



REPUBLIC OF SINGAPORE

**ANNUAL REPORT**

**OF THE**

**PRESIDENT**

**INDUSTRIAL ARBITRATION COURT**

**2012**

Made pursuant to Section 86 of the  
Industrial Relations Act



REPUBLIC OF SINGAPORE

**52ND ANNUAL REPORT**  
**OF**  
**THE PRESIDENT**  
**OF THE**  
**INDUSTRIAL ARBITRATION COURT**  
**FOR THE**  
**PERIOD 1 JANUARY TO 31 DECEMBER 2012**  
**TO**  
**THE HONOURABLE**  
**MR TAN CHUAN-JIN**  
**ACTING 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 .....	2-7
6 Collective Agreements certified by the Court.....	8
7 Variation of Collective Agreements.....	8
8 Dispute referred to Referee .....	8-9
9 Duration of Collective Agreements .....	9-10
10 Employees' Retirement Age .....	11
11 Visitors.....	11
12 Supporting Staff of the Court .....	11
13 Further Details .....	12
14 Acknowledgement .....	12

# CONTENTS

<b><u>Tables</u></b>	<b><u>Page(s)</u></b>
1 Applications filed with the Court in 2012 .....	13
2 Awards and Orders made, Disputes otherwise dealt with, and Collective Agreements certified in 2012.....	14
3 Awards and Orders made by the Court in 2012 .....	14
4 Categories of Employees covered by Collective Agreements certified, Awards and Orders made by the Court in 2012 .....	15
5 Categories of Employers covered by Collective Agreements certified, Awards and Orders made by the Court in 2012 .....	15

## **Appendices**

A Disputes dealt with by the Court in 2012 .....	16-20
B Variation Orders made in 2012.....	21-22
C Collective Agreements certified in 2012.....	23-53

**52ND ANNUAL REPORT**  
**OF THE**  
**INDUSTRIAL ARBITRATION COURT**

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

In 2012 the principal officers of the Court were:

President	:	Justice Chan Seng Onn
Deputy President	:	Mr Tan Siong Thye
		Chief District Judge
		Subordinate Courts
Registrar	:	Mrs Veronica Quek
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) Mrs Seah-Khoo Ee Boon
- (2) Mrs Jessica Leong Siew Wah
- (3) Ms Evelyn Khoo Lay Sian
- (4) Mr Wan Yew Meng
- (5) Mr Edward Tan Pang Liang
- (6) Mr Nunis Vernon Gerard
- (7) Mr Han Kok Juan
- (8) Ms Anna Fok Wai Min
- (9) Mr Francis Tan Pee Kwang
- (10) Mr Paul Chung Chun Leong (from 1.12.2012)
- (11) Mdm Tan Hwee Meng Jennifer (from 1.12.2012)
- (12) Mr Goh Chien Lyn Kenneth (from 1.12.2012)

### **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) Ms Diana Chia Siew Fui
- (3) Mr Lim Kuang Beng
- (4) Mr John De Payva
- (5) Mr Mah Cheong Fatt
- (6) Ms Nora Kang Kah Ai
- (7) Mr Thiagarajan s/o Subramaniam
- (8) Mr Karthikeyan s/o Krishnamurthy
- (9) Mr Teo Yock Ngee (until 1.5.2012)
- (10) Mr James Tan Cheng Choo (from 2.5.2012)
- (11) Mr Ma Wei Cheng (from 4.6.2012)

### **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 Andre Maniam
- (3) Mr Tan Tee Jim
- (4) Mr Harpreet Singh Nehal
- (5) Mr Tan Puay Boon
- (6) Ms Barker Deborah Evaline (from 19.4.2012)
- (7) Ms Salina Binte Ishak (from 19.4.2012)

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

In 2012, 7 new disputes were referred to the Court. A total of 11 disputes were brought before the Court, including 4 that were carried forward from the previous year.

Of the 4 disputes carried forward, 2 were heard by the Court, 1 was successfully mediated by the Assistant Registrar and 1 was withdrawn by the parties.

The first case heard by the Court involved the National Aviation Company of India Ltd and the Singapore Manual & Mercantile Workers' Union. The company argued that the encashment of unconsumed annual leave arising from the retrenchment of 9 employees of the company should be computed based on 50% of the employee's salary, in accordance with a clause in the collective agreement which stated that excess annual leave could be encashed at 50% of the employee's basic salary. The union contended that it was the industry practice and also the practice adopted for an employee who had retired in 2005 to encash annual leave at 100% of basic salary (including the NWC component). The Court ruled in favour of the union. It was clear to the Court that the company's computation of payout for encashment of annual leave was premised at 100% and not 50% of basic salary. The Court also noted that the clause in the collective agreement that the company referred to applied to serving employees and not retrenched employees, and that the company had not given the retrenched employees any opportunity to consume their leave during the retrenchment notice period.

The second case before the Court was between the Singapore Refining Company Pte Ltd and the Singapore Refining Company Employees' Union. The dispute was over the quantum of service increment for 2011 and the increase in the maximum of the salary ranges in the new collective agreement which the parties were negotiating. The union proposed an increment of 5.5% + \$38 built-in (amounting to an overall increase of 6.8%), citing the company's good performance in 2010, the wage freeze in 2010 and the cumulative inflation of 8% for 2010 and 2011. The union also pointed out that the bargainable employees had the lowest basic pay and highest variable component (38% to 53% of total annual pay) compared to their peers in other refineries. The company maintained that its offer of 5% + \$15 (overall increase of 5.5%) was

reasonable as it was not at the lowest end of the market range and the company's overall pay package, including bonuses, rivalled that of its competitors.

With regard to salary range, the union asked that the maximum point of the salary ranges be raised by 5%, compared with the 3% proposed by the company. The union argued that the maximum points were well below market rates and did not take into account additional skills acquired by staff over the years. With a 3% increase, more than one quarter the staff would reach their maximum salary in 2011. The company contended that, while its salary structure was at the lower end of the industry range, employees' total pay was high due to large variable and other bonuses, a hallmark of its rewards system. The Court shared the union's concern with the high proportion of variable pay in bargainable employees' total pay and adjourned the hearing to give the parties another opportunity to negotiate and agree on a salary structure which should ideally set out appropriate principles and methodologies for determining the annual increment, quantum of variable and fixed pay components as well as maximum and minimum salary points.

Hearing was subsequently resumed as the parties were not able to come to an agreement on the matters in dispute. However, the company proposed and the union agreed to increase the fixed components of total pay with effect from 2013. The Court determined that the company's proposed 3% revision in maximum salary was reasonable as total maximum annual pay for the highest grade of bargainable employee after the revision was close to the average total pay for employees in similar grades in other refineries. The Court also found in favour of the company's proposed service increment, as it was closer to the oil refining industry norm and exceeded the previous year's inflation rate, while the actual dollar quantum compared well with that of the industry average. The Court commended the company's efforts to devise a Service Increment (SI) formula, as suggested by the Court. The formula took into account 3 factors: service, average increment for the industry and company performance. The



Union agreed to the factors in the formula but not to the computation details. The Court urged the parties to consider using the SI formula as a starting point for negotiations in future, to avoid undue delay in reaching an agreement.

Two other cases were heard by the Court, both relating to retrenchment benefits. The United Workers of Electronics & Electrical Industries represented 34 ex-employees of NuTune Singapore Pte Ltd in a claim for payment of retrenchment benefits. The company had been paying the ex-employees their retrenchment benefits in monthly instalments but stopped in December 2011. The union charged that it was unreasonable for the company to stop payment without explanation or proof of inability to pay, and demanded that the company either pay the full amount owed to each of the ex-employees or pay the outstanding instalments immediately and resume the monthly instalment payment according to the 24-month schedule agreed with each ex-employee. The company claimed that it could not pay the instalments because of severe cash flow problems and asked to be allowed to pay the outstanding retrenchment benefits over a period of 60 months. After examining the company's detailed financial accounts in private, the Court decided that it was in the interest of the ex-employees and the company that the company be given more time to pay the outstanding amounts owed. The company was ordered to pay \$30,000 monthly to the union, and an additional amount to be determined in accordance with a formula to be settled between the union and the company. The formula should be based on the principles set out by the Court during the private hearing.

The case between Sealing Technologies Pte Ltd and United Workers of Electronics & Electrical Industries, referred by the Minister for Manpower, revolved around the issue of whether employees who had been retrenched by the company were entitled to retrenchment benefits despite there being no collective agreement between the company and the union. The union contended that the company should pay 1 month's salary (instead of 2 weeks' salary that it had paid earlier) for each year of service to employees with at least

3 years' service as this was the practice in the electronics industry and the company could afford to pay the additional amount involved. The company argued that it was not legally obliged to pay retrenchment benefits and had done so purely on an ex-gratia basis. The Employment Act did not mandate the payment of retrenchment benefits; nor was there any term in the employment contracts or any collective agreement made between the parties which provided for the payment of retrenchment benefits.

The Court noted that this dispute involved unionised employees. The Industrial Relations Act provided for the Court to take into account the interests of the parties, the interests of the community as a whole and the conditions of the economy in determining a dispute. As such, the Court was not confined to determining a dispute exclusively and strictly on legal considerations. The Court pointed out that the union had been accorded recognition by the company. The latter was obliged to negotiate in good faith with the union on all industrial matters, including retrenchment benefits. The company did not have the absolute discretion to decide on all industrial matters. If this were the case, the need to negotiate in good faith would be rendered meaningless and the efficacy of the Industrial Relations Act and the dispute resolution process would be severely curtailed. The Court ruled that the company should pay retrenchment benefits at the rate of 1 month per year of service, pro-rated for incomplete years of service after taking into account the following:-

- the affected employees were predominantly low-wage workers;
- the company had ample financial capacity to pay; and
- the norm for retrenchment benefits in the electrical and electronics industry.

Two cases were successfully mediated by the Registrar and Assistant Registrar. They were ex-parte applications from unions for continuation of collective agreements. The first case involved the variable bonus clause in the draft agreement between Asia Offshore Services Pte Ltd and Building Construction and Timber Industries Employees' Union. The parties resolved the

matter with the assistance of the Assistant Registrar. The second case was between the Singapore Manual & Mercantile Workers' Union and SriLankan Airlines Ltd. The company had not responded to the union's proposal to renew the old collective agreement without any changes to the terms. Upon the Registrar's advice, the parties proceeded to settle and sign the new collective agreement.

