

RMT *news*

Essential reading for today's transport worker

DEFENDING THE GUARD



INSIDE THIS ISSUE



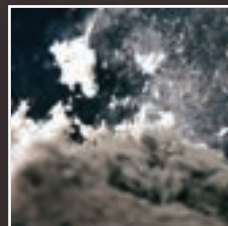
AGM REPORT
PAGE 13



SAVE OUR SEAFARERS
PAGE 6



NORTH SEA WOOD GROUP STRIKE
PAGE 7



THE DANGERS OF ASBESTOS
PAGE 26



www.rmt.org.uk

NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NWT 1JD



APPLICATION FOR MEMBERSHIP – please complete your application along with either the attached Direct Debit or a separate payroll mandate form.

BRANCH NUMBER

Please use **BLOCK CAPITALS** and **black ink**. * Information that must be provided.

1 PERSONAL DETAILS.

Surname*
Forename(s)*
Home phone
Mobile phone
Email address
Date of Birth* / /
Address*

Postcode
National Insurance Number*

2 **Your Employment.** Employer*
Job Description*
Location
Part Time YES NO
3 Sex. Male Female
Annual Basic Salary

4 **Ethnic Group.** (Please specify. This information is used as part of our equal opportunities policy)
A. White English/Welsh/Scottish/Northern Irish/British Irish Gypsy or Irish Traveller Any other White background
B. Mixed/multiple ethnic groups White and Black Caribbean White and Black African White and Asian
 Other mixed/multiple ethnic background
C. Asian/Asian British Indian Pakistani Bangladeshi Chinese Other Asian background
D. Black/African/Caribbean/Black British African Caribbean Other Black/African/Caribbean background
E. Other ethnic group Arab Other ethnic group, please specify

5 **Sexual orientation** (This information will be used for monitoring purposes as part of our equal opportunities policy)
Sexuality Hetrosexual Homosexual Bisexual Prefer not to say
Do you identify as transgender? Yes No If you wish to be contacted with information about union activities for lesbian/gay/transgender members please tick here

6 **How do you wish to pay.**
Your Pay Number
Direct Debit (you must complete form below) Paybill Deduction (complete separate form) I confirm my paybill mandate has been sent to my pay office.
Phone Freephone 0800 376 3706 to confirm your company offers payroll facility.

7 **I undertake to abide by the rules now in force or those that are adopted.**
Your signature
Date / /



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, 39 Chalton Street, London NW1 1JD

Name and full postal address of your Bank or Building Society

To: The Manager Bank/Building Society
Address

Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number
Branch Sort Code

Normally your payments are made once a month to RMT. If you prefer to pay 4 weekly instead please tick

Originator's Identification Number

9 7 1 7 4 5

Reference Number

Your National Insurance Number

FOR RMT 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 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, 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.
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contents

Page 4

SCOTRAIL STRIKE ACTION SUSPENDED

Page 5

SOUTHERN GUARDS' BATTLE ROLLS ON

Page 6

SAVE OUR SEAFARERS 2020

Page 7

NORTH SEA WOOD GROUP STRIKE

Page 8

PTI DANGER GROWS

Page 9

HOLYROOD AND WESTMINSTER DEBATE
DOO

Page 10

END THE SLAVE SHIP SCANDAL

Page 11

SCOTRAIL STRIKE VOTE

Page 12

WE SHALL REMEMBER THEM

Page 13

RMT AGM 2016 - A FIGHTING UNION

Page 20

AVON VALLEY CALLING

Page 21

RMT LGBT CONFERENCE

Page 22

RMT AT PRIDE

Page 23

TUC LGBT CONFERENCE 2016

Page 25

DISCUSSING DEMOCRACY AND
CAPITALISM

Page 26

THE DANGER OF ASBESTOS

Page 28

BRITISH HEART FOUNDATION

Page 29

AWARDS AND OBITUARIES

Page 30

CROSSWORD

EDITORIAL



DEFENDING THE GUARD

I am pleased to report that due to the determination and strength of ScotRail members and rock-solid action in defence of rail safety the company has agreed to talk.

RMT has suspended all strike action after the company guaranteed a fully competent conductor on every train and confirmed that trains will not run without a guard.

There will now be three-way talks with RMT, ASLEF and the company over the future of train dispatch.

It is unfortunate that Govia Thameslink Railway bosses could not have done the same thing instead of sparking further strike action on Southern Rail by refusing to drop plans for Driver-Only Operation.

The union said to GTR match the offer for talks we have secured on ScotRail to retain a guard on every train with the same competencies and we can reach a negotiated settlement.

As it is the company and this government is dragging the franchise into total meltdown. We share the anger and frustration of passengers and we cannot sit back while jobs and safety are compromised on these dangerously overcrowded trains.

GTR must think again about pressing ahead with government-backed plans to bring in DOO and close ticket offices in the relentless pursuit of profit.

It is clear that the public and rail workers are standing together against rapacious rail privateers and the Tories in the fight for safe and reliable rail services that are not run solely in the interests of shareholders and carpet baggers.

As we go to press RMT members on Virgin Trains East Coast have voted 84 per cent vote in favour of strike action over a threat to jobs, working conditions and safety.

The company has torn up agreed negotiating machinery and is attempting

to bulldoze through a package of cuts that would undermine the safety regime that currently ensures a guard on every train and threatens nearly 200 jobs across the franchise.

North Sea oil workers have also taken further 48-hour strike action against services giant Wood Group operating on Shell oil and gas platforms unless plans for further pay cuts are scrapped.

This is despite the fact that Wood Group have just been awarded new contracts for North Sea operations valued at \$150 million and top bosses pay is going through the roof.

The union has also launched a campaign to fight for the future of UK seafarers called SOS2020.

Seafarers are central to the national economy, yet due to unregulated competition and the growth of Flags of Convenience over the last 30 years UK seafarers are being replaced by non-UK seafarers on lower rates of pay.

This sort of social dumping, actively encouraged by EU rules, is unacceptable and RMT's message to the government is clear – get a better deal from Tonnage Tax shipowners for UK seafarers and the national economy.

This is just one of the many reasons why workers voted in their millions for this country's withdrawal from the neo-liberal European Union.

That is why RMT backs Labour leader Jeremy Corbyn's call for the vote to be respected and for Article 50 of the Lisbon Treaty – which would begin the process of EU withdrawal – to be invoked in the interests of democracy. This must be the beginning of the process of building a fairer and sustainable economy based on manufacturing and trade with the entire world.

SCOTRAIL STRIKE ACTION SUSPENDED

Union wins assurances for a fully competent guard on every train and an agreed method of train dispatch



Following a meeting of RMT representatives, all industrial action on ScotRail has been suspended to allow further talks to take place with the company.

The union executive also instructed the general secretary to arrange an urgent meeting with Abellio ScotRail to discuss platform interface and platform train dispatch procedures with the ASLEF union in attendance.

RMT general secretary Mick

Cash said that the union had made sufficient progress to suspend a programme of industrial action on ScotRail to allow for further detailed discussions.

“The progress we have been able to make in this dispute is entirely down to the resilience, determination and strength of our ScotRail members who have taken wave after wave of rock-solid action in defence of

rail safety.

“They are a credit to the entire trade union movement,” he said.

The four key elements of ScotRail’s offer that was agreed was a guaranteed conductor on every train, the conductor will retain their full competency including rules, track safety, evacuation, and ScotRail confirmed that trains operating these services will not run

without a competent conductor on board.

Finally all proposals are subject to ScotRail and RMT agreeing to a method of train dispatch for these services. Once this proposal and the method of dispatch are agreed it will be adopted for the Abellio ScotRail franchise and will apply beyond.





SOUTHERN GUARDS' BATTLE ROLLS ON

Rail bosses reject offer to suspend action if company matches Scotrail offer on guards and safety

Govia Thameslink Railway bosses have sparked further strike action on Southern Rail by refusing to drop plans for Driver-Only Operation.

RMT had made a conciliatory offer to suspend the five-days of action in order to retain a guard on every train as Scotrail had already conceded but GTR bosses flatly refused.

Industry sources have revealed that top government official Peter Wilkinson – the man who bragged at a Tory party meeting that he wanted a “punch up” with unions and described staff as “muppets” – was responsible for wrecking talks.

RMT General Secretary Mick Cash said that it was clear right from the start that there was no serious intent from GTR to engage in genuine negotiations and that their script was being

written from behind the scenes by their government paymasters.

“You would have thought they would have taken our arm off when we offered to suspend the action in return for a series of guarantees that simply mirror the proposals from Scotrail just days earlier.

“But the person running this circus wasn’t even in the room and he had clearly told Govia to stonewall, reject and wreck the talks, as they are paid directly by the government on this contract that is exactly what they have done.

“Our action in defence of rail safety and the safety critical role of the guard now goes on and passengers caught in the middle of this will be rightly furious that the talks that could have resolved this issue were sabotaged by Mr Wilkinson and his team.



“Passengers will be well aware that Mr Wilkinson commutes from Vienna and is paid £280,000 a year as a government hit-man.

“Compared to the progress we have been able to make on Scotrail it is clear as day that GTR is being set up as a testing ground for a national union-busting experiment.

“That nonsense should be stop and we should get back to normal industrial relations, free from outside interference,” he said.

The union also slammed “lies and smears” over the Southern Rail guards ballot that have been recycled by a number of news outlets including the BBC.

The facts are that 393 members were balloted, 321

voted, representing over 80 per cent of members, and 306 voted yes, representing over 77 per cent of the total membership.

These numbers easily outstrip the hurdles proposed for union ballots by the Tory right in terms of both turnout and the majority in favour of action.

“That is a mandate the politicians could only dream of and to try and pretend that only a minority back the action as the BBC have this morning is disgraceful and shoddy journalism.

“It’s interesting that no one ever challenges the mandate of the unelected and unaccountable GTR bosses who have unleashed havoc on their passengers for months,” Mick Cash said. ■

SAVE OUR SEAFARERS 2020

Union launches SOS2020 campaign to fight for the future of UK seafarers

2020 is the year when thousands of the UK ratings working today will retire and the government cannot let the industry get away with engineering the extinction of UK ratings, from which they would stand to profit.

Seafarers are central to the national economy, with shipping accounting for 95 per cent by volume and 75 per cent by value of the UK's international trade every year. 21 million passengers were carried in 2015 on international short sea ferry journeys from or to UK ports, more than the number of passengers that used the Channel Tunnel last year and not much below the total number of passengers carried each year by the entire international cruise industry which has grown 21 per cent in the last five years.

