



REPUBLIC OF SINGAPORE

ANNUAL REPORT

OF THE

PRESIDENT

INDUSTRIAL ARBITRATION COURT

2013

Made pursuant to Section 86 of the
Industrial Relations Act



REPUBLIC OF SINGAPORE

53RD ANNUAL REPORT
OF
THE PRESIDENT
OF THE
INDUSTRIAL ARBITRATION COURT
FOR THE
PERIOD 1 JANUARY TO 31 DECEMBER 2013
TO
THE HONOURABLE
MR TAN CHUAN-JIN
ACTING MINISTER FOR MANPOWER

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

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53RD ANNUAL REPORT
OF THE
INDUSTRIAL ARBITRATION COURT

1 MEMBERSHIP OF THE COURT AND PRINCIPAL OFFICERS

In 2013, the principal officers of the Industrial Arbitration Court (“the Court”) were:

President:	Justice Chan Seng Onn
Deputy President:	Mr Tan Siong Thye Chief District Judge, Subordinate Courts (until 30.9.2013) Judicial Commissioner, Supreme Court (from 1.10.2013)
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) Mr Paul Chung Chun Leong
- (2) Ms Anna Fok Wai Min
- (3) Mr Goh Chien Lyn Kenneth
- (4) Mrs Jessica Leong Siew Wah
- (5) Mr Nunis Vernon Gerard
- (6) Mdm Tan Hwee Meng Jennifer
- (7) Mr Francis Tan Pee Kwang
- (8) Mr Edward Tan Pang Liang (until 6.3.2013)
- (9) Mr Han Kok Juan (until 14.4.2013)
- (10) Mrs Seah-Khoo Ee Boon (until 30.11.2013)
- (11) Ms Mable Chan Kam Man (from 7.3.2013)

- (12) Mdm Phua Puay Li (from 15.4.2013)
- (13) Ms Yong Meng Dai Carol (from 1.12.2013)

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 Diana Chia Siew Fui
- (2) Mr Karthikeyan s/o Krishnamurthy
- (3) Mr Lim Kuang Beng
- (4) Mr Ma Wei Cheng
- (5) Mr Mah Cheong Fatt
- (6) Mr James Tan Cheng Choo
- (7) Mr Thiagarajan s/o Subramaniam
- (8) Ms Toh Hwee Tin
- (9) Mr John De Payva (until 3.6.2013)
- (10) Ms Nora Kang Kah Ai (until 31.7.2013)
- (11) Ms Mary Liew Kiah Eng (from 4.6.2013)
- (12) Mr Edwin Lye Teck Hee (from 1.8.2013)

4 REFEREES OF THE COURT

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

- (1) Ms Barker Deborah Evaline
- (2) Mr Cavinder Bull
- (3) Mr Andre Maniam
- (4) Ms Salina Binte Ishak
- (5) Mr Harpreet Singh Nehal
- (6) Mr Tan Tee Jim
- (7) Mr Tan Puay Boon, the Director of Legal Aid.

5 DISPUTES REFERRED TO THE COURT

In 2013, four new disputes were referred to the Court. The Court had to deal with a total of seven cases, three of which were carried forward from the previous year.

During the year, two disputes were heard by the Court, one was mediated successfully by the Registrar and two were withdrawn by the parties.

The first case heard by the Court was an appeal by The Singapore Catering Services, Staffs & Workers Trade Union against the decision of the Referee in a case involving an ex-employee of Hollandse Club. The Referee decided that the termination of employment of the former employee was valid and the club was not liable to make any further payment to the employee. The union appealed against this decision. The Court ruled that the termination of the employment was in accordance with the employment contract. The Court noted that while the Club had not fully reimbursed the employee for the costs of specialist care and primary care, it had overpaid the employee for the hospitalisation and surgical expenses. The net result was an over-payment to the employee. In view of the over-payment and the additional ex-gratia payment to the employee, the Court ruled that no further payments were due and dismissed the appeal.

The second case was between First Defense Services Pte Ltd and Singapore Industrial & Services Employees Union. The dispute was over whether the company should pay its employees an annual increment for 2011, and if so, the quantum of the increment. The union argued that the company should grant its employees an increment of 5% as the “excellent” rating of the company’s services was due mainly to the employees’ hard work and contributions. The Union highlighted that no increment had been paid since the company’s incorporation in 2009. The increment would help the employees cope with the rising cost of living. Moreover, the company could afford to give

the increment as it had made a profit in FY 2011. However, the company argued that it could not afford to pay an annual increment in 2011 as it had made losses in FY 2009 and 2010. While it had made a profit in FY 2011, the profit was not sufficient. Furthermore, the company's reserves had to be set aside to meet the potential legal liability from a lawsuit and the risk of a downsizing of its contract with the US Navy arising from the US Government's budget cuts.

The Court decided that the company should pay a built-in increment of \$50 per month to employees earning up to \$2,000 per month, and an increment of 2.5% of monthly basic salary to those earning above \$2,000 per month. The Court took into account the National Wage Council's recommendations which supported granting higher built-in wage increases for lower-salaried workers in order to help them cope with the rising cost of living in Singapore. The overall monthly wage increase of 2.88% would adequately compensate employees for the annual inflation rate of 2.8% for the year 2010. This increase would not be too financially onerous for the company since it almost broke even for the year 2010 and its prospects in the following years appeared to be bright. The Court clarified that in determining the increment for 2011, the parties should consider the company's financial performance and the inflation rate for the previous year ie 2010, and not 2011.

Apart from these two cases heard by the Court, there was an ex-parte application from The Singapore Manual & Mercantile Workers' Union to renew its collective agreement with Bukit Timah Saddle Club which was successfully mediated by the Registrar. The parties settled and later signed a new collective agreement.

Two cases involving The Singapore Manual & Mercantile Workers' Union and Global Yellow Pages Ltd were settled between the union and the company. These cases related to the renewal of the collective agreement and the variable bonus for FY 2012.

There were two cases outstanding at the end of the year. One was an application taken out by Singapore Industrial & Services Employees Union against First Defense Services Pte Ltd to show cause why it failed to comply with an Award made by the Court on 28 March 2013. As mediation was unsuccessful, the case was scheduled for hearing in February 2014.

The second case was a joint application by Singapore Industrial & Services Employees Union and Craft Print International Ltd seeking the Court's ruling on three outstanding clauses in the proposed collective agreement. A meeting was called by the Registrar to mediate the dispute. The parties were in the midst of finalising the collective agreement by the end of December 2013.

6 COLLECTIVE AGREEMENTS CERTIFIED BY THE COURT

423 Collective Agreements ("CAs") were filed with the Court in 2013, an increase of 54 CAs over the previous year. Together with the 121 CAs brought forward from 2012, a total of 544 CAs had to be processed and certified. Out of these CAs, 474 were certified by the Court and 17 of them involved public sector employees. At the end of 2013, there were 70 CAs pending certification.

7 VARIATION OF COLLECTIVE AGREEMENTS

In 2013, two variations of CAs were filed with the Court compared to nine applications in 2012. Both variations were approved.

A breakdown of the variations is as follows:

Particulars Of Applications	No. of Applications
Salary ranges and productivity allowances	1
Medical benefits	1
Total	2

8 DISPUTES REFERRED TO THE REFEREES

There was no dispute referred to the Referees of the Court.

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 423 CAs filed with the Court in 2013, 333 CAs had a duration of three years, while 81 had a duration of two years and nine had a duration of between two and three years.

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

Duration	2013	2012	2011
3 years	333 (78.7%)	290 (78.6%)	276 (77.1%)
Between 2 and 3 years	9 (2.1%)	12 (3.2%)	1 (0.3%)
2 years	81 (19.2%)	67 (18.2%)	81 (22.6%)
TOTAL	423 (100%)	369 (100%)	358 (100%)

In 2013, out of the 423 CAs filed with the Court, 31 CAs had prospective operative dates, 203 CAs had retrospective operative dates of six months or less and 189 CAs had retrospective operative dates of more than six months.

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

Effective Date	2013		2012		2011	
With prospective dates of operation	31	(7.3%)	36	(9.8%)	27	(7.5%)
With retrospective dates of operation of 6 months or less	203	(48.0%)	196	(53.1%)	186	(52.0%)
With retrospective dates of operation of more than 6 months	189	(44.7%)	137	(37.1%)	145	(40.5%)
TOTAL	423	(100%)	369	(100%)	358	(100%)

The table below provides a breakdown of the CAs with more than six months of retrospective operation for the past three years.

Retrospective Period	2013	2012	2011
>6 months and \leq 12 months	106	87	84
>12 months and \leq 18 months	43	32	26
>18 months and \leq 24 months	32	11	24
>24 months	8	7	11
TOTAL	189	137	145

10 EMPLOYEES' RETIREMENT AGE

In 2013, 306 of the 423 CAs filed with the Court 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	286	(67.6%)
Above age 62	20	(4.7%)
No age provision	117	(27.7%)
TOTAL	423	(100%)

11 ORGANISATIONAL EXCELLENCE

During the year, the Court embarked on a major initiative to upgrade the quality of service provided to employers, unions and the general public. The Court's website was upgraded and refreshed in January 2013. It now provides more comprehensive information on the processes for certification of collective agreements and arbitration of disputes. The new website is more readable, user-friendly and easier to navigate. The revamped website drew praise from many companies and union representatives.

To address the incidence of errors made in a large number of collective agreements filed with the Court for certification, the Court embarked on a slew of measures to educate and engage the unions and

companies. The Court also improved the effectiveness and efficiency of its vetting process. The following measures were taken:

- (a) Details on the requirements for collective agreements were provided in the revamped website, including a set of slides giving a quick guide to preparing a collective agreement, a set of Frequently Asked Questions listing the common mistakes made, sample clauses and sample collective agreements for reference by unions and companies.
- (b) A briefing cum dialogue session was held separately with two groups in collaboration with the Ministry of Manpower: a group of 70 union leaders and Industrial Relations Officers, and a group of Human Resource managers and unionists in companies under The United Workers of Petroleum Industry Union cluster.
- (c) Focus group discussions were held with union representatives to gather suggestions for improvement and obtain feedback on the challenges they faced in the collective agreement filing process.
- (d) Three months before the expiry of the collective agreement, the Court would issue guidelines on the preparation of the new collective agreement together with the approved softcopy of the current collective agreement to the respective union and company. Included would also be a checklist for the preparation of the collective agreement and a compilation of relevant provisions in the labour laws, which were not reflected accurately in a number of collective agreements filed previously with the Court.

- (e) The process of vetting of collective agreements was improved to ensure compliance with the Industrial Relations Act and other labour laws, and that there are no major errors or discrepancies in the agreements.
- (f) Clearer and more detailed guidance on the changes to be made were provided where a collective agreement had to be amended.

The number and proportion of collective agreements that had to be amended by the parties started to drop as a result of these measures. Nonetheless, there is still room for improvement and the Court will be monitoring the situation closely with a view to taking further action if necessary.

The Court also gave its inputs to the Ministry of Manpower with respect to the Ministry's on-going review of the Industrial Relations Act.

Going forward, the Court will examine how it can facilitate collective bargaining between unions and employers so as to preserve harmonious industrial relations in Singapore.

12 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 briefed them on the role and functions of the Court.

13 SUPPORTING STAFF OF THE COURT

In addition to the President, the Deputy President, the Registrar and the Assistant Registrar, the IAC had seven supporting staff in 2013 comprising a verbatim reporter, a stenographer, an office supervisor, a management support officer, two corporate support officers and an operations support officer.

14 FURTHER DETAILS

The five statistical tables and three Appendices which follow provide more details of the work of the Court.

15 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 offering their services to the Court. I would also like to thank my staff members for their loyal and dedicated support.