Two cases involving the Singapore Manual & Mercantile Workers' Union were settled between the union and the respective companies. These cases related to annual increment for 2011 and bonus payments for employees of Global Yellow Pages Ltd and Japan Airlines Co Ltd, Singapore branch.

Of the remaining 3 cases which were outstanding at year-end, one was an appeal from the Singapore Catering Services, Staffs & Workers' Trade Union against the Referee's decision in Oct 2012 which was in favour of Hollandse Club. The appeal was scheduled for hearing in January 2013.

The second case, between First Defense Services Pte Ltd and Singapore Industrial & Services Employees Union was over the salary increment for 2011. As mediation was unsuccessful, the case was scheduled for hearing in March 2013.

The third case was an ex-parte application by the Singapore Manual & Mercantile Workers' Union for continuation of the collective agreement between the union and the Bukit Timah Saddle Club. A meeting was called by the Registrar to explore negotiation on the dispute.

In summary, 4 cases were heard by the Court and 4 were settled either by the parties themselves or successfully mediated by the Registrar and Assistant Registrar. At the end of 2012, there were 3 disputes outstanding, of which 2 were fixed for hearing in January and March 2013 respectively.

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

369 Collective Agreements (CAs) were filed with the Court in 2012, as compared to 358 CAs in 2011. Together with the 74 CAs brought forward from 2011, a total of 443 CAs were dealt with. Out of these CAs, 322 were certified by the Court. 11 of the certified CAs involved public sector employees. There were 121 CAs pending certification at the end of the year.

## **7 VARIATION OF COLLECTIVE AGREEMENTS**

In 2012, 9 variations of CA were filed with the Court compared to 7 applications in 2011.

All the 9 variations were approved. A breakdown of the variations is as follows:

<b>Particulars Of Applications</b>	<b>No. of Applications</b>
Salary ranges	4
Annual increment date	1
Retirement age	1
Annual leave	1
Flexible benefits	1
Driving allowance	1
<b>Total</b>	<b>9</b>

## **8 DISPUTE REFERRED TO REFEREE**

A Referee heard the allegation by the Singapore Catering Services, Staffs & Workers Trade Union that Hollandse Club had wrongfully terminated the employment of an employee who had gone on long medical leave and had not reimbursed the medical expenses incurred by her in full. The union argued that she was entitled to prolonged sick leave under a clause in the collective

agreement although her illness was not included in the specified list of illnesses. Further, although her last day of employment was in October 2011, the club should reimburse the medical expenses that she incurred until August 2012. The club's position was that the clause relating to prolonged sick leave did not apply to her case. As regards medical expenses, it had been agreed between the 2 parties, with mediation assistance by the Ministry of Manpower that the club would reimburse medical expenses incurred up to 31 Dec 2011 only.

The Referee noted that the club had made an ex-gratia payment of \$6,300 to the employee. In his view, this payment settled the issue of termination of employment. In any event, it was his opinion that the termination of employment was valid and the prolonged illness clause in the collective agreement did not apply to the case. The Referee further pointed out that the collective agreement specified a cap of \$3500 for reimbursement of hospitalisation and surgical expenses, and the club had already paid in excess of that amount through its insurer. The club had also reimbursed some of the expenses for specialist care and outpatient treatment, including treatment received after the employee's last day of service. He ruled that the club was not liable to make any further payment to the employee in respect of medical expenses. (The union subsequently filed an appeal against the Referee's decision.)

## **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 369 CAs filed with the Court in 2012, 290 had a duration of three years, 67 a duration of two years and 12 a duration of between two and three years.

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

<b>Duration</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
3 years	290 (78.6%)	276 (77.1%)	271 (72.1%)
Between 2 and 3 years	12 (3.2%)	1 (0.3%)	16 (4.2%)
2 years	67 (18.2%)	81 (22.6%)	89 (23.7%)
<b>TOTAL</b>	<b>369 (100%)</b>	<b>358 (100%)</b>	<b>376 (100%)</b>

In 2012, only 36 of the 369 CAs filed with the Court entered into force on a prospective date. 196 CAs had retrospective operation from their dates of execution for a period of six months or less. 137 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, 87 had retrospective operation for six to twelve months, 32 for thirteen to eighteen months, 11 for nineteen to twenty four months and 7 for more than twenty four months.

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

<b>Effective Date</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
With prospective dates of operation	36 (9.8%)	27 (7.5%)	39 (10.4%)
With retrospective dates of operation of 6 months or less	196 (53.1%)	186 (52.0%)	200 (53.2%)
With retrospective dates of operation of more than 6 months	137 (37.1%)	145 (40.5%)	137 (36.4%)
<b>TOTAL</b>	<b>369 (100%)</b>	<b>358 (100%)</b>	<b>376 (100%)</b>

## 10 EMPLOYEES' RETIREMENT AGE

259 of the 369 CAs filed with the Court in 2012 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	0 (0%)
At age 62	241 (65.3%)
Above age 62	18 (4.9%)
No age provision	110 (29.8%)
<b>TOTAL</b>	<b>369 (100%)</b>

## 11 VISITORS

During the year under review, the Court hosted one group of students from Ngee Ann Polytechnic and another group from Temasek Polytechnic. The Registrar and Assistant Registrar respectively 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 2012 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, 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 and dedicated support.

Dated this 12th day of April 2013

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 2012**

Nature of Application	Cognisance under the Industrial Relations Act	No.
<b><u>Disputes</u></b> Payment of retrenchment benefits*	Section 31(d)(i)	1
Service increment and bonus	Section 31(a)	1
Continuation of collective agreement	Section 39(4)	2
Annual increment	Section 31(b)	1
Quantum of retrenchment benefits	Section 31(e)	1
Referee	Section 43	1
Referee appeal	Section 43(6)	1
<b><u>Variation</u></b> Variation of awards/collective agreements	Section 45	9
<b>Total</b>		<b>17</b>

\*Retrenchment benefit for 34 executive employees represented individually by the union

**TABLE 2**

**AWARDS AND ORDERS MADE, DISPUTES OTHERWISE DEALT WITH,  
AND COLLECTIVE AGREEMENTS CERTIFIED IN 2012**

<b>Particulars</b>	<b>No</b>	<b>No. of employees covered</b>
<b>Awards and orders made</b>		
- Disputes	4	411
- Variation of collective agreements	9	5277
<b>Referee decision</b>	1	1
Disputes withdrawn following mediation by Registrar/Assistant Registrar	2	23
Disputes withdrawn following settlement by the parties	2	126
<b>Collective agreements certified</b>	322	65,906

**TABLE 3**

**AWARDS AND ORDERS MADE BY THE COURT IN 2012**

<b>Particulars</b>	<b>No.</b>
<b><u>Disputes</u></b>	
Retrenchment benefits	2
Payment of retrenchment benefits	1
Service Increment and salary scales	1
<b><u>Variation</u></b>	
Variation of awards/collective agreements	9
<b>Total</b>	<b>13</b>

**TABLE 4**  
**CATEGORIES OF EMPLOYEES COVERED BY**  
**COLLECTIVE AGREEMENTS CERTIFIED,**  
**AWARDS AND ORDERS MADE BY THE COURT IN 2012**

Particulars	Professional & Technical (a)	Clerical, Sales & Service (b)	Production & Transport (c)	Others* (d)	Total
Collective agreements	33	33	20	236	322
Awards and orders	1	-	-	12	13

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

**TABLE 5**  
**CATEGORIES OF EMPLOYERS COVERED BY**  
**COLLECTIVE AGREEMENTS CERTIFIED,**  
**AWARDS AND ORDERS MADE BY THE COURT IN 2012**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements	311	10	1	322
Awards and orders	12	1	-	13

## DISPUTES DEALT WITH BY THE COURT IN 2012

## 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				
D9/2011	30.9.2011	31(a)	Singapore Refining Company Private Limited	Singapore Refining Company Employees' Union	Service Increment for 2011 and renewal of CA 2011 in respect of job titles, job groups and salary scales	270	Justice Chan Seng Onn Mrs Seah-Khoo Ee Boon (Employer panel member) Mr John De Payva (Employee panel member)	Heard on 16.3.2012, 26.6.2012 & 20.7.2012 and awarded on 20.7.2012
D11/2011	1.11.2011	31(e)	National Aviation Company of India Ltd	The Singapore Manual & Mercantile Workers' Union	Encashment of Unconsumed Annual Leave upon Retrenchment	9	Justice Chan Seng Onn Mr Nunis Vernon Gerard (Employer panel member) Mr Teo Yock Ngee (Employee panel member)	Heard and awarded on 2.3.2012

DISPUTES DEALT WITH BY THE COURT IN 2012

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				
D1 - D14/2012 D15 - D21/2012 D23 - D30/2012 D32 - D36/2012 #	19.1.2012 30.1.2012 31.1.2012 31.1.2012	31(d)(i)	NuTune Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	Payment of Retrenchment Benefit for 34 executive employees represented individually	34	Justice Chan Seng Onn Mr Nunis Vernon Gerard (Employer panel member) Mr Teo Yock Ngee (Employee panel member)	Heard and awarded on 20.4.2012
D39/2012	18.7.2012	31(e)	Sealing Technologies Pte Ltd	United Workers of Electronics & Electrical Industries	Quantum of Retrenchment Benefits	98	Justice Chan Seng Onn Mrs Jessica Leong Siew Wah (Employer panel member) Mr Karthikeyan s/o Krishnamurthy (Employee panel member)	Heard and awarded on 18.9.2012

# D31/2012 was settled between the company and the employee and the application was withdrawn on 18.4.2012.

DISPUTES DEALT WITH BY THE COURT IN 2012

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				
D10/2011	27.10.2011	39(4)	Asia Offshore Services Pte Ltd	Building Construction and Timber Industries Employees' Union	Continuation of Collective Agreement	14	14.12.2011	6.1.2012
D37/2012	17.4.2012	39(4)	SriLankan Airlines Limited	The Singapore Manual & Mercantile Workers' Union	Continuation of Collective Agreement	9	14.8.2012	14.8.2012

