



REPUBLIC OF SINGAPORE

47TH ANNUAL REPORT
OF
THE PRESIDENT
OF THE
INDUSTRIAL ARBITRATION COURT
FOR
PERIOD 1 JANUARY TO 31 DECEMBER 2007
TO
THE HONOURABLE MR GAN KIM YONG
ACTING MINISTER FOR MANPOWER

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

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47TH ANNUAL REPORT OF THE INDUSTRIAL ARBITRATION COURT

1 MEMBERSHIP OF THE COURT AND PRINCIPAL OFFICERS

In 2007, the principal officers of the Court were:

President:	Justice Tan Lee Meng (until 14 October 2007)
	Justice Chan Seng Onn (until 15 October 2007)
Deputy President:	Hamzah Moosa Chief of Staff, Legal Service Commission Secretariat
Registrar:	Peter C H Lum
Assistant Registrar:	Mrs Woo-Yip Poh Kuen

2 MEMBERS OF THE EMPLOYER PANEL

For the year under review, the members of the employer panel constituted under section 6 of the Industrial Relations Act ("the Act") were:

- (1) Mr Loh Oun Hean
- (2) Mrs Tan Bee Choo
- (3) Mr Desmond Wong Chee Wai
- (4) Mr Edward Tan Pang Liang
- (5) Mr Yee Ping Yi (until 3.11.2007)
- (6) Mr Lam Yi Young (from 1.12.2007)
- (7) Ms Hing Nguk Juon Amy (until 3.11.2007)
- (8) Mr Koh Siong Ling (from 1.12.2007)
- (9) Mr Tommy Ng Yew Chye (until 26.8.2007)

- (10) Mr Eugene Tan Hung Liang (from 1.12.2007)
- (11) Mr Kam Tse Tsuen Aubeck (until 14.4.2007)
- (12) Mrs Choo Lee See (from 15.4.2007)

3 MEMBERS OF THE EMPLOYEE PANEL

For the year under review, the members of the employee panel constituted under section 6 of the Act were:

- (1) Mr Wee Soon Guan
- (2) Mr Teo Yock Ngee
- (3) Mr Thomas Tay Jwee Hwa
- (4) Ms Cham Hui Fong Joanne
- (5) Mr Lim Kuang Beng
- (6) Mr John De Payva
- (7) Ms Yeo Hong Cheng Jessie
- (8) Ms Nora Kang Kah Ai

4 REFEREES OF THE COURT

During the year under review, the Referees of the Court who were appointed under section 43 of the Act were:

- (1) Mr K Sauntharajah
- (2) Mr Kim Seah Teck Kim
- (3) Mr Koh Kok Wah
- (4) Mr Harpreet Singh Nehal
- (5) The Director of Legal Aid
- (6) Mr Toh Han Li (until 30.8.2007)
- (7) Mr Leslie Chew Kwee Hoe (until 16.4.2007)

5 DISPUTES REFERRED TO THE COURT

In 2007 six disputes were referred to the Court. With one dispute brought forward from the previous year, there were seven disputes before the Court.

Six of the seven cases were settled or withdrawn. The remaining case was carried forward to the next year.

Three of the six resolved cases involved our national airline, its pilots' union and the new Airbus A380 ("the A380"). The first of these three cases was heard in May 2007 by the President of the Court, Justice Tan Lee Meng, sitting with panel members. It was a joint application by the parties for determination of the A380 salary ranges, the pilots' productivity allowances, flight time limitations and the instructor pilot's allowance. The case attracted much global attention. Many international airlines were monitoring the salaries that our national airline, being the first in the world to fly the A380, would have had to pay its pilots to fly the world's largest commercial jet.

The company contended that the advanced technology and high level of automation of the A380 had made it as easy to fly as the older and smaller Boeing 747-400 aircraft ("the B744"). Some test pilots' views and comments, extracted from magazines, endorsing the easy maneuverability of the A380 were cited. The company submitted as follows. It would prefer not to continue the long established practice of providing a new and different salary range for flying a new type of aircraft like the A380. The company wanted to follow other airlines and pay a common basic salary to all its pilots regardless of the type of aircraft they flew. That would provide greater operational and scheduling flexibility as well as enhance the airline's competitiveness. The company contended, using payroll data, that their pilots' salaries were already high compared to senior management staff and their total salaries accounted for a significant portion of the company's high operating costs. In view of the above and as a new collective agreement was due for negotiation, the company sought the Court's approval to pay the pilots selected to fly the A380 the same salary as B777 pilots i.e. \$9,300 - \$15,300 for captains and \$5,150 - \$8,500 for first officers.

The pilots' union ("the union") rejected the company's proposals. It demanded a new salary range specifically for the A380 fleet, of \$13,100 - \$21,615 for captains and \$8,000 - \$14,355 for first officers. The union contended that to fly the bigger and heavier A380, the pilots had to face higher risks, shoulder greater responsibilities and be accountable for more passengers, crew and overall safety. The union was indifferent to the company's proposed common basic salary scale for all pilots. The union also sought the increase of the productivity allowance (from the existing \$55 per hour for captains and \$36 for first officers to \$60 for captains and \$40 for first officers, and a guaranteed 70-hour allowance) and the instructor pilot allowance (from the existing rate of between \$1,800 and \$2,900 to between \$2,250 and \$3,700) for A380 pilots.

The company refused any increase in the two allowances. The company made an offer immediately before the conclusion of the three-day hearing. It raised the maximum point of its proposed A380 pilot's salary scale to that of the B744 i.e. \$16,500 for captains and \$9,250 for first officers. Additionally, it offered to raise the maximum salary points of all captains and first officers from non-B744 and A380 fleets to the maximum of \$16,500 and \$9,250, respectively.

The company contended that the change would immediately benefit 80 per cent of the airline's existing pool of about 2,000 pilots. The union declined the offer.

The Court, in making its award, stated that, in the absence of empirical data and taking a cautious approach, it had decided that A380 pilots should be offered terms and conditions of those of the B744 fleet with the following modifications:

- (a) the minimum salary point for captains and first officers on the A380 salary range will be \$700 and \$450 more than the minimum salary point for the B744 salary range, respectively;
- (b) all captains and first officers moving to the A380 range of salaries who are already on or above the minimum salary points for their positions on the B744 salary will have their monthly salaries increased by \$700 and \$450, respectively; and
- (c) the maximum salary point for captains and first officers on the A380 salary range will remain at \$16,500 and \$9,250, respectively. However, if on moving to the A380 fleet, a captain's salary or first officer's salary should, with the addition of the \$700 or the \$450 respectively to their salary exceed \$16,500 or \$9,250 respectively, they will be entitled to the amounts on a personal-to-holder basis.

On the productivity allowance and the instructor pilot allowance, the Court ruled in favour of the company not to change but to maintain the prevailing rates.

The second and third cases, lodged by the same union, both concerned the A380 award handed down by the Court on 25 May 2007. In the second case, the union sought the Court's interpretation of the A380 award. In the third case, the union sought the Court's variation of the collective agreement to conform to its interpretation of the A380 award.

The second case was heard by the Court's new President, Justice Chan Seng Onn, sitting alone. The union and the company disagreed on how paragraph 8 of the A380 award should be interpreted for implementation. The union contended that while the Court's award stated that all B744 captains and first officers selected to fly the A380 were to be paid \$700 and \$450 more respectively, it was however silent on the amount payable to B777 and A340 pilots selected to fly the aircraft. The union submitted that all B777 and A340 pilots selected to fly the A380, being a "higher fleet", ought to be granted a promotional increment and be paid more i.e. \$1,400 for captains and \$900 for first officers. The company disagreed. It submitted that B777 and A340 pilots selected to fly the A380 should be paid the same amount as B744 pilots as the award did not differentiate otherwise.

The President of the Court stated that the conversion to a new aircraft might not necessarily be a promotion and that the Court had then actually refrained from classifying the A380 as a higher fleet than the B744. The Court merely considered the conversion of any pilot on any fleet to fly the A380 as a "move" to fly the A380 on certain terms as set out in the award. Based on the

reading of all the transcripts and the parties' submissions at that hearing, the conversion exercise to the A380 was not meant to be limited to B744 pilots but to cover all pilots from all fleets. Hence, paragraph 8 of the award had comprehensively set out the conversion terms for all pilots from all fleets without exception. The President provided some numerical examples on the interpretation of paragraph 8 of the award and gave guidance to the parties on how to operationalise it. Based on the President's interpretation of the award, all B777 and A340 captains and first officers selected to fly the A380 would be paid \$700 and \$450 more respectively and not a promotional or double increment. The pilots who did not attain the minimum salary points after the adjustments would be paid the minimum salary of the A380 scale i.e. \$10,700 for captains and \$6,050 for first officers. Captains and first officers already earning more than the maximum salary of \$16,500 and \$9,250 respectively would also be granted the adjustments personal to themselves. The President clarified that, in interpreting the award, the Court had not in any way varied or modified the original terms of the award. After further clarifications on the interpretation were provided to the parties, the union indicated that it would not pursue its application for variation of the collective agreement and that resulted in the withdrawal of the third case.

The fourth case, heard by the President of the Court sitting alone, was on a union's appeal against a Referee's decision. At the hearing, the union questioned the basis of the Referee's decision, in particular on the Referee not ruling on the disciplinary action of a hotel over the redeployment of a room stewardess as an F & B stewardess with deduction of her salary and service points. The union viewed the redeployment as a violation of the collective agreement and a breach of her employment contract. The union also disputed the Referee's position that the Referee had no jurisdiction under the collective agreement to rule on an individual disciplinary case of that nature. The Court, after considering the submission of the union, stated that it did not find anything amiss with the Referee's decisions. The President of the Court, after explaining the rationale of the Referee's ruling to the union, dismissed its appeal.

The fifth case was an ex-parte application from a union seeking NWC 2006 wage increase for a small group of employees. The union alleged that the hotel had denied the group of employees their wage increase because they were at the maximum of their salary scales. The hotel contended that, as the group of employees was already paid salaries above market rates, there was no need to grant them a further wage increase. After mediation by the Assistant Registrar, the hotel agreed to make a variable productivity payment to all employees, including the group, in the following year. That led to the resolution of the dispute and the withdrawal of the union's application.

The sixth case was an ex-parte application lodged by a union for the Court to order its collective agreement with a company to continue in force with certain variations for another three years from the date of its expiry. The union's action arose from the refusal of the company to sign the newly concluded agreement. The parties however resolved the matter before the scheduled mediation of the case by the Assistant Registrar. The parties later submitted their new collective agreement for certification and the union withdrew its application.

The seventh case relating to a dispute over NWC 2007 wage increase was lodged at end November. It had to be carried forward to be dealt with the following year.

6 COLLECTIVE AGREEMENTS CERTIFIED BY THE COURT

426 collective agreements were filed with the Court in 2007 compared with 376 agreements in 2006. Together with the 36 collective agreements brought forward from 2006, a total of 462 agreements were dealt with, of which 440 were certified by the Court. 13 of the certified collective agreements involved public sector employees. One agreement was withdrawn by the parties. There were 21 agreements pending certification at the end of the year.