Unregulated competition and the growth of Flags of Convenience over the last 30 years have seen UK seafarers in the merchant navy steadily replaced by non-UK seafarers, on lower rates of pay. In the early 1980s there were 30,000 UK ratings in the Merchant Navy.

This was down to 8,830 by June 2015 and this does not account for the job losses and social dumping on offshore supply vessels in the North Sea since then. The union has not been idle in the face of this decline.

As well as fighting for improved equality and

employment protections that would block employers from discriminating against foreign crews through lower pay, the union constantly impresses upon industry and government the need to increase jobs and training for UK ratings.

This has secured reform of the Tonnage Tax to include ratings and the government continues to provide funding through the SMaRT scheme to train UK ratings. But industry is resisting these opportunities to train UK ratings, whilst benefiting from the Tonnage Tax to the tune of millions every year and by over £1.6 billion in total to date. We have been clear in our demand from government – get a better deal from Tonnage Tax shipowners for UK seafarers and the national economy.

International maritime trade is expected to double over the next 20 years, absorbing a lot of the current global surplus of 119,000 ratings. The government must tell the shipping industry to dramatically increase the number of trainee ratings.

The SOS2020 campaign unifies all the union's areas of political activity in the shipping industry, from the fight to apply the protections of the National Minimum Wage to the demand for seafarer health and safety reps to be afforded the same statutory rights as their onshore colleagues.

RMT will step up the fight against employers that exploit foreign seafarers and



discriminate against UK seafarers. Companies like Seatruck, profiting from public contracts whilst paying seafarers under £5 per hour, undermining collectively bargained rates of pay and excluding local seafarers. Companies like Irish Ferries, paying out £16m dividends to private shareholders off the backs of seafarers paid below the UK and Irish minimum wages. And companies like Stena, DFDS and P&O, claiming to be committed to UK and Irish seafarers whilst practising social dumping.

Government policy is to double the number of ships on the UK Register by 2020 and it has a strategy for maritime

growth in place which emphasises seafarer training, this must result in more jobs and training on those vessels for UK seafarers.

There must also be a full take up by industry of the annual allocation of £100,000 for ratings training and an increase in that allocation.

The successful campaign to defend CalMac ferries from privatisation is a beacon of light in the shipping industry and through the SOS2020 campaign the union is determined to replicate that success, in the form of more jobs and training for UK seafarers in a safer and better regulated maritime industry. ■



NORTH SEA WOOD GROUP STRIKE

RMT and Unite members kick off more strike action on North Sea oil and gas platforms

North Sea oil workers are taking further 48-hour strike action against oil services giant Wood Group operating on Shell oil and gas platforms unless plans for further pay cuts are scrapped.

Wood Group has imposed three contractor pay cuts over the last eighteen months and slashing its global workforce.

A quarter of the 8,000 jobs that the group has axed were UK-based, which the union insists will make it impossible for rigorous North Sea safety standards to be upheld.

Oil bosses have used low energy prices to slash spending and put new investments on

hold, which has cut revenue to service firms like Wood Group.

The Aberdeen-based group has clinched contracts but refused to come up with any solutions in talks over pay reductions, proposed cuts and changes to working conditions.

The company is proposing cuts to members' pay by up to 30 per cent once reductions to allowances are factored in.

RMT, along with other trade unions, has objected to these proposals in the strongest possible terms but the company have failed to move.

RMT maintains that the situation is totally unnecessary as the Wood Group have just

been awarded a new five year contract for North Sea operations, which is valued at \$150 million. There is also a financial bonanza letting rip in the company boardroom when it comes to top bosses pay.

RMT general secretary Mick Cash said that after savage redundancies and attacks on workload and working conditions this group of offshore workers are now told that they are going to be railroaded into accepting pay cuts of up to 30 per cent.

Despite strenuous efforts by our negotiators in talks with the company we have so far been unable to make sufficient

progress that addresses the concerns of the workforce.

"The unions welcome the fantastic support that has been pouring in from around the world.

"We are also well aware that the company Chief Executive has had a pay increase of 28 per cent to bring him up to £600,000.

"It is obscene that while the top bosses are lining their own pockets they are kicking the workforce from pillar to post.

"This brave group of workers are taking a stand against the greed and savagery that is a mark of corporate Britain in 2016," he said. ■

PTI DANGER GROWS

Rail safety report backs up RMT warnings over growing danger at Platform/Train Interface

The annual report on rail safety, issued by the Rail Standards and Safety, Board (RSSB) has confirmed RMT warnings about the growing threat to life and limb at the Platform/Train interface.

The reports section on PTI incidents shows an alarming 48 per cent increase at a time when staff cuts and dangerous overcrowding on services are right at the top of the rail industry agenda as a result of persistent and high-profile campaigning by RMT.

It exposes the nonsense of government and train company plans to axe guards and station staff and putting London Mayor Sadiq Khan under increasing pressure to reverse tube staffing cuts.

The report also shows shocking levels of assaults with a notable increase in public and passenger assaults at stations and on trains which again fits in what RMT has been saying about having visible front line staff well trained, adequately resourced and providing a safe travelling environment for

passengers.

The RSSB is funded by the train operating companies and the rail industry.

RMT general secretary Mick Cash said that the report should serve as an urgent alarm call to both the government and the train operating companies as they look to hack back on staffing levels at a time of severe overcrowding and increasing numbers of assaults on passengers.

"The surge in incidents at the Platform/Train Interface confirms RMT's warnings about potentially lethal levels of overcrowding and makes a nonsense of plans to undermine the safety-critical role of the guards and to press on with the dash towards Driver Only Operation.

"RMT will continue to step up the fight to defend the guards and the station and platform staff in the light of overwhelming evidence that our rammed-out railways are becoming more dangerous by the day," he said.



HOLYROOD AND WESTMINSTER DEBATE DOO

At First Ministers Questions Nicola Sturgeon showed she did not understand that when you introduce DOO you lose the guarantee of a guard on every train. Or had she just showed which side she was on?

Neil Bibby (West Scotland, Lab): To ask the First Minister what the Scottish government's position is on the industrial dispute between the RMT and ScotRail.

The First Minister (Nicola Sturgeon): I am extremely disappointed that we are seeing industrial action on our railways. It is, after all, the travelling public who lose out in such situations. I once again urge both parties to reopen meaningful discussions and work towards an agreement that prevents further strikes from going ahead. Safety is paramount in our rail network. Scottish ministers do not set ScotRail's operational policy, but we expect employers and

unions to arrive at a safe, efficient and customer-focused solution, and we believe that that can be done with no further strike action. A multiagency response team has operated on each of the strike dates and will do so if any more go ahead, and all modes of transport have continued to perform well.

Neil Bibby: The First Minister knows that conductor operation guarantees passengers that a rail worker in addition to the driver will always be on a train to assist passengers, including in the event of an emergency. Can she tell us whether the Government believes that passengers will be at more risk

or at less risk if there is an accident or incident and there is no longer a second rail worker to assist? In addition to safety concerns, does the First Minister believe that disabled passengers will be disadvantaged if they no longer have the guarantee of the assistance of a rail worker?

The First Minister: Herein lies the complete misunderstanding of the issue that we are dealing with. The franchise mandates ScotRail to have a second member of staff on board each and every single train, unless there are exceptional circumstances. That is audited regularly. This is not an issue about whether there will no longer be a second member of

staff on the train; this is an issue about whether it is drivers who open the doors. That policy of driver-controlled doors has been in operation on many of our rail services with no safety concerns for around 30 years. When I travelled from Irvine to Glasgow in my university days, the train was operated in that way. I repeat: this is emphatically not about having a situation in which there are not two members of staff on the train. If Labour wants to be helpful in the matter, it could start by understanding the issue and putting the right information out there—not the wrong information.”

At a Westminster debate Shadow Secretary of State for Transport Andy McDonald MP (Lab) told the government to nationalise Govia Rail and meet with RMT over DOO

“GTR is widely recognised as the worst train operator in the country, following a sustained period of cancellations, lateness, worsening industrial relations and failed planning that makes a mockery of the Government's regular sermons on the benefits of rail privatisation. There is cross-party consensus on the need for GTR to be stripped of the franchise.”

“The Opposition would like to see our rail services back in public operation, but to ignore the clear evidence of the essential service protection that the public sector provides through the operator of last resort is entirely reckless.”

“The government is committed to preserving the GTR franchise, whatever the cost to passengers, staff or the taxpayer.”

“The taxpayer is paying GTR an estimated £1.17 billion every year in management fees for this dysfunctional service, and that does not include the huge levels of investment in track

and stations through publicly owned Network Rail every year, including the redevelopment of London Bridge.

“Neither sickness levels nor industrial action are responsible for the misery that Southern commuters in particular have contended with for more than a year now.

“The decline in industrial relations is a direct result of the close relationship between the Government and GTR. When senior civil servants are quoted at public meetings stating to passengers that they “have got to break” rail unions then the problem is entirely of the government's making.”

“Labour is clear that the government's failure to include meaningful penalties in the franchise is at the root of GTR's declining performance, we call on the government to strip GTR of the franchise.

“Let me turn quickly to the current dispute. Even the industry-funded Rail Safety and Standards Board has

acknowledged that driver-only operated services ‘may increase the likelihood of an event occurring or increase the severity of its consequence.’

“The issue is whether risks to passengers increase when things go wrong if passengers no longer have a binding safety guarantee from a second member of on-board staff who is fully trained in safety-critical procedures. GTR's proposed new role of an on-board supervisor will not be that of a guard or a conductor; it will lack critical safety training in carriage and passenger protection in the event of an emergency incident.

“GTR and the government have also claimed that there will be no deskilling or dumbing down as a result of the GTR proposals to extend DOO on Southern services, yet the Minister told members of the Transport Committee on Monday that no train that currently has a second person on board would lose that person, and that she would

ensure that the safety-critical role is maintained.

“We hope she will confirm today that that safety-critical role will be maintained over the life of this and future franchises.

“I note that RMT offered to suspend its industrial action as long as GTR suspends the DOO extension plans. It surely makes sense now for the Minister to invite RMT to meet her at the earliest opportunity to discuss the terms of a settlement with GTR that would also apply to future franchises.

“That should allow both parties time to reach a conclusion to this dispute, if not to the performance problems that have dogged GTR since its inception, which we believe can only be remedied by removal of the franchise,” he said.

Responding in the debate Claire Perry said that she was “ashamed” to be rail minister and resigned two days later!



