



REPUBLIC OF SINGAPORE

ANNUAL REPORT

OF THE

PRESIDENT

INDUSTRIAL ARBITRATION COURT

2009

Made pursuant to Section 86 of the
Industrial Relations Act



REPUBLIC OF SINGAPORE

49TH ANNUAL REPORT
OF
THE PRESIDENT
OF THE
INDUSTRIAL ARBITRATION COURT
FOR THE
PERIOD 1 JANUARY TO 31 DECEMBER 2009
TO
THE HONOURABLE MR GAN KIM YONG
MINISTER FOR MANPOWER

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

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49TH ANNUAL REPORT

OF THE

INDUSTRIAL ARBITRATION COURT

1 MEMBERSHIP OF THE COURT AND PRINCIPAL OFFICERS

In 2009 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 Tan Hung Liang Eugene
- (2) Mr Wong Chee Wai Desmond
- (3) Mrs Tan Bee Choo
- (4) Ms Teoh Zsin Woon
- (5) Mr Tan Kwang Cheak
- (6) Mr Loh Oun Hean
- (7) Mr Edward Tan Pang Liang
- (8) Mrs Choo Lee See (until 14.4.2009)
- (9) Miss Quah Say Chin Elizabeth Anne (from 15.4.2009)

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 Cham Hui Fong Joanne
- (2) Mr Teo Yock Ngee
- (3) Mr Lim Kuang Beng
- (4) Mr John De Payva
- (5) Ms Jessie Yeo Hong Cheng
- (6) Ms Nora Kang Kah Ai
- (7) Mr Wee Soon Guan (until 1.5.2009)
- (8) Mr Terry Lee (from 2.5.2009)
- (9) Mr Thomas Tay Jwee Hwa (until 1.5.2009)
- (10) Ms Diana Chia (from 2.5.2009)

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 2009, six disputes were referred to the Court.

The first dispute was an ex-parte application of a non-NTUC affiliated union seeking extension of a hotel's collective agreement ("CA") with variations to provide higher salary ranges and lump sum payment in lieu of wage increases for employees whose salaries had exceeded the maximum points of their salary ranges. At the hearing, the union alleged that a group of long service employees was not given wage increase as their salaries had exceeded the maximum points of their salary ranges. The union contended that the hotel had wrongfully applied the maximum salary points to bar the employees from receiving a wage increase as previous NWC wage increases, since 1979, were not added to the salary ranges. The union proposed adding the previous NWC wage increases to the salary ranges as that would offer a new set of salary ranges with maximum points higher than the existing salaries thus enabling the employees to be eligible for future wage increases. The hotel rejected the union's proposal as being unreasonable and without basis and maintained that the previous NWC wage increases were already added to the salary ranges during the renewal of the CAs over the years. The hotel submitted to the Court the salaries paid by comparable class of hotels to show that the salaries of their long service employees were already above market rates. The hotel objected to adding the previous NWC wage increases to the salary ranges as that would further raise the salaries by 5% to a level 45% higher than market rates for the various jobs, to the disadvantage of its business. The hotel was also against the extension of the CA as 6 clauses were still outstanding with no agreement reached. As both parties were unclear and in disagreement over how the previous NWC wage increases should influence the maximum salary points, the matter was adjourned by the Court for them to seek clarification from the Ministry of Manpower ("MOM") and the Singapore National Employers Federation ("SNEF") on the issue.

When hearing resumed, the Court inferred from the inputs of the MOM and the SNEF that there was no direct relationship between the adjustment to the minimum and maximum salary points of the salary ranges and the NWC wage increases given. The NWC's guidelines and recommendations were only one of many relevant factors to be taken into account for determining the maximum salary points of the various jobs. The NWC's recommendations did not exclusively determine nor were they the predominant factor for establishing the maximum salary points. It therefore did not mean that the maximum salary points had to move in tandem with the NWC's recommendations and that their adjustments were to be directly correlated with the quantum of increase stipulated therein. The Court noted that some of the maximum salary points proposed by the union were much higher than those of hotels of a similar class. The Court did not support the union's proposal to add the previous NWC wage increases to raise the maximum salary points of all the salary ranges. The union's application for the extension of the CA was not approved by the Court on the basis that it was without merit. The Court urged the parties to commence fresh negotiations in good faith, to adopt a holistic approach and to show flexibility in resolving the various maximum salary points in the salary scales for the various jobs. Certain key economic and business factors were spelt out by the Court for the parties to take into consideration in their negotiations.

The second dispute arose from the refusal of a company to conclude a CA with its union. Despite having settled almost all the clauses after 2 years of negotiations, the company abruptly discontinued negotiations and ignored the MOM's call to resume negotiations. The company also refused to sign a joint application with the union to refer the dispute for arbitration. The Minister for Manpower then directed the case to the Court for determination. The company was not receptive to mediation by the Registrar. The President, sitting with panel members, then heard the case.

The company contended as follows in Court. Its employment terms and benefits were favourable and in accordance with the law and there was no necessity to have a CA. The company considered having a CA onerous. It did not wish to be compelled by a CA to offer fixed terms and benefits contrary to the flexible wage system recommended by the NWC. As other local companies in the same industry had no CAs, it did not wish to be the first to sign a CA with a union - for fear of losing its competitiveness and later having to conclude similar agreements with its overseas companies which currently had no CAs. The company insisted that it should not be coerced into signing a CA with the union, especially since it was not a requirement under the law to have one. The union contended as follows. The company's decision not to have a CA was dangerous because, if others were to adopt the same position, there could eventually be no signing of CAs with unions, to the detriment of workers. Once given recognition by the company, it was the union's right to initiate collective bargaining and the obligation of the company to respond and this should culminate in the signing of a CA as provided under the Act. The union reiterated the fundamental right of workers to freedom of association and collective bargaining as enshrined under the Constitution of Singapore, the Act and the International Labour Convention (ILO No.98), 1949 on the Right to Organise and Collective Bargaining which Singapore had ratified. The union disputed the company's contention that a CA would impose onerous obligations on employers to render their companies uncompetitive by pointing out that the unions were not irresponsible or unreasonable. The union added that 96% of unionised companies had a flexible wage system and unions accepted flexibility in the wage structure and supported wage cuts during the recent economic downturn. The Court's attention was drawn to 2 "anti-union" incidents. The first was when the company had transferred workers to another firm, when part of its business was sold, without notifying the union. The second was when the company had attempted to have workers, who were being retrenched last year, to sign a

letter rejecting union representation. The union expressed disappointment with the company and maintained that the company should not be exempted from having a CA on the grounds that others did not have one.

In handing down the award, the Court explained the provisions and the mechanisms relating to negotiation, conciliation and arbitration under the Act. The Court did not agree with the company that entering into a CA with the union on terms that both had agreed, after negotiation or conciliation, was onerous or coercive. The Court explained that either party was at liberty, under the legal processes, to refer any proposal or claim in dispute for conciliation or arbitration. The Court, if need be, would make the final and binding decision on the position considered reasonable and fair for the parties. The Court rejected the company's contention that it was unnecessary to have a CA. The Court stressed that it would be insufficient to provide attractive salaries and conditions of employment unless they were contained in an enforceable CA – to make clear what they were - to protect and safeguard the interests of both parties and to enhance industrial peace and stability in Singapore. The Court found no evidence placed before it by the company to support its claim that having a CA will *per se* lead to erosion of flexibility and loss of competitiveness. The Court made the following observations. Numerous companies from all sectors in Singapore, including large multinational ones, had CAs with their unions. They were at liberty to propose the flexibilities they wanted in the provisions of the CAs to address concerns and meet the needs. Disagreement on any provision being negotiated could be referred to the Court for resolution. The Court also found a lack of good faith on the part of the company as it had, through a memorandum of understanding (“MOU”), agreed to establish a CA on the expiry of the MOU but instead abruptly called off negotiations. The Court noted that the company had failed to provide a satisfactory reason to the Court why it could not enter into a CA on those terms which were agreed, leaving out those terms

which could not be agreed to be adjudicated upon later by the Court, if required. The Court also found that the company had failed to furnish any evidence to the Court to suggest that the union had been in any way irresponsible or unreasonable, imposed any onerous obligations on management or proposed any clauses that were so unreasonable as to render the company uncompetitive. The Court was of the opinion that the company had breached its obligation to negotiate in good faith with the union simply because it did not want to have a CA at all. The Court reiterated the importance of the obligations of both the employer and the union to negotiate in good faith for the maintenance and development of harmonious labour relations and that delay tactics in negotiations should be avoided. On the 2 “anti-union” incidents cited by the union, the Court stated that such conduct of the company would not have assured workers that they would always be treated fairly and hence it was all the more necessary to have a CA to specify the rights and obligations of both parties as well as safeguard the rights of the workers. In a unanimous decision, the Court ordered the company to negotiate with the union in good faith with a view to reaching a settlement speedily on the terms that had been proposed and discussed within a month and, upon reaching an agreement, to voluntarily sign a CA with the union within a week thereafter on those agreed terms. For terms where no agreement could be reached, the parties were advised to resolve them through conciliation and return to the Court for arbitration, if required. Within a month, the parties reached agreement on all the terms, signed the CA and had it certified by the Court.

The third dispute was a joint application concerning the non-payment of pro-rated annual wage supplement (“AWS”) to some retrenched workers of a company. The company had retrenched its last 2 batches of workers and moved its plant to Johore, Malaysia due to poor business as a result of the global financial crisis in late 2008. The company refused to pay the pro-rated AWS to these 2 batches of workers on the basis that it was not

obliged to do so under the CA and would rather preserve the cash for future business use. The union contended that they were the last to be retrenched because they were the better workers and it would be unfair not to pay them the pro-rated AWS when those who were retrenched earlier were paid. The Registrar mediated the case and the company was persuaded to offer a lump sum settlement which was accepted by the union on behalf of the retrenched workers. The parties then withdrew their joint application.

The fourth dispute was a union's application for the extension of an expired CA to safeguard the workers' entitlement to retrenchment benefits. Workers were being retrenched while the Assistant Registrar was in the midst of mediating the case. The Assistant Registrar successfully mediated and secured retrenchment benefit payments for the retrenched workers at a lower quantum. The union later withdrew its application as all its members had been retrenched with the cessation of the company's operations in Singapore.

The fifth dispute was a union's application against a company for non-compliance with a CA in respect of overtime payment, salary increment, annual wage supplement, dental benefits, insurance coverage, annual leave, sick leave and marriage leave. The union informed the Court after the lodgment of the application that the dispute was still under conciliation. The case was accordingly held in abeyance.

The sixth dispute was a joint application of a union and a company over proposed changes to the quantum of the annual variable payment. The case, which was lodged in November, was carried over to the following year for mediation.

6 COLLECTIVE AGREEMENTS CERTIFIED BY THE COURT

Four hundred and eight CAs were filed with the Court in 2009, as compared to 355 CAs in 2008. Together with the 22 CAs brought forward from 2008, a total of 430 CAs were dealt with, of which 384 were certified by the Court. Thirteen of the certified CAs involved public sector employees. There were 46 CAs pending certification at the end of the year.

