



REPUBLIC OF SINGAPORE

ANNUAL REPORT
OF THE
PRESIDENT
INDUSTRIAL ARBITRATION COURT
2014

Made pursuant to Section 86 of the
Industrial Relations Act



REPUBLIC OF SINGAPORE

54TH ANNUAL REPORT
OF
THE PRESIDENT
OF THE
INDUSTRIAL ARBITRATION COURT
FOR THE
PERIOD 1 JANUARY TO 31 DECEMBER 2014
TO
THE HONOURABLE
MR TAN CHUAN-JIN
MINISTER FOR MANPOWER

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

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**54TH ANNUAL REPORT
OF THE
INDUSTRIAL ARBITRATION COURT**

1 MEMBERSHIP OF THE COURT AND PRINCIPAL OFFICERS

In 2014, the principal officers of the Industrial Arbitration Court (“the Court”) were:

President:	Justice Chan Seng Onn
Deputy President:	JC Tan Siong Thye Supreme Court (until 14.1.2014) JC See Kee Oon Presiding Judge, State Courts (from 15.1.2014)
Registrar:	Mrs Veronica Quek (until 31.8.2014) Mr Nigel Foo (from 1.9.2014)
Assistant Registrar:	Mrs Woo-Yip Poh Kuen Mr Jameson Quek (from 17.3.2014)

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 Jessica Leong Siew Wah
- (3) Mdm Phua Puay Li
- (4) Mr Nunis Vernon Gerard
- (5) Ms Mable Chan Kam Man
- (6) Ms Anna Fok Wai Min
- (7) Mr Francis Tan Pee Kwang

- (8) Ms Yong Meng Dai Carol
- (9) Mr Goh Chien Lyn Kenneth (until 30.11.2014)
- (10) Mdm Tan Hwee Meng Jennifer (until 30.11.2014)
- (11) Ms Ang Ee Hsien, Sharon (from 1.12.2014)
- (12) Mr Lim Shung Yar (from 1.12.2014)

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) Ms Mary Liew Kiah Eng
- (4) Mr Edwin Lye Teck Hee
- (5) Mr Ma Wei Cheng
- (6) Mr Mah Cheong Fatt
- (7) Mr James Tan Cheng Choo
- (8) Mr Thiagarajan s/o Subramaniam
- (9) Ms Toh Hwee Tin
- (10) Mr Lim Kuang Beng (until 29.5.2014)
- (11) Mr Tan Hock Soon (from 30.5.2014)

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 Tan Tee Jim
- (6) Mr Tan Puay Boon, the Director of Legal Aid.
- (7) Mr Harpreet Singh Nehal (until 18.4.2014)

5 DISPUTES REFERRED TO THE COURT

In 2014, eight new disputes were referred to the Court. The Court had to deal with a total of ten cases, two of which were carried forward from the previous year.

Of the two cases carried forward from 2013, one was heard by the Court, while the other one was successfully mediated by the Registrar.

The case heard by the Court involved an application filed by the Singapore Industrial & Services Employees' Union against First Defense Services Pte Ltd, to show cause why the latter should not be ordered to comply with an earlier Award made by the Court on 28 March 2013 (IAC case no D38 of 2012).

The Award made on 28 March 2013 required the Company to pay its unionised employees an annual increment for 2011. While the Company proceeded to make the back-payments thereafter, the Union's position was that the Company had failed to make payment to 10 of the 41 affected employees. The Company explained that it had not built in the Court-awarded increments into the monthly salaries of these 10 employees in question, because the Company had already given these employees salary increases which were in excess of the amount ordered by the Court. These salary increases were given on various dates, between October 2011 and September 2013.

Upon review of the data presented, the Court found that these salary increases were more than that ordered by the Court. The Court was satisfied

that the Company had complied with the Award of the Court made on 28 March 2013, and dismissed the Union's application.

The second case was successfully mediated by the Registrar. It involved a joint application by the Singapore Industrial & Services Employees' Union and Craft Print International Pte Ltd, seeking the Court's ruling on three outstanding clauses in the proposed collective agreement. Upon mediation, the parties reached an amicable settlement on the issues, and withdrew the application.

Of the eight new cases referred to the Court in 2014, two involved LHT Holdings Limited and another two involved China Airlines Limited.

The first case involving LHT Holdings Limited and the Building Construction and Timber Industries Employees' Union pertained to an application filed by the Union to extend the Collective Agreement entered between the parties which had ceased to be in force, for a period of three years. Upon mediation by the Registrar, the parties sorted out their outstanding issues and signed a new Collective Agreement in 2014. The Union thus withdrew the application. For the second case, the Union had filed for an order against the Company, to show cause why the latter should not be ordered to comply with two clauses of the newly signed Collective Agreement, in particular, payment of Employee Service Awards and granting of an employee's medical leave. After clarification and mediation by the Registrar, the parties reached a settlement. However, as the Company needed time to prepare the necessary payments, the case was carried forward to 2015.

The Singapore Manual & Mercantile Workers' Union filed 2 applications against China Airlines Limited in 2014. The first one involved the payment of annual increments for 2012 and 2013, which upon mediation by the Registrar, was successfully settled and withdrawn. The second case was part-heard by the Court. It involved a dispute between parties relating to the salary ranges of the bargainable employees, the only outstanding provision yet to be settled for

the new Collective Agreement. The Union sought an increase in the maximum of the salary ranges, while the Company proposed to only raise the minimum of each salary range. During the hearing, the Court found that both parties had not furnished clear data and information to each other during the negotiation process, and directed them to review their data and proposals based on the Court's guidance. The Registrar facilitated further negotiations, after which the parties arrived at an amicable settlement, and the Union withdrew the case.

The fifth case was between Panasonic Industrial Devices Semiconductor Asia and the United Workers of Electronics & Electrical Industries. The dispute was whether the proposed transfer of employment of employees from Panasonic Industrial Devices Semiconductor Asia to Panasonic Automotive & Industrial Systems Semiconductor Singapore Pte Ltd fell under section 18A of the Employment Act. Through the Registrar's clarification of the issues and advice, the parties proceeded to conduct further discussions and eventually reached an amicable settlement. The Union withdrew the application accordingly.

The sixth and seventh cases, both ex-parte applications from the unions for the continuation of collective agreements which had expired or would soon expire, for a period of three more years. One was between Nuance-Watson (Singapore) Pte Ltd and the Singapore Manual & Mercantile Workers' Union; while the other was between Spotlight Pte Ltd and the Singapore Manual & Mercantile Workers' Union. Upon mediation by the Registrar, the parties of both these cases settled their outstanding issues, and entered into new Collective Agreements respectively. The Union withdrew the applications accordingly.

The last case, involving First Defense Services Pte Ltd and the Singapore Industrial & Services Employees' Union, related to a dispute regarding payment of annual increments for 2011 and 2012. The parties were working towards a settlement through the mediation of the Registrar, and

requested for more time to resolve their disputes. The case was thus carried forward to 2015.

In summary, the Court heard one case, while 7 cases were successfully mediated by the Registrar. At the end of 2014, there were 2 outstanding cases which were carried forward to 2015.

6 COLLECTIVE AGREEMENTS CERTIFIED BY THE COURT

425 Collective Agreements (“CAs”) were filed with the Court in 2014, an increase of 2 CAs over the previous year. Together with the 70 CAs brought forward from 2013, a total of 495 CAs had to be processed and certified. Out of these CAs, 420 were certified by the Court and 6 of them involved public sector employees. At the end of 2014, there were 75 CAs pending certification.

7 VARIATION OF COLLECTIVE AGREEMENTS

In 2014, four variations of CAs were filed with the Court compared to two applications in 2013. All four variations were approved.

