



REPUBLIC OF SINGAPORE

ANNUAL REPORT
OF THE
PRESIDENT
INDUSTRIAL ARBITRATION COURT
2015

Made pursuant to Section 86 of the
Industrial Relations Act



REPUBLIC OF SINGAPORE

55TH ANNUAL REPORT
OF
THE PRESIDENT
OF THE
INDUSTRIAL ARBITRATION COURT
FOR THE
PERIOD 1 JANUARY TO 31 DECEMBER 2015
TO
THE HONOURABLE
MR LIM SWEE SAY
MINISTER FOR MANPOWER

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

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**55TH ANNUAL REPORT
OF THE
INDUSTRIAL ARBITRATION COURT**

1 MEMBERSHIP OF THE COURT AND PRINCIPAL OFFICERS

In 2015, the principal officers of the Industrial Arbitration Court (“the Court”) were:

President:	Justice Chan Seng Onn
Deputy President:	JC See Kee Oon Presiding Judge, State Courts
Registrar:	Mr Nigel Foo
Assistant Registrar:	Mrs Woo-Yip Poh Kuen Mr Jameson Quek

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 Paul Chung Chun Leong
- (2) Ms Jessica Leong Siew Wah
- (3) Ms Mable Chan Kam Man
- (4) Ms Anna Fok Wai Min
- (5) Mr Francis Tan Pee Kwang
- (6) Ms Ang Ee Hsien, Sharon
- (7) Mr Lim Shung Yar

- (8) Mr Nunis Vernon Gerard (until 16.1.2015)
- (9) Mdm Phua Puay Li (until 14.4.2015)
- (10) Ms Yong Meng Dai Carol (until 30.11.2015)
- (11) Ms Cheong Meng Foong (with effect from 17.1.2015)
- (12) Mr Yeo Whee Jim (with effect from 15.4.2015)
- (13) Ms Goh Kah Eem (with effect from 1.12.2015)

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) Ms Diana Chia Siew Fui
- (2) Mr Karthikeyan s/o Krishnamurthy
- (3) Ms Mary Liew Kiah Eng
- (4) Mr Edwin Lye Teck Hee
- (5) Mr Ma Wei Cheng
- (6) Mr Mah Cheong Fatt
- (7) Mr James Tan Cheng Choo
- (8) Ms Toh Hwee Tin (until 1.5.2015)
- (9) Mr Thiagarajan s/o Subramaniam (until 1.5.2015)
- (10) Mr Lim Kuang Beng (until 29.5.2015)
- (11) Ms Choo Sor Chew (with effect from 2.5.2015)
- (12) Mr Ng Theng Loon Charles (with effect from 2.5.2015)
- (13) Mr Tan Hock Soon (with effect from 30.5.2015)

4 REFEREES OF THE COURT

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

- (1) Ms Barker Deborah Evaline
- (2) Mr Cavinder Bull
- (3) Mr Andre Maniam
- (4) Ms Salina Binte Ishak
- (5) Mr Tan Tee Jim
- (6) Mr Tan Puay Boon, the Director of Legal Aid (until 12.4.2015)
- (7) Ms Lim Hui Min, the Director of Legal Aid (with effect from 13.4.2015)

5 DISPUTES REFERRED TO THE COURT

In 2015, two new disputes were referred to the Court. The Court had to deal with a total of four cases, two of which were carried forward from the previous year. All four cases were successfully mediated by the Registrar.

Of the four cases, two involved First Defense Services Pte Ltd and the Singapore Industrial & Services Employees Union. The disputes involved the payment of annual increments for 2012, 2013 and 2014. Upon mediation by the Registrar, the parties reached an amicable settlement and withdrew the applications accordingly.

The third case was carried forward from 2014. The Building Construction and Timber Employees' Union had filed for an order against LHT Holdings Limited, to show cause why the latter should not be ordered to comply with two clauses of the newly signed Collective Agreement. These two clauses pertained to the payment of Employee Service Awards and recognition of an employee's medical leave. After clarification and mediation by the Registrar, the parties reached a settlement, and the Union withdrew the application after the Company had made the necessary payments.

The last case was an ex-parte application submitted by the Singapore Manual & Mercantile Workers' Union for the continuation of a collective agreement with Malaysian Airline System Berhad for two more years. The parties had been negotiating for a new collective agreement when it was announced that the Company would be ceasing its operations on 31 August 2015. Though the parties subsequently came to an agreement over the retrenchment benefits for the affected employees, the Union needed the collective agreement to be in force so that they would have the legal right to take action should the Company not fulfil its agreement. During mediation, the Registrar assured the Union that since the case had been formally lodged, the case could still proceed to arbitration should the Company not make the necessary payments on the agreed date. Subsequently, the Company made the payments as agreed, and the Union withdrew the application accordingly.

In summary, 4 cases were successfully mediated by the Registrar in 2015.

6 COLLECTIVE AGREEMENTS CERTIFIED BY THE COURT

438 Collective Agreements ("CAs") were filed with the Court in 2015, an increase of 13 CAs over the previous year. Together with the 75 CAs brought forward from 2014, a total of 513 CAs had to be processed and certified. Out of these CAs, 479 were certified by the Court and 14 of them involved public sector employees. At the end of 2015, there were 34 CAs pending certification.

7 VARIATION OF COLLECTIVE AGREEMENTS

In 2015, seven variations of CAs were filed with the Court compared to four applications in 2014. All seven variations were approved.

A breakdown of the variations is as follows:

Particulars of Application	No. of Application
Service Benefit	1
Shift Allowances	3
Salary Range	1
Shift Schedule	1
Duration of collective agreement	1
Total	7

8 DISPUTES REFERRED TO THE REFEREES

There was no dispute referred to the Referees of the Court.

9 DURATION OF COLLECTIVE AGREEMENTS

The Act provides that a CA 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 438 CAs filed with the Court in 2015, 316 CAs had a duration of three years, 89 had a duration of two years and 33 had a duration of between two and three years.

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

Duration	2015	2014	2013
3 years	316 (72.2%)	332 (78.1%)	333 (78.7%)
Between 2 and 3 years	33 (7.5%)	10 (2.4%)	9 (2.1%)
2 years	89 (20.3%)	83 (19.5%)	81 (19.2%)
TOTAL	438 (100%)	425 (100%)	423 (100%)

In 2015, out of the 438 CAs filed with the Court, 65 CAs had prospective operative dates, 246 CAs had retrospective operative dates of six months or less and 127 CAs had retrospective operative dates of more than six months.

A breakdown of the CAs by prospective or retrospective operation is as follows for the past three years:

Effective Date	2015	2014	2013
With prospective dates of operation	65 (14.8%)	37 (8.7%)	31 (7.3%)
With retrospective dates of operation of 6 months or less	246 (56.2%)	216 (50.8%)	203 (48.0%)
With retrospective dates of operation of more than 6 months	127 (29.0%)	172 (40.5%)	189 (44.7%)
TOTAL	438 (100%)	425 (100%)	423 (100%)

The table below provides a breakdown of the CAs with more than six months of retrospective operation for the past three years.

Retrospective Period	2015	2014	2013
>6 months and \leq 12 months	84	103	106
>12 months and \leq 18 months	22	37	43
>18 months and \leq 24 months	9	20	32
>24 months	12	12	8
TOTAL	127	172	189

10 EMPLOYEES' RETIREMENT AGE

In 2015, 313 of the 438 CAs filed with the Court contained provisions for retirement age at or above the statutory minimum age of 62. A breakdown by age is as follows:

Retirement Age	No. of Collective Agreements (%)	
At age 50*	0	(0%)
At age 62	307	(70.1%)
Above age 62	6	(1.4%)
No age provision	125	(28.5%)
TOTAL	438	(100%)

11 SUPPORTING STAFF OF THE COURT

In addition to the President, Deputy President, Registrar and two Assistant Registrars, the IAC had seven supporting staff in 2015, comprising a verbatim reporter, a stenographer, an office supervisor, a management support officer, two corporate support officers and an operations support officer.

12 FURTHER DETAILS

The five statistical tables and three Appendices appended provide more details of the work of the Court.

13 ACKNOWLEDGEMENT

I wish to express my appreciation to the representatives of employers and trade unions, 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 and dedicated support.

Dated this 5th day of April 2016

A handwritten signature in black ink, appearing to read 'CSO', with a long horizontal stroke extending to the right.

**JUSTICE CHAN SENG ONN
PRESIDENT**

TABLE 1

APPLICATIONS FILED WITH THE COURT IN 2015

Nature of Application	Cognisance under the Industrial Relations Act	No.
Compliance order	Section 56	1
Annual Increment	Sections 31(b) & 50(1)	2
Continuation of collective agreement	Section 39(4)	1
<u>Variation</u>		
Variation of awards/collective agreements	Section 45	7
Total		11

TABLE 2**AWARDS AND ORDERS MADE, DISPUTES OTHERWISE DEALT WITH,
AND COLLECTIVE AGREEMENTS CERTIFIED IN 2015**

Particulars	No	No. of employees covered
Awards and orders made		
- Disputes	0	0
- Variation of collective agreements	7	2,496
Disputes withdrawn following mediation by Registrar/Assistant Registrar	4	254
Collective agreements certified	479	83,913

TABLE 3**AWARDS AND ORDERS MADE BY THE COURT IN 2015**

Particulars	No.
<u>Disputes</u>	
NIL	0
<u>Variation</u>	
Variation of awards/collective agreements	7
Total	7

TABLE 4**CATEGORIES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2015**

Particulars	Professional, Managerial, Executive & Technical	Clerical, Sales & Service	Production, Transport & Manual	Others*	Maritime Officers & Seamen	Total
	(a)	(b)	(c)	(d)	(e)	
Collective agreements	14	65	41	219	140	479
Awards and orders	-	-	-	7	-	7

*(d) is a combination of categories (a), (b) and/or (c)

TABLE 5**CATEGORIES OF EMPLOYERS COVERED BY COLLECTIVE AGREEMENTS CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2015**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements	465	14	-	479
Awards and orders	7	-	-	7

DISPUTES DEALT WITH BY THE COURT IN 2015

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 / Date of Award
			Employer	Union				
NIL								

DISPUTES DEALT WITH BY THE COURT IN 2015

II Disputes Withdrawn following Mediation by 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				
D8/2014	21.10.2014	56	LHT Holdings Limited	Building Construction And Timber Industries Employees' Union	Non Compliance of collective agreement - Long Service Award, Medical And Dental Benefits	98	6.2.2015	13.2.2015
D7/2014	20.10.2014	31(b) & 50(1)	First Defense Services Pte. Ltd.	Singapore Industrial & Services Employees Union	Annual Increment For 2012 And 2013	60	14.4.2015	14.4.2015

DISPUTES DEALT WITH BY THE COURT IN 2015

II Disputes Withdrawn following Mediation by Registrar (Cont'd)

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	Date of Settlement	Date of Withdrawal
			Employer	Union				
D1/2015	17.3.2015	31(b) & 50(1)	First Defense Services Pte. Ltd.	Singapore Industrial & Services Employees Union	Annual Increment For 2014	67	14.4.2015	14.4.2015
D2/2015	15.7.2015	39(4)	Malaysian Airline System Berhad	The Singapore Manual & Mercantile Workers' Union	Continuation Of Collective Agreement	29	31.8.2015	2.9.2015

DISPUTES DEALT WITH BY THE COURT IN 2015

III Disputes Withdrawn 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				
NIL								

DISPUTES DEALT WITH BY THE COURT IN 2015

IV Disputes still pending

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	CORAM	Date of Hearing/ Date of Award
			Employer	Union				
NIL								

DISPUTES DEALT WITH BY THE COURT IN 2015

V Disputes heard by Referee

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	Date of Hearing/ Date of Decision
			Employer	Union			
NIL							