7 VARIATION OF COLLECTIVE AGREEMENTS

In 2007, 11 applications were filed with the Court for variation of collective agreements compared to 14 applications in 2006.

All the 11 applications were approved. A breakdown of the applications by particulars is as follows:

PARTICULARS OF APPLICATIONS	NO. OF APPLICATIONS (%)	
Variable performance bonus	1	(9.09%)
Annual wage supplement	1	(9.09%)
Transport, dental benefit and salary range	1	(9.09%)
Offshore/overseas allowances	1	(9.09%)
Working hours and overtime work	1	(9.09%)
Medical benefits, outpatient consultation and treatment	1	(9.09%)
Transport allowance, medical benefits and to delete union welfare fund	1	(9.09%)
Group variable amount	2	(18.18%)
Salary scales	2	(18.18%)
TOTAL	11	(100%)*

* Total does not add up due to rounding.

8 DISPUTE REFERRED TO REFEREES

A Referee heard a union's allegation against a hotel for breach of contract and violation of the collective agreement arising out of the redeployment of a room stewardess as an F & B stewardess. The union perceived the redeployment as outside of the scope of her job definition and as such a breach of her employment contract. The union also contended that the hotel had altered the terms of employment of the room stewardess without its agreement, thereby breaching clause 6(3) of the collective agreement. The union sought a reinstatement of the employee to her original position of room stewardess with no loss of pay or benefits. The hotel disputed the union's allegations and contended that the redeployment of the aggrieved employee was a fair penalty on account of her misconduct, her past adverse record and her failure to abide by numerous written warnings. The hotel stated that the redeployment was meant to be a final opportunity given to her, on compassionate grounds, to work until retirement instead of facing dismissal.

The Referee, based on a study of the collective agreement and taking into account the submissions of the parties, made the following observations:

- (a) clause 6(3) of the collective agreement did not require the hotel to seek the union's consent before implementing changes to the aggrieved employee's terms of employment. It merely required the hotel to inform the union what was done. The said clause was directed at changes affecting the "general conditions of employment" of employees rather than mere changes to the terms of an individual employee following a disciplinary action; and
- (b) clause 9 of the collective agreement defined matters to be referred to a Referee as those limited to complaints by the union or the hotel for "alleged violation of the collective agreement" or to disputes which "arise out of the operation of the collective agreement". Under this clause, a Referee had no jurisdiction to decide a private dispute involving a plain breach of contract between the hotel and any of its individual employees, as opposed to a breach by the hotel of a specific provision of the collective agreement.

The Referee ruled that the hotel had not acted in breach of clause 6(3) of the collective agreement. The Referee also decided that he had no jurisdiction to rule on the union's complaint that the hotel had acted in breach of the employment contract between itself and the aggrieved employee. He pointed out that the grievance procedure, provided under clause 8 of the collective agreement, to look into the complaint involving breach of contract ended with the conciliation efforts by the Ministry of Manpower. (The union's appeal against the Referee's decision was dismissed by the President of the Court.)

9 EMPLOYEES' RETIREMENT AGE

301 of the 426 collective agreements filed with the Court in 2007 contained provisions for retirement age. A breakdown by age is as follows:

RETIREMENT AGE	NO. OF COLLECTIVE AGREEMENTS (%)	
50	1	(0.23%)
At age 62	99	(23.24%)
Above age 62	201	(47.18%)
No age provision	125	(29.34%)
TOTAL	426	(100%)*

* Total does not add up due to rounding.

A total of 300 collective agreements provided for retirement at or above the statutory minimum age of 62. One collective agreement which provided for retirement age of 50 covering emergency officers working at the airport had the approval of the then Minister for Labour in 1998.

10 DURATION OF COLLECTIVE AGREEMENTS

The Act provides that a collective agreement shall be in force for a period not less than two years or more than three years from the date on which it is expressed to come into force. Of the 426 collective agreements filed with the Court in 2007, 309 had a duration of three years, 102 a duration of two years and 15 a duration of between two and three years.

A breakdown of the collective agreements by duration for the past 3 years is as follows:

Duration	2007	2006	2005
3 years	309 (72.53%)	301 (80%)	283 (74%)
Between 2 and 3 years	15 (3.52%)	10 (2.7%)	4 (1%)
2 years	102 (23.94%)	65 (17.3%)	97 (25%)
TOTAL	426 (100%)*	376 (100%)	384 (100%)

* Total does not add up due to rounding.

In 2007, only 25 of the 426 collective agreements filed with the Court entered into force on a prospective date. 218 collective agreements had retrospective operation from their dates of execution for a period of six months or less. 183 of the collective agreements had retrospective operation for a period of more than six months.

Of the 183 collective agreements with more than six months of retrospective operation, 118 had retrospective operation for six to twelve months, 43 for thirteen to eighteen months, 16 for nineteen to twenty-four months and 6 for more than twenty-four months.

A breakdown of the past 3 years' collective agreements by prospective or retrospective operation is as follows:

COLLECTIVE AGREEMENT	2007	2006	2005
With prospective dates of operation	25 (5.87%)	31 (8.2%)	25 (6.5%)
With retrospective dates of operation of 6 months or less	218 (51.17%)	176 (46.8%)	188 (49%)
With retrospective dates of operation of more than 6 months	183 (42.96%)	169 (45%)	171 (44.5%)
TOTAL	426 (100%)	376 (100%)	384 (100%)

11 VISITORS

During the year under review, the Court received some visitors who were interested in the work of the Court. The Registrar attended to them and briefed them on the role and functions of the Court.

Details of the visitors are as follows:

<u>Date of Visit</u>	<u>Particulars of Visitors</u>
29 January 2007	Delegates from Vietnam Ministry of Labour, Invalids and Social Affairs
4 June 2007	Officials from the Suzhou Industrial Park Software Transfer Project - Training on Industry and Commerce management
23 August 2007	Officials from the Suzhou Industrial Park Software Transfer Project

12 SUPPORTING STAFF OF THE COURT

In addition to the President, Deputy President, the Registrar and the Assistant Registrar, the Court had 7 other supporting staff in 2007 comprising 1 verbatim reporter, 1 stenographer, 1 office supervisor, 3 corporate support officers and 1 operations support officer.

13 MISCELLANEOUS

The 5 statistical tables and 3 appendices which are annexed hereto provide more details of the work of the Court which may be useful to those who are interested to know more about the Court's work.

I wish to express my appreciation to the representatives of employers and trade unions, and the members of the employee and employer panels and the Referees for offering their services to the Court. I would also like to thank my staff members for their loyal support.

Dated this 24 day of October 2008.



JUSTICE CHAN SENG ONN
PRESIDENT

TABLE 1**APPLICATIONS FILED WITH THE COURT IN 2007**

Issues	Cognizance under the Industrial Relations Act	No.	Percentage (%)
NWC wage implementation	Section 31(B)	2	11.7
Continuation of awards/ collective agreements	Section 39(4)	1	5.9
Referee appeal	Section 43(6)	1	5.9
Interpretation of an award	Section 44	1	5.9
Collective agreement be varied to conform with an award	Section 46	1	5.9
Variation of awards/collective agreements	Section 45	11	64.7
Total		17	100

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TABLE 2**AWARDS AND ORDERS MADE, COLLECTIVE AGREEMENTS CERTIFIED
AND DISPUTES OTHERWISE DEALT WITH IN 2007**

Description	No.	No. of employees covered
Awards and orders made	14	6101
Collective agreements certified	440	59786
Disputes withdrawn following settlement by Registrar/ Assistant Registrar	1	101
Disputes withdrawn following settlement by the parties	2	1834
Referee decision	1	1

TABLE 3**AWARDS AND ORDERS MADE BY THE COURT IN 2007**

Particulars	No.	Percentage (%)
Variation of awards/ collective agreements	11	79
Condition of service	1	7
Interpretation of an award	1	7
Referee appeal	1	7
Total	14	100

TABLE 4

**CLASSES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS,
AWARDS AND ORDERS CERTIFIED OR MADE BY THE COURT IN 2007**

Particulars	Clerical	Manual	Professional	Others	Total
Collective agreements	60	36	75	269	440
Awards and orders	2	2	4	6	14
Total	62	38	79	275	454

TABLE 5

**CATEGORIES OF EMPLOYERS BOUND BY COLLECTIVE AGREEMENTS,
AWARDS AND ORDERS CERTIFIED OR MADE BY THE COURT IN 2007**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements	427	13	-	440
Awards and orders	14	-	-	14
Total	441	13	-	454

DISPUTES DISPOSED BY THE COURT IN 2007

I Disputes heard by the Court

Appln. No.	Date of Appln.	I.R.A. section	Parties Involved		Issues	Number of employees covered	Coram	Date of Hearing
			Employer	Union				
D2/2006	20.9.2006	31(a)	Singapore Airlines Limited	Air Line Pilots Association- Singapore	Salary ranges/pilots productivity allowances, flight time limitations and instructor pilot's allowance of the new A380 fleet.	1812	President Justice Tan Lee Meng	23.4.2007 24.4.2007 and 25.4.2007
(14) D3/2007	6.9.2007	44	Singapore Airlines Limited	Air Line Pilots Association- Singapore	Interpretation of the award handed down in May 2007 relating to salary ranges/pilots productivity allowances, flight time limitations and instructor pilot's allowance of the A380 fleet.	1812	President Justice Chan Seng Onn	19.11.2007
RA1/2007	20.11.2007	43(6)	Allson Hotel Singapore	The Singapore Catering Services, Staff & Workers' Trade Union	Appeal against a Referee's decision relating to allegation of breach of collective agreement and contract of employment.	1	President Justice Tan Lee Meng	18.7.2007

DISPUTES DISPOSED BY THE COURT IN 2007

II Disputes Settled following settlement by parties

Appln. No.	Date of Appln.	I.R.A. section	Parties Involved		Issues	Number of employees covered	Date of settlement	Date of withdrawal
			Employer	Union				
D1/2007	9.1.2007	39(4)	Nippecraft Limited	Building Construction And Timber Industries Employees' Union	Continuation of collective agreement	101	30.1.2007	2.2.2007
D4/2007	6.9.2007	46	Singapore Airlines Limited	Air Line Pilots Association- Singapore	Variation of a collective agreement to conform with an award	1812	19.11.2007	19.11.2007

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III Disputes Settled through Mediation by Registrar / Assistant Registrar

Appln. No.	Date of Appln.	I.R.A. section	Parties Involved		Issues	Number of employees covered	Date of settlement	Date of withdrawal
			Employer	Union				
D2/2007	17.1.2007	31(a)	Allson Hotel Singapore	The Singapore Catering Services, Staff & Workers' Trade Union	NWC wage implementation for year 2006	22	2.3.2007	13.3.2007

