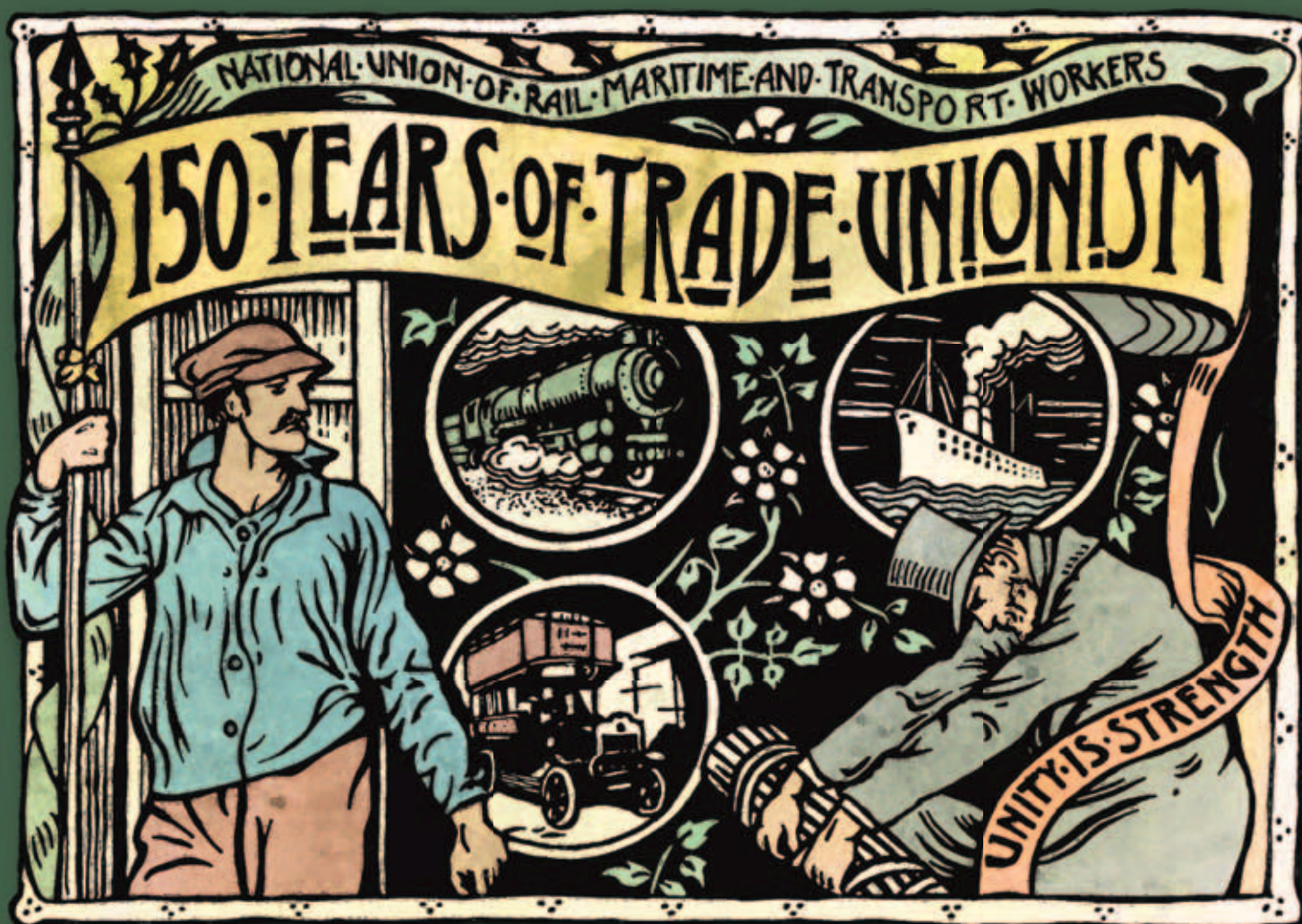


RMT *news*

Essential reading for today's transport worker

RMT CELEBRATES



STRIP GOVIA OF RAIL CONTRACTS
PAGE 4



SAVE SCOTLAND'S RAILWAYS
PAGE 7



STAGECOACH BUS STRIKES
PAGE 9



ORGANISING IN LOGISTICS
PAGE 13



www.rmt.org.uk

WORKING FOR YOU

RMT membership helps you at work and saves you money

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

COLLECTIVE BARGAINING

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

CAMPAIGNING

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

PERSONAL INJURIES

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

INDUSTRIAL DISEASES

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

EMPLOYMENT TRIBUNALS

Should a member find themselves unfairly dismissed, discriminated against or have any claim which has reasonable prospects of success at an Employment Tribunal, RMT will provide

legal representation and pay the fee. Even if the union is advised that the claim is unlikely to succeed, members who make a claim are eligible to receive free legal advice.

ACCIDENT BENEFIT

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

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

RETIREMENT BENEFIT

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

TAX AND WILL PREPARATION

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

DEMOTION COMPENSATION

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

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

ORPHAN FUND

The beneficiaries of this fund would be any child of a member or spouse if the member dies in service or if a members' spouse dies and the member has responsibility of the children.

Benefit is paid while a child is

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

RMT CREDIT UNION

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

ONLINE SHOPPING DISCOUNTS

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

FINES POOL

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

BEREAVEMENT BENEFIT

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

CASHBACK PREPAID CARD

Fancy cashback on your everyday shopping? Use your RMT Prepaid Plus Cashback card at over 50 partner retailers, including Sainsbury's, ASDA and Boots, and earn unlimited cashback! It's

different to a credit or debit card - you can only spend what you load so there's less chance of getting carried away.
www.rmtprepaid.com

FREE £5,000 ACCIDENTAL DEATH COVER

As a benefit of your RMT membership you can register for £5,000 Free Accidental Death Cover. Cover is for UK residents aged 18-69.

12 months free cover. Annually renewable and always FREE. The Cover is underwritten by Advent Insurance PCC Ltd – UIB Cell.
www.rmtprotect.com

INSURANCE

UIA Mutual offers great value, low cost Home, Motor, Travel and Pet Insurance to RMT members and their families.

- Interest free direct debits (spread over 10 months)
- No fees to amend your policy
- Accidental damage to TVs, laptops and game consoles covered
- Cover for damage caused by subsidence
- Alternative accommodation for family and pets if needed

Call on 0800 030 4606 to talk to UK-based call centre agents from 8.30am to 8pm Monday to Friday.

HEALTH CASH PLAN

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

Join RMT by visiting www.rmt.org.uk

Contents

Page 4

STRIP GOVIA OF RAIL CONTRACTS

Page 5

CLEANERS DELIVER PAY JUSTICE PETITION TO GOVIA

Page 6

TORIES SEEK DRIVERLESS TUBE

Page 7

SAVE SCOTLAND'S RAILWAYS!

Page 8

OPPOSE DAMAGING CUTS AT LNER TICKET OFFICES

Page 9

STAGECOACH BUS STRIKES

Page 10

ABUSE OF TRANSPORT WORKERS SOARS

Page 11

EDINBURGH WORKERS FIGHT BULLYING AT WORK

Page 12

RMT CALLS FOR UK CREW ON DOGGER BANK SUPPORT VESSELS

Page 13

ORGANISING IN FREIGHT AND LOGISTICS

Page 14

TUC GOLD BADGE FOR MILLIE

Page 15

RMT CELEBRATES 150 YEARS

Page 19

THEY DID NOT PASS!

Page 20

REMEMBERING THE STAPLETON ROAD DISASTER

Page 23

SEX DISCRIMINATION LEGAL VICTORY

Page 24

REMEMBERING BILL RAWCLIFFE

Page 25

REMEMBERING ADRIAN SCOTT

Page 26

THEIR LEGACY OUR HISTORY

Page 29

PRESIDENT'S COLUMN

Page 30

ORPINGTON RETIREMENT/CROSSWORD

EDITORIAL



CELEBRATING 150 YEARS!

In this issue of RMT News we celebrate 150 years of this trade union and its forerunners whilst keeping a very firm grip on the present and the future.

I am very proud of the booklet that we have produced tracing our history right back to the very beginning of the Amalgamated Society of Railway Servants, through the hardest of hard times and up to the huge challenges that we face again today.

Those threats would be nothing new to our forebears – job insecurity, pay freezes, workplace safety and attacks on working conditions which led to the creation of our trade union and they drive our agenda in the autumn of 2021 as we slowly emerge from the COVID pandemic.

But against that tough background we are still winning. We have argued for three decades that the privatisation of our railways was a racket draining public money from front line services and the collapse of the South Eastern franchise, after £25 million of taxpayers' cash went

missing, has proved us right yet again. We won't give up that fight for public ownership until all of our rail and bus services are freed from the grip of profiteering and exploitation.

The Prime Minister is now telling us that he is on a crusade to end low pay and close the skills gap. Well, until his government lift the pay freeze in the transport sector, end the threat of wholesale job cuts, stop the exploitation of seafarers and call time on the scandal of bus workers being driven out of the industry by poverty pay we will stay well and truly on his case.

As always, the strength and direction of this trade union is set by you, the members. Once you have finished with this magazine pass it on to a colleague in the workplace who may not be a member and encourage them to join us. We are going to need the maximum membership across all grades and industries in the days ahead. We all have a role to play in building for the future.

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

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



RMT report shows Govia should be stripped of remaining rail franchises after government nationalises Southeastern

RMT has called on the government to strip Govia Thameslink Railway (GTR) of its Thameslink, Southern and Great Northern franchises after the union raised further questions about the senior management of the company.

The government is taking the Govia franchise SouthEastern into public ownership this month after it was discovered that £25 million of taxpayer's money had gone missing.

SouthEastern, officially known as London and South Eastern Railway (LSER), will join London North Eastern Railway (LNER) and Northern and be taken over by the government's in-house Operator of Last Resort (OLR).

Southeastern is rumoured to have been reported to the Serious Fraud Office following the government's action in taking over the franchise in response to what it calls 'a serious breach of the franchise agreement's "good faith" obligation in relation to financial matters'.

RMT research, entitled '*Fit and Proper People? Govia's profits and the South Eastern franchise*' reveals that:

- The senior management of Govia knew that the Department of Transport was concerned about their reporting of profits as early as March 2020, even as they negotiated a bailout with the government
- The South Eastern franchise was seen by Govia as being vital to the Go-Ahead

Group's ability to pay dividends, with senior executive remuneration packages linked to maintaining the contract and its profitability

- During the period in which LSER is accused of breaching good faith in reporting around its profit-share obligations, Govia received in excess of £360 million in net subsidy from the government and extracted £182 million in dividend payments, accounting for more than 60 per cent of all rail dividends paid to the Go-Ahead Group
- Company CEO David Brown personally made more than £9 million in the same period, much of it in performance-based bonuses, some of which were linked to Southeastern's profitability
- Four out of Govia's five Directors are also Directors of LSER - the same people who oversaw what was happening at Southeastern - are running the Thameslink, Southern and Great Northern franchise, the biggest in Britain.