7 VARIATION OF COLLECTIVE AGREEMENTS

In 2009, 10 applications were filed with the Court for variation of CAs. The number was the same as in 2008.

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

PARTICULARS OF APPLICATIONS	NO. OF APPLICATIONS	PERCENTAGE (%)
Shift allowance/shift premium	1	10
Annual increment and Seafarers' Provident Fund	2	20
Seniority bonus and Seafarers' Provident Fund	1	10
Scope of CA	1	10
Salary, service increment and variable payment	3	30
Salary increment	2	20
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

Three hundred and two of the 408 CAs filed with the Court in 2009 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	54	(13.2%)
Above age 62	248	(60.8%)
No age provision	106	(26.0%)
TOTAL	408	(100%)

10 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 408 CAs filed with the Court in 2009, 300 had a duration of three years, 89 a duration of two years and 19 a duration of between two and three years.

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

DURATION	2009	2008	2007
3 years	300 (73.5%)	267 (75.2%)	309 (72.5%)
Between 2 and 3 years	19 (4.7%)	8 (2.3%)	15 (3.5%)
2 years	89 (21.8%)	80 (22.5%)	102 (23.9%)
TOTAL	408 (100%)	355 (100%)	426 (100%)*

* Total does not add up due to rounding

In 2009, only 37 of the 408 CAs filed with the Court entered into force on a prospective date. Two hundred and twenty-six CAs had retrospective operation from their dates of execution for a period of six months or less. One hundred and forty-five of the CAs had retrospective operation for a period of more than six months.

Of the 145 CAs with more than six months of retrospective operation, 96 had retrospective operation for six to twelve months, 33 for thirteen to eighteen months, 11 for nineteen to twenty-four months and 5 for more than twenty-four months.

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

COLLECTIVE AGREEMENT	2009	2008	2007
With prospective dates of operation	37 (9.1%)	25 (7.0%)	25 (5.9%)
With retrospective dates of operation of 6 months or less	226 (55.4%)	182 (51.3%)	218 (51.2%)
With retrospective dates of operation of more than 6 months	145 (35.5%)	148 (41.7%)	183 (43.0%)
TOTAL	408 (100%)	355 (100%)	426 (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 and the Assistant Registrar attended to them and briefed them on the role and functions of the Court.

The details of the visitors are as follows:

<u>Date of visit</u>	<u>Particulars of visitors</u>
3 February 2009	Chief Judge Graeme Colgan, Employment Court Auckland, Ministry of Justice
8 May 2009	Director, Legislative Officer in charge of the legislation of Labour Laws, Legislation Bureau of Social - Cultural Affairs and Senior Deputy Director, Finance & Planning Division, Ministry of Government Legislation, Seoul Korea
10 September 2009	SNEF-Temasek Polytechnic Structured HR Internship Programme
16 November 2009	Study Mission from Hong Kong Government Labour Department.

12 SUPPORTING STAFF OF THE COURT

In addition to the President, the Deputy President, the Registrar and the Assistant Registrar, the Court had 7 other supporting staff in 2009 comprising 1 verbatim reporter, 1 stenographer, 1 office supervisor, 3 corporate support officers, and 1 operations support officer.

13 MISCELLANEOUS

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

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

Dated this 28th day of September 2010

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 2009

Issues	Cognisance under the Industrial Relations Act	No.	Percentage (%)
AWS, Annual variable payment	Section 31(a)	2	12.5
Conclusion of a collective agreement	Section 31(e)	1	6.25
Continuation of a collective agreement	Section 39(4)	2	12.5
Variation of awards/collective agreements	Section 45	10	62.5
Order to show cause (non compliance of a collective agreement)	Section 56	1	6.25
Total		16	100

TABLE 2

AWARDS AND ORDERS MADE, COLLECTIVE AGREEMENTS CERTIFIED AND DISPUTES OTHERWISE DEALT WITH IN 2009

<u>Description</u>	<u>No.</u>	<u>No. of employees covered</u>
Awards and orders made	12	2,615
Collective agreements certified	384	71,885
Disputes withdrawn following settlement by Registrar/Assistant Registrar	2	168
Disputes withdrawn following settlement by the parties	-	-
Referee decision	-	-

TABLE 3

AWARDS AND ORDERS MADE BY THE COURT IN 2009

Particulars	No.	Percentage (%)
Variation of awards/ collective agreements	10	83.3
Continuation of a collective agreement	1	8.3
Conclusion of a collective agreement	1	8.3
Total	12	100*

* Total does not add up due to rounding

TABLE 4

**CLASSES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS,
AWARDS AND ORDERS CERTIFIED OR MADE BY THE COURT IN 2009**

Particulars	Clerical	Manual	Professional	Others	Total
Collective agreements	51	29	81	223	384
Awards and orders	1	0	5	6	12
Total	52	29	86	229	396

TABLE 5

**CATEGORIES OF EMPLOYERS BOUND BY COLLECTIVE AGREEMENTS,
AWARDS AND ORDERS CERTIFIED OR MADE BY THE COURT IN 2009**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements	371	12	1	384
Awards and orders	12	-	-	12
Total	383	12	1	396

DISPUTES DISPOSED BY THE COURT IN 2009

I Disputes heard by the Court

Appln. No.	Date of Appln.	I.R.A. section	Parties involved		Issues	Number of employees covered	Coram	Date of Hearing
			Employer	Union				
D2/2009	21.5.2009	39(4)	Allson Hotel Singapore, a division of Sun Asia Pacific Corporation (Singapore) Pte Ltd	The Singapore Catering Services, Staff & Workers' Trade Union	Continuation of a collective agreement	132	Justice Chan Seng Onn	4.9.2009 & 5.11.2009
D3/2009	28.8.2009	31(e)	Sembawang Engineers and Constructors Pte Ltd	Building Construction & Timber Industries Employees' Union	Conclusion of a collective agreement	283	Justice Chan Seng Onn Mr Loh Oun Hean (Employer Panel Member) Mr Teo Yock Ngee (Employee Panel Member)	16.10.2009

DISPUTES DISPOSED BY THE COURT IN 2009

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				
D1/2009	9.2.2009	39(4)	SPI Technologies Pte Ltd	The Metal Industries Workers' Union	Continuation of a collective agreement	10	2.3.2009	6.4.2009
D4/2009	11.9.2009	31(a)	GB Yachts Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	Payment of pro-rated annual wage supplement (AWS) to retrenched employees	148	5.10.2009	13.10.2009

VARIATION ORDERS MADE IN 2009

Parties Involved

Appln. No.	I.R.A. section	Employer	Union	Number of Employees Covered	Particulars of variation
V1/2009	45	Singapore Refining Company Private Limited	Singapore Refining Company Employees' Union	282	Shift allowance/ shift premium
V2/2009	45	Neptune Shipmanagement Services (Pte) Ltd (Officers)	Singapore Maritime Officers Union	140	Annual increment and Seafarers' Provident Fund
V3/2009	45	Neptune Shipmanagement Services (Pte) Ltd (Vessels)	Singapore Maritime Officers Union	140	Annual increment and Seafarers' Provident Fund
V4/2009	45	Neptune Shipmanagement Services (Pte) Ltd (NSSPL)	Singapore Maritime Officers Union	600	Seniority bonus and Seafarers' Provident Fund
V5/2009	45	Canon Singapore Private Limited	The Singapore Manual & Mercantile Workers Union	281	Scope of a collective agreement

VARIATION ORDERS MADE IN 2009

Parties Involved

Appln. No.	I.R.A. section	Employer	Union	Number of Employees Covered	Particulars of variation
V6/2009	45	Singapore Press Holdings Limited	Singapore Press Holdings Employees' Union	690	Salary, service increment and variable payment
V7/2009	45	Singapore Press Holdings Limited	Singapore National Union of Journalists	45	Salary, service increment and variable payment
V8/2009	45	SPH Magazines Private Limited	Singapore Press Holdings Employees' Union	10	Salary increment
V9/2009	45	SPH Magazines Private Limited	Singapore National Union of Journalists	1	Salary increment
V10/2009	45	Times Properties Private Limited	Singapore Press Holdings Employees' Union	11	Salary, service increment and variable payment

COLLECTIVE AGREEMENTS CERTIFIED IN 2009

Parties

Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
1.	263/2008	GB Yachts Private Limited	Shipbuilding And Marine Engineering Employees' Union	2.1.2009	3 years	1.4.2008 - 31.3.2011	127
2.	292/2008	Deutsche Lufthansa AG and Lufthansa Cargo AG	The Singapore Manual & Mercantile Workers' Union	2.1.2009	3 years	1.7.2008 - 30.6.2011	36
3.	316/2008	DIC Asia Pacific Private Limited	Chemical Industries Employees Union	2.1.2009	3 years	1.7.2008 - 30.6.2011	32
4.	328/2008	CBM Private Limited	Union of Security Employees	2.1.2009	3 years	1.3.2008 - 28.2.2011	21
5.	336/2008	Hilton Singapore as agents for Hotel Properties Limited	Food, Drinks And Allied Workers' Union	2.1.2009	3 years	1.1.2008 - 31.12.2010	109
6.	337/2008	Singapore Anti-Tuberculosis Association	The Singapore Manual & Mercantile Workers' Union	2.1.2009	3 years	1.1.2009 - 31.12.2011	42
7.	340/2008	Santa FE Relocation Services (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	20.1.2009	3 years	1.7.2008 - 30.6.2011	42
8.	341/2008	Hitachi Koki (S) Private Limited	The Metal Industries Workers' Union	20.1.2009	3 years	1.3.2008 - 28.2.2011	11

COLLECTIVE AGREEMENTS CERTIFIED IN 2009

Parties

Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
9.	351/2008	Advanced Systems Automation Limited	The Metal Industries Workers' Union	20.1.2009	2 years	1.7.2008 - 30.6.2010	5
10.	352/2008	Japan Airlines International Company Limited	The Singapore Manual & Mercantile Workers' Union	20.1.2009	3 years	1.4.2008 - 31.3.2011	33
11.	354/2008	Nunki Line Private Limited	Singapore Organisation of Seamen	20.1.2009	2 years	17.10.2008 - 16.10.2010	12
12.	355/2008	SSC Ship Management Private Limited	Singapore Organisation of Seamen	20.1.2009	2 years	12.12.2008 - 11.12.2010	9
13.	1/2009	SSC Ship Management Private Limited	Singapore Maritime Officers' Union	20.1.2009	2 years	12.12.2008 - 11.12.2010	7
14.	2/2009	Komaya Shipping Co. Private Limited	Singapore Maritime Officers' Union	20.1.2009	3 years	1.1.2009 - 31.12.2011	24
15.	6/2009	Seksun International Private Limited	The Metal Industries Workers' Union	23.1.2009	3 years	1.7.2008 - 30.6.2011	215
16.	335/2008	Keppel Seghers Engineering Singapore Private Limited and Keppel FMO Private Limited	Keppel Employees Union	28.1.2009	3 years	1.7.2008 - 30.6.2011	57
17.	7/2009	Celeste Holding Private Limited	Singapore Maritime Officers' Union	28.1.2009	3 years	1.1.2009 - 31.12.2011	96
18.	11/2009	YTC Peninsula Shopping Complex Private Limited	Singapore Industrial & Services Employees Union	28.1.2009	3 years	1.7.2008 - 30.6.2011	14
19.	353/2008	G3 Worldwide Aspac Private Limited	Union of Telecoms Employees of Singapore	29.1.2009	3 years	1.1.2009 - 31.12.2011	91