DISPUTES DEALT WITH BY THE COURT IN 2012

III Disputes Withdrawn following Settlement by Parties

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	Date of Settlement	Date of Withdrawal
			Employer	Union				
D12/2011	2.12.2011	31(b)	Global Yellow Pages Ltd	The Singapore Manual & Mercantile Workers' Union	Annual Increment for 2011 and Bonus for FY 2010 and FY2011	44	26.4.2012	26.4.2012
D22/2012	31.1.2012	31(a)	Japan Airlines Co Ltd, Singapore Branch	The Singapore Manual & Mercantile Workers' Union	Service Increment for FY 2011 and Incentive Bonus for FY 2010	82	20.6.2012	20.6.2012

DISPUTES DEALT WITH BY THE COURT IN 2012

IV Disputes Heard by Referee

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	Date of Hearing / Date of Decision
			Employer	Union			
R1/2012	18.5.2012	43	Hollandse Club	The Singapore Catering Services, Staffs & Workers Trade Union	Termination of Service and Reimbursement Of Medical Expenses of an employee	1	Heard on 26.9.2012 and decided on 17.10.2012



## VARIATION ORDERS MADE IN 2012

Appln. No.	I.R.A. Section	Parties Involved		No of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V1/2012	45	Jurong Health Services Pte Ltd	Healthcare Services Employees' Union	378	Introduction of flexible benefits	15.3.2012
V2/2012	45	Hewlett Packard Singapore (Private) Limited	United Workers of Electronics & Electrical Industries	351	Removal of mandatory retirement age	19.4.2012
V3/2012	45	Denka Singapore Private Limited	The United Workers of Petroleum Industry	49	Annual leave entitlement	25.4.2012
V4/2012	45	Carlton Hotel (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	105	Consolidation of service points into basic salary and revision of salary range	10.5.2012
V5/2012	45	LHT Holdings Limited	Building Construction and Timber Industries Employees' Union	90	Change of annual Increment date and inclusion of tea break times	9.7.2012

VARIATION ORDERS MADE IN 2012

Appln. No.	I.R.A. Section	Parties Involved		No of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V6/2012	45	SBS Transit Ltd	National Transport Workers' Union	3979	Revision of salary ranges	10.7.2012
V7/2012	45	Asahi Kasei Plastics Singapore Pte Ltd	Chemical Industries Employees' Union	46	Revision of salary ranges	23.8.2012
V8/2012	45	British Airways PLC	The Singapore Manual & Mercantile Workers' Union	77	Revision of pay scale of cabin crew, change in flying & language allowances.	23.10.2012
V9/2012	45	Singapore Land Authority	Amalgamated Union of Statutory Board Employees	202	Change in driving allowance	30.10.2012

## COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
1.	282/2011	Raffles Technical Services Pte Ltd	Singapore Organisation of Seamen	3.1.2012	2 years	16.8.2011 - 15.8.2013	24
2.	286/2011	NK Chemicals Pte Ltd	Chemical Industries Employees Union	3.1.2012	2 years	1.1.2011 - 31.12.2012	6
3.	288/2011	Mitsubishi Chemical Infonics Pte Ltd	United Workers of Electronics & Electrical Industries	3.1.2012	3 years	1.3.2011 - 28.2.2014	101
4.	291/2011	UGL Services Group of Companies (UGL Services Premas Operations Limited, UGL Services Esmaco Operations Pte Ltd, Esmaco Township Management Pte Ltd, Premas Technologis Pte Ltd, Premas Valuers & Property Consultants Pte Ltd, Esmaco Valuers & Property Agents Pte Ltd)	Building Construction and Timber Industries Employees' Union	3.1.2012	2 years	1.5.2011 - 30.4.2013	400
5.	292/2011	Cofely South East Asia Pte Ltd	Singapore Industrial & Services Employees Union	3.1.2012	3 years	1.7.2011 - 30.6.2014	14

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
6.	298/2011	Shaw Group of Companies (comprising Shaw Brothers Limited, Shaw Theatres Pte Ltd., Shaw House Pte Ltd, Shaw Renters (Singapore) Pte Ltd, SB Media Services Pte Ltd, SB Apartments Pte Ltd, Shaw Properties (1997) Pte Ltd) and The Shaw Foundation Pte	The Singapore Manual & Mercantile Workers' Union	3.1.2012	3 years	1.1.2011 - 31.12.2013	23
7.	299/2011	Shaw Theatres Pte Ltd	The Singapore Manual & Mercantile Workers' Union	3.1.2012	3 years	1.1.2011 - 31.12.2013	5
8.	301/2011	Tac-Tokyo Aircargo (Sin) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	3.1.2012	2 years	26.6.2011 - 25.6.2013	10
9.	302/2011	Kodak (Singapore) Pte Limited	The Singapore Manual & Mercantile Workers' Union	3.1.2012	3 years	1.1.2010 - 31.12.2012	11
10.	304/2011	Chiyoda Singapore (Pte) Limited	Singapore Industrial & Services Employees Union	3.1.2012	3 years	1.5.2011 - 30.4.2014	8
11.	305/2011	Khong Guan Biscuit (Singapore) Private Limited	Food, Drinks and Allied Workers Union	3.1.2012	3 years	1.7.2009 - 30.6.2012	26

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
12.	311/2011	Marubeni Asean Pte Ltd	The Singapore Manual & Mercantile Workers' Union	3.1.2012	3 years	1.7.2010 - 30.6.2013	37
13.	313/2011	Wilhelmsen Ship Management Singapore Pte Ltd	Singapore Maritime Officers' Union / Singapore Organisation of Seamen	3.1.2012	2 years	17.8.2011 - 16.8.2013	240
14.	315/2011	Bernhard Schulte Shipmanagement (Singapore) Pte Ltd representing The Bernhard Schulte Group	Singapore Maritime Officers' Union	3.1.2012	3 years	12.10.2010 - 11.10.2013	306
15.	316/2011	Univan Ship Management Limited represented by Grandteam Management Services Pte Ltd	Singapore Maritime Officers' Union	3.1.2012	3 years	12.10.2011 - 11.10.2014	10
16.	317/2011	Winning Alliance (S) Pte Ltd	Singapore Maritime Officers' Union	3.1.2012	3 years	15.11.2011 - 14.11.2014	10
17.	321/2011	Shotic (Singapore) Pte Ltd	Chemical Industries Employees Union	3.1.2012	2 years	1.5.2011 - 30.4.2013	13
18.	322/2011	Jetro Singapore	The Singapore Manual & Mercantile Workers' Union	3.1.2012	2 years	1.7.2011 - 30.6.2013	5
19.	323/2011	IDS Logistics Services Pte Ltd	The Singapore Manual & Mercantile Workers' Union	3.1.2012	3 years	1.7.2011 - 30.6.2014	50
20.	324/2011	SI Ponie Pte Ltd	Singapore Industrial & Services Employees Union	3.1.2012	3 years	1.7.2011 - 30.6.2014	21
21.	325/2011	Showa Denko HD Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	3.1.2012	3 years	1.3.2011 - 28.2.2014	300

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
22.	269/2011	Ricoh (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.1.2012	3 years	1.4.2011 - 31.3.2014	65
23.	293/2011	Cameron (Singapore) Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	9.1.2012	2 years	1.7.2011 - 30.6.2013	364
24.	300/2011	Kim Eng Securities Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.1.2012	3 years	1.7.2011 - 30.6.2014	34
25.	308/2011	Nippecraft Limited	Building Construction and Timber Industries Employees' Union	9.1.2012	3 years	1.7.2011 - 30.6.2014	138
26.	314/2011	Anglo-Eastern Shipmanagement (Hong Kong) Ltd represented in Singapore by The Anglo-Eastern Shipmanagement (Singapore) Pte Ltd	Singapore Maritime Officers' Union	9.1.2012	3 years	30.12.2011 - 29.12.2014	90
27.	326/2011	Sembawang Engineers and Constructors Pte Ltd	Building Construction and Timber Industries Employees' Union	10.1.2012	3 years	16.10.2011 - 15.10.2014	89
28.	330/2011	Dongkuk Marine Co. Ltd represented in Singapore by Kist Engineering Pte Ltd	Singapore Maritime Officers' Union	10.1.2012	2 years	1.11.2011 - 31.10.2013	10
29.	333/2011	Misc Agencies (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	10.1.2012	3 years	1.1.2012 - 31.12.2014	24
30.	334/2011	Moet Hennessy Diageo Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.1.2012	3 years	1.1.2012 - 31.12.2014	7

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
31.	335/2011	K Line Ship Management (Singapore) Pte Ltd	Singapore Organisation of Seamen	10.1.2012	3 years	12.9.2011 - 11.9.2014	66
32.	336/2011	Posh Fleet Services Pte Ltd	Singapore Organisation of Seamen	10.1.2012	3 years	1.1.2011 - 31.12.2013	49
33.	337/2011	Asia Offshore Group of Companies (Asia Offshore Marine Services Pte Ltd and Asia Offshore Services Pte Ltd)	Building Construction and Timber Industries Employees' Union	10.1.2012	3 years	1.1.2011 - 31.12.2013	14
34.	346/2011	SPH Magazines Private Limited	Singapore National Union of Journalists	31.1.2012	3 years	1.1.2011 - 31.12.2013	10
35.	347/2011	SPH Magazines Private Limited	Singapore Press Holdings Employees' Union	31.1.2012	3 years	1.1.2011 - 31.12.2013	11
36.	348/2011	Times Properties Private Limited	Singapore Press Holdings Employees' Union	31.1.2012	3 years	1.1.2011 - 31.12.2013	11
37.	357/2011	Sharp-Roxy Sales (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	6.2.2012	3 years	1.8.2010 - 31.7.2013	30
38.	12/2012	Mitsubishi Corporation	The Singapore Manual & Mercantile Workers' Union	6.2.2012	3 years	1.7.2011 - 30.6.2014	53
39.	5/2012	Komaya Shipping Co. Pte Ltd	Singapore Maritime Officers' Union	7.2.2012	3 years	1.1.2012 - 31.12.2014	7
40.	6/2012	Tanah Merah Country Club	The Singapore Manual & Mercantile Workers' Union	7.2.2012	3 years	1.1.2012 - 31.12.2014	30
41.	10/2012	Tai Wah Distributors Pte Ltd / Max International Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.2.2012	3 years	1.7.2011 - 30.6.2014	6