A breakdown of the variations is as follows:

Particulars of Application	No. of Application
Replacement of salary schedule	1
Revision of flexible benefits and medical benefits scheme	1
Revision of paternity leave and family care leave benefits	1
Incorporation of salary range	1
Total	4

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 425 CAs filed with the Court in 2014, 332 CAs had a duration of three years, 83 had a duration of two years and 10 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	2014	2013	2012
3 years	332 (78.1%)	333 (78.7%)	290 (78.6%)
Between 2 and 3 years	10 (2.4%)	9 (2.1%)	12 (3.2%)
2 years	83 (19.5%)	81 (19.2%)	67 (18.2%)
TOTAL	425 (100%)	423 (100%)	369 (100%)

In 2014, out of the 425 CAs filed with the Court, 37 CAs had prospective operative dates, 216 CAs had retrospective operative dates of six months or less and 172 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	2014		2013		2012	
With prospective dates of operation	37	(8.7%)	31	(7.3%)	36	(9.8%)
With retrospective dates of operation of 6 months or less	216	(50.8%)	203	(48.0%)	196	(53.1%)
With retrospective dates of operation of more than 6 months	172	(40.5%)	189	(44.7%)	137	(37.1%)
TOTAL	425	(100%)	423	(100%)	369	(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	2014	2013	2012
>6 months and \leq 12 months	103	106	87
>12 months and \leq 18 months	37	43	32
>18 months and \leq 24 months	20	32	11
>24 months	12	8	7
TOTAL	172	189	137

10 EMPLOYEES' RETIREMENT AGE

In 2014, 310 of the 425 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*	1	(0.2%)
At age 62	300	(70.6%)
Above age 62	10	(2.4%)
No age provision	114	(26.8%)
TOTAL	425	(100%)

** This CA provides for retirement age of 50 for a specific class of employees, and has the approval of the Minister for Manpower,*

11 VISITORS

During the year under review, the Court hosted some delegates from Suzhou Industrial Park. Third year students from Business Studies of Ngee Ann Polytechnic and another group from Temasek Polytechnic also visited the Court. The Registrar and Assistant Registrar briefed them on the role and functions of the Court.

12 SUPPORTING STAFF OF THE COURT

In addition to the President, Deputy President, Registrar and two Assistant Registrars, the IAC had seven supporting staff in 2014, comprising a verbatim reporter, a stenographer, an office supervisor, a management support officer, two corporate support officers and an operations support officer.

13 FURTHER DETAILS

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

14 ACKNOWLEDGEMENT

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

Dated this 16th day of April 2015

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

**JUSTICE CHAN SENG ONN
PRESIDENT**

TABLE 1**APPLICATIONS FILED WITH THE COURT IN 2014**

Nature of Application	Cognisance under the Industrial Relations Act	No.
Continuation of collective agreement	Section 39(4)	3
Annual increment	Section 31(b)	2
Conditions of service (Transfer of employment)	Section 31(c)	1
Conditions of service (Negotiation on salary range)	Section 31(a)	1
Compliance order	Section 56	1
<u>Variation</u>		
Variation of awards/collective agreements	Section 45	4
Total		12

TABLE 2**AWARDS AND ORDERS MADE, DISPUTES OTHERWISE DEALT WITH,
AND COLLECTIVE AGREEMENTS CERTIFIED IN 2014**

Particulars	No	No. of employees covered
Awards and orders made		
- Disputes	1	41
- Variation of collective agreements	4	7,066
Disputes withdrawn following mediation by Registrar/Assistant Registrar	7	519
Collective agreements certified	420	57,533

TABLE 3**AWARDS AND ORDERS MADE BY THE COURT IN 2014**

Particulars	No.
<u>Disputes</u>	
An order to show cause why the company should not be ordered to comply with an award made by the Court on 28/3/2013	1
<u>Variation</u>	
Variation of awards/collective agreements	4
Total	5

TABLE 4**CATEGORIES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2014**

Particulars	Professional, Managerial, Executive & Technical	Clerical, Sales & Service	Production, Transport & Manual	Others*	Maritime Officers & Seamen	Total
	(a)	(b)	(c)	(d)	(e)	
Collective agreements	15	42	35	229	99	420
Awards and orders	-	-	-	5	-	5

*(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 2014**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements	414	6	-	420
Awards and orders	5	-	-	5

DISPUTES DEALT WITH BY THE COURT IN 2014

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				
D3/2013	28.6.2013	56	First Defense Services Pte Ltd	Singapore Industrial & Services Employees Union	An order against the Company to show cause why it should not be ordered to comply with an Award made by the Court on 28.3.2013	41	Justice Chan Seng Onn	Heard and awarded on 3.2.2014

DISPUTES DEALT WITH BY THE COURT IN 2014

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				
D4/2013	29.7.2013	31(a)	Craft Print International Limited	Singapore Industrial & Services Employees Union	Terms and Conditions of Employment	10	13.1.2014	20.1.2014
D1/2014	19.2.2014	39(4)	LHT Holdings Limited	Building Construction And Timber Industries Employees' Union	Continuation Of Collective Agreement	84	16.4.2014	17.4.2014

DISPUTES DEALT WITH BY THE COURT IN 2014

II Disputes Withdrawn following Mediation by Registrar (Cont'd)

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	Date of Settlement	Date of Withdrawal
			Employer	Union				
D2/2014	10.3.2014	31(b)	China Airlines Limited	The Singapore Manual & Mercantile Workers' Union	Annual Increment For 2012 And 2013	16	5.5.2014	6.5.2014
D3/2014	21.5.2014	31(c)	Panasonic Industrial Devices Semiconductor Asia	United Workers of Electronics & Electrical Industries	Transfer of Employment From Panasonic Industrial Devices Semiconductor Asia To Panasonic Automotive & Industrial Systems Semiconductor Singapore Pte Ltd	248	30.5.2014	30.5.2014

DISPUTES DEALT WITH BY THE COURT IN 2014

II Disputes Withdrawn following Mediation by Registrar (Cont'd)

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	Date of Settlement	Date of Withdrawal
			Employer	Union				
D5/2014	30.5.2014	39(4)	Nuance-Watson (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	Continuation Of Collective Agreement	126	8.8.2014	11.8.2014
D4/2014	26.5.2014	39(4)	Spotlight Pte Ltd	The Singapore Manual & Mercantile Workers' Union	Continuation Of Collective Agreement	21	5.11.2014	13.11.2014

DISPUTES DEALT WITH BY THE COURT IN 2014

II Disputes Withdrawn following Mediation by Registrar (Cont'd)

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	Date of Settlement	Date of Withdrawal
			Employer	Union				
D6/2014	9.6.2014	31(a)	China Airlines Limited	The Singapore Manual & Mercantile Workers' Union	Negotiation On Salary Range	14	5.11.2014	13.11.2014

DISPUTES DEALT WITH BY THE COURT IN 2014

III 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			
NIL							

VARIATION ORDERS MADE IN 2014

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V1/2014	45	Toppan Security Printing Pte Ltd	Singapore Industrial & Services Employees Union	94	Replaced Salary Schedule	17.3.2014
V2/2014	45	YTL Powerseraya Pte. Limited	Union of Power And Gas Employees	163	Flexible Benefits	2.4.2014
V3/2014	45	National Healthcare Group Pte Ltd	Healthcare Services Employees' Union	6797	Flexible Benefits	26.5.2014
V4/2014	45	Thyssenkrupp Elevator (S) Pte Ltd	Singapore Industrial & Services Employees Union	12	Incorporate The Salary Range	11.8.2014

COLLECTIVE AGREEMENTS CERTIFIED IN 2014

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
1.	389/2013	Kose Singapore Pte Ltd	Singapore Industrial and Services Employees' Union	3.1.2014	3 years	1.1.2013 – 31.12.2015	42
2.	394/2013	Straits Developments Private Limited	Singapore Industrial and Services Employees' Union	7.1.2014	3 years	1.1.2013 – 31.12.2015	5
3.	316/2013	Keppel Land International Limited	Singapore Industrial and Services Employees' Union	9.1.2014	3 years	1.1.2013 – 31.12.2015	22
4.	251/2013	Total Petrochemicals South East Asia Pte Ltd	Chemical Industries Employees Union	10.1.2014	3 years	1.7.2013 – 30.6.2016	58
5.	339/2013	Epcos Pte Ltd	United Workers of Electronics & Electrical Industries	10.1.2014	3 years	1.7.2013 – 30.6.2016	224
6.	341/2013	Keppel Logistics Private Limited	Singapore Industrial and Services Employees' Union	10.1.2014	3 years	1.1.2013 – 31.12.2015	101