COLLECTIVE AGREEMENTS CERTIFIED IN 2009

Parties

Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
20.	4/2009	Cosco Bulk Carrier Holdings (Cayman) Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	29.1.2009	3 years	1.1.2008 - 31.12.2010	24
21.	9/2009	Yangming Shipping (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	29.1.2009	3 years	1.1.2009 - 31.12.2011	10
22.	348/2008	Nippecraft Limited	Building Construction And Timber Industries Employees' Union	2.2.2009	3 years	1.7.2008 - 30.6.2011	118
23.	349/2008	Kyowa Singapore Private Limited	The Metal Industries Workers' Union	2.2.2009	3 years	1.1.2009 - 31.12.2011	70
24.	13/2009	Vanguard Shipmanagement (S) Private Limited	Singapore Maritime Officers' Union	2.2.2009	3 years	15.4.2008 - 14.4.2011	36
25.	15/2009	Government of the Republic of Singapore (Prime Minister's Office)	Amalgamated Union of Public Employees	2.2.2009	3 years	1.2.2009 - 31.1.2012	1,842
26.	16/2009	Anglo-Eastern Shipmanagement (Hong Kong) Limited represented in Singapore by Anglo-Eastern Shipmanagement (Singapore) Private Limited	Singapore Maritime Officers' Union	4.2.2009	3 years	30.12.2008 - 29.12.2011	12
27.	10/2009	Mammoet (S) Private Limited	Shipbuilding And Marine Engineering Employees' Union	9.2.2009	3 years	1.1.2009 - 31.12.2011	27

COLLECTIVE AGREEMENTS CERTIFIED IN 2009

Parties

Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
28.	14/2009	Akzo Nobel Paints (Singapore) Private Limited	Chemical Industries Employees Union	9.2.2009	3 years	1.1.2009 - 31.12.2011	28
29.	17/2009	SCA Packaging Singapore Private Limited	Building Construction And Timber Industries Employees' Union	9.2.2009	2 years	1.10.2008 - 30.9.2010	50
30.	338/2008	Goodwood Park Hotel Limited	The Singapore Catering Services, Staff & Workers' Trade Union	16.2.2009	3 years	1.7.2007 - 30.6.2010	45
31.	3/2009	Orange Maritime Private Limited	Singapore Maritime Officers' Union	16.2.2009	3 years	11.1.2009 - 10.1.2012	16
32.	8/2009	Shimano (S) Private Limited	The Metal Industries Workers' Union	16.2.2009	3 years	1.7.2008 - 30.6.2011	179
33.	24/2009	Nuance-Watson (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	16.2.2009	3 years	1.7.2008 - 30.6.2011	99
34.	25/2009	Singapore Airlines Limited	Singapore Airlines Staff Union	26.2.2009	3 years	1.1.2008 - 31.12.2010	6,340
35.	30/2009	Anglo-Eastern Shipmanagement (Hong Kong) Limited represented in Singapore by Anglo Eastern Shipmanagement (S) Private Limited	Singapore Organisation of Seamen	26.2.2009	3 years	30.12.2008 - 29.12.2011	12
36.	31/2009	Celeste Holding Private Limited	Singapore Organisation of Seamen	26.2.2009	2 years	1.1.2009 - 31.12.2010	120

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
37.	33/2009	Fleet Management Limited represented in Singapore by Fleet Ship Management Private Limited	Singapore Organisation of Seamen	26.2.2009	2 years 6 months 25 days	7.6.2007 - 31.12.2009	48
38.	346/2008	Unilever Singapore Private Limited	Food, Drinks And Allied Workers' Union	27.2.2009	3 years	1.1.2008 - 31.12.2010	37
39.	12/2009	SMIT Singapore Private Limited	Shipbuilding And Marine Engineering Employees' Union	27.2.2009	3 years	1.10.2008 - 30.9.2011	50
40.	21/2009	Sanyo Electronic Components (S) Private Limited	United Workers of Electronic & Electrical Industries	27.2.2009	3 years	1.1.2009 - 31.12.2011	1
41.	23/2009	Sime Insurance Brokers (S) Private Limited	Singapore Industrial & Services Employees Union	27.2.2009	3 years	1.7.2007 - 30.6.2010	2
42.	27/2009	NYK Shipmanagement Private Limited	Singapore Maritime Officers' Union	27.2.2009	3 years	1.12.2008 - 30.11.2011	250
43.	29/2009	A. P. Moller Singapore Private Limited	Singapore Organisation of Seamen	27.2.2009	3 years	1.1.2009 - 31.12.2011	2,042
44.	32/2009	Fleet Management Limited represented in Singapore by Ebony Ship Management Private Limited	Singapore Organisation of Seamen	27.2.2009	2 years	27.2.2008 - 26.2.2010	40
45.	35/2009	Marco Shipping Co. Private Limited	Singapore Organisation of Seamen	27.2.2009	2 years	1.1.2009 - 31.12.2010	12
46.	38/2009	Kim Eng Securities Private Limited	The Singapore Manual & Mercantile Workers' Union	27.2.2009	3 years	1.7.2008 - 30.6.2011	40

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
47.	41/2009	The Swatch Group S.E.A. (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	27.2.2009	3 years	1.7.2008 - 30.6.2011	14
48.	5/2009	Wärtsilä Singapore Private Limited	Shipbuilding And Marine Engineering Employees' Union	9.3.2009	3 years	1.7.2008 - 30.6.2011	112
49.	19/2009	The Elizabeth	Food, Drinks And Allied Workers' Union	9.3.2009	3 years	1.7.2006 - 30.6.2009	11
50.	28/2009	Health Promotion Board	Amalgamated Union of Statutory Board Employees	9.3.2009	3 years	1.1.2008 - 31.12.2010	352
51.	34/2009	Komaya Shipping Company (Private) Limited	Singapore Organisation of Seamen	9.3.2009	3 years	1.1.2009 - 31.12.2011	24
52.	36/2009	Marco Shipping Co. Private Limited	Singapore Organisation of Seamen	9.3.2009	2 years	1.1.2009 - 31.12.2010	6
53.	39/2009	Fleet Management Limited represented in Singapore by Fleet Ship Management Private Limited	Singapore Maritime Officers' Union	9.3.2009	2 years	10.8.2008 - 9.8.2010	40
54.	301/2008	NCS Communications Engineering Private Limited	Union of Telecoms Employees of Singapore	16.3.2009	3 years	1.7.2008 - 30.6.2011	178
55.	350/2008	Cummins Power Generation (S) Private Limited	United Workers of Electronic & Electrical Industries	16.3.2009	2 years	1.1.2008 - 31.12.2009	69

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
56.	42/2009	GBLT Shipmanagement Private Limited	Singapore Organisation of Seamen	16.3.2009	2 years	15.11.2008 - 14.11.2010	179
57.	46/2009	Clouet Trading Private Limited	The Singapore Manual & Mercantile Workers' Union	16.3.2009	3 years	1.1.2009 - 31.12.2011	13
58.	48/2009	TCL Thomson Electronics Singapore Private Limited	United Workers of Electronic & Electrical Industries	16.3.2009	3 years	1.7.2008 - 30.6.2011	1
59.	49/2009	Singapore Safety Driving Centre Limited	Singapore Industrial & Services Employees Union	16.3.2009	3 years	1.7.2008 - 30.6.2011	192
60.	18/2009	Hongkong Land (Singapore) Private Limited	Building Construction And Timber Industries Employees' Union	20.3.2009	2 years	1.1.2009 - 31.12.2010	20
61.	26/2009	Tesa Tape Asia Pacific Private Limited	Chemical Industries Employees Union	20.3.2009	3 years	1.1.2009 - 31.12.2011	79
62.	44/2009	Berger Paints Singapore Private Limited	Chemical Industries Employees Union	20.3.2009	3 years	1.1.2008 - 31.12.2010	31
63.	53/2009	EMS Ship Management (Singapore) Private Limited	Singapore Maritime Officers' Union	20.3.2009	3 years	1.1.2009 - 31.12.2011	78
64.	54/2009	EMS Ship Management (Singapore) Private Limited	Singapore Maritime Officers' Union	20.3.2009	3 years	1.1.2009 - 31.12.2011	142

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
65.	55/2009	Pacific International Lines (Private) Limited	Singapore Industrial & Services Employees Union	20.3.2009	2 years	1.1.2009 - 31.12.2010	66
66.	22/2009	NTUC First Campus Co-operative Limited	Education Services Union	24.3.2009	3 years	1.1.2009 - 31.12.2011	570
67.	56/2009	Societe Des Matieres Premieres Tropicales Private Limited	The Singapore Manual & Mercantile Workers' Union	24.3.2009	3 years	1.8.2008 - 31.7.2011	7
68.	58/2009	CTS Singapore Private Limited	United Workers of Electronic & Electrical Industries	24.3.2009	3 years	1.8.2008 - 31.7.2011	63
69.	211/2008	Marina Centre Holdings Private Limited ("MCH") and Management Corporation Strata Title Plan No. 2190 ("MC")	Union of Security Employees	27.3.2009	3 years	1.1.2008 - 31.12.2010	24
70.	20/2009	Tanker Pacific Management (Singapore) Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	27.3.2009	2 years	1.1.2009 - 31.12.2010	200
71.	43/2009	Heraeus Shin-Etsu Quartz Singapore Private Limited	Chemical Industries Employees Union	27.3.2009	2 years	1.10.2008 - 30.9.2010	10
72.	50/2009	NOK Asia Company Private Limited	The Metal Industries Workers' Union	27.3.2009	3 years	1.1.2009 - 31.12.2011	89