VARIATION ORDERS MADE IN 2007

Appln. No.	I.R.A. section	Parties involved		Number of employees covered	Particulars of variation
		Employer	Union		
V1/2007	45	Colgate-Palmolive (Eastern) Pte Ltd	Chemical Industries Employees Union	11	Variable performance bonus (Appendix B)
V2/2007	45	National Cement Industry Pte Ltd	Building Construction And Timber Industries Employees' Union	6	Annual wage supplement
V3/2007	45	Sinhan Shipping Services	Singapore Maritime Officers' Union	70	Salary scales (Appendix I)
V4/2007	45	Shimano (S) Pte Ltd	The Metal Industries Workers' Union	169	Transport, dental benefit and salary range
V5/2007	45	National Oilwell Pte Ltd	Shipbuilding And Marine Engineering Employees' Union	24	Offshore/overseas allowances
V6/2007	45	Varco International Pte Ltd	Shipbuilding And Marine Engineering Employees' Union	49	Working hours and overtime work, offshore/overseas allowance
V7/2007	45	MGE Asia Pte Ltd	Singapore Industrial & Services Employees Union	13	Salary scales
V8/2007	45	Prudential Assurance Co Spore (Pte) Ltd	Singapore Insurance Employees' Union	142	Medical benefits - outpatient consultation and treatment

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VARIATION ORDERS MADE IN 2007 - *continued*

Appln. No.	I.R.A. section	Employer	Parties involved Union	Number of employees covered	Particulars of variation
V9/2007	45	SPH Magazines Pte Ltd	Singapore National Union of Journalists	2	Group variable amount (GVA)
V10/2007	45	SPH Magazines Pte Ltd	Singapore Press Holdings Employees' Union	3	Group variable amount (GVA)
V11/2007	45	NTUC Fairprice Co-Operative Ltd	Food, Drinks And Allied Workers' Union	1987	Transport allowance, outpatient and inpatient medical benefits and to delete the Union Welfare Fund

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COLLECTIVE AGREEMENTS CERTIFIED IN 2007

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
1.	351/2006	BSH Home Appliances Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 - 30.6.2009	10
2.	356/2006	Fleet Management Limited represented in Singapore by Fleet Ship Management Private Limited		Singapore Organisation of Seamen	2 years	10.8.2006 - 9.8.2008	22
(81) 3.	357/2006	United Overseas Insurance Limited		Singapore Insurance Employees' Union	3 years	1.1.2006 - 31.12.2008	41
4.	361/2006	Tyco Fire, Security & Services Private Limited		Singapore Industrial & Services Employees Union	3 years	1.7.2004 - 30.6.2007	61
5.	300/2006	Barber Shipmanagement (S) Private Limited		Singapore Organisation of Seamen	2 years	1.9.2006 - 31.8.2008	412
6.	301/2006	International Tanker Management Singapore Private Limited		Singapore Organisation of Seamen	2 years	1.9.2006 - 31.8.2008	9
7.	360/2006	Maxxium Singapore Fine Wines & Spirits Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.4.2006 - 31.3.2009	4
8.	364/2006	Fujitec Singapore Corporation Limited		United Workers of Electronic & Electrical Industries	3 years	1.1.2006 - 31.12.2008	344

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
9.	359/2006	Monetary Authority of Singapore	Amalgamated Union of Public Employees	3 years	1.1.2007 - 31.12.2009	170
10.	363/2006	PSI Bulk Shipping Private Limited	Singapore Maritime Officers' Union	2 years	1.8.2005 - 31.7.2007	27
11.	365/2006	Singapore Zoological Gardens	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2006 - 31.12.2008	156
(61) 12.	366/2006	Dresdner Bank AG	Singapore Bank Employees' Union	3 years	1.1.2006 - 31.12.2008	4
13.	367/2006	The Hongkong And Shanghai Banking Corporation Limited	Singapore Bank Employees' Union	3 years	1.1.2006 - 31.12.2008	252
14.	321/2006	Cathay Pacific Airways Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2006 - 31.12.2008	73
15.	345/2006	Panasonic Shikoku Electronics Singapore Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.8.2006 - 31.7.2009	7
16.	358/2006	GBLT Shipmanagement Private Limited	Singapore Maritime Officers' Union	3 years	15.11.2006 - 14.11.2009	140
17.	368/2006	JCDecaux Out of Home Advertising Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	4

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
18.	369/2006	Singapore Corporation of Rehabilitative Enterprises		Amalgamated Union of Public Employees	3 years	1.1.2007 - 31.12.2009	49
19.	370/2006	Multi-Corporation (S) Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	33
20.	371/2006	VDL Enabling Technologies Group (Singapore) Private Limited		United Workers of Electronic & Electrical Industries	3 years	6.11.2006 - 5.11.2009	82
21.	372/2006	QBE Insurance (International) Limited		Singapore Insurance Employees' Union	3 years	1.1.2006 - 31.12.2008	28
22.	373/2006	Keppel Land International Limited		Keppel Services Staff Union	3 years	1.1.2007 - 31.12.2009	15
23.	284/2006	Philips Electronics Singapore Private Limited		United Workers of Electronic & Electrical Industries	3 years	1.7.2006 - 30.6.2009	39
24.	375/2006	Unilever Singapore Private Limited		Food, Drinks And Allied Workers' Union	2 years	1.1.2006 - 31.12.2007	42
25.	376/2006	DBS Vickers Securities (Singapore) Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2006 - 31.12.2008	65

(20)

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
26.	1/2007	Tata Precision Industries Private Limited		The Metal Industries Workers' Union	3 years	1.7.2006 - 30.6.2009	21
27.	347/2006	GE (USA) Controls Private Limited		United Workers of Electronic & Electrical Industries	3 years	1.7.2006 - 30.6.2009	89
28.	2/2007	Hung Fu Shipping (Singapore) Private Limited		Singapore Maritime Officers' Union	2 years 1 month 28 days	4.11.2006 - 31.12.2008	12
29.	3/2007	Acma Limited, 3 Acma Engineers Private Limited		United Workers of Electronic & Electrical Industries	3 years	1.7.2006 - 30.6.2009	21
30.	362/2006	V.Ships (Asia) MSI Private Limited		Singapore Maritime Officers' Union	3 years	16.8.2006 - 15.8.2009	18
31.	343/2006	Marubeni International Commodities (S) Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.11.2006 - 31.10.2009	6
32.	349/2006	Qantas Airways		Singapore Air Transport-Workers' Union	3 years	1.7.2006 - 30.6.2009	34
33.	6/2007	Sunningdale Precision Industries Limited		Chemical Industries Employees Union	3 years	1.9.2006 - 31.8.2009	46

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
34.	7/2007	A.P. Moller Singapore Private Limited	Singapore Maritime Officers' Union	2 years	1.1.2007 - 31.12.2008	358
35.	10/2007	Hanseatic Shipping Company Limited represented in Singapore by Hanseatic Shipping Company Limited	Singapore Organisation of Seamen	2 years	25.9.2006 - 24.9.2008	17
(22) 36.	12/2007	The Tanglin Club	The Singapore Catering Services, Staff & Workers' Trade Union	2 years	1.1.2006 - 31.12.2007	34
37.	13/2007	The Tanglin Club	Food, Drinks And Allied Workers' Union	3 years	1.1.2005 - 31.12.2007	18
38.	166/2006	Philippine Airlines	Singapore Air Transport-Workers' Union	3 years	1.1.2006 - 31.12.2008	17
39.	340/2006	Shell Chemicals Seraya Private Limited	Singapore Shell Employees' Union	2 years	1.7.2006 - 30.6.2008	143
40.	374/2006	Borneo Properties Sendirian Berhad doing business as Grand Hyatt Singapore	Food, Drinks And Allied Workers' Union	3 years	1.7.2005 - 30.6.2008	310

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
41.	4/2007	Eagle Shipmanagement (Private) Limited		Singapore Maritime Officers' Union	2 years 7 months 3 days	28.11.2006 - 30.6.2009	700
42.	5/2007	Pacific King Shipping Private Limited		Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	14.11.2006 - 13.11.2008	48
(23) 43.	11/2007	PACC Ship Managers Private Limited		Singapore Organisation of Seamen	3 years	19.9.2006 - 18.9.2009	270
44.	14/2007	Association for Persons with Special Needs		The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2005 - 30.6.2008	26
45.	15/2007	Hotel Miramar (Singapore) Limited		Food, Drinks And Allied Workers' Union	3 years	1.5.2006 - 30.4.2009	41
46.	16/2007	Mapletree Investments Private Limited		Building Construction And Timber industries Employees' Union	3 years	1.10.2006 - 30.9.2009	94
47.	17/2007	Weng Cheong Company Private (S) Limited		The Metal Industries Workers' Union	3 years	1.1.2006 - 31.12.2008	9
48.	18/2007	FCI Connectors Singapore Private Limited		United Workers of Electronic & Electrical Industries	3 years	1.7.2006 - 30.6.2009	105

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
49.	20/2007	Tian San Shipping (Private) Limited		National Transport Workers' Union	3 years	1.7.2006 - 30.6.2009	2
50.	21/2007	Houston Well Screen (Asia) Private Limited		The Metal Industries Workers' Union	3 years	1.3.2006 - 28.2.2009	14
51.	23/2007	PSA Corporation Limited		Singapore Port Workers Union	3 years	1.10.2006 - 30.9.2009	3,235
(24) 52.	24/2007	Semco Salvage & Marine Private Limited		Singapore Port Workers Union	3 years	1.10.2006 - 30.9.2009	30
53.	25/2007	CMS Crew Management Services (I) Pvt. Limited represented in Singapore by CMS Crew Management Services Limited		Singapore Maritime Officers' Union	3 years	16.1.2007 - 15.1.2010	11
54.	28/2007	Sembwaste Private Limited		Building Construction And Timber Industries Employees' Union	3 years	1.7.2006 - 30.6.2009	96
55.	30/2007	Danone Marketing (Singapore) Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	10

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
56.	22/2007	PSA Marine (Private) Limited	Singapore Port Workers Union	3 years	1.10.2006 - 30.9.2009	324
57.	37/2007	Toshiba Singapore Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2006 - 30.6.2009	14
58.	39/2007	KCC (Singapore) Private Limited	Chemical Industries Employees Union	2 years	14.1.2006 - 13.1.2008	20
(25) 59.	40/2007	YHS (Singapore) Private Limited	Food, Drinks And Allied Workers' Union	2 years	1.9.2006 - 31.8.2008	93
60.	41/2007	Autoveyor (Singapore) Private Limited	The Metal Industries Workers' Union	3 years	1.7.2006 - 30.6.2009	22
61.	43/2007	The Asia Life Assurance Society Limited	Singapore Insurance Employees' Union	3 years	1.1.2006 - 31.12.2008	21
62.	44/2007	The Asia Insurance Company Limited	Singapore Insurance Employees' Union	3 years	1.1.2006 - 31.12.2008	64
63.	31/2007	SCA Packaging Singapore Private Limited	Building Construction And Timber Industries Employees' Union	2 years	1.10.2006 - 30.9.2008	51

