



REPUBLIC OF SINGAPORE

**ANNUAL REPORT**  
**OF THE**  
**PRESIDENT**  
**INDUSTRIAL ARBITRATION COURT**  
**2018**

Made pursuant to Section 86 of the  
Industrial Relations Act



REPUBLIC OF SINGAPORE

**58TH ANNUAL REPORT**  
**OF**  
**THE PRESIDENT**  
**OF THE**  
**INDUSTRIAL ARBITRATION COURT**  
**FOR THE PERIOD**  
**1 JANUARY TO 31 DECEMBER 2018**  
**TO**  
**THE HONOURABLE**  
**MRS JOSEPHINE TEO**  
**MINISTER FOR MANPOWER**

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

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**58TH ANNUAL REPORT**  
**OF THE**  
**INDUSTRIAL ARBITRATION COURT**

**1 MEMBERSHIP OF THE COURT AND PRINCIPAL OFFICERS**

In 2018, the principal officers of the Industrial Arbitration Court (“the Court”) were:

President:	Justice Chan Seng Onn
Deputy President:	Justice See Kee Oon Presiding Judge, State Courts
Registrar:	Mdm Anita Ng
Assistant Registrars:	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) Ms Cheong Meng Foong
- (2) Mr Chung Chun Leong Paul
- (3) Ms Mable Chan Kam Man
- (4) Ms Goh Kah Eem Evelyn
- (5) Mr Ang Zhongren
- (6) Ms Chan Mui Wah Daisy
- (7) Ms Lim Lee Ching Elsie
- (8) Mr Ng Kok Cheong

- (9) Ms Ng Li Sa
- (10) Mr Yeo Whee Jim (until 14.4.2018)
- (11) Mr Tan Hoe Soon (from 15.4.2018)

### **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 Choo Sor Chew Sylvia
- (2) Mr Karthikeyan s/o R. Krishnamurthy
- (3) Ms Liew Kiah Eng Mary
- (4) Mr Ng Theng Loon Charles
- (5) Mr Tan Hock Soon
- (6) Ms K. Thanaletchimi
- (7) Mr Mike Mariyappa Thiruman
- (8) Mr Tan Teck Meng Danny
- (9) Mr Yeo Chun Fing
- (10) Mr Tan Peng Hoe Steve

### **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 (until 18.4.2018)
- (3) Mr Andre Maniam (until 18.4.2018)
- (4) Mr Tan Tee Jim (until 18.4.2018)
- (5) Ms Salina Binte Ishak

- (6) Ms Lim Hui Min, the Director of Legal Aid
- (7) Mr Chan Leng Sun (from 19.4.2018)
- (8) Mr Chew Kwee Hoe Leslie (from 19.4.2018)
- (9) Mr Francis Xavier s/o Subramaniam Xavier Augustine (from 19.4.2018)

## **5 DISPUTES REFERRED TO THE COURT**

In 2018, one dispute was referred to the Court. The case involved C&P Transport (Pte) Ltd and National Transport Workers' Union. Despite many rounds of negotiation from 2015 to 2018, the parties could not reach an agreement on the annual increment for 2015, 2016 and 2017. The union then submitted the dispute for arbitration.

After mediation by the Registrar, the parties came to a settlement on the annual increment to be paid. However, payment was not effected following the agreed schedule. A court hearing was therefore fixed. Eventually, the company made the payment before the court hearing and the union withdrew its application.

## **6 COLLECTIVE AGREEMENTS CERTIFIED BY THE COURT**

383 Collective Agreements ("CAs") were filed with the Court in 2018, a decrease of 36 CAs over the previous year. Together with the 63 CAs brought forward from 2017, a total of 446 CAs had to be processed and certified. Out of these CAs, 398 were certified by the Court and 13 of them involved public sector employees. At the end of 2018, there were 48 CAs pending certification.

## **7 VARIATION OF COLLECTIVE AGREEMENTS**

In 2018, five variations of CAs were filed with the Court compared to seven applications in 2017. All five variations were approved.

A breakdown of the variations is as follows:

<b>Particulars of Application</b>	<b>Number of Application</b>
Change the date of annual wage increment	3
Introduce new job titles and salary ranges	1
Enhance child sick leave benefits	1

## **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 383 CAs filed with the Court in 2018, 306 CAs had a duration of three years, 64 had a duration of two years and 13 had a duration of between two and three years.

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



<b>Duration</b>	<b>2018</b>		<b>2017</b>		<b>2016</b>	
3 years	306	(79.9%)	322	(76.8%)	286	(69.6%)
Between 2 and 3 years	13	(3.4%)	15	(3.6%)	36	(8.8%)
2 years	64	(16.7%)	82	(19.6%)	89	(21.6%)
<b>TOTAL</b>	<b>383</b>	<b>(100%)</b>	<b>419</b>	<b>(100%)</b>	<b>411</b>	<b>(100%)</b>

In 2018, out of the 383 CAs filed with the Court, 57 CAs had prospective operative dates, 222 CAs had retrospective operative dates of six months or less and 104 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:

<b>Effective Date</b>	<b>2018</b>		<b>2017</b>		<b>2016</b>	
With prospective dates of operation	57	(14.9%)	71	(16.9%)	80	(19.5%)
With retrospective dates of operation of 6 months or less	222	(57.9%)	256	(61.1%)	201	(48.9%)
With retrospective dates of operation of more than 6 months	104	(27.2%)	92	(22.0%)	130	(31.6%)
<b>TOTAL</b>	<b>383</b>	<b>(100%)</b>	<b>419</b>	<b>(100%)</b>	<b>411</b>	<b>(100%)</b>

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

<b>Retrospective Period</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>
>6 months and $\leq$ 12 months	74	61	87
>12 months and $\leq$ 18 months	17	16	30
>18 months and $\leq$ 24 months	9	12	13
>24 months	4	3	0
<b>TOTAL</b>	<b>104</b>	<b>92</b>	<b>130</b>

## 10 EMPLOYEE RETIREMENT AGE

In 2018, 272 of the 383 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:

<b>Retirement Age</b>	<b>No. of Collective Agreements (%)</b>	
At age 62	264	(69%)
Above age 62	8	(2%)
No age provision	111	(29%) (including 103 CAs for seamen who are employed on fixed term contract of less than 12 months)
<b>TOTAL</b>	<b>383</b>	<b>(100%)</b>

## **11 SUPPORTING STAFF OF THE COURT**

In addition to the President, Deputy President, Registrar and two Assistant Registrars, the IAC had four supporting staff in 2018.

## **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 26th day of February 2019



**JUSTICE CHAN SENG ONN  
PRESIDENT**

**TABLE 1**

**APPLICATIONS FILED WITH THE COURT IN 2018**

<b>Nature of Application</b>	<b>Cognisance under the Industrial Relations Act / Regulations</b>	<b>No.</b>
<b><u>Arbitration</u></b> annual increment	Section 31(b)	1
<b><u>Variation</u></b> Variation of awards/collective agreements	Section 45	5
<b>Total</b>		<b>6</b>

**TABLE 2**

**AWARDS AND ORDERS MADE, DISPUTES OTHERWISE DEALT WITH,  
AND COLLECTIVE AGREEMENTS CERTIFIED IN 2018**

<b>Particulars</b>	<b>No</b>	<b>No. of employees covered</b>
Awards and orders made - Variation of collective agreements	5	1,357
Disputes withdrawn following mediation by Registrar/Assistant Registrar	1	15
Collective agreements certified	398	149,168

**TABLE 3**

**AWARDS AND ORDERS MADE BY THE COURT IN 2018**

<b>Particulars</b>	<b>No.</b>
<b><u>Variation</u></b>	
Variation of awards/collective agreements	5
<b>Total</b>	<b>5</b>

**TABLE 4****CATEGORIES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2018**

Particulars	Professional, Managerial, Executive & Technical	Clerical, Sales & Service	Production, Transport & Manual	Others*	Maritime Officers & Seamen	Total
	(a)	(b)	(c)	(d)	(e)	
Collective agreements certified	18	51	31	189	109	<b>398</b>
Awards and orders	-	-	1	4	-	<b>5</b>

\*(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 2018**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements certified	385	13	-	<b>398</b>
Awards and orders	5	-	-	<b>5</b>

DISPUTES DEALT WITH BY THE COURT IN 2018

I. Disputes Heard by the Court

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

**DISPUTES DEALT WITH BY THE COURT IN 2018**

**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				
D1/2018	27.7.2018	31(b)	C & P Transport (Pte) Ltd	National Transport Workers' Union	annual increment	15	31 Jan 2019	8 Feb 2019



**DISPUTES DEALT WITH BY THE COURT IN 2018**

**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 2018**

**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 2018**

**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 2018

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V1/2018	45	RF360 Singapore Pte Ltd (previously known as Epcos Pte Ltd)	United Workers of Electronics & Electrical Industries	991	Change the date of annual wage increment	26.2.2018
V2/2018	45	Ascott International Management Pte Ltd	Food, Drinks and Allied Workers Union	175	Introduce new job titles and salary ranges	21.3.2018
V3/2018	45	Jurong Bird Park Pte Ltd	Attractions, Resorts & Entertainment Union	82	Enhance child sick leave benefits	23.7.2018
V4/2018	45	The Tanglin Club	The Singapore Catering Services, Staffs & Workers Trade Union	85	Change the date of annual wage increment	31.8.2018
V5/2018	45	The Tanglin Club	Attractions, Resorts & Entertainment Union	24	Change the date of annual wage increment	31.8.2018