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
73.	51/2009	NOK Precision Component Singapore Private Limited	The Metal Industries Workers' Union	27.3.2009	3 years	1.1.2009 - 31.12.2011	37
74.	52/2009	Asahi Kasei Plastics Singapore Private Limited	Chemical Industries Employees Union	27.3.2009	3 years	1.7.2008 - 30.6.2011	34
75.	57/2009	Kose Singapore Private Limited	Singapore Industrial & Services Employees Union	2.4.2009	2 years	1.1.2009 - 31.12.2010	49
76.	63/2009	Foster Electric (Singapore) Private Limited	United Workers of Electronic & Electrical Industries	2.4.2009	3 years	1.10.2008 - 30.9.2011	5
77.	40/2009	Pacific King Shipmanagement Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	8.4.2009	2 years	14.11.2008 - 13.11.2010	54
78.	47/2009	Singapore Polytechnic	Amalgamated Union of Public Employees	8.4.2009	3 years	13.2.2009 - 12.2.2012	192
79.	62/2009	Shashlik Restaurant Private Limited	Food, Drinks And Allied Workers' Union	8.4.2009	3 years	1.7.2007 - 30.6.2010	7
80.	66/2009	Aceline Shipmanagement Private Limited	Singapore Organisation of Seamen	8.4.2009	2 years	1.2.2009 - 31.1.2011	21
81.	68/2009	Viquest Engineering Private Limited	Chemical Industries Employees Union	8.4.2009	2 years	1.1.2009 - 31.12.2010	19

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
82.	69/2009	Corteco Asia Company Private Limited	The Metal Industries Workers' Union	15.4.2009	3 years	1.1.2009 - 31.12.2011	19
83.	72/2009	Sembcorp Industries Limited (SUT Division), Sembcorp Industries Limited (PPU Division) and Sembcorp Cogen Private Limited	Union of Power and Gas Employees	15.4.2009	3 years	1.7.2008 - 30.6.2011	99
84.	59/2009	Cosco (Singapore) Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	24.4.2009	3 years	1.1.2009 - 31.12.2011	120
85.	64/2009	Kanematsu Corporation	The Singapore Manual & Mercantile Workers' Union	24.4.2009	3 years	1.1.2009 - 31.12.2011	7
86.	73/2009	Inland Revenue Authority of Singapore	Inland Revenue Authority of Singapore Staff Union	24.4.2009	3 years	26.9.2008 - 25.9.2011	610
87.	74/2009	Leica Instruments (Singapore) Private Limited	The Metal Industries Workers' Union	24.4.2009	3 years	1.1.2009 - 31.12.2011	184
88.	37/2009	Azuma Engineering (S) Private Limited	Shipbuilding And Marine Engineering Employees' Union	27.4.2009	3 years	1.1.2008 - 31.12.2010	9
89.	60/2009	Societe Air France	The Singapore Manual & Mercantile Workers' Union	27.4.2009	3 years	1.4.2008 - 31.3.2011	12

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
90.	65/2009	Goodrich Aerostructures Service Center - Asia Private Limited	Singapore Industrial & Services Employees Union	27.4.2009	3 years	1.1.2009 - 31.12.2011	153
91.	75/2009	The Hongkong and Shanghai Banking Corporation Limited	Singapore Bank Officers' Association	27.4.2009	3 years	1.1.2007 - 31.12.2009	39
92.	61/2009	KLM Royal Dutch Airlines	The Singapore Manual & Mercantile Workers' Union	5.5.2009	3 years	1.4.2008 - 31.3.2011	45
93.	70/2009	Standard Form Group of Companies (Standard Form Private Limited, CF Printers Private Limited, Quepac Pte Ltd and A&P Co-ordinator Private Limited)	Building Construction And Timber Industries Employees' Union	5.5.2009	2 years	1.1.2009 - 31.12.2010	55
94.	71/2009	Singapore Cricket Club	The Singapore Catering Services, Staff & Workers' Trade Union	5.5.2009	3 years	1.1.2009 - 31.12.2011	51
95.	79/2009	ABN AMRO Bank N. V.	Singapore Bank Employees' Union	5.5.2009	3 years	1.1.2009 - 31.12.2011	40
96.	84/2009	Scomi Oms Oilfield Services Private Limited	Shipbuilding And Marine Engineering Employees' Union	5.5.2009	3 years	1.5.2008 - 30.4.2011	9
97.	81/2009	New Asian Shipping Company Limited Hong Kong represented in Singapore by Sinsplax Private Limited	Singapore Maritime Officers' Union	8.5.2009	3 years	1.2.2009 - 31.1.2012	9

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
98.	82/2009	Zeal Ocean International Private Limited	Singapore Maritime Officers' Union	8.5.2009	3 years	22.3.2009 - 21.3.2012	9
99.	86/2009	Fuji Oil (Singapore) Private Limited	Food, Drinks And Allied Workers' Union	8.5.2009	3 years	1.10.2008 - 30.9.2011	50
100.	87/2009	Vanguard Shipmanagement (S) Private Limited	Singapore Organisation of Seamen	8.5.2009	3 years	15.4.2008 - 14.4.2011	40
101.	89/2009	Island View Shipping International Private Limited represented by Celeste Holding Private Limited	Singapore Organisation of Seamen	8.5.2009	2 years 10 months 26 days	6.2.2009 - 31.12.2011	11
102.	78/2009	Singapore Airlines Limited	Air Line Pilots Association - Singapore	12.5.2009	3 years	1.11.2008 - 31.10.2011	1,791
103.	80/2009	Singapore Airlines Cargo Private Limited	Singapore Airlines Staff Union	12.5.2009	3 years	1.1.2008 - 31.12.2010	140
104.	91/2009	Shine Security Agency Private Limited	Union of Security Employees	18.5.2009	3 years	1.4.2009 - 31.3.2012	14
105.	96/2009	Island View Shipping International Private Limited represented by Celeste Holding Private Limited	Singapore Maritime Officers' Union	18.5.2009	2 years 10 months 26 days	6.2.2009 - 31.12.2011	9
106.	97/2009	Western Shipping Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	18.5.2009	2 years	20.4.2009 - 19.4.2011	22

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
107.	99/2009	Misc Agencies (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	18.5.2009	3 years	1.1.2009 - 31.12.2011	30
108.	92/2009	Schaefer Systems International Private Limited	Singapore Industrial & Services Employees Union	22.5.2009	3 years	1.1.2009 - 31.12.2011	1
109.	93/2009	JVC Asia Private Limited	United Workers of Electronic & Electrical Industries	25.5.2009	3 years	1.1.2009 - 31.12.2011	7
110.	94/2009	Intercontinental Singapore	Food, Drinks And Allied Workers' Union	25.5.2009	3 years	1.7.2008 - 30.6.2011	69
111.	101/2009	Carlsberg Singapore Private Limited	Singapore Industrial & Services Employees Union	25.5.2009	3 years	1.1.2009 - 31.12.2011	33
112.	103/2009	Science Centre Singapore	Amalgamated Union of Public Employees	25.5.2009	3 years	1.5.2009 - 30.4.2012	23
113.	104/2009	Belships Management (Singapore) Private Limited	Singapore Maritime Officers' Union	25.5.2009	2 years	24.4.2009 - 23.4.2011	10
114.	105/2009	Jotun (Singapore) Private Limited	Chemical Industries Employees Union	25.5.2009	2 years	1.1.2009 - 31.12.2010	21
115.	107/2009	Kechapi Private Limited owner of Garden Hotel	Food, Drinks And Allied Workers' Union	29.5.2009	3 years	1.4.2008 - 31.3.2011	30

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
116.	108/2009	Pacific International Lines (Private) Limited	Singapore Maritime Officers' Union	29.5.2009	2 years 9 months	1.4.2009 - 31.12.2011	140
117.	88/2009	Wallenius Marine Singapore Private Limited	Singapore Organisation of Seamen	4.6.2009	3 years	1.1.2009 - 31.12.2011	117
118.	76/2009	Ameron (Private) Limited	Building Construction And Timber Industries Employees' Union	10.6.2009	2 years	1.10.2008 - 30.9.2010	53
119.	83/2009	Vopak Terminals Singapore Private Limited	United Workers of Petroleum Industry	10.6.2009	3 years	1.1.2009 - 31.12.2011	91
120.	100/2009	Safe2Travel Private Limited	The Singapore Manual & Mercantile Workers' Union	10.6.2009	3 years	1.1.2009 - 31.12.2011	14
121.	117/2009	Chiyoda Singapore (Private) Limited	Singapore Industrial & Services Employees Union	10.6.2009	3 years	1.5.2008 - 30.4.2011	8
122.	45/2009	Croda Singapore Private Limited	Chemical Industries Employees Union	15.6.2009	3 years	1.1.2008 - 31.12.2010	54
123.	77/2009	Veritas Geophysical (Asia Pacific) Private Limited	Singapore Industrial & Services Employees Union	15.6.2009	3 years	1.1.2007 - 31.12.2009	32
124.	106/2009	Manulife (Singapore) Private Limited	Singapore Insurance Employees' Union	15.6.2009	3 years	1.1.2009 - 31.12.2011	40

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
125.	111/2009	Goodwood Park Hotel Limited	Food, Drinks And Allied Workers' Union	15.6.2009	3 years	1.7.2007 - 30.6.2010	28
126.	127/2009	Aggreko (Singapore) Private Limited	United Workers of Electronic & Electrical Industries	15.6.2009	3 years	1.7.2008 - 30.6.2011	5
127.	95/2009	NK Chemicals Private Limited	Chemical Industries Employees Union	22.6.2009	2 years	1.1.2009 - 31.12.2010	6
128.	110/2009	Sunward Pharmaceutical Private Limited	Chemical Industries Employees Union	22.6.2009	2 years	1.1.2008 - 31.12.2009	22
129.	129/2009	Kone Private Limited	Singapore Industrial & Services Employees Union	22.6.2009	3 years	1.1.2009 - 31.12.2011	42
130.	131/2009	Richy Maritime Private Limited	Singapore Maritime Officers' Union	22.6.2009	2 years 7 months 7 days	25.5.2009 - 31.12.2011	9
131.	133/2009	BW Fleet Management Private Limited	Singapore Maritime Officers' Union	22.6.2009	2 years	1.4.2009 - 31.3.2011	90
132.	135/2009	Sharp-Roxy Sales (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	22.6.2009	2 years	1.8.2008 - 31.7.2010	36
133.	138/2009	Glaxosmithkline Private Limited	Food, Drinks And Allied Workers' Union	22.6.2009	3 years	1.10.2008 - 30.9.2011	2

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
134.	139/2009	Gas Services International (S) Private Limited	The Metal Industries Workers' Union	22.6.2009	3 years	1.1.2009 - 31.12.2011	10
135.	102/2009	Chevron Singapore Private Limited and Chevron International Private Limited	United Workers of Petroleum Industry	29.6.2009	3 years	1.1.2009 - 31.12.2011	36
136.	120/2009	Mitsubishi Elevator (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	29.6.2009	3 years	1.1.2009 - 31.12.2011	166
137.	123/2009	Jurong Town Corporation	Amalgamated Union of Public Employees	29.6.2009	3 years	18.5.2009 - 17.5.2012	288
138.	132/2009	Wallenius Marine Singapore Private Limited	Singapore Maritime Officers' Union	29.6.2009	3 years	1.1.2009 - 31.12.2011	117
139.	67/2009	V. Ships (Asia) Private Limited	Singapore Organisation of Seamen	8.7.2009	3 years	22.8.2008 - 21.8.2011	30
140.	114/2009	ST Aerospace Supplies Private Limited	Singapore Industrial & Services Employees Union	8.7.2009	3 years	1.1.2008 - 31.12.2010	177
141.	115/2009	ST Aerospace Engineering Private Limited	Singapore Industrial & Services Employees Union	8.7.2009	3 years	1.1.2008 - 31.12.2010	630
142.	116/2009	ST Aerospace Engines Private Limited	Singapore Industrial & Services Employees Union	8.7.2009	3 years	1.1.2008 - 31.12.2010	245
143.	146/2009	Pacific International Lines (Private) Limited	Singapore Organisation of Seamen	8.7.2009	2 years 9 months	1.4.2009 - 31.12.2011	280