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
7.	348/2013	Denka Singapore Private Limited	The United Workers of Petroleum Industry	10.1.2014	3 years	1.7.2013 – 30.6.2016	43
8.	353/2013	Building & Construction Authority	Amalgamated Union of Statutory Board Employees	10.1.2014	3 years	1.1.2013 – 31.12.2015	260
9.	357/2013	Jurong Health Services Pte Ltd	Healthcare Services Employees' Union	10.1.2014	2 years 3 months	1.7.2013 – 30.9.2015	1035
10.	374/2013	United Overseas Bank Limited and Far Eastern Bank Limited	The Singapore Bank Employees' Union	10.1.2014	3 years	1.1.2012 – 31.12.2014	302
11.	383/2013	Society For The Aged Sick	The Singapore Manual & Mercantile Workers' Union	10.1.2014	3 years	1.9.2013 – 31.8.2016	12
12.	397/2013	Energy Market Authority	Amalgamated Union of Statutory Board Employees	10.1.2014	3 years	1.1.2014 – 31.12.2016	96
13.	398/2013	Manulife (Singapore) Pte Ltd	Singapore Insurance Employees' Union	10.1.2014	3 years	1.1.2012 – 31.12.2014	34

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
14.	381/2013	Diners Club (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.1.2014	3 years	1.4.2013 – 31.3.2016	86
15.	299/2013	Alexandra Health System Pte Ltd	Healthcare Services Employees' Union	20.1.2014	2 years 6 months	1.4.2013 – 30.9.2015	1028
16.	337/2013	Halcon Primo Logistics Pte Ltd	The Singapore Manual & Mercantile Workers' Union	20.1.2014	3 years	1.1.2014 – 31.12.2016	14
17.	338/2013	NSS Engineering Services Pte Ltd and NSS Management Services Pte Ltd	The Singapore Manual & Mercantile Workers' Union	20.1.2014	3 years	1.1.2014 – 31.12.2016	53
18.	365/2013	Novotel Singapore Clarke Quay	Food, Drinks and Allied Workers Union	20.1.2014	3 years	1.11.2013 – 31.10.2016	19
19.	372/2013	Leo Shipping Agencies Pte Ltd	Singapore Maritime Officers' Union	20.1.2014	3 years	12.5.2013 – 11.5.2016	30
20.	384/2013	Kyocera Document Solutions Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	20.1.2014	3 years	1.6.2012 – 31.5.2015	27

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
21.	396/2013	United Overseas Bank Limited and Far Eastern Bank Limited – (United Overseas Bank Group Officers')	The Singapore Bank Officers' Association	20.1.2014	3 years	1.1.2012 – 31.12.2014	198
22.	399/2013	BSH Home Appliances Pte Ltd	The Singapore Manual & Mercantile Workers' Union	20.1.2014	2 years	1.7.2013 – 30.6.2015	10
23.	349/2013	Natsteel Holdings Pte Ltd	Natsteel Employees' Union	23.1.2014	3 years	1.1.2013 – 31.12.2015	182
24.	385/2013	Royal Brunei Airlines Sdn. Bhd	The Singapore Manual & Mercantile Workers' Union	23.1.2014	3 years	1.3.2013 – 29.2.2016	13
25.	333/2013	CYC Shanghai Shirt Co. Pte. Ltd	Singapore Industrial and Services Employees' Union	27.1.2014	3 years	1.7.2012 – 30.6.2015	7
26.	335/2013	Auric Pacific Food Industries Private Limited, Auric Pacific Food Industries Private Limited trading as Sunshine Bakeries, Auric Pacific Marketing Private Limited and Centurion Marketing Private Limited	Food, Drinks and Allied Workers Union	27.1.2014	3 years	1.1.2013 – 31.12.2015	63

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
27.	376/2013	Overseas Union Enterprise Limited in respect of Mandarin Orchard Singapore	Food, Drinks and Allied Workers Union	27.1.2014	3 years	1.7.2012 – 30.6.2015	204
28.	378/2013	SIS '88 Pte Ltd – (Supervisory Employees')	Food, Drinks and Allied Workers Union	27.1.2014	2 years	1.1.2013 – 31.12.2014	3
29.	379/2013	Millennium & Copthorne International Limited – Orchard Hotel Singapore, being a company registered and trading as the Orchard Hotel Singapore	Food, Drinks and Allied Workers Union	27.1.2014	3 years	1.1.2012 – 31.12.2014	23
30.	386/2013	Wilson Cables Private Limited	United Workers of Electronics & Electrical Industries	27.1.2014	3 years	1.7.2012 – 30.6.2015	25
31.	390/2013	Colourscan Co (Pte) Ltd	Singapore Industrial and Services Employees' Union	27.1.2014	3 years	1.8.2013 – 31.7.2016	85
32.	401/2013	Carl Zeiss Vision Singapore Pte Ltd	Chemical Industries Employees Union	27.1.2014	3 years	1.1.2014 – 31.12.2016	25
33.	382/2013	Temasek Club	Attractions, Resorts & Entertainment Union	29.1.2014	2 years	1.11.2012 – 31.10.2014	15

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
34.	408/2013	Bernhard Schulte Shipmanagement (Singapore) Pte Ltd representing the Bernhard Schulte Group	Singapore Maritime Officers' Union	29.1.2014	3 years	12.10.2013 – 11.10.2016	490
35.	377/2013	SIS '88 Pte Ltd	Food, Drinks and Allied Workers Union	30.1.2014	2 years	1.1.2013 – 31.12.2014	48
36.	413/2013	Tour East Singapore (1996) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	3.2.2014	3 years	1.1.2014 – 31.12.2016	3
37.	1/2014	Selandia Ship Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	3.2.2014	2 years	1.1.2014 – 31.12.2015	84
38.	387/2013	DNT Singapore Pte Ltd	Chemical Industries Employees Union	5.2.2014	3 years	1.5.2012 – 30.4.2015	20
39.	352/2013	Agrex Asia Pte Ltd	The Singapore Manual & Mercantile Workers' Union	6.2.2014	3 years	1.10.2013 – 30.9.2016	8
40.	328/2013	Catalyst Recovery Singapore Pte Ltd	The United Workers of Petroleum Industry	10.2.2014	3 years	1.7.2013 – 30.6.2016	18
41.	350/2013	Natsteel Holdings Pte Ltd	Metal Industries Workers Union	10.2.2014	3 years	1.1.2013 – 31.12.2015	41

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
42.	404/2013	Robert Bosch (South East Asia) Private Limited	The Singapore Manual & Mercantile Workers' Union	12.2.2014	3 years	1.7.2013 – 30.6.2016	33
43.	351/2013	Nestle Singapore (Pte) Ltd – (Jurong Factory)	Food, Drinks and Allied Workers Union	13.2.2014	3 years	1.1.2013 – 31.12.2015	79
44.	370/2013	Carlton Hotel (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	13.2.2014	3 years	1.7.2013 – 30.6.2016	99
45.	375/2013	Saurer Components Pte Ltd	Metal Industries Workers Union	14.2.2014	3 years	1.7.2013 – 30.6.2016	77
46.	407/2013	International Paper Packaging Singapore Pte Ltd	Building Construction and Timber Industries Employees' Union	17.2.2014	2 years	1.10.2013 – 30.9.2015	4
47.	4/2014	Traders Hotel, Singapore	Food, Drinks and Allied Workers Union	17.2.2014	3 years	1.1.2013 – 31.12.2015	61
48.	11/2014	Craft Print International Limited	Singapore Industrial and Services Employees' Union	17.2.2014	3 years	1.1.2014 – 31.12.2016	58
49.	409/2013	NMB Singapore Limited – (Chai Chee branch)	Metal Industries Workers Union	20.2.2014	3 years	1.7.2013 – 30.6.2016	210

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
50.	410/2013	NMB Singapore Limited – (Jurong branch)	Metal Industries Workers Union	20.2.2014	3 years	1.7.2013 – 30.6.2016	227
51.	417/2013	Yang Ming (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	20.2.2014	3 years	1.1.2012 – 31.12.2014	14
52.	6/2014	ComfortDelgro Corporation Limited	National Transport Workers' Union	20.2.2014	3 years	1.1.2014 – 31.12.2016	16
53.	12/2014	RCL Shipmanagement Pte Ltd	Singapore Maritime Officers' Union	20.2.2014	2 years	1.12.2013 – 30.11.2015	11
54.	395/2013	P-Force Security Management Services Pte Ltd	Union of Security Employees	24.2.2014	3 years	1.12.2013 – 30.11.2016	2
55.	3/2014	Grand Mercure Roxy Singapore	Food, Drinks and Allied Workers Union	24.2.2014	3 years	1.7.2013 – 30.6.2016	33
56.	15/2014	Adani Shipping Pte Ltd	Singapore Maritime Officers' Union	24.2.2014	3 years	1.1.2014 – 31.12.2016	18
57.	16/2014	Great Circle Shipping Agency Ltd represented in Singapore by the Precious Shipping (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	24.2.2014	2 years	1.10.2013 – 30.9.2015	168

