

RMT *news*

Essential reading for today's transport worker



A CHARTER FOR WOMEN

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WORKING FOR YOU

RMT membership helps you at work and saves you money

RMT has developed a number of benefits to save members money. This includes negotiating access to savings and special offers from our approved partners.

COLLECTIVE BARGAINING

The union has a dedicated team of elected officers and local reps to serve your interests negotiating with employers on issues from pay, hours of work, pensions and working conditions. They are supported by a team of researchers to formulate pay claims to obtain the best negotiated terms for you.

CAMPAIGNING

The union has a political fund to run campaigns and provide a political voice to benefit members' interests in the workplace. RMT has a very active parliamentary group which raises issues of concern for members at Westminster, the Scottish Parliament and Welsh Assembly.

PERSONAL INJURIES

Personal injury claims cover if you suffer an accident in work or outside work. RMT underwrites settlements that would not be provided by no-win, no-fee companies. Call 08457 125 495.

INDUSTRIAL DISEASES

Members who have suffered an industrial disease will receive free legal support to make a claim. Such claims are underwritten by the union and members will not have any deduction from their settlement unlike claims run by no-win, no-fee companies. Call 08457 125 495

EMPLOYMENT TRIBUNALS

Should a member find themselves unfairly dismissed, discriminated against or have any claim which has reasonable prospects of

success at an Employment Tribunal, RMT will provide legal representation and pay the fee. Even if the union is advised that the claim is unlikely to succeed, members who make a claim are eligible to receive free legal advice.

ACCIDENT BENEFIT

Payable if you have an accident at work or on the way to or from work. Accident benefit is only payable if you have been off for three days or more.

Accident must be reported to branch secretary within 26 weeks in order to qualify for accident benefit.

RETIREMENT BENEFIT

Payable to any member who retires over the age of 60 or aged 55 if retired through redundancy or resettlement. Ill health retirement is also payable; proof of this must be sent with application for retirement benefit.

TAX AND WILL PREPARATION

The union can provide a personal taxation service and will preparation service.

DEMOTION COMPENSATION

Payable to any member who is experiencing loss of wages through being permanently demoted or downgraded as a result of illness or injury.

Payment of £300 provided that member reports this to branch secretary within 12 weeks.

ORPHAN FUND

The beneficiaries of this fund would be any child of a

member or spouse if the member dies in service or if a members' spouse dies and the member has responsibility of the children.

Benefit is paid while a child is in full-time education up until the age of 22. Payment is made quarterly and the rate is £12.00 per week for children up to the age of 16, then £12.75 per week from 16 to 22.

RMT CREDIT UNION

Accessible savings and affordable loans from RMT's Credit union.
www.rmt.org.uk/about/credit-union

ONLINE SHOPPING DISCOUNTS

Shop online with RMTrewards.com and earn cashback savings from hundreds of retailers, like B&Q, Argos and Tesco. It's free to join, plus you'll get a FREE £10 Welcome Bonus in your online account! (Terms and conditions apply)
www.rmtrewards.com

FINES POOL

if you drive a company vehicle as part of your job you can join the RMT fines pool for £7 per year. The Fines Pool will reimburse members for any speeding fines, related court costs and lost time to attend a court hearing.
www.rmt.org.uk/member-benefits/fines-pool

BEREAVEMENT BENEFIT

A Death Grant of £600 is payable to the nearest relative or legal representative if a member dies through any cause prior to retirement.

CASHBACK PREPAID CARD

Fancy cashback on your everyday shopping? Use your RMT Prepaid Plus Cashback card at over 50 partner retailers, including Sainsbury's, ASDA and Boots, and earn unlimited cashback! It's different to a credit or debit card - you can only spend what you load so there's less chance of getting carried away.
www.rmtprepaid.com

FREE £5,000 ACCIDENTAL DEATH COVER

As a benefit of your RMT membership you can register for £5,000 Free Accidental Death Cover. Cover is for UK residents aged 18-69. 12 months free cover. Annually renewable and always FREE. The Cover is underwritten by Advent Insurance PCC Ltd - UIB Cell.
www.rmtprotect.com

HOME INSURANCE

Get a £50 Love2Shop Reward when you buy a UIA Home & Contents insurance online.
www.uia.co.uk/rmt
RMT DRIVE
Risk Free Car Purchasing for RMT Members
www.rmtCAR.oco.uk

HEALTH CASH PLAN

For a small monthly premium you can claim cash-back on dental, optical and therapy treatments. Visit
www.bhsf.co.uk

**Join RMT by visiting
www.rmt.org.uk**

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EDITORIAL



FORGING AHEAD

RMT is proud to produce two important new publications this month, the updated Women's Charter and a fantastic new pamphlet marking the 25th anniversary of the Black and Ethnic Minority Members Advisory Committee. Both are a real measure of the strides that RMT is making as a progressive, inclusive and forward-looking organisation.

Over the past few weeks we have seen some shocking weather, the union has demanded that government ministers who have been quick to get in front of a TV camera pay tribute to the real heroes, the thousands of transport workers who battled in atrocious conditions to keep Britain moving.

Those with power chose to ignore the RMT guard member who put in what amounted to a 22 hour shift on the train stuck overnight in the New Forest, working to keep passengers calm and safe in the most difficult circumstances, or the guard who safely evacuated a train that ran into a snow drift in Cumbria. We didn't hear anything from Chris Grayling about their extraordinary professionalism and commitment.

You may also have read about the guard who stepped in at huge personal risk to stop a knife and acid attack on South Western Railways. These are the very people who the greedy train companies want to throw off our trains. As we say, heroes one day, axed the next. That fight for a railway safe and accessible for all continues as the Merseyrail and Northern disputes reach their first anniversary and

our Southern members mark two years in the public eye, battling to put public safety before private profit.

The East Coast scandal continues to rumble on with the latest suggestion that Virgin/Stagecoach are in the frame to carry on despite driving the operation to the edge of bankruptcy, that would be a reward for failure on an epic scale. RMT continues to push the case for public ownership as the only solution that would end the racketeering of the spivs and speculators and offer stability into the future for both passengers and staff alike.

In the shipping sector, the union has stepped up the SOS2020 campaign since the start of the year with major demonstrations and meetings setting out the case for public ownership of Northlink in Scotland, a fair deal and workplace justice for seafarers and offshore workers and an end to the pay scandal on Condor Ferries.

Another new and timely publication covering Stood Off Arrangements on Network Rail also is out and comes just as that long-standing agreement is coming under threat, a threat that the union has pledged to fight.

I hope that as many of you as possible will be able to join us in London on Wednesday the April 25 for the national protest against driver-only operation and in defence of the principle of safe and accessible railways for all.

Mick Cash

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



SOLID GUARD STRIKE ACTION

Guards working on four train operating companies take strike action in defence of safety

RMT members took strike action this month in separate disputes with train operating companies across the country over attacks on the role of the guard and the extension of driver-only operation.

Members took action on Northern, Merseyrail, South Western Railway and on Southern Rail, which has now

been running for two years one of Britain's longest-running industrial disputes with 40 days of strike action.

The campaign against D00 on Greater Anglia was also continuing.

RMT general secretary Mick Cash said that the determination of members on Southern to put public safety before private

profit over the past two years was a credit to the trade union movement.

"We are now receiving regular reports of trains running without a guard or OBS on board on Southern Rail and of disabled passengers being denied support and access and the routine safety of passengers being compromised," he said.

Instead of seeking a solution to the disputes, transport secretary Chris Grayling thanked the private train companies for their actions during the recent adverse weather, the same companies who are set to scoop a bail-out jackpot from the public purse as they are compensated for any loss of income under the rail franchising racket.

"Mr Grayling has of course said nothing about the guard who put in a 22 hour shift, calming and dealing with the appalling situation on the train that was stuck overnight between Sway and New Milton in the New Forest or the guard who evacuated a train that ran into a snowdrift in Cumbria. "Those guards were the

'Hero' train guard rescues boy in acid and stabbing attack

Dave Speck

A TRAIN guard stepped in to save a 17-year-old boy who was stabbed and doused with acid in a carriage.

Witnesses said the South Western Railway worker shielded the boy from further attack before hauling him to safety in the rear cab of the train.

The driver then gave first aid when the train stopped at Strawberry Hill station, south-west London. The boy was stabbed "multiple times" in his arm and back.

communications point in those horrific circumstances, not the company bosses and the Rail Delivery Group Mr Grayling is buttering up who were, of course, well insulated from that harsh reality.

"Chris Grayling is happy to heap praise on the private train companies and their shareholders but he could not give a damn about the front-line guards out there at the sharp end that he is actively encouraging the train operators to axe," he said.

Protestors also lobbied the





German Embassy in London on the first anniversary of Northern members striking to save the role of the safety critical role of a guard, handing over a letter to the ambassador about the dispute.

RMT is demanding that the German state end their profiteering railways here through its rail operation Arriva, which runs the Northern Rail franchise, and is helping to drive

the moves to axe guards on the service.

Mick Cash said that it was a national scandal that overseas-owned rail companies are exploiting Britain's railways for their own gain and are sacrificing passenger safety in the name of profits.

Regarding the Merseyrail dispute, Mick Cash said that it had also been needlessly dragged on for a year now due

to the fact that it hasn't cost the employer a single penny piece.

"Liverpool City Region council tax payers are having to secretly repay Merseyrail all of their losses and costs of the year long strike in a public bail out of epic proportions.

"Local people are paying to finance a potentially lethal policy that they have made it clear they don't support.

"The vast majority of Labour

councillors have not even been told by the senior council leaders that their local authorities are bankrolling this private, cash rich train company.

"It is an absolute scandal that just as councillors are agonising over budget cuts; all six local authorities are exposed to an unknown amount of liability simply in order to write the Merseyrail bosses a blank cheque," he said. ■



RAIL GOURMET DISMISSAL FIGHT

RMT members working for Rail Gourmet in Manchester took strike action earlier this month in defence of sacked workmate and union rep Nate Andrews.

RMT general secretary Mick Cash said that the union believed that Nate Andrews had been unfairly dismissed as a

result of undertaking trade union duties and trying to defend and improve the terms and conditions of members.

"I am appalled by the actions of Rail Gourmet which are a direct attack on the union's right to organise and protect the workforce," he said.





CASH FROM CHAOS

RMT slams rail privateers for having a 'one way ticket to the bank' for cancelling trains during bad weather

RMT is demanding to know how much Britain's private rail operators have extracted from the taxpayer during the adverse weather earlier this month as they continue to milk Britain's rigged rail franchising system at the public's expense.

Under the privatised system set up by the Tories the rail operators carry no risk themselves and can fill their boots with Schedule 8 payments dished out by the publicly-owned Network Rail - underwritten by the taxpayer.

Recent figures show that operators received £181 million

from Network Rail in the last financial year but only paid £74 million to passengers that faced delays of over 30 minutes.

RMT general secretary Mick Cash said that the union was aware that the financial projections of the private operators factor these publicly-funded payments into their business models as they know it's a one way ticket to the bank.

"Passengers end up paying twice - once for tickets, then as taxpayers subsidising these companies.

