



REPUBLIC OF SINGAPORE

ANNUAL REPORT

OF THE

PRESIDENT

INDUSTRIAL ARBITRATION COURT

2011

Made pursuant to Section 86 of the
Industrial Relations Act



REPUBLIC OF SINGAPORE

51ST ANNUAL REPORT

OF

THE PRESIDENT

OF THE

INDUSTRIAL ARBITRATION COURT

FOR THE

PERIOD 1 JANUARY TO 31 DECEMBER 2011

TO

THE HONOURABLE
MR THARMAN SHANMUGARATNAM

MINISTER FOR MANPOWER

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

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51ST ANNUAL REPORT
OF THE
INDUSTRIAL ARBITRATION COURT

1 MEMBERSHIP OF THE COURT AND PRINCIPAL OFFICERS

In 2011, 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 Edward Tan Pang Liang
- (7) Mr Nunis Vernon Gerard
- (8) Mr Han Kok Juan
- (9) Mr Loh Oun Hean (until 5.2.2011)
- (10) Ms Elizabeth Quah (until 14.4.2011)
- (11) Ms Anna Fok Wai Min (from 1.12.2011)
- (12) Mr Francis Tan Pee Kwang (from 1.12.2011)

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) Ms Diana Chia Siew Fui
- (4) Mr Lim Kuang Beng
- (5) Mr John De Payva
- (6) Mr Mah Cheong Fatt
- (7) Ms Nora Kang Kah Ai
- (8) Mr Thiagarajan s/o Subramaniam
- (9) Mr Karthikeyan s/o Krishnamurthy
- (10) Mr Terry Lee Kok Hua (until 1.5.2011)

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 2011, twelve disputes were referred to the Court. A total of fourteen disputes were brought before the Court, including 2 that were carried forward from the previous year.

Of the 14 disputes, 5 involved the Singapore Airlines and its subsidiaries. The first case involved Singapore Airlines Ltd and the pilot's union over service increment for 2010. At the hearing, the management stressed that the service increment of the pilots should be tied to the company's financial position. It also asked for the service increment date of the pilots to be shifted from January to July to be in line with the others, i.e., the administrative staff, cabin crew etc. The pilot's union insisted that the service increment was a payment in recognition of the pilots' service and loyalty to the company and objected to the proposed shifting of the service increment date from January to July. After hearing their arguments, the Court urged the parties to settle the dispute. The case was adjourned for 5 weeks for both parties to re-negotiate and resolve the dispute. Subsequently, the parties informed the Court that they had settled the service increment for 2010 and 2011. The parties then withdrew their application.

The second case also involved Singapore Airlines Ltd. It was over the interpretation of "basic salary". The company and the pilot's union could not agree on the interpretation of "basic salary" for the purpose of computing both the Profit Sharing Bonus (PSB) and the Annual Wage Supplement (AWS) arising out of the Monthly Variable Component (MVC) cuts made to the pilots' salaries (from August 2009 to April 2010). At the hearing, the company cited clauses of its 2009 Collective Agreement that had defined "basic salary" to include MVC, which could be adjusted according to the company's key performance indicators. The company's position was that the computation of

the PSB and AWS should be based on the basic salary as adjusted for MVC cuts. The pilot's union, however, held the view that the basic salary to be used for computation of the PSB and AWS should include a fixed amount comprising 10% of the bonusable components of salary, regardless of any MVC cuts made. After deliberating on the facts and arguments submitted by both parties, the President ruled in favour of the company - that adjustments to the MVC incorporated within the monthly basic salary payable to the pilots should be similarly factored into the computation of AWS and PSB. The President also pointed out that the Collective Agreement did not except or exclude AWS and PSB payments from the new basic salary structure that was agreed by the parties.

The third case concerned the Singapore Airlines' regional carrier, SilkAir (Singapore) Pte Ltd, regarding computation of the productivity allowance of its pilots. At the hearing, the pilot's union complained that the existing method of computing the pilots' productivity allowance based on flying hours was unfair in that it favoured pilots operating a longer flight with payment of higher allowances than those operating two short flights. In pressing for a more equitable system, the pilot's union proposed that the flying allowances be calculated from the time a pilot reported for duty at the flight operations centre until the end of his shift. The pilot's union argued that computation of the productivity allowance based on total duty hours would be fairer since it would also take into consideration delays that may be caused by the weather or other reasons. The pilot's union told the Court that its members would be prepared to accept a lower rate of allowance to make it cost-neutral for the airline should the basis of computation of the productivity allowance be changed from flying hours to flight duty hours. In response, the airline told the Court that computation of the productivity allowance based on flying hours had worked well over the years and must not be changed because of the direct linkage of flying hours to the Company's competitiveness. The Company objected to the use of productivity allowance to reward working hours on the ground as that would increase costs and erode the airline's competitiveness, among other things. The Court found

the case presented by the pilot's union flawed in principle. The Court stressed the need to distinguish between actual flying hours, which contributed directly to productivity, and flight duty hours, which included the waiting time in transit and delays. The Court noted that the pilot's union's proposal to pay the productivity allowance for total duty hours as opposed to actual flying time was not going to solve the wide difference in the allowance between the highest and lowest earning pilots. The Court was of the view that implementing a more equitable and transparent rotational system might help to narrow the differences in the productivity allowance of the pilots when averaged over a longer term. The dismissal of the pilot's union's application meant that the productivity allowance would continue to be computed based on flying hours.

The fourth case, which also involved SilkAir, related to the quantum of service increment for the pilots for 2010, as well as the proposed shift in the service increment date from January to July. Both parties, however, managed to reach a settlement just before the scheduled hearing.

The fifth case involved the Singapore Airlines' air cargo carrier- Singapore Airlines Cargo Pte Ltd. Singapore Airlines Cargo had, due to the global economic downturn, suffered heavy financial losses from 2008 to 2010. It could only offer to pay a lump sum instead of a built-in salary increment to all its employees for 2009. While the 2 unions of the company (one representing its executive/administrative staff and the other its general staff) had settled for the lump sum payment, the pilot's union insisted on being given a built-in increment or a huge lump sum payment which the company was not prepared to offer. However, just before the scheduled hearing of the case, the company and the pilot's union reached a settlement. They also signed their first collective agreement. The case was subsequently withdrawn.

The sixth case was Building Construction and Timber Industries Employees' Union's claim for a higher quantum of retrenchment benefits for 6 retrenched employees of a construction company. At the hearing, the

company, Sembawang Engineers and Constructors Pte Ltd insisted that it was not obliged to pay any further retrenchment benefits after having paid the employees a week's pay for each year of service when they were retrenched. The union complained to the Court that the company had failed to negotiate the quantum of retrenchment benefit with the ex-employees as required under their collective agreement. The union also asked that the ex-employees be paid one month's pay for each year of service. The Court ruled that the company had no right to determine unilaterally and arbitrarily whether to pay the ex-employees and the quantum of their retrenchment benefit. The Court ordered the company to pay the ex-employees an additional one week's pay for each year of service plus a lump sum of \$350 for each year they could have continued working until they attain the statutory retirement age of 62.

The seventh case was an ex-parte application by The Singapore Catering Services Staff & Workers Trade Union for an order for continuation of Allson Hotel Singapore's collective agreement for a period of 3 years with the exception of the clause pertaining to salary range for which the union proposed variations. The union contended that the hotel had not incorporated the NWC wage increases from the year 2004 onwards into the salary range, hence depriving the group of long-serving employees who had reached the maximum of the salary scale from getting any salary increment. The union insisted that these employees should continue to be given salary increments. Allson Hotel argued that it had taken into account the NWC wage increases and had adjusted the minimum and maximum points of the salary ranges upon renewal of the collective agreement over the years. The hotel also claimed that the maximum salary points for the various job categories were comparable to those for similar jobs in other hotels of the same class as Allson Hotel. The Court was satisfied with the evidence presented by the hotel and dismissed the union's application. The Court also advised the parties to expeditiously negotiate and conclude a new collective agreement.

The eighth case was a joint-application of Singapore Refining Company Pte Ltd and its house union for determination of two items, namely (a) the quantum of service increment payable for 2011 and (b) the amount of adjustment to the salary structure for their new collective agreement. As mediation could not break the impasse, the case was scheduled for hearing in March 2012.

The ninth case related to the union's claim against the National Aviation Company of India Ltd (Singapore Branch) for encashing the unconsumed annual leave of some retrenched employees at a lower rate than expected. The case was also scheduled for hearing in March 2012.

The tenth case related to disputes over the annual increment for 2011 and bonus payments for 2010 and 2011 for employees of Global Yellow Pages Ltd . The parties had asked for more time to resolve their disputes. The case was thus carried forward to 2012.

The remaining 4 cases, all ex-parte applications from unions for continuation of collective agreements, were mediated by the Registrar and Assistant Registrar. The first case involved a printing company, Standard Form Group of Companies that failed to respond to its union's invitation to negotiate a new collective agreement. Upon the Registrar's advice and persuasion, the company eventually concluded a new collective agreement with the union which provided higher maximum salary points and improved medical benefits. The second case was over a dispute regarding how annual leave ought to be consumed. Upon the Assistant Registrar's advice, the construction company involved, United Premas Group of Companies and its union reached an agreement to allow 50% of the employees' annual leave to be carried forward to the next year but to be consumed by the month of June. The parties then went on to sign their new collective agreement. The third case was a dispute arising out of AP Moller-Maersk Group of companies' insistence not to have documented in their new collective agreement these two items, namely (a) the

limited representation of senior executives and assistant managers, and (b) the negotiation of the retrenchment benefits of senior executives and assistant managers. The Assistant Registrar helped the parties to resolve the disputes. They signed a memorandum of understanding applicable to executives and a new collective agreement applicable to bargainable employees. The fourth case concerned the drafting of the variable bonus clause. With the assistance of the Assistant Registrar, the parties, Asia Offshore Services Pte Ltd and Building Construction and Timber Industries Employees' Union proceeded to resolve the matter. The case was withdrawn by the union on 6 Jan 2012.

In summary, 5 cases were heard by the Court and 5 were settled either by the parties themselves or successfully mediated by the Registrar and Assistant Registrar. At the end of 2011, there were 4 disputes outstanding. Two of these cases were fixed for hearing in March 2012.