VARIATION ORDERS MADE IN 2015

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V1/2015	45	Prima Limited	Food, Drinks and Allied Workers Union	22	Service Benefit	15.1.2015
V2/2015	45	SP Services Ltd	Union of Power and Gas Employees	553	Shift Allowances	23.2.2015
V3/2015	45	SP Powergrid Ltd	Union of Power and Gas Employees	1538	Shift Allowances	23.2.2015
V4/2015	45	Singapore Power Ltd	Union of Power and Gas Employees	99	Shift Allowances	23.2.2015
V5/2015	45	Acepro Security Consultancy Pte Ltd	Union of Security Employees	99	Salary Range	3.6.2015

VARIATION ORDERS MADE IN 2015

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V6/2015	45	Tuas Power Generation Pte. Ltd.	Union of Power and Gas Employees	179	Shift Schedule	17.8.2015
V7/2015	45	SIS '88 PTE LTD	Food, Drinks and Allied Workers Union	6	Duration of collective agreement	28.12.2015

COLLECTIVE AGREEMENTS CERTIFIED IN 2015

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
1.	382/2014	The Keppel Club	Attractions, Resorts & Entertainment Union	6.1.2015	3 years	1.1.2014 – 31.12.2016	36
2.	383/2014	Eastern Pacific Shipping Pte Ltd	Singapore Maritime Officers' Union	6.1.2015	3 years	1.6.2014 – 31.5.2017	450
3.	384/2014	Foscon Shipmanagement, Inc represented in Singapore by Regional Shipping Services Pte Ltd	Singapore Maritime Officers' Union	6.1.2015	2 years	1.1.2015 – 31.12.2016	70
4.	305/2014	British Airways PLC	The Singapore Manual & Mercantile Workers' Union	12.1.2015	3 years	1.1.2014 – 31.12.2016	81
5.	328/2014	Glaxo Wellcome Manufacturing Pte Ltd	Chemical Industries Employees Union	12.1.2015	3 years	1.1.2014 – 31.12.2016	120
6.	329/2014	Beecham Pharmaceuticals (Pte) Ltd	Chemical Industries Employees Union	12.1.2015	3 years	1.1.2014 – 31.12.2016	42
7.	344/2014	Standard Form Group of Companies (Standard Form Pte Ltd and CF Printers Pte Ltd)	Building Construction and Timber Industries Employees' Union	12.1.2015	3 years	1.1.2014 – 31.12.2016	8

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
8.	349/2014	Spotlight Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.1.2015	3 years	1.1.2013 – 31.12.2015	21
9.	385/2014	Shatec Institutes Pte Ltd	Food, Drinks and Allied Workers Union	12.1.2015	3 years	1.1.2014 – 31.12.2016	5
10.	386/2014	Temasek Polytechnic – (Non-Academic Staffs)	The Amalgamated Union of Public Employees	12.1.2015	3 years	1.1.2015 – 31.12.2017	189
11.	387/2014	Intercontinental Singapore	Food, Drinks and Allied Workers Union	12.1.2015	3 years	1.7.2014 – 30.6.2017	53
12.	390/2014	Fullerton Healthcare Group of Companies comprising Gethin-Jones Medical Practice Pte Ltd, DRS Trythall Hoy Davies Pte Ltd and Fullerton Healthcare Group Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.1.2015	3 years	1.1.2014 – 31.12.2016	29
13.	391/2014	"K" Line Ship Management (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.1.2015	3 years	12.9.2014 – 11.9.2017	44
14.	392/2014	Eastern Pacific Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.1.2015	2 years	1.8.2013 – 31.7.2015	450

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
15.	394/2014	Celeste Holding Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	12.1.2015	3 years	1.1.2015 – 31.12.2017	132
16.	395/2014	Celeste Holding Pte Ltd – (Socius)	Singapore Maritime Officers' Union	12.1.2015	3 years	1.1.2015 – 31.12.2017	33
17.	262/2014	Eagle Services Asia Private Limited – (Administrative Staff)	Air Transport Executive Staff Union	13.1.2015	3 years	1.7.2014 – 30.6.2017	104
18.	277/2014	Mount Faber Leisure Group Pte Ltd and Its Subsidiary – (Monthly-Rated)	Attractions, Resorts & Entertainment Union	13.1.2015	3 years	1.1.2014 – 31.12.2016	66
19.	292/2014	Lafarge Cement Singapore Pte Ltd	Building Construction and Timber Industries Employees' Union	13.1.2015	3 years	1.4.2014 – 31.3.2017	4
20.	396/2014	Celeste Holding Pte Ltd – (Marina)	Singapore Maritime Officers' Union	13.1.2015	3 years	1.1.2015 – 31.12.2017	88
21.	265/2014	SIA Engineering Company Limited	Singapore Airlines Staff Union	15.1.2015	3 years	1.1.2014 – 31.12.2016	2809
22.	285/2014	LVMH Fragrances & Cosmetics (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	15.1.2015	3 years	1.3.2013 – 28.2.2016	4

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
23.	332/2014	Leica Geosystems Technologies Pte. Ltd.	Metal Industries Workers Union	15.1.2015	3 years	1.7.2014 – 30.6.2017	40
24.	379/2014	DHL Global Forwarding Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	15.1.2015	3 years	1.7.2014 – 30.6.2017	104
25.	381/2014	Foster Electric (Singapore) Private Limited	United Workers of Electronics & Electrical Industries	15.1.2015	3 years	1.10.2014 – 30.9.2017	4
26.	393/2014	Actus Guards Pte Ltd	Union of Security Employees	15.1.2015	2 years	1.12.2014 – 31.11.2016	36
27.	370/2014	The American Club	Attractions, Resorts & Entertainment Union	19.1.2015	3 years	1.7.2014 – 30.6.2017	97
28.	402/2014	OG Pte Ltd – (Factory employees)	Singapore Industrial & Services Employees' Union	19.1.2015	3 years	1.12.2014 – 30.11.2017	7
29.	406/2014	Legend Star Shipping Pte Ltd	Singapore Maritime Officers' Union	19.1.2015	3 years	12.1.2015 – 11.1.2018	12
30.	407/2014	Global United Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.1.2015	3 years	1.12.2014 – 30.11.2017	33

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
31.	408/2014	Foscon Shipmanagement Inc. represented in Singapore by Regional Shipping Services Pte Ltd	Singapore Organisation of Seamen	19.1.2015	3 years	1.1.2015 – 31.12.2017	65
32.	409/2014	The Swatch Group S.E.A. (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	19.1.2015	3 years	1.7.2014 – 30.6.2017	11
33.	353/2014	Four Star Industries Pte Ltd	Singapore Industrial & Services Employees' Union	22.1.2015	3 years	1.7.2014 – 30.6.2017	16
34.	358/2014	YCH Distripark (Pte) Ltd	National Transport Workers' Union	22.1.2015	2 years	1.1.2014 – 31.12.2015	58
35.	359/2014	YCH Global Logistics Pte Ltd	National Transport Workers' Union	22.1.2015	2 years	1.1.2014 – 31.12.2015	20
36.	376/2014	Family Leisure Pte Ltd	Attractions, Resorts & Entertainment Union	22.1.2015	3 years	1.6.2014 – 31.5.2017	36
37.	377/2014	SL Ponie Pte Ltd	Singapore Industrial & Services Employees' Union	22.1.2015	2 years	1.7.2014 – 30.6.2016	17
38.	388/2014	Chevalier Singapore Holdings Pte. Ltd.	Metal Industries Workers Union	22.1.2015	3 years	1.4.2014 – 31.3.2017	102

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
39.	399/2014	GCM Safety & Security Pte Ltd	Union of Security of Employees	22.1.2015	3 years	10.12.2014 – 9.12.2017	3
40.	410/2014	York Hotel Pte Ltd	Food, Drinks and Allied Workers Union	22.1.2015	3 years	1.7.2014 – 30.6.2017	68
41.	415/2014	Club HDB Child Care Centre	Education Services Union	22.1.2015	2 years	1.1.2014 – 31.12.2015	17
42.	366/2014	CCD (Singapore) Pte Ltd and Chang Chun (Singapore) Pte Ltd	The United Workers of Petroleum Industry	26.1.2015	3 years	1.7.2014 – 30.6.2017	38
43.	397/2014	The British Defence Singapore Support Unit	The Singapore Manual & Mercantile Workers' Union	26.1.2015	3 years	1.4.2014 – 31.3.2017	16
44.	417/2014	Ngee Ann Polytechnic – (Non-Academic Staff)	The Singapore Manual & Mercantile Workers' Union	26.1.2015	3 years	1.1.2015 – 31.12.2017	173
45.	424/2014	M.T.M. Ship Management Pte Ltd	Singapore Organisation of Seamen	27.1.2015	2 years	28.7.2014 – 27.7.2016	245
46.	425/2014	Asian-Alliance Ship Management Pte Ltd – (ITF-SMOU/SOS IMEC IBF TCC, Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	27.1.2015	2 years	10.11.2014 – 9.11.2016	60

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
47.	1/2015	AXA Insurance Singapore Pte Ltd	Singapore Insurance Employees' Union	27.1.2015	3 years	1.1.2013 – 31.12.2015	48
48.	2/2015	AXA Life Insurance Singapore Pte Ltd	Singapore Insurance Employees' Union	27.1.2015	3 years	1.1.2013 – 31.12.2015	6
49.	369/2014	Singapore Chemi-Con (Pte) Ltd	United Workers of Electronics & Electrical Industries	29.1.2015	3 years	1.7.2013 – 30.6.2016	1
50.	4/2015	Komaya Shipping Co. Pte Ltd	Singapore Maritime Officers' Union	29.1.2015	3 years	1.1.2015 – 31.12.2017	40
51.	7/2015	Clariant (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	29.1.2015	3 years	1.9.2013 – 31.8.2016	41
52.	11/2015	Thome Ship Management Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	29.1.2015	2 years	1.1.2015 – 31.12.2016	135
53.	346/2014	DHL Supply Chain Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	2.2.2015	3 years	1.6.2014 – 31.5.2017	189
54.	380/2014	CTS Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	2.2.2015	3 years	1.8.2014 – 31.7.2017	16

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
55.	13/2015	Maersk Tankers Singapore Pte Ltd (representing a group of companies namely A P Moller Singapore Pte Ltd and A P Moller Maersk A/S) – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.2.2015	3 years	1.7.2014 – 30.6.2017	900
56.	14/2015	OdfJell Phillipines, Inc represented in Singapore by OdfJell Asia II Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.2.2015	2 years	1.1.2015 – 31.12.2016	211
57.	276/2014	Sentosa Leisure Management Pte Ltd – (Monthly Rated Employees')	Attractions, Resorts & Entertainment Union	4.2.2015	3 years	1.1.2014 – 31.12.2016	306
58.	12/2015	NB Solution Pte Ltd	The Singapore Manual & Mercantile Workers' Union	4.2.2015	3 years	1.7.2014 – 30.6.2017	7
59.	19/2015	MOL Tankship Management (Asia) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.2.2015	3 years	1.11.2014 – 31.10.2017	41
60.	16/2015	Tai Wah Distributors Pte Ltd	The Singapore Manual & Mercantile Workers' Union	5.2.2015	3 years	1.7.2014 – 30.6.2017	11

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
61.	18/2015	UTAC Manufacturing Services Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	5.2.2015	3 years	1.7.2013 – 30.6.2016	287
62.	20/2015	F.H. Bertling Chartering & Ship Management Pte Ltd	Singapore Maritime Officers' Union	5.2.2015	2 years	1.1.2015 – 31.12.2016	10
63.	401/2014	Schneider Electric IT Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	9.2.2015	3 years	1.1.2015 – 31.12.2017	60
64.	404/2014	Nippon Paint (Singapore) Company Private Limited	Chemical Industries Employees Union	9.2.2015	3 years	1.1.2014 – 31.12.2016	28
65.	414/2014	Stolthaven Singapore Pte Ltd	The United Workers of Petroleum Industry	9.2.2015	3 years	1.1.2015 – 31.12.2017	16
66.	6/2015	Berger Paints Singapore Private Ltd	Chemical Industries Employees Union	9.2.2015	2 years	1.1.2015 – 31.12.2016	45
67.	21/2015	Singapore Post Ltd	Union of Telecoms Employees of S'pore	9.2.2015	3 years	1.1.2015 – 31.12.2017	1204