"RMT has long held the view that the private train companies, most of which are owned by overseas state operators, can effectively make more money by not running trains under the bent and twisted franchise system.

"RMT is demanding to know how much the taxpayer has shovelled into the pockets of the private train companies during the adverse weather over the past week under our rotten rail franchising system.

"The whole racket on our railways was rigged from the off by the Tories so that the

profits are privatised and the risks are carried by the public.

"It's a scandal that has led to a bail out culture on our railways which is being exploited by the train operators while passengers are freezing in luggage racks on broken down trains.

"RMT will be raising this issue with the unions' parliamentary group and we are demanding answers and not the usual hot air we have come to expect from Transport Secretary Chris Grayling and this government," he said.

TUBE CLEANERS FIGHT FOR WORKPLACE JUSTICE

RMT members and their supporters protested in London last month against the treatment by outsourcing companies - especially new mega contractor ABM - of cleaners across the London transport network.

The protests outside City Hall and ABM headquarters named and shamed the people responsible for the poor treatment of cleaners and called for a change.

RMT is demanding that cleaners be directly employed by TfL and that they, like their colleagues, receive free travel, decent sick pay and improved wages reflecting the often anti-

social hours which they work.

RMT general secretary Mick Cash said that cleaners were an integral part of the transport team in London and it was disgusting that they are being treated like second class citizens by these outsourcing companies.

"These workers deserve workplace justice and that can best be achieved by bringing their functions directly in-house.

"The London Mayor needs to act now as ABM is already busy ripping up the sick pay policy of workers who transferred to it from outsourcing company "Vinci"," he said.

Activists from more than 60 unions in around 40 countries

also rallied to City Hall on the same day to discuss the Mayor of London's approach of 'productive engagement' with trade unions.

Public transport workers and activists from around the world were in London as part of the International Transport Workers' Federation (ITF) urban transport committee who are building the ITF's Our Public Transport programme.

Our Public Transport is actively campaigning in dozens of countries for public transport based on public ownership, public investment, secure jobs and union rights for workers in public and private employers.

Speakers at the event included RMT general secretary Mick Cash and Val Shawcross, deputy mayor of London.

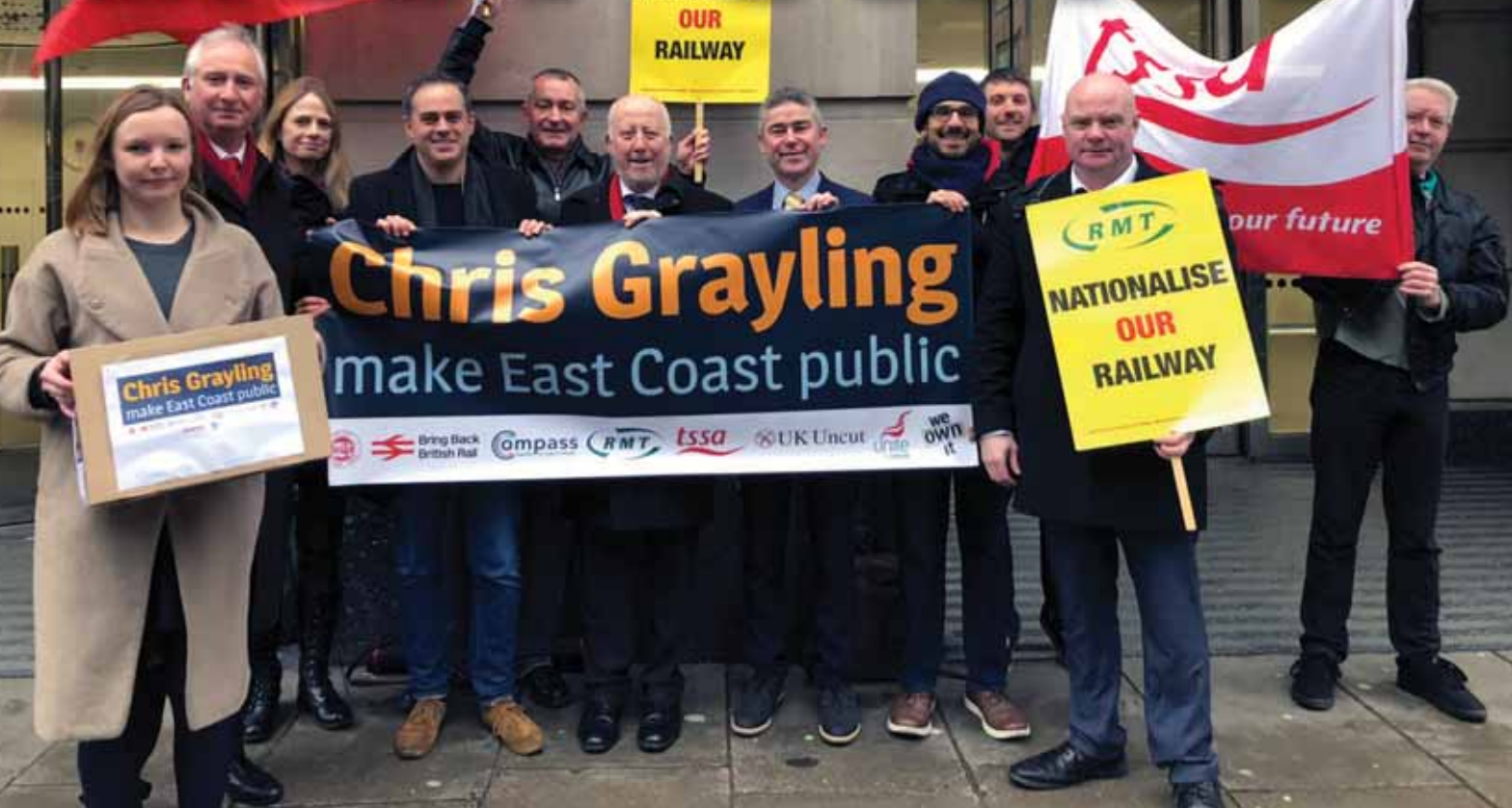
ITF general secretary Steve Cotton said that due to strong urbanisation and a key role in fighting climate change, public transport was growing, and would continue to grow considerably in the years to come.

"We must ensure that this happens in a way that serves the interests of workers as well as the users and society at large.

"That can only happen if we are able to keep, or bring back, public transport under democratic control," he said. ■



NATIONALISE EAST COAST



RMT reveals Tories smashed up public sector fall-back option

RMT has accused the government of an “act of mindless industrial vandalism” after it was revealed that the public sector rail franchise fail-safe option, Directly Operated Railways, was broken up and outsourced to a consortium of consultants and private sector outfits in 2015 after it successfully rescued the East Coast Mainline from its last private collapse in 2009.

RMT said that those actions have compounded the shambles that Transport Secretary Chris Grayling has already created on the ECML – leaving him without the fall-back of a publicly-

owned provider of last resort.

Up until 2015, DOR, a public operation, had shadowed private rail franchises and was on standby to pick up the pieces and keep the trains running in the event of a train operating company failing.

That is exactly what DOR did with huge success when it stepped up to the plate after National Express threw back the keys on the East Coast routes in 2009.

When the East Coast Mainline was re-privatised in 2015, ushering in the disastrous Virgin/Stagecoach operation which now stands on the brink

of collapse, out of pure ideological spite the Tory government killed off DOR and outsourced its functions to a partnership of private accountants and management consultants Arup Group, Ernst & Young and SNC Lavalin Rail & Transit.

RMT general secretary Mick Cash said that the Tory Government had smashed up and outsourced the publicly-owned provider of last resort, Directly Operated Railways, out of sheer spite and that act of mindless industrial vandalism has now come back to haunt them.

“DOR was shut down, broken up and outsourced in 2015 simply because it had proved in the six years it controlled the East Coast routes that it could run a railway better than the spivs and speculators from the private sector.

“It is now imperative to avoid total chaos that the Government re-establish a publicly owned and controlled operation to take back control of the East Coast Main Line on a permanent basis.”

A petition supported by RMT calling for failing Virgin Trains East Coast to be brought into public ownership is being

handed in last month as the government decides on the future of the franchise.

The petition – initiated by campaign group We Own It – calls for Transport Secretary Chris Grayling not to bail out East Coast by handing over more funds to profiteers, but instead bring it into public ownership.

The petition states that: “Virgin Trains East Coast, run by Stagecoach and Virgin, has failed. Now, Chris Grayling, the Transport Secretary, says he will give in to their demands and bail them out to the tune of £2 billion. East Coast was run successfully in public ownership from 2009 to 2015 after the last private company failure – but then it was re-privatised. 76 per cent of us want public ownership and it would save us money.

“Chris Grayling, put taxpayers and passengers first – don’t give Virgin Trains East Coast a free ticket to ruin our railway. Bring East Coast into public ownership now!”

Mick Cash said that the privatised East Coast Main Line had failed the travelling public and it has failed the workers who operate it. It has been a disaster from day one and has exposed once and for all the racket of rail privatisation in Britain.

“There are RMT members working today who have gone from British Rail, to GNER, to National Express, to Directly Operated Railways, to Virgin/Stagecoach and who are now left wondering who their sixth employer will be in little more than two decades on this vital section of Britain’s rail network.

“That is a shameful way to treat the workforce and shines the spotlight on the continuing chaos of rail privatisation.

“This petition calls for a simple and sensible solution, end the fixation with the spivs and speculators from the private sector and bring the whole lot back in house, on a permanent basis, with immediate effect,” he said.

Parliamentary column

SOS2020



Labour Shadow Secretary of State for Transport Andy McDonald’s recently made a presentation to the all-Party Parliamentary Maritime and Ports Group calling for better rates of pay for seafarers.

Andy McDonald informed the assembled parliamentarians that there are 123,000 seafarers working in the UK shipping industry; 87,000 are ratings and the majority are paid well below the minimum wage to work on regular routes from UK ports.

He made it clear that from the Labour Party’s perspective this was no longer acceptable. He said that, along with Shadow Shipping Minister Karl Turner MP, Labour was conducting a review of the shipping and ports sector.

This will cover the damaging and unsustainable employment practices in the shipping industry, with a view to improving employment and training for UK seafarers – real maritime growth in the jobs and services that matter to this country’s future.

Andy raised the question of where the ratings of the future are going to come from? He paid tribute to the work RMT had done to increase Rating Apprentice towards 300 – the highest level for decades.

But this has been achieved in the face of some quite astonishing foot dragging by

government. If left to its own devices, then it was clear that the industry would recruit those ratings from ‘low cost’ countries, with little regard for any other consideration.

