



REPUBLIC OF SINGAPORE

ANNUAL REPORT

OF THE

PRESIDENT

INDUSTRIAL ARBITRATION COURT

2008

Made pursuant to Section 86 of the
Industrial Relations Act



REPUBLIC OF SINGAPORE

48TH ANNUAL REPORT
OF
THE PRESIDENT
OF THE
INDUSTRIAL ARBITRATION COURT
FOR
PERIOD 1 JANUARY TO 31 DECEMBER 2008
TO
THE HONOURABLE MR GAN KIM YONG
MINISTER FOR MANPOWER

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

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48TH ANNUAL REPORT

OF THE

INDUSTRIAL ARBITRATION COURT

1 MEMBERSHIP OF THE COURT AND PRINCIPAL OFFICERS

In 2008, the principal officers of the Court were:

President : Justice Chan Seng Onn

Deputy President : Mr Hamzah Moosa
Chief of Staff,
Singapore Legal Service

Registrar : Mr Peter C H Lum

Assistant Registrar : Mrs Woo-Yip Poh Kuen

2 MEMBERS OF THE EMPLOYER PANEL

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

- (1) Mr Loh Oun Hean
- (2) Mr Eugene Tan Hung Liang
- (3) Mr Desmond Wong Chee Wai
- (4) Mrs Choo Lee See
- (5) Mrs Tan Bee Choo
- (6) Mr Edward Tan Pang Liang
- (7) Mr Lam Yi Young (until 30.11.2008)
- (8) Ms Teoh Zsin Woon (from 1.12.2008)
- (9) Mr Koh Siong Ling (until 30.11.2008)
- (10) Mr Tan Kwang Cheak (1.12.2008)

3 MEMBERS OF THE EMPLOYEE PANEL

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

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

4 REFEREES OF THE COURT

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

- (1) Mr Cavinder Bull
- (2) Mr Kim Seah Teck Kim
- (3) Mr Andre Maniam
- (4) Mr Tan Tee Jim
- (5) Mr Harpreet Singh Nehal
- (6) Mr Chia Wee Kiat
- (7) The Director of Legal Aid

5 DISPUTES REFERRED TO THE COURT

In 2008 one dispute was referred to the Court. With one dispute brought forward from the previous year, there were two disputes before the Court.

The first of the two disputes was an ex-parte application from a union seeking 2007 NWC wage increase for 22 of its members who were long service employees of a hotel. During the mediation of the case by the Registrar, the union contended as follows. The hotel was not granting wage increase to the members on the ground that their basic salaries had exceeded the maximum of the salary ranges. The salary ranges were however computed without taking into full consideration all the past NWC wage increases that were added to the basic salaries. That caused the basic salaries to exceed the maximum of the salary ranges. The union proposed subtracting the past NWC wage increases from the members' basic salaries so that the basic salaries would not exceed the maximum of the salary ranges and the members would be eligible for wage increase. The hotel responded as follows. The union's assumptions were refuted and the claim was rejected. The members were not given a wage increase because their basic salaries were too high and not because they had exceeded the maximum of the salary ranges. In response to the Registrar's request for proof, the hotel produced payroll data and survey findings. The survey findings showed that the basic salaries of the long service employees were comparable to and in some instances exceeded what other "peer hotels" were paying for similar positions and that their salary ranges were in line with market. The union maintained its position. However, before the case could be heard in court, the hotel offered a one-off lump sum payment of \$390 to each of the long service employees. The hotel stated that as its business had improved remarkably over the previous year, the offer was made as a goodwill gesture and was not to be mistaken as a compromise of its position. The union accepted the offer and withdrew its application.

The second dispute concerned a joint application of an electronics contract manufacturer and its union for determination of the quantum of performance variable bonus (PVB) payable to employees for 2007. There was no formula to rely on and reaching an agreement on this item had not been easy for the parties in the past. The union had requested, based on the company's improved financial result, a PVB quantum of 2.75 months' basic salary - slightly higher than the PVB of 2.5 months' basic salary paid the previous year. The company was however unwilling to agree as it did not consider the Singapore plant's contribution to the group's higher profit growth as exceptional. Through mediation by the Registrar, the parties eventually moderated their positions and agreed to a package settlement. The settlement comprised payment of (i) a PVB of 2.35 month's basic salary and a \$185 one-time payment; (ii) a special one-time inflationary bonus of \$185 for operators and \$165 for administrative/technical staff; and (iii) an annual salary increase of 3.2 % for 2007 (an outstanding item outside the scope of the joint application that became part of the package settlement).

6 COLLECTIVE AGREEMENTS CERTIFIED BY THE COURT

355 collective agreements were filed with the Court in 2008 compared with 426 agreements in 2007. Together with the 21 collective agreements brought forward from 2007, a total of 376 agreements were dealt with, of which 354 were certified by the Court. 6 of the certified collective agreements involved public sector employees. There were 22 agreements pending certification at the end of the year.

7 VARIATION OF COLLECTIVE AGREEMENTS

In 2008, 10 applications were filed with the Court for variation of collective agreements compared to 11 applications in 2007.

All the 10 applications were approved. A breakdown of the applications by particulars is as follows:

PARTICULARS OF APPLICATIONS	NO. OF APPLICATIONS	PERCENTAGE (%)
Salary structure	4	40
Increment date and medical benefit	1	10
Notice of termination of service	1	10
Group variable amount and transport allowance	2	20
Hours of work, annual bonus, leave and salary range	1	10
Medical benefits	1	10
Total	10	100

8 DISPUTE REFERRED TO REFEREES

There was no dispute referred to the Court for a Referee's decision.

9 EMPLOYEES' RETIREMENT AGE

271 of the 355 collective agreements filed with the Court in 2008 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 62	77	(21.7%)
Above age 62	194	(54.6%)
No age provision	84	(23.7%)
TOTAL	355	(100%)

10 DURATION OF COLLECTIVE AGREEMENTS

The Act provides that a collective agreement shall be in force for a period not less than two years or more than three years from the date on which it is expressed to come into force. Of the 355 collective agreements filed with the Court in 2008, 267 had a duration of three years, 81 a duration of two years and 7 a duration of between two and three years.

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

DURATION	2008		2007		2006	
3 years	267	(75.2%)	309	(72.5%)	301	(80.0 %)
Between 2 and 3 years	8	(2.3%)	15	(3.5%)	10	(2.7 %)
2 years	80	(22.5%)	102	(23.9%)	65	(17.3 %)
TOTAL	355	(100%)	426	(100%)*	376	(100 %)

* Total does not add up due to rounding

In 2008 only 25 of the 355 collective agreements filed with the Court entered into force on a prospective date. 182 collective agreements had retrospective operation from their dates of execution for a period of six months or less. 148 of the collective agreements had retrospective operation for a period of more than six months.

Of the 148 collective agreements with more than six months of retrospective operation, 98 had retrospective operation for six to twelve months, 27 for thirteen to eighteen months, 12 for nineteen to twenty-four months and 11 for more than twenty-four months.

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

COLLECTIVE AGREEMENT	2008	2007	2006
With prospective dates of operation	25 (7.0%)	25 (5.9%)	31 (8.2%)
With retrospective dates of operation of 6 months or less	182 (51.3%)	218 (51.2%)	176 (46.8%)
With retrospective dates of operation of more than 6 months	148 (41.7%)	183 (43.0%)	169 (45.0%)
TOTAL	355 (100%)	426 (100%)*	376 (100%)

* Total does not add up due to rounding

11 VISITORS

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

Details of the visitors are as follows:

<u>Date of visit</u>	<u>Particulars of visitors</u>
2 June 2008	Officials from Industrial Court of Malaysia
4 August 2008	Delegation from Saudi Ministry of Justice, Saudi Arabian General Investment Authority (SAGIA) & National Competitiveness Centre
22 October 2008	New industrial relations officers from the National Trade Union Congress.

