



REPUBLIC OF SINGAPORE

ANNUAL REPORT

OF THE

PRESIDENT

INDUSTRIAL ARBITRATION COURT

2010

Made pursuant to Section 86 of the
Industrial Relations Act



REPUBLIC OF SINGAPORE

**50TH ANNUAL REPORT
OF
THE PRESIDENT
OF THE
INDUSTRIAL ARBITRATION COURT
FOR THE
PERIOD 1 JANUARY TO 31 DECEMBER 2010
TO
THE HONOURABLE MR THARMAN
SHANMUGARATNAM
MINISTER FOR MANPOWER**

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

CONTENTS

<u>Section</u>		<u>Page(s)</u>
1	Membership of the Court and Principal Officers.....	1
2	Members of the Employer Panel	1
3	Members of the Employee Panel.....	2
4	Referees of the Court	2
5	Disputes referred to the Court	3-5
6	Collective Agreements certified by the Court	5
7	Variation of Collective Agreements	6
8	Disputes referred to Referees.....	7
9	Employees' Retirement Age	7
10	Duration of Collective Agreements.....	7-8
11	Visitors.....	8
12	Supporting Staff of the Court.....	9
13	Miscellaneous.....	9

CONTENTS

<u>Tables</u>	<u>Page(s)</u>
1 Applications filed with the Court in 2010	10
2 Awards and Orders made, Collective Agreements certified and Disputes otherwise dealt with in 2010	11
3 Awards and Orders made by the Court in 2010	11
4 Classes of Employees covered by Collective Agreements, Awards and Orders certified or made by the Court in 2010	12
5 Categories of Employers bound by Collective Agreements, Awards and Orders certified or made by the Court in 2010	12

Appendices

A Disputes disposed of by the Court in 2010	13-14
B Variation Orders made in 2010	15-17
C Collective Agreements certified in 2010	18-67

50TH ANNUAL REPORT
OF THE
INDUSTRIAL ARBITRATION COURT

1 MEMBERSHIP OF THE COURT AND PRINCIPAL OFFICERS

In 2010 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 Woo Seh Kenneth
- (2) Mrs Seah-Khoo Ee Boon
- (3) Mrs Jessica Leong Siew Wah
- (4) Ms Evelyn Khoo Lay Sian
- (5) Mr Wan Yew Meng
- (6) Mr Loh Oun Hean
- (7) Mr Edward Tan Pang Liang
- (8) Ms Elizabeth Quah
- (9) Mr Tan Hung Liang Eugene (until 30.11.2010)
- (10) Mr Wong Chee Wai Desmond (until 30.11.2010)
- (11) Ms Teoh Zsin Woon (until 30.11.2010)
- (12) Mrs Tan Bee Choo (until 30.11.2010)
- (13) Mr Tan Kwang Cheak (until 30.11.2010)

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 Toh Hwee Tin
- (2) Mr Teo Yock Ngee
- (3) Mr Terry Lee Kok Hua
- (4) Ms Diana Chia Siew Fui
- (5) Mr Lim Kuang Beng
- (6) Mr John De Payva
- (7) Mr Mah Cheong Fatt
- (8) Ms Nora Kang Kah Ai
- (9) Ms Cham Hui Fong Joanne (until 1.5.2010)
- (10) Ms Jessie Yeo Hong Cheng (until 31.7.2010)

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 2010 four disputes were referred to the Court. With two disputes brought forward from the previous year, there were six disputes before the Court.

The **first dispute** involved a joint application by an oil refinery and its house union over service increments for 2010. The company claimed that the economic downturn and the extremely weak refining margins, which were expected to remain volatile over the next 3 to 5 years, had adversely affected its business. Coupled with its business unit accounts (internal accounts) showing a financial loss for 2009, the company chose not to grant service increments to the employees for 2010. The union had no access to the business unit accounts and therefore objected to its use by the company to establish depreciation, profit and loss and to justify the non-award of the service increments for 2010. In mediating the case, the Registrar advised the company of the need to share relevant information, including the business unit accounts, with the union in their negotiation. The company, heeding the Registrar's advice, had the business unit accounts for 2009 audited and provided a copy of it to the union. The sharing of the audited business unit accounts was well received by the union. The union, following the Registrar's mediation, later accepted the lump sum payment offered by the company to all the employees as a settlement of the dispute. The parties, encouraged by the Registrar, also reached formal agreement on four factors to be taken into consideration for their future yearly service increment negotiations. These were the company's financial performance (including the business unit accounts), the NWC's guidelines, the industry norms and the rate of inflation. The parties withdrew their joint application.

The **second dispute** was a joint application by a foreign government organisation and its union over the proposed conversion of the annual fixed

2-month variable payment, which had been provided for under their expired collective agreement (“CA”). For their new CA, the organisation had proposed that the annual fixed variable payment be converted partly into the monthly salary and partly into a variable bonus of 0.5 to 1.5 months salary. This was in order to manage overall operating costs due to economic and funding reasons. The organisation wanted to implement the conversion promptly by paying half of the annual fixed variable payment in December 2009 (when it was due), together with a salary increment of 6.6% from 1 December 2009, and a further salary increment of at least 1% in April 2010. The organisation also proposed a new salary structure to be implemented in August 2010 to grant all staff a salary increase. The union however insisted that the annual variable payment for 2009 should remain unchanged at 2 months of salary and that the conversion should be implemented only in 2010 after the payment of the salary increments to the employees following the change from the fixed quantum payment to one based on business and individual performance. As a result of mediation by the Assistant Registrar, the organisation, with the union’s agreement, revised the variable payment for 2009 to a total of 1.5 months of salary and a salary increment of 6.6% to take effect from January 2010. The organisation would also implement a new pay structure in August 2010 and a performance related bonus scheme with the quantum ranging from 0.5 to 1.5 months of salary payable in December. The parties withdrew their joint application.

The **third dispute** was an ex-parte application by a union seeking retrenchment benefits for an exempt staff of an electronics company. The union had insisted that it had the legal right to represent the exempt staff who had served the company for 25 years and to negotiate the quantum of the retrenchment benefits on his behalf when his employment was terminated. The company however maintained that there was no provision for the payment of such benefits under his contract of service and that he was not covered under the CA. The company had paid him an *ex-gratia* severance benefit of 1 month’s salary for each year of service up to a maximum of 12

months. The union however requested that he be paid up to 25 months' salary (in line with the limit capped at 25 months as stated in the tripartite recommendation). The union subsequently withdrew the application as it reached a settlement directly with the company on the retrenchment benefits payable to the exempt staff.

The **fourth dispute** involved a union's application for an order to show cause against a company for non-compliance of its CA. The company had attempted, without the consent of the union, to reduce the employees' benefits with respect to overtime payment, salary increment, annual wage supplement, dental benefits, insurance coverage, annual leave, sick leave and marriage leave. However, following the lodgment of the union's application to the Court, the company decided to restore the benefits. The union subsequently withdrew its application.

The **two remaining disputes**, lodged in November 2010, were carried over to the following year to be dealt with. One was a joint application for the determination of the quantum of retrenchment benefits payable to some retrenched employees while the other was an ex-parte application lodged by a union for the extension of a CA.

6 COLLECTIVE AGREEMENTS CERTIFIED BY THE COURT

Three hundred and seventy-six CAs were filed with the Court in 2010, as compared to 408 CAs in 2009. Together with the 46 CAs brought forward from 2009, a total of 422 CAs were dealt with, of which 363 were certified by the Court. Twelve of the certified CAs involved public sector employees. One CA was withdrawn by the parties. There were 58 CAs pending certification at the end of the year.

7 VARIATION OF COLLECTIVE AGREEMENTS

In 2010, 11 applications were filed with the Court for variation of CAs compared to 10 applications in 2009.

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

PARTICULARS OF APPLICATIONS	NO. OF APPLICATIONS	PERCENTAGE (%)
Salary reduction	3	27.3
Termination notice, retrenchment benefit, annual wage supplement, annual leave encashment, compassionate leave and leave for pre-natal check-up	1	9.1
Promotion and service increment	1	9.1
Service increment	1	9.1
Promotion increment, service increment and Monthly Variable Component	1	9.1
Timing of variable performance bonus payment	1	9.1
Salary Increment date	1	9.1
Criteria and terms of re-employment for retirees, increment, shift allowance/premium, on-call and standby allowance, paternity leave, meal subsidy reimbursement, long service award, salary ranges and flexible benefits	1	9.1
Service charge and salary	1	9.1
Total	11	100*

** Total does not add up due to rounding*

8 DISPUTE REFERRED TO REFEREES

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

9 EMPLOYEES' RETIREMENT AGE

Two hundred and sixty-three of the 376 CAs filed with the Court in 2010 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	35	(9.3%)
Above age 62	227	(60.4%)
Above age 65	1	(0.3%)
No age provision	113	(30.0%)
TOTAL	376	(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 376 CAs filed with the Court in 2010, 271 had a duration of three years, 89 a duration of two years and 16 a duration of between two and three years.

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

DURATION	2010		2009		2008	
3 years	271	(72.1%)	300	(73.5%)	267	(75.2%)
Between 2 and 3 years	16	(4.2%)	19	(4.7%)	8	(2.3%)
2 years	89	(23.7%)	89	(21.8%)	80	(22.5%)
TOTAL	376	(100%)	408	(100%)	355	(100%)

In 2010, only 39 of the 376 CAs filed with the Court entered into force on a prospective date. Two hundred CAs had retrospective operation from their dates of execution for a period of six months or less. One hundred and thirty-seven of the CAs had retrospective operation for a period of more than six months.

Of the 137 CAs with more than six months of retrospective operation, 73 had retrospective operation for six to twelve months, 44 for thirteen to eighteen months, 14 for nineteen to twenty-four months and 6 for more than twenty-four months.