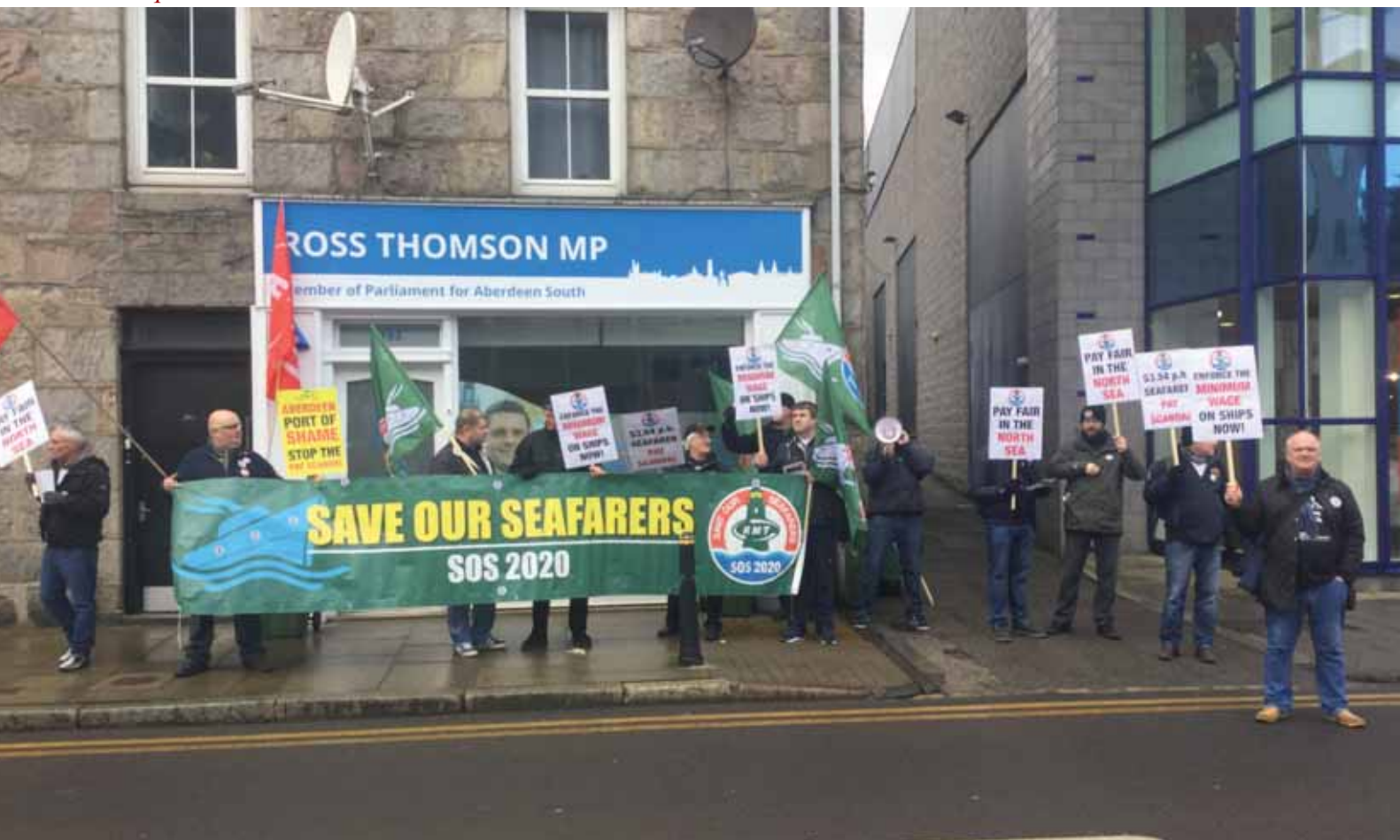
He also said that it was clear that the government’s Maritime Growth Study was not ambitious enough, as it completely avoided any discussion of wages or employment conditions for seafarers. He said that Labour was preparing policies around the National Minimum Wage and the Equality Act that would truly tackle the long-standing problems in our shipping industry that have driven a dangerous decline in UK seafarer numbers pointing out that these actions are in the gift of the government but Ministers seem either unwilling or unable to take them.

He said that the Tonnage Tax had been a great success for ship-owners but there must be a more balanced deal for our seafarers from this generous scheme and Labour was committed to reviewing the terms and conditions of the Tonnage Tax, as part of a wider strategy to secure more jobs and training for UK seafarers on qualifying vessels and across the industry.

RMT will continue to campaign to ensure that Labour develops policies to support UK seafarers and the demands set out in the unions SOS2020 campaign. ■

SIMEON ANDREWS

All at RMT were shocked and saddened by the sudden passing of Simeon Andrews on February 26. Simeon had been coordinating the RMT Parliamentary Group since its inception in 2002, first with John McDonnell and then the current Chair, Ian Mearns. Simeon was instrumental in helping the union maintain an effective voice in parliament and attended the parliamentary reports to the RMT national executive, the group meetings, RMT annual general meetings and RMT political schools. He will be sorely missed as an ally of the union, a comrade and a friend. ■



SOS2020 IN ABERDEEN

Fighting for decent pay standards for seafarers and offshore workers

RMT took the SOS2020 campaign for ending employment barriers to more jobs and training for UK seafarers and offshore workers to Aberdeen last month.

The union held protests outside the constituency office of Conservative MP for Aberdeen South, Ross Thomson demanding his support for the union's campaign for enforcement of the National Minimum Wage on commercial vessels working from and between UK ports in the North Sea.

Then protests were held outside Oil & Gas UK's Aberdeen office to demand that employers in the offshore oil and gas sector work with trade unions to lift barriers to

employment for offshore workers.

Over 160,000 jobs have gone on installations and across the supply chain in the UK North Sea since 2014 and increasing taxpayer support for extracting remaining resources and in decommissioning ageing infrastructure must be accompanied by compliance with UK employment law and full trade union recognition.

RMT general secretary Mick Cash said that RMT members, branches and officials were campaigning hard for more jobs and training for seafarers and offshore workers in the UK.

"Our protests in Aberdeen demand a response from the local MP Ross Thomson to the avoidance of the NMW which

Aberdeen-based companies are engaging in through their crewing policies on offshore standby and supply vessels.

"Domestic seafarers cannot and should not have to compete with pay below the legal minimum in offshore supply, offshore renewables and decommissioning.

"Instead of phony guidance, the Tory government must apply and enforce UK national; minimum wage pay rates for seafarers on all domestic and North Sea energy routes, in line with the Legal Working Group on Seafarers," he said.

RMT national secretary Steve Todd said that the union was committed to the vital aims of the SOS 2020 campaign and RMT's offshore strategy.

"We demand that the local Tory MP stop waxing lyrical about tax cuts for oil and gas companies and start addressing the loss of jobs and skills in Aberdeen from the undermining of employment rights in the North Sea.

"RMT members are also taking that message to the Aberdeen office of the industry lobby group, Oil and Gas UK which routinely defends pay and employment practices that would be illegal on land and does nothing to promote trade union rights in the North Sea.

"Maximising Economic Recovery, decommissioning and offshore energy must mean jobs for UK offshore workers in every discipline," he said.

RFA CONTRACTS SIGNED

Royal Fleet Auxiliary RMT members pass apprenticeships and sign up

Royal Fleet Auxiliary apprentices signed Company Service Contracts at Whale Island, Portsmouth earlier this month to start their careers at sea.

The former engineering apprentices will now join their respective vessels as Motorman 1 and Assistant Chef.

RFA RMT convenor Ian Boyle said that it was always a pleasure seeing former apprentices successfully completing their in-depth training and signing company contracts.

“They are told at the RMT induction that if they apply themselves and knuckle down then they have every chance of being taken on the books permanently,” he said.

Apprentice Development Officer CPO Ian Parkin said that RFA currently has 126 apprentices on the books across deck, engine, catering and



communications, with a further 44 due to start their apprenticeships in April. RFA continue to offer a great career in what is the last bastion of the UK-registered deep sea fleet.

RMT national secretary Steve Todd congratulated those that have now graduated to the rank of motorman and assistant chef and obtaining permanent contracts.

“Any form of training and employment at the end of it is

always welcomed in the industry which hasn’t done very much in the commercial sector of late and well done to all those at RFA who have made this possible.

“In particular I would like to thank Ian Boyle who ensures that they become members and tells them the benefits of union membership.

“Also Ian Parkin, the apprentice development officer who puts so much into this,

both of them are very passionate about apprenticeships and I’m sure this latest batch will have had a good start in the industry under this kind of guidance.

“We all know we can’t become complacent and when we realise the lack of training in the commercial sector, so it’s good to know that, like Cal Mac in Scotland, RFA is also playing a big part in the industry,” he said. ■

FIGHTING FOR OFFSHORE SAFETY

RMT has welcomed a motion tabled in the House of Commons by RMT Parliamentary Group Chair Ian Mearns raising concerns over the safety of offshore helicopter transport.

The motion noted that since February 2009 33 offshore workers and crew had died and 65 had been rescued from the North Sea following six accidents involving Super Puma 225 and AS332 L2 helicopters.

It called for the continued grounding of the Super Puma fleet across the North Sea, noting that the manufacturer Airbus surveyed offshore workers in June 2017 and found a majority with profound reservations over flying in Super Pumas again.

13 passengers and crew also lost their lives on 29 April 2016 in a crash off the south coast of

Norway and Norwegian and UK investigations of fatal and non-fatal Super Puma accidents since 2009 had found similar mechanical failures.

However the Civil Aviation Authority lifted official restrictions on these helicopters in July 2017 without consulting offshore workers or their trade unions.

The motion said that “Super Pumas should not return to the North Sea without the prior agreement of a majority of offshore workers; is concerned that the Government rejected the Transport Select Committee’s July 2014 recommendation for a public inquiry into commercial pressures on offshore helicopter safety”.

The fact that 2018 is the 30th anniversary of the Piper Alpha disaster is a reminder of

the necessity for the highest possible standards of offshore safety; and MPs from all major parties, with the exception of the Tories, supported the motion backing RMT’s call for the government to launch a public inquiry into the offshore helicopter safety.

Despite the Civil Aviation Authority controversially lifting the ban on Super Pumas in July, no Super Puma H225 or AS332 L2 has returned to work in the offshore oil and gas industry.

RMT national secretary Steve Todd said that this is down to the strength of offshore workers’ concerns over the safety of Super Pumas.

“It is no wonder our members have serious concerns, the record is disgraceful.

“RMT is stepping up the campaign for meaningful action

from government, regulators, employers, oil companies and helicopter operators. No other part of the commercial aviation sector would resist scrutiny in the way the offshore industry seems able to.

“The unique operating environment of the North Sea must be subject to a root and branch public inquiry which covers everything from commercial pressures on the helicopter companies to the chronic failure of the Civil Aviation Authority to go beyond ‘survivability’ in their response to a series of incidents.

“Offshore workers and their families need and deserve the respect of an official response from government to these concerns which we have all seen accumulate over years,” he said. ■



DEFEND TICKET OFFICES

RMT's 2018 Supervisory and Clerical Grades Conference meeting in Twickenham discussed attacks on job

Motions for this well attended conference focused on the ever-changing nature of ticket office roles, in particular on the introduction of new technologies and how these will impact on members.

Two motions in particular touched upon this aspect. Mike Sargent, Dover called for ideas on how the union can embrace new technology and multi-functionality in order to improve our collective bargaining positions, whilst a Feltham branch sought for IT and technology skills to be recognised fully during pay negotiations.

Mike Sargent said: "Again, this is about how we work with new technology, the advance of technology and how it affects us, if we start to get accreditation for the skills we pick up and use then shouldn't this be recognised?"

"We are the people dealing with this and using these new skills to improve customer satisfaction quotas. We must embrace technology and use it to our advantage. Let's get the branches and regional councils talking about how we move this into the future," he said.