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
58.	420/2013	Far East Orchard Limited [in respect of Orchard Parade Hotel]	Food, Drinks and Allied Workers Union	25.2.2014	2 years	1.1.2013 – 31.12.2014	23
59.	421/2013	The Elizabeth	Food, Drinks and Allied Workers Union	25.2.2014	2 years 6 months	1.7.2012 – 31.12.2014	5
60.	355/2013	Global Yellow Pages Limited	The Singapore Manual & Mercantile Workers' Union	27.2.2014	3 years	1.1.2013 – 31.12.2015	22
61.	393/2013	Kingston Property Maintenance Services Pte Ltd – (Security)	Union of Security Employees	27.2.2014	3 years	1.7.2013 – 30.6.2016	44
62.	400/2013	Senoko Energy Pte Ltd	Union of Power and Gas Employees	27.2.2014	3 years	1.3.2013 – 29.2.2016	195
63.	411/2013	Nichicon (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	27.2.2014	3 years	1.7.2013 – 30.6.2016	2
64.	422/2013	Village Hotel Albert Court	Food, Drinks and Allied Workers Union	27.2.2014	3 years	1.1.2012 – 31.12.2014	1
65.	423/2013	Village Hotel Bugis	Food, Drinks and Allied Workers Union	27.2.2014	2 years 5 months	1.8.2012 – 31.12.2014	9

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
66.	402/2013	Unicom Data Bank Pte Ltd	The Singapore Manual & Mercantile Workers' Union	3.3.2014	3 years	1.1.2012 – 31.12.2014	6
67.	403/2013	UOB Property Investments Pte Ltd	The Singapore Manual & Mercantile Workers' Union	3.3.2014	3 years	1.1.2012 – 31.12.2014	6
68.	418/2013	Metal One Singapore Pte Ltd – (Salaried Employees')	The Singapore Manual & Mercantile Workers' Union	3.3.2014	3 years	1.7.2013 – 30.6.2016	8
69.	7/2014	The Polyolefin Company (Singapore) Pte Ltd	The United Workers of Petroleum Industry	3.3.2014	3 years	1.7.2013 – 30.6.2016	157
70.	419/2013	Panasonic Appliances Refrigeration Devices Singapore	United Workers of Electronics & Electrical Industries	4.3.2014	2 years	1.7.2013 – 30.6.2015	975
71.	405/2013	Fuji Xerox Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	6.3.2014	3 years	1.9.2013 – 31.8.2016	328
72.	13/2014	ISS Pest Management Pte Ltd	The Singapore Manual & Mercantile Workers' Union	6.3.2014	2 years	1.1.2014 – 31.12.2015	12

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
73.	392/2013	Lasalle College of The Arts Limited	Education Services Union	10.3.2014	3 years	1.12.2013 – 30.11.2016	75
74.	21/2014	Selandia Ship Management (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	10.3.2014	2 years	1.1.2014 – 31.12.2015	132
75.	2/2014	Executive Ship Management Pte Ltd	Singapore Maritime Officers' Union	11.3.2014	2 years	1.7.2013 – 30.6.2015	1349
76.	26/2014	Vroon Offshore Services Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	11.3.2014	2 years	21.1.2013 – 20.1.2015	8
77.	22/2014	Murata Electronics Singapore (Pte) Ltd – (Local Employees')	United Workers of Electronics & Electrical Industries	13.3.2014	3 years	1.7.2013 – 30.6.2016	383
78.	25/2014	Meiji Seika (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	13.3.2014	3 years	1.2.2012 – 31.1.2015	51
79.	412/2013	Jurong SML Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	17.3.2014	3 years	1.7.2013 – 30.6.2016	56
80.	8/2014	Chevron Phillips Chemicals Asia Pte. Ltd.	The United Workers of Petroleum Industry	17.3.2014	3 years	1.7.2013 – 30.6.2016	28

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
81.	9/2014	Chevron Phillips Singapore Chemicals (Private) Limited – (Chemical Employees')	The United Workers of Petroleum Industry	17.3.2014	3 years	1.7.2013 – 30.6.2016	101
82.	17/2014	Panasonic Industrial Devices Semiconductor Asia	United Workers of Electronics & Electrical Industries	17.3.2014	3 years	1.7.2013 – 30.6.2016	240
83.	27/2014	NYK Shipmanagement Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	17.3.2014	3 years	19.12.2013 – 18.12.2016	375
84.	406/2013	Antalis (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	27.3.2014	3 years	1.1.2014 – 31.12.2016	7
85.	415/2013	Borneo Motors (S) Private Limited – (Monthly Rated Employees')	The Singapore Manual & Mercantile Workers' Union	28.3.2014	3 years	1.1.2013 – 31.12.2015	249
86.	416/2013	Champion Motors (1975) Private Limited – (Monthly Rated Employees')	The Singapore Manual & Mercantile Workers' Union	28.3.2014	3 years	1.1.2013 – 31.12.2015	3
87.	5/2014	Pokka Corporation (Singapore) Private Limited	Food, Drinks and Allied Workers Union	28.3.2014	3 years	1.5.2013 – 30.4.2016	39

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
88.	14/2014	Toko Singapore Pte. Ltd.	United Workers of Electronics & Electrical Industries	28.3.2014	2 years	1.1.2014 – 31.12.2015	11
89.	20/2014	Gallant Investment Pte Ltd	The Singapore Manual & Mercantile Workers' Union	31.3.2014	3 years	1.1.2014 – 31.12.2016	3
90.	24/2014	Cameron (Singapore) Pte. Ltd. – (Local Employees)	Shipbuilding and Marine Engineering Employees' Union	31.3.2014	3 years	1.7.2013 – 30.6.2016	722
91.	39/2014	SSC Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	31.3.2014	2 years	1.1.2014 – 31.12.2015	15
92.	43/2014	Dongkuk Marine Co. Ltd represented in Singapore by Kist Engineering Pte Ltd – (CMB Van Mieghem)	Singapore Maritime Officers' Union	1.4.2014	2 years	1.2.2014 – 31.1.2016	12
93.	45/2014	Univan Ship Management Limited represented in Singapore by GrandTeam Management Services Pte Ltd	Singapore Maritime Officers' Union	1.4.2014	3 years	1.2.2014 – 31.1.2017	447

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
94.	10/2014	Qioptiq Singapore Pte Ltd	Singapore Industrial and Services Employees' Union	3.4.2014	3 years	1.8.2013 – 31.7.2016	306
95.	18/2014	Azuma Engineering (S) Pte Ltd and Azuma Spindle Fuel Equipment (S) Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	3.4.2014	3 years	1.1.2014 – 31.12.2016	10
96.	44/2014	Torm Singapore Pte Ltd	Singapore Maritime Officers' Union	3.4.2014	3 years	1.1.2014 – 31.12.2016	200
97.	19/2014	AIG Asia Pacific Insurance Pte. Ltd.	Singapore Insurance Employees' Union	4.4.2014	3 years	1.1.2012 – 31.12.2014	53
98.	49/2014	Essilor Amera Pte Ltd	Singapore Industrial and Services Employees' Union	4.4.2014	3 years	1.1.2013 – 31.12.2015	24
99.	34/2014	Marina Bay Hotel Pte Ltd – (Mandarin Oriental Singapore)	Food, Drinks and Allied Workers Union	9.4.2014	3 years	1.1.2012 – 31.12.2014	40
100.	46/2014	Tien Wah Press (Pte) Limited	Singapore Industrial and Services Employees' Union	11.4.2014	3 years	1.1.2014 – 31.12.2016	260