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

COLLECTIVE AGREEMENT	2010	2009	2008
With prospective dates of operation	39 (10.4%)	37 (9.1%)	25 (7.0%)
With retrospective dates of operation of 6 months or less	200 (53.2%)	226 (55.4%)	182 (51.3%)
With retrospective dates of operation of more than 6 months	137 (36.4%)	145 (35.5%)	148 (41.7%)
TOTAL	376 (100%)	408 (100%)	355 (100%)

11 VISITORS

During the year under review, the Court hosted visitors who were interested in the work of the Court. The Assistant Registrar attended to a group 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>
23 September 2010	Polytechnic students (SNEF-Temasek Polytechnic Structured Human Resource Internship Programme)

12 SUPPORTING STAFF OF THE COURT

In addition to the President, the Deputy President, the Registrar and the Assistant Registrar, the Court had 7 supporting staff in 2010 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 rendering their services to the Court. I would also like to thank my staff members for their loyal support.

Dated this 16th day of September 2011



**JUSTICE CHAN SENG ONN
PRESIDENT**

TABLE 1
APPLICATIONS FILED WITH THE COURT IN 2010

Issues	Cognisance under the Industrial Relations Act	No.	Percentage (%)
Annual Salary Increment; Retrenchment Benefit	Section 31(a)	2	13.3
Retrenchment Benefit	Section 31(d)	1	6.7
Continuation of a collective agreement	Section 39(4)	1	6.7
Variation of awards/collective agreements	Section 45	11	73.3
Total		15	100

TABLE 2

**AWARDS AND ORDERS MADE, COLLECTIVE AGREEMENTS CERTIFIED
AND DISPUTES OTHERWISE DEALT WITH IN 2010**

<u>Description</u>	<u>No.</u>	<u>No. of employees covered</u>
Awards and orders made	11	6,020
Collective agreements certified	363	40,100
Disputes withdrawn following settlement by Registrar/Assistant Registrar	3	288
Disputes withdrawn following settlement by the parties	1	70
Referee decision	-	-

TABLE 3

AWARDS AND ORDERS MADE BY THE COURT IN 2010

Particulars	No.	Percentage (%)
Variation of awards/collective agreements	11	100
Total	11	100

TABLE 4

**CLASSES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS,
AWARDS AND ORDERS CERTIFIED OR MADE BY THE COURT IN 2010**

Particulars	Clerical	Manual	Professional	Others	Total
Collective agreements	60	29	75	199	363
Awards and orders	2	-	5	4	11
Total	62	29	80	203	374

TABLE 5

**CATEGORIES OF EMPLOYERS BOUND BY COLLECTIVE AGREEMENTS,
AWARDS AND ORDERS CERTIFIED OR MADE BY THE COURT IN 2010**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements	351	12	-	363
Awards and orders	11	-	-	11
Total	362	12	-	374

DISPUTES DISPOSED OF BY THE COURT IN 2010

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				
				-NIL-				

II Disputes Settled following settlement by parties

Appln. No.	Date of Appln.	I.R.A. section	Parties involved		Issues	Number of employees covered	Date of settlement	Date of withdrawal
			Employer	Union				
D6/2009	24.12.2009	56	Yellow Pages (S) Ltd	The Singapore Manual & Mercantile Workers' Union	Working hours, Increment, AWS, leave etc	70	31.12.2009	28.1.2010

DISPUTES DISPOSED OF BY THE COURT IN 2010 - *continued*

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				
D5/2009	13.11.2009	31(a)	Defence Fuels Group	The Singapore Manual & Mercantile Workers' Union	Annual variable payment	18	25.5.2010	27.5.2010
D1/2010	10.5.2010	31(d)	Hewlett Packard Singapore (Pte) Ltd	United Workers of Electronics and Electrical Industries	Retrenchment benefit	1	3.9.2010	7.9.2010
D3/2010	27.9.2010	31(a)	Singapore Refining Company Pte Ltd	Singapore Refining Company Employees' Union	Annual salary increment	269	20.12.2010	27.12.2010

VARIATION ORDERS MADE IN 2010

Appln.No.	I.R.A. section	Parties Involved		No of Employees Covered	Particulars of variation	Awarded
		Employer	Union			
V1/2010	45	Neptune Shipmanagement Services (Pte) Ltd (Officers)	Singapore Maritime Officers' Union	140	Salary reduction	18.1.2010
V2/2010	45	Neptune Shipmanagement Services (Pte) Ltd (Vessels)	Singapore Maritime Officers' Union	140	Salary reduction	18.1.2010
V3/2010	45	Neptune Shipmanagement Services (Pte) Ltd (NSSPL)	Singapore Maritime Officers' Union	600	Salary reduction	18.1.2010
V4/2010	45	Baker Hughes Inteq	Shipbuilding and Marine Engineering Employees' Union	22	Termination notice, retrenchment benefit, annual wage supplement, annual leave encashment, compassionate leave and leave for pre-natal check-up	12.2.2010

VARIATION ORDERS MADE IN 2010 - *continued*

Appln.No.	I.R.A. section	Parties Involved		No of Employees Covered	Particulars of variation	Awarded
		Employer	Union			
V5/2010	45	SPH Magazines Pte Ltd	Singapore Press Holding Employees' Union	13	Promotion and service increment	18.3.2010
V6/2010	45	SPH Magazines Pte Ltd	Singapore National Union of Journalists	2	Service increment	18.3.2010
V7/2010	45	Times Properties Pte Ltd	Singapore Press Holding Employees' Union	11	Promotion increment, service increment and Monthly Variable Component	18.3.2010
V8/2010	45	MWM Asia Pacific Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12	Timing of variable performance bonus payment	3.5.2010

VARIATION ORDERS MADE IN 2010 – *continued*

V9/2010	45	City Gas Pte Ltd	Union of Power and Gas Employees	154	Salary increment date	8.7.2010
V10/2010	45	National University Hospital Pte Ltd	Healthcare Services Employees' Union	4870	Criteria and terms of re-employment for retirees, salary increment, shift allowance/premium, on-call/standby allowance, paternity leave, meal subsidy reimbursement, long service award, salary ranges and flexible benefits	20.7.2010
V11/2010	45	Holiday Inn Atrium Singapore	Food Drinks and Allied Workers Union	56	Service charge and salary	1.9.2010

COLLECTIVE AGREEMENTS CERTIFIED IN 2010

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
1.	338/2009	Clarins Private Limited	The Singapore Manual & Mercantile Workers' Union	7.1.2010	3 years	1.7.2009 - 30.6.2012	75
2.	377/2009	Jodecaux Out of Home Advertising Private Limited	The Singapore Manual & Mercantile Workers' Union	7.1.2010	3 years	1.1.2010 - 31.12.2012	4
3.	384/2009	Alfa Crew Managers Private Limited	Singapore Maritime Officers' Union	7.1.2010	3 years	10.12.2009 - 9.12.2012	11
4.	385/2009	MSI Ship Management Private Limited	Singapore Maritime Officers' Union	7.1.2010	2 years	1.4.2009 - 31.3.2011	27
5.	386/2009	NTUC Foodfare Co-operative Limited	Food, Drinks And Allied Workers Union	13.1.2010	3 years	1.12.2008 - 30.11.2011	56
6.	391/2009	MSIG Insurance (Singapore) Private Limited	Singapore Insurance Employees' Union	13.1.2010	3 years	1.1.2009 - 31.12.2011	75
7.	392/2009	PSM Perkapalan Sendiri Berhad represented in Singapore by PACC Ship Managers Private Limited	Singapore Organisation of Seamen	13.1.2010	3 years	19.9.2009 - 18.9.2012	140
8.	316/2009	Wilhelmsen Ship Management Singapore Private Limited	Singapore Maritime Officers' Union	22.1.2010	3 years	1.9.2009 - 31.8.2012	110

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
9.	387/2009	Foodfare Catering Private Limited	Food, Drinks And Allied Workers Union	22.1.2010	3 years	1.12.2008 - 30.11.2011	100
10.	396/2009	Singapore Corporation of Rehabilitative Enterprises	The Amalgamated Union of Public Employees	22.1.2010	3 years	1.1.2010 - 31.12.2012	59
11.	400/2009	The Singapore Association for the Deaf	The Singapore Manual & Mercantile Workers' Union	22.1.2010	3 years	1.7.2009 - 30.6.2012	9
12.	382/2009	Chinese Swimming Club	The Singapore Manual & Mercantile Workers' Union	28.1.2010	3 years	1.1.2009 - 31.12.2011	38
13.	383/2009	NTUC Income Insurance Co-operative Limited	Singapore Insurance Employees' Union	28.1.2010	3 years	1.7.2009 - 30.6.2012	902
14.	389/2009	River View Hotel	Food, Drinks And Allied Workers Union	28.1.2010	2 years	1.7.2009 - 30.6.2011	50
15.	401/2009	MOL Tankship Management (Asia) Private Limited	Singapore Maritime Officers' Union	28.1.2010	2 years	29.10.2009 - 28.10.2011	28
16.	402/2009	Keppel SMIT Towage Private Limited	Shipbuilding And Marine Engineering Employees' Union	28.1.2010	3 years	1.1.2010 - 31.12.2012	11

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
17.	393/2009	OCBC Property Services Private Limited	The Singapore Manual & Mercantile Workers' Union	2.2.2010	3 years	1.7.2009 - 30.6.2012	36
18.	406/2009	Ishima Private Limited	Singapore Organisation of Seamen	2.2.2010	3 years	21.8.2009 - 20.8.2012	61
19.	408/2009	Porite Singapore (Private) Limited	Metal Industries Workers Union	2.2.2010	3 years	1.10.2009 - 30.9.2012	74
20.	1/2010	Singapore Ishizaki Industries (Private) Limited	Singapore Industrial & Services Employees Union	2.2.2010	3 years	1.1.2010 - 31.12.2012	45
21.	381/2009	BHG (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	9.2.2010	3 years	1.1.2009 - 31.12.2011	94
22.	399/2009	Bishan-Toa Payoh Town Council	Building Construction And Timber Industries Employees' Union	9.2.2010	2 years	1.1.2009 - 31.12.2010	31
23.	4/2010	DA SIN Shipping Private Limited	Singapore Maritime Officers' Union	9.2.2010	2 years	1.9.2009 - 31.8.2011	20
24.	6/2010	Republic Plaza City Club (S) Private Limited	Food, Drinks And Allied Workers Union	9.2.2010	3 years	1.7.2009 - 30.6.2012	24