Dated this 17th day of March 2014



**JUSTICE CHAN SENG ONN
PRESIDENT**

TABLE 1

APPLICATIONS FILED WITH THE COURT IN 2013

Nature of Application	Cognisance under the Industrial Relations Act	No.
Continuation of collective agreement	Section 39(4)	2
Variable Bonus	Section 31(b)	1
Order to show cause	Section 56	1
<u>Variation</u>		
Variation of awards/collective agreements	Section 45	2
Total		6

TABLE 2**AWARDS AND ORDERS MADE, DISPUTES OTHERWISE DEALT WITH,
AND COLLECTIVE AGREEMENTS CERTIFIED IN 2013**

Particulars	No	No. of employees covered
Awards and orders made		
- Disputes	2	35
- Variation of collective agreements	2	291
Disputes withdrawn following mediation by Registrar/Assistant Registrar	1	10
Disputes withdrawn following settlement by the parties	2	22
Collective agreements certified	474	81,196

TABLE 3**AWARDS AND ORDERS MADE BY THE COURT IN 2013**

Particulars	No.
<u>Disputes</u>	
Termination of service and Reimbursement of medical expenses (Referee Appeal)	1
Annual Increment	1
<u>Variation</u>	
Variation of awards/collective agreements	2
Total	4

TABLE 4

CATEGORIES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2013

Particulars	Professional, Managerial, Executive & Technical	Clerical, Sales & Service	Production, Transport & Manual	Others*	Maritime Officers & Seamen	Total
	(a)	(b)	(c)	(d)	(e)	
Collective agreements	29	48	21	224	152	474
Awards and orders	1	-	1	2	-	4

*(d) is a combination of categories (a), (b) and/or (c)

TABLE 5

CATEGORIES OF EMPLOYERS COVERED BY COLLECTIVE AGREEMENTS CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2013

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements	457	17	-	474
Awards and orders	4	-	-	4

DISPUTES DEALT WITH BY THE COURT IN 2013

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				
RA1/2012	5.11.2012	43(6)	Hollandse Club	The Singapore Catering Services, Staffs & Workers Trade Union	Referee Appeal - Termination of Service and Reimbursement of Medical Expenses for an employee	1	Justice Chan Seng Onn	Heard and awarded on 29.1.2013
D38/2012	26.6.2012	31(b)	First Defense Services Pte Ltd	Singapore Industrial & Services Employees Union	Annual Increment For 2011	34	Justice Chan Seng Onn Mrs Jessica Leong Siew Wah (Employer panel member) Mr Karthikeyan s/o Krishnamurthy (Employee panel member)	Heard and awarded on 28.3.2013

DISPUTES DEALT WITH BY THE COURT IN 2013

II Disputes Withdrawn following Mediation by 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				
D40/2012	17.12.2012	39(4)	Bukit Timah Saddle Club	The Singapore Manual & Mercantile Workers' Union	Continuation of Collective Agreement	10	16.8.2013	21.8.2013

DISPUTES DEALT WITH BY THE COURT IN 2013

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				
D1/2013	8.2.2013	39(4)	Global Yellow Pages Limited	The Singapore Manual & Mercantile Workers' Union	Continuation of Collective Agreement	22	13.6.2013	19.6.2013
D2/2013	7.3.2013	31(b)	Global Yellow Pages Limited	The Singapore Manual & Mercantile Workers' Union	Variable Bonus for FY 2012	22	13.6.2013	19.6.2013

VARIATION ORDERS MADE IN 2013

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V1/2013	45	Silkair (Singapore) Private Limited	Air Line Pilots Association - Singapore	206	Inclusion of new type of aircraft for salary ranges and productivity allowances	9.4.2013
V2/2013	45	Aventis Pharma Manufacturing Pte Limited	Chemical Industries Employees Union	85	Medical and Hospitalisation benefits	10.10.2013

COLLECTIVE AGREEMENTS CERTIFIED IN 2013

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
1.	199/2012	Kanematsu (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	2.1.2013	3 years	1.1.2012 - 31.12.2014	8
2.	259/2012	Tenet Insurance Company Ltd	Singapore Insurance Employees' Union	4.1.2013	3 years	1.1.2012 - 31.12.2014	36
3.	294/2012	SIA Engineering Company Limited	Singapore Airlines Staff Union	4.1.2013	3 years	1.1.2011 - 31.12.2013	2883
4.	322/2012	Celeste Holding Pte Ltd - (Socius Maritime Officers')	Singapore Maritime Officers' Union	4.1.2013	2 years 4 months 7 days	25.8.2012 - 31.12.2014	10
5.	323/2012	Celeste Holding Pte Ltd - (Marina Maritime Officers')	Singapore Maritime Officers' Union	4.1.2013	2 years 3 months 19 days	13.9.2012 - 31.12.2014	10
6.	32/2012	Legend Star Shipping Pte Ltd	Singapore Maritime Officers' Union	9.1.2013	3 years	12.1.2012 - 11.1.2015	19
7.	33/2012	MOL Tankship Management (Asia) Pte Ltd	Singapore Maritime Officers' Union	9.1.2013	3 years	29.10.2011 - 28.10.2014	28
8.	293/2012	Casa (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.1.2013	3 years	1.7.2012 - 30.6.2015	26

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
9.	328/2012	Welhelmsen Ship Management Singapore Pte Ltd	Singapore Maritime Officers' Union	9.1.2013	3 years	1.9.2012 - 30.8.2015	120
10.	298/2012	MTQ Engineering Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	16.1.2013	3 years	1.4.2012 - 31.3.2015	20
11.	343/2011	SATS Ltd - (Administrative Staff)	Air Transport Executive Staff Union	22.1.2013	3 years	1.4.2010 - 31.3.2013	129
12.	266/2012	Silkair (Singapore) Private Limited	Singapore Airlines Staff Union	22.1.2013	3 years	1.1.2012 - 31.12.2014	316
13.	286/2012	Acepro Security Consultancy Pte Ltd	Union of Security Employees	22.1.2013	3 years	1.10.2012 - 30.9.2015	54
14.	319/2012	PSA Corporation Limited	Singapore Port Workers' Union	22.1.2013	3 years	1.10.2012 - 30.9.2015	4328
15.	325/2012	Toshiba Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	22.1.2013	3 years	1.7.2012 - 30.6.2015	34
16.	337/2012	Singapore Mercantile Co-Operative Society Limited	The Singapore Manual & Mercantile Workers' Union	22.1.2013	3 years	1.1.2012 - 31.12.2014	4
17.	344/2012	Panwood Engineering Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	22.1.2013	2 years	29.2.2012 - 28.2.2014	10
18.	316/2012	American Express Travel (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	24.1.2013	3 years	1.7.2012 - 30.6.2015	16
19.	331/2012	Shatec Institutes Pte Ltd	Food, Drinks and Allied Workers Union	24.1.2013	2 years	1.1.2012 - 31.12.2013	7

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
20.	339/2012	Panwood Engineering Pte Ltd	Singapore Maritime Officers' Union	24.1.2013	3 years	1.7.2012 - 30.6.2015	10
21.	19/2012	Celeste Holding Pte Ltd	Singapore Maritime Officers' Union	4.2.2013	3 years	1.1.2012 - 31.12.2014	130
22.	20/2012	Compass Rose Pte Ltd	Singapore Maritime Officers' Union	4.2.2013	3 years	1.1.2012 - 31.12.2014	10
23.	21/2012	Douglas Line Pte Ltd	Singapore Maritime Officers' Union	4.2.2013	3 years	1.1.2012 - 31.12.2014	10
24.	62/2012	V.Ships (Asia) Pte Ltd	Singapore Maritime Officers' Union	4.2.2013	2 years	1.2.2012 - 31.1.2014	80
25.	100/2012	RCL Shipmanagement Pte Ltd	Singapore Maritime Officers' Union	4.2.2013	2 years	1.12.2011 - 30.11.2013	10
26.	203/2012	Royal & Sun Alliance Insurance PLC	Singapore Insurance Employees' Union	4.2.2013	3 years	1.1.2012 - 31.12.2014	15
27.	278/2012	Schenker Singapore (Pte) Ltd	The Singapore Manual & Mercantile Workers' Union	4.2.2013	3 years	1.9.2012 - 31.8.2015	109
28.	317/2012	Setsco Services Pte Ltd	National Transport Workers' Union	4.2.2013	2 years	1.1.2012 - 31.12.2013	49
29.	329/2012	Millenia Private Limited trading as Conrad Centennial Singapore	Food, Drinks and Allied Workers Union	4.2.2013	3 years	1.1.2011 - 31.12.2013	72
30.	330/2012	JVC Electronics Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	4.2.2013	3 years	1.7.2012 - 30.6.2015	34
31.	346/2012	STC Shipping Pte Ltd	Singapore Organisation of Seamen	4.2.2013	3 years	30.7.2012 - 30.6.2015	21

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
32.	347/2012	International Tanker Management Singapore Pte Ltd	Singapore Organisation of Seamen	4.2.2013	3 years	1.9.2011 - 31.8.2014	10
33.	348/2012	NS United Tanker Pte Ltd	Singapore Organisation of Seamen	4.2.2013	2 years	11.7.2012 - 10.7.2014	36
34.	355/2012	Western Shipping Pte Ltd - (Panagia Lady)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	4.2.2013	3 years	1.1.2012 - 31.12.2014	20
35.	356/2012	Western Shipping Pte Ltd - (Marianna)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	4.2.2013	3 years	6.3.2012 - 5.3.2015	16
36.	357/2012	Western Shipping Pte Ltd - (Sety)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	4.2.2013	3 years	2.4.2012 - 1.4.2015	16
37.	358/2012	Western Shipping Pte Ltd - (Fanoula)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	4.2.2013	3 years	9.4.2012 - 8.4.2015	16
38.	359/2012	Western Shipping Pte Ltd - (Lara)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	4.2.2013	3 years	24.6.2012 - 23.6.2015	16
39.	360/2012	Western Shipping Pte Ltd - (Ermione)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	4.2.2013	3 years	19.9.2012 - 18.9.2015	16
40.	361/2012	Western Shipping Pte Ltd - (Yvonne)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	4.2.2013	3 years	7.8.2012 - 6.8.2015	16
41.	31/2012	Anglo-Eastern Maritime Services Pte Ltd	Singapore Maritime Officers' Union	5.2.2013	3 years	21.11.2011 - 20.11.2014	9

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
42.	145/2012	Grindrod Shipping Pte Ltd represented by Celeste Holding Pte Ltd	Singapore Maritime Officers' Union	5.2.2013	2 years 4 months 21 days	11.8.2011 - 31.12.2013	20
43.	146/2012	Grindrod Shipping Pte Ltd represented by Celeste Holding Pte Ltd - (Bulkier)	Singapore Maritime Officers' Union	5.2.2013	3 years	1.1.2012 - 31.12.2014	80
44.	179/2012	Neom Maritime (Singapore) Pte Ltd	Singapore Maritime Officers' Union	5.2.2013	3 years	1.7.2012 - 30.6.2015	9
45.	215/2012	Grindrod Shipping Pte Ltd represented by Celeste Holding Pte Ltd	Singapore Organisation of Seamen	5.2.2013	3 years	1.1.2012 - 31.12.2014	13
46.	255/2012	Zeal Ocean International Pte Ltd	Singapore Maritime Officers' Union	5.2.2013	3 years	22.3.2012 - 21.3.2015	13
47.	311/2012	Republic Plaza City Club (S) Pte Ltd	Attractions, Resorts & Entertainment Union	5.2.2013	3 years	1.7.2012 - 30.6.2015	18
48.	313/2012	Porite Singapore (Pte) Ltd	Metal Industries Workers Union	5.2.2013	3 years	1.10.2012 - 30.9.2015	44
49.	314/2012	Goodrich Aerostructures Service Centre - Asia Pte. Ltd.	Singapore Industrial & Services Employees Union	5.2.2013	3 years	1.1.2012 - 31.12.2014	135
50.	318/2012	Toshiba Tec Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	5.2.2013	3 years	1.7.2012 - 30.6.2015	238
51.	321/2012	SATA CommHealth	The Singapore Manual & Mercantile Workers' Union	5.2.2013	3 years	1.1.2012 - 31.12.2014	50