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
144.	147/2009	DNT Singapore Private Limited	Chemical Industries Employees Union	8.7.2009	3 years	1.5.2009 - 30.4.2012	20
145.	149/2009	Unix Line Private Limited	Singapore Maritime Officers' Union	8.7.2009	2 years	1.5.2009 - 30.4.2011	22
146.	85/2009	One Marina Property Services Private Limited	Building Construction And Timber Industries Employees' Union	10.7.2009	3 years	1.1.2009 - 31.12.2011	79
147.	90/2009	Sumitomo Bakelite (S) Private Limited	Chemical Industries Employees Union	10.7.2009	3 years	1.7.2008 - 30.6.2011	26
148.	112/2009	ST Aviation Services Company Private Limited	Singapore Industrial & Services Employees Union	10.7.2009	3 years	1.1.2008 - 31.12.2010	336
149.	113/2009	ST Aerospace Systems Private Limited	Singapore Industrial & Services Employees Union	10.7.2009	3 years	1.1.2008 - 31.12.2010	241
150.	119/2009	Schenker Singapore (Private) Limited	The Singapore Manual & Mercantile Workers' Union	10.7.2009	3 years	1.9.2008 - 31.8.2011	33
151.	124/2009	York Hotel Private Limited	Food, Drinks And Allied Workers' Union	10.7.2009	3 years	1.7.2008 - 30.6.2011	109
152.	141/2009	Teijin Polycarbonate Singapore Private Limited	Chemical Industries Employees Union	10.7.2009	2 years	1.4.2009 - 31.3.2011	78
153.	150/2009	Asia Offshore Services Private Limited	Building Construction And Timber Industries Employees' Union	10.7.2009	2 years	1.1.2009 - 31.12.2010	14

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
154.	155/2009	JVC Electronics Singapore Private Limited	United Workers of Electronic & Electrical Industries	10.7.2009	3 years	1.7.2009 - 30.6.2012	52
155.	109/2009	Sumitomo Corporation Asia Private Limited	The Singapore Manual & Mercantile Workers' Union	13.7.2009	3 years	1.4.2009 - 31.3.2012	34
156.	121/2009	Oiltanking Odfjell Terminal Singapore Private Limited	United Workers of Petroleum Industry	20.7.2009	3 years	1.1.2009 - 31.12.2011	18
157.	122/2009	Oiltanking Singapore Limited	United Workers of Petroleum Industry	20.7.2009	3 years	1.1.2009 - 31.12.2011	19
158.	125/2009	Management Corporation Strata Title Plan No. 2137	Singapore Industrial & Services Employees Union	20.7.2009	3 years	1.1.2009 - 31.12.2011	22
159.	130/2009	Ben Foods (S) Private Limited	Food, Drinks And Allied Workers' Union	20.7.2009	3 years	1.1.2009 - 31.12.2011	37
160.	134/2009	Wallem Shipmanagement Limited represented in Singapore by Wallem Shipping (S) Private Limited	Singapore Maritime Officers' Union	20.7.2009	2 years 7 months	1.6.2009 - 31.12.2011	20
161.	137/2009	MOL Tankship Management (Europe) Limited represented by Phoenix Tanker Private Limited	Singapore Maritime Officers' Union	20.7.2009	2 years	1.6.2009 - 31.5.2011	10
162.	142/2009	Hitachi Transport System (Asia) Private Limited	Singapore Industrial & Services Employees Union	20.7.2009	3 years	1.8.2007 - 31.7.2010	29

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
163.	143/2009	AEI Corporation Limited	The Metal Industries Workers' Union	20.7.2009	3 years	1.1.2009 - 31.12.2011	75
164.	144/2009	Royal & Sun Alliance Insurance PLC	Singapore Insurance Employees' Union	20.7.2009	3 years	1.1.2009 - 31.12.2011	20
165.	145/2009	Millennium & Copthorne International Limited trading as Copthorne King's Hotel Singapore	Food, Drinks And Allied Workers' Union	20.7.2009	2 years 1 month	1.12.2007 - 31.12.2009	30
166.	148/2009	National Environment Agency	Amalgamated Union of Public Employees	20.7.2009	3 years	1.5.2009 - 30.4.2012	1,273
167.	153/2009	Chubb Singapore Private Limited	Union of Security Employees	20.7.2009	3 years	1.5.2009 - 30.4.2012	64
168.	156/2009	Belships Management (Singapore) Private Limited	Singapore Organisation of Seamen	20.7.2009	2 years	24.4.2009 - 23.4.2011	11
169.	157/2009	Blue Marine Management (Private) Limited	Singapore Organisation of Seamen	20.7.2009	2 years 12 days	19.4.2009 - 30.4.2011	12
170.	158/2009	EMS Ship Management (Singapore) Private Limited	Singapore Organisation of Seamen	20.7.2009	3 years	1.1.2009 - 31.12.2011	380
171.	159/2009	Unix Line Private Limited	Singapore Organisation of Seamen	20.7.2009	2 years	1.5.2009 - 30.4.2011	22
172.	160/2009	Kusatsu Electric Singapore Private Limited	United Workers of Electronic & Electrical Industries	20.7.2009	2 years	1.7.2008 - 30.6.2010	18

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
173.	161/2009	Hotel Rendezvous Private Limited	Food, Drinks And Allied Workers' Union	20.7.2009	3 years	1.1.2009 - 31.12.2011	30
174.	165/2009	Fujifilm Hunt Chemicals Singapore Private Limited	Chemical Industries Employees Union	20.7.2009	3 years	1.4.2009 - 31.3.2012	16
175.	136/2009	Ace Insurance Limited	Singapore Insurance Employees' Union	21.7.2009	3 years	1.1.2009 - 31.12.2011	7
176.	154/2009	Numonyx Private Limited	United Workers of Electronic & Electrical Industries	21.7.2009	3 years	1.1.2009 - 31.12.2011	188
177.	167/2009	Eastern Pretech Private Limited	Building Construction And Timber Industries Employees' Union	21.7.2009	2 years	1.1.2009 - 31.12.2010	8
178.	169/2009	Ngee Ann Polytechnic	The Singapore Manual & Mercantile Workers' Union	22.7.2009	3 years	1.1.2009 - 31.12.2011	139
179.	175/2009	Capitaland Retail Limited	Singapore Industrial & Services Employees Union	22.7.2009	3 years	1.7.2009 - 30.6.2012	91
180.	176/2009	Capitaland Commercial Limited	Singapore Industrial & Services Employees Union	22.7.2009	3 years	1.7.2009 - 30.6.2012	117
181.	118/2009	India International Insurance Private Limited	Singapore Insurance Employees' Union	27.7.2009	3 years	1.1.2009 - 31.12.2011	18

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Parties

Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
182.	152/2009	Cegelec Private Limited	The Metal Industries Workers' Union	27.7.2009	3 years	1.4.2009 - 31.3.2012	3
183.	164/2009	GP Batteries International Limited	United Workers of Electronic & Electrical Industries	27.7.2009	3 years	1.4.2008 - 31.3.2011	3
184.	173/2009	National Oilwell Private Limited	Shipbuilding And Marine Engineering Employees' Union	27.7.2009	3 years	1.3.2009 - 28.2.2012	27
185.	177/2009	Capitaland Limited	Singapore Industrial & Services Employees Union	27.7.2009	3 years	1.7.2009 - 30.6.2012	1
186.	178/2009	Capitaland Residential Singapore Private Limited	Singapore Industrial & Services Employees Union	27.7.2009	3 years	1.7.2009 - 30.6.2012	5
187.	179/2009	Millennium & Copthorne International Limited trading as Grand Copthorne Waterfront Hotel Singapore	Food, Drinks And Allied Workers' Union	27.7.2009	3 years	1.1.2008 - 31.12.2010	30
188.	182/2009	Casio Singapore Private Limited	United Workers of Electronic & Electrical Industries	27.7.2009	3 years	1.1.2009 - 31.12.2011	1
189.	126/2009	Kikkoman (S) Private Limited	Food, Drinks And Allied Workers' Union	30.7.2009	3 years	1.7.2008 - 30.6.2011	23
190.	180/2009	YCH Distripark (Private) Limited	National Transport Workers' Union	30.7.2009	3 years	1.1.2009 - 31.12.2011	33
191.	181/2009	YCH Global Logistics Private Limited	National Transport Workers' Union	30.7.2009	3 years	1.1.2009 - 31.12.2011	14

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
192.	184/2009	PACC Singapore Ship Managers Private Limited (a member of PCL Group)	Singapore Maritime Officers' Union	30.7.2009	3 years	1.7.2009 - 30.6.2012	15
193.	187/2009	Richy Maritime Private Limited	Singapore Organisation of Seamen	30.7.2009	2 years 7 months 7 days	25.5.2009 - 31.12.2011	9
194.	168/2009	Setsco Services Private Limited	National Transport Workers' Union	4.8.2009	3 years	1.1.2009 - 31.12.2011	19
195.	170/2009	Makino Asia Private Limited	The Metal Industries Workers' Union	4.8.2009	3 years	1.5.2009 - 30.4.2012	163
196.	172/2009	Panasonic Factory Solutions Asia Pacific Private Limited	United Workers of Electronic & Electrical Industries	4.8.2009	3 years	1.1.2009 - 31.12.2011	38
197.	185/2009	PSM Perkapalan Sendirian Berhad represented in Singapore by PACC Ship Managers Private Limited	Singapore Maritime Officers' Union	4.8.2009	3 years	1.7.2009 - 30.6.2012	400
198.	186/2009	Universal Integrated Corporation Consumer Products Private Limited	Chemical Industries Employees Union	4.8.2009	2 years	1.7.2009 - 30.6.2011	29
199.	188/2009	MOL Tankship Management (Europe) Limited represented in Singapore by Phoenix Tankers Private Limited	Singapore Organisation of Seamen	4.8.2009	2 years	9.6.2009 - 8.6.2011	24
200.	189/2009	Pusaka Laut Private Limited	Singapore Organisation of Seamen	4.8.2009	2 years	1.1.2009 - 31.12.2010	20

