



Corus Community

SPECIAL POINTS OF INTEREST:

- Cuts to production don't threaten jobs
- Corus abandons RONOA based bonuses
- Preparations for review of D/E and F/J salary scale
- Credit Crunch a threat to Corus

VOLUME 1, ISSUE 3

OCTOBER 2008

Corus to Cut Production 20%

Corus has announced it will reduce production by 20% to meet the economic downturn caused by the credit crunch.

Your union Community has met with Corus management to discuss this plan and to manage its impact upon Community members.

Community believes that:

'Corus is not planning to permanently reduce capacity and that there are no plans for redundancies at this time.'

This 20% reduction will take place over the next three months and cut production by roughly 1 million metric tonnes.

However in order to manage this reduction Corus workers will be encouraged workers to take holiday or time off in lieu, prioritise non-production projects such as maintenance, schedule training courses, change shift patterns and cut overtime.

Corus and Community will continue

(Continued on page 3)

INSIDE THIS ISSUE:

The word 2
from Head
Office

Work 2
begins on
training

The Credit 3-4
crunch and
Corus

Whistle- 3
blowing

Good news on Bonus Discussions

Members will be aware from individuals performance would previous issues of Corus affect their bonus.

Community that Corus had As a result of discussions with indicated a desire to replace Community, Corus have the current Lump Sum Bonus withdrawn the proposals for with a new system based on RONOA based bonuses. RONOA.

Your Community Community and Corus are now Representatives were not exploring the possibility of convinced that this was in the Lump Sum Bonuses being best interests of our members. related to Annual Plans.

RONOA was thought to be too complicated to calculate and *This would see your union representatives having a much too difficult to show how an*

(Continued on page 3)

From Head Office



National Officer
Roy Rickhuss
Community

*Community
is hard at
work
securing
your
conditions*

This newsletter arrives shortly after the announcement that Corus are reducing production.

This announcement came during a busy period as Community and Corus have begun negotiating the ongoing issues that have come out of pay negotiations.

Issues such as the upcoming review for D/E management as well as for the F/J staff.

Members may consider these reviews to be overdue as these agreements were introduced nearly 10 years ago.

The 3 year pensions review will also begin shortly.

Community is also preparing to discuss the harmonisation of

the terms and conditions which were raised during this year's pay negotiations.

Community has been laying the ground work for these discussions and negotiations that are to come.

This demonstrates the importance of collective solidarity between the union and its members not just during wage negotiations, but throughout the year.

Community will continue to represent your interests but we are strongest when we have the vocal support of our members.

**Roy Rickhuss
National Officer**

Work begins on planning training opportunities

Community and Corus have set up a working party to look at how to work together on training, education and personal development.

This was agreed between Community and Corus during the wage negotiations earlier in the year.

The members of the working party are:

- Mark Spencer Orb
- Gary Keogh Port Talbot

- Bob Hudson Aldwarke
- Rob Middlemas Skinningrove
- Graham Broom Scunthorpe
- Geoff Waterfield Teesside

The inaugural meeting of this group is scheduled for the 31st of October.

Members are encouraged to share their ideas with the members of the working party or with their branch officials.

The Credit Crunch and Corus

(Continued from page 1)

discussions in the coming months to develop a long term strategy to address the drop in demand due to the credit crunch.

Rising world steel prices had partially insulated the steel industry. Costs had risen faster in Europe making Great Britain more competitive.

However, as the Credit Crunch took effect, demand for Steel has dropped dramatically.

A major cause for the drop in demand is the construction sector which can no longer attract the finance to begin new projects.

The lack of credit from the banks has also hit investment in other sectors while tighter household budgets have seen car sales plummet.

It is this drop in demand that has prompted Corus to reduce production.

The decision to cut production while retaining capacity has been welcomed

by Community as recognising the long term value of the Corus workforce.

Community is confident that at this stage Corus are seeking to retain capacity and return to full production when demand returns to previous levels.

It is expected that the credit crunch will develop into a recession.

During such a downturn, the role of the union becomes even more important to safeguard your position.

Your Community Union will be continuing discussion with Corus management and with Government throughout this financial crisis.

When meeting with Government Ministers, Community will discuss how the credit crunch has affected our members at work, but also how the credit crunch has driven up the costs of everyday necessities like petrol and groceries.

The credit crunch has stopped the building industry in its tracks

Good news on bonuses cont.

(Continued from page 1)

greater involvement in setting Annual Plans as well as monitoring and reviewing bonuses against Annual Plans.

There has been no agreement yet as negotiations with Corus are ongoing.

Community will be sure to keep members up-to-date on this issue throughout the process.

Check out the Steel workers section on our website:

www.community-tu.org/industry



Head Office
Swinton House,
324 Gray's Inn Road,
London WC1X 8DD
Tel: 0800 389 6332
Fax: 020 7278 8378
E-mail: editor@community-tu.org

Community: The union for life

Community was founded in 2004 by a merger of unions covering steel, garment, textile and leather workers and the National League of the Blind and Disabled.

Community supports members in the workplace on issues like pay & conditions, health & safety and reasonable hours.

But Community believes in Community Unionism, which means community helps members outside of the workplace and is involved with charity and not-for-profit campaigns in your community.

To find out how to get involved contact your regional office.

The Union for Life

www.community-tu.org/industry

Whistleblowing

Corus operates a phone line which allows employees to 'blow the whistle' and raise concerns confidentially on any issue that may be worrying them.

More recently this whistleblowing line has been used by individuals to raise concerns around the misuse of drugs and alcohol.

Community supports the responsible use of this service and monitors the reaction of Corus management to each call.

Community has negotiated with Corus on these issues and has in place schemes that

can help members with these problems.

Unfortunately the irresponsible use of this phone line has placed your union in a difficult position.

Anonymous allegations that are difficult to disprove targeting fellow union embers have been received which have lead to stressful situations for the victimised member.

Where there is a clear and deliberate abuse of this service Corus has indicated it will take action.

Do we have your email?

Email your Name, DOB and Membership No. to:
servicecentre@community-tu.org or call 0800 389 6332