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
25.	394/2009	Asia Pacific Breweries (Singapore) Private Limited	Food, Drinks And Allied Workers Union	17.2.2010	3 years	1.1.2009 - 31.12.2011	76
26.	9/2010	Gea-Quebec Private Limited	Singapore Organisation of Seamen	17.2.2010	2 years	8.1.2010 - 7.1.2012	8
27.	10/2010	Bernhard Schulte Shipmanagement (Cyprus) Limited represented in Singapore by Bernhard Schulte Shipmanagement (Singapore) Private Limited	Singapore Organisation of Seamen	17.2.2010	2 years 14 days	18.5.2009 - 31.5.2011	250
28.	11/2010	Monetary Authority of Singapore	The Amalgamated Union of Public Employees	17.2.2010	3 years	1.1.2010 - 31.12.2012	152
29.	12/2010	Gea-Quebec Private Limited	Singapore Maritime Officers' Union	17.2.2010	2 years	8.1.2010 - 7.1.2012	8
30.	13/2010	Venture Corporation Limited	United Workers of Electronics & Electrical Industries	17.2.2010	2 years	1.1.2009 - 31.12.2010	394
31.	358/2009	The Great Eastern Life Assurance Company Limited	Singapore Insurance Employees' Union	23.2.2010	3 years	1.1.2009 - 31.12.2011	103

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
32.	14/2010	ALFA Crew Managers Private Limited	Singapore Organisation of Seamen	23.2.2010	2 years 22 days	10.12.2009 - 31.12.2011	11
33.	15/2010	RCL Shipmanagement Private Limited	Singapore Organisation of Seamen	23.2.2010	2 years 30 days	2.12.2009 - 31.12.2011	11
34.	18/2010	Civil Aviation Authority of Singapore	The Amalgamated Union of Public Employees	23.2.2010	3 years	1.1.2010 - 31.12.2012	335
35.	21/2010	Keppel Merlimau Cogen Private Limited	Union of Power and Gas Employees	23.2.2010	3 years	1.8.2009 - 31.7.2012	16
36.	23/2010	Columbia Shipmanagement (S) Private Limited	Singapore Maritime Officers' Union	23.2.2010	3 years	1.1.2010 - 31.12.2012	110
37.	25/2010	Western Shipping Private Limited (Panagia Lady)	Singapore Maritime Officers' Union & Singapore Organisation of Seamen	23.2.2010	2 years	1.1.2010 - 31.12.2011	20
38.	357/2009	Overseas Assurance Corporation Limited	Singapore Insurance Employees' Union	3.3.2010	3 years	1.1.2009 - 31.12.2011	26
39.	388/2009	American International Assurance Company Limited	Singapore Insurance Employees' Union	3.3.2010	3 years	1.1.2009 - 31.12.2011	94

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
40.	397/2009	Angliss Singapore Private Limited	Food, Drinks And Allied Workers Union	3.3.2010	3 years	1.7.2009 - 30.6.2012	34
41.	26/2010	Western Shipping Private Limited (Marcela Lady)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	3.3.2010	2 years	1.1.2010 - 31.12.2011	20
42.	28/2010	AET Shipmanagement (S) Private Limited (Foreign Crew)	Singapore Organisation of Seamen	3.3.2010	2 years	1.7.2009 - 30.6.2011	35
43.	29/2010	AET Shipmanagement (S) Private Limited ('M' Vessel)	Singapore Organisation of Seamen	3.3.2010	2 years	1.7.2009 - 30.6.2011	220
44.	31/2010	Shatec Institutes Private Limited	Food, Drinks And Allied Workers Union	4.3.2010	3 years	1.1.2009 - 31.12.2011	8
45.	32/2010	SSC Ship Management Private Limited	Singapore Maritime Officers' Union	4.3.2010	3 years	1.10.2008 - 30.9.2011	10
46.	35/2010	J. Lauritzen Singapore Private Limited	Singapore Maritime Officers' Union	4.3.2010	2 years	17.1.2010 - 16.1.2012	24
47.	2/2010	Tata Precision Industries Private Limited	Metal Industries Workers Union	5.3.2010	3 years	1.7.2009 - 30.6.2012	4

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
48.	17/2010	Crystal Water Navigation Private Limited	Singapore Organisation of Seamen	5.3.2010	2 years	1.1.2010 - 31.12.2011	9
49.	19/2010	Keppel Logistics Private Limited	Singapore Industrial & Services Employees Union	5.3.2010	3 years	1.1.2010 - 31.12.2012	64
50.	38/2010	U-Ming Marine Transport (S) Private Limited	Singapore Organisation of Seamen	5.3.2010	3 years	1.1.2010 - 31.12.2012	180
51.	39/2010	Neptune Shipmanagement Services Private Limited	Singapore Organisation of Seamen	5.3.2010	2 years	1.1.2009 - 31.12.2010	210
52.	40/2010	Posh Fleet Services Private Limited	Singapore Organisation of Seamen	5.3.2010	2 years	1.1.2009 - 31.12.2010	56
53.	305/2009	OG Private Limited	Singapore Industrial & Services Employees Union	12.3.2010	3 years	1.7.2008 - 30.6.2011	12
54.	390/2009	Panwood Engineering Private Limited	Singapore Organisation of Seamen	12.3.2010	2 years 11 months 9 days	20.3.2009 - 28.2.2012	39
55.	3/2010	VDL Enabling Technologies Group (Singapore) Private Limited	United Workers of Electronics & Electrical Industries	12.3.2010	3 years	6.11.2009 - 5.11.2012	70

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
56.	41/2010	Clipper Bulk (Singapore) Private Limited	Singapore Organisation of Seamen	12.3.2010	2 years 14 days	18.12.2009 - 31.12.2011	18
57.	42/2010	Tai Chong Cheang Steamship Co (Singapore) Private Limited	Singapore Maritime Officers' Union	12.3.2010	3 years	1.2.2010 - 31.1.2013	63
58.	43/2010	Western Shipping Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	12.3.2010	2 years	6.3.2010 - 5.3.2012	16
59.	45/2010	Taiyo Yuden (Singapore) Private Limited	United Workers of Electronics & Electrical Industries	12.3.2010	3 years	1.9.2009 - 31.8.2012	11
60.	47/2010	Surbana Group of Companies (Surbana International Consultants Pte Ltd, Surbana Construction Resources Pte Ltd, Surbana Facilities Management Pte Ltd and Surbana Technologies Pte Ltd)	Building Construction And Timber Industries Employees' Union	12.3.2010	3 years	1.7.2009 - 30.6.2012	286
61.	48/2010	Surbana Site Supervisors Private Limited	Building Construction And Timber Industries Employees' Union	12.3.2010	3 years	1.7.2009 - 30.6.2012	325

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
62.	49/2010	Comfortdelgro Rent-a-Car Private Limited	National Transport Workers' Union	12.3.2010	2 years	1.1.2010 - 31.12.2011	17
63.	395/2009	Hitachi Elevator Engineering (Singapore) Private Limited	Metal Industries Workers Union	15.3.2010	3 years	1.7.2009 - 30.6.2012	230
64.	50/2010	Columbia Shipmanagement (Singapore) Private Limited	Singapore Organisation of Seamen	15.3.2010	2 years	1.1.2010 - 31.12.2011	110
65.	51/2010	Cosco (Singapore) Private Limited	Singapore Organisation of Seamen	15.3.2010	2 years	1.1.2010 - 31.12.2011	60
66.	52/2010	Tai Chong Cheang Steamship Co. (S) Private Limited	Singapore Organisation of Seamen	15.3.2010	3 years	1.2.2010 - 31.1.2013	84
67.	56/2010	National Oilwell Varco Private Limited	Shipbuilding And Marine Engineering Employees' Union	17.3.2010	3 years	27.10.2009 - 26.10.2012	30
68.	58/2010	SPRING Singapore	SPRING Singapore Staff Union	17.3.2010	3 years	1.3.2010 - 28.2.2013	102
69.	61/2010	Blue Marine Management (Private) Limited	Singapore Maritime Officers' Union	17.3.2010	3 years	15.2.2010 - 14.2.2013	8
70.	249/2009	Tradewinds Tours & Travel Private Limited	Singapore Airlines Staff Union	18.3.2010	3 years	1.1.2008 - 31.12.2010	35

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
71.	36/2010	Hunting Energy Services (International) Private Limited	Shipbuilding And Marine Engineering Employees' Union	24.3.2010	3 years	14.5.2009 - 13.5.2012	28
72.	44/2010	U-Ming Marine Transport (Singapore) Private Limited	Singapore Maritime Officers' Union	24.3.2010	3 years	1.1.2010 - 31.12.2012	120
73.	62/2010	Pusaka Laut Private Limited	Singapore Maritime Officers' Union	24.3.2010	3 years	12.1.2010 - 11.1.2013	20
74.	59/2010	National Healthcare Group Private Limited (for and on behalf of its subsidiaries namely Tan Tock Seng Hospital Private Limited, National Skin Centre (Singapore) Private Limited, Institute of Mental Health and National Healthcare Group Polyclinics)	Healthcare Services Employees' Union	25.3.2010	3 years	1.10.2009 - 30.9.2012	3644
75.	22/2010	Wilhelmsen Ships Service (S) Private Limited	Singapore Industrial & Services Employees Union	31.3.2010	3 years	1.1.2010 - 31.12.2012	46
76.	34/2010	Singapore Takada Industries Private Limited	Metal Industries Workers Union	31.3.2010	3 years	1.1.2010 - 31.12.2012	24
77.	46/2010	Aventis Pharma Manufacturing Private Limited	Chemical Industries Employees Union	31.3.2010	3 years	1.7.2009 - 30.6.2012	53