6 COLLECTIVE AGREEMENTS CERTIFIED BY THE COURT

Three hundred and fifty eight Collective Agreements (CAs) were filed with the Court in 2011, as compared to 376 CAs in 2010. Together with the 58 CAs brought forward from 2010, a total of 416 CAs were dealt with. Out of these CAs, 342 were certified by the Court. Seven of the certified CAs involved public sector employees. There were 74 CAs pending certification at the end of the year.

7 VARIATION OF COLLECTIVE AGREEMENTS

In 2011, 7 variations of CAs were filed with the Court compared to 11 variations in 2010.

All the 7 variations were approved. A breakdown of the variations is as follows:

Particulars Of Applications	No. of Applications
Salary ranges and structure	3
Retrenchment Benefit	2
Shift Schedule, Special Leave	1
Variable Bonus	1
Total	7

8 DISPUTES REFERRED TO REFEREES

There was no dispute referred to the Referee.

9 DURATION OF COLLECTIVE AGREEMENTS

The Act provides that a CA shall be in force for a period not less than two years or more than three years from the date on which it is expressed to come into force. Of the 358 CAs filed with the Court in 2011, 276 had a duration of three years, 81 a duration of two years and 1 a duration of between two and three years.

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

Duration	2011		2010		2009	
3 years	276	(77.1%)	271	(72.1%)	300	(73.5%)
Between 2 and 3 years	1	(0.3%)	16	(4.2%)	19	(4.7%)
2 years	81	(22.6%)	89	(23.7%)	89	(21.8%)
TOTAL	358	(100%)	376	(100%)	408	(100%)

In 2011, only 27 of the 358 CAs filed with the Court entered into force on a prospective date. One hundred and eighty-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, 84 had retrospective operation for six to twelve months, 26 for thirteen to eighteen months, 24 for nineteen to twenty-four months and 11 for more than twenty-four months.

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

Effective Date	2011	2010	2009
With prospective dates of operation	27 (7.5%)	39 (10.4%)	37 (9.1%)
With retrospective dates of operation of 6 months or less	186 (52.0%)	200 (53.2%)	226 (55.4%)
With retrospective dates of operation of more than 6 months	145 (40.5%)	137 (36.4%)	145 (35.5%)
TOTAL	358 (100%)	376 (100%)	408 (100%)

10 EMPLOYEES' RETIREMENT AGE

Two hundred and sixty-three of the 358 CAs filed with the Court in 2011 contained provisions for retirement age at or above the statutory minimum age of 62. A breakdown by age is as follows:

Retirement Age	No. of Collective Agreements (%)	
At age 50*	1	(0.3%)
At age 62	21	(5.9%)
Above age 62	242	(67.6 %)
No age provision	94	(26.2%)
TOTAL	358	(100%)

*This collective agreement provides for retirement age of 50 covering firemen and has the approval of the Minister for Manpower.

11 VISITORS

During the year under review, the Court hosted a group of visitors from the National Trades Union Congress. The Assistant Registrar attended to them and briefed them on the role and functions of the Court.

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 2011 comprising 1 verbatim reporter, 1 stenographer, 1 office supervisor, 3 corporate support officers and 1 operations support officer.

13 FURTHER DETAILS

The 5 statistical tables and 3 Appendices which follow provide more details of the work of the Court.

14 ACKNOWLEDGEMENT

I wish to express my appreciation to the representatives of employers and trade unions, the members of the Employee and Employer Panels and the Referees for rendering their services to the Court. I would also like to thank my staff members for their loyal and dedicated support.

Dated this 4th day of April 2012.

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

**JUSTICE CHAN SENG ONN
PRESIDENT**

TABLE 1
APPLICATIONS FILED WITH THE COURT IN 2011

Nature of Application	Cognisance under the Industrial Relations Act	No.
<u>Disputes</u>		
Service Increment	Section 31(a)	4
Annual Increment and Bonus	Section 31(b) & Section 50(1)	1
Interpretation of definition of basic salary	Section 44	1
Rate of payment of Pilots Productivity Allowance	Section 31(a)	1
Encashment of unconsumed annual leave upon retrenchment	Section 31(e)	1
Continuation of Collective Agreement	Section 39(4)	4
<u>Variation</u>		
Variation of Awards/Collective Agreements	Section 45	7
Total		19

TABLE 2**AWARDS AND ORDERS MADE, DISPUTES OTHERWISE DEALT WITH,
AND COLLECTIVE AGREEMENTS CERTIFIED IN 2011**

Particulars	No.	No. of employees covered
Awards and Orders made - Disputes and Variation of Collective Agreements	12*	7,319
Disputes withdrawn following mediation by Registrar/Assistant Registrar	3	501
Disputes withdrawn following settlement by the parties	2	345
Collective Agreements Certified	342	37,542

*Includes a case part-heard by the Court.

TABLE 3**AWARDS AND ORDERS MADE BY THE COURT IN 2011**

Particulars	No.
<u>Disputes</u>	
Quantum of Retrenchment Benefit	1
Continuation of Collective Agreement	1
Service Increment*	1
Rate of payment of Pilots' Productivity Allowance	1
Interpretation of definition of basic salary	1
<u>Variation</u>	
Variation of Awards/Collective Agreements	7
Total	12

*This case was part-heard by the Court and on the Court's advice, later settled between the parties.

TABLE 4**CATEGORIES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS
CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2011**

Particulars	Professional & Technical	Clerical, Sales & Service	Production & Transport	Others*	Total
	(a)	(b)	(c)	(d)	
Collective Agreements	44	28	19	251	342
Awards and orders	2	-	-	10	12
Total	46	28	19	261	354

* (d) is a Combination of categories of (a), (b) & (c)

TABLE 5**CATEGORIES OF EMPLOYERS COVERED BY COLLECTIVE AGREEMENTS
CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2011**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements	335	7	-	342
Awards and orders	12	-	-	12
Total	347	7	-	354

DISPUTES DEALT WITH BY THE COURT IN 2011

I. Disputes heard by the Court

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	CORAM	Date of Hearing/Date of Award
			Employer	Union				
D4/2010	2.11.2010	31(a)	Sembawang Engineers and Constructors Pte Ltd	Building Construction and Timber Industries Employees' Union	Retrenchment benefit	6	Justice Chan Seng Onn - Mrs Jessica Leong Siew Wah (Employer panel member) - Mr Teo Yock Ngee (Employee panel member)	Heard on 10.2.2011 and awarded on 10.2.2011
D2/2010	4.8.2010	39(4)	Allson Hotel Singapore, a Division of Sun Pacific Corporation (Spore) Pte Ltd	The Singapore Catering Services Staff & Workers Trade Union	Continuation of collective agreement	18	Justice Chan Seng Onn - Mr Loh Oun Hean (Employer panel member) - Mr Teo Yock Ngee (Employee panel member)	Heard on 29.3.2011 and awarded on 29.3.2011
D4/2011	19.4.2011	31(a)	Singapore Airlines Limited	Air Line Pilots Association - Singapore	Service increment	1804	Justice Chan Seng Onn - Mrs Jessica Leong Siew Wah (Employer panel member) - Mr John De Payva (Employee panel member)	Heard on *3.8.2011

*This case was part-heard by the Court, and on the Court's advice, later settled between the parties.

DISPUTES DEALT WITH BY THE COURT IN 2011

I. Disputes heard by the Court

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	CORAM	Date of Hearing/Date of Award
			Employer	Union				
D7/2011	7.7.2011	31(a)	SilkAir (Singapore) Pte Ltd	Air Line Pilots Association - Singapore	Rate of payment of Pilots Productivity Allowance (PPA)	162	Justice Chan Seng Onn - Mrs Seah-Khoo Ee Boon (Employer panel member) - Mr Thiagarajan s/o Subramaniam (Employee panel member)	Heard on 21.10.2011 and awarded on 21.10.2011
D5/2011	18.5.2011	44	Singapore Airlines Limited	Air Line Pilots Association - Singapore	Interpretation of definition of basic salary	2080	Justice Chan Seng Onn	Heard on 25.11.2011 and awarded on 25.11.2011

DISPUTES DEALT WITH BY THE COURT IN 2011

II Disputes Withdrawn following 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				
D1/2011	15.3.2011	39(4)	Standard Form Group of Companies (Standard Form Pte Ltd, CF Printers Pte Ltd, Quepac Pte Ltd and A&P Co-ordinator Pte Ltd)	Building Construction and Timber Industries Employees' Union	Continuation of Collective Agreement	15	19.4.2011	20.4.2011
D6/2011	30.06.2011	39(4)	Maersk Spore Pte Ltd, APM Global Logistics Spore Pte Ltd, MCC Transport Spore Pte Ltd, Safmarine Asia Pte Ltd And A P Moller Spore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	Continuation of Collective Agreement	86	24.8.2011	26.8.2011
D8/2011	12.7.2011	39(4)	United Premas Group of Companies	Building Construction and Timber Industries Employees' Union	Continuation of Collective Agreement	400	13.9.2011	9.11.2011

DISPUTES DEALT WITH BY THE COURT IN 2011

III Disputes Withdrawn following Settlement by Parties

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	Date of Settlement	Date of Withdrawal
D2/2011	1.4.2011	31(a)	Singapore Airlines Cargo Pte Ltd	Air Line Pilots Association - Singapore	Service increment	197	5.7.2011	6.7.2011
D3/2011	8.4.2011	31(a)	SilkAir (Singapore) Pte Ltd	Air Line Pilots Association - Singapore	Service increment	148	7.7.2011	7.7.2011