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number Of Employees Covered
42.	327/2011	CBM Security Pte Ltd	Union of Security Employees	20.2.2012	3 years	2.4.2011 - 31.3.2014	68
43.	358/2011	Santa Fe Relocation Services (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.2.2012	3 years	1.7.2011 - 30.6.2014	36
44.	349/2011	St Aerospace Engineering Pte Ltd	Singapore Industrial & Services Employees Union	24.2.2012	3 years	1.1.2011 - 31.12.2013	753
45.	350/2011	St Aerospace Services Co Pte Ltd	Singapore Industrial & Services Employees Union	24.2.2012	3 years	1.1.2011 - 31.12.2013	230
46.	328/2011	Mammoet (S) Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	27.2.2012	3 years	1.1.2012 - 31.12.2014	13
47.	352/2011	St Aerospace Systems Private Limited	Singapore Industrial & Services Employees Union	27.2.2012	3 years	1.1.2011 - 31.12.2013	212
48.	2/2012	Crystal Water Navigation Pte Ltd	Singapore Organisation of Seamen	28.2.2012	3 years	1.1.2012 - 31.12.2014	10
49.	15/2012	Millennium & Copthorne Internaitonal Limited - Copthorne King's Hotel Singapore and trading as Copthorne King's Hotel Singapore	Food, Drinks and Allied Workers Union	28.2.2012	3 years	1.1.2010 - 31.12.2012	26
50.	16/2012	Millennium & Copthorne Internaitonal Limited - Copthorne King's Hotel Singapore and trading as Copthorne King's Hotel Singapore	Food, Drinks and Allied Workers Union	28.2.2012	3 years	1.1.2010 - 31.12.2012	26



COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
51.	306/2011	Asahi Kasei Plastics Singapore Pte Ltd	Chemical Industries Employees Union	1.3.2012	3 years	1.7.2011 - 30.6.2014	41
52.	318/2011	SIA Engineering Company Limited	SIA Engineering Company Engineers And Executives Union	1.3.2012	3 years	1.1.2010 - 31.12.2012	948
53.	338/2011	Spinnetasia Pte Ltd	Union of Security Employees	2.3.2012	3 years	1.1.2012 - 31.12.2014	16
54.	331/2011	Changi Into-Plane Services (Pte) Ltd	The United Workers of Petroleum Industry	7.3.2012	3 years	1.1.2011 - 31.12.2013	27
55.	277/2011	City Gas Pte Ltd	Union of Power and Gas Employees	9.3.2012	3 years	20.8.2010 - 19.8.2013	155
56.	351/2011	St Aerospace Supplies Pte Ltd.	Singapore Industrial & Services Employees Union	9.3.2012	3 years	1.1.2011 - 31.12.2013	211
57.	353/2011	St Aerospace Engines Pte Limited	Singapore Industrial & Services Employees Union	9.3.2012	3 years	1.1.2011 - 31.12.2013	249
58.	4/2012	Shimano (S) Private Limited	Metal Industries Workers Union	9.3.2012	3 years	1.7.2011 - 30.6.2014	155
59.	340/2011	Engro Corporation Limited	Building Construction and Timber Industries Employees' Union	13.3.2012	3 years	1.4.2011 - 31.3.2014	15
60.	3/2012	Komaya Shipping Company (Pte) Ltd	Singapore Organisation of Seamen	13.3.2012	3 years	1.1.2012 - 31.12.2014	24
61.	14/2012	SBS Transit Ltd (A Subsidiary of ComfortDelGro Corporation Limited)	National Transport Workers' Union	13.3.2012	2 years 6 mths	1.7.2011 - 31.12.2013	4940
62.	24/2012	SSC Ship Management Pte Ltd	Singapore Organisation of Seamen	13.3.2012	2 years	1.1.2012 - 31.12.2013	30

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
63.	25/2012	Automobile Association of Singapore	The Singapore Manual & Mercantile Workers' Union	13.3.2012	3 years	1.1.2011 - 31.12.2013	55
64.	309/2011	Dic Alkylphenol Singapore Pte Ltd	The United Workers of Petroleum Industry	15.3.2012	3 years	1.7.2011 - 30.6.2014	7
65.	332/2011	The Swatch Group S.E.A (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	15.3.2012	3 years	1.7.2011 - 30.6.2014	13
66.	7/2012	Singapore Safety Driving Centre Ltd	Singapore Industrial & Services Employees Union	20.3.2012	3 years	1.7.2011 - 30.6.2014	192
67.	17/2012	Wallem Shipmanagement Ltd represented in Singapore by The Wallem Shipping (S) Pte Ltd	Singapore Maritime Officers' Union	28.3.2012	3 years	1.1.2012 - 31.12.2014	32
68.	29/2012	J. Lauritzen Singapore Pte Ltd	Singapore Organisation of Seamen	28.3.2012	2 years	1.2.2012 - 31.1.2014	11
69.	30/2012	Milau Pte Ltd	Singapore Organisation of Seamen	28.3.2012	2 years	11.1.2012 - 10.1.2014	11
70.	37/2012	Inspectorate (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	28.3.2012	3 years	1.1.2012 - 31.12.2014	16
71.	38/2012	Tyco Fire, Security & Services Pte Ltd	Singapore Industrial & Services Employees Union	30.3.2012	3 years	1.7.2010 - 30.6.2013	50
72.	39/2012	Warren Golf & Country Club	Attractions, Resorts & Entertainment Union	30.3.2012	3 years	1.1.2012 - 31.12.2014	42
73.	45/2012	Wallem Shipping (S) Pte Ltd	Singapore Organisation of Seamen	30.3.2012	3 years	1.1.2012 - 31.12.2014	40

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
74.	47/2012	Kone Pte Ltd	Singapore Industrial & Services Employees Union	30.3.2012	3 years	1.1.2012 - 31.12.2014	177
75.	50/2012	Dongkuk Marine Co. Ltd represented in Singapore by Kist Engineering Pte Ltd	Singapore Organisation of Seamen	4.4.2012	2 years	1.2.2012 - 31.1.2014	12
76.	303/2011	Societe Des Matieres Premieres Tropicales Pte Ltd	The Singapore Manual & Mercantile Workers' Union	5.4.2012	3 years	1.8.2011 - 31.7.2014	4
77.	51/2012	Legend Star Shipping Pte Ltd	Singapore Organisation of Seamen	5.4.2012	2 years	12.1.2012 - 11.1.2014	10
78.	27/2012	Goodwood Park Hotel Limited	Food, Drinks and Allied Workers Union	10.4.2012	3 years	1.7.2010 - 30.6.2013	48
79.	52/2012	International Paper Packaging Singapore Pte Ltd	Building Construction and Timber Industries Employees' Union	10.4.2012	3 years	1.10.2010 - 30.9.2013	1
80.	329/2011	Jurong Port Pte Ltd	National Transport Workers' Union	13.4.2012	3 years	1.4.2011 - 31.3.2014	194
81.	11/2012	Sumicarrier Singapore Pte Ltd	Chemical Industries Employees Union	13.4.2012	3 years	1.9.2011 - 31.8.2014	27
82.	23/2012	Unilever Singapore Pte Ltd	Food, Drinks and Allied Workers Union	13.4.2012	3 years	1.1.2011 - 31.12.2013	33
83.	48/2012	The Metropolitan Young Men's Christian Association of Singapore	The Singapore Manual & Mercantile Workers' Union	13.4.2012	3 years	1.1.2012 - 31.12.2014	47
84.	58/2012	Stella Ship Management Pte Ltd	Singapore Organisation of Seamen	13.4.2012	2 years 1 week 5 days	19.1.2012 - 31.1.2014	11

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
85.	191/2011	Antalis (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	17.4.2012	3 years	1.1.2011 - 31.12.2013	9
86.	28/2012	York Hotel Pte Ltd	Food, Drinks and Allied Workers Union	17.4.2012	3 years	1.7.2011 - 30.6.2014	83
87.	40/2012	Toll Offshore Petroleum Services Pte Ltd	The United Workers of Petroleum Industry	17.4.2012	3 years	1.7.2011 - 30.6.2014	36
88.	59/2012	RCMS Properties Pte Ltd a subsidiary of Pontiac Marina Private Limited and trading as The Ritz-Carlton, Millenia Singapore	Food, Drinks and Allied Workers Union	17.4.2012	3 years	1.1.2011 - 31.12.2013	56
89.	60/2012	Kian Ho Bearings Ltd	Singapore Industrial & Services Employees Union	17.4.2012	3 years	1.4.2011 - 31.3.2014	39
90.	319/2011	Eagle Services Asia Private Limited	SIA Engineering Company Engineers and Executives Union	20.4.2012	3 years	1.1.2011 - 31.12.2013	118
91.	54/2012	Aggregates Engineering Pte Ltd	Metal Industries Workers Union	20.4.2012	3 years	1.2.2012 - 31.1.2015	8
92.	307/2011	BRC Asia Limited	Building Construction and Timber Industries Employees' Union	2.5.2012	3 years	1.1.2011 - 31.12.2013	71
93.	342/2011	Dongkuk Marine Co. Ltd represented in Singapore by Kist Engineering Pte Ltd	Singapore Organisation of Seamen	2.5.2012	2 years	1.11.2011 - 31.10.2013	12
94.	43/2012	Dic Asia Pacific Private Limited	Chemical Industries Employees Union	2.5.2012	3 years	1.7.2011 - 30.6.2014	19