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
78.	63/2010	Singa Star Private Limited	Singapore Maritime Officers' Union	31.3.2010	3 years	12.1.2010 - 11.1.2013	46
79.	67/2010	Drew Ameroid (Singapore) Private Limited	Chemical Industries Employees Union	31.3.2010	3 years	1.1.2010 - 31.12.2012	10
80.	20/2010	ABB Private Limited (Transformers Operation)	Singapore Industrial & Services Employees Union	1.4.2010	3 years	1.11.2009 - 31.10.2012	23
81.	57/2010	Singapore Polo Club	The Singapore Manual & Mercantile Workers' Union	1.4.2010	3 years	1.7.2009 - 30.6.2012	12
82.	66/2010	Blue Marine Management (Private) Limited	Singapore Organisation of Seamen	1.4.2010	2 years 10 days	19.2.2010 - 28.2.2012	12
83.	69/2010	The Society for The Physically Disabled	The Singapore Manual & Mercantile Workers' Union	7.4.2010	3 years	1.8.2009 - 31.7.2012	13
84.	74/2010	OCBC Securities Private Limited	The Singapore Manual & Mercantile Workers' Union	7.4.2010	3 years	1.1.2009 - 31.12.2011	16
85.	30/2010	Nichibe Electric Parts (S) Private Limited	United Workers of Electronics & Electrical Industries	12.4.2010	3 years	1.1.2010 - 31.12.2012	50

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
86.	70/2010	Urban Redevelopment Authority	Singapore Urban Redevelopment Authority Workers' Union	12.4.2010	3 years	17.2.2010 - 16.2.2013	420
87.	71/2010	Compass Rose Private Limited	Singapore Maritime Officers' Union	12.4.2010	2 years	1.1.2010 - 31.12.2011	9
88.	72/2010	Douglas Line Private Limited	Singapore Maritime Officers' Union	12.4.2010	2 years	1.1.2010 - 31.12.2011	9
89.	73/2010	Fleet Management Limited represented in Singapore by Ebony Ship Management Private Limited	Singapore Maritime Officers' Union	12.4.2010	2 years	27.2.2010 - 26.2.2012	40
90.	79/2010	SMC Manufacturing (S) Private Limited	Metal Industries Workers Union	12.4.2010	3 years	1.1.2010 - 31.12.2012	79
91.	64/2010	Ocean Tankers Private Limited	Singapore Maritime Officers' Union	14.4.2010	2 years 1 month 17 days	15.11.2009 - 31.12.2011	480
92.	80/2010	Chinese Maritime Transport (S) Private Limited	Singapore Maritime Officers' Union	14.4.2010	3 years	1.2.2010 - 31.1.2013	18

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
93.	292/2009	Prudential Assurance Company Singapore (Private) Limited	Singapore Insurance Employees' Union	19.4.2010	3 years	1.1.2009 - 31.12.2011	130
94.	339/2009	United Overseas Insurance Limited	Singapore Insurance Employees' Union	19.4.2010	3 years	1.1.2009 - 31.12.2011	36
95.	55/2010	Borneo Properties Sendirin Berhad doing business as Grand Hyatt Singapore	Food, Drinks And Allied Workers Union	19.4.2010	3 years	1.7.2008 - 30.6.2011	284
96.	78/2010	DBS Vickers Securities (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	19.4.2010	3 years	1.1.2009 - 31.12.2011	65
97.	82/2010	Chubb Singapore Private Limited	Metal Industries Workers Union	19.4.2010	3 years	1.4.2009 - 31.3.2012	76
98.	83/2010	Keppel Land International Limited	Singapore Industrial & Services Employees Union	19.4.2010	3 years	1.1.2010 - 31.12.2012	22
99.	86/2010	Western Shipping Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	19.4.2010	2 years	2.4.2010 - 1.4.2012	16
100.	326/2009	Mitsui Sumitomo Insurance (Singapore) Private Limited	Singapore Insurance Employees' Union	20.4.2010	3 years	1.1.2009 - 31.12.2011	49

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
101.	77/2010	Johnson Controls (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	20.4.2010	3 years	1.1.2010 - 31.12.2012	28
102.	84/2010	Blue Marine Management (Private) Limited	Singapore Maritime Officers' Union	20.4.2010	3 years	19.4.2010 - 18.4.2013	30
103.	76/2010	Natsteel Holdings Private Limited	Natsteel Employees' Union	22.4.2010	3 years	1.1.2010 - 31.12.2012	195
104.	85/2010	New Asian Shipping Company Limited Hong Kong represented in Singapore by Mob Cougar Private Limited	Singapore Maritime Officers' Union	22.4.2010	3 years	1.2.2009 - 31.1.2012	9
105.	89/2010	Compass Rose Private Limited	Singapore Organisation of Seamen	22.4.2010	2 years	1.1.2010 - 31.12.2011	13
106.	90/2010	Douglas Line Private Limited	Singapore Organisation of Seamen	22.4.2010	2 years	1.1.2010 - 31.12.2011	12
107.	91/2010	Chinese Maritime Transport (S) Private Limited	Singapore Organisation of Seamen	22.4.2010	3 years	1.2.2010 - 31.1.2013	22
108.	92/2010	Fleet Ship Management Private Limited	Singapore Organisation of Seamen	22.4.2010	3 years	10.8.2008 - 31.7.2011	120

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
109.	128/2009	Lonpac Insurance Berhad	Singapore Insurance Employees' Union	28.4.2010	3 years	1.1.2009 - 31.12.2011	14
110.	5/2010	RC Hotels (Private) Limited	Union of Security Employees	28.4.2010	3 years	1.1.2010 - 31.12.2012	28
111.	75/2010	Swiss Club	Food, Drinks And Allied Workers Union	28.4.2010	3 years	1.9.2009 - 31.8.2012	11
112.	93/2010	Ocean Tankers (Private) Limited	Singapore Organisation of Seamen	28.4.2010	2 years 1 month	1.12.2009 - 31.12.2011	500
113.	94/2010	Ebony Ship Management Private Limited	Singapore Organisation of Seamen	28.4.2010	2 years 10 months 5 days	27.2.2010 - 31.12.2012	36

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
114.	68/2010	Singapore Health Services Private Limited (on behalf of its subsidiaries namely Changi General Hospital Private Limited, KK Women's and Children's Hospital Private Limited, Singapore General Hospital Private Limited, National Cancer Centre of Singapore Private Limited, National Dental Centre of Singapore Private Limited, National Heart Centre of Singapore Private Limited, Singapore National Eye Centre Private Limited and SingHealth Polyclinics)	Healthcare Services Employees' Union	3.5.2010	3 years	1.10.2009 - 30.9.2012	880
115.	16/2010	Houston Well Screen (Asia) Private Limited	Metal Industries Workers Union	4.5.2010	3 years	1.1.2010 - 31.12.2012	11
116.	97/2010	First Capital Insurance Limited	Singapore Insurance Employees' Union	4.5.2010	3 years	1.1.2009 - 31.12.2011	22
117.	98/2010	Liberty Insurance Private Limited	Singapore Insurance Employees' Union	4.5.2010	3 years	1.1.2009 - 31.12.2011	19

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
118.	102/2010	Pricewaterhousecoopers LLP and its affiliate Pricewaterhousecoopers GHRS Private Limited	The Singapore Manual & Mercantile Workers' Union	6.5.2010	3 years	1.7.2009 - 30.6.2012	45
119.	104/2010	Wincor Nixdorf Private Limited	United Workers of Electronics & Electrical Industries	6.5.2010	3 years	1.10.2009 - 30.9.2012	115
120.	380/2009	Rentokil Initial (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	10.5.2010	3 years	1.7.2009 - 30.6.2012	159
121.	65/2010	Furama Riverfront Singapore	Food, Drinks And Allied Workers Union	10.5.2010	3 years	1.7.2009 - 30.6.2012	60
122.	100/2010	Wealco Equipment and Far East Motors both divisions of Wearnes Automotive & Equipment Private Limited	The Singapore Manual & Mercantile Workers' Union	10/5/2010	3 years	1.1.2010 - 31.12.2012	19
123.	101/2010	O'Connor's Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	10.5.2010	3 years	1.1.2010 - 31.12.2012	6
124.	103/2010	Showa Chain (S) Private Limited	Metal Industries Workers Union	10.5.2010	3 years	1.4.2009 - 31.3.2012	13

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
125.	106/2010	Dongkuk Marine Company. Limited represented in Singapore by Kist Engineering Private Limited	Singapore Maritime Officers' Union	10.5.2010	2 years	1.4.2010 - 31.3.2012	9
126.	265/2009	Beam Global Asia Private Limited	The Singapore Manual & Mercantile Workers' Union	12.5.2010	3 years	1.4.2009 - 31.3.2012	4
127.	60/2010	KCC (Singapore) Private Limited	Chemical Industries Employees Union	12.5.2010	3 years	14.1.2008 - 13.1.2011	20
128.	404/2009	Hempel (Singapore) Private Limited	Chemical Industries Employees Union	17.5.2010	3 years	18.12.2009 - 17.12.2012	39
129.	33/2010	Panasonic Shikoku Electronics Singapore Private Limited	United Workers of Electronics & Electrical Industries	17.5.2010	3 years	1.8.2009 – 31.7.2012	1
130.	111/2010	Allianz Insurance Company of Singapore Private Limited	Singapore Insurance Employees' Union	17.5.2010	3 years	1.1.2009 – 31.12.2011	22
131.	113/2010	AET Shipmanagement (Singapore) Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	17.5.2010	2 years	1.1.2010 – 31.12.2011	200