12 SUPPORTING STAFF OF THE COURT

In addition to the President, Deputy President, the Registrar and the Assistant Registrar, the Court had 7 other supporting staff in 2008 comprising 1 verbatim reporter, 1 stenographer, 1 office supervisor, 3 corporate support officers, and 1 operations support officer. The Registrar of the Court retired from office at the compulsory retirement age of 62 on 15th December 2008 after serving the Court for more than 14 years. He was re-appointed to the Service on a one year contract and will continue serving the Court as its Registrar.

13 MISCELLANEOUS

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

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

Dated this 10th day of July 2009

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

JUSTICE CHAN SENG ONN
PRESIDENT

TABLE 1
APPLICATIONS FILED WITH THE COURT IN 2008

Issues	Cognizance under the Industrial Relations Act	No.	Percentage (%)
Performance Variable Bonus	Section 31(a)	1	9.1
Variation of awards/collective agreements	Section 45	10	90.9
Total		11	100

TABLE 2**AWARDS AND ORDERS MADE, COLLECTIVE AGREEMENTS CERTIFIED
AND DISPUTES OTHERWISE DEALT WITH IN 2008**

<u>Description</u>	<u>No.</u>	<u>No. of employees covered</u>
Awards and orders made	10	8,682
Collective agreements certified	354	51,312
Disputes withdrawn following settlement by Registrar/ Assistant Registrar	2	329
Disputes withdrawn following settlement by the parties	-	-
Referee decision	-	-

TABLE 3**AWARDS AND ORDERS MADE BY THE COURT IN 2008**

Particulars	No.	Percentage (%)
Variation of awards/ collective agreements	10	100
Condition of service	-	-
Interpretation of an award	-	-
Referee appeal	-	-
Total	10	100

TABLE 4**CLASSES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS,
AWARDS AND ORDERS CERTIFIED OR MADE BY THE COURT IN 2008**

Particulars	Clerical	Manual	Professional	Others	Total
Collective agreements	44	36	62	212	354
Awards and orders	1	-	1	8	10
Total	45	36	63	220	364

TABLE 5**CATEGORIES OF EMPLOYERS BOUND BY COLLECTIVE AGREEMENTS,
AWARDS AND ORDERS CERTIFIED OR MADE BY THE COURT IN 2008**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements	348	6	-	354
Awards and orders	8	2	-	10
Total	356	8	-	364

DISPUTES DISPOSED BY THE COURT IN 2008

I Disputes heard by the Court

NIL

II Disputes Settled following settlement by parties

NIL

III Disputes Settled through Mediation by Registrar/Assistant Registrar

Appln. No.	Date of Appln.	I.R.A. section	Parties involved		Issues	Number of employees covered	Date of settlement	Date of withdrawal
			Employer	Union				
D5/2007	20.11.2007	31(b)	Allson Hotel Singapore	The Singapore Catering Services, Staff & Workers' Trade Union	NWC wage Implementation for year 2007	22	6.6.2008	2.7.2008
D1/2008	16.9.2008	31(a)	Venture Corporation Ltd	United Workers of Electronic & Electrical Industries	Performance Variable Bonus for year 2007	307	25.9.2008	31.10.2008

VARIATION ORDERS MADE IN 2008

Appln. No.	I.R.A. section	Parties Involved		Number of Employees Covered	Particulars of variation
		Employer	Union		
V1/2008	45	Prudential Assurance Company Singapore (Pte) Ltd	Singapore Insurance Employees' Union	98	Salary structure
V2/2008	45	Singapore Land Authority	Amalgamated Union of Statutory Board Employees	230	Salary structure
V3/2008	45	City Gas Private Limited	Union of Power and Gas Employees	155	Increment date and medical benefit
V4/2008	45	Natsteel Asia Pte Ltd	Natsteel Employees' Union	173	Salary structure
V5/2008	45	National Healthcare Group Pte Ltd	Healthcare Services Employees' Union	3,430	Notice of termination of service

VARIATION ORDERS MADE IN 2008

Parties Involved

Appln. No.	I.R.A. section	Employer	Union	Number of Employees Covered	Particulars of variation
V6/2008	45	Singapore Press Holdings Limited	Singapore Press Holdings Employees' Union	701	Group Variable Amount and transport allowance
V7/2008	45	Singapore Press Holdings Ltd	Singapore National Union of Journalists	53	Probation period, Group Variable amount, transport allowance
V8/2008	45	PowerSeraya Ltd	Union of Power and Gas Employees	182	Hours of work, Annual Bonus, leave and salary range
V9/2008	45	National Healthcare Group Pte Ltd	Healthcare Services Employees' Union	3,430	Medical Benefits
V10/2008	45	Singapore Land Authority	Amalgamated Union of Statutory Board Employees	230	Salary structure

APPENDIX C

COLLECTIVE AGREEMENTS CERTIFIED IN 2008

Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
1.	249/2007	SBS Transit Limited (a subsidiary of ComfortDelGro Corporation Limited)	National Transport Workers' Union	3 years	1.7.2006 – 30.6.2009	6,063
2.	344/2007	TOA Corporation	Building Construction And Timber Industries Employees' Union	2 years	1.7.2007 – 30.6.2009	8
3.	395/2007	Singapore Epson Industrial Private Limited	The Metal Industries Workers' Union	2 years	1.4.2007 – 31.3.2009	238
4.	402/2007	Jurong SML Private Limited	Shipbuilding And Marine Engineering Employees' Union	3 years	1.7.2007 – 30.6.2010	88
5.	411/2007	Saybolt (Singapore) Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2007 – 31.12.2009	12
6.	384/2007	Royal Brunei Airlines Sendirian Berhad	The Singapore Manual & Mercantile Workers' Union	3 years	1.3.2007 – 28.2.2010	21
7.	424/2007	The New Zealand Defence Support Unit, South East Asia	The Singapore Manual & Mercantile Workers' Union	2 years	1.7.2007 – 30.6.2009	3
8.	425/2007	American Express Travel (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 – 30.6.2009	54

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COLLECTIVE AGREEMENTS CERTIFIED IN 2008

Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
9.	426/2007	VT Communications Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2006 – 30.6.2009	18
10.	3/2008	Quebec Leisure International Private Limited	NTUC Club Staff Union	3 years	1.1.2008 – 31.12.2010	114
11.	4/2008	MSI Ship Management Private Limited	Singapore Maritime Officers' Union	2 years	1.4.2007 – 31.3.2009	30
12.	5/2008	Compass Rose Private Limited	Singapore Maritime Officers' Union	2 years 20 days	12.12.2007 – 31.12.2009	10
13.	6/2008	Orchid Shipmanagement Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	29.11.2007 – 28.11.2009	21
14.	10/2008	Clipper Bulk (Singapore) Private Limited	Singapore Maritime Officers' Union	3 years	18.12.2007 – 17.12.2010	24
15.	416/2007	Tour East Singapore (1996) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 – 31.12.2009	7

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
16.	417/2007	Spurway Cooke Industries Private Limited	The Metal Industries Workers' Union	3 years	1.9.2007 – 31.8.2010	33
17.	418/2007	Singapore Food Industries Limited	Food, Drinks And Allied Workers' Union	3 years	1.7.2007 – 30.6.2010	282
18.	419/2007	Associated Spring Asia Private Limited	The Metal Industries Workers' Union	3 years	1.9.2007 – 31.8.2010	50
19.	420/2007	Astrabon (Singapore) Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.7.2007 – 30.6.2010	30
20.	421/2007	Marco Shipping Company (Private) Limited	Singapore Maritime Officers' Union	3 years	1.1.2008 – 31.12.2010	9
21.	422/2007	Club HDB Child Care Centre	The Kindergarten and Childcare Centres' Staff Union	3 years	1.1.2007 – 31.12.2009	16
22.	423/2007	LVMH Fragrances & Cosmetic (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.3.2007 – 28.2.2010	12
23.	77/2007	Nestlé Singapore (Private) Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 – 31.12.2009	60