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
201.	190/2009	Singa Star Private Limited	Singapore Organisation of Seamen	4.8.2009	2 years	1.1.2009 - 31.12.2010	50
202.	191/2009	Foscon Shipmanagement Inc. represented in Singapore by Regional Shipping Services Private Limited	Singapore Organisation of Seamen	4.8.2009	3 years	1.6.2009 - 31.5.2012	56
203.	195/2009	Maersk Singapore Private Limited, APM Global Logistics Singapore Private Limited, MCC Transport Singapore Private Limited, Safmarine Asia Private Limited and AP Moller Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	4.8.2009	3 years	1.7.2008 - 30.6.2011	59
204.	198/2009	First DCS (Private) Limited	Singapore Industrial & Services Employees Union	4.8.2009	3 years	1.7.2009 - 30.6.2012	18
205.	171/2009	Intellectual Property Office of Singapore	Amalgamated Union of Statutory Board Employees	5.8.2009	3 years	1.7.2009 - 30.6.2012	29
206.	199/2009	Institute of Technical Education	Amalgamated Union of Public Employees	5.8.2009	3 years	1.7.2009 - 30.6.2012	225
207.	140/2009	National University Hospital Private Limited	Healthcare Services Employees' Union	14.8.2009	3 years	1.4.2009 - 31.3.2012	4,125
208.	151/2009	United World College of South East Asia	Education Services Union	14.8.2009	3 years	1.7.2008 - 30.6.2011	127

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Parties

Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
209.	203/2009	Automobile Association of Singapore	The Singapore Manual & Mercantile Workers' Union	14.8.2009	3 years	1.1.2008 - 31.12.2010	58
210.	206/2009	Western Shipping Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	14.8.2009	2 years	31.7.2009 - 30.7.2011	20
211.	208/2009	NTUC Healthcare Cooperative Limited	Singapore Industrial & Services Employees Union	14.8.2009	3 years	1.1.2009 - 31.12.2011	204
212.	163/2009	Inspectorate (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	17.8.2009	3 years	1.1.2009 - 31.12.2011	6
213.	207/2009	Western Shipping Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	17.8.2009	2 years	24.7.2009 - 23.7.2011	16
214.	212/2009	The Singapore Sports Council	Amalgamated Union of Public Daily Rated Workers	17.8.2009	3 years	1.6.2009 - 31.5.2012	32
215.	213/2009	Toshiba TEC Singapore Private Limited	United Workers of Electronic & Electrical Industries	17.8.2009	3 years	1.7.2009 - 30.6.2012	145
216.	214/2009	RCMS Properties Private Limited a subsidiary of Pontiac Marina Private Limited and trading as The Ritz-Carlton, Millenia Singapore	Food, Drinks And Allied Workers' Union	17.8.2009	3 years	1.1.2008 - 31.12.2010	78

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
217.	209/2009	TCG Rengo (S) Limited	Building Construction And Timber Industries Employees' Union	20.8.2009	3 years	1.7.2009 - 30.6.2012	105
218.	215/2009	Cathay Pacific Airways Limited	The Singapore Manual & Mercantile Workers' Union	20.8.2009	3 years	1.1.2009 - 31.12.2011	40
219.	217/2009	The American Club	Food, Drinks And Allied Workers' Union	20.8.2009	3 years	1.7.2008 - 30.6.2011	106
220.	218/2009	Tanker Pacific Management (Singapore) Private Limited	Singapore Maritime Officers' Union	20.8.2009	3 years	1.8.2009 - 31.7.2012	250
221.	174/2009	NTUC Fairprice Co-operative Limited	Food, Drinks And Allied Workers' Union	28.8.2009	3 years	1.7.2008 - 30.6.2011	3,532
222.	183/2009	Damen Shipyards Singapore Private Limited	Shipbuilding And Marine Engineering Employees' Union	28.8.2009	3 years	1.7.2009 - 30.6.2012	72
223.	193/2009	Singapore Technologies Kinetics Group of Companies	The Singapore Manual & Mercantile Workers' Union	28.8.2009	3 years	1.7.2009 - 30.6.2012	527
224.	194/2009	ST Synthesis Private Limited	The Singapore Manual & Mercantile Workers' Union	28.8.2009	3 years	1.7.2009 - 30.6.2012	16
225.	196/2009	HPL Properties Private Limited trading as the Four Seasons Hotel Singapore	Food, Drinks And Allied Workers' Union	28.8.2009	3 years	1.7.2008 - 30.6.2011	59

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
226.	197/2009	ISK Singapore Private Limited	Chemical Industries Employees Union	28.8.2009	2 years	1.7.2008 - 30.6.2010	76
227.	211/2009	SB Darron Private Limited	Shipbuilding And Marine Engineering Employees' Union	28.8.2009	3 years	16.7.2009 - 15.7.2012	10
228.	225/2009	Movitex Signs & Systems (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	28.8.2009	3 years	1.7.2009 - 30.6.2012	2
229.	226/2009	MWM Asia Pacific Private Limited	The Singapore Manual & Mercantile Workers' Union	28.8.2009	3 years	1.7.2009 - 30.6.2012	13
230.	227/2009	Lea Hin Co (Metal Factory) Private Limited	The Metal Industries Workers' Union	28.8.2009	3 years	1.7.2009 - 30.6.2012	4
231.	229/2009	Bernhard Schulte Shipmanagement (Cyprus) Limited represented in Singapore by Bernhard Schulte Shipmanagement (Singapore) Private Limited	Singapore Maritime Officers' Union	28.8.2009	2 years	18.5.2009 - 17.5.2011	250
232.	233/2009	Anglo-Eastern Shipmanagement (S) Private Limited	Singapore Maritime Officers' Union	28.8.2009	3 years	16.8.2009 - 15.8.2012	12
233.	235/2009	Tac-Tokyo Aircargo (Sin) Private Limited	The Singapore Manual & Mercantile Workers' Union	28.8.2009	2 years	26.6.2009 - 25.6.2011	5

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Parties

Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
234.	166/2009	Sumidurez Singapore Private Limited	Chemical Industries Employees Union	1.9.2009	3 years	1.4.2009 - 31.3.2012	12
235.	200/2009	Diethelm Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	1.9.2009	3 years	1.7.2009 - 30.6.2012	138
236.	202/2009	IDS Logistics Services Private Limited	The Singapore Manual & Mercantile Workers' Union	1.9.2009	3 years	1.7.2008 - 30.6.2011	55
237.	204/2009	Casa (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	1.9.2009	3 years	1.7.2009 - 30.6.2012	36
238.	236/2009	New Asian Shipping Company Limited Hong Kong represented in Singapore by Sierra Shipping Private Limited	Singapore Maritime Officers' Union	1.9.2009	3 years	1.2.2009 - 31.1.2012	9
239.	205/2009	Fortune Food Manufacturing Private Limited	Food, Drinks And Allied Workers' Union	4.9.2009	3 years	1.1.2009 - 31.12.2011	38
240.	221/2009	Holiday Inn Atrium Singapore	Food, Drinks And Allied Workers' Union	4.9.2009	3 years	1.7.2009 - 30.6.2012	75
241.	231/2009	Leung Kai Fook Medical Company (Private) Limited	Chemical Industries Employees Union	4.9.2009	3 years	1.6.2009 - 31.5.2012	17
242.	239/2009	Ikano Private Limited	Building Construction And Timber Industries Employees' Union	4.9.2009	2 years	1.9.2008 - 31.8.2010	293

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Parties

Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
243.	243/2009	YHS (Singapore) Private Limited	Food, Drinks And Allied Workers' Union	4.9.2009	3 years	1.9.2008 - 31.8.2011	99
244.	244/2009	LHT Holdings Limited	Building Construction And Timber Industries Employees' Union	4.9.2009	2 years	1.1.2009 - 31.12.2010	70
245.	210/2009	Sembcorp Environment Private Limited	Building Construction And Timber Industries Employees' Union	11.9.2009	3 years	1.7.2009 - 30.6.2012	7
246.	219/2009	Keppel FELS Limited	Keppel FELS Employees Union	11.9.2009	3 years	1.7.2009 - 30.6.2012	3974
247.	223/2009	Tyco Fire, Security & Services Private Limited	Singapore Industrial & Services Employees Union	11.9.2009	3 years	1.7.2007 - 30.6.2010	82
248.	228/2009	Toll Offshore Petroleum Services Private Limited	United Workers of Petroleum Industry	11.9.2009	2 years	1.7.2009 - 30.6.2011	61
249.	230/2009	Wilson Cables Private Limited	United Workers of Electronic & Electrical Industries	11.9.2009	3 years	1.7.2009 - 30.6.2012	21
250.	245/2009	United Packaging Industries Private Limited	Building Construction And Timber Industries Employees' Union	11.9.2009	2 years	1.7.2009 - 30.6.2011	41
251.	220/2009	Philippine Airlines	The Singapore Manual & Mercantile Workers' Union	18.9.2009	3 years	1.1.2009 - 31.12.2011	18
252.	224/2009	American Express Travel (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	18.9.2009	3 years	1.7.2009 - 30.6.2012	37

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Parties

Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
253.	237/2009	Hong Lam Marine Private Limited	Singapore Maritime Officers' Union	18.9.2009	2 years	1.7.2009 - 30.6.2011	20
254.	238/2009	Dongkuk Marine Co Limited represented in Singapore by Kist Engineering Private Limited	Singapore Maritime Officers' Union	18.9.2009	2 years	15.6.2009 - 14.6.2011	10
255.	240/2009	San's Tours & Car Rentals	National Transport Workers' Union	18.9.2009	3 years	1.7.2009 - 30.6.2012	12
256.	246/2009	China Airlines Limited	The Singapore Manual & Mercantile Workers' Union	18.9.2009	3 years	1.1.2009 - 31.12.2011	30
257.	247/2009	Cycle & Carriage Industries Private Limited, Cycle & Carriage Automotive Private Limited, Cycle & Carriage KIA Private Limited, Cycle & Carriage France Private Limited	The Singapore Manual & Mercantile Workers' Union	18.9.2009	3 years	1.1.2009 - 31.12.2011	358
258.	250/2009	Nanyang Polytechnic	Amalgamated Union of Public Employees	18.9.2009	3 years	1.8.2009 - 31.7.2012	69
259.	251/2009	Masterbulk Private Limited	Singapore Maritime Officers' Union	18.9.2009	2 years	1.1.2009 - 31.12.2010	252
260.	252/2009	Mercator Lines (Singapore) Limited	Singapore Organisation of Seamen	18.9.2009	2 years	15.1.2009 - 14.1.2011	120
261.	253/2009	Tanker Pacific Management (Singapore) Private Limited	Singapore Organisation of Seamen	18.9.2009	2 years 7 months	1.1.2009 - 31.7.2011	350