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
52.	340/2012	Hotel Royal Ltd	Food, Drinks and Allied Workers Union	5.2.2013	3 years	1.7.2012 - 30.6.2015	52
53.	341/2012	Holiday Inn Singapore Atrium	Food, Drinks and Allied Workers Union	5.2.2013	3 years	1.7.2012 - 30.6.2015	56
54.	364/2012	Keppel DHCS Pte Ltd	Singapore Industrial & Services Employees Union	5.2.2013	3 years	1.7.2012 - 30.6.2015	21
55.	3/2013	PSM Perkapalan Sdn. Bhd. represented in Singapore by PACC Ship Managers Pte Ltd	Singapore Organisation of Seamen	5.2.2013	2 years 9 months 12 days	19.9.2012 - 30.6.2015	450
56.	338/2012	Deutz Asia-Pacific (Pte) Ltd	The Singapore Manual & Mercantile Workers' Union	6.2.2013	3 years	1.7.2012 - 30.6.2015	10
57.	5/2013	Blue Marine Management (Pte) Ltd	Singapore Organisation of Seamen	6.2.2013	2 years	1.8.2012 - 31.7.2014	12
58.	4/2013	Idemitsu International (Asia) Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	7.2.2013	3 years	1.1.2012 - 31.12.2014	21
59.	6/2013	Cosco Bulk Carrier Holdings (Cayman) Limited	Singapore Organisation of Seamen	7.2.2013	2 years	14.10.2012 - 13.10.2014	24
60.	7/2013	NYK Shipmanagement Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	7.2.2013	2 years 5 months 3 days	29.7.2012 - 31.12.2014	160
61.	8/2013	Fleet Ship Management Pte Ltd	Singapore Organisation of Seamen	7.2.2013	3 years	1.8.2011 - 31.7.2014	216

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
62.	10/2013	Celeste Holding Pte Ltd	Singapore Organisation of Seamen	7.2.2013	2 years	13.9.2012 - 12.9.2014	58
63.	132/2012	Sibamar Marine Logistics Pvt Ltd represented by Siba Ships Asia Pte Ltd	Singapore Maritime Officers' Union	13.2.2013	2 years 1 month	1.4.2012 - 30.4.2014	30
64.	324/2012	San's Tours & Car Rentals	National Transport Workers' Union	13.2.2013	3 years	1.7.2012 - 30.6.2015	9
65.	333/2012	PSA Marine (Pte) Ltd	Singapore Port Workers' Union	13.2.2013	3 years	1.10.2012 - 30.9.2015	377
66.	336/2012	National Oilwell Varco Pte Ltd, Nov Rig Solutions Pte Ltd and Nov Asep Elmar Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	13.2.2013	3 years	27.10.2012 - 26.10.2015	38
67.	9/2013	United Ocean Ship Management Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	13.2.2013	3 years	1.1.2012 - 31.12.2014	260
68.	11/2013	Maersk Tankers Singapore Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	13.2.2013	2 years	1.5.2012 - 30.4.2014	40
69.	12/2013	Intellectual Property Office of Singapore	Amalgamated Union of Statutory Board Employees	13.2.2013	3 years	1.1.2013 - 31.12.2015	31
70.	299/2012	NCS Communications Engineering Pte Ltd	Union of Telecoms Employees of S'pore	14.2.2013	3 years	1.11.2012 - 31.10.2015	105
71.	315/2012	The Singapore Association For The Deaf	The Singapore Manual & Mercantile Workers' Union	14.2.2013	3 years	1.7.2012 - 30.6.2015	10

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
72.	18/2013	Norstar Ship Management Pte Ltd	Singapore Maritime Officers' Union	14.2.2013	3 years	1.1.2013 - 31.12.2015	9
73.	269/2012	Bukit Batok Driving Centre Ltd	Singapore Industrial & Services Employees Union	15.2.2013	3 years	1.5.2011 - 30.4.2014	187
74.	312/2011	Herning Shipping Asia Pte Ltd	Singapore Maritime Officers' Union	20.2.2013	2 years	1.6.2011 - 31.5.2013	17
75.	291/2012	Saudi Arabian Airlines	The Singapore Manual & Mercantile Workers' Union	22.2.2013	3 years	1.7.2012 - 30.6.2015	7
76.	332/2012	Furama Hotels Singapore Private Limited trading as Furama City Centre Singapore	Food, Drinks and Allied Workers Union	22.2.2013	3 years	1.7.2011 - 30.6.2014	57
77.	349/2012	Itochu Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.2.2013	3 years	1.7.2012 - 30.6.2015	53
78.	350/2012	Itochu Plastics Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.2.2013	3 years	1.7.2012 - 30.6.2015	17
79.	362/2012	Hitachi Chemical (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	22.2.2013	3 years	1.7.2012 - 30.6.2015	466
80.	369/2012	Agri-Food & Veterinary Authority of Singapore	Amalgamated Union of Statutory Board Employees	22.2.2013	2 years	1.1.2013 - 31.12.2014	446
81.	1/2013	Clifford Dispensary Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.2.2013	3 years	1.1.2013 - 31.12.2015	10

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
82.	28/2013	Keppel Seghers Engineering Singapore Pte Ltd and Keppel FMO Pte Ltd	Keppel Employees Union	22.2.2013	3 years	1.7.2011 - 30.6.2014	78
83.	368/2012	Nippon Pigment (S) Pte Ltd	Chemical Industries Employees Union	27.2.2013	3 years	1.7.2012 - 30.6.2015	34
84.	125/2012	New Asian Shipping Company Ltd Hong Kong represented in Singapore by MOB Cougar Pte Ltd	Singapore Maritime Officers' Union	4.3.2013	2 years	1.2.2012 - 31.1.2014	9
85.	126/2012	New Asian Shipping Company Ltd Hong Kong represented in Singapore by Sierra Shipping Pte Ltd	Singapore Maritime Officers' Union	4.3.2013	2 years	1.2.2012 - 31.1.2014	8
86.	180/2012	Wallenius Marine Singapore Pte Ltd	Singapore Maritime Officers' Union	4.3.2013	3 years	1.1.2012 - 31.12.2014	160
87.	202/2012	India International Insurance Pte Ltd	Singapore Insurance Employees' Union	4.3.2013	3 years	1.1.2012 - 31.12.2014	23
88.	288/2012	Union Containers (Pte) Ltd	Building Construction and Timber Industries Employees' Union	4.3.2013	3 years	1.1.2012 - 31.12.2014	49
89.	327/2012	Mapletree Group of Companies	Building Construction and Timber Industries Employees' Union	4.3.2013	3 years	1.10.2012 - 30.9.2015	218
90.	366/2012	Isetan (Singapore) Limited	The Singapore Manual & Mercantile Workers' Union	4.3.2013	3 years	1.7.2012 - 30.6.2015	104
91.	22/2013	DDW-Paxocean Shipyard Pte. Ltd.	Shipbuilding and Marine Engineering Employees' Union	4.3.2013	3 years	1.8.2012 - 31.7.2015	73

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
92.	37/2013	Pusaka Laut Pte Ltd	Singapore Organisation of Seamen	4.3.2013	2 years	1.1.2013 - 31.12.2014	32
93.	38/2013	Singa Star Pte Ltd	Singapore Organisation of Seamen	4.3.2013	2 years	1.1.2013 - 31.12.2014	32
94.	39/2013	Norstar Ship Management Pte Ltd	Singapore Organisation of Seamen	4.3.2013	2 years	4.1.2013 - 3.1.2015	11
95.	74/2012	ACE Insurance Limited	Singapore Insurance Employees' Union	15.3.2013	3 years	1.1.2012 - 31.12.2014	5
96.	204/2012	Universal Integrated Corporation Consumer Products Pte Ltd	Chemical Industries Employees Union	15.3.2013	2 years	1.7.2011 - 30.6.2013	20
97.	233/2012	Prudential Assurance Company Singapore (Pte) Limited	Singapore Insurance Employees' Union	15.3.2013	3 years	1.1.2012 - 31.12.2014	98
98.	306/2012	The Spastic Children's Association of Singapore	The Singapore Manual & Mercantile Workers' Union	15.3.2013	3 years	1.1.2012 - 31.12.2014	49
99.	326/2012	Avitron Private Limited	Singapore Industrial & Services Employees Union	15.3.2013	3 years	1.8.2012 - 31.7.2015	43
100.	342/2012	United World College of South East Asia	Education Services Union	15.3.2013	3 years	1.7.2011 - 30.6.2014	126
101.	343/2012	United World College of South East Asia-East	Education Services Union	15.3.2013	3 years	1.7.2011 - 30.6.2014	39
102.	351/2012	Kyocera Chemical Singapore Pte Ltd	Chemical Industries Employees Union	15.3.2013	3 years	1.9.2012 - 31.8.2015	38

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
103.	365/2012	Shine Security Agency and Investigation Pte Ltd	Union of Security Employees	15.3.2013	2 years	1.12.2012 - 30.11.2014	14
104.	14/2013	Beam Global Asia Pte Ltd	The Singapore Manual & Mercantile Workers' Union	15.3.2013	3 years	1.4.2012 - 31.3.2015	3
105.	21/2013	Malaysian Airline System Berhad	The Singapore Manual & Mercantile Workers' Union	15.3.2013	3 years	1.7.2012 - 30.6.2015	39
106.	40/2013	JCDecaux out of Home Advertising Pte Ltd	The Singapore Manual & Mercantile Workers' Union	15.3.2013	3 years	1.1.2013 - 31.12.2015	3
107.	52/2013	Grandteam Management Services Pte Ltd	Singapore Organisation of Seamen	15.3.2013	2 years	1.2.2013 - 31.1.2015	208
108.	55/2013	PSM Perkapalan Sdn. Bhd. represented in Singapore by the PACC Ship Managers Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	15.3.2013	2 years 9 months 27 days	5.3.2011 - 31.12.2013	60
109	137/2012	Posh Fleet Services Pte Ltd	Singapore Maritime Officers' Union	18.3.2013	2 years	1.5.2012 - 30.4.2014	24
110.	32/2013	Singapore Cement Manufacturing Co., (Pte) Ltd	Building Construction and Timber Industries Employees' Union	18.3.2013	2 years	1.1.2013 - 31.12.2014	7
111.	42/2012	Dongkuk Marine Co. Ltd, represented in Singapore by the Kist Engineering Pte Ltd	Singapore Maritime Officers' Union	20.3.2013	2 years	1.2.2012 - 31.1.2014	8

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
112.	92/2012	Dongkuk Marine Co. Ltd, represented in Singapore by the Kist Engineering Pte Ltd	Singapore Maritime Officers' Union	20.3.2013	2 years	1.4.2012 - 31.3.2014	9
113.	15/2013	Moet Hennessy Asia Pacific Pte Ltd	The Singapore Manual & Mercantile Workers' Union	20.3.2013	3 years	1.10.2012 - 30.9.2015	3
114.	60/2013	Trademar Pte Ltd	Singapore Maritime Officers' Union	20.3.2013	3 years	15.5.2012 - 14.5.2015	16
115.	26/2012	Selandia Ship Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	22.3.2013	2 years	1.1.2012 - 31.12.2013	86
116.	303/2012	Cast Laboratories Group of Companies (Cast Laboratories Pte Ltd and CiPGi Pte Ltd, excluding overseas subsidiaries)	Building Construction and Timber Industries Employees' Union	22.3.2013	3 years	1.11.2012 - 31.10.2015	38
117.	16/2013	Marubeni International Commodities (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.3.2013	3 years	1.11.2012 - 31.10.2015	5
118.	17/2013	Naigai Nitto Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.3.2013	3 years	1.1.2013 - 31.12.2015	83
119.	29/2013	Singapore Airlines Cargo Pte Ltd	Singapore Airlines Staff Union	22.3.2013	3 years	1.1.2012 - 31.12.2014	125
120.	33/2013	Yamazaki Mazak Singapore Pte Ltd	Metal Industries Workers Union	22.3.2013	3 years	1.7.2012 - 30.6.2015	103
121.	34/2013	Posh Fleet Services Pte Ltd	Singapore Maritime Officers' Union	22.3.2013	3 years	1.11.2012 - 31.10.2015	56