END THE SLAVE SHIP SCANDAL

Union reveals
shameful pay
and employment
practices in oil
and gas supply
chain

The International Transport Federation and the Port State Control, MCA, has detained the *MV Malaviya Seven* offshore supply vessel in Aberdeen in what RMT described as a “blatant example of modern day slavery”.

The decision to detain the vessel in the country’s oil capital was taken to secure pay and benefits for the fifteen Indian nationals who are working on the vessel.

None of the crew members have been paid for almost two months while several have not received a penny from their employer for several months.

RMT and the ITF have asked the UK Border Control authorities to investigate concerns that ship owners and charters/brokers are effectively applying a form of modern day slavery across the oil and gas sector.

A second vessel, the *MV Malaviya Twenty* faces a similar fate in the port of Great Yarmouth where Port State Control has been alerted to a similar situation on that vessel.

The detained vessel *MV Malaviya Seven* has been on recent charter in the UK offshore sector with BP, Wood Group, Dana and Premier Oil.

This is therefore a vessel working in and out of UK Ports and servicing the UK sector. Despite this, and even if the exploited workers were paid today, they would still only be earning around \$2 US dollars per hour, less than a fifth of the UK national minimum wage provisions.

RMT general secretary Mick Cash said that the seizure of the vessel had exposed the scandal of modern day slavery on ships right at the heart of the UK’s oil capital, Aberdeen.

“It also exposes the shameful practices in the exploitation of our natural resources, practices that must be outlawed and regulated against immediately.

“These ships of shame are a blatant abuse of migrant workers and are contrary to any number of stated industry and government objectives around human rights.

“It is also a catalyst for the dumping of UK seafarers, many

thousands of whom are now drawing benefit from the state.

“In the week where the former Chief of BP, Trevor Garlick, is awarded an OBE for his services to the industry we have to ask if those “services” included the introduction of slave labour practices to our country.

“We’ve lost over 1,000 seafarer jobs in the offshore supply vessel (OSV) sector, mainly through the flouting of employment, equality and visa law.

“Record numbers of OSVs are laid up in Aberdeen and other east coast ports, in some cases with non-EEA crew retained on board, in contravention of domestic and international law, let alone high-minded concepts such as Corporate Social Responsibility.

“These practices should be a source of shame to the oil and gas industry which hides behind the low oil price to justify this shocking exploitation of foreign seafarers which borders on modern slavery,” he said.

RMT national secretary Steve Todd also added that current practices in the OSV sector were a direct threat to UK seafarers’ continued employment in the industry, dumping thousands on the dole and making a mockery of the government’s industry-driven mantra of Maximising Economic Recovery of oil and gas from the North Sea.

He welcomed the fact that RMT Parliamentary group chair Ian Mearns MP had tabled Early Day Motion 231(see below) to highlight the government’s failure to prevent job losses amongst UK seafarers on OSVs or their replacement with low cost seafarers on scandalous rates of pay as low as £2 per hour – some 70 per cent below the value of the National Living Wage of £7.20 per hour.

“MPs are to be congratulated for highlighting this scandal and the Shipping Minister cannot continue to walk on by as thousands of UK seafarers lose their jobs as a direct result of his government’s failure to get a grip on an industry that is jeopardising jobs, skills and revenue from our oil and gas reserves,” he said. ■

Early day motion 231

NON-PAYMENT OF NATIONAL LIVING WAGE AND SEAFARER EMPLOYMENT ON OFFSHORE SUPPLY VESSELS

Primary sponsor: Ian Mearns MP

That this House is concerned by ongoing job losses, alleged visa abuses and low pay in the offshore supply vessel (OSV) sector which services the UK oil and gas industry in the North Sea; notes that the downturn in oil prices since August 2014 has led to over 1,000 job losses amongst UK seafarers on OSVs, in many cases being replaced by non-EEA seafarers on rates of pay as low as £2 per hour; is further concerned that seafarer ratings replaced by low-cost foreign crews in the OSV sector will be lost to the maritime industry; believes that this practice puts UK seafarers and the national economy at an unfair disadvantage, particularly in the event of an increase in oil prices; further notes that the number of UK owned OSVs fell by 10 per cent in the year to 31 December 2015; is concerned that a record number of OSVs are currently laid up in UK ports, in some cases with non-EEA crew living on board in contravention of transit visa requirements and the Maritime Labour Convention (MLC); and calls on the Government to enforce visa and employment law and the MLC in the OSV sector as a matter of urgency.



WE SHALL REMEMBER THEM

RMT members win battle to get World War One memorial to rail workers restored in Manchester

RMT members Andy Partington and Wayne McDonald have won a long campaign to restore the World War One memorial to the 87 Manchester employees of the London and North Western Railway that died on the Western Front.

Wayne McDonald told a packed, emotional ceremony in May that he was pleased to “finally get here”.

“It’s been a long journey and there has been many ups and downs and twists and turns, but here we are today,” he said.

The journey started about seven years ago when Andy and Wayne were on one of their frequent visits to the battlefields and cemeteries of the First World War in France and Flanders.

One evening the pair discussed why Manchester Piccadilly station didn’t have a memorial to those lost in World War One.

On their return they started digging around on the internet and found that the station had indeed had a memorial which was to the 87 men of the Goods department of London Road, as Piccadilly was then known.

It transpired that this memorial was sadly lost in the redevelopment of the station in the 1960s as part of the then West Coast mainline electrification.

Luckily a photograph existed of the memorial and was clear enough for them to see that it was inscribed with the names of 87 railwaymen who had given their lives for their country.

“From this moment on it became our duty and our determination to remember their sacrifice and to honour them once again.

“Through research we were able to identify almost 70 of those named and with help were privileged enough to be able to contact their living descendants many of



whom attended the ceremony to unveil the new memorial,” he said.

After years of badgering and never giving up Wayne and Andy finally convinced Virgin Trains and The Railway Heritage Trust to fund the new memorial.

Andy Partington said that they couldn’t have done it alone and thanked Virgin Trains and The Railway Heritage Trust for their support and for Network Rail for allowing it to be placed a fitting place.

“In particular Heather Hodgkinson and Karen Grimshaw from Virgin Trains who have put up with our constant emails, phone calls and our cheekiness for so many years yet have continued to support us throughout.

“Heartfelt thanks go to my wife Helen and daughter Ella and Wayne’s partner

Stacey.

“We have dragged you around the Somme for years in all weather’s in search of just one last photo and spent hours at home doing research yet you kept us refreshed with brews, food and support.

“A huge Thank You to Philip Blyth from Mossford’s for designing and sculpting such a beautiful memorial and to Shelia Cross who has spent many hours helping us research the men and for being our connection with the families.

“To the families we say thank you for allowing us the honour of remembering your relatives and we feel so humble to see so many of you here with us today.

“And finally the biggest thank you goes to those to whom this memorial is dedicated,” he said. ■

RMT AGM - CARDIFF 2016



A FIGHTING UNION

The threats of corporate power, neoliberalism and the de-skilling of transport workers across the world were key themes of RMT's AGM in Cardiff, which marked 25 years of RMT as a merged union.

However delegates, union officers and guest speakers spoke of hope in new organising strategies and alliances.

Delivering the general secretary's report, Mick Cash said that the National Union of Railwaymen and the National Union of Seamen "came together in a different time" but asserted that RMT was "still together and still fighting". He also hailed "100 years of women in our union".

"It took 100 years to get to a situation where we've got two women members of our executive committee.

"It shows that we've moved a long way, and we've got a hell of a long way to go," he said.

The vote to leave the EU and the election of Jeremy Corbyn to lead the Labour Party - both supported by the union - were also recurring themes of the conference.

Speakers warned of the threats to Mr Corbyn from Labour's right wing and the battle for setting the agenda for Britain's departure from the anti-democratic and neoliberal EU.

"We need to seize the opportunity to put forward an agenda to fight against austerity, against cuts and for workers' rights.

"Ordinary working people are sick of the political class and what they're doing," he said.

FIGHTING AUSTERITY

Delegates heard calls to organise for "generalised" strike action with or without a go-ahead from the TUC.

Delegates expressed disappointment that fiery rhetoric about defeating new anti-strike laws at last year's TUC Congress was not followed up with action.

Glen Hart, Morden and Oval said that few unions had used their muscle before the trade union bill was passed into law in spite of "some general secretaries referring to Martin Luther King" at the start of the campaign against the proposals.

"We really need to get serious about this - not just conversations.

"We need to push for action, we need to be presenting these arguments at the TUC and having high profile campaigns - not just fanciful words from general secretaries," he said. AGM unanimously endorsed a motion expressing concern at the TUC's "lack of campaigning" on the issue and calling for a "high profile campaign".

AGM also resolved to "seek agreements with specific trade unions to take co-ordinated action" if any union or individual is prosecuted under the new laws.

RMT general secretary Mick Cash said that strike thresholds in the new Trade Union Act were "fundamentally

undemocratic".

But he said that unions must respond to the law by ramping up their organising.

"Whatever we do, we've got to make sure we get our members' support," he said.

LEAVING THE EU

Delegates welcomed the referendum vote to leave the European Union in line with longstanding union policy.

A successful emergency resolution welcomed the result and called on the Labour movement to build on this "shattering defeat for the Tory government".

Paul Reilly, Nuneaton said that workers had inflicted this defeat onto a complacent pro-EU ruling class.

"We must continue to fully support Jeremy Corbyn's leadership in the face of renewed attacks following the result

"We need to support his commitment to oppose a post-referendum emergency budget which includes any new austerity measures and call for the removal of Labour MPs that seek to undermine the party," he said.

Welsh counsel-general Mick Antoni, chair of the RMT's Welsh Assembly group said that it was essential to respect the referendum result for the sake of democracy.

He said that it was clear that "how people voted was dependent on wealth" and that there was a "complete class division about way voting

occurred".

Irish general union SIPTU leader Joe O'Flynn said that there were "certain parallels" between Britain voting to leave the EU and the Easter Rising 100 years ago.

He said that his predecessor union leader James Connolly, a key leader of the Irish rebellion, had been "driven by his problems of what was a very repressive capitalist system".

Sylvain Esnault, president of French CGT's rail workers' sector, said that the EU was a "neoliberal and capitalistic project" and called for maximum international solidarity to resist the fourth railway package which imposes the mass privatisation of rail networks on member states without a mandate.

Delegates at AGM, which took place as scores of Labour MPs resigned from their party's front-bench in attempts to remove leader Jeremy Corbyn, also called for unity to defeat the Tories.

Mick Cash said that "self-indulgent" parliamentarians had squandered the unions' best moment to go on the offensive.

He said that divisions in the Tory party and shockwaves in the world of capital should have been an opportunity for the left to get his message across.