VARIATION ORDERS MADE IN 2011

Appln. No.	I.R.A. Section	Parties Involved		No of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V1/2011	45	National University Hospital Pte Ltd	Healthcare Services Employees' Union	2643	Salary ranges	27.1.2011
V2/2011	45	Copthorne Orchid Hotel Singapore Pte Ltd	Food, Drinks and Allied Workers Union	46	Retrenchment benefit	28.1.2011
V3/2011	45	Senoko Energy Pte Ltd	Union of Power and Gas Employees	180	Shift schedule and special leave	11.2.2011
V4/2011	45	Maldives National Shipping Agencies (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	6	Retrenchment benefit	12.4.2011
V5/2011	45	American International Assurance Company Limited	Singapore Insurance Employees' Union	79	Variable Bonus	12.8.2011
V6/2011	45	Senoko Energy Pte Ltd	Union Of Power And Gas Employees	177	Salary Structure and changes in job titles	7.10.2011
V7/2011	45	Marina Properties (Pte) Ltd	Building Construction and Timber Industries Employees' Union	118	Replaced the existing salary ranges with new ones	28.11.2011

COLLECTIVE AGREEMENTS CERTIFIED IN 2011

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
1.	264/2010	Microfits Private Limited	Metal Industries Workers Union	4.1.2011	2 years	1.7.2010 - 30.6.2012	5
2.	288/2010	The Management Corporation – Strata Title Plan No. 2781	Singapore Industrial & Services Employees Union	4.1.2011	3 years	1.1.2010 - 31.12.2012	3
3.	290/2010	Unicorn Square Limited	Singapore Industrial & Services Employees Union	4.1.2010	3 years	1.1.2010 – 31.12.2012	7
4.	296/2010	LVMH Fragrances & Cosmetics (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	4.1.2011	3 years	1.3.2010 - 28.2.2013	3
5.	317/2010	Courts (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	4.1.2011	3 years	1.1.2010 - 31.12.2012	207
6.	330/2010	The Polyolefin Company (Singapore) Private Limited	The United Workers of Petroleum Industry	4.1.2011	3 years	1.7.2010 - 30.6.2013	155
7.	334/2010	Sojitz Asia Private Limited and Sojitz Petroleum Company (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	4.1.2011	3 years	1.1.2009 - 31.12.2011	14
8.	342/2010	Vicom Limited	National Transport Workers' Union	4.1.2011	2 years	1.1.2010 - 31.12.2011	90
9.	345/2010	Nippon Pigment (S) Private Limited	Chemical Industries Employees Union	4.1.2011	3 years	1.7.2009 - 30.6.2012	27

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
10.	346/2010	Executive Ship Management Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.1.2011	2 years 20 days	11.11.2010 - 30.11.2012	128
11.	347/2010	Miclyn Express Offshore Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.1.2011	2 years	13.11.2010 - 12.11.2012	10
12.	348/2010	Timur Ship Management Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.1.2011	2 years	15.9.2010 - 14.9.2012	10
13.	349/2010	Goltens Singapore Private Limited	Shipbuilding And Marine Engineering Employees' Union	4.1.2011	3 years	1.8.2010 - 31.7.2013	106
14.	350/2010	Kusatsu Electric Singapore Private Limited	United Workers of Electronics & Electrical Industries	4.1.2011	2 years	1.7.2010 - 30.6.2012	23
15.	352/2010	SSC Ship Management Private Limited	Singapore Maritime Officers' Union	4.1.2011	2 years	12.12.2010 - 11.12.2012	30
16.	353/2010	General Motors Overseas Distribution Corporation (Singapore)	Singapore Industrial & Services Employees Union	4.1.2011	3 years	1.7.2010 - 30.6.2013	1
17.	354/2010	Wilhelmsen Shipmanagement Singapore Private Limited – (Singapore Flag-PRC Crews)	Singapore Organisation of Seamen	4.1.2011	2 years	8.9.2010 - 7.9.2012	40
18.	355/2010	SKF Asia Pacific Private Limited	Singapore Industrial & Services Employees Union	4.1.2011	3 years	1.1.2010 - 31.12.2012	36
19.	357/2010	Hewlett-Packard Singapore (Private) Limited	United Workers of Electronics & Electrical Industries	4.1.2011	3 years	1.7.2010 - 30.6.2013	441

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
20.	324/2010	Transit Link Private Limited	Singapore Industrial & Services Employees Union	10.1.2011	3 years	1.1.2010 - 31.12.2012	152
21.	364/2010	SL Global Private Limited	Singapore Industrial & Services Employees Union	10.1.2011	3 years	1.8.2010 - 31.7.2013	60
22.	365/2010	Singapore Airlines Limited	Air Transport Executive Staff Union	10.1.2011	3 years	1.4.2010 - 31.3.2013	376
23.	335/2010	Ethoxylates Manufacturing Private Limited	The United Workers of Petroleum Industry	11.1.2011	3 years	1.7.2010 - 30.6.2013	8
24.	362/2010	Marina Yacht Services Private Limited	Shipbuilding And Marine Engineering Employees' Union	11.1.2011	3 years	1.1.2011 - 31.12.2013	9
25.	366/2010	Kimberly-Clark Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	11.1.2011	3 years	1.10.2010 - 30.9.2013	11
26.	368/2010	Bayview Hotel Singapore	Food, Drinks And Allied Workers Union	11.1.2011	3 years	1.7.2009 - 30.6.2012	14
27.	370/2010	Star Standard Industries Private Limited	Singapore Industrial & Services Employees Union	14.1.2011	2 years	1.11.2009 - 31.10.2011	86
28.	371/2010	SIA Group Sports Club	The Singapore Manual & Mercantile Workers' Union	14.1.2011	3 years	1.7.2010 - 30.6.2013	11
29.	351/2010	Timur Ship Management Private Limited	Singapore Maritime Officers' Union	19.1.2011	3 years	15.9.2010 – 14.9.2013	8

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
30.	356/2010	Hotel Grand Central Limited	Food, Drinks And Allied Workers Union	19.1.2011	3 years	1.2.2010 - 31.1.2013	10
31.	373/2010	Nichicon (Singapore) Private Limited	United Workers of Electronics & Electrical Industries	19.1.2011	3 years	1.7.2010 - 30.6.2013	3
32.	374/2010	Aquamarina Hotel Private Limited in respect of Marina Mandarin Singapore	Food, Drinks And Allied Workers Union	19.1.2011	3 years	1.5.2009 - 30.4.2012	53
33.	375/2010	Adani Shipping Private Limited	Singapore Maritime Officers' Union	19.1.2011	3 years	1.1.2011 - 31.12.2013	12
34.	332/2010	Ethylene Glycols (Singapore) Private Limited	The United Workers of Petroleum Industry	21.1.2011	3 years	1.7.2010 - 30.6.2013	37
35.	343/2010	Keppel Shipyard Limited and Keppel Singmarine Private Limited	Keppel Employees Union and Shipbuilding And Marine Engineering Employees' Union	21.1.2011	3 years	1.7.2010 - 30.6.2013	2428
36.	359/2010	Mecomb Singapore Limited	The Singapore Manual & Mercantile Workers' Union	21.1.2011	3 years	1.1.2010 - 31.12.2012	36
37.	361/2010	Sime Darby Insurance Brokers (Singapore) Private Limited	Singapore Industrial & Services Employees Union	21.1.2011	3 years	1.7.2010 - 30.6.2013	1
38.	1/2011	Stellar Shipmanagement Services Private Limited	Singapore Maritime Officers' Union	21.1.2011	3 years	1.1.2011 - 31.12.2013	11
39.	3/2011	Singapore Electrical Steel Services Private Limited	United Workers of Electronics & Electrical Industries	21.1.2011	3 years	1.7.2010 - 30.6.2013	42

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
40.	337/2010	Chevron Phillips Chemicals Asia Private Limited	The United Workers of Petroleum Industry	24.1.2011	3 years	1.7.2010 - 30.6.2013	27
41.	7/2011	GBLT Shipmanagement Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	24.1.2011	2 years	15.11.2010 - 14.11.2012	189
42.	8/2011	Stellar Shipmanagement Services Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.1.2011	2 years	5.1.2011 - 4.1.2013	19
43.	9/2011	Celeste Holding Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.1.2011	2 years	1.1.2011 - 31.12.2012	12
44.	244/2010	Glenn Defense Marine (Asia) Private Limited	Singapore Industrial & Services Employees Union	27.1.2011	3 years	5.9.2008 - 4.9.2011	18
45.	360/2010	Dunlopillo (Singapore) Private Limited – Dunlop Singapore	The Singapore Manual & Mercantile Workers' Union	27.1.2011	3 years	1.1.2010 - 31.12.2012	6
46.	278/2010	Epcos Private Limited	United Workers of Electronics & Electrical Industries	2.2.2011	3 years	1.7.2010 - 30.6.2013	195
47.	372/2010	Hotel Marina City Private Limited the owner of Pan Pacific Singapore	Food, Drinks And Allied Workers Union	2.2.2011	3 years	1.7.2009 - 30.6.2012	83
48.	367/2010	Jabil Circuit (Singapore) Private Limited	United Workers of Electronics & Electrical Industries	7.2.2011	3 years	1.7.2010 - 30.6.2013	60
49.	338/2010	Chevron Phillips Singapore Chemicals (Private) Limited	The United Workers of Petroleum Industry	11.2.2011	3 years	1.7.2010 - 30.6.2013	98

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
50.	16/2011	Hongkong Land (Singapore) Private Limited	Building Construction And Timber Industries Employees' Union	11.2.2011	2 years	1.1.2011 - 31.12.2012	24
51.	358/2010	Tractors Singapore Limited	The Singapore Manual & Mercantile Workers' Union	14.2.2011	3 years	1.1.2010 - 31.12.2012	124
52.	369/2010	Raffles Country Club	Singapore Industrial & Services Employees Union	14.2.2011	3 years	1.9.2009 - 31.8.2012	31
53.	17/2011	CBM Private Limited and its subsidiaries	The Singapore Manual & Mercantile Workers' Union	14.2.2011	3 years	1.1.2011 - 31.12.2013	54
54.	22/2011	Adani Shipping Private Limited – Singapore Flag Vessels	Singapore Organisation of Seamen	14.2.2011	2 years	1.1.2011 - 31.12.2012	26
55.	12/2011	Atlas Vending Private Limited	Food, Drinks And Allied Workers Union	21.2.2011	3 years	1.1.2010 - 31.12.2012	28
56.	87/2010	Borneo Motors (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	18.2.2011	3 years	1.1.2010 - 31.12.2012	332
57.	88/2010	Champion Motors (1975) Private Limited	The Singapore Manual & Mercantile Workers' Union	18.2.2011	3 years	1.1.2010 - 31.12.2012	18
58.	4/2011	Colex Holdings Limited	Singapore Industrial & Services Employees Union	18.2.2011	3 years	1.1.2010 - 31.12.2012	32
59.	11/2011	Regent Motors – a division of Vantage Automotive Limited	The Singapore Motor Workshops Employees' Union	18.2.2011	3 years	1.1.2010 - 31.12.2012	42