RMT general secretary Mick Lynch said that Govia's executives, the same people who are now running trains out of London and across the Southeast, were up their necks in what was going on at South Eastern.

"They were fixated on maximising Southeastern's profitability and whatever it

was exactly that they were up to, Govia's shareholders and key executive personnel benefited financially, apparently from money that belonged to the taxpaying public.

"This is yet another story of the failure of rail privatisation but it must also be the end of Govia's time on the railways.

"They should pay back the dividends and bonuses they took over the last seven years and the government need to add their franchise to its growing public sector in rail without further delay.

"We are calling for a forensic investigation into what happened in this franchise and whether it's happening elsewhere on the network, but we also need to ask questions of the government because it's clear they knew there were issues on South Eastern even as they were negotiating a multi-million pound bailout deal which guaranteed Govia profits," he said.

The decision to remove Govia, a joint venture between Go-Ahead Group (65 per cent) and Keolis (35 per cent,) followed an investigation which identified over £25 million of taxpayer money was not declared by LSER, amounting to a significant breach of the franchise agreement.

An investigation conducted by the Department for Transport identified evidence that since October 2014 LSER had not declared this historic taxpayer funding which should have been returned.

Go-Ahead has postponed its financial results for the year which had been due last month until July next year. The government's decision leaves the group with GTR, which runs the Thameslink, Southern, Great Northern and Gatwick Express services. It also runs trains in Germany and Norway and is the biggest operator of buses in London.

Transport Secretary Grant Shapps said that there was compelling and serious evidence that LSER had breached trust but went on to say that the government was keen to rapidly progress the Williams-Shapps Plan for Rail promoting a private sector-led network.

Mick Lynch said that this latest public sector rescue of a privately operated rail service should kill off the risky and expensive nonsense of rail privatisation once and for all.

"It appears that this collapse is all about Govia playing fast and loose with their financial commitments and raises serious questions about the viability of their other operations including the busy Thameslink services.

"RMT will ensure that SouthEastern staff are properly looked after and protected by the TUPE transfer.

"It's time to put the rest of Britain's failing private rail operations out of their misery, cut out the middleman and build a public railway that's fit for a green, post-Covid future," he said.





CLEANERS DELIVER PAY JUSTICE PETITION TO GOVIA

Heroic cleaners who put their lives on the line throughout the Covid-19 pandemic delivered a petition to Govia Thameslink Railways' headquarters in London last month protesting about pay and conditions and calling on the company to step in and tackle low pay among its sub-contracted cleaning staff.

GTR outsources its cleaning to Atalian Servest on the Southeastern franchise and to Churchill on the Thameslink, Southern and Great Northern franchise. As RMT research showed recently, outsourced cleaning is associated with low pay, poor conditions and job

cuts, as companies extract profits by cutting labour costs. The union has also warned that this endangers public health.

RMT recently conducted a survey of these workers, employed by Atalian Servest and Churchill, which revealed the cost found that:

- 61 per cent reported that they sometimes or regularly struggle to get by
- 69 per cent reported that they have gone into work while sick because they couldn't afford not to work
- 35 per cent were not confident they have the right equipment to do the

job properly

- 42 per cent reported that the number of cleaners employed had fallen in the last three years
- 61 per cent said they were not confident they had enough people to do their job properly

RMT's campaigning for these heroic essential workers to be given a pay rise, sick pay and travel facilities.

RMT general secretary Mick Lynch said that the pandemic had shown everyone just how essential cleaners are, so it's time GTR realised the days when they could be shuffled off into outsourcing companies

and forced to endure low pay and appalling conditions are over.

"GTR set and fund these contracts and as our survey results show, they cause real misery as companies like Churchill and Atalian suck profits out at the expense of people who have put their lives on the line during the Covid crisis.

"GTR need to step in and take responsibility because this super-exploitation is on them. Our members deserve decent pay, sick pay and the same conditions that other rail workers get," he said.

SHAPPS INSULTS THOUSANDS OF RAIL WORKERS

Tory Transport Secretary Grant Shapps MP has been accused of gross insensitivity and insulting thousands of rail workers who are facing a cost-of-living crisis and job insecurity as the government continues with its policy of a sector wide pay freeze whilst thousands of rail workers' jobs are under threat.

Appearing at the Transport Select Committee Grant Shapps was responding to a question from Grahame Morris MP about the freeze on

transport workers' pay whilst National Insurance is being hiked and private companies like FirstGroup plc pay out £500 million dividends to shareholders.

In his response to the question Grant Shapps claimed that he had spoken to rail workers who are "grateful to have jobs and understand the need for a pay freeze".

RMT general secretary Mick Lynch said that for the Transport Secretary to claim that rail workers were grateful

just to have jobs was an insult to thousands of essential rail workers that have been on the frontline of Covid-19 pandemic, keeping our country and vital supplies moving.

"It is also entirely disingenuous as his government and the private rail industry launch an unprecedented attack on jobs and pay.

"Grant Shapps really should get out more and speak to rail workers on the frontline who are furious that after all they

have done during the Covid-19 pandemic they now are facing the double whammy of a cost-of-living crisis and the major stress of job insecurity.

"Like other workers, rail workers are facing huge rises in inflation on top of National Insurance increases. It is a disgrace that transport workers real terms pay is falling while fat cat profits are rising. His insulting comments show that he is completely out of touch," he said.



TORIES SEEK DRIVERLESS TUBE

RMT warns of action as government prepares to spend £10 billion for driverless trains on London Underground

RMT has warned of a campaign of action after the government placed adverts for a consultancy contract to explore the introduction of driverless trains on London Underground last month.

A Department for Transport spokesman said that, as part of a billion financial package agreed with Transport for London in June, "the Mayor was asked to work with government to implement higher levels of automatic train operation on the London Underground, as is the case on many metro systems worldwide".

However, a spokesman for Mayor of London Sadiq Khan said: "It's disappointing that

the government is doggedly pursuing the introduction of driverless trains despite TfL estimating that a full conversion across the network would cost £10bn.

"Sadiq is clear that this money would be much better spent on properly funding vital TfL services and on new signalling on the Piccadilly line, replacing aging trains on the Bakerloo and Central lines and electrifying our bus fleet," he said.

RMT general secretary Mick Lynch said that the news that the government was pressing ahead with wasting money on a consultancy project on driverless trains on London Underground when there are

massive challenges facing the transport network shows their twisted set of priorities.

"This is all part of the government driven cuts assault on transport in London and RMT is pledged to fight it with every tool at our disposal including the use of industrial action.

"Driverless trains are a Tory fantasy that should be consigned to the science fiction shelf.

"They are dangerous nonsense and just another dead cat lobbed on the table to distract from what's going on in the real world," he said.

Tube death
The Rail Accident Investigation Branch has also

released its report into a fatal accident at Waterloo Underground station on May 26 2020. The accident occurred when there were no staff or other members of public nearby to assist the passenger.

RMT said that it was a damning report that once again illustrated the importance of maintaining staffing levels on the basis of proper safety and risk assessments that must involve front line staff through their trade union.

"RMT safety reps will be raising this report with LU in our safety forums and demanding a clear programme of action to deal with the issues it addresses," said Mick Lynch ■

FIGHT AT EAST MIDLANDS RAILWAYS FOR WORKPLACE JUSTICE GOES ON

Action by Senior Conductors and Train Managers on East Midlands Railways in two separate disputes remained supported last month in on-going fights for workplace justice and safety.

RMT general secretary Mick Lynch paid tribute to members who were standing firm again on East Midlands Railways in the two on-going disputes as the company gambles on passenger safety instead of getting round the table for

serious talks.

"We have mounting evidence of safety breaches on strike-breaker operated trains from previous weekends of action that we have raised with the authorities and we are demanding that they step in before we have a major incident on our hands.

"It's time for the company to stop taking these unnecessary risks and start talking with us about a settlement to both of the current disputes," he said.





Unions and supporters demand that the SNP/Green power-sharing government stop massive planned cuts to ScotRail services

Rail unions and their supporters held a 'Six months to save Scotland's railways' protest outside the First Minister Nicola Sturgeon's official residence in Edinburgh last month to demand a commitment from her that she will block the proposals to cut ScotRail services.

RMT general secretary Mick Lynch said that the Scottish government was managing the ScotRail franchise under its ongoing Emergency Measures Agreement and it had the power to block the service cuts being proposed.

"It cannot evade responsibility over this issue. With COP26 just weeks away, it beggars belief that the Scottish government is happy to preside over massive cuts to rail services, despite this being

a sustainable and low carbon form of transport.

"This will do nothing to make Scotland a 'Net zero nation' and will just push more people into cars.

The union has warned that the recently announced power-sharing agreement with the Scottish Greens would fall at the first hurdle if it allows massive cuts to ScotRail services to go ahead.

Failed ScotRail operator Dutch-state owned operator Abellio is consulting on proposals to slash 300 ScotRail services a day. This comes on the back of a ScotRail commissioned report, produced by Professor Iain Docherty which advocated damaging service cuts, ticket office closures and job losses across Scotland's rail network.

Yet, in contrast, the Scottish government and Scottish Greens power sharing plans talk about the 'crucial role' that transport has in 'supporting a green and fair recovery' and makes a commitment to increasing investment in public transport.

With industrial relations on Scotland's railway at an all-time low, the unions are calling on the First Minister to meet with them to discuss the future of Scotland's railway and are seeking a commitment from her that the Scottish government will halt the damaging proposals to slash ScotRail services.

ScotRail Ticket Examiners who have been engaged in a six-month fight for pay justice and equality have voted by a massive 90 per cent to

continue their action in a re-ballot.

Under the recent additions to the anti-union laws workers have to be balloted every six months if they wish to continue an on-going dispute.

Mick Lynch said that it was a stunning result and congratulated members who had stood firm alongside their conductor colleagues for over six months in this fight for pay justice and equality in the face of outrageous provocation from the employer.

"Our campaign of action continues and it is now down to ScotRail and their political masters to take this key group of staff seriously, to stop snubbing talks and to get round the table with the union to negotiate a fair and just settlement," he said. ■



OPPOSE DAMAGING CUTS AT LNER TICKET OFFICES

Union calls on passenger watchdogs to join the campaign against cuts across the country

RMT has launched a campaign to stop LNER's cuts to ticket office hours at 13 stations on its network. The proposed cuts affect Berwick-upon-Tweed, Darlington, Doncaster, Durham, Edinburgh, Grantham, London King's Cross, Newark North Gate, Newcastle, Peterborough, Retford, Wakefield Westgate and York stations.

The proposed cuts would see the ticket offices at these stations open later and close earlier and, in many cases, would lead to a significant reduction in opening hours.

RMT believes that the cuts must be withdrawn as they would be bad for passengers, and would:

- Worsen passenger safety,

security and accessibility by reducing the time that staff are guaranteed to be present at the ticket office.

- Make it harder for passengers to get the cheapest and most appropriate fare for their journey and restrict the advice they can currently access in the ticket office. And
- Deter passengers from using the rail network and hinder the post-Covid recovery of the railway.