Brian Woods, Feltham asked the union to negotiate with train operating companies which have holdings in other operating companies and calling for harmonisation in pay rates for clerical, supervisory and other salaried grades.

"Nowadays, you may have the same company owning and running various franchises and the terms and conditions should be harmonised; everyone should be equal in pay," he said.

In response Senior Assistant General Secretary Steve Hedley said: "We will have to consider the views of those people who are being restructured because some people may not want it. Obviously the aspiration is right but not as simple as it seems on paper. Aspiration as a union is to have harmony but resistance may come from people on the ground."

Brian Woods called for South Western Railways to restructure

all unreconstructed clerical, supervisory and any other salaried grades, as this would bring them all into the 21st century for pay purposes.

"South Western Railways split all grades down the middle and some staff have been restructured and some not meaning there can be a big pay gap between supervisory grades and guards salaries. Restructured staff get the biggest pay rises."

Willy Strang, Edinburgh No 1 raised the issue of TSSA trying to poach RMT members and called for the union to formally complain about this unacceptable behaviour.

"TSSA are out recruiting our members particularly on Virgin Trains East Coast. TSSA members have been caught trying to poach under the false claim that RMT had accepted a pay deal which was untrue, they were also spotted in the on-board mess room," he said.

Graham Knott, Southampton branch added: "I've had dealings with TSSA where they've been so friendly with management they have their own access keys to the depot." Mike Sargent from Dover branch asked: "A few years ago they were trying to merge with us now they seem to be attacking us so who is behind all this?" Kym O'Shaughnessey of Deptford added: "This doesn't go far enough, this is an industry wide attack, what can RMT do?"

Steve Hedley addressed conference on this matter and said that TSSA was in its death throes as its membership had been decimated.

"It could be they are courting a merger with Unite which would be a problem as Unite would then get recognition in the transport sector. We should fight fire with fire and try to recruit TSSA members as if they want to keep their job they need to be in our union," he said.

Feltham branch also called for the union to negotiate with train operating companies for a 32 hour, 4 day week for clerical, supervisory and other salaried



grades.

"I would expect full support for this because everyone wants a better work life balance - this proposal would give everyone a week off a month. Aslef are pushing for this and we should make the first moves in this struggle," he said.

Conference also heard from RMT President Sean Hoyle who spoke about the union's relationship with the Labour party particularly following calls from the centre of the party to move away from its trade union roots.

"When Christine Shawcross stood for election I helped her out but I was staggered by how centrist she was. This week she has said that she wants no trade unions anywhere near the party, these are the people that we've helped and then they have stabbed us in the back."

Sean also spoke of his meeting with the shadow transport secretary Andy McDonald: "Andy's a good fellow. They have said that they will take back the railways into state ownership on a piecemeal basis, which is good, but we should be calling for wholesale re-nationalisation."

Steve Hedley also said that it was only fitting that to acknowledge how well attended conference was and how well organised.

"Tomorrow is the fourth

anniversary of Bob Crow's death and it is strange that many of the issues that we face now we faced four years ago.

"Then we were fighting to retain ticket office staff, the removal of terms and conditions, and the attacks from McNulty. We're still fighting, we have to talk about the organising aspect of this conference and planning for what we want this to be in five or ten years in time.

"We can't be completely reactive, we could sit here and say that we won't allow change but new technology is coming in and so we have to control the agenda so that we ensure staff are retained as well as the new technology. One in four sales from ticket machines are oversold and this didn't happen at staffed ticket offices," he said.

Steve also gave conference a run down on the major issues facing the union, in particular the ongoing battle to keep the guard on the train and the fight to ensure continued access to our railways for disabled passengers.

"History will show that we did the right thing and we fought for jobs and no cuts. Our union will come out with the credit you deserve. We've got to do it for our jobs, for the public, for the disabled and for Bob's memory," he said.



DEALING WITH MENTAL HEALTH AT WORK

Packed RMT health and safety conference deals with mental health at work

The theme of this year's health and safety conference was mental health awareness with a motion proposed by Keith Simpson, Chester dealing with 'Thriving at Work' the Stephenson/Farmer review of Mental Health and Employers.

Delegates called on the union to negotiate and implement the recommendations of the review with all the employers and work to expose the myth that health and safety is a burden on business.

According to accountancy company, Deloitte, poor mental health costs UK employers between £33 to 42 billion a year, the UK government between £24 to 27 billion a year and between £74 to 99 billion a year to the UK economy.

Therefore, it is imperative that British employers recognise that the 'Mental Health Core Standards' and 'Enhanced Standards' as proposed in the Stephenson/Farmer review are beneficial to business, the

Government and the UK economy as a whole.

Labour leader Jeremy Corbyn also spoke to delegates through a video link about the role of health and safety representatives and the importance of mental health awareness. He sent a message of solidarity and thanks to the union for inviting him to speak.

"I want to send my solidarity and thanks for the work you do as RMT health and safety representatives.

"I am proud of the links between the Labour Party and trade unions and as a former trade union official I understand the need for a strong trade union in every workplace.

"The media may love to demonise us but we know the reality: unionised workplaces are safer workplaces.

"Health and safety representatives reduce the number of accidents and work-related illnesses, helping not only workers and their families

but saving society millions of pounds a year.

“RMT members are on the frontline - exposed to over 200 suicides a year on the railways and the emotional impact that has.

“At the same time RMT members regularly intervene to prevent transport related suicides. Mental wellbeing is a priority for the Labour Party.

“We are committed to parity with physical health services, improving access to and the quality of support. We will develop stronger suicide prevention programmes and we will tackle the causes of poor mental health – poverty, social isolation and the conditions of our workplaces. We are facing an epidemic of stress at work.

“Rising workloads, job insecurity and constant re-organisation all threaten workers’ well-being. “That’s why the work your union does is so important, representing and supporting people, and campaigning to reduce the stigma and discrimination that people face. Keep up the good work,” hew said.

You can watch the message from Jeremy Corbyn on RMT’s YouTube channel here; https://youtu.be/SV1fd45zn_A

This year’s conference remembered RMT activist Leon Brumant who sadly committed suicide last year. Jennifer Aggrey-Fynn spoke movingly about Leon’s memory.

“Leon was an inspirational speaker and motivator who co-founded the Brent anti racism movement before he tragically died aged 23. He was a RMT young members’ committee member and sat on the London Underground regional council.

“He was a charismatic man who everyone believed had a fantastic future in the movement. Leon was a great listener but who, sadly, hid his own condition,” she said.

Jennifer spoke further of the need to provide greater support for activists as they spend so long listening to other people that their own welfare can become diminished. A video tribute remembering Leon was



Jeremy Corbyn address to conference

also shown.

Matt Wrack, FBU General Secretary since 2005 and former firefighter, was a guest speaker at conference.

“It is a privilege to stand with a union that is known for standing up for its members and for taking strike action and the FBU has a similar philosophy and we share many approaches. FBU sends solidarity for your campaign aiming to keep the guard on the train.

“Both of our unions have lost members through fatalities in the workplace and nobody goes to work to be injured or killed.

“The Kings Cross Underground fire in 1987 stands out in that regard as, whilst I did not attend in person, it was the first fire brigade funeral I attended and that has stayed with me.

“Our unions have fought together tirelessly to retain and improve fire regulations on the Underground.

“Health and safety is not the preserve of anoraks but the truth is we need to pay attention to

the details as it is a matter of life and death.

“The reasons why workers join trade unions is to ensure decent and safe working conditions with safety at the heart and, if we are to reverse the decline in numbers of people joining unions, then safety is central.

“Mental health is a massive issue for all workers as half a million people suffered from work related anxiety or depression in the last year and this is an epidemic caused through increased stress, cuts to wages and pensions and these inevitably have an impact as we treat workers as commodities that can be cast aside.

“The state has withdrawn services that were previously available and these have lost to the vultures of profit.

“92 per cent of firefighters have suffered mental health at some point in their careers and the Grenfell tragedy has added to that pressure. Horrific stories will come out but in terms of mental health the fire services

fourteen welfare councillors have been reduced to just two thanks to Boris Johnson’s cuts.

“Over a thousand officers attended Grenfell at some point. Red tape from this Tory government has undermined the HSE and health and safety regulations, cutting 20 per cent of firefighter jobs, and this puts FBU members and the public at risk,” he said.

RMT senior assistant general secretary Steve Hedley confirmed RMT’s commitment to mental health awareness when he said: “The Grenfell tragedy came about as a direct result of Cameron’s war on red tape and £33 billion is lost to companies through people going sick and one in three will suffer from mental health issues at some point.

“Stress is a fact of life and we have to treat it accordingly, so we plan to train our reps to identify the signs of stress and mental illness and we will be running mental health awareness courses at the Bob Crow education centre,” he said. ■



DEALING WITH NEW TECHNOLOGY

Signalling and operation grades met in Scotland to discuss new technology and Network Rail cuts

Delegates to the 2018 national organising signalling and operation grades conference met in Elgin City football club in northern Scotland last month.

Network Rail RMT national operations council representative Phil Boorman said that plans to introduce a 'digital railway' by the company were clearly designed to rationalise the workforce.

He said that it was important the union was involved in any plans to introduce new technology to ensure jobs were safeguarded.

Over the last two control periods spanning 10 years Network Rail introduced cuts to operations and maintenance of around 40 per cent. The Strategic Business Plans for Control Period 6 aim to cut a further 10 per cent in real terms.

Network Rail describe a key problem as being "a failure to

embrace digital technology resulting in an over reliance on manual processes that are still controlled by a 19th century system of trackside coloured lights and signal boxes".

Over the next 15 years it will be renewing over 60 per cent of signalling equipment and use that opportunity to fully introduce the Digital Railway. A key Network Rail target is to eliminate analogue resignalling from the network over the next five years.

NR has noted that savings delivered from the national operating strategy will primarily be from "a reduction in the overall number of people required to manage the flow of traffic with consolidation into a single location".

As a result it will be spending a substantial amount on preparing the network for the digital railway, and have

forecast an increase in expenditure for the next 15 years on the resignalling projects.

Conference called on the union to meet with Network Rail regarding over the continued role out of the Hitachi Automatic Route Setting (ARS).

Tin Breed, North Staffs said that multiple nationwide problems existed anywhere where Hitachi ARS had attempted to be brought into use including Tring Workstation, Rugby Signalling Centre Control, Stafford Workstation and Rugby ROC to name but a few.

"This is placing signalling staff at increasing risk of making safety-related mistakes and it is not fit for purpose.

"We can no longer tolerate rail workers and the travelling public being put at risk by this

cheap not fit for purpose system," he said.

NR RMT national operations council rep Mark Bellenie also reported a long list of problems concerning the use of ARS including the re-routing of trains into wrong and unsuitable platforms and into possessions.

Conference demanded that the role out and design of workstations utilising Hitachi ARS technology should be halted and that a dispute situation would exist should Network Rail refuse to do so.

Dave Bithell, Wrexham also said that new technology had also been introduced in other signalling locations including the installation of new equipment such as Global Satellite Mobile Radio (GSMR) and other equipment creating additional workloads.