## COLLECTIVE AGREEMENTS CERTIFIED IN 2018

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
1.	361/2017	YTC Hotels Ltd in respect of the Peninsula Excelsior Hotel and Paramount Hotel	Food, Drinks and Allied Workers Union	4.1.2018	3 years	1.7.2017 – 30.6.2020	190
2.	362/2017	NB Solution Pte Ltd	The Singapore Manual & Mercantile Workers' Union	4.1.2018	3 years	1.7.2017 – 30.6.2020	4
3.	377/2017	Agri-Food & Veterinary Authority of Singapore	Amalgamated Union of Statutory Board Employees	4.1.2018	3 years	1.1.2018 – 31.12.2020	760
4.	379/2017	Shatec Institutes Pte Ltd	Food, Drinks and Allied Workers Union	4.1.2018	3 years	1.1.2017 – 31.12.2019	6
5.	381/2017	Celeste Holding Pte Ltd – (Marina)	Singapore Maritime Officers' Union	4.1.2018	2 years	1.1.2018 – 31.12.2019	10
6.	382/2017	Celeste Holding Pte Ltd – (Socius)	Singapore Maritime Officers' Union	4.1.2018	2 years	1.1.2018 – 31.12.2019	100
7.	383/2017	Celeste Holdings Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	4.1.2018	2 years	1.1.2018 – 31.12.2019	60

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
8.	384/2017	Anglo-Eastern Tanker Management (Hong Kong) Limited & Angle-Eastern Shipmanagement (Hong Kong) Limited; Anglo-Eastern (UK) Ltd, and Anglo-Eastern Shipmanagement (Singapore) Pte Ltd & Anglo-Eastern Maritime Services Pte Ltd represented in Singapore by Anglo-Eastern Shipmanagement (Singapore) Pte Ltd – (Tanker Vessels)	Singapore Maritime Officers' Union	4.1.2018	2 years 6 months	16.8.2017 – 17.2.2020	460
9.	385/2017	Astro Shipmanagement Inc, represented in Singapore by Safargo Shipping Pte Ltd	Singapore Maritime Officers' Union	4.1.2018	3 years	7.12.2017 – 6.12.2020	18
10.	386/2017	Datapulse Technology Limited	United Workers of Electronics & Electrical Industries	4.1.2018	3 years	1.3.2017 – 28.2.2020	89
11.	394/2017	Carrier Transicold Pte. Ltd.	United Workers of Electronics & Electrical Industries	4.1.2018	3 years	1.5.2017 – 30.4.2020	309
12.	275/2017	Unilever Singapore Pte Ltd	Food, Drinks and Allied Workers Union	11.1.2018	3 years	1.1.2017 – 31.12.2019	5

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
13.	363/2017	York Hotel Pte Ltd	Food, Drinks and Allied Workers Union	11.1.2018	3 years	1.7.2017 – 30.6.2020	90
14.	378/2017	Kikkoman (S) Pte Ltd	Food, Drinks and Allied Workers Union	11.1.2018	3 years	1.7.2017 – 30.6.2020	46
15.	399/2017	LS 2 Services Pte Ltd	Building Construction and Timber Industries Employees' Union	11.1.2018	2 years	1.12.2017 – 30.11.2019	1000
16.	400/2017	Eastern Pacific Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	11.1.2018	2 years	1.8.2017 – 31.7.2019	450
17.	401/2017	MOL Tankship Management (Europe) Ltd represented by MOL Tankship Management (Asia) Pte Ltd	Singapore Maritime Officers' Union	11.1.2018	3 years	19.10.2017 – 28.10.2020	37
18.	405/2017	Executive Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	11.1.2018	2 years	1.1.2018 – 31.12.2019	128
19.	407/2017	Societe Des Matieres Premieres Tropicales Pte Ltd	The Singapore Manual & Mercantile Workers' Union	11.1.2018	3 years	1.8.2017 – 31.7.2020	4

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
20.	409/2017	Astro Shipmanagement Inc represented in Singapore by the Safargo Shipping Pte. Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	11.1.2018	2 years 3 weeks	7.12.2017 – 31.12.2019	11
21.	408/2017	Society For The Aged Sick	The Singapore Manual & Mercantile Workers' Union	12.1.2018	3 years	1.10.2017 – 30.9.2020	82
22.	402/2017	NCR Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	24.1.2018	3 years	1.1.2018 – 31.12.2020	40
23.	403/2017	Tai Wah Distributors Pte Ltd	The Singapore Manual & Mercantile Workers' Union	29.1.2018	3 years	1.7.2017 – 30.6.2020	10
24.	1/2018	Posh Fleet Services Pte Ltd represented by the PACC Ship Managers Pte Ltd – (ITF – SMOU/SOS IMEC IBF TCC (Foreign Flag Vessels))	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	29.1.2018	3 years	1.1.2018 – 31.12.2020	436
25.	342/2017	DIC Alkylphenol Singapore Pte. Ltd.,	The United Workers of Petroleum Industry	30.1.2018	3 years	1.7.2017 – 30.6.2020	16



		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
26.	368/2017	YTC Peninsula Shopping Complex Pte Ltd	Singapore Industrial & Services Employees' Union	30.1.2018	3 years	1.7.2017 – 30.6.2020	13
27.	387/2017	Engie Services Asia-Pacific Pte Ltd and Engie Services Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	30.1.2018	3 years	1.7.2017 – 30.6.2020	570
28.	416/2017	Heidelberg Asia Pte Ltd	Singapore Industrial & Services Employees' Union	30.1.2018	3 years	1.1.2018 – 31.12.2020	9
29.	418/2017	Wilhelmsen Ship Management Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	30.1.2018	3 years	1.9.2017 – 31.8.2020	33
30.	355/2017	Leica Geosystems Technologies Pte. Ltd.,	Metal Industries Workers' Union	31.1.2018	3 years	1.7.2017 – 30.6.2020	150
31.	414/2017	Universal Integrated Corporation Consumer Products Pte Ltd (formerly known as UIC Consumer Products Pte Ltd)	Chemical Industries Employees' Union	31.1.2018	2 years	1.7.2017 – 30.6.2019	62

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
32.	4/2018	Thome Ship Management Pte Ltd – (Dry Vessel)	Singapore Maritime Officers' Union	31.1.2018	2 years	1.1.2018 – 31.12.2019	250
33.	7/2018	Unix Line Pte Ltd	Singapore Maritime Officers' Union	31.1.2018	2 years	1.1.2018 – 31.12.2019	133
34.	8/2018	ISM Pte Ltd	Singapore Maritime Officers' Union	31.1.2018	2 years	1.12.2017 – 30.11.2019	9
35.	11/2018	Unix Line Pte Ltd – (Singapore Flag)	Singapore Organisation of Seamen	31.1.2018	2 years	1.1.2018 – 31.12.2019	70
36.	332/2017	RTP Company (Singapore) Pte Ltd	Chemical Industries Employees' Union	2.2.2018	3 years	1.8.2017 – 31.7.2020	61
37.	395/2017	Four Points by Sheraton Singapore, Riverview	Food, Drinks and Allied Workers Union	2.2.2018	3 years	1.7.2017 – 30.6.2020	99
38.	398/2017	HPL Properties Pte Ltd trading as the Four Seasons Hotel Singapore	Food, Drinks and Allied Workers Union	2.2.2018	3 years	1.7.2017 – 30.6.2020	273
39.	415/2017	AEI Corporation (Singapore) Pte Ltd	Metal Industries Workers' Union	2.2.2018	3 years	1.1.2018 – 31.12.2020	44
40.	9/2018	ISM Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.2.2018	2 years	1.12.2017 – 30.11.2019	9

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
41.	13/2018	JAL Kumud Shipping Pte. Ltd. – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.2.2018	3 years	12.12.2017 – 11.12.2020	11
42.	364/2017	NSL Chemicals Ltd	Chemical Industries Employees' Union	5.2.2018	3 years	30.11.2017 – 29.11.2020	15
43.	406/2017	Goodrich Aerostructures Service Center – Asia Pte. Ltd.	Singapore Industrial & Services Employees' Union	5.2.2018	3 years	1.1.2018 – 31.12.2020	138
44.	10/2018	Nanjing Tanker Corporation represented in Singapore by Nanjing Tanker Corporation (S) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	5.2.2018	2 years	1.1.2018 – 31.12.2019	27
45.	20/2018	Anglo-Eastern Maritime Services Pte Ltd represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd – (CLDN Coblfret Singapore Flag Vessels)	Singapore Organisation of Seamen	5.2.2018	2 years 6 months	1.7.2017 – 31.12.2019	110
46.	21/2018	CBRE GWS Holding (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	5.2.2018	3 years	1.1.2018 – 31.12.2020	24

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
47.	248/2017	Foxconn Optical Interconnect Technologies Singapore Pte. Ltd.	United Workers of Electronics & Electrical Industries	7.2.2018	3 years	17.7.2017 – 16.7.2020	8
48.	376/2017	Ricoh (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	7.2.2018	3 years	1.4.2017 – 31.3.2020	223
49.	391/2017	Nok Asia Company Pte. Ltd.	Metal Industries Workers' Union	7.2.2018	3 years	1.1.2018 – 31.12.2020	47
50.	392/2017	Corteco Asia Company Pte Ltd.	Metal Industries Workers' Union	7.2.2018	3 years	1.1.2018 – 31.12.2020	29
51.	393/2017	Nok Precision Component Singapore Pte. Ltd.	Metal Industries Workers' Union	7.2.2018	3 years	1.1.2018 – 31.12.2020	84
52.	22/2018	Gulf South Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	7.2.2018	3 years	16.1.2018 – 15.1.2021	12
53.	28/2018	Konlink Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	7.2.2018	2 years	1.1.2018 – 31.12.2019	77

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
54.	5/2018	Western Shipping Pte Ltd – (SMOU/SOS IMEC IBF TCC)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	8.2.2018	3 years	1.1.2018 – 31.12.2020	188
55.	12/2018	Gulf South Shipping Pte Ltd	Singapore Maritime Officers' Union	8.2.2018	3 years	16.1.2018 – 15.1.2021	9
56.	17/2018	RCL Shipmanagement Pte Ltd	Singapore Maritime Officers' Union	8.2.2018	2 years	1.12.2017 – 30.11.2019	11
57.	14/2018	Standard Form Pte Ltd	Building Construction and Timber Industries Employees' Union	9.2.2018	2 years	1.1.2017 – 31.12.2018	20
58.	375/2017	APM Property Management Pte Ltd	Building Construction and Timber Industries Employees' Union	13.2.2018	3 years	1.11.2017 – 31.10.2020	63
59.	397/2017	Yang Ah Kang & Sons Pte Ltd	Building Construction and Timber Industries Employees' Union	13.2.2018	2 years	1.4.2017 – 31.3.2019	51
60.	2/2018	Schempp Protection & Investigation Services Pte Ltd	Union of Security Employees	13.2.2018	3 years	1.1.2018 – 31.12.2020	37