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
122.	245/2012	Toko Singapore Pte. Ltd.	United Workers of Electronics & Electrical Industries	25.3.2013	2 years	1.1.2012 - 31.12.2013	12
123.	26/2013	NTUC Foodfare Co-Operative Ltd	Food, Drinks and Allied Workers Union	25.3.2013	3 years	1.12.2011 - 30.11.2014	45
124.	27/2013	Foodfare Catering Pte Ltd	Food, Drinks and Allied Workers Union	25.3.2013	3 years	1.12.2011 - 30.11.2014	80
125.	51/2013	International Paint Singapore Pte Ltd	Chemical Industries Employees Union	1.4.2013	3 years	1.1.2011 - 31.12.2013	46
126.	97/2013	Weatherford Asia Pacific Pte Ltd	Singapore Industrial & Services Employees Union	1.4.2013	3 years	1.6.2010 - 31.5.2013	10
127.	57/2013	Blue Marine Management (Pte) Ltd	Singapore Maritime Officers' Union	2.4.2013	3 years	15.2.2013 - 14.2.2016	10
128.	50/2013	Standard Chartered Bank	The Singapore Bank Officers' Association	3.4.2013	3 years	1.1.2012 - 31.12.2014	93
129.	45/2013	Singapore Refining Company Private Limited	Singapore Refining Company Employees' Union	4.4.2013	3 years	1.1.2011 - 31.12.2013	264
130.	53/2012	"K" Line Ship Management (Chemical) Pte Ltd	Singapore Maritime Officers' Union	8.4.2013	3 years	1.3.2012 - 28.2.2015	8
131.	48/2013	Malayan Banking Berhad	Singapore Bank Employees' Union	8.4.2013	3 years	1.1.2012 - 31.12.2014	105
132.	65/2013	Datapulse Technology Limited	United Workers of Electronics & Electrical Industries	8.4.2013	3 years	1.3.2011 - 28.2.2014	57

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
133.	66/2013	Sojitz Asia Pte Ltd and Sojitz Petroleum Company (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	8.4.2013	3 years	1.1.2012 - 31.12.2014	19
134.	363/2012	Caterpillar Asia Pte Ltd	Singapore Industrial & Services Employees Union	9.4.2013	3 years	1.1.2013 - 31.12.2015	62
135.	46/2013	Cathodic Protection Technology Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	9.4.2013	3 years	1.1.2013 - 31.12.2015	4
136.	56/2013	Land Transport Authority of Singapore	Amalgamated Union of Statutory Board Employees	9.4.2013	2 years	1.1.2013 - 31.12.2014	1930
137.	19/2013	Heraeus Materials Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	15.4.2013	3 years	1.1.2013 - 31.12.2015	45
138.	23/2013	ETLA Limited	Metal Industries Workers Union	15.4.2013	3 years	1.1.2013 - 31.12.2015	130
139.	24/2013	The Singapore Sports Council	Amalgamated Union of Public Daily Rated Workers	15.4.2013	3 years	1.6.2012 - 31.5.2015	17
140.	64/2013	GE (USA) Controls Pte Ltd	United Workers of Electronics & Electrical Industries	15.4.2013	3 years	1.7.2012 - 30.6.2015	83
141.	81/2013	Adani Shipping Pte Ltd	Singapore Organisation of Seamen	15.4.2013	2 years	1.1.2013 - 31.12.2014	24

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
142.	85/2013	Tai Chong Cheang Steamship Co (H.K.) Ltd represented by the Tai Chong Cheang Steamship Co (Singapore) Pte Ltd	Singapore Organisation of Seamen	15.4.2013	3 years	1.2.2013 - 31.1.2016	24
143.	86/2013	Tai Chong Cheang Steamship Co (Shanghai) Ltd represented by the Tai Chong Cheang Steamship Co (Singapore) Pte Ltd	Singapore Organisation of Seamen	15.4.2013	3 years	1.2.2013 - 31.1.2016	48
144.	129/2012	J. Lauritzen Singapore Pte. Ltd.	Singapore Maritime Officers' Union	17.4.2013	2 years	17.1.2012 - 16.1.2014	20
145.	130/2012	Milau Pte. Ltd.	Singapore Maritime Officers' Union	17.4.2013	2 years	17.1.2012 - 16.1.2014	10
146.	25/2013	Ishima International Shipmanagement Pte Ltd	Singapore Maritime Officers' Union	17.4.2013	3 years	23.8.2012 - 22.8.2015	10
147.	79/2012	Pacific International Lines (Pte) Ltd	Singapore Maritime Officers' Union	18.4.2013	3 years	1.1.2012 - 31.12.2014	300
148.	345/2012	Ocean Tankers (Pte) Ltd	Singapore Organisation of Seamen	18.4.2013	3 years	1.1.2012 - 31.12.2014	540
149.	2/2013	Zuellig Pharma Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.4.2013	3 years	1.4.2012 - 31.3.2015	102
150.	36/2013	Millennium & Copthorne International Limited (M Hotel Singapore) doing business as M Hotel Singapore	Food, Drinks and Allied Workers Union	18.4.2013	3 years	1.1.2012 - 31.12.2014	29

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
151.	47/2013	Singapore Health Services Pte Ltd	Healthcare Services Employees' Union	18.4.2013	3 years	1.10.2012 - 30.9.2015	6471
152.	59/2013	Thome Ship Management Pte Ltd	Singapore Maritime Officers' Union	18.4.2013	2 years	1.1.2013 - 31.12.2014	520
153.	62/2013	Asia Cement (S) Pte Ltd	Building Construction and Timber Industries Employees' Union	18.4.2013	3 years	1.1.2013 - 31.12.2015	4
154.	63/2013	HTL Manufacturing Pte Ltd	Building Construction and Timber Industries Employees' Union	18.4.2013	3 years	1.1.2013 - 31.12.2015	50
155.	75/2013	AIA Singapore Private Limited	Singapore Insurance Employees' Union	18.4.2013	3 years	1.1.2012 - 31.12.2014	45
156.	73/2013	SH Tours Pte Ltd	National Transport Workers' Union	19.4.2013	3 years	1.1.2013 - 31.12.2015	5
157.	30/2013	JVC Asia Pte Ltd	United Workers of Electronics & Electrical Industries	22.4.2013	2 years	1.1.2012 - 31.12.2013	2
158.	208/2012	Ishima Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	24.4.2013	3 years	1.1.2012 - 31.12.2014	10
159.	212/2012	Singapore Exchange Limited	The Singapore Manual & Mercantile Workers' Union	24.4.2013	3 years	1.7.2011 - 30.6.2014	38
160.	307/2012	Societe Air France	The Singapore Manual & Mercantile Workers' Union	24.4.2013	3 years	1.1.2012 - 31.12.2014	10
161.	308/2012	KLM Royal Dutch Airlines	The Singapore Manual & Mercantile Workers' Union	24.4.2013	3 years	1.1.2012 - 31.12.2014	26

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
162.	77/2013	Anglo-Eastern U.K. Ltd represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd	Singapore Maritime Officers' Union	24.4.2013	2 years	16.8.2012 - 15.8.2014	70
163.	98/2013	Pusaka Laut Pte Ltd	Singapore Maritime Officers' Union	24.4.2013	3 years	12.1.2013 - 11.1.2016	44
164.	99/2013	Singa Star Pte Ltd	Singapore Maritime Officers' Union	24.4.2013	3 years	12.1.2013 - 11.1.2016	36
165.	54/2013	NTUC Income Insurance Co-Operative Limited	Singapore Insurance Employees' Union	25.4.2013	3 years	1.7.2012 - 30.6.2015	289
166.	20/2013	Siemens Medical Instruments Pte Ltd	United Workers of Electronics & Electrical Industries	3.5.2013	3 years	1.7.2012 - 30.6.2015	340
167.	68/2013	Singapore Technologies Kinetics Ltd Group of Companies	The Singapore Manual & Mercantile Workers' Union	3.5.2013	3 years	1.1.2013 - 31.12.2015	1025
168.	70/2013	Sembwaste Pte Ltd	Building Construction and Timber Industries Employees' Union	3.5.2013	3 years	1.7.2012 - 30.6.2015	374
169.	93/2013	VDL Enabling Technologies Group (Singapore) Private Limited	United Workers of Electronics & Electrical Industries	3.5.2013	3 years	6.11.2012 - 5.11.2015	97
170.	42/2013	Furama Pte Ltd, trading as Furama Riverfront, Singapore	Food, Drinks and Allied Workers Union	9.5.2013	2 years	1.7.2012 - 30.6.2014	47
171.	53/2013	RC Hotels (Pte) Ltd	Union of Security Employees	9.5.2013	3 years	1.1.2013 - 31.12.2015	26

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
172.	69/2013	ST Synthesis Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.5.2013	3 years	1.1.2013 - 31.12.2015	74
173.	84/2013	SKF Asia Pacific Pte. Ltd.	Singapore Industrial & Services Employees Union	9.5.2013	3 years	1.1.2013 - 31.12.2015	43
174.	87/2013	Singapore Cruise Centre Pte Ltd	Singapore Industrial & Services Employees Union	9.5.2013	3 years	1.1.2013 - 31.12.2015	27
175.	95/2013	Johnson Controls (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.5.2013	3 years	1.1.2013 - 31.12.2015	36
176.	103/2013	Blue Marine Management (Pte) Ltd	Singapore Maritime Officers' Union	9.5.2013	3 years	19.4.2013 - 18.4.2016	50
177.	104/2013	Orange Maritime Pte Ltd	Singapore Organisation of Seamen	9.5.2013	3 years	11.1.2013 - 10.1.2016	18
178.	105/2013	MOL Tankship Management (Asia) Pte Ltd	Singapore Organisation of Seamen	9.5.2013	3 years	1.11.2011 - 31.10.2014	41
179.	109/2013	Vroon Offshore Services Pte Ltd	Singapore Maritime Officers' Union	9.5.2013	2 years	21.1.2013 - 20.1.2015	6
180.	99/2012	Sino Ling Tao Resources Pte Ltd represented by OMCI Shipmanagement PVT. Ltd.,	Singapore Maritime Officers' Union	10.5.2013	2 years	17.3.2012 - 16.3.2014	9
181.	110/2013	Anglo Eastern Shipmanagement (S) Pte Ltd	Singapore Organisation of Seamen	10.5.2013	2 years	16.8.2012 - 15.8.2014	100

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
182.	35/2013	NTUC Fairprice Co-Operative Limited	Food, Drinks and Allied Workers Union	13.5.2013	3 years	1.7.2011 - 30.6.2014	5235
183.	41/2013	Panasonic AVC Networks Singapore	United Workers of Electronics & Electrical Industries	13.5.2013	3 years	1.1.2012 - 31.12.2014	26
184.	44/2013	The Society for The Physically Disabled	The Singapore Manual & Mercantile Workers' Union	13.5.2013	3 years	1.8.2012 - 31.7.2015	10
185.	90/2013	NSL Chemicals Ltd	Chemical Industries Employees Union	13.5.2013	2 years	1.7.2012 - 30.6.2014	11
186.	72/2013	Safe2Travel Pte Ltd	The Singapore Manual & Mercantile Workers' Union	14.5.2013	2 years	1.1.2013 - 31.12.2014	10
187.	91/2013	Toa Corporation Group of Companies (Toa Corporation and Toa Harbor (S) Pte Ltd)	Building Construction and Timber Industries Employees' Union	14.5.2013	3 years	1.7.2012 - 30.6.2015	9
188.	49/2013	Asia Pacific Breweries (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	15.5.2013	3 years	1.1.2012 - 31.12.2014	75
189.	100/2013	Kentucky Fried Chicken Management Pte Ltd	Food, Drinks and Allied Workers Union	16.5.2013	3 years	1.1.2013 - 31.12.2015	474
190.	96/2013	Microfits Pte Ltd	Metal Industries Workers Union	17.5.2013	3 years	1.7.2012 - 30.6.2015	5
191.	118/2013	Hong Lam Marine Pte Ltd	Singapore Maritime Officers' Union	22.5.2013	2 years	18.4.2013 - 17.4.2015	10

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
192.	119/2013	Belships Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	22.5.2013	2 years	24.4.2013 - 23.4.2015	20
193.	43/2013	Okamoto (Singapore) Pte Ltd	Metal Industries Workers Union	27.5.2013	2 years	1.7.2012 - 30.6.2014	172
194.	13/2013	APM Property Management Pte Ltd	Building and Construction and Timber Industries Employees' Union	29.5.2013	3 years	1.11.2012 - 31.10.2015	45
195.	71/2013	Nanyang Technological University	Education Services Union	30.5.2013	3 years	1.3.2013 - 29.2.2016	1335
196.	108/2013	Wing Tai Retail Management Pte Ltd, Wing Tai Clothing Pte Ltd, G2000 Apparel (S) Pte Ltd, Wing Tai Fashion Apparel Pte Ltd and Yoshinoya (S) Pte Ltd	Singapore Industrial & Services Employees Union	30.5.2013	3 years	1.1.2013 - 31.12.2015	129
197.	68/2012	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 and A P Moller Maersk A/S)	Singapore Maritime Officers' Union	31.5.2013	2 years 6 months	1.1.2012 - 30.6.2014	1000
198.	58/2013	Epic Ship Management Pte Ltd	Singapore Maritime Officers' Union	31.5.2013	3 years	18.2.2012 - 17.2.2015	152
199.	114/2013	Metal One Stainless (Asia) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	31.5.2013	3 years	1.1.2013 - 31.12.2015	29