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
68.	403/2014	Singapore Oxygen Air Liquide Private Limited	Chemical Industries Employees Union	10.2.2015	3 years	1.7.2014 – 30.6.2017	385
69.	411/2014	First Security & Private Investigation(s) Pte Ltd	Union of Security Employees	10.2.2015	3 years	15.12.2014 – 14.12.2017	15
70.	22/2015	Quantium Solutions International Pte Ltd	Union of Telecoms Employees of Singapore	10.2.2015	3 years	1.1.2015 – 31.12.2017	58
71.	24/2015	MSIG Insurance (Singapore) Pte. Ltd.	Singapore Insurance Employees' Union	10.2.2015	3 years	1.1.2015 – 31.12.2017	173
72.	25/2015	Megastone Holdings Pte Ltd	Building Construction and Timber Industries Employees' Union	11.2.2015	3 years	1.1.2014 – 31.12.2016	10
73.	405/2014	DIC Alkylphenol Singapore Pte. Ltd.	The United Workers of Petroleum Industry	12.2.2015	3 years	1.7.2014 – 30.6.2017	20
74.	416/2014	Sojitz Asia Pte Ltd and Sojitz Petroleum Company (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.2.2015	3 years	1.1.2015 – 31.12.2017	31

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
75.	29/2015	Hongkong Land (Singapore) Pte Ltd.	Building Construction and Timber Industries Employees' Union	12.2.2015	2 years	1.1.2015 – 31.12.2016	24
76.	261/2014	Eagle Services Asia Private Limited	SIA Engineering Company Engineers and Executives Union	17.2.2015	3 years	1.1.2014 – 31.12.2016	124
77.	263/2014	Eagle Services Asia Private Limited – (Graded Staff)	Singapore Airlines Staff Union	17.2.2015	3 years	1.7.2014 – 30.6.2017	495
78.	419/2014	Ben Foods (S) Pte Ltd	Food, Drinks and Allied Workers Union	17.2.2015	3 years	1.1.2015 – 31.12.2017	38
79.	3/2015	NTUC LearningHub Pte Ltd	Education Services Union	17.2.2015	3 years	1.1.2015 – 31.12.2017	170
80.	8/2015	Messier Services Asia Pte Ltd	Singapore Industrial & Services Employees' Union	17.2.2015	3 years	1.10.2013 – 30.9.2016	82
81.	31/2015	Executive Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	17.2.2015	3 years	1.12.2012 – 30.11.2015	254

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
82.	33/2015	Anglo-Eastern Shipmanagement (HongKong) Ltd and Anglo-Eastern Maritime Services Pvt. Ltd represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	17.2.2015	2 years 4 months 16 days	16.8.2014 – 31.12.2016	420
83.	418/2014	Bukit Batok Driving Centre Ltd	Singapore Industrial & Services Employees' Union	23.2.2015	3 years	1.5.2014 – 30.4.2017	142
84.	422/2014	Fujitec Singapore Corporation Limited	United Workers of Electronics & Electrical Industries	23.2.2015	3 years	1.1.2015 – 31.12.2017	253
85.	423/2014	Sumitomo Corporation Asia & Oceania Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	23.2.2015	3 years	1.4.2015 – 31.3.2018	23
86.	17/2015	Maritime and Port Authority of Singapore	Amalgamated Union of Statutory Board Employees	23.2.2015	3 years	1.1.2015 – 31.12.2017	436
87.	27/2015	Sino Huawei Technologies Pte Ltd	Union of Telecoms Employees of S'pore	23.2.2015	3 years	1.1.2015 – 31.12.2017	313

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
88.	32/2015	Wilhelmsen Ship Management Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	23.2.2015	3 years	1.9.2014 – 31.8.2017	100
89.	35/2015	Sata CommHealth	The Singapore Manual & Mercantile Workers' Union	23.2.2015	3 years	1.1.2015 – 31.12.2017	47
90.	36/2015	The Metropolitan Young Men's Christian Association of Singapore	The Singapore Manual & Mercantile Workers' Union	23.2.2015	3 years	1.1.2015 – 31.12.2017	39
91.	398/2014	Tuas Power Generation Pte. Ltd.	Union of Power and Gas Employees'	24.2.2015	3 years	1.1.2014 – 31.12.2016	180
92.	412/2014	Shell Eastern Petroleum (Pte) Ltd, Shell Eastern Trading (Pte) Ltd, Shell Chemicals Seraya Pte Ltd and CRI/Criterion Marketing Asia Pacific Pte Ltd	Singapore Shell Employees' Union	24.2.2015	3 years	1.1.2014 – 31.12.2016	683
93.	421/2014	Wasco Engineering Services Singapore Pte. Ltd.	Metal Industries Workers Union	24.2.2015	2 years	1.1.2015 – 31.12.2016	6

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
94.	39/2015	Prudential Assurance Company Singapore (Pte) Limited	Singapore Insurance Employees' Union	24.2.2015	3 years	1.1.2015 – 31.12.2017	57
95.	40/2015	NYK Shipmanagement Pte Ltd	Singapore Maritime Officers' Union	26.2.2015	3 years	1.12.2014 – 30.11.2017	204
96.	371/2014	Worleyparsons Pte Limited	Union of Power and Gas Employees	27.2.2015	2 years	1.11.2013 – 31.10.2015	230
97.	23/2015	Natsteel Recycling Pte Ltd	Metal Industries Workers Union	27.2.2015	2 years	1.1.2014 – 31.12.2015	19
98.	43/2015	Philippine Airlines	The Singapore Manual & Mercantile Workers' Union	27.2.2015	3 years	1.1.2015 – 31.12.2017	11
99.	45/2015	Cido Shipping (H.K) Co., Ltd, represented in Singapore by Orexis International Trading Pte Ltd	Singapore Maritime Officers' Union	27.2.2015	2 years	1.1.2015 – 31.12.2016	20
100.	47/2015	Norstar Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	27.2.2015	2 years	4.1.2015 – 3.1.2017	22
101.	400/2014	Shimano (S) Private Limited	Metal Industries Workers Union	9.3.2015	3 years	1.7.2014 – 30.6.2017	170

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
102.	5/2015	Mccormick Ingredients Southeast Asia Pte Ltd	Food, Drinks and Allied Workers Union	9.3.2015	3 years	1.1.2015 – 31.12.2017	13
103.	9/2015	Toll Offshore Petroleum Services Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.3.2015	3 years	1.7.2014 – 30.6.2017	34
104.	26/2015	Nippecraft Limited	Building Construction and Timber Industries Employees' Union	9.3.2015	2 years	1.7.2014 – 30.6.2016	97
105.	30/2015	Mondelez Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.3.2015	2 years	1.1.2015 – 31.12.2016	15
106.	34/2015	Radiance Communications Pte Ltd	Union of Telecoms Employees of S'pore	9.3.2015	3 years	1.1.2015 – 31.12.2017	18
107.	41/2015	Mammoet (S) Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	9.3.2015	3 years	1.1.2015 – 31.12.2017	36
108.	46/2015	Liberty Insurance Pte Ltd	Singapore Insurance Employees' Union	9.3.2015	3 years	1.1.2015 – 31.12.2017	45

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
109.	48/2015	Goodrich Aerostructures Service Center – Asia Pte. Ltd.	Singapore Industrial & Services Employees' Union	9.3.2015	3 years	1.1.2015 – 31.12.2017	125
110.	56/2015	Pusaka Laut Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	9.3.2015	2 years	1.1.2015 – 31.12.2016	67
111.	372/2014	Inland Revenue Authority of Singapore – (Staff)	Inland Revenue Authority of Singapore Staff Union	10.3.2015	3 years	26.9.2014 – 25.9.2017	921
112.	420/2014	Leica Instruments (Singapore) Pte. Ltd.	Metal Industries Workers Union	10.3.2015	3 years	1.1.2015 – 31.12.2017	150
113.	15/2015	AEI Corporation Ltd	Metal Industries Workers Union	10.3.2015	3 years	1.1.2015 – 31.12.2017	43
114.	28/2015	Singapore Safety Driving Centre Ltd	Singapore Industrial & Services Employees' Union	10.3.2015	3 years	1.7.2014 – 30.6.2017	190
115.	37/2015	Societe Air France	The Singapore Manual & Mercantile Workers' Union	10.3.2015	3 years	1.1.2015 – 31.12.2017	10
116.	51/2015	Deutsche Lufthansa AG and Lufthansa Cargo AG.	The Singapore Manual & Mercantile Workers' Union	10.3.2015	3 years	1.7.2014 – 30.6.2017	31

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
117.	52/2015	Maybank Kim Eng Securities Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.3.2015	3 years	1.7.2014 – 30.6.2017	19
118.	54/2015	Cido Shipping (H.K) Co., Ltd represented in Singapore by Orexis International Trading Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	10.3.2015	2 years	1.1.2015 – 31.12.2016	20
119.	38/2015	KLM Royal Dutch Airlines	The Singapore Manual & Mercantile Workers' Union	12.3.2015	3 years	1.1.2015 – 31.12.2017	29
120.	53/2015	Tanah Merah Country Club	The Singapore Manual & Mercantile Workers' Union	12.3.2015	3 years	1.1.2015 – 31.12.2017	26
121.	55/2015	Singa Star Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.3.2015	2 years	1.1.2015 – 31.12.2016	47
122.	60/2015	Mitsubishi Chemical Infonics Pte Ltd	United Workers of Electronics & Electrical Industries	19.3.2015	3 years	1.3.2014 – 28.2.2017	71
123.	63/2015	Grindrod Shipping Pte Ltd – (Bulkier)	Singapore Maritime Officers' Union	19.3.2015	2 years	1.1.2015 – 31.12.2016	170

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
124.	73/2015	Kah Motor Co Sdn Bhd	Singapore Industrial & Services Employees' Union	19.3.2015	3 years	1.5.2014 – 30.4.2017	105
125.	76/2015	Clouet Trading Pte Ltd	The Singapore Manual & Mercantile Workers' Union	19.3.2015	3 years	1.1.2015 – 31.12.2017	16
126.	389/2014	Showa Denko HD Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	23.3.2015	3 years	1.3.2014 – 28.2.2017	170
127.	10/2015	Heraeus Shin-Etsu Quartz Singapore Pte Ltd	Chemical Industries Employees Union	23.3.2015	3 years	1.10.2014 – 30.9.2017	13
128.	58/2015	Denka Advantech Private Limited	Chemical Industries Employees Union	23.3.2015	3 years	1.6.2014 – 31.5.2017	31
129.	64/2015	RCMS Properties Pte Ltd, a subsidiary of Pontiac Marina Private Limited and trading as The Ritz-Carlton, Millenia Singapore	Food, Drinks and Allied Workers Union	23.3.2015	3 years	1.1.2014 – 31.12.2016	41
130.	67/2015	Singapore Mercantile Co-Operative Society Limited	The Singapore Manual & Mercantile Workers' Union	23.3.2015	3 years	1.1.2015 – 31.12.2017	2

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
131.	68/2015	China Airlines Limited	The Singapore Manual & Mercantile Workers' Union	23.3.2015	3 years	1.1.2015 – 31.12.2017	15
132.	77/2015	Asia Maritime Pacific (Shanghai) Limited represented in Singapore by Asia Maritime Pacific (Singapore) Pte. Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	23.3.2015	2 years	1.2.2015 – 31.1.2017	13
133.	78/2015	Celeste Holding Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	23.3.2015	2 years	1.1.2015 – 31.12.2016	132
134.	79/2015	Celeste Holding Pte Ltd – Celeste Socius (Singapore Flag Vessels)	Singapore Organisation of Seamen	23.3.2015	2 years	1.1.2015 – 31.12.2016	99
135.	80/2015	Asia Maritime Pacific (Shanghai) Limited represented in Singapore by Asia Maritime Pacific (Singapore) Pte. Ltd	Singapore Maritime Officers' Union	23.3.2015	2 years	1.2.2015 – 31.1.2017	10
136.	59/2015	Allianz Global Corporate & Specialty Se Singapore Branch	Singapore Insurance Employees' Union	25.3.2015	3 years	1.1.2015 – 31.12.2017	13