A public consultation on the proposals is being held by the passenger watchdogs Transport Focus and London TravelWatch and RMT is calling on them to oppose LNER's

proposals in the strongest possible terms.

RMT general secretary Mick Lynch said that these damaging cuts were just another example of short-sighted cost cutting on the railway.

"It is nonsensical that just weeks before COP26, LNER is proposing cuts that will only serve to deter passengers from the sustainable rail network. Following on from proposals to cut services on South Western Railway and ScotRail, and the threat of thousands of job cuts across the railway, this is the latest initiative that will run down rather than recover our railway.

"Transport Focus's own research confirmed that staff

are central to making passengers feel safe and secure on the railway, yet these ticket office cuts will make it far easier for the operator to reduce station staffing in the future.

"Ticket vending machines are no replacement for the vast range of advice provided by staffed ticket offices, and these cuts would be particularly detrimental for disabled and elderly passengers.

"RMT is calling on LNER to withdraw these reckless proposals and is encouraging LNER passengers to sign our petition and respond to the public consultation to oppose these damaging cuts," he said.

STAGECOACH BUS STRIKES

Stagecoach bus members to take strike action this month as part of national campaign for pay justice

RMT has served notice for strike action on October 18 on Stagecoach buses in the South West, East Midlands and Derbyshire/Yorkshire as part of the national fight for pay justice for bus workers.

The union has reacted with fury to a sustained campaign of abuse and misinformation over the pay campaign pedalled by Stagecoach managers which has already led to members of the public confronting bus staff at the sharp end.

RMT general secretary Mick Lynch said that the massive votes for action by Stagecoach members reflect the growing disgust amongst bus workers at being kicked in the teeth on pay while inflation and wages elsewhere are rising steeply.

"Instead of responding

positively to that justified anger from their staff with a fair offer the Stagecoach operation has instead resorted to a gutter campaign of abuse against their own staff designed to provoke a public backlash and that is what is happening right now. It is a disgrace.

"It's well established now that we are facing a national shortage of bus drivers as staff leave over poor pay and conditions.

"It is ridiculous that Stagecoach have chosen this moment to hammer their staff over pay. The consequences for local services will be horrific.

"RMT is fighting for professional wages for professional bus workers and our members are leading that charge right across the

country now.

"We have had no option but to put this action on for October 18 and the company should stop their attacks on their staff and start talking seriously about a just and fair settlement," he said.

The union has already written to the Chief Executive of Stagecoach UK Bus Group requesting a national Avoidance of Disputes meeting to discuss all these disputes by bus workers who had been hailed as heroes during the Covid pandemic and they were being repaid by what is in effect and pay cut.

It has been widely reported that many bus drivers are leaving the industry to earn higher wages in the HGV sector which is experiencing a labour shortage and paying

higher wages as a result.

According to the union, in the last three months alone more than 100 bus workers, mostly drivers, have left Stagecoach in Exeter and Plymouth.

The figures show that since May 26 at least 55 have gone in each city. In Barnstaple the figure is 22 and Torquay 11. Another anonymous driver said that the problem of staff leaving was getting worse.

RMT regional organiser Barry West said that a typical bus driver in Plymouth gets paid £10 an hour and the union was currently negotiating with Stagecoach for improved terms and conditions for its members.

"They are professional people and they deserve decent living wages," he said. ■



ABUSE OF TRANSPORT WORKERS SOARS

MPs call for protection of staff as union reveals nearly 60 per cent of transport workers subjected to workplace violence

Nearly 60 per cent of rail, bus and ferry workers have been subjected to verbal or physical attack since the start of the Coronavirus according to the results of a new survey released by RMT.

The survey of more than 5,000 transport workers showed that most transport workers believed that workplace violence has worsened during the pandemic and 73 per cent believed that the government's lifting of Covid restrictions and mixed messaging around safety measures had further aggravated the situation.

More than half the respondents reported being threatened with physical violence while 1 in 10 had actually been physically assaulted. 88 per cent had been verbally abused, 16 per cent had been spat at or targeted with bodily fluids, 13 per cent had been racially harassed and six per cent sexually assaulted.

66 per cent of people reporting attacks said that they had been working alone at the time of the incident.

The union has released these results as Olivia Blake MP submitted a Bill which sought to make verbal or physical abuse of a public-facing worker a specific offence. RMT is supporting the Bill and pointed to one of its survey findings which showed that 71 per cent of respondents believed a major

reason for rise in violence toward staff was the fact that no action was taken against perpetrators.

RMT general secretary Mick Lynch said that there was clearly a massive problem on public transport.

"It's clear that the stresses and strains of the pandemic, coupled with the government's credibility-stretching ineptitude are creating a wave of violence against essential workers who have already put their lives on the line to keep our transport services working.

"RMT fully supports Olivia Blake's bill because it will give our members greater confidence to protect themselves. But we also need the government and the industry to come out of their bunker of denial.

"The government's management of the pandemic is a shambles that has created new levels of passenger frustration and put our members in danger, while their disastrous fixation with cutting jobs and services to shore up profits will create more lone working, more vulnerable staff and more angry passengers," he said.

Below are just a few of the comments left in the survey:

- "A lot of passengers do not follow government guidelines and keep coming very close to me without wearing a mask. When you politely ask them to keep a distance they become aggressive. Even



Olivia Blake MP

had a passenger spitting in my face because I asked him not to come close to me, a week later I tested positive for covid."

- "I suffered six assaults in a short space of time include physical violence, threats of violence and abuse and was eventually signed off work with PTSD."
- "I was spat on and assaulted with a fire extinguisher let off in my face."
- "You get threats and abuse when your Company tells you to enforce Mask Wearing, then abuse from Passengers complaining that you not telling people to wear Masks."
- "I was assaulted by a member of the public who had assaulted three other staff members in which the

police had failed to investigate the previous matters seriously."

- "People now get angry about other passengers not wearing masks, they don't want to sit next to people. People's tolerance levels seems to have gone down and we are now dealing with these complaints along with the usual."
- "It's a daily occurrence getting verbally assaulted at the moment mainly due to current company staffing levels. (Bus) Drivers are getting abuse left right and centre. Drivers are leaving in droves because management don't care about the amount of stress that we are under." ■

RMT's survey results and testimony from the front-line workers can be read in more detail here: <https://bit.ly/3zbla1q>



GET PAID CASHBACK FOR YOUR ONLINE SHOPPING!

Your RMT membership entitles you to free access to RMTRewards.com - the rewards website for cashback, discounts and deals at hundreds of retailers. There's even a free £10 welcome bonus for members to enjoy when they set up their account.

This exclusive free service is designed for RMT members and their families to help them save on their online shopping.

Sign up is free and quick, and it's a great way to get even more from your online shopping. So if you're buying clothes, grocery shopping or looking for a bargain, make sure you login to shop!

Earning cashback is easy.

Simply login to UniteRewards.com, click on the retailer you want, and make your purchase on the retailer's website as you normally would. The cashback you earn will be credited to your online rewards account.

Cashback is paid automatically to your bank account when you reach a cashback total of £25 on your rewards account. All you have

to do is make sure you are logged into RMTRewards.com, select a retailer and then shop online as normal!

To help you get started RMT have negotiated to give every member a £10 FREE welcome bonus when you sign up*.

Earn cashback from 100s of popular retailers including Argos, M&S, B&Q, Boots and Halfords.**



£10 FREE
WELCOME BONUS*

3 Simple Steps to Cashback Savings

1. Join RMTRewards.com for free and browse our retailers and offers.
2. Once you are logged in click on the retailer's link and shop at the retailers site as normal.
3. The cashback earned will be added to your bank account.

To get started visit www.RMTRewards.com

*Your FREE welcome bonus is paid once you reach your first cashback total of £25.00. Your cashback will be paid automatically to your registered bank account each time you reach a cashback total of £25.00. **Range of brands, discounts and cashback are subject to change. RMT Rewards is a trading name of Union Income Ltd ("UI") who have arranged RMTRewards.com in conjunction with VAC Media Ltd. UI is registered in England and Wales with register number 06595562.

EDINBURGH WORKERS FIGHT BULLYING AT WORK

Following a new phase of action by Rail Gourmet staff at Edinburgh Waverley against the bullying of workers by local management the union has agreed a period of grace after the contract was taken over by Gate Gourmet.

The national executive committee has agreed to allow management time to resolve this dispute and recommended a limit of 28 days. However, if there are no substantial results then Gate Gourmet members located at Edinburgh Waverley will be re-balloted.

RMT general secretary Mick Lynch said that members had been left with no choice but to take further strike action as a



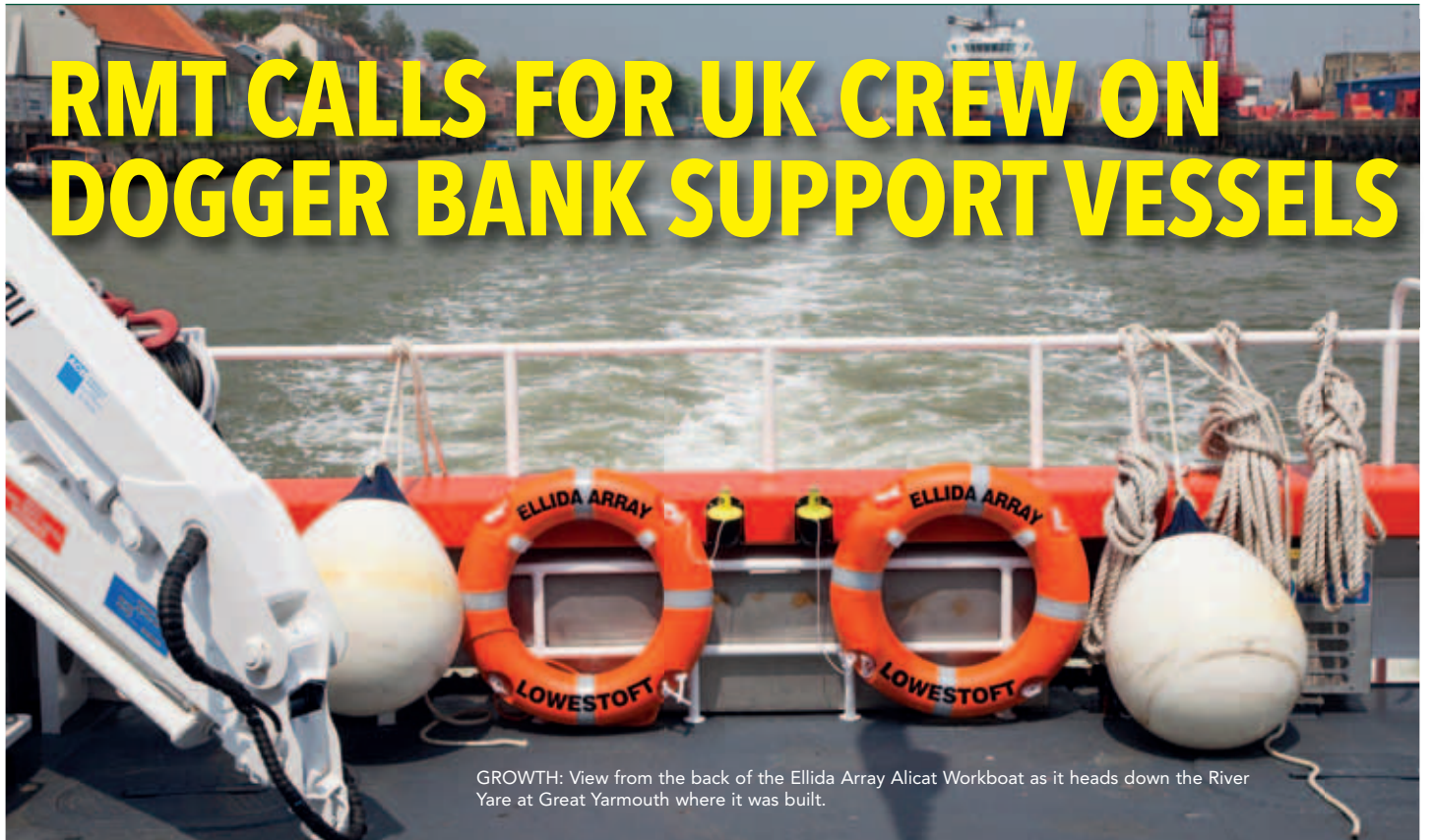
culture of bullying and harassment had been allowed to develop at Edinburgh Waverley which had led to a wholesale breakdown in industrial relations.

"This dispute is all about respect and justice in the

workplace and the company's continued refusal, even in the face of a massive 100 per cent vote for strike action and solid support during recent strikes themselves, to do anything about it.

"We hope that the new

employers will now listen to the strength of feeling of its workers and address these long running and deep-seated issues and put a stop to this toxic environment and treat its workers with the respect that they deserve," he said. ■



GROWTH: View from the back of the Ellida Array Alicat Workboat as it heads down the River Yare at Great Yarmouth where it was built.

RMT CALLS FOR UK CREW ON DOGGER BANK SUPPORT VESSELS

RMT called for UK crew to be employed by Alicat of Great Yarmouth after it was awarded the £270 million contract for three new offshore wind service ships to work on the giant 3.6GW Dogger Bank offshore wind farm under development in the North Sea

by SSE Renewables and Equinor.

RMT general secretary Mick Lynch said that it was good news that these state-of-the-art service vessels would be built by Alicat of Great Yarmouth.

"Seafarers should also

welcome this news which is a big step in building local jobs and skills in the Dogger Bank supply chain.

"Recruitment and training of crew will begin next year and RMT call on the contract owner, North Star and the Dogger Bank developers,

Equinor and SSE Renewables to play their part in the Just Transition and crew these vessels with seafarers from Humber and North East England on collectively bargained terms and conditions of employment," he said. ■

SUPPORT BRITAIN'S SEAFARERS

On World Maritime Day last month RMT called for support for those working across the industry facing continuing threats to their livelihoods as we move forwards from the COVID pandemic.

RMT general secretary Mick Lynch said that on World Maritime Day we must pay tribute to maritime members and their colleagues on the merchant ships and in ports around the world who have kept

economies functioning in the tough and often unsafe circumstances of the pandemic.

"However, whilst passenger ferries, cruise and other sectors have cut back jobs and reduced costs, others are on course for \$100bn annual profits.

"This inequality must be addressed to prevent another crew change crisis, reduce greenhouse gas emissions and improve safety standards.

"RMT supports diverse, properly trained seafarers and port workers who are drawn from local communities in order to reduce pollution from crewing practices and to safely re-build maritime jobs and skills.

"Trade unions are central to improving the maritime industry's performance on equality, safety, pollution and seafarers' rights and we call on all employers to acknowledge this on World Maritime Day," he said. ■

WALES PROGRESS FOR CLEANERS

Following the threat of industrial action Transport for Wales has agreed to significant improvements to rates of pay for train cleaning grades and further improvements to terms and conditions.

TfW also agreed to an aligned cleaning grade structure and the establishment of a training and career progression route.

The union has called off planned protests and strike action but remains in dispute with TfW and reserves the right to use its industrial action mandate should the company's final proposals fail to meet members' aspirations. ■

ORGANISING IN FREIGHT AND LOGISTICS

Freight members debate the ongoing crisis in the logistics sector and organising workers

Delegates gathered in Middlesbrough for the first in-person RMT National Industrial Organising Conference since the Covid-19 lockdown.

After the 2020 conference was completely cancelled due to the pandemic there was a sense of relief for many delegates to once again be able to meet with freight and logistics comrades face-to-face.

Conference secretary Andy Hill opened the conference and dealt with the formalities before electing new officers to lead the conference organising in 2022. There were updates from lead officer Daren Ireland, national executive committee member Paul McDonnell and Alan Pottage from organising unit.

There was recognition of the essential role of workers in the freight and logistics sector and the vital role they have played in keeping food and

medical supplies moving across the UK during the Covid-19 pandemic. Daren Ireland highlighted the fact that there had not been a single redundancy across the sectors RMT organises in since the pandemic began.

Paul McDonnell provided an update from the NEC on the resolutions that were passed at the last conference held in 2019. There was a strong determination from delegates to organise freight workers across their industries and to grow the conference and ultimately build and develop a new organising strategy. Since 2017 RMT's freight membership has grown by 10 per cent and RMT was one of the few unions to grow during the Covid-19 pandemic.

Alan Pottage spoke about how the organising unit is looking at 'multi-model organising' - where mobile

teams of RMT activists can target freight workers from sea, rail and road during same campaign. The intention is to set up a national organising committee to focus on freight workers and to facilitate activists from conference physically leading the efforts to organise.

RMT's national Organising strategy promotes a more methodical approach to organising where workplaces are mapped to develop strategic plans. These plans focus on recruitment of non-members, identified from mapping, as well as retaining existing members. Alan highlighted how RMT builds organisation around activist reps and the need to prioritise the importance of having elected reps in each and every workplace.

This conference was held under the spectre of a worsening supply chain crisis

and there was some frank but useful debate about industrial solutions to the crisis including campaigning to end the mandatory CPC Training for lorry drivers.

A number of key resolutions were moved, debated and passed including one on a road freight driver strategy moved by Wishaw and Motherwell branch which called on the union to address "the longstanding issues of low pay, long hours and poor working conditions".

The conference closed with delegates declaring that they would rise to the challenge, organise within the freight and logistics sector and build membership alongside activity which will also see the conference itself grow. The next conference is scheduled to be held in April 2022 with further details to be circulated in due course.





TUC GOLD BADGE FOR MILLIE

RMT member Millie Apedo-Amah receives this year's TUC Women's Gold Badge award

The TUC Women's Gold Badge award is made to the rank-and-file woman member who is considered to have the best record of trade union and community/voluntary work over a period of years.

This year RMT national executive committee member Millie Apedo-Amah, a train guard for 27 years, won the award.

Millie interacts with passengers every day and explains that her job was about looking after the best interests of the public and making sure they have the information they need to get to their destination.

"I regularly deal with upset and angry customers and I need to be able to respond professionally," she explained.

She is quick to point out that a train guard had to be prepared for an emergency, whether it was a fire, an accident or even a terrorist attack. She described how one day on the job when the train driver had a heart attack and she had to put the brakes on, position the train into an emergency position and secure it. ■

She insisted that it was just one example why it is just not safe to run trains without a guard.

"The railway industry is trying to cut costs by switching over to 'driver-only operation'. But both the drivers and the guards know this isn't safe – and it doesn't give better customer service. That's why we're campaigning with our union to keep guards on the trains," she points out, a sentiment shared by RMT members!



RMT CELEBRATES 150 FIGHTING YEARS



RMT launches a new pictorial history
of the union from 1871 to 2021

RMT - 150 YEARS OF TRADE UNIONISM

It is 150 years since RMT's predecessors founded the Amalgamated Society of Railway Servants (ASRS) which began the process of building an all-grades union committed to protecting its members regardless of what job they did in the transport industry.

From 1871 onwards and throughout its many transformations our union has been uniting workers from the rail, bus, dock, hotel and ferry industries, then the shipping sector and the offshore energy sector for the benefit of all.

Therefore, the union has decided to mark this anniversary by publishing a popular history to tell this remarkable story of how ordinary men and women combined to protect the interests of transport workers and their families against exploitative practices and

unscrupulous employers.

This publication does not purport to be a complete history but rather a snapshot of events which can act as an inspiration to continue to build the union together.

The story of the formation of the union obviously predates the founding of the ASRS in 1871 following the growth of the railways at the start of the 19th century and the explosion in railway building which was marked by dangerous and appalling conditions for those who laid the track and run the trains and all the other grades that began to appear to service this new form of travel.

The ensuing industrial revolution which the railways helped to drive was accompanied by terrible working conditions and low pay sparking the advent of the

development of modern trade unionism.

By 1880 workers in a much older industry, shipping, had organised themselves into The National Amalgamated Sailors' and Firemen's Union (NASFU). However, in response the shipowners co-ordinated strike-breaking and anti-union activity forcing the union out of business. Not to be defeated the seafarers' union was re-launched in 1894 as the National Sailors' and Firemen's Union (NSFU).

By the end of the 19th century the ASRS was making political demands including the nationalisation of the rail industry for the benefit of all and the establishment of the Labour Party to represent working people.

However, the establishment hit back in 1901 with anti-trade union legislation, effectively

making strike action illegal. But organised workers fought back and in the general election of 1906, the incoming Liberal government declared that unions could not be sued for damages incurred during any industrial action.

The early 20th century saw an explosion of struggles and working people established themselves as a new political and physical force. This included militant strike action by seafarers in 1911 in Liverpool, closely followed by similar action in Southampton lasting 72 days. This was followed by a general transport strike in Liverpool involving around 70,000 workers and sparking fears of military intervention.

As a direct result of joint strike action during this period, the National Union of Railwaymen (NUR) was created

1825 George Stephenson opens the Stockton and Darlington Railway and his steam-powered coal train, Locomotion, pulls 36 wagons across nine miles of track in two hours.

1845 Thirty-three people are killed after runaway freight wagons collide with an express passenger train in Aberystwyth, Derbyshire, just another example that rail was a dangerous industry to work in with little care for health and safety.

1847 The ASRS is formally registered as a trade union.

1863 The world's first underground city service commences. Paddington to Farringham in London and rail carriages are installed in an attempt to keep up with passenger demand.

1879 The union's first Orphan Fund is set up in Leeds from which allowances are paid to the widows of rail workers on behalf of each child under 13 years of age.

The Amalgamated Society of Railway Servants

ASRS

NUR ORPHAN FUND RAILWAY ORPHANS

Michael Thomas, ASRS JP

1985 RMT launches a campaign against privatisation. They publicise and argue that 'The Thatcher government's programme of privatisation in the transport industry has been carried out with little regard for the needs of the industry or the interest of the nation'.