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
61.	23/2018	Temasek Polytechnic	The Amalgamated Union of Public Employees	13.2.2018	3 years	1.1.2018 – 31.12.2020	900
62.	36/2018	SATA CommHealth	The Singapore Manual & Mercantile Workers' Union	13.2.2018	3 years	1.1.2018 – 31.12.2020	74
63.	411/2017	M C Packaging (Pte) Limited	Metal Industries Workers' Union	15.2.2018	3 years	1.1.2017 – 31.12.2019	193
64.	388/2017	Carlsberg Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	20.2.2018	3 years	1.1.2018 – 31.12.2020	24
65.	389/2017	Engro Corporation Limited	Building Construction and Timber Industries Employees' Union	20.2.2018	3 years	1.4.2017 – 31.3.2020	34
66.	390/2017	Top-Mix Concrete Pte Ltd	Building Construction and Timber Industries Employees' Union	20.2.2018	2 years 9 months	1.7.2017 – 31.3.2020	41
67.	41/2018	Tanah Merah Country Club	The Singapore Manual & Mercantile Workers' Union	20.2.2018	3 years	1.1.2018 – 31.12.2020	174

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
68.	42/2018	Millenia Private Limited trading as Conrad Centennial Singapore	Food, Drinks and Allied Workers Union	20.2.2018	3 years	1.1.2017 – 31.12.2019	230
69.	48/2018	Epic Ship Management Pte Ltd	Singapore Maritime Officers' Union	20.2.2018	3 years	18.2.2018 – 17.2.2021	296
70.	371/2017	Drew Ameroid (Singapore) Private Limited	Chemical Industries Employees' Union	26.2.2018	3 years	1.1.2018 – 31.12.2020	31
71.	417/2017	Safe2Travel Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.2.2018	2 years	1.1.2017 – 31.12.2018	8
72.	24/2018	Kingdom Security Pte Ltd	Union of Security Employees	26.2.2018	3 years	1.1.2018 – 31.12.2020	50
73.	33/2018	Komaya Shipping Company (Pte) Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.2.2018	3 years	1.1.2018 – 31.12.2020	56
74.	410/2017	Millennium & Copthorne International Limited trading as the Grand Copthorne Waterfront Hotel Singapore	Food, Drinks and Allied Workers Union	1.3.2018	3 years	1.1.2017 – 31.12.2019	96
75.	412/2017	SIS '88 Pte Ltd	Food, Drinks and Allied Workers Union	1.3.2018	3 years	1.1.2018 – 31.12.2020	72

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
76.	413/2017	SIS '88 Pte Ltd – (Supervisory)	Food, Drinks and Allied Workers Union	1.3.2018	3 years	1.1.2018 – 31.12.2020	6
77.	3/2018	Toll Offshore Petroleum Services	The Singapore Manual & Mercantile Workers' Union	1.3.2018	3 years	1.7.2017 – 30.6.2020	75
78.	16/2018	Leica Instruments (Singapore) Pte. Ltd.	Metal Industries Workers' Union	1.3.2018	3 years	1.1.2018 – 31.12.2020	125
79.	39/2018	Kodak (Singapore) Pte Limited	The Singapore Manual & Mercantile Workers' Union	1.3.2018	2 years	1.1.2018 – 31.12.2019	3
80.	51/2018	Apex Ship Management Pte Ltd – (SMOU/SOS IMEC IBF TCC)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	1.3.2018	3 years	1.1.2018 – 31.12.2020	46
81.	53/2018	Pacific International Lines (Pte) Ltd	Singapore Maritime Officers' Union	1.3.2018	3 years	1.1.2018 – 31.12.2020	912
82.	419/2017	Qantas Airways	The Singapore Manual & Mercantile Workers' Union	5.3.2018	3 years	1.1.2017 – 31.12.2019	18



		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
83.	6/2018	Radiance Communications Pte Ltd	Union of Telecoms Employees of Singapore	5.3.2018	3 years	1.1.2018 – 31.12.2020	21
84.	329/2017	Showa Denko HD Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	6.3.2018	3 years	1.3.2017 – 29.2.2020	743
85.	396/2017	Terasaki Electric Co. (F.E.) Pte Ltd	United Workers of Electronics & Electrical Industries	6.3.2018	3 years	1.11.2017 – 31.10.2020	19
86.	25/2018	Komaya Shipping Co. Pte Ltd	Singapore Maritime Officers' Union	6.3.2018	3 years	1.1.2018 – 31.12.2020	10
87.	26/2018	Fuji Xerox Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	6.3.2018	3 years	1.9.2016 – 31.8.2019	419
88.	40/2018	The Metropolitan Young Men's Christian Association of Singapore	The Singapore Manual & Mercantile Workers' Union	6.3.2018	3 years	1.1.2018 – 31.12.2020	65
89.	49/2018	Legend Star Shipping Pte Ltd	Singapore Maritime Officers' Union	6.3.2018	3 years	12.1.2018 – 11.1.2021	24

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
90.	54/2018	Foscon Shipmanagement Inc. represented in Singapore by Regional Shipping Services Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	6.3.2018	2 years	1.1.2018 – 31.12.2019	30
91.	60/2018	Movement for the Intellectually Disabled of Singapore	The Singapore Manual & Mercantile Workers' Union	6.3.2018	3 years	1.7.2016 – 30.6.2019	500
92.	352/2017	Asian Lift Private Limited	Shipbuilding & Marine Engineering Employees' Union	12.3.2018	2 years	1.4.2017 – 31.3.2019	14
93.	353/2017	SMIT Singapore Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	12.3.2018	2 years	1.4.2017 – 31.3.2019	59
94.	404/2017	Sembcorp Industries Ltd, Sembcorp Cogen Pte Ltd and Sembcorp Gas Pte Ltd	Union of Power and Gas Employees	12.3.2018	3 years	1.7.2017 – 30.6.2020	176
95.	19/2018	The Japanese School Singapore Limited	Education Services Union	12.3.2018	3 years	12.1.2018 – 11.1.2021	17

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
96.	29/2018	Sumitomo Warehouse (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.3.2018	3 years	1.6.2017 – 31.5.2020	17
97.	38/2018	Clouet Trading Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.3.2018	3 years	1.1.2018 – 31.12.2020	22
98.	46/2018	Schneider Electric Asia Pte Ltd	Singapore Industrial & Services Employees' Union	12.3.2018	3 years	1.7.2017 – 30.6.2020	155
99.	52/2018	NYK Shipmanagement Pte Ltd – (SMOU/SOS IMEC IBF TCC)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	12.3.2018	3 years	1.1.2018 – 31.12.2020	70
100.	56/2018	Times Publishing Limited	Times Publishing Group Employees' Union	12.3.2018	3 years	1.1.2018 – 31.12.2020	316
101.	27/2018	The Swatch Group S.E.A. (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.3.2018	3 years	1.7.2017 – 30.6.2020	169
102.	31/2018	Air Liquide Singapore Private Limited	Chemical Industries Employees' Union	13.3.2018	3 years	1.7.2017 – 30.6.2020	310

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
103.	34/2018	Stolthaven Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	13.3.2018	3 years	1.1.2018 – 31.12.2020	22
104.	47/2018	NYK Shipmanagement Pte Ltd	Singapore Maritime Officers' Union	13.3.2018	3 years	1.12.2017 – 30.11.2020	189
105.	59/2018	Kone Pte Ltd	Singapore Industrial & Services Employees' Union	13.3.2018	3 years	1.1.2018 – 31.12.2020	217
106.	64/2018	U-Ming Marine Transport (Singapore) Pte Ltd	Singapore Maritime Officers' Union	13.3.2018	3 years	1.1.2018 – 31.12.2020	290
107.	420/2017	NCI Golf Pte Ltd	Attractions, Resorts & Entertainment Union	19.3.2018	3 years	1.4.2017 – 31.3.2020	38
108.	71/2018	"K" Line Ship Management (Chemical) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	21.3.2018	3 years	1.3.2018 – 28.2.2021	39
109.	78/2018	B & S Enterprise Co., Ltd represented in Singapore by Grand Blue Shipping Pte. Ltd. – (Singapore Flag Vessels)	Singapore Organisation of Seamen	21.3.2018	2 years	15.1.2018 – 14.1.2020	11

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
110.	44/2018	Inspectorate (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	23.3.2018	3 years	1.1.2018 – 31.12.2020	36
111.	58/2018	Sentosa Leisure Management Pte Ltd – (Monthly Rated)	Attractions, Resorts & Entertainment Union	23.3.2018	3 years	1.1.2017 – 31.12.2019	306
112.	79/2018	Grindrod Shipping Pte Ltd	Singapore Maritime Officers' Union	23.3.2018	3 years	1.1.2018 – 31.12.2020	60
113.	343/2017	Great Circle Shipping Agency Ltd represented in Singapore by the Precious Shipping (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	27.3.2018	3 years	1.10.2017 – 30.9.2020	153
114.	30/2018	Singapore Post Limited and as agent for SP Parcels Pte Ltd, Quantium Solutions (Singapore) Pte Ltd, Quantium Solutions International Pte Ltd and SingPost Distribution Pte Ltd	Union of Telecoms Employees of Singapore	27.3.2018	3 years	1.1.2018 – 31.12.2020	2138
115.	32/2018	Fu Yu Corporation Limited	Chemical Industries Employees' Union	27.3.2018	3 years	1.1.2017 – 31.12.2019	291
116.	43/2018	International Paint Singapore Pte Ltd	Chemical Industries Employees' Union	27.3.2018	3 years	1.1.2018 – 31.12.2020	97

