

# tssa JOURNAL

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November 2011

## What future for rail?

The McNulty Report and the fightback







**Transport Salaried Staffs' Association**

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TSSA, along with the Campaign for Better Transport, RMT, Climate Rush and Bring Back British Rail organised a demonstration outside Waterloo on the day it was announced rail fares would be going up by an average of 8 per cent from this January.

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10-11 Labour Conference



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8–9 TSSA's future



Welcome to the November issue of the TSSA Journal. Since taking over as Editor in mid-September it's been great to hear of the high level of activity right across the membership and to start meeting some of you – something I hope to get the opportunity to do much more of over the coming months.

Thanks to Frank Ward for his work in editing the last issue and to Pauline Sturges for all she did to develop the publication over many years. It is a great position from which to build on. Please do get in touch with your views or ideas on any aspect of our communications, written or online, as I'll also be leading the further development of our website. News and items for publication are always very welcome – please do make contact, even if you're not in a position to write something yourself.

As you'll see in the following pages, significant changes are coming both to TSSA and the rail industry. After Gerry Doherty's decision to take early retirement, a new TSSA General Secretary will be chosen by the end of the year (see page 4). Together with a wider negotiating team, he or she will be making decisions over the shape of any partnerships we might form with the RMT or other unions – a full report is on pages 8 and 9, with frequent updates on the website.

On the other side of the fence, it's all change at the Department for Transport with Justine Greening taking over as Secretary of State. With the DfT expected to respond to the atrocious McNulty Report very shortly, it remains to be seen whether the new minister will pull back from the devastating programme of cut-backs and closures proposed. For more on the report and the fight-back against it, see our special feature on pages 12 and 13.

Whatever the future holds, the need to keep organising, keep recruiting and keep building the strongest voice for members remains. Enjoy the Journal – and get involved in the fight for a better future.

Ben Soffa, editor



## New General Secretary to be elected

**TSSA'S GENERAL SECRETARY** Gerry Doherty has announced his decision to take early retirement (see page 6) with a replacement to be elected by members before the end of the year. Gerry, who has led the Union since 2004, first joined TSSA in 1972 and, other than an eighteen months spell working outside the railway industry, has been a member ever since. He served as a staff rep, branch officer, divisional council officer, secretary of a Political Advisory Committee and Executive Committee member during his time as a lay member and celebrated 20 years as a full time official during October.

Tributes to Gerry's work, both for the TSSA and more widely as a member of the TUC General Council and Executive have been paid by many members, with the officers of sister unions offering much praise for his

achievements. A full feature looking back at Gerry's time with the union will be included in the next issue of the TSSA Journal.

Nominations are now being accepted for those seeking to become the Association's twentieth General Secretary. All Branches are able to make a nomination, with full details of the process having been sent to all Branch Secretaries. If multiple candidates are successfully nominated, voting will take place over four weeks from 21 November. ◀◀



### Timetable for election:

Closing date for nominations:

14 November 2011

Issue of ballot papers:

21 November 2011

Closing date for receipt of voting papers: 19 December 2011

## From redundancies to recognition – TSSA stand up for Amey Rail staff

### RE-ORGANISATION AND REDUNDANCIES

last year sowed the seeds for a remarkable fight back by TSSA members at Amey Rail. One year on and we are on the verge of signing a new recognition agreement that will mean over 500 workers regaining the right to negotiate their terms and conditions via the Union.

"The key to our success was bringing together reps from across Amey, identifying our weaknesses and developing a plan to build our strength", says Senior Regional Organiser, Alan Valentine. "Without the hard work of our Reps, nothing would have changed."

The first steps were providing bespoke training for reps in how to organise our members to resist Amey's cuts. The TSSA's Learning and Organising teams were able to support Reps to build genuine power in the workplace.

"We needed to improve communications between the reps and with members", says Rep Colin Savage. "We used online surveys to ask our members and other staff what they wanted TSSA to achieve, then reported back on progress through regular emails, text messaging and started to issue a newsletter."

When Amey stalled on pay talks, then imposed a lower rise on those who were not in collective bargaining, the anger was palpable. People were asking, "What is TSSA doing about it?"

As negotiations broke down, Amey made it clear that they did not believe we had the support for a fight back. They were wrong. TSSA members voted for and took industrial action to achieve a decent pay rise and collective bargaining for all – creating a level playing field.

After weeks of action and

ACAS negotiations, Amey members have achieved what no-one but they thought was possible. The Company increased their pay offer, settled long-standing issues and agreed a mechanism to widen out collective bargaining, including union access to workers and a neutrality clause.

Our membership at Amey is growing every day. Confidence is increasing amongst staff and we now have several new reps including the first ever Union Learning Rep at Amey.

"It just goes to show that it is still possible to make progress, even in this age of cuts. It's all about bringing people together to gain a voice", says Senior Organiser Luke Chester. "When I think where we were only 12 months ago, it is credit to all our reps and members to see how far we have come." ◀◀

## European Health and Safety Week

### TSSA SAYS...

"Everyone has the right to work in a safe environment that does not jeopardise their personal health and safety now or in the future!"

Know your rights and get involved in the European Health and Safety Week 25-29 October 2011!

See [www.tssa.org.uk](http://www.tssa.org.uk)

### Railway Employees Privilege Ticket Association



**2011 REPTA membership** is available now for all transport industry staff and families, active and retired. Many free, discounted and special rates are available to members as described in our information packed Yearbook.

**£3.75 per year including p&p. Additional cards for family members £2.50. Send cheques/postal orders payable to 'REPTA' to: Colin Rolle, 4 Brackmills Close, Forest Town, Mansfield, NG19 0PB or join on line. See: [www.repta.co.uk](http://www.repta.co.uk)**

# Campaign will win at Tube Lines: with their consent or not

**TUBE LINES STAFF** on performance related pay do not have the right to collectively negotiate their pay. We plan to change that.

Over the last three years there have been no pay talks for Tube Lines staff on PRP, with the vast majority having received no pay rise. By contrast, staff performing similar roles at Transport for London – which wholly owns Tube Lines – have union-negotiated pay. They have received pay increase for each of the last three years, with an above inflation rise of 6% this year.

TSSA reps and activists at Tube Lines began campaigning in 2010 to gain pay negotiating rights for all staff. When Tube Lines management refused to even talk to the unions, TSSA members on PRP voted overwhelmingly to support industrial action. The first ever strike by staff at Tube Lines took place in September 2010 and was well supported by members.

Despite this, Tube Lines

management were still not willing to talk about recognition, so TSSA decided to get the law on side. There is a statutory process that allows trade unions to apply to the Central Arbitration Committee (CAC) for recognition rights to negotiate on behalf of all staff. To do this a union must show that a majority of the staff affected – whether union members or not – want them to be recognised to negotiate their pay; and that's what we've done.

In July 2011 TSSA launched an on-line petition (the first time this has ever been used in the legal recognition process) so that PRP staff could sign up electronically to support union recognition. The response was overwhelming, with over 100 signatures in the first week.

The TSSA recognition organising team, made up of activists and reps, organised workplace meetings and leafleted key locations to talk to staff, explain the statutory process and tell them about the campaign. Since then,

hundreds of Tube Lines staff have signed our petition or Pledge Cards.

In September we had our first concrete evidence that Tube Lines were at last starting to listen. For the first time in three years the company has awarded staff on PRP contracts a pay rise. TSSA reps were told by a senior manager that our campaign for recognition was "massively helpful" in enabling them to secure funds for PRP payments this year.

Although pay awards for staff on PRP still lag behind their Tube Lines colleagues on union negotiated pay, the recent dramatic change in attitude demonstrates what a difference organising together can make.

The next stage is to submit the statutory application for recognition. To do this we will be working with the RMT on a joint application, as together we have the support of around three quarters of all union members and other staff on PRP contracts in Tube Lines.