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number Of Employees Covered
95.	49/2012	Maersk Tankers Singapore Pte Ltd (representing a group of companies namely Maersk Handy Gas Pte Ltd, Maersk Gas Carriers Pte Ltd, A P Moller Singapore Pte Ltd, A P Moller Maersk A/S And Maersk Tankers Singapore Pte Ltd)	Singapore Organisation of Seamen	2.5.2012	2 years 6 mths	1.1.2012 - 30.6.2014	1000
96.	57/2012	One Marina Property Services Pte Ltd	Building Construction and Timber Industries Employees' Union	2.5.2012	3 years	1.1.2012 - 31.12.2014	112
97.	1/2012	Winning Alliance (S) Pte Ltd	Singapore Organisation of Seamen	10.5.2012	2 years	15.11.2011 - 14.11.2013	14
98.	9/2012	Singtel (which expression includes its successors and assigns and includes Singapore Telecommunications Ltd, Singtel Mobile Singapore Pte Ltd and Telecom Equipment Pte Ltd)	Union of Telecoms Employees of S'pore	11.5.2012	3 years	1.1.2012 - 31.12.2014	3105
99.	61/2012	Vicom Ltd	National Transport Workers' Union	11.5.2012	2 years	1.1.2012 - 31.12.2014	76
100.	75/2012	National Oilwell Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	11.5.2012	3 years	1.3.2012 - 28.2.2015	29
101.	77/2012	ISS Pest Management Pte Ltd	The Singapore Manual & Mercantile Workers' Union	11.5.2012	2 years	1.1.2012 - 31.12.2013	22
102.	339/2011	Wellard Ships Pte Ltd	Singapore Organisation of Seamen	17.5.2012	2 years	1.5.2011 - 30.4.2013	24

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
103.	341/2011	Glaxo Wellcome Manufacturing Pte Ltd	Chemical Industries Employees Union	17.5.2012	3 years	1.1.2011 - 31.12.2013	116
104.	356/2011	Singapore Food Industries Ltd	Food, Drinks and Allied Workers Union	17.5.2012	3 years	1.7.2010 - 30.6.2013	258
105.	35/2012	Akzo Nobel Paints (Singapore) Private Limited	Chemical Industries Employees Union	17.5.2012	3 years	13.2.2012 - 12.2.2015	22
106.	55/2012	The Defence Fuels Group	The Singapore Manual & Mercantile Workers' Union	17.5.2012	3 years	1.4.2011 - 31.3.2014	18
107.	84/2012	Selandia Ship Management (Singapore) Pte Ltd	Singapore Organisation of Seamen	17.5.2012	2 years	1.1.2012 - 31.12.2013	116
108.	85/2012	K Line Ship Management (Chemical) Pte Ltd	Singapore Organisation of Seamen	17.5.2012	3 years	1.3.2012 - 28.2.2015	13
109.	86/2012	Blue Marine Management (Pte) Ltd	Singapore Organisation of Seamen	17.5.2012	3 years	29.2.2012 - 28.2.2015	12
110.	87/2012	Sibamar Marine Logistics Pvt. Ltd. represented by Siba Ships Asia Pte Ltd	Singapore Organisation of Seamen	17.5.2012	2 years	22.6.2011 - 21.6.2013	33
111.	88/2012	Douglas Line Pte Ltd	Singapore Organisation of Seamen	17.5.2012	3 years	1.1.2012 - 31.12.2014	13
112.	89/2012	Compass Rose Pte Ltd	Singapore Organisation of Seamen	17.5.2012	3 years	1.1.2012 - 31.12.2014	13
113.	90/2012	Anglo-Eastern Shipmanagement (Hong Kong) Ltd represented in Singapore by The Anglo-Eastern Shipmanagement (S) Pte Ltd	Singapore Organisation of Seamen	17.5.2012	3 years	30.12.2011 - 29.12.2014	132

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
114.	73/2012	Singapore Anti-Narcotics Association (SANA)	The Singapore Manual & Mercantile Workers' Union	21.5.2012	3 years	1.9.2011 - 31.8.2014	7
115.	56/2012	Singapore Post Ltd	Union of Telecoms Employees of S'pore	23.5.2012	3 years	1.1.2012 - 31.12.2014	1229
116.	71/2012	Hotel Royal @ Queens	Food, Drinks and Allied Workers Union	23.5.2012	2 years	1.2.2012 - 31.1.2014	61
117.	76/2012	National University of Singapore	Education Services Union	23.5.2012	3 years	1.1.2012 - 31.12.2014	2013
118.	65/2012	Clouet Trading Pte Ltd	The Singapore Manual & Mercantile Workers' Union	29.5.2012	3 years	1.1.2012 - 31.12.2014	13
119.	72/2012	Turbine Overhaul Services Pte Ltd	Singapore Industrial & Services Employees Union	29.5.2012	3 years	1.7.2011 - 30.6.2014	309
120.	80/2012	HI Building Materials Pte Ltd	Building Construction and Timber Industries Employees' Union	29.5.2012	3 years	1.7.2011 - 30.6.2014	35
121.	81/2012	Kingston Property Maintenance Services Pte Ltd	The Singapore Manual & Mercantile Workers' Union	29.5.2012	3 years	1.1.2011 - 31.12.2013	36
122.	94/2012	Saybolt (Singapore) Pte Ltd	Singapore Industrial & Services Employees Union	29.5.2012	3 years	1.1.2010 - 31.12.2012	26
123.	96/2012	Anglo Eastern Maritime Services Pte Ltd	Singapore Organisation of Seamen	29.5.2012	3 years	21.11.2011 - 20.11.2014	10
124.	97/2012	Pacific International Lines (Pte) Ltd	Singapore Organisation of Seamen	29.5.2012	3 years	1.1.2012 - 31.12.2014	348

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number Of Employees Covered
125.	98/2012	Wilhelmsen Ship Management Singapore Pte Ltd	Singapore Organisation of Seamen	29.5.2012	3 years	1.9.2011 - 31.8.2014	240
126.	103/2012	Masterbulk Pte Ltd	Singapore Organisation of Seamen	29.5.2012	2 years	1.1.2011 - 31.12.2012	500
127.	104/2012	OMCI Shipmanagement Pvt. Ltd represented in Singapore by The Sino Ling Tao Resources Pte Ltd	Singapore Organisation of Seamen	29.5.2012	2 years	16.3.2012 - 15.3.2014	8
128.	111/2012	Science Centre Singapore	The Amalgamated Union of Public Employees	29.5.2012	3 years	1.5.2012 - 30.4.2015	42
129.	46/2012	Nippon Paint (Singapore) Company Private Limited	Chemical Industries Employees Union	5.6.2012	3 years	1.1.2011 - 31.12.2013	40
130.	67/2012	Sumitomo Bakelite Singapore Pte Ltd.	Chemical Industries Employees Union	5.6.2012	2 years	1.7.2011 - 30.6.2013	49
131.	93/2012	The American Club	Attractions, Resorts & Entertainment Union	5.6.2012	3 years	1.7.2011 - 30.6.2014	71
132.	102/2012	Mccormick Ingredients Southeast Asia Pte Ltd	Food, Drinks and Allied Workers Union	5.6.2012	3 years	1.1.2012 - 31.12.2014	9
133.	114/2012	Singapore Polytechnic	The Amalgamated Union of Public Employees	5.6.2012	3 years	13.2.2012 - 12.2.2015	198
134.	116/2012	AET Shipmanagement (S) Pte Ltd	Singapore Organisation of Seamen	7.6.2012	3 years	1.7.2011 - 30.6.2014	29
135.	117/2012	AET Shipmanagement (S) Pte Ltd	Singapore Organisation of Seamen	7.6.2012	3 years	1.7.2011 - 30.6.2014	467



COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
136.	118/2012	AET Shipmanagement (S) Pte Ltd	Singapore Organisation of Seamen	7.6.2012	3 years	1.7.2011 - 30.6.2014	160
137.	344/2011	Singapore Press Holdings Limited	Singapore National Union of Journalists	13.6.2012	3 years	1.1.2010 - 31.12.2012	76
138.	345/2011	Singapore Press Holdings Limited	Singapore Press Holdings Employees' Union	13.6.2012	3 years	1.1.2010 - 31.12.2012	737
139.	64/2012	HPL Properties Pte Ltd trading as The Four Seasons Hotel Singapore	Food, Drinks and Allied Workers Union	13.6.2012	3 years	1.7.2011 - 30.6.2014	43
140.	82/2012	Bosch Rexroth Private Limited	The Singapore Manual & Mercantile Workers' Union	13.6.2012	3 years	1.1.2012 - 31.12.2014	4
141.	105/2012	ComfortDelGro Rent-A-Car Pte Ltd	National Transport Workers' Union	13.6.2012	2 years	1.1.2012 - 31.12.2013	6
142.	113/2012	ComfortDelGro Bus Pte Ltd	National Transport Workers' Union	13.6.2012	2 years	1.1.2012 - 31.12.2013	9
143.	115/2012	YTC Hotels Ltd in respect of The Peninsula Excelsior Hotel and Paramount Hotel	Food, Drinks and Allied Workers Union	13.6.2012	3 years	1.7.2011 - 30.6.2014	65
144.	123/2012	Tian San Shipping (Private) Limited	National Transport Workers' Union	13.6.2012	3 years	1.7.2012 - 30.6.2015	4
145.	297/2011	Avanstrate Asia Pte Ltd	Chemical Industries Employees Union	14.6.2012	3 years	1.8.2010 - 31.7.2013	135
146.	119/2012	Philippine Airlines	The Singapore Manual & Mercantile Workers' Union	14.6.2012	3 years	1.1.2012 - 31.12.2014	15
147.	149/2012	Singa Plastics Limited	Chemical Industries Employees Union	19.6.2012	3 years	1.7.2009 - 30.6.2012	74