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
101.	55/2014	Satsuma Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	11.4.2014	2 years	11.6.2013 – 10.6.2015	42
102.	59/2014	Unix Line Pte Ltd – (Singapore Flag)	Singapore Organisation of Seamen	11.4.2014	2 years	1.1.2014 – 31.12.2015	19
103.	23/2014	National Oxygen Pte Ltd	Chemical Industries Employees Union	14.4.2014	3 years	1.7.2013 – 30.6.2016	14
104.	60/2014	CA Facilities Pte Ltd	Building Construction and Timber Industries Employees' Union	14.4.2014	2 years	1.11.2013 – 31.10.2015	52
105.	61/2014	Dongkuk Marine Co. Ltd represented in Singapore by Kist Engineering Pte Ltd – (Bulk Carrier)	Singapore Organisation of Seamen	14.4.2014	2 years	1.2.2014 – 31.1.2016	12
106.	62/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / MTM Gibraltar)	Singapore Organisation of Seamen	14.4.2014	2 years	17.10.2013 - 16.10.2015	10
107.	63/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / MTM London)	Singapore Organisation of Seamen	14.4.2014	2 years	17.10.2013 – 16.10.2015	10

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
108.	64/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / MTM Yangon)	Singapore Organisation of Seamen	14.4.2014	2 years	17.10.2013 – 16.10.2015	10
109.	65/2014	AmFraser Securities Pte Ltd	The Singapore Manual & Mercantile Workers' Union	14.4.2014	3 years	1.1.2014 – 31.12.2016	9
110.	66/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / MTM Manila)	Singapore Organisation of Seamen	15.4.2014	2 years	9.12.2013 – 8.12.2015	10
111.	67/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / MTM Hamburg)	Singapore Organisation of Seamen	15.4.2014	2 years	9.12.2013 – 8.12.2015	10
112.	68/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / MTM Houston)	Singapore Organisation of Seamen	15.4.2014	2 years	9.12.2013 – 8.12.2015	10
113.	69/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / MTM Mumbai)	Singapore Organisation of Seamen	15.4.2014	2 years	9.12.2013 – 8.12.2015	10
114.	70/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / MTM Fairfield)	Singapore Organisation of Seamen	17.4.2014	2 years	9.12.2013 – 8.12.2015	10

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
115.	74/2014	Sime Darby Insurance Brokers (Singapore) Pte Ltd	Singapore Industrial and Services Employees' Union	17.4.2014	3 years	1.7.2013 – 30.6.2016	1
116.	391/2013	Robinson & Company (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	22.4.2014	3 years	1.7.2013 – 30.6.2016	264
117.	38/2014	Grand Park Orchard	Food, Drinks and Allied Workers Union	22.4.2014	3 years	1.1.2014 – 31.12.2016	6
118.	48/2014	One Security Pte Ltd	Union of Security Employees	22.4.2014	3 years	1.1.2014 – 31.12.2016	52
119.	71/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / MTM North Sound)	Singapore Organisation of Seamen	22.4.2014	2 years	9.12.2013 – 8.12.2015	10
120.	72/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / MTM Princess)	Singapore Organisation of Seamen	22.4.2014	2 years	9.12.2013 – 8.12.2015	10
121.	73/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / MTM Shanghai)	Singapore Organisation of Seamen	22.4.2014	2 years	9.12.2013 – 8.12.2015	10
122.	76/2014	Boon Siew Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.4.2014	3 years	1.1.2014 – 31.12.2016	10

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
123.	37/2014	Park Hotel Clarke Quay, Singapore	Food, Drinks and Allied Workers Union	23.4.2014	3 years	1.1.2014 – 31.12.2016	28
124.	78/2014	Columbia Shipmanagement (S) Pte Ltd	Singapore Maritime Officers' Union	23.4.2014	2 years	1.1.2013 – 31.12.2014	45
125.	79/2014	SE Ship Management Pte Ltd	Singapore Maritime Officers' Union	23.4.2014	3 years	1.4.2014 – 31.3.2017	35
126.	81/2014	Hiap Moh Corporation Ltd	Building Construction and Timber Industries Employees' Union	23.4.2014	3 years	1.1.2014 – 31.12.2016	18
127.	83/2014	New Asian Shipping Company Ltd Hong Kong represented in Singapore by MOB Cougar Pte Ltd – (Cougar Ace)	Singapore Maritime Officers' Union	23.4.2014	2 years	1.2.2014 – 31.1.2016	13
128.	84/2014	New Asian Shipping Company Ltd Hong Kong represented in Singapore by Sierra Shipping Pte Ltd – (Mona Liberty)	Singapore Maritime Officers' Union	23.4.2014	2 years	1.2.2014 – 31.1.2016	12
129.	30/2014	Consumers Association of Singapore	The Singapore Manual & Mercantile Workers' Union	28.4.2014	3 years	1.9.2013 – 31.8.2016	17

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
130.	51/2014	Dimerco Express (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	28.4.2014	3 years	1.1.2014 – 31.12.2016	4
131.	56/2014	ComfortDelgro Driving Centre Pte Ltd	National Transport Workers' Union	28.4.2014	3 years	1.1.2014 – 31.12.2016	147
132.	85/2014	OMC Shipping Pte Ltd – (Navios Mercury Maritime Officers')	Singapore Maritime Officers' Union	28.4.2014	3 years	10.9.2013 – 9.9.2016	10
133.	86/2014	M.T.M Ship Management Pte Ltd	Singapore Organisation of Seamen	28.4.2014	2 years	4.2.2014 – 3.2.2016	10
134.	88/2014	New Asian Shipping Co. Ltd. Hong Kong represented in Singapore by MOB Cougar Pte Ltd – (Singapore Flag / Foreign Crew)	Singapore Organisation of Seamen	28.4.2014	2 years	15.3.2014 – 14.3.2016	13
135.	89/2014	New Asian Shipping Co. Ltd. Hong Kong represented in Singapore by Sierra Shipping Pte Ltd – (Mona Liberty)	Singapore Organisation of Seamen	28.4.2014	2 years	1.2.2014 – 31.1.2016	12

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
136.	87/2014	JVCKenwood Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	5.5.2014	3 years	1.1.2014 – 31.12.2016	6
137.	57/2014	Comfort Transportation Pte Ltd	National Transport Workers' Union	6.5.2014	3 years	1.1.2014 – 31.12.2016	92
138.	58/2014	CityCab Pte Ltd	National Transport Workers' Union	6.5.2014	3 years	1.1.2014 – 31.12.2016	29
139.	52/2014	Energizer Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	9.5.2014	3 years	1.7.2013 – 30.6.2016	317
140.	77/2014	Associated Spring Asia Pte Ltd	Metal Industries Workers Union	9.5.2014	3 years	1.1.2014 – 31.12.2016	24
141.	93/2014	Pacific International Lines (Pte) Ltd and Advance Container Lines (Pte) Ltd	Singapore Industrial and Services Employees' Union	9.5.2014	3 years	1.1.2014 – 31.12.2016	64
142.	97/2014	Grace Ocean Private Limited	Singapore Maritime Officers' Union	12.5.2014	3 years	1.3.2014 – 28.2.2017	208
143.	40/2014	PetroChemical Corporation of Singapore (Private) Limited	The United Workers of Petroleum Industry	14.5.2014	3 years	1.7.2013 – 30.6.2016	162

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
144.	41/2014	PetroChemical Corporation of Singapore (Private) Limited – (Firemen's)	The United Workers of Petroleum Industry	14.5.2014	3 years	1.7.2013 – 30.6.2016	12
145.	101/2014	BRC Asia Limited	Building Construction and Timber Industries Employees' Union	14.5.2014	3 years	1.1.2014 – 31.12.2016	69
146.	104/2014	W H Brennan & Company Pte Ltd	The Singapore Manual & Mercantile Workers' Union	14.5.2014	3 years	1.1.2014 – 31.12.2016	36
147.	106/2014	LHT Holdings Limited	Building Construction and Timber Industries Employees' Union	14.5.2014	3 years	1.1.2013 – 31.12.2015	84
148.	28/2014	Changi Airport Group (Singapore) Pte Ltd – (General Staff's)	The Singapore Manual & Mercantile Workers' Union	19.5.2014	3 years	1.4.2014 – 31.3.2017	330
149.	29/2014	Changi Airport Group (Singapore) Pte Ltd – (Airport Emergency Officers')	The Singapore Manual & Mercantile Workers' Union	19.5.2014	3 years	1.4.2014 – 31.3.2017	270