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
117.	45/2018	Giken Precision Engineering (S) Pte. Limited	United Workers of Electronics & Electrical Industries	27.3.2018	3 years	1.1.2018 – 31.12.2020	35
118.	50/2018	LVMH Fragrances & Cosmetics (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	27.3.2018	3 years	1.3.2016 – 28.2.2019	60
119.	57/2018	JAL Kumud Shipping Pte Ltd	Singapore Maritime Officers' Union	27.3.2018	3 years	12.12.2017 – 11.12.2020	9
120.	75/2018	Blue Marine Management (Pte) Ltd	Singapore Organisation of Seamen	27.3.2018	3 years	1.3.2018 – 28.2.2021	12
121.	87/2018	Clean Solutions Pte Ltd	Building Construction and Timber Industries Employees' Union	27.3.2018	3 years	1.5.2018 – 30.4.2021	1000
122.	346/2017	K. Mohamed Yousoff Pte Ltd	National Transport Workers' Union	29.3.2018	3 years	1.6.2016 – 30.5.2019	2
123.	15/2018	HL Building Materials Pte Ltd	Building Construction and Timber Industries Employees' Union	29.3.2018	2 years	1.7.2017 – 30.6.2019	18
124.	85/2018	Spic & Span Pte Ltd	Building Construction and Timber Industries Employees' Union	29.3.2018	3 years	1.4.2018 - 31.3.2021	40

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
125.	86/2018	Chang Seng Services Pte Ltd	Building Construction and Timber Industries Employees' Union	29.3.2018	3 years	1.5.2018 – 30.4.2021	1000
126.	63/2018	Kaneka Singapore Co (Pte) Ltd	Chemical Industries Employees' Union	3.4.2018	2 years	1.4.2017 – 31.3.2019	40
127.	74/2018	The Info-Communications Media Development Authority	The Amalgamated Union of Public Employees	3.4.2018	3 years	1.1.2018 – 31.12.2020	497
128.	84/2018	Mount Faber Leisure Group Pte Ltd – (Monthly-Rated)	Attractions, Resorts & Entertainment Union	3.4.2018	3 years	1.1.2017 – 31.12.2019	196
129.	88/2018	Stella Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	3.4.2018	2 years	1.2.2018 – 31.1.2020	250
130.	91/2018	Wallenius Marine Singapore Pte Ltd	Singapore Maritime Officers' Union	3.4.2018	3 years	1.1.2018 – 31.12.2020	490
131.	76/2018	E&O Ship Management Pte Ltd	Singapore Maritime Officers' Union	5.4.2018	3 years	19.3.2018 – 18.3.2021	16
132.	81/2018	Stella Ship Management Pte. Limited	Singapore Maritime Officers' Union	5.4.2018	3 years	3.2.2018 – 2.2.2021	225

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
133.	372/2017	Tradewinds Tours & Travel Private Limited – (Executive Staff)	Air Transport Executive Staff Union	13.4.2018	3 years	1.4.2016 – 31.3.2019	5
134.	18/2018	Philippine Airlines	The Singapore Manual & Mercantile Workers' Union	13.4.2018	3 years	1.1.2018 – 31.12.2020	10
135.	35/2018	Jurong Bird Park Pte Ltd	Attractions, Resorts & Entertainment Union	13.4.2018	3 years	1.1.2018 – 31.12.2020	82
136.	37/2018	Cerebral Palsy Alliance Singapore	The Singapore Manual & Mercantile Workers' Union	13.4.2018	3 years	1.1.2018 – 31.12.2020	69
137.	61/2018	Singapore Polytechnic	The Amalgamated Union of Public Employees	13.4.2018	3 years	13.2.2018 – 12.2.2021	951
138.	62/2018	MTQ Engineering Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	13.4.2018	3 years	1.4.2018 – 31.3.2021	66
139.	65/2018	First Security & Private Investigation(s) Pte Ltd	Union of Security Employees	13.4.2018	3 years	15.12.2017 – 14.12.2020	47



		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
140.	66/2018	State Bank of India	The Singapore Bank Officers' Association	13.4.2018	3 years	1.1.2016 – 31.12.2018	18
141.	68/2018	Yang Ming (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.4.2018	3 years	1.1.2018 – 31.12.2020	1
142.	69/2018	B&S Enterprise Co. Ltd., represented in Singapore by Grand Blue Shipping Pte. Ltd.	Singapore Maritime Officers' Union	13.4.2018	2 years	15.1.2018 – 14.1.2020	9
143.	90/2018	"K" Line Ship Management (Chemical) Pte Ltd	Singapore Maritime Officers' Union	13.4.2018	3 years	1.3.2018 – 28.2.2021	24
144.	94/2018	Cleaning Express Pte Ltd	Building Construction and Timber Industries Employees' Union	13.4.2018	2 years	1.9.2017 – 31.8.2019	872
145.	72/2018	Top Guard Security Management Pte Ltd	Union of Security Employees	16.4.2018	3 years	1.3.2018 – 28.2.2021	60
146.	110/2018	Ocean Tankers (Pte) Ltd	Singapore Maritime Officers' Union	16.4.2018	3 years	1.1.2018 – 31.12.2020	400

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
147.	82/2018	Furama Hotels Singapore Private Limited, trading as Furama City Centre Singapore	Food, Drinks and Allied Workers Union	23.4.2018	3 years	1.7.2017 – 30.6.2020	90
148.	83/2018	Furama Pte Ltd, trading as Furama Riverfront, Singapore	Food, Drinks and Allied Workers Union	23.4.2018	3 years	1.7.2017 – 30.6.2020	106
149.	89/2018	Yamazaki Mazak Singapore Pte Ltd	Metal Industries Workers' Union	25.4.2018	2 years	1.7.2017 – 30.6.2019	132
150.	108/2018	Grindrod Shipping Pte Ltd – (Bulkers)	Singapore Organisation of Seamen	25.4.2018	2 years 6 months	1.1.2018 – 30.6.2020	310
151.	109/2018	Grindrod Shipping Pte Ltd – (Singapore Flag – Tankers)	Singapore Organisation of Seamen	25.4.2018	2 years 6 months	1.1.2018 – 30.6.2020	55
152.	120/2018	Anglo-Eastern Maritime Services Pte Ltd & CLDN Tankers Pte Ltd represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd	Singapore Maritime Officers' Union	25.4.2018	3 years	1.1.2018 – 31.12.2020	18

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
153.	121/2018	Swire Pacific Ship Management Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.4.2018	2 years	1.2.2018 – 31.1.2020	33
154.	99/2018	Fuji Oil (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	27.4.2018	3 years	1.10.2017 – 30.9.2020	114
155.	114/2018	Belships Management (Singapore) Pte Ltd – (SMOU/SOS IMEC IBF TCC)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	27.4.2018	3 years	1.1.2018 – 31.12.2020	120
156.	117/2018	Ngee Ann Polytechnic – (Non-Academic Staff)	The Singapore Manual & Mercantile Workers' Union	27.4.2018	3 years	1.1.2018 – 31.12.2020	614
157.	107/2018	Showa Chain (S) Pte Ltd	Metal Industries Workers' Union	2.5.2018	3 years	1.4.2018 – 31.3.2021	13
158.	111/2018	A Tact Security Services & Management Pte Ltd	Union of Security Employees	2.5.2018	3 years	1.4.2018 – 31.3.2021	123
159.	112/2018	OCBC Securities Pte Ltd	The Singapore Manual & Mercantile Workers' Union	2.5.2018	3 years	1.1.2018 – 31.12.2020	67

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
160.	116/2018	Mitsubishi Corporation	The Singapore Manual & Mercantile Workers' Union	2.5.2018	3 years	1.1.2018 – 31.12.2020	67
161.	125/2018	Pacific International Lines (Pte) Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.5.2018	3 years	1.1.2018 – 31.12.2020	390
162.	92/2018	Kyowa Singapore Pte Ltd	Metal Industries Workers' Union	8.5.2018	3 years	1.1.2018 – 31.12.2020	125
163.	122/2018	TCG Rengo (S) Limited	Building Construction and Timber Industries Employees' Union	8.5.2018	3 years	1.7.2018 – 30.6.2021	102
164.	73/2018	Ben Foods (S) Pte Ltd	Food, Drinks and Allied Workers Union	9.5.2018	3 years	1.1.2018 – 31.12.2020	50
165.	133/2018	MMSL Pte Ltd	Singapore Maritime Officers' Union	9.5.2018	2 years	30.3.2018 – 29.3.2020	30
166.	138/2018	Swire Pacific Ship Management Ltd.,	Singapore Maritime Officers' Union	9.5.2018	2 years	1.2.2018 – 31.1.2020	24
167.	80/2018	Mammoet (S) Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	11.5.2018	3 years	1.1.2018 – 31.12.2020	12
168.	124/2018	Singapore District Cooling Pte Ltd	Union of Power and Gas Employees	11.5.2018	3 years	20.4.2018 – 19.4.2021	35

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
169.	126/2018	Secura Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	11.5.2018	3 years	1.1.2018 – 31.12.2020	60
170.	98/2018	SPH Radio Pte Ltd	Creative Media and Publishing Union	14.5.2018	2 years	1.1.2018 – 31.12.2019	33
171.	100/2018	Turbine Overhaul Services Pte Ltd	Singapore Industrial & Services Employees' Union	22.5.2018	3 years	1.7.2017 – 30.6.2020	763
172.	106/2018	One Marina Property Services Pte Ltd	Building Construction and Timber Industries Employees' Union	22.5.2018	3 years	1.1.2018 – 31.12.2020	117
173.	118/2018	NK Ingredients Pte Ltd	Chemical Industries Employees' Union	22.5.2018	3 years	1.4.2018 – 31.3.2021	47
174.	127/2018	Sumidurez Singapore Pte Ltd	Chemical Industries Employees' Union	22.5.2018	3 years	1.4.2018 – 31.3.2021	37
175.	129/2018	Science Centre Singapore	The Amalgamated Union of Public Employees	22.5.2018	3 years	1.5.2018 – 30.4.2021	115
176.	131/2018	Land Transport Authority of Singapore	Amalgamated Union of Statutory Board Employees	22.5.2018	3 years	1.1.2018 – 31.12.2020	4710