But this had been sabotaged by frontbenchers resigning and calling for Jeremy Corbyn's head.

"What have they done? self-indulgence.

"They've created division and

RMT AGM - CARDIFF 2016



a lack of leadership of progressive forces.

"They've created a situation where if we're not careful we'll have a Tory government

"We need to seize the opportunity to put forward an agenda to fight against austerity, against cuts and for workers' rights.

"But that won't happen if our politicians in London are playing the game they're playing. "Ordinary working people are sick of the political class and what they're doing, and yet they're doing it again," he said.

Drivers' union ASLEF general secretary, Mick Whelan blasted Mr Corbyn's critics for "turning inwards and turning back".

Welsh counsel-general Mick Antoniwi, chair of the RMT's Welsh Assembly group said that MPs who staggered their resignations throughout the day were an "absolute disgrace".

He said that they were seeking to establish the Parliamentary Labour Party as the "main definitive body of the party", superior to members and affiliated unions.

"I think what has happened was a staged, planned, undemocratic and unconstitutional coup.

"I know that if there was another leadership election and Jeremy stood I would vote for him.

I also know members who didn't vote for him last time who said that they didn't vote for him last time who said they would this time," he said.

When Labour MP and shadow solicitor general Jo Stevens addressed delegates on behalf of the RMT parliamentary group, Mr Cash presented her with a Welsh miner's lamp to take back to Mr Corbyn and shadow chancellor John McDonnell as a solidarity gift.

She said that Labour's Workplace 2020 project would "produce a comprehensive Bill ready for 2020 to set out new workplace rights and at the heart of that will be collective bargaining," she said.

She called on workers to "stick together" to resist Tory attempts to slash workers' rights.

"I don't want to see employment rights you have fought for over many decades repealed".

Mr Antoniwi also called on said that Labour politicians "have to get very serious" in combating the blacklisting of trade unionists.

"If bodies want public money, they have to not only abide by decent employment practices and recognition, but they need to make sure other companies down the line do," he told the AGM.

FIGHTING DE-STAFFING

Delegates heard the disturbing case of a train guard being prosecuted which had worrying implications across the rail network.

Merseyrail guard Martin Zee was investigated after an elderly lady was trapped in the doors of his train and was subsequently injured after falling between the

train and the platform edge.

He was exonerated by bosses and the ORR, but the British Transport Police and the Crown Prosecution Service have insisted on pressing the archaic charge of "doing or omitting anything to endanger passengers by railway" under the Offences Against the Person Act 1861.

"No man nor woman should ever fear prosecution or incarceration simply for doing their job," Allan Traynor, Wirral, told the conference.

Katie Burke, Sheffield and District, said: "It's a fight for all of us to take, you could be doing your job right and go to prison for it".

Wayne Moore, Bletchley and Northampton said that the case had sent shockwaves through 140 conductors he represented.

"We need a clear guidance as to where we stand," he said.

Jim Buchanan, Dorset Rail, added: "If he is found not guilty, it will then set a

precedent and the CPS will know not to refer this for prosecution ever again".

The motion called on the general secretary to "contact all TOCs and inform them that it is no longer safe for guards to carry out self-dispatch and door-operated procedures... under current procedures" should Brother Zee be convicted. Delegates discussed whether this would warrant strike action.

Kevin Morrison, Blackpool and Fylde Coast, asked: "How can we go to employers and say

we're taking strike action when the employers were supporting Brother Zee?"

RMT senior assistant general secretary Steve Hedley said that it was time for the British Transport Police to stop victimising members and start dealing with the thousands of people who abuse and assault members.

Though Merseyrail management supported Mr Zee, they were in the dock at the AGM for their use of agency security guards in place of trained rail workers at stations.

Peter Creaby, Central and North Mersey, said that private security were "taking over our stations" and didn't have any training relating either to safety duties or passenger assistance.

"They didn't even have the decency to tell our safety reps they were doing this.

"Railways are very dangerous places, and having untrained staff is totally unacceptable," he said.

The AGM instructed the union to "stop Merseyrail from employing these cheap and dangerous practices" and for extra staffing capacity to be found among "professional, fully-trained Merseyrail employees".

Delegates resolved to go into dispute with Network Rail if long-running concerns over the under-staffing of signalling and telecommunications (S&T) teams.

Delegates heard that managers were routinely neglecting to cover staff

RMT AGM - CARDIFF 2016

absences and running two-person S&T teams when three-person teams were initially rostered, “undermining both the safety and long-term job security” of members. One rep had calculated that the overtime budget on the Anglia route would not even pay for covering staff on annual leave.

Paul Reilly said: “Management are using this to cover for their decision not to cover sickness and leave”.

RMT assistant general secretary Mick Lynch said that the practice of covering for absences has “slipped away” at Network Rail.

“Network Rail expect a diluted team to be the norm, and that will allow them to cover the system with a smaller workforce.

“If they get away with this, we’ll be up the creek without a paddle,” he said.

Network Rail members also raised grievances over the company’s occupation health provider OH Assist, which replaced Bupa in 2015.

Members said that they had been “left frustrated and abandoned” by the firm, and that phone consultations added to their stress and anxiety rather than helping to resolve health issues.

“For members with occupational health issues and cancer, that’s not the way to be treated, Mr Reilly said:

Jeffrey Blackman, Southall, Ealing and Slough said that sorting the problems out was “the responsibility of NR and not our employees”.

Steve Hedley said that Network Rail had moved to OH Assist to cut costs.

“Bupa is a world renowned company with some standards that, it’s no doubt, are more expensive to maintain,” he said.

The current disputes with Govia Thameslink Railway and ScotRail over driver-only operation (DOO) was front and centre of delegates’ minds throughout the week.

RMT general secretary Mick

Cash hit back at a report from the industry-funded Rail Safety Standards Board saying that DOO could “increase the likelihood of an event occurring or increase the severity of its consequence”, but still arguing it should go ahead to save money.

“This is a classic case of the saying: ‘he who pays the piper calls the tune’,” he said.

STATION STAFF

Station staff are also facing an assault on safety-critical duties, the conference heard.

Linda Wiles, Transport for London No.1 said that TfL bosses had introduced a new customer service grade paid £7,000 a year less than other station staff.

“This is about the deskilling on stations.

“It’s important there is a bit of customer service but at the end of the day our job is to keep people safe,” she said.

And she said that “actors” were being drafted in to replace qualified staff trainers.

“Forty-six of us are being laid off to pay for them – they cost £4.2 million”.

Steve Hedley warned that workers were “facing this deskilling battle” across the transport sector.

“Once the safety-critical role has been removed the company can go to the media and say these people are not safety-critical, it’s a way to bring in job cuts,” he said.

South West Trains has

created one of Britain’s most botched staff re-organisations, delegates heard.

Hayley Bouchard, Wimbledon said that a scheme renaming clerical officers as customer ambassadors had attracted very few applications from existing staff as it was an assault on terms and conditions.

“The benefit to staff is an extra £1,000 a year which is included in basic pay and pensionable,” she said. But she said that the extra money was not included in enhanceable pay, so staff working overtime, on shift allowance or Sunday working were still doing so on the old terms.

Delegates resolved to renegotiate the terms and conditions for the ambassador role, which includes working outside booking offices.

Delegates also voted unanimously to step up the campaign against ticket office closures across the country.

Mike Sargent, Dover District General Grades slammed the “revolting spectacle of London Underground managers celebrating the closures” of booking offices across the capital.

“I want to take this opportunity to ask you to think about how we can campaign better. “There’s no substitute for industrial action but it’s a very fine balance out there at the moment and one of the big defining matters is how you court public opinion.

“Ticket office workers need to

see and read about their grade and the threat to them.

“The closure of booking offices are all about government’s agenda to break us and bring in a semi-automated railway where the public don’t get a chance to complain,” he said.

AGM heard that ticket offices had disappeared almost entirely across the Transport for London network and that staff on the London Overground routes also now feared for their jobs.

But customers are on side in the fight for “properly run and staffed railways” and want to feel safe both on trains and in stations.

The RMT press office was singled out for praise for pushing campaigns against closures into the media and delegates recalled how they had successfully seen off the threat to booking offices on the Southern network.

“We have convinced the public of the need for ticket offices.

“We’ve had survey after survey saying 70 per cent of people support having staffed ticket offices,” he said.

But he said that it was concerning that campaign events and photo-calls in the campaign always seemed to feature “the same group” of union activists taking a stand.

“What’s happened to all the people working in the ticket offices which are about to be closed?” he asked.



BRIDGEND LLANTRISANT and DISTRICT branch presented the union with a Welsh slate, engraved representation of the badge cast to commemorate the 25th anniversary of the merger between the National Union of Seamen and the National Union of Railwaymen

RMT AGM - CARDIFF 2016

FIGHTING LOW PAY

Re-organisations have also put cleaners at risk. The dropping of an established contractor on FirstGroup's Great Western Railway (GWR) has led to workers fearing for their livelihoods.

FirstGroup, which has already come under fire for plans to axe buffet cars and travelling chefs on its new Intercity trains, switched a key cleaning contract from Mitie to Servest. Owen Herbert, Swansea said that cleaners on "some of the lowest pay and conditions" could suffer if bosses did not honour regulations requiring them to maintain terms and conditions.

The Transfer of Undertakings (Protection of Employment) regulations, known as TUPE, lay out provisions for workers to hold onto their terms and conditions when they change bosses. But Mr Herbert said that the new trains on GWR could also threaten cleaners' jobs altogether as Hitachi, which is building the fleet, will do maintenance themselves at a new depot.

Allan Jeyes, St Pancras said that cleaners at Govia Thameslink Rail had just experienced a similar situation when transferring from one contractor to another.

"They're not keeping to the TUPE agreement," he said.

Delegates blasted Tory chancellor George Osborne for discriminating against young people with his so-called "living wage" of £7.20 an hour.

Under 25s are still on the previous minimum wage brackets - with bosses able to pay 16-17 year olds as little as £3.30 an hour.

"We feel that the current proposal of a separate living wage for people under 25 is not only discriminatory but will also affect people over 25 because employers will see this a loophole to secure cheap labour," Lorna Tooley, East Ham said.

George Waterhouse,

Manchester South added: "You've got people who are old enough to join the army, to drink and drive - hopefully not at the same time - it's pure discrimination."