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
60.	14/2011	Petrochemical Corporation of Singapore (Private) Limited – Employees' Agreement	The United Workers of Petroleum Industry	18.2.2011	3 years	1.7.2010 - 30.6.2013	168
61.	15/2011	Petrochemical Corporation of Singapore (Private) Limited – Firemen's Agreement	The United Workers of Petroleum Industry	18.2.2011	3 years	1.7.2010 - 30.6.2013	13
62.	21/2011	Tetra Pak Jurong Private Limited	Food, Drinks And Allied Workers Union	18.2.2011	3 years	1.7.2010 - 30.6.2013	200
63.	24/2011	Tanker Pacific Management (Singapore) Private Limited	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	18.2.2011	2 years	1.1.2011 - 31.12.2012	120
64.	13/2011	Astrabon (Singapore) Private Limited	Food, Drinks And Allied Workers Union	24.2.2011	3 years	1.7.2010 - 30.6.2013	29
65.	26/2011	Vroon Offshore Services Private Limited	Singapore Maritime Officers' Union	24.2.2011	2 years	21.1.2011 - 20.1.2013	6
66.	27/2011	MPH Distributors (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	24.2.2011	3 years	1.7.2010 - 30.6.2013	8
67.	28/2011	MPH Bookstores (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	24.2.2011	3 years	1.7.2010 - 30.6.2013	3
68.	31/2011	Pusaka Laut Private Limited – Singapore Flag Vessels	Singapore Organisation of Seamen	24.2.2011	2 years	1.1.2011 - 31.12.2012	16

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
69.	32/2011	Singa Star Private Limited – Singapore Flag Vessels	Singapore Organisation of Seamen	24.2.2011	2 years	1.1.2011 - 31.12.2012	40
70.	33/2011	Vroon Offshore Services Private Limited – Singapore Flag Vessels	Singapore Organisation of Seamen	24.2.2011	2 years	21.1.2011 - 20.1.2013	6
71.	340/2010	Denka Singapore Private Limited	The United Workers of Petroleum Industry	2.3.2011	3 years	1.7.2010 – 30.6.2013	35
72.	10/2011	Concorde Hotel Singapore	Food, Drinks And Allied Workers Union	2.3.2011	3 years	1.1.2009 – 31.12.2011	56
73.	30/2011	Gallant Investment Private Limited	The Singapore Manual & Mercantile Workers' Union	2.3.2011	3 years	1.1.2011 - 31.12.2013	2
74.	34/2011	Powerseraya Limited	Union of Power and Gas Employees	2.3.2011	3 years	1.7.2010 - 30.6.2013	182
75.	40/2011	Ikano Private Limited	Building Construction And Timber Industries Employees' Union	2.3.2011	2 years	1.9.2010 - 31.8.2012	245
76.	41/2011	Singapore Cement Manufacturing Company (Private) Limited	Building Construction And Timber Industries Employees' Union	2.3.2011	2 years	1.1.2011 - 31.12.2012	7
77.	44/2011	Carlton Hotel (Singapore) Private Limited	Food, Drinks And Allied Workers Union	2.3.2011	3 years	1.7.2010 - 30.6.2013	102
78.	325/2010	Linde Gas Singapore Private Limited	The United Workers of Petroleum Industry	7.3.2011	3 years	1.1.2010 - 31.12.2012	42

Parties							
Serial No.	CA No.	Employer	Union	Certified on	Duration	Period	Number of Employees Covered
79.	2/2011	ADM Cocoa Private Limited	Food, Drinks And Allied Workers Union	7.3.2011	3 years	1.11.2009 - 31.10.2012	73
80.	35/2011	Advanex (Singapore) Private Limited	Metal Industries Workers Union	8.3.2011	3 years	1.1.2011 - 31.12.2013	36
81.	39/2011	Sigma Cable Company (Private) Limited	United Workers of Electronics & Electrical Industries	8.3.2011	3 years	1.7.2010 - 30.6.2013	41
82.	51/2011	V. Ships (Asia) Private Limited – (Varada)	Singapore Maritime Officers' Union	8.3.2011	3 years	1.1.2011 - 31.12.2013	10
83.	52/2011	Jurong Consultants Private Limited	Singapore Industrial & Services Employees Union	9.3.2011	3 years	1.1.2011 - 31.12.2013	26
84.	53/2011	SMM Private Limited	Singapore Industrial & Services Employees Union	9.3.2011	3 years	1.1.2011 - 31.12.2013	8
85.	298/2010	Oerlikon Textile Components Singapore Private Limited	Metal Industries Workers Union	15.3.2011	3 years	1.7.2010 - 30.6.2013	79
86.	23/2011	Singapore Precision Repair And Overhaul Private Limited	Singapore Industrial & Services Employees Union	15.3.2011	3 years	1.1.2010 - 31.12.2012	21
87.	54/2011	Pontiac Hotel (Private) Limited doing business as the Regent Singapore	Food, Drinks And Allied Workers Union	15.3.2011	3 years	1.1.2010 - 31.12.2012	100
88.	38/2011	Canon Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	18.3.2011	3 years	1.1.2011 - 31.12.2013	297
89.	57/2011	Sumitomo Electric Interconnect Products (S) Private Limited	United Workers of Electronics & Electrical Industries	18.3.2011	3 years	1.7.2010 - 30.6.2013	16

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
90.	61/2011	Clifford Dispensary Private Limited	The Singapore Manual & Mercantile Workers' Union	18.3.2011	3 years	1.1.2010 - 31.12.2012	11
91.	25/2011	Performance Motors Limited	The Singapore Manual & Mercantile Workers' Union	23.3.2011	3 years	1.1.2010 - 31.12.2012	103
92.	46/2011	Hotel Royal Limited	Food, Drinks And Allied Workers Union	23.3.2011	3 years	1.7.2009 - 30.6.2012	50
93.	59/2011	W H Brennan & Company Private Limited	The Singapore Manual & Mercantile Workers' Union	23.3.2011	3 years	1.1.2011 - 31.12.2013	54
94.	62/2011	Marco Shipping Company Private Limited – (Special Purpose Vessel)	Singapore Organisation of Seamen	23.3.2011	3 years	1.1.2011 - 31.12.2013	24
95.	66/2011	Greif Singapore Private Limited	Metal Industries Workers Union	23.3.2011	3 years	1.1.2011 - 31.12.2013	154
96.	29/2011	Global Yellow Pages Limited	The Singapore Manual & Mercantile Workers' Union	24.3.2011	3 years	1.1.2010 - 31.12.2012	32
97.	42/2011	Mitsui Elastomers Singapore Private Limited	The United Workers of Petroleum Industry	24.3.2011	3 years	1.7.2010 - 30.6.2013	24
98.	50/2011	Odfjell Asia II Private Limited	Singapore Maritime Officers' Union	24.3.2011	3 years	1.1.2011 - 31.12.2013	196
99.	67/2011	Pearson Education South Asia Private Limited	Singapore Industrial & Services Employees Union	24.3.2011	3 years	1.1.2011 - 31.12.2013	30
100.	68/2011	Grace Ocean Private Limited	Singapore Maritime Officers' Union	24.3.2011	3 years	1.3.2011 - 28.2.2014	54

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
101.	18/2011	Parkway Hospitals Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	28.3.2011	3 years	1.1.2011 - 31.12.2013	455
102.	19/2011	Parkway Laboratory Services Limited	The Singapore Manual & Mercantile Workers' Union	28.3.2011	3 years	1.1.2011 - 31.12.2013	73
103.	20/2011	Overseas Union Enterprise Limited in respect of Mandarin Orchard Singapore	Food, Drinks And Allied Workers Union	28.3.2011	3 years	1.7.2009 - 30.6.2012	320
104.	55/2011	Guthrie Engineering (S) Private Limited, Guthrie Marketing (S) Private Limited & Guthrie GTS Limited	The Singapore Manual & Mercantile Workers' Union	28.3.2011	3 years	1.1.2011 - 31.12.2013	61
105.	72/2011	Boon Siew Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	28.3.2011	3 years	1.1.2011 - 31.12.2013	8
106.	254/2010	Natsteel Holdings Private Limited	Metal Industries Workers Union	29.3.2011	3 years	1.1.2010 - 31.12.2012	82
107.	268/2010	Total Petrochemicals South East Asia Private Limited	Chemical Industries Employees Union	29.3.2011	3 years	1.7.2010 - 30.6.2013	42
108.	376/2010	Suzue-PSA Cold Storage Private Limited	Singapore Industrial & Services Employees Union	29.3.2011	3 years	1.1.2011 - 31.12.2013	11
109.	71/2011	M.T.M. Ship Management Private Limited	Singapore Maritime Officers' Union	29.3.2011	3 years	1.1.2011 - 31.12.2013	80
110.	328/2010	Multico Infracore Holdings Private Limited	The Singapore Manual & Mercantile Workers' Union	1.4.2011	3 years	1.1.2010 - 31.12.2012	36

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
111.	43/2011	Mitsui Phenols Singapore Private Limited	The United Workers of Petroleum Industry	1.4.2011	3 years	1.7.2010 - 30.6.2013	78
112.	48/2011	NCR Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	1.4.2011	3 years	1.1.2010 - 31.12.2012	51
113.	6/2011	British Airways PLC	The Singapore Manual & Mercantile Workers' Union	11.4.2011	3 years	1.1.2011 - 31.12.2013	86
114.	45/2011	Rohm and Haas Chemicals Singapore Private Limited	The United Workers of Petroleum Industry	11.4.2011	3 years	1.7.2010 - 30.6.2013	15
115.	56/2011	Kansai Paint (Singapore) Private Limited	Chemical Industries Employees Union	11.4.2011	3 years	1.7.2009 - 30.6.2012	34
116.	58/2011	Tien Wah Press (Private) Limited	Singapore Industrial & Services Employees Union	11.4.2011	3 years	1.1.2011 - 31.12.2013	291
117.	60/2011	Delta Air Lines, Inc	The Singapore Manual & Mercantile Workers' Union	11.4.2011	2 years	1.10.2010 - 30.9.2012	56
118.	73/2011	Tour East Singapore (1996) Private Limited	The Singapore Manual & Mercantile Workers' Union	11.4.2011	3 years	1.1.2011 - 31.12.2013	8
119.	74/2011	National Heritage Board	The Amalgamated Union of Public Employees	11.4.2011	3 years	1.3.2011 - 28.2.2014	84
120.	69/2011	Gardenia Foods (S) Private Limited	Food, Drinks And Allied Workers Union	12.4.2011	3 years	1.4.2010 - 31.3.2013	200