1986 The National Bus Company is broken up and privatised by the government leading to bus users across the country as private companies compete for passengers on the more profitable routes and rural and less lucrative services are left to rot on the vine.

1987 A fire at King's Cross in London kills 31 people. Smoking is banned on London Underground trains and stations and other safety measures are introduced including minimum staffing levels.

1988 RMT launches national strike against privatisation. Following the flagging out of assets in flag of convenience, members on the oil rig supply vessels entered the dispute bringing the North Sea oil and gas industry to a virtual standstill. However, the High Court sequesters the union and imposes fines of over £100,000.

1989 A commuter train ploughs head-on into the rear of another stationary train just south of Chesham Junction station killing 35 people and nearly 500 were injured. 69 of them seriously. The Hinton Inquiry which followed made 93 recommendations for safety improvements.

Tony Benn

THE NATIONAL UNION OF RAIL, PURSITIVE AND TRANSPORT WORKERS

Sample pages from RMT - 150 Years of trade Unionism



Members of the Bermondsey branch of the National Union of Railwaymen

on Valentines' Day 1913 with the merger of a number of rail unions founded on the principle of 'one industry – one union'.

The coming of the First World War had a profound impact on the industry with over 184,000 railway workers joining up to and women replaced them in increasing numbers. As a result, in 1915 the union altered the rules to allow women to become members for the first time. By the end of the war the number of women in the transport sector increased from just 18,000 to 117,000.

Following empty promises of a 'land fit for heroes' at the end of the war the entire trade union movement had fight constant battles against the reality of pay cuts, poverty and the great depression that followed.

This led directly to the inexorable rise of fascism across Europe and rail workers were at the forefront of the

fight against it. Over 100 members of the NUS and NUR went on to volunteer to fight in the International Brigades for the Spanish Republic against the Nazi-backed fascist coup. Following the defeat of Nazism in 1945 the Labour Party won a landslide victory on a programme of nationalisation of the railways drawn up by the NUR before the end of the war.

However, the battle for advancing the interests of rail workers went on and in 1954 the NUR was forced to call for national strike action against low pay. By 1961 the Tories planned the wholesale closure of huge swathes of the railways led by Dr Richard Beeching to turn the railways from a public service into a 'profitable' business.

Throughout the ensuing decades successive Conservative and Labour governments tore up thousands of miles of track and reduce the number of

stations by well over half in the coming decade. In 1966 the Labour government also declared a state of emergency after the National Union of Seamen called a national strike to demand their 56-hour week is reduced to 40 hours, its first national strike since 1911.

It was around this time that NUR member and guard Asquith Xavier broke the colour bar at Euston after local branch officials raised the issue with the union and British Rail agreed to end institutional race discrimination at London stations.

The Conservative Party under Margaret Thatcher came to power in 1979 demanding that public services should be run by the private sector and a deregulated economy should be left to the 'free market'. This led to many years of conflict against a hostile government which relentlessly closed train building facilities, sold off sections of rail industries, slashed services

and starved the network of investment.

In 1986 the National Bus Company was privatised by the government leading to 'bus wars' across the country as private companies competed for passengers on the more profitable routes and rural and less lucrative services are left to wither on the vine.

The period was also marked by major disasters that had a profound effect on the transport sector. A fire at King's Cross in London in 1987 killed 31 people and many safety measures were introduced including minimum staffing levels.

The roll-on, roll-off ferry Herald of Free Enterprise sunk on route from Zeebrugge to Dover and 193 crew and passengers lose their lives. Just months later P&O chairman Lord Sterling of Plaistow announces plans to cut 500 out of 2,300 jobs, increase hours and reduce pay.

As a result, the NUS



A picket outside London Bridge tube station in support of the 48-hour strike against ticket office closures in 2014

launched national strike action against cuts and job losses following the flagging out of vessels to flags of convenience

In 1988 a commuter train ploughs head-on into the rear of another stationary train just south of Clapham Junction station killing 35 people and nearly 500 were injured, 69 of them seriously. The Hidden Inquiry which followed made 93 recommendations for safety improvements.

In the same year the Piper Alpha disaster killed 167 workers in one of the world's deadliest ever oil rig accidents. This was closely followed by the death of another worker on the Ocean Odyssey oil rig. The Offshore Industry Liaison Committee (OILC) trade union was set up and an inquiry made over 100 safety recommendations in the

North Sea.

The National Union of Rail, Maritime and Transport Workers (RMT) was launched in 1990 through a merger of the NUR and the NUS to create a single transport industry trade union with Jimmy Knapp as its first general secretary.

The Tory government privatised British Rail in 1993 and the ensuing years have been one of relentless attacks on jobs, pay and conditions. In the intervening years the folly of allowing the private sector to run riot over the transport network has been proved correct.

In 2001 the private rail maintenance company Railtrack created by privatisation went into administration. Metronet had to be nationalised after it faced a bill of up to £750

million after a report warned that its maintenance of the London tube network is below standard.

In 2008 The Offshore Industry Liaison Committee (OILC) merged with RMT through a transfer of engagements bringing energy workers into the union.

RMT joined protests and marches across the country in 2012 against the coalition government's relentless austerity measures as the rail sector faced cuts demanded by the McNulty report, bus subsidies were slashed as well as widespread social dumping in the maritime industry.

By 2018 the outsourcing giant Carillion predictably collapsed with the loss of over three thousand jobs and costs the taxpayer over £150 million. As a result, the disastrous Private Finance

Initiatives (PFIs), which allowed the private sector to profit from public services, are abandoned.

Throughout the intervening 150 years RMT and its predecessors set out an agenda for struggle for positive change as well as to improve the lives of working people in general. While it is true that the vested interests and political dogma resisted us at every turn there were some significant victories and devastating defeats.

However, our forebears knew that while you may lose if you fight, you will never win if you don't fight. Unity in the struggles ahead are the union's strength and by looking back over history members can learn its lessons that united we stand, divided we fall.



Copies of *RMT - 150 Years of Trade Unionism* are available from your branch or the RMT website.

rmt.org.uk/shop/miscellaneous



THEY DID NOT PASS!

On the 85th Anniversary of the Battle of Cable Street Steve Silver recounts the day the fascists were defeated in East London

When four anti-fascist tram drivers intentionally abandoned their vehicles at Gardiners' Corner at Aldgate, to form barricades to stop the police clearing a route for Sir Oswald Mosley's Blackshirts, they played a crucial part in defence of the East End of London's Jewish community.

Mosley assembled his Blackshirts at Tower Hill and from there planned to march through the East End via Gardiner's Corner on his way to Stepney.

While fascism ravaged Europe surviving news footage shows an estimated 250,000 anti-fascists successfully blocking the route – the trams clearly visible – as they are attacked by truncheon wielding police on horseback.

THE FASCISTS ARE COMING

Mosley's announcement that he intended to march his uniformed fascists through the heart of the East End on Sunday October 4 1936 sent shockwaves through the local Jewish community.

In the run up there were numerous fascist incursions and antisemitic attacks in Stepney and feelings were running high.

In spite of appeals, the government refused to ban the march so it was left to local people to defend their community.

The labour movement led Jewish People's Council (JPC) issued the call to "Bar the roads to fascism!" Other slogans of the day were "Remember Olympia!" – after a meeting in 1934 where anti-



fascist protesters were severely beaten – and, borrowed from their republican comrades who were fighting the Falangist forces and their fascist allies in Spain, "They Shall Not Pass!"

Jewish and non-Jewish establishment organisations called for people to stay off the streets, but the JPC, the trade unions, the Communist Party, the Independent Labour Party, the Labour League of Youth and others decided to mobilise.

THEY SHALL NOT PASS

Prominent at the head of the organised resistance on October 4 was Phil Piratin, who was later to represent Stepney as a Communist Party MP.

The Young Communist League occupied Victoria Park from early in the morning, where the fascists intended to hold a rally.

Meanwhile, the Jewish Ex-Serviceman's Association held a march to advertise the counter-demonstration. When

these First World War veterans marched along the Whitechapel Road, proudly displaying their medals, they found their route blocked by mounted police. They were ordered to disperse but refused and were attacked and beaten.

The British Legion Union Jack was ripped apart and the banner poles smashed. It set the tone for the rest of the day.

As news of this atrocity spread the crowd at Gardiner's Corner roared "They Shall Not Pass!" and "Down with fascism!"

Six thousand police including London's entire mounted police division tried to clear the area. The police struck out with batons with extreme brutality causing many injuries.

With Gardiner's Corner in the hands of an immovable anti-fascist crowd the police decided they would clear an alternative route to the south: Cable Street.

CABLE STREET

The street had been ready since early morning. The initial defence was three sets of barricades, one containing an overturned lorry, erected across the narrow road using material from a builders' yard and from the mainly Jewish people's homes and shops that occupied the western end.

Irish dockers armed with pick-axe handles came from the Wapping end of the street to the east and helped by ripping up paving stones. The road was strewn with broken glass and marbles as a defence against mounted police charges.

Anti-fascists chanted slogans and gave clenched-fist salutes from behind the barricades. There was fierce fighting as the police attempted to clear the barricades, only to face a further barricade and thousands of regrouped anti-fascists. All manner of items rained down on the police from the small three-storey buildings that lined the street.

With no route left for the fascists police commissioner Sir Philip Game told Mosley to march his troops west from Tower Hill and out of the area.

Meanwhile, anti-fascists marched to Victoria Park for a rally, heralding a victory for the Jewish community, the people of the East End, and anti-fascists everywhere. Mosley never tried to march through the East End again and anti-fascists and anti-racists have been inspired by the battle ever since. ■

REMEMBERING THE STAPLETON ROAD DISASTER



A posed image from the GWR's 'Safety on the Permanent Way' booklet, produced in response to the Stapleton Road accident. It shows how a look-out was supposed to protect track workers. Courtesy: 'Railway Work, Life & Death' project.

Mike Esbester of the 'Railway Work, Life and Death' project marks the centenary of the death of five track workers

On the morning of September 26, 1921 eight track staff went to work on the Great Western Railway (GWR) lines near Stapleton Road station in Bristol. They clocked on at 7am and by 7.30am had walked to the spot where they would be levelling ballast. Five minutes later, they were hit by a passenger service.

Tragically five of the men were killed on the spot: Charles Edmonds (49), George North (47), Charles Oakhill (51), Joseph Barrett (58) and Arthur Hobbs (24). Stephen Francis (34) was injured, dying later in hospital; Charles Hobbs (42; uncle to Arthur)

was also injured, though he survived. Only one man, Thomas Cousins, was unhurt. He happened to look up, see the train approaching and jump clear – though not with enough time to warn his mates.

One hundred years ago, railway work was one of the most dangerous occupations. In 1921 alone, 262 staff died and nearly 16,200 were injured. The 'Railway Work, Life & Death' project has been set up to help us all find out more about railway staff accidents before 1939 – including Stapleton Road. Usually those accidents happened in ones and twos,

out of sight of the public. The accident near Stapleton Road was shocking in that it killed so many.

A little way north-west of Stapleton Road station, two routes met – the line to South Wales, heading for the Severn Tunnel, and the line to Clifton, curving away to the south and east. It was at this junction that the PW gang was to level the newly relayed ballast.

Trains were moving as usual – fairly standard for this type of work. Anyone working trackside was just expected to keep an eye out for approaching trains. Unfortunately six of the men had their backs to

approaching trains. At 7.35am, a goods train was passing on the South Wales line.

Combined with the noise of their shovels on the ballast, the Ministry of Transport (MoT) investigation determined that the men could not have heard the approaching train on the Clifton line.

The location was known to be dangerous – at least three other accidents had occurred in the area since 1914. One of those, in 1916, killed one man and injured two others – including Stephen Francis, who was killed in the 1921 accident.

At the time it wasn't standard practice to appoint a

look-out. As the National Union of Railwaymen (NUR; the RMT's predecessor union) complained, it was no good taking a man out of the gang to keep watch 'if the gang is so small that the man cannot be spared because every man's strength is required to assist in carrying rails or other work of a heavy nature'.

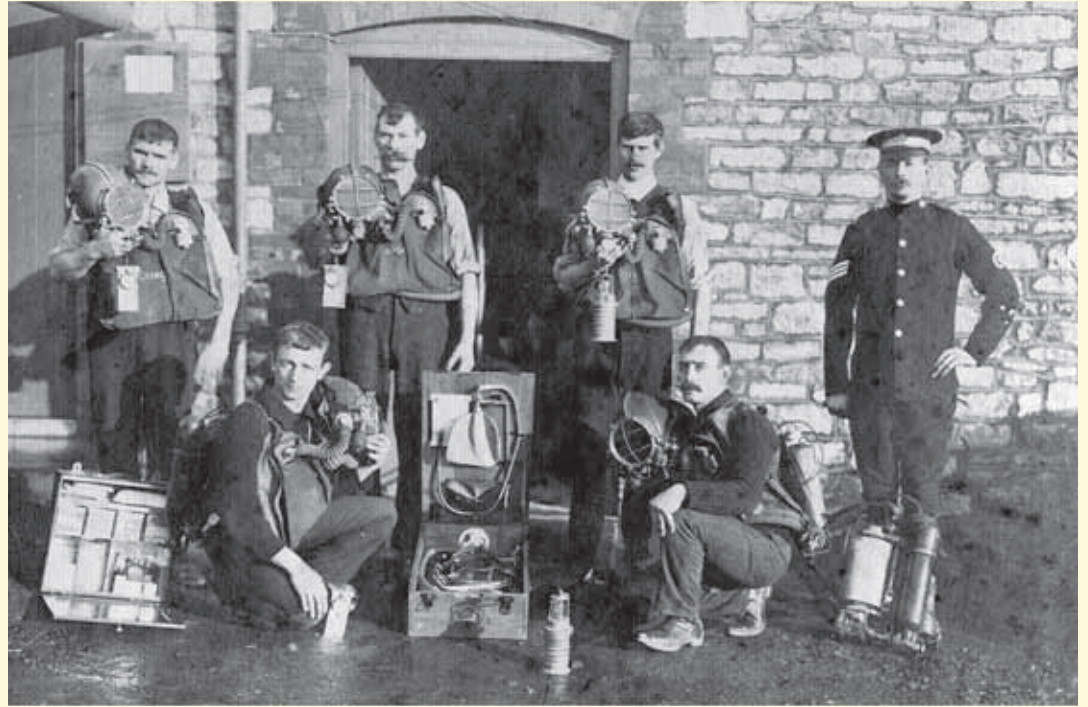
Instead, the MoT investigation concluded the gang were reliant on hearing trains: 'a common practice among platelayers'. Sadly, the strategy failed. The mist present on the day also meant the crew of the train that struck the gang couldn't see them; they were unaware they'd hit anyone.

The MoT report said that the GWR had led the way on 'safety education' for staff, but so far that hadn't done anything specific for track staff: 'an omission which is somewhat remarkable, and a reference to the matter appears to be required.' The company did respond to this – producing a dedicated booklet in 1922, re-issued in 1927.

Sadly, beyond that, practices remained essentially the same and track worker accidents continued. Almost exactly six months to the day of the Stapleton Road accident, four GWR PW men were struck by a train and killed at Wilmcote in Warwickshire. At the 'Railway Work, Life & Death' project we're hoping we can mark the centenary.

WHAT OF THE MEN AND THEIR FAMILIES?

The men left five widows and seven children. Each of the widows would have received a maximum of £300 in compensation from the GWR – around £14,000 today. That would hardly be enough to support the families. Four of the men were members of the NUR, so as well as ensuring that compensation was awarded, the NUR persuaded the Western Daily Press to



Stephen Francis (crouching right), in approximately 1915, whilst working as a miner. Courtesy: Radstock, Midsomer Norton and District Museum Society.

make 'an appeal to the public [...] through its columns.' Donations followed from individuals, local businesses, fellow railway workers and NUR branches amongst others. They raised over £350 in six weeks, which was distributed amongst the dependants.

Four of the men were buried next to each other, in Pilning – Charles Edmonds, George North, Charles Oakhill

and Joseph Barrett. The village and hundreds of railway workers turned out for their funerals. Arthur Hobbs was buried at St Mary's church, Henbury. The shift on which he was killed was said to be his first in the open air. Previously he'd worked inside the Severn Tunnel, which his mother thought more dangerous. It's hard to imagine how she must have felt at his death. Before joining the railway, Stephen

Francis had been captain of the Mells colliery rescue team. He moved from one dangerous occupation to another, joining the railways. When he died his wife was pregnant with his third child, who was born in 1922, never having met his father.

Gradually the memory and knowledge of the Stapleton Road tragedy faded in the community – though hopefully now it is remembered. In the longer term, it would be wonderful to see a permanent memorial to the men who died near Stapleton Road station, to ensure they are never forgotten. ■

- Dr Mike Esbester is Senior Lecturer in History at the University of Portsmouth. He is co-leader of the 'Railway Work, Life & Death' project, a collaboration between the University of Portsmouth, the National Railway Museum and the Modern Records Centre at the University of Warwick. The website has more, including more detail on the Stapleton Road accident and the men involved.

www.railwayaccidents.port.ac.uk. Twitter: @RWLDproject



Five of the men who died, as reported in the Western Daily Press of 30 September 1921. 'C. Francis' was actually Stephen Francis.



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



Injured? we'll fight for you.

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

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

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

Members in Scotland
call free on **08000 89 13 00**

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

Lines open 9am – 5pm Saturday and Sunday

For emergency, 24 hour criminal law advice
call **075659118181** (England and Wales)
or **08080 68 55 29** (Scotland)

But don't just take our word for it.

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

RMT member, work accident claimant

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

LEGAL

SEX DISCRIMINATION LEGAL VICTORY



RMT recently won a recent claim of direct sex discrimination and sexual harassment for a member who was employed as a Train Cleaner Team Leader based at Paddington station against her employer, Atalian Servest Limited.

Our member claimed that from June 2020 a clique at work had begun to taunt her by referring to her as "X". X is a controversial social media personality from Goa, where our member is also from. X swears and fights in her online videos. Our member explained that another Team Leader had told her that she looked like X and told his friends at work to also call the member by that name.

The member made it clear to her colleagues that she found their behaviour offensive and she informed her employer that she was being bullied. Unfortunately, by August 2020 the member had to take leave to remove herself from the situation at work.

On her return to work in September 2020, two of colleagues were playing a video of X on a mobile phone in the messroom. They referred to X as having a "loud and harsh voice" and that her husband had left her. One of these colleagues had previously called our member

the name X to her face. The member explained that her colleague then made a vulgar sexualised comment about X and X's young daughter whilst watching the video. The member explains that this individual knew that she also had a young daughter. She was so upset that she left the messroom. The following day another colleague who had been present in the messroom the day prior also made a crude and offensive sexualised comment about X and her daughter. Our member explained that this individual had seen how upset she had been the previous day.

Our member was deeply upset by the comments. She could not sleep or eat and did not want to attend work and felt like resigning.

The member again complained to her employer. She explained that she was being harassed and it was making her ill. The member was signed off work due to stress and lost almost £1,000 in wages as a result. She was supported by the RMT Paddington No 1 Branch who also complained to Atalian regarding the treatment she had been subjected to.

She was assured by her employer that her complaints would be fully investigated. She attended an investigation meeting and explained that

her colleague was her supporting witness. The member attended a follow-up meeting and was informed that the investigating manager had interviewed those involved and that they had denied any wrongdoing. Her complaint was not upheld. The investigating manager had not been interviewed at this point. The member requested that her colleague was interviewed as her witness. He attended an investigating meeting in December 2020 but was not asked about the incidents that took place in September 2020.

The employer suggested that she move shifts or attend mediation with the individuals who were harassing her which she refused. She was not at fault and a change of shift would disrupt her personal life. Nor was she content with the investigation. Instead, she sought legal advice from the union.

RMT submitted claims for direct sex discrimination and sexual harassment based on the comments in September 2020 and argued that Atalian Servest Limited is vicariously liable for the actions of these individuals. At the Employment Tribunal hearing the member was represented by Paul Powlesland, of Garden Court Chambers. Under his cross-examination, the employer's investigating

manager accepted that her investigation had inadequacies. She also accepted in the Tribunal that there were insufficient policies in place to protect the member and other employees from macho, sexist and unacceptable language in the workplace.

The Employment Tribunal found the employer's investigating manager should have identified her colleague as a corroborating witness and that she took the word of the alleged harassers at face value without challenging them. The Employment Tribunal found that this evidence was very reliable and fully corroborated the member's evidence. The only alleged harasser who gave evidence was found by the Employment Tribunal as being full of inconsistencies.

As a result, it was easy for the Tribunal to find uphold her claim. They awarded compensation, including lost wages and a substantial award for injury to her feelings. The member has expressed her gratitude to the union for representing her in her claims and is delighted with the result. She continues to be supported by her local representatives in her return to work following the Employment Tribunal hearing.



REMEMBERING BILL RAWCLIFFE

RMT general secretary Mick Lynch gave the eulogy for Bill Rawcliffe at his funeral last month

We come today to say farewell to our friend and Brother Bill Rawcliffe. To honour his life and to offer support and our sympathies to his family and friends.

I am grateful and honoured to have been asked to say a few words on behalf of the national union.

Bill was a man of strong, and forthright views. He was tenacious and passionate; strong-willed and charismatic; inspiring and, sometimes blunt.

I knew Bill for many years from our engineering conference, AGMs, and various events around the country. We always spent time together at these meetings.

You had to stand your ground with Bill and I believe that's how you earned his respect and friendship.

You couldn't worry about disagreeing with him, because he loved the cut and thrust of debate and argument and would always find a way to "intensify" a conversation and then burst the bubble of tension with humour. He was great company and incredibly funny. And integrity ran through his bloodstream.

Initially, Bill worked for the Railway as a messenger in the mid-1970s before moving over to the P-way and then joining the Army in 1977. Personally, I can't imagine Bill obeying orders in the army but we know it was a relationship that lasted for four years.