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
132.	403/2009	Singapore Epson Industrial Private Limited	Metal Industries Workers Union	18.5.2010	2 years	14.2009 – 31.3.2011	230
133.	81/2010	Pan Pacific Hotels Group (Parkroyal on Beach Road)	Food, Drinks And Allied Workers Union	18.5.2010	3 years	1.4.2009 – 31.3.2012	86
134.	114/2010	A. P. Moller Singapore Private Limited	Singapore Maritime Officers' Union	18.5.2010	2 years	1.1.2010 – 31.12.2011	1500
135.	116/2010	The Spastic Children's Association of Singapore	The Singapore Manual & Mercantile Workers' Union	19.5.2010	3 years	1.1.2009 – 31.12.2011	24
136.	117/2010	Tenet Insurance Company Limited	Singapore Insurance Employees' Union	19.5.2010	3 years	1.1.2009 – 31.12.2011	34
137.	407/2009	PSA Marine (Private) Limited	Singapore Port Workers Union	25.5.2010	3 years	1.10.2009 - 30.9.2012	368
138.	99/2010	Wing Tai Retail Management Private Limited, Wing Tai clothing Private Limited, G2000 Apparel (S) Private Limited, Fox Fashion Apparel (S) Private Limited and Yoshinoya (S) Private Limited	Singapore Industrial & Services Employees Union	25.5.2010	3 years	1.1.2010 – 31.12.2012	84

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
139.	115/2010	BSH Home Appliances Private Limited	The Singapore Manual & Mercantile Workers' Union	25.5.2010	3 years	1.7.2009 – 30.6.2012	8
140.	124/2010	M.T.M. Ship Management Private Limited	Singapore Organisation of Seamen	25.5.2010	2 years	1.1.2010 – 31.12.2011	108
141.	328/2009	AXA Insurance Singapore Private Limited	Singapore Insurance Employees' Union	27.5.2010	3 years	1.1.2009 – 31.12.2011	65
142.	125/2010	Zeal Ocean International Private Limited	Singapore Organisation of Seamen	27.5.2010	2 years 9 months 10 days	22.3.2010 – 31.12.2012	12
143.	126/2010	New Asian Shipping Company Limited Hongkong represented in Singapore by MOB Cougar Private Limited	Singapore Organisation of Seamen	27.5.2010	2 years	15.3.2010 – 14.3.2012	13
144.	27/2010	AET Shipmanagement (S) Private Limited	Singapore Organisation of Seamen	3.6.2010	2 years	1.7.2009 - 30.6.2011	430
145.	37/2010	NTUC Thrift & Loan Co-operative Limited	The Singapore Manual & Mercantile Workers' Union	3.6.2010	3 years	1.1.2010 - 31.12.2012	19

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
146.	105/2010	E M Services Private Limited	The Singapore Manual & Mercantile Workers' Union	3.6.2010	2 years	1.1.2010 - 31.12.2011	437
147.	110/2010	American Home Assurance Company, Singapore Branch	Singapore Insurance Employees' Union	3.6.2010	3 years	1.1.2009 - 31.12.2011	77
148.	118/2010	Furama City Centre Singapore	Union of Security Employees	3.6.2010	2 years 6 months	1.1.2010 - 30.6.2012	6
149.	131/2010	TM Asia Life Singapore Limited	Singapore Insurance Employees' Union	3.6.2010	3 years	1.1.2009 - 31.12.2011	22
150.	134/2010	Foscon Shipmanagement, Inc represented in Singapore by Regional Shipping Services Private Limited	Singapore Maritime Officers' Union	3.6.2010	2 years	1.6.2010 - 31.5.2012	56
151.	135/2010	Western Shipping Private Limited (Fanoula)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	3.6.2010	2 years	9.4.2010 - 8.4.2012	16
152.	138/2010	Nikon Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	3.6.2010	3 years	1.4.2010 - 31.3.2013	12

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
153.	141/2010	Sibamar Shipmanagement (S) Private Limited	Singapore Maritime Officers' Union	3.6.2010	2 years	1.4.2010 - 31.3.2012	40
154.	98/2009	Bosch Rexroth Private Limited	The Singapore Manual & Mercantile Workers' Union	24.6.2010	3 years	1.1.2009 - 31.12.2011	7
155.	54/2010	WMF Singapore Private Limited	Metal Industries Workers Union	24.6.2010	3 years	1.1.2010 - 31.12.2012	23
156.	122/2010	Prima Limited	Food, Drinks And Allied Workers Union	24.6.2010	3 years	1.1.2010 - 31.12.2012	31
157.	123/2010	Prima Food Private Limited	Food, Drinks And Allied Workers Union	24.6.2010	3 years	1.1.2010 - 31.12.2012	39
158.	130/2010	Tian San Shipping (Private) Limited	National Transport Workers' Union	24.6.2010	3 years	1.7.2009 - 30.6.2012	8
159.	136/2010	ISS Pest Management Private Limited	The Singapore Manual & Mercantile Workers' Union	24.6.2010	2 years	1.1.2010 - 31.12.2011	9
160.	137/2010	Warren Golf & Country Club	Singapore Industrial & Services Employees Union	24.6.2010	2 years	1.1.2010 - 31.12.2011	42

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
161.	151/2010	Delta Air Lines, Inc	The Singapore Manual & Mercantile Workers' Union	24.6.2010	3 years	1.10.2009 - 30.9.2012	41
162.	152/2010	Premier Security Co-operative Limited	Union of Security Employees	24.6.2010	3 years	1.4.2010 - 31.3.2013	286
163.	154/2010	SH Tours Private Limited	National Transport Workers' Union	24.6.2010	3 years	1.1.2010 - 31.12.2012	9
164.	155/2010	HTL Manufacturing Private Limited	Building Construction And Timber Industries Employees' Union	24.6.2010	3 years	1.1.2010 - 31.12.2012	29
165.	282/2009	Orchid Country Club	The Singapore Manual & Mercantile Workers' Union	25.6.2010	3 years	1.4.2009 - 31.3.2012	126
166.	398/2009	STMicroelectronics Private Limited & STMicroelectronics Asia Pacific Private Limited	United Workers of Electronics & Electrical Industries	25.6.2010	3 years	1.1.2009 - 31.12.2011	1350
167.	108/2010	United Engineers (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	25.6.2010	3 years	1.1.2010 - 31.12.2012	2
168.	112/2010	Asia Cement (S) Private Limited	Building Construction And Timber Industries Employees' Union	25.6.2010	3 years	1.1.2010 - 31.12.2012	3

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
169.	127/2010	Toppan Security Printing Private Limited	Singapore Industrial & Services Employees Union	25.6.2010	3 years	1.1.2010 - 31.12.2012	122
170.	128/2010	The Metropolitan Young Men's Christian Association of Singapore	The Singapore Manual & Mercantile Workers' Union	25.6.2010	3 years	1.1.2009 - 31.12.2011	64
171.	148/2010	Trademar Private Limited	Singapore Maritime Officers' Union	25.6.2010	2 years	15.5.2010 - 14.5.2012	16
172.	149/2010	Sembwaste Private Limited	Building Construction And Timber Industries Employees' Union	25.6.2010	3 years	1.7.2009 - 30.6.2012	222
173.	153/2010	Areva T&D Private Limited	Metal Industries Workers Union	25.6.2010	3 years	1.4.2009 - 31.3.2012	10
174.	119/2010	British Airways	The Singapore Manual & Mercantile Workers' Union	29.6.2010	3 years	1.7.2009 - 30.6.2012	11
175.	120/2010	Qantas Airways	The Singapore Manual & Mercantile Workers' Union	29.6.2010	3 years	1.7.2009 - 30.6.2012	19
176.	142/2010	Comfortdelgro Bus Private Limited	National Transport Workers' Union	29.6.2010	2 years	1.1.2010 - 31.12.2011	5

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
177.	157/2010	Dongkuk Marine Co. Limited represented in Singapore by Kist Engineering Private Limited	Singapore Organisation of Seamen	29.6.2010	2 years	1.4.2010 - 31.3.2012	12
178.	158/2010	J. Lauritzen Singapore Private Limited	Singapore Organisation of Seamen	29.6.2010	2 years 15 days	17.1.2010 - 31.1.2012	33
179.	109/2010	Terasaki Electric Co. (F.E.) Private Limited	United Workers of Electronics & Electrical Industries	30.6.2010	2 years	1.11.2009 - 31.10.2011	20
180.	140/2010	Diners Club (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	30.6.2010	3 years	1.4.2010 - 31.12.2013	73
181.	159/2010	I.M. Skaugen Marine Service Private Limited	Singapore Maritime Officers' Union	30.6.2010	3 years	1.5.2010 - 30.4.2013	77
182.	160/2010	Tolani Shipping (Singapore) Private Limited	Singapore Maritime Officers' Union	30.6.2010	2 years	1.4.2010 - 31.3.2012	32
183.	161/2010	Kentucky Fried Chicken Management Private Limited	Food, Drinks And Allied Workers Union	30.6.2010	3 years	1.1.2010 - 31.12.2012	45
184.	133/2010	Singapore Cruise Centre Private Limited	Singapore Industrial & Services Employees Union	1.7.2010	3 years	1.1.2010 - 31.12.2012	23