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
121.	37/2011	AXA Life Insurance Singapore Private Limited	Singapore Insurance Employees' Union	15.4.2011	3 years	1.1.2009 - 31.12.2011	12
122.	64/2011	Infineon Technologies Asia Pacific Private Limited	United Workers of Electronics & Electrical Industries	15.4.2011	3 years	1.10.2009 - 30.9.2012	322
123.	80/2011	Bishan-Toa Payoh Town Council	Building Construction And Timber Industries Employees' Union	15.4.2011	3 years	1.1.2011 - 31.12.2013	30
124.	82/2011	V.Ships (Asia) Private Limited - Stella	Singapore Maritime Officers' Union	15.4.2011	2 years	1.3.2011 - 28.2.2013	10
125.	84/2011	Halcon Primo Logistics Private Limited	The Singapore Manual & Mercantile Workers' Union	25.4.2011	3 years	1.1.2011 - 31.12.2013	17
126.	85/2011	NSS Engineering Services Private Limited and NSS Management Services Private Limited	The Singapore Manual & Mercantile Workers' Union	25.4.2011	3 years	1.1.2011 - 31.12.2013	41
127.	36/2011	Intertek Testing Services (S) Private Limited (Commodities Division)	The Singapore Manual & Mercantile Workers' Union	27.4.2011	3 years	1.1.2011 - 31.12.2013	34
128.	63/2011	Pacific International Lines (Private) Limited	Singapore Industrial & Services Employees Union	27.4.2011	3 years	1.1.2011 - 31.12.2013	51
129.	79/2011	Marco Shipping Company (Private) Limited	Singapore Maritime Officers' Union	27.4.2011	3 years	1.1.2011 - 31.12.2013	20
130.	88/2011	Secura Singapore Private Limited	Singapore Industrial & Services Employees Union	27.4.2011	3 years	1.1.2009 - 31.12.2011	26

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
131.	89/2011	Pepperl+ Fuchs (Manufacturing) Private Limited	United Workers of Electronics & Electrical Industries	27.4.2011	3 years	1.1.2010 - 31.12.2012	250
132.	90/2011	Singapore Airlines Cargo Private Limited – Administrative Staff	Air Transport Executive Staff Union	27.4.2011	3 years	1.4.2010 - 31.3.2013	31
133.	93/2011	Associated Spring Asia Private Limited	Metal Industries Workers Union	27.4.2011	3 years	1.1.2011 - 31.12.2013	25
134.	363/2010	Auric Pacific Food Industries Private Limited, Auric Pacific Food Industries trading as Sunshine Bakeries, Auric Pacific Marketing Private Limited and Centurion Marketing Private Limited	Food, Drinks And Allied Workers Union	29.4.2011	3 years	1.1.2010 - 31.12.2012	88
135.	94/2011	Esco Micro Private Limited	Metal Industries Workers Union	29.4.2011	3 years	1.1.2011 - 31.12.2013	4
136.	83/2011	Shriro (Singapore) Private Limited and Shriro Property (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	4.5.2011	3 years	1.1.2011 - 31.12.2013	10
137.	98/2011	Neptune Shipmanagement Services Private Limited – Singapore Flag	Singapore Organisation of Seamen	4.5.2011	2 years	1.1.2011 - 31.12.2012	426
138.	100/2011	Jurong Bird Park Private Limited	Attractions, Resorts & Entertainment Union	4.5.2011	3 years	1.1.2010 - 31.12.2012	32
139.	86/2011	Behn Meyer Specialty Chemicals LLP	The Singapore Manual & Mercantile Workers' Union	5.5.2011	3 years	1.1.2011 - 31.12.2013	5
140.	101/2011	SE Ship Management Private Limited	Singapore Maritime Officers' Union	5.5.2011	3 years	1.4.2011 - 31.3.2014	16

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
141.	87/2011	Health Promotion Board	Amalgamated Union of Statutory Board Employees	9.5.2011	3 years	1.1.2011 - 31.12.2013	370
142.	103/2011	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	9.5.2011	2 years	1.11.2010 - 31.10.2012	560
143.	104/2011	NYK Shipmanagement Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	9.5.2011	3 years	19.12.2010 - 18.12.2013	240
144.	81/2011	PPL Shipyard Private Limited	Shipbuilding and Marine Engineering Employees' Union	13.5.2011	3 years	1.3.2011 - 28.2.2014	295
145.	105/2011	Albert Court Village Hotel	Food, Drinks And Allied Workers Union	13.5.2011	3 years	1.1.2009 - 31.12.2011	4
146.	106/2011	The Elizabeth	Food, Drinks And Allied Workers Union	13.5.2011	3 years	1.7.2009 - 30.6.2012	6
147.	107/2011	Landmark Village Hotel	Food, Drinks And Allied Workers Union	13.5.2011	3 years	1.8.2009 - 31.7.2012	11
148.	108/2011	Ben Line Agencies (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	13.5.2011	3 years	1.7.2009 - 30.6.2012	16

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
149.	78/2011	Marina Bay Hotel Private Limited	Food, Drinks And Allied Workers Union	18.5.2011	3 years	1.1.2009 - 31.12.2011	34
150.	91/2011	Energy Market Authority	Amalgamated Union of Statutory Board Employees	18.5.2011	3 years	1.1.2011 - 31.12.2013	209
151.	110/2011	M C Packaging (Private) Limited	Metal Industries Workers Union	18.5.2011	3 years	1.1.2011 - 31.12.2013	83
152.	113/2011	Stanford Marine Asia Private Limited	Singapore Maritime Officers' Union	18.5.2011	2 years	1.4.2011 - 31.3.2013	7
153.	114/2011	Univan Ship Management Limited represented by Grandteam Management Services Private Limited	Singapore Maritime Officers' Union	18.5.2011	3 years	1.2.2011 - 31.1.2014	12
154.	116/2011	Standard form Group of Companies (Standard Form Private Limited and CF Printers Private Limited)	Building Construction And Timber Industries Employees' Union	18.5.2011	3 years	1.1.2011 - 31.12.2013	15
155.	70/2011	British-American Tobacco (Singapore) Private Limited, British-American Tobacco Marketing (Singapore) Private Limited, British American Tobacco International Services Private Limited, British American Tobacco Asia Pacific Treasury Private Limited	The Singapore Manual & Mercantile Workers' Union	20.5.2011	3 years	1.1.2011 - 31.12.2013	154
156.	96/2011	Purechem Veolia Environmental Services Private Limited	Building Construction And Timber Industries Employees' Union	25.5.2011	3 years	1.4.2011 - 31.3.2014	295

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
157.	109/2011	Changi International Airport Services Private Limited	Changi International Airport Services Employees Union	25.5.2011	3 years	1.1.2011 - 31.12.2013	754
158.	118/2011	SSC Ship Management Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.5.2011	2 years	12.12.2010 - 11.12.2012	35
159.	119/2011	Grace Ocean Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.5.2011	3 years	1.3.2011 - 28.2.2014	71
160.	124/2011	Kose Singapore Private Limited	Singapore Industrial & Services Employees Union	25.5.2011	2 years	1.1.2011 - 31.12.2012	60
161.	05/2011	Clariant (S) Private Limited (Masterbatches Division)	The Singapore Manual & Mercantile Workers' Union	02.06.2011	3 years	1.1.2009 – 31.12.2011	29
162.	49/2011	Bukit Timah Saddle Club	The Singapore Manual & Mercantile Workers' Union	02.06.2011	3 years	1.1.2010 – 31.12.2012	20
163.	76/2011	BP Singapore Private Limited, BP Asia Pacific Private Limited and Premier Lubricants Private Limited (formerly known as “Castrol Singapore Private Limited”)	The United Workers of Petroleum Industry	02.06.2011	3 years	1.1.2011 – 31.12.2013	16
164.	95/2011	Travelex Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	02.06.2011	3 years	1.1.2011 – 31.12.2013	11
165.	111/2011	Eagle Services Asia Private Limited	Singapore Airlines Staff Union	02.06.2011	3 years	1.7.2008 – 30.6.2011	526
166.	112/2011	Union Services (Singapore) Private Limited	National Transport Workers' Union	02.06.2011	3 years	1.1.2011 – 31.12.2013	31

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
167.	115/2011	Jurong SML Private Limited	Shipbuilding and Marine Engineering Employees' Union	02.06.2011	3 years	1.7.2010 – 30.6.2013	123
168.	125/2011	Singapore Epson Industrial Private Limited	Metal Industries Workers Union	02.06.2011	2 years	1.4.2011 – 31.3.2013	162
169.	127/2011	Takashimaya Singapore Limited	The Singapore Manual & Mercantile Workers' Union	02.06.2011	3 years	1.3.2011 – 28.2.2014	209
170.	129/2011	Messier Services Asia Private Limited	Singapore Industrial & Services Employees Union	02.06.2011	3 years	1.10.2010 – 30.9.2013	70
171.	132/2011	SE Ship Management Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	02.06.2011	3 years	1.4.2011 – 31.3.2014	32
172.	134/2011	Silkair (Singapore) Private Limited – (Administration Staff)	Air Transport Executive Staff Union	02.06.2011	3 years	1.4.2010 – 31.3.2013	30
173.	117/2011	Shangri-La Hotel Limited and its subsidiary, Central Laundry Private Limited	Food, Drinks and Allied Workers Union	07.06.2011	3 years	1.7.2010 – 30.6.2013	192
174.	126/2011	Beach Road Hotel (1886) Limited operating as Raffles Hotel Singapore	Food, Drinks and Allied Workers Union	07.06.2011	2 years	1.1.2011 – 31.12.2012	112
175.	133/2011	Stanford Marine Asia Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	07.06.2011	2 years	1.4.2011 – 31.3.2013	7
176.	136/2011	Target Ship Management Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	07.06.2011	2 years	15.1.2011 – 14.1.2013	108

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
177.	137/2011	BW Fleet Management Private Limited	Singapore Maritime Officers' Union	07.06.2011	2 years	1.4.2011 – 31.3.2013	45
178.	139/2011	Neptune Shipmanagement Services (Private) Limited	Singapore Maritime Officers' Union	07.06.2011	3 years	1.1.2011 – 31.12.2013	950
179.	140/2011	Neptune Shipmanagement Services (Private) Limited – (SFA)	Singapore Maritime Officers' Union	07.06.2011	3 years	1.1.2011 – 31.12.2013	950
180.	65/2011	Miclyn Express Offshore Private Limited	Singapore Maritime Officers' Union	09.06.2011	2 years	2.2.2011 – 1.2.2013	6
181.	99/2011	Club HDB Child Care Centre	Education Services Union	09.06.2011	3 years	1.1.2011 – 31.12.2013	19
182.	123/2011	Eastern Pretech Private Limited	Building Construction and Timber Industries Employees' Union	09.06.2011	2 years	1.1.2011 – 31.12.2012	8
183.	128/2011	ISK Singapore Private Limited	Chemical Industries Employees Union	09.06.2011	3 years	1.7.2010 – 30.6.2013	72
184.	130/2011	Coim Asia Pacific Private Limited	The United Workers of Petroleum Industry	09.06.2011	3 years	1.7.2011 – 30.6.2014	23
185.	138/2011	The British Club	Food, Drinks and Allied Workers Union	09.06.2011	3 years	1.1.2011 – 31.12.2013	36
186.	144/2011	Singapore Swimming Club	The Singapore Manual & Mercantile Workers' Union	09.06.2011	3 years	1.1.2011 – 31.12.2013	55
187.	145/2011	Dimerco Express (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	09.06.2011	3 years	1.1.2011 – 31.12.2013	2

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
188.	147/2011	American School Trust, Limited, a.k.a. Singapore American School	Education Services Union	09.06.2011	3 years	1.7.2011 – 30.6.2014	185
189.	150/2011	TÜV SÜD PSB Private Limited	Singapore Industrial & Services Employees Union	09.06.2011	3 years	1.4.2011 – 31.3.2014	91
190.	151/2011	PSB Technologies Private Limited	Singapore Industrial & Services Employees Union	09.06.2011	3 years	1.4.2011 – 31.3.2014	19
191.	131/2011	Shangri-La's Rasa Sentosa Resort	Food, Drinks and Allied Workers Union	22.06.2011	3 years	1.7.2009 – 30.6.2012	30
192.	135/2011	ExxonMobil Asia Pacific Private Limited	ExxonMobil Singapore Employees Union	22.06.2011	3 years	1.7.2010 – 30.6.2013	522
193.	97/2011	Fu Yu Corporation Limited	Chemical Industries Employees Union	24.06.2011	3 years	1.7.2009 – 30.6.2012	78
194.	141/2011	Thome Ship Management Private Limited	Singapore Maritime Officers' Union	24.06.2011	2 years	1.1.2011 – 31.12.2012	216
195.	143/2011	Consumers Association of Singapore	The Singapore Manual & Mercantile Workers' Union	24.06.2011	3 years	1.9.2010 – 31.8.2013	6
196.	148/2011	Indeco Engineers Private Limited	Singapore Industrial & Services Employees Union	24.06.2011	3 years	1.1.2010 – 31.12.2012	202
197.	152/2011	PSB Academy Private Limited	Singapore Industrial & Services Employees Union	24.06.2011	3 years	1.4.2011 – 31.3.2014	52

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
198.	92/2011	Robinson & Company (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	01.07.2011	3 years	1.7.2010 – 30.6.2013	270
199.	142/2011	UOL Claymore Investment Private Limited (Pan Pacific Orchard)	Food, Drinks and Allied Workers Union	01.07.2011	3 years	1.7.2009 – 30.6.2012	12
200.	157/2011	Realty Management Services (Private) Limited	Singapore Industrial & Services Employees Union	01.07.2011	3 years	1.7.2010 – 30.6.2013	52
201.	158/2011	Belships Management (Singapore) Private Limited	Singapore Maritime Officers' Union	07.07.2011	2 years	24.4.2011 – 23.4.2013	40
202.	159/2011	Marina Centre Holdings Private Limited ("MCH") & Management Corporation Strata Title Plan No. 2190 ("MC")	Union of Security Employees	07.07.2011	3 years	1.1.2011 – 31.12.2013	12
203.	164/2011	The Keppel Club	Singapore Industrial & Services Employees Union	07.07.2011	3 years	1.1.2011 – 31.12.2013	45
204.	165/2011	ComfortDelgro Corporation Limited	National Transport Workers' Union	07.07.2011	3 years	1.1.2011 – 31.12.2013	3
205.	279/2010	Nestle Singapore (Private) Limited	Food, Drinks and Allied Workers Union	08.07.2011	3 years	1.1.2010 – 31.12.2012	84
206.	166/2011	Moove Media Private Limited – subsidiary of ComfortDelgro Corporation Limited	National Transport Workers' Union	08.07.2011	3 years	1.1.2011 – 31.12.2013	10
207.	167/2011	Blue Marine Management (Private) Limited – Singapore Flag Vessels	Singapore Organisation of Seamen	08.07.2011	2 years	1.5.2011 – 30.4.2013	12

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
208.	168/2011	Belships Management (Singapore) Private Limited – Singapore Flag-Bulk Carriers	Singapore Organisation of Seamen	08.07.2011	2 years	24.4.2011 – 23.4.2013	11
209.	183/2011	Sibamar Shipmanagement Private Limited – Foreign Flag Vessels	Singapore Maritime Officers' Union	08.07.2011	2 years	1.8.2009 – 31.7.2011	40
210.	102/2011	Singapore Petroleum Company Limited	The United Workers of Petroleum Industry	12.07.2011	3 years	1.1.2011 – 31.12.2013	53
211.	173/2011	V.Ships (Asia) Private Limited – Sinar	Singapore Maritime Officers' Union	12.07.2011	2 years	1.4.2011 – 31.3.2013	2
212.	174/2011	MOL Tankship Management (Europe) Limited – represented by Phoenix Tankers Private Limited.	Singapore Maritime Officers' Union	12.07.2011	3 years	1.6.2011 – 31.5.2014	31
213.	47/2011	KM Food Private Limited	The Singapore Catering Services, Staffs & Workers Trade Union	14.07.2011	2 years	1.7.2010 – 30.6.2012	4
214.	120/2011	Mount Faber Leisure Group Private Limited & ITS subsidiary	Singapore Industrial & Services Employees Union	14.07.2011	3 years	1.1.2011 – 31.12.2013	75
215.	121/2011	Sentosa Leisure Management Private Limited	Singapore Industrial & Services Employees Union	14.07.2011	3 years	1.1.2011 – 31.12.2013	273
216.	149/2011	Family Leisure Private Limited	Singapore Industrial & Services Employees Union	14.07.2011	3 years	1.6.2011 – 31.5.2014	20
217.	155/2011	SIA Engineering Company Limited	Air Transport Executive Staff Union	14.07.2011	3 years	1.4.2010 – 31.3.2013	283

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
218.	77/2011	Top-Mix Concrete Private Limited	Building Construction and Timber Industries Employees' Union	27.07.2011	3 years	1.7.2009 – 30.6.2012	7
219.	156/2011	Sanyo Asia Private Limited	United Workers of Electronics & Electrical Industries	27.07.2011	3 years	1.1.2011 – 31.12.2013	1
220.	169/2011	CYC Shanghai Shirt Company. Private. Limited.	Singapore Industrial & Services Employees Union	27.07.2011	3 years	1.7.2009 – 30.6.2012	7
221.	172/2011	KCC (Singapore) Private Limited	Chemical Industries Employees Union	27.07.2011	3 years	14.1.2011 – 13.1.2014	27
222.	176/2011	Grandteam Management Services Private Limited – Singapore Flag Vessels	Singapore Organisation of Seamen	27.07.2011	2 years	1.2.2011 – 31.1.2013	50
223.	177/2011	MOL Tankship Management (Europe) Limited represented by Phoenix Tankers Private Limited – Singapore Flag Vessels	Singapore Organisation of Seamen	27.07.2011	2 years	9.6.2011 – 8.6.2013	45
224.	75/2011	Ngee Ann Polytechnic	Ngee Ann Polytechnic Academic Staff Union	29.07.2011	3 years	27.5.2010 – 26.5.2013	325
225.	161/2011	Baker Oil Tools Asia Pacific – Division of Baker Hughes Singapore Private	Shipbuilding and Marine Engineering Employees' Union	29.07.2011	2 years	16.6.2011 – 15.6.2013	48
226.	153/2011	Jardine Engineering (Singapore) Private Limited	Singapore Industrial & Services Employees Union	02.08.2011	2 years	1.6.2011 – 31.5.2013	31