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
148.	91/2012	Bernhard Schulte Group represented in Singapore by The Bernhard Schulte Shipmanagement (Singapore) Pte Ltd	Singapore Organisation of Seamen	20.6.2012	3 years	1.1.2012 - 31.12.2014	259
149.	310/2011	Cheung Woh Technologies Ltd	Metal Industries Workers Union	2.7.2012	3 years	1.1.2011 - 31.12.2013	15
150.	8/2012	Dynea Singapore Pte Ltd	Chemical Industries Employees Union	2.7.2012	3 years	1.1.2011 - 31.12.2013	33
151.	36/2012	Energizer Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	2.7.2012	3 years	1.7.2010 - 30.6.2013	182
152.	44/2012	Glaxosmithkline Pte Ltd	Food, Drinks and Allied Workers Union	2.7.2012	3 years	1.10.2011 - 30.9.2014	2
153.	69/2012	Foster Electric (Singapore) Private Limited	United Workers of Electronics & Electrical Industries	2.7.2012	3 years	1.10.2011 - 30.9.2014	4
154.	95/2012	Beecham Pharmaceuticals (Pte) Ltd	Chemical Industries Employees Union	2.7.2012	3 years	1.1.2011 - 31.12.2013	56
155.	110/2012	M1 Limited	Singapore Industrial & Services Employees Union	2.7.2012	2 years	1.5.2012 - 30.4.2014	269
156.	133/2012	Times Publishing Limited	Times Publishing Group Employees' Union	2.7.2012	3 years	1.1.2012 - 31.12.2014	124
157.	136/2012	Kikkoman (S) Pte Ltd	Food, Drinks and Allied Workers Union	2.7.2012	3 years	1.7.2012 - 30.6.2014	21
158.	354/2011	Primary Industries Pte Ltd and Hog Auction Market Pte Ltd	Food, Drinks and Allied Workers Union	3.7.2012	3 years	1.1.2011 - 31.12.2013	74
159.	231/2011	Strato Maritime Services Pte Ltd	Singapore Organisation of Seamen	6.7.2012	2 years	7.7.2011 - 6.7.2013	7

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number Of Employees Covered
160.	101/2012	NTUC First Campus Co-Operative Ltd including My First Skool and The Little Skool-House International	Education Services Union	9.7.2012	3 years	1.1.2012 - 31.12.2014	1509
161.	144/2012	Institute of Technical Education	The Amalgamated Union of Public Employees	9.7.2012	3 years	1.7.2012 - 30.6.2015	242
162.	148/2012	Merchant Court Pte Ltd (trading as Swissotel Merchant Court, Singapore)	Food, Drinks and Allied Workers Union	9.7.2012	3 years	1.1.2011 - 31.12.2013	32
163.	131/2012	Temasek Club	Attractions, Resorts & Entertainment Union	17.7.2012	2 years	1.11.2010 - 31.10.2012	9
164.	121/2012	Singapore Airlines Limited	Air Line Pilots Association - Singapore	19.7.2012	3 years	1.4.2012 - 31.3.2015	1960
165.	122/2012	CA Facilities Pte Ltd	Building Construction and Timber Industries Employees' Union	19.7.2012	2 years	1.11.2011 - 31.10.2013	24
166.	141/2012	Royal Plaza	Food, Drinks and Allied Workers Union	19.7.2012	3 years	1.1.2010 - 31.12.2012	96
167.	142/2012	Leica Instruments (Singapore) Pte Ltd	Metal Industries Workers Union	19.7.2012	3 years	1.1.2012 - 31.12.2014	115
168.	162/2012	Intercontinental Singapore	Food, Drinks and Allied Workers Union	19.7.2012	3 years	1.7.2011 - 30.6.2014	64
169.	41/2012	SMIT Singapore Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	20.7.2012	3 years	1.10.2011 - 30.9.2014	41
170.	108/2012	ComfortDelGro Engineering Pte Ltd	National Transport Workers' Union	20.7.2012	2 years	1.1.2012 - 31.12.2013	432

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number Of Employees Covered
171.	128/2012	Radiance Communications Pte Ltd	Union of Telecoms Employees of S'pore	20.7.2012	3 years	1.1.2012 - 31.12.2014	30
172.	135/2012	Hunting Energy Services (International) Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	20.7.2012	3 years	14.5.2012 - 13.5.2015	51
173.	140/2012	River View Hotel	Food, Drinks and Allied Workers Union	24.7.2012	3 years	1.7.2011 - 30.6.2014	42
174.	134/2012	Tesa Plant Singapore Pte Ltd	Chemical Industries Employees Union	26.7.2012	3 years	1.1.2012 - 31.12.2014	69
175.	143/2012	Panasonic Industrial Devices Singapore	United Workers of Electronics & Electrical Industries	27.7.2012	3 years	1.7.2011 - 30.6.2014	232
176.	150/2012	Management Corporation Strata Title Plan No 2137	Singapore Industrial & Services Employees Union	27.7.2012	3 years	1.1.2012 - 31.12.2014	10
177.	158/2012	Jasa Investigation & Security Services Pte Ltd	Union of Security Employees	27.7.2012	3 years	1.6.2012 - 31.5.2015	42
178.	120/2012	Slab Services Private Limited	The Singapore Manual & Mercantile Workers' Union	31.7.2012	3 years	1.1.2012 - 31.12.2014	8
179.	138/2012	Fortune Food Manufacturing Pte Ltd	Food, Drinks and Allied Workers Union	31.7.2012	3 years	1.1.2012 - 31.12.2014	41
180.	78/2012	Etiqa Insurance Berhad	Singapore Insurance Employees' Union	2.8.2012	3 years	1.1.2012 - 31.12.2014	22
181.	83/2012	SMRT Corporation Ltd	National Transport Workers' Union	6.8.2012	3 years	1.7.2011 - 30.6.2014	3632
182.	155/2012	Aero Asia Security Systems Pte Ltd	Union of Security Employees	14.8.2012	3 years	1.6.2012 - 31.5.2015	38

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
183.	175/2012	Stone Marine Singapore (Private) Limited	Shipbuilding and Marine Engineering Employees' Union	14.8.2012	2 years	1.7.2012 - 30.6.2014	14
184.	151/2012	Hotel Rendezvous Private Limited	Food, Drinks and Allied Workers Union	16.8.2012	3 years	1.1.2012 - 31.12.2014	22
185.	163/2012	Sembcorp Tay Paper Recycling Pte Ltd	Building Construction and Timber Industries Employees' Union	16.8.2012	3 years	1.6.2012 - 31.5.2015	47
186.	166/2012	Ascott International Management Pte Ltd	Food, Drinks and Allied Workers Union	16.8.2012	3 years	1.1.2011 - 31.12.2013	33
187.	156/2012	TCG Rengo (S) Limited	Building Construction and Timber Industries Employees' Union	17.8.2012	3 years	1.7.2012 - 30.6.2015	80
188.	124/2012	Cathay Pacific Airways Ltd	The Singapore Manual & Mercantile Workers' Union	23.8.2012	3 years	1.1.2012 - 31.12.2014	39
189.	152/2012	Berger Paints Singapore Private Ltd	Chemical Industries Employees Union	23.8.2012	2 years	1.1.2011 - 31.12.2012	39
190.	159/2012	Deutsche Bank Ag, Singapore Branch	The Singapore Bank Officers' Association	23.8.2012	3 years	1.1.2012 - 31.12.2014	3
191.	167/2012	Capitaland Residential Singapore Pte Ltd	Singapore Industrial & Services Employees Union	23.8.2012	3 years	1.7.2012 - 30.6.2015	6
192.	171/2012	Capitaland Commercial Limited	Singapore Industrial & Services Employees Union	23.8.2012	3 years	1.7.2012 - 30.6.2015	78
193.	172/2012	Capitaland Limited	Singapore Industrial & Services Employees Union	23.8.2012	3 years	1.7.2012 - 30.6.2015	3

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number Of Employees Covered
194.	173/2012	Capitamalls Asia Limited	Singapore Industrial & Services Employees Union	23.8.2012	3 years	1.7.2012 - 30.6.2015	90
195.	197/2012	Kah Motor Co Sdn Bhd	Singapore Industrial & Services Employees Union	27.8.2012	3 years	1.5.2011 - 30.4.2014	47
196.	013/2012	Vopak Terminals Singapore Pte Ltd	The United Workers of Petroleum Industry	29.8.2012	3 years	1.4.2012 - 31.3.2015	173
197.	139/2012	Sumitomo Corporation Asia Pte Ltd	The Singapore Manual & Mercantile Workers' Union	29.8.2012	3 years	1.4.2012 - 31.3.2015	26
198.	168/2012	Ben Foods (S) Pte Ltd	Food, Drinks and Allied Workers Union	29.8.2012	3 years	1.1.2012 - 31.12.2014	44
199.	193/2012	Government of The Republic of Singapore (Prime Minister's Office)	The Amalgamated Union of Public Employees	29.8.2012	3 years	1.2.2012 - 31.1.2015	1200
200.	205/2012	Fujifilm Hunt Chemicals Singapore Pte Ltd	Chemical Industries Employees Union	29.8.2012	3 years	1.4.2012 - 31.3.2015	31
201.	112/2012	National Oxygen Pte Ltd	Chemical Industries Employees Union	7.9.2012	2 years	1.7.2011 - 30.6.2013	19
202.	127/2012	Singapore Land Authority	Amalgamated Union of Statutory Board Employees	7.9.2012	3 years	8.5.2012 - 7.5.2015	183
203.	170/2012	Yang Ah Kang & Sons Pte Ltd	Building Construction and Timber Industries Employees' Union	7.9.2012	3 years	1.4.2012 - 30.3.2015	39
204.	186/2012	F&N Foods Pte Ltd	Food, Drinks and Allied Workers Union	7.9.2012	3 years	1.1.2012 - 31.12.2014	112