Steve Hedley reminded the hall: "Just because you're 21, 22 or 23, the gasman or the landlord doesn't make allowances for the bills or the rent"

The AGM also signed up to the inspirational campaign for a £10 an hour minimum wage, and target this specifically at big-brand fast food workers employed in stations by Select Service Partners. Ms Tooley said these workers were covered by RMT recognition agreements and that young members were already having successes in recruiting them. "We decided we should focus on recruiting these people, mostly young people and they've got terrible terms and conditions," she said. "Two of our young members recruited over 10 workers in the first week."

Mick Lynch said that working in a food outlet on a station "used to be a gateway to a railway career - now people are trapped in these sub-contractors".

George Waterhouse, Manchester South said the union could learn lessons from the campaign for a \$15 an hour minimum wage in the United States.

"These types of campaigns in the US have really inspired young people," he said.

DEFENDING BUS WORKERS

The conference also heard of the chilling effects of bosses refusing to designate bus drivers' cabs as a workplace.

Transport companies say the depots where workers clock on and off are their workplace - so therefore buses are not protected by the same health and safety legislation.

But delegates vowed to fight to change this to drive out "inadequate heating and other faulty equipment" in cabs. Dave



Gilby, South Devon Bus said that his members regularly faced driving with "fingers just numb, feet like blocks of ice".

"They put profit first, health and safety is not even a second place.

"Recognising drivers' cabs as their workplace would give us same protections as people working in shops and offices,," he said.

Trevor Howard, Leeds City, a road haulage driver, added: "When I climb into my cab, that's my workplace, I can't understand the difference".

Responding to the debate, Mick Lynch linked the issue to a wider assault on conditions. "Franchising and cut-price services mean you're going to get a cut-price cab," he said.

The effect of ride-hailing app Uber on the black cab trade was also highlighted during the conference by RMT general secretary Mick Cash: "What's going on with Uber is social dumping on our roads, and we've got to fight it and we've got to stop it".

SHIPPING NEWS

Delegates warned that members in the shipping sector were at risk from sub-standard and confusing risk assessments and "light-touch regulation".

Richard Howard, Portsmouth said: "This government and the ones before it are mad keen on industry regulating itself".

Brian Reynolds, Glasgow Shipping, said that bosses were

refusing to deal with everyday risks to workers' health and safety.

He said that vibration on a new Caledonian MacBrayne vessel was "so bad that people are telling me they're on the verge of taking sleeping tablets to get sleep".

Delegates resolved to campaign against the use of foreign workers to "flaunt" roster patterns.

Shirley Fulton, Dover Shipping said that UK and Ireland-based workers were being "replaced by workers from nations from both EU and non-EU countries" who "agree to work longer than agreed roster patterns".

She said that the Stena employees were "working for months at a time - as opposed to one on, one off".

She said that bosses were keen to abuse agreed patterns because "lots of companies pay travel expenses and it would cost a fortune to fly people to and from the Philippines, from Ukraine... every two weeks".

Mr Reynolds said that it was "crucial" to "get into collective bargaining agreements so that anyone who comes to work on our vessels is on the same terms and conditions".

"It's vitally important that we educate our members to stop them volunteering to work beyond agreed rosters".

RMT national secretary Steve Todd agreed. "We tell the employer, it's our agreement not

RMT AGM - CARDIFF 2016

their agreement," he said.

Mick Cash also paid tribute to the successful campaign the union had led against transferring Caledonian MacBrayne into private hands as "one of most important things we've achieved in a number of years".

OFFSHORE CRISIS

Offshore workers brought similar grievances to the conference. Michael Bainbridge, Offshore Energy blasted the "soul-destroying" exploitation of workers on so-called "one port" voyages supplying off-shore installations.

He called on delegates to join forces with shipping unions across Europe to "stop the decimation of seafaring jobs" and resist the "archaic dogma" of the Department for Transport and the Chamber of Shipping in failing to support workers' rights.

"We're now seeing slave ships surface in North Sea oil fields," he warned.

Brian Reynolds said that it was important that people understood that workers on UK coastlines sailing between two British ports are paid as little as £2.74 an hour.

Delegates also stressed the need to maintain the skills and training of offshore workers who have lost their jobs in the recent oil industry downturn.

Delegates resolved to lobby government to help workers

take the Further Offshore Emergency Training one-day refresher courses to keep their BOSIET certificates valid.

"It will mean that once the oil price has risen there will not be a shortfall in organised skilled labour," Mr Bainbridge said.

He said that the system was already stacked against offshore workers due to them being expected to meet high training costs themselves.

"Instead of collecting £200 when you pass go, you have to pay £800 before you even pass go," he added.

David Duboff, Southampton Shipping connected this to a decline in terms and conditions across society "unless you have to be in the parasitic financial sector".

Conference also heard from Asle Reim from the Norwegian offshore union Industri Energi. He said that the crisis in the North Sea had "turned more worse than we ever expected" with the loss of more than 40,000 jobs.

But he said: "With a price of \$50 a barrel it's not a low price anymore.

"We know the lifting cost in North Sea is \$12 a barrel.

"We have to join forces to demand the oil companies call off this crisis and start investing again.

"Now is the time to join forces and put our strength together and fight.

"Fight to bring our labour back into government in Oslo, in London and all over Europe," he said.

His comments were echoed by Mick Cash, who said: "When the oil price goes back up they'll be bringing in workers on social dumped pay and conditions, and we've got to fight that".

DIRECT DEBITS

Though the immediate legal threat to the deduction of union subs at source appears to have been lifted, delegates pressed the need to move away from this system.

A motion from the bus workers conference called for the union to campaign to move as many members as possible to direct debits.

Mark Gale, Poole and District Bus stressed the need for this transfer to be made "as easy as possible for the member".

Linda Wiles said that the move to direct debit also strengthened the union industrially as paybill deductions meant that employers knew which workers were union members.

But Dennis Connor, Glasgow No. 5 said: "It's easy enough to say put everyone onto direct debit, but some of our members don't have bank accounts".

Allan Jeyes added: "A lot of the lower paid people want to go with paybill deductions."

Mick Lynch said that it was a fundamental vulnerability that unions had which meant that the government or employer can turn round and say they're withdrawing paybill deductions.

He called on delegates to "get a campaign out there in the workplace - making sure workers understand that the transition will be easy".

He said that members could fill out "a form of two halves" - one ending their paybill deductions and another starting bank transfers - and that deductions could be timed to "replicate the paybill cycle".

Conference rejected a call for on-train revenue staff to be

organised under guards' councils for collective bargaining purposes.

"At the moment they're not being helped, they're not being represented," said Kevin Morrison, Blackpool and Fylde Coast, moving the motion.

Neil Sharples, Wigan said: "These particular members are working day in day out and the only reps they're getting to see are train crew representatives. Have to be referred to station reps".

But Linda Wiles said that such a call should be worded better in spite of the "good intentions" of the proposers. She said that there "should be some kind of separate party" for representing revenue protection officers.

Glen Hart, Morden and Oval, warned: "It will give other unions a seat on every one of our train councils throughout this country".

Delegates also voted against a motion calling for new London Overground and TfL Rail routes to be brought under the RMT's London Transport region.

Jane Gwynn, Jubilee South, said that it was essential to organise TfL staff as one, because there was "already a disjoint between better and worse conditions" on TfL.

But Kevin Morrison said: "If we pass this resolution we're effectively saying LUL can take over the south".

Mick Cash said he had "serious concerns" about the reference to an expanded London Transport region.

EQUALITIES

Delegates endorsed calls to raise the profile of RMT's women's advisory committee and organise a quarterly women's organising week with the intention of encouraging women to put themselves forward for union positions.

"We celebrated 100 years of women members, but there are still no female full-time organisers in the union,"



RMT AGM - CARDIFF 2016

Amanda Walton, North Clyde said.

Jennifer Kissi-Debrah, Euro Passenger Services agreed: "Yes it's commendable that this year we had two women on the executive, but RMT need to do more for women in this union".

Christine Willett, South East Essex said that it was a great time to be a woman in the union.

"There are a lot of women in our industries who are on the worst possible contracts, and they need this union more than anyone," she said.

Delegates called on the union to gather information on the impact of dismissals and disciplinaries on black and ethnic minority members.

A motion called on the leadership to submit freedom of information requests for "equality profile breakdowns" from employers.

Glen Hart, said that this would "allow us to get the work done to keep organising our members".

The motion was unanimously endorsed, but Mick Cash reminded delegates that FOIs are not applicable to train operating companies as they can only be used on public sector organisations.

Delegates also condemned the labelling of black and ethnic minority social problems as "gang violence", noting that the current criminal enforcement approach "will not alleviate the underlying causes of youth violence". The union resolved to support the 4Front Project, which assists young people who suffered traumatic experiences in working to understand their experiences rather than re-enacting violence. Jennifer Kissi-Debrah, Euro Passenger Services, used the debate to pay tribute to RMT activist Leon Brumant, who died aged 30 earlier this year. She said Leon was "passionate about getting union to take a stronger role in the community".

Mick Cash called for the union to act on Leon's legacy.

"If he'd been here today he'd have been wholeheartedly moving this resolution and banging the table and telling us to get on with it," he said.

The AGM also resolved to re-brand LGBT events as LGBT+. Lorna Tooley, East Ham said that this would reflect the fact that gender identities and sexual identities are "not binary - they're fluid".

"What this resolution is calling for is to be more inclusive," she said.

But some delegates raised concerns that a reference to "allies" in the motion would allow non-LGBT+ people to sit on the LGBT advisory committee.

Retired members said that moves by companies and various levels of government to make goods and services only accessible online discriminated against the older population.

National Pensioners Convention president Ron Douglas said pensioners felt "left behind" by such moves. The AGM resolved to support a "quality mark" for call centre operations which limit response times, ensure staff speak clearly and transfer callers with complex queries to experts swiftly.

AGM also called on the Scottish government to ensure that free prescriptions do not inhibit the distribution of good quality medicine.

Tony Donaghey said: "This isn't anti-NHS - some of our members in Scotland feel that the medications they're getting on free prescriptions are inadequate."

Mick Lynch said: "It's good that the NHS is going back to where Nye Bevan wanted it to be, but we have to make sure it's not a cut-price deal".

Delegates also resolved to campaign to end discrimination against same-sex survivors of relationships. Same-sex couples do not have the same rights to survivor pensions as heterosexual couples in spite of civil partnerships and equal



marriage - due to a 2005 cut-off date before which same-sex pension payments did not have to be made.

Vaughan Thomas, Central Line West spoke movingly of his own experience since the death of his partner Anton Moctonian - himself a prolific trade unionist.

"This legislation is clearly discriminatory against gay people," he said.