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
(26) 64.	32/2007	CPG Corporation Group of Companies (CPG Corporation Private Limited, CPG Consultants Private Limited, CPG Facilities Management Private Limited, CPG Laboratories Private Limited, PMLink Private Limited, Construction Professionals Private Limited and Indeco Consortium Private Limited)	Building Construction And Timber Industries Employees' Union	2 years	1.11.2006 - 31.10.2008	124
65.	33/2007	Singapore Takada Industries Private Limited	The Metal Industries Workers' Union	3 years	1.7.2006 - 30.6.2009	25
66.	34/2007	Marion Shipping Private Limited	Singapore Maritime Officers' Union	3 years	1.1.2007 - 31.12.2009	18
67.	35/2007	Singapore Ishizaki Industries (Private) Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	58
68.	36/2007	Malaysia Garment Manufacturers (Private) Limited	Singapore Industrial & Services Employees Union	2 years	1.7.2006 - 30.6.2008	12
69.	42/2007	Executive Ship Management Private Limited	Singapore Maritime Officers' Union	3 years	11.11.2006 - 10.11.2009	18

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
70.	45/2007	United General Services Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2006 - 31.12.2008	13
71.	46/2007	Unicom Data Bank Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2006 - 31.12.2008	13
72.	49/2007	SMC Manufacturing (S) Private Limited		The Metal industries Workers' Union	3 years	1.1.2007 - 31.12.2009	91
(27) 73.	50/2007	Asia Industrial Gases Private Limited		Chemical Industries Employees Union	2 years	1.1.2007 - 31.12.2008	19
74.	53/2007	Furama City Centre Singapore		Food, Drinks And Allied Workers' Union	3 years	1.1.2006 - 31.12.2008	41
75.	54/2007	PricewaterhouseCoopers and its affiliate PricewaterhouseCoopers GHRS Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 - 30.6.2009	44
76.	62/2007	Park Hotel Orchard Singapore		Food, Drinks And Allied Workers' Union	3 years	1.1.2007 - 31.12.2009	9
77.	242/2006	Malaysian Airlines System Berhad		Singapore Air Transport-Workers' Union	3 years	1.7.2006 - 30.6.2009	86

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
78.	26/2007	Wallenius Marine Singapore Private Limited		Singapore Maritime Officers' Union	2 years	1.1.2007 - 31.12.2008	130
79.	55/2007	GBLT Shipmanagement Private Limited		Singapore Organisation of Seamen	2 years	15.11.2006 - 14.11.2008	170
80.	56/2007	Marco Shipping Company Private Limited		Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	10
(28) 81.	57/2007	Marco Shipping Company Private Limited		Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	6
82.	58/2007	Marion Shipping Private Limited		Singapore Organisation of Seamen	3 years	1.1.2007 - 31.12.2009	24
83.	59/2007	Neptune Shipmanagement Services Private Limited		Singapore Organisation of Seamen	2 years	12.5.2006 - 11.5.2008	20
84.	8/2007	A.P.Moller Private Limited		Singapore Maritime Officers' Union	2 years	1.1.2007 - 31.12.2008	338
85.	60/2007	Wallenius Marine Singapore Private Limited		Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	130

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
86.	63/2007	Yellow Pages (Singapore) Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	67
87.	64/2007	Lonza Singapore Private Limited	Chemical Industries Employees Union	3 years	1.7.2006 - 30.6.2009	24
88.	68/2007	Malayan Banking Berhad	Singapore Bank Officers' Union	3 years	1.1.2006 - 31.12.2008	54
(22) 89.	69/2007	U-Ming Marine Transport (Singapore) Private Limited	Singapore Maritime Officers' Union	3 years	1.1.2007 - 31.12.2009	180
90.	70/2007	Singapore Health Services Private Limited	Health Services Employees Union	3 years	1.10.2006 - 30.9.2009	3,539
91.	72/2007	SH Tours Private Limited	National Transport Workers' Union	3 years	1.1.2007 - 31.12.2009	15
92.	74/2007	Vicom Limited	National Transport Workers' Union	3 years	1.1.2007 - 31.12.2009	95
93.	75/2007	Standards Productivity and Innovation Board (Spring Singapore)	SPRING Singapore Staff Union	3 years	1.3.2007 - 28.2.2010	126

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
94.	78/2007	YKK Singapore Private Limited	Singapore Industrial & Services Employees Union	3 Years	1.1.2007 - 31.12.2009	61
95.	19/2007	Korean Air Lines Company Limited	Singapore Air Transport-Workers' Union	3 years	1.1.2006 - 31.12.2008	15
96.	80/2007	MFS Technology (S) Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2006 - 30.6.2009	77
(30) 97.	83/2007	Atlas Vending Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2007 - 31.12.2009	45
98.	84/2007	British Airways	Singapore Air Transport-Workers' Union	3 years	1.7.2006 - 30.6.2009	15
99.	85/2007	RC Hotels (Private) Limited	Union of Security Employees	3 years	1.1.2007 - 31.12.2009	29
100.	27/2007	Singapore Precision Repair and Overhaul Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	15
101.	52/2007	Civil Aviation Authority of Singapore (Staff)	Amalgamated Union of Public Employees	3 years	1.1.2007 - 31.12.2009	614
102.	61/2007	Gulf Air	Singapore Air Transport-Workers' Union	3 years	1.1.2006 - 31.12.2008	15

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Parties		Duration	Period	Number of Employees Covered	
		Employer	Union				
103.	86/2007	Holiday Inn Atrium Singapore	Food, Drinks And Allied Workers' Union	3 years	1.7.2006 - 30.6.2009	56	
104.	88/2007	U-Ming Marine Transport (S) Private Limited	Singapore Organisation of Seamen	3 years	1.1.2007 - 31.12.2009	240	
105.	90/2007	Singapore Technologies Marine Limited	Shipbuilding And Marine Engineering Employees' Union	3 years	1.7.2006 - 30.6.2009	218	
(31)	106.	48/2007	Catholic Protection Technology Private Limited	Shipbuilding And Marine Engineering Employees' Union	3 years	1.1.2007 - 31.12.2009	4
	107.	65/2007	Lea Hin Co (Metal Factory) Private Limited	The Metal Industries Workers' Union	3 years	1.7.2006 - 30.6.2009	7
	108.	66/2007	Natsteel Asia Private Limited	Natsteel Employees Union	3 years	1.1.2007 - 31.12.2009	190
	109.	67/2007	Malayan Banking Berhad	Singapore Bank Employees' Union	3 years	1.1.2006 - 31.12.2008	215
	110.	76/2007	Cadbury Enterprises Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2007 - 31.12.2009	38

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
111.	51/2007	Nippecraft Limited		Building Construction And Timber Industries Employees' Union	3 years	1.7.2005 - 30.6.2008	101
112.	73/2007	Times Publishing Limited		Times Publishing Group Employees' Union	3 years	1.1.2006 - 31.12.2008	134
113.	82/2007	Kose Singapore Private Limited		Singapore Industrial & Services Employees Union	3 years	1.1.2007 -3 1.12.2008	56
114.	87/2007	Eagle Shipmanagement Private Limited		Singapore Organisation of Seamen	2 years 7 months 3 days	28.11.2006 - 30.6.2009	100
115.	89/2007	Wallem Shipmanagement Private Limited		Singapore Maritime Officers' Union & Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	26
116.	96/2007	Asia Offshore Services Private Limited		Building Construction And Timber Industries Employees' Union	2 years	1.1.2007 - 31.12.2008	13
117.	97/2007	NCR Singapore Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	49

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COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered	
118.	98/2007	Nikon Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.4.2007 - 31.3.2010	15	
119.	99/2007	Cegelec Private Limited	The Metal Industries Workers' Union	3 years	1.4.2006 - 31.3.2009	4	
120.	100/2007	Suntec City Management Private Limited	Building Construction And Timber Industries Employees' Union	3 years	1.11.2006 - 31.10.2009	36	
(33)	121.	38/2007	Cosco (Singapore) Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	120
122.	47/2007	Clarins Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 - 30.6.2009	39	
123.	71/2007	NTUC Income Insurance Co-operative Limited	Singapore Insurance Employees' Union	3 years	1.7.2006 - 30.6.2009	919	
124.	91/2007	PSM Perkapalan Sendirian Berhad represented in Singapore by PACC Shipmanagement	Singapore Maritime Officers' Union	2 years 4 months	1.3.2007 - 30.6.2009	14	

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
125.	101/2007	Millennium & Copthorne International Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2005 - 31.12.2007	16
126.	102/2007	Carrier Singapore (Private) Limited	Singapore Industrial & Services Employees Union	3 years	1.9.2006 - 31.8.2009	30
127.	103/2007	Keppel Smit Towage Private Limited	Shipbuilding And Marine Engineering Employees' Union	3 years	1.1.2007 - 31.12.2009	9
(34) 128.	104/2007	Raffles Country Club	Singapore Industrial & Services Employees Union	3 years	1.9.2006 - 31.8.2009	42
129.	110/2007	SNP Security Printing Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	113
130.	111/2007	Capitaland Residential Limited	Singapore Industrial & Services Employees Union	3 years	1.7.2006 - 30.6.2009	6
131.	112/2007	Capitaland Limited	Singapore Industrial & Services Employees Union	3 years	1.7.2006 - 30.6.2009	8
132.	113/2007	Capitaland Retail Limited	Singapore Industrial & Services Employees Union	3 years	1.7.2006 - 30.6.2009	95

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
133.	114/2007	CapitalLand Commercial & Integrated Development Limited		Singapore Industrial & Services Employees Union	3 years	1.7.2006 - 30.6.2009	103
134.	79/2007	National Healthcare Group Private Limited		Healthcare Services Employees' Union	3 years	1.10.2006 - 30.9.2009	3,430
135.	118/2007	Infineon Technologies Asia Pacific Private Limited		United Workers of Electronic & Electrical Industries	3 years	1.10.2006 - 30.9.2009	368
136.	121/2007	Hotel Phoenix Singapore Private Limited		Food, Drinks And Allied Workers' Union	2 years	1.1.2007 - 31.12.2008	69
137.	109/2007	BW Shipping Managers Private Limited		Singapore Maritime Officer's Union	2 years	1.4.2007 - 31.3.2009	36
138.	122/2007	Maritime and Port Authority of Singapore		Amalgamated Union of Statutory Board Employees	3 years	1.4.2007 - 31.3.2010	348
139.	123/2007	Mitsuboshi Overseas Headquarters Private Limited		Chemical Industries Employees Union	3 years	1.7.2006 - 30.6.2009	107
140.	124/2007	Kenwood Electronics Technologies (S) Private Limited		United Workers of Electronic & Electrical Industries	3 years	1.6.2006 - 31.5.2009	94

