

RMT *news*

Essential reading for today's transport worker

DEFENDING TRANSPORT WORKERS

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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



FACING THE CHALLENGE

Welcome to the latest issue of RMT News and a return to our usual printed format after the Coronavirus crisis forced us to move the magazine on-line to ensure you received clear information from your union as swiftly as possible in a fast moving environment.

I want to thank the union's communications team for adapting to these challenging times and using all of our available platforms to keep you informed. It is vital that you sign up to the RMT App and keep an eye on our social media and website outlets for any developments in your workplace as the government moves away from the lockdown arrangements.

RMT is well aware of the risks and challenges we face in the coming months. The redundancies being challenged by the union at P&O, Wabtec rail engineering in Doncaster and Heathrow Express are a warning to all of us of what's to come.

Unity and solidarity will be as important as ever as we face up to the fights ahead and that means strengthening our workplace organisation. If you have colleagues who aren't RMT members get them signed up sharpish.

Membership density has never been more vital.

We've seen from the bungled government PR stunt over the introduction of the 'Purple Vests' rail volunteers, the mixed and confused messaging over transport usage and facemasks and uncertainty over future financial support for jobs and services just how crucial organisation across every sector is going to be.

If you feel that there is more that you can do for your union and your workplace contact your local branch. You will be welcomed with open arms.

From the threat of cuts on London Underground, the decimation of our ferry services, the massive risk to jobs in the offshore sector and well-publicised warnings about the future of our buses and railways in the post-COVID world we face challenges that are unprecedented in peace time.

United, organised and determined we will pull through but that means every member, activist, rep, official and employee standing together. That's what we must all do.

Mick Cash



@RMTunion



/RMTunion



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When you have finished with this magazine



DEFEND TUBE WORKERS

Union launches Covid-19 charter for tube workers

On the day that face masks became compulsory on public transport London Underground union last month RMT launched a Covid-19 charter for tube workers.

The charter maps a way forward for London Underground by workers who have demonstrated their commitment to keeping the tube and other Transport of London (TfL) services running throughout the Covid 19 crisis.

It explains how union members want to provide the best possible service to workers in London but reject people being forced on to the tube without the necessary safety planning and before conditions are right.

The document calls for workers and their trade unions in every sector of the economy to be involved in risk assessing all types of work in each

workplace before they are required to return to work. It says that workplaces should only be re-opened when the workforce agrees it is safe to do so.

RMT's charter says that London Underground and TfL must be able to assure the union that different phases of lifting lockdown can be achieved without forcing usage above 13 per cent of capacity, which is the maximum that can be carried while maintaining social distancing.

The level of services provided and number of passengers using the tube must be kept under constant review in light of any moves in the levels of Covid 19 infections and the R number. The ability of passengers as well as staff to socially distance must be part of this process, which must include trade union safety reps as well as management.

In addition to the principles outlined above RMT calls on TFL/LUL to agree the following:

- All individual tasks must be risk assessed involving RMT safety reps.
- Risks to BAME members must be assessed for their specific role and location and acted on.
- All staff at additional risk should continue to be accommodated away from the workplace. No-one in this category should be forced to work.
- Two metre social distancing must be maintained. Face coverings are no mitigation for social distancing.
- Two metre social distancing must apply when travelling to/from work. No-one should be forced to use a crowded bus or train.
- Exemption from Congestion/emissions charges for TfL staff and contractors
- PE must to a standard agreed by safety reps. In public areas a clear visor and FFP2/N95 mask should be made available to any member of staff who wants them.
- Workers using LUL/TfL road vehicles must be able to socially distance.
- Social distancing rosters and reduced staffing levels should be implemented as widely as possible and be regularly reviewed by reps. Any changes to staffing levels should be by agreement. Where reps agree it is safe and necessary to do so, temporary staffing levels should be increased where the service level demands it.

- Plans to increase engineering work and train preparation should be driven by what can be achieved safely and while maintaining social distancing and not by demands to run a full service from government.
- Station staff must be able to maintain social distancing in all stations including in public areas.
- Station staff should remain behind glass as far as possible.
- Train operator duties must be re-designed with input from RMT safety reps to ensure social distancing, minimise risk and address the various concerns of train operators.
- Pay must be restored to all who refused to work because of fears for safety. The proper refusal to work process must be followed.
- All workers on TFL/LUL must continue to receive their full

pay throughout this crisis. Whether employed by a contractor like cleaners and many engineers or self-employed like many protection staff – All workers who work directly or indirectly for TFL must be treated fairly. TFL should underwrite the pay of all when furloughed, laid-off, sick or isolating.

RMT general secretary Mick Cash said that the Covid-19 Charter for London Underground Staff maps a way forward for London Underground by workers who have demonstrated their commitment to keeping the tube and other TFL services running throughout the Covid 19 crisis

“The key message of the charter is that no worker should be forced on to the tube without the necessary safety planning and before conditions are right. The situation must also be kept constantly under review.



“London Underground and TFL must be able to assure the union that different phases of lifting lockdown can be achieved without forcing usage

above 13 per cent of capacity, which is the maximum that can be carried while maintaining social distancing,” he said.

LU CLAIM NO GREATER BAME RISK

London Underground bosses claim BAME staff at no greater risk from Covid-19 at work

RMT has revealed that in a London Underground document entitled “Covid-19 Risk Assessment for BAME and clinically vulnerable employees Guidance for all line managers” dated June 5 tube bosses claimed that risk was no greater at work.

“You can reassure them that we have assessed the risks and put controls in place; and assure them that the risk is no greater at work than not being at work (unless they stay in their home and go nowhere). It’s important also to remind people that

being at work is good for individuals and their health. There can be long term health implications for individuals who are not in work for prolonged periods.”

The union is also furious that senior London Underground management have not consulted with union health and safety reps prior to producing the document.

Last month RMT called on industry bosses and safety regulators in the transport sector to take steps to protect BAME workers. On June 1 2020, the London Mayor

made a statement to say that tube bosses should carry out a risk assessment which considers the physical and mental health needs of all vulnerable staff, including BAME, older and those with pre-existing conditions.

RMT general secretary Mick Cash said that it was simply beyond belief that after the Mayor’s announcement and all his campaigns to highlight the impact of Covid-19 on BAME people that his own managers can produce such an insensitive and patently inaccurate document.

“To say that BAME and vulnerable staff who may have to work in the confined and crowded spaces of London Underground are at no greater risk than if they stayed at home is dangerous garbage.

“I have no doubt that we are in this position because management ignored our offer to involve our experienced health and safety reps at an earlier stage and I am now calling on the Mayor to intervene to protect our members and properly involve the trade unions,” he said.

TRANSPORT UNIONS WARN OF RISKS IN REDUCING SOCIAL DISTANCING

In a joint statement ASLEF, RMT and TSSA have warned of the “increased risks” of reducing social distancing on public transport at the current time.

The warning came as the two metre social-distancing rule was replaced with a “one-metre plus” rule, meaning people should stay at least two metres apart where possible, but otherwise should remain at least 1m apart while taking steps to reduce the risk of transmission, such as wearing face coverings.

ASLEF general secretary Mick Whelan, RMT senior assistant general secretary Mick Lynch and TSSA general secretary Manuel Cortes said that the government’s own advisors had said that reducing social distancing to one metre would significantly increase the chance of infection by up to 30 times whilst the chances of Covid – 19

spreading are increased in confined spaces such as train carriages and stations (1).

“It is also the case that the threat of infection from the virus has not changed significantly whilst at the same time we are already seeing increases in rail and tube use which may further rise after July 4.

“Policing two metre social distancing on public transport is already challenging and reducing it to one metre will make it almost impossible. In these circumstances diluting social distancing on public transport could increase risks so we cannot support a change to the social distancing measurement at the current time.

“We wish to see a safe and sustainable increase in public transport as soon as possible but not at the expense of worker and passenger safety,” the statement said.

RMT also called for workers to be treated with respect as the new requirement for passengers to wear face masks on public transport in England came into force.

The union also said that it had received assurances that Police, and not transport staff, will be responsible for enforcing the legislation and the union has advised its members to avoid conflict situations with any passengers who refuse to wear face coverings.

Mick Lynch said that the union has been campaigning for face masks to be made compulsory for passengers on public transport and it is right that the Police and not transport staff will be responsible for enforcing this new legislation.

“We have advised our members to avoid conflict situations in the event of any passengers refusing to wear face

coverings.

“We are calling for transport workers to be treated with respect, including remembering the essential role they are playing as key workers during the pandemic,” he said.

(1) Last month the government’s chief scientific adviser Sir Patrick Vallance told the Health Select Committee that “The risk at one metre is about 10 to 30 times higher than the risk at two metres, so social distancing is an important part of this”.

Jonathan Van-Tam, the Deputy Chief Medical Officer for England, previously said the virus appears to spread less easily outdoors because of the ventilation factor. At the end of April, he told the daily Downing Street briefing that “there is a definite truism across all of the science literature that ventilation is a most critical part of reducing transmission from respiratory viruses”. ■

BRING CLEANERS IN-HOUSE

On International Justice Day for Cleaners and Security Guards last month, RMT called for an end to outsourcing on the railways.

RMT called on the government to use its power to promote an in-sourcing revolution on the railways as the union joined in International Justice Day for Cleaners and Security Guards.

As a new report from the TUC shows, while the Covid-19 crisis has illuminated that cleaning is essential work, it’s also one of the most outsourced sectors of the economy and is associated with lower pay and insecure employment.

Outsourcing of cleaning is rampant across the rail network with Train Operating Companies sub-contracting out the ‘turnaround’ and ‘deep cleaning’ of trains as well as the cleaning

of stations, often to the same outsourcing companies that dominate cleaning in other sectors.