"More responsibility is now

being placed without financial recognition and with no job description for signallers.

“Network Rail is bringing more and more equipment following Network Rail push for a paperless office,” he said.

Conference demanded a full review and production of an actual job description for the use of GSMR and financial recognition as part of any future pay deal.

Mark Bellenie, North Staffs said that such equipment had resulted in a massive increase in workload and responsibility of Signalling staff since its introduction.

“With cautioning of trains on the move and broadcasts for blanket speed restrictions and High output ballast cleaning work now being introduced, Network Rail is making massive savings through reductions in delays.

“Increasing use of this equipment is constantly being introduced and signalling staff should now be rewarded properly for its use,” he said.

Conference also called on the union to give clear guidance to reps on the subject of rostering spare shifts.

Alan Rogerson, Newcastle Rail and Catering said that the union needed to reiterate to Network Rail that staff booked on a spare turn of duty are not on call for 24 hours of the day.

“If possible that spare turn should coincide with the natural shift pattern of their roster,” he said.

Martin Russell, Stockport said that members had been expected to be spare on stand by for 24 hours without on-call rates of pay.

“We have stopped it where we are but we need a national approach to this problem and clarify the issue,” he said.

Conference also called on the union to negotiate the introduction of a service day policy so as to reward long service and loyalty.

Mark Bellenie said that loyalty beyond ten years should be appropriately rewarded.

Delegates also called into question on the basis of a safety



John McDougall, Conference president retires from the industry



concern the back to back arranging of line blockages under the GZAC/signal box instructions with no respite between blocks.

Alan Rogerson said that there should be a minimum break between booked blockages to enable the safe operation of the railway should be adhered to.

“We are getting one line blockage after another and we can see up to 29 line blockages in one shift in just one box,” he said.

Tim Breed said that there were great risks with repetitive line blockages and it was leading to ‘line blockage burn-out’.

Conference also raised concerns at the amount of line blockages that cover large areas that are treated by Network Rail as similar to all other blockages.

Alan Rogerson said that a grading system of line blockages should introduced in the interests of safety.

For instance a blockage one line between a couple of signals should be a Grade 1, a similar line blockage over two lines a Grade 2 and anything more complicated involving numerous lines or junctions should be a Grade 3.

“As a result only one grade 3 blockage should be granted at any one time on a workstation, panel or signal box,” he said.

Paul Kemp, Surrey and Hants said that line blockages can cover 13 lines and carrying out work that should be full line possessions.

“Line blockages are often just a cheap way to carry out large scale works,” he said.

RMT general secretary Mick

Cash addressed conference regarding the overall states of the union, reporting that membership was holding up but more could always be done.

He said that over a thousand reps had been trained at the training centre in Doncaster and regional councils were being encouraged to give them support in the workplace in order to represent members.

He outlined the disputes and battles the union is currently engaged in across many grades and the failure of the private sector was now back tor from the collapse of Carillion to the East Coast debacle.

“The case for public ownership has never been more popular and is now back on the political agenda,” he said.



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RMT member, work accident claimant

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NATIONAL PROTEST AGAINST DRIVER-ONLY OPERATION

Wednesday April 25, London

Protest outside Parliament 11.30–12.30 at Old Palace Yard and into Parliament for 1.00pm Rally to finish 2.30pm

RMT members are urged to attend a national protest in London to coincide with the second anniversary of the start of strike action against driver-only operation (DOO). Since then members in six companies have taken action in opposition to this privatised rail assault on jobs, safety, security and accessibility. This is legitimate expenditure from Branch funds and all branches are asked to notify members now and plan to mobilise accordingly.





RMT WOMEN MEET

RMT women members launch new charter and call for improved maternity leave and anti-harassment policies

Transport women workers from across the country vowed to put maternity leave and anti-harassment policies at the heart of their union work at the RMT women's conference in Manchester earlier this month.

Delegates battled the snow to make it to conference and unveiled the revised RMT Women's Charter as part of celebrating the 25th anniversary of the national RMT women's conference.

Delegates vowed to use the new updated RMT women's charter as a "campaigning document" throughout the

transport industry.

Conference agreed that it was a tool to be used by all members to acknowledge that women still suffer discrimination.

Even though there are a variety of laws to defend women, the reality is that they can have worse conditions at work and ultimately feel that they are being pushed out due lack of support, particularly around maternity issues.

The charter deals with a number of issues in-depth including the fight for equality of pay and equal terms and

conditions.

Back in 1970 the Equal Pay Act was introduced to end pay inequality between men and women. That Act is now part of the Equality Act 2010, but the difference between male and female wages can be huge where employees are not covered by collective agreements.

Women should not be paid less than their colleagues if the work is the same or of equal value in terms of the demands of the job.

One of the key issues affecting members are the

various maternity leave policies that operate across the rail network and the women's conference was keen something must be done.

Speaking in support of the motion, former RMT executive member Michelle Rodgers said that it would be really beneficial for managers having a handbook.

"Managers have no guidelines on how to deal with this issue and reps would benefit from knowing the guidelines too," she said.

Fellow former national executive member Kathy Mazur



RMT women showing solidarity to Manchester Piccadilly striking Guards & Sacked Rep Nate Andrews for Rail Gourmet

added: “We should be help working women with kids come back into the world of work after maternity leave and this motion will help.”

The motion, which was passed unanimously, called for a “methodology to be put in place so the member of staff can go on maternity leave fully aware and relaxed as to what will happen when they come back to work”.

Delegates called on the national executive committee to find out what current provisions exist within companies that RMT has recognition and develop a methodology of best practice so that our women members feel reassured during pregnancy and whilst on maternity leave.

Continuing the industrial theme, Finsbury Park Branch delegate Janine Booth raised the issue of victim blaming when reps have to defend members accused of discriminatory and prejudiced behaviour.

Calling for union guidelines for reps to only defend members along the lines of an “arguable defence,” Ms Booth said that that RMT reps should not “use stereotypes or blame the victim in order to undermine his/her complaint,” in the course of defending the member.

London Regional Transport Council rep Marie Harrington recalled a difficult case she had to deal with.

“I’ve been in this situation where the member used the “gay friend argument” to try to say he wasn’t guilty of homophobia.

“It is a minefield but you don’t rubbish the victim. It gives an ethical and fair way of dealing with these conflicting situations,” she said.

There were also tributes to former women’s committee member Val Barzey who died recently.

Fellow LU engineering branch member Sharon Simmons said that it was a very sad loss.

“Val encouraged me to attend the women’s conference and she was a great mentor and very encouraging for women to get involved in the union,” she said.

Conference also agreed to work with the LU engineering branch to implement an “organising campaign aimed at women in engineering and maintenance grades”.

With International Women’s Day in the week following conference, Working Class Movement Library Trustee Eleanor Lewington spoke passionately about the role of women in the trade union

movement and the strides towards equality that had been made since women with property got the vote 100 years ago.

“Leading up to the 1918 act, Mary Quale organised low paid women in Manchester and the Women’s Salford Trades Union Council was set up. Quale also formed a Manchester branch of the cafe workers union.

“Around this time you also

had the Women’s Trade Union League,” which fought for better conditions for workers, providing benefits for the sick and unemployed workers and serving as an employment bureau.

Delegates concluded conference with private workshops discussing key women’s issues such as domestic violence.





UNITY IN DIVERSITY



A celebration of black and ethnic minority union members

Union produces new pamphlet to mark 25 years of the Black and Ethnic Minority Members Advisory Committee

Unity in Diversity is a celebration of the founding of the Black and Ethnic Minority Members Advisory Committee and Conference and a recognition of the struggles of black pioneers of trade unionism within the transport industry.

It also identifies the superb work of past and current generations of activists in promoting equality within the union and the wider community.

A 2017 TUC report conducted with a panel of 1,003 black and minority ethnic workers revealed that over a third of them had experienced racial discrimination, abuse or bullying by their employer.

37 per cent of BAME women workers had suffered verbal abuse due to both their race and gender. 4 per cent of all respondents reported having experienced physical violence on account of their race in the workplace.

As organisations established to represent the collective interests of workers in the workplace, trade unions main aim is to defend and improve the terms and conditions under which their members sell their labour. Contractual terms and

working conditions have traditionally taken priority over wider social justice issues including anti-discrimination on grounds of race, religion, gender or sexuality.

In practice, trade unions have had a broader social agenda and have, at times, also played significant roles in social justice issues. Occasionally, they have led political movements, for example, in South Africa over apartheid, but generally, issues of equality, cultural recognition and wider social issues have been secondary to the main focus, which is on pay and working conditions.

Historically, British trade unions have often denied, ignored or blurred the distinctions and contradictions between race and class. Whether conscious or unconscious, such oversights can leave class unity compromised and the working classes divided by racism.

This publication offers a brief overview of the role played by race in unionised labour in Great Britain with a particular focus on the part played by rail, maritime and transport unions in that story. It will also celebrate the work of the RMT's Black and Ethnic Minority

Members Advisory Committee and Conference since its establishment 25 year ago in supporting black and ethnic minority workers within the transport industry and with wider social issues.

Written by one of the leading experts of black history in this country SI Martin, it deals with the earliest connections between British organised labour and workers of colour were forged in the 18th century during the movement for the abolition of the slave trade. Black writers and organisers resident in Britain were among the first to link the struggles between white waged and enslaved black labour.

In the 1840s, the working-class sections of the Chartist movement were maligned by the government and the press which focussed on the involvement of African and Irish people in its ranks and leadership as proof that it could never represent the aspirations of British workers.

Black seamen's labour was central to the balance of maritime trade and power in the Atlantic and Indian oceans. Throughout the 19th and early 20th centuries black seamen and their families settled in Britain's

port cities. Many of them would have been among the first significant body of non-white unionised labour. Occasionally, as in the case of the 1911 Seamen's Strike, black and white workers in Cardiff took joint industrial action to seek better pay and conditions. More often though, the presence of minority workers would be a source of friction made worse by the National Union of Seamen's determination to keep black seamen off British ships after World War I. In 1919 large scale racial violence against black sailors and their families erupted in Glasgow, Hull, Cardiff, Newport Liverpool, Salford, London and South Shields. White crewmen, regardless of their nationality, were often employed in preference to black men who were British citizens. Unsupported by the unions, black workers formed their own organisations.

The Indian Seamen's Union was formed in response to the Special Restriction (Coloured Alien Seamen) Order of 1925, under which 'coloured' seamen were obliged to carry proof of British citizenship or face deportation. Headed by NUS

activist Chris Braithwaite, the London-based Colonial Seamen's Association fought against the British Assistance Act of 1935 which favoured white British workers over other British citizens. The Coloured Seamen's Union (representing West Indians, West Africans, Somalis, Adenese, Malays and Yemenis) was formed in 1936 to fight against a similar colour bar operating on the Cardiff Docks. From 1938 onwards, the Indian Workers Association sought to protect the rights of their members on land and sea.

It goes on to focus on Asquith Xavier, a Dominican passenger guard at Marylebone Station, applied for a transfer to Euston Station.

Fellow Marylebone guard, an Irishman, Tony Donaghey also applied for a similar position at Euston at the same time as Xavier. Donaghey got a post but Xavier did not. A colour bar was in effect at the station.

