

RMT *news*

Essential reading for today's transport worker



CLEANING CONTRACTORS FAILING THE RAILWAYS
PAGE 4



KEEP CALMAC PUBLIC!
PAGE 5



TWO YEARS ON- NO MORE P&OS!
PAGE 12



BUS WORKERS FIGHT FOR BETTER PAY
PAGE 18



www.rmt.org.uk

WORKING FOR YOU



Use the QR code to join to get help at work and save 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

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

Contents

Page 4

CLEANING CONTRACTORS FAILING THE RAILWAYS

Page 5

KEEP CALMAC PUBLIC!

Page 6

RFA STRIKE ACTION

Page 7

NORTHERN RAIL WORKERS TAKE ACTION

Page 8

SUPERVISORY AND CLERICAL GRADES UNITE

Page 10

NO TO ENGINEERING CUTS

Page 12

TWO YEARS ON- NO MORE P&Os!

Page 14

ORGANISING TRAIN CREW

Page 16

RENATIONALISING RAIL

Page 18

BUS WORKERS FIGHT FOR BETTER PAY

Page 19

NO TO CATERING OUTSOURCING

Page 20

OUTSOURCED CLEANERS NEED THE NEW DEAL IN FULL

Page 22

DISABLED MEMBERS UNITE

Page 23

PRESIDENT'S COLUMN

Page 24

KEEPING TICKET OFFICES OPEN

Page 25

COMPENSATION FOR RMT MEMBERS

Page 26

RBF-THE RAILWAY'S CHARITY

Page 27

EDUCATION FOR ALL

Page 28

RONNIE MORAN OBITUARY / AWARDS

Page 29

REMEMBER SPAIN

Page 30

CROSSWORD

EDITORIAL



FAIR PAY

Congratulations to Royal Fleet Auxiliary (RFA) members for taking strike action recently in the battle for pay justice.

RFA members have clearly reached their tolerance limit towards poor pay and conditions despite the vital work that they perform. The employer must acknowledge the gravity of the situation and avoid a crewing crisis by showing respect for the role and sacrifices of merchant seafarers.

We simply cannot accept low pay in the maritime sector as promoted by the likes of disgraced P&O head Peter Hebblewaite who recently admitted to a Parliamentary Committee that seafarers were paid under £5 an hour.

He boasted of low wages of just £4.87 but admitted that he did not even know how long seafarers work on board ships without a break. There is evidence of workers not having any leave for 17 weeks straight which falls well outside what is considered safe working conditions internationally.

Contracted out workers at Eurostar also took strike action over low pay. These outsourced members are working for Rail Gourmet and have already taken several days action and are

determined to get a decent pay deal.

That is why we need a New Deal for workers as promised by the Labour Party if it wins the next election. Labour must not bend the knee to corporate greed but find its voice and values by representing the interests of working people in government.

Therefore, any attempt to water down this popular policy will be met with a robust response from the entire trade union movement.

This union also welcomes Labour's commitment to bring privatised passenger train operations back into public ownership within the first term of a Labour government. It is time for a railway fit for the 21st century that serves the public, not the privateers and shareholders.

Finally, I regret to have to inform you of the passing of NEC member Willie Strang and former NEC member Mark Nothard both of Edinburgh No.1 and Portobello District branch of the union. Our thoughts go to their families at such a difficult time. A full report will appear in the next edition of RMT News.

CLEANING CONTRACTORS FAILING THE RAILWAYS

RMT calls for cleaning contracts to be brought back in-house

RMT has exposed rail companies and their cleaning contractors for failing to keep trains and stations clean in a damning new report and survey.

Analysing publicly available data and an RMT survey of 800 members working as contracted out cleaners on the railway, the union has found a series of shortcomings.

Under the contracts with the Department for Transport, train companies are required to stick to strict rules about keeping trains and stations up to a high cleanliness standard.

This plays a major part in the passenger experience and

is part of the safety regime on the railways.

Alarming deficiencies exist in outsourced cleaning services, including in both 2022-23 and 2023-24 is six out of ten franchises failed to meet annual cleaning targets.

Examples include Bidvest Noonan on c2c, OCS on Great Western and South-Western, and Churchill on Southeastern and Govia Thameslink railways.

RMT SURVEY

- 66 per cent of surveyed outsourced cleaners believe the situation is worse than publicly reported, dismissing

inspections as superficial.

- 75 per cent report a surge in workload since starting their jobs.
- Over 85 per cent frequently come under pressure to take on additional tasks.
- 80 per cent feel compelled to cut corners due to overwhelming pressure.

Cleanliness stands as a cornerstone of passenger experience, yet the current outsourcing model prioritises private profit for shareholders than keeping the railways in good working order.

Recent reports have shed light on Avanti West Coast

managers' derogatory remarks regarding the service quality regime, dismissing it as an opportunity for 'free money'.

The DfT has also been found to lower benchmarks to aid train companies in meeting targets, further undermining the integrity of the system.

RMT general secretary Mick Lynch said that the current state of cleanliness on our railways was a complete disgrace.

"Despite contractual obligations, many train operators are failing to uphold basic cleanliness standards, putting passenger satisfaction and safety at risk.

"The exploitation of contracted out cleaners and the degradation of cleanliness standards is not something that should be tolerated.

"Train company bosses must be held accountable for their failures, and all cleaning services on the railway must be brought back in house as a matter of urgency.

"Without in-sourcing as opposed to outsourcing, it will not be possible to rectify shortcomings in railway cleanliness standards.

"Our members safety and preventing their super exploitation is our number one priority and the passenger experience must also be taken into account if we are to encourage people to use our railways," he said.

Outsourced cleaners need the *New Deal* in full (page 20). ■





KEEP IT PUBLIC: Delegates to Scottish TUC meeting in Dundee tell government to back Calmac

KEEP CALMAC PUBLIC!

RMT calls on First Minister to support ferry workers in Scotland

RMT has called on incoming SNP first minister John Swinney to tackle threats to the future of CalMac workers.

RMT wants to see the next Clyde and Hebrides ferry services contract directly awarded to CalMac, which is

the Scottish government's preferred option at present.

A direct award to CalMac must be delivered for the long-term stability and reliability of all public ferry services in Scotland.

RMT general secretary Mick

Lynch said that the new First Minister had an opportunity to settle the dispute on Scotrail and to deliver the commitment to the future of publicly owned CalMac ferry services in the west of Scotland.

"Dealing with these issues

will show what kind of Scotland John Swinney wants to build and that the Scottish government is committed to reaching negotiated settlements with unions for the mutual benefit of workers and passengers," he said. ■

GUARDS WIN AT SCOTRAIL



RMT members at Scotrail have successfully retained the guard and all the responsibilities of the role on every train along the Barrhead and East Kilbride route following an overwhelming Yes vote for of

strike action.

Conductors will continue to dispatch trains, including full control of the doors on departure and perform their safety critical duties. The agreement meant that multiple days of planned

strike action were called off.

RMT general secretary Mick Lynch said that it was a significant win for members and a culmination of their steadfastness in putting on a strong set of strike days.

"Our union's industrial

strength and resolve has forced Scotrail and the Scottish government to be reasonable and allowed our representatives to secure a negotiated settlement," he said. ■



RFA STRIKE ACTION

Over 500 RMT seafarers at the Royal Fleet Auxiliary (RFA) were forced into taking strike action recently after the employer rejected all union efforts to find a settlement.

RMT members at RFA work as civilian merchant seafarers onboard the fleet of vessels which provide the Royal Navy with vital logistic and operational support including humanitarian operations around the world.

RFA has imposed a one-year deal of 4.5 per cent which does not reflect the value and sacrifices of staff in the fleet.

RMT general secretary Mick Lynch congratulated RFA members who were taking a stand for pay justice.

"RFA members have reached their tolerance limit towards poor pay and conditions for UK seafarers despite the vital work that they perform.

"Management has remained inflexible throughout the negotiations and has failed to present an improved offer that meets our members' expectations.

"RFA must acknowledge the gravity of the situation and avoid a crewing crisis by showing respect for the role



Plymouth picket line

and sacrifices of merchant seafarers, who play a crucial part in long deployments away from home on operations worldwide.

"We have made efforts to reach a negotiated settlement with management, but now we have no choice but take strike action," he said.

Since 2010, the Ministry of Defence and the Cabinet Office have failed to support pay justice for RFA's hard working civilian seafarers, with the real value of pay falling behind RPI inflation by 36 per cent.

The decline in the value of pay, pension scheme and the unequal leave ratio for a four-month tour is spurring a recruitment and retention crisis which adds to RFA members' workload.

Last year, RFA commissioned Faststream recruitment to benchmark RFA pay against Ratings and Officers pay in the cruise, ferries, deep sea and workboat sectors. The final report published in March found that: "The RFA's current offering pays lower than the market average for the net day

rate in every rank benchmarked".

RMT's demand for pay justice for RFA members has received strong support from across the political spectrum, including the former First Sea Lord Admiral West who has been tabling questions to the government in support of RFA

seafarers.

MPs have tabled an updated Early Day Motion 773 to support demands for an improved pay offer and for wider reforms to improve contractual conditions of employment, as well as tackling the recruitment and retention crisis which is contributing to

your increased workloads and declining morale. Please ask your local MP to sign EDM 773.