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
24.	196/2007	Nestlé Singapore (Private) Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2007 – 31.12.2009	71
25.	1/2008	The Polyolefin Company (Singapore) Private Limited	United Workers of Petroleum Industry	3 years	1.7.2007 – 30.6.2010	154
26.	2/2008	Singapore Crocodile (1968) Private Limited	Singapore Industrial & Services Employees Union	3 years	1.10.2007 – 30.9.2010	24
27.	7/2008	Raffles Shipmanagement Services Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	12.12.2007 – 11.12.2009	25
28.	8/2008	Jurong Consultants Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2008 – 31.12.2010	31
29.	9/2008	SMM Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2008 – 31.12.2010	14
30.	14/2008	SilkAir (Singapore) Private Limited	Air Line Pilots Association – Singapore	3 years	1.4.2007 – 31.3.2010	104
31.	12/2008	ComfortDelGro Corporation Limited	National Transport Workers' Union	3 years	1.1.2008 – 31.12.2010	12

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COLLECTIVE AGREEMENTS CERTIFIED IN 2008

Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
32.	13/2008	Moove Media Private Limited (a subsidiary of ComfortDelGro Corporation Limited)	National Transport Workers' Union	3 years	1.1.2008 – 31.12.2010	19
33.	15/2008	Gallant Investment Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	3
34.	16/2008	Union Services (Singapore) Private Limited	National Transport Workers' Union	3 years	1.1.2008 – 31.12.2010	34
35.	17/2008	Indeco Engineers Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2007 – 31.12.2009	122
36.	20/2008	Nichicon (Singapore) Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2007 – 30.6.2010	4
37.	21/2008	Singapore Electrical Steel Services Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2007 – 30.6.2010	43
38.	22/2008	Mitsui Elastomers Singapore Private Limited	United Workers of Petroleum Industry	3 years	17.7.2007 – 30.6.2010	19

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COLLECTIVE AGREEMENTS CERTIFIED IN 2008

Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
39.	25/2008	J. Lauritzen Singapore Private Limited	Singapore Maritime Officers' Union	2 years	17.1.2008 – 16.1.2010	33
40.	26/2008	Diethelm Keller Aviation Private Limited	The Metal Industries Workers' Union	3 years	1.1.2007 – 31.12.2009	46
41.	30/2008	M.T.M. Ship Management Private Limited	Singapore Organisation of Seamen	2 years	1.1.2008 – 31.12.2009	112
42.	32/2008	Grocery Logistics of Singapore Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.5.2007 – 30.4.2010	77
43.	34/2008	Society For the Aged Sick	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	2
44.	35/2008	Tien Wah Press (Private) Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2008 – 31.12.2010	361
45.	36/2008	Clipper Bulk (Singapore) Private Limited	Singapore Organisation of Seamen	2 years	18.12.2007 – 17.12.2009	27
46.	37/2008	Ocean Tankers (Private) Limited	Singapore Organisation of Seamen	2 years 16 days	15.11.2007 – 30.11.2009	216

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COLLECTIVE AGREEMENTS CERTIFIED IN 2008

Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
47.	38/2008	Ethylene Glycols (Singapore) Private Limited	United Workers of Petroleum Industry	3 years	1.7.2007 – 30.6.2010	40
48.	39/2008	Copthorne Orchid Hotel Singapore Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.7.2007 – 30.6.2010	57
49.	28/2008	SGS Testing & Control Services Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 – 31.12.2009	96
50.	29/2008	CBM Private Limited and its subsidiaries	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	41
51.	31/2008	Cheung Woh Technologies Limited	The Metal Industries Workers' Union	3 years	1.1.2008 – 31.12.2010	31
52.	33/2008	ExxonMobil Asia Pacific Private Limited	ExxonMobil Singapore Employees Union	3 years	1.7.2007 – 30.6.2010	487
53.	40/2008	Transit Link Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2007 – 31.12.2009	170
54.	41/2008	Kwong Wai Shiu Hospital	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2007 – 30.6.2010	37

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COLLECTIVE AGREEMENTS CERTIFIED IN 2008

Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
55.	42/2008	Singapore Recreation Club	The Singapore Catering Services, Staff & Workers' Trade Union	3 years	17.7.2007 – 30.6.2010	58
56.	43/2008	Keppel Club	Singapore Industrial & Services Employees Union	3 years	1.1.2008 – 31.12.2010	37
57.	93/2007	Air India Limited	Singapore Air Transport-Workers' Union	3 years	1.1.2006 – 31.12.2008	19
58.	45/2008	Parkroyal on Kitchener Road	Food, Drinks And Allied Workers' Union	3 years	1.7.2006 – 30.6.2009	24
59.	46/2008	SHATEC Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2006 – 31.12.2008	9
60.	47/2008	Halcon Primo Logistics Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.2.2010	29
61.	48/2008	NSS Engineering Services Private Limited and NSS Management Services Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	49

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
62.	49/2008	Ethoxylates Manufacturing Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2007 – 30.6.2010	14
63.	50/2008	PACC Ship Managers Private Limited	Singapore Maritime Officers' Union	2 years	1.3.2008 – 28.2.2010	9
64.	51/2008	Western Shipping Private Limited (Panagia Lady)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	1.1.2008 – 31.12.2009	20
65.	52/2008	Western Shipping Private Limited (Marcela Lady)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	1.1.2008 – 31.12.2009	20
66.	53/2008	Hamworthy Private Limited	The Metal Industries Workers' Union	3 years	1.8.2007 – 31.7.2010	70
67.	54/2008	NCI Leisure Private Limited	NTUC Club Staff Union	3 years	1.2.2008 – 31.1.2011	38
68.	23/2008	Petrochemical Corporation of Singapore (Private) Limited	United Workers of Petroleum Industry	3 years	1.7.2007 – 30.6.2010	183
69.	24/2008	Petrochemical Corporation of Singapore (Private) Limited	United Workers of Petroleum Industry	3 years	1.7.2007 – 30.6.2010	15

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COLLECTIVE AGREEMENTS CERTIFIED IN 2008

Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
70.	27/2008	Kentucky Fried Chicken Management Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2007 – 31.12.2009	23
71.	44/2008	Hotel Plaza Limited	Food, Drinks And Allied Workers' Union	3 years	1.4.2006 – 31.3.2009	98
72.	59/2008	M.T.M. Ship Management Private Limited	Singapore Maritime Officers' Union	3 years	1.1.2008 – 31.12.2010	144
73.	56/2008	SingTel (which expression includes its successors and assigns and includes Singapore Telecommunications Limited, Singapore Telecom Paging Private Limited, Singapore Telecom Mobile Private Limited and Telecom Equipment Private Limited	Union of Telecoms Employees of Singapore	3 years	1.1.2008 – 31.12.2010	3,861
74.	60/2008	F&N Coca-Cola (Singapore) Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2007 – 31.12.2009	208
75.	61/2008	F&N Coca-Cola (Singapore) Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2007 – 31.12.2009	78

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COLLECTIVE AGREEMENTS CERTIFIED IN 2008

Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
76.	62/2008	Energizer Singapore Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2007 – 30.6.2010	126
77.	64/2008	Natsteel Asia Private Limited	The Metal Industries Workers' Union	3 years	1.1.2007 – 31.12.2009	66
78.	65/2008	Perkins Shipping (Singapore) Private Limited	Singapore Maritime Officers' Union	2 years	14.2.2008 – 13.2.2010	8
79.	18/2008	Chevron Phillips Chemicals Asia Private Limited	United Workers of Petroleum Industry	3 years	1.7.2007 – 30.6.2010	50
80.	19/2008	Chevron Phillips Singapore Chemicals Private Limited	United Workers of Petroleum Industry	3 years	1.7.2007 – 30.6.2010	96
81.	66/2008	Kato Spring (Singapore) Private Limited	The Metal Industries Workers' Union	3 years	1.10.2007 – 30.9.2010	87
82.	67/2008	Okamoto (Singapore) Private Limited	The Metal Industries Workers' Union	3 years	17.7.2007 – 30.6.2010	164
83.	68/2008	PSI Bulk Shipping Private Limited	Singapore Maritime Officers' Union	3 years	1.8.2007 – 31.7.2010	68