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
137.	72/2015	Schaefer Systems International Pte Ltd	Singapore Industrial & Services Employees' Union	25.3.2015	3 years	1.1.2015 – 31.12.2017	1
138.	81/2015	Stella Ship Management Pte. Limited	Singapore Maritime Officers' Union	25.3.2015	3 years	3.2.2015 – 2.2.2018	260
139.	74/2015	Kikkoman (S) Pte Ltd	Food, Drinks and Allied Workers Union	26.3.2015	3 years	1.7.2014 – 30.6.2017	19
140.	413/2014	Carrier Transicold Pte. Ltd.	United Workers of Electronics & Electrical Industries	6.4.2015	3 years	1.5.2014 – 30.4.2017	168
141.	49/2015	Mitsui & Company (Asia Pacific) Private Limited	The Singapore Manual & Mercantile Workers' Union	6.4.2015	3 years	1.1.2015 – 31.12.2017	107
142.	50/2015	Aspect Security Management Pte Ltd	Union of Security Employees	6.4.2015	3 years	1.1.2015 – 31.12.2017	10
143.	82/2015	The Singapore Association for the Deaf	The Singapore Manual & Mercantile Workers' Union	6.4.2015	3 years	1.7.2015 – 30.6.2018	16
144.	84/2015	Tenet Sampo Insurance Pte. Ltd.	Singapore Insurance Employees' Union	6.4.2015	3 years	1.1.2015 – 31.12.2017	13

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
145.	85/2015	MTQ Engineering Pte Ltd,	Shipbuilding & Marine Engineering Employees' Union	6.4.2015	3 years	1.4.2015 – 31.3.2018	49
146.	86/2015	Adani Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	6.4.2015	2 years	1.1.2015 – 31.12.2016	40
147.	87/2015	Komaya Shipping Company (Pte) Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	6.4.2015	3 years	1.1.2015 – 31.12.2017	32
148.	375/2014	NTUC Health Co-Operative Ltd	Healthcare Services Employees' Union	8.4.2015	3 years	1.1.2014 – 31.12.2016	521
149.	75/2015	Kone Pte Ltd	Singapore Industrial & Services Employees' Union	8.4.2015	3 years	1.1.2015 – 31.12.2017	73
150.	88/2015	Blue Marine Management (Pte) Ltd	Singapore Organisation of Seamen	8.4.2015	3 years	1.3.2015 – 28.2.2018	12
151.	44/2015	TUV SUD PSB Pte Ltd	Singapore Industrial & Services Employees' Union	13.4.2015	3 years	1.4.2014 – 31.3.2017	183
152.	65/2015	Singapore Polytechnic – (Non-Academic Staff)	The Amalgamated Union of Public Employees	13.4.2015	3 years	13.2.2015 – 12.2.2018	202

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
153.	66/2015	Kanematsu (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.4.2015	3 years	1.1.2015 – 31.12.2017	14
154.	70/2015	Masterbulk Ship Management Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	13.4.2015	2 years	1.1.2015 – 31.12.2016	160
155.	90/2015	Furama Pte Ltd, trading as Furama Riverfront, Singapore	Food, Drinks and Allied Workers Union	13.4.2015	3 years	1.7.2014 – 30.6.2017	45
156.	91/2015	Unix Line Pte Ltd – (SMOU/SOS IMEC IBF TCC)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	13.4.2015	3 years	1.1.2015 – 31.12.2017	19
157.	94/2015	Singapore Zoological Gardens	The Singapore Manual & Mercantile Workers' Union	15.4.2015	3 years	1.1.2015 – 31.12.2017	247
158.	92/2015	National Heritage Board	The Amalgamated Union of Public Employees	16.4.2015	3 years	1.4.2015 – 31.3.2018	42
159.	42/2015	Transit Link Pte Ltd	Singapore Industrial & Services Employees' Union	17.4.2015	3 years	1.1.2013 – 31.12.2015	107

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
160.	99/2015	Furama Hotels Singapore Private Limited, trading as Furama City Centre Singapore	Food, Drinks and Allied Workers Union	20.4.2015	3 years	1.7.2014 – 30.6.2017	60
161.	69/2015	Epic Ship Management Pte Ltd	Singapore Maritime Officers' Union	21.4.2015	3 years	18.2.2015 – 17.2.2018	265
162.	100/2015	F.H. Bertling Chartering & Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	21.4.2015	2 years	1.1.2015 – 31.12.2016	12
163.	83/2015	Thai Airways International Public Company Limited	The Singapore Manual & Mercantile Workers' Union	28.4.2015	3 years	1.1.2014 – 31.12.2016	33
164.	93/2015	Mitsubishi Corporation	The Singapore Manual & Mercantile Workers' Union	28.4.2015	3 years	1.1.2015 – 31.12.2017	54
165.	108/2015	Amara Singapore	Food, Drinks and Allied Workers Union	28.4.2015	3 years	1.9.2014 – 31.8.2017	34
166.	111/2015	Kyowa Singapore Pte Ltd	Metal Industries Workers Union	28.4.2015	3 years	1.1.2015 – 31.12.2017	28

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
167.	71/2015	National Oilwell Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	30.4.2015	3 years	1.3.2015 – 28.2.2018	79
168.	112/2015	HPL Properties Pte Ltd, trading as the Four Seasons Hotel Singapore	Food, Drinks and Allied Workers Union	30.4.2015	3 years	1.7.2014 – 30.6.2017	81
169.	117/2015	Temasek Club	Attractions, Resorts & Entertainment Union	30.4.2015	3 years	1.11.2014 – 31.10.2017	17
170.	118/2015	E&O Ship Management Pte. Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	30.4.2015	2 years	19.3.2015 – 18.3.2017	11
171.	121/2015	Columbia Shipmanagement (S) Pte Ltd	Singapore Maritime Officers' Union	30.4.2015	3 years	1.1.2015 – 31.12.2017	144
172.	122/2015	Belships Management (Singapore) Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	30.4.2015	2 years	24.4.2015 – 23.4.2017	30
173.	120/2015	Yang Ming (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	5.5.2015	3 years	1.1.2015 – 31.12.2017	3

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
174.	127/2015	Orange Star Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	5.5.2015	2 years	11.4.2015 – 10.4.2017	23
175.	114/2015	SpinnetAsia Pte Ltd	Union of Security Employees	6.5.2015	3 years	1.1.2015 – 31.12.2017	19
176.	128/2015	Blue Marine Management (Pte) Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	6.5.2015	3 years	1.5.2015 – 30.4.2018	12
177.	314/2014	Changi Into-Plane Services (Pte) Ltd	The United Workers of Petroleum Industry	12.5.2015	3 years	1.1.2014 – 31.12.2016	20
178.	57/2015	Santa Fe Relocation Services (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.5.2015	3 years	1.7.2014 – 30.6.2017	28
179.	95/2015	Vopak Terminals Singapore Pte Ltd and Banyan Caverns Storage Services Pte Ltd	The United Workers of Petroleum Industry	12.5.2015	3 years	1.4.2015 – 31.3.2018	176
180.	96/2015	Carlsberg Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	12.5.2015	3 years	1.1.2015 – 31.12.2017	75

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
181.	102/2015	MOL (Singapore) Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	12.5.2015	3 years	1.1.2015 – 31.12.2017	7
182.	103/2015	Raffles Logistics Operations Pte Ltd	Singapore Industrial & Services Employees' Union	12.5.2015	2 years	1.4.2015 – 31.3.2017	14
183.	104/2015	Kian Ho Pte Ltd	Singapore Industrial & Services Employees' Union	12.5.2015	2 years	1.4.2015 – 31.3.2017	8
184.	124/2015	Land Transport Authority of Singapore	Amalgamated Union of Statutory Board Employees	12.5.2015	3 years	1.1.2015 – 31.12.2017	2154
185.	129/2015	Nanjing Tanker Corporation represented in Singapore by NW Shipmanagement Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.5.2015	2 years	13.4.2015 – 12.4.2017	24
186.	130/2015	Vroon Offshore Services Pte Ltd	Singapore Maritime Officers' Union	12.5.2015	2 years	21.1.2015 – 20.1.2017	6
187.	131/2015	Wallenius Marine Singapore Pte Ltd	Singapore Maritime Officers' Union	12.5.2015	3 years	1.1.2015 – 31.12.2017	550

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
188.	132/2015	DBS Vickers Securities (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.5.2015	3 years	1.1.2015 – 31.12.2017	3
189.	134/2015	Masterbulk Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.5.2015	2 years	1.1.2015 – 31.12.2016	192
190.	135/2015	YHS (Singapore) Pte Ltd – (General Employees, Confidential and Supervisory Staff)	Food, Drinks and Allied Workers Union	12.5.2015	3 years	1.9.2014 – 31.8.2017	67
191.	61/2015	Singapore Press Holdings Limited – (Journalists)	Creative Media and Publishing Union	14.5.2015	3 years	1.1.2013 – 31.12.2015	65
192.	62/2015	Singapore Press Holdings Limited	Creative Media and Publishing Union	14.5.2015	3 years	1.1.2013 – 31.12.2015	711
193.	115/2015	Secura Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	14.5.2015	3 years	1.1.2015 – 31.12.2017	28
194.	138/2015	E&O Ship Management Pte Ltd	Singapore Maritime Officers' Union	14.5.2015	3 years	19.3.2015 – 18.3.2018	8

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
195.	139/2015	Nanjing Tanker Corporation, represented in Singapore by CSC Oil Transportation Pte Ltd	Singapore Maritime Officers' Union	14.5.2015	2 years	1.5.2015 – 30.4.2017	20
196.	97/2015	Mitsubishi Elevator (Singapore) Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	18.5.2015	3 years	1.1.2015 – 31.12.2017	149
197.	101/2015	Sumidurez Singapore Pte Ltd	Chemical Industries Employees Union	18.5.2015	3 years	1.4.2015 – 31.3.2018	38
198.	137/2015	The Great Eastern Life Assurance Company Limited	Singapore Insurance Employees' Union	18.5.2015	3 years	1.1.2015 – 31.12.2017	42
199.	140/2015	The Overseas Assurance Corporation Limited	Singapore Insurance Employees' Union	18.5.2015	3 years	1.1.2015 – 31.12.2017	11
200.	109/2015	Aggregates Engineering Pte Ltd	Metal Industries Workers' Union	19.5.2015	3 years	1.2.2015 – 31.1.2018	3
201.	98/2015	Meiji Seika (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	25.5.2015	3 years	1.2.2015 – 31.1.2018	52
202.	142/2015	OceanLink Services Pte Ltd – (SMOU/SOS Offshore Seafarers)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	25.5.2015	2 years	3.2.2015 – 2.2.2017	16

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
203.	110/2015	Show Chain (S) Pte Ltd	Metal Industries Workers Union	28.5.2015	3 years	1.4.2015 – 31.3.2018	10
204.	119/2015	Bosch Rexroth Private Limited	The Singapore Manual & Mercantile Workers' Union	28.5.2015	3 years	1.1.2015 – 31.12.2017	14
205.	126/2015	Renesas Semiconductor Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	28.5.2015	2 years	1.1.2015 – 31.12.2016	281
206.	153/2015	"K" Line Ship Management (Chemical) Pte Ltd	Singapore Maritime Officers' Union	28.5.2015	3 years	1.3.2015 – 28.2.2018	24
207.	113/2015	Warren Golf & Country Club	Attractions, Resorts & Entertainment Union	2.6.2015	3 years	1.1.2015 – 31.12.2017	34
208.	149/2015	Manulife (Singapore) Pte Ltd	Singapore Insurance Employees' Union	2.6.2015	3 years	1.1.2015 – 31.12.2017	37
209.	152/2015	M1 Limited	Singapore Industrial & Services Employees' Union	2.6.2015	3 years	1.5.2014 – 30.4.2017	349
210.	154/2015	Ocean Tankers (Pte) Ltd	Singapore Maritime Officers' Union	3.6.2015	3 years	1.1.2015 – 31.12.2017	540