HILLSBOROUGH

AGM unanimously agreed to honour the 96 Liverpool fans who lost their lives in the horrific Hillsborough tragedy with a plaque at the Bob Crow Education Centre.

Peter Creaby, Central and North Mersey brought delegates close to tears with a moving account of his own attendance on the day.

He said that a twist of fate had led him to get tickets for the ground's north stand rather than the Lepping Lane stand where the police chiefs' "gross negligence" led to 96 fans being crushed to death.

"This change of mind probably saved our lives.

"We returned safely but 96 of us never returned, for god's sake, we were only going to a football match, we never deserve that.

"The shameless lies, smears and cover-ups started straight away," he said.

Two rail workers and union members, train guard Patrick John Thompson and British Rail senior technician Roy Hamilton, were killed in the disaster.

SOLIDARITY

International speakers addressing AGM reminded delegates of the similarities between the struggles of the working class movement at home and abroad.

International Longshore and Warehouse Union president Bob McEllrath from the United States said: "Our problems are very, very similar.

"We can fight the bossman - we not only fight the bossman, we fight the government too.

"It's draconian as hell.

Without labour commerce does not exist. It takes a man or a woman to go and do something to make money."

ILWU secretary-treasurer William Adams told the conference that "none of the candidates" in the ongoing US presidential election had addressed the "homeless problem" in the states.

"That's shameful - you know why they say they don't talk about the homeless problem? they say the homeless don't vote," he said.

Transport Workers Union US executive vice-president John Samuelsen said Donald Trump's "strange, hybrid populist message" was resonating with

RMT AGM - CARDIFF 2016

the working class because successive Democrat presidents had lost touch with ordinary people.

"He's managed to exploit the failures of the Democrats to do what they should be doing over the past 30 or 40 years.

"I lay sole blame on the complete and utter failure of Democratic party to represent working people," he said.

Mr Samuelsen said that the "lunatic megalomaniac" Mr Trump had successfully defied his party's establishment in a way that was impossible for Mr Sanders.

"Bernie ran into a well-established democratic party machine," he said.

He said that Trump would use his power of appointments to the supreme court to push through "right to work" laws banning post-entry closed shops.

"Hillary Clinton has to win for no other reason that if Trump wins the election we're all screwed," he told RMT delegates.

Mr Samuelsen also drew parallels between the RMT's disputes with ScotRail and Govia Thameslink Rail and his union's own fight against "one-person train operation".

He said that the TWU had "beat them back" when bosses tried to remove conductors on the New York City subway system, which he said would have "de-humanised" services.

He praised the RMT for engaging with passengers in the dispute.

"When we were fighting alone we weren't losing but we weren't bringing victory home," he said.

He said that their victory had come when reps had "involved clergy, community groups, when we got Democratic legislators".

And he praised British transport workers as an example of industrial strength across the world.

"I learn something new about how to fight the bosses after every RMT conference," he said.

*President's column***PRESIDENT'S ADDRESS**

Sean Hoyle opened his first annual general meeting as RMT president with a rallying cry for organised labour to set the agenda following the majority vote to quit the European Union in June.

He said that he had looked forward "nervously" to his first AGM, and spoke of his "pride and honour" to have been elected president.

"You, the members have entrusted me to be to be custodian of the rulebook, and that's not to be taken lightly," he said.

He praised the recent vote to leave the European Union, saying it was a vindication of the union's policy since predecessor union the National Union of Railwaymen called for an exit from the Common Market in 1979.

But he said that trade unionists had been "drowned out" in the debate by a media barrage of racism. And he attacked the "damn scum press" for only giving attention to right wingers on both sides of the debate.

He said that the Remain campaign "didn't understand" that trade unions opposed the EU not out of prejudice but because the freedom of movement of capital and labour is exploited by bosses to maximise profits.

"The problem we've got is that bosses are bringing in labour to undercut workers," he said.

Sean paid tribute to his predecessor Peter Pinkney who he said had "held the union together" during the loss of the greatest general secretary the trade union movement has ever had" in Bob Crow.

"Peter called me the other day to wish me good luck with my first AGM and I thought I was going to get some sage advice from him.

"All I got was, 'don't fall off the stage like I did in Bristol'," he said.

He also remembered the legacies of Geoff Revell, "a giant in the history of our union", and Leon Brumant.

He urged the labour movement to "do more" to address the crisis in mental health. "One in four suffer from a form of mental illness, which means one in four of our members are suffering," he said.

He also said the trade union movement "can have a positive role to play" in tackling domestic violence. "One woman is killed every three days by their current or former partner," he told the hall. "One in four



women and one in six men in England and Wales will experience domestic violence in their lifetimes and eight per cent will suffer domestic violence in any given year.

"If you consider one in four people will be affected by cancer, it is highly likely that most people in this room will know someone in an abusive relationship," he said.

And he blasted the "culture of profit before safety" plaguing Britain's railways and transport sector as a whole. He said the "dangers will remain" for both staff and passengers as long as the use of agency labour and zero-hour contracts continued.

The president's address came after the first members of Labour's shadow cabinet resigned in calls for Jeremy Corbyn, who was elected leader with the RMT's backing, to quit.

Hoyle said Corbyn's critics represented "everything that holds Labour party back".

"We could have a socialist Labour party again - instead the same old faces of the Blairites, the rightwingers are going to take control of the Labour party again."

In a move to show the supremacy of the AGM, the new president asked delegates to join arms with one another.

"Feel the comrades around you.

"All the time I'm president, I want you to understand you are truly the supreme governing body. Please feel it, please embrace it, and please truly believe it," he said.

"Great leaders don't tell you what to do, they show you how it's done". Eduardo

AVON VALLEY CALLING



The Avon Valley Railway is a beautiful heritage line built on hard work, determination and public support

Today the Avon Valley Railway is a major tourist attraction receiving up to 80,000 visitors a year, once again opening up a part of the beautiful Cotswolds hidden from view for many years.

But its very existence is an incredible story of hard work, legal battles and sheer determination of the staff and volunteers from across the country that fought to make a dream a reality.

AVR director and trustee Ken Greenway said that work continues on the track and buildings particularly around Bitton station.

"We plan to extend the line a further six miles into Bath along the old track bed which is now a very popular cycle path," he says.

This will involve a lot of delicate negotiations and planning that will allow cyclists and heritage train enthusiasts to enjoy the route in the future.

Ken, who has worked on the heritage line since its inception over 30 years ago, says that the AVR is always looking for volunteers to work alongside full-time staff to keep the line going and expanding for the benefit of the entire community.

"As with any heritage railway, there is always on-going restoration work taking place on locomotives, carriages and wagons," he says.

He explains that the railway was once part of the Midland Railway Mangotsfield and Bath branch line, which was closed during the late 1960s as a result of Beeching's cuts.

It once connected to the Somerset and Dorset Joint Railway allowing workers and their families from the industrial Midlands to flock south in the summer to the beaches of Dorset and the English south coast.

On March 6 1966, driver Archie Gunning, fireman Albert Parsons and guard Bernard Ware were working the last train over the Somerset and Dorset Railway to the Mangotsfield to Bath branch.

Twenty-five years later to the day, March 6 1991, those same gentlemen were guests of honour at the opening of the Avon Valley Railway's new line extension from Bitton Station to Oldland Common.

By the end of that year a record 5,700 passengers travelled on one "Thomas the

Tank Engine" day alone.

The story of the rebirth of this part of the former branch line goes back to 1972 when a group of local people set up a society at Bitton station with the grand aim of re-opening the line.

By 1974 the first train rides were possible with just 100 yards of track. But the public response was overwhelming, encouraging the society to preserve the line in order to operate trains for public benefit and to educate, stimulate and encourage interest in railway preservation.

By 1988 the line had been extended northwards towards the site of what had been Oldland Halt.

But the track remained unused for a number of years

whilst a legal battle was fought against the opening of the Railway. The case was eventually won by the Railway, but at a cost of over £30,000 in legal and other fees - valuable money which had been intended for use on further expansion.

Nevertheless debts were paid off and a new platform, complete with a run-round loop, was built at Oldland Common in 1999.

Further expansion northwards was impractical due to housing developments. Therefore it was decided to extend southwards and push toward Bath and the scenic Avon Valley.

As with the original railway pioneers, considerable hurdles were placed in the way of the volunteers but, as the 21st Century approached, the line was extended to within a stone's throw of the River Avon itself.

The large-scale project undertaken from 2000 to 2004, which cost the Avon Valley Railway over £150,000, was the extension of the line across the river; involving a highly expensive safety examination of



*Generations of Avon volunteers:
James Line, student, James
Uppington, computer
programmer and Steve Walters,
retired engineer*

the bridge and the construction of a new platform with a run-round loop.

This meant that trains no longer require 'top-and-tail' engines on the southbound journey and spectators can watch steam engines running round and coupling up at both ends of the line.

It also enables passengers and users of the Bristol and Bath Railway Path - including

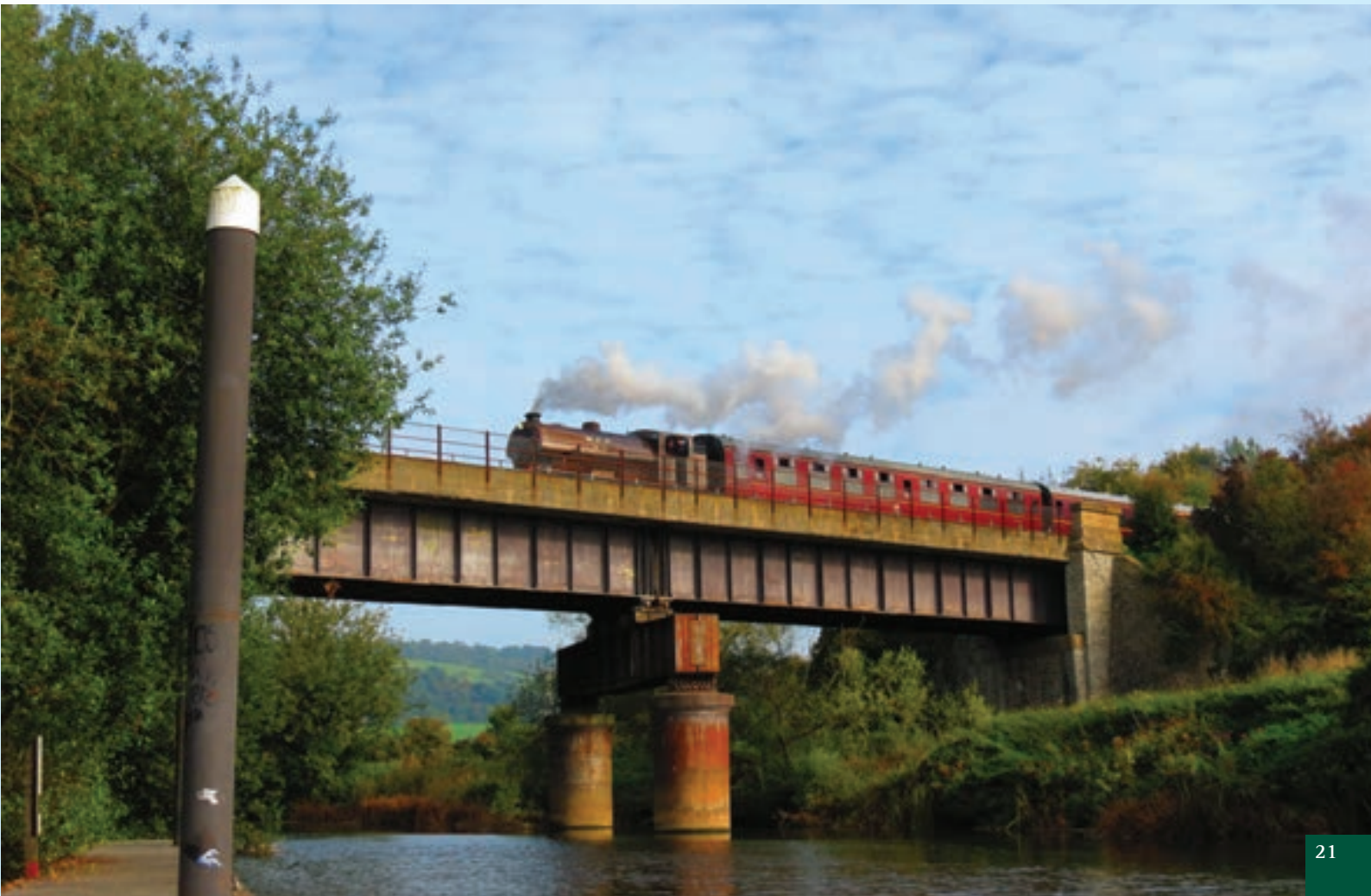
the disabled - to reach the riverside and picnic area by train.

British Waterways added to the facilities by building a 50-yard landing stage at the riverbank, allowing river craft to tie up alongside. This has led to the availability of riverboat trips on specific days throughout the season as an added attraction to the train service.

Within walking distance of

the platform are a host of excellent pubs and the large and popular Avon Valley Country Park is close by. Sound good? Well it is.

Avon Valley Railway
Bitton Railway Station,
Bath Road, Bitton, Bristol
BS30 6HD
Tel: 0117 932 5538
www.avonvalleyrailway.org



RMT AT PRIDE

RMT members across the country have been supporting Gay Pride events



London Pride



Birmingham Pride

TRADE UNION SOLIDARITY WITH LGBT RIGHTS



Left to right: Paul Penny, Peter Woods, Natasha Robertson, John Stack, Sue Dunne, Cat Cray, CJ Bruce, Barry Weldon, Karl Davis, John Shackelford, George Weldon, Amanda Wareing, Alistair Kenworthy

TUC LGBT CONFERENCE 2016

Over 220 delegates, including 13 RMT members, attended the annual two-day TUC Lesbian, Gay, Bisexual, and Transgender conference and discussed a number of key issues including the equalisation of survivor pension benefits, developing trans friendly work places and campaigning for trans equality and diversity.

Other issues included the disproportionate rate of homeless LGBT young people; access to health care LGBT representation in the media.

A successful RMT motion called on the TUC to campaign in collaboration with Commonwealth-based LGBT

groups and activists to demand the Commonwealth Secretariat, where it is agreed as being appropriate, speak out about state-sanctioned discrimination. It called on the TUCC to press those Commonwealth countries with discriminatory practices to uphold their international obligations.

Conference speakers included journalist and activist Owen Jones who spoke about his experiences as a gay writer standing against homophobic government cuts.

Sophie Cook, patron of Just a Ball Game? addressed conference on their campaigning work with professional sports

organisations and trade unions to promote equality and respect.

Jessica Creighton also spoke about the important work of Rainbow Noir, a social and peer support group for people of colour who identify as LGBT.

One of the many high points of the conference was an informal session on trans equality in the workplace: 'Together for Trans' with an RMT member as one of the panel speakers.

This was an extremely educational and informative session where panel speakers shared with conference some of their real lived experiences. The session was an opportunity to discuss non-binary gender

identity, which was explained simply as any gender that isn't exclusively male or female, where a person may feel some mix of both male and female, somewhere in between, or something completely different.

One motion on employer monitoring of social media and the right to privacy was discussed and remitted.

Conference delegates voted to send the motion submitted by UNISON to the TUC Congress 2016. The resolution called for a strategy for forthcoming elections up to and including the 2020 Westminster and devolved parliament/assembly elections.

RMT STANDS UP FOR ITS MEMBERS

If you have suffered an avoidable injury or illness, our team of expert lawyers can help you

The law says you're entitled to compensation for illnesses or injuries caused by the negligence of others. And because the RMT only uses expert personal injury lawyers, you can be sure of a service that is second to none.

Contact us now for fast and efficient advice – even for your family members.

FOR THE BEST LEGAL ASSISTANCE FOR RMT MEMBERS CALL FREE ON 0845 712 5495 (0800 328 1014 in Scotland). Lines open 8.00am-8.00pm Mon-Fri (except public holidays) and 9.00am-5.00pm Sat and Sun. For the 24 hour criminal law line call 0765 911 8181 (0800 328 1014 in Scotland)

 THOMPSONS
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 Drummond Miller
Solicitors and Estate Agents

PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS



DISCUSSING DEMOCRACY AND CAPITALISM



Delegates to the RMT political school at the Bob Crow education centre in Doncaster report back

Our first session was with Professor Roger Seifert, he covered the labour movement and the recession, the labour movement's political strategies and the Labour Party and trade unions in the UK at the present time.

Many on the school weren't aware that the Labour Party would not be in existence if it hadn't been for the forefathers of our union and Doncaster railworker Tommy Steels who suggested to his local branch that the union start a political party to represent workers.

RMT political officer James Croy explained how important the political fund is to the union to lobby support for our causes within the political environment of Parliament. For only £3.12 per member per year the RMT can work with Parliamentary groups of MPs; nationally and locally, to further the best interests of all

our members whether that be campaigning, advertising or organising rallies for better pensions and job protection.

Regional organiser Craig Johnston gave a session on campaigning with an update on the campaign against D00 and Rail North. Paul Mezaros from Hope Not Hate sparked a heated debate about racism; giving us facts about the true contribution of migrants to the UK.

Hasan Dodwell gave an amazing presentation on the Justice for Columbia campaign which we think is worth joining, a real eye opener on the history of the country but more importantly the continued persecution of trade union activists which to date has claimed hundreds of lives of trade union activists.

Many of us thought the most illuminating session was from Brian Denny who explained the

complicated bureaucracy behind the EU and why the RMT recommended a vote to leave the EU.

This was a very topical and relevant debate. The union is putting workers' rights ahead of all party agendas to ensure we keep our jobs and earn a decent wage. The main thing that we learnt was the secretive and quite frankly frightening Transatlantic Trade and Investment Partnership.

President Sean Hoyle spent a lot of his time talking on a range of issues and RMT NEC member Lee Davison was on hand to offer support throughout the week.

The last day was spent in Parliament in the House of Commons, having the political process of the House explained and demonstrated to us by a number of MPs who shared their views on our "democratic" system. Students appreciated

MPs who took the time from their hectic schedule, to speak to us on issues RMT are fighting on.

Thanks to James Croy for his patience and understanding in his efforts throughout the week. This course is a must for everyone. You will learn a lot, and as many of our group did, go away with a totally different perspective once you see how democracy and capitalism work, often to the detriment of our society.

Thanks to Nicki Sysum and Derek Baines who produced the words for this article. Other students on the course were Billy Hargreaves, Jon Gutteridge, Dan Heritage, James Rowan Thandiwe Mabodoko, Shaun McCrudden, James Moran, Milly Samuel and Dave Whittingham ■

For information about attending the school email j.croy@rmt.org.uk

THE DANGERS OF ASBESTOS

Ian McFall of Thompsons Solicitors outlines and how the union can help in compensation cases

Thompsons Solicitors brought the first ever successful case for compensation due to asbestos disease in 1972 and has worked tirelessly ever since to protect and assist workers who have been affected. Asbestos-related illness is set to be the biggest industrial health issue of our era. It is vital that members understand the dangers of asbestos and how the RMT can provide support if they're diagnosed with asbestos disease.

Health & Safety Executive figures published in 2014 show a continuous rise since the mid-1980s in the number of UK deaths from mesothelioma (a fatal form of cancer caused by inhaling asbestos dust). Current predictions are that there will be around 2,500 UK deaths from mesothelioma this year.

Too many members and their families have been devastated by the effects of asbestos. This is why the RMT is launching a new national campaign to work with employers and put in place a system of identifying, recording and, where possible and when safe, removing asbestos still remaining in members' working environments.

RMT LEGAL SERVICE

In 2015, Thompsons secured nearly half a million pounds of compensation on behalf of RMT members who have suffered from asbestos-related diseases.

Through the union scheme, members have access to a legal service that has more expertise in investigating and winning asbestos-related compensation cases than any high street firm. Available at no cost to members and their families via the RMT, a claim for damages can provide members and their families with a greater degree of financial security and peace of mind if they have to stop working - and earning - as a result of ill health.

Through Thompsons, you have access to expert legal advice and medical assistance if you suffer from any asbestos-related illness, and lawyers who can investigate how those responsible for any negligence

surrounding asbestos in the workplace can be held accountable.

THE LEGAL PROCESS

A compensation claim for an asbestos-related disease must be started within three years from the date when the person suffering the condition first became aware of the diagnosis. It does not matter whether the asbestos exposure took place decades or longer ago - a compensation claim is still possible.

In cases where a member has died, the claim should be started within three years of the date of death, or within three years from the date the deceased's family could reasonably have been aware that the cause of death was due to asbestos. The time limitations are strict, so speaking to an expert solicitor as soon as possible after a diagnosis is vital.

By choosing to pursue a case with the support of the RMT legal service, an expert solicitor will investigate the member's work history to identify when and where the asbestos exposure was likely to have taken place and to trace the employer responsible. If the employer no longer exists, Thompsons can often trace the relevant insurance company. Once collated, the work history is then supported by expert medical evidence to build a case for damages.

VITAL EXPERIENCE

Thompsons has assembled an unrivalled archive of evidence which contains information about previous claims and details of employers' insurers for companies which are no longer trading. The contents of this archive is based on information from thousands of successful industrial disease claims over the last 30 years and is a vital tool which helps investigate new cases and support ongoing cases with the best possible information.

Case study: mesothelioma in the railway industry

One case of an RMT member who suffered an asbestos-related

disease is a former RMT assistant general secretary, Andy Dodds. Andy came into contact with asbestos at various stages of his career, including when working as an engine cleaner for London, Midland and Scottish Railways between 1943 and 1954; a job which involved the disturbance of asbestos cladding around the boilers in locomotive engines.

In 2003, around five decades after being exposed, Mr Dodds was diagnosed with mesothelioma following the discovery of a shadow and fluid on one of his lungs. A biopsy revealed the presence of the cancer and after a period of deteriorating health, he was given just three months to live.

RMT and Thompsons assembled a case for damages

against BRB (Residuary) Limited who are responsible for the liabilities of the former nationalised railway industry. This case included allegations of negligence and a breach of the employer's statutory duty based on expert evidence of asbestos exposure and detailed witness statements from Mr Dodd's former colleagues. The coroner returned a verdict of death due to industrial disease and Mr Dodds' family was awarded over £174,000 in compensation. ■

If you or any member of your family have been diagnosed with ill-health due to asbestos disease, contact your RMT legal service without delay on 08457 125 495 and, for more information about compensation and the dangers of asbestos, visit www.thompsons.law.co.uk/asbestos-diseases

NOTIFICATION OF CONTRIBUTION RATE CHANGES FROM OCTOBER 2016

From the 1st October 2016 the transitional low rate of £1.75 will be increasing to £2.02 and the transitional full rate of £3.70 will be increasing to £4.30.

Direct debit payments will be amended accordingly as will contributions collected by employers under paybill deduction arrangements. Those sending cheques or postal orders direct will need to adjust the amounts sent in accordingly.

Period	Transitional low	Transitional full
Weekly	£2.00	£4.30
4 Weekly	£8.00	£17.20
Monthly	£8.67	£18.63

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



BRITISH HEART FOUNDATION

Nicola Hoarau completed the Inca Trail in Peru last month for the British Heart foundation in Bob Crow's memory.

The Inca Trail Trek climb entails intense heat of the high altitude, the cold mountain nights spent camping on the Inca Trail and the heat and humidity of the Amazon Basin over four days, sleeping in tents and temperatures of -1 to -5 degrees for three nights.

Despite altitude sickness for the first two days Nicky thought she might have to give up.

"I persevered and luckily managed to get some tablets but to say I felt lousy was an understatement. "But I would not give up and I am really proud of myself for completely the trail and seeing Machu Picchu which is awesome.

"All I am asking is to please dig deep and support the British Heart Foundation - every penny helps with research into Heart disease which is very close to my heart," she says. ■

Donate at:
<http://lastinghope.bhf.org.uk/bobcrow>

GETS TO WORK WHEN YOU CAN'T



RMT Income Protection Cover is designed to get to work when you can't. It pays out money every month if accident, sickness or unemployment stops you working. It will help you to cover regular outgoings - from bills, rent, and mortgage repayments to a Friday night takeaway - if circumstances take a sudden turn for the worse.

INCOME PROTECTION COVER CAN:

- Help cover your regular outgoings if you can't work
- Protect you and your lifestyle
- Help make sure that incapacity or unemployment doesn't become a financial disaster for your family
- Ensure that you can continue to provide for your loved ones even if you can't work
- Mean that you don't have to rely on savings or state benefits if you're unable to work

“ I took out income protection insurance for the security of knowing ... that there's something there that is going to protect us should the unforeseeable happen. Thankfully I've not had to use it, but to know that it is there is a reassurance. ”

Allen Margrett, 46, from Coventry

WIN A **£300** ARGOS GIFT CARD

Offer extended!

Members that take out an RMT Income Protection policy before 31st August 2016 will automatically be entered into a prize draw to win a £300 Argos gift card.

Find out more and get a quick quote now at www.RMTProtect.com/income

For UK residents aged 18-60. For full terms and conditions visit rmtprotect.com/win

Terms and conditions apply. RMT Income Protection Cover is arranged by Union Income Benefit Holdings Ltd. The policy is managed and claims are administered by Cigna Insurance Services (Europe) Limited and underwritten by CIGNA Europe Insurance Company S.A.N.V.

ABERDEEN AWARDS

Aberdeen Shipping branch presented 40 year awards to Sam Walls and Robert Graham. Also in the picture is branch secretary Scott Agnew, Paul Shaw from the national executive committee and regional organiser Jake Molloy.



WATERLOO AWARDS

Relief regional organiser Peter Skelly recently presented 10-year membership awards at the Waterloo branch for brother Ravindram and brother Curtis.

"It's always an honour to present such badges and thank members for their continued loyalty to the union," said Peter.

WATERLOO BRANCH
NOMINATES
RICKEY GOODMAN
FOR
NATIONAL EXECUTIVE
COMMITTEE
WESSEX REGION

WATERLOO BRANCH
NOMINATES
PETER SKELLY
FOR
RELIEF REGIONAL ORGANISER
(SOUTH)

EAST SUSSEX CONDOLENCES

East Sussex Coastway branch recently held a meeting in memory of branch harassment officer and conductor Brother Dave Sayers who died very suddenly earlier this year.

The branch sent condolences to his family. "Dave was a true gentleman, he had a smile for everyone and was like by everyone, we will all miss a true friend".



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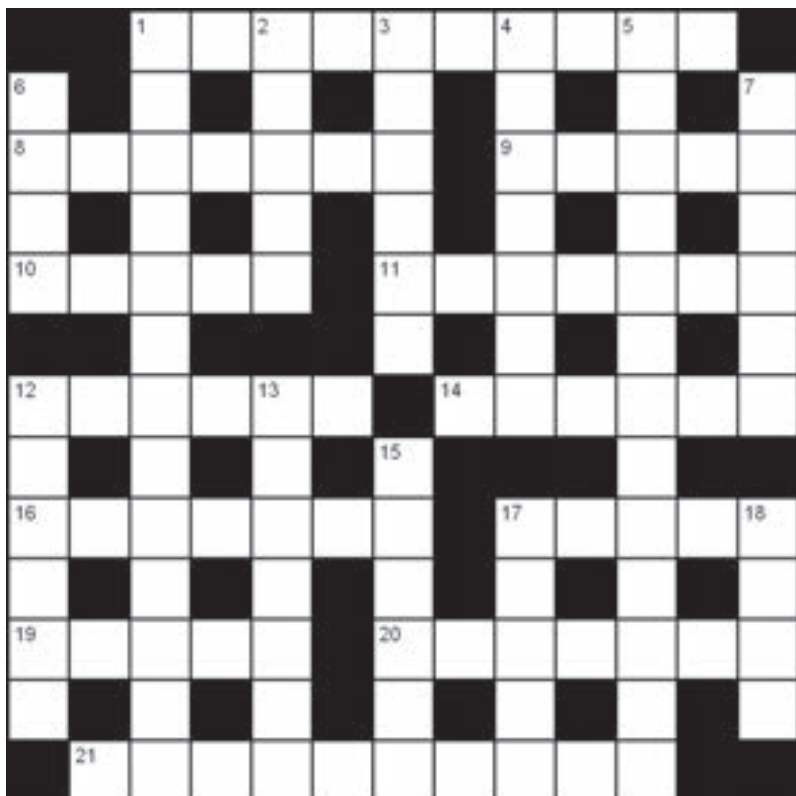
RMTdrive

Call 0845 122 6924

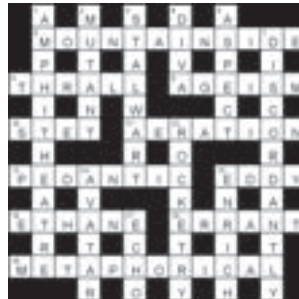
Cars shown for illustration only. Autosave, Trax Park, Doncaster, DN4 5PD

rmtdrive.org.uk

£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword D Collet, Sherborne.

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by September 9 with your name and address.

Winner and solution in next issue.

ACROSS

- 1 Free rider (10)
- 8. Operational home for planes (7)
- 9 Long-term prisoner (5)
- 10 Melody (6)
- 11 Inspiring wonder (7)
- 12 Elementary particle (6)
- 14 Feature (6)
- 16 Ward (7)
- 17 Race course (5)
- 19 Spanish farewell (5)
- 20 Extract (7)
- 21 Presence (10)

DOWN

- 1 Reptile zoologist (13)
- 2 Exchange (5)
- 3 Braying sound (3,3)
- 4 Disease (7)
- 5 Powdery deposit (13)
- 6 Handle (4)
- 7 Important (6)
- 12 Tree (6)
- 13 Supervise (6)
- 15 Protect (6)
- 17 Malicious burning (5)
- 18 At that time (4)



RMT CREDIT UNION LTD.

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

MEMBERSHIP NUMBER

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

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

1 PERSONAL DETAILS.

Surname	<input type="text"/>	Address	<input type="text"/>
Forename(s)	<input type="text"/>		<input type="text"/>
Home phone	<input type="text"/>		<input type="text"/>
Mobile phone	<input type="text"/>	Postcode	<input type="text"/>
Email address	<input type="text"/>		
Date of Birth	<input type="text"/> / <input type="text"/> / <input type="text"/>	National Insurance Number	<input type="text"/>

2 **Marrital Status** married partner single divorced **Drivers Licence No.**

3 **Your Employment.**

Employer RMT Branch

Job Description

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

5 **Membership Status**

RMT TU Member Retired RMT TU Member RMT Family Member

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

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

8 **Next of Kin**

Address

.....

.....

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

Your signature

Date / /

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

I agree to my identity being checked electronically

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



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
<input type="text"/>	
Postcode	
<input type="text"/>	

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

Reference Number

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

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

Signature(s)

Date

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

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The Direct Debit Guarantee

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





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GUARD ON
THE TRAIN**

KEEP THE TRAIN SAFE



KEEP THE GUARD ON THE TRAIN ...

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- station duties and train despatch, speeds, track possessions
- train defects
- on train equipment
- dealing with fires
- dealing with suspect packages
- route indications
- dealing with fires

Just a sample of the 35 areas of safety responsible duties guards perform. In an emergency the guard can take charge especially if the train driver is incapacitated.

... KEEP THE TRAIN SAFE



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