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
84.	69/2008	Odfjell Asia II Private Limited	Singapore Maritime Officers' Union	3 years	1.1.2008 – 31.12.2010	705
85.	55/2008	Singapore Unit Trusts Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2007 – 30.6.2010	1
86.	57/2008	Cameron (Singapore) Private Limited	Shipbuilding And Marine Engineering Employees' Union	2 years	1.7.2007 – 30.6.2009	254
87.	58/2008	Albert Court Hotel	Food, Drinks And Allied Workers' Union	3 years	1.1.2006 – 31.12.2008	8
88.	63/2008	Wah Heng Glass Holdings Private Limited	Chemical Industries Employees Union	2 years	1.1.2008 – 31.12.2009	1
89.	71/2008	Singapore Airport Terminal Services Limited	Air-Transport Executive Staff Union	3 years	1.4.2007 – 31.3.2010	129
90.	79/2008	Travellex Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	8
91.	11/2008	Metal One Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2007 – 30.6.2010	11

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
92.	70/2008	Performance Motors Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2007 – 31.12.2009	104
93.	72/2008	Messier Services Asia Private Limited	Singapore Industrial & Services Employees Union	3 years	1.10.2007 – 30.9.2010	72
94.	73/2008	Belships Management (Singapore) Private Limited	Singapore Maritime Officers' Union	3 years	1.3.2008 – 28.2.2011	11
95.	74/2008	Jardine Shipping Agencies, Sealord Shipping Agencies, United Arab Agencies and Jardine Port Agencies	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	4
96.	75/2008	Comfort Transportation Private Limited and CityCab Private Limited	National Transport Workers' Union	3 years	1.1.2008 – 31.12.2010	133
97.	76/2008	Northwest Airlines, Inc	Singapore Air Transport-Workers' Union	3 years	1.10.2007 – 30.9.2010	13
98.	78/2008	Shriro (S) Private Limited and Shriro Property (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	16

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
99.	83/2008	Yamato Transport (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	41
100.	85/2008	Movement for the Intellectually Disabled of Singapore	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	221
101.	84/2008	ISS Hygiene Services Private Limited	The Singapore Manual & Mercantile Workers' Union	2 years	1.1.2008 – 31.12.2009	18
102.	86/2008	ComfortDelGro Driving Centre Private Limited	National Transport Workers' Union	3 years	1.1.2008 – 31.12.2010	119
103.	88/2008	Odfjell ASA-Manila represented in Singapore by Odfjell Asia II Private Limited	Singapore Organisation of Seamen	3 years	1.1.2008 – 31.12.2010	1,162
104.	81/2008	Warren Golf & Country Club	Singapore Industrial & Services Employees Union	2 years	1.1.2008 – 31.12.2009	43
105.	82/2008	CA Facilities Private Limited	Building Construction And Timber Industries Employees' Union	2 years	1.11.2007 – 31.10.2009	160

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
106.	89/2008	J. Lauritzen Singapore Private Limited	Singapore Organisation of Seamen	2 years	17.1.2008 – 16.1.2010	33
107.	90/2008	Compass Rose Private Limited	Singapore Organisation of Seamen	2 years 20 days	12.12.2007 – 31.12.2009	11
108.	91/2008	TORM Singapore Private Limited	Singapore Organisation of Seamen	3 years	1.1.2008 – 31.12.2010	144
109.	92/2008	Herning Shipping A.S. represented in Singapore by the Herning Shipping Asia Private Limited	Singapore Organisation of Seamen	2 years	30.5.2007 – 29.5.2009	50
110.	93/2008	BP Singapore Private Limited, BP Asia Pacific Private Limited and Premier Lubricants Private Limited (formerly known as “Castrol Singapore Private Limited”)	United Workers of Petroleum Industry	3 years	1.1.2008 – 31.12.2010	24

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
111.	94/2008	Surbana Group of Companies (Surbana International Consultants Private Limited, Surbana Construction Resources Private Limited, Surbana Facilities Management Private Limited and Surbana Technologies Private Limited)	Building Construction And Timber Industries Employees' Union	2 years	1.7.2007 – 30.6.2009	309
112.	95/2008	Surbana Site Supervisors Private Limited	Building Construction And Timber Industries Employees' Union	2 years	1.7.2007 – 30.6.2009	333
113.	97/2008	Shell Eastern Petroleum (Private) Limited, Shell Eastern Trading (Private) Limited, Shell Chemicals Seraya Private Limited, Shell Gas (LPG) Singapore (Private) Limited, CRI/Criterion Marketing Asia Pacific Private Limited and Singapore Catalyst Technology Centre Private Limited	Singapore Shell Employees' Union	3 years	1.1.2008 – 31.12.2010	544

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
114.	77/2008	Kaneka Singapore Co (Private) Limited	Chemical Industries Employees Union	3 years	1.1.2008 – 31.12.2010	30
115.	87/2008	Marina Bay Hotel Private Limited	Food, Drinks And Allied Workers' Union	2 years 6 months	1.7.2006 – 31.12.2008	49
116.	96/2008	Marubeni Chemical Asia Pacific Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.4.2008 – 31.3.2011	20
117.	98/2008	Fleet Management Limited represented in Singapore by Fleet Ship Management Private Limited	Singapore Maritime Officers' Union	2 years	7.6.2007 – 6.6.2009	40
118.	99/2008	Fleet Management Limited represented in Singapore by Ebony Ship Management Private Limited	Singapore Maritime Officers' Union	2 years	27.2.2008 – 26.2.2010	10
119.	102/2008	Raffles Hotel (1886) Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2008 – 31.12.2010	149
120.	80/2008	NTUC Media Co-operative Limited	Singapore Industrial & Services Employees Union	2 years	1.1.2008 – 31.12.2009	19

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
121.	100/2008	Drew Ameroid (Singapore) Private Limited	Chemical Industries Employees Union	2 years	1.1.2008 – 31.12.2009	12
122.	101/2008	UFE Private Limited	Chemical Industries Employees Union	3 years	1.5.2007 – 30.4.2010	20
123.	103/2008	LSI Technology (Singapore) Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2007 – 30.6.2010	32
124.	104/2008	Asian Lift Private Limited	Shipbuilding And Marine Engineering Employees' Union	3 years	1.4.2008 – 31.3.2011	11
125.	105/2008	NTUC Club	NTUC Club Staff Union	3 years	1.4.2007 – 31.3.2010	390
126.	106/2008	Leisurequest Private Limited	NTUC Club Staff Union	3 years	1.4.2008 – 31.3.2011	75
127.	107/2008	Public Utilities Board	Public Utilities Board Employees' Union	3 years	1.1.2008 – 31.12.2010	2,609
128.	108/2008	Hotel Plaza Limited (Parkroyal on Beach Road)	Union of Security Employees	3 years	1.4.2006 – 31.3.2009	14

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
129.	109/2008	Singapore Association for the Visually Handicap	The Singapore Manual & Mercantile Workers' Union	2 years	1.1.2008 – 31.12.2009	13
130.	115/2008	Denka Singapore Private Limited	United Workers of Petroleum Industry	3 years	1.7.2007 – 30.6.2010	28
131.	116/2008	Singapore Petroleum Company Limited	United Workers of Petroleum Industry	3 years	1.1.2008 – 31.12.2010	40
132.	113/2008	Chemical Industries (Far East) Limited	Chemical Industries Employees Union	3 years	1.7.2006 – 30.6.2009	54
133.	119/2008	Singapore Post Limited	Union of Telecoms Employees of Singapore	3 years	1.5.2008 – 30.4.2011	1,604
134.	122/2008	Teraoka Weight-System Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.1.2008 – 31.12.2010	10
135.	123/2008	Robert Bosch (South East Asia) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2007 – 30.6.2010	13
136.	124/2008	A.P. Moller Singapore Private Limited	Singapore Maritime Officers' Union	2 years	1.4.2008 – 31.3.2010	16