I have no account of how many charges he was put on in that time but I can't believe Bill was a passive or obedient

soldier. Bill was back on the railway and in the union in 1983 as a trackman within the York No.1 branch.

Throughout his numerous years of service, Bill served the members in nearly every position that could be held. As Branch Secretary of York & District Branch, Branch Membership Secretary, Cash Collector, local representative, stage 2 representative, health & safety representative and as an AGM delegate on multiple occasions.

He was elected to serve on the Union's National Executive Committee from 2019. Bill was a fine advocate of the rank and file, the core of our union, and he represented the heart and soul of what we need to do.

Bill fought to protect jobs both individually and collectively, from disciplinary hearings to redundancy consultations across numerous grades within the transport industry.

Many RMT members will remember Bill's campaigning as a former Jarvis worker and RMT representative for the redundant Jarvis workers which he led from the front. He was committed, passionate and inspiring in that campaign – determined that those workers would be heard and would receive justice.

It even led to him standing for Parliament against Ed Milliband in 2010. But he was more than that.

He was a true Yorkshireman from a large and loving family and I would think from there he gained his values.

While in the Army in the late 1970s he met and married Sharron and when they moved back up to York, he re-joined British Rail and found his industrial destiny out on the P-Way.

Bill and Sharron had more than 40 years of marriage together and raised their two sons Jack and William.

I know how much he loved and cherished his family and I know they are devastated by their loss.

As Sharon has said:

"Bill was the very best of the best, a true Yorkshire man, honesty, integrity, passion served up in a no-nonsense blunt Yorkshire way. His passion for the rights of people and his love of the battle sometimes intruded into our family life - but after 43 years with that amazing man I would not change a single thing except this heartbreak."

So, we have lost one of the



best of men. He was taken too early and we all have to deal with that terrible blow. We have to offer our strength and support to Sharron, his family and friends.

We have to continue to work for the values he believed in and that he dedicated his life to. For a strong and effective voice for working people, and for a fair and just society.

Sharron – we thank you for all the time that you gave us with Bill, so that he could give his all for what he believed in. We join you in grief at his passing, and with you, we hold cherished memories of this wonderful and amazing man - our dear friend and brother - Bill Rawcliffe. Thank you ■



REMEMBERING ADRIAN SCOTT

Sandy Dodds gave a eulogy at the funeral of his friend Adrian Scott

The first time I met Adrian was in 1988 when he came for his interview at RMT. we met in the lift and he was standing there with his bouffed hairdo with blonde highlights looking like the guy who could replace Limahl in Kajagoogoo.

I'd only been in London a couple of years and he was the most 'London Geezer' I'd ever met. He wouldn't stop talking... he had 'more rabbit than Sainsbury's'. in all the 30 plus years I knew him I never once heard him say 'I don't have an opinion on that'

he loved cooking, eating and drinking, but was firmly in the Keith Floyd, Galloping Gourmet school of cooking. A glass of wine for the food two glasses for the Chef

Adrian was best man at my wedding and had to wear full highland dress. He agreed to this on two provisos: firstly, he wanted a dirk for his sock like the one

Michael Caine had in the movie Kidnapped, and he insisted that he could wear boxer shorts under the kilt in case it was a windy day as he didn't want to frighten the horses or my ageing relatives!

the day we went for his fitting it was like the cartoon Mr Benn (the one where the city gent goes to a fancy-dress shop). He went behind the curtain to change looking like Dick van Dyke in Mary Poppins and emerged looking like the Private Secretary to Bonnie Prince Charlie.

Adrian always cared for others more than himself. During the time he was ill he never complained about how he felt, he always asked how you were. I have a nephew who was seriously ill and Adrian always enquired after his health despite his own illness.

the last time we spoke on the Sunday before he passed he was in good form, we spent ages talking about the euros,

the current state of the Labour Party, plans for the future and most importantly how to make the perfect Martini. ■



JOIN RMT BRITAIN'S SPECIALIST TRANSPORT UNION



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

0800 376 3706

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

Keep your RMT membership details up-to-date

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

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

THEIR LEGACY OUR HISTORY

GFTU and WEA offer free courses in working class history from the Peasants Revolt to great women trade unionists

Free online 90-minute working class history lessons facilitated by a leading expert on the topic and delivered in an inclusive and accessible manner are available this month onwards.

The series entitled Their Legacy – Our History is a collaboration between the WEA (formerly known as The Workers' Educational Association), the UK's largest voluntary sector provider of adult education, and the General Federation of Trade Unions.

Topics covered will include the Peasants Revolt, the 1549 rebellions, the development of the Chartists, the fight for the provision of adult education, great women trade unionists, Winstanley and the Diggers, the Levellers, Captain Swing and how songs changed history.

A recent warning by leading academic historians that the closure of two university history departments reflected the trend that was seeing British history becoming more and more a subject for the elite, has been reflected in the adult education and trade union education worlds.

Working class history was one of the primary subjects alongside politics, philosophy



and economics on the trade union education curriculum. Now it is rarely looked at.

The GFTU has been working to reverse this trend by commissioning, plays, poetry, songs and graphic novels which keep this history alive in an accessible format.

GFTU general secretary Doug Nicholls said that so much of our history has been deliberately buried, people might have heard of Henry VIII, but not of equally important figures like Robert Kett or Anne Askew, and there's been a reason for hiding our past.

"This is going to be a

pioneering series of learning opportunities led by some of our great popular educators with exceptional knowledge of the subjects covered," he said.

Simon Parkinson of the WEA said that it was dedicating this new series of history courses in memory of Nigel Todd a former WEA tutor, co-operator and working class historian.

"The tradition of which Nigel was an important part deserves rekindling. Whole generations of activists in trade unions and community organisations were inspired by our history of winning rights, overturning injustices and

creating greater commitments to equality.

"We hope future generations can feel this power and the living presence of what those who went before us achieved," he said.

Selina Todd, Professor of Modern History at Oxford University added that the series represented all that was best in adult and trade union education and something that my father would have been proud of.

"To forget the past is to ignore the future. The areas of study in this series cover moments in time when the people made history very

decisively and with an impact still felt today," she said.

**THE PEASANTS REVOLT -
WEDNESDAY 20TH OCT 2021,
7.00PM - 8.30 PM**

Discover how many of the political ideas relevant today arose in 1381 in a revolt against the aristocracy.

**THE 1549 REBELLIONS -
WEDNESDAY 17TH NOV 2021,
7.00PM - 8.30 PM**

The importance of the rebellions led by Robert Kett in Norfolk in exposing the injustices of feudalism and early capitalism, have been rarely told.

**WINSTANLEY AND THE
DIGGERS - WEDNESDAY 15TH
DEC 2021, 7.00PM - 8.30 PM**

Often described as one of the first communists in Britain, Gerard Winstanley in the seventeenth century expressed powerful egalitarian ideas of relevance today.

**THE LEVELLERS - WEDNESDAY
19TH JAN 2022, 7.00PM -
8.30 PM**

From the seventeenth century one of the most important political forces in our history was referred to as the Levellers, from them many of the techniques of campaigning we still use came, and from them also some of our deepest ideas about democracy and fairness.



An illustration of the Captain Swing revolt



PROTEST: Nurses demonstrate in 1982

**CAPTAIN SWING, TOLPUDDLE
AND THE LUDDITES -
WEDNESDAY 16TH FEB 2022,
7.00PM - 8.30 PM**

Many people have heard of the Tolpuddle Martyrs, but what about Captain Swing and General Ludd? There were important connections between them at a time of intense struggle.

**THE CHARTISTS - WEDNESDAY
16TH MAR 2022, 7.00PM -
8.30 PM**

The struggle for the universal franchise, the right to vote for all over 17 years of age took 134 years and was pushed along in the 19th century by those known as the Chartists.

A history of Workers' education - Wednesday 20th Apr 2021, 7.00pm – 8.30 pm

The long struggle to get

the state to provide universal education was accompanied by an even longer history of workers providing education for themselves.

**GREAT WOMEN TRADE
UNIONISTS - WEDNESDAY
18TH MAY 2022, 7.00PM -
8.30 PM**

Many of the groups that came before unions involved women leaders as has the trade union movement itself. This survey will look at some of the lesser known but important figures.

**SONGS MAKING HISTORY -
WEDNESDAY 15TH JUN 2022,
7.00PM - 8.30 PM**

Long before modern communications, before even the bicycle news and solidarity and political ideas were shared in songs. This session will give an overview of key songs from our history.

To sign up for courses register at www.gftu.org.uk and go to *Their Legacy – Our History* link



CHARTIST STATUE: 'Pulling the Plug, Ringing the Change'. Hyde, Manchester played an important role in the fight for social and political reform.

ELECTIONS, CANDIDATES AND NOMINATING BRANCHES

As outlined within Circular No. MF/64/21, 9th July 2021 and in accordance with Decision No. 1137, June 2021, all branches that have submitted a valid nomination by the agreed RMT News deadline for inclusion in its editions has been listed against their preferred candidate in this journal. If your branch's nomination is not listed below, please contact the union's Constitution Officer to check it has been received and to ensure it is included within the next edition.

Election of **National President**

Alex Gordon

Aberdeen 1 ; Ayr ; Berwick Rail ; Birmingham Engineering ; Birmingham Rail ; Bletchley & Northampton ; Bridgend Llantrisant & District ; Burton on Trent 1 ; Cambrian ; Cardiff 7 ; Cardiff Rail ; Carlisle City ; Carmarthen ; Central & North Mersey ; Chiltern Line ; Colchester & District ; Crewe 1 ; Dartford & District ; Derby Rail & Engineering ; Douglas Shipping ; East Kent ; East Sussex Coastway ; Euro Passenger Services ; Euston No 1 ; Exeter Rail ; Feltham ; Glasgow 5 ; Glasgow Shipping ; Gloucester ; Great Northern Rail ; Holyhead 1 ; Hull Rail ; Ipswich ; Kings Cross ; Leeds Goods & Cartage ; Lewisham, Southwark & District ; London & Orient Engineering ; London Anglia & Midland Transport ; LU Fleet ; March & District ; Medway & District General Grades ; Neath 2 ; Newcastle Rail & Catering ; Newport ; North Clyde ; North Staffs ; North Thames LT & S ; North Wales Coast ; Norwich ; Oban Shipping ; Orpington ; Paddington 1 ; Poole & District Bus ; Ramsgate Workshops ; RMT Heathrow Express ; Solihull Hackney Drivers ; South London Rail ; South West & South Wales Shipping ; South West Midlands ; Southampton Shipping ; St. Pancras ; Stockport & District ; Swansea 1 ; Teesside ; Three Bridges ; Upper Rhymney Valley ; Waltham Cross & District ; Warrington & District ; Watford ; Wigan ; Wolverhampton ; Wolverton ; Worcester 1 ; Wrexham

Sean Hoyle

Andover & Salisbury Rail ; Andover Bus ; Bakerloo Line ; Barrow In Furness 1 ; Basingstoke No. 1 ; Bassetlaw ; Belfast Shipping ; Blackpool & Fylde Coast ; Brighton & Hove City ; Bristol ; Camden 3 ; Central Line East ; Central Line West ; Chester ; Chesterfield Bus ; Coventry 1 ; Croydon 1 ; Doncaster ; Dorset Rail ; Dover Shipping ; East Lancashire ; East London Rail ; East Midland Central ; East Midlands Bus ; Edinburgh 1 & Portobello District ; Eire Shipping ; Exeter 2 ; Fife & District ; Finsbury Park ; Glasgow 1 & 2 ; Hammersmith & City ; Inverness 1 ; Jubilee South ; Lancaster & District ; Leeds City ; Liverpool 5 ; Liverpool Shipping ; LU Engineering ; Lymington 1 ; Manchester South ; Manchester Victoria ; Morden & Oval ; Neasden ; Newport IOW 2 ; North Devon Bus ; North East Shipping ; Nottinghamshire & Derbyshire Bus ; Nuneaton ; Perth 1 ; Peterborough ; Piccadilly & District West ; Plymouth 1 ; Portsmouth ; Preston 1 ; Reading ; RMT OILC ; Ryde IOW ; Salisbury 3 ; Sheffield & District ; South Devon Bus ; South East Essex ; South Hants & Eastleigh Workshops ; South Humberside ; Southampton & District Bus and Coach ; Surrey & Hants ; Sussex Coast ; Swindon Rail ; TFL 1 & LU MATS Grades ; Wakefield & Healey Mills ; Waterloo ; Wimbledon ; York & District

Election of **NEC General Grades Region 7 (South Wales & West of England)**

Oluwarotimi (A.J.) Ajayi (Paddington 1)

Bridgend Llantrisant & District ; Cardiff 7 ; Carmarthen ; Gloucester ; Newport ; Paddington 1 ; RMT Heathrow Express ; Southall Ealing & Slough

Mandy Evans (Swansea 1)

Cardiff Rail ; Swansea 1

Ryan Kent (Bristol)

Bristol ; Reading ; Swindon Rail

Election of **NEC General Grades Region 4 (North East)**

David King (Newcastle Rail & Catering)

Berwick Rail ; Hexham Rail ; Newcastle & Gateshead ; Newcastle Rail & Catering ; Teesside

Election of **National Executive Committee Representative – Maritime Region M1 (South)**

Roy Barlow

South West & South Wales Shipping ; Southampton Shipping

Dale Kember

Dover Shipping

Election of **NEC General Grades Region 5 (Yorkshire & Lincolnshire)**

Wayne Barnett (Bassetlaw)

Bassetlaw

Andy Budds (Leeds City)

East Midlands Bus; Leeds City; Nottinghamshire & Derbyshire Bus; Sheffield & District

Pete March (Hull Rail)

Doncaster; Hull Rail; South Humberside

Election of **NEC General Grades Region 8 (South West)**

David Goard (Plymouth 1)

Exeter Rail; North Devon Bus; Penzance 1; Plymouth 1; South Devon Bus

Election of **Regional Organiser – London & Anglia (Region 10)**

Derrick Marr

East London Rail ; Peterborough ; South East Essex ; Waltham Cross & District

Kathy Mazur

Bletchley & Northampton ; Cambridge ; Colchester & District ; Euro Passenger Services ; Euston No 1 ; Great Northern Rail ; Ipswich ; Kings Cross ; London & Orient Engineering ; London Anglia & Midland Transport ; March & District ; North Thames LT & S ; Norwich ; St. Pancras ; Watford ; Wolverton

President's column



THANK YOU

I need to start this month by saying thank you to all those that have supported me throughout my three years. I know I've not made everyone happy at times. However, the job is difficult and you make decisions with the facts that are presented and to be honest it's not a popularity contest you just do your best then sit within the hands of the AGM if you do mess up

I had no crystal ball for what would have unfolded throughout my three years and a pandemic that shaped most of my tenure. However I did my best in an honest and open manner and made sure I defended the member-led principal of this union despite the mantra being peddled by some.

That's me' that's what I pledged when campaigning and I kept to that. I have enjoyed the new friends and comrades I have met and worked with and, more importantly, the equality advisory groups for being patient when I didn't understand. But I will say I am richer for sharing your experience and knowledge and I hope I get

to assist in making our union a bigger part of a kinder more tolerant trade union.

So shine comrades and remember every small victory leads to big changes and in a movement that has been scared to look at how it operates I hope that continues to change. Remember we pride ourselves on our democracy don't let anyone attempt to sell tokenism as a worthwhile change.

Lastly and most importantly thanks to the small group who worked tirelessly on my campaign from videos watched by millions to colours and designs that were bold and brave and for my campaign manager for sticking by me understanding it's hard to know what's right or wrong.

The Bee (my campaign logo) is a symbolic sign of how and when workers work together the achievements are worth the struggles and to my now dearest friends who I hadn't even met but got me through to the end and supported me when I felt downbeat and reminded me what it meant

to thousands of members who believed and voted! Thank you!

I also need to remind everyone we don't always get it right, but we always fight together the cause and not the person. As big job losses loom from every sector those words will give us great victory as I was reminded in a meeting if we don't fight, we will always lose.

At times like this it makes what our team behind the scenes in office roles do so important and if I had to single any one of our staff out for what they do I just couldn't do it (sorry, Scott!).

So, with only weeks left of office I hope that presidents to come will continue to defend the member-led principal because, and I'm sure the GS will join me, that's what makes RMT what it is. It's critical that those that come after us adopt that approach because it's not the GS, president or any other officer that runs this union it's you that do it!

Solidarity Michelle

ORPINGTON RETIREMENT

It was an emotional day in Bromley as Mic Hegarty announced his retirement as Orpington branch Secretary after 10 years in the post and 41 years as an RMT member.

Mic exemplifies in some ways the best of the traditions of the union. A skilled mechanical fitter, Mic is amongst those members to have benefited the most from RMT collective bargaining in terms of wages, terms and conditions. But besides representing the members in his grade, Mic has dedicated many years to fighting energetically for railway cleaners and their livelihoods, against the poverty factory that is the cruel system of outsourcing of cleaning contracts.

Due in no small part to all the organising of cleaners on



Southeastern by Mic over many years – all those hundreds of visits to the Grove Park nightshift – it was appropriate in a way that we were able on the day of Mic's retirement to report to the branch that - subsequent to recent mapping by activists - RMT members are now finally a clear majority of the staff on that contract.

Mic also leaves his branch with a 23-year-old cleaners' company council rep Ben Woodward keeping the organising work of the branch going.

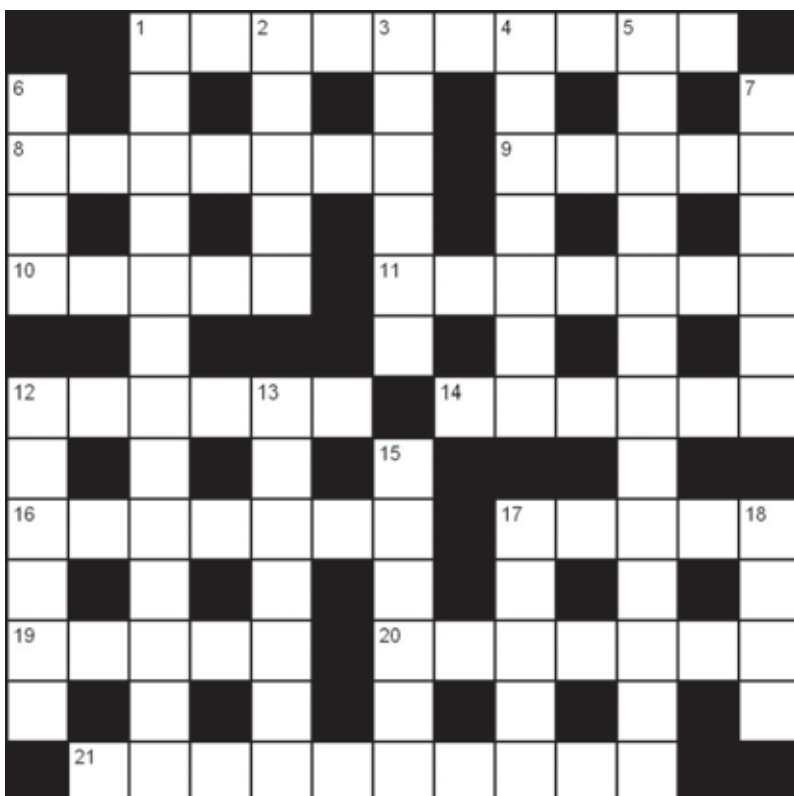
With all due respect to all the other secretaries I've had the privilege of knowing, Mic is from an Org Unit point of view the finest RMT branch secretary I've ever worked with

and the impact that his departure will have on RMT activity in the SE Region can't be overstated.

I'm sure I speak for all the activists in the south east region when I say thanks again for everything Mic and good luck organising the Philippines.

Bill Paterson, Organising Unit.

£50 PRIZE CROSSWORD



Last month's solution...



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

Winner of last month's crossword was T Randall, Canterbury.

 Crossword sponsored by UIA

ACROSS

- 1 Locally (10)
- 8 Qualify (7)
- 9 Surpass (5)
- 10 Group (5)
- 11 Ask (5)
- 12 Tree (6)
- 14 Narrow furrow (6)
- 16 Expel (7)
- 17 Tripod (5)
- 19 Massive mammal (5)
- 20 Oriental (7)
- 21 Sternness (10)

DOWN

- 1 Looking back (13)
- 2 Rise (3,2)
- 3 Egg dish (6)
- 4 Helper (7)
- 5 Debauchery (12)
- 6 Following (4)
- 7 Carefree (6)
- 12 Membrane (6)
- 13 Inspiring wonder (6)
- 15 Calm (6)
- 17 Result (5)
- 18 Optical device (4)



RMT CREDIT UNION LTD.

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

MEMBERSHIP NUMBER

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

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

1 PERSONAL DETAILS.

Surname Address

Forename(s)

Home phone

Mobile phone

Email address

Date of Birth / /

Postcode

National Insurance Number

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

3 **Your Employment.**

Employer

Job Description

RMT Branch

4 Mr Mrs Ms Miss

5 **Membership Status**

RMT TU Member Retired RMT TU Member RMT Family Member

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

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

8 **Next of Kin**

Address

.....

.....

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

Your signature

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

I agree to my identity being checked electronically

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

Date / /



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



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

Name and full postal address of your Bank or Building Society

To: The Manager Bank/Building Society

Address

Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

9 7 4 2 8 1

Reference Number

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

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

Signature(s)

Date

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

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

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





Britain's Largest Specialist Transport Union

southeastern

**PUBLIC
OWNED**

As franchise
collapses due
to misuse of
£25 million of
taxpayers cash...

RMT says:

Public ownership of rail NOW!

Protect jobs and conditions!

Build a public railway for a green, post-COVID future!

Protecting our members' interests is our priority

Join us today

rmt.org.uk FREEPHONE 0800 376 3706