The Race Relations Act 1965 which had been passed the previous year only contained measures to combat racial discrimination in public places, not in the workplace. Xavier's case was first taken up by NUR Marylebone branch secretary and veteran anti-fascist fighter Jimmy Prendergast, the West Indian Standing Conference and the Campaign against Racial Discrimination amongst others. Their campaign led to British Rail overturning the ban on 'coloured employees' in some of their London stations in July 1966. Asquith Xavier started work at Euston the following month. A police presence was required to ensure his safety during his first week on the job. Workplace discrimination would not be addressed until the passage of the Race Relations Act, 1968.

The increasing numbers of black workers in professional sections of the public sector started to exert pressure on trade unions to face up to the racism that was being experienced by those workers. They demanded that unions recognise the right of black workers to self-organise within

their formal structures and that resources should be made available to support them.

A 1976 TUC charter for black workers urged union executives to publicly declare a commitment to improve the position of black workers and to encourage the nomination and selection of black workers.

Events at Paddington in 1989 would trigger RMT adopting a similar model to address their own ethnic minority grievances.

In 1989 eight Asian guards working at Paddington sat a series of aptitude and safety tests with a view to becoming train drivers. Four of the 25 that sat the tests passed and all were white. Whilst non-white people made up more than 10 per cent of guards and station staff, they were only two per cent of drivers.

British Rail subsequently admitted that the testing procedures were biased against ethnic minorities and changed the system. Ultimately, the men re-sat the test. Two failed the examination, two became senior conductors, and four passed to become train drivers. The trainee drivers were sent to Old Oak Common depot near Paddington. Racist graffiti appeared on buildings and some of the drivers refused to take them out on trial runs. An investigation carried out at the behest of RMT blamed a culture of harassment on management attitudes.

This led to the development of the Black and Ethnic Minority Members Advisory Committee and the following measures were developed as a result of the CRE proposals

1. The nomination of a senior official who would be responsible for equal opportunities across the union.
2. The introduction of an Equal Opportunities Officer
3. Improvements to the union's racial discrimination complaints procedures
4. The Establishment of an Equal Rights Sub-Committee
5. Introduction of Harassment report forms



6. The production and distribution of a handbook outlining complaints procedures, equal opportunities and compliance with the Race Relations Act
7. Training programmes for officers and representatives in handling racial discrimination cases
8. Ethnic monitoring of members, representatives, officers and applicants for employment by the union.
9. The use of ethnic origin data to monitor under-representation in the selection of union officials.
10. The establishment of an ethnic minority advisory committee to oversee the implementation of racial equalities policies.

It was resolved at the 1992 Annual General Meeting of the

union to call for the establishment of a black and minority members' advisory committee. The resolution was carried at the 1993 AGM. Committee members were elected and first sat in 1994.

From the outset some committee members were keen to engage with the new structure which included fixed officer time and financial resources. *Unity in Diversity* is not a complete history and black and ethnic minority involvement in the union but a window of key events that changed the union and got us where we are today.

Unity in Diversity will be launched this month at the black and ethnic minority conference later this month in Cardiff and will be available from head office and from branches in the near future.

LETTERS

DISAPPOINTING LETTER

Dear editor,

As an active member for nearly 40 years, I have always been proud to belong to a union that is held in the highest regard by other trade unions and the labour movement, for its debates on the principle of an issue, not one that stoops to personal attacks and rhetoric. Those attitudes really do belong in the smoke-filled rooms and back bars of pubs.

Disappointingly, however, there was a letter in last month's RMT News that was exactly that. Even more surprising from an ex-member of our NEC who I thought would uphold that proud reputation.

I appreciate our union has differing points of view and letters should reflect that, but I would like to think letters should create principled debate, not unquantified opinion and rhetoric.

Perhaps it would have been more acceptable, if our brother's letter had explained his reasoning about the subject of the president's column,

(lack of representation of our women, black and ethnic members), rather than this uncomradely attempt at trying to belittle the presidents character.

I do hope that this isn't an attempt to affect any up coming elections that they themselves might be contemplating running in?

Presidents are not just there to uphold our constitution but should also act as a guide to our memberships moral compass. Giving a more balanced and democratic approach to our outlook as a union.

Personally, I am proud to belong to a union that promotes equality and diversity and that we have a president who recognises that due reflection is needed in considering our future nominees in elections.

Unfortunately, the only thing that has been devalued here is our reputation as a forward thinking principled trade union.

Yours fraternally, Greg Hewitt Brighton

DISAPPOINTED

Dear editor,

I was rather disappointed to see the RMT News letter's page used as a tool to personally attack our president whose alleged crime was to point out the unions boardroom should reflect the members we represent and for observing that it currently does not.

As an RMT tutor who tutors members from throughout the country in all grades I am proud to have met a broad-brush of members in our union. Some have been privileged enough not to have known discrimination first hand whilst others have had some heart breaking experiences.

Bro. Shaw's letter (RMT News Feb '18) is a slap on the face to all

those who have suffered and is grossly out of touch with reality. He has shown that he has no appreciation of the barriers faced by women, BEM, LGBTQ+ & disabled workers or an idea of what systemic discrimination in society is.

Of course I could never recreate the learning experiences which takes place at the Bob Crow education centre and throughout the country in this short letter therefore I would encourage bro Shaw to attend an equality course, to speak to fellow brothers and sisters in our union who have been covertly and overtly discriminated against then with a straight face try and suggest that there are no barriers to entry into that boardroom.

In Unity, Jayesh Patel, RMT lay tutor

EQUALITY

Dear editor,

I write in response to Brother Shaw's letter in February issue of RMT News.

This being the same issue that launched the RMT's Charter for Women which "is a tool to be used by all members to acknowledge that women still suffer discrimination".

I am one of the 8.5 per cent of women in our union that is a workplace health and safety rep even though we only make up 15 per cent of the membership. This is not okay. This does not fairly or reasonably reflect our membership.

Brother Shaw's letter largely dismisses the importance of equality. As a union we quite rightly uphold the importance of educating ourselves, agitating and organising and that must include educating ourselves about what it is like to be

someone who is not white, straight or male. I am not male and I am not straight but I am white and I have much to learn about what it is to be a person of colour. It is an uncomfortable ride to stare your privilege in the eye but a necessary and important one.

I am disappointed and quite honestly hurt to see our president attacked for standing up for equality. The idea of being elected on merit is naive at best and ignorant at worst. The barriers that Women, BEM, LGBTQ+ and disabled workers face are real and should not be casually dismissed.

Let's talk about it, let's educate ourselves and let's do all we can do ensure the highest positions in our union are not eternally held by one type of person.

In Solidarity, Cat Cray Workplace H&S rep

DIVERSITY

Dear editor,

Our national black and ethnic minority members' advisory committee represents over 14,000 black and ethnic minority members in RMT.

We have always maintained a concern with how lack of diversity in senior RMT union decision-making roles fails to accurately reflect our whole membership.

Unsurprisingly our RMT president, being the type of person he is and having joined us at our last two annual conferences, shares our concerns.

In 2018 we celebrate 25 years of our

national black and ethnic minority members' conferences. Yet we are still constantly battling head office for resources and the ability to be allowed to make our own decisions.

So, while Bro Steve Shaw (RMT News, February edition) may take exception with the RMT president highlighting a disparity in how all senior decision-making RMT roles are filled by white, middle-aged males, the problem is real and supported by a need for our equality groups so should not be dismissed by persons with their own ulterior motives.

Yours fraternally, Glen Hart NB&EMMAC conference chair

ELECTIONEERING

Dear editor,

Having read Brother Shaw's blatant attack on President Hoyle last month I felt compelled to double check that we hadn't in fact entered an election period for the Presidency.

It appears we haven't but I'm sure there are others like me who thought the letter was a feeble excuse at electioneering. I know neither Mr Hoyle or Mr Shaw, but I do realise that both were candidates in the last presidential election.

I'd be keen to ask Mr Shaw why if his branch was so horrified by Mr Hoyle's comments why didn't the branch raise the matter through the machinery? Why has it taken the person that stood against president Hoyle to comment personally?

I say fair play to the president on giving Sisters Mazur and Rodgers a special mention in his column, yet the paragraph prior to this Brother Shaw gets a mention along with others all of whom no doubt make

sacrifices to provide our union with an executive that makes us what we are.

On the diversity of candidates, the president's comments have started the conversation, a conversation that some would hide from rather than discuss so openly. Instead, the president is being taken to task for starting the debate and the only reason I can see for this is self-interest on the part of Mr Shaw.

Before I get accused of electioneering can I just highlight that I'm just a member with no aspirations for senior office in our great union, so I'm sure I'm alright speaking like this and I wish Brother Shaw all the best in his aspirations, and President Hoyle keep writing your columns as we all enjoy reading them offshore.

Let's not hide from the issue, start the conversation and let's be more diverse and democratic in the future

Yours, Joe Kirby RMT offshore energy branch

RESERVED SEATS

Dear Editor,

As a member of the Black Ethnic Minority Members advisory Committee, I welcome the president's thoughts on addressing a very real issue and at the same time I am frankly quite perturbed to put it mildly at the approach taken by Steve Shaw in his response.

We have enough struggle gaining equality within our workplaces attempting to have the mind-set changed to employ and promote more BME LGBT and women without a RMT officer compounding this problem.

It is unhelpful that we have former NEC officers holding these views. It epitomises why we need equality groups. As a union we should be striving for equality of representation.

If the RMT president can be condemned for stating the obvious, imagine what it is like for the rest of us saying the same.

It is high time that avenues were explored and discussions take place by the NEC with the relevant advisory committees for suggestions to address this issue.

An obvious and simple method, without going into the intricacies of rules, would be to have reserved places for chairs of the committees on to the NEC and then from the NEC body for election of, for example, president.

This is just a suggestion, I am sure that if the commitment was made to address the under representation a solution would come into fruition.

And Steve, no the President was not 'blatantly electioneering' Sean was stating the blatantly obvious. However by the tone of your letter it seems that you are 'blatantly electioneering.'

It may help to understand the work we do if Wigan branch sent delegates to our advisory committee or conference!

Mo Malik, Liverpoolpool



ECONOMIC MURDER

I recently read about a study published in the British Medical Journal suggesting that the government's austerity policies have already caused 120,000 deaths in Britain. The study states there were 45,000 more deaths in the first four years of Tory-led efficiencies than would have been expected if funding had stayed at pre-election levels and that could rise to nearly 200,000 excess deaths by the end of 2020.

The study led by Dr Ben Maruthappu, senior author and researcher at UCL, identified that 45,368 extra deaths occurred between 2010 and 2014. Based on those trends it is predicting 152,141 deaths from 2015 to 2020; that's 100 a day! One of the authors likened this to "economic murder".

To return death rates to their pre-2010 levels, spending would need to increase by £25.3bn. Dr Ben Maruthappu said: "...this trend is seen elsewhere. When you look at Portugal and other countries that have gone through austerity measures, they have found that health care provision gets worse and health care outcomes get worse."

In my view the government's austerity programme should be clearly stated as the cause of death, on thousands of Death Certificates and Teresa May and her policies should be standing trial for murder.