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
137.	125/2008	Tolani Shipping (Singapore) Private Limited	Singapore Maritime Officers' Union	2 years	1.4.2008 – 31.3.2010	24
138.	126/2008	Reuters Singapore Private Limited and Reuters Asia Private Limited	Reuter Local Employees Union, Singapore	3 years	6.11.2006 – 5.11.2009	204
139.	114/2008	Pearson Education South Asia Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2008 – 31.12.2010	32
140.	127/2008	Kimberly-Clark Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.10.2007 – 30.9.2010	18
141.	130/2008	British American Tobacco (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	157
142.	133/2008	SMRT Corporation Limited	National Transport Workers' Union	3 years	1.1.2008 – 31.12.2010	4,000
143.	112/2008	Baker Hughes Inteq	Shipbuilding And Marine Engineering Employees' Union	3 years	1.7.2007 – 30.6.2010	25
144.	120/2008	ADM Cocoa Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.11.2006 – 31.10.2009	100

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
145.	121/2008	Star Standard Industries (Private) Limited	Singapore Industrial & Services Employees Union	2 years	1.11.2007 – 31.10.2009	69
146.	129/2008	Bukit Batok Driving Centre Limited	Singapore Industrial & Services Employees Union	3 years	1.5.2008 – 30.4.2011	196
147.	131/2008	Guthrie Engineering (S) Private Limited, Guthrie Marketing (S) Private Limited & Guthrie GTS Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	53
148.	132/2008	NatFerrous Private Limited	The Metal Industries Workers' Union	3 years	1.1.2008 – 31.12.2010	34
149.	134/2008	Singapore Swimming Club	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	17
150.	136/2008	COIM Asia Pacific Private Limited	United Workers of Petroleum Industry	3 years	1.7.2008 – 30.6.2011	12
151.	118/2008	WMF Singapore Private Limited	The Metal Industries Workers' Union	2 years	1.1.2008 – 31.12.2009	17

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
152.	128/2008	Antalis (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	10
153.	137/2008	Behn Meyer Specialty Chemicals LCP	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	5
154.	138/2008	Rotol Singapore Limited	Chemical Industries Employees Union	3 years	1.1.2008 – 31.12.2010	4
155.	141/2008	NH Techno Glass Singapore Private Limited	Chemical Industries Employees Union	3 years	1.8.2007 – 31.7.2010	95
156.	111/2008	Shinwa (Singapore) Private Limited	Singapore Maritime Officers' Union	2 years 4 months 10 days	1.3.2008 – 10.7.2010	18
157.	144/2008	DNT Singapore Private Limited	Chemical Industries Employees Union	3 years	1.5.2006 – 30.4.2009	21
158.	145/2008	Dowa F-Tec (S) Private Limited	The Metal Industries Workers' Union	3 years	1.1.2008 – 31.12.2010	15

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
159.	147/2008	Jurong Marine Services Private Limited	Shipbuilding And Marine Engineering Employees' Union	3 years	1.1.2007 – 31.12.2009	7
160.	148/2008	Sanyo Asia Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.1.2008 – 31.12.2010	1
161.	149/2008	Shinwa (Singapore) Private Limited	Singapore Organisation of Seamen	2 years 4 months 10 days	1.3.2008 – 10.7.2010	20
162.	117/2008	Pontiac Hotel (Private) Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2007 – 31.12.2009	177
163.	135/2008	Baker Oil Tools Asia Pacific, Division of Baker Hughes Singapore Private	Shipbuilding And Marine Engineering Employees' Union	2 years	16.6.2007 – 15.6.2009	78
164.	139/2008	Mediagate Private Limited	Chemical Industries Employees Union	2 years	1.1.2008 – 31.12.2009	19
165.	140/2008	Bata Shoe (Singapore) Private Limited	Chemical Industries Employees Union	3 years	1.4.2008 – 31.3.2011	5

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
166.	142/2008	Weatherford Asia Pacific Private Limited	Singapore Industrial & Services Employees Union	3 years	1.6.2007 – 31.5.2010	20
167.	143/2008	Energy Market Authority	Amalgamated Union of Statutory Board Employees	3 years	1.1.2008 – 31.12.2010	90
168.	146/2008	Toyo Glass Machinery Singapore (Private) Limited	The Metal Industries Workers' Union	3 years	1.1.2008 – 31.12.2010	33
169.	150/2008	Zeal Ocean International Private Limited	Singapore Organisation of Seamen	2 years	22.3.2008 – 21.3.2010	11
170.	151/2008	Belships Management (Singapore) Private Limited	Singapore Organisation of Seamen	3 years	1.3.2008 – 28.2.2011	10
171.	152/2008	PACC Ship Managers Private Limited	Singapore Organisation of Seamen	2 years	16.3.2008 – 15.3.2010	10
172.	154/2008	MSI Ship Management Private Limited	Singapore Organisation of Seamen	2 years	1.4.2007 – 31.3.2009	30
173.	156/2008	Changi Beach Club	The Singapore Manual & Mercantile Workers' Union	2 years	1.7.2007 – 30.6.2009	19

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
174.	157/2008	Hotel Grand Central Limited	Food, Drinks And Allied Workers' Union	3 years	1.2.2007 – 31.1.2010	16
175.	158/2008	PPL Shipyard Private Limited	Shipbuilding And Marine Engineering Employees' Union	3 years	1.3.2008 – 28.2.2011	90
176.	159/2008	Bernhard Schulte Shipmanagement (Singapore) Private Limited (SDC1)	Singapore Organisation of Seamen	2 years	10.11.2007 – 9.11.2009	24
177.	160/2008	Bernhard Schulte Shipmanagement (China) Company Limited represented in Singapore by the Bernhard Schulte Shipmanagement (Singapore) Private Limited (SDC1)	Singapore Organisation of Seamen	2 years	27.11.2007 – 26.11.2009	30
178.	161/2008	Kah Motor Co. Sendirian Berhad	Singapore Industrial & Services Employees Union	3 years	1.5.2008 – 30.4.2011	71
179.	163/2008	Nippon Paint (Singapore) Company Private Limited	Chemical Industries Employees Union	3 years	1.1.2008 – 31.12.2010	41
180.	167/2008	Carlton Hotel (Singapore) Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.7.2007 – 30.6.2010	58

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
181.	175/2008	Trademar Private Limited	Singapore Organisation of Seamen	2 years	15.5.2008 – 14.5.2010	24
182.	155/2008	Cosco (Singapore) Private Limited	Singapore Organisation of Seamen	2 years	1.1.2008 – 31.12.2009	120
183.	162/2008	Trademar Private Limited	Singapore Maritime Officers' Union	2 years	15.5.2008 – 14.5.2010	24
184.	165/2008	The Tanglin Club	The Singapore Catering Services, Staff & Workers' Trade Union	3 years	1.1.2008 – 31.12.2010	54
185.	166/2008	Jetro Singapore	The Singapore Manual & Mercantile Workers' Union	2 years	1.7.2007 – 30.6.2009	4
186.	168/2008	Kyowa Security Guard & General Services Private Limited	Union of Security Employees	3 years	1.4.2008 – 31.3.2011	22
187.	169/2008	Consumer Association of Singapore	The Singapore Manual & Mercantile Workers' Union	3 years	1.9.2007 – 31.8.2010	9
188.	170/2008	Greif Singapore Private Limited	The Metal Industries Workers' Union	3 years	1.1.2008 – 31.12.2010	170
189.	171/2008	Thome Ship Management Private Limited	Singapore Maritime Officers' Union	3 years	1.1.2008 – 31.12.2010	345

