Instability (10)
- 8 Conscript (7)
- 9 Boredom (5)
- 10 Result (5)
- 11 Marshal (7)
- 12 Clergyman (6)
- 14 Behind (6)
- 16 The norm (7)
- 17 Sticky (5)
- 19 Praise (5)
- 20 Despotism (7)
- 21 Pleasing (10)

DOWN

- 1 Rewrite (13)
- 2 Bind again (5)
- 3 Discomfort (6)
- 4 in Gaza, novel (6)
- 5 Rest (13)
- 6 Laze (4)
- 7 Concealed (6)
- 12 Musician (6)
- 13 Frighten (7)
- 15 Group of six (6)
- 17 Pulsate (5)
- 18 Toy (2-2)



Covid-19

Fighting for all Rail Cleaners

Your priorities are our priorities



1

SAFETY

- Winning better workplace protection against COVID – 19.
- Advising members of their legal rights to refuse work if they are at risk. Backing members against employers who put our members at risk.

2

SECURITY

- Winning guarantees to protect jobs, pay and conditions.
- Campaigning for equal employment conditions and for all cleaning to be brought in-house.
- Fighting to make sure employers don't make you pay the cost of the crisis.

3

SUPPORT

- All rail workers are key workers and deserve free rail travel now. RMT is fighting to achieve that.
- Professional advice and supporting each other at work. Together we are stronger.

Key workers. Keep strong!

For RMT protection join at www.rmt.org.uk/join



Fighting for Rail Agency & Subcontracted Workers

Your priorities are our priorities

Covid-19

1

SAFETY

- Winning better workplace protection against COVID – 19.
- Advising members of their legal rights to refuse work if they are at risk. Backing members against employers who put our members at risk.

2

SECURITY

- Winning guarantees to protect jobs, pay and conditions.
- Campaigning for equal pay and conditions with directly employed staff and for all work to be brought in-house.
- Fighting to make sure employers don't make you pay the cost of the crisis.

3

SUPPORT

- Rail agency workers are key workers and deserve free rail travel. RMT is fighting to achieve that.
- Professional advice and supporting each other at work. Together we are stronger.

Key workers. Keep strong!

For RMT protection join at www.rmt.org.uk/join



Covid-19

Welcome to
Birmingham
New Street Station



Fighting for all Rail Workers

Your priorities are our priorities

1

SAFETY

- Winning better workplace protection against COVID – 19.
- Advising members of their legal rights to refuse work if they are at risk. Backing members against employers who put our members at risk.

2

SECURITY

- Winning guarantees to protect jobs, pay and conditions.
- Fighting to make sure employers don't make you pay the cost of the crisis.

3

SUPPORT

- All rail workers are key workers and deserve free rail travel. RMT is fighting to achieve that.
- Professional advice and supporting each other at work. Together we are stronger.

Key workers. Keep strong!

For RMT protection join at www.rmt.org.uk/join



Fighting for all Bus Workers

Your priorities are our priorities

1

SAFETY

- Winning better workplace protection against COVID – 19.
- Advising members of their legal rights to refuse work if they are at risk.
- Backing members against employers who put our members at risk.

2

SECURITY

- Winning guarantees to protect jobs, pay and conditions.
- Fighting to make sure employers don't make you pay the cost of the crisis.

3

SUPPORT

- Professional advice and supporting each other at work.
- Together we are stronger.

Key workers. Keep strong!
For RMT protection join at www.rmt.org.uk/join