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
150.	105/2014	Guthrie Engineering (S) Pte Ltd, Guthrie Marketing (S) Pte Ltd & Guthrie GTS Ltd	The Singapore Manual & Mercantile Workers' Union	19.5.2014	3 years	1.1.2014 – 31.12.2016	51
151.	75/2014	PSB Technologies Pte Ltd	Singapore Industrial and Services Employees' Union	20.5.2014	3 years	1.4.2014 – 31.3.2017	34
152.	80/2014	Possehl Electronics Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	20.5.2014	3 years	1.1.2014 – 31.12.2016	53
153.	95/2014	Tradewinds Tours & Travel Private Limited – (Administrative Staff)	Air Transport Executive Staff Union	20.5.2014	3 years	1.4.2013 – 31.3.2016	4
154.	108/2014	OMC Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	20.5.2014	3 years	1.10.2013 – 30.9.2016	10
155.	109/2014	Ishima Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	20.5.2014	2 years	18.12.2013 – 17.12.2015	26
156.	47/2014	Ngee Ann Polytechnic – (Academic Staff)	Ngee Ann Polytechnic Academic Staff Union	22.5.2014	3 years	27.5.2013 – 26.5.2016	525

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
157.	112/2014	ODFJell Asia II Pte Ltd	Singapore Maritime Officers' Union	22.5.2014	3 years	1.1.2014 – 31.12.2016	180
158.	113/2014	Buhler Asia Private Limited	The Singapore Manual & Mercantile Workers' Union	22.5.2014	3 years	1.7.2013 – 30.6.2016	8
159.	36/2014	Atlas Vending Pte Ltd	Food, Drinks and Allied Workers Union	28.5.2014	3 years	1.1.2013 – 31.12.2015	33
160.	42/2014	Grand Park City Hall	Food, Drinks and Allied Workers Union	28.5.2014	3 years	1.1.2014 – 31.12.2016	18
161.	50/2014	Alpha Advanced Materials	Chemical Industries Employees Union	28.5.2014	3 years	1.1.2013 – 31.12.2015	3
162.	53/2014	Swiss Club	Attractions, Resorts & Entertainment Union	28.5.2014	3 years	1.9.2012 – 31.8.2015	6
163.	92/2014	SL Global Pte Ltd	Singapore Industrial and Services Employees' Union	28.5.2014	3 years	1.8.2013 – 31.7.2016	50
164.	120/2014	SE Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	28.5.2014	2 years	1.4.2014 – 31.3.2016	8

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
165.	121/2014	Konlink Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	28.5.2014	2 years	1.1.2014 – 31.12.2015	48
166.	122/2014	Legend Star Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	28.5.2014	2 years 20 days	12.1.2014 – 31.1.2016	13
167.	90/2014	Singapore Recreation Club	Singapore Catering Services, Staffs & Workers Trade Union	29.5.2014	3 years	1.7.2013 – 30.6.2016	15
168.	103/2014	Neptune Shipmanagement Services (Pte) Ltd – (NSSPL (SFA) Maritime)	Singapore Maritime Officers' Union	29.5.2014	3 years	1.1.2014 – 31.12.2016	1392
169.	94/2014	Singex Venues Pte Ltd and Singex Exhibitions Pte Ltd	Singapore Industrial and Services Employees' Union	5.6.2014	3 years	1.1.2013 – 31.12.2015	107
170.	98/2014	Zeal Ocean International Pte Ltd – (Kibi)	Singapore Organisation of Seamen	5.6.2014	2 years	1.1.2013 – 31.12.2014	12
171.	130/2014	Grindrod Shipping Pte Ltd – (Tankers Maritime)	Singapore Organisation of Seamen	5.6.2014	2 years	1.1.2014 – 31.12.2015	108

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
172.	99/2014	Interplex Singapore Pte. Ltd.	Metal Industries Workers Union	9.6.2014	3 years	1.4.2014 – 31.3.2017	32
173.	131/2014	Cosco (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	9.6.2014	3 years	1.1.2014 – 31.12.2016	69
174.	54/2014	PPL Shipyard Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	10.6.2014	3 years	1.3.2014 – 28.2.2017	96
175.	116/2014	Bayview Hotel Singapore	Food, Drinks and Allied Workers Union	16.6.2014	3 years	1.7.2012 – 30.6.2015	7
176.	139/2014	Venture Corporation Limited	United Workers of Electronics & Electrical Industries	16.6.2014	3 years	1.1.2014 – 31.12.2016	500
177.	117/2014	BHG (Singapore) Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	17.6.2014	3 years	1.1.2014 – 31.12.2016	53
178.	140/2014	Lea Hin Co (Metal Factory) Pte Ltd	Metal Industries Workers Union	17.6.2014	3 years	1.7.2013 – 30.6.2016	4

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
179.	96/2014	Marina Centre Holdings Pte Ltd ("MCH") and Management Corporation Strata Title Plan No.2190 ("MC") – (Security Employees')	Union of Security Employees	18.6.2014	3 years	1.1.2014 – 31.12.2016	14
180.	111/2014	Shashlik Restaurant Pte Ltd	Food, Drinks and Allied Workers Union	18.6.2014	3 years	1.7.2013 – 30.6.2016	9
181.	118/2014	Asia Offshore Group of Companies (Asia Offshore Marine Services Pte Ltd and Asia Offshore Services Pte Ltd)	Building Construction and Timber Industries Employees' Union	18.6.2014	3 years	1.1.2014 – 31.12.2016	9
182.	143/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / Strategic Encounter)	Singapore Organisation of Seamen	18.6.2014	2 years	18.3.2014 – 17.3.2016	12
183.	144/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	18.6.2014	3 years	1.1.2012 – 31.12.2014	12
184.	146/2014	Columbia Shipmanagement Ltd represented in Singapore by the Columbia Shipmanagement (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	18.6.2014	3 years	1.1.2012 – 31.12.2014	140

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
185.	126/2014	Kester Components Private Limited	United Workers of Electronics & Electrical Industries	23.6.2014	3 years	1.2.2014 – 31.1.2017	28
186.	129/2014	PSB Academy Pte Ltd	Singapore Industrial and Services Employees' Union	23.6.2014	3 years	1.4.2014 – 31.3.2017	57
187.	145/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag / MTM Antwerp)	Singapore Organisation of Seamen	23.6.2014	2 years	18.3.2014 – 17.3.2016	12
188.	134/2014	Teijin Polycarbonate Singapore Pte Ltd	Chemical Industries Employees Union	24.6.2014	3 years	1.4.2014 – 31.3.2017	83
189.	149/2014	Wellard Ships Pte. Ltd.	Singapore Maritime Officers' Union	24.6.2014	2 years	1.5.2014 – 30.4.2016	36
190.	100/2014	Marina Yacht Services Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	26.6.2014	3 years	1.1.2014 – 31.12.2016	8
191.	115/2014	Sumitomo Electric Interconnect Products (S) Pte Ltd	United Workers of Electronics & Electrical Industries	26.6.2014	3 years	1.7.2013 – 30.6.2016	13
192.	132/2014	Hotel Royal @ Queens	Food, Drinks and Allied Workers Union	26.6.2014	3 years	1.2.2014 – 31.1.2017	8

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
193.	135/2014	Hitachi Transport System (Asia) Pte Ltd	Singapore Industrial and Services Employees' Union	26.6.2014	3 years	1.3.2014 – 28.2.2017	24
194.	150/2014	QBE Insurance (International) Limited	Singapore Insurance Employees' Union	26.6.2014	3 years	1.1.2012 – 31.12.2014	29
195.	127/2014	Zone X Leisure Pte Ltd	Attractions, Resorts & Entertainment Union	30.6.2014	3 years	1.2.2014 – 31.1.2017	16
196.	136/2014	City Gas Pte Ltd (As Trustee)	Union of Power and Gas Employees	30.6.2014	3 years	20.8.2013 – 19.8.2016	165
197.	133/2014	Singapore Association of The Visually Handicapped	The Singapore Manual & Mercantile Workers' Union	3.7.2014	3 years	1.1.2013 – 31.12.2015	15
198.	158/2014	Torm Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	3.7.2014	3 years	1.1.2014 – 31.12.2016	216
199.	160/2014	RCL Shipmanagement Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	3.7.2014	2 years	1.1.2014 – 31.12.2015	10
200.	147/2014	Precision Products Singapore Pte Ltd	Singapore Industrial and Services Employees' Union	7.7.2014	3 years	1.5.2014 – 30.4.2017	57