Cleaning has also been sub-contracted to outsourcing companies by public authorities like Network Rail and Transport for London, whose 2,000 Underground cleaners are outsourced to US giant ABM.

In recent RMT report revealed the cost of outsourcing for the cleaners who are putting their lives on the line every day to clean the Underground and make it safe to travel on:

- More than one in three cleaners said they had been treated unfairly at work or by their employer because of a characteristic they have (such as race, religion, gender, age, or sexual orientation)
- 68 per cent said they

believed their employer put profits before working conditions or passenger concerns

- 68 per cent said that they sometimes or regularly struggle to make ends meet;
- 76 per cent said that they believed passengers would benefit more if their jobs were brought in-house;
- 91 per cent said they would rather be employed in-house.

The union called on the Mayor of London to show a lead by committing to bring these cleaners in-house when the contract ends in 2022.

RMT general secretary Mick Cash said that the penny was dropping that the rampant outsourcing of cleaning workers was a massive problem.

“For decades, cleaners have been called ‘non-core’, non-

essential workers and outsourced on that basis, condemned to low pay and insecurity. Well now, we’re seeing the cost of that folly.

“Cleaners are and always were essential workers, integral to the running of our railways, asked to put their lives on the line during a global pandemic but treated like second class citizens.

“The government should use its clout on the railways to throw this failed experiment into reverse and people like Sadiq Khan, who has the power to bring 2,000 Underground cleaners in house when ABM’s contract ends in 2022, should show a lead and make that commitment today.

“Praise and warm words are easy but real justice takes action,” he said. ■

SAVE SCOTTISH RAIL

RMT demands urgent restart of railway enhancement works in Scotland

RMT has called on the Scottish government to take urgent action to protect vital jobs on the railway in a letter to First Minister Nicola Sturgeon.

Since Scotland went into lockdown railway enhancement works have fallen under the same restrictions as the wider construction sector.

However, as lockdown measures are eased RMT is confident these works can be recommenced with the strictest possible health and safety guidelines and hundreds of jobs across Scotland's railways can be protected.

RMT general secretary Mick Cash said that the health and

safety of members is paramount and RMT reps are now confident Scottish railway enhancement works can be recommenced safely as they have been in England and Wales.

"For some reason, despite our reassurances, the Scottish Government is insisting this sector remains under lockdown which is now putting hundreds of my member's jobs potentially at risk."

"To compound matters further rail renewals works continue to go ahead in Scotland while enhancements remain out of bounds to our members despite the exact same risk control and additional safety measures being in place.

"RMT believes that if this

current illogical position remains in place rail infrastructure workers will potentially be thrown on the scrap heap simply due to political decisions being made which are totally contrary to the advice being given to Scottish Government Ministers by Network Rail on behalf of the rail Infrastructure contracting supply chain and by RMT on behalf of the workforce.

"We are ready to offer those reassurances to the First Minister and Scottish Government and have today requested an urgent meeting to agree a way to protect jobs whilst ensuring the highest standards of health and safety," he said. ■

ENGINEERING JOBS CULL IN DONCASTER

Leading railway engineering company Wabtec Rail has announced 450 job losses at its main Doncaster site just months after cutting 100 jobs and the closing the firm's train carriage refurbishment works in East Ayrshire.

The company undertakes the maintenance, overhaul, refurbishment and repair of passenger and freight rolling stock.

The firm said that it was

now planning to "consolidate" its operations in Doncaster following a reduction in orders.

RMT general secretary Mick Cash said that the plan to almost halve the Wabtec Doncaster workforce with the loss of 450 jobs was devastating news for the area and the industry and was wholly opposed by RMT.

"The fact that these savage cuts have been smuggled out under the

cloak of the COVID-19 crisis is a disgraceful way to act and the plans should be immediately withdrawn to allow for discussions with the government and local politicians on how we protect these skilled engineering jobs before they are lost for good.

"RMT's executive will be considering a detailed response to the plans which are another sign of the kind of carnage that is being lined

up for the engineering and transport sectors off the back of this pandemic," he said.

The 22 acre site alongside the East Coast mainline Doncaster Works has a long history in the construction and maintenance of trains, the works being the birthplace of famous steam locomotives such as the Flying Scotsman and the world steam speed record holder Mallard. ■

HALT GLASGOW TICKET OFFICE CUTS

RMT has called for a stop to proposed cuts at Glasgow Queen Street's ticket offices in the station's travel shop.

Glasgow Queen Street station, which is Scotland's third busiest railway station, has been in redevelopment for some time. Prior to the redevelopment, there were six ticket selling windows in the station travel

shop. However, Abellio Scotrail's plan for the new station include just two open plan point of sale 'pods'.

RMT has serious concerns about the security and health and safety implications of the new layout, which are particularly pertinent since the outbreak of Covid-19.

RMT general secretary Mick

Cash said that across Britain's railways, train companies were attempting to cut station staffing, and Abellio Scotrail is no exception.

"In fact, the company's latest accounts show that the number of station staff has decreased by 25 per cent since the company took on the franchise.

"RMT intends to fight the

proposed changes at Glasgow Queen Street with all the means at our disposal as we believe this is an attempt by the company to cut staffing costs and force passengers to use Ticket Vending Machines and online ticketing rather than getting expert advice and information from the travel shop," he said. ■

P&O USES TAXPAYERS' MONEY FOR SOCIAL DUMPING



RMT responds to government's increase in taxpayer support to P&O Ferries by demanding withdrawal of redundancy plans

RMT has responded to the Government's increase in taxpayer support to P&O Ferries by demanding that the company withdraw plans for 1,100 redundancies mainly amongst directly employed UK seafarers in Dover and Hull.

A Written Answer to Hull East MP Karl Turner (1) revealed that P&O Ferries' payment through the taxpayer funded Critical Freight Grant had increased 36 per cent (£1.25 million) on the Hull-Rotterdam route. P&O is seeking to make redundancies amongst UK Ratings on this route whilst retaining foreign agency crew on £4.50 per hour and six month contracts.

P&O Ferries redundancy plans submitted to RMT in May include 60 directly employed UK Ratings mainly in On-Board Service roles on the Bahamas registered Pride of Hull, operating on the Hull-Rotterdam route. Nearly 60 agency crew from the

Philippines on £4.50 per hour and six month contracts would be retained on the Pride of Hull.

RMT general secretary Mick Cash said that P&O Ferries wanted to slash 1,100 jobs, mainly in Hull and Dover by the end of June so it can permanently replace local seafarers with exploited foreign crews when passenger traffic picks up.

"That much is clear from P&O's plans for the Pride of Hull, which are an insult to the people of Hull.

"Taxpayer support through the Critical Freight Grant (2) has been bumped up to £14.8m and we have shown in talks with P&O that 20 per cent savings can be made without destroying seafarer jobs in Hull or Dover.

"The government and the Transport Select Committee need to call P&O Ferries in and get these dangerous redundancy proposals taken off the table, as a matter of urgency," he said.

THE CRITICAL FREIGHT GRANT

Route	Operator	Grant
Portsmouth-Santander,	Brittany Ferries -	£1,508,265
Portsmouth-Cherbourg,	Brittany Ferries -	£1,042,551
Poole-Bilbao	Brittany Ferries -	£370,395
Dover-	Dunkerque DFDS -	£3,068,766
Dover-	Calais P&O - £3,770,838	£1,173,915 DFDS -
Folkestone-	Coquelles (Channel Tunnel)	£3,431,863
Cairnryan-	Larne P&O -	£3,581,685
Tilbury-	Zeebrugge P&O -	£2,053,206
Teesport-	Europoort P&O -	£1,098,369
Hull-	Europoort P&O -	£4,779,369[1]
Hull-	Zeebrugge P&O -	£1,842,210
Heysham-	Warrenpoint Seatruck -	£849,159
Rotterdam-Killingholme	Stena Line -	£2,018,547
Cairnryan-	Belfast Stena Line -	£1,077,597
Harwich-	Rotterdam Stena Line -	£1,822,365
Harwich-	Hoek van Holland Stena Line	£1,608,003
		TOTAL: £35,097,103

[1] 36% increase on original contracted grant figure of £3,504,249

(1) Shipping Minister Kelly Tolhurst's Written Answer (51906) to Karl Turner on 9 June states that: "Two Public Service Obligation (PSO) Agreements were awarded to P&O Ferries on routes from the Port of Hull. The value of

the awards will depend on actual revenues and service level requirements during operation. The estimated value of these PSO Agreements at the point of contract award have been published in the Official

Journal of the European Union and are as follows:

- PSO Agreement between Hull and Europoort Rotterdam: £3,504,249, – this has since been revised to £4,779,369.
- PSO Agreement between Hull and Zeebrugge: £1,842,210."

(2) Critical Freight Grant (CFG) funding to each operator on each route is in the table below. Total CFG to P&O Ferries is currently £14.825m, 41 per cent of the total pot to date. ■



BP PAYS SHAREHOLDERS AND SACKS WORKERS

RMT has condemned energy giant BP for announcing 10,000 job cuts shortly after the company paid out a share dividend which totalled over £1.5 billion.

The cuts, which came after BP placed a moratorium on any job losses for three months in March, represent over 15 per cent of the global workforce of more than 70,000.

The union said that hard working BP staff had endured four years and more of austerity and cuts associated with the downturn which the industry was just coming out of before

the Covid-19 pandemic began. To be faced with further attrition now is a devastating blow for this workforce and for workers across the energy industry.

RMT general secretary Mick Cash said that RMT and other offshore unions have been warning the government for months of the need for an urgent plan to protect offshore jobs and skills from the double whammy of Coronavirus and depressed oil prices.

"An offshore jobs taskforce needs to be appointed immediately, including the trade unions to prevent this

catastrophic loss of jobs and skills to the national economy.

"Offshore workers will not be made to pay for successive government's failure to tax and regulate North Sea oil and gas companies in a sustainable manner.

Policies must be adopted, and quickly to secure a just transition to a net zero carbon economy," he said.

RMT regional organiser Jake Molloy also said that it was a slap in the face for BP employees.

"10,000 jobs, coming off the back of that big dividend that

BP paid the shareholders is a real slap in the face to loyal employees, loyal workers across their operations.

"That absolutely does not add up that you're paying out huge dividends whilst you're cutting thousands from your payroll.

"BP should be looking themselves in the mirror today with that news and asking themselves 'is this what this business is about?'"

"If it is, who would want to work for a company that treats them like that? That's quite shocking," he said. ■

BLACK LIVES MATTER

RMT has sent solidarity to all people fighting for justice around the world following the brutal police murder by asphyxiation of unarmed black man George Floyd.

A joint statement from general secretary Mick Cash and RMT president Michelle Rodgers said that George Floyd's death was an indictment of entrenched racism within state forces.

"Racism has always and continues to inflict injustices on the black communities, not only in the US but also globally and in the UK.

"Now is not the time for silence - we must shout our anger in the call for justice. The State must not be a tool for the expression of racism and hatred.

"As trade unionists we stand united against state racism. No to silence, no to police brutality and justice for all. Unity is strength," the statement said.

RMT Black and Ethnic Minority Advisory Committee chair Glen Hart said that the death had rightly sent shock waves of revulsion around the world - with rallying cries of; 'I Can't Breathe' and 'Black Lives Matter' showing there needs to

be a complete overhaul in tackling endemic racism and oppression in society.

"An injustice here has seen transport worker Belly Mujinga's family failed, when the police authorities decided to close the criminal investigation into her case after a spitting offence may have led to her Coronavirus related death.

"All of us in RMT send our deepest condolences to both sets of families and everyone who has suffered a consequential loss through either the inaction or injustices meted out by police authorities.

"The politicians have failed us all. While we continue to resist a global pandemic, right wing governments and their leaders continue their hostilities on workers and their families.

"RMT has a proud history of standing up against systemic racism and prejudices, when protecting all workers.

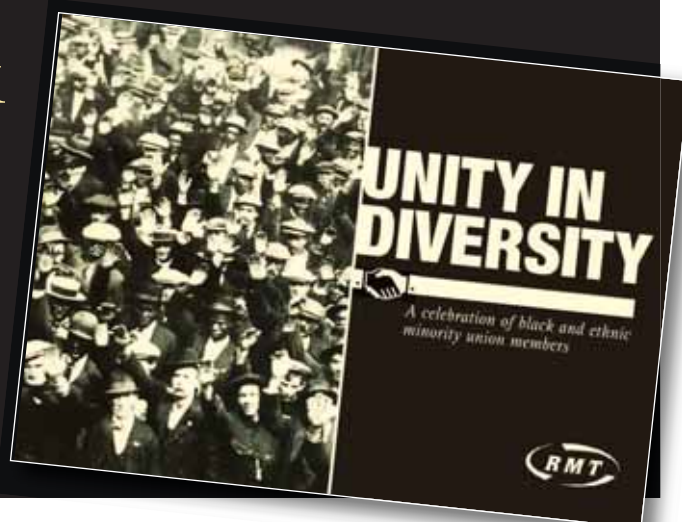
"We will not allow racial injustice to segregate our battle. We say, 'Black Lives Matter' because while it should be stating the obvious, it patently isn't. Without justice, there can be no peace," he said.

UNITY IN DIVERSITY

A celebration of black and ethnic minority union members

RMT published a pamphlet to mark the 25th anniversary of the union's black and ethnic minority members' advisory committee and its annual conference.

Available from jwebb@rmt.org.uk



OUT: Private transport operator Stagecoach has joined National Express in retreating from the rail sector to focus on the bus and coach business



STAGECOACH LOSES COURT CASE

The High Court has ruled against Stagecoach Group's claims against the secretary of state for transport regarding decisions to disqualify it from three rail franchise competitions. The disqualifications saw the group exit the British rail franchising market.

The Perth-based group decided to sue the government after being disqualified from bidding for the East Midlands and West Coast Partnership franchise competitions last year and abandoning the contest for South Eastern.

Virgin joined the lawsuit after its joint bid with Stagecoach to renew their contract to run the West Coast Main Line, which runs from London to Glasgow, was blocked at the 11th hour last year.

The case centred on the disqualification from bidding after Stagecoach and its partners refused to take on what the group termed "unknowable risk" in pensions liabilities. Lawyers for the group had blasted the Railway Pensions Scheme as a "basket case" and claimed rail franchising was in

crisis.

RMT general secretary Mick Cash said that the ruling had completely exposes how broken the failed privatised rail franchising system was when fat cat train operating companies can sue the government at will and huge amounts of taxpayers money is wasted on legal fees.

"The fact that Stagecoach Group Plc wanted all the lashings and profits of the railway without any of the risk of the railway pension scheme is one more nail in the coffin of the privatised system.

"The government must now act quickly and work with the unions and industry to secure the future of the Railways Pension Scheme which has been questioned not because of the actual funding position of the scheme but due to privatised ownership model.

"It's vital the government now does the right thing and brings our railways into public ownership and ends this 25 year old free-market farce once and for all," he said.



CRUISE SHIPS DETAINED

RMT has welcomed the actions of the Maritime and Coastguard Agency in detaining and inspecting six cruise ships in Tilbury and Bristol following serious concerns over the welfare of nearly 2,000 crew members who are stranded on these vessels, unable to disembark or return home due

to the Covid-19 pandemic.

The six cruise ships are all registered under Flags of Convenience (Bahamas and Madeira) and are owned by Greek company Global Maritime Group.

RMT assistant general secretary Mick Lynch said that the MCA's intervention exposed

the shipping industry's culture of abuse of seafarers' rights, from the use of Flags of Convenience with no diplomatic influence and basic monthly wages as low as 200 Euros per month.

"The conditions imposed on seafarers as a consequence of Covid-19 should never be

forgotten and RMT is working with the ITF to end the appalling treatment of these key workers and other seafarers employed within the cruise ship sector around the UK Coast who may also be subject to similar concerns at this moment in time," he said.





WHAT NEXT FOR FURLOUGH?

RMT legal department outlines how the government's job retention scheme will change through the rest of the year

The government introduced the Coronavirus Job Retention Scheme ("CJRS") known as the Furlough Scheme with effect from March 2020. Furloughed employees are those being kept on but with no work to do.

Employers are able to recover 80 per cent of their employees' wages through HMRC. At present this is with effect from March for a three month period, but this may be extended. It is a temporary scheme.

The Furlough Scheme only applies to PAYE employees on the payroll on February 28 2020.

The government has issued Guidance regarding the Furlough Scheme which is regularly updated sometimes in the Guidance to employees and sometimes in the Guidance to employers. Additionally the Treasury has issued two Directions. There are still not answers to all potential questions and issues. Further Government Guidance is likely which may impact on the summary below.

The Furlough Scheme

The intention of the Furlough Scheme is to save jobs and protect employees' pay by paying part of their salary for

those employees that would otherwise have been laid off.

THE FURLOUGH SCHEME IS CHANGING

From 1 July 2020 employers can bring back to work employees that have previously been furloughed for any amount of time and any shift pattern, while still being able to claim CJRS grant for their normal hours not worked. When claiming the CJRS grant for furloughed hours employers will need to report and claim for a minimum period of a week.

The scheme will close to new entrants from June 30 2020. From this point onwards, employers will only be able to furlough employees that they have furloughed for a full 3 week period prior to June 30 2020.

From August 2020, the level of government grant provided through CJRS will be slowly tapered to reflect that people will be returning to work. That means that for June and July the government will continue to pay 80 per cent of people's salaries. In the following months, businesses will be asked to contribute, but employees will continue to receive 80 per cent

of salary covering the time they are unable to work.

The scheme updates mean that the following will apply for the period people are furloughed:

- **June and July:** The government will pay 80 per cent of wages up to a cap of £2,500 as well as employer National Insurance (ER NICs) and pension contributions. Employers are not required to pay anything.
- **August:** The government will pay 80 per cent of wages up to a cap of £2,500. Employers will pay ER NICs and pension contributions.
- **September:** The government will pay 70 per cent of wages up to a cap of £2,187.50. Employers will pay ER NICs and pension contributions and 10% of wages to make up 80 per cent total up to a cap of £2,500.
- **October:** The government will pay 60 per cent of wages up to a cap of £1,875.

Employers will pay ER NICs and pension contributions and 20 per cent of wages to make up 80 per cent total up to a cap of £2,500.

To be eligible for the grant, employers must agree with their employee any new flexible furloughing arrangement and confirm that agreement in writing.

Employers can claim the grant for the hours their employees are not working calculated by reference to their usual hours worked in a claim period.

From 1 July, claim periods will no longer be able to overlap months, employers who previously submitted claims with periods that overlapped calendar months will no longer be able to do this going forward. An employee cannot undertake work for their employer while on furlough.

The Self Employed Income Support Scheme has also been extended.

ELIGIBILITY

Both the employee and employer must agree to furlough. If the employer and a trade union reach collective agreement that is acceptable for the purpose of the employer claiming through the scheme. Once agreed the employer must confirm in writing that the employee has been furloughed

to be eligible to claim.

Any employer with a UK payroll and a UK bank account will be able to claim, but the employee must have been employed on 19 March 2020 and on the employer's PAYE payroll on or before 19 March 2020.

An employee can be on any type of contract, including a zero-hour contract or a temporary contract and can be furloughed under the scheme if they are a foreign national.

If an employee is on sick leave or self-isolating because of coronavirus (COVID-19), they should speak to their employer about whether they are eligible to be furloughed – they should get SSP as a minimum whilst on sick leave or self isolating. The employer can furlough the employee at any time, if they do, they will no longer receive sick pay, but should be treated as any other furloughed employee.

If shielding in line with public health guidance or required to stay home due to an individual in the household shielding and the employee is unable to work from home, then they should speak to their employer about whether they plan to place them on furlough.

If an employee is unable to work, including from home, due to caring responsibilities arising from coronavirus (COVID-19), such as caring for children who are at home as a result of school and childcare facilities closing, or caring for a vulnerable individual in the household, then they should speak to their employer about whether they plan to place staff on furlough.

The grant will start on the day the employee was placed on furlough and this can be backdated to March 2020.

If an employee was made redundant or stopped working for the employer on or after February 28 2020

The employer can agree to re-employ and place the employee on furlough. This applies if the employee was made redundant or stopped working on or after February 28 2020, even if the employer does

not re-employ until after March 19 2020.

FIXED TERM CONTRACT

If the employee was on a fixed term contract the employer can re-employ and furlough if the contract expired on or after either:

- February 28 2020 and an RTI payment submission was notified to HMRC on or before February 2020; or
- 19 March 2020 and an RTI payment submission was notified to HMRC on or before March 19 2020.

If the fixed term contract has not already expired, the employer can extend or renew it.

If an employee started and ended the same contract between February 28 2020 and March 19 2020 they will not qualify for this scheme. This is not specific to employees on fixed-term contracts, the same would apply to employees on all other contracts.

EMPLOYEES WHO CURRENTLY HAVE MORE THAN ONE EMPLOYER

An employee can be put on furlough by one employer and continue to work for another.

Maternity leave, adoption leave, paternity leave, shared parental leave or parental bereavement leave

The normal rules for maternity and other forms of parental leave and pay apply.

IF ALREADY RECEIVING MATERNITY ALLOWANCE

If an employee is already receiving Maternity Allowance whilst on maternity leave, they cannot get furlough pay at the same time.

If the employee agrees to be furloughed and end their maternity leave early, they will need to give the employer at least 8 weeks' notice and will not be eligible for furlough pay until the end of the 8 weeks.

PREGNANT AND ABOUT TO START MATERNITY LEAVE

The employee should start maternity leave as normal. If

their earnings have reduced because they were off sick before the maternity leave started, this may affect Statutory Maternity Pay.

If earnings have reduced because the employee was put on furlough and then the employee started family-related statutory leave on or after April 25 2020, the amount received in pay should not be affected. If they started family-related statutory pay before April 25 2020, their entitlement may be affected. The same rules apply to adoption pay, paternity pay, shared parental pay and parental bereavement pay.

APPRENTICES

Apprentices can be furloughed in the same way as other employees and continue to train. They must be paid at least the Apprenticeship Minimum Wage/National Living Wage/National Minimum Wage as appropriate for all of the time spent training, even if this is more than 80% of the normal wages.

PUBLIC SECTOR EMPLOYEES

The government expects that the scheme will not be used by many public sector organisations, as the majority of public sector employees are continuing to provide essential public services or contribute to the response to the coronavirus outbreak.

Where employers receive public funding for staff costs, and that funding is continuing, the Government expects employers to use that money to continue to pay staff in the usual fashion – and correspondingly not furlough them.

This also applies to non-public sector employers who receive public funding for staff costs.

OTHER SPECIFIC CATEGORIES

The following are also eligible to be furloughed, and receive a grant of 80% of their regular wages up to a monthly cap of £2,500, if they are paid via PAYE:

- An agency worker

- A company director
- A contractor with public sector engagements in scope of IR35 off-payroll working rules (IR35)
- A salaried member of a Limited Liability Partnership
- A Limb (b) worker
- An office holder.

HOW THE MONTHLY WAGES ARE CALCULATED

The employer will get a grant to cover 80 per cent of regular wages, up to a maximum of £2,500.

Firms will be eligible for the grant from the date the employee ceased work, from 1 March. The employer:

- will pay the employee at least 80% of their regular monthly wages, up to a maximum of £2,500
- can claim for a minimum of three consecutive weeks and for up to three months – but this may be extended
- can choose to pay more than the grant – but they do not have to
- cannot choose to pay less than the grant

The employer must pay the entire grant they receive for the employee's gross pay in the form of money. The employer cannot enter into any transaction which reduces the amount is received. This includes any administration charge, fees or other costs in connection with the employment.

If the employee is full-time or part-time on a salary, then the monthly wages are based on the salary.

If the pay varies and the employee has been employed (or engaged by an employment business in the case of agency workers) for a full year, employers will claim for the higher of either:

- the amount earned in the same month last year; or
- an average of the monthly earnings from the last year.

If the pay varies and the employee has been employed for less than a year, employers will

claim for an average of the regular monthly wages since they started work.

If the employee has been working for less than a month, the employer will pro-rata the earnings from that month.

The amounts the employer should use when calculating 80% of the wages are regular payments that they must make, including:

- regular wages they pay;
- non-discretionary overtime;
- non-discretionary fees;
- non-discretionary commission payments; and
- piece rate payments.

They cannot include the following when calculating wages:

- payments made at their or a client's discretion - where they or a client was under no contractual obligation to pay, including:
 - any tips, including those distributed through trones
 - discretionary bonuses
 - discretionary commission payments
- non-cash payments; and
- non-monetary benefits like benefits in kind (such as a company car) and salary sacrifice schemes (including pension contributions) that reduce the taxable pay.

HMRC agrees that COVID-19 counts as a life event that could warrant changes to salary sacrifice arrangements, if the relevant employment contract is updated accordingly.

NON-DISCRETIONARY PAYMENTS

When working out if a payment is non-discretionary, the employer should only include payments which they have a contractual obligation to pay and to which the employee had an enforceable right.

When variable payments are specified in a contract and those payments are always made, then those payments may become non-discretionary. If that is the case, they should be included when calculating 80 per cent of the employees' wages.

NON-DISCRETIONARY OVERTIME PAYMENTS

If the employee has been paid variable payments due to working overtime, the employer can include these payments when calculating 80 per cent of the wages as long as the overtime payments were non-discretionary.

Payments for overtime worked are non-discretionary when the employer is contractually obliged to pay the employee at a set and defined rate for the overtime that they have worked.

HOLIDAY PAY

Whilst furloughed the employee will continue to accrue leave as per their employment contract. An employee can agree with the employer to vary holiday pay entitlement as part of the furlough agreement, however almost all workers are entitled to 5.6 weeks of statutory paid annual leave each year which they cannot go below.

An employee can take holiday whilst on furlough. Working Time Regulations (WTR) require holiday pay to be paid at the normal rate of pay or, where the rate of pay varies, calculated on the basis of the average pay received in the previous 52 working weeks. Therefore, if an employee takes holiday whilst on furlough, the employer should pay the usual holiday pay in accordance with the WTR. Employers will be obliged to pay the additional amounts over the grant, though will have the flexibility to restrict when leave can be taken if there is a business need. This applies for both the furlough period and the recovery period.

If the employee usually works bank holidays then the employer can agree that this is included in the grant payment. If the employee usually takes the bank holiday as leave then the employer would either have to top up the pay to the usual holiday pay, or give the employee a day of holiday in lieu.

The government state that they are keeping the policy on

holiday pay during furlough under review.

ANNUAL LEAVE

The government has confirmed that workers who have not taken all of their statutory annual leave entitlement due to COVID-19 will now be able to carry it forward over the next two years, up to a maximum of four weeks. The Working Time Regulations 1998 will be amended. However, it must have been not reasonably practicable for the worker to have taken the annual leave due to COVID-19.

An employer can compel an employee to take annual leave whilst on furlough, however this may be open to challenge as there is opinion that annual leave can not be properly enjoyed as intended during the lockdown period.

Guidance states that if an employer requires a worker to take holiday while on furlough, the employer should consider whether any restrictions the worker is under, such as the need to socially distance or self-isolate, would prevent the worker from resting, relaxing and enjoying leisure time, which is the fundamental purpose of holiday.

EMPLOYEES RETURNING TO WORK AFTER BEING ON SICK PAY

For an employee returning to work after time off sick the employer should calculate furlough pay against normal pay (as explained above) and not the pay received whilst off sick.

WHILE ON FURLOUGH

Once on furlough an employee will not be able to work for their employer. The employee can undertake training or volunteer subject to public health guidance, as long as they are not:

- making money for their employer or a company linked or associated to the employer;
- providing services to the employer or a company linked or associated to the employer; or

- furloughed by the employer and volunteering for them in a different role.

If workers are required to complete training courses whilst they are furloughed, then they must be paid at least their appropriate minimum wage for the time spent training, even if this is more than the 80% of their wage that will be subsidised.

Whilst furloughed the employer cannot ask the employer to do work for another linked or associated company.

If the contract allows, the employee may undertake other employment whilst the current employer has placed them on furlough, and this will not affect the grant that can be claimed under the scheme. The employee will need to be able to return to work for the employer that has placed them on furlough if they decide to stop furloughing.

The employer can still make employees redundant whilst on furlough or afterwards.

The rights as an employee are not affected by being on furlough.

If the employer chooses to place an employee on furlough, they will need to remain on furlough for a minimum of 3 consecutive weeks. However, the employer can place an employee on furlough more than once, and one period can follow straight after an existing furlough period, while the scheme is open.

TRADE UNION ACTIVITIES

Whilst on furlough, an employee may still undertake union or non-union representatives duties and activities for the purpose of an individual or collective representation of employees or other workers. However in doing this, they must not provide services to or generate revenue for, or on behalf of the employer or a linked or associated organisation. ■

The Government Guidance is subject to change, the Government Guidance for employees can be found on-line at: <https://www.gov.uk/guidance/check-if-you-could-be-covered-by-the-coronavirus-job-retention-scheme>.

LIFT CONGESTION CHARGE FOR LONDON RNLI STAFF



SOLIDARITY: Members of the RNLI on the River Thames near St Thomas' Hospital in Westminster, London, saluting NHS workers fighting the coronavirus pandemic.

Thames waterways union RMT has demanded that London Mayor Sadiq Khan exempt staff working at Tower RNLI station from the congestion and ULEZ charges warning that a failure to recognise the vital contribution of this group of staff at the UK's busiest lifeboat station was robbing them of hundreds of pounds a month.

RMT has written to both the Mayor and TFL boss Mike Brown requesting that the

RNLI staff be exempt from the charges. The request has been turned down flat and the union is now ratcheting up the pressure as river traffic is expected to escalate over the coming weeks as the lockdown is eased.

The RNLI staff have been advised not to use public transport and have found themselves caught in a charging trap which is set to deepen when the congestion charge timings are extended

from the June 22.

RMT general secretary Mick Cash said that it was nothing short of a scandal that the RMT members at the Tower lifeboat station, the busiest in the country, are being hammered by the escalation and extension of congestion charging as they support our volunteer crews in their lifesaving work.

"We are demanding that the Mayor take urgent action to right this wrong.

"It is expected that river traffic will escalate profoundly over the coming weeks as the lockdown is eased and the contribution of the Thames RNLI staff to ensuring safety on the river must be recognised.

"Our members are calling for nothing more than fairness and justice and Sadiq Khan must face up to this scandal on his watch and do the right thing," he said.

REMEMBER GRENFELL

RMT members joined an event organised by Worcester Trade Union Council last month on the anniversary of the Grenfell fire in which 72 people died.

Last year WTUC held a silent walk through Worcester

but due to Covid 19 it decided to mark the anniversary in a different way. Banners were placed on the steps of the Hive in Worcester together with lists of the names of the people that died.





Mick Cash and Steve Shaw with members of the Campaign at TUC Congress 2017

SUCCESS FOR SHREWSBURY PICKETS

Shrewsbury 24 Campaign chair Harry Chadwick reports on a magnificent success

Wednesday March 4 2020 was a momentous day in the 14-year long campaign for justice for the Shrewsbury pickets when the Criminal Cases Review Commission (CCRC) finally announced that it would refer the pickets' convictions to the Court of Appeal.

It has been a long hard road which has had a number of setbacks but the campaign and the pickets have battled on regardless. At last, 46 years after these building workers were put on trial, they have the chance to overturn this miscarriage of justice. The campaign wants to pay tribute to the eight pickets who have consistently pursued this case through to the end, Des

Warren, John McKinsie Jones, Ken O'Shea, Michael Pierce, Bernard Williams, Malcolm Clee, Kevin Butcher and Terry Renshaw.

The CCRC's press statement in March invited other pickets to apply to join the case. It has recently referred the names of four more pickets who were submitted by the Campaign: George Roberts, John Seaburg, Samuel Warburton and Alfred James. Two other pickets withdrew from the case in 2017 when the CCRC rejected the applications. On the back of the eight pickets' success in March they have now resubmitted their applications independently and had them accepted by the CCRC.

The Shrewsbury 24 Campaign was established in 2006, based in the North West and North

Wales. We aim to overturn the convictions and sentences of building workers who took part in picketing during the 1972 national strike. Several of them were sent to prison. Eileen Turnbull, the Campaign's researcher, spent many years investigating the background to the trials and discovered fresh evidence to support the case. This formed the picket's application to the CCRC on 3rd April 2012.

Further evidence was discovered by Eileen in 2014 and 2015 and submitted to the CCRC. It clearly demonstrated that there had been an abuse of process in the trials at Shrewsbury. Despite this, in 2017 the CCRC refused to refer their cases to the Court of Appeal.

This was a tremendous blow to the campaign and pickets. Our lawyers advised us that the CCRC's decision was legally perverse and could be challenged in court through a Judicial Review. Access to justice is very expensive, but we were determined to challenge it and see the case through to the end. We set out to raise the funds to proceed to a Judicial Review. The unions gave us the boost we needed to fund the start of judicial review proceedings in the Administrative Court.

CCRC OPPOSE JR APPLICATION

The CCRC opposed our application for a Judicial Review. A judge considered the papers (known as the 'permission stage'), including the

defence submitted by the CCRC. He accepted the CCRC's arguments and ruled that our case had no merit. He refused permission for it to proceed to a full judicial review hearing. We challenged this decision and applied for an oral hearing in court at which we could present our case to a different judge.

First court hearing

The hearing on November 9 2018 was the first time that the case of the Shrewsbury pickets had been heard in court since 1974. It was also the first time that a judge decided in our favour. Justice Jay overturned the previous judge's ruling and granted permission for the case to proceed to a full Judicial Review. It was an brilliant and momentous victory. We were overjoyed. Against the odds we had succeeded in obtaining a court decision in our favour.

RMT Machynlleth Branch

The CCRC informed us that it was going to defend its decision at the full Judicial Review hearing. We knew we were in for a fight and worked harder than ever to strengthen the legal case and raise the necessary funds to cover the hearing costs. The JR was listed to be heard in Birmingham Administrative court on 30th April 2019. Several weeks before we knew



Five of the pickets meeting up at Ewloe, June 2013

the date we had received an invitation to attend a fund-raising function on 29 April, organised by the RMT Machynlleth Branch. It turned out to be the perfect send-off for the pickets and campaign members who travelled from Liverpool, Wigan and North Wales to Machynlleth.

RMT branch secretary Colin Rigby gave us all a wonderful welcome and regional organiser John Tilley spoke passionately about the RMT's support for the pickets' case. The members

wished us well as we dashed to catch the last train (the 20:05!) to Birmingham. They lifted all of our spirits and spurred us on for what we had to face the next day. We will never forget it. True solidarity.

CCRC CONCEDES

At the hearing on Tuesday, halfway through our QC's presentation of our case, the CCRC conceded. It agreed to reconsider the pickets' case on the two main grounds on which we had challenged the

lawfulness of its 2017 decision. Firstly, the destruction of original witness statements by the police and the concealment of that fact from the defence and the court. Secondly, the prejudicial effect of a television documentary, *Red Under the Bed*, broadcast halfway through the first trial. We were all absolutely delighted. There was a lot of hugs and tears shed.

We had a tense waiting period whilst we waited for the CCRC to re-examine our case. Ten months later, on 4 March 2020, it announced that it was going to refer the pickets' convictions to the Court of Appeal.

PLEASE CONTINUE TO SUPPORT THE CAMPAIGN

We now await a hearing date from the Court of Appeal, which is likely to be at the end of 2020.

We thank general secretary Mick Cash and RMT for all the support that you have given to us over all these years, especially the North West region, John Tilley, Daren Ireland, Bob Oram and Becky Soon. A special thank you to all the branches who have affiliated to us and sent us donations.■

*Campaign details can be found on our website
www.shrewsbury24campaign.org.uk*



Pickets and campaign committee at Ewloe, December 2019 waiting the CCRC's decision.

TRADE UNIONIST AND SUFFRAGIST



RALLY: Mary Macarthur addressing a strike rally in Trafalgar Square in 1908
Credit: TUC Library

Brian Denny celebrates the life of Mary Macarthur, a fighter for women's rights and working people

August 13 this year is the 140th anniversary of the birth of Mary Reid Macarthur in 1880 and New Years Day next year will be the centenary of her death at just 40 years old.

Yet in her short life she built trade unions, led strikes, wrote widely, challenged the law and fought for the right of all women to gain the vote not just certain groups of women.

Mary Macarthur was born in Glasgow, the eldest of six

children, and after attending Glasgow Girls' she decided she wanted to become a full-time writer.

At aged 21 her Tory father sent her to spy on a trade union meeting and, after hearing John Turner speak about how badly workers were being treated, she was converted to the workers cause and never looked back.

Mary became secretary of the Ayr branch of the Shop Assistants' Union which led to

her work for the improvement of women's labour conditions.

She met and eventually married William Crawford Anderson, the chairman of the executive committee of the Independent Labour Party but, unusually for the time, she kept her maiden name.

She became general secretary of the Women's Trade Union League (WTUL) and was involved in the formation of the National Federation of Women

Workers (NFWW) and the National Anti-Sweating League.

By 1907 she founded the Women Worker, a monthly newspaper for women trade unionists and, after six weeks in hospital with diphtheria, she presented findings of her research on sweated homeworking women, to the House of Commons Select Committee on Home Working.

Her tenacious lobbying and campaigning led to a minimum

wage law, the Trade Board Act 1909, directly due to the evidence Macarthur and others had gathered.

In 1908 Mary Macarthur organised and addressed a demonstration in Trafalgar Square after women at the Corruganza box factory in Summerstown, Tooting, South London struck in protest against wage cuts and mass sackings.

After four weeks local organiser Sophie Sanger negotiated a satisfactory settlement and all wage reductions except in one agreed job were withdrawn and all the strikers were reinstated.

In 1910 Mary famously led the successful 10-week strike by women chainmakers of Cradley Heath who won a battle to establish the right to a fair wage. Referring to low earning power of women, Macarthur said that "women are unorganised because they are badly paid, and poorly paid because they are unorganised".



In August 1911 Mary led the so-called Bermondsey Uprising. Earlier that year Macarthur's NFWW was recruiting women in the local food and drink factories. By August the appalling conditions became unbearable and over 14,000 women walked out on strike from 22 factories. A mass rally was held in Southwark Park where the oratory of Macarthur was backed up by another giant

of the women's movement Charlotte Despard and George Lansbury. Macarthur led the negotiations and secured another historic victory for low-paid women.

She took this same class approach when it came to campaigning for universal suffrage and the right to vote. As a result she was a Suffragist and totally opposed to those Suffragettes who were willing to accept the franchise being given to some women. Macarthur believed that a limited franchise would disadvantage the working class and feared that it might act against the granting of full adult suffrage.

In 1913, in response to the government Prisoners (Temporary Discharge for Ill Health) Act 1913 whereby hunger striking prisoners would be released when too weak to be active and permitting their re-arrest as soon as they were active, Macarthur took part in a delegation to meet with the Home Secretary Reginald McKenna to discuss the so-called Cat and Mouse Act.

McKenna was unwilling to talk to them and when the women refused to leave the House of Commons, Macarthur and Margaret McMillan were physically ejected and Evelyn Sharp and Emmeline Pethick-Lawrence were arrested and sent to Holloway Prison.

Although an opponent of the First World War, from 1916 Macarthur was a member of the official Reconstruction



Committee, a body set up to give advice on the employment of women after the war. Mary wrote a report which recommended paid training, annual holidays, a maximum working week and a minimum wage.

After the end of the war Mary was on the Labour Party National Executive but her work was interrupted when her husband died as a result of the flu epidemic of 1919.

Mary herself died of cancer in Golders Green, London on January 1 1921 and a blue English Heritage was placed on her house at 42 Woodstock Road in 2017. Interestingly, the house opposite bears a plaque remembering the 'Queen of the Music Hall' Marie Lloyd who lived there at the same time and it is very likely they knew each other in what was largely still a relatively rural setting.

In fact Marie Lloyd took part in the so-called Music Hall War of 1907 when stage workers and artistes launched strike action against low pay and long hours. After two weeks the employers conceded and the successful strike resulted in a rise in pay and better working conditions.

It may not be too fanciful to imagine these two formidable women swapping tales of struggle and strife.

For more information Cathy Hunt published a new biography of Mary Macarthur in 2019, *Righting the Wrong: Mary Macarthur 1880-1921. The working woman's champion* ■





WOMEN'S COURSE

RMT tutor Jennifer Aggrey-Fynn reports on a course tailored for RMT women which took place before lockdown.

Since 1915, women have joined the union in their droves, in fact, there are 13,500 women in RMT at the moment.

Each year, an introductory course to being a trade union activist, life in the union, the structure of the union, the Women's Charter and Organising women members.

Guest speaker Alan Pottage from the Organising Unit shared his experience, knowledge and willingness to collaborate with all grades in the fight to organise workers, the length and breadth of the country.

Beverleigh Thomas of Waltham Cross & District branch said that the course was very

informative. "We were able to share our working life and our personal experience with RMT to an in-depth level.

"I also always enjoy being at the education centre, not only are the courses great and informative, but you get to meet great people from across the country," he said.

Delegate Rosemary Ampaw remarked that she had learnt how to come together, support one another and deal honestly with challenging subjects.

"I was very pleased and excited about learning something new and would definitely recommend the course," she said. ■

RMT CLAIMS VICTORY OVER 'PURPLE VESTS' VOLUNTEER STUNT

RMT HAS claimed a victory for common sense as it appears the Government's volunteer 'Journey Makers' programme has been shelved.

A leaked email from one of the volunteer programme's providers admitted that due to disagreement between unions and Government the project "has been shelved for now".

The Transport Secretary had only recently promised "an army of Journey Makers in purple tabards" to be deployed at

major stations and transport hubs to perform vital crowd management and passenger safety roles and to enforce the wearing of face coverings.

The scheme unravelled after RMT expressed frustration and dismay over use of barely trained and unpaid volunteers amid the confusion over the function and roles of these volunteers.

Reports found that railway staff had even been asked to dress up in purple tabards and

pretend to be volunteers to try and preserve some credibility for the government's programme.

RMT senior assistant general Secretary Mick Lynch said that it had appeared that the government had seen sense and shelved this half-baked symbolic volunteer stunt.

"It is crystal clear that the employers, the staff and the public themselves have seen the 'Journey Makers' scheme for what it is - a piece of PR puffery

cooked up in the Downing Street bunker by Boris Johnson's advisers.

"The idea of unleashing thousands of volunteers onto the railway in their purple vests when safety, security, experience and team working are paramount was always barmy.

"The government must now confirm that this scheme is shelved for good and ensure that they work with rail unions to put the safety of passengers and railway workers first," he said. ■

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.

RMT NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS
Application for Retirement Benefit (Rule 18)

Branch: _____

Please read the conditions for payment below carefully before completing this form

Normal age retirement

- Must have been retired
- Must produce retirement notice
- Must complete the Claims Form (F3) and sign it personally after the date of retirement

Retirement on health grounds (premature)

- Must provide medical evidence of (premature) inability to follow employment (as defined in Rule 1, Clause 1)
- Must complete the Claims Form (F3) and sign it personally

Retirement under Redundancy and Resettlement Arrangements

- Must be over 50 years of age
- Must produce notice of redundancy
- Must complete the Claims Form (F3) and sign it personally

IT IS ESSENTIAL to ensure that all questions are answered otherwise the form will be returned for completion.

TO BE COMPLETED BY THE BRANCH SECRETARY/ORGANISER

Member's Surname: _____ Date Joined Union: _____
 Forename: _____ Date Joined Cheltenham Fund (if applicable): _____
 Membership No.: _____ National Insurance No.: _____

Were the member's contributions deducted through the payroll? Yes No
 If 'No', were the member's contributions claimed to date of retirement? Yes No

Signed (Branch Secretary/Organiser): _____ Date of Retirement: _____

FOR H.O. USE

Benefits Payable: _____ years at £2 per year £ _____ + _____ years at £2 per year after the date £ _____ = Total £ _____
 Cheque No.: _____ BACS Ref: _____ Checked by: _____

TO BE COMPLETED BY THE MEMBER

Present Age: _____ Date of Birth: _____ Occupation prior to retirement: _____ Date Retired: _____
 Current Address: _____ Post Code: _____
 _____ Tel: _____
 _____ Email: _____

In accordance with the provisions of Rule 18, I make application for Retirement and declare the information given above to be true to the best of my knowledge. In the event of my death arising before the claim has been considered and allowed, I wish the sum due to me to be paid to: _____

Full Postal Address: _____ Post code: _____
 Signed: _____ Date: _____

To enable us to get payment to you as quickly as possible, we can transfer payment directly into your bank account. Please advise how we should proceed: our printing is cheque and your banking is the delay in cheque clearance and the possibility of the cheque being lost in the post or otherwise mislaid. We will, of course, send written confirmation of the transfer. It must be your own bank account. We cannot take responsibility for payment on your behalf into someone else's account.

For payment by this method, please complete the following details:

Name of bank: _____ Branch: _____ Sort Code: _____ Account Number: _____

THE DEFEAT OF FASCISM - 75 YEARS

UNITED IN THE ANTI-FASCIST FIGHT

Chris Kasrils recounts the remarkable journey of NUR president J H Potts through the Soviet Union at the height of World War Two

The 75th anniversary of Victory in Europe Day in May was, like everything else, overshadowed by the coronavirus crisis.

Commemorations marking Nazi Germany's surrender in 1945 were largely muted in Britain and elsewhere due to Covid-19 and, amid the lockdown, the UK's public holiday on May 8 this year sadly passed unnoticed by many.

Yet through this gloom, a ray of sunshine emerged thanks to the online detective work of retired RMT regional organiser Peter Skelly, a well-known figure in our union.

Inspired by the anniversary, Peter uncovered a long-forgotten pamphlet authored at the height of World War Two by J. H. Potts, president of the National Union of Railwaymen, the predecessor of today's RMT.

In 1942, after finishing his term of office as national president, the NUR sent Potts to the Soviet Union, Britain's wartime ally, to report on the situation there.

Potts travelled in deep midwinter on one of the legendary Arctic Convoys, British merchant navy ships which broke the fascist stranglehold preventing military



and other essential supplies reaching the USSR.

"During the night we not only ran into heavy seas, we also got amongst the ice fields," he wrote. "The terrific noise of the ships breaking their way through is such that that any sleep is out of the question."

Naturally his ship faced a greater menace than mere ice. Potts continued: "We got clear of it by morning, and had our first scare from enemy surface

craft. The convoy changed direction and by nightfall we had completely evaded them."

Having arrived safely Potts undertook a three month tour of Russia, travelling a staggering 10,000 miles and addressing countless meetings of rail workers along the way. On his voyage Potts reached as far as Novosibirsk in deepest Siberia – a city far closer to Mongolia than to Moscow.

Famously, some 27 million

Soviet citizens lost their lives in the war against Hitler. To this day, across all the republics of the former USSR, their sacrifice is solemnly marked every May with millions taking to the streets in mass rallies, many carrying photographs of relatives killed during the conflict.

"Wherever I went in the Soviet Union it became clear and unmistakable that here were people with only one thought –

the complete destruction of fascism and the liberation of all the enslaved people now under Nazi control," wrote Potts.

"I brought home with me an indelible picture of a people united; of a people steeled by one common purpose – the utter destruction of fascism. To that end they all toil and fight, cheerfully and willingly enduring every sacrifice, surrendering every privilege."

Despite the hardships of war, Potts was impressed with the

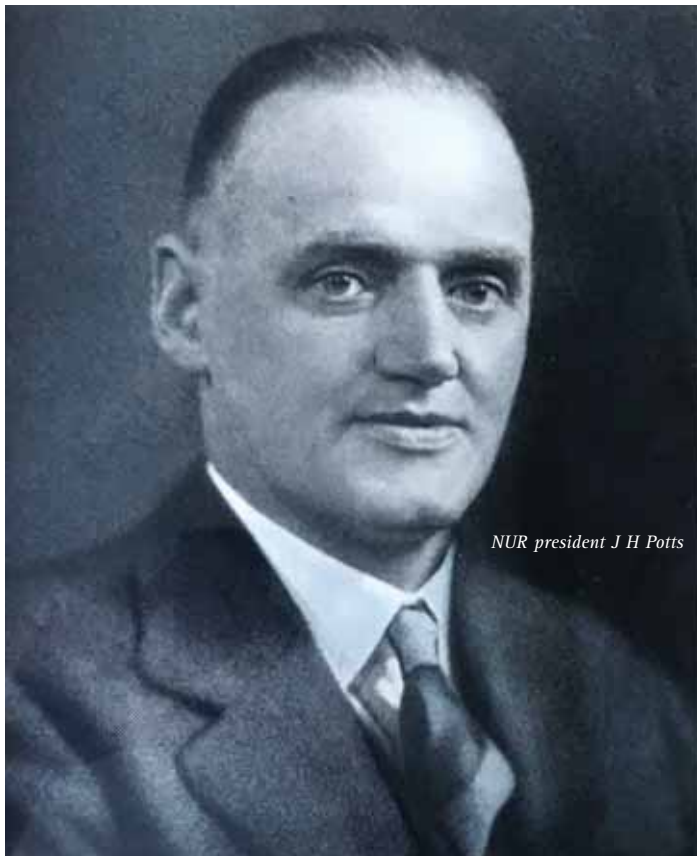
conditions under which Soviet people lived, just 25 years after the Russian revolution of 1917 established the world's first

socialist state.

Of Moscow mess rooms he wrote: "Railway workers – like other kinds of workers – have magnificent clubs of their own. Special rooms are set aside for instruction in railway affairs, art and literature. The library contains many translations of books by British authors."

"The club also contains a gymnasium for physical culture, and a very fine theatre for concerts, theatrical performances and dances. In addition to presentations produced by the railway workers themselves, this theatre is visited by the best known artists in the Soviet Union."

In Sverdlosk (today Yekaterinburg) Potts visited a state-run crèche, provided free of charge to employees, describing it as: "an outstanding example of the attention that the Soviets show to children. Every railroad depot has one – workers in other industries are of course provided with similar facilities."



NUR president J H Potts

Celebrating the Alliance

Whilst here I attended a huge anti-Fascist demonstration in honour of the British-Soviet Alliance. The issuing of the terms of this new Pact caused great jubilation throughout Russia. The meeting was organised by the local Youth Movement, and young speakers took the rostrum, representing dockers, timber workers, railroads, the Red Army, Air Force and Navy.

While awaiting a ship I visited the town...

In Moscow alone, wrote Potts, "railway workers have seven hospitals devoted to their welfare." All dental care was free, "except for gold and silver fillings".

Certainly the most moving moment of this wartime odyssey through Soviet Russia came at its conclusion, shortly before Potts re-joined the Arctic Convoy for a perilous return journey home.

He met a young Glaswegian seafarer, aged just 15, who had lost both feet to frostbite and was being cared for by Soviet doctors. The lad, Jimmy Campbell, surprised Potts with his cheerfulness. His unbroken spirit was, wrote the older NUR man: "A personification of the whole of our merchant seamen."

Potts continued: "To all the people in Britain who feel like complaining about the many small inconveniences that are imposed upon them, I say, please remember Jimmy Campbell and all his gallant colleagues of the merchant navy who so valiantly, and without complaining, keep the lifelines of our country open."

Quite a metaphor for lockdown Britain, where millions of workers in transport, healthcare and other public services unhesitatingly place themselves on the frontline every day in the war against humanity's current common enemy, Covid-19.

- A digital version of the pamphlet by J. H. Potts is available in PDF format free of charge to anybody who would like one. To receive your copy please email c.kasrils@rmt.org.uk. ■



"THE WORST JOURNEY IN THE WORLD": Potts travelled on one of the Allied Arctic convoys to Russia which operated between 1941 and 1945. Working under gruelling conditions sailors transported weapons, raw materials and food to the Soviet Union. The cost in human life was high and by May 1945 the mission had claimed 104 merchant ships and 16 military vessels and the thousands of seamen they carried.

THE DEFEAT OF FASCISM - 75 YEARS

EPSOM PILLBOX UNCOVERED

RMT press officer Geoff Martin makes a rare find, a hitherto forgotten military structure dating from World War Two

There are many remaining Second World War defences scattered around our railways that transport workers pass every day at work including the humble pill box.

In the event of a German invasion it was obvious that the Nazis would seek to make advances inland using the fastest and most level routes. Rail tracks would have been of huge strategic importance.

Much of what is still standing is well documented with its historic significance eight decades on from the invasion that never happened noted, maintained and protected. It is rare to find an extant but unrecorded defensive pillbox hiding in plain sight. Particularly bang, smack alongside a busy suburban commuter rail line.

Idly waiting at a red signal for a Southern service out of Victoria to roll into an available platform at Epsom I was looking out of the window to the left and was surprised to see the tell-tale angled mouth of a machine gun opening staring back at me through the ivy. I had just enough time to grab a picture on my phone before the brakes were released and we headed off.

Like my RMT colleague and RMT News editor Brian Denny, I am something of an amateur historian with an interest in

military installations and I ran the pictures past one of the leading members of the Pillbox Study Group who checked the records and found that this particular box was undocumented and absent from the records although it would have formed part of the well-mapped Outer London Defence Ring. He also identified it as an FW3 pillbox.

The Outer London Defence Ring had been constructed soon

after the start of the Second World War. It was part of a series of defences designed to slow down an enemy advance on the capital from the expected attack on the south coast after the defeat of the British Expeditionary Force and their evacuation from Dunkirk. The fascists were planning to establish beachheads from Dover along the south coast and then head up across the South Downs with the route through the

Dorking Gap and up through Epsom and onto London of huge military significance. Hence why the area remains dotted with pillboxes and other defensive installations.

Mainly thanks to the success of the RAF in the Battle of Britain, and a strategic decision by Hitler to switch his focus to the Eastern Front, plans for the assault across the English Channel, Operation Sea Lion, were shelved and a decision had



President's column

already been taken by the British military to shift to a system of mobile rather than static defences. As a result, the network of pillboxes were abandoned and, after the end of the war, in many cases forgotten.

After a chat with assistant general secretary Mick Lynch and local RMT Network Rail rep Ray Marney we were able to organise through the track team to have the Epsom pillbox cleared of vegetation and revealed in full, allowing for a comprehensive set of pictures to be taken before the undergrowth takes over and it is once again hidden from view.

The box is in exceptional condition with only some minor damage to the original brickwork shuttering. The access and rear blast wall were sealed up long ago so we have no way of establishing the state of the interior.

Interestingly, the pillbox was built into the derelict and bricked-up façade that is all that remains of the old Epsom Town LBSCR station to the rear of the shops in Upper High Street which was closed in 1929.

RMT News would like to thank Ady Lavin and his team, along with Louise Carvey and Landi NDoja at Network Rail, for their assistance in bringing this story, and an important part of our hidden railway and military history, to life. As a result of their efforts and support we have been able to ensure that the Epsom railway pillbox is now properly recorded, registered and logged with the Surrey Heritage historians.



KEEP SAFE

I want to start with a message of solidarity to everyone for the work done to protect each other from the attacks on our safety from employers and the government.

As the government's push forward with the economic agenda we will be put under even more pressure as lockdown conditions around Covid19 are lifted. It is important to remember your safety is the most important thing and procedures for working safely are available and YOUR union supports you!

Our industries will be attacked with pay freezes and job losses and will need everyone fighting to protect so whether your maritime, off shore or general grades when our campaigns start we must support and share with everyone we know to get maximum coverage for our members.

As the saying goes: "If you fight you won't always win. But if you don't fight you will always lose".

The next few months will take all our collective efforts to fight off the attacks but with RMT militancy we will win!

RMT Union is for all grades and led by its members, black and white — seeking the overthrow of the capitalist system replaced by a society based on socialism and justice for all, which promotes equality

and opposes racism.

At this particular momentous time Black people, who have historically bore the brunt of state and racial oppression, yet again face this burden as a consequence of the Coronavirus global pandemic and the inevitable economic decline which followed.

Spurred on by the brutal police lynching in America of unarmed black man George Floyd, we join the worldwide protest movement and say 'Black Lives Matter'. Our lives unequivocally should. This black-led struggle doesn't take away or replace the fight of our class as a whole — with RMT at the forefront as an industrial trade union and with RMT's National Black & Ethnic Members' Advisory Committee.

We have all faced difficult challenges with-in our roles during the pandemic which has been unmeasurable and each of us has suffered. So this is a time to ask each other how we are and sparing a few moments to check is a must as our inner strength is tested to it's limit. Please be kind to each other. I would like to finish my column by wishing the general secretary a speedy recovery.

Solidarity
Michelle Rodgers

FIGHTING FOR DECENT AFFORDABLE HOUSING

RMT young members conference delegate Conor Cheyne gave a tour of Glasgow telling the story of the struggle for fair rents and the lessons for today

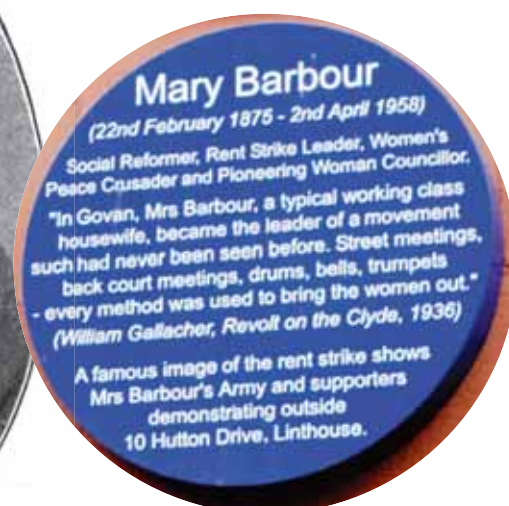
Glasgow in 1915, at the height of World War One, saw much of the city's working age men fighting on the Western Front. Back home, women were working in the munitions factories to ensure the machines of war were being pumped out.

At this time, Glasgow was the second city of the Empire which spanned huge parts of the globe while it had some of the worst levels of poverty seen in the industrial world.

1915 also saw the introduction of the "Munitions Act", the draconian measure which looked to curb workers power by stopping trade union activity which effect this had on working class folk and massive discontent grew.

At the same time, private landlords were hiking up rents for all, particularly the families of those who had men fighting in the war. These rent increases were unaffordable and made many homeless. To combat this, Mary Barbour and her Women's Army began a Rent Strike that would help spark into life the Red Clydeside era and shake the foundations of the British State.

Fast forward 100 years and we see work and housing are still at the forefront of most workers struggles. Left to the free market, housing has become a commodity to be bought and sold for profit rather than the human right it should be. Zero hour contracts and precarious work becomes all the more regular, while Trade Unions are stifled to ensure we do not put a spanner in the cog of free market capitalism.



The housing crisis we are seeing at the minute has resulted in rents rising at extraordinary rates. These increases effect all but statistics show that under 30s are disproportionately hit. Under 30s are also less likely to be in a trade union than their older colleagues.

But, there is something we can do. Tenant Unions – like Trade Unions – are fighting back for their members against extortionate rents, illegal letting fees, illegal evictions. Ordinary working class people are fighting for one another to ensure that these things are resisted.

As a result the RMT Scottish Regional Council last year decided to affiliate to Living Rent Tenants Union which operates in Scotland. The affiliation was voted through and we are now supporting working class people fighting for fair housing through Living Rent.

Trade unions need to create links beyond the Trade Union movement. Why fight for wage increases from bosses when landlords will take it all immediately with rent increases? By creating links with local Tenant Unions through financial help and active help, we are building a movement.



If the Trade Union movement is seen to be helping those fighting for better housing then they will support us in our fight for better work because when it comes down to it, we are not divided on those lines, we all face the exact same issues. What

better way to connect with young people under 30 than helping them fight for housing and fair work? This is a conversation worth having across the RMT and one that should begin now. ■

DISABLED MEMBERS SPEAK OUT

FIGHTING DIABETES

RMT member Chrissie Willett talks about working together to overcome challenges to build strong trade unions

My name is Chrissie Willett, I work as a ticket seller and general troublemaker at TfL Rail, working for MTR. I have worked on the railway for fifteen years.

For forty years, I have been Type 1 diabetic – so I should be quite good at it by now! My body does not produce insulin, so the only way I can metabolise food is by injecting insulin.

Glucose control can prevent long-term harm, but life – and work – can get in the way.

Aspects of our working conditions create barriers for a diabetic workers such as me. Stress (such as being abused at work) can cause high glucose, and irregular eating (caused by shiftwork) can cause low glucose. Both high and low glucose levels can be very debilitating.

As a trade union rep, I have the tools and resource to negotiate adjustments. I have been able to get agreement from the employer that I work early turns where possible and do not



work alone. Because I have diabetic retinopathy (a problem with vision), management consulted me about the lighting in my workplace.

MTR Crossrail aspires to be 'fully accessible', but the Crossrail project is behind schedule and there are technical obstacles to access.

When members and reps work together to build strong unions, we can win workplace changes to improve working conditions for all. ■



**YOUR UNION. YOUR RIGHTS.
YOUR LEGAL SERVICE.**



Injured? we'll fight for you.

Five reasons to take advantage of the **RMT Legal Service** :

- 1 100% compensation guarantee*
- 2 No legal fees
- 3 Work-related personal injury representation
- 4 Non-work related personal injury
representation – on the roads and on holiday**
- 5 Family member cover if they're hurt.

Members in England and Wales
call free on **0845 712 5495**

Members in Scotland
call free on **0800 0800 0891331**

Lines open 8am – 8pm Monday to Friday
(excluding Public Holidays)

Lines open 9am – 5pm Saturday and Sunday

For emergency, 24 hour criminal law advice
call **075659118181** (England and Wales)
or **0800 328 1014** (Scotland)

But don't just take our word for it.

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

RMT member, work accident claimant

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

LEEDS AWARDS



George Marshall 10 years (Branch Secretary) has left Freightliner and is a HGV Driver.



Robin Holroyd (10 Years) is a Freightliner Train Driver.



Robert Elliot (10 years) is an Freightliner Multi Skilled Operative (MSO)



Ray Hobson (40 years) was an Freightliner Engineer and retired in Sept 2019



Mick Harrison (40 Years) is a Freightliner Road Motor Driver

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.

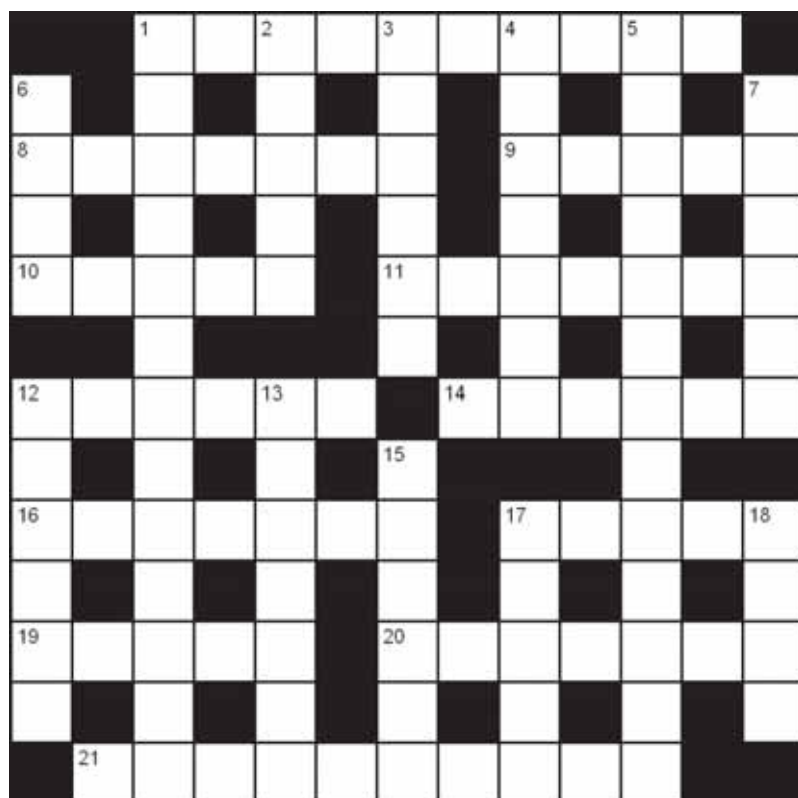
Members can do this via the RMT website, telephone the RMT helpline above, or writing to the membership department at RMT head office, Chalton Street, London NW1 1JD.

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.



£50 PRIZE CROSSWORD



Last month's solution...



Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by August 31 with your name and address.

Winner and solution in next issue.



ACROSS

- 1 Confused (5-5)
- 8 Herb (7)
- 9 Hoard (5)
- 10 Article (5)
- 11 Greed (7)
- 12 Concurred (6)
- 14 Motor (6)
- 16 Feline (7)
- 17 Swindler (5)
- 19 Unstable oxygen (5)
- 20 Speech (7)
- 21 Forecaster (10)

DOWN

- 1 Hidden valuables (8,5)
- 2 Boggy (5)
- 3 Freeholder (6)
- 4 Release (7)
- 5 Persecution (13)
- 6 Core (4)
- 7 Erase (6)
- 12 Secure vessel (6)
- 13 Famous (7)
- 15 Undergo a change (6)
- 17 Crowd (5)
- 18 Sort (4)



RMT CREDIT UNION LTD.

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

MEMBERSHIP NUMBER

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

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

1 PERSONAL DETAILS.

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

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

3 Your Employment.

Employer		RMT Branch	
Job Description			

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

5 Membership Status

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

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

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

8 **Next of Kin**

Address

.....
.....

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

Your signature

Date

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

I agree to my identity being checked electronically ☐

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



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



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
	Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

Reference Number

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

Instructions to your Bank or Building Society.

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

Signature(s)

Date

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

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

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





In a time of crisis workers have never needed a union more



We call on all members to recruit a friend at work to build our union and push for 100% RMT membership

Three reasons transport workers need to join RMT:

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.**

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