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
200.	67/2013	Infineon Technologies Asia Pacific Pte Ltd	United Workers of Electronics & Electrical Industries	3.6.2013	3 years	1.10.2012 - 30.9.2015	371
201.	82/2013	Kusatsu Electric Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	3.6.2013	3 years	1.7.2012 - 30.6.2015	23
202.	111/2013	Raffles Country Club	Attractions, Resorts & Entertainment Union	3.6.2013	3 years	1.9.2012 - 31.8.2015	42
203.	113/2013	Swiss Precision Industries (Pte) Ltd	Metal Industries Workers Union	3.6.2013	3 years	1.1.2013 - 31.12.2015	86
204.	124/2013	Hong Lam Marine Pte Ltd	Singapore Organisation of Seamen	3.6.2013	2 years	18.4.2013 - 17.4.2015	7
205.	74/2013	Kaneka Singapore Co (Pte) Ltd	Chemical Industries Employees Union	6.6.2013	3 years	1.4.2012 - 31.3.2015	32
206.	102/2013	Aventis Pharma Manufacturing Pte Limited	Chemical Industries Employees Union	6.6.2013	3 years	1.7.2012 - 30.6.2015	84
207.	106/2013	NOV FGS Singapore (Pte.) Ltd	Building Construction and Timber Industries Employees' Union	6.6.2013	3 years	1.10.2012 - 30.9.2015	51
208.	128/2013	Chinese Maritime Transport (S) Pte Ltd	Singapore Maritime Officers' Union	6.6.2013	3 years	1.2.2013 - 31.1.2016	9
209.	132/2013	Norgas Carriers Private Ltd	Singapore Organisation of Seamen	6.6.2013	2 years	1.5.2013 - 30.4.2015	265
210.	61/2013	Dunlopillo (Singapore) Pte Ltd - Dunlop Singapore	The Singapore Manual & Mercantile Workers' Union	10.6.2013	3 years	1.1.2013 - 31.12.2015	5

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
211.	133/2013	Thome Ship Management Pte Ltd	Singapore Organisation of Seamen	10.6.2013	2 years	1.1.2013 - 31.12.2014	450
212.	334/2012	Chubb Singapore Pte Ltd	Metal Industries Workers Union	11.6.2013	3 years	1.4.2012 - 31.3.2015	100
213.	136/2013	Nanyang Polytechnic	The Amalgamated Union of Public Employees	11.6.2013	3 years	1.5.2013 - 30.4.2016	145
214.	140/2013	Alfa Crew Managers Pte Ltd	Singapore Organisation of Seamen	11.6.2013	3 years	1.5.2013 - 30.4.2016	10
215.	115/2013	Taiyo Yuden (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	12.6.2013	3 years	1.9.2012 - 31.8.2015	35
216.	122/2013	Metro (Private) Limited	The Singapore Manual & Mercantile Workers' Union	12.6.2013	3 years	1.1.2013 - 31.12.2015	149
217.	138/2013	The New Zealand Defence Support Unit, South East Asia	The Singapore Manual & Mercantile Workers' Union	12.6.2013	3 years	1.1.2013 - 31.12.2015	3
218.	141/2013	Belships Management (Singapore) Pte Ltd	Singapore Organisation of Seamen	12.6.2013	2 years	24.4.2013 - 23.4.2015	23
219.	335/2012	C & P Transport (Pte) Ltd	National Transport Workers' Union	24.6.2013	2 years	1.12.2011 - 30.11.2013	28
220.	89/2013	ABB Pte. Ltd. (Transformers Operation)	Singapore Industrial & Services Employees Union	24.6.2013	3 years	1.11.2012 - 31.10.2015	33
221.	94/2013	Singapore Takada Industries Private Limited	Metal Industries Workers Union	24.6.2013	3 years	1.1.2013 - 31.12.2015	32

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
222.	112/2013	Soverus Pte Ltd	Union of Security Employees	24.6.2013	3 years	1.4.2013 - 31.3.2016	62
223.	121/2013	State Bank of India	The Singapore Bank Officer's Association	24.6.2013	3 years	1.1.2013 - 31.12.2015	16
224.	123/2013	Berger Paints Singapore Private Ltd	Chemical Industries Employees Union	24.6.2013	2 years	1.1.2013 - 31.12.2014	40
225.	125/2013	Philips Electronics Singapore Private Limited	United Workers of Electronics & Electrical Industries	24.6.2013	3 years	1.7.2012 - 30.6.2015	500
226.	142/2013	Trademar Pte Ltd	Singapore Organisation of Seamen	24.6.2013	3 years	15.5.2012 - 14.5.2015	20
227.	144/2013	Chinese Maritime Transport (S) Pte Ltd	Singapore Organisation of Seamen	24.6.2013	3 years	1.2.2013 - 31.1.2016	24
228.	145/2013	HT Shipping Pte Ltd	Singapore Organisation of Seamen	24.6.2013	3 years	2.5.2013 - 1.5.2016	36
229.	150/2013	Selandia Ship Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	24.6.2013	2 years	1.1.2013 - 31.12.2014	38
230.	152/2013	Blue Marine Management (Pte) Ltd	Singapore Organisation of Seamen	24.6.2013	2 years	1.5.2013 - 30.4.2015	12
231.	153/2013	Hongkong Land (Singapore) Pte Ltd.	Building Construction and Timber Industries Employees' Union	24.6.2013	2 years	1.1.2013 - 31.12.2014	18
232.	158/2013	Infocomm Development Authority of Singapore	Amalgamated Union of Statutory Board Employees	25.6.2013	3 years	1.1.2013 - 31.12.2015	107

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
233.	163/2013	MFS Technology (S) Pte Ltd	United Workers of Electronics & Electrical Industries	28.6.2013	3 years	1.7.2012 - 30.6.2015	4
234.	164/2013	Tanker Pacific Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	28.6.2013	3 years	1.8.2012 - 31.7.2015	150
235.	165/2013	Thome Ship Management Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	28.6.2013	2 years	1.7.2012 - 30.6.2014	220
236.	127/2013	Masterbulk Pte Ltd	Singapore Maritime Officers' Union	1.7.2013	2 years	1.1.2013 - 31.12.2014	228
237.	130/2013	National Environment Agency	The Amalgamated Union of Public Employees	1.7.2013	3 years	1.4.2013 - 31.3.2016	1309
238.	166/2013	Orange Star Shipping Pte Ltd	Singapore Organisation of Seamen	2.7.2013	2 years	11.4.2013 - 10.4.2015	12
239.	80/2013	PT Garuda Indonesia	The Singapore Manual & Mercantile Workers' Union	3.7.2013	3 years	1.1.2013 - 31.12.2015	37
240.	117/2013	Drug Houses of Australia Pte Ltd	Chemical Industries Employees Union	3.7.2013	3 years	1.1.2013 - 31.12.2015	45
241.	88/2013	Saybolt (Singapore) Pte Ltd	Singapore Industrial & Services Employees Union	8.7.2013	3 years	1.1.2013 - 31.12.2015	26
242.	169/2013	Masterbulk Pte Ltd	Singapore Organisation of Seamen	9.7.2013	2 years	1.1.2013 - 31.12.2014	224
243.	173/2013	Grindrod Shipping Pte Ltd	Singapore Organisation of Seamen	9.7.2013	2 years 4 months	1.9.2012 - 31.12.2014	55

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
244.	174/2013	WMF Singapore Pte Ltd	Metal Industries Workers Union	15.7.2013	3 years	1.1.2013 - 31.12.2015	24
245.	178/2013	Belships Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	15.7.2013	2 years 9 months	1.4.2012 - 31.12.2014	480
246.	179/2013	Odfjell Philippines, Inc., represented in Singapore by the Odfjell Asia II Pte Ltd	Singapore Organisation of Seamen	15.7.2013	2 years	1.1.2013 - 31.12.2014	252
247.	151/2013	Orchard Turn Developments Pte Ltd	Singapore Industrial & Services Employees Union	16.7.2013	2 years	1.4.2013 - 31.3.2015	64
248.	180/2013	Synergy Marine Pte Ltd	Singapore Organisation of Seamen	16.7.2013	3 years	1.1.2013 - 31.12.2015	9
249.	116/2013	Nanyang Academy of Fine Arts	Education Services Union	17.7.2013	3 years	1.1.2013 - 31.12.2015	172
250.	161/2013	Wasco Engineering Services Singapore Pte. Ltd.	Metal Industries Workers Union	18.7.2013	3 years	1.1.2012 - 31.12.2014	8
251.	187/2013	Western Shipping Pte Ltd	Singapore Organisation of Seamen	22.7.2013	2 years	1.6.2013 - 31.5.2015	48
252.	189/2013	Western Shipping Pte Ltd	Singapore Maritime Officers' Union	22.7.2013	2 years	1.6.2013 - 31.5.2015	72
253.	137/2013	Shaw Theatres Pte Ltd	The Film Industrial Employees Union of Singapore	23.7.2013	3 years	1.1.2012 - 31.12.2014	41

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
254.	76/2013	National Healthcare Group Pte Ltd for and on behalf of its subsidiaries namely Tan Tock Seng Hospital Pte Ltd, National Skin Centre (Singapore) Pte Ltd, Institute of Mental Health and National Healthcare Group Polyclinics	Healthcare Services Employees' Union	24.7.2013	3 years	1.10.2012 - 30.9.2015	5989
255.	134/2013	SPH Unionworks Pte Ltd	Singapore Industrial & Services Employees Union	25.7.2013	3 years	1.1.2012 - 31.12.2014	7
256.	193/2013	V.Ships (Asia) Group Pte Ltd	Singapore Organisation of Seamen	26.7.2013	2 years	1.1.2013 - 31.12.2014	140
257.	83/2013	CPG Corporation Group of Companies (CPG Corporation Pte Ltd, CPG Consultants Pte Ltd, CPG Facilities Management Pte Ltd, PM Link Pte Ltd, Construction Professionals Pte Ltd and Indeco Consortium Pte Ltd)	Building Construction and Timber Industries Employees' Union	29.7.2013	2 years	1.11.2012 - 31.10.2014	966
258.	101/2013	Colex Group of Companies (Colex Holding Limited & Colex Environmental Pte. Ltd)	Building Construction and Timber Industries Employees' Union	29.7.2013	3 years	1.1.2013 - 31.12.2015	27
259.	147/2013	Kyowa Singapore Pte Ltd	Metal Industries Workers Union	29.7.2013	3 years	1.1.2012 - 31.12.2014	26
260.	197/2013	Norgas Carriers Private Limited	Singapore Maritime Officers' Union	30.7.2013	2 years	1.5.2013 - 30.4.2015	174
261.	198/2013	Wellard Ships Pte. Ltd.	Singapore Maritime Officers' Union	30.7.2013	3 years	1.5.2013 - 30.4.2016	11