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
205.	190/2012	Fuji Oil (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	7.9.2012	3 years	1.10.2011 - 30.9.2014	48
206.	220/2012	Quantium Solutions International Pte Ltd	Union of Telecoms Employees of S'pore	7.9.2012	3 years	1.1.2012 - 31.12.2014	80
207.	147/2012	Heidelberg Asia Pte Ltd	Singapore Industrial & Services Employees Union	11.9.2012	3 years	1.1.2012 - 31.12.2014	31
208.	216/2012	Grindrod Shipping Pte Ltd represented by Celeste Holding Pte Ltd	Singapore Organisation of Seamen	11.9.2012	2 years 4 mths 3 weeks	11.8.2011 - 31.12.2013	13
209.	217/2012	New Asian Shipping Co. Ltd. Hongkong represented in Singapore by The Mob Cougar Pte Ltd	Singapore Organisation of Seamen	11.9.2012	2 years	15.3.2012 - 14.3.2014	13
210.	218/2012	New Asian Shipping Co. Ltd. Hongkong represented in Singapore by The Sierra Shipping Pte Ltd	Singapore Organisation of Seamen	11.9.2012	2 years	1.2.2012 - 31.1.2014	13
211.	222/2012	Apex Ship Management Pte Ltd	Singapore Organisation of Seamen	11.9.2012	2 years	3.5.2012 - 2.5.2014	10
212.	223/2012	Foscon Shipmanagement Inc represented in Singapore by Regional Shipping Services Pte Ltd	Singapore Organisation of Seamen	11.9.2012	2 years 7 mths	1.6.2012 - 31.12.2014	85
213.	225/2012	Cosco (Singapore) Pte Ltd	Singapore Organisation of Seamen	11.9.2012	2 years	1.1.2012 - 31.12.2013	69

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
214.	224/2012	Jutha Maritime Public Company Limited represented in Singapore by The Jutha Phakakrong Shipping Company Pte Ltd	Singapore Organisation of Seamen	12.9.2012	2 years	1.9.2011 - 31.8.2013	46
215.	226/2012	Konlink Shipping Pte Ltd	Singapore Organisation of Seamen	12.9.2012	2 years	1.1.2012 - 31.12.2013	40
216.	227/2012	Neom Maritime (Singapore) Pte Ltd	Singapore Organisation of Seamen	12.9.2012	3 years	1.7.2012 - 30.6.2015	11
217.	228/2012	RCL Shipmanagement Pte Ltd	Singapore Organisation of Seamen	12.9.2012	2 years	1.1.2012 - 31.12.2013	11
218.	161/2012	Building and Construction Authority	Amalgamated Union of Statutory Board Employees	14.9.2012	2 years	1.1.2011 - 31.12.2012	237
219.	355/2011	Singapore Oxygen Air Liquide Private Limited	Chemical Industries Employees Union	17.9.2012	3 years	1.7.2011 - 30.6.2014	316
220.	160/2012	Carlsberg Singapore Pte Ltd	Singapore Industrial & Services Employees Union	17.9.2012	3 years	1.1.2012 - 31.12.2014	36
221.	165/2012	Foscon Shipmanagement, Inc represented in Singapore by Regional Shipping Services Pte Ltd	Singapore Maritime officers' Union	17.9.2012	2 years 7 mths	1.6.2012 - 31.12.2014	49
222.	181/2012	Concorde Hotel Singapore	Food, Drinks and Allied Workers Union	17.9.2012	3 years	1.1.2012 - 31.12.2014	56
223.	066/2012	Chevron Singapore Pte Ltd and Chevron International Pte Ltd	The United Workers of Petroleum Industry	18.9.2012	3 years	1.1.2012 - 31.12.2014	33
224.	189/2012	Thyssenkrupp Elevator (S) Pte Ltd	Singapore Industrial & Services Employees Union	18.9.2012	3 years	1.6.2012 - 31.5.2015	8



COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
225.	192/2012	OCBC Securities Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.9.2012	3 years	1.1.2012 - 31.12.2014	19
226.	201/2012	Tradewinds Tours & Travel Private Limited	Air Transport Executive Staff Union	18.9.2012	3 years	1.4.2010 - 31.3.2013	1
227.	209/2012	Rentokil Initial (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.9.2012	3 years	1.7.2012 - 30.6.2015	391
228.	194/2012	Orchid Country Club	The Singapore Manual & Mercantile Workers' Union	20.9.2012	3 years	1.4.2012 - 31.3.2015	149
229.	210/2012	Makino Asia Pte Ltd	Metal Industries Workers Union	20.9.2012	3 years	1.5.2012 - 30.4.2015	156
230.	239/2012	Posh Fleet Services Pte Ltd	Singapore Organisation of Seamen	20.9.2012	2 years	1.5.2012 - 30.4.2014	28
231.	240/2012	Wallenius Marine Singapore Pte Ltd	Singapore Organisation of Seamen	25.9.2012	3 years	1.1.2012 - 31.12.2014	240
232.	241/2012	Yokogawa Electric Asia Pte Ltd and Yokogawa Engineering Asia Pte Ltd	United Workers of Electronics & Electrical Industries	26.9.2012	3 years	1.7.2012 - 30.6.2015	123
233.	153/2012	YCH Distripark (Pte) Ltd	National Transport Workers' Union	2.10.2012	2 years	1.1.2012 - 31.12.2013	36
234.	154/2012	YCH Global Logistics Pte Ltd	National Transport Workers' Union	2.10.2012	2 years	1.1.2012 - 31.12.2013	18
235.	157/2012	Borneo Properties Sdn. Bhd. doing business as Grand Hyatt Singapore	Food, Drinks and Allied Workers Union	2.10.2012	3 years	1.7.2011 - 30.6.2014	262
236.	164/2012	Lucite International Singapore Pte Ltd	Chemical Industries Employees Union	2.10.2012	2 years 8 mths	1.5.2012 - 31.12.2014	37

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number Of Employees Covered
237.	206/2012	Sembcorp Industries Ltd (Sut Division) Sembcorp Industries Ltd (PPU Division) and Sembcorp Cogen Pte Ltd	Union of Power and Gas Employees	2.10.2012	3 years	1.7.2011 - 30.6.2014	113
238.	242/2012	PACC Singapore Ship Managers Pte Ltd	Singapore Maritime Officers' Union	2.10.2012	3 years	1.7.2012 - 30.6.2015	20
239.	243/2012	PSM Perkapalan Sdn Bhd represented in Singapore by The PACC Ship Managers Pte Ltd	Singapore Maritime Officers' Union	2.10.2012	3 years	1.7.2012 - 30.6.2015	400
240.	198/2012	Helios Terminal Corporation Pte Ltd	The United Workers of Petroleum Industry	3.10.2012	3 years	1.1.2012 - 31.12.2014	19
241.	320/2011	Eagle Services Asia Private Limited	Air Transport Executive Staff Union	9.10.2012	3 years	1.7.2011 - 30.6.2014	87
242.	232/2012	Chevalier Singapore Holdings Pte Ltd.	Metal Industries Workers Union	9.10.2012	3 years	1.4.2011 - 30.3.2014	88
243.	177/2012	Singapore Aerospace Manufacturing Private Limited	Singapore Industrial & Services Employees Union	11.10.2012	3 years	1.7.2011 - 30.6.2014	66
244.	183/2012	Nok Asia Company Pte Ltd	Metal Industries Workers Union	11.10.2012	3 years	1.1.2012 - 31.12.2014	14
245.	184/2012	Nok Precision Component Singapore Pte Ltd	Metal Industries Workers Union	11.10.2012	3 years	1.1.2012 - 31.12.2014	53
246	185/2012	Corteco Asia Company Pte Ltd	Metal Industries Workers Union	11.10.2012	3 years	1.1.2012 - 31.12.2014	17

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number Of Employees Covered
247.	195/2012	Panasonic Factory Solutions Asia Pacific	United Workers of Electronics & Electrical Industries	11.10.2012	3 years	1.1.2012 - 31.12.2014	49
248.	213/2012	Damen Shipyards Singapore Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	11.10.2012	3 years	1.7.2012 - 30.6.2015	36
249.	214/2012	Sumidurez Singapore Pte Ltd	Chemical Industries Employees Union	11.10.2012	3 years	1.4.2012 - 31.3.2015	28
250.	219/2012	Bata Shoe (Singapore) Pte Ltd	Chemical Industries Employees Union	11.10.2012	3 years	1.4.2011 - 31.3.2014	9
251.	230/2012	Ben Line Agencies (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	11.10.2012	3 years	1.7.2012 - 30.6.2015	14
252.	231/2012	Shiseido Singapore Company (Pte) Ltd	The Singapore Manual & Mercantile Workers' Union	11.10.2012	3 years	1.7.2012 - 30.6.2015	103
253.	235/2012	Natsteel Recycling Pte Ltd	Metal Industries Workers Union	11.10.2012	3 years	1.1.2011 - 31.12.2013	13
254.	251/2012	BW Fleet Management Pte Ltd	Singapore Organisation of Seamen	11.10.2012	3 years	1.4.2012 - 31.3.2015	65
255.	260/2012	SB Darron Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	11.10.2012	3 years	16.7.2012 - 15.7.2015	7
256.	238/2012	Dongkuk Marine Co. Ltd represented in Singapore by Kist Engineering Pte Ltd	Singapore Organisation of Seamen	16.10.2012	2 years	1.4.2012 - 31.3.2014	12
257.	250/2012	Renesas Semiconductor Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	16.10.2012	3 years	1.1.2012 - 31.12.2014	239

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
258.	257/2012	Defence Science and Technology Agency	Amalgamated Union of Statutory Board Employees	16.10.2012	3 years	1.4.2011 - 31.3.2014	468
259.	268/2012	NS United Tanker Pte Ltd	Singapore Maritime Officers' Union	18.10.2012	2 years	11.7.2012 - 10.7.2014	72
260.	271/2012	Mitsui & Company (Asia Pacific) Private Limited	The Singapore Manual & Mercantile Workers' Union	18.10.2012	3 years	1.1.2012 - 31.12.2014	107
261.	196/2012	NTUC Club	Attractions, Resorts & Entertainment Union	23.10.2012	3 years	1.4.2010 - 31.3.2013	349
262.	63/2012	YHS (Singapore) Private Limited	Food, Drinks and Allied Workers Union	24.10.2012	3 years	1.9.2011 - 31.8.2014	81
263.	248/2012	Carl Zeiss Vision Singapore Pte Ltd	Chemical Industries Employees Union	24.10.2012	3 years	1.1.2011 - 31.12.2013	16
264.	261/2012	Jurong Town Corporation	The Amalgamated Union of Public Employees	24.10.2012	3 years	29.8.2012 - 28.8.2015	280
265.	176/2012	Worleyparsons Pte Limited	Union of Power and Gas Employees	30.10.2012	3 years	1.11.2010 - 3.10.2013	27
266.	256/2012	Singapore Technologies Marine Limited	Shipbuilding and Marine Engineering Employees' Union	30.10.2012	3 years	1.7.2012 - 30.6.2015	109
267.	267/2012	Sea-Shore Transportation Pte Ltd	National Transport Workers' Union	30.10.2012	3 years	1.7.2012 - 30.6.2015	19
268.	272/2012	Bureau Veritas Marine (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	30.10.2012	3 years	1.1.2012 - 31.12.2014	36
269.	182/2012	Singapore Airlines Limited	Singapore Airlines Staff Union	2.11.2012	3 years	1.1.2012 - 31.12.2014	5458