But before that we'll be going back to Tube Lines and asking them to talk. We hope that the clear message from the majority of staff on PRP contracts will bring Tube Lines to the negotiating table.

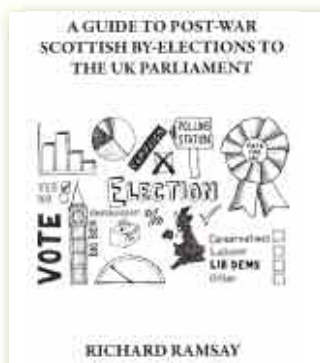
Winning collective pay bargaining rights at Tube Lines will be a major victory. Yet it is also only the beginning of a longer campaign, winning those who've signed the petition over to the benefits of union membership and hopefully, to active involvement. ◀

**i** To sign up to the Tube Lines petition see [www.tssa.org.uk/tubelinespetition](http://www.tssa.org.uk/tubelinespetition). To find out more or to get involved contact Mel Taylor, [taylor@m@tssa.org.uk](mailto:taylor@m@tssa.org.uk), 0773 819 5127

## TSSA negotiator's new book

**RICHARD RAMSAY, WHO** served as a TSSA employee for 27 years, latterly as Negotiations Officer, has published a fact-rich book: "A Guide to Post-War Scottish By-Elections to the UK Parliament". The book includes a foreword by Gerry Doherty and gives data on all such elections up to the present day.

**i** Priced at £9.99 you can find it on Amazon via <http://tinyurl.com/s-by-elections>



## Union conference on Palestine

**THE PALESTINE SOLIDARITY CAMPAIGN**, to which TSSA are affiliated, will hold a conference, 'Don't buy into the Israeli Occupation' from 10am on Saturday 29 October at TUC Congress House.

The conference will discuss how trade unionists can support Palestinian workers in their struggle and will include both practical workshops and keynote speeches: from the Palestinian General Federation of Trade Unions, the Palestinian Ambassador and leading campaigners from many British unions.

**i** Register on-line at [www.palestinecampaign.org/](http://www.palestinecampaign.org/) /psc\_conf or call 020 7700 6192





GERRY  
DOHERTY

## A last goodbye

This will be my last Journal article as General Secretary. I have taken the unusual step of including a copy of an extract from my notice letter to the President with the Journal mailing, indicating my intention to avail of early retirement. This is because I believe that members deserve to know the reasons why their General Secretary has decided to go so suddenly at such a difficult time for the Association.

To be honest my relations with the Executive Committee have not really recovered from the events of annual conference in 2009. Despite an undertaking and a resolve on everyone's part after those events to effect necessary changes to protect the Association's future as an independent organisation, as I say in my letter, not one thing has changed, nor do I expect anything to change under the present regime.

However, again as I say in my letter, the straw that really broke the camel's back occurred at an Executive Committee meeting on Thursday 11 August which was the first meeting presided over by the incoming President since her election.

She had had an operation and was unable to attend both the June and July meetings through illness. It was noted, however, that she was fit enough to attend a Labour Party National Executive Committee meeting during this period.

At that EC meeting on 11 August there was a discussion about whom the Association should support for election to the General Council of the Trades Union Congress. I proposed that the Association should support a list of the General Secretaries of a number of other unions who had agreed to support the Association's own nomination in return, ie myself.

This had been the process that had

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been applied in all my previous years as General Secretary and had resulted in not only my election to the General Council, but in recent years actually topping the poll and being appointed to the Executive Committee of the TUC.

An amendment was proposed to my recommendation that removed one of my nominees and replaced him with another. I explained in very clear terms that to support the amendment would result in the support that I had accrued for the Association's candidate, myself, being withdrawn and that it would be very much against the Association's interest to lose our influential position within the TUC, which would be the result of carrying the amendment.

In the event when the matter was put to the vote only three of the eleven EC members present supported the very clear recommendation that I had given to the EC to protect the interests of the Association. The President was not one of those three. In the circumstances, and knowing that the support from other unions that I had patiently built up over the years would not now be forthcoming and I would therefore not be elected, I felt I had no option but to withdraw from the contest.

The upshot was that the individual that the EC decided not to support was elected anyway and the individual that the EC decided to support, against my recommendation, was also elected – which would have been the case even without our support – so our altered position changed nothing.

Nothing, that is, except that the Association lost its seat on the General Council to be replaced by the ASLEF candidate and lost its seat on the Executive Committee of the TUC. Three years ago the Association was the only rail union represented on the General Council, now we are the only one without representation and there is no

comment

## Transport to the fore at ‘the ordinary people’s Parliament’

railway union representation on the Executive Committee of the TUC.

Having reflected on these events over the weekend after that EC meeting and realising how little support I could command from the EC on such an important matter in the affairs of the Association, I considered that, in the best interests of the union, the only honourable thing to do was to depart. Others, in my view, should also consider their position but I don’t expect them to do so.

As I say in my letter to the President, “the Association faces many very difficult issues in the coming weeks, months and years: our talks with the RMT, the results of the pensions evaluations in the RPS and the consequences of the McNulty Report to name but a few. It will need a united leadership of the Association working towards the common goal of protecting the interests of the members to successfully address these and other wider issues that confront us”.

Perhaps the most important of these issues is our talks with the RMT over a new future. I know that there are concerns amongst our membership over the outcome of these talks. I have made clear my very firm support for a positive outcome, but that does not mean that I discount the very difficult hurdles that will need to be cleared if our discussions are to bear fruit.

I have no doubt that the new General Secretary, whoever he or she is, will do as I would have done and recommend acceptance of whatever the outcome of our deliberations are if it is in the interests of members to do so, and recommend rejection if it is not.

It only remains for me to thank you all for the great honour and privilege of serving and leading you over the years and to wish all of you and your loved ones the very best for the future. ◀◀

**PRESIDENT HARRIET YEO**, General Secretary Gerry Doherty and I represented TSSA at this year’s TUC Congress. 281 delegates from affiliated organisations were present to debate major issues for the movement. This was my first Congress and I enjoyed it enormously, feeling a real part of the ordinary people’s Parliament.

This was the first year of a smaller Congress (which will alternate with the larger conventional event), and while I was absorbed by the procedures and debates, I was aware of doubts others held about these changes. This year’s Congress was ‘streamed’ live via the TUC website but was poorer for lack of coverage on the BBC Parliament channel.

The usual range of motions were debated; TSSA spoke on pensions, multiculturalism, economic fairness and the evil McNulty Report. Emergency and main motions also reflected major transport issues, notably Bombardier, whilst we also met a delegation of workers from Derby. Our delegation worked well with ASLEF and RMT colleagues, and we spent one enjoyable evening with RMT. Other emergency motions included concerns over the recent EDL fiasco in East London and on women’s reproductive choice.

We were addressed on Tuesday by the Labour leader, Ed Milliband – these occasions are always sharply-focused, not helped by the press & TV doing their jobs - and often obscuring the speaker from his audience! Delegates reflected the wide range of opinions present and showed this on a couple of occasions.

The biggest debate was on the last day, about Pensions and the unfair hammering ordinary people are taking – as I said in my speech – “if you want to know what this is really about, it’s telling an 87 year old widow that the promises made about her late

husband’s pension were lies.” We know using the CPI inflation measure is unreasonable and has been imposed unfairly, we know many employers can afford their pension schemes but don’t want to hurt profits, we know some schemes are artificially in deficit, and we know pensioners have to pay rising bills but have no means to earn extra money when the spending power of their pensions is decimated. But we are telling those who won’t listen and ‘days of action’ seem inevitable.

Congress unanimously supported us on the transport issues raised, especially Bombardier – it is clear this ill-informed government doesn’t understand industry and supply chains. It doesn’t want to. The Bombardier fringe meeting was standing room only; ourselves, RMT and UNITE led the debate, with comprehensive rebuttals and technical answers to the bland and inaccurate rhetoric of those making disastrous decisions about our jobs.