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
185.	156/2010	FCI Connectors Singapore Private Limited	United Workers of Electronics & Electrical Industries	1.7.2010	3 years	1.7.2009 - 30.6.2012	40
186.	165/2010	Konlink Shipping Private Limited	Singapore Organisation of Seamen	5.7.2010	2 years	1.1.2010 - 31.12.2011	42
187.	166/2010	SSC Ship Management Private Limited	Singapore Organisation of Seamen	5.7.2010	2 years	1.1.2010 - 31.12.2011	50
188.	167/2010	Singapore Turf Club	The Singapore Manual & Mercantile Workers' Union	5.7.2010	3 years	1.4.2010 - 31.3.2013	189
189.	170/2010	Orange Maritime Private Limited	Singapore Organisation of Seamen	5.7.2010	3 years	11.1.2010 - 10.1.2013	20
190.	95/2010	Millennium & Copthorne International Limited - trading as Orchard Hotel Singapore	Food, Drinks And Allied Workers Union	8.7.2010	3 years	1.1.2009 - 31.12.2011	34
191.	171/2010	Renesas Semiconductor Singapore Private Limited	United Workers of Electronics & Electrical Industries	8.7.2010	3 years	1.1.2009 - 31.12.2011	282
192.	172/2010	Mccormick Ingredients Southeast Asia Private Limited	Food, Drinks And Allied Workers Union	8.7.2010	3 years	1.1.2009 - 31.12.2011	10

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
193.	174/2010	Alfa Crew Managers Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	8.7.2010	2 years	25.5.2010 - 24.5.2012	20
194.	129/2010	Jetro Singapore	The Singapore Manual & Mercantile Workers' Union	9.7.2010	2 years	1.7.2009 - 30.6.2011	7
195.	178/2010	SE Ship Management Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	9.7.2010	2 years 11 months 10 days	22.1.2010 - 31.12.2012	64
196.	179/2010	MSI Ship Management Private Limited	Singapore Organisation of Seamen	9.7.2010	3 years	1.4.2009 - 31.3.2012	30
197.	180/2010	Wallenius Marine Singapore Private Limited	Singapore Maritime Officers' Union	9.7.2010	2 years	1.6.2010 - 31.5.2012	30
198.	181/2010	Veolia Environmental Services Singapore Private Limited	Building Construction And Timber Industries Employees' Union	9.7.2010	2 years	1.1.2010 - 31.12.2011	77
199.	132/2010	Tokio Marine Insurance Singapore Limited	Singapore Insurance Employees' Union	13.7.2010	3 years	1.1.2009 - 31.12.2011	61

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
200.	183/2010	Satsuma Shipping Private Limited	Singapore Maritime Officers' Union	13.7.2010	3 years	11.6.2010 - 10.6.2013	20
201.	378/2009	Rainbow Centre	The Singapore Manual & Mercantile Workers' Union	20.7.2010	3 years	1.7.2009 - 30.6.2012	24
202.	168/2010	The Defence Fuels Group	The Singapore Manual & Mercantile Workers' Union	20.7.2010	3 years	1.4.2008 - 31.3.2011	18
203.	185/2010	Idemitsu International (Asia) Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	20.7.2010	2 years	1.1.2010 - 31.12.2011	21
204.	187/2010	Blue Marine Management (Private) Limited	Singapore Organisation of Seamen	20.7.2010	2 years	1.8.2010 - 31.7.2012	12
205.	188/2010	Wallenius Marine Singapore Private Limited	Singapore Organisation of Seamen	20.7.2010	2 years	1.6.2010 - 31.5.2012	60
206.	24/2010	Perstorp Singapore Private Limited	Chemical Industries Employees Union	27.7.2010	3 years	1.7.2009 - 30.6.2012	17
207.	177/2010	Jurong Marine Services Private Limited	Shipbuilding And Marine Engineering Employees' Union	27.7.2010	3 years	1.1.2010 - 31.12.2012	13

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
208.	184/2010	Posh Fleet Services Private Limited	Singapore Maritime Officers' Union	27.7.2010	3 years	1.11.2009 - 31.10.2012	60
209.	186/2010	Singapore Tourism Board	The Amalgamated Union of Public Employees	27.7.2010	3 years	1.7.2010 - 30.6.2013	99
210.	191/2010	Cadbury Enterprises Private Limited	Food, Drinks And Allied Workers Union	27.7.2010	3 years	1.1.2010 - 31.12.2012	20
211.	192/2010	Baker Hughes Inteq	Shipbuilding And Marine Engineering Employees' Union	27.7.2010	3 Years	1.7.2010 - 30.6.2013	18
212.	193/2010	United Ocean Ship Management Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	27.7.2010	2 years	1.1.2010 - 31.12.2011	252
213.	194/2010	Central Provident Fund	The Amalgamated Union of Public Employees	27.7.2010	3 years	12.7.2010 - 11.7.2013	451
214.	195/2010	Changi Beach Club	The Singapore Manual & Mercantile Workers' Union	27.7.2010	3 years	1.1.2010 - 31.12.2012	20

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
215.	150/2010	Kingston Property Maintenance Services Private Limited	Union of Security Employees	28.7.2010	3 years	1.1.2010 - 31.12.2012	53
216.	169/2010	Naigai Nitto Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	28.7.2010	3 years	1.1.2010 - 31.12.2012	99
217.	173/2010	Aviva Limited	Singapore Insurance Employees' Union	28.7.2010	3 years	1.1.2009 - 31.12.2011	44
218.	197/2010	ETIQA Insurance Berhad	Singapore Insurance Employees' Union	28.7.2010	3 years	1.1.2009 - 31.12.2011	25
219.	199/2010	National Parks Board	The Amalgamated Union of Public Employees	28.7.2010	3 years	1.8.2010 - 31.7.2013	342
220.	201/2010	SGS Testing & Control Services Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	28.7.2010	3 years	1.1.2010 - 31.12.2012	76
221.	405/2009	Scandinavian Airlines System	The Singapore Manual & Mercantile Workers' Union	30.7.2010	3 years	1.1.2009 - 31.12.2011	6
222.	8/2010	Marubeni International Commodities (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	2.8.2010	3 years	1.11.2009 – 31.10.2012	6
223.	176/2010	Essilor Asia Pacific Private Limited	Singapore Industrial & Services Employees Union	2.8.2010	3 years	1.1.2010 – 31.12.2012	25

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
224.	202/2010	Crystal Water Navigation Private Limited	Singapore Organisation of Seamen	2.8.2010	2 years 5 months 24 days	8.7.2010 – 31.12.2012	9
225.	203/2010	Singapore Association of the Visually Handicapped	The Singapore Manual & Mercantile Workers' Union	2.8.2010	3 years	1.1.2010 – 31.12.2012	7
226.	147/2010	Singex Venues Private Limited and Singex Exhibitions Private Limited	Singapore Industrial & Services Employees Union	6.8.2010	3 years	1.1.2010 – 31.12.2012	13
227.	162/2010	Sunningdale Precision Industries Limited	Chemical Industries Employees Union	6.8.2010	3 years	1.9.2009 – 31.8.2012	11
228.	163/2010	Sunningdale Tech Limited	Chemical Industries Employees Union	6.8.2010	3 years	1.9.2009 – 31.8.2012	17
229.	164/2010	Omni Mold Limited	Chemical Industries Employees Union	6.8.2010	3 years	1.9.2009 – 31.8.2012	11
230.	204/2010	Nojima Chemical Singapore Private Limited	Chemical Industries Employees Union	6.8.2010	3 years	1.7.2010 – 30.6.2013	41

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
231.	206/2010	Singapore Unit Trusts Limited	The Singapore Manual & Mercantile Workers' Union	6.8.2010	3 years	1.7.2010 – 30.6.2013	1
232.	209/2010	Western Shipping Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	6.8.2010	2 years	24.6.2010 – 23.6.2012	16
233.	211/2010	Trademar Private Limited	Singapore Organisation of Seamen	6.8.2010	2 years	15/5/2010 – 14.5.2012	36
234.	139/2010	PT Garuda Indonesia	The Singapore Manual & Mercantile Workers' Union	11.8.2010	3 years	1.1.2010 – 31.12.2012	40
235.	146/2010	CGGVERITAS Services (Singapore) Private Limited	Singapore Industrial & Services Employees Union	11.8.2010	3 years	1.1.2010 – 31.12.2012	32
236.	198/2010	Haw Par Healthcare Limited	Chemical Industries Employees Union	11.8.2010	3 years	1.1.2010 – 31.12.2012	51
237.	208/2010	Crystal Water Navigation Private Limited	Singapore Maritime Officers' Union	11.8.2010	3 years	1.7.2010 – 30.6.2013	16
238.	212/2010	MISC Agencies (S) Private Limited	Singapore Organisation of Seamen	17.8.2010	2 years	13.5.2010 – 12.5.2012	10

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
239.	200/2010	Crown Beverage Cans Singapore Private Limited	Metal Industries Workers Union	20.8.2010	3 years	1.5.2010 – 30.4.2013	47
240.	217/2010	National Environment Agency	Amalgamated Union of Public Daily Rated Workers	20.8.2010	3 years	1.7.2010 – 30.6.2013	765
241.	218/2010	Metal One Stainless (Asia) Private Limited	The Singapore Manual & Mercantile Workers' Union	20.8.2010	3 years	1.1.2010 – 31.12.2012	22
242.	145/2010	Bureau Veritas Singapore Branch	The Singapore Manual & Mercantile Workers' Union	24.8.2010	2 years	1.1.2010 – 31.12.2011	31
243.	190/2010	Blue Marine Management (Private) Limited	Singapore Maritime Officers' Union	24.8.2010	3 years	1.8.2010 – 31.7.2013	8
244.	175/2010	GE Keppel Energy Services Private Limited	Shipbuilding and Marine Engineering Employees' Union	2.9.2010	3 years	1.6.2010 – 31.5.2013	114
245.	210/2010	The New Zealand Defence Support Unit, South East Asia	The Singapore Manual & Mercantile Workers' Union	2.9.2010	2 years	1.7.2009 – 30.6.2011	3
246.	213/2010	Abacus International Private Limited	The Singapore Manual & Mercantile Workers' Union	2.9.2010	3 years	1.7.2010 – 30.6.2013	18