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
211.	147/2015	Orchard Turn Developments Pte Ltd	Singapore Industrial & Services Employees' Union	4.6.2015	3 years	1.4.2015 – 31.3.2018	77
212.	150/2015	SIS '88 Pte Ltd	Food, Drinks and Allied Workers Union	5.6.2015	3 years	1.1.2015 – 31.12.2017	45
213.	151/2015	SIS '88 Pte Ltd – (Supervisory)	Food, Drinks and Allied Workers Union	5.6.2015	2 years	1.1.2015 – 31.12.2016	4
214.	136/2015	Cycle & Carriage Industries Pte Ltd, Cycle & Carriage Automotive Pte Ltd, Cycle & Carriage Kia Pte Ltd, Cycle & Carriage France Pte Ltd, Diplomat Parts Pte Ltd	The Singapore Manual & Mercantile Workers' Union	8.6.2015	3 years	1.1.2015 – 31.12.2017	348
215.	163/2015	Pepperl+Fuchs (Manufacturing) Pte Ltd	United Workers of Electronics & Electrical Industries	9.6.2015	3 years	1.1.2013 – 31.12.2015	380
216.	123/2015	Sembawang Engineers and Constructors Pte Ltd	Building Construction and Timber Industries Employees' Union	10.6.2015	2 years	16.10.2014 – 15.10.2016	60
217.	164/2015	Sembcorp Tay Paper Recycling Pte Ltd	Building Construction and Timber Industries Employees' Union	10.6.2015	3 years	1.6.2015 – 31.5.2018	45

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
218.	166/2015	Belships Management (Singapore) Pte Ltd – (SMOU/SOS IMEC IBF TCC)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	10.6.2015	3 years	1.1.2015 – 31.12.2017	243
219.	167/2015	“K” Line Ship Management (Chemical) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	10.6.2015	3 years	1.3.2015 – 28.2.2018	39
220.	141/2015	Fortune Food Manufacturing Pte Ltd	Food, Drinks and Allied Workers Union	12.6.2015	3 years	1.1.2015 – 31.12.2017	33
221.	148/2015	Wallenius Marine Singapore Pte Ltd	Singapore Organisation of Seamen	12.6.2015	3 years	1.1.2015 – 31.12.2017	550
222.	176/2015	Western Shipping Pte Ltd	Singapore Maritime Officers' Union	12.6.2015	3 years	1.6.2015 – 31.5.2018	20
223.	177/2015	Western Shipping Pte Ltd – (SMOU/SOS IMEC TCC)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	12.6.2015	3 years	1.1.2015 – 31.12.2017	20
224.	168/2015	NTUC Fairprice Co-Operative Limited	Food, Drinks and Allied Workers Union	15.6.2015	3 years	1.7.2014 – 30.6.2017	6071
225.	179/2015	Neptune Shipmanagement Services Pte Ltd – (Singapore Flag)	Singapore Organisation of Seamen	15.6.2015	2 years	1.1.2015 – 31.12.2016	564

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
226.	181/2015	The Singapore Island Country Club	Attractions, Resorts & Entertainment Union	15.6.2015	3 years	1.7.2013 – 30.6.2016	235
227.	144/2015	Belships Management (Singapore) Pte Ltd – (Singapore Flag – Bulk Carriers)	Singapore Organisation of Seamen	16.6.2015	2 years	24.4.2015 – 23.4.2017	34
228.	161/2015	Markono Print Media Pte Ltd	Singapore Industrial & Services Employees' Union	16.6.2015	3 years	1.6.2015 – 31.5.2018	37
229.	178/2015	Blue Wake Shipping Pte Ltd	Singapore Maritime Officers' Union	16.6.2015	2 years	24.4.2015 – 23.4.2017	24
230.	188/2015	Western Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	17.6.2015	3 years	1.6.2015 – 31.5.2018	124
231.	105/2015	NOK Asia Company Pte. Ltd.,	Metal Industries Workers Union	18.6.2015	3 years	1.1.2015 – 31.12.2017	22
232.	106/2015	NOK Precision Component Singapore Pte. Ltd.,	Metal Industries Workers Union	18.6.2015	3 years	1.1.2015 – 31.12.2017	73
233.	107/2015	Corteco Asia Company Pte Ltd.,	Metal Industries Workers Union	18.6.2015	3 years	1.1.2015 – 31.12.2017	19

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
234.	160/2015	Asian Lift Private Limited	Shipbuilding & Marine Engineering Employees' Union	18.6.2015	3 years	1.4.2014 – 31.3.2017	9
235.	174/2015	Bureau Veritas Marine (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.6.2015	3 years	1.1.2015 – 31.12.2017	34
236.	145/2015	Chevron Singapore Pte Ltd and Chevron International Pte Ltd	The United Workers of Petroleum Industry	24.6.2015	3 years	1.1.2015 – 31.12.2017	34
237.	146/2015	MMI Systems Pte Ltd	United Workers of Electronics & Electrical Industries	24.6.2015	3 years	1.7.2014 – 30.6.2017	25
238.	187/2015	Target Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	24.6.2015	2 years	15.1.2015 – 14.1.2017	45
239.	116/2015	Armour Security and Investigations Pte Ltd	Union of Security Employees	25.6.2015	2 years	1.5.2015 – 30.4.2017	6
240.	155/2015	Allied World Assurance Company Ltd	Singapore Insurance Employees' Union	25.6.2015	2 years 9 months	1.4.2015 – 31.12.2017	29

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
241.	156/2015	Kyowa Security Guard & General Services Pte Ltd	Union of Security Employees	25.6.2015	3 years	1.7.2015 – 30.6.2018	73
242.	175/2015	Terasaki Electric Co. (F.E.) Pte Ltd	United Workers of Electronics & Electrical Industries	25.6.2015	3 years	1.11.2014 – 31.10.2017	28
243.	180/2015	Millenia Private Limited trading as Conrad Centennial Singapore	Food, Drinks and Allied Workers Union	25.6.2015	3 years	1.1.2014 – 31.12.2016	59
244.	182/2015	Singapore Lng Corporation Pte Ltd	Union of Power and Gas Employees'	25.6.2015	3 years	1.4.2015 – 31.3.2018	34
245.	184/2015	Leung Kai Fook Medical Company (Pte) Ltd	Chemical Industries Employees Union	25.6.2015	3 years	1.6.2015 – 31.5.2018	41
246.	186/2015	AIG Asia Pacific Insurance Pte. Ltd.	Singapore Insurance Employees' Union	25.6.2015	3 years	1.1.2015 – 31.12.2017	50
247.	194/2015	NYK Shipmanagement Pte Ltd – (SMOU/SOS IMEC IBF TCC)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	25.6.2015	3 years	1.1.2015 – 31.12.2017	150
248.	198/2015	Hong Lam Marine Pte Ltd	Singapore Maritime Officers' Union	25.6.2015	2 years	18.4.2015 – 17.4.2017	9

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
249.	199/2015	SIA LSC Shipmanagement represented in Singapore by Leopard Tankers Pte Ltd	Singapore Maritime Officers' Union	25.6.2015	2 years	1.6.2015 – 31.5.2017	80
250.	200/2015	Thome Ship Management Pte Ltd – (Bulk Carrier)	Singapore Maritime Officers' Union	25.6.2015	2 years 6 months	1.7.2015 – 31.12.2017	168
251.	189/2015	Veolia Es Singapore Pte Ltd	Building Construction and Timber Industries Employees' Union	29.6.2015	2 years 6 months	1.1.2015 – 30.6.2017	31
252.	190/2015	Defence Science and Technology Agency	Amalgamated Union of Statutory Board Employees	29.6.2015	2 years	5.6.2015 – 4.6.2017	546
253.	191/2015	Casio Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	29.6.2015	3 years	1.1.2015 – 31.12.2017	26
254.	192/2015	CPG Corporation Group of Companies (CPG Corporation Pte Ltd, CPG Consultants Pte Ltd, CPG Facilities Management Pte Ltd, PM Link Pte Ltd, Construction Professionals Pte Ltd and Indeco Consortium Pte Ltd)	Building Construction and Timber Industries Employees' Union	29.6.2015	2 years	1.11.2014 – 31.10.2016	800

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
255.	201/2015	Thome Ship Management Pte Ltd - (Opal)	Singapore Maritime Officers' Union	29.6.2015	2 years 6 months	1.7.2015 – 31.12.2017	15
256.	202/2015	Thome Ship Management Pte Ltd – (Topaz)	Singapore Maritime Officers' Union	29.6.2015	2 years 6 months	1.7.2015 – 31.12.2017	15
257.	171/2015	Blue Wake Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	1.7.2015	2 years	24.4.2015 – 23.4.2017	24
258.	206/2015	V.Group Manpower Services represented in Singapore by V.Ships (Asia) Group Pte Ltd	Singapore Organisation of Seamen	1.7.2015	3 years	1.1.2015 – 31.12.2017	165
259.	207/2015	Ramky Cleantech Services (Pte) Ltd	Building Construction and Timber Industries Employees' Union	1.7.2015	3 years	1.7.2015 – 30.6.2018	181
260.	209/2015	Thome Ship Management Pte Ltd	Singapore Organisation of Seamen	1.7.2015	2 years	1.1.2015 – 31.12.2016	440
261.	211/2015	Ocean Tankers (Pte) Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	1.7.2015	3 years	1.1.2015 – 31.12.2017	473

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
262.	158/2015	NTUC Foodfare Co-Operative Ltd	Food, Drinks and Allied Workers Union	6.7.2015	3 years	1.12.2014 – 30.11.2017	51
263.	159/2015	Foodfare Catering Pte Ltd	Food, Drinks and Allied Workers Union	6.7.2015	3 years	1.12.2014 – 30.11.2017	69
264.	170/2015	Sumitomo Warehouse (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	6.7.2015	3 years	1.6.2014 – 31.5.2017	21
265.	183/2015	Singapore Epson Industrial Pte Ltd	Metal Industries Workers Union	6.7.2015	2 years	1.4.2015 – 31.3.2017	160
266.	195/2015	Fuji Oil (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	6.7.2015	3 years	1.10.2014 – 30.9.2017	65
267.	197/2015	Orchid Country Club	The Singapore Manual & Mercantile Workers' Union	6.7.2015	3 years	1.4.2015 – 31.3.2018	140
268.	165/2015	SembWaste Pte Ltd – (SembWaste and SemBenViro)	Building Construction and Timber Industries Employees' Union	7.7.2015	3 years	1.7.2015 – 30.6.2018	427
269.	173/2015	Aero Asia Security Systems Pte Ltd	Union of Security Employees	7.7.2015	3 years	1.6.2015 – 31.5.2018	28

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
270.	205/2015	Oiltanking Group of Companies in Singapore – Oiltanking Singapore Ltd, Oiltanking OdfJell Terminal Singapore Pte Ltd and Oiltanking Helios Singapore Pte Ltd.	The United Workers of Petroleum Industry	7.7.2015	3 years	1.1.2015 – 31.12.2017	60
271.	210/2015	Hong Lam Marine Pte Ltd	Singapore Organisation of Seamen	7.7.2015	2 years	18.4.2015 – 17.4.2017	8
272.	208/2015	Institute of Technical Education – (ITE Staff Branch)	The Amalgamated Union of Public Employees	8.7.2015	3 years	1.7.2015 – 30.6.2018	231
273.	216/2015	Zeal Ocean International Pte Ltd	Singapore Maritime Officers' Union	8.7.2015	3 years	22.3.2015 – 21.3.2018	11
274.	217/2015	Herning Shipping Asia Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	8.7.2015	2 years 7 months	1.6.2015 – 31.12.2017	22
275.	133/2015	Asia Pacific Breweries (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	10.7.2015	3 years	1.1.2015 – 31.12.2017	66
276.	185/2015	Rentokil Initial (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.7.2015	3 years	1.7.2015 – 30.6.2018	398