Recently we have had some of the worst weather in years; with snow blizzards making it near impossible to travel. As a consequence, many of our delegates were unable to get to the Young Members Conference in Portsmouth and the Women's Conferences in Manchester and I know they and their contributions were greatly missed.

In Doncaster the Health and Safety Conference took place on Wednesday 28th February so many of the delegates from Scotland travelled down on the Monday and Tuesday in preparation for it.

Little did they know that they really hadn't packed enough clothes for this trip! Hugh Burns, Colin Perry, Lynda Makin from Glasgow 5 branch; Kenny Gray from Keith; Davie O'Donnell from Fife & District and Dan Henderson from Glasgow Shipping branch had intended to head back to Scotland

following the end of conference on the Wednesday, only to realise that the heavy snow meant they weren't going anywhere.

For the next few days we followed the stranded "Doncaster 6" on social media, they eventually all got home safe, some six days after they had set off for a one-day conference! I spoke to Dan Henderson who told me; "The thing that made me smile was how 6 members from different backgrounds and parts of the country, stuck together and genuinely got along with each other. From going out to dinner, to getting up early on the Saturday morning to show our solidarity with Sean McGowan and the Northern Pickets. A good solid bond was formed with us all in quite a stressful situation"

I would like say a big thank you to the team at our Bob Crow Education Centre for looking after their unexpected guests so brilliantly, as you do with all RMT members who have the good fortune to stay with you.

NEC members Mark Nothard and Brian Pascoe had similar problems; Mark didn't make it back to Scotland at all, but at least had a warm place to stay and a clean change of underwear!

The bad weather also brought the plight of the increasing number of homeless people we have more into focus and I noticed many local councils saying they were working to provide additional shelter as people were at risk of dying due to extreme temperatures.

As the fifth richest country in the world, we really shouldn't be waiting until people are dying in the streets before we find them shelter. A national social housing project is needed now, but until stronger political pressure is applied nationally by the many, there will be those that will always find excuses to turn a blind eye.

"It's the same each time with progress. First they ignore you, then they say you're mad, then dangerous, then there's a pause and then you can't find anyone who disagrees with you." [Tony Benn]

In solidarity
Sean Hoyle

Book Review

THE HIXON RAILWAY DISASTER THE INSIDE STORY

by *Richard Westwood*

This book reveals the shocking true story behind the botched introduction of Automatic Half-Barrier level-crossings into Britain in the mid-1960s following Dr Richard Beeching's destruction of so much of the rail network.

Retired English teacher Richard Westwood comes from a long line of rail workers one of whom, his father, was involved in an alarming incident that took place at a level-crossing at Leominster in Herefordshire in 1966.

This was the precursor to the disaster in January 1968 at Hixon in Staffordshire, one of these newly installed 'robot' crossings on British Rail's flagship Euston to Glasgow

mainline and the scene of a fatal high-speed collision between a packed express train and an enormous, heavily laden low-loader.

There was even another terrible, fatal collision at an automatic half-barrier crossing at Trent Road at Beckingham, Lincolnshire in April of 1968 when five people were killed.

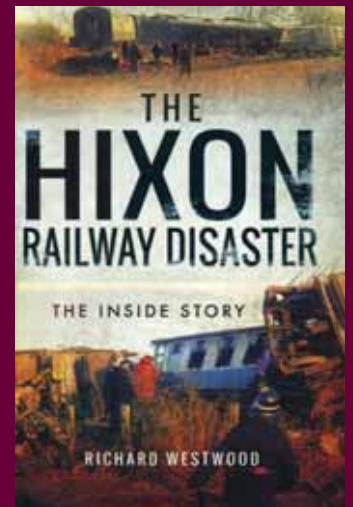
January 1968 saw the convening of the first Parliamentary Court of Inquiry into a railway accident in Britain since the Tay Bridge Disaster nearly a century before. Why was this, asks the author.

The answer is that because Britain's 'Railway Detectives', the Railway Inspectorate, who would normally investigate all

aspects of railway safety, were also in charge of the introduction of automatic Continental-style, level-crossings into this country.

Not satisfied with the results, the author has produced a well-researched, in-depth account complete with fascinating pictures and previously unpublished information about both the enquiry and the accidents.

As a result, the author has been able to cast fresh light on not only the Hixon Disaster but also tell the extraordinary story of the largely successful attempts to hide the truth of just how close we came to having dozens of 'Hixons' right across the rail network.



As the issue of the safety of level crossings continues to rage today this book is an important contribution to the debate and their use in the future. ■

Published by Pen and Sword books
RRP: £19.99
ISBN: 9781473884434

CROYDE BAY CALLING

RMT members get five per cent off for holidays at this trade union-owned holiday resort in beautiful North Devon

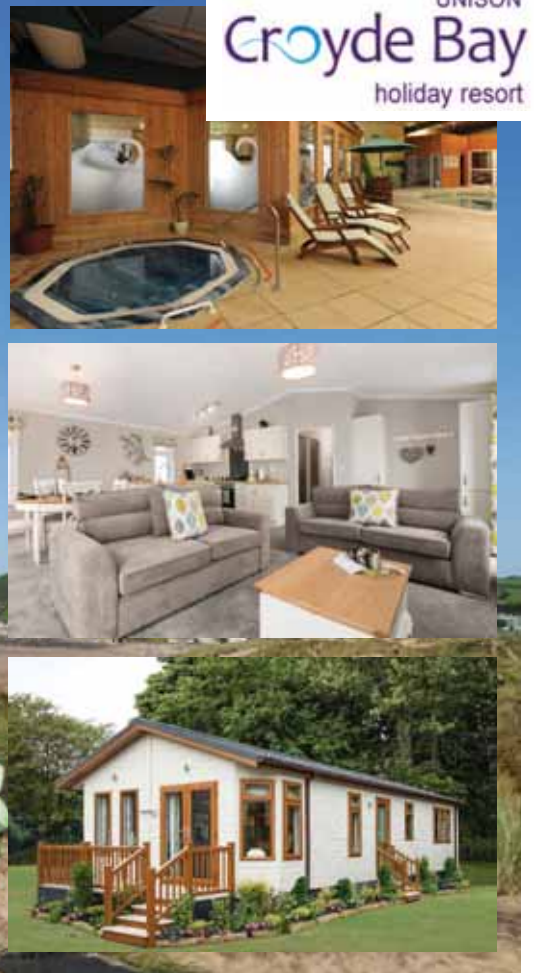
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Hotel rooms from £99 per night – Self Catering Cottages from £110 per night

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For five per cent discount quote 'RMT' plus your membership number



STOOD OFF ARRANGEMENTS

A timely RMT publication explains agreement with Network Rail regarding staff unable to continue in their own role

The arrangements usually known as 'Stood-Off' are a set of longstanding agreements established under British Rail that are still in place with Network Rail for staff who are certified as unable to continue in their own role, but are able for alternate duties - Suitable Alternative Work.

The arrangements apply to Network Rail staff who are still governed by the Conditions of Service books (Red and Blue Books).

Originally the arrangements were unpaid and enabled staff to be 'Stood-Off' without pay but kept on the company's books in the hope that alternative work may become available.

However, from 1979 the agreement was revised so that staff with 10 years' service could be 'Stood-Off whilst awaiting selected work' are paid their basic rate of pay for a maximum period of two years.

At the end of that period, if they have not been accommodated they will enter the ill health severance arrangements and have their employment terminated.

This briefing sets out the arrangements that are applicable to our members covered by the Red and Blue Conditions of Service Books, the processes that are to be followed, and guides Representatives and members on how they should be

implemented when dealing with cases.

The Stood Off arrangements were negotiated and revised with British Rail in the 1960s and 1970s and were set down in the Red and Blue Conditions of Service books produced by the union.

They remain contractual Conditions of Service for members covered by the Red and Blue Books in Network Rail today.

This RMT booklet sets out those entitlements and provides guidance for representatives and members who may have to deal with processes relating to members who are deemed as fit for restricted duties by the Occupational Health Service.

The Stood Off arrangements are conditions of service agreed by the union for our members and are contractual entitlements. From time to time Network Rail managers attempt to either deny that the Stood-Off entitlement still exists, to interpret the arrangements in their own way, or to rush people through a process that results in the premature termination of employment through ill-health severance.

This guide confirms that the arrangements are still valid, in place as part of our collective agreements with Network Rail and form part of our members' contractual entitlements.

By referring to this guide

Representatives and members can ensure that the company sticks to those entitlements so that members can enjoy the full benefit of their hard-won conditions of service including, where applicable, up to two years paid at basic rate away from their role and workplace.

Any representative or member that encounters difficulty in applying these arrangements should contact their Regional Office in the first instance for assistance with the case.

The full texts of the

Conditions of Service books from which this guidance booklet derives are available through the RMT website www.rmt.org.uk in the members section on the pay and conditions database.

This booklet should be useful in dealing with matters relating to Stood Off but remember that assistance can be obtained via your branch secretary, local and area representatives, national coordinators, regional office and head office where copies are available to members.





WIGHTLINK AWARD

Tom (Roy) Sawyer received his 40 year membership award from RMT President Sean Hoyle recently. Tom joined British Rail Sealink in 1977 and has seen many changes.

In 1984 the company became Sealink

British Ferries Ltd and Sea Containers Ltd then bought the private company in 1990 re-branding it as Wightlink, a name it still carries today although the company is now owned by Balfour Beatty Infrastructure Partners. ■



JUBILEE BRANCH FAREWELL

Jubilee branch said farewell to the long-standing activist Tube driver Bob Law who retired from the industry. The branch also honoured Jason Humphreys who is standing down as branch

secretary after 22 years. RMT assistant general secretary Steve Hedley said that they were both great stalwarts of the union and top guys. The branch also donated £500 to the guards strike fund. ■



LEOMINSTER AND HEREFORD AWARD

Leominster and Hereford branch presented Gerald Plant with an engraved tankard and a gold RMT badge to celebrate his 50 years of membership of the union.

RMT regional organiser Brendan Kelly made the presentation at the branch annual general meeting. Gerald started work on the railways at 15 in 1964 as a lad porter in the goods department. The offices and goods deck still had gas lamps at that time. At the time you progressed to a porter and to checker or motor driver. As such Gerald was fortunate to drive the last three-wheeled

Scammell Townsman in Hereford.

Over the years the railway did away with parcel delivery and Gerald went back onto platform duties including carriage cleaning and signal lamping.

He was a health and safety rep for 30 plus years and held other positions including being a full time rep for eight months. He has also been very fortunate not to have had a day off sick since he started. Gerald says he has progressed well in his career very well.

"I am now still only one grade up from when I started!" he said. ■



PACIFIC GREBE AWARDS

Long-service awards were presented to seafarer ratings members on board the off-shore supply ship Pacific Grebe by national secretary Steve Todd.

A 10 year award was presented to Richard Corlett and 25 year awards were presented to Frank O'Shaunessey, John Rosario, Phil Butterworth, Shane Young, Joe Welsh, Kevin Watson

40 year awards were presented to Mick Gibson, Barry Mills, Paul Taylor, Ramon Lates, Phil Williams and two 50 year awards were presented to Bob Clark and Colin Evans.