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
201.	167/2014	Jurong Bird Park Pte Ltd	Attractions, Resorts & Entertainment Union	7.7.2014	3 years	1.1.2013 – 31.12.2015	24
202.	33/2014	Management Development Institute of Singapore – (Staff)	Education Services Union	8.7.2014	3 years	1.3.2014 – 28.2.2017	199
203.	152/2014	Beach Road Hotel (1886) Ltd, operating as Raffles Hotel Singapore	Food, Drinks and Allied Workers Union	8.7.2014	3 years	1.1.2013 – 31.12.2015	71
204.	157/2014	Aquamarina Hotel Private Limited in respect of the Marina Mandarin Singapore	Food, Drinks and Allied Workers Union	8.7.2014	3 years	1.5.2012 – 30.4.2015	30
205.	169/2014	Miclyn Express Offshore Pte Ltd	Singapore Maritime Officers' Union	8.7.2014	2 years	2.2.2013 – 1.2.2015	7
206.	82/2014	NCI Golf Pte Ltd	Attractions, Resorts & Entertainment Union	9.7.2014	3 years	1.4.2014 – 31.3.2017	12
207.	114/2014	Cheung Woh Technologies Ltd	Metal Industries Workers Union	10.7.2014	3 years	1.1.2014 – 31.12.2016	3

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
208.	137/2014	Mitsuboshi Overseas Headquarters Private Limited	Chemical Industries Employees Union	10.7.2014	3 years	1.7.2012 – 30.6.2015	117
209.	110/2014	Moove Media Pte Ltd (a subsidiary of ComfortDelgro Corporation Limited)	National Transport Workers' Union	18.7.2014	3 years	1.1.2014 – 31.12.2016	25
210.	148/2014	Baker Oil Tools Asia Pacific (BOT) and Baker Hughes Inteq (BHI), divisions of Baker Hughes Singapore Pte	Shipbuilding and Marine Engineering Employees' Union	18.7.2014	3 years	16.6.2013 – 15.6.2016	103
211.	165/2014	Foamtec (Singapore) Pte Ltd	Chemical Industries Employees Union	18.7.2014	2 years 7 months	1.12.2012 – 30.6.2015	59
212.	102/2014	Neptune Shipmanagement Services (Pte) Ltd	Singapore Maritime Officers' Union	23.7.2014	3 years	1.1.2014 – 31.12.2016	145
213.	187/2014	Liberty Insurance Pte Ltd	Singapore Insurance Employees' Union	23.7.2014	3 years	1.1.2012 – 31.12.2014	49
214.	91/2014	Hitachi Koki (S) Pte Ltd	Metal Industries Workers Union	25.7.2014	3 years	1.3.2014 – 28.2.2017	9

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
215.	124/2014	Goltens Singapore Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	25.7.2014	3 years	1.8.2013 – 31.7.2016	79
216.	141/2014	Union Services (Singapore) Pte Ltd	National Transport Workers' Union	25.7.2014	3 years	1.1.2014 – 31.12.2016	40
217.	159/2014	Greif Eastern Packaging Private Limited	Metal Industries Workers Union	25.7.2014	3 years	1.1.2014 – 31.12.2016	130
218.	163/2014	Sheraton Towers Singapore Hotel	Food, Drinks and Allied Workers Union	25.7.2014	3 years	1.3.2013 – 29.2.2016	69
219.	180/2014	Ethoxylates Manufacturing Pte Ltd	The United Workers of Petroleum Industry	25.7.2014	3 years	1.7.2013 – 30.6.2016	7
220.	189/2014	Konlink Shipping Pte Ltd	Singapore Maritime Officers' Union	25.7.2014	3 years	1.7.2014 – 30.6.2017	39
221.	190/2014	Orange Star Shipping Pte Ltd	Singapore Maritime Officers' Union	25.7.2014	3 years	8.4.2014 – 7.4.2017	19
222.	164/2014	General Motors Overseas Distribution LLC	Singapore Industrial and Services Employees' Union	30.7.2014	3 years	1.7.2013 – 30.6.2016	1

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
223.	175/2014	Harilela Hotels (S) Pte Ltd in respect of its hotel, Holiday Inn Singapore Orchard City Centre	Food, Drinks and Allied Workers Union	31.7.2014	3 years	1.1.2014 – 31.12.2016	50
224.	194/2014	Jo Tankers AS, represented in Singapore by Jo Tankers Asia Pte Ltd	Singapore Maritime Officers' Union	31.7.2014	2 years	1.6.2014 – 31.5.2016	40
225.	156/2014	Bishan-Toa Payoh Town Council	Building Construction and Timber Industries Employees' Union	1.8.2014	3 years	1.1.2014 – 31.12.2016	36
226.	128/2014	Singapore Petroleum Company Limited	The United Workers of Petroleum Industry	6.8.2014	3 years	1.1.2014 – 31.12.2016	34
227.	171/2014	RC Hotels (Pte) Ltd	Food, Drinks and Allied Workers Union	6.8.2014	3 years	1.1.2014 – 31.12.2016	303
228.	184/2014	Unilever Singapore Pte Ltd	Food, Drinks and Allied Workers Union	7.8.2014	3 years	1.1.2014 – 31.12.2016	26
229.	172/2014	ComfortDelgro Bus Pte Ltd	National Transport Workers' Union	11.8.2014	3 years	1.1.2014 – 31.12.2016	4
230.	196/2014	CNA Group Ltd	Singapore Industrial and Services Employees' Union	11.8.2014	3 years	25.5.2014 – 24.5.2017	7

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
231.	202/2014	Securitas Guarding Services (Singapore) Pte Ltd	Union of Security Employees	11.8.2014	3 years	1.1.2014 – 31.12.2016	51
232.	162/2014	Silkair (Singapore) Private Limited – (Pilots)	Air Line Pilots Association – Singapore	12.8.2014	3 years	1.4.2014 – 31.3.2017	245
233.	205/2014	J. Lauritzen Singapore Pte. Ltd. – (Maritime Officers)	Singapore Maritime Officers' Union	12.8.2014	2 years 11 mths 15 days	17.1.2014 – 31.12.2016	32
234.	206/2014	Milau Pte. Ltd. – (Maritime Officers)	Singapore Maritime Officers' Union	12.8.2014	2 years 11 mths 15 days	17.1.2014 – 31.12.2016	8
235.	207/2014	J.Lauritzen Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.8.2014	2 years 11 mths	1.2.2014 – 31.12.2016	42
236.	208/2014	Milau Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.8.2014	2 years 11 mths 21 days	11.1.2014 – 31.12.2016	20

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
237.	32/2014	SBS Transit Ltd (a subsidiary of ComfortDelgro Corporation Limited) and SBS Transit DTL Pte Ltd	National Transport Workers' Union	14.8.2014	3 years	1.1.2014 – 31.12.2016	5539
238.	151/2014	Hewlett-Packard Singapore (Private) Limited	United Workers of Electronics & Electrical Industries	14.8.2014	3 years	1.7.2013 – 30.6.2016	499
239.	161/2014	Takashimaya Singapore Ltd	The Singapore Manual & Mercantile Workers' Union	14.8.2014	3 years	1.3.2014 – 28.2.2017	233
240.	173/2014	Angliss Singapore Pte Ltd	Food, Drinks and Allied Workers Union	14.8.2014	3 years	1.7.2012 – 30.6.2015	21
241.	210/2014	Jurong Consultants Pte Ltd	Singapore Industrial and Services Employees' Union	14.8.2014	3 years	1.1.2014 – 31.12.2016	36
242.	138/2014	NTUC Club; Quebec Leisure International Pte Ltd and LeisureQuest Pte Ltd	Attractions, Resorts & Entertainment Union	18.8.2014	3 years	1.4.2013 – 31.3.2016	570