The union is in correspondence with the Ministry of Defence in order to break through the inertia that has bogged down talks with the RFA, which currently does not have a Commodore. ■

NEW REPS FOR STENA AT BELFAST



Stena Convenor Michael Hobson (left) with Stena Line Belfast port representative Alex Thompson (second left) with members in the Stena Line workshop in Belfast Victoria Terminal 1.

NORTHERN RAIL WORKERS TAKE ACTION

Superexploited workers at Northern Rail employed by Carlisle Support Services have taken strike action over poor pay and dreadful working conditions.

RMT members who work at Northern Rail gate lines but are paid less than directly employed staff and cannot enter the company pension scheme or receive sick pay from their employer.

The contractor also does not recognise RMT for the purposes of collective bargaining.

RMT general secretary Mick Lynch said that the union cannot allow this injustice to continue which is why members are taking more strike action.

"Our members are the first to interact with the travelling

public and if there is any abuse anti-social behaviour or assaults, they are on the receiving end.

"Yet they are treated as second class workers, doing

shifts alongside directly employed Northern Rail station staff.

"All these workers want is to be treated equally and get the same pay and conditions as

their colleagues in Northern Rail.

"RMT will continue our industrial campaign for as long as it takes to get justice for our members," he said. ■



OUTSOURCED: Carlisle Support Services workers take action



SUPERVISORY AND CLERICAL GRADES UNITE

RMT's organising conference supervisory, clerical and other salaried grades meet in Manchester

Delegates were welcomed to the city on behalf of the host branch by Clayton Clive, Manchester South branch secretary. He outlined the deep radical history of the city and especially of the venue that the event was being held in, The Mechanics' Institute, where the Trade Union Congress first met in 1868.

Conference president Sean Hoyle told delegates that the recent success of the ticket office campaign had created a pause rather than a total victory and that the battle to save ticket offices was ongoing.

Karen Ingham, Leeds City explained how the LNER 'Simpler Fares' pilot scheme for selected journeys along the East Coast route – which it

argues is enhancing the customer experience – is in fact achieving the opposite.

"The DfT's intention in introducing these changes is to extract even greater amounts of money from travellers, and to drive them away from using booking offices. It's about people paying more money for a worse service," she said.

RMT regional organiser Craig Johnston spoke about the ongoing problems with Avanti West Coast.

"They are able to rob taxpayers of money, provide an appalling service and treat their workers like rubbish," he said.

Addressing the union's campaigning work Craig added: "What was successful about the ticket office

campaign is that we won recognition that people can change things by campaigning and we also saved the Railways Pension Scheme and those in the union who helped save the scheme have to be commended".

RMT assistant general secretary John Leach explained the significance of the disputes on the train operating companies over the last year and also gave an important update on the new legislation where minimum service levels can be enforced and how that could affect ongoing strike action.

"These are disputes that we are still involved in, the longest in the union's entire history. "They are not over and could involve further strike action,"

he told delegates.

He said that the work of the union involved a lot more than the national dispute, despite the publicity it had achieved.

Explaining how work was being carried out on numerous fronts he added that "we are a united union and we have come through this together.

"The union is constantly engaged in all sectors. The win on pensions was a very important win and mostly have left the schemes intact.

"The union is on an alert footing as a general election is about to happen. We are demanding that everyone who wants our vote will have to stand up and be counted and be relied upon to deliver things for working class people," he said.

Bella Fashola, East Sussex Coastway, told delegates how Churchill train cleaners outsourced by GTR are deducted pay for their break time when other workers aren't:

"It is time to end this unfair selective system," she said.

Andy Budds gave a report from the national executive committee on the last year's work including the national

dispute. He then gave an update on the union's work resulting from the motions from last year's conference. Andy explained how companies were using devious means to undermine ticket offices by not allowing them to sell certain cheap fares and how the union intends to challenge the problem.

Michelle Rogers, Manchester South called for

the grade to increase its effort to play a full and active role in a new organising strategy that she argued the NEC must formulate as a priority.

"We need to recruit, retain and grow our membership in this grade," She said.

Willie Strang, conference secretary, thanked the local branch for their work getting the conference organised. He introduced the guest speaker

Shaka Hislop, former Newcastle United footballer, from Show Racism the Red Card who gave a live talk via internet link to the conference from his home on the East Coast of the US. There was a lively discussion which turned out to be one of the highlights of the conference with delegates asking questions about both historic and current racism in the national sport. ■



John Leach



Clayton Clive

OFFICIAL RMT BRANDED MERCHANDISE



Show your support for the union.

Go to the RMT webshop on the RMT web site for more details.

Promote your branch, region and the union - call Pellacraft on 01623 636 602 if you have any queries.



NO TO ENGINEERING CUTS



Engineering grades conference look at the impact of Network Rail funding cuts

The annual organising conference for engineering grades meeting in Liverpool warned that the Modernising Maintenance agenda being implemented by Network Rail was undermining safety.

Steve Conway spoke to conference on behalf of the national executive committee about the campaign to fight cuts to maintenance budgets at Network Rail.

He outlined problems being created by the Modernising Maintenance programme which were unsafe as well as having a major impact on rostering.

He said that job cuts in the supply chain were also taking place due to Network Rail's cuts to renewals.

"The union has launched the Rail Cuts Cost Lives campaign to warn about the

funding cuts to maintenance and the job cuts that come with it.

"We need fatigue-friendly rosters which should mean that nobody should be working over 60 hours in a week cycle.

"We also need to make clear that MOMs should not be carrying out maintenance work," he said.

He also outlined the various campaigns in the fleet maintenance sector including pay wins following successful strike action.

RMT assistant general secretary Eddie Dempsey reiterated the message of solidarity and unity required in the battles ahead.

He warned of dangerous government-driven cuts of over a billion pounds to the Network Rail funding for the next Railway Control Period 7

from 2024 to 2029 for vital safety-critical railway infrastructure work.

"These cuts include cuts to renewals expenditure, the abolition of the Track Renewal Service (TRS) organisation within Network Rail supply chain cutting almost 500 highly skilled jobs and outsourcing operations to private infrastructure companies.

"We are talking about cuts to maintenance on track, signalling and other assets at a time of increased degradation of railway assets and structures at a time of extreme weather events which caused the Carmont 2020 rail disaster," he said.

In a recent survey of Network Rail maintenance, a vast majority of RMT members also believed that there was an

increased risk of a major rail safety incident occurring on the railway within the next two years.

Dane Smith, Glasgow and District and Engineering said that the Modernising Maintenance agenda being implemented in Scotland had been a disaster.

"Rosters and leave entitlements are being affected because there is just not enough staff to cover the work.

"We need to respond to these attacks and the reps need to get out there and discuss the possibility of an industrial response to these cuts," he said.

Eddie Dempsey said that the union had to constantly adapt to a changing landscape in the engineering and renewals sector.

"We are seeing attacks in fleet maintenance and on renewals and on rostering and leave entitlements and we must discuss how to respond.

"We must also look after our workplace representatives who are at the coalface when it comes to taking on the employer.

"We have to recognise that rail privatisation has failed and the Department of Transport has taken control of most of the train operating companies.

"That means the government being directly involved in industrial relations with our union and we need to take that into account," he said.

He also outlined the union's national organising strategy which was currently under review by the national executive committee including the role of regional councils and offices.

"We need an organising



Eddie Dempsey addresses conference

strategy based on data analysis, mapping and communications as well as targeted messaging," he said.

Charles Fisher, Deptford said that the union needed to revamp and constantly update its communications strategy to keep the membership

informed.

"We need to mobilise the membership using up-to-date information," he said.

Conference chair Paul Reilly backed the call and re-iterated the need for members working in the engineering sector to attend conference.

"This is a well-attended conference and when we meet next year in Doncaster, we need to see it grow so that we are communicating and talking to each other about issues that affect our grade," he said.

■

NEW UNION PUBLICATION!

THEY SHALL NOT PASS

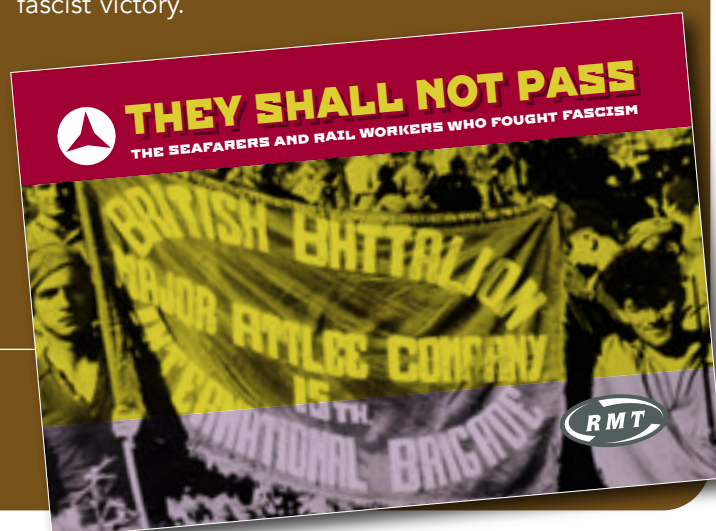
The seafarers and rail workers who fought fascism

A new full-illustrated joint publication by RMT and the International Brigade Memorial Trust (IBMT) tells the untold story of the union's historical fight against the rise of fascism in the 20th Century.

Using archive material held by RMT and the IBMT this latest union pamphlet reveals the full extent of the involvement of transport workers in the fight against Oswald Mosley's Blackshirts in Britain and the struggle against fascism in Spain.

Many more workers also fought the fascists on the streets of Britain and NUR general secretary John Marchbank even took on Mosley in the courts and humiliated him.

Over 100 seafarers and rail workers volunteered to fight in the legendary International Brigades that fought Nazi-backed forces in Spain while European governments looked the other way in the hope of a fascist victory.



They Shall Not Pass is available for sale on the RMT webshop for just £5 plus P&P. Go to www.rmt-shop.org.uk/books



TWO YEARS ON— NO MORE P&Os!

Union calls for Seafarers Charter as government attacks seafarers' jobs and employment rights

RMT is taking the fight back against P&O to Parliament as part of a series of initiatives and events to mark the second anniversary of the 2022 St Patrick's Day massacre of 786 UK seafarer jobs on P&O ships from Larne to Dover.

They were replaced with low paid agency crews earning just £4 per hour on four-month voyage only contracts, even undercutting Irish Ferries.

On the second anniversary RMT, TUC and Nautilus jointly accused the government of having done nothing to

prevent another P&O style attack on seafarers' jobs and supporting sectoral collective bargaining through a New Deal.

RMT general secretary Mick Lynch called for a mandatory Seafarers Charter with fair pay agreements at the heart of a revival of Ratings jobs and skills in the UK maritime industry, including on international ferries and in the offshore energy supply chain, both of which are critical elements of future economic security.

The parliamentary demonstration reinforced a

strong message to government, politicians, the public and employers that there will be no let up during this general election year on the Tories' failure to punish P&O.

RMT assistant general secretary Eddie Dempsey and RMT national secretary Darren Procter both linked the scandalous assault on P&O members' jobs to the wider problems of flags of convenience and inept policy responses from a government that is simply not interested in challenging the destructive influence of shipowners like

DP World.

International trade unionists joined Labour MPs and Labour Peers in vocal support the unions' call for a mandatory Seafarers Charter as part of the New Deal for Workers.

Shadow Employment Minister Justin Madders MP and Shadow Maritime Minister Mike Kane MP both spoke to re-state Labour's firm commitment to a mandatory charter serving as a fair pay agreement for seafarers in the ferries sector.

Shadow Transport Secretary Louise Haigh MP and RMT

THE VOLUNTARY SEAFARERS CHARTER

- Introduced July 2023, signed by Stena, DFDS, Brittany Ferries and Condor Ferries
- Supports direct employment and bans accommodation deductions from pay
- Will contain a maximum roster pattern subject to ongoing DfT 'research'
- Supports the Seafarers Wages Act requirement to pay a minimum wage equivalent
- Trade unions excluded from the process of assessing operators' compliance with voluntary standards

Parliamentary Group MPs Charlotte Nichols and Dan Carden raised P&O with Rishi Sunak and Transport Ministers. However, the Prime Minister did not mention P&O Ferries or UK seafarers.

On March 30 2022, Grant Shapps, then Transport Secretary told the House of Commons that the government's nine point plan in response to P&O Ferries unlawful actions would: "force it [P&O Ferries] to fundamentally rethink its decision and send a clear message to the maritime industry that we will not allow this to happen again".

But P&O Ferries has not been punished, the legal loopholes have not been closed, fire and rehire is still legal and nearly £1 million of public money was spent on P&O services after the attack on UK jobs.

The Department of Transport has also agreed to work more closely with the Cyprus flag, taxpayer funds still flow to DP World through Freeports and international development policies and the Insolvency Service's civil investigation is beyond a joke.

In contrast, the French government whose seafarers were not directly affected by P&O's aggressive actions have taken stronger action on the Dover-Calais route. The fate of agency crew on P&O's Hull-

Rotterdam or Irish Ferries Holyhead-Dublin routes are even further down the list of the Tory Government priorities.

Responding to Labour's Hull East MP Karl Turner, the government slipped out that P&O has committed to signing the voluntary Seafarers Charter.

However, a mandatory Seafarers Charter is required to restore decent pay and conditions on short sea ferry routes in the UK and that is what DP World, Irish Ferries and others fear. A mandatory charter is also supported by employers like Stena and DFDS who continue to employ UK Ratings and to work with RMT.

LABOUR DELEGATION

An RMT delegation led by Darren Procter discussed the

THE SEAFARERS WAGES ACT 2023 - WHAT YOU NEED TO KNOW

- Covers freight and passenger ferries calling at a UK port 120+ times per year
- Only applies UK national minimum wage rates in UK territorial waters
- Does not extend seafarers' legal rights under the NMW Act 1998
- Legal requirement on Ports for operators to be paying at least NMW
- Enforced by the Maritime & Coastguard Agency
- Surcharge to apply to non-compliant operators
- Comes into force Summer 2024

issue with the Labour leader Keir Starmer MP, Shadow Energy Secretary, Ed Miliband MP and the new First Minister of Wales, Vaughan Gething MS on their visit to Stena's Holyhead port.

NEC member Dave Gwatkin, Stena Convenor Michael Hobson and Stena dockers rep Alan Campbell joined the national secretary in a detailed discussion on how we can increase jobs, training and rights for Ratings in the ferry and wider maritime sector with an agreement to continue to discuss these issues.

CHARTER

RMT is working with Labour on the mandatory Charter, the New Deal for Working People and wider employment

reforms to protect seafarers and called for positive reforms before for the third anniversary of the P&O scandal.

Whatever business lobbyists say, Labour's commitment on these reforms represent the strongest prospect of pro-Ratings reform in the shipping industry in a generation.

If Labour wins the next general election, introducing the mandatory seafarers charter and employment law reforms for seafarers, including Cabotage on domestic routes, will be the union's primary focus. Maritime unions cannot waste any opportunity for change in their favour and against the global cabal of powerful shipowners who have dictated to workers and governments for far too long.



TALKS: Left to right Ed Miliband MP, Shadow Energy Secretary Vaughan Gething MS, First Minister of Wales, Alan Campbell, RMT Rep, Holyhead Port, Labour leader Keir Starmer MP, RMT national secretary Darren Procter, RMT Stena Line convenor Michael Hobson and RMT national executive committee Dave Gwatkin.

Delegates meet in Penzance



ORGANISING TRAIN CREW

RMT's train crew and shunters conference discuss organising workers and rail renationalisation

Delegates attending the union's packed train crew and shunters organising conference meeting in Penzance welcomed the Labour Party's announcement to nationalise the train network within five years of coming to power.

RMT assistant general secretary John Leach also outlined the long-running national dispute with the train operating companies which was at another crossroads.

"It may well be that the union will be balloting for further action in the summer as the employers look to

continue to attack pay and conditions," he said.

He said that it was one of the reasons why the union needed to see the back of the Tory government in the upcoming general election.

"We welcome the fact that Labour has announced that of one of the first major acts in government will be to bring all passenger rail into national ownership.

Richard Westcott, Penzance said that in any future dispute with the train operating companies all grades should be balloted together in order to maintain unity between



Right to left RMT assistant general secretary John Leach, NEC member Dave King and new conference president Darren Piling

workers.

John Leach agreed and said that employers should not be allowed to divide grades in any dispute.

"We are an all-grades union, we must stick together

on that basis and we must remain unified," he said.

John Hendy of the Institute of Employment Rights outlined the effects of the Minimum Service Levels legislation of 2023 introduced

by the Tory government.

"This is just the latest in a long line of attacks on trade union rights by the Tories over the last 40 years.

"This has diminished the power of trade unions and undermined the rights of workers to collective bargaining," he said.

He said that according to the legislation strike action could only take place if 40 per cent of the services were carried out and, if used, would ban some rail workers from taking action at certain times.

"It is not obligatory for employers to serve such work notices and many have already undertaken not to do so mainly because it would be so difficult to implement the legislation.

"Such work notices impose new obligations on workers and trade unions which have no place in a free society.

"It is therefore welcome that the Labour Party has committed itself to repeal the Minimum Service Levels Act, as well as the 2016 Act restricting trade union rights in different ways, if it wins the next general election.

"Ultimately we need to put the call out for all these Tory anti-union laws to be repealed by Labour under a new deal for workers," he said.

Speaking on behalf of the

A minutes silence for NEC member Willie Strang



national executive committee Dave King paid tribute to fellow NEC member Willie Strang who recently passed away suddenly.

"Willie lived and breathed this union and there is nothing he would not do for a member that needed help," he said.

Delegates stood for a minute's silence in memory of Willie and other members who have passed away recently.

Ivor Riddell, Medway warned that there had been a stream of new technology introduced for train crew members.

"Most of the time this new equipment is designed to drive down costs and boosting profits.

"Yet there is no serious effort by employers to train people on things like body worn cameras or additional time required to set them up,"

he said.

Delegates called for a clear framework and health and safety policy for union negotiators to discuss with employers on how new technology is introduced and to ensure it is not used for disciplinary purposes.

"We need a better deal on everything the employer wants to introduce," said Ivor.

Billy Mullen, Liverpool No5 warned that new rolling stock appeared to be built to implement driver-only operation putting the role of guards/conductors and train managers at risk.

"We need a commitment that in future, union representatives are involved when designing and refitting trains from the start," he said.

Delegates agreed that a clear agreement and commitment to the role of the

guard must be secured to ensure that they are fit for purpose.

Conference called for a mapping exercise for all shunting and depot drivers within RMT spheres of influence.

Neil Sharples, Wigan said that the mapping exercise should include all locations where companies employ shunters and depot drivers.

"A recent mapping exercise at NTL involving regional organisers and RMT staff proved very successful and revealed a good density of union membership in most depots but also revealed where work needed to be done," he said.

Dave Reed, Medway and District said that passengers often interrupted train crew in the course of their duties such as train despatch which could be distracting and cause delays.

"We need a campaign to educate passengers about these hazards," he said.

Delegates called for the union to approach industry bodies and train operating companies to educate the public about the dangers of interrupting staff during the course of their work.

Bill Paterson of the union's membership department held a well-received practical session with delegates about how to organise in the workplace. Next year's train crew conference will take place in Cardiff.



SHANTIES: Cape Cornwall Singers entertained delegates with songs of the sea and more

RENATIONALISING RAIL



RENATIONALISE: RMT has campaigned for many years to bring the rail network back into public ownership

Union holds Labour to election promises to re-unite trains and track to create a new single employer

The Labour Party has unveiled its long-awaited vision for the railways including a clear commitment to bring privatised passenger train operations back into public ownership within the first term of a Labour government.

RMT general secretary Mick Lynch has welcomed the plans as "in the best interests of railway workers, passengers and the taxpayer that should be a first step to completely integrating all of our railway into public ownership.

"We strongly welcome these bold steps to fix years of Tory mismanagement of our privatised railways and Labour's promise to complete a transition to public ownership within its first term in office.

"It is time for a railway fit

for the 21st century that serves the public, not the privateers and shareholders," he said.

Under the title 'Getting Britain Moving: Labour's plan to fix Britain's Railways', the full document established the party's intention to create "a new, arm's length public body – Great British Railways – which will be a directing mind in charge of Britain's railway infrastructure and services, responsible for the day-to-day operational delivery of the railways, for ensuring infrastructure and services work together, and for innovations and improvements in the experience of passengers and freight users".

In a radical departure from 30 years of free market orthodoxy on the rail network, Labour's Shadow Transport

Secretary Louise Haigh announced: "We will fold the contracts currently held by private train operators into this new body, as they expire over the next few years or if they are broken by operators who fail to deliver for passengers.

"We would therefore expect to complete this process during Labour's first term in office, without the taxpayer having to pay a penny in compensation to outgoing private operators," she said.

RMT analysis shows Labour is right to say that they could achieve this in the first five years of office by ending the private train operators' contracts either as they fully expire or at the end of their 'core terms'.

Under their new National

Rail Contracts, the train operating companies (TOCs) have a core term, usually of around three years, and a full term of around seven. At the end of their core term, the Secretary of State can terminate the contracts without triggering any compensation payments (see table 1).

It seems likely that passenger operations will transfer into the operator of Last Resort, which will be instructed to work together with Network Rail until legislation establishes Great British Railways. However, the plan claims that the Department of Transport will be instructed to deliver a new Railways Act within the first Parliamentary session.

Crucially, Labour's plan

creates a unified and integrated structure. The document says: "track and train will be brought together so that decisions can be made on a whole-industry basis, with a single view across railway costs and revenue, rather than being driven by what is best for individual organisations."

Labour says that the new structure will be accountable to and give new powers to the devolved nations and mayors in the rail network. This new "statutory role" for the devolved nations and mayors will include the ability to "agree national and regional services with the unified body".

INDUSTRIAL RELATIONS

Labour promises a new approach that will "create an integrated industrial relations framework and a workforce strategy to tackle longer-term issues proactively, with a focus on the railway workforce as an asset to be nurtured rather than a cost to be cut".

There are opportunities to create integrated industry-wide national bargaining structures and to pursue an agenda of job security, progression and skills and the insourcing of contracts and workers.

The contrast with the approach taken by the private companies and the Tory government, who have

Table 1 Timetable of contract expiry	Number of UK franchises in public ownership	% of franchises in public ownership
1st January 2025: Franchises already in public ownership: LNER, Northern, SET, TPE, Tfw, Scotrail, Caledonian Sleeper	7	39%
1st April 2025: Chiltern Railways and Govia Thameslink Railways core terms expire	9	50%
25th May 2025: South Western Railways' full term expires	10	56%
22 June 2025: Great Western's core term expires	11	61%
20th July 2025: c2c's full term expires	12	67%
20th September 2026: Greater Anglia and West Midlands' full terms expire	14	78%
18th October 2026: Avanti West Coast and East Midlands' core terms expire	16	89%
1st October 2027: Cross Country's core term expires	17	94%
12th December 2027: Chiltern Railways full term expires	18	100%

consistently viewed staff as a cost to be cut and unions as an enemy to be broken, is stark indeed.

RMT has worked hard to influence rail policy and this is a big step forward with many positives. There are weaknesses such as the decision to retain Open Access operations where it can be

demonstrated that they add capacity and value.

On freight, while setting targets to increase rail freight use is welcome, leaving the sector in the private sector and separate from GBR will make it less likely that we will see a significant expansion in rail freight.

There is also no action on

the long-running rolling stock companies (ROSCO) racket. With rolling stock leases now consuming nearly a quarter of the TOCs' costs base and dividends worth over £200 million flowing out of the industry every year, this is a cost issue that will have to be tackled sooner or later.

SAVE TRAIN MANUFACTURING

Union calls for a summit after decades of decline under privatisation

RMT has called for an urgent summit of unions, the rail industry and the government to thrash out a plan to save the Alstom train manufacturing site in Derby, including the option of nationalisation.

RMT general secretary Mick Lynch said that it was tragic that passengers and the climate were in desperate need of modern and reliable trains and skilled workers and

capacity were ready to deliver that, but the government and rail industry had not been able to match up the demand and supply of new trains.

"The root cause of this failure is the privatisation and break up of a once unified public rail industry into multiple companies, with competing, profit motivated short-term interests which has prevented a lack of coherent

planning for the delivery of rolling new trains and infrastructure.

"This is not new: it is a problem that has plagued the railway supply chain for many years.

"The consequences of the UK losing its last remaining train manufacturing facility will not only be devastating for jobs and the local community it would be disastrous for

passengers as the government will have to rely on imported stock which could be more expensive to build and maintain.

"That is why we are calling for a summit to save UK train manufacturing and develop a strategic plan that must include consideration of the nationalisation of UK train manufacturing," he said.



BUS WORKERS FIGHT FOR BETTER PAY

Threats to health and safety and fighting for better pay dominated the agenda the bus workers national organising conference in Grimsby recently.

Delegates debated several motions on key issues affecting bus workers, including calling for a nationwide minimum standard for bus workers and for independent investigations into bus crashes.

Shadow transport minister Simon Lightwood and prospective Labour Parliamentary candidate Melanie Onn also underlined future Labour governments commitments to bus drivers and workers' rights.

Laying out Labour's plans for the bus sector, Mr Lightwood said: "From day one of a Labour government, we will strengthen workers' rights and make Britain work for working people, because restrictions on trade union activity are holding back living standards.

"We will repeal anti-trade union legislation and strengthen the place of trade unions in the workplace and their ability to organise, meet and represent their members by simplifying the laws around

union representation.

"We will work with trade unions every step of the way, unlike the current Tory government, who are so desperate to turn unions into political football and unions in the transport industry are no exception," he said.

RMT regional organiser Gaz Jackson spoke of the disparity between pay and conditions of bus workers compared with colleagues in the rail industry.

"Some of our drivers don't have access to toilets and we're fighting for our members having the ability to access these basic facilities.

"It's a basic human right and we must make sure that going forward, that we keep pushing these things, and that we keep trying to push wages up," he said.

With the union increasing its activity where it is recognised at bus companies across the country, there had been noticeable improvements for RMT members.

RMT assistant general secretary Eddie Dempsey told delegates that RMT bus membership was rising along with increases in wages.

"Wages are rising faster than other bus workers in the

economy for the second year running".

As national officer for buses he went on to say that he welcomed Labour declaring that if elected they will remove section 22 of the Bus Services Act.

"That's the part of the legislation which banned the public ownership of buses, and it's been around for years, and it's been a goal of this union to get rid of ever since it was brought into being.

"The important thing for us is public ownership is back even if just at a localised level.

"It is a step forward but it's not our policy overall, and that is we want a nationally integrated publicly owned transport network run in the interest of the public, not for private profits," he said.

Looking ahead to the future and the challenges faced in the industry, he talked about automation and technological advances which potentially threaten RMT members terms and conditions.

"You've got a conglomeration of banks, public bodies, universities... government money - all going



RMT assistant general secretary Eddie Dempsey addresses conference

into the research and development of production of this technology so we can have driverless public transport.

"And that is a genuine threat on a horizon that we have got to think about as a trade union," he said.

Guest speakers also included RMT president Alex Gordon and bus activist Tom Kearney who spoke of his concerns over Labour's *Better Buses plan* which he argued would be based around the London Franchise model.

The London bus franchise model is 'institutionally unsafe' for bus drivers, he argued.

Reflecting the growing RMT membership amongst the bus sector, several motions were passed by delegates on a range of issues.

These included a demand for a national set of terms and conditions for all bus workers, independent investigations into bus crashes and a change to working hours practices.

Poole and District delegate Jason Gosling suggested that inter branch communication

was improved so that bus members could know more readily what other colleagues' terms and conditions are in different companies.

Supporting a motion calling for a "maximum working week of basic hours and an agreed overtime percentage for hours worked over that basic week with agreed RMT terms and conditions for future pay negotiations," he said: "When we leave these conferences, we've got to stay connected and continue to build".

Conference also sent a

message to bus companies that they were not going to put up with working ludicrously long hours well above what was safe.

Calling for a change in the law, a delegate from the East Midlands recalled how he worked over the legal limit on a shift, but his workplace had marked his time on duty within the legal time frame.

He said that by kicking up a fuss he'd managed to avoid the shift subsequently but that it remained on the roster.

■

NO TO CATERING OUTSOURCING

RMT members working across rail network in the catering sector declared time on outsourcing at their annual conference in Blackpool.

Delegates emphasised the need for the union to take on unscrupulous employers who super exploit their staff.

David Turner, Manchester South said that the scourge of outsourcing was abhorrent.

"There is an ongoing campaign regarding this, including lobbying parliament, but this campaign is focused on cleaning grades and we need a campaign to fight against outsourcing of catering and auxiliary grades.

"As someone who himself worked as agency in a different role and, having experienced just how poor conditions were, outsourcing is disgraceful," he said.

He also pointed out that there were people doing jobs within catering and elsewhere on the railway who have "the exact same role, directly employed doing the exact same job, but on significantly more money and significantly better protections" than outsourced colleagues.

RMT assistant general secretary John Leach updated members on the recent national dispute and the outstanding role played by caterers.



"Caterers were the backbone of the national dispute and played a significant role on picket lines, on our demonstrations and in our ability to industrially leverage a deal with the train operating companies.

"We need to turn our attention to the outright attacks on catering services on a variety of train operating companies.

"RMT will defend our members terms and conditions resolutely and we will not allow catering jobs to be sacrificed on the altar of profit," he said.

NEC member Dave Goard gave a report back from the union regarding Bring Back the Buffet campaign, saying:

"to make sure that catering remains a focal point for everything that we do on the railway."

But he also highlighted the need to, "make sure that the jobs that we have got now are preserved and we continue to be diligent on the health and safety.

"We must make sure that our jobs are protected along with our pay and conditions as well," he said.

Delegates also discussed the issue of new rolling stock with members pointing out that in some train companies there are now no windows that can be opened.

Jason Warner, Bristol said that the rollout of new fleet with no windows means caterers were exposed to

elements of constant recycled air, which in turn exposed workers to airborne diseases.

"The union should investigate and protect our members to against potential life changing conditions," he said.

Speaking in support of the motion, Mandy Evans, Swansea No.1 said: "I think this is important because we are like sardines in a tin can.

"We can't open the window; we could be on that train for hours and hours and hours. And I've got an illness that means I have 80 per cent lung capacity.

"People are struggling and people with any kind of respiratory condition can't go on working in these conditions," she added. ■

OUTSOURCED CLEANERS NEED THE NEW DEAL IN FULL

Cleaners tell Labour front bench to stick to its pledges to bring outsourced workers in-house

More than 50 outsourced cleaning workers assembled in Westminster to send a clear message to Labour that if it forms the next government, it must implement its New Deal in full, including its commitment to oversee 'the biggest wave of insourcing for a generation'.

The event, organised by MT and supported by Unite and PCS, was a direct consequence of motions submitted to last year's AGM

by the cleaning grades industrial organising conference. The decision to focus on Labour reflected recent polls suggesting that it is likely to form the next government and the fact that its New Deal for Working People contains a key pledge on insourcing. RMT and the other unions involved are determined to hold Labour to that pledge.

Chairing the meeting, John McDonnell MP stressed the

importance of Labour working with unions to make concrete plans, saying "we've won the argument about insourcing, now the question is how we all engage in implementing it and making it happen". Maintaining engagement with unions and using their expertise was key, he said.

RMT assistant general secretary John Leach set out the position of outsourced rail cleaners, highlighted the profits made by outsourcing

companies and the opportunity Labour has to make a big difference to workers lives, urging Labour to seize this opportunity and work with unions to deliver a worked-out programme of insourcing in its first term.

A key part of the event was outsourced members speaking directly to politicians about their experience on the frontline, working for companies geared toward profiteering off low paid



President of the Cleaning Grades Conference Bella Fashola speaks on the frontline experience of outsourced rail cleaners



Shadow employment Minister Justin Madders MP with TUC General Secretary Paul Nowak

workers.

For RMT, Agustin Ochea-Mejia and Bella Fashola explained the problems of working without proper PPE, with insufficient staff, without sick pay and with a company constantly looking to cut costs to win contracts and make profits for their shareholders.

Bella stressed the way that outsourcing led to a constant dodging of responsibility as clients and contractors try to claim that there's no money to meet workers' demands. "I like Labour's promise", said Bella, "and I'll like it even more if it becomes a reality - and if they get into power, we'll hold them to account".

Responding for Labour's front bench, Shadow employment minister Justin Madders agreed that outsourcing is 'an illusion and a con, with supposed efficiencies generating costs in service quality, jobs and pay'.

He said that Britain needs

to learn the lessons of the pandemic and create more resilient supply chains.

"we are going to see the biggest wave of insourcing for a generation", he claimed, saying that procurement officers in public services will be mandated to consider whether services can be insourced. He also claimed that the other parts of the New Deal would erode the incentive to outsource by driving up standards at work and preventing a race to the bottom. This was, he claimed, "a once in a generation chance to transform workers' rights".

TUC general secretary Paul Nowak stressed the urgent need to get the Tories out of power, saying "Fourteen years of Tory government have broken this country".

"We need an employment bill with the New Deal in it in the first 100 days of a Labour government and we need that



RMT assistant general secretary John Leach with John McDonnell MP and Unite National Officer Claire Keogh

wave of insourcing". He said that whatever Labour did the trade union movement had to keep building its organisation

and strength to ensure that workers had a voice and the ability to make change happen.■

LEGAL SUPPORT FOR RMT MEMBERS AT EMPLOYMENT TRIBUNALS

If you are experiencing difficulties in the workplace and need advice regarding a potential employment tribunal claim contact the union.

In the first instance, ensure that you contact your local RMT Representatives or Regional Organiser. Then complete an L2 – Request for Legal Assistance (available on-line) and send it to your Regional Office with all supporting documentation.

RMT's legal department deals with virtually all cases from assessment to the case's conclusion at a tribunal for members across England and Wales. The legal department has also submitted claims to Employment Appeal Tribunals.

The in-house legal department is now firmly established and employs four solicitors and continues to advise and support

members in their work-related criminal cases in the Magistrates Court.

This often involves defending members against false allegations made by the public of assault, false allegations of theft and alleged driving offences. Furthermore, it continues to offer tailored advice and support for bus and taxi drivers, in respect of their licensing issues, licensing appeals before the Magistrates Court, driving offences, and in respect of appearances before Traffic Commissioners.

The In-house legal department continues to strive to deliver a first-class service to all of members. They are committed to provide a strong service to assist the union through the ever-changing legal landscape and their successes have grown yearly.

Your Free legal service covers:

- **Employment Law** – provided by the RMT Legal Department
- **Access to Personal Injury Lawyers** – where 100 per cent of compensation is kept by members.
- **Access to a basic will service.**
- **Access to special terms for conveyancing, probate, powers of attorney.**
- **Access to special terms for family law related matters.**

The contact number for the legal department is 020 7084 7260 or go on-line to rmt.org.uk/about/legal-services/



DISABLED MEMBERS UNITE

RMT's disabled members conference in Liverpool deals with cancer in the workplace

Delegates to this year's packed disabled members advisory conference heard RMT assistant general secretary Eddie Dempsey open conference with a message of unity and solidarity.

"When we stand together, we are an unstoppable force and we have been fighting for over one hundred years.

"One of the things we achieved recently was to get cancer exempt from managing for attendance at Network Rail.

"This is what this union

does day-in day-out because we do not let fear get in the way of defending our members," he said.

Conference chair Tomas Bisset re-iterated this message with his opening remarks announcing: "our unity is our strength".

Guest speaker Dave Kelly of Daisy Inclusive UK told delegates that 40 per cent of the population at any point faced disabilities of some sort.

Daisy Inclusive enabled vulnerable people and their families to reach their true potential through sport and

physical activities and advice and guidance.

"As a disabled person myself, I know that sometimes we don't show off enough about what we do and what we can do but we all have the potential to reach our targets," he said.

Campaigner and wheelchair user Mik Scarlet addressed delegates about the need to change attitudes towards people with disabilities and outlined the social model for disability.

"Disabled people need to embrace it as it truly allows us

to have a louder voice than ever before. It gives us that ability to speak together, because whatever our impairment, our experience of being disabled is the same, and with that combined voice we become too large a group to ignore," he said.

Faye Wright, Exeter Rail said that cancer was a trade union issue as can make it difficult for people to earn a living.

"Cancer at the point of diagnosis is covered as the protected characteristic of Disability, Equality Act 2010.

"However, some members are being refused full pay under company sick pay schemes during cancer treatment.

"With the current cost of living crisis whilst workers are already financially squeezed to the limit, our members must also manage the financial burden having cancer brings," she said.

Delegates heard that the rail industry contained many potential risks from exposures to asbestos in premises and rolling stock, respirable crystalline silica in ballast dust and from cutting or grinding concrete, and diesel engine

exhaust emissions.

Delegates called on the union to negotiate policy for all workers and the extension of the full pay part of all sick pay schemes as standard where there is a sick pay scheme in place.

Colin Stewart, Plymouth No1 won backing for a call for the union's neurodiversity courses which are currently only available to reps and branch officers to be open to the wider union membership.

"One of the most significant ways to support neurodiverse members in the workplaces and wider society is through educating and

equip our all members with the knowledge and spreading awareness through our education system in the union, to learn about neurodiversity and the unique challenges faced by individuals with conditions such as autism, ADHD, dyslexia, and others.

"Neurodiversity is deep-rooted in the social model of disability, which states that people are not disabled by their visible or invisible differences but by the barriers created by society," he said.

SOLIDARITY

Delegates took time out to

attend a picket of National Museums Liverpool workers who had taken over 50 days of strike action since February.

PCS rep Matt Exey addressed delegates about the long running dispute over demands for cost-of-living payments for all staff.

"Staff working across seven museums in Liverpool are struggling to make ends meet because of low pay.

"Wages have stagnated over the last decade and despite the cold weather we have had picket lines of over 60 such is the strength of feeling," he said.

President's Column

SACK SUNAK

Life comes at you fast when you're Rishi Rich.

Like a drowned rat in a thousand-pound suit, Rishi Sunak stood in torrential rain outside Downing Street last week to announce a general election on Thursday 4 July.

RMT members and our families all have an interest in voting at the general election to ensure the Conservative party is defeated so it will take years to recover if it ever does.

Since the world emerged from the Covid-19 pandemic in 2021, RMT members led the way building a working class fight back against Tory austerity, job cuts, pay freezes and attacks on our rights in Britain.

Outsourced cleaners and catering staff, sacked P&O Ferry workers, London Underground staff, RMT members employed by Network Rail and Train Operating Companies, Hitachi Train Fleet Maintainers, Bus workers, Dockers and RFA seafarers all took action, protested, marched, or campaigned against attacks on our jobs, pay and working conditions. We provided inspiration to millions across Britain.

RMT members sparked the biggest strike wave in this country for 35 years. We knocked the legs out from under Boris Johnson with our coordinated, national strike action in 2022, so when his own MPs turned on him, he collapsed like a house of cards.

Tory MPs voted to replace Johnson with Liz Truss - a Prime minister with less stamina than a lettuce. At his last election Sunak was beaten by a Truss and a lettuce.

The fightback that RMT inspired, exposed arrogant bosses, confident of political backing from a Tory government using the power and resources of the state to bankroll them and destroy our union, as Thatcher destroyed the miners' union.

It can't be repeated often enough that all three Tory governments since the 2019 general election failed absolutely to achieve their goal of destroying the RMT.

The Tory Party's petulant response to being outthought and outfought by trade unionists is to make strike action illegal across railways, health, education, fire and rescue, border control and nuclear waste management.

What is at stake in the 2024 general election for all workers is the crucial ability to defend ourselves and each other at work by withdrawing our labour.

Labour's 'New Deal for Working People' states: "Conservatives have consistently attacked rights at work, including through the Trade Union Act 2016, the Minimum Service Levels (Strikes) Bill and the Conduct of Employment Agencies and Employment Businesses (Amendment) Regulations 2022 - all of which Labour will repeal to give trade unions the freedom to organise, represent and negotiate on behalf of their workers."

Sir Keir Starmer's authoritarian, corporate Labour Party will stick to the Tory cuts agenda, supporting austerity at home and warmongering abroad. Labour's policies are deliberately indistinguishable from Tory policies in almost every respect.

The one stretch of clear red water between the two parties is trade union rights. Under a Conservative government increasing numbers of workers will lose the ability to vote to take strike action and fight back as we did in 2022. A



Labour government that repeals Tory anti-union laws gives workers a fighting chance.

RMT will also be supporting independent candidates in the general election who we know support our members and our union including Jeremy Corbyn in Islington North.

This matters, because whatever the result of the general election, our future depends on our ability to use our collective strength to support and defend RMT members. Without an ability to strike our ability to win for transport workers will be much reduced.

On 4 July let's give Sunak the sack and get ready for the next fight of our lives.

Alex Gordon



KEEPING TICKET OFFICES OPEN

RMT's industrial organising conference of station and associated Grades met in Portsmouth recently and conference president Keith Miller opened the proceedings by congratulating delegates on winning a major victory in keeping ticket offices open through their campaigning work.

RMT national policy officer Sophie Ward and RMT assistant general secretary John Leach gave a presentation on the Save our Ticket Offices campaign outlining some of the challenges ahead and how the union would be gearing up for future campaigning.

"It was the commitment of our members to get out there and mobilise that was key. In

addition, local people thought of their ticket office as a community asset," Sophie Ward said.

AJ Oluwarotimi, national executive, reported on the progress of the union's work arising from the last year's motions. The motion on the proposed closure on ticket offices was the beginning of the successful campaign to keep ticket offices open AJ said.

Josie Partington, Blackpool moved an unanimously backed motion praising the social media work and general media strategy of the union in defending ticket office and station staff jobs.

"Particular praise goes to the social media strategy, which we need to carry on,"

Josie said.

Ross Marshall, Central Line West called for action against the massive rise in assaults that station staff have been facing. He said that official figures show that 2023 was the worst year record while at the same time there are fewer British Transport Police on the railway.

Delegates unanimously backed his call for the union to facilitate a national summit of unions, employers and police, to reverse this alarming trend and make the railway safer.

RMT data protection officer Mick Carty also explained why it was important to understand the nature of data protection and its history, role and function in protecting

members. He told delegates what steps the union is taking to protect the information held on members and outlined how crucial it was that reps and activists are fully compliant.

A recurring theme of the conference was the way that companies are making cheap fares available online only as a long-term strategy to pull people away from using ticket offices.

Josie Partington gave an example of where although Transport Focus had advised Northern Trains and other train operating companies to reinstate ticket office sales of cheaper advance purchase on the day Northern had not been carried this out so they remain only available online.

"Although this has been raised by the relevant employee council there appears to be no will or effort on Northern's part or any other train operating company to give this work back to ticket office staff. The union needs to take this up urgently," she said.

John Leach thanked delegates for standing firm in the national rail dispute over

the last two years. He gave an update on the current state of negotiations and explained that even though cuts had been pushed back it was not a victory and that if negotiations don't go well then the union would be balloting members again.

"The most significant feature of the dispute was a new generation of trade unionists have been with us

for the first time. Younger people have got stuck in," he said.

John addressed the current dispute with Carlisle Support Services saying: "These members are involved in the most basic of fights for recognition. They do the same jobs as other workers on worse conditions. They are involved in a tough and vibrant dispute."

Stephen Morgan, shadow rail minister and local MP for Portsmouth South, thanked RMT members for the work the union had done in forcing the government to make a U-turn on ticket office closures and promised to repeal minimum service levels and other anti-union laws.

"We are committed to bringing rail back into public ownership," he said. ■

COMPENSATION FOR RMT MEMBERS

RMT provides a full legal service from day one of membership

An RMT member who sustained painful injuries at work when they slipped on oil that had leaked across the floor of an unlit corridor has secured compensation.

The Chiltern Railways employee had been going to help a passenger when the incident occurred as they made their way out of the office where to go to help a passenger.

The oil, which had come from the lift in the engine room, caused them to slip and fall, landing heavily on their back and the right side of her body. They suffered bruising and pain to their lower back, as well as to their right shoulder and right arm.

The member instructed workplace injury experts at Thompsons Solicitors to bring a claim for compensation against their employer, alleging that more could have been done to protect them.

Their legal team argued that if the oil leak had been prevented, if it had been cleaned up or prevented from spreading, or if there had been warning signs in place, their injuries could have been avoided.

Through their union membership Thompsons Solicitors was able to secure the worker a compensation care package of £3,400 without the need to go to

court. In addition, Chiltern Railways has since installed lights in the corridor to help prevent future incidents from occurring and to protect other workers.

ROAD ACCIDENT

An RMT member was injured in a road traffic accident while riding his motorbike won a settlement claim for £85,000, which compensated him for his pain and suffering, loss of earnings and lost years of his pension as a result of his early retirement.

The driver of a car pulled out of a junction, attempting to turn right when it was unsafe, and struck the right side of our member and his motorbike, knocking him off. The member sustained injury to his right shoulder and hip, dizziness and vertigo, and a psychological reaction to the accident, and the effects of his injuries. As a result, the member was absent from work and then unable to return to his role trackside, due to his ongoing dizziness and vertigo which would make it unsafe for him to work on the track, or at height. As a result, the member was forced to take early retirement.

RMT's solicitor Thompsons was instructed to pursue a claim for compensation on behalf of the member. Liability was denied by the Defendant

driver's insurer and Thompsons went on to prepare the medical evidence required to properly quantify our member's injuries, and issue proceedings on his behalf. Once Thompsons issued Court proceedings, liability was quickly conceded. The member was seen by appropriately qualified independent medical experts who prepared reports dealing with the physical and psychological injuries, how long they took to heal, and the prognosis for problems which arose as a result of this. The member suffered with pain to his right side for some years requiring physiotherapy and is left with dizziness and vertigo preventing a return to his employment.

SLIPS

An RMT member who suffered painful injuries when he slipped on ice whilst at work has received a compensation care package from the company responsible for gritting the platforms.

The conductor had been carrying out his duties in December 2021 when he stepped off the train. However, as his left foot made contact with the platform, he slipped on a patch of ice which had not been treated despite the adverse weather conditions.

He fell heavily to the

ground, sustaining injuries to his wrist and elbows. He underwent an MRI scan which showed that he had also suffered soft tissue injuries resulting in pain, swelling, and bruising.

Following his ordeal, the RMT member instructed workplace injury experts at Thompsons Solicitors to bring a claim for compensation against the insurer for Mitie Group PLC, the company that was contracted to provide winter maintenance services at the station.

His legal team argued that had the platform been gritted in line with procedure, and if the appropriate warning signs warning workers of the risk of ice had been on display, his injuries could have been prevented.

The insurers went on to accept responsibility for the incident, and our member later received an out of court settlement of £4,400 which reflected the severity of his injuries and the impact that they had on him personally and professionally.

Cases such as this show the value of the union's legal service, and it is hoped that the outcome will demonstrate the importance of carrying out winter maintenance on platforms to prevent similar incidents in the future. ■

RBF-THE RAILWAY'S CHARITY

Former RMT general secretary Mick Cash joins board of the rail charity the Railway Benevolent Fund (RBF)

Since I retired in 2021, I have become a trustee of the Railway Benefit Fund. It is a charity that supports past and present rail workers which first came to my attention when I was full time officer. It is not as widely known but there are a small band of rail workers supporting its activities. People like Ronnie Hardman from Liverpool a long time RMT member and RBF supporter who recently was awarded the Lifetime Achievement award by the charity for his work in helping his fellow rail workers.

Today rail workers are struggling. Unions are supporting members by fighting to protect jobs pay and conditions but they cannot do everything. Members face increasing hardship because of the impact of the cost-of-living crisis, with trends showing

younger people are most affected, needing help with debt support and feeding themselves or their families.

The RBF has been around since 1858 and has been providing a lifeline and support to current, former and retired workers and their dependants ever since.

Thanks to the generosity of the supporters, the charity is able to provide support through life's unexpected events by offering everything from financial grants and confidential advice to online tools and a legal helpline. I have seen its work at first hand, the range and breath of rail workers who have sought help surprised me and no doubt would surprise you. But help they got which is what matters.

The charity's latest Annual Impact Report revealed that every four minutes someone in



rail reached out to RBF. Other findings revealed earlier this year included:

- Over 500 applications were received in 2023 resulting in more than 1,000 railway people receiving direct financial support and many more receiving advice and signposting. RBF awarded £374,000 of grants in 2023.
- One in four of all cases were people who faced losing their homes.
- Over 65% of grants awarded were to current railway workers with nearly 70% of applications being under the age of 50

The charity relies solely on the generosity of the railway industry and those who donate time and money to

look after fellow rail workers. Fundraising income required to run the charity increases year on year due to the rise in demand, for 2022 over £450,000 was raised through corporate support and continued growth in community fundraising, with particularly successful fundraisers.

My hope is that we can help more rail workers access the charity's services but equally that more rail workers support its work and fundraising activities. ■

If you wish to get help or support the charity please visit. www.railwaybenefitfund.org.uk for more details or contact info@railwaybenefitfund.org.uk – you can access the charity for help, sign up to volunteer or make a much-needed donation.

ARTWORK FOR BOB UNVEILED

RMT Midlands regional council met recently to unveil a specially commissioned artwork celebrating the life of RMT general secretary Bob Crow who sadly passed away ten years ago.

Former RMT general secretary Mick Cash and retired regional organiser Ken Usher unveiled the artwork on behalf of the union.

Almost a year ago the regional council commissioned Rob Baker a local artist based by RMT's office in Jewellery Quarter to create this piece of artwork.

Rob Baker has a strong union background and he fulfilled the brief to create a piece of art work that reflected Bob's life and will inspire future generations of trade union artists. ■



EDUCATION FOR ALL

RMT Union Learning reps and tutors meet in Bristol for training and development sessions.

The union's national education advisory conference included workshops on Union Learning Reps and their role in recruitment, organising and activism. It underlined the role of every members' responsibility to ensure every worker is signed up to an industrial trade union.

Newly elected conference chair Jo Parry talked about accessible communications so that it reached everyone in the union and beyond.

RMT assistant general secretary Eddie Dempsey talked about organisation and education in the workplace as being key to building the

union. Other speakers included National Executive Committee member David Goard, TUC Tutor Primrose Jeanton and retired Bristol branch secretary Glen Burrows. Principle Learning coordinator for the Mayor of London Adrian Ryan also explained about AI and how it was impacting on learning and education.

RMT president Alex Gordon also spoke about the future of ULRs following the demise of the Union Learning Fund and the need to strengthen and develop the education conference.

RMT education manager Michael Cudjoe thanked the outgoing conference and committee chair Amanda Testa for her stewardship during her



two years in office and wished her well for the plans going forward.

He also congratulated the Jo Parry and said that he looked forward to working

with her and the committee, to build on the foundations laid down, to build and strengthen education and learning as a core part of what the union does. ■



WALES TUC DELEGATION

RMT sent a delegation to Wales TUC Congress which took place in Llandudno in May.

The delegation included Dave Gwatkin, retiring RMT regional organiser Brendan Kelly, RMT general secretary Mick Lynch, Keith Saunders and RMT regional organiser Steve Skelly.

FAREWELL TO WILLIE STRANG

Union activists and officers attended the funeral of serving NEC member Willie Strang who passed away suddenly in April. A full appreciation of Willie will appear in the next issue of RMT News.



OBITUARY

RONNIE MORAN

(5 May 1952 – 15 Feb 2024), RMT Glasgow Shipping branch

A requiem mass was held in Coatbridge, North Lanarkshire on 27 February for Ronnie Moran, a stalwart of the National Union of Seamen and RMT Glasgow Shipping branch.

Bro. Moran began his working life as a plumber for his local council before going to sea as an Engine Room rating on ships sailing to South America. Following the demise of UK ratings on the UK-flagged deep-sea fleet, Ronnie worked for Caledonian-MacBrayne in the ferry industry on the west coast of Scotland, then for Sealink and Stena between Stranraer in southwest Scotland and Larne in Northern Ireland.

Ronnie was an NUS activist, organising support for the miners during the 1984-85 strike and joining NUS picket lines in Dover in the 1988-89

P&O strike. Ronnie's commitment to trade unionism continued after formation of RMT in 1990 supporting Timex workers on strike in Dundee in 1993 and defending sacked Liverpool dockers in 1995-96.

Following disillusionment with Blair's New Labour government Bro Moran stood as a candidate for the Socialist Labour Party in Scottish parliamentary elections in 1999.

Ronnie attended RMT Biennial General Meetings and AGMs as Glasgow Shipping Branch delegate on several occasions. In 2000 he became the Secretary of the new RMT Glasgow Shipping branch, ensuring it played a full role in RMT's Scottish regional council and Glasgow trades council as well as supporting the Morning Star newspaper and Scottish TUC events.

As a member of Stranraer

Port Committee, Ronnie negotiated to defend RMT members' jobs following introduction of the High-speed Sea Service in 1996. In 2003, when Stena closed Stranraer as a ferry port, Ronnie was redeployed to the Harwich-Hook of Holland route. While there he was diagnosed with Multiple Sclerosis. Ronnie fought the debilitating condition with tremendous courage, integrity and support of his wife Irene and their daughters.

While he retained mobility, Ronnie visited Cuba with an RMT delegation to May 1 celebrations in Havana in 2006. This memorable event, along with visits to Humanite festival in Paris and Festa do Avante! in Lisbon inspired Ronnie to join the Communist Party. Ronnie tirelessly supported the Scottish Cuba Solidarity Campaign taking the



Cuba stall to RMT AGMs as long as his health allowed.

Ronnie also supported the International Brigades Memorial Trust and worked with sculptor Frank Casey, RMT Glasgow Shipping branch committee and Glasgow City Council to raise funds and secure a site for a memorial 'Blockade Runners to Spain', which stands near the statue of 'La Pasionaria' on the banks of the Clyde near Glasgow Central Railway Station.

The monument is an appropriate legacy to Ronnie Moran - a Seafarer, Internationalist, trade unionist and communist. Rest in Peace, Comrade. ■

Stuart Hyslop

CHRIS KEFFORD AWARD

The Chris Kefford Award for 2024 was awarded to Pete Mullins of Chester branch who has contributed to the catering grades conference for many years as an active member in the workplace. From left to

right: conference president Mandy Evans of Swansea 1, Pete Mullins, NEC member David Goard, Plymouth branch vice president Craig Mills and Reading branch vice secretary Roland Hamsworth. ■



60 FOR TED

Long-serving member Edward (Ted) Harris finally received his certificate and 50-year badge from RMT general secretary Mick Lynch after 60 years' service to the union.

Ted spent many years working for British Rail and the Grove Park mess room where he worked has been named the 'Ted Harris Lounge' in his honour. ■



REMEMBER SPAIN

RMT Glasgow Shipping branch chair Brian Reynolds visits Spain to pay tribute to anti-fascist fighters

In February myself and some other trade unionists from Trade Unions in Communities in Edinburgh, Carmen Simon, Willie Black and the secretary from the Edinburgh Trades Council Des Loughney, flew out to Madrid to participate in a number of significant events to remember and pay homage to the International Brigadiers who left their homes in 1936 to 1939 to fight fascism in Spain.

We visited the graveyard in Taricon where a memorial proudly names the fallen Scottish Brigadiers. It was a great honour to be asked to

read the roll call of the Scots who are immortalised in that Taricon Graveyard, while a Spanish comrade read out the names of the Spanish who are remembered there.

We visited the beautiful village of Ucles in the province Cuenca, where the impressive fortress was used initially as a hospital treating the wounded in the civil war but unfortunately became a political prison where many were executed.

Thankfully, the mass graves were recently excavated and the remains of the executed were given a proper final



resting place in a cemetery nearby, we had the opportunity to lay carnations on the graves.

We also visited the battlefield in the Jarama to mark the 1937 Battle of Jarama and walked five kilometres over the very ground where so many made the ultimate sacrifice fighting Franco's fascist dictatorship. Around 500 comrades turned up that day to witness the newly unveiled memorial in remembrance of the British Battalion volunteers.

Several relatives of the

volunteers spoke, citing the pride they have for their family members who came to the assistance of the people of Spain in what was their darkest years.

It was a trip I've contemplated for a number of years especially after my branch erected the Memorial to the Blockade Runners and one I will never forget. The friendship given by the Spanish people we met and the solidarity from the visitors from all over the world was fantastic. No Pasaran!



STUC LEARNER OF THE YEAR 2024

The recipient for the STUC Scottish Union Learning Learner of the Year Award 2024 is RMT young member Ross Henderson.

The annual award, presented by First Minister Humza Yousaf at the STUC annual congress in Dundee, celebrates the achievements of Scotland's trade unionist workplace learners.

A young worker with a hearing impairment, he has now successfully completed his apprenticeship and gained permanent employment with Scotrail following the creation of new courses organised by Dennis Fallen the RMT union learning organiser supported by Mick Hogg RMT regional organiser and Scottish Union Learning.

He is continuing his learning journey and successfully applied for a place on an RMT learning course at Glasgow Caledonian University called Mind the Gap designed

to prepare the learners go on to further study the Chartered Institute of Rail Operators (CIRO) Certificate course at Glasgow Caledonian University supported and funded by the employer.

He is now encouraging his colleagues to participate in the workforce development opportunities organised by RMT Lowlands and Uplands learning project.

After joining Scotrail as a Customer Service apprentice just after lockdown had ended in 2020, Ross undertook a range of new union provided courses including one on deaf awareness. This is particularly important given the noisy environment often found in major train stations.

STUC general secretary Roz Foyer said that she was delighted to present the award to Ross.

"With the support of his union, he has overcome adversity and helped plot a



route to successful employment for those who might follow.

"As if this were not enough, he continues his professional development and is encouraging his fellow union members to do the same. We are very proud of Ross and his union for this invaluable work," he said.

RMT general secretary Mick Lynch added that Ross was a very worthy recipient of this award.

"As a young RMT member,

Ross has shown true determination and has not let any obstacle get in his way of learning.

"Not only is Ross learning, but he has also gained confidence, he shares with pride his story with his peers at his workplace which are all great steps in union learning and organising in Scotland," he said.

Watch Ross' story in the Scottish Union Learning's Learner of the Year Award short film on You Tube. ■

KEEP IT SIMPLE

The key to the RMT Credit Union is 'keeping it simple'

You just save a minimum of £5 per month and then after a short time, you can borrow from us. As you pay down your loan amount each month, you only pay interest on the outstanding balance.

There are no hidden costs to saving and borrowing with the RMT Credit Union. If you pay up early you simply pay the balance and any interest due at the time. NO Handling or Administration charges and NO penalty charges.

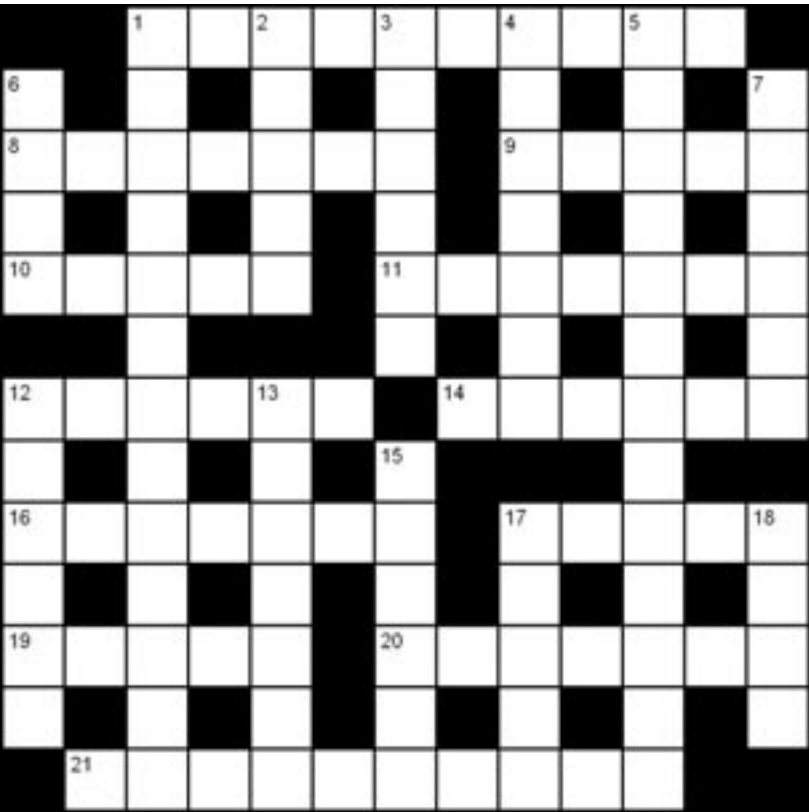
We have accounts to help you put money aside for your holidays, Christmas or even encourage your children to save. For more information, check the RMT Credit Union Website or fill out the application form on inside back page.

Run by RMT members for RMT members and their families.



Find out more
c.union@rmtcreditunion.co.uk
Tel: 020 3535 5820
<https://rmtcreditunion.co.uk/>

£50 PRIZE CROSSWORD



Last month's solution...



Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by Date July 22, 2024 with your name and address.

Last month's winner is Michael Plews, Millom.

Please supply bank account details and sort code to receive your prize quickly.

ACROSS

- 1 Official (10)
- 8 Recipient (7)
- 9 Bird of prey (5)
- 10 Duck (5)
- 11 Steam vessel (7)
- 12 Occurring every year (6)
- 14 Not in any key (6)
- 16 Fast movement (7)
- 17 Scoundrel (5)
- 19 Underwater equipment (5)
- 20 Avoiding (7)
- 21 Form a union (10)

DOWN

- 1 Accommodation (8,5)
- 2 Revolving bar (5)
- 3 Strongly opposed (6)
- 4 Mild (7)
- 5 Given to debate (13)
- 6 Fit of shivering (4)
- 7 Relating to the nervous system (6)
- 12 Place a value on (6)
- 13 Area of ground (7)
- 15 Roman Catholic devotion (6)
- 17 Military cloth (5)
- 18 Open vessel (4)



RMT CREDIT UNION LTD.

P.O. Box 252, Wisbech, PE14 4FX
c.union@rmtcreditunion.co.uk

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 ☐ RMT Junior Member ☐

6 How much do you wish to save £ ☐ weekly ☐ Monthly on 2nd, 15th or 28th ☐ if 4 weekly add date you get paid
(please circle)

7 Next of Kin

Address

.....

.....

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:

Telephone: 0203 535 5820

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

Your signature

Date

Authorised and Regulated by FCA & PRA, FRN No.228612 Company Registration No.705C



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., P.O. Box 252, Wisbech, PE14 4FX

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 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.



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



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.