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
270.	246/2012	The Great Eastern Life Assurance Company Ltd	Singapore Insurance Employees' Union	2.11.2012	3 years	1.1.2012 - 31.12.2014	97
271.	247/2012	The Overseas Assurance Corporation Limited	Singapore Insurance Employees' Union	2.11.2012	3 years	1.1.2012 - 31.12.2014	29
272.	258/2012	E M Services Pte Ltd	The Singapore Manual & Mercantile Workers' Union	2.11.2012	2 years	1.1.2012 - 31.12.2013	464
273.	281/2012	Ngee Ann Polytechnic	The Singapore Manual & Mercantile Workers' Union	2.11.2012	3 years	1.1.2012 - 31.12.2014	128
274.	282/2012	Chloride Batteries S.E. Asia Pte Limited	United Workers of Electronics & Electrical Industries	2.11.2012	3 years	1.7.2012 - 30.6.2015	40
275.	283/2012	AFPD Pte Ltd	United Workers of Electronics & Electrical Industries	6.11.2012	3 years	1.7.2012 - 30.6.2015	65
276.	284/2012	Cosco (Singapore) Pte Ltd	Singapore Maritime Officers' Union	6.11.2012	3 years	1.8.2012 - 31.7.2015	50
277.	285/2012	Global United Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	6.11.2012	3 years	9.2.2012 - 8.2.2015	10
278.	018/2012	Superfox Couriers (Private) Limited	National Transport Workers' Union	9.11.2012	3 years	1.4.2011 - 31.3.2014	8
279.	221/2012	Asian Electronic Technology Pte Ltd	Metal Industries Workers Union	9.11.2012	3 years	1.7.2012 - 30.6.2015	23
280.	265/2012	Tanglin Trust School Limited	The Singapore Manual & Mercantile Workers' Union	9.11.2012	3 years	1.9.2012 - 31.8.2015	63

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
281.	191/2012	Srilankan Airlines Limited	The Singapore Manual & Mercantile Workers' Union	12.11.2012	2 years	1.4.2012 - 31.3.2014	6
282.	237/2012	Japan Airlines Company Limited	The Singapore Manual & Mercantile Workers' Union	12.11.2012	2 years	1.4.2011 - 31.3.2013	28
283.	244/2012	National University Hospital Pte Ltd	Healthcare Services Employees' Union	12.11.2012	3 years	1.4.2012 - 31.3.2015	3550
284.	289/2012	International Tanker Management Singapore Pte Ltd	Singapore Maritime Officers' Union	12.11.2012	3 years	1.9.2012 - 31.8.2015	10
285.	290/2012	Malaysia Dairy Industries Private Limited	Food, Drinks and Allied Workers Union	12.11.2012	3 years	1.7.2011 - 30.6.2014	108
286.	187/2012	Deutsche Lufthansa AG and Lufthansa Cargo AG	The Singapore Manual & Mercantile Workers' Union	16.11.2012	3 years	1.7.2011 - 30.6.2014	47
287.	236/2012	Japan Airlines Company Limited	The Singapore Manual & Mercantile Workers' Union	16.11.2012	2 years	1.4.2011 - 31.3.2013	22
288.	275/2012	Millennium & Copthorne International Limited	Food, Drinks and Allied Workers Union	16.11.2012	3 years	1.1.2011 - 31.12.2013	19
289.	277/2012	MWM Asia Pacific Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.11.2012	3 years	1.7.2012 - 30.6.2015	11
290.	169/2012	Veolia Es Singapore Pte Ltd	Building Construction and Timber Industries Employees' Union	23.11.2012	3 years	1.1.2012 - 31.12.2014	192
291.	200/2012	Seksun International Pte Ltd	Metal Industries Workers Union	23.11.2012	3 years	1.6.2012 - 31.5.2015	60

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number Of Employees Covered
292.	253/2012	Perstorp Singapore Pte Ltd	Chemical Industries Employees Union	23.11.2012	3 years	1.7.2012 - 30.6.2015	20
293.	270/2012	Denka Advantech Private Limited	Chemical Industries Employees Union	23.11.2012	3 years	1.6.2011 - 31.5.2014	16
294.	273/2012	Pricewaterhousecoopers LLP and its affiliate Pricewaterhouse Coopers GHRM Pte Ltd	The Singapore Manual & Mercantile Workers' Union	23.11.2012	3 years	1.7.2012 - 30.6.2015	32
295.	178/2012	Rainbow Centre	The Singapore Manual & Mercantile Workers' Union	26.11.2012	3 years	1.7.2012 - 30.6.2015	43
296.	261/2011	SATS Ltd	Singapore Airport Terminal Services Workers' Union	28.11.2012	3 years	1.7.2010 - 30.6.2013	4939
297.	274/2012	Eagle Services Asia Private Limited	Singapore Airlines Staff Union	28.11.2012	3 years	1.7.2011 - 30.6.2014	537
298.	295/2012	Cosco Bulk Carrier Holdings (Cayman) Limited	Singapore Maritime Officers' Union	28.11.2012	2 years	14.10.2012 - 13.10.2014	25
299.	296/2012	Cycle & Carriage Industries Pte Ltd, Cycle & Carriage Automotive Pte Ltd, Cycle & Carriage Kia Pte Ltd, Cycle & Carriage France Pte Ltd, Diplomat Parts Pte Ltd	The Singapore Manual & Mercantile Workers' Union	28.11.2012	3 years	1.1.2012 - 31.12.2014	290
300.	249/2012	Fujitec Singapore Corporation Limited	United Workers of Electronics & Electrical Industries	10.12.2012	3 years	1.1.2012 - 31.12.2014	314

COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
301.	262/2012	Surbana Group of Companies	Building Construction and Timber Industries Employees' Union	10.12.2012	3 years	1.7.2012 - 30.6.2015	468
302.	263/2012	Surbana Site Supervisors Pte Ltd	Building Construction and Timber Industries Employees' Union	10.12.2012	3 years	1.7.2012 - 30.6.2015	274
303.	264/2012	Keppel FELS Limited	Keppel FELS Employees Union	10.12.2012	3 years	1.7.2012 - 30.6.2015	4897
304.	279/2012	Hitachi Elevator Asia Private Limited	Metal Industries Workers Union	10.12.2012	3 years	1.7.2012 - 30.6.2015	255
305.	292/2012	Scandinavian Airlines System	The Singapore Manual & Mercantile Workers' Union	10.12.2012	3 years	1.1.2012 - 31.12.2014	6
306.	300/2012	Fleet Ship Management Pte Ltd	Singapore Maritime Officers' Union	10.12.2012	2 years	10.8.2012 - 9.8.2014	190
307.	301/2012	Great Circle Shipping Agency Ltd represented in Singapore by Precious Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	10.12.2012	3 years	1.10.2012 - 30.9.2015	20
308.	188/2012	Ramky Cleantech Services (Pte) Ltd	Building Construction and Timber Industries Employees' Union	17.12.2012	3 years	1.7.2012 - 30.6.2015	162
309.	229/2012	MSIG Insurance (Singapore) Pte Ltd	Singapore Insurance Employees' Union	17.12.2012	3 years	1.1.2012 - 31.12.2014	101
310.	252/2012	Universal Music Private Limited	The Singapore Manual & Mercantile Workers' Union	17.12.2012	2 years	1.7.2012 - 30.6.2014	1
311.	280/2012	NTUC Unity Healthcare Co-Operative Limited	Healthcare Services Employees' Union	17.12.2012	2 years	1.1.2012 - 31.12.2013	173



COLLECTIVE AGREEMENTS CERTIFIED IN 2012

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number Of Employees Covered
		Employer	Union				
312.	297/2012	Heraeus Shin-Etsu Quartz Singapore Pte Ltd	Chemical Industries Employees Union	17.12.2012	2 years	1.10.2012 - 30.9.2014	19
313.	070/2012	Shashlik Restaurant Pte Ltd	Food, Drinks and Allied Workers Union	18.12.2012	3 years	1.7.2010 - 30.6.2013	7
314.	234/2012	Secura Singapore Pte Ltd	Singapore Industrial & Services Employees Union	18.12.2012	3 years	1.1.2012 - 31.12.2014	26
315.	310/2012	Hotel Miramar (Singapore) Limited	Food, Drinks and Allied Workers Union	18.12.2012	3 years	1.5.2012 - 30.4.2015	25
316.	211/2012	STC Shipping Pte Ltd	Singapore Maritime Officers' Union	24.12.2012	3 years	1.7.2012 - 30.6.2015	8
317.	254/2012	United Air Lines Inc	The Singapore Manual & Mercantile Workers' Union	24.12.2012	3 years	1.7.2012 - 30.6.2015	43
318.	276/2012	Kyowa Security Guard & General Services Pte Ltd	Union of Security Employees	24.12.2012	3 years	1.7.2012 - 30.6.2015	42
319.	304/2012	Singapore Polo Club	The Singapore Manual & Mercantile Workers' Union	24.12.2012	3 years	1.7.2012 - 30.6.2015	9
320.	320/2012	Aviva Ltd	Singapore Insurance Employees' Union	24.12.2012	3 years	1.1.2012 - 31.12.2014	30
321.	302/2012	Dragnet Private Investigation And Security Consultants Pte Ltd	Union of Security Employees	31.12.2012	3 years	1.11.2012 - 31.10.2015	21
322.	305/2012	Amara Singapore	Food, Drinks and Allied Workers Union	31.12.2012	3 years	1.9.2011 - 31.8.2014	35