

## **Industry Profile**

The Process sector consists of, Cement, Rubber, Cables, Glass, and as from February 2003, Offshore (Gas and Oil).

### **Glass sector**

Employs 11,200 people directly and approximately 20,000 people indirectly. The industry turnover is £620m with UK investment of £100m. British Glass represents the UK Glass manufacturers across all sectors.

### **Offshore Oil & Gas**

Amicus is party to and negotiates agreements with the Offshore Contractors Association (OCA), the United Kingdom Drilling Contractors Association (UKDCA) and the United Kingdom Floating Production Operators Association (UKFPOA), as well as agreements with many large and small operators.

### **Cement, Rubber and Cables**

Amicus has agreements with all the major players, 3 National Agreements in Cement and 4 National agreements in Rubber.

## **Current Issues and Activities**

The Process industry is a highly intensive energy usage industry, the UK's current energy market arrangements, particularly for intensive users of energy, are undermining the sustainability of the UK's Process Industry. Amicus agrees with the UK Government that energy policy has to be framed within the context of a sustainable framework and the threat posed by climate change. However, large-scale users of gas and electricity are paying more than their European competitors. We are concerned that the current energy prices will displace manufacturing in the UK and are actively lobbying the Government on the issue. The key issue for Amicus and its members in the Process Industry is the relative competitiveness of energy prices compared both to European and global markets.

As in many other Industrial Sectors, final salary pension schemes are under threat, Amicus is in the forefront at defending our members entitlement to a decent old age and continues to defend against attempts to reduce this entitlement.

As reported at the last sector conference, the main issue for Unite, Amicus section is paid holiday provision – the Working Time Directive and the Horizontal Amendment Directive (HAD). The union has won recent employment tribunals establishing the principle that offshore workers should receive paid holiday when working in the UKCS outside of the main UK waters. The employers attempted to appeal this ruling and lost their appeal on jurisdiction. At the time of writing, Unite, Amicus section, is in the process taking claims against COTA and the UKDCA on holiday entitlement as per the Working Time Directive regulations on 28 days holiday.

Agreement has been reached with the Offshore Contractors Association (OCA) on the full implementation of 28 days holiday on a phased basis. Members of the union were balloted and accepted the offer of:

- 14 days in 2007
- A further 7 days in April 2008
- The remaining 7 days in October 2008

This agreement is a major breakthrough in Industrial Relations and the Terms & Conditions of our members who work offshore under the OCA agreement