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
177.	139/2018	Cathay Pacific Airways Ltd	The Singapore Manual & Mercantile Workers' Union	22.5.2018	3 years	1.1.2018 – 31.12.2020	18
178.	142/2018	RCL Shipmanagement Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	22.5.2018	2 years	1.1.2018 – 31.12.2019	11
179.	77/2018	SpinnetAsia Pte Ltd	Union of Security Employees	24.5.2018	3 years	1.1.2018 – 31.12.2020	30
180.	96/2018	Bosch Rexroth Private Limited	The Singapore Manual & Mercantile Workers' Union	24.5.2018	3 years	1.1.2018 – 31.12.2020	20
181.	97/2018	Singapore Sports Council	The Amalgamated Union of Public Employees	24.5.2018	3 years	3.4.2018 – 2.4.2021	767
182.	154/2018	Eaglestar Shipmanagement (S) Pte Ltd	Singapore Organisation of Seamen	24.5.2018	3 years	1.7.2017 – 30.6.2020	378
183.	70/2018	Management Corporation Strata Title Plan No.2137 (The Bugis Junction)	Singapore Industrial & Services Employees' Union	30.5.2018	3 years	1.1.2018 – 31.12.2020	12
184.	102/2018	IGC Security Services Pte Ltd	Union of Security Employees	30.5.2018	3 years	1.4.2018 – 31.3.2021	53

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
185.	143/2018	Legend Star Shipping Pte Ltd	Singapore Organisation of Seamen	30.5.2018	2 years	1.2.2018 – 31.1.2020	12
186.	147/2018	Rentokil Initial (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	30.5.2018	3 years	1.7.2018 – 30.6.2021	385
187.	93/2018	Foster Electric (Singapore) Private Limited	United Workers of Electronics & Electrical Industries	31.5.2018	3 years	1.10.2017 – 30.9.2020	4
188.	137/2018	Furama Hotels Singapore Private Limited, trading as Furama City Centre Singapore	Union of Security Employees	4.6.2018	3 years	1.7.2017 – 30.6.2020	2
189.	150/2018	Deutsche Bank AG, Singapore branch	The Singapore Bank Officers' Association	4.6.2018	3 years	1.1.2018 – 31.12.2020	7
190.	155/2018	Blue Marine Management (Pte) Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.6.2018	3 years	1.5.2018 – 30.4.2021	12
191.	136/2018	Monetary Authority of Singapore	The Amalgamated Union of Public Employees	8.6.2018	3 years	1.4.2018 – 31.3.2021	524

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
192.	161/2018	SE Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	8.6.2018	2 years	1.4.2018 – 31.3.2020	35
193.	168/2018	Institute of Technical Education	The Amalgamated Union of Public Employees	8.6.2018	3 years	1.7.2018 – 30.6.2021	770
194.	282/2017	Fairprice Group comprising NTUC Fairprice Co-operative Ltd, Cheers Holdings (2004) Pte Ltd and Grocery Logistics of Singapore Pte Ltd	Food, Drinks and Allied Workers Union	12.6.2018	3 years	1.7.2017 – 30.6.2020	9851
195.	67/2018	DFurniture Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.6.2018	3 years	1.7.2017 – 30.6.2020	1
196.	128/2018	Singapore Cricket Club	The Singapore Catering Services, Staff & Workers' Trade Union	12.6.2018	3 years	1.1.2018 – 31.12.2020	40
197.	95/2018	Pelican Waters Investments Ltd – (MCL Shipping ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	14.6.2018	2 years	1.1.2018 – 31.12.2019	23



		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
198.	134/2018	Japan Airlines Company Limited	The Singapore Manual & Mercantile Workers' Union	14.6.2018	3 years	1.4.2016 – 31.3.2019	42
199.	135/2018	Japan Airlines Company Limited – (Singapore-Based Cabin Attendants')	The Singapore Manual & Mercantile Workers' Union	14.6.2018	3 years	1.4.2016 – 31.3.2019	113
200.	103/2018	SMRT Buses Ltd (a subsidiary of SMRT Corporation Ltd) and SMRT Automotive Services Pte Ltd (a subsidiary of SMRT Corporation Ltd)	National Transport Workers' Union	25.6.2018	3 years	1.7.2017 – 30.6.2020	3750
201.	104/2018	SMRT Corporation Ltd and SMRT Trains Ltd (a subsidiary of SMRT Corporation Ltd)	National Transport Workers' Union	25.6.2018	3 years	1.7.2017 – 30.6.2020	4450

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
202.	105/2018	SMRT Corporation Ltd comprising: <u>Group 1:</u> 1) Singapore Rail Engineering Pte Ltd, 2) SMRT Alpha Pte Ltd, 3) SMRT Services Pte Ltd, 4) The X Collective Pte Ltd and 5) SMRT Advertising & Properties Pte Ltd <u>Group 2:</u> 6) Bus Plus Services Pte Ltd 7) SMRT Taxis Pte Ltd and 8) Strides Transportation Pte Ltd	National Transport Workers' Union	25.6.2018	3 years	1.7.2017 – 30.6.2020	535
203.	115/2018	Go-Ahead Loyang Pte Ltd (a subsidiary of Go-Ahead Holding UK Limited)	National Transport Workers' Union	25.6.2018	3 years	1.10.2017 – 30.9.2020	845
204.	132/2018	OG Pte Ltd	Singapore Industrial & Services Employees' Union	25.6.2018	3 years	1.12.2017 – 30.11.2020	7
205.	158/2018	Westminster Investigation & Security Management	Union of Security Employees	25.6.2018	3 years	15.5.2018 – 14.5.2021	122

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
206.	159/2018	Borneo Properties Sdn. Bhd., doing business as Grand Hyatt Singapore	Food, Drinks and Allied Workers Union	25.6.2018	3 years	1.7.2017 – 30.6.2020	400
207.	163/2018	Schaefer Systems International Pte Ltd	Singapore Industrial & Services Employees' Union	25.6.2018	2 years	1.1.2018 – 31.12.2019	9
208.	164/2018	Singapore Cement Manufacturing Co., (Pte) Ltd	Building Construction and Timber Industries Employees' Union	25.6.2018	2 years	1.1.2018 – 31.12.2019	8
209.	171/2018	Vicom Ltd	National Transport Workers' Union	25.6.2018	3 years	1.1.2017 – 31.12.2019	94
210.	172/2018	Norgas Carriers Private Limited	Singapore Maritime Officers' Union	25.6.2018	3 years	1.5.2018 – 30.4.2021	63
211.	180/2018	Norgas Carriers Private Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.6.2018	3 years	1.5.2018 – 30.4.2021	70
212.	183/2018	Columbia Shipmanagement (S) Pte Ltd	Singapore Maritime Officers' Union	25.6.2018	3 years	1.1.2018 – 31.12.2020	261
213.	188/2018	Tolani Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	25.6.2018	3 years	1.4.2018 – 31.3.2021	24

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
214.	186/2018	MasterbulkPte Ltd	Singapore Organisation of Seamen	26.6.2018	3 years	1.1.2017 – 31.12.2019	44
215.	190/2018	STC Shipping Pte Ltd	Singapore Maritime Officers' Union	26.6.2018	3 years	1.7.2018 – 30.6.2021	20
216.	113/2018	Wearnes Automotive Pte Ltd	The Singapore Motor Workshops Employees' Union	28.6.2018	3 years	1.1.2018 – 31.12.2020	44
217.	144/2018	Chubb Singapore Pte Ltd	Metal Industries Workers' Union	28.6.2018	3 years	1.4.2018 – 31.3.2021	95
218.	175/2018	CA Facilities Pte Ltd	Building Construction and Timber Industries Employees' Union	28.6.2018	2 years	1.11.2017 – 31.10.2019	125
219.	191/2018	Capitaland Limited	Singapore Industrial & Services Employees' Union	28.6.2018	3 years	1.7.2018 – 30.6.2021	634
220.	193/2018	Tolani Shipping (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	28.6.2018	3 years	1.4.2018 – 31.3.2021	33
221.	194/2018	Western Shipping Pte Ltd	Singapore Maritime Officers' Union	28.6.2018	3 years	1.6.2018 – 31.5.2021	80

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
222.	189/2018	Selandia Ship Management (Singapore) Pte Ltd – (ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2.7.2018	2 years	1.1.2018 – 31.12.2019	19
223.	197/2018	A P Moller Singapore Pte Ltd – (Singapore Flag Vessels – Kiribati/ Tuvalu Crew)	Singapore Organisation of Seamen	2.7.2018	2 years	1.1.2018 – 31.12.2019	200
224.	119/2018	Sodexo Kim Yew Pte Ltd	Building Construction and Timber Industries Employees' Union	5.7.2018	3 years	1.11.2017 – 31.10.2020	80
225.	177/2018	Hunting Energy Services (International) Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	5.7.2018	3 years	14.5.2018 – 13.5.2021	50
226.	203/2018	STC Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	5.7.2018	3 years	1.7.2018 – 30.6.2021	20
227.	162/2018	Orchid Country Club	The Singapore Manual & Mercantile Workers' Union	9.7.2018	3 years	1.4.2018 – 31.3.2021	105
228.	166/2018	Chinese Swimming Club	The Singapore Manual & Mercantile Workers' Union	9.7.2018	3 years	1.1.2018 – 31.12.2020	70