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
243.	177/2014	K C Dat (Singapore) Pte Ltd, including K C Dat Logistics Pte Ltd and K C Dat Freight Solutions Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.8.2014	3 years	1.5.2013 – 30.4.2016	38
244.	188/2014	Royal Plaza	Food, Drinks and Allied Workers Union	18.8.2014	3 years	1.1.2013 – 31.12.2015	133
245.	211/2014	SMM Pte Ltd	Singapore Industrial and Services Employees' Union	18.8.2014	3 years	1.1.2014 – 31.12.2016	29
246.	212/2014	Pontiac Hotel (Pte) Ltd, a company incorporated in Singapore and doing business as Regent Singapore	Food, Drinks and Allied Workers Union	18.8.2014	3 years	1.1.2013 – 31.12.2015	96
247.	213/2014	Merchant Court Pte Ltd (trading as Swissotel Merchant Court, Singapore)	Food, Drinks and Allied Workers Union	18.8.2014	3 years	1.1.2014 – 31.12.2016	30
248.	215/2014	Target Ship Management Pte Ltd	Singapore Maritime Officers' Union	18.8.2014	3 years	9.6.2014 – 8.6.2017	32
249.	191/2014	Tomlinson Hotel Pte Ltd (trading as St. Regis Singapore)	Food, Drinks and Allied Workers Union	19.8.2014	3 years	1.7.2013 – 30.6.2016	76

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
250.	217/2014	Indeco Engineers Pte Ltd	Singapore Industrial and Services Employees' Union	19.8.2014	3 years	1.1.2013 - 31.12.2015	158
251.	221/2014	Singapore Crocodile (1968) Pte Ltd	Singapore Industrial and Services Employees' Union	20.8.2014	3 years	1.10.2013 – 30.9.2016	13
252.	123/2014	Canon Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	25.8.2014	3 years	1.1.2014 – 31.12.2016	293
253.	125/2014	NCR Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	25.8.2014	3 years	1.1.2014 – 31.12.2016	47
254.	166/2014	Ascott International Management Pte Ltd – (Serviced Residences Employees')	Food, Drinks and Allied Workers Union	25.8.2014	3 years	1.1.2014 – 31.12.2016	19
255.	174/2014	Societe Des Matieres Premieres Tropicales Pte Ltd	The Singapore Manual & Mercantile Workers' Union	25.8.2014	3 years	1.8.2014 – 31.7.2017	4

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
256.	226/2014	Maersk Tankers Singapore Pte Ltd (representing a group of companies namely A P Moller Singapore Pte Ltd and Maersk Tankers A/S)	Singapore Maritime Officers' Union	25.8.2014	3 years	1.7.2014 – 30.6.2017	1894
257.	31/2014	Unix Line Pte Ltd	Singapore Maritime Officers' Union	28.8.2014	2 years	1.1.2014 – 31.12.2015	9
258.	168/2014	Sheng Siong Supermarket Pte Ltd	Food, Drinks and Allied Workers Union	28.8.2014	3 years	1.5.2014 – 30.4.2017	495
259.	199/2014	Okamoto (Singapore) Pte Ltd	Metal Industries Workers Union	28.8.2014	2 years	1.7.2014 – 30.6.2016	178
260.	230/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag/Strategic Endeavor)	Singapore Organisation of Seamen	28.8.2014	2 years	1.4.2014 – 31.3.2016	11
261.	231/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag/Strategic Synergy)	Singapore Organisation of Seamen	28.8.2014	2 years	12.5.2014 – 11.5.2016	11
262.	232/2014	M.T.M. Ship Management Pte Ltd – (Singapore Flag/Strategic Unity)	Singapore Organisation of Seamen	28.8.2014	2 years	28.5.2014 – 27.5.2016	11

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
263.	197/2014	Management Corporation Strata Title Plan No.2190	Singapore Industrial and Services Employees' Union	1.9.2014	3 years	1.1.2013 – 31.12.2015	27
264.	198/2014	Marina Centre Holdings Pte Ltd and Marina Management Services Pte Ltd	Singapore Industrial and Services Employees' Union	1.9.2014	3 years	1.1.2013 – 31.12.2015	22
265.	200/2014	ABB Pte. Ltd.,	Singapore Industrial and Services Employees' Union	1.9.2014	3 years	1.1.2013 – 31.12.2015	160
266.	201/2014	Realty Management Services (Pte) Ltd – Local Employees	Singapore Industrial and Services Employees' Union	1.9.2014	3 years	1.7.2013 – 30.6.2016	56
267.	107/2014	British Airways	The Singapore Manual & Mercantile Workers' Union	8.9.2014	2 years 6 months	1.7.2012 – 31.12.2014	12
268.	155/2014	Mohamed Mustafa & Samsuddin Co. Pte Ltd and Mustafa's Group of Companies	The Singapore Manual & Mercantile Workers' Union	8.9.2014	3 years	1.1.2014 – 31.12.2016	741
269.	170/2014	DNATA Singapore Pte Ltd	DNATA Singapore Staff Union	8.9.2014	3 years	1.4.2014 – 31.3.2017	605

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
270.	178/2014	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	8.9.2014	3 years	1.1.2014 – 31.12.2016	26
271.	204/2014	Vicom Ltd	National Transport Workers' Union	8.9.2014	3 years	1.1.2014 – 31.12.2016	72
272.	216/2014	Unix Line Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	8.9.2014	2 years	1.5.2014 – 30.4.2016	19
273.	227/2014	Axxel Marketing Pte Ltd	Singapore Industrial and Services Employees' Union	8.9.2014	2 years	1.1.2014 – 31.12.2015	30
274.	235/2014	Movement for The Intellectually Disabled of Singapore	The Singapore Manual & Mercantile Workers' Union	8.9.2014	2 years	1.1.2014 – 31.12.2015	255
275.	241/2014	Stella Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	8.9.2014	2 years	1.2.2014 – 31.1.2016	200

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
276.	242/2014	Maemi Kaiun Co. Ltd., represented in Singapore by the KIST Engineering Pte Ltd	Singapore Maritime Officers' Union	8.9.2014	2 years	22.4.2014 – 21.4.2016	12
277.	243/2014	M.T.M. Ship Management Pte Ltd	Singapore Maritime Officers' Union	8.9.2014	3 years	1.5.2014 – 30.4.2017	209
278.	193/2014	Ricoh (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	11.9.2014	3 years	1.4.2014 – 31.3.2017	60
279.	195/2014	The British Club	Attractions, Resorts & Entertainment Union	11.9.2014	3 years	1.1.2014 – 31.12.2016	46
280.	203/2014	Shriro (S) Pte Ltd and Shriro Property (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	11.9.2014	3 years	1.1.2014 – 31.12.2016	10
281.	219/2014	Bata Shoe (Singapore) Pte Ltd	Chemical Industries Employees Union	11.9.2014	3 years	1.4.2014 – 31.3.2017	50
282.	228/2014	Yamato Transport (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	11.9.2014	3 years	1.1.2014 – 31.12.2016	57

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
283.	119/2014	ExxonMobil Asia Pacific Pte. Ltd.,	ExxonMobil Singapore Employees Union	18.9.2014	3 years	1.7.2013 – 30.6.2016	512
284.	142/2014	Crown Beverage Cans Singapore Private Limited	Metal Industries Workers Union	18.9.2014	2 years	1.5.2014 – 30.4.2016	47
285.	176/2014	Diethelm Keller Aviation Pte Ltd – (Bargainable Employees')	Metal Industries Workers Union	18.9.2014	3 years	1.1.2013 – 31.12.2015	46
286.	179/2014	Coim Asia Pacific Pte Ltd	The United Workers of Petroleum Industry	18.9.2014	3 years	1.7.2014 – 30.6.2017	17
287.	185/2014	Singaport Cleanseas Pte Ltd	Singapore Port Workers Union	18.9.2014	3 years	1.4.2014 – 31.3.2017	26
288.	218/2014	Rolex Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	18.9.2014	3 years	1.7.2014 – 30.6.2017	29
289.	239/2014	Maersk Singapore Pte Ltd, MCC Transport Singapore Pte Ltd, AP Moller Singapore Pte Ltd and Damco Logistics Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.9.2014	3 years	1.7.2014 – 30.6.2017	66

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
290.	254/2014	Maemi Kaiun Co. Ltd represented in Singapore by Kist Engineