

27th May 2010

Your ref:
My ref: EO/16

**TO: THE SECRETARY
ALL BRANCHES & REGIONAL COUNCILS**

Circular No. NP/100/10

Dear Colleague,

LGBT MATTERS

1. LGBT UNION REPRESENTATIVES

Further to my Circular No. NP/171/09, I am pleased to enclose the poster produced to advertise RMT LGBT Union representatives. The current reps are listed overleaf. If your Branch has not already nominated an LGBT rep and wishes to do so, please complete the enclosed nomination form. If appointed, dedicated training will be provided enabling the reps to carry out their new roles with a sound knowledge of the many issues facing our LGBT members.

By way of reminder, the role of the LGBT reps, as clarified by the National LGBT Advisory Committee, is to:-

- 1) Provide support and guidance for members with issues relating to transgender and sexual orientation.
- 2) Provide advice and assist industrial reps in relation to individual members and industrial policy matters.
- 3) Accompany members to grievance/harassment meetings specifically relating to LGBT matters, where possible.
- 4) Advise on other support networks.

The Committee agreed that the reps would **not** be counsellors. All the reps however have been provided with lists of national and local helplines and support networks. The Committee was keen that LGBT reps are encouraged to be active within their Regions/Branches.

2. LGBT Newsletter

I am pleased to enclose a copy of the latest LGBT Newsletter. If you require more, please email p.wilkinson@rmt.org.uk.

Yours sincerely,

R. CROW
General Secretary

Enc.

RMT LGBT REPS

Name	Branch	Employer	Contact No.
Mark Beresford	Bedlington	Network Rail	07850 212685
Elizabeth Fraser	North Clyde	West Coast Motors	07737 336534 07931 507396
Geraldine Fussell	Bournemouth 3	Bournemouth Transport	07789514175
Peter Heyes	Stratford No. 1	LUL	07954 604246
Martin Lambert-Atkins	Andover & Salisbury Rail	SWT	0771 325 8502
Juan Serrano	Gillingham Strood	South Eastern	07862 247255
Russell Wolfe	Doncaster	Northern	07921 940983



TO: THE GENERAL SECRETARY

Head Office Reference:- EO/16

LGBT UNION REPRESENTATIVES

Nominee's name _____ , membership no. _____
(Please print)

Nominee's Signature _____

Branch Secretary's Signature _____

Branch Chair's Signature _____

Date _____

Branch Stamp



Knowledgeable...

Professional...

Hard Working...

Reliable...

Gay.....?

It shouldn't matter what sexuality you are, when working in Rail, Maritime or Transport, but sometimes specialist help is needed by our Lesbian, Gay, Bisexual & Transgender Members. The RMT is proud to be a leading equality union and have introduced accredited RMT LGBT Representatives.

For more information, please email the RMT's Equal Opportunities officer, Pat Wilkinson [p.wilkinson@rmt.org.uk]



The Listening Union—0800 376 3706





Contact Us

If you have anything to add to the next edition of *StandingProud*, or you wish to make contact with the Advisory Committee member for your Region, please email p.wilkinson@rmt.org.uk

Upcoming Events

- Blackpool Pride—May 15-16
- International Day against Homophobia (IDAHO) - May 17
- Birmingham Pride—May 29-30
- Swansea Pride—June 26
- London Pride—July 3
- TUC LGBT Conference— July 1-2
- Sparkle—The National Transgender Celebration—July 9-11
- Leeds Pride—August 1
- Brighton Pride, Liverpool Pride—August 7
- Bristol Pride—August 21
- Cornwall Pride, Truro Pride, Manchester Pride—August 28th
- Transgender Memorial Day— November 20
- World Aids Day—December 1



Unity House
39 Chalton Street
London
NW1 1JD
Info@rmt.org.uk
0800 376 3706

Not a member yet? Get on board RMT Britain's specialist transport union

- | Join online at www.rmt.org.uk
- | Call FREE on 0800 376 3706
- | or see your workplace rep

ISSUE
01
SPRING
2010

Quarterly Newsletter
from the RMT
National LGBT
Advisory Committee

StandingProud



RMT Junction is the Unions very own version of facebook! It allows you to discuss information with comrades and have localized discussion in different groups. You will find groups such as your branch and regional council, your job role and specialist groups such Young Members and LGBT Members. Log on today, and lets start talking!



RMT Members who are active on facebook, have the opportunity to join specialist groups. Sign up or log into facebook, where you can join the main RMT facebook page, or the RMT LGBT members page and talk about what you would like the advisory committee to be focusing on over the next three years..Communication is key.



this issue

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- 2010-2012 LGBT Committee P.
- Committee Vacancies P.
- Upcoming Events P.

From the LGBT Chair

Welcome to the first edition of 'Standing Proud'. The quarterly newsletter from the RMTs National Lesbian, Gay, Bisexual and Advisory Committee.

A new Committee has been elected (see page two) and we decided to ask ourselves, How do we get LGBT Members more active in our Union? The answer was communicate more! So we will now outline the communication services available for you.

In this issue, we talk about not just communication, but what the 2010-2012 Committee wish to achieve in their term of office, what LGBT events are on in your area, and how you can get in contact with other LGBT Members in your area.

Did you know, that we also have LGBT Trained Reps? At the moment the Union has 8 trained reps and they have all been accredited by the RMT. (For more info contact Unity House—Details are at the back).

I hope you enjoy reading this newsletter, and if you have any comments, remember to let us know.

In Solidarity,

Adrian Rowe



From the General Secretary

I am determined that RMT is a representative Union – one that listens to its members. I believe passionately in equality and recognise that in an imperfect world perhaps not everyone's voice is heard. Central to achieving equality is the importance of enabling those who are in a minority within the Union, of being able to bring forward issues of importance to them. I am committed to making sure that the LGBT Advisory Committee is an effective means of doing this.

This Newsletter is a vital step in the Advisory Committee reaching out to our LGBT members or those who may not have not taken the step of coming out at work. You can see on page three the list of RMT policies that have come from either the Advisory Committee or its Conference over the years. This list is one of the best recruitment tools RMT has. It shows that ordinary members can influence policy and above all it demonstrates our commitment to equality.

With your help and activism, we can all go from strength to strength!

Bob Crow



Focusing on Equality in the Workplace

Coming soon, our new poster campaign highlighting the role of RMT's new LGBT Reps.

The poster highlights the fact that although someone may be gay, lesbian, bisexual or transgender

They are still reliable, hardworking, honest and professional people.

It shouldn't matter what sexuality you are in the workplace, and it doesn't matter in our Union.

We are a listening Union, an equal Union and a proud Union.

Look out for posters in your workplace soon.

To order please email Pat Wilkinson, details overleaf.

Its here! Our brand new Committee. Our main focus for the next three years is to promote equality and fight for dignity and respect in the workplace. Three Committee members talk to you about why they joined and what they aim to achieve in their three year term.

The main role of the Advisory Committee is to advise the General Secretary and Council of Executives about issues that are germane to LGBT Members.

Colin Lunnon-Masters explains why he joined the Committee: "I joined the LGBT Advisory Committee as I believe that company policies need to be modernised to take issues that affect LGBT colleagues seriously and equally as other colleagues. During my appointment, my aim is to help the Advisory Committee improve its communication to LGBT members and let members know that the RMT is a place where LGBT colleagues can have issues heard and dealt with"

"I am here to Support all my colleagues, but also to be an advocate for LGBT Members



Back Row: Pat Wilkinson (EQ), Oliver New (EC) Steve Moule, Steve Smith, Colin Lunnon-Masters, Bianca Thompson, Martin Lambert-Atkins, John Shackelford, Matthew James, Russell Wolfe, Richie Veitch, Stephen Woodland, Micky Thompson (EC), Andrew Dale, Front Row: Elizabeth Fraser, Peter Heyes, Alan Bell, Adrian Rowe (Chair), Mark Beresford . Please Note: Not all Committee Members were present at the time of

Alan Bell explains why he joined the Committee:

"I have attended the last 3 LGBT Conferences in Manchester, Glasgow and Cardiff and look forward to the Belfast Conference in May this year.

My roots are from the North and I have always been involved in Unions. As a student I was elected as Community Liaison Officer, Gay Issues Officer and in my last year of studies I was elected as a sabbatical officer, the post General Secretary.

I have been a member of the RMT for the whole of my time on the Underground. In this time I have seen the number of LGBT members grow and feel proud to be an LGBT contact for the members of my Branch and also being selected to sit on the LGBT Advisory Committee. I am here to support all my colleagues but also to be an advocate for LGBT members, and members who may not feel comfortable in being out at work but still want their views heard."

Shaun Plume explains why he joined the Committee:

"I'm only 30 still fairly young. I never knew about the stonewall riots or heard of the Gay Liberation Front. Because of section 28 (which I was unaware of) I didn't know anything about the gay community apart from the occasional bit in Eas-tenders!

So I think education is important and am pleased at last year's RMT AGM a motion was passed supporting "proud heritage" which amongst other things will be researching and developing a national museum of LGBT history and heritage.

So through the work of the LGBT Advisory Committee and by being active at Prides or other events and marches with the LGBT banner and through our annual Conference, we have the power to educate and motivate other people. With the weight of the RMT behind us I feel we could possibly do some good on a international level as well."

Stand up and be counted! Vacancies in your region?

If you would like to join the committee and there is a vacancy in your region. Please contact Pat Wilkinson (p.wilkinson@rmt.org.uk) who will send you an nomination form, this must be taken to your branch for submission.

London & Anglia	4 Vacancies
London Transport	1 Vacancy
Manchester and N. West	3 Vacancies
Midland	3 Vacancies
North East	3 Vacancies
North West & North Wales	4 Vacancies
Scotland	3 Vacancies
South East	5 Vacancies
S.Wales and West	3 Vacancies
South West	3 Vacancies
Wessex	2 Vacancies
Yorks and Lincs	4 Vacancies

Inheriting the Past

A Decade of Equality.

Below are the Previous Resolutions passed at the AGM

2001 Threat of BNP—motion to officially recognize and commit to counter the threat

2002 Pension rights for same sex couples

2005 Anti Gay discrimination and bullying

2006 recognizes the requirement for LGBT Union Representatives.

-RMTs Equal opportunities policy and Bullying and Harassment Policy

- Stonewall and Diversity champions

2007 Universal Decriminalisation of Homosexuality

Formal acceptance of the importance of our Transgender members, when the RMT LGB became LGBT

2009 Stop deportation of LGBT Foreign Nationals

- Proud Heritage

Building the Future

Resolutions

RMT is proud to be a democratic Union. Looking back over the past decade, all of those resolutions were from an individual who felt that the Union should be doing something about LGBT Issue. If you have something that you want changing, submit a resolution to your Branch!



RMT – The *Listening* Union

RMT believes in equality through our union,
and ending discrimination at work.

For more information, or to become an
LGBT Rep or activist.

*Please contact: p.wilkinson@rmt.org.uk
or call 0800 376 3706*