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
262.	254/2009	Dongkuk Marine Co. Limited represented in Singapore by Kist Engineering Private Limited	Singapore Organisation of Seamen	23.9.2009	2 years	15.6.2009 - 14.6.2011	10
263.	255/2009	Masterbulk Private Limited	Singapore Organisation of Seamen	23.9.2009	2 years	1.1.2009 - 31.12.2010	3024
264.	256/2009	I.M. Skaugen Marine Services Private Limited	Singapore Organisation of Seamen	23.9.2009	2 years	1.5.2009 - 30.4.2011	236
265.	216/2009	Panasonic Electronic Devices Singapore Private Limited	United Workers of Electronic & Electrical Industries	30.9.2009	3 years	1.7.2008 - 30.6.2011	166
266.	242/2009	GE (USA) Controls Private Limited	United Workers of Electronic & Electrical Industries	30.9.2009	3 years	1.7.2009 - 30.6.2012	95
267.	248/2009	Heraeus Materials Singapore Private Limited	United Workers of Electronic & Electrical Industries	30.9.2009	3 years	1.8.2009 - 31.7.2012	61
268.	258/2009	Anglo Eastern Shipmanagement (S) Private Limited	Singapore Organisation of Seamen	30.9.2009	3 years	16.8.2009 - 15.8.2012	13
269.	259/2009	F&N Foods Private Limited	Food, Drinks And Allied Workers' Union	30.9.2009	3 years	1.1.2009 - 31.12.2011	96
270.	261/2009	Sumicarrier Singapore Private Limited	Chemical Industries Employees Union	30.9.2009	3 years	1.9.2008 - 31.8.2011	38

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
271.	222/2009	CPG Corporation Group of Companies (CPG Corporation Private Limited, CPG Consultants Private Limited, CPG Facilities Management Private Limited, CPG Laboratories Private Limited, PMLink Private Limited, Construction Professionals Private Limited and Indeco Consortium Private Limited)	Building Construction And Timber Industries Employees' Union	9.10.2009	2 years	1.11.2008 - 31.10.2010	454
272.	241/2009	Infineum Singapore Private Limited	United Workers of Petroleum Industry	9.10.2009	3 years	1.7.2009 - 30.6.2012	59
273.	263/2009	BRC Asia Limited	Building Construction And Timber Industries Employees' Union	9.10.2009	2 years	1.1.2009 - 31.12.2010	74
274.	266/2009	MTQ Engineering Private Limited	Shipbuilding And Marine Engineering Employees' Union	9.10.2009	3 years	1.4.2009 - 31.3.2012	27
275.	269/2009	Leica Geosystems Technologies Private Limited	The Metal Industries Workers' Union	9.10.2009	2 years	1.7.2009 - 30.6.2011	42
276.	271/2009	Tanglin Trust School Limited	The Singapore Manual & Mercantile Workers' Union	9.10.2009	3 years	1.9.2009 - 31.8.2012	65
277.	272/2009	Cosco (Singapore) Private Limited	Singapore Maritime Officers' Union	9.10.2009	3 years	1.8.2009 - 31.7.2012	45
278.	201/2009	Harpers Trading (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	13.10.2009	3 years	1.7.2009 - 30.6.2012	24

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
279.	257/2009	Hong Lam Marine Private Limited	Singapore Organisation of Seamen	13.10.2009	2 years	1.7.2009 - 30.6.2011	18
280.	279/2009	Diners Club (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	13.10.2009	3 years	1.4.2007 - 31.3.2010	71
281.	281/2009	Alliance Cosmetics Private Limited	The Singapore Manual & Mercantile Workers' Union	13.10.2009	3 years	1.3.2009 - 28.2.2012	7
282.	232/2009	AFPD Private Limited	United Workers of Electronic & Electrical Industries	21.10.2009	3 years	1.7.2009 - 30.6.2012	95
283.	268/2009	Carrier Singapore (Private) Limited	Singapore Industrial & Services Employees Union	21.10.2009	3 years	1.9.2009 - 31.8.2012	3
284.	274/2009	United Premas Group of Companies (United Premas Limited, Premas Technologies Private Limited, Premas Valuers & Property Consultants Private Limited, Esmaco Private Limited, Esmaco Township Management Private Limited, Esmaco Valuers & Property Agents Private Limited)	Building Construction And Timber Industries Employees' Union	21.10.2009	2 years	1.5.2009 - 30.4.2011	524
285.	275/2009	Amax Precision (S) Private Limited	The Metal Industries Workers' Union	21.10.2009	2 years 3 months	1.10.2009 - 31.12.2011	22

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
286.	285/2009	JCL Building Materials Private Limited	Building Construction And Timber Industries Employees' Union	21.10.2009	3 years	1.1.2009 - 31.12.2011	48
287.	286/2009	Toa Corporation Group of Companies (Toa Coporation and Toa Harbor (S) Private Limited)	Building Construction And Timber Industries Employees' Union	21.10.2009	3 years	1.7.2009 - 30.6.2012	7
288.	287/2009	Grand Park City Hall	Food, Drinks And Allied Workers' Union	21.10.2009	2 years 4 months	1.9.2008 - 31.12.2010	13
289.	288/2009	Shop N Save Private Limited	Food, Drinks And Allied Workers' Union	21.10.2009	3 years	1.7.2008 - 30.6.2011	70
290.	289/2009	Jutha Maritime Public Co. Limited represented by Jutha Phakakrong Shipping Company Private Limited	Singapore Maritime Officers' Union	21.10.2009	3 years	1.9.2009 - 31.8.2012	8
291.	262/2009	Heidelberg Asia Private Limited	Singapore Industrial & Services Employees Union	22.10.2009	3 years	1.1.2009 - 31.12.2011	3
292.	264/2009	Toko Singapore Private Limited	United Workers of Electronic & Electrical Industries	22.10.2009	3 years	1.1.2009 - 31.12.2011	14
293.	267/2009	Carrier Singapore (Private) Limited	Singapore Industrial & Services Employees Union	22.10.2009	3 years	1.9.2009 - 31.8.2012	8
294.	273/2009	Singapore Cement Manufacturing Co. (Private) Limited	Building Construction And Timber Industries Employees' Union	22.10.2009	2 years	1.1.2009 - 31.12.2010	26

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
295.	283/2009	Japan Airlines International Company Limited	The Singapore Manual & Mercantile Workers' Union	22.10.2009	3 years	1.4.2008 - 31.3.2011	56
296.	284/2009	Union Containers (Private) Limited	Building Construction And Timber Industries Employees' Union	22.10.2009	3 years	1.1.2009 - 31.12.2011	36
297.	291/2009	Shiseido Singapore Company (Private) Limited	The Singapore Manual & Mercantile Workers' Union	22.10.2009	3 years	1.7.2009 - 30.6.2012	91
298.	293/2009	SL Ponie Private Limited	Singapore Industrial & Services Employees Union	22.10.2009	2 years	1.7.2009 - 30.6.2011	13
299.	295/2009	Merchant Quay Private Limited (trading as Swissôtel Merchant Court, Singapore)	Food, Drinks And Allied Workers' Union	22.10.2009	3 years	1.1.2008 - 31.12.2010	54
300.	290/2009	Fujitec Singapore Corporation Limited	United Workers of Electronic & Electrical Industries	23.10.2009	3 years	1.1.2009 - 31.12.2011	314
301.	192/2009	Wilhelmsen Ship Management Singapore Private Limited	Singapore Organisation of Seamen	27.10.2009	3 years	1.9.2008 - 31.8.2011	110
302.	277/2009	Panasonic AVC Networks Singapore Private Limited	United Workers of Electronic & Electrical Industries	27.10.2009	3 years	1.1.2009 - 31.12.2011	299
303.	278/2009	Nanyang Academy of Fine Arts	Education Services Union	27.10.2009	3 years	1.1.2009 - 31.12.2011	160

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
304.	297/2009	Kenwood Electronics Technologies (S) Private Limited	United Workers of Electronic & Electrical Industries	27.10.2009	3 years	1.6.2009 - 31.5.2012	80
305.	294/2009	Moet Hennessy Asia Pacific Private Limited	The Singapore Manual & Mercantile Workers' Union	4.11.2009	3 years	1.10.2009 - 30.9.2012	3
306.	296/2009	Cameron (Singapore) Private Limited	Shipbuilding And Marine Engineering Employees' Union	4.11.2009	2 years	1.7.2009 - 30.6.2011	289
307.	298/2009	Yang Ah Kang & Sons Private Limited	Building Construction And Timber Industries Employees' Union	4.11.2009	3 years	1.4.2009 - 30.3.2012	38
308.	299/2009	Anglo-Eastern U.K. Limited represented in Singapore by Anglo-Eastern Shipmanagement (Singapore) Private Limited	Singapore Maritime Officers' Union	4.11.2009	2 years	11.9.2009 - 10.9.2011	12
309.	300/2009	NOS Shipmanagement Private Limited	Singapore Maritime Officers' Union	4.11.2009	2 years	1.9.2009 - 31.8.2011	8
310.	234/2009	Yokogawa Electric Asia Private Limited and Yokogawa Engineering Asia Private Limited	United Workers of Electronic & Electrical Industries	10.11.2009	3 years	1.7.2009 - 30.6.2012	96
311.	280/2009	Siemens Medical Instruments Private Limited	United Workers of Electronic & Electrical Industries	10.11.2009	3 years	1.7.2009 - 30.6.2012	170
312.	301/2009	Epic Ship Management Private Limited	Singapore Maritime Officers' Union	10.11.2009	3 years	18.2.2009 - 17.2.2012	88

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
313.	303/2009	Panasonic Refrigeration Devices Singapore Private Limited	United Workers of Electronic & Electrical Industries	10.11.2009	2 years	1.7.2009 - 30.6.2011	1,259
314.	304/2009	SBS Transit Limited (a subsidiary of Comfortdelgro Corporation Limited)	National Transport Workers' Union	10.11.2009	2 years	1.7.2009 - 30.6.2011	5,202
315.	306/2009	Furama City Centre Singapore	Food, Drinks And Allied Workers' Union	10.11.2009	2 years 6 months	1.1.2009 - 30.6.2011	76
316.	307/2009	Philips Electronics Singapore Private Limited	United Workers of Electronic & Electrical Industries	10.11.2009	3 years	1.7.2009 - 30.6.2012	200
317.	260/2009	Mitsui & Company (Asia Pacific) Private Limited	The Singapore Manual & Mercantile Workers' Union	11.11.2009	3 years	1.1.2009 - 31.12.2011	99
318.	309/2009	Ishima International Shipmanagement Private Limited	Singapore Maritime Officers' Union	11.11.2009	3 years	23.8.2009 - 22.8.2012	30
319.	311/2009	MGE Asia Private Limited	Singapore Industrial & Services Employees Union	11.11.2009	3 years	1.1.2009 - 31.12.2011	10
320.	312/2009	Baker Oil Tools Asia Pacific division of Baker Hughes Singapore Private	Shipbuilding And Marine Engineering Employees' Union	11.11.2009	2 years	16.6.2009 - 15.6.2011	81
321.	313/2009	STX POS Ship Management Co. represented by STX Pan Ocean Singapore Private Limited	Singapore Maritime Officers' Union	11.11.2009	2 years	22.9.2009 - 21.9.2011	10