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
227.	154/2011	Teijin Polycarbonate Singapore Private Limited	Chemical Industries Employees Union	02.08.2011	3 years	1.4.2011 – 31.3.2014	77
228.	185/2011	Western Shipping Private Limited – (Zenovia Lady)	Singapore Maritime Officers' Union/Singapore Organisation of Seamen	02.08.2011	2 years	31.7.2011 – 30.7.2013	16
229.	186/2011	Western Shipping Private Limited – (Arietta)	Singapore Maritime Officers' Union/Singapore Organisation of Seamen	04.08.2011	2 years	24.7.2011 – 23.7.2013	16
230.	187/2011	Western Shipping Private Limited – (Ellie Lady)	Singapore Maritime Officers' Union/Singapore Organisation of Seamen	04.08.2011	2 years	20.10.2011 – 19.10.2013	16
231.	188/2011	Strato Maritime Services Private Limited	Singapore Maritime Officers' Union	12.08.2011	2 years	7.7.2011 – 6.7.2013	6
232.	190/2011	Mido Uniforms (Private) Limited	Singapore Industrial & Services Employees Union	12.08.2011	3 years	1.7.2011 – 30.6.2014	4
233.	170/2010	SIS '88 Private Limited	Food, Drinks and Allied Workers Union	16.08.2011	2 years	1.1.2011 – 31.12.2012	4
234.	171/2011	SIS '88 Private Limited	Food, Drinks and Allied Workers Union	16.08.2011	2 years	1.1.2011 – 31.12.2012	54
235.	180/2011	Comfort Transportation Private Limited and Citycab Private Limited	National Transport Workers' Union	16.08.2011	3 years	1.1.2011 – 31.12.2013	128

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
236.	160/2011	NTUC Media Co-Operative Limited	Singapore Industrial & Services Employees Union	18.08.2011	3 years	1.1.2010 – 31.12.2012	21
237.	162/2011	Maju Maritime Private Limited	National Transport Workers' Union	18.08.2011	3 years	1.1.2011- 31.12.2013	4
238.	196/2011	Carrier Transicold Private Limited	United Workers of Electronics & Electrical Industries	18.08.2011	3 years	1.5.2011 – 30.4.2014	168
239.	197/2011	Venture Corporation Limited	United Workers of Electronics & Electrical Industries	18.08.2011	3 years	1.1.2011 – 31.12.2013	292
240.	182/2011	Sembawang Shipyard Private Limited	Sembawang Shipyard Employees' Union	23.08.2011	3 years	1.1.2010 – 31.12.2012	1548
241.	193/2011	Rolex Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	23.08.2011	3 years	1.7.2011 – 30.6.2014	35
242.	198/2011	Schindler Lifts (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	23.08.2011	3 years	1.9.2010 – 31.8.2013	40
243.	199/2011	Target Ship Management Private. Limited.	Singapore Maritime Officers' Union	23.08.2011	3 years	9.6.2011 – 8.6.2014	100
244.	200/2011	V. Ships (Asia) Private Limited – (MSPL)	Singapore Maritime Officers' Union	23.08.2011	2 years	1.6.2011 – 31.5.2013	4
245.	201/2011	Wellard Ships Private. Limited.	Singapore Maritime Officers' Union	23.08.2011	3 years	1.5.2011 – 30.4.2014	30
246.	205/2011	Four Star Industries Private Limited	Singapore Industrial & Services Employees Union	23.08.2011	3 years	1.7.2011 – 30.6.2014	18

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
247.	178/2011	Sumitomo Warehouse (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	26.08.2011	3 years	1.6.2011 – 31.5.2014	38
248.	189/2011	SMOE Private Limited	Sembawang Shipyard Employees' Union	26.08.2011	3 years	1.1.2010 – 31.12.2012	69
249.	206/2011	Thome Ship Management Private Limited – (Opal)	Singapore Maritime Officers' Union	26.08.2011	2 years	1.7.2011 – 30.6.2013	9
250.	207/2011	Thome Ship Management Private Limited – (Ri Shen)	Singapore Maritime Officers' Union	26.08.2011	2 years	1.7.2011 – 30.6.2013	9
251.	208/2011	Thome Ship Management Private Limited – (Topaz)	Singapore Maritime Officers' Union	26.08.2011	2 years	1.7.2011 – 30.6.2013	9
252.	163/2011	Singaport Cleanseas Private Limited	Singapore Port Workers Union	02.09.2011	3 years	1.4.2011 – 31.3.2014	32
253.	175/2011	Hilton Singapore as agents for Hotel Properties Limited	Food, Drinks and Allied Workers Union	02.09.2011	3 years	1.1.2011 – 31.12.2013	71
254.	192/2011	ComfortDelgro Driving Centre Private Limited	National Transport Workers' Union	02.09.2011	3 years	1.1.2011 – 31.12.2013	151
255.	212/2011	OMS Oilfield Services Private Limited	Shipbuilding and Marine Engineering Employees' Union	02.09.2011	3 years	1.5.2011 – 30.4.2014	12
256.	213/2011	Public Utilities Board	Public Utilities Board Employees' Union	02.09.2011	3 years	1.4.2011 – 31.3.2014	2310
257.	216/2011	Orange Star Shipping Private Limited	Singapore Maritime Officers' Union	02.09.2011	3 years	8.4.2011 – 7.4.2014	9

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
258.	181/2011	Mohamed Mustafa & Samsuddin Co. Private Limited and Mustafa's Group of Companies	The Singapore Manual & Mercantile Workers' Union	07.09.2011	3 years	1.1.2011 – 31.12.2013	378
259.	184/2011	Zone X Leisure Private Limited	Singapore Industrial & Services Employees Union	07.09.2011	3 years	1.2.2011 – 31.1.2014	29
260.	194/2011	Goodwood Park Hotel Limited	The Singapore Catering Services, Staffs & Workers Trade Union	07.09.2011	3 years	1.7.2010 – 30.6.2013	40
261.	202/2011	Tropical Shipping and Trading Co Private Limited	Singapore Maritime Officers' Union	07.09.2011	2 years	1.7.2011 – 30.6.2013	10
262.	203/2011	Singapore Airlines Cargo Private Limited	Air Line Pilots Association – Singapore	07.09.2011	3 years	1.7.2011 – 30.6.2014	210
263.	209/2011	LHT Holdings Limited	Building Construction and Timber Industries Employees' Union	07.09.2011	2 years	1.1.2011- 31.12.2012	67
264.	218/2011	ODFJELL Philippines, INC. represented in Singapore by ODFJELL Asia II Private Limited (Singapore Flag Vessels)	Singapore Organisation of Seamen	07.09.2011	2 years	1.1.2011 – 31.12.2012	518
265.	122/2011	Kwong Wai Shiu Hospital	The Singapore Manual & Mercantile Workers' Union	26.09.2011	3 years	1.7.2010 – 30.6.2013	33

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
266.	179/2011	Shell Eastern Petroleum (Private) Limited, Shell Eastern Trading (Private) Limited, Shell Chemicals Seraya Private Limited and CRI/Criterion Marketing Asia Pacific Private Limited	Singapore Shell Employees' Union	26.09.2011	3 years	1.1.2011 – 31.12.2013	647
267.	210/2011	Hiap Moh Corporation Limited	Building Construction and Timber Industries Employees' Union	26.09.2011	3 years	1.1.2011 – 31.12.2013	11
268.	217/2011	Giken Sakata (S) Limited	United Workers of Electronics & Electrical Industries	26.09.2011	3 years	1.4.2011 – 31.3.2014	14
269.	219/2011	The Tanglin Club	The Singapore Catering Services, Staffs & Workers Trade Union	26.09.2011	3 years	1.1.2011 – 31.12.2013	58
270.	220/2011	Kester Components Private Limited	United Workers of Electronics & Electrical Industries	26.09.2011	3 years	1.2.2011 – 31.1.2014	17
271.	225/2011	Teraoka Weigh-System Private Limited	United Workers of Electronics & Electrical Industries	26.09.2011	3 years	1.1.2011 – 31.12.2013	9
272.	227/2011	I.M. Skaugen Marine Services Private Limited (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.09.2011	2 years	1.5.2011 – 30.4.2013	1
273.	228/2011	Tropical Shipping & Trading Co Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.09.2011	2 years	1.7.2011 – 30.6.2013	8
274.	230/2011	Raffles Technical Services Private Limited	Singapore Maritime Officers' Union	26.09.2011	2 years	16.8.2011 – 15.8.2013	9

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
275.	233/2011	Maersk Singapore Private Limited, Brostrom Tankers Singapore Private Limited, MCC Transport Singapore Private Limited, AP Moller Singapore Private Limited and Damco Logistics Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	26.09.2011	3 years	1.7.2011 – 30.6.2014	37
276.	234/2011	UOB Kay Hian Private Limited	The Singapore Manual & Mercantile Workers' Union	26.09.2011	3 years	1.5.2011 – 30.4.2014	159
277.	235/2011	United Packaging Industries Private Limited	Building Construction and Timber Industries Employees' Union	26.09.2011	3 years	1.7.2011 – 30.6.2014	33
278.	238/2011	Garware Off-Shore International Services Private Limited and the UDYA Shipping Global Private Limited (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.09.2011	2 years	4.8.2011 – 3.8.2013	14
279.	239/2011	Satsuma Shipping Private Limited (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.09.2011	2 years	11.6.2011 – 10.6.2013	24
280.	240/2011	V.Ships (Asia) Private Limited	Singapore Organisation of Seamen	26.09.2011	2 years	1.1.2011 – 31.12.2012	80
281.	243/2011	Tuas Power Generation Private. Limited.	Union of Power and Gas Employees	26.09.2011	3 years	1.1.2011 – 31.12.2013	110
282.	253/2011	Silkair (Singapore) Private Limited	Air Line Pilots Association – Singapore	26.09.2011	3 years	1.4.2011 – 31.3.2014	154
283.	241/2011	Thome Ship Management Private Limited (Singapore Flag Vessels)	Singapore Organisation of Seamen	27.09.2011	2 years	1.1.2011 – 31.12.2012	189