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
190.	172/2008	Sibamar Ship Management (S) Private Limited	Singapore Maritime Officers' Union	2 years	1.4.2008 – 31.3.2010	30
191.	173/2008	Gethin-Jones Medical Practice Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	8
192.	174/2008	Thome Ship Management Private Limited	Singapore Organisation of Seamen	3 years	1.1.2008 – 31.12.2010	14
193.	176/2008	MC Packaging (Private) Limited	The Metal Industries Workers' Union	3 years	1.7.2006 – 30.6.2009	106
194.	164/2008	Komatsu Asia & Pacific Private Limited	The Metal Industries Workers' Union	3 years	1.1.2008 – 31.12.2010	24
195.	180/2008	China Airlines Limited	The Singapore Manual & Mercantile Workers' Union	2 years	1.1.2008 – 31.12.2009	21
196.	181/2008	W H Brennan & Company Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	41
197.	185/2008	Neptune Shipmanagement Services (Private) Limited	Singapore Maritime Officers' Union	3 years	1.1.2008 – 31.12.2010	600

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
198.	177/2008	Millennium & Copthorne International Limited (Orchard Hotel Singapore), and trading as Orchard Hotel Singapore	Food, Drinks And Allied Workers' Union	3 years	1.1.2006 – 31.12.2008	42
199.	178/2008	Canon Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	254
200.	184/2008	Neptune Shipmanagement Services (Private) Limited	Singapore Maritime Officers' Union	3 years	1.1.2008 – 31.12.2010	140
201.	186/2008	Takashimaya Singapore Limited	The Singapore Manual & Mercantile Workers' Union	3 years	4.1.2008 – 3.1.2011	225
202.	187/2008	Primary Industries Private Limited and Hog Auction Market Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2008 – 31.12.2010	81
203.	188/2008	The Ascott Group Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2008 – 31.12.2010	51
204.	189/2008	Hunting Oilfield Services (International) Private Limited	Shipbuilding And Marine Engineering Employees' Union	2 years	14.5.2007 – 13.5.2009	34

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
205.	179/2008	Sumitomo Electric Wintec (Singapore) Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.1.2008 – 31.12.2010	54
206.	182/2008	Vector Shipping Services Pvt. Limited represented in Singapore by the Mercator Lines (Singapore) Limited	Singapore Maritime Officers' Union	3 years	9.6.2008 – 8.6.2011	9
207.	183/2008	Neptune Shipmanagement Services (Private) Limited	Singapore Maritime Officers' Union	3 years	1.1.2008 – 31.12.2010	140
208.	153/2008	A.P. Moller Singapore Private Limited	Singapore Organisation of Seamen	2 years	1.4.2008 – 31.3.2010	24
209.	190/2008	Daiho (Singapore) Private Limited	Chemical Industries Employees Union	3 years	1.4.2008 – 31.3.2011	2
210.	195/2008	The Tanglin Club	Food, Drinks And Allied Workers' Union	3 years	1.1.2008 – 31.12.2010	22
211.	198/2005	Aceline Shipmanagement Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	20.6.2008 – 19.6.2010	22

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
212.	199/2008	Sheraton Towers Singapore Hotel	Food, Drinks And Allied Workers' Union	3 years	1.3.2007 – 28.2.2010	102
213.	200/2008	Chevalier Singapore Holdings Private Limited	The Metal Industries Workers' Union	3 years	1.4.2008 – 30.3.2011	111
214.	192/2008	Aggregates Engineering Private Limited	The Metal Industries Workers' Union	2 years	1.1.2008 – 31.12.2009	11
215.	193/2008	SPI Technology Private Limited	The Metal Industries Workers' Union	2 years	1.1.2007 – 31.12.2008	18
216.	194/2008	Rohm and Haas Chemical Singapore Private Limited	United Workers of Petroleum Industry	3 years	1.7.2007 – 30.6.2010	23
217.	196/2008	Marina Yacht Services Private Limited	Shipbuilding And Marine Engineering Employees' Union	3 years	1.1.2008 – 31.12.2010	10
218.	197/2008	PSM Perkapalan Sendirian Berhad represented in Singapore by the PACC Ship Managers Private Limited	Singapore Organisation of Seamen	2 years	1.5.2008 – 30.4.2010	170

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
219.	203/2008	Dynea Singapore Private Limited	Chemical Industries Employees Union	3 years	1.1.2008 – 31.12.2010	46
220.	204/2008	Vector Shipping Services Pvt. Limited represented in Singapore by the Mercator Lines (Singapore) Limited	Singapore Organisation of Seamen	2 years	9.6.2008 – 8.6.2010	21
221.	205/2008	PSB Academy Private Limited	Singapore Industrial & Services Employees Union	3 years	1.4.2008 – 31.3.2011	52
222.	206/2008	PSB Technologies Private Limited	Singapore Industrial & Services Employees Union	3 years	1.4.2008 – 31.3.2011	32
223.	207/2008	TüV SÜD PSB Private Limited	Singapore Industrial & Services Employees Union	3 years	1.4.2008 – 31.3.2011	198
224.	191/2008	Lafarge Cement Singapore Private Limited	Building Construction And Timber Industries Employees' Union	3 years	1.4.2008 – 31.3.2011	4
225.	202/2008	Myojo Foods Company (S) Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2008 – 31.12.2010	33

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
226.	208/2008	Robinson & Company (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2007 – 30.6.2010	287
227.	216/2008	Megastone Holdings Private Limited	Building Construction And Timber Industries Employees' Union	3 years	1.1.2008 – 31.12.2010	14
228.	217/2008	Glaxo Wellcome Manufacturing Private Limited	Chemical Industries Employees Union	3 years	1.1.2008 – 31.12.2010	143
229.	219/2008	New Asian Shipping Co. Limited Hong Kong represented in Singapore by the Sierra Shipping Private Limited	Singapore Organisation of Seamen	2 years	1.2.2008 – 31.1.2010	10
230.	209/2008	ST Architects & Engineers	Building Construction And Timber Industries Employees' Union	2 years	1.1.2008 – 31.12.2009	14
231.	210/2008	Sembcorp Design and Construction	Building Construction And Timber Industries Employees' Union	2 years	1.1.2008 – 31.12.2009	65
232.	214/2008	Times Properties Private Limited	Singapore Press Holdings Employees' Union	3 years	1.1.2008 – 31.12.2010	10

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
233.	218/2008	Beecham Pharmaceuticals (Private) Limited	Chemical Industries Employees Union	3 years	1.1.2008 – 31.12.2010	66
234.	220/2008	New Asian Shipping Co. Limited Hong Kong represented in Singapore by the Sinsplax Private Limited	Singapore Organisation of Seamen	2 years	1.2.2008 – 31.1.2010	13
235.	222/2008	Rolex Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2008 – 30.6.2011	50
236.	215/2008	Pacific King Shipping (Singapore) Private Limited	Singapore Maritime Officers' Union	3 years	1.7.2008 – 30.6.2011	9
237.	221/2008	Shangri-La Hotel Limited and its subsidiary, Central Laundry Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.7.2007 – 30.6.2010	187
238.	224/2008	Slab Services Private Limited	The Singapore Manual & Mercantile Workers' Union	2 years	1.7.2008 – 30.6.2010	7
239.	225/2008	Konlink Shipping Private Limited	Singapore Maritime Officers' Union	3 years	1.7.2008 – 30.6.2011	18

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
240.	232/2008	Radiance Communications Private Limited	Union of Telecoms Employees of Singapore	3 years	1.1.2007 – 31.12.2009	25
241.	234/2008	Universal Integrated Corporation Consumer Products Private Limited	Chemical Industries Employees Union	2 years	1.7.2007 – 30.6.2009	24
242.	250/2008	Esco Micro Private Limited	The Metal Industries Workers' Union	3 years	1.1.2008 – 31.12.2010	8
243.	254/2008	Clifford Dispensary	The Singapore Manual & Mercantile Workers' Union	2 years	1.1.2008 – 31.12.2009	12
244.	230/2008	Sekisui Plastics S.E.A. Private Limited	Chemical Industries Employees Union	3 years	1.12.2007 – 30.11.2010	17
245.	236/2008	Polycore Optical Private Limited	Chemical Industries Employees Union	3 years	1.1.2008 – 31.12.2010	83
246.	237/2008	Dimerco Express (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	6
247.	242/2008	Colourscan Co (Private) Limited	Singapore Industrial & Services Employees Union	2 years	1.8.2008 – 31.7.2010	96