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
262.	207/2013	Satsuma Shipping Pte Ltd	Singapore Maritime Officers' Union	30.7.2013	3 years	11.6.2013 - 10.6.2016	20
263.	107/2013	Keppel Merlimau Cogen Pte Ltd	Union of Power and Gas Employees	31.7.2013	3 years	1.8.2012 - 31.7.2015	14
264.	139/2013	Delta Air Lines, Inc.	The Singapore Manual & Mercantile Workers' Union	31.7.2013	3 years	1.10.2012 - 30.9.2015	45
265.	171/2013	Fortis Marine Solutions Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	31.7.2013	3 years	1.10.2012 - 30.9.2015	19
266.	208/2013	Epic Ship Management Pte Ltd	Singapore Organisation of Seamen	31.7.2013	3 years	1.3.2011 - 28.2.2014	147
267.	120/2013	PACC Offshore Services Holdings Pte Ltd, Posh Semco Pte Ltd, Posh Terasea Offshore Pte Ltd and Posh Fleet Services Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	1.8.2013	3 years	1.10.2012 - 30.9.2015	56
268.	209/2013	Central Provident Fund Board	The Amalgamated Union of Public Employees	1.8.2013	3 years	12.7.2013 - 11.7.2016	403
269.	167/2013	Fortrust Security & Investigations Pte Ltd	Union of Security Employees	5.8.2013	3 years	1.6.2013 - 31.5.2016	30
270.	200/2013	Premier Security Co-Operative Limited	Union of Security Employees	5.8.2013	3 years	1.4.2013 - 31.3.2016	187
271.	211/2013	Kwong Wai Shiu Hospital	The Singapore Manual & Mercantile Workers' Union	5.8.2013	3 years	1.7.2013 - 30.6.2016	30

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
272.	215/2013	Wellard Ships Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	6.8.2013	2 years	1.5.2013 - 30.4.2015	98
273.	212/2013	Performance Motors Limited	The Singapore Manual & Mercantile Workers' Union	12.8.2013	3 years	1.1.2013 - 31.12.2015	116
274.	213/2013	Keppel SMIT Towage Private Limited	Shipbuilding and Marine Engineering Employees' Union	12.8.2013	3 years	1.1.2013 - 31.12.2015	11
275.	214/2013	Maju Maritime Private Limited	National Transport Workers' Union	12.8.2013	3 years	1.1.2013 - 31.12.2015	4
276.	176/2013	Singapore Pools (Private) Limited - (Category A)	The Singapore Manual & Mercantile Workers' Union	13.8.2013	3 years	1.1.2013 - 31.12.2015	111
277.	177/2013	Singapore Pools (Private) Limited - (Category B, Ex-Singapore Turf Club Branch & Off-Course and Administration & Course)	The Singapore Manual & Mercantile Workers' Union	13.8.2013	3 years	1.1.2013 - 31.12.2015	143
278.	224/2013	Synergy Marine Pte Ltd	Singapore Maritime Officers' Union	13.8.2013	3 years	30.6.2013 - 29.6.2016	9
279.	148/2013	Tokio Marine Insurance Singapore Ltd	Singapore Insurance Employees' Union	16.8.2013	3 years	1.1.2012 - 31.12.2014	60
280.	159/2013	Haw Par Healthcare Limited	Chemical Industries Employees Union	16.8.2013	3 years	1.1.2013 - 31.12.2015	55
281.	168/2013	Standard Chartered Bank	The Singapore Bank Employees' Union	16.8.2013	3 years	1.1.2012 - 31.12.2014	204

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
282.	181/2013	Linde Gas Singapore Pte. Ltd.	The United Workers of Petroleum Industry	16.8.2013	3 years	1.1.2013 - 31.12.2015	37
283.	227/2013	Mecomb Singapore Limited	The Singapore Manual & Mercantile Workers' Union	16.8.2013	3 years	1.1.2013 - 31.12.2015	23
284.	186/2013	NK Chemicals Pte Ltd	Chemical Industries Employees Union	19.8.2013	2 years	1.1.2013 - 31.12.2014	12
285.	206/2013	Leung Kai Fook Medical Company (Pte) Ltd	Chemical Industries Employees Union	19.8.2013	3 years	1.6.2012 - 31.5.2015	38
286.	126/2013	BW Fleet Management Pte Ltd	Singapore Maritime Officers' Union	20.8.2013	2 years	1.4.2013 - 31.3.2015	63
287.	190/2013	Western Shipping Pte Ltd - (Zenovia Lady)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	20.8.2013	2 years	31.7.2013 - 30.7.2015	20
288.	191/2013	Western Shipping Pte Ltd - (Arietta)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	20.8.2013	2 years	24.7.2013 - 23.7.2015	16
289.	217/2013	AET Shipmanagement (Singapore) Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	20.8.2013	3 years	1.1.2012 - 31.12.2014	1450
290.	183/2013	Civil Aviation Authority of Singapore	The Amalgamated Union of Public Employees	21.8.2013	3 years	1.1.2013 - 31.12.2015	290
291.	184/2013	St Architects & Engineers	Building Construction and Timber Industries Employees' Union	21.8.2013	3 years	1.1.2013 - 31.12.2015	20

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
292.	31/2013	Eastern Health Alliance Pte Ltd for and on behalf of its subsidiaries namely, the Changi General Hospital Pte Ltd	Healthcare Services Employees' Union	27.8.2013	3 years	1.10.2012 - 30.9.2015	1923
293.	201/2013	Oversea-Chinese Banking Corporation Limited and Singapore Island Bank Limited	The Singapore Bank Officers' Association	27.8.2013	3 years	1.1.2012 - 31.12.2014	281
294.	202/2013	DKSH Singapore Pte Ltd and DKSH Marketing (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	27.8.2013	3 years	1.7.2012 - 30.6.2015	220
295.	230/2013	Alfa Crew Managers Pte Ltd	Singapore Maritime Officers' Union	27.8.2013	3 years	1.8.2013 - 31.7.2016	11
296.	231/2013	Han Ship Management Pte Ltd	Singapore Maritime Officers' Union	27.8.2013	3 years	23.7.2013 - 22.7.2016	20
297.	232/2013	Lauritzen Kosan A/S represented by Lauritzen Kosan Singapore Pte Ltd	Singapore Maritime Officers' Union	27.8.2013	2 years	1.8.2013 - 31.7.2015	27
298.	162/2013	SGS Testing & Control Services Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	28.8.2013	3 years	1.1.2013 - 31.12.2015	80
299.	204/2013	NTUC Media Co-Operative Limited	Singapore Industrial & Services Employees Union	28.8.2013	3 years	1.1.2013 - 31.12.2015	33
300.	219/2013	Kodak (Singapore) Pte Limited	The Singapore Manual & Mercantile Workers' Union	28.8.2013	3 years	1.1.2013 - 31.12.2015	3

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
301.	234/2013	V. Group Manpower Services represented in Singapore by V.Ships Asia Group Pte Ltd	Singapore Maritime Officers' Union	28.8.2013	3 years	1.8.2013 - 31.7.2016	150
302.	131/2013	Jurong Shipyard Private Limited	Shipbuilding and Marine Engineering Employees' Union	29.8.2013	3 years	1.7.2012 - 30.06.2015	365
303.	157/2013	Delta Air Lines, Inc. - (Singapore Flight Attendants)	The Singapore Manual & Mercantile Workers' Union	29.8.2013	3 years	1.10.2012 - 30.9.2015	37
304.	233/2013	U-Ming Marine Transport (Singapore) Pte Ltd	Singapore Maritime Officers' Union	29.8.2013	2 years	1.1.2013 - 31.12.2014	150
305.	237/2013	Tractors Singapore Limited	The Singapore Manual & Mercantile Workers' Union	29.8.2013	3 years	1.1.2013 - 31.12.2015	130
306.	238/2013	SIA Group Sports Club	The Singapore Manual & Mercantile Workers' Union	29.8.2013	3 years	1.7.2013 - 30.6.2016	11
307.	199/2013	Oversea-Chinese Banking Corporation Limited and Singapore Island Bank Limited	The Singapore Bank Employees' Union	2.9.2013	3 years	1.1.2012 - 31.12.2014	279
308.	218/2013	Fu Yu Corporation Limited	Chemical Industries Employees Union	2.9.2013	2 years	1.7.2012 - 30.6.2014	94
309.	241/2013	U-Ming Marine Transport (S) Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.9.2013	2 years	1.1.2013 - 31.12.2014	200

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
310.	149/2013	First Capital Insurance Limited	Singapore Insurance Employees' Union	3.9.2013	3 years	1.1.2012 - 31.12.2014	26
311.	154/2013	Jurong Integrated Structure	Shipbuilding and Marine Engineering Employees' Union	3.9.2013	3 years	1.7.2012 - 30.6.2015	25
312.	156/2013	Jurong Marine Services Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	3.9.2013	3 years	1.1.2013 - 31.12.2015	9
313.	185/2013	Sembcorp Design and Construction	Building Construction and Timber Industries Employees' Union	3.9.2013	3 years	1.1.2013 - 31.12.2015	67
314.	188/2013	Weng Cheong Company Pte (S) Ltd	Metal Industries Workers Union	3.9.2013	3 years	1.1.2013 - 31.12.2015	3
315.	195/2013	Shangri-La's Rasa Sentosa Resort & Spa	Food, Drinks and Allied Workers Union	3.9.2013	3 years	1.7.2012 - 30.6.2015	31
316.	203/2013	Shotec (Singapore) Pte Ltd	Chemical Industries Employees Union	3.9.2013	2 years	1.5.2013 - 30.4.2015	18
317.	242/2013	Target Ship Management Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	3.9.2013	2 years	15.1.2013 - 14.1.2015	32
318.	245/2013	Thome Ship Management Pte Ltd - (Bulk Carrier)	Singapore Maritime Officers' Union	3.9.2013	2 years	1.7.2013 - 30.6.2015	135
319.	246/2013	Thome Ship Management Pte Ltd - (Opal)	Singapore Maritime Officers' Union	3.9.2013	2 years	1.7.2013 - 30.6.2015	15
320.	249/2013	Showa Chain (S) Pte Ltd	Metal Industries Workers Union	3.9.2013	3 years	1.4.2012 - 31.3.2015	11

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
321.	207/2012	Teekay Shipping (Singapore) Pte. Ltd.	Singapore Maritime Officers' Union	4.9.2013	2 years	1.7.2012 - 30.6.2014	54
322.	352/2012	AET Shipmanagement (Singapore) Pte Ltd - ("M" Vessels)	Singapore Maritime Officers' Union	4.9.2013	3 years	1.7.2012 - 30.6.2015	72
323.	353/2012	AET Shipmanagement (Singapore) Pte Ltd - (Vessels)	Singapore Maritime Officers' Union	4.9.2013	3 years	1.7.2012 - 30.6.2015	315
324.	354/2012	AET Shipmanagement (Singapore) Pte Ltd	Singapore Maritime Officers' Union	4.9.2013	3 years	1.7.2012 - 30.6.2015	10
325.	92/2013	Spring Singapore	Spring Singapore Staff Union	4.9.2013	3 years	1.3.2013 - 29.2.2016	246
326.	247/2013	Thome Ship Management Pte Ltd - (Ri Shen)	Singapore Maritime Officers' Union	4.9.2013	2 years	1.7.2013 - 30.6.2015	15
327.	248/2013	Thome Ship Management Pte Ltd - (Topaz)	Singapore Maritime Officers' Union	4.9.2013	2 years	1.7.2013 - 30.6.2015	15
328.	170/2013	Singapore Cricket Club	The Singapore Catering Services, Staffs & Workers Trade Union	5.9.2013	3 years	1.1.2012 - 31.12.2014	29
329.	192/2013	SATS Ltd - (Administrative Staff)	Air Transport Executive Staff Union	12.9.2013	3 years	1.4.2013 - 31.3.2016	147
330.	228/2013	Lam Soon Singapore Pte Ltd	Food, Drinks and Allied Workers Union	12.9.2013	3 years	1.5.2012 - 30.4.2015	21
331.	254/2013	Yong Sheng Shipping Pte Ltd	Singapore Maritime Officers' Union	12.9.2013	3 years	1.8.2013 - 31.7.2016	9