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
277.	203/2015	Seksun International Pte Ltd	Metal Industries Workers Union	10.7.2015	3 years	1.6.2015 – 31.5.2018	37
278.	204/2015	Lam Soon Singapore Pte Ltd	Food, Drinks and Allied Workers Union	10.7.2015	3 years	1.5.2015 – 30.4.2018	18
279.	214/2015	CYC Shanghai Shirt Co. Pte. Ltd.	Singapore Industrial & Services Employees' Union	10.7.2015	3 years	1.7.2015 – 30.6.2018	9
280.	225/2015	Columbia Shipmanagement Ltd represented in Singapore by the Columbia Shipmanagement (Singapore) Pte Ltd	Singapore Organisation of Seamen	14.7.2015	3 years	1.1.2015 – 31.12.2017	190
281.	213/2015	STMicroelectronics Pte Ltd and STMicroelectronics Asia Pacific Pte Ltd	United Workers of Electronics & Electrical Industries	16.7.2015	3 years	1.1.2015 – 31.12.2017	1288
282.	226/2015	PSM Perkapalan Sdn. Bhd. represented in Singapore by the PACC Ship Managers Pte Ltd	Singapore Organisation of Seamen	16.7.2015	2 years 7 months	1.6.2015 – 31.12.2017	12
283.	227/2015	Zeal Ocean International Pte Ltd	Singapore Organisation of Seamen	16.7.2015	2 years	1.1.2015 – 31.12.2016	11

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
284.	230/2015	SIA LSC Shipmanagement represented in Singapore by the Leopard Tankers Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	16.7.2015	2 years	1.6.2015 – 31.5.2017	80
285.	231/2015	Grindrod Shipping Pte Ltd – (Singapore Flag – Tankers)	Singapore Organisation of Seamen	16.7.2015	3 years	1.1.2015 – 31.12.2017	60
286.	89/2015	AKZO Nobel Paints (Singapore) Private Limited	Chemical Industries Employees Union	21.7.2015	2 years	13.2.2015 – 12.2.2017	15
287.	172/2015	AEM Singapore Pte. Ltd.,	Metal Industries Workers Union	21.7.2015	2 years 11 months	1.6.2015 – 30.4.2018	41
288.	224/2015	Millennium & Copthorne International Limited (M Hotel Singapore)	Food, Drinks and Allied Workers Union	21.7.2015	3 years	1.1.2015 – 31.12.2017	23
289.	125/2015	Tesa Tape Asia Pacific Pte Ltd	Chemical Industries Employees Union	22.7.2015	3 years	1.1.2015 – 31.12.2017	5
290.	196/2015	Rainbow Centre Singapore	The Singapore Manual & Mercantile Workers' Union	22.7.2015	3 years	1.7.2015 – 30.6.2018	54

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
291.	233/2015	Asian-Alliance Ship Management Pte Ltd – (SMOU/SOS IMEC IBF TCC)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	22.7.2015	2 years 7 months	1.6.2015 – 31.12.2017	84
292.	222/2015	Singapore Airlines Cargo Pte Ltd – (Pilots)	Air Line Pilots Association – Singapore	27.7.2015	3 years	1.4.2015 – 31.3.2018	180
293.	223/2015	Microfits Pte Ltd	Metal Industries Workers Union	27.7.2015	3 years	1.7.2015 – 30.6.2018	22
294.	234/2015	NTUC Income Insurance Co-Operative Limited	Singapore Insurance Employees' Union	27.7.2015	3 years	1.7.2015 – 30.6.2018	228
295.	236/2015	STC Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	27.7.2015	3 years	1.7.2015 – 30.6.2018	20
296.	240/2015	STC Shipping Pte Ltd	Singapore Maritime Officers' Union	27.7.2015	3 years	1.7.2015 – 30.6.2018	20
297.	241/2015	Trademar Pte Ltd – (Singapore)	Singapore Maritime Officers' Union	27.7.2015	3 years	15.5.2015 – 14.5.2018	40
298.	162/2015	Singapore Cement Manufacturing Co., (Pte) Ltd	Building Construction and Timber Industries Employees' Union	31.7.2015	3 years	1.1.2015 – 31.12.2017	8

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
299.	215/2015	Singapore Technologies Marine Limited	Shipbuilding & Marine Engineering Employees' Union	4.8.2015	3 years	1.7.2015 – 30.6.2018	223
300.	239/2015	First Capital Insurance Limited	Singapore Insurance Employees' Union	4.8.2015	3 years	1.1.2015 – 31.12.2017	31
301.	243/2015	Isetan (Singapore) Limited	The Singapore Manual & Mercantile Workers' Union	4.8.2015	3 years	1.7.2015 – 30.6.2018	78
302.	143/2015	Makino Asia Pte Ltd	Metal Industries Workers Union	13.8.2015	3 years	1.5.2015 – 30.4.2018	201
303.	232/2015	Alliance Cosmetics Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.8.2015	3 years	1.3.2014 – 28.2.2017	8
304.	246/2015	Selandia Ship Management (Singapore) Pte Ltd – (ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	13.8.2015	3 years	1.1.2015 – 31.12.2017	24
305.	247/2015	Cosco (Singapore) Pte Ltd – (ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	13.8.2015	3 years	1.1.2015 – 31.12.2017	71

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
306.	248/2015	Cosco (Singapore) Pte Ltd	Singapore Maritime Officers' Union	13.8.2015	3 years	1.8.2015 – 31.7.2018	50
307.	249/2015	PSM Perkapalan Sdn Bhd represented in Singapore by the PACC Ship Managers Pte Ltd	Singapore Maritime Officers' Union	13.8.2015	2 years 7 months	1.6.2015 – 31.12.2017	10
308.	250/2015	Swire Pacific Offshore Operations (Pte) Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	13.8.2015	2 years	1.5.2015 – 30.4.2017	600
309.	252/2015	Posh Fleet Services Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	13.8.2015	3 years	1.1.2014 – 31.12.2016	30
310.	254/2015	One Marina Property Services Pte Ltd	Building Construction and Timber Industries Employees' Union	13.8.2015	3 years	1.1.2015 – 31.12.2017	123
311.	253/2015	Furama Hotels Singapore Private Limited, trading as Furama City Centre Singapore	Union of Security Employees	17.8.2015	2 years	1.7.2015 – 30.6.2017	2
312.	260/2015	UG M&E Pte Ltd	The Singapore Manual & Mercantile Workers' Union	17.8.2015	3 years	1.7.2015 – 30.6.2018	1

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
313.	237/2015	TCG Rengo (S) Limited	Building Construction and Timber Industries Employees' Union	18.8.2015	3 years	1.7.2015 – 30.6.2018	76
314.	212/2015	Panasonic AVC Networks Singapore	United Workers of Electronics & Electrical Industries	19.8.2015	3 years	1.1.2015 – 31.12.2017	124
315.	242/2015	Crown Equipment (Singapore) Pte Ltd	Singapore Industrial & Services Employees' Union	19.8.2015	2 years	1.7.2015 – 30.6.2017	16
316.	263/2015	National Trades Union Congress Administration & Research Unit	Staff Union of NTUC-ARU	19.8.2015	3 years	1.10.2015 – 30.9.2018	715
317.	267/2015	Aviva Ltd	Singapore Insurance Employees' Union	19.8.2015	3 years	1.1.2015 – 31.12.2017	79
318.	264/2015	The Media Development Authority of Singapore	The Amalgamated Union of Public Employees	24.8.2015	3 years	6.8.2015 – 5.8.2018	65
319.	268/2015	OCBC Securities Pte Ltd	The Singapore Manual & Mercantile Workers' Union	24.8.2015	3 years	1.1.2015 – 31.12.2017	15
320.	272/2015	Grindrod Shipping Pte Ltd – (Bulkers)	Singapore Organisation of Seamen	24.8.2015	3 years	1.1.2015 – 31.12.2017	200

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
321.	193/2015	NK Ingredients Pte Ltd	Chemical Industries Employees Union	26.8.2015	3 years	1.1.2015 – 31.12.2017	12
322.	251/2015	Sembcorp Industries Ltd, Sembcorp Cogen Pte Ltd, Sembcorp Air Products (HYCO) Pte Ltd and Sembcorp Gas Pte Ltd	Union of Power and Gas Employees	26.8.2015	3 years	1.7.2014 – 30.6.2017	187
323.	255/2015	Yokogawa Electric Asia Pte Ltd	United Workers of Electronics & Electrical Industries	26.8.2015	3 years	1.7.2015 – 30.6.2018	88
324.	271/2015	Bernhard Schulte Group represented in Singapore by the Bernhard Schulte Shipmanagement (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.8.2015	3 years	1.1.2015 – 31.12.2017	527
325.	273/2015	Tolani Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	26.8.2015	3 years	1.4.2015 – 31.3.2018	40
326.	274/2015	Neom Maritime (Singapore) Pte Ltd	Singapore Maritime Officers' Union	26.8.2015	3 years	1.7.2015 – 30.6.2018	36
327.	276/2015	Hoegh Wallem Ship Management Pte Ltd	Singapore Maritime Officers' Union	26.8.2015	2 years	1.8.2015 – 31.7.2017	56

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
328.	277/2015	Norgas Carriers Private Limited	Singapore Maritime Officers' Union	26.8.2015	3 years	1.5.2015 – 30.4.2018	221
329.	278/2015	United Ocean Ship Management Pte Ltd – (ITF-SMOU/SOS IBF Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	26.8.2015	3 years	1.1.2015 – 31.12.2017	304
330.	282/2015	Neom Maritime (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.8.2015	3 years	1.7.2015 – 30.6.2018	48
331.	284/2015	Norgas Carriers Private Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.8.2015	3 years	1.5.2015 – 30.4.2018	104
332.	285/2015	Ben Line Agencies (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.8.2015	3 years	1.7.2015 – 30.6.2018	19
333.	275/2015	Executive Ship Management Pte Ltd	Singapore Maritime Officers' Union	27.8.2015	2 years	1.7.2015 – 30.6.2017	198

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
334.	218/2015	Capitaland Mall Asia Limited (representing a group of companies namely Capitaland Retail Management Pte Ltd, Capitaland Retail Project Management Pte Limited, Capitaland Mall Trust Management Limited, Capitaland Retail China Trust Management Limited and Capitaland Fund Management Pte Ltd)	Singapore Industrial & Services Employees' Union	31.8.2015	3 years	1.7.2015 – 30.6.2018	193
335.	219/2015	Capitaland Singapore Limited (representing a group of companies namely Capitaland Residential Singapore Pte Ltd and Capitaland Commercial Trust Management Limited)	Singapore Industrial & Services Employees' Union	31.8.2015	3 years	1.7.2015 – 30.6.2018	150
336.	220/2015	Capitaland Limited (also representing Capitaland Regional Investments Limited)	Singapore Industrial & Services Employees' Union	31.8.2015	3 years	1.7.2015 – 30.6.2018	20

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
337.	283/2015	Hoegh Wallem Ship Management Pte Ltd	Singapore Organisation of Seamen	31.8.2015	2 years	1.8.2015 – 31.7.2017	63
338.	235/2015	Singapore Telecommunications Ltd, for and on behalf of itself and each of its subsidiaries, namely, Singtel Mobile Singapore Pte Ltd, Telecom Equipment Pte Ltd, NCS Pte Ltd and NCS Communications Engineering Pte Ltd	Union of Telecoms Employees of S'pore	1.9.2015	3 years	1.7.2015 – 30.6.2018	2575
339.	270/2015	Keppel DHCS Pte Ltd	Singapore Industrial & Services Employees' Union	1.9.2015	3 years	1.7.2015 – 30.6.2018	25
340.	287/2015	Lonpac Insurance Bhd	Singapore Insurance Employees' Union	1.9.2015	3 years	1.1.2015 – 31.12.2017	13
341.	244/2015	Agri-Food & Veterinary Authority of Singapore	Amalgamated Union of Statutory Board Employees	3.9.2015	2 years	15.7.2015 – 14.7.2017	408
342.	290/2015	Leo Shipping Agencies Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	3.9.2015	3 years	1.1.2015 – 31.12.2017	26