On the last day, Gerry was awarded the TUC Gold Badge for his work on the General Council.

We face political doubts toward trades unions but this week showed we are a determined body of men and women, young and old, of all cultures. The delegates were a superb mix of ages, industries and regions – almost every UK accent was heard, speaking for their members everywhere. I am delighted to have been elected for this opportunity to speak for my Union. ◀◀

**Joel Kosminsky, London South Western & Middlesex Branch Chair**



Jess Hurd – reportdigital.co.uk



# TSSA's future

We answer some of the frequently asked questions about the future of our union.



## Merger? Strategic partnership? A new transport & travel union

A vote of the Annual Delegate Conference agreed that TSSA should explore various options for working more closely with other transport unions. Options range from sharing resources such as premises and back-office staff, through to the creation of a new union which would be stronger, both industrially and financially. Of the unions approached, the RMT responded positively to the offer of talks. Negotiation teams are now meeting regularly to explore the possibility of forming a brand new union as a partnership between TSSA and the RMT.

### Why is this happening?

The industries we organise in have seen headcount declining for many years. We all know the reasons – from profit seeking ‘efficiencies’, to technological change. The railways and the travel trade are shrinking – and with that our potential membership. We are now a union of 26,000 members compared to 70,000 thirty years ago. Despite all the success

we’ve had since transitioning towards an organising culture and the new members this has brought, none of this can protect us from the financial realities of this general trend. The impact of the cuts proposed in the McNulty Report, coupled with mergers in the travel trade are only likely to worsen this trend.

### Why now?

TSSA is at no immediate financial risk, with significant assets built up by past generations of members. These are not all readily convertible to cover running costs nor would it be sensible to dispose of them in the current recession, but if necessary we could realise these over a number of years to pay our way.

That said, the global financial crisis has severely cut the income we receive from property and investments – income which previously brought in the equivalent of many thousands of members’ subs each year.

Rather than burn through our reserves and be forced to take rushed decisions in



several years time, negotiating now from a position of financial strength will ensure these assets can once again benefit members as the economy recovers.

On current costs, we would need to recruit an extra 13,000 members to secure our viability in the long-term. Adding one extra member for every two we currently have is clearly not an option in the current climate and therefore we need to look to other options.

### What might this process result in?

We don’t know yet. Quite possibly nothing at all – in which case other



## Unity is strength – the case for a new union

**A NEW UNION**, combining the organising strengths and memberships of both TSSA and the RMT would present a single unified face to government and employers. Our strength in numbers – over 110,000 – would multiply our bargaining power greatly and our new unity would prevent employers pursuing a ‘divide and conquer’ strategy.

With a new union, our campaigning impact on issues like defending our pensions, opposing the McNulty recommendations or the TfL/London Underground ‘Project Horizon’ job cuts would be greater, with no duplication of resources or competition for media coverage between unions.

To protect the rights of members – not just in the short term, but for decades to come – we need to take decisions now to ensure we have a fit, fighting union that can be relied upon to be there for members whenever they need it. ◀◀

options would have to be explored. Discussions with the RMT are still at an early stage and we remain open to talking to other similarly sized transport and travel unions.

If we were to reach an agreement with the RMT this would be for the creation of an entirely new union – not a take-over one way or the other, or a simple amalgam of our structures. We would be looking to build a modern transport and travel union with an internal arrangement that reflects the needs of the workers of today – not simply recreating the patterns established when both society and our industries were very different.

### Who will decide on any deal?

Ultimately, a new union will only come about if it is agreed by a majority of TSSA members voting in a one-member one-vote referendum. Before any deal is put to a vote it will have had to satisfy the negotiating team, the Executive Committee and Conference.

Whilst the need for change is certain, it is far from inevitable that this will take the form of a new union with the RMT as partners. If the deal is not right for TSSA members, it will not be made.

If no deal was made with the RMT, we would then need to talk to other unions outside our industries with a view to sharing resources or merging.

### How will members have their say in the process?

As well as having the final say in any referendum, members can help guide the process as it develops. Dozens of members have already passed on their views to the Negotiating Team. Each message is taken seriously and will inform the positions taken by our team. You can feed in your thoughts via




strategicpartnerships@tssa.org.uk or by writing to ‘Strategic Partnerships negotiating team’ at Walkden House.

Any member is entitled to stand to become a delegate to the Annual Delegate Conference in spring, where the issue will doubtless be debated extensively.

### Strengthening our voice – whatever the future holds

Whatever the outcome of negotiations, the need for us to keep organising, keep recruiting and keep building the strongest possible voice for transport and travel workers remains. It is far from certain that any deal will be reached, let alone agreed by members and even if it were, transitional arrangements may last for some time. With the Government’s response to the McNulty Report looming and firms keen to pass on the impact of the recession by attacking pay and conditions, your union will be organising in defence of members just as strongly as we ever have. ◀◀

 **Regular updates on the progress of talks are being posted in the news section of [tssa.org.uk](http://tssa.org.uk)**

## Quick Queries

### Management Grades

The need for distinct decision-making structures for managers, supervisors and other groups of members is clear. These will be retained, and strengthened where necessary. Both negotiating teams accept that any new union must be able to effectively represent the different needs of workers wherever they are in a company hierarchy and may need specific structures to protect their interests and democratic rights in the new union.

### Political affiliation

It has been the consistent view of our union that we are stronger for our links to both the British and Irish Labour Parties. For a new union to come about, these links would need to remain.

### Travel Trade

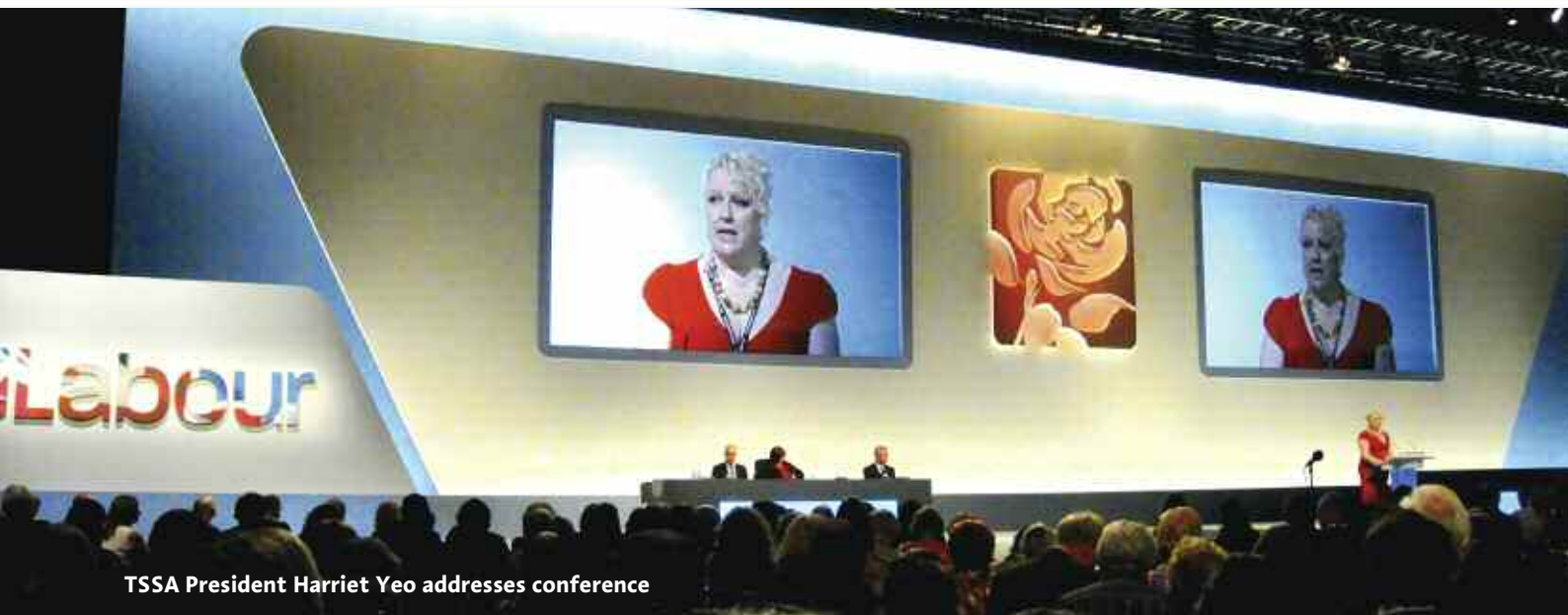
RMT do not operate in the travel trade, therefore arrangements would remain much the same as at present.

### Ireland

The very few RMT members based in the Republic of Ireland predominantly work on ferries, therefore a new union would organise our current members in much the same way.

# Labour conference

Jill Murdoch reports from TSSA's delegation to Labour Party Conference



TSSA President Harriet Yeo addresses conference

Sharon Simmonds

## Labouring in Liverpool

While delegates sweated in the winter woollies they had packed, Liverpool put on a splendid show in the glorious sunshine of an Indian summer. It was almost a travesty to spend our days in the dark hall where Labour Party conference took place. Sadly, little in the conference was able to match the splendour of what we were missing outside.

Despite Ed Miliband's promises of a more open and democratic party, the conference resembled a rally rather than a policy making conference. There was the same parade of smart young confident people with speeches written by the Labour Party office and supportive of the leadership. However, one of the strengths of the Party is the number of young people who were present and who are clearly now very active in the Party at all levels. Many of them have joined since Ed became leader, which is encouraging.

It is gratifying that the open split between union and constituency delegates that used to characterize Party conferences has largely gone. Certainly this year the main concern for all delegates was the fierce attack on working people, the unemployed, the

elderly, the disabled, students and the public sector in general from this intensely class- and ideologically-driven government.

This is precisely the moment when the Labour Party should be standing up for all those groups. It was, therefore, deeply disappointing when Ed praised Thatcher's anti-trade union legislation, her council house sell-off and generously offered to cap university

fees at £6000 per year. Surely now is the time to provide real leadership to both the Party and its natural constituents by instead articulating a clear socialist alternative.

Gerry Doherty made his final speech to conference as TSSA General Secretary speaking to a catch-all composite motion on public services, cuts and the railway. Perhaps the brightest and most optimistic aspect of this conference was the feeling



Public ownership of the railways is creeping up the agenda of the Party leadership



## TSSA delegation impress Ed

**SHARON SIMMONDS:** Speaking to Labour Party Women's conference, Ed Miliband declared his aspiration for a 50% female Cabinet and to increase women's membership to at least 50% of the Party. This year TSSA made history with a 100% female delegation for the first time ever. This impressed Ed who thought it would be a fantastic idea to have a photo taken with him - a proud moment for a 1st time delegate.

**JANE COPLEY:** Thanks to an invitation by Labour Party NEC Member and TSSA President, Harriet Yeo, to assist her at this year's Labour Party Conference, I was able to fulfil a long-held ambition to attend a political party conference as an observer (I know, what odd ambitions some people do have!)

I listened to a variety of debates on issues such as health, equality, environment, transport, education: issues which are all at the forefront of trade union campaigns and initiatives.

It was reassuring to hear General Secretary, Gerry Doherty, remind Conference of the desperate need for rail renationalisation and to hear about measures being implemented by other unions in order to try to protect workers in a political climate that lauds the bonus culture, treats job losses and poverty as 'par for the course'.



Ed Miliband with Sharon Simmonds, Jill Murdoch, Jane Copley, Hilary Hosking, Pauline McArdle and Harriet Yeo

that public ownership of the railways is creeping up the agenda of the Party leadership. It has been Party policy since 2004 when TSSA moved it successfully at that year's conference but at long last it is being looked at seriously. The Shadow Transport Minister, Maria Eagle, who addressed TSSA conference so well in May, was openly critical of the structures and costs of the privatized railway. She even shared the platform with TSSA, RMT, ASLEF and Unite at the unions' fringe meeting on the subject - a meeting that was packed to the rafters.

Despite gaffes like the reference to Tony Blair by Miliband that led to a few boos (greatly exaggerated in the media!) I expect the leadership will think this was a successful conference. For me it disappointed because it failed to inspire at a time when we are all under such attack from the government. However, for the TSSA delegation, this was a historic year. First, we saw our flagship policy of renationalisation receiving much higher billing, and second, all of our elected delegates were women; indeed it was almost certainly a historic first for the Party conference to have an all-women trade union delegation. ◀

### Labour on Transport: "We were too timid about this in government. Isn't it time to tackle the fragmentation of our rail industry?"

#### Extract from Shadow Transport Secretary Maria Eagle's speech

We need greater responsibility from the train operating companies too. So when rail franchises come up, here's what the government should do:

Not reward companies that walk away from franchises to avoid payments to Government - then expect to bid again or carry on making money somewhere else on the network. Not reward companies who stealthily widen peak time. Not reward companies who average out the fare cap, so commuters pay way over the odds for a ticket - even though Tory ministers tell them it's OK.

And let's be honest. Our rail system is not fit for purpose and needs radical change. And I think we were too timid about this in government.

It cannot be right that the rail industry costs the taxpayer £4bn a year, yet a few at the top can walk away with hundreds of millions of pounds in profit every year.

The Tory answer? Close ticket offices. Sack frontline staff. Profit driving infrastructure, not just services. Back to the days of Railtrack.

But there is an alternative. Isn't it time to tackle the fragmentation of our rail industry that is the disastrous legacy of the Tory privatisation?

The country wants us to find a better way to deliver rail service in Britain. That's what we heard loud and clear in our policy review. They manage it in other parts of the EU. And we can do it here. So, over the coming months, we will be looking at the right way to bring order back to the chaos in our railways. ◀

#### Trade union delegates united in defence of the NHS





## The McNulty report: what you need to know

**SIR ROY MCNULTY'S** report into the future of the rail industry was released over the summer. Included in it are a slew of recommendations that would bring wholesale change across the industry. The proposals should be of great concern to everyone who values our railways and wants to improve public transport in Britain.

In line with the Tory-led government's cuts, the objective of the Report is to find ways to reduce the £4.6 billion subsidy paid to Britain's privately owned railway companies every year. McNulty claims to have found saving of up to £1 billion to be delivered by 2018.

It should come as no surprise that reducing costs by renationalising rail is ignored. In October, the Transport for Quality of Life think tank revealed that the private train companies make a profit of £1.2 billion – with just this part of the industry taking more out of the rail system than the total of McNulty's desired savings! They also found that 71 per cent of the population supported a move towards greater public ownership.

### Where does McNulty's axe fall?

#### Every railway job is at risk

**What McNulty says:** "Driver Only Operation (DOO) is a safe method of operation and improves performance, with fewer human interactions involved in the door opening, door closing and dispatch procedure ... TOCs should review station staffing as a matter of priority."

**What he means:**

- Cutting all platform staff
- No guards on trains

- Network Rail maintenance staff to be cut to 14,000

**What McNulty says:** "human interfaces [should only be] deployed for complex transactions ... passenger security is not necessarily enhanced by the presence of a person in a ticket office."

**What he means:**

- Cutting ticket office staff at 40 per cent of stations in England & Wales
- Cutting British Transport Police staff

#### Poorer pay and conditions

McNulty has analysed salaries across the industry, noting how they have increased above inflation – including amongst directors – but using figures that many lower-paid members would simply not recognise from their pay packets.

**What McNulty says:** "Even the granting of inflation-level [pay] increases must be questioned ... the timing, length and payment for meal and refreshment breaks [should be reviewed] ... the overall trend to reduce continually the length of the working day and the working week is unsustainable."

**What he means:**

- Pay cuts for current and future staff
- Rewriting terms and conditions

#### Fragmentation and deregulation

McNulty raises the possibility of franchises being let for both train operating and infrastructure management.

TSSA members in Network Rail will be only too aware of the constant change as the company reorganises into a decentralised, regionally based

### Help us defeat the McNulty report!

"The proposals of the McNulty report represent the most serious attack on the railway industry in a generation. TSSA has no intention of backing down: our members must stand united to stop McNulty's plan being taken up by the government. Join us in this fight today" said Manuel Cortes, TSSA Assistant General Secretary.

The trade unions have united to fight against the McNulty report, beginning with the lobby of Parliament held on 25 October and continuing with many other actions up and down the country.

TSSA is building alliances with affected community groups so that we are stronger in our dealings with the companies who will be implementing much of McNulty, the first example being the 'Save our Stations' campaign.

Join Save our Railways through TSSA's Together for Transport Campaign – visit [www.togetherfortransport.org](http://www.togetherfortransport.org) to get involved.

organisation. McNulty enthusiastically supports this.

#### Increasing fares and reducing accountability for passengers

McNulty wants to lift the cap on rail fares – already inflation plus 3 per cent – making passengers pay even more.

His report also proposes abolishing Passenger Focus and removing the need for train operating companies to consult with the public and gain ministerial approval to make cuts – for example, to ticket offices.

How will the government enact McNulty's findings? The simple answer is that they have already begun. Philip Hammond, the Secretary of State for Transport, may sidestep legislation altogether. The 'Rail Delivery Group' – made up of employers – has already produced an Initial Industry Plan that would cut £1.3 billion out of the industry by 2019. ◀

 **Report by Rob Jenks. The McNulty Report can be read in full at** <http://tinyurl.com/mcnultyreport>



A campaign has been launched to save staffed ticket offices at nearly a thousand stations in England and Wales after a government commissioned report recommended that they be slashed, reports [George Woods](#).

Shadow Transport Secretary Maria Eagle joins TSSA's Manuel Cortes and others outside the threatened Mossley Hill station in Liverpool during Labour Party conference



Mercury Press & Media

## Save our ticket offices

**THE MCNULTY REPORT** (see briefing opposite) proposes that the government encourage train operating companies to close staffed ticket offices at 675 stations across England and Wales and reduce staff hours at a further 302 locations. In total this means that around 40 per cent of stations will be affected.

The unthinking way in which ticket offices have been earmarked for closure casts further doubt on the credibility of McNulty's findings. One West Midlands ticket office on the hit-list has recently had a million pound refurbishment, courtesy of Network Rail! There are a number of similar horror stories. Smaller ticket offices deserve investment to bring them up to date and improve their accessibility, but the millions already spent on upgrades will be squandered if the government now treats them as unnecessary.

Aside from the very real threat to thousands of ticket office jobs, the impact on communities will be enormous. Staffed ticket offices are vital to maintain safe neighbourhoods, ensure good customer service and for providing assistance to disabled and elderly passengers. Neighbourhoods up and down the country are set to lose out if the government incorporates McNulty's ticket office advice into its franchise procedures.

Together for Transport, alongside TSSA and other trade unions, community and passenger organisations and faith groups, is mobilising public opposition to the



Paul Cousins

**Tony Lloyd MP, Chair of the Parliamentary Labour Party joins the campaign at Deansgate, Manchester**

plans. Already, campaign groups have sprung into action, bringing together concerned individuals and organisations to decide on local strategies. For example, some groups are planning to invite representatives of the train operating companies to public rallies to ask them to pledge their commitment to their ticket offices and staff.

To be successful we need your support. If you can join or form a local action group and host a public meeting, you will be helping to put pressure on the government and the train operating companies to listen to what is in the real interests of passengers and workers alike.

The government is set to announce their initial response to the McNulty report recommendations in the next few months. We have a window of opportunity to ensure that the demands of the travelling public are in the forefront of their minds when they do.

### What You Can Do

- Visit our interactive map online at [www.togetherfortransport.org](http://www.togetherfortransport.org), showing all the stations under threat – is your community on the McNulty hit-list?

- Contact Together for Transport for a 'Save Our Stations' campaign pack and to be put in contact with others in your area. Email [info@togetherfortransport.org](mailto:info@togetherfortransport.org) with your name and postal address
- Write to your local newspaper about the impact of ticket office closures in your community. For a model letter see below (or take a copy from the website). ◀◀

### Model letter for your local newspaper

Dear editor,

I was concerned to hear that in response to a report produced by Sir Roy McNulty, the government is considering a recommendation to close ticket offices at [list local threatened stations]: train stations we rely on in [insert area]. In total, ticket offices at nearly a thousand stations across England and Wales face the axe.

If these proposals go ahead it will be a disaster for our local community and economy. Without staff, many of these stations will become a mugger's paradise: unsafe and unwelcoming. Groups representing women and older and disabled passengers are right to have sounded the alarm.

I urge readers to contact their MPs immediately calling on them to oppose the McNulty report's recommendations. You can find out more about what you can do at [www.togetherfortransport.org](http://www.togetherfortransport.org)

# Dyslexia and neurodiversity initiative

**TSSA HAS BEEN** running a dyslexia awareness initiative for over a year. We are talking openly about what dyslexia is and how it can impact on our working lives. We want to highlight the issues and equip reps, learning reps and members to tackle the potential barriers that people with dyslexia may encounter in the workplace. Talking to a rep or learning rep is the first step for many individuals. It can help people realise that they are not alone.

We will be equipping ULRs (Union Learning Reps) and reps with the skills to support and negotiate for dyslexic

members. This might involve offering members advice and signposting on the process of dyslexia screening, disclosure and assessment, as well as negotiating reasonable adjustments to their work. Our trained dyslexia champions can help dyslexic members level the playing field and achieve their full potential at work.

The TSSA's initiative is currently focusing on dyslexia,



but dyslexia is closely related to a number of other differences in how people process information. Around 50% of people with dyslexia may also have a related syndrome such as dyspraxia, dyscalculia, Attention Deficit Hyperactivity Disorder (ADHD), or an autistic spectrum disorder. These are all equality and diversity issues. There are many sources of support available, with the Equality Act

offering good protection for individuals with dyslexia.

The Dyslexia Learning Organiser is currently in discussion with several train operating companies about their participation in dyslexia awareness training and other events such as screening and advice surgeries. A timetable of events will be published soon – please see the dyslexia area of the website for details. ◀◀

**i** If you would like any advice or support please contact TSSA's Dyslexia Learning Organiser, Susannah Gill, on 07590 22 42 68 or [gills@tssa.org.uk](mailto:gills@tssa.org.uk)

## TSSA E-mix Weekend School: 12-13 November

**THE 2011 TSSA E-MIX** Weekend School is an opportunity for Black, Asian and Minority Ethnic members to meet, learn and discuss issues they face.

The sessions will be a mixture of plenary sessions and smaller group workshops with a range of speakers including TSSA's General Secretary, a representative from the TUC and one of TSSA's elected national officers.

The event will be held in Eastbourne, running from 10am on Saturday 12 November to lunchtime on the Sunday.

Accommodation and meals will be provided and travel costs reimbursed. The school will start midday and there is £15 deposit which is returnable if you attend.

Overnight accommodation will be provided on Saturday night and also on Friday for those who need it. ◀◀

**i** If you are interested to attending or wish to register for the weekend school please email the E-mix Secretary at [asif67@btinternet.com](mailto:asif67@btinternet.com)



## 'Tackling racism' book launched

**I RECENTLY ATTENDED** the launch of the new 5th edition of the TUC's 'Tackling racism' workbook.

The event was held on 22 September at South Birmingham College where Wilf Sullivan, the TUC's Race Equality Officer, introduced the latest version of this essential resource.

This workbook is an amazing tool and contains a wide variety of topics including sections on Tackling Racism, Equality and Diversity, Discrimination and the Law, Building Equality Rights at Work and many more.

We were joined by 20 representatives from a variety of work backgrounds who listened about how to tackle institutional racism and promote race equality. The scale of the task is shocking: Wilf gave us figures showing that out of 4,500 racial discrimination cases which went to Tribunal last year, only 130 were successful – a 3% success rate!

Where we need to focus is winning collective bargaining agreements



Caroline Pilbeam and Manjit Gill

within our workplaces and to both tackle racism and to raise awareness of the need for all to join in the struggle against racism in the workplace.

Caroline Pilbeam, Secretary of Midland TOC Branch 727, who also attended, adds "This is a very well structured book that gives you a good insight into the problem of racism in the workplace. The event was an excellent reminder of the need to make sure everyone can feel comfortable where they work and the need to tackle any form of racism." ◀◀

Manjit Gill

**i** The workbook, which can be ordered from the TUC (020 7636 4030) costs £10 and is a must for all workplaces!



If you have a question about your workplace rights, call our employment law specialists on 0800 3282673 in the UK or 1800 805272 in the Republic of Ireland or email [helpdesk@tssa.org.uk](mailto:helpdesk@tssa.org.uk)  
Hours: Monday to Thursday 8am–6pm Friday 8am–5pm

## Pay whilst away on a course?

**Q.** I have to go on a course next week. The actual training runs from 9am to 4.30pm every day, but as I'm forced to stay at the training centre shouldn't I be paid for all the time I'm away?

**A.** In a recent judgment the Employment Appeal Tribunal has clarified the rules around the Working Time and National Minimum Wage Regulations. The position is that if you are just staying overnight you are not working, and so not entitled to be paid. On the other hand, we would argue that if you are set any "homework" to be completed in the evening, then you should be paid for the time doing that, as that is part of the actual course and therefore counts as "work".

## Leave entitlement whilst off sick

**Q.** I was off sick for the last three months of our leave year, which runs from April to April. I had some outstanding leave which I was unable to take. My boss now says that as I didn't ask for it during the year I have forfeited it. How could I take leave when I was off sick?

**A.** Though many employers seem to think otherwise, the Employment Appeal Tribunal recently ruled that if a person is off sick they are presumed not to have been well enough to exercise their "right to enjoy a period of relaxation and leisure". The EAT also ruled that this right applies without having to make a written request to carry forward leave. As I have said before, this will only apply to your statutory leave.



Anything above that depends on your contract.

As to what the position might be in the case of a fit employee who fails to make any request for leave during the whole of a leave year, it is suggested that they lose the right to take annual leave, because they will have had every opportunity to exercise the right to take it.

## Forced to take leave after riots

**Q.** The shop I work in had its windows smashed in the recent riots. We had to close for two days while everything was cleaned up and the windows repaired. The manager said that as we couldn't work we had to take the time off as part of our leave. As I have booked all my leave I refused – now they say I won't be paid.

**A.** There are a few issues here. It will depend on your contract, but generally if you had been unable to get to work because there was no public transport or the police had cordoned off the area then you would not have been entitled to payment. As you turned up prepared to work but the employer could not provide it, you are entitled to be paid unless your

contract says otherwise. It may be possible for your employer to insist on you taking your contractual leave (any leave granted to you over and above the statutory 28 days), again depending on your contractual arrangements for the allocation of leave. In your case, as you only get the statutory leave anyway, the Working Time Regulations apply – the employer can insist you take leave, but must give twice as much notice as the number of days you have to take. That wasn't the case here, so you are entitled to be paid for the two days.

## Time limit on investigations

**Q.** I have been suspended while the company carries out an investigation. How long are they allowed to take before they have to conclude the formal investigation?

**A.** A company has a duty to investigate matters to a degree commensurate with the severity of any possible disciplinary sanctions, so while we would expect an investigation to be concluded as quickly as possible, we would also insist on it being thorough. Therefore the length of the investigation would depend on the individual circumstances.

UK

Republic of Ireland

0800 3282673 / 1800 805272

# Member's son wins help after medical negligence

When James was a young child, he suffered repeated headaches, which his GP and specialists could not successfully diagnose.

When he had just turned eight years old, Stacey, his mother, took him for his first X-ray.

"He was so brave at the time," she says today. "He kept perfectly still while the machine scanned his head. I remember the radiologist telling him to keep his eyes shut and I was so worried that he might take a peek at the wrong time. Curiosity used to get the better of him. But he was as good as gold. I remember taking him for ice-cream afterwards. He'd been so good he was allowed to pick whatever he wanted. He chose a kind of toffee ripple and wanted to have it dipped in this topping that he hadn't seen before but had noticed in the display. That was before he lost his eyesight, of course."

The doctors at the time said that the X-ray was inconclusive, and continued to run other tests. It took doctors so long to diagnose James'

brain tumour that he had already lost sight in both eyes before they could determine the cause of the headaches and his other presenting symptoms. While James underwent surgery to have the tumour – a non-cancerous -meningioma – removed, Stacey and the family got the devastating news from a specialist who reviewed James' case notes. The tumour was evident in the X-ray James had so bravely undergone years before, but doctors at the time had failed to diagnose it. Because James was a child, Stacey was able to bring a medical negligence claim against the authority through Legal Aid. An Area Performance Manager and long-standing member of TSSA, Stacey approached TSSA's injury experts, Morrish Solicitors, for advice.

"I've never had any interest in claiming for compensation, but my son had gone blind and the people who could have intervened had failed to do so. To me this was clear cut example of negligence and I could not face the

idea that it would happen to someone else. I went to Morrish because TSSA had been with them for years, they specialise in this area of work and, with a franchise in Legal Aid, it meant that I could afford to bring the claim. If I'd had to pay for the fees myself there is no way I could afford to bring the claim for what happened to James."

Stacey met with Jane at Morrish's, who used James' case notes and evidence from independent medical experts to establish that James had a viable claim. At first the authority denied any wrong-doing, and it was only after Jane filed Court Proceedings and had instructed Counsel that they conceded liability. "I was stunned, and frankly disgusted, at how far the Defendants were willing to go to play hardball. My son could no longer see and they were at fault but they argued every insignificant point. Jane was a very calming influence and took it all in her stride."

Meanwhile James' surgery



George Doyle

had been successful. The tumour was removed, but his eyesight would never recover. He needed to adapt his home and his lifestyle to his new condition as a member of the blind community. "It was agony to watch him every day. Through it all, he was trying to be brave, just like at that first X-ray. There were times when it got too much for him. He was a teenager by then. The number of times I found him crying, it was heart-breaking. But even when he'd been torn up about losing his sight, he would say to me afterward 'I'm OK, Mum. I've still got you and the family, right?' Well, what mother wouldn't be proud of that?"

Negotiations continued and finally the day came when Jane advised Stacey to accept the other side's offer. The compensation, which will reach seven figures, includes interim

payments to help James during the negotiations, a lump sum payment to help him adapt his living environment, and periodic payments through his life. "I would not have known where to turn to get help for my son. Thankfully TSSA has incredible lawyers."

● Based on a real life case. Details have been changed to protect the identities of the innocent. Morrish Solicitors LLP specialises in medical negligence cases. Although the coalition government now plans to cut Legal Aid for medical negligence claims, steps are underway to keep them 'in scope'. For more information, please refer to [www.soundoffforjustice.org](http://www.soundoffforjustice.org) Morrish Solicitors is a Limited Liability Partnership and regulated by the Solicitors Regulation Authority.

## Accidents do not happen - they are caused!



As a member of the TSSA, should either you or your immediate family suffer injury through someone else's negligence, you will be entitled to FREE legal advice and representation from our specialist personal injury lawyers Morrish Solicitors LLP.

No money will be deducted from any compensation recovered and no charge will be made to you or your family for the advice and representation you receive.

If you'd like to find out more, call us today and we will look after you.

**TSSA Personal Injury Services**  
Free to Members & their families

**0800 093 0353**



ACCIDENTS AT WORK   ACCIDENTS OUTSIDE WORK   ASSAULTS   ROAD TRAFFIC ACCIDENTS   SLIPS OR TRIPS   OCCUPATIONAL DISEASE



## Treasurer

### Mick Carney



#### Personal statement

The TSSA is facing one of the gravest threats in its history.

The McNulty Report seeks to decimate the railway workforce in a way not seen since privatisation. Economically our members face challenges every day as the government makes working people pay for the financial crisis.

Well-trained reps are more important than ever as members come under increasing workplace pressure. If elected I would continue to support the TSSA's excellent training programme.

As you are aware the TSSA faces an uncertain future. I believe that I have the experience and knowledge to fill the office I am seeking. As your Treasurer I will endeavour to protect the Association's financial assets and its diverse membership within all of our workplaces to the best of my ability.

We need a strong voice to deal with all our future challenges and to bring all members forward with us. I therefore ask for your support.

#### Biography

For the last twenty years I have been employed as a booking clerk at Penge East station. My career began on a YTS scheme in Middlesbrough and Darlington. Work being hard to come by in my native North East as a 17 year old I moved to London where I was engaged as a carriage cleaner at East Ham. After a year I worked at despatch in York and then, in 1988, at the TEB Central Telephone Enquiry Bureaux at Waterloo transferring into the TSSA upon my move into clerical grades. I am currently a member of the Southeastern Metro Branch.

I have been a workplace representative for ten years and station staff company council representative for Southeastern Railway for six years.

I have attended the National Reps training seminar for the last four years, the last one as a tutor.

For the first two formative years I was active in future@ (now futureTSSA) helping to resolve young members' issues and campaigning for a greater involvement of young people in the Association. After this, although my age prevented me taking an active role, I continued to raise funds for the group for a number of years.

For the past ten years I have served as Branch Secretary and am Divisional Council Secretary for London South East. I have represented my branch at the Association's Annual Conference, the democratic policy making body of the union, for ten years and was elected by the TSSA's membership to serve on its Standing Orders Committee. I was also elected to represent the TSSA at the TUC Congress in 2008 and 2009 and currently serve on the Association's Executive Committee.

#### Union positions held currently

- ▶ Workplace Rep
- ▶ Company Council Rep
- ▶ Union Learning Steering Committee
- ▶ Branch Correspondence Secretary
- ▶ Divisional Council Correspondence Secretary
- ▶ London & South East Executive Committee Member

#### Union positions held previously

- ▶ Union Learning Rep
- ▶ TSSA Delegate to TUC 2008 and 2009
- ▶ TSSA SOC committee member
- ▶ Future@ (forerunner to Future TSSA) 2 years

#### Trade union education

- ▶ TUC Stage 1
- ▶ Bullying and harassment level 2
- ▶ Employment law level 2
- ▶ Equalities level 2
- ▶ Discipline and grievance level 2
- ▶ Strategic cooperate research level 2
- ▶ Company accounts level 2
- ▶ Peer training course
- ▶ Equalities summer school
- ▶ Recruitment summer school
- ▶ London and South East Weekend School – Fight back against the cuts (organiser and tutor)
- ▶ National Reps Training Seminar – Community organising (tutor)
- ▶ Branch officers weekend training event

### Steph Owens



#### Personal statement

The discussions which TSSA is having at a national level with the RMT and, perhaps other rail unions, may result in the creation of a new organisation. We need to ensure that when we enter these discussions, we do so with the strongest possible organisation behind us. Such an organisation requires organised reps and activists who are able and willing to develop roots out into the community. This is vital, given the current economic climate and savage cut backs to public services by the Coalition Government.

I am proud to be a socialist and I believe that the only way forward for our industry is to take rail back into public ownership. I hope that you will support me and encourage others to do so. If elected, I assure you that I will continue to do everything I can to ensure the best possible future for our union and our members.

#### Biography

I am standing for election as Treasurer because I believe the work which we have started to do in establishing links between reps in train operating companies and across Network Rail will be vital over the coming months and years.

I have been active in TSSA since joining the railway industry in 1989 and have held a variety of roles at Branch and Divisional Council level since that time and was the TSSA lay representative on the Merseyrail Joint Safety Committee for several years. I have been Branch Secretary for Merseyrail since its formation and am currently Company Council rep for management grades for Merseyrail, having previously been Company Council rep for clerical grades between 1994 and 2003. I have just started my second three year term of office as Executive Committee member for Liverpool, North Wales and Cheshire.

# executive committee elections

## London Transport Division executive committee seat

### Bernard Gentry



#### Personal statement

We face an uncertain future with ongoing threats to our Pensions, Health and Safety, Terms and Conditions and our Jobs. That is why our Division needs a strong voice to put your interests at the centre of the Executive Committee's thinking.

I can provide that voice which is why I am asking for your support in the EC Election.

#### My Five Key Priorities

- To ensure that your pensions are safe in the years ahead.
- To protect and enhance your Terms and Conditions and improve your Health & Safety at work.
- To lead the battle against any future potential job losses
- To ensure that TSSA gives more help and support to our reps who do such a good job often in very difficult situations with increasingly hostile managements to deal with.

To work with branches and reps to expand TSSA membership especially in those workplaces where membership is low.

#### Biography

I joined TSSA at the same time I joined London Transport in 1983. In the 28 years since then, as well as working across the underground network on the Northern, Metropolitan and Victoria Lines as a Booking Clerk and more recently a Station Supervisor, I have also played a full and active role in our union including being:

- Chair London Transport Divisional Council
- Currently Vice – Chair LT Divisional Council
- Currently Chair Underground No.1 Branch
- Vice Chair Underground No.1 Branch

- TSSA Annual Conference Delegate 5 times

- TSSA Local Rep for 25yrs

I also have a reputation for getting things done, holding management to account and standing up for you – the member! I have been a rep for 25 years and have a vast experience including:

- Currently TSSA Chair of the Stations & Revenue Safety Council
- Currently TSSA Rep on Stations & Revenue Safety Council
- Currently TSSA H&S Tier 1 Rep
- TSSA IR Rep
- Member of TSSA Team at ACAS talks 2010
- Member of TSSA Team at Dispute talks 2007
- Currently TSSA Rep on LUL Safety Forum
- Currently TSSA Rep on the 4Company Safety Forum
- Currently leading for TSSA on the Secondary Safety Review
- Currently TSSA Rep on the Uniform Committee

I am also deeply involved in my local community in South London. I served 8 years as a Councillor on Lambeth Council holding many senior positions including Group Leader. I also served 2 years on the Western Riverside Waste Authority responsible for refuse and recycling in four south and west London Boroughs. In addition I have been a governor on three schools in my local area and was Chair of the local town centre board.

Londonwide I was a candidate in the GLA Elections in 2004 and nationally I have contested 2 Parliamentary Seats in Vauxhall in 1992 and Telford in 1997. Over the years I have had many articles in the local, regional and national press and television appearances including Newsnight and BBC and ITV regional news programmes.

### Felicity Premru



#### Personal statement

We are currently facing unprecedented attacks on the public sector and marginalisation of trade unions.

The proud history of London's diverse and dedicated transport workforce has been marred by the use of the company as a political football, management fads and encroaching privatisation. We need to fight every job cut and listen to members who know best how to provide sustainable transport for London.