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
247.	221/2010	Serangoon Gardens Country Club	The Singapore Manual & Mercantile Workers' Union	2.9.2010	3 years	1.7.2010 – 30.6.2013	46
248.	222/2010	Kyocera Mita Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	2.9.2010	3 years	1.6.2009 – 31.5.2012	28
249.	214/2010	Malaysian Airline System Berhad	The Singapore Manual & Mercantile Workers' Union	8.9.2010	3 years	1.7.2009 – 30.6.2012	42
250.	229/2010	CWT Logistics Private Limited	Metal Industries Workers Union	8.9.2010	3 years	1.7.2010 – 30.6.2013	12
251.	230/2010	Stone Marine Singapore (Private) Limited	Shipbuilding and Marine Engineering Employees' Union	8.9.2010	2 years	1.7.2010 – 30.6.2012	15
252.	231/2010	Cummins Power Generation (S) Private Limited	United Workers of Electronics & Electrical Industries	8.9.2010	2 years	1.1.2010 – 31.12.2011	38
253.	233/2010	New Asian Shipping Company Limited Hongkong represented in Singapore by Sierra Shipping Private Limited	Singapore Organisation of Seamen	8.9.2010	2 years	1.2.2010 – 31.1.2012	13

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
254.	234/2010	Epic Ship Management Private Limited	Singapore Organisation of Seamen	8.9.2010	2 years 11 days	18.2.2009 – 28.2.2011	102
255.	215/2010	K C Dat (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	14.9.2010	3 years	1.5.2010 – 30.4.2013	44
256.	228/2010	CWT Engineering Private Limited	Metal Industries Workers Union	14.9.2010	3 years	1.7.2010 – 30.6.2013	7
257.	232/2010	Thome Ship Management Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	14.9.2010	2 years	1.7.2010 – 30.6.2012	26
258.	182/2010	Belchem Singapore Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	17.9.2010	2 years	1.4.2010 – 31.3.2012	400
259.	196/2010	Mediacorp Private Limited	Singapore Union of Broadcasting Employees	17.9.2010	3 years	1.7.2010 – 30.6.2013	258
260.	205/2010	Drug Houses of Australia (Asia) Private Limited	Chemical Industries Employees Union	17.9.2010	3 years	1.1.2010 – 31.12.2012	37

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
261.	207/2010	Senoko Energy Private Limited	Union of Power and Gas Employees	17.9.2010	3 years	1.3.2010 – 28.2.2013	186
262.	219/2010	Times Publishing Limited	Times Publishing Group Employees' Union	17.9.2010	3 years	1.1.2009 – 31.12.2011	147
263.	224/2010	Misc Agencies (Singapore) Private Limited	Singapore Maritime Officers' Union	17.9.2010	3 years	12.5.2010 – 11.5.2013	10
264.	227/2010	CWT Limited	Metal Industries Workers Union	17.9.2010	3 years	1.7.2010 – 30.6.2013	23
265.	238/2010	Grocery Logistics of Singapore Private Limited	Food, Drinks and Allied Workers Union	17.9.2010	3 years	1.5.2010 – 30.4.2013	88
266.	242/2010	Robert Bosch (South East Asia) Private Limited	The Singapore Manual & Mercantile Workers' Union	17.9.2010	3 years	1.7.2010 – 30.6.2013	12
267.	243/2010	Celeste Holding Private Limited	Singapore Maritime Officers' Union	17.9.2010	2 years	25.8.2010 – 24.8.2012	8
268.	248/2010	Millenia Private Limited trading as Conrad Centennial Singapore	Food, Drinks and Allied Workers Union	22.9.2010	2 years	1.1.2009 – 31.12.2010	65

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
269.	249/2010	Western Shipping Private Limited (Ermione)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	22.9.2010	2 years	7.8.2010 – 6.8.2012	16
270.	250/2010	Western Shipping Private Limited (Yvonne)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	22.9.2010	2 years	7.8.2010 – 6.8.2012	16
271.	223/2010	Diethelm Keller Aviation Private Limited	Metal Industries Workers Union	27.9.2010	3 years	1.1.2010 – 31.12.2012	47
272.	226/2010	Cofely South East Asia Private Limited	Singapore Industrial & Services Employees Union	27.9.2010	3 years	1.7.2008 – 30.6.2011	7
273.	236/2010	Seiko Instruments Singapore Private Limited	Metal Industries Workers Union	27.9.2010	3 years	1.7.2010 – 30.6.2013	296
274.	245/2010	Copthorne Orchid Hotel Singapore Private Limited	Food, Drinks and Allied Workers Union	27.9.2010	2 years	1.7.2010 – 30.6.2012	44
275.	246/2010	National Library Board	Amalgamated Union of Statutory Board Employees	28.9.2010	3 years	1.8.2010 – 31.7.2013	284

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
276.	247/2010	Pan Pacific Hotels Group Limited (Parkroyal on Beach Road)	Union of Security Employees	28.9.2010	3 years	1.4.2009 – 31.3.2012	11
277.	260/2010	Pokka Corporation (S) Private Limited	Food, Drinks and Allied Workers Union	28.9.2010	3 years	1.5.2010 – 30.4.2013	46
278.	225/2010	Jurong Health Services Private Limited	Healthcare Services Employees' Union	1.10.2010	3 years	1.7.2010 – 30.6.2013	156
279.	261/2010	Celeste Holding Private Limited	Singapore Organisation of Seamen	1.10.2010	2 years 4 months 7 days	25.8.2010 – 31.12.2012	12
280.	262/2010	Hamworthy Private Limited	Metal Industries Workers Union	1.10.2010	3 years	1.8.2010 – 31.7.2013	69
281.	263/2010	Swiss Precision Industries (Private) Limited	Metal Industries Workers Union	1.10.2010	3 years	1.1.2010 – 31.12.2012	82
282.	220/2010	Fleet Ship Management Private Limited	Singapore Maritime Officers' Union	6.10.2010	2 years	10.8.2010 – 9.8.2012	130
283.	239/2010	ST Architects & Engineers	Building Construction And Timber Industries Employees' Union	6.10.2010	3 years	1.1.2010 – 31.12.2012	20

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
284.	240/2010	Sembcorp Design And Construction	Building Construction And Timber Industries Employees' Union	6.10.2010	3 years	1.1.2010 – 31.12.2012	73
285.	265/2010	Glory Ship Management Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	6.10.2010	2 years	1.8.2010 – 31.7.2012	8
286.	235/2010	Lam Soon Singapore Private Limited	Food, Drinks and Allied Workers Union	7.10.2010	3 years	1.5.2009 – 30.4.2012	19
287.	255/2010	Coca-Cola Singapore Beverages Private Limited – (Employees)	Food, Drinks and Allied Workers Union	21.10.2010	3 years	1.1.2010 – 31/12/2012	195
288.	256/2010	Coca-Cola Singapore Beverages Private Limited – (Supervisory)	Food, Drinks and Allied Workers Union	21.10.2010	3 years	1.1.2010 – 31/12/2012	69
289.	257/2010	NMB Singapore Limited	Metal Industries Workers Union	21.10.2010	3 years	1.7.2010 - 30.6.2013	200
290.	258/2010	Pelmech Industries (Private) Limited	Metal Industries Workers Union	21.10.2010	3 years	1.7.2010 - 30.6.2013	241
291.	259/2010	CNA Group Limited	Singapore Industrial & Services Employees Union	21.10.2010	3 years	25.5.2008 – 24.5.2011	9

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
292.	272/2010	Metal One Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	21.10.2010	3 years	1.7.2010 – 30.6.2013	7
293.	273/2010	Amfraser Securities Private Limited	The Singapore Manual & Mercantile Workers' Union	21.10.2010	3 years	1.6.2010 – 31.5.2013	14
294.	276/2010	Tolani Shipping (Singapore) Private Limited	Singapore Organisation of Seamen	21.10.2010	2 years	1.4.2010 – 31.3.2012	36
295.	143/2010	Unicom Data Bank Private Limited	The Singapore Manual & Mercantile Workers' Union	25.10.2010	3 years	1.1.2009 – 31.12.2011	10
296.	144/2010	United General Services Private Limited	The Singapore Manual & Mercantile Workers' Union	25.10.2010	3 years	1.1.2009 – 31.12.2011	9
297.	216/2010	Drydocks World – Singapore Private Limited	Shipbuilding and Marine Engineering Employees' Union	25.10.2010	3 years	1.8.2009 – 31.7.2012	54

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
298.	251/2010	SP Services Limited	Union of Power And Gas Employees	25.10.2010	3 years	1.3.2010 – 28.2.2013	436
299.	252/2010	SP Powergrid Limited	Union of Power And Gas Employees	25.10.2010	3 years	1.3.2010 – 28.2.2013	1263
300.	253/2010	Singapore Power Limited	Union of Power And Gas Employees	25.10.2010	3 years	1.3.2010 – 28.2.2013	80
301.	275/2010	Ishima Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	25.10.2010	2 years	1.1.2010 – 31.12.2011	110
302.	277/2010	PSM Perkapalan Sdn Bhd represented by PACC Ship Managers Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	25.10.2010	2 years	5.3.2009 – 4.3.2011	110
303.	107/2010	Malayan Motors a division of Wearnes Automotive & Equipment Private Limited	The Singapore Motor Workshops Employees' Union	28.10.2010	3 years	1.1.2010 – 31.12.2012	13

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
304.	237/2010	Cookson Semiconductor Packaging Materials a division of Cookson Singapore Private Limited	Chemical Industries Employees Union	28.10.2010	2 years	1.1.2010 – 31.12.2011	49
305.	241/2010	Singapore Technologies Electronics Limited	Singapore Technologies Electronics Employees' Union	28.10.2010	3 years	1.4.2010 – 31.3.2013	65
306.	271/2010	Royal Brunei Airlines Sdn Bhd	The Singapore Manual & Mercantile Workers' Union	28.10.2010	3 years	1.3.2010 – 28.2.2013	17
307.	274/2010	Spotlight Private Limited	The Singapore Manual & Mercantile Workers' Union	28.10.2010	3 years	1.1.2010 – 31.12.2012	22
308.	285/2010	SAA Architects Private Limited	The Singapore Manual & Mercantile Workers' Union	28.10.2010	3 years	1.7.2010 – 30.6.2013	4
309.	189/2010	Marina Properties (Private) Limited	Building Construction And Timber Industries Employees' Union	29.10.2010	3 years	1.1.2010 – 31.12.2012	120