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
343.	257/2015	Nippon Pigment (S) Pte Ltd	Chemical Industries Employees Union	4.9.2015	3 years	1.7.2015 – 30.6.2018	33
344.	291/2015	Augustea Shipmanning Singapore Pte. Ltd.	Singapore Maritime Officers' Union	4.9.2015	3 years	1.8.2015 – 31.7.2018	18
345.	292/2015	Jardine Engineering (Singapore) Pte Ltd	Singapore Industrial & Services Employees' Union	4.9.2015	3 years	1.6.2013 – 31.5.2016	60
346.	289/2015	Shangri-Las' Rasa Sentosa Resort & Spa	Food, Drinks and Allied Workers Union	7.9.2015	3 years	1.7.2015 – 30.6.2018	27
347.	228/2015	Japan Airlines Company Limited	The Singapore Manual & Mercantile Workers' Union	10.9.2015	3 years	1.4.2013 – 31.3.2016	18
348.	229/2015	Japan Airlines Company Limited – (Singapore-Based Cabin Attendants')	The Singapore Manual & Mercantile Workers' Union	10.9.2015	3 years	1.4.2013 – 31.3.2016	61
349.	259/2015	Toppan Forms (S) Pte Ltd	Singapore Industrial & Services Employees' Union	10.9.2015	2 years	1.7.2015 – 30.6.2017	57

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
350.	279/2015	Toh-Shi Printing Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	10.9.2015	3 years	17.8.2015 – 16.8.2018	52
351.	294/2015	Marina Bay Hotel Pte Ltd – (Mandarin Oriental)	Food, Drinks and Allied Workers Union	10.9.2015	3 years	1.1.2015 – 31.12.2017	32
352.	157/2015	Sats Ltd.	Singapore Airport Terminal Services Workers' Union	17.9.2015	3 years	1.7.2013 – 30.6.2016	4942
353.	261/2015	Avitron Private Limited	Singapore Industrial & Services Employees' Union	17.9.2015	3 years	1.8.2015 – 31.7.2018	78
354.	262/2015	Singapore Aerospace Manufacturing Private Limited	Singapore Industrial & Services Employees' Union	17.9.2015	3 years	1.7.2014 – 30.6.2017	2
355.	299/2015	F&N Foods Pte Ltd	Food, Drinks and Allied Workers Union	17.9.2015	3 years	1.1.2015 – 31.12.2017	92
356.	301/2015	Tokio Marine Life Insurance Singapore Ltd.	Singapore Insurance Employees' Union	17.9.2015	3 years	1.1.2015 – 31.12.2017	17
357.	238/2015	M C Packaging (Pte) Limited	Metal Industries Workers Union	21.9.2015	3 years	1.1.2014 – 31.12.2016	82

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
358.	256/2015	Shine Security Agency and Investigation Pte Ltd	Union of Security Employees	21.9.2015	2 years	1.12.2014 – 30.11.2016	37
359.	297/2015	Apex Ship Management	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	21.9.2015	2 years 5 months 8 days	24.7.2015 – 31.12.2017	44
360.	302/2015	Caterpillar Energy Solutions Asia Pacific Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	21.9.2015	3 years	1.7.2015 – 30.6.2018	15
361.	306/2015	Pacific International Lines (Pte) Ltd	Singapore Maritime Officers' Union	21.9.2015	3 years	1.1.2015 – 31.12.2017	397
362.	307/2015	Lauritzen Kosan A/S represented by Lauritzen Kosan Singapore	Singapore Maritime Officers' Union	21.9.2015	2 years	1.8.2015 – 31.7.2017	48
363.	309/2015	PSM Perkapalan Sdn. Bhd represented in Singapore by the PACC Ship Managers Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	21.9.2015	3 years	1.7.2015 – 30.6.2018	500

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
364.	310/2015	U-Ming Marine Transport (S) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	21.9.2015	2 years	1.1.2015 – 31.12.2016	260
365.	313/2015	Stellar Shipmanagement Services Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	21.9.2015	2 years	15.9.2015 – 14.9.2017	7
366.	314/2015	Pacific International Lines (Pte) Ltd	Singapore Organisation of Seamen	21.9.2015	3 years	1.1.2015 – 31.12.2017	381
367.	245/2015	AFPD Pte Ltd	United Workers of Electronics & Electrical Industries	23.9.2015	3 years	1.7.2015 – 30.6.2018	264
368.	312/2015	Malayan Banking Berhad	The Singapore Bank Employees' Union	23.9.2015	3 years	1.1.2015 – 31.12.2017	68
369.	265/2015	Global United Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	28.9.2015	3 years	9.2.2015 – 8.2.2018	10
370.	318/2015	Stellar Shipmanagement Services Pte Ltd	Singapore Maritime Officers' Union	28.9.2015	2 years	1.9.2015 – 31.8.2017	8

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
371.	280/2015	National Oilwell Varco Pte Ltd, NOV RIG Solutions Pte Ltd and NOV ASEP Elmar Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	29.9.2015	2 years 6 months	1.9.2015 – 28.2.2018	217
372.	286/2015	Malaysia Dairy Industries Private Limited	Food, Drinks and Allied Workers Union	29.9.2015	3 years	1.7.2014 – 30.6.2017	80
373.	293/2015	Management Corporation Strata Title Plan No.2137	Singapore Industrial & Services Employees' Union	29.9.2015	3 years	1.1.2015 – 31.12.2017	8
374.	315/2015	Inspectorate (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	29.9.2015	3 years	1.1.2015 – 31.12.2017	48
375.	319/2015	BW Fleet Management Pte Ltd	Singapore Maritime Officers' Union	29.9.2015	2 years	1.4.2015 – 31.3.2017	279
376.	281/2015	NTUC First Campus Co-Operative Ltd including My First Skool, The Little Skool-House International, The Caterpillar's Cove and Seed Institute	Education Services Union	2.10.2015	3 years	1.1.2015 – 31.12.2017	2247

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
377.	317/2015	Shaw Theatres Pte Ltd	The Film Industrial Employees Union of Singapore	2.10.2015	3 years	1.1.2015 – 31.12.2017	43
378.	258/2015	Thyssenkrupp Elevator (S) Pte Ltd	Singapore Industrial & Services Employees' Union	7.10.2015	3 years	1.6.2015 – 31.5.2018	11
379.	322/2015	Chinese Swimming Club	The Singapore Manual & Mercantile Workers' Union	7.10.2015	3 years	1.1.2015 – 31.12.2017	51
380.	308/2015	U-Ming Marine Transport (Singapore) Pte Ltd	Singapore Maritime Officers' Union	9.10.2015	3 years	1.1.2015 – 31.12.2017	260
381.	316/2015	Changi Beach Club	The Singapore Manual & Mercantile Workers' Union	9.10.2015	3 years	1.1.2016 – 31.12.2018	18
382.	320/2015	Singapore Exchange Limited	The Singapore Manual & Mercantile Workers' Union	9.10.2015	3 years	1.7.2014 – 30.6.2017	45
383.	321/2015	Toshiba Tec Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	9.10.2015	3 years	1.7.2015 – 30.6.2018	84

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
384.	326/2015	OCBC Property Services Private Limited	The Singapore Manual & Mercantile Workers' Union	9.10.2015	3 years	1.7.2015 – 30.6.2018	34
385.	295/2015	BSH Home Appliances Pte Ltd	The Singapore Manual & Mercantile Workers' Union	14.10.2015	2 years	1.7.2015 – 30.6.2017	10
386.	303/2015	Tanglin Trust School Limited	The Singapore Manual & Mercantile Workers' Union	14.10.2015	3 years	1.9.2015 – 31.8.2018	58
387.	328/2015	Urban Redevelopment Authority	Singapore Urban Redevelopment Authority Workers' Union	14.10.2015	3 years	30.9.2015 – 29.9.2018	412
388.	331/2015	SPD	The Singapore Manual & Mercantile Workers' Union	14.10.2015	3 years	1.8.2015 – 31.7.2018	11
389.	288/2015	OMS Oilfield Services Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	16.10.2015	3 years	1.5.2014 – 30.4.2017	13
390.	300/2015	PriceWaterHouseCoopers LLP and its affiliate, PriceWaterHouseCoopers GHRS Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.10.2015	3 years	1.7.2015 – 30.6.2018	44

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
391.	304/2015	Itochu Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.10.2015	3 years	1.7.2015 – 30.6.2018	75
392.	305/2015	Itochu Plastics Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.10.2015	3 years	1.7.2015 – 30.6.2018	20
393.	323/2015	SPH Magazines Private Limited – (Journalists)	Creative Media and Publishing Union	16.10.2015	3 years	1.1.2014 – 31.12.2016	36
394.	324/2015	SPH Magazines Private Limited	Creative Media and Publishing Union	16.10.2015	3 years	1.1.2014 – 31.12.2016	7
395.	325/2015	Times Properties Private Limited	Creative Media and Publishing Union	21.10.2015	3 years	1.1.2014 – 31.12.2016	10
396.	329/2015	Yang Ah Kang & Sons Pte Ltd	Building Construction and Timber Industries Employees' Union	21.10.2015	2 years	1.4.2015 – 31.3.2017	34
397.	296/2015	United Airlines Inc (Singapore Branch) – (Ground employees)	The Singapore Manual & Mercantile Workers' Union	23.10.2015	3 years	1.7.2015 – 30.6.2018	27
398.	333/2015	Bayview Hotel Singapore	Food, Drinks and Allied Workers Union	23.10.2015	3 years	1.7.2015 – 30.6.2018	21

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
399.	338/2015	PACC Ship Managers Pte Ltd	Singapore Maritime Officers' Union	26.10.2015	3 years	1.7.2015 – 30.6.2018	21
400.	339/2015	PSM Perkapalan Sdn Bhd represented in Singapore by the PACC Ship Managers Pte Ltd – (PPSB Vessels)	Singapore Maritime Officers' Union	26.10.2015	3 years	1.7.2015 – 30.6.2018	480
401.	340/2015	Etiqa Insurance Pte. Ltd.	Singapore Insurance Employees' Union	26.10.2015	3 years	1.1.2015 – 31.12.2017	17
402.	342/2015	Cathay Pacific Airways Ltd	The Singapore Manual & Mercantile Workers' Union	26.10.2015	3 years	1.1.2015 – 31.12.2017	38
403.	351/2015	Wilhelmsen Ship Management Singapore Pte Ltd	Singapore Maritime Officers' Union	26.10.2015	3 years	1.9.2015 – 31.8.2018	160
404.	336/2015	Dragnet Private Investigation and Security Consultants Pte Ltd	Union of Security Employees	27.10.2015	3 years	1.11.2015 – 31.10.2018	16
405.	343/2015	Kyocera Chemical Singapore Pte Ltd	Chemical Industries Employees' Union	27.10.2015	3 years	1.9.2015 – 31.8.2018	31
406.	346/2015	Singapore Polo Club	The Singapore Manual & Mercantile Workers' Union	27.10.2015	3 years	1.7.2015 – 30.6.2018	6