We need

- Collective campaigns to fight cuts in jobs and services, equality and pensions at risk
- A strong voice for all of us in LT Division
- Better communications, democratic participation, support and protection for reps and members in the Underground, Buses and TfL
- Democratic accountability, a committed EC member, and regular reports from EC
- Strategy for expanded, integrated, publicly-owned transport
- Full member and rep participation in any partnership and merger proposals, which must work for all grades and areas

#### Biography

I work at London Transport Museum and have been an active member of TSSA since joining LT 21 years ago. I am currently an Industrial Relations Representative and Vice Chair of TfL Central Branch (460).

I am delegate to LT Divisional Council, Hackney Trades Council and was elected for the regional delegation to South East Region TUC where I sit on the Transport Committee and Women's Committee. I have frequently represented my branch at Annual Conference collaborating within our Division to shape our union's policy.

I was elected to the national delegation to TUC in Manchester in 2010 where TSSA was a force for change.



I am involved in local and national anti-cuts groups to save our services, the local residents and tenants association, in community issues, and with environmental initiatives which promote the expansion of public transport. I work with trade union officials and activists in the Campaign Against Climate Change Trade Union Group which is promoting a TSSA-supported campaign for one million new climate jobs – presenting a logical and economic case for more, not fewer jobs in the public sector.

As a parent who firmly believes in access for all to good, free and inclusive state education, I chaired the Management Committee of New River Green Early Years Centre, have been active in the PTAs at my daughter's primary and secondary schools and recently helped steer a successful teacher-parent campaign to stop unpopular moves towards our local community school becoming an Academy.

I am anti-cuts and for social justice, but do not belong to any political party. I believe we should all work together to build a strong opposition and create positive alternatives.

## Jason Turvey



### Personal statement

I respectfully seek your support for election to the Executive Committee.

I have been an active trade unionist for over twenty years and a trade union representative for fifteen years.

We are all facing the deepest and harshest cuts in public services in over a generation – I believe that I possess the experience and the skills of negotiation and representation to fight these cuts head-on and to help to protect your jobs, your pay, your conditions of service and your pensions.

With the future of our union now foremost in our minds at this time, I pledge to champion your views on any possible merger at Executive Committee and to keep you up to date on the latest news and developments.

Thank you for taking the time to read this. Please vote for me in this election.

### Biography

22 years as an employee of London Underground Ltd

An active trade unionist since the age of 16 and a trade union representative since 1995

Not a member of any political party and with no political affiliation.

### London Underground Career

I joined London Underground Limited in 1989, aged 16, as a Passenger Services Trainee

I have worked on stations including Liverpool Street, Aldgate, Leytonstone and Mile End

I have also worked as a signaller at Newbury Park and Hainault before moving to Earl's Court in 1997

I am still based at Earl's Court Service Control Room, managing the competence of signallers that work there

### TSSA roles, responsibilities and activities

I was elected to represent TSSA at Service Control Functional Council in 2006, where I continue to represent TSSA members and am Staff Side Secretary

I am the Staff Side Secretary of the Service Control Joint Working Group, a sub-committee of the Company Council tasked with addressing members' issues in connection with ongoing line upgrades

I represent TSSA at the Uniform Consultative Committee

I have represented TSSA members at grievances, Case Conferences, disciplinary hearings and at Director level

I represented TSSA in LUL Pay Talks 2011

I regularly update members within my function and in my branch with email bulletins and newsletters.

I was a delegate for my branch at TSSA Annual Conference in 2008 and elected to the Standing Orders Committee in 2011

I am Branch Secretary of Underground Operating Managers branch

I am a branch delegate on TSSA London Transport Divisional Council

I am an active recruiter of TSSA members, both at induction stage for new recruits to existing staff in my workplace

I proudly attended the TUC 'March for the Alternative' demonstration in March 2011

I administer both a branch and Service Control TSSA page on Facebook

### Past trade union experience and qualifications

Local industrial relations representative on the Central and Piccadilly lines

Line-based industrial relations representative on the Central line

Functional Committee and Functional Council representative in the signalling and Service Control functions

Health and Safety Representative at local and line levels

TUC Youth Delegate, 1997

TUC Stage 1 Industrial Relations course

TUC Stage 2 Industrial Relations course

TUC Stage 1 Health and Safety course

TUC Stage 2 Health and Safety course

TSSA Reps' Training Seminar delegate

2010

This is your chance to share your views with thousands of other TSSA members. The deadline for the next issue is Monday 14 November. Email [journal@tssa.org.uk](mailto:journal@tssa.org.uk) or write to TSSA Journal, Walkden House, 10 Melton Street, London, NW1 2EJ.

## Cards on the table

I am fully in favour of a merger between the TSSA and the RMT and I'll give some reasons.

However, before that, I want to express my concerns over why most TSSA members that I speak to have particular perceptions. These perceptions are roughly:

- We are rushing into this without exploring all the options
- The discussions with RMT are at an advanced stage
- RMT would dominate us and the TSSA culture would be lost.

The reasons for these views are largely to do with poor communications with the wider membership and the lack of a two way process.

Many TSSA members will have reservations about such a merger and it is crucial that the leadership does not appear to be charging ahead regardless.

Individuals as well as branches should get as much information as possible but, more importantly, must be given the opportunity, and better, be encouraged, to ask questions, make suggestions and to discuss the issues. Unless there is a chance to have an input, or 'to left off steam' then when the final decisions need to be made many will remain suspicious and alienated.

One issue raised in my branch is over managers. If there had been, at an early stage, a request for

views and some had said 'What about managers?' The published answer may have been 'We will explore manager branches, maintaining representation and even manager conferences'. Joint statement 4 does go some way towards this and should win over many but are we confident we have picked up all the key reservations?

It is not too late.

These are some of the obvious reasons for a merger with RMT:

- Negotiations with one union per workplace/ company should save resources, avoid division, strengthen our impact, and make easier a two way communication with all members.

● Campaigning on national issues such as pensions and the McNulty report would be easier to coordinate, save research and other resources and avoid division

● Despite the different style of RMT leadership they are on the same side as us when we are attacked by Government and employers – which is most of the time

● Such a merger could retain many aspects of TSSA structures, culture and activities.

So TSSA leadership should focus on the key issue and have the courage to open this up to much wider debate.

**Andy Bain**  
Network Rail North  
London Branch Chair

## Study at Ruskin College, Oxford

**RUSKIN COLLEGE** – the trade union college will be holding open days for those interested in studying for an MA in International Labour & Trade Union Studies on Saturday 19 November 2011, 4 February 2012, 2 June 2012.

The MA aims to stretch students to think critically and creatively about new and creative strategies of labour movement growth and transformation, and their own role and identity as part of this. ◀

 For more information contact Liz Mathews ([lmathews@ruskin.ac.uk](mailto:lmathews@ruskin.ac.uk)) 01865 759608 or see [www.ruskin.ac.uk/course/84/summary](http://www.ruskin.ac.uk/course/84/summary)



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## Lancashire and Cumbria General Branch (96) AGM


**3 NOVEMBER 2011, 7.30pm**  
Stockport Railway Station,  
Platform 3 (fully accessible).

Branch meetings are held at the same venue on the first Thursday of the month except January and August.

## Disability Working Group AGM

**THE DWG INVITE** you to the AGM on Saturday 12 November 2011 from 12pm to 2.30pm at the Rudyard Hotel, 271 Wellington Road North, Heaton Chapel, Stockport, Greater Manchester, SK4 5BP.

The venue is fully accessible and refreshments will be provided. ◀

 For further information regarding this meeting or if you wish to attend, please contact our secretary, Pauline McArdle via [tssadwg@yahoo.co.uk](mailto:tssadwg@yahoo.co.uk) / 07894810550