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
310.	267/2010	International Paint Singapore Private Limited	Chemical Industries Employees Union	29.10.2010	3 years	1.1.2008 – 31.12.2010	33
311.	281/2010	Kraft Foods Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	29.10.2010	3 years	1.1.2010 – 31.12.2012	10
312.	283/2010	A.P. Moller (Singapore) Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	29.10.2010	2 years	1.5.2010 – 30.4.2012	60
313.	286/2010	Colourscan Company (Private) Limited	Singapore Industrial & Services Employees Union	29.10.2010	3 years	1.8.2010 – 31.7.2013	98
314.	96/2010	Shima Restaurant Private Limited	The Singapore Catering Services, Staffs & Workers Trade Union	2.11.2010	3 years	1.7.2009 – 30.6.2012	2
315.	269/2010	Itochu Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	2.11.2010	3 years	1.7.2009 – 30.6.2012	47

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
316.	270/2010	Itochu Plastics Private Limited	The Singapore Manual & Mercantile Workers' Union	2.11.2010	3 years	1.7.2009 – 30.6.2012	7
317.	266/2010	Alexandra Health Private Limited for and on behalf of Khoo Teck Puat Hospital and Jurong Medical Centre	Healthcare Services Employees' Union	10.11.2010	3 years	1.4.2010 – 31.3.2013	573
318.	280/2010	Agrex Asia Private Limited	The Singapore Manual & Mercantile Workers' Union	10.11.2010	3 years	1.10.2010 – 30.9.2013	4
319.	287/2010	Cosco Bulk Carrier Holdings (Cayman) Limited	Singapore Organisation of Seamen	10.11.2010	2 years	14.10.2010 – 13.10.2012	25
320.	7/2010	Maldives National Shipping Agencies (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	11.11.2010	3 years	1.1.2009 – 31.12.2011	6
321.	282/2010	The Singapore Island Country Club	Singapore Industrial & Services Employees Union	11.11.2010	3 years	1.7.2010 – 30.6.2013	245

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
322.	289/2010	Straits Developments Private Limited	Singapore Industrial & Services Employees Union	11.11.2010	3 years	1.1.2010 – 31.12.2012	6
323.	291/2010	Cosco Bulk Carrier Holdings (Cayman) Limited	Singapore Maritime Officers' Union	11.11.2010	2 years	14.10.2010 – 13.10.2012	25
324.	292/2010	"K" Line Ship Management (Singapore) Private Limited	Singapore Maritime Officers' Union	11.11.2010	3 years	12.9.2010 – 11.9.2013	63
325.	294/2010	Housing & Development Board	Housing & Development Board Staff Union	16.11.2010	3 years	1.7.2010 – 30.6.2013	3466
326.	295/2010	Singapore Recreation Club	The Singapore Catering Services, Staffs & Workers Trade Union	16.11.2010	3 years	1.7.2010 – 30.6.2013	55
327.	297/2010	Meiji Seika (Singapore) Private Limited	Food, Drinks and Allied Workers Union	16.11.2010	3 years	1.2.2009 – 31.1.2012	55
328.	299/2010	Fraser & Neave (Singapore) Private Limited	Food, Drinks and Allied Workers Union	16.11.2010	3 years	1.1.2010 – 31.12.2012	5

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
329.	300/2010	Yamato Asia Private Limited	The Singapore Manual & Mercantile Workers' Union	19.11.2010	3 years	1.1.2011 – 31.12.2013	33
330.	301/2010	SK Shipping (S) Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	19.11.2010	2 years	20.6.2010 – 19.6.2012	26
331.	303/2010	3J Shipping Agencies Private Limited	Singapore Organisation of Seamen	19.11.2010	3 years	16.10.2010 – 15.10.2013	12
332.	304/2010	QBE Insurance (International) Limited	Singapore Insurance Employees' Union	19.11.2010	3 years	1.1.2009 – 31.12.2011	28
333.	305/2010	Caterpillar Asia Private Limited	Singapore Industrial & Services Employees Union	19.11.2010	3 years	1.1.2010 – 31.12.2012	77
334.	307/2010	Metro (Private) Limited	The Singapore Manual & Mercantile Workers' Union	19.11.2010	3 years	1.1.2010 – 31.12.2012	168
335.	309/2010	Panasonic Semiconductor Singapore a division of Panasonic Semiconductor Asia Private Limited	United Workers of Electronics & Electrical Industries	22.11.2010	3 years	1.7.2010 – 30.6.2013	310

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
336.	302/2010	Millennium Copthorne International Limited doing business as M Hotel Singapore	Food, Drinks and Allied Workers Union	29.11.2010	3 years	1.1.2009 – 31.12.2011	29
337.	121/2010	Nestle Singapore (Private) Limited	The Singapore Manual & Mercantile Workers' Union	30.11.2010	3 years	1.1.2010 – 31.12.2012	47
338.	284/2010	Hitachi Cable (Singapore) Private Limited	United Workers of Electronics & Electrical Industries	30.11.2010	3 years	1.7.2010 – 30.6.2013	136
339.	293/2010	3J Shipping Agencies Private Limited	Singapore Maritime Officers' Union	30.11.2010	3 years	16.10.2010 – 15.10.2013	10
340.	310/2010	Cold Storage Singapore (1983) Private Limited	Food, Drinks and Allied Workers Union	30.11.2010	3 years	1.1.2010 – 31.12.2012	909
341.	316/2010	NS United Shipping (Singapore) Private Limited	Singapore Maritime Officers' Union	30.11.2010	2 years	11.7.2010 – 10.7.2012	36

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
342.	318/2010	NYK Shipmanagement Private Limited (Foreign Flag)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	30.11.2010	2 years	29.7.2010 – 28.7.2012	400
343.	306/2010	Buhler AG, Singapore Office	The Singapore Manual & Mercantile Workers' Union	2.12.2010	3 years	1.7.2010 – 30.6.2013	6
344.	319/2010	Chloride Batteries S. E. Asia Private Limited	United Workers of Electronics & Electrical Industries	2.12.2010	3 years	1.7.2009 – 30.6.2012	31
345.	320/2010	Mitsui Electronics Asia Private Limited	United Workers of Electronics & Electrical Industries	2.12.2010	3 years	1.9.2010 – 31.8.2013	56
346.	322/2010	NS United Shipping (Singapore) Private Limited	Singapore Organisation of Seamen	2.12.2010	2 years	11.7.2010 – 10.7.2012	36
347.	323/2010	Traders Hotel, Singapore	Food, Drinks and Allied Workers Union	2.12.2010	3 years	1.1.2010 – 31.12.2012	83
348.	312/2010	Heraeus Shin-Etsu Quartz Singapore Private Limited	Chemical Industries Employees Union	3.12.2010	2 years	1.10.2010 – 30.9.2012	14
349.	313/2010	Singapore Chemi-Con (Private) Limited	United Workers of Electronics & Electrical Industries	3.12.2010	3 years	1.7.2010 – 30.6.2013	24

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
350.	326/2010	Malaysia Dairy Industries Private Limited	Food, Drinks and Allied Workers Union	3.12.2010	2 years	1.7.2009 – 30.6.2011	83
351.	327/2010	Gethin-Jones Medical Practice Private Limited	The Singapore Manual & Mercantile Workers' Union	3.12.2010	3 years	1.1.2011 – 31.12.2013	8
352.	329/2010	Temasek Polytechnic	The Amalgamated Union of Public Employees	3.12.2010	2 years	20.10.2010 – 19.10.2013	188
353.	315/2010	Avago Technologies Manufacturing (Singapore) Private Limited and its affiliates	United Workers of Electronics & Electrical Industries	8.12.2010	3 years	1.7.2010 – 30.6.2013	422
354.	331/2010	ABB Private Limited	Singapore Industrial & Services Employees Union	8.12.2010	3 years	1.1.2010 – 31.12.2012	53
355.	333/2010	Singapore Zoological Gardens	The Singapore Manual & Mercantile Workers' Union	8.12.2010	3 years	1.1.2009 – 31.12.2011	165
356.	308/2010	Qioptiq Singapore Private Limited	Singapore Industrial & Services Employees Union	9.12.2010	3 years	1.8.2010 – 31.7.2013	416
357.	314/2010	Okamoto (Singapore) Private Limited	Metal Industries Workers Union	9.12.2010	2 years	1.7.2010 – 30.6.2012	109

COLLECTIVE AGREEMENTS CERTIFIED IN 2010– *continued*

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
358.	321/2010	Hotel Miramar (Singapore) Limited	Food, Drinks and Allied Workers Union	10.12.2010	3 years	1.5.2009 – 30.4.2012	36
359.	336/2010	Island View Shipping International Private Limited represented by Celeste Holding Private Limited	Singapore Maritime Officers' Union	10.12.2010	3 years	1.9.2010 – 31.8.2013	12
360.	344/2010	Eagle Services Asia Private Limited	SIA Engineering Company Engineers And Executives Union	10.12.2010	3 years	1.1.2008 – 31.12.2010	127
361.	311/2010	PACC Offshore Services Holdings Private Limited, Posh Semco Private Limited, Posh Maritime Private Limited and Posh Fleet Services Private Limited	Shipbuilding and Marine Engineering Employees' Union	17.12.2010	3 years	1.10.2009 – 30.9.2012	36
362.	339/2010	Island View Shipping International Private Limited – (Singapore Flag-Tankers)	Singapore Organisation of Seamen	17.12.2010	2 years	1.9.2010 – 31.8.2012	13
363.	341/2010	Azuma Engineering (S) Private Limited	Shipbuilding and Marine Engineering Employees' Union	17.12.2010	3 years	1.1.2011 – 31.12.2013	12