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
141.	81/2007	Furama City Centre Singapore		Union of Security Employees	3 years	1.1.2007 - 31.12.2009	4
142.	105/2007	Executive Ship Management Private Limited		Singapore Organisation of Seamen	2 years	11.11.2006 - 10.11.2008	64
143.	106/2007	Crew Management Services (I) Pvt. Limited represented in Singapore by CMS Crew Management Services Limited		Singapore Organisation of Seamen	2 years	15.1.2007 - 14.1.2009	12
144.	108/2007	Columbia Shipmanagement (S) Private Limited		Singapore Maritime Officers' Union	3 years	1.1.2007 - 31.12.2009	50
145.	119/2007	Leica Instruments (Singapore) Private Limited		The Metal Industries Workers' Union	2 ½ years	1.7.2006 - 31.12.2008	191
146.	125/2007	PSM Perkapalan Sendirian Berhad represented in Singapore by PACC Ship Managers Private Limited		Singapore Organisation of Seamen	2 years 6 months 14 days	5.3.2007 - 18.9.2009	10
147.	126/2007	Semco Private Limited		Singapore Maritime Officers' Union	3 years	1.11.2006 - 31.10.2009	54

APPENDIX C

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
148.	128/2007	Khong Guang Biscuit Factory (Singapore) Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.7.2006 - 30.6.2009	51
149.	354/2006	Japan Airlines International Company Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.4.2005 - 31.3.2008	12
150.	94/2007	Carrier Singapore (Private) Limited	Singapore Industrial & Services Employees Union	3 years	1.9.2006 - 31.8.2009	9
(37) 151.	107/2007	Alconix (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	2
152.	117/2007	PT Garuda Indonesia	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	45
153.	127/2007	China Airlines Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2006 - 31.12.2008	28
154.	131/2007	Tanglin Trust School Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.9.2006 - 31.8.2009	54
155.	132/2007	3J Shipping Agencies Private Limited	Singapore Maritime Officers' Union	2 years	7.4.2007 - 6.4.2009	9
156.	133/2007	Chloride Batteries S E Asia Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2006 - 30.6.2009	23

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
157.	134/2007	Asia Cement (S) Private Limited		Building Construction And Timber Industries Employees' Union	3 years	1.1.2007 - 31.12.2009	4
158.	135/2007	Jurong Bird Park (Private) Limited		Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	23
159.	138/2007	Prima Limited		Food, Drinks And Allied Workers' Union	3 years	1.1.2007 - 31.12.2009	33
160.	139/2007	Prima Food Private Limited		Food, Drinks And Allied Workers' Union	3 years	1.1.2007 - 31.12.2009	39
161.	141/2007	Jurong Readymix Concrete Private Limited		Building Construction And Timber Industries Employees' Union	2 years	1.1.2007 - 31.12.2008	21
162.	142/2007	Jurong Cement Bulk Terminal Private Limited		Building Construction And Timber Industries Employees' Union	2 years	1.1.2007 - 31.12.2008	3
163.	143/2007	Aceline Shipmanagement Private Limited		Singapore Maritime Officers' Union	3 years	1.2.2007 - 31.1.2010	8
164.	136/2007	Blue Marine Management (Private) Limited		Singapore Maritime Officers' Union	3 years	19.4.2007 - 18.4.2010	8

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
165.	137/2007	Singapore Cement Manufacturing Company (Private) Limited		Building Construction And Timber Industries Employees' Union	2 years	1.1.2007 - 31.12.2008	7
166.	140/2007	Singex Venues Private Limited and Singex Exhibitions Private Limited		Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	18
(39) 167.	144/2007	Hilton Singapore as agent for Hotel Properties Limited		Food, Drinks And Allied Workers' Union	3 years	1.1.2005 - 31.12.2007	117
168.	145/2007	Siemens Medical Instruments Private Limited		United Workers of Electronic & Electrical Industries	3 years	1.7.2006 - 30.6.2009	176
169.	147/2007	Jurong Shipyard Private Limited		Shipbuilding And Marine Engineering Employees' Union	3 years	1.7.2006 - 30.6.2009	255
170.	148/2007	JPL Services Private Limited		Shipbuilding And Marine Engineering Employees' Union	3 years	1.7.2006 - 30.6.2009	72
171.	149/2007	Jurong Integrated Services Private Limited		Shipbuilding And Marine Engineering Employees' Union	3 years	1.7.2006 - 30.6.2009	16
172.	150/2007	Johnson Controls (S) Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	23

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
			Union				
173.	151/2007	RDC Holdings Private Limited and RDC Concrete Private Limited	Building Construction And Timber Industries Employees' Union		3 years	1.1.2007 - 31.12.2009	2
174.	153/2007	Tai Chong Cheang Steamship Co (Singapore) Private Limited	Singapore Maritime Officers' Union		3 years	1.2.2007 - 31.1.2010	72
(40) 175.	154/2007	Kingston Property Maintenance Services Private Limited	Union of Security Employees		3 years	1.1.2007 - 31.12.2009	56
176.	155/2007	Enamelled Wire & Cable (Singapore) Private Limited	United Workers of Electronic & Electrical Industries		3 years	1.7.2006 - 30.6.2009	26
177.	156/2007	3J Shipping Agencies Private Limited	Singapore Organisation of Seamen		2 years	7.4.2007 - 6.4.2009	11
178.	157/2007	A P Moller (S) Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen		2 years	1.1.2007 - 31.12.2008	80
179.	158/2007	Aceline Shipmanagement Private Limited	Singapore Organisation of Seamen		2 years	1.2.2007 - 31.1.2009	11

APPENDIX C

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
180.	159/2007	Blue Marine Management (Private) Limited		Singapore Organisation of Seamen	2 years	19.4.2007 - 18.4.2009	12
181.	160/2007	Douglas Line Private Limited		Singapore Organisation of Seamen	2 years 8 months 26 days	6.4.2007 - 31.12.2009	13
182.	161/2007	Orange Maritime Private Limited		Singapore Organisation of Seamen	3 years	11.1.2007 - 10.1.2010	30
183.	162/2007	Semco Private Limited		Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	81
184.	163/2007	Titan Ocean Private Limited		Singapore Organisation of Seamen	2 years	3.9.2006 - 2.9.2008	13
185.	165/2007	Pakistan International Airlines		Singapore Air Transport-Workers' Union	3 years	1.7.2005 - 30.6.2008	2
186.	166/2007	Panasonic Factory Solutions Singapore Private Limited		United Workers of Electronic & Electrical Industries	3 years	1.1.2006 - 31.12.2008	56
187.	170/2007	Hotel Negara Limited in respect of Negara On Claymore		Food, Drinks And Allied Workers' Union	3 years	1.7.2006 - 30.6.2009	15

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered	
				Union				
188.	171/2007	Unix Line Private Limited		Singapore Maritime Officers' Union	2 years	1.5.2007 - 30.4.2009	22	
189.	172/2007	I.M. Skaugen Marine Services Private Limited		Singapore Maritime Officers' Union	3 years	1.5.2007 - 30.4.2010	101	
190.	173/2007	Eastern Pretech Private Limited		Building Construction And Timber Industries Employees' Union	2 years	1.1.2007 - 31.12.2008	11	
(42)	191.	175/2007	McAlister & Company Limited		The Metal Industries Workers' Union	3 years	1.1.2007 - 31.12.2009	4
192.	164/2007	Yamazaki Mazak Singapore Private Limited		The Metal Industries Workers' Union	3 years	1.7.2006 - 30.6.2009	55	
193.	167/2007	Haw Par Healthcare Limited		Chemical Industries Employees Union	3 years	1.1.2007 - 31.12.2009	68	
194.	168/2007	Naigai Nitto Singapore Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	95	
195.	169/2007	ISS Hygiene Services Private Limited		The Singapore Manual & Mercantile Workers' Union	2 years	1.1.2006 - 31.12.2007	22	

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COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties	Union	Duration	Period	Number of Employees Covered
196.	176/2007	The Society For the Physically Disable		The Singapore Manual & Mercantile Workers' Union	3 years	1.8.2006 - 31.7.2009	14
197.	177/2007	Viquet Engineering Private Limited		Chemical Industries Employees Union	2 years	1.1.2007 - 31.12.2008	8
198.	178/2007	Foscon Shipmanagement, Inc represented in Singapore by Regional Shipping Services Private Limited		Singapore Maritime Officers' Union	3 years	1.6.2007 - 31.5.2010	56
199.	179/2007	Masterbulk Private Limited		Singapore Maritime Officers' Union	2 years	1.1.2007 - 31.12.2008	240
200.	181/2007	Douglas Line Private Limited		Singapore Maritime Officers' Union	2 years 8 months 16 days	16.4.2007 - 31.12.2009	8
201.	182/2007	Harbour View Hotel Limited doing business as M Hotel Singapore		Food, Drinks And Allied Workers' Union	3 years	1.1.2006 - 31.12.2008	38
202.	183/2007	Satsuma Shipping Private Limited		Singapore Maritime Officers' Union	3 years	11.6.2007 - 10.6.2010	8

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COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
203.	184/2007	York Hotel Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.7.2005 - 30.6.2008	115
204.	185/2007	Vega Line Private Limited	Singapore Organisation of Seamen	2 years	11.6.2007 - 10.6.2009	8
205.	197/2006	United Airlines Incorporation	Singapore Air Transport-Workers' Union	3 years	1.7.2006 - 30.6.2009	16
(44) 206.	180/2007	Hanseatic Shipping Company Limited represented in Singapore by Hanseatic Shipping Co (Singapore) Private Limited	Singapore Maritime Officers' Union	2 years	18.5.2007 - 17.5.2009	7
207.	186/2007	Schneider Electric Logistic Asia Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	33
208.	187/2007	Schneider Electric Singapore Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	20
209.	188/2007	Marina Properties (Private) Limited	Building Construction And Timber Industries Employees' Union	3 years	1.1.2007 - 31.12.2009	91
210.	190/2007	Powergas Limited	Union of Power and Gas Employees	3 years	1.3.2007 - 28.2.2010	175

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COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
211.	191/2007	SP Services Limited		Union of Power and Gas Employees	3 years	1.3.2007 - 28.2.2010	371
212.	192/2007	SP Powergrid Limited		Union of Power and Gas Employees	3 years	1.3.2007 - 28.2.2010	77
213.	193/2007	Singapore Power Limited		Union of Power and Gas Employees	3 years	1.3.2007 - 28.2.2010	1,082
(45) 214.	194/2007	Cookson Semiconductor Packaging Materials, a division of Cookson Singapore Private Limited		Chemical Industries Employees Union	3 years	1.1.2007 - 31.12.2009	35
215.	189/2007	Grand Mercure Roxy Hotel		Food, Drinks And Allied Workers' Union	3 years	1.7.2007 - 30.6.2010	34
216.	195/2007	Singapore-Johore Express (Private) Limited		National Transport Workers' Union	3 years	1.3.2006 - 28.2.2009	5
217.	197/2007	BW Shipping Managers Private Limited		Singapore Organisation of Seamen	2 years	1.4.2007 - 31.3.2009	100