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
332.	260/2013	ETL Falcon Pte Ltd	Singapore Maritime Officers' Union	12.9.2013	3 years	30.6.2013 - 29.6.2016	20
333.	107/2012	Oiltanking Singapore Ltd	The United Workers of Petroleum Industry	16.9.2013	3 years	1.1.2012 - 31.12.2014	60
334.	155/2013	Jurong Support Services	Shipbuilding and Marine Engineering Employees' Union	16.9.2013	3 years	1.7.2012 - 30.6.2015	46
335.	196/2013	United Overseas Insurance Limited	Singapore Insurance Employees' Union	16.9.2013	3 years	1.1.2012 - 31.12.2014	37
336.	235/2013	Universal Integrated Corporation Consumer Products Pte Ltd	Chemical Industries Employees Union	16.9.2013	2 years	1.7.2013 - 30.6.2015	20
337.	253/2013	Serangoon Gardens Country Club	The Singapore Manual & Mercantile Workers' Union	16.9.2013	3 years	1.7.2013 - 30.6.2016	17
338.	255/2013	Regent Motors - A Division of Vantage Automotive Limited	The Singapore Motor Workshops Employees' Union	16.9.2013	3 years	1.1.2013 - 31.12.2015	32
339.	262/2013	Neptune Shipmanagement Services Pte Ltd - (Singapore Flag)	Singapore Organisation of Seamen	16.9.2013	2 years	1.1.2013 - 31.12.2014	536
340.	106/2012	OilTanking ODFJELL Terminal Singapore Pte Ltd	The United Workers of Petroleum Industry	18.9.2013	3 years	1.1.2012 - 31.12.2014	40
341.	182/2013	The Management Corporation - Strata Title Plan No.2781	Singapore Industrial & Services Employees Union	18.9.2013	3 years	1.1.2013 - 31.12.2015	3

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
342.	266/2013	Blue Marine Management (Pte) Ltd - ("M" Vessels)	Singapore Maritime Officers' Union	18.9.2013	3 years	1.8.2013 - 31.7.2016	8
343.	267/2013	ETL Falcon Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	18.9.2013	2 years	3.6.2013 - 2.6.2015	50
344.	216/2013	OTIS Elevator Company (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	25.9.2013	3 years	1.4.2013 - 31.3.2016	23
345.	220/2013	Sunningdale Tech Limited	Chemical Industries Employees Union	25.9.2013	3 years	1.9.2012 - 31.8.2015	17
346.	221/2013	Sunningdale Precision Industries Limited	Chemical Industries Employees Union	25.9.2013	3 years	1.9.2012 - 31.8.2015	4
347.	223/2013	UFE Pte Ltd	Chemical Industries Employees Union	25.9.2013	3 years	1.9.2012 - 31.8.2015	17
348.	264/2013	Yong Sheng Shipping Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.9.2013	3 years	1.8.2013 - 31.7.2016	11
349.	268/2013	Herning Shipping A.S. represented in Singapore by Herning Shipping Asia Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.9.2013	2 years	1.6.2013 - 31.5.2015	11
350.	222/2013	OMNI Mold Limited	Chemical Industries Employees Union	25.9.2013	3 years	1.9.2012 - 31.8.2015	10
351.	225/2013	Courts (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	27.9.2013	3 years	1.4.2013 - 31.3.2016	179

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
352.	226/2013	Multico Infracore Holdings Pte Ltd	The Singapore Manual & Mercantile Workers' Union	27.9.2013	3 years	1.1.2013 - 31.12.2015	42
353.	270/2013	Singapore Airlines Cargo Pte Ltd - (Administrative Staff)	Air Transport Executive Staff Union	27.9.2013	3 years	1.4.2013 - 31.3.2016	50
354.	243/2013	New Park Hotel (1989) trading as Parkroyal on Kitchener Road	Food, Drinks and Allied Workers Union	30.9.2013	3 years	1.1.2012 - 31.12.2014	12
355.	277/2013	AEI Corporation Ltd	Metal Industries Workers Union	30.9.2013	3 years	1.1.2012 - 31.12.2014	50
356.	175/2013	Sime Darby Edible Products Limited	Food, Drinks and Allied Workers Union	3.10.2013	3 years	1.7.2011 - 30.6.2014	61
357.	257/2013	Singapore Corporation of Rehabilitative Enterprises	The Amalgamated Union of Public Employees	3.10.2013	3 years	1.7.2013 - 30.6.2016	55
358.	265/2013	Singapore Airlines Limited	Air-Transport Executive Staff Union	3.10.2013	3 years	1.4.2013 - 31.3.2016	290
359.	279/2013	OCBC Property Services Private Limited	The Singapore Manual & Mercantile Workers' Union	3.10.2013	3 years	1.7.2012 - 30.6.2015	39
360.	367/2012	Clarins Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.10.2013	3 years	1.1.2013 - 31.12.2015	64
361.	236/2013	Hollandse Club	The Singapore Catering Services, Staffs & Workers Trade Union	10.10.2013	2 years	1.7.2013 - 30.6.2015	25

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
362.	244/2013	Singapore Unit Trusts Limited	The Singapore Manual & Mercantile Workers' Union	10.10.2013	3 years	1.7.2013 - 30.6.2016	1
363.	252/2013	DTZ Singapore Group of Companies in Singapore (DTZ Facilities & Engineering (Singapore) Limited, DTZ Operations Pte Ltd, DTZ Township Pte Ltd, DTZ Technologies Pte Ltd, Premas Valuers & Property Consultants Pte Ltd, Esmaco Valuers & Property Agents Pte Ltd)	Building Construction and Timber Industries Employee's Union	10.10.2013	3 years	1.5.2013 - 30.4.2016	482
364.	261/2013	SIA Engineering Company Limited	SIA Engineering Company Engineers and Executives Union	10.10.2013	3 years	1.1.2013 - 31.12.2015	890
365.	278/2013	Singapore Electrical Steel Services Private Limited	United Workers of Electronics & Electrical Industries	10.10.2013	3 years	1.7.2013 - 30.6.2016	38
366.	288/2013	Westsea Offshore Pte Ltd	Singapore Maritime Officers' Union	10.10.2013	2 years	1.9.2013 - 31.8.2015	12
367.	160/2013	Keppel Shipyard Limited and Keppel Singmarine Pte Ltd	Keppel Employees Union and Shipbuilding and Marine Engineering Employees' Union	18.10.2013	3 years	1.7.2013 - 30.6.2016	512
368.	205/2013	Mediacorp Pte Ltd and Mediacorp TV Singapore Pte Ltd	Singapore Union of Broadcasting Employees	18.10.2013	3 years	1.7.2013 - 30.6.2016	589

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
369.	229/2013	National Parks Board	The Amalgamated Union of Public Employees	18.10.2013	3 years	1.8.2013 - 31.7.2016	316
370.	271/2013	Drew Ameroid (Singapore) Private Limited	Chemical Industries Employees Union	18.10.2013	2 years	1.1.2013 - 31.12.2014	25
371.	263/2013	K. Mohamed Yousoff Pte Ltd	National Transport Workers' Union	21.10.2013	3 years	1.6.2013 - 30.5.2016	3
372.	146/2013	Singapore Epson Industrial Pte Ltd	Metal Industries Workers Union	22.10.2013	2 years	1.4.2013 - 31.3.2015	158
373.	291/2013	Singapore Precision Repair and Overhaul Pte Ltd	Singapore Industrial & Services Employees Union	22.10.2013	3 years	1.1.2013 - 31.12.2015	22
374.	109/2012	Orange Maritime Pte Ltd	Singapore Maritime Officers' Union	24.10.2013	3 years	11.1.2012 - 10.1.2015	50
375.	287/2012	Infineum Singapore Pte. Ltd.	The United Workers of Petroleum Industry	24.10.2013	3 years	1.7.2012 - 30.6.2015	78
376.	309/2012	Ocean Tankers (Pte) Ltd	Singapore Maritime Officers' Union	24.10.2013	3 years	1.1.2012 - 31.12.2014	440
377.	269/2013	Tradewinds Tours & Travel Private Limited	Singapore Airlines Staff Union	24.10.2013	3 years	1.1.2012 - 31.12.2014	33
378.	172/2013	Swire Pacific Offshore Operations (Pte) Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	28.10.2013	2 years	1.5.2013 - 30.4.2015	473
379.	283/2013	Tokio Marine Life Insurance Singapore Ltd	Singapore Insurance Employees' Union	28.10.2013	3 years	1.1.2012 - 31.12.2014	23

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
380.	296/2013	Glenn Defense Marine (Asia) Pte Ltd	Singapore Industrial & Services Employees Union	28.10.2013	3 years	5.9.2011 - 4.9.2014	16
381.	297/2013	CGG Services (Singapore) Pte Ltd	Singapore Industrial & Services Employees Union	28.10.2013	3 years	1.1.2013 - 31.12.2015	30
382.	298/2013	Sigma Cable Company (Pte) Limited	United Workers of Electronics & Electrical Industries	29.10.2013	3 years	1.7.2013 - 30.6.2016	33
383.	258/2013	Marina Properties (Pte) Ltd	Building Construction and Timber Industries Employees' Union	30.10.2013	3 years	1.1.2013 - 31.12.2015	105
384.	272/2013	Ikano Private Limited	Building Construction and Timber Industries Employees' Union	31.10.2013	3 years	1.9.2012 - 31.8.2015	207
385.	281/2013	SIA Engineering Company Limited	Air Transport Executive Staff Union	31.10.2013	3 years	1.4.2013 - 31.3.2016	287
386.	129/2013	Babcock Communications Limited	The Singapore Manual & Mercantile Workers' Union	1.11.2013	3 years	1.7.2012 - 30.6.2015	12
387.	143/2013	Wan Hai Lines (Singapore) Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	1.11.2013	2 years	11.12.2012 - 10.12.2014	52
388.	286/2013	Cadbury Enterprises Pte. Ltd.	Food, Drinks and Allied Workers Union	1.11.2013	3 years	1.1.2013 - 31.12.2015	24
389.	194/2013	Hillcrest Security & Management Services Pte Ltd	Union of Security Employees	4.11.2013	3 years	1.6.2013 - 31.5.2016	12

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
390.	280/2013	Wilhelmsen Ships Service (S) Pte Ltd	Singapore Industrial & Services Employees Union	4.11.2013	3 years	1.1.2013 - 31.12.2015	64
391.	282/2013	Fraser & Neave (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	4.11.2013	3 years	1.1.2013 - 31.12.2015	4
392.	290/2013	Gemalto Pte Ltd	United Workers of Electronics & Electrical Industries	4.11.2013	3 years	1.7.2012 - 30.6.2015	275
393.	306/2013	MSI Ship Management Pte Ltd	Singapore Maritime Officers' Union	4.11.2013	2 years	1.9.2013 - 31.8.2015	19
394.	310/2013	SP Services Ltd	Union of Power and Gas Employees	4.11.2013	3 years	1.3.2013 - 29.2.2016	537
395.	311/2013	SP Powergrid Ltd	Union of Power and Gas Employees	4.11.2013	3 years	1.3.2013 - 29.2.2016	1792
396.	34/2012	NYK Shipmanagement Pte Ltd	Singapore Maritime Officers' Union	6.11.2013	3 years	1.12.2011 - 30.11.2014	225
397.	314/2013	Diamond Ship Management Pte Ltd	Singapore Organisation of Seamen	6.11.2013	3 years	1.8.2013 - 31.7.2016	35
398.	256/2013	Abacus International Private Limited	The Singapore Manual & Mercantile Workers' Union	7.11.2013	3 years	1.7.2013 - 30.6.2016	8
399.	259/2013	Panasonic Industrial Devices Materials Singapore Pte Ltd	Chemical Industries Employees Union	7.11.2013	3 years	1.1.2012 - 31.12.2014	41
400.	273/2013	Prima Limited	Food, Drinks and Allied Workers Union	8.11.2013	3 years	1.1.2013 - 31.12.2015	29
401.	274/2013	Prima Food Private Limited	Food, Drinks and Allied Workers Union	8.11.2013	3 years	1.1.2013 - 31.12.2015	34

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
402.	285/2013	Silkair (Singapore) Private Limited - (Administrative Staff)	Air Transport Executive Staff Union	8.11.2013	3 years	1.4.2013 - 31.3.2016	47
403.	239/2013	O'Connor's Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	19.11.2013	3 years	1.1.2013 - 31.12.2015	4
404.	240/2013	Wealco Equipment and Far East Motors, both divisions of Wearnes Engineering & Distribution Pte Ltd	The Singapore Manual & Mercantile Workers' Union	19.11.2013	3 years	1.1.2013 - 31.12.2015	8
405.	276/2013	Housing & Development Board	Housing & Development Board Staff Union	19.11.2013	3 years	1.7.2013 - 30.6.2016	3439
406.	292/2013	"K" Line Ship Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	19.11.2013	3 years	12.9.2013 - 11.9.2016	36
407.	294/2013	Nestle Singapore (Pte) Ltd	The Singapore Manual & Mercantile Workers' Union	19.11.2013	3 years	1.1.2013 - 31.12.2015	40
408.	295/2013	Singapore Tourism Board	The Amalgamated Union of Public Employees	19.11.2013	3 years	26.9.2013 - 25.9.2016	101
409.	307/2013	YTL Powerseraya Pte. Limited	Union of Power and Gas Employees	19.11.2013	3 years	1.7.2013 - 30.6.2016	185
410.	313/2013	Health Sciences Authority	Amalgamated Union of Statutory Board Employees	19.11.2013	3 years	1.11.2012 - 31.10.2015	216