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
407.	355/2015	OSM Crew Management Ltd represented in Singapore by the OSM Shipmanagement Pte Ltd	Singapore Organisation of Seamen	27.10.2015	2 years	1.9.2015 – 31.8.2017	140
408.	358/2015	Slab Services Private Limited	The Singapore Manual & Mercantile Workers' Union	2.11.2015	3 years	1.1.2015 – 31.12.2017	7
409.	359/2015	Great Circle Shipping Agency Ltd represented in Singapore by Precious Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	2.11.2015	3 years	1.10.2015 – 30.9.2018	120
410.	360/2015	ETL Falcon Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.11.2015	2 years	3.6.2015 – 2.6.2017	20
411.	361/2015	Great Circle Shipping Agency Ltd represented in Singapore by the Precious Shipping (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.11.2015	2 years	1.10.2015 – 30.9.2017	144
412.	362/2015	Tolani Shipping (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.11.2015	3 years	1.4.2015 – 31.3.2018	55

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
413.	364/2015	Automobile Association of Singapore	The Singapore Manual & Mercantile Workers' Union	5.11.2015	3 years	1.1.2014 – 31.12.2016	43
414.	327/2015	Keppel Fels Limited	Keppel Fels Employees Union	9.11.2015	3 years	1.7.2015 – 30.6.2018	4132
415.	334/2015	SB Darron Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	9.11.2015	3 years	16.7.2015 – 15.7.2018	7
416.	354/2015	Shotic (Singapore) Pte Ltd	Chemical Industries Employees Union	9.11.2015	2 years	1.5.2015 – 30.4.2017	26
417.	366/2015	Vroon Offshore Services Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	9.11.2015	2 years	21.1.2015 – 20.1.2017	6
418.	335/2015	PSA Corporation Limited	Singapore Port Workers Union	16.11.2015	3 years	1.10.2015 – 30.9.2018	4911
419.	337/2015	Deutz Asia-Pacific (Pte) Ltd	The Singapore Manual & Mercantile Workers' Union	16.11.2015	3 years	1.7.2015 – 30.6.2018	11
420.	341/2015	Mapletree Investments Pte Ltd	Building Construction and Timber Industries Employees' Union	16.11.2015	3 years	1.10.2015 – 30.9.2018	247

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
421.	344/2015	Hempel (Singapore) Pte Ltd	Chemical Industries Employees Union	16.11.2015	3 years	15.10.2015 – 14.10.2018	45
422.	345/2015	Safe2Travel Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.11.2015	2 years	1.1.2015 – 31.12.2016	31
423.	349/2015	Schenker Singapore (Pte) Ltd	The Singapore Manual & Mercantile Workers' Union	16.11.2015	3 years	1.9.2015 – 31.8.2018	122
424.	363/2015	Borneo Properties Sdn. Bhd. doing business as Grand Hyatt Singapore	Food, Drinks and Allied Workers Union	16.11.2015	3 years	1.7.2014 – 30.6.2017	218
425.	369/2015	Panasonic Industrial Devices Materials Singapore Pte Ltd	Chemical Industries Employees Union	16.11.2015	3 years	1.1.2015 – 31.12.2017	43
426.	371/2015	Wilhelmsen Ship Management Singapore Pte Ltd – (SMOU/SOS TCC Foreign Flag Vessels Seafarers')	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	16.11.2015	2 years	17.8.2015 – 16.8.2017	95
427.	372/2015	Idemitsu International (Asia) Pte Ltd – [ITF – SMOU/SOS IBF (Foreign Flag Vessels)]	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	16.11.2015	3 years	1.1.2015 – 31.12.2017	21

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
428.	375/2015	Univan Ship Management Limited represented by GrandTeam Management Services Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	18.11.2015	2 years	1.2.2015 – 31.1.2017	637
429.	376/2015	National University of Singapore	Education Services Union	19.11.2015	3 years	1.1.2015 – 31.12.2017	1956
430.	377/2015	Gardens by the Bay	Attractions, Resorts & Entertainment Union	19.11.2015	3 years	1.11.2015 – 30.10.2018	85
431.	352/2015	OSM Crew Management Ltd represented in Singapore by OSM Ship Management Pte Ltd	Singapore Maritime Officers' Union	20.11.2015	2 years	1.9.2015 – 31.8.2017	165
432.	378/2015	Village Hotel Albert Court	Food, Drinks and Allied Workers Union	20.11.2015	3 years	1.1.2015 – 31.12.2017	3
433.	379/2015	Village Hotel Bugis	Food, Drinks and Allied Workers Union	20.11.2015	3 years	1.1.2015 – 31.12.2017	8
434.	266/2015	Asian Electronic Technology Pte Ltd	Metal Industries Workers Union	23.11.2015	3 years	1.7.2015 – 30.6.2018	10

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
435.	381/2015	MSI Ship Management Pte Ltd – (Singapore Flag)	Singapore Organisation of Seamen	23.11.2015	2 years	1.9.2015 – 31.8.2017	12
436.	347/2015	Porite Singapore (Pte) Ltd	Metal Industries Workers Union	24.11.2015	3 years	1.10.2015 – 30.9.2018	38
437.	380/2015	MSI Ship Management Pte Ltd.	Singapore Maritime Officers' Union	24.11.2015	2 years	1.9.2015 – 31.8.2017	22
438.	382/2015	PACC Offshore Services Holdings Pte Ltd, Posh Semco Pte Ltd, Posh Terasea Offshore Pte Ltd and Posh Fleet Services Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	24.11.2015	3 years	1.10.2015 – 30.9.2018	72
439.	350/2015	Naigai Nitto Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.11.2015	3 years	1.1.2016 – 31.12.2018	73
440.	365/2015	Panasonic Appliances Refrigeration Devices Singapore	United Workers of Electronics & Electrical Industries	26.11.2015	2 years	1.7.2015 – 30.6.2017	1062
441.	383/2015	Science Centre Singapore	The Amalgamated Union of Public Employees	26.11.2015	3 years	1.5.2015 – 30.4.2018	72

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
442.	384/2015	Johnson Controls (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.11.2015	3 years	1.1.2016 – 31.12.2018	14
443.	373/2015	Hunting Energy Services (International) Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	27.11.2015	3 years	14.5.2015 – 13.5.2018	44
444.	385/2015	Top-Mix Concrete Pte Ltd	Building Construction and Timber Industries Employees' Union	27.11.2015	2 years	1.7.2015 – 30.6.2017	33
445.	353/2015	Drew Ameroid (Singapore) Private Limited	Chemical Industries Employees Union	30.11.2015	3 years	1.1.2015 – 31.12.2017	23
446.	356/2015	Carrier Singapore (Pte) Limited – (Office employees')	Singapore Industrial & Services Employees' Union	1.12.2015	3 years	1.9.2015 – 31.8.2018	28
447.	357/2015	Carrier Singapore (Pte) Limited – (Service & Workshop employees')	Singapore Industrial & Services Employees' Union	1.12.2015	3 years	1.9.2015 – 31.8.2018	28
448.	388/2015	Tian San Shipping (Private) Limited	National Transport Workers' Union	1.12.2015	3 years	1.7.2015 – 30.6.2018	16

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
449.	386/2015	Astro Shipmanagement Inc, represented in Singapore by Safargo Shipping Pte Ltd	Singapore Maritime Officers' Union	3.12.2015	2 years	7.12.2015 – 6.12.2017	8
450.	390/2015	BW Fleet Management Pte Ltd	Singapore Organisation of Seamen	3.12.2015	2 years	1.4.2015 – 31.3.2017	560
451.	392/2015	ISM Pte Ltd	Singapore Maritime Officers' Union	3.12.2015	2 years	1.12.2015 – 30.11.2017	8
452.	391/2015	Holiday Inn Singapore Atrium	Food, Drinks and Allied Workers Union	7.12.2015	3 years	1.7.2015 – 30.6.2018	45
453.	393/2015	AET Shipmanagement (S) Pte Ltd – (M-Vessels)	Singapore Organisation of Seamen	7.12.2015	3 years	1.7.2014 – 30.6.2017	1039
454.	394/2015	AET Shipmanagement (S) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	7.12.2015	3 years	1.7.2014 – 30.6.2017	1039
455.	348/2015	Chubb Singapore Pte Ltd	Metal Industries Workers Union	10.12.2015	3 years	1.4.2015 – 31.3.2018	58
456.	374/2015	Linde Gas Singapore Pte. Ltd.	The United Workers of Petroleum Industry	10.12.2015	3 years	1.1.2016 – 31.12.2018	53

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
457.	396/2015	Clifford Dispensary Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.12.2015	3 years	1.1.2016 – 31.12.2018	10
458.	398/2015	India International Insurance Pte Ltd	Singapore Insurance Employees' Union	10.12.2015	3 years	1.1.2015 – 31.12.2017	31
459.	399/2015	SMIT Singapore Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	10.12.2015	2 years 6 months	1.10.2014 – 31.3.2017	53
460.	221/2015	Wearnes Automotive Pte Ltd	The Singapore Motor Workshops Employees' Union	24.12.2015	3 years	1.1.2015 – 31.12.2017	9
461.	332/2015	Universal Integrated Corporation Consumer Products Pte Ltd	Chemical Industries Employees Union	24.12.2015	2 years	1.7.2015 – 30.6.2017	20
462.	387/2015	Persatuan Pemudi Islam Singapura (Singapore Muslim Women Association)	Education Services Union	24.12.2015	3 years	1.9.2015 – 31.8.2018	81
463.	395/2015	DKSH Singapore Pte Ltd, DKSH Marketing (Singapore) Pte Ltd and DKSH-Smollan Field Marketing Pte Ltd	The Singapore Manual & Mercantile Workers' Union	24.12.2015	3 years	1.7.2015 – 30.6.2018	261

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
464.	397/2015	PSA Marine (Pte) Ltd	Singapore Port Workers Union	24.12.2015	3 years	1.10.2015 – 30.9.2018	503
465.	400/2015	United Overseas Bank Limited and Far Eastern Bank Limited	The Singapore Bank Employees' Union	24.12.2015	3 years	1.1.2015 – 31.12.2017	278
466.	402/2015	Unix Line Pte Ltd	Singapore Maritime Officers' Union	24.12.2015	2 years	1.1.2016 – 31.12.2017	57
467.	403/2015	Building & Construction Authority	Amalgamated Union of Statutory Board Employees	24.12.2015	3 years	1.1.2016 – 31.12.2018	359
468.	404/2015	Unix Line Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	24.12.2015	2 years	1.1.2016 – 31.12.2017	30
469.	405/2015	ISM Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	24.12.2015	2 years	1.12.2015 – 30.11.2017	9
470.	406/2015	Far East Orchard Limited	Food, Drinks and Allied Workers Union	24.12.2015	3 years	1.1.2015 – 31.12.2017	31
471.	407/2015	The Elizabeth	Food, Drinks and Allied Workers Union	24.12.2015	3 years	1.1.2015 – 31.12.2017	6

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
472.	408/2015	Sereneland Private Limited – (trading as Rendezvous Hotel Singapore)	Food, Drinks and Allied Workers Union	24.12.2015	3 years	1.1.2015 – 31.12.2017	20
473.	409/2015	Storm Protection Pte Ltd	Union of Security Employees	24.12.2015	3 years	1.12.2015 – 30.11.2018	32
474.	412/2015	CGG Services (Singapore) Pte Ltd	Singapore Industrial & Services Employees' Union	24.12.2015	3 years	1.1.2016 – 31.12.2018	51
475.	416/2015	Sea-Shore Transportation Pte Ltd	National Transport Workers' Union	24.12.2015	3 years	1.7.2015 – 30.6.2018	19
476.	417/2015	Astro Shipmanagement Inc represented in Singapore by the Safargo Shipping Pte. Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	24.12.2015	2 years	7.12.2015 – 6.12.2017	11
477.	421/2015	Selandia Ship Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	24.12.2015	2 years	1.1.2016 – 31.12.2017	18
478.	414/2015	Millennium & Copthorne International Limited trading as the Orchard Hotel Singapore	Food, Drinks and Allied Workers Union	29.12.2015	3 years	1.1.2015 – 31.12.2017	24

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
479.	415/2015	Concorde Hotel Singapore	Food, Drinks and Allied Workers Union	29.12.2015	3 years	1.1.2015 – 31.12.2017	39