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
218.	198/2007	Columbia Shipmanagement Limited represented in Singapore by Columbia Shipmanagement (Singapore) Private Limited	Singapore Organisation of Seamen	3 years	1.1.2007 - 31.12.2009	35
219.	199/2007	I.M. Skaugen Marine Services Private Limited	Singapore Organisation of Seamen	2 years	1.5.2007 - 30.4.2009	101
(46) 220.	200/2007	Masterbulk Private Limited	Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	301
221.	201/2007	Pusaka Laut Private Limited	Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	10
222.	202/2007	Foscon Shipmanagement Incorporation represented in Singapore by Regional Shipping Services Private Limited	Singapore Organisation of Seamen	2 years	1.6.2007- 31.5.2009	56
223.	203/2007	Singa Star Private Limited	Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	81
224.	205/2007	Tanker Pacific Management (S) Private Limited	Singapore Organisation of Seamen	2 years 5 months	1.8.2006 - 31.12.2008	170

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
225.	206/2007	Unix Line Private Limited		Singapore Organisation of Seamen	2 years	1.5.2007 - 30.4.2009	22
226.	207/2007	Dongkuk Marine Co. Limited represented in Singapore by Kist Engineering Private Limited		Singapore Maritime Officers' Union	2 years	15.6.2007 - 14.6.2009	10
227.	208/2007	BOA Offshore AS c/o Greenway Offshore Private Limited		Singapore Maritime Officers' Union	3 years	7.6.2007 - 6.6.2010	6
228.	209/2007	Tanker Pacific Management (Singapore) Private Limited		Singapore Maritime Officers' Union	3 years	1.8.2006 - 31.7.2009	130
229.	204/2007	Tai Chong Cheang Steamship Co. (S) Private Limited		Singapore Organisation of Seamen	3 years	1.2.2007 - 31.1.2010	106
230.	210/2007	Dongkuk Marine Co. Limited represented in Singapore by Kist Engineering Private Limited		Singapore Organisation of Seamen	2 years	15.6.2007 - 14.6.2009	10
231.	211/2007	Adcomat Singapore Private Limited		Chemical Industries Employees Union	3 years	1.4.2006 - 31.3. 2009	6

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COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
232.	212/2007	Wing Tai Garment MFTY (S) Private Limited, Wing Tai Clothing Private Limited, 2000 Apparel (S) Private Limited, Fox Fashion Apparel (S) Private Limited and Yoshinoya (S) Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	53
(48) 233.	213/2007	Jabil Circuit (Singapore) Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2007 - 30.6.2010	54
234.	215/2007	Essilor Asia Pacific Private Limited	Singapore industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	24
235.	217/2007	NTUC Healthcare Co-operative Limited	Singapore Industrial & Services Employees Union	2 years	1.1.2007 - 31.12.2008	138
236.	219/2007	NK Chemicals Private Limited	Chemical Industries Employees Union	2 years	1.1.2007 - 31.12.2008	8
237.	220/2007	Taiyo Yuden (Singapore) Private Limited	United Workers of Electronic & Electrical industries	3 years	1.9.2006 - 31.8.2009	13
238.	221/2007	Nippon Pigment (S) Private Limited	Chemical Industries Employees Union	3 years	1.7.2006 - 30.6.2009	33

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
239.	216/2007	Singapore Airlines Limited	Air-Transport Executive Staff Union	3 years	1.4.2007 - 31.3.2010	381
240.	222/2007	Total Petrochemicals South East Asia Private Limited	Chemical Industries Employees Union	3 years	1.7.2007 - 30.6.2010	45
241.	223/2007	Changi International Airport Services Private Limited	Changi international Airport Services Employees' Union	3 years	1.1.2007 - 31.12.2009	697
(19) 242.	224/2007	Orchid Shipmanagement Private Limited	Singapore Maritime Officers' Union	3 years	11.7.2007 - 10.7.2010	9
243.	225/2007	Abacus International Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2007 - 30.6.2010	20
244.	227/2007	Panasonic Semiconductor Singapore a division of Panasonic Semiconductor Asia Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2007 - 30.6.2010	349
245.	120/2007	Singapore Cruise Centre Private Limited	Singapore industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	39
246.	226/2007	Hong Lam Marine Private Limited	Singapore Maritime Officers' Union	2 years	1.7.2007 - 30.6.2009	10

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
247.	228/2007	Regent Motors a division of Vantage Automotive Limited	The Singapore Motor Workshops Employees' Union	3 years	1.1.2007 - 31.12.2009	39
248.	229/2007	Serangoon Gardens Country Club	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 - 30.6.2009	28
249.	237/2007	BRC Asia Limited	Building Construction And Timber Industries Employees' Union	2 years	1.1.2007 - 31.12.2008	30
250.	238/2007	Singapore Offshore Petroleum Services Private Limited	United Workers of Petroleum Industry	2 years	1.7.2007 - 30.6.2009	65
251.	239/2007	GE Keppel Energy Services Private Limited	Shipbuilding And Marine Engineering Employees' Union	3 years	1.6.2007 - 31.5.2010	118
252.	146/2007	Royal Selangor (S) Private Limited	The Metal Industries Workers' Union	3 years	1.7.2005 - 30.6.2008	2
253.	214/2007	Sibamar Shipmanagement Private Limited	Singapore Organisation of Seamen	2 years	22.6.2007 - 21.6.2009	12
254.	230/2007	3J Shipping Agencies Private Limited	Singapore Organisation of Seamen	2 years	18.6.2007 - 17.6.2009	11

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
255.	231/2007	New Asian Shipping Co. Limited Hongkong represented in Singapore by MOB Cougar Private Limited	Singapore Organisation of Seamen	2 years	10.2.2007 - 9.2.2009	14
256.	232/2007	Central Provident Fund Board	Amalgamated Union of Public Employees	3 years	12.7.2007 - 11.7.2010	381
(51) 257.	241/2007	Crystal Water Navigation Private Limited	Singapore Maritime Officers' Union	3 years	1.7.2007 - 30.6.2010	8
258.	242/2007	LHT Holdings Limited	Building Construction And Timber Industries Employees' Union	2 years	1.1.2007 - 31.12.2008	63
259.	243/2007	Bishan-Toa Payoh Town Council	Building Construction And Timber Industries Employees' Union	2 years	1.1.2007 - 31.12.2008	24
260.	244/2007	Pokka Corporation (Singapore) Limited	Food, Drinks And Allied Workers' Union	3 years	1.5.2007 - 30.4.2010	35
261.	245/2007	SAA Architects Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2007 - 30.6.2010	9

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
262.	218/2007	3J Shipping Agencies Private Limited	Singapore Maritime Officers' Union	2 years	18.6.2007 - 17.6.2009	9
263.	240/2007	Drug Houses of Australia (Asia) Private Limited	Chemical Industries Employees Union	3 years	1.1.2007 - 31.12.2009	44
264.	246/2007	Mediacorp Private Limited	Singapore Union of Broadcasting Employees	3 years	17.7.2007 - 16.7.2010	616
(52) 265.	247/2007	Wallem Shipmanagement Limited represented in Singapore by Wallem Shipping (S) Private Limited	Singapore Maritime Officers' Union	2 years	1.7.2007 - 30.6.2009	36
266.	248/2007	Sibamar Shipmanagement (S) Private Limited	Singapore Maritime Officers' Union	2 years	25.6.2007 - 24.6.2009	10
267.	250/2007	Swiss Precision Industries (Private) Limited	The Metal Industries Workers' Union	3 years	1.1.2007 - 31.12.2009	56
268.	251/2007	Comfortdelgro Bus Private Limited	National Transport Workers' Union	3 years	1.1.2007 - 31.12.2009	10
269.	252/2007	Sony Precision Engineering Center (S)	United Workers of Electronic & Electrical Industries	3 years	1.4.2007 - 31.3.2010	99

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COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
270.	253/2007	Overseas Union Enterprise Limited in respect of Meritus Mandarin Singapore	Food, Drinks And Allied Workers' Union	3 years	1.7.2006 - 30.6.2009	430
271.	254/2007	United Paper Industries Private Limited	Building Construction And Timber Industries Employees' Union	2 years	1.7.2007 - 30.6.2009	22
(S3) 272.	255/2007	Chinese Maritime Transport (S) Private Limited	Singapore Maritime Officers' Union	3 years	1.2.2007-31.1.2010	16
273.	256/2007	Herning Shipping Asia Private Limited	Singapore Maritime Officers' Union	2 years	1.6.2007 - 31.5.2009	20
274.	257/2007	Dunlopillo (Singapore) Private Limited - Dunlop Singapore	The Singapore Manual & Mercantile Workers' Union	2 years	1.6.2007 - 31.5.2009	16
275.	258/2007	Mecomb Singapore Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	31
276.	260/2007	Copthorne King's Hotel	Food, Drinks And Allied Workers' Union	3 years	1.12.2004 - 30.11.2007	38

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
277.	262/2007	Crew Management Services (I) Pvt. Limited represented in Singapore by CMS Crew Management Services Limited	Singapore Organisation of Seamen	2 years	29.6.2007 - 28.6.2009	9
278.	263/2007	Sembawang Shipyard Private Limited	Sembawang Shipyard Employees' Union	3 years	1.1.2007 - 31.12.2009	1,151
(b5) 279.	265/2007	Tanker Pacific Management (Singapore) Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	170
280.	266/2007	SMOE Private Limited	Sembawang Shipyard Employees' Union	3 years	1.1.2007 - 31.12.2009	41
281.	267/2007	Singapore Land Authority	Amalgamated Union of Statutory Board Employees	3 years	7.8.2007 - 6.8.2010	233
282.	268/2007	Fortune Food Manufacturing Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2006 - 31.12.2008	9
283.	264/2007	Crown Beverage Cans Singapore Private Limited	The Metal Industries Workers' Union	3 years	1.5.2007 - 3.4.2010	49
284.	269/2007	Fuji Xerox Singapore Private Limited	The Singapore Manuals & Mercantile Workers' Union	2 years	1.1.2007 - 31.12.2008	222

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COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered	
				Union				
285.	270/2007	Senoko Power Limited		Union of Power and Gas Employees	3 years	1.3.2007 - 28.2.2010	188	
286.	271/2007	Oerlikon Textile Components Singapore Private Limited		The Metal Industries Workers' Union	3 years	1.7.2007 - 30.6.2010	115	
287.	272/2007	Singapore Chemi-Con (Private) Limited		United Workers of Electronic & Electrical Industries	3 years	1.7.2007 - 30.6.2010	22	
(S)	288.	115/2007	Elyo South East Asia Private Limited		Singapore Industrial & Services Employees Union	2 years	1.7.2006 - 30.6.2008	36
289.	116/2007	Metal One Stainless (Asia) Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	22	
290.	259/2007	Cold Storage Singapore (1983) Private Limited		Food, Drinks And Allied Workers' Union	3 years	1.1.2007 - 31.12.2009	1,300	
291.	261/2007	Showa Chain (S) Private Limited		The Metal Industries Workers' Union	3 years	1.4.2006 - 31.3.2009	17	
292.	273/2007	Pusaka Laut Private Limited		Singapore Maritime Officers' Union	3 years	12.1.2007 - 11.1.2010	10	
293.	279/2007	Chinese Maritime Transport (S) Private Limited		Singapore Organisation of Seamen	3 years	1.2.2007 - 31.1.2010	24	