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
229.	173/2018	National Oilwell Pte Ltd, National Oilwell Varco Pte Ltd, Nov Rig Solutions Pte Ltd and Nov Elmar Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	9.7.2018	3 years	1.3.2018 – 28.2.2021	657
230.	174/2018	Concorde Hotel Singapore	Food, Drinks and Allied Workers Union	9.7.2018	3 years	1.1.2018 – 31.12.2020	111
231.	196/2018	Castillon Security (S) Pte Ltd	Union of Security Employees	9.7.2018	3 years	1.5.2018 – 30.4.2021	165
232.	145/2018	Microfits Pte Ltd	Metal Industries Workers' Union	10.7.2018	3 years	1.7.2018 – 30.6.2021	3
233.	151/2018	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	10.7.2018	3 years	1.1.2017 – 30.12.2019	339
234.	181/2018	Clarivate Analytics (Singapore) Pte Ltd	Singapore Industrial & Services Employees' Union	10.7.2018	3 years	1.6.2018 – 31.5.2021	26
235.	178/2018	Ocean Tankers (Pte) Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.7.2018	3 years	1.1.2018 – 31.12.2020	560

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
236.	202/2018	Anglo-Eastern Maritime Services Pte Ltd & CLDN Tankers Pte Ltd represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd – (CLDN Tankers – Singapore Flag Vessels)	Singapore Organisation of Seamen	12.7.2018	2 years	1.1.2018 – 31.12.2019	20
237.	55/2018	Singapore Zoological Gardens	The Singapore Manual & Mercantile Workers' Union	16.7.2018	3 years	1.1.2018 – 31.12.2020	508
238.	165/2018	KGI Securities (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.7.2018	3 years	1.1.2017 – 31.12.2019	6
239.	195/2018	Anglo-Eastern Maritime Services Pte Ltd represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Maritime Officers' Union	16.7.2018	3 years	1.1.2018 – 31.12.2020	81
240.	217/2018	ASP Crew Management Services Ltd	Singapore Maritime Officers' Union	16.7.2018	2 years	4.7.2018 – 3.7.2020	10

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
241.	152/2018	Argosy Pte. Ltd. – (ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	19.7.2018	2 years	22.12.2017 – 21.12.2019	23
242.	207/2018	Western Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.7.2018	2 years 7 months	1.6.2018 – 31.12.2020	56
243.	221/2018	Neom Maritime (Singapore) Pte Ltd	Singapore Maritime Officers' Union	19.7.2018	3 years	1.7.2018 – 30.6.2021	50
244.	146/2018	PriceWaterHouseCoopers LLP and its affiliate, PriceWaterHouseCoopers GHRS Pte Ltd	The Singapore Manual & Mercantile Workers' Union	23.7.2018	3 years	1.7.2018 – 30.6.2021	54
245.	149/2018	Eaglestar Shipmanagement (S) Pte Ltd – (ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	23.7.2018	3 years	1.1.2018 – 31.12.2020	552
246.	170/2018	Chem-Gas Pte Ltd	Chemical Industries Employees' Union	23.7.2018	3 years	1.6.2018 – 31.5.2021	40
247.	179/2018	V.Group Manpower Services represented in Singapore by V.Ships Asia Group Pte Ltd	Singapore Organisation of Seamen	23.7.2018	3 years	1.1.2018 – 31.12.2020	187



		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
248.	192/2018	NTUC LearningHub Pte Ltd	Education Services Union	23.7.2018	3 years	1.1.2018 – 31.12.2020	199
249.	198/2018	Singapore Recreation Club	Singapore Catering Services, Staffs & Workers Trade Union	23.7.2018	2 years	1.7.2018 – 30.6.2020	76
250.	204/2018	Rainbow Centre Singapore	The Singapore Manual & Mercantile Workers' Union	23.7.2018	3 years	1.7.2018 – 30.6.2021	364
251.	205/2018	Isetan (Singapore) Limited	The Singapore Manual & Mercantile Workers' Union	23.7.2018	3 years	1.7.2018 – 30.6.2021	306
252.	176/2018	Sembcorp Tay Paper Recycling Pte Ltd	Building Construction and Timber Industries Employees' Union	24.7.2018	3 years	1.6.2018 – 31.5.2021	59
253.	148/2018	National University of Singapore	Education Services Union	25.7.2018	3 years	1.1.2018 – 31.12.2020	2150
254.	201/2018	The Singapore Association For The Deaf	The Singapore Manual & Mercantile Workers' Union	25.7.2018	3 years	1.7.2018 – 30.6.2021	51
255.	225/2018	Lumileds Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	25.7.2018	3 years	1.7.2018 – 30.6.2021	811

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
256.	236/2018	ASP Crew Management Services Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.7.2018	2 years	5.7.2018 – 4.7.2020	10
257.	160/2018	WorleyParsons Pte Limited	Union of Power and Gas Employees	30.7.2018	3 years	1.11.2017 – 31.10.2020	15
258.	167/2018	Sumitomo Corporation Asia & Oceania Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	30.7.2018	3 years	1.4.2018 – 31.3.2021	56
259.	209/2018	Sentosa Development Corporation	The Amalgamated Union of Public Employees	1.8.2018	3 years	1.7.2018 – 30.6.2021	186
260.	223/2018	Malaysia Dairy Industries Private Limited	Food, Drinks and Allied Workers Union	1.8.2018	3 years	1.7.2017 – 30.6.2020	406
261.	229/2018	GCM Safety & Security Pte Ltd	Union of Security Employees	1.8.2018	3 years	10.12.2017 – 9.12.2020	66
262.	233/2018	Teekay Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	1.8.2018	2 years	1.7.2018 – 30.6.2020	9
263.	208/2018	Posh Fleet Services Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	3.8.2018	2 years 6 months	1.7.2018 – 31.12.2020	500

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
264.	242/2018	Cosco (Singapore) Pte Ltd	Singapore Maritime Officers' Union	3.8.2018	3 years	1.8.2018 – 31.7.2021	33
265.	185/2018	Bureau Veritas Marine (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	7.8.2018	3 years	1.1.2018 – 31.12.2020	60
266.	200/2018	Kanematsu (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	7.8.2018	3 years	1.1.2018 – 31.12.2020	9
267.	237/2018	Posh Fleet Services Pte Ltd represented by the PACC Ship Managers Pte Ltd	Singapore Maritime Officers' Union	7.8.2018	2 years 6 months	1.7.2018 – 31.12.2020	470
268.	212/2018	Meiji Seika (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	10.8.2018	3 years	1.2.2018 – 31.1.2021	250
269.	243/2018	Bulls-Eye Security Services Pte Ltd	Union of Security Employees	10.8.2018	3 years	1.7.2018 – 30.6.2021	11
270.	231/2018	CCL Design Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	14.8.2018	2 years	1.6.2018 – 31.5.2020	201

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
271.	230/2018	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	15.8.2018	3 years	1.1.2018 – 31.12.2020	718
272.	238/2018	SPD (formally known as The Society For The Physically Disabled)	The Singapore Manual & Mercantile Workers' Union	15.8.2018	3 years	1.8.2018 – 31.7.2021	9
273.	260/2018	San's Tours & Car Rentals	National Transport Workers' Union	15.8.2018	3 years	1.7.2018 – 30.6.2021	9
274.	264/2018	Argosy Pte Ltd	Singapore Organisation of Seamen	15.8.2018	2 years	28.7.2018 – 27.7.2020	12
275.	268/2018	Fleet Ship Management Pte Ltd	Singapore Maritime Officers' Union	16.8.2018	2 years	10.8.2018 – 9.8.2020	450
276.	270/2018	Western Shipping Pte Ltd – (Singapore Flag – Tanker & Bulker Vessels)	Singapore Organisation of Seamen	16.8.2018	2 years 4 months	1.9.2018 – 31.12.2020	56
277.	216/2018	STMicroelectronics Pte Ltd and STMicroelectronics Asia Pacific Pte Ltd	United Workers of Electronics & Electrical Industries	17.8.2018	3 years	1.1.2018 – 31.12.2020	2319

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
278.	140/2018	Singapore Institute of Management, which comprises of Singapore Institute of Management Holdings Pte Ltd and SIM AEC Pte Ltd under the SIM Group	Education Services Union	31.8.2018	3 years	1.5.2018 – 30.4.2021	251
279.	141/2018	Vopak Terminals Singapore Pte Ltd and Banyan Caverns Storage Services Pte Ltd	The United Workers of Petroleum Industry	31.8.2018	3 years	1.4.2018 – 31.3.2021	188
280.	182/2018	East Marine Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	31.8.2018	2 years	1.6.2018 – 31.5.2020	64
281.	187/2018	Oiltanking Group of Companies in Singapore – Oiltanking Singapore Ltd, Oiltanking Singapore Chemical Storage and Oiltanking Helios Singapore Pte Ltd	The United Workers of Petroleum Industry	31.8.2018	3 years	1.1.2018 – 31.12.2020	146
282.	199/2018	Jasa Investigation & Security Services Pte Ltd	Union of Security Employees	31.8.2018	3 years	1.6.2018 – 31.5.2021	432

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
283.	206/2018	BRC Asia Limited	Building Construction and Timber Industries Employees' Union	31.8.2018	3 years	1.8.2018 – 31.7.2021	196
284.	211/2018	Public Utilities Board	Public Utilities Board Employees' Union	31.8.2018	3 years	1.7.2018 – 30.6.2021	2636
285.	213/2018	Kyowa Security Guard & General Services Pte Ltd	Union of Security Employees	31.8.2018	3 years	1.7.2018 – 30.6.2021	218
286.	220/2018	DBS Vickers Securities (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	31.8.2018	3 years	1.1.2018 – 31.12.2020	3
287.	232/2018	Maritime and Port Authority of Singapore	Amalgamated Union of Statutory Board Employees	31.8.2018	3 years	1.8.2018 – 31.7.2021	435
288.	234/2018	Yokogawa Electric International Pte Ltd and Yokogawa Engineering Asia Pte Ltd	United Workers of Electronics & Electrical Industries	31.8.2018	3 years	1.7.2018 – 30.6.2021	11
289.	246/2018	Natsteel Holdings Pte Ltd	Metal Industries Workers' Union	31.8.2018	3 years	1.1.2018 – 31.12.2020	89

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
290.	247/2018	Natsteel Recycling Pte Ltd	Metal Industries Workers' Union	31.8.2018	3 years	1.1.2018 – 31.12.2020	20
291.	249/2018	Yokogawa Electric Asia Pte Ltd	United Workers of Electronics & Electrical Industries	31.8.2018	3 years	1.7.2018 – 30.6.2021	151
292.	255/2018	Cheung Woh Technologies Ltd	Metal Industries Workers' Union	31.8.2018	3 years	1.1.2017 – 31.12.2019	3
293.	256/2018	Lam Soon Singapore Pte Ltd	Food, Drinks and Allied Workers Union	31.8.2018	3 years	1.5.2018 – 30.4.2021	70
294.	267/2018	Evergas Ship Management Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	31.8.2018	2 years	1.6.2018 – 31.5.2020	27
295.	274/2018	Neom Maritime (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	31.8.2018	3 years	1.7.2018 – 30.6.2021	23
296.	275/2018	Neom Maritime (Singapore) Pte Ltd – Diamond Star (Singapore Flag Vessels)	Singapore Organisation of Seamen	31.8.2018	3 years	1.7.2018 – 30.6.2021	33

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
297.	280/2018	Saudi Arabian Airlines	The Singapore Manual & Mercantile Workers' Union	31.8.2018	3 years	1.7.2018 – 30.6.2021	7
298.	262/2018	Posh Fleet Services Pte Ltd represented by the PACC Ship Managers Pte Ltd	Singapore Maritime Officers' Union	3.9.2018	2 years 6 months	1.7.2018 – 31.12.2020	16
299.	218/2018	British Airways	The Singapore Manual & Mercantile Workers' Union	6.9.2018	3 years	1.1.2018 – 31.12.2020	12
300.	265/2018	Sembcorp Environment Pte Ltd	Building Construction and Timber Industries Employees' Union	6.9.2018	3 years	1.7.2018 – 30.6.2021	27
301.	266/2018	Sembwaste Pte Ltd	Building Construction and Timber Industries Employees' Union	6.9.2018	3 years	1.7.2018 – 30.6.2021	403
302.	101/2018	Sojitz Asia Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.9.2018	3 years	1.1.2018 – 31.12.2020	33
303.	184/2018	Shaw Theatres Pte Ltd	The Film Industrial Employees' Union of Singapore	10.9.2018	3 years	1.1.2018 – 31.12.2020	68



		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
304.	214/2018	AEM Singapore Pte. Ltd.	Metal Industries Workers' Union	10.9.2018	3 years	1.6.2018 – 31.5.2021	120
305.	251/2018	Oversea-Chinese Banking Corporation Limited	Singapore Bank Employees' Union	10.9.2018	3 years	1.1.2018 – 31.12.2020	210
306.	263/2018	Itochu Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.9.2018	3 years	1.7.2018 – 30.6.2021	57
307.	271/2018	Itochu Plastics Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.9.2018	3 years	1.7.2018 – 30.6.2021	19
308.	276/2018	Hitachi Elevator Asia Private Limited	Metal Industries Workers' Union	10.9.2018	3 years	1.7.2018 – 30.6.2021	353
309.	286/2018	Thome Ship Management Pte Ltd – (Cara Vessels)	Singapore Maritime Officers' Union	10.9.2018	2 years	5.6.2018 – 4.6.2020	40
310.	130/2018	SIA Engineering Company Limited	Singapore Airlines Staff Union	13.9.2018	3 years	1.1.2017 – 31.12.2019	2929
311.	156/2018	DNT Singapore Pte Ltd	Chemical Industries Employees' Union	13.9.2018	3 years	1.5.2018 – 30.4.2021	10
312.	244/2018	30 Bencoolen Pte. Ltd.	Food, Drinks and Allied Workers Union	13.9.2018	3 years	1.7.2018 – 30.6.2021	26

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
313.	272/2018	Holiday Inn Singapore Atrium	Food, Drinks and Allied Workers Union	13.9.2018	3 years	1.7.2018 – 30.6.2021	111
314.	293/2018	Celeste Holding Pte Ltd – (Singapore Flag – Tankers)	Singapore Organisation of Seamen	13.9.2018	2 years	13.9.2018 – 12.9.2020	10
315.	153/2018	Chevron Singapore Pte Ltd	The United Workers of Petroleum Industry	17.9.2018	3 years	1.1.2018 – 31.12.2020	31
316.	210/2018	Houston Well Screen (Asia) Pte Ltd	Metal Industries Workers' Union	17.9.2018	2 years	1.1.2018 – 31.12.2019	11
317.	278/2018	Tower Transit Singapore Pte Ltd	National Transport Workers' Union	17.9.2018	3 years	29.5.2017 – 28.5.2020	834
318.	281/2018	Warren Golf & Country Club	Attractions, Resorts & Entertainment Union	17.9.2018	3 years	1.1.2018 – 31.12.2020	85
319.	292/2018	Great Circle Shipping Agency Ltd represented in Singapore by Precious Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	17.9.2018	2 years	1.10.2018 – 30.9.2020	160
320.	224/2018	Netlink Trust Operations Company Pte Ltd	Union of Telecoms Employees of Singapore	1.10.2018	3 years	1.7.2018 – 30.6.2021	208

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
321.	226/2018	Columbia Shipmanagement Ltd represented in Singapore by the Columbia Shipmanagement (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	1.10.2018	3 years	1.1.2018 – 31.12.2020	280
322.	227/2018	Asian Electronic Technology Pte Ltd	Metal Industries Workers' Union	1.10.2018	3 years	1.7.2018 – 30.6.2021	11
323.	228/2018	Babcock Communications Limited and Babcock Media Services Limited	The Singapore Manual & Mercantile Workers' Union	1.10.2018	3 years	1.7.2018 – 30.6.2021	7
324.	239/2018	Fortune Food Manufacturing Pte Ltd	Food, Drinks and Allied Workers Union	1.10.2018	3 years	1.1.2018 – 31.12.2020	27
325.	248/2018	Everbilt Developers Pte Ltd	Building Construction and Timber Industries Employees' Union	1.10.2018	2 years	1.9.2017 – 31.8.2019	30
326.	252/2018	Nichicon (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	1.10.2018	3 years	1.7.2016 – 30.6.2019	12
327.	257/2018	Orchard Turn Developments Pte Ltd	Singapore Industrial & Services Employees' Union	1.10.2018	3 years	1.4.2018 – 31.3.2021	130

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
328.	282/2018	Enesel Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	1.10.2018	2 years	1.7.2018 – 30.6.2020	100
329.	290/2018	Wilhelmsen Ship Management Singapore Pte Ltd	Singapore Maritime Officers' Union	1.10.2018	3 years	1.9.2018 – 31.8.2021	30
330.	291/2018	Oversea-Chinese Banking Corporation Limited	The Singapore Bank Officers' Association	1.10.2018	3 years	1.1.2018 – 31.12.2020	590
331.	215/2018	Keppel Fels Limited	Keppel FELS Employees Union	3.10.2018	3 years	1.7.2018 – 30.6.2021	1011
332.	261/2018	Asahi Kasei Plastics Singapore Pte Ltd	Chemical Industries Employees' Union	3.10.2018	3 years	1.7.2018 – 30.6.2021	51
333.	279/2018	Schenker Singapore (Pte) Ltd	The Singapore Manual & Mercantile Workers' Union	3.10.2018	3 years	1.9.2018 – 31.8.2021	1095
334.	284/2018	Shiseido Singapore Company (Pte) Ltd	The Singapore Manual & Mercantile Workers' Union	3.10.2018	3 years	1.7.2018 – 30.6.2021	91
335.	295/2018	JK Trudata Solutions Pte Ltd	Singapore Industrial & Services Employees' Union	3.10.2018	3 years	17.8.2018 – 16.8.2021	62

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
336.	253/2018	Bernhard Schulte Group represented in Singapore by the Bernhard Schulte Shipmanagement (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	8.10.2018	3 years	1.1.2018 – 31.12.2020	1262
337.	269/2018	Sivantos Pte Ltd	United Workers of Electronics & Electrical Industries	8.10.2018	3 years	1.7.2018 – 30.6.2021	518
338.	287/2018	NTUC First Campus Co-Operative Ltd including My First Skool, The Little Skool-House International, The Caterpillar's Cove, Afterschool and Seed Institute	Education Services Union	8.10.2018	3 years	1.1.2018 – 31.12.2020	4225
339.	305/2018	Aspect Security Management Pte Ltd	Union of Security Employees	8.10.2018	3 years	1.1.2018 – 31.12.2020	4
340.	296/2018	Linde Gas Singapore Pte. Ltd.	The United Workers of Petroleum Industry	10.10.2018	3 years	1.1.2019 – 31.12.2021	52
341.	312/2018	Masterbulk Pte Ltd	Singapore Maritime Officers' Union	12.10.2018	3 years	1.1.2017 – 31.12.2019	263
342.	277/2018	F&N Foods Pte Ltd	Food, Drinks and Allied Workers Union	15.10.2018	3 years	1.1.2018 – 31.12.2020	213

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
343.	288/2018	Khong Guan Biscuit Factory (Singapore) Private Limited	Food, Drinks and Allied Workers Union	15.10.2018	3 years	1.7.2018 – 30.6.2021	104
344.	300/2018	Toshiba Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	15.10.2018	3 years	1.7.2018 – 30.6.2021	1
345.	169/2018	Singapore Chemi-Con (Pte) Ltd	United Workers of Electronics & Electrical Industries	22.10.2018	3 years	1.7.2016 – 30.6.2019	12
346.	235/2018	Amara Singapore	Food, Drinks and Allied Workers Union	22.10.2018	3 years	1.9.2017 – 31.8.2020	145
347.	294/2018	Damen Shipyards Singapore Pte. Ltd.	Shipbuilding & Marine Engineering Employees' Union	22.10.2018	3 years	1.7.2018 – 30.6.2021	44
348.	310/2018	National Heritage Board	The Amalgamated Union of Public Employees	22.10.2018	3 years	1.10.2018 – 30.9.2021	218
349.	319/2018	Enesel Pte Ltd	Singapore Maritime Officers' Union	22.10.2018	2 years	1.7.2018 – 30.6.2020	100
350.	250/2018	United Airlines Inc (Singapore Branch)	The Singapore Manual & Mercantile Workers' Union	25.10.2018	3 years	1.7.2018 – 30.6.2021	34

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
351.	289/2018	Porite Singapore (Pte) Ltd	Metal Industries Workers' Union	25.10.2018	3 years	1.10.2018 – 30.9.2021	66
352.	298/2018	Clarins Pte Ltd	The Singapore Manual & Mercantile Workers' Union	25.10.2018	3 years	1.1.2019 – 31.12.2021	70
353.	303/2018	National Trades Union Congress Administration & Research Unit	Staff Union of NTUC-ARU	25.10.2018	3 years	1.10.2018 – 30.9.2021	700
354.	311/2018	Korean Air Lines Company Limited	The Singapore Manual & Mercantile Workers' Union	25.10.2018	3 years	1.1.2018 – 31.12.2020	29
355.	313/2018	PSA Corporation Limited	Singapore Port Workers Union	25.10.2018	3 years	1.10.2018 – 30.9.2021	5547
356.	314/2018	Avitron Private Limited	Singapore Industrial & Services Employees' Union	25.10.2018	3 years	1.8.2018 – 31.7.2021	195
357.	240/2018	NTUC Foodfare Co-Operative Ltd	Food, Drinks and Allied Workers Union	1.11.2018	3 years	1.12.2017 – 30.11.2020	600
358.	241/2018	Foodfare Catering Pte Ltd	Food, Drinks and Allied Workers Union	1.11.2018	3 years	1.12.2017 – 30.11.2020	160

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
359.	258/2018	Asia Pacific Breweries (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	1.11.2018	3 years	1.1.2018 – 31.12.2020	63
360.	299/2018	Singapore Polo Club	The Singapore Manual & Mercantile Workers' Union	1.11.2018	3 years	1.7.2018 – 30.6.2021	95
361.	315/2018	Markono Print Media Pte Ltd	Singapore Industrial & Services Employees' Union	1.11.2018	3 years	1.6.2018 – 31.5.2021	120
362.	306/2018	Fujitec Singapore Corporation Limited	United Workers of Electronics & Electrical Industries	7.11.2018	3 years	1.1.2018 – 31.12.2020	463
363.	321/2018	Sompo Insurance Singapore Pte. Ltd.	Singapore Insurance Employees' Union	7.11.2018	3 years	1.1.2018 – 31.12.2020	83
364.	323/2018	ISS Pest Management Pte Ltd	The Singapore Manual & Mercantile Workers' Union	7.11.2018	2 years	1.1.2018 – 31.12.2019	71
365.	219/2018	Lonpac Insurance Bhd	Singapore Insurance Employees' Union	13.11.2018	3 years	1.1.2018 – 31.12.2020	13



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
366.	254/2018	Singapore Telecommunications Ltd ("SingTel") for and on behalf of itself and each of its following 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	13.11.2018	3 years	1.7.2018 – 30.6.2021	5607
367.	301/2018	Naigai Nitto Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.11.2018	3 years	1.1.2019 – 31.12.2021	64
368.	304/2018	NSC Asia Pacific Pte Ltd	United Workers of Electronics & Electrical Industries	13.11.2018	3 years	1.3.2018 – 28.2.2021	33
369.	337/2018	Weishen Industrial Services Pte Ltd	Building Construction and Timber Industries Employees' Union	16.11.2018	3 years	1.9.2018 – 31.8.2021	1570
370.	320/2018	CSP Maintenance Pte Ltd	Building Construction and Timber Industries Employees' Union	20.11.2018	2 years	1.3.2018 – 29.2.2020	1000
371.	327/2018	OCBC Property Services Private Limited	The Singapore Manual & Mercantile Workers' Union	20.11.2018	3 years	1.7.2018 – 30.6.2021	45

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
372.	329/2018	Nippon Pigment (S) Pte Ltd	Chemical Industries Employees' Union	20.11.2018	3 years	1.7.2018 – 30.6.2021	34
373.	285/2018	MFS Technology (S) Pte Ltd	United Workers of Electronics & Electrical Industries	22.11.2018	3 years	1.7.2018 – 30.6.2021	10
374.	308/2018	Singapore Health Services Pte Ltd, for itself and on behalf of the following subsidiaries namely, the Changi General Hospital Pte Ltd ("CGH"), KK Women's and Children Hospital Pte Ltd ("KKH"), Singapore General Hospital Pte Ltd ("SGH"), National Cancer Centre of Singapore Pte Ltd ("NCCS"), National Dental Centre of Singapore Pte Ltd ("NDCS"), National Heart Centre of Singapore Pte Ltd ("NHCS"), National Neuroscience Institute of Singapore Pte Ltd ("NNI"), Singapore National Eye Centre Pte Ltd ("SNEC"), Sengkang General Hospital Pte. Ltd. ("SKH"), SingHealth Polyclinics ("SHP") and ALPS Pte. Ltd. ("ALPS")	Healthcare Services Employees' Union	22.11.2018	2 years	1.4.2018 – 31.3.2020	23149

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
375.	339/2018	Kyocera Asia Pacific Pte Ltd	Chemical Industries Employees' Union	22.11.2018	3 years	1.9.2018 – 31.8.2021	53
376.	372/2018	Pusaka Laut Pte Ltd	Singapore Maritime Officers' Union	26.11.2018	3 years	12.1.2019 – 11.1.2022	8
377.	297/2018	Cameron (Singapore) Pte. Ltd.	Shipbuilding & Marine Engineering Employees' Union	27.11.2018	3 years	1.7.2018 – 30.6.2021	560
378.	302/2018	Shangri-La's Rasa Sentosa Resort & SPA	Food, Drinks and Allied Workers Union	27.11.2018	3 years	1.7.2018 – 30.6.2021	143

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
379.	309/2018	National Healthcare Group Pte Ltd ("NHG") including Institute of Mental Health ("IMH"), NHG Polyclinics ("NHGP"), NHG Pharmacy ("NHGPh") and NHG Diagnostics ("NHGD"), and for and on behalf of its subsidiaries namely, Tan Tock Seng Hospital Pte Ltd ("TTSH"), National Skin Centre (Singapore) Pte Ltd ("NSC"), Alexandra Health Pte Ltd/ Khoo Teck Puat Hospital ("KTPH"), Yishun Community Hospital Pte Ltd ("YCH"), WoodlandsHealth Pte Ltd ("WHPL") and Admiralty Medical Centre Pte Ltd ("AdMC")	Healthcare Services Employees' Union	27.11.2018	2 years	1.4.2018 – 31.3.2020	11270
380.	324/2018	E Cleaning Solutions Pte Ltd	Building Construction and Timber Industries Employees' Union	27.11.2018	2 years 1 month	1.9.2018 – 30.9.2020	59
381.	325/2018	Keppel Smit Towage Private Limited	Shipbuilding & Marine Engineering Employees' Union	27.11.2018	3 years	1.1.2018 – 31.12.2020	22
382.	359/2018	Maju Maritime Private Limited	National Transport Workers' Union	27.11.2018	3 years	1.1.2018 – 31.12.2020	6

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
383.	342/2018	United Overseas Bank Limited	The Singapore Bank Employees' Union	28.11.2018	3 years	1.1.2018 – 31.12.2020	543
384.	344/2018	Mapletree Investments Pte Ltd ("MIPL")	Building Construction and Timber Industries Employees' Union	28.11.2018	3 years	1.10.2018 – 30.9.2021	603
385.	283/2018	Croda Singapore Pte Ltd	Chemical Industries Employees' Union	30.11.2018	3 years	1.1.2018 – 31.12.2020	136
386.	326/2018	Millennium & Copthorne International Limited – Orchard Hotel Singapore, being a company registered and trading as the Orchard Hotel Singapore	Food, Drinks and Allied Workers Union	30.11.2018	3 years	1.1.2018 – 31.12.2020	166
387.	338/2018	Primech Services & Engineering Pte Ltd	Building Construction and Timber Industries Employees' Union	30.11.2018	3 years	1.9.2018 – 31.8.2021	1520
388.	346/2018	Makino Asia Pte Ltd	Metal Industries Workers' Union	30.11.2018	3 years	1.5.2018 – 30.4.2021	335
389.	354/2018	Actus Guards Pte Ltd	Union of Security Employees	30.11.2018	3 years	1.12.2018 – 30.11.2021	11

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
390.	316/2018	Empire Security Pte Ltd	Union of Security Employees	4.12.2018	3 years	1.8.2018 – 31.7.2021	95
391.	371/2018	Singa Star Pte Ltd	Singapore Maritime Officers' Union	4.12.2018	3 years	12.1.2019 – 11.1.2022	8
392.	356/2018	The British Defence Singapore Support Unit	The Singapore Manual & Mercantile Workers' Union	5.12.2018	2 years	1.4.2018 – 31.3.2020	15
393.	318/2018	Taiyo Yuden (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	7.12.2018	3 years	1.9.2018 – 31.8.2021	34
394.	322/2018	J. Lauritzen Singapore Pte Ltd	Singapore Organisation of Seamen	7.12.2018	2 years	1.10.2018 – 30.9.2020	18
395.	350/2018	DDW-Paxocean Shipyard Pte. Ltd.,	Shipbuilding & Marine Engineering Employees' Union	7.12.2018	3 years	1.8.2018 – 31.7.2021	105
396.	357/2018	Ikano Private Limited	Building Construction and Timber Industries Employees' Union	7.12.2018	3 years	1.9.2018 – 31.8.2021	417
397.	366/2018	Toshiba Tec Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	7.12.2018	3 years	1.7.2018 – 30.6.2021	165

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
398.	375/2018	Singex Venues Pte Ltd and Singex Exhibitions Pte Ltd	Singapore Industrial & Services Employees' Union	7.12.2018	3 years	1.1.2019 – 31.12.2021	52