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
248.	245/2008	Nobu Marine Private Limited	Singapore Maritime Officers' Union	2 years	12.7.2008 – 11.7.2010	8
249.	273/2008	Amara Singapore	Food, Drinks And Allied Workers' Union	3 years	1.9.2005 – 31.8.2008	48
250.	260/2008	Blue Marine Management (Private) Limited	Singapore Maritime Officers' Union	2 years	1.8.2008 – 31.7.2010	8
251.	227/2008	Northwest Airlines, Inc	Singapore Air Transport-Workers' Union	3 years	1.10.2006 – 30.9.2009	42
252.	231/2008	Mohamed Mustafa & Samsuddin Co. Private Limited and Mustafa's Group of Companies	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	300
253.	233/2008	Traders Hotel, Singapore	Food, Drinks And Allied Workers' Union	3 years	1.1.2007 – 31.12.2009	75
254.	241/2008	Hiap Moh Corporation Limited	Building Construction And Timber Industries Employees' Union	3 years	1.1.2008 – 31.12.2010	23
255.	253/2008	Boon Siew Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	9

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
256.	255/2008	SSC Shipmanagement Private Limited	Singapore Organisation of Seamen	2 years 10 Months	1.3.2007 – 31.12.2009	20
257.	256/2008	Tolani Shipping (Singapore) Private Limited	Singapore Organisation of Seamen	2 years	1.4.2008 – 31.3.2010	27
258.	258/2008	Blue Marine Management (Private) Limited	Singapore Organisation of Seamen	2 years	1.8.2008 – 31.7.2010	12
259.	259/2008	Hymold (Private) Limited	Chemical Industries Employees Union	3 years	1.7.2008 – 30.6.2011	20
260.	262/2008	Building & Construction Authority	Amalgamated Union of Statutory Board Employees	3 years	1.1.2008 – 31.12.2010	337
261.	223/2008	Ricoh (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.4.2008 – 31.3.2011	63
262.	266/2008	Giken Sakata (S) Limited	United Workers of Electronic & Electrical Industries	3 years	1.4.2008 – 31.3.2011	15

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
263.	239/2008	AET Shipmanagement (Singapore) Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	1.1.2008 – 31.12.2009	75
264.	244/2008	Neptune Shipmanagement Services (Private) Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	1.1.2008 – 31.12.2009	32
265.	243/2008	Suzue-PSA Cold Storage Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2008 – 31.12.2010	13
266.	249/2008	Auric Pacific Food Industries Private Limited, Auric Pacific Food Industries Private Limited trading as Sunshine Bakeries, Auric Pacific Marketing Private Limited and Centurion Marketing Private Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2007 – 31.12.2009	115
267.	257/2008	The British Club	Food, Drinks And Allied Workers' Union	3 years	1.1.2008 – 31.12.2010	37
268.	264/2008	Sime Darby Edible Products Limited	Food, Drinks And Allied Workers' Union	3 years	1.7.2008 – 30.6.2011	53

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
269.	270/2008	Nobu Marine Private Limited	Singapore Organisation of Seamen	2 years	12.7.2008 – 11.7.2010	11
270.	274/2008	Singaport Cleanses Private Limited	Singapore Port Workers Union	2 years	1.4.2008 – 31.3.2010	35
271.	277/2008	Malaysia Garment Manufacturers (Private) Limited	Singapore Industrial & Services Employees Union	3 years	1.7.2008 – 30.6.2011	9
272.	267/2008	Parkway Hospitals Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	400
273.	268/2008	Parkway Laboratory Services Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	53
274.	271/2008	Mido Uniforms (Private) Limited	Singapore Industrial & Services Employees Union	3 years	1.7.2008 – 30.6.2011	4
275.	272/2008	Agri-food & Veterinary Authority of Singapore	Amalgamated Union of Statutory Board Employees	3 years	27.8.2008 – 26.8.2011	423
276.	276/2008	Suntec Singapore International Convention & Exhibition Centre	Building Construction And Timber Industries Employees' Union	3 years	1.8.2008 – 31.7.2011	73

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
277.	283/2008	Crystal Water Navigation Private Limited	Singapore Organisation of Seamen	2 years	8.7.2008 – 7.2.2010	10
278.	284/2008	NYK Shipmanagement Private Limited	Singapore Organisation of Seamen	3 years	19.12.2007 – 18.12.2010	312
279.	110/2008	Western Shipping Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	9.4.2008 – 8.4.2010	16
280.	235/2008	Harilela Hotels (S) Private Limited in respect of Holiday Inn Park View Singapore	Food, Drinks And Allied Workers' Union	3 years	1.1.2008 – 31.12.2010	44
281.	280/2008	ASJ Private Limited	United Workers of Electronic & Electrical Industries	2 years 6 Months	1.1.2007 – 30.6.2009	5
282.	286/2008	Shangri-La's Rasa Sentosa Resort	Food, Drinks And Allied Workers' Union	3 years	1.7.2006 – 30.6.2009	40
283.	289/2008	Datapulse Technology Limited	United Workers of Electronic & Electrical Industries	3 years	1.3.2008 – 28.2.2011	88

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
284.	290/2008	Otis Elevator Company (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.4.2007 – 31.3.2010	169
285.	293/2008	Zuellig Pharma Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.4.2008 – 31.3.2011	54
286.	252/2008	Family Leisure Private Limited	Singapore Industrial & Services Employees Union	3 years	1.6.2008 – 31.5.2011	32
287.	265/2008	Tung Mung Textile Co (S) Private Limited	Singapore Industrial & Services Employees Union	3 years	1.7.2008 – 30.6.2011	3
288.	287/2008	Hotel Marina City Private Limited, the owner of Pan Pacific Singapore	Food, Drinks And Allied Workers' Union	3 years	1.7.2006 – 30.6.2009	104
289.	288/2008	SIA Engineering Company Limited	SIA Engineering Company Engineers And Executives Union	3 years	1.1.2007 – 31.12.2009	800
290.	269/2008	Western Shipping Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	19.9.2008 – 18.9.2010	18

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
291.	246/2008	National Cement Industry Private Limited	Building Construction And Timber Industries Employees' Union	3 years	1.7.2008 – 30.6.2011	1
292.	251/2008	Western Shipping Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	7.8.2008 – 6.8.2010	16
293.	281/2008	Association For Persons with Special Needs	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2008 – 30.6.2011	26
294.	294/2008	Flextronics Technology (Singapore) Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.1.2008 – 31.12.2010	111
295.	295/2008	Carl Zeiss Vision Singapore Private Limited	Chemical Industries Employees Union	3 years	1.1.2008 – 31.12.2010	25
296.	297/2008	Denka Advantech Private Limited	Chemical Industries Employees Union	3 years	1.6.2008 – 31.5.2011	24
297.	299/2008	Pacific King Shipping Private Limited	Singapore Organisation of Seamen	3 years	2.7.2008 – 1.7.2011	5
298.	247/2008	Show a Denka HD Singapore Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.3.2008 – 28.2.2011	241

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
299.	275/2008	Mitsubishi Chemical Infonics Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.3.2008 – 28.2.2011	91
300.	296/2008	HL Building Materials Private Limited	Building Construction And Timber Industries Employees' Union	3 years	1.7.2008 – 30.6.2011	31
301.	303/2008	Engro Corporation Limited	Building Construction And Timber Industries Employees' Union	3 years	1.4.2008 – 31.3.2011	2
302.	304/2008	Turbine Overhaul Services Private Limited	Singapore Industrial & Services Employees Union	3 years	1.7.2008 – 30.6.2011	381
303.	306/2008	Schindler Lifts (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.9.2007 – 31.8.2010	44
304.	298/2008	Aquamarina Hotel Private Limited in respect of the Marina Mandarin Singapore	Food, Drinks And Allied Workers' Union	3 years	1.5.2006 – 30.4.2009	58
305.	311/2008	Kester Components Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.2.2008 – 31.1.2011	26

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
306.	312/2008	Stone Marine Singapore (Private) Limited	Shipbuilding And Marine Engineering Employees' Union	2 years	1.7.2008 – 30.6.2010	15
307.	238/2008	Carrier Transicold Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.5.2008 – 30.4.2011	122
308.	248/2008	Kingston Property Maintenance Services Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	59
309.	278/2008	Intertek Testing Services (S) Private Limited (Oil, Chemical & Agri Division)	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	35
310.	305/2008	Jade Precision Engineering Private Limited	The Metal Industries Workers' Union	3 years	1.7.2008 – 30.6.2011	115
311.	308/2008	Mitsubishi Corporation	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2008 – 30.6.2011	45
312.	309/2008	Teleflex Private Limited (Employees')	The Metal Industries Workers' Union	3 years	1.7.2008 – 30.6.2011	4

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
313.	310/2008	Teleflex Private Limited (Production)	The Metal Industries Workers' Union	3 years	1.7.2008 – 30.6.2011	52
314.	314/2008	UOB Kay Hian Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.5.2008 – 30.4.2011	170
315.	319/2008	RC Hotels (Private) Limited	Food, Drinks And Allied Workers' Union	3 years	1.1.2008 – 31.12.2010	459
316.	320/2008	Marubeni Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	2 years	1.7.2008 – 30.6.2010	23
317.	212/2008	SPH Magazine Private Limited	Singapore National Union of Journalists	3 years	1.1.2008 – 31.12.2010	2
318.	213/2008	SPH Magazines Private Limited	Singapore Press Holdings Employees' Union	3 years	1.1.2008 – 31.12.2010	4
319.	226/2008	Bernhard Schulte Shipmanagement (China) Company Limited represented in Singapore by Bernhard Schulte Shipmanagement (Singapore) Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	1.7.2008 – 30.6.2010	38

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
320.	229/2008	Epcos Private Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2007 – 30.6.2010	121
321.	240/2008	Ishima Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	1.1.2008 – 31.12.2009	200
322.	285/2008	DIC Alkyphenol Singapore Private Limited	United Workers of Petroleum Industry	3 years	1.7.2008 – 30.6.2011	9
323.	318/2008	YTC Hotels Limited	Food, Drinks And Allied Workers' Union	3 years	1.7.2008 – 30.6.2011	76
324.	322/2008	Land Transport Authority of Singapore	Amalgamated Union of Statutory Board Employees	3 years	30.10.2008 – 29.10.2011	1,616
325.	324/2008	Orchard Parade Holdings Limited in respect of Orchard Parade Hotel	Food, Drinks And Allied Workers' Union	3 years	1.1.2007 – 31.12.2009	31
326.	327/2008	Bernhard Schulte Shipmanagement (Cyprus) Limited represented in Singapore by Bernhard Schulte Shipmanagement (Singapore) Limited	Singapore Maritime Officers' Union	2 years	25.9.2008 – 24.9.2010	80

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
327.	279/2008	Singapore Exchange Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.7.2008 – 30.6.2011	56
328.	307/2008	Thai Airways International Public Company	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	57
329.	326/2008	Sentosa Leisure Management Private Limited	Singapore Industrial & Services Employees Union	3 years	1.1.2008 – 31.12.2010	188
330.	330/2008	"K" Line Ship Management (Singapore) Private Limited	Singapore Organisation of Seamen	3 years	12.9.2008 – 11.9.2011	11
331.	331/2008	Neptune Shipmanagement Services Private Limited	Singapore Organisation of Seamen	2 years	12.5.2008 – 11.5.2010	11
332.	291/2008	Singapore Airport Terminal Services Limited	Singapore Airport Terminal Services Workers' Union	3 years	1.7.2007 – 30.6.2010	4,505
333.	302/2008	Courts (Singapore) Limited	The Singapore Manual & Mercantile Workers' Union	2 years	1.1.2008 – 31.12.2009	220
334.	317/2008	Jurong Port Private Limited	National Transport Workers' Union	3 years	1.4.2008 – 31.3.2011	229

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
335.	228/2008	Murata Electronics Singapore (Private) Limited	United Workers of Electronic & Electrical Industries	3 years	1.7.2008 – 30.6.2011	528
336.	261/2008	Glory Ship Management Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2 years	1.8.2008 – 31.7.2010	20
337.	282/2008	Changi Airport Fuel Hydrant Installation Private Limited	United Workers of Petroleum Industry	3 years	1.1.2007 – 31.12.2009	16
338.	300/2008	Singapore Turf Club	The Singapore Manual & Mercantile Workers' Union	2 years	1.4.2008 – 31.3.2010	217
339.	321/2008	American School Trust, Limited, a.k.a. Singapore American School	Education Services Union	3 years	1.7.2008 – 30.6.2011	79
340.	333/2008	Infocom Development Authority of Singapore	Amalgamated Union of Statutory Board Employees	3 years	1.10.2008 – 30.9.2011	57
341.	201/2008	China Insurance Co. (Singapore) Private Limited	Singapore Insurance Employees' Union	3 years	1.1.2008 – 31.12.2010	24

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
342.	323/2008	Singapore Refining Company Private Limited	Singapore Refining Company Employees' Union	3 years	1.1.2008 – 31.12.2010	282
343.	325/2008	Singapore Anti-Narcotics Association	The Singapore Manual & Mercantile Workers' Union	3 years	1.9.2008 – 31.8.2011	7
344.	329/2008	Golden Landmark Hotel	Food, Drinks And Allied Workers' Union	3 years	1.8.2006 – 31.7.2009	14
345.	332/2008	Changi Into-Plane Services (Private) Limited	United Workers of Petroleum Industry	3 years	1.1.2008 – 31.12.2010	33
346.	315/2008	Tradewinds Tours & Travel Private Limited	Air-Transport Executive Staff Union	3 years	1.4.2007 – 31.3.2010	6
347.	334/2008	Maju Maritime Private Limited	National Transport Workers' Union	3 years	1.1.2008 – 31.12.2010	7
348.	313/2008	Singapore Oxygen Air Liquide Private Limited	Chemical Industries Employees Union	3 years	1.7.2008 – 30.6.2011	89
349.	339/2008	Singapore Aerospace Manufacturing Private Limited	Singapore Industrial & Services Employees Union	3 years	1.7.2008 – 30.6.2011	77

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
350.	342/2008	Bernhard Schulte Shipmanagement (Cyprus) Limited represented in Singapore by the Bernhard Schulte Shipmanagement (Singapore) Private Limited	Singapore Organisation of Seamen	2 years	25.9.2008 – 24.9.2010	71
351.	343/2008	Executive Shipmanagement Private Limited	Singapore Organisation of Seamen	2 years	11.11.2008 – 10.11.2010	56
352.	344/2008	Shaw Group of Companies (comprising Shaw Brothers Limited, Shaw Theatres Private Limited, Shaw House Private Limited, Shaw Renters (Singapore) Private Limited, SB Media Services Private Limited, SB Apartments Private Limited, Shaw Properties (1997) Private Limited) and The Shaw Foundation Private	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	21
353.	345/2008	Shaw Theatres Private Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	12

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Serial No.	CA No.	Parties		Duration	Period	Number of Employees Covered
		Employer	Union			
354.	347/2008	Singapore Mercantile Co-Operative Society Limited	The Singapore Manual & Mercantile Workers' Union	3 years	1.1.2008 – 31.12.2010	3