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
294.	280/2007	Crystal Water Navigation Private Limited		Singapore Organisation of Seamen	2 years 6 months	1.7.2007 - 31.12.2009	8
295.	282/2007	Orchid Shipmanagement Private Limited		Singapore Organisation of Seamen	3 years	11.7.2007 - 10.7.2010	10
296.	283/2007	Sibamar Ship Management Private Limited		Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	1.8.2007 - 31.7.2009	40
297.	287/2007	ABB Industry Private Limited		Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	69
298.	288/2007	ABB Industry Private Limited, (Transformers Operation)		Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	23
299.	274/2007	Singa Star Private Limited		Singapore Maritime Officers' Union	3 years	12.1.2007 - 11.1.2010	90
300.	281/2007	Hong Lam Marine Private Limited		Singapore Organisation of Seamen	2 years	1.7.2007 - 30.6.2009	10
301.	284/2007	Unix Line Private Limited		Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	22

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
302.	285/2007	Wallem Shipmanagement Private Limited	Singapore Organisation of Seamen	2 years 1 month	1.6.2007 - 30.6.2009	8
303.	286/2007	Sime Rengo Packaging Singapore Limited	Building Construction And Timber Industries Employees' Union	2 years	1.7.2007 - 30.6.2009	112
304.	289/2007	Crown Equipment (Singapore) Private Limited	Singapore Industrial & Services Employees Union	3 years	1.4.2007 - 31.3.2010	20
(57) 305.	290/2007	AmFraser Securities Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.6.2007 - 31.5.2010	12
306.	291/2007	Aker Kvaerner Subsea Singapore, division of Kvaerner E & C Singapore Private Limited	Shipbuilding And Marine Engineering Employees' Union	3 years	1.1.2007 - 31.12.2009	6
307.	292/2007	SL Global Private Limited	Singapore Industrial & Services Employees Union	3 years	1.8.2007 - 31.7.2010	44
308.	293/2007	Wincor Nixdorf Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.10.2006 - 30.9.2009	146
309.	276/2007	Ameron (Private) Limited	Building Construction And Timber Industries Employees' Union	2 years	1.10.2006 - 30.9.2008	55

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties	Union	Duration	Period	Number of Employees Covered
310.	174/2007	Defence Science & Technology Agency		Amalgamated Union of Statutory Board Employees	3 years	1.6.2007 - 31.5.2010	1,703
311.	294/2007	National Parks Board		Amalgamated Union of Public Employees	3 years	1.8.2007 - 31.7.2010	320
312.	298/2007	Ishima Private Limited		Singapore Organisation of Seamen	2 years 8 months 14 days	18.4.2007 - 31.12.2009	11
(58)	313.	299/2007	Hanseatic Shipping Company Limited represented in Singapore by Hanseatic Shipping Co. Limited	Singapore Organisation of Seamen	2 years	18.5.2007 - 17.5.2009	19
314.	300/2007	Wallem Shipmanagement Private Limited		Singapore Organisation of Seamen	2 years	1.7.2007 - 30.6.2009	8
315.	301/2007	Wallem Shipmanagement Private Limited		Singapore Organisation of Seamen	2 years	1.7.2007 - 30.6.2009	8
316.	302/2007	Seiko Instruments Singapore Private Limited		The Metal Industries Workers' Union	3 years	1.7.2007 - 30.6.2010	289
317.	303/2007	K C Dat (Singapore) Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.5.2007 - 30.4.2010	45

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
318.	129/2007	Oiltanking Singapore Limited	United Workers of Petroleum Industry	3 years	1.1.2006 - 31.12.2008	26
319.	130/2007	Oiltanking Odjell Terminal Singapore Private Limited	United Workers of Petroleum Industry	3 years	1.1.2006 - 31.12.2008	23
320.	235/2007	Harpers Trading (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 - 30.6.2009	30
(69) 321.	236/2007	Diethelm Keller Engineering Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 - 30.6.2009	1
322.	304/2007	The Singapore Island Country Club	Singapore Industrial & Services Employees Union	3 years	1.7.2007 - 30.6.2010	251
323.	305/2007	Tractors Singapore Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	113
324.	306/2007	KM Food Private Limited	The Singapore Catering Services, Staff & Workers' Trade Union	3 years	1.7.2007 - 30.6.2010	17
325.	308/2007	Buhler AG, Singapore Office	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2007 - 30.6.2010	6

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered	
				Union				
326.	312/2007	RCMS Properties Private Limited, a subsidiary of Pontiac Marina Private Limited and trading as The Ritz-Carlton, Millenia Singapore		Food, Drinks And Allied Workers' Union	3 years	1.1.2005 - 31.12.2007	93	
(99)	327.	278/2007	SKF South East Asia Pacific (Private) Limited		Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	40
	328.	309/2007	Saudi Arabian Airlines		The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 - 30.6.2009	7
	329.	315/2007	Fraser & Neave (Singapore) Private Limited		Food, Drinks And Allied Workers' Union	3 years	1.1.2007 - 31.12.2009	7
	330.	316/2007	Housing & Development Board		Housing & Development Board Staff Union	3 years	1.7.2007 - 30.6.2010	2,578
	331.	317/2007	The Singapore Association For the Deaf		The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 - 30.6.2009	10
	332.	318/2007	Unitor Ships Services (S) Private Limited		Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	41

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered	
				Union				
333.	319/2007	Powerseraya Limited		Union of Power and Gas Employees	3 years	1.7.2007 - 30.6.2010	198	
334.	322/2007	Mitsui Electronics Asia Private Limited		United Workers of Electronic & Electrical Industries	3 years	1.9.2007 - 31.8.2010	36	
335.	277/2007	PBI Interstate Private Limited		Building Construction And Timber Industries Employees' Union	2 years	1.1.2007 - 31.12.2008	30	
(61)	336.	295/2007	Wealco Equipment, a division of Wearnes Automotive & Equipment Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	17
	337.	296/2007	O'connors Singapore Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.10.2006 - 30.9.2009	6
	338.	297/2007	Far East Motors, a division of Wearnes Automotive & Equipment Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	17
	339.	310/2007	City Gas Private Limited		Union of Power and Gas Employees	3 years	20.8.2007 - 19.8.2010	161

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
340.	311/2007	ISK Singapore Private Limited	Chemical Industries Employees Union	2 years	1.7.2006 - 30.6.2008	96
341.	313/2007	Tuas Power Limited	Union of Power and Gas Employees	3 years	1.1.2008 - 31.12.2010	70
342.	152/2007	Premier Security Co-Operative Limited	Union of Security Employees	3 years	1.4.2007 - 31.3.2010	282
(343.)	359/2007	Le Meridien Singapore	Food, Drinks And Allied Workers' Union	3 years	1.1.2006 - 31.12.2008	47
344.	361/2007	Konlink Shipping Private Limited	Singapore Organisation of Seamen	2 years 6 months	1.7.2007 - 31.12.2009	40
345.	365/2007	A.P. Moller Singapore Private Limited	Singapore Maritime Officers' Union	2 years 3 months	1.10.2007 - 31.12.2009	1,067
346.	29/2007	Sembcorp Environmental Management Private Limited	Building Construction And Timber Industries Employees' Union	3 years	1.7.2006 - 30.6.2009	16
347.	92/2007	Spotlight Stores (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	30

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
348.	233/2007	Diethelm Furniture Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 - 30.6.2009	4
349.	275/2007	Ngee Ann Polytechnic	Ngee Ann Polytechnic Academic Staff Union	3 years	27.5.2007 - 26.5.2010	405
350.	307/2007	Colex Holdings Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	42
(63) 351.	321/2007	Neptune Shipmanagement Services (Private) Limited	Singapore Organisation of Seamen	2 years 2 months 17 days	15.10.2006 - 31.12.2008	702
352.	323/2007	Goltens Singapore Private Limited	Shipbuilding And Marine Engineering Employees' Union	3 years	1.8.2007 - 31.7.2010	122
353.	325/2007	Keppel Shipyard Limited and Keppel Singmarine Private Limited	Keppel Employees Union and Shipbuilding And Marine Engineering Employees' Union	3 years	1.7.2007 - 30.6.2010	2,315
354.	330/2007	Singapore Pools (Private) Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.5.2007 - 30.4.2010	58

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered	
355.	331 /2007	Singapore Pools (Private) Limited (Ex-Singapore Turf Club Admin & Course)	The Singapore Manual & Mercantile Workers' Union	3 years	1.5.2007 – 30.4.2010	8	
356.	332/2007	Singapore Pools (Private) Limited (Ex-Singapore Turf Club Branch & Workers' Union Off-Course Betting)	The Singapore Manual & Mercantile Workers' Union	3 years	1.5.2007 - 30.4.2010	214	
(49)	357.	346/2007	Management Corporation Strata Title Plan No 2190	Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	36
358.	347/2007	Marina Centre Holdings Private Limited and Marina Management Services Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	30	
359.	363/2007	Hotel Royal Limited	Food, Drinks And Allied Workers' Union	3 years	1.7.2006 - 30.6.2009	59	
360.	368/2007	Keppel Logistics Private Limited	Keppel Services Staff Union	3 years	1.1.2007 - 31.12.2009	55	
361.	370/2007	Keppel FMO Private Limited	Keppel Services Staff Union	3 years	1.1.2007 - 31.12.2009	58	

APPENDIX C

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
362.	373/2007	Furama Riverfront Singapore	Food, Drinks And Allied Workers' Union	3 years	1.7.2006 - 30.6.2009	68
363.	381/2007	MOL Tankship Management (Asia) Private Limited	Singapore Maritime Officers' Union	2 years	29.10.2007 - 28.10.2009	10
364.	95/2007	Terasaki Electric Co (F.E.) Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.11.2006 - 31.10.2009	26
(69) 365.	314/2007	Jebsen & Jessen Broadway (S) Private Limited	Chemical Industries Employees Union	3 years	1.1.2007 - 31.12.2009	57
366.	324/2007	Gardenia Foods (S) Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.4.2007 - 31.3.2010	194
367.	326/2007	Hewlett-Packard Singapore (Private) Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2007 - 30.6.2010	408
368.	327/2007	Royal Plaza	Food, Drinks And Allied Workers' Union	3 years	1.1.2007 - 31.12.2009	98
369.	328/2007	"K" Line Ship Management (Singapore) Private Limited	Singapore Maritime Officers' Union	3 years	12.9.2007 - 11.9.2010	40
370.	329/2007	Civil Aviation Authority of Singapore (Emergency Officer)	Amalgamated Union of Public Employees	3 years	15.9.2007 - 14.9.2010	388