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
322.	317/2009	SIS '88 Private Limited	Food, Drinks And Allied Workers' Union	16.11.2009	2 years	1.1.2009 - 31.12.2010	2
323.	314/2009	Herning Shipping Asia Private Limited	Singapore Maritime Officers' Union	18.11.2009	2 years	1.6.2009 - 31.5.2011	56
324.	318/2009	SIS '88 Private Limited	Food, Drinks And Allied Workers' Union	18.11.2009	2 years	1.1.2009 - 31.12.2010	47
325.	319/2009	Sea-Shore Transportation Private Limited	National Transport Workers' Union	18.11.2009	3 years	1.7.2009 - 30.6.2012	27
326.	270/2009	United Air Lines Inc.	The Singapore Manual & Mercantile Workers' Union	19.11.2009	3 years	1.7.2009 - 30.6.2012	28
327.	302/2009	Hitachi Chemical (Singapore) Private Limited	United Workers of Electronic & Electrical Industries	19.11.2009	3 years	1.7.2009 - 30.6.2012	363
328.	308/2009	Yamazaki Mazak Singapore Private Limited	The Metal Industries Workers' Union	19.11.2009	3 years	1.7.2009 - 30.6.2012	65
329.	321/2009	Comfortdelgro Engineering Private Limited	National Transport Workers' Union	30.11.2009	2 years 8 months	1.5.2009 - 31.12.2011	522
330.	322/2009	Jurong Shipyard Private Limited	Shipbuilding And Marine Engineering Employees' Union	30.11.2009	3 years	1.7.2009 - 30.6.2012	399
331.	324/2009	National Oxygen Private Limited	Chemical Industries Employees Union	30.11.2009	2 years	1.7.2009 - 30.6.2011	21

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
332.	325/2009	VT Communications Limited	The Singapore Manual & Mercantile Workers' Union	30.11.2009	3 years	1.7.2009 - 30.6.2012	18
333.	327/2009	Health Sciences Authority	Amalgamated Union of Statutory Board Employees	30.11.2009	3 years	1.11.2009 - 31.10.2012	224
334.	329/2009	Herning Shipping A.S. represented in Singapore by Herning Shipping Asia Private Limited	Singapore Organisation of Seamen	30.11.2009	2years 2 days	30.5.2009 - 31.5.2011	37
335.	330/2009	Sibamar Ship Management Private Limited	Singapore Organisation of Seamen	30.11.2009	2 years	22.6.2009 - 21.6.2011	33
336.	331/2009	Wallem Shipmanagement Private Limited	Singapore Organisation of Seamen	30.11.2009	2 years 6 months	1.7.2009 - 31.12.2011	21
337.	332/2009	Jutha Maritime Public Company Limited represented in Singapore by Jutha Phakakrong Shipping Company Private Limited	Singapore Organisation of Seamen	30.11.2009	2 years	1.9.2009 - 31.8.2011	9
338.	333/2009	BW Fleet Management Private Limited	Singapore Organisation of Seamen	30.11.2009	3 years	1.4.2009 - 31.3.2012	60
339.	334/2009	STX POS Ship Management Co. represented in Singapore by STX Pan Ocean Singapore Private Limited	Singapore Organisation of Seamen	30.11.2009	2 years 9 days	22.9.2009 - 30.9.2011	11
340.	335/2009	Satsuma Shipping Private Limited	Singapore Organisation of Seamen	30.11.2009	2 years	11.6.2009 - 10.6.2011	12

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
341.	336/2009	Singapore-Johore Express (Private) Limited	National Transport Workers' Union	30.11.2009	3 years	1.3.2009 - 29.2.2012	3
342.	337/2009	Universal Music Private Limited	The Singapore Manual & Mercantile Workers' Union	30.11.2009	3 years	1.7.2009 - 30.6.2012	1
343.	340/2009	V.Ships (Asia) Private Limited	Singapore Maritime Officers' Union	30.11.2009	3 years	16.8.2009 - 15.8.2012	30
344.	341/2009	Amara Singapore	Food, Drinks And Allied Workers' Union	30.11.2009	3 years	1.9.2008 - 31.8.2011	44
345.	345/2009	PSA Corporation Limited	Singapore Port Workers Union	30.11.2009	3 years	1.10.2009 - 30.9.2012	3,685
346.	346/2009	Mapletree Investments Private Limited	Building Construction And Timber Industries Employees' Union	30.11.2009	3 years	1.10.2009 - 30.9.2012	138
347.	349/2009	Anglo-Eastern (U.K.) Limited represented in Singapore by Anglo Eastern Shipmanagement (S) Private Limited	Singapore Organisation of Seamen	30.11.2009	2 years	11.9.2009 - 10.9.2011	37
348.	350/2009	International Tanker Management Singapore Private Limited	Singapore Organisation of Seamen	30.11.2009	3 years	1.9.2008 - 31.8.2011	10
349.	351/2009	International Tanker Management Singapore Private Limited	Singapore Maritime Officers' Union	30.11.2009	3 years	1.9.2009 - 31.8.2012	10

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Parties

Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
350.	352/2009	Saudi Arabian Airlines	The Singapore Manual & Mercantile Workers' Union	30.11.2009	3 years	1.7.2009 - 30.6.2012	7
351.	343/2009	Jurong Integrated Structure	Shipbuilding And Marine Engineering Employees' Union	2.12.2009	3 years	1.7.2009 - 30.6.2012	16
352.	344/2009	Jurong Support Services	Shipbuilding And Marine Engineering Employees' Union	3.12.2009	3 years	1.7.2009 - 30.6.2012	29
353.	348/2009	MFS Technology (S) Private Limited	United Workers of Electronic & Electrical Industries	3.12.2009	3 years	1.7.2009 - 30.6.2012	60
354.	354/2009	Moet Hennessy Diageo Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	3.12.2009	3 years	1.1.2009 - 31.12.2011	1
355.	355/2009	Cathodic Protection Technology Private Limited	Shipbuilding And Marine Engineering Employees' Union	3.12.2009	3 years	1.1.2010 - 31.12.2012	4
356.	356/2009	Singapore Technologies Marine Limited	Shipbuilding And Marine Engineering Employees' Union	3.12.2009	3 years	1.7.2009 - 30.6.2012	169
357.	359/2009	Kian Ho Bearings Limited	Singapore Industrial & Services Employees Union	3.12.2009	3 years	1.4.2008 - 31.3.2011	47
358.	360/2009	Deutz Asia-Pacific (Private) Limited	The Singapore Manual & Mercantile Workers' Union	3.12.2009	3 years	1.7.2009 - 30.6.2012	13
359.	361/2009	C & P Transport (Private) Limited	National Transport Workers' Union	3.12.2009	2 years	1.12.2009 - 30.11.2011	32

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
360.	362/2009	Aker Solutions Singapore Private Limited	Shipbuilding And Marine Engineering Employees' Union	3.12.2009	3 years	1.1.2010 - 31.12.2012	6
361.	364/2009	Toshiba Singapore Private Limited	United Workers of Electronic & Electrical Industries	3.12.2009	3 years	1.7.2009 - 30.6.2012	36
362.	342/2009	Sembawang Engineers and Constructors Private Limited	Building Construction And Timber Industries Employees' Union	10.12.2009	2 years	16.10.2009 - 15.10.2011	283
363.	347/2009	Hollandse Club	The Singapore Catering Services, Staff & Workers' Trade Union	10.12.2009	2 years	1.7.2009 - 30.6.2011	28
364.	353/2009	Tanah Merah Country Club	The Singapore Manual & Mercantile Workers' Union	10.12.2009	3 years	1.1.2009 - 31.12.2011	39
365.	363/2009	Shaw Theatres Private Limited	The Film Industrial Employees Union of Singapore	10.12.2009	3 years	1.1.2009 - 31.12.2011	87
366.	365/2009	SPH Unionworks Private Limited	Singapore Industrial & Services Employees Union	10.12.2009	3 years	1.1.2009 - 31.12.2011	7
367.	366/2009	AET Shipmanagement (Singapore) Private Limited	Singapore Maritime Officers' Union	10.12.2009	3 years	1.7.2009 - 30.6.2012	950
368.	367/2009	AET Shipmanagement (Singapore) Private Limited	Singapore Maritime Officers' Union	10.12.2009	3 years	1.7.2009 - 30.6.2012	950

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
369.	368/2009	AET Shipmanagement (Singapore) Private Limited	Singapore Maritime Officers' Union	10.12.2009	3 years	1.7.2009 - 30.6.2012	950
370.	369/2009	GBLT Shipmanagement Private Limited	Singapore Maritime Officers' Union	10.12.2009	3 years	15.11.2009 - 14.11.2012	190
371.	370/2009	RCL Shipmanagement Private Limited	Singapore Maritime Officers' Union	10.12.2009	2 years	1.12.2009 - 30.11.2011	11
372.	371/2009	Shotic (Singapore) Private Limited	Chemical Industries Employees Union	10.12.2009	2 years	1.5.2009 - 30.4.2011	9
373.	373/2009	MOL Tankship Management (Asia) Private Limited	Singapore Organisation of Seamen	10.12.2009	2 years 3 days	29.10.2009 - 31.10.2011	30
374.	162/2009	SIA Engineering Company Limited	Singapore Airlines Staff Union	23.12.2009	3 years	1.1.2008 - 31.12.2010	3,183
375.	276/2009	Silkair (Singapore) Private Limited	Singapore Airlines Staff Union	23.12.2009	3 years	1.1.2008 - 31.12.2010	209
376.	310/2009	Asian Electronic Technology Private Limited	The Metal Industries Workers' Union	23.12.2009	3 years	1.7.2009 - 30.6.2012	57
377.	315/2009	Western Shipping Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	23.12.2009	2 years	20.10.2009 - 19.10.2011	20
378.	320/2009	Superfox Couriers (Private) Limited	National Transport Workers' Union	23.12.2009	2 years	1.4.2009 - 31.3.2011	9

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Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
379.	323/2009	Isetan (Singapore) Limited	The Singapore Manual & Mercantile Workers' Union	23.12.2009	3 years	1.7.2009 - 30.6.2012	124
380.	372/2009	Gemalto Private Limited	United Workers of Electronic & Electrical Industries	23.12.2009	3 years	1.7.2009 - 30.6.2012	278
381.	374/2009	Panwood Engineering Private Limited	Singapore Maritime Officers' Union	23.12.2009	3 years	1.7.2009 - 30.6.2012	27
382.	375/2009	Perkinelmer Singapore (Illumination) Private Limited	United Workers of Electronic & Electrical Industries	23.12.2009	3 years	1.7.2009 - 30.6.2012	55
383.	376/2009	Suntec City Management Private Limited	Building Construction And Timber Industries Employees' Union	23.12.2009	3 years	1.11.2009 - 31.10.2012	31
384.	379/2009	CA Facilities Private Limited	Building Construction And Timber Industries Employees' Union	23.12.2009	2 years	1.11.2009 - 31.10.2011	140