Regional organiser Daren Ireland also gave members an update on pay and conditions negotiations. ■

STENA SHIPPING COURSE

The first week-long course delivered specifically for Stena workplace representatives took place at the Bob Crow education centre last month.

The course covered many of the key issues that reps are called upon to assist and support our members.

Throughout the week those attending were able to deal with specific issues of discipline, grievance and organising on board as well as using relevant

documentation agreed between the union and Stena to deal with members' problems.

The course was also attended by the national secretary Steve Todd who took a range of questions from participants. Employer representatives also attended for a session setting out the employers' strategy over the coming months. The company also provided those attending with fully-paid release. ■



JOBS AT RMT

REGIONAL CLERICAL ASSISTANT (GLASGOW)

£ 24,144 pa inclusive (34 hours)
MFP/123/3/2018

REGIONAL CLERICAL ASSISTANT (BRISTOL)

£12,783 pa inclusive (18 hours)
MFP/123/4/2018

The National Union of Rail, Maritime and Transport Workers Union is the largest specialist transport and offshore energy trade union.

It aims to promote and protect the interests of members in all parts of the transport and offshore industries by: negotiating to improve the pay and conditions of members, ensuring health and safety is at the forefront of working practices, delivering high quality and cost effective services and advancing policies that will promote public transport.

RMT is seeking to recruit two regional clerical assistants, one based in the Scotland regional office at Hope Street, Glasgow for 34 hours and the other in our South West regional office based in the Crescent Centre, Bristol for 18 hours per week.

The work will involve supporting the work of the regional organisers and other union

officials. You will be the first point of contact for union members and to succeed in this role you will need:

- previous administrative experience
- a working knowledge of Word, Excel Desktop Publishing and other Microsoft software
- the ability to use a computerised database
- be committed to supporting the core principles of RMT and trade union movement

In return RMT can offer you a friendly working environment, a final salary pension scheme, assistance with travel to and from work and generous annual leave. If you are interested in this role, please visit our website <https://www.rmt.org.uk/about/job-vacancies/> or email: rmtpersonnel@rmt.org.uk for further information quoting reference number in the advert. The closing date for both jobs is: Wednesday April 11 2018 at 5pm.

RMT is an equal opportunities employer and appointments are made on merit, ability and relevant experience.

CONCERNED

Dear Editor,

In the last edition of the RMT news there was a letter from a "concerned member", who was very upset with me for, in his words "blatant electioneering."

I will make no apology for pointing out in my article that the current NEC and senior officials are all white males, therefore we do not reflect the diversity that exists within our membership. I am at pains to see how this can be accredited to a form of electioneering, other than that of encouraging wider involvement which I presumed would be seen as a positive.

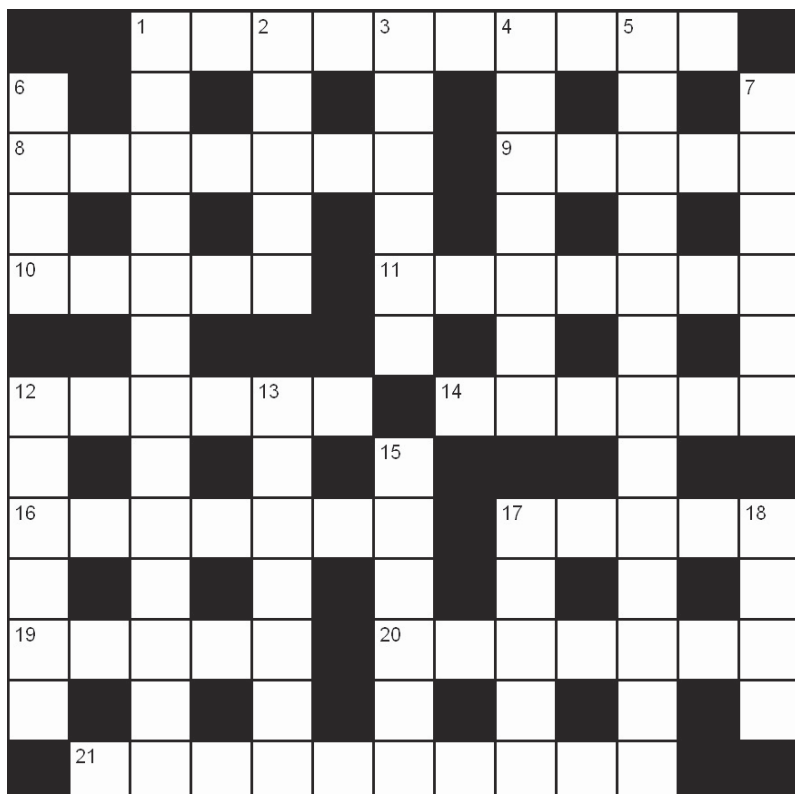
I mentioned Kathy Mazur and Michelle Rodgers, firstly because I believe they are both amazing trade unionists, but mainly to highlight that their departure from the NEC saw a return to the norm, which I will repeat is 100% white and male. Yes, I did make a similar point when talking about Kathy & Michelle a year ago and why? Because I was concerned that a year later we would be in exactly the position we find ourselves in now.

The point was also made that a BEM member also stood in the election when the "concerned member" and I both ran for President. Raising the debate was not intended to be about Tokenism, Glenroy Watson is someone that I class as a friend and I would never wish to patronise him.

I purposely said that I don't claim to have all the answers because our union is supposed to be a bottom up organisation. It was my intention to create the debate and hopefully our women, BEM, LGBT+ and young members will engage regarding how we can progress and become truly inclusive.

Sean Hoyle, RMT President.

£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword Winner John Davis, Rosshire

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by April 10 with your name and address.

Winner and solution in next issue.



Crossword sponsored by UIA

ACROSS

- 1 Scantness (10)
- 8 Alleviate (7)
- 9 Cure (5)
- 10 Praise (5)
- 11 Voter (7)
- 12 Give up (6)
- 14 Impede (6)
- 16 Flight cost (7)
- 17 Declare invalid (5)
- 19 Contort (5)
- 20 Twist together (7)
- 21 Container (10)

DOWN

- 1 Confident (4,9)
- 2 Representative (5)
- 3 Oblique (6)
- 4 Embryonic (7)
- 5 Fair play (13)
- 6 Desire (4)
- 7 Funeral car (6)
- 12 Property (6)
- 13 Receiver (7)
- 15 Imperfection (6)
- 17 Ludicrous act (5)
- 18 Sediment (4)

<p>Camden No3 branch Nominate</p> <p>STEVEN SKELLY</p> <p>For Relief Regional Organiser (South)</p>	<p>Southall, Ealing and Slough Branch Nominates</p> <p>STEVE SKELLY</p> <p>For RMT Relief Regional organiser (south)</p>	<p>Cardiff Rail Branch Nominates</p> <p>STEVEN SKELLY</p> <p>For RMT Relief Regional Organiser (South)</p>	<p>Paddington branch Nominates</p> <p>STEVE SKELLY</p> <p>For RMT Relief Regional Organiser (South)</p>
<p>Norwich branch Nominate</p> <p>STEVEN SKELLY</p> <p>For Relief Regional Organiser (South)</p>	<p>Swansea No 1 Branch Nominates</p> <p>STEVE SKELLY</p> <p>For RMT Relief Regional organiser (south)</p>	<p>Dover branch Support</p> <p>PAUL MCDONNELL</p> <p>For relief regional organiser South</p>	<p>Waterloo branch Nominates</p> <p>STEVE SKELLY</p> <p>For RMT Relief Regional Organiser (South)</p>
<p>LU Engineering branch Nominate</p> <p>STEVEN SKELLY</p> <p>For Relief Regional Organiser (South)</p>	<p>Swindon Rail Branch Nominates</p> <p>STEVE SKELLY</p> <p>For RMT Relief Regional organiser (south)</p>	<p>Wimbledon branch Nominate</p> <p>PAUL MCDONNELL</p> <p>For relief regional organiser South</p>	<p>Reading branch Nominates</p> <p>STEVE SKELLY</p> <p>For RMT Relief Regional Organiser (South)</p>
<p>Heathrow Express branch Nominate</p> <p>STEVEN SKELLY</p> <p>For Relief Regional Organiser (South)</p>	<p>Mid Cornwall Rail Nominates</p> <p>STEVEN SKELLY</p> <p>For Relief Regional Organiser (South)</p>	<p>Croydon No1 branch Nominates</p> <p>PAUL MCDONNELL</p> <p>For relief regional organiser South</p>	<p>Bristol branch Nominates</p> <p>STEVE SKELLY</p> <p>For RMT Relief Regional Organiser (South)</p>
<p>Finsbury Park branch Nominate</p> <p>STEVEN SKELLY</p> <p>For Relief Regional Organiser (South)</p>	<p>Watford Branch Nominate</p> <p>STEVEN SKELLY</p> <p>For Relief Regional Organiser (South)</p>	<p>Euston No1 branch Nominates</p> <p>PAUL MCDONNELL</p> <p>For Relief Regional Organiser</p>	<p>South West and South Wales Shipping Nominate</p> <p>BRO STEVE TODD</p> <p>for re-election as National Secretary</p>
<p>March and District Branch Nominate</p> <p>STEVEN SKELLY</p> <p>For Relief Regional Organiser (South)</p>	<p>Colchester and District Nominate</p> <p>STEVEN SKELLY</p> <p>For Relief Regional Organiser (South)</p>	<p>PORTSMOUTH BRANCH Nominate</p> <p>PAUL MCDONNELL</p> <p>For RELIEF REGIONAL ORGANISER (SOUTH)</p>	<p>South West and South Wales Shipping Nominates</p> <p>STEVE SKELLY</p> <p>for Relief Regional Organiser (South)</p>
<p>Jubilee South Branch Nominate</p> <p>STEVEN SKELLY</p> <p>For Relief Regional Organiser (South)</p>	<p>Rhondda Branch Nominates</p> <p>STEVEN SKELLY</p> <p>For RMT Relief Regional Organiser (South)</p>	<p>Bridgend, Llantrisant & District Branch Nominates</p> <p>STEVE SKELLY</p> <p>For RMT Relief Regional Organiser (South)</p>	<p>Glasgow shipping branch Nominates</p> <p>STEVE TODD</p> <p>For re-election as National Secretary</p>
<p>Plymouth No.1 Branch Nominate</p> <p>STEVEN SKELLY</p> <p>For Relief Regional Organiser (South)</p>	<p>Exeter 2 branch Nominate</p> <p>STEVEN SKELLY</p> <p>For Relief Regional Organiser (South)</p>	<p>East Sussex Coastway branch Nominates</p> <p>STEVE SKELLY</p> <p>For RMT Relief Regional Organiser (South)</p>	<p>South East Essex Branch Nominate</p> <p>PAUL MCDONNELL</p> <p>For RELIEF REGIONAL ORGANISER (SOUTH)</p>



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Email address	<input type="text"/>		
Date of Birth	<input type="text"/> / <input type="text"/> / <input type="text"/>	National Insurance Number	<input type="text"/>

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Employer	<input type="text"/>	RMT Branch	<input type="text"/>
Job Description	<input type="text"/>		

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Originator's Identification Number

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