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
371.	333/2007	Pepperl + Fuchs (Manufacturing) Private Limited		United Workers of Electronic & Electrical Industries	3 years	1.1.2007 - 31.12.2009	180
372.	334/2007	Pontiac Marina Private Limited trading as Conrad Centennial Singapore		Food, Drinks And Allied Workers' Union	3 years	1.1.2006 - 31.12.2008	75
(99) 373.	335/2007	Metro (Private) Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	226
374.	336/2007	Qioptiq Singapore Private Limited		Singapore Industrial & Services Employees Union	3 years	1.8.2007 - 31.7.2010	394
375.	343/2007	Realty Management Services (Private) Limited		Singapore Industrial & Services Employees Union	3 years	1.7.2007 - 30.6.2010	66
376.	345/2007	Tac-Tokyo Aircargo (Sin) Private Limited		The Singapore Manual & Mercantile Workers' Union	2 years	7.5.2007 - 6.5.2009	12
377.	348/2007	Tetra Pak Jurong Private Limited		Food, Drinks And Allied Workers' Union	3 years	1.7.2007 - 30.6.2010	272
378.	369/2007	National Library Board		Amalgamated Union of Statutory Board Employees	3 years	1.1.2007 - 31.12.2009	320

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
379.	371/2007	Sumitomo Electric Interconnect Products (S) Private Limited		United Workers of Petroleum Industry	3 years	1.7.2007 - 30.6.2010	18
380.	372/2007	Mitsui Phenols Singapore Private Limited		United Workers of Electronic & Electrical Industries	3 years	1.7.2007 - 30.6.2010	74
381.	375/2007	Singapore Press Holdings Limited		Singapore Press Holdings Employees' Union	3 years	1.1.2007 - 31.12.2009	801
382.	376/2007	Singapore Press Holdings Limited		Singapore National Union of Journalists	3 years	1.1.2007 - 31.12.2009	123
383.	338/2007	Minebea Technologies Private Limited		The Metal Industries Workers' Union	3 years	1.1.2007 - 31.12.2009	1
384.	339/2007	NMB Singapore Limited		The Metal Industries Workers' Union	3 years	1.1.2007 - 31.12.2009	268
385.	352/2007	SIS '88 Private Limited (Employees)		Food, Drinks And Allied Workers' Union	3 years	1.1.2006 - 31.12.2008	32
386.	353/2007	SIS '88 Private Limited (Supervisory)		Food, Drinks And Allied Workers' Union	3 years	1.1.2006 - 31.12.2008	2

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
387.	354/2007	The Management Corporation - Strata Title Plan No. 2781		Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	2
388.	355/2007	Straits Developments Private Limited		Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	9
(89) 389.	364/2007	Malayan Motors a division of Wearnes Automotive & Equipment Private Limited		The Singapore Motor Workshops Employees' Union	3 years	1.1.2007 - 31.12.2009	17
390.	366/2007	Kyocera Mita Singapore Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.6.2006 - 31.5.2009	23
391.	367/2007	The Spastic Children's Association of Singapore		The Singapore Manual & Mercantile Workers' Union	2 years	1.1.2007 - 31.12.2008	32
392.	374/2007	AEI Corporation Limited		The Metal Industries Workers' Union	2 years	1.1.2007 - 31.12.2008	94
393.	377/2007	SIA Engineering Company Limited		Air-Transport Executive Staff Union	3 years	1.4.2007 - 31.3.2010	266
394.	378/2007	Asian Electronic Technology Private Limited		The Metal Industries Workers' Union	2 years	1.7.2007 - 30.6.2009	146

APPENDIX C

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
395.	379/2007	Caterpillar Asia Private Limited		Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	66
396.	380/2007	San's Tours & Car Rentals		National Transport Workers' Union	3 years	1.7.2006 - 30.6.2009	12
397.	382/2007	General Motors Overseas Distribution Corporation (Singapore)		Singapore Industrial & Services Employees Union	3 years	1.7.2007 - 30.6.2010	4
398.	383/2007	SPH Unionworks Private Limited		Singapore Industrial & Services Employees Union	3 years	1.1.2006 - 31.12.2008	9
399.	337/2007	Executive Shipmanagement Private Limited		Singapore Maritime Officers' Union	3 years	1.7.2007 - 30.6.2010	36
400.	340/2007	Pelmec Industries (Private) Limited		The Metal Industries Workers' Union	3 years	1.7.2007 - 30.6.2010	266
401.	341/2007	United Overseas Bank Limited and Far Eastern Bank Limited		Singapore Bank Officers' Association	3 years	1.1.2006 - 31.12.2008	279
402.	342/2007	United Overseas Bank Limited and Far Eastern Bank Limited		Singapore Bank Employees' Union	3 years	1.1.2006 - 31.12.2008	654

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
403.	349/2007	FujiFilm Hunt Chemicals Singapore Private Limited		Chemical Industries Employees Union	2 years	1.4.2007 - 31.3.2009	18
404.	350/2007	United Premas Group of companies (United Premas Limited, Premas Technologies Private Limited, Premas Valuers & Property Consultants Private Limited, Esmaco Private Limited, Esmaco Township Management Private Limited, Esmaco Valuers & Property Agents Private Limited, LandArt Private Limited)		Building Construction And Timber Industries Employees' Union	2 years	1.5.2007 - 30.4.2009	305
405.	351/2007	SIA Group Sports Club		The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2007 - 30.6.2010	8
406.	356/2007	Unicorn Square Limited		Singapore Industrial & Services Employees Union	3 years	1.1.2007 - 31.12.2009	4
407.	357/2007	Malaysia Dairy Industries Private Limited		Food, Drinks And Allied Workers' Union	3 years	1.7.2006 - 30.6.2009	122
408.	390/2007	Panasonic AVC Networks Singapore Private Limited		United Workers of Electronic & Electrical Industries	3 years	1.1.2006 - 31.12.2008	435

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
409.	391/2007	Kodak (Singapore) Private Limited and Eastman Kodak Company		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	20
410.	392/2007	Republic Plaza City Club (S) Private Limited		Food, Drinks And Allied Workers' Union	3 years	1.7.2006 - 30.6.2009	24
411.	396/2007	Singapore Airlines Cargo Private Limited		Air-Transport Executive Staff Union	3 years	1.4.2007 - 31.3.2010	31
412.	397/2007	Temasek Club		Singapore Industrial & Services Employees Union	3 years	1.11.2007 - 31.10.2010	13
413.	398/2007	PSI Bulk Shipping Private Limited		Singapore Organisation of Seamen	3 years	1.7.2005 - 30.6.2008	30
414.	399/2007	V.Ships (Asia) Private Limited (Tankers)		Singapore Organisation of Seamen	2 years	22.8.2006 - 21.8.2008	40
415.	400/2007	V.Ships (Asia) Private Limited (Principle)		Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	30
416.	234/2007	Diethelm Singapore Private Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 - 30.6.2009	64

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
417.	358/2007	Singapore Cricket Club		The Singapore Catering Services, Staff & Workers' Trade Union	2 years	1.1.2007 - 31.12.2008	44
418.	360/2007	Bukit Timah Saddle Club		The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	22
419.	362/2007	DRS Trythall, Hoy, Davies (Private) Limited		The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 - 30.6.2009	5
420.	387/2007	MOL Tankship Management (Asia) Private Limited		Singapore Organisation of Seamen	2 years	29.10.2007 - 28.10.2009	12
421.	388/2007	Avago Technologies Private Limited and its Singapore subsidiaries		United Workers of Electronic & Electrical Industries	3 years	1.7.2007 - 30.6.2010	387
422.	389/2007	Worleyparsons Private Limited		Union of Power and Gas Employees	3 years	1.11.2007 - 31.10.2010	40
423.	394/2007	Sigma Cable Company (Private) Limited		United Workers of Electronic & Electrical Industries	3 years	1.7.2007 - 30.6.2010	44

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COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
424.	401/2007	Anglo-Eastern U.K. Limited represented in Singapore by Anglo-Eastern Shipmanagement (Singapore) Private Limited	Singapore Maritime Officers' Union	2 years	11.9.2007 - 10.9.2009	9
425.	385/2007	Hitachi Cable Asia Pacific Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2007 - 30.6.2010	168
(73) 426.	386/2007	Bayview Hotel Singapore	Foodt Drinks And Allied Workers' Union	3 years	1.6.2006 - 30.6.2009	9
427.	393/2007	Panasonic Refrigeration Devices Singapore Private Limited	United Workers of Electronic & Electrical Industries	2 years	1.7.2007 - 30.6.2009	1,200
428.	403/2007	Overseas-Chinese Banking Corporation Limited and Bank of Singapore Limited	Singapore Bank Employees' Union	3 years	1.1.2006 - 31.12.2008	565
429.	404/2007	Venture Corporation Limited	United Workers of Electronic & Electrical Industries	3 years	1.1.2006 - 31.12.2008	307
430.	405/2007	Multitech Systems Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.1.2006 - 31.12.2008	60

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties		Duration	Period	Number of Employees Covered
				Union			
431.	407/2007	CMS Crew Management Services (I) Pvt. Limited represented in Singapore by CMS Crew Management Services Limited		Singapore Maritime Officers' Union	2 years 6 months 18 days	29.6.2007 - 15.1.2010	30
432.	406/2007	Silkair (Singapore) Private Limited		Air-Transport Executive Staff Union	3 years	1.4.2007 - 31.3.2010	23
(74) 433.	408/2007	Eastwind Shipmanagement Private Limited		Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	1.1.2007 - 31.12.2008	122
434.	409/2007	Eurasia International (Singapore) Private Limited		Singapore Maritime Officers' Union	3 years	12.10.2007 - 11.10.2010	45
435.	410/2007	Eurasia Ship Management (Shanghai) Company Limited represented in Singapore by Eurasia International (Singapore) Private Limited		Singapore Maritime Officers' Union	3 years	27.11.2007 - 26.11.2010	20
436.	320/2007	Neptune Shipmanagement Services (Private) Limited		Singapore Organisation of Seamen	3 years	1.1.2007 - 31.12.2009	60

COLLECTIVE AGREEMENTS CERTIFIED IN 2007 - *continued*

Serial No	CA No	Employer	Parties Union	Duration	Period	Number of Employees Covered
437.	412/2007	Anglo-Eastern (U.K.) Limited represented in Singapore by Anglo Eastern Shipmanagement (S) Private Limited	Singapore Organisation of Seamen	2 years	11.9.2007 - 10.9.2009	12
438.	413/2007	Bates Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 - 31.12.2009	2
(75) 439.	414/2007	Ocean Tankers Private Limited	Singapore Maritime Officers' Union	2 years	15.11.2007 - 14.11.2009	198
440.	415/2007	Torm Singapore Private Limited	Singapore Maritime Officers' Union	3 years	1.1.2008 - 31.12.2010	100