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
284.	246/2011	Polycore Optical Private Limited	Chemical Industries Employees Union	27.09.2011	3 years	1.1.2011 – 31.12.2013	6
285.	247/2011	Argosy Private. Limited.	Singapore Maritime Officers' Union	27.09.2011	3 years	1.8.2011 – 31.7.2014	71
286.	248/2011	Masterbulk Private Limited	Singapore Maritime Officers' Union	27.09.2011	2 years	1.1.2011 – 31.12.2012	200
287.	232/2011	New Park Hotel (1989) trading as Parkroyal on Kitchener Road	Food, Drinks and Allied Workers Union	28.09.2011	2.5 years	1.7.2009 – 31.12.2011	23
288.	211/2011	Megastone Holdings Private Limited	Building Construction and Timber Industries Employees' Union	03.10.2011	3 years	1.1.2011 – 31.12.2013	17
289.	224/2011	Borneo Motors (Singapore) Private Limited	The Singapore Motor Workshops Employees' Union	03.10.2011	3 years	1.1.2010 – 31.12.2012	26
290.	226/2011	Suntec Singapore International Convention & Exhibition Centre	Building Construction and Timber Industries Employees' Union	03.10.2011	3 years	1.8.2011 – 31.07.2014	56
291.	244/2011	Marina Centre Holdings Private Limited and Marina Management Services Private Limited	Singapore Industrial & Services Employees Union	03.10.2011	3 years	1.1.2010 – 31.12.2012	24
292.	245/2011	Management Corporation Strata Title Plan No. 2190	Singapore Industrial & Services Employees Union	03.10.2011	3 years	1.1.2010 – 31.12.2012	33
293.	223/2011	Teleflex Private Limited	Metal Industries Workers Union	10.10.2011	3 years	1.7.2011 – 30.6.2014	62
294.	251/2011	Leica Geosystems Technologies Private. Limited.	Metal Industries Workers Union	10.10.2011	3 years	1.7.2011 – 30.6.2014	45

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
295.	257/2011	Asian Lift Private Limited	Shipbuilding and Marine Engineering Employees' Union	10.10.2011	3 years	1.4.2011 – 31.3.2014	10
296.	259/2011	Konlink Shipping Private Limited	Singapore Maritime Officers' Union	10.10.2011	3 years	1.7.2011 – 30.6.2014	37
297.	204/2011	Wärtsilä Singapore Private Limited	Shipbuilding and Marine Engineering Employees' Union	17.10.2011	3 years	1.7.2011 – 30.6.2014	203
298.	215/2011	Garware Offshore International Services Private. Limited. and Udaya Shipping Global Private Limited	Singapore Maritime Officers' Union	17.10.2011	3 years	4.8.2011 – 3.8.2014	14
299.	221/2011	Executive Ship Management Private Limited	Singapore Maritime Officers' Union	17.10.2011	3 years	1.7.2010 - 30.6.2013	330
300.	222/2011	Teleflex Private Limited	Metal Industries Workers Union	17.10.2011	3 years	1.7.2011 – 30.6.2014	3
301.	242/2011	Thai Airways International Public Company Limited	The Singapore Manual & Mercantile Workers' Union	17.10.2011	3 years	1.1.2011 – 31.12.2013	43
302.	263/2011	Anglo-Eastern U K Limited represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Private Limited	Singapore Maritime Officers' Union	17.10.2011	2 years	11.9.2011 – 10.9.2013	18
303.	264/2011	SSC Ship Management Private Limited	Singapore Maritime Officers' Union	17.10.2011	3 years	1.10.2011 – 30.9.2014	30
304.	265/2011	Grand Park City Hall	Food, Drinks and Allied Workers Union	17.10.2011	3 years	1.1.2011 – 31.12.2013	13

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
305.	229/2011	Ameron (Private) Limited	Building Construction and Timber Industries Employees' Union	24.10.2011	2 years	1.10.2010 – 30.9.2012	55
306.	256/2011	RC Hotels (Private) Limited	Food, Drinks and Allied Workers Union	24.10.2011	3 years	1.1.2011 – 31.12.2013	371
307.	258/2011	Diethelm Furniture Private Limited	The Singapore Manual & Mercantile Workers' Union	24.10.2011	3 years	1.7.2011 – 30.6.2014	3
308.	272/2011	Tanker Pacific Management (Singapore) Private Limited (Singapore Flag Vessels)	Singapore Organisation of Seamen	24.10.2011	2 years	1.8.2011 – 31.7.2013	350
309.	273/2011	Herning Shipping A.S. represented in Singapore by Herning Shipping Asia Private Limited (Singapore Flag Vessels)	Singapore Organisation of Seamen	24.10.2011	2 years	1.6.2011 – 31.5.2013	16
310.	270/2011	Singapore Crocodile (1968) Private Limited	Singapore Industrial & Services Employees Union	25.10.2011	3 years	1.10.2010 – 30.9.2013	15
311.	271/2011	Thomson Reuters Corporation Private Limited and Thomson Reuters Asia Private Limited	Reuter Local Employees Union, Singapore	25.10.2011	3 years	1.10.2011 – 30.9.2014	301
312.	195/2011	Chemical Industries (Far East) Limited	Chemical Industries Employees Union	31.10.2011	3 years	1.7.2009 – 30.6.2012	48
313.	214/2011	Hollandse Club	The Singapore Catering Services, Staffs & Workers Trade Union	31.10.2011	2 years	1.7.2011 – 30.6.2013	27

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
314.	254/2011	Association for Persons with Special Needs	The Singapore Manual & Mercantile Workers' Union	31.10.2011	3 years	1.7.2011 – 30.6.2014	38
315.	255/2011	Lafarge Cement Singapore Private Limited	Building Construction and Timber Industries Employees' Union	31.10.2011	3 years	1.4.2011 – 31.3.2014	5
316.	279/2011	Anglo-Eastern (U.K.) Limited represented in Singapore by the Anglo Eastern Shipmanagement (Singapore) Private Limited (Singapore Flag-Container Vessels)	Singapore Organisation of Seamen	31.10.2011	3 years	11.9.2011 – 10.9.2014	20
317.	249/2011	DHL Supply Chain Singapore Private Limited	The Singapore Manual & Mercantile Worker's Union	08.11.2011	3 years	1.6.2011 – 31.05.2014	230
318.	250/2011	DHL Global Forwarding Singapore Private Limited	The Singapore Manual & Mercantile Worker's Union	08.11.2011	3 years	1.7.2011 – 30.06.2014	107
319.	266/2011	Park Hotel Clarke Quay, Singapore	Food, Drinks and Allied Workers Union	08.11.2011	3 years	1.1.2011 – 31.12.2013	26
320.	268/2011	Hitachi Koki (Singapore) Private Limited	Metal Industries Workers Union	08.11.2011	3 years	1.3.2011 – 28.02.2014	11
321.	276/2011	Torm Singapore Private Limited	Singapore Maritime Officers' Union	08.11.2011	3 years	1.1.2011 – 31.12.2013	140
322.	281/2011	Orange Star Shipping Private Limited (Singapore Flag Vessels)	Singapore Organisation of Seamen	08.11.2011	2 years	11.4.2011 – 10.4.2013	12
323.	252/2011	Nuance-Watson (Singapore) Private Limited	The Singapore Manual & Mercantile Worker's Union	14.11.2011	3 years	1.7.2011 – 30.6.2014	83

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
324.	262/2011	Orchard Parade Holdings Limited in respect of Orchard Parade Hotel	Food, Drinks and Allied Workers Union	14.11.2011	3 years	1.1.2010 – 31.12.2012	24
325.	267/2011	Nissin Foods (Asia) Private. Limited.	Food, Drinks and Allied Workers Union	14.11.2011	3 years	1.1.2011 – 31.12.2013	40
326.	280/2011	Maritime and Port Authority of Singapore	Amalgamated Union of Statutory Board Employees	14.11.2011	3 years	1.10.2011 – 30.9.2014	280
327.	283/2011	Great Circle Shipping Agency Limited represented in Singapore by Precious Shipping (Singapore) Private Limited (Singapore Flag Vessels)	Singapore Organisation of Seamen	14.11.2011	2 years	1.10.2011 – 30.9.2013	13
328.	284/2011	Great Circle Shipping Agency Limited represented in Singapore by Precious Shipping (Singapore) Private Limited	Singapore Maritime Officers' Union	14.11.2011	3 years	1.10.2011 - 30.9.2014	10
329.	285/2011	Panasonic Refrigeration Devices Singapore Private Limited	United Workers of Electronics & Electrical Industries	14.11.2011	2 years	1.7.2011 – 30.6.2013	1403
330.	287/2011	Torm Singapore Private Limited (Singapore Flag Vessels)	Singapore Organisation of Seamen	15.11.2011	3 years	1.1.2011 – 31.12.2013	168
331.	289/2011	YTC Peninsula Shopping Complex Private Limited	Singapore Industrial & Services Employees Union	21.11.2011	3 years	1.7.2011 – 30.6.2014	12
332.	146/2011	Srilankan Airlines Limited	The Singapore Manual & Mercantile Workers' Union	22.11.2011	3 years	1.4.2009 – 31.3.2012	7

Serial No.	CA No.	Parties		Certified on	Duration	Period	Number of Employees Covered
		Employer	Union				
333.	236/2011	Grand Mercure Roxy Hotel	Food, Drinks and Allied Workers Union	22.11.2011	3 years	1.7.2010 – 30.6.2013	30
334.	274/2011	MMI Systems Private Limited	United Workers of Electronics & Electrical Industries	22.11.2011	3 years	1.7.2011 – 30.6.2014	24
335.	290/2011	CTS Singapore Private Limited	United Workers of Electronics & Electrical Industries	22.11.2011	3 years	1.8.2011 – 31.7.2014	37
336.	237/2011	Harilela Hotels (Singapore) Private Limited in respect of Holiday Inn Singapore Orchard City Centre	Food, Drinks and Allied Workers Union	28.11.2011	3 years	1.1.2011 – 31.12.2013	50
337.	260/2011	The Tanglin Club	Attractions, Resorts & Entertainment Union	28.11.2011	3 years	1.1.2011 – 31.12.2013	12
338.	275/2011	Sheraton Towers Singapore Hotel	Food, Drinks and Allied Workers Union	28.11.2011	3 years	1.3.2010 – 28.2.2013	75
339.	278/2011	Murata Electronics Singapore (Private) Limited	United Workers of Electronics & Electrical Industries	28.11.2011	2 years	1.7.2011 – 30.6.2013	436
340.	294/2011	Argosy Private Limited (Singapore Flag Vessels)	Singapore Organisation of Seamen	28.11.2011	2 years	28.7.2011 – 27.7.2013	48
341.	295/2011	Inland Revenue Authority of Singapore	Inland Revenue Authority of Singapore Staff Union	28.11.2011	3 years	26.9.2011 – 25.9.2014	868
342.	296/2011	Hymold (Private) Limited	Chemical Industries Employees Union	28.11.2011	3 years	1.7.2011 – 30.6.2014	18