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
411.	315/2013	Leo Shipping Agencies Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.11.2013	2 years 7 months 19 days	13.5.2012 - 31.12.2014	33
412.	317/2013	Cosco (Singapore) Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	19.11.2013	3 years	1.1.2012 - 31.12.2014	71
413.	318/2013	Herning Shipping Asia Pte Ltd	Singapore Maritime Officers' Union	19.11.2013	3 years	1.6.2013 - 31.5.2016	12
414.	319/2013	Toppan Security Printing Pte Ltd	Singapore Industrial & Services Employees Union	19.11.2013	3 years	1.1.2013 - 31.12.2015	95
415.	320/2013	Carrier Singapore (Pte) Limited - (Office Employees')	Singapore Industrial & Services Employees Union	19.11.2013	3 years	1.9.2012 - 31.8.2015	28
416.	321/2013	Carrier Singapore (Pte) Limited - (Service & Workshop Employees')	Singapore Industrial & Services Employees Union	19.11.2013	3 years	1.9.2012 - 31.8.2015	28
417.	322/2013	Millennium & Copthorne International Limited - Copthorne King's Hotel Singapore and trading as Copthorne King's Hotel Singapore	Food, Drinks and Allied Workers Union	19.11.2013	3 years	1.1.2013 - 31.12.2015	23
418.	323/2013	JVCKenwood Technologies Singapore Pte. Ltd.	United Workers of Electronics & Electrical Industries	19.11.2013	3 years	1.6.2012 - 31.5.2015	20
419.	324/2013	Celeste Holding Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.11.2013	2 years	1.1.2013 - 31.12.2014	12

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
420.	325/2013	Celeste Holding Pte Ltd - (Celeste Socius)	Singapore Organisation of Seamen	19.11.2013	2 years	1.1.2013 - 31.12.2014	12
421.	326/2013	Weatherford Asia Pacific Pte Ltd	Singapore Industrial & Services Employees Union	19.11.2013	3 years	1.6.2013 - 31.5.2016	12
422.	329/2013	Tolani Shipping (Singapore) Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.11.2013	3 years	1.4.2012 - 31.3.2015	45
423.	334/2013	Anglo-Eastern (UK) Limited and Anglo-Eastern Shipmanagement (Hong Kong) Ltd and Anglo-Eastern Maritime Services Pvt. Ltd represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd	Singapore Maritime Officers' Union	19.11.2013	3 years	11.9.2013 - 10.9.2016	70
424.	336/2013	National Environment Agency	Amalgamated Union of Public Daily-Rated Workers	20.11.2013	3 years	1.7.2013 - 30.6.2016	621
425.	309/2013	Allianz Global Corporate & Specialty AG Singapore Branch	Singapore Insurance Employees' Union	22.11.2013	3 years	1.1.2012 - 31.12.2014	14
426.	287/2013	Hotel Grand Central Limited	Food, Drinks and Allied Workers Union	26.11.2013	3 years	1.2.2013 - 31.1.2016	13
427.	304/2013	UOL Claymore Investment Pte Ltd in respect of Pan Pacific Orchard	Food, Drinks and Allied Workers Union	26.11.2013	3 years	1.7.2012 - 30.6.2015	15
428.	327/2013	Gardenia Foods (S) Pte Ltd	Food, Drinks and Allied Workers Union	26.11.2013	3 years	1.4.2013 - 31.3.2016	197

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
429.	340/2013	STMICROELECTRONICS Pte Ltd and STMICROELECTRONICS Asia Pacific Pte Ltd	United Workers of Electronics & Electrical Industries	26.11.2013	3 years	1.1.2012 - 31.12.2014	1200
430.	293/2013	Eastern Pretech Private Limited	Building Construction and Timber Industries Employees' Union	28.11.2013	2 years	1.1.2013 - 31.12.2014	43
431.	342/2013	Tolani Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	28.11.2013	3 years	1.4.2012 - 31.3.2015	40
432.	312/2012	Korean Air Lines Company Limited	The Singapore Manual & Mercantile Workers' Union	29.11.2013	3 years	1.1.2012 - 31.12.2014	20
433.	300/2013	Seiko Instruments Singapore Pte. Ltd.	Metal Industries Workers Union	29.11.2013	3 years	1.7.2013 - 30.6.2016	377
434.	331/2013	Furama Hotels Singapore Private Limited, trading as Furama City Centre Singapore	Union of Security Employees	29.11.2013	3 years	1.7.2012 - 30.6.2015	2
435.	78/2013	Tai Chong Cheang Steamship Co (Hong Kong) Ltd represented in Singapore by Tai Chong Cheang Steamship Co (Singapore) Pte Ltd	Singapore Maritime Officers' Union	3.12.2013	3 years	1.2.2013 - 31.1.2016	18
436.	210/2013	April Security & Investigation Pte Ltd	Union of Security Employees	3.12.2013	3 years	1.7.2013 - 30.6.2016	40
437.	345/2013	Terasaki Electric Co. (F.E.) Pte Ltd	United Workers of Electronics & Electrical Industries	3.12.2013	3 years	1.11.2011 - 31.10.2014	28

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
438.	346/2013	MSI Ship Management Pte Ltd - (Singapore Flag)	Singapore Organisation of Seamen	3.12.2013	2 years	1.9.2013 - 31.8.2015	19
439.	347/2013	Pan Pacific Hotels Group (Parkroyal on Beach Road)	Food, Drinks and Allied Workers Union	3.12.2013	3 years	1.4.2012 - 31.3.2015	53
440.	22/2012	Stella Ship Management Pte. Limited	Singapore Maritime Officers' Union	4.12.2013	3 years	3.2.2012 - 2.2.2015	10
441.	284/2013	Sharp-Roxy Sales (Singapore) Pte Ltd - (Sales Employees')	The Singapore Manual & Mercantile Workers' Union	4.12.2013	3 years	1.8.2013 - 31.7.2016	26
442.	302/2013	Bukit Timah Saddle Club	The Singapore Manual & Mercantile Workers' Union	4.12.2013	3 years	1.1.2013 - 31.12.2015	10
443.	303/2013	Changi Beach Club	The Singapore Manual & Mercantile Workers' Union	4.12.2013	3 years	1.1.2013 - 31.12.2015	29
444.	332/2013	SAA Architects Pte Ltd	The Singapore Manual & Mercantile Workers' Union	4.12.2013	3 years	1.7.2013 - 30.6.2016	3
445.	289/2013	National Trades Union Congress Administration & Research Unit	Staff Union of NTUC - ARU	5.12.2013	2 years	1.10.2013 - 30.9.2015	603
446.	330/2013	GE Keppel Energy Services Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	5.12.2013	3 years	1.6.2013 - 31.5.2016	113
447	174/2012	Unix Line Pte Ltd - (TCC Foreign Flag vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	16.12.2013	2 years	1.5.2012 - 30.4.2014	10

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
448.	79/2013	Tai Chong Cheang Steamship Co (Shanghai) Ltd represented in Singapore by Tai Chong Cheang Steamship Co (Singapore) Pte Ltd	Singapore Maritime Officers' Union	16.12.2013	3 years	1.2.2013 - 31.1.2016	36
449.	135/2013	HT Shipping Pte. Ltd.	Singapore Maritime Officers' Union	16.12.2013	3 years	2.5.2013 - 1.5.2016	30
450.	250/2013	Neste Oil Singapore Pte. Ltd.	The United Workers of Petroleum Industry	16.12.2013	3 years	1.7.2013 - 30.6.2016	46
451.	301/2013	Jabil Circuit (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	16.12.2013	3 years	1.7.2013 - 30.6.2016	80
452.	305/2013	Diamond Ship Management Pte Ltd	Singapore Maritime Officers' Union	16.12.2013	3 years	1.8.2013 - 31.7.2016	50
453.	343/2013	Tetra Park Jurong Pte Ltd	Food, Drinks and Allied Workers Union	16.12.2013	3 years	1.7.2013 - 30.6.2016	183
454.	344/2013	ADM Cocoa Pte Ltd	Food, Drinks and Allied Workers Union	16.12.2013	3 years	1.11.2012 - 31.10.2015	76
455.	354/2013	Shangri-La Hotel Limited and its subsidiary Central Laundry Pte Ltd	Food, Drinks and Allied Workers Union	16.12.2013	3 years	1.7.2013 - 30.6.2016	194
456.	356/2013	Tyco Fire, Security & Services Pte Ltd	Singapore Industrial & Services Employees Union	16.12.2013	3 years	1.7.2013 - 30.6.2016	110
457.	358/2013	Boncafe International Pte Ltd	Food, Drinks and Allied Workers Union	16.12.2013	3 years	1.7.2013 - 30.6.2016	30

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
458.	359/2013	Lauritzen Kosan A/S represented by Lauritzen Kosan Singapore Pte Ltd	Singapore Organisation of Seamen	16.12.2013	2 years	1.11.2013 - 31.10.2015	48
459.	360/2013	3J Shipping Agencies Pte Ltd - (Maritime Employees')	Singapore Organisation of Seamen	16.12.2013	3 years	16.10.2013 - 15.10.2016	9
460.	361/2013	Malayan Banking Berhad	The Singapore Bank Officers' Association	16.12.2013	3 years	1.1.2012 - 31.12.2014	47
461.	363/2013	Cold Storage Singapore (1983) Private Limited	Food, Drinks and Allied Workers Union	16.12.2013	3 years	1.1.2013 - 31.12.2015	1083
462.	312/2013	Singapore Power Ltd	Union of Power and Gas Employees	18.12.2013	3 years	1.3.2013 - 29.2.2016	204
463.	366/2013	Schaefer Systems International Pte Ltd	Singapore Industrial & Services Employees Union	18.12.2013	3 years	1.1.2012 - 31.12.2014	2
464.	367/2013	3J Shipping Agencies Pte Ltd - (Maritime Officers')	Singapore Maritime Officers' Union	18.12.2013	3 years	16.10.2013 - 15.10.2016	9
465.	368/2013	National Library Board	Amalgamated Union of Statutory Board Employees	18.12.2013	3 years	1.8.2013 - 31.7.2016	218
466.	369/2013	Hotel Marina City Pte Ltd the owner of Pan Pacific Singapore	Food, Drinks and Allied Workers Union	18.12.2013	3 years	1.7.2012 - 30.6.2015	59
467.	275/2013	Avago Technologies Manufacturing (Singapore) Pte Ltd and its Affiliates	United Workers of Electronics & Electrical Industries	19.12.2013	3 years	1.7.2013 - 30.6.2016	307

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
468.	308/2013	Top-Mix Concrete Pte Ltd	Building Construction and Timber Industries Employees' Union	19.12.2013	3 years	1.7.2012 - 30.6.2015	11
469.	362/2013	Pan Pacific Hotels Group Limited (Parkroyal on Beach Road) - (Security)	Union of Security Employees	23.12.2013	3 years	1.4.2012 - 31.3.2015	10
470.	371/2013	MOL Tankship Management (Europe) Ltd represented in Singapore by Phoenix Tankers Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	23.12.2013	3 years	9.6.2013 - 8.6.2016	42
471.	373/2013	Grindrod Shipping Pte Ltd	Singapore Maritime Officers' Union	23.12.2013	3 years	1.9.2013 - 31.8.2016	50
472.	364/2013	Behn Meyer Specialty Chemicals LLP	The Singapore Manual & Mercantile Workers' Union	26.12.2013	3 years	1.1.2014 - 31.12.2016	4
473.	380/2013	Lonpac Insurance Bhd	Singapore Insurance Employees' Union	26.12.2013	3 years	1.1.2012 - 31.12.2014	14
474.	388/2013	Tac-Tokyo Aircargo (SIN) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	30.12.2013	2 years	26.6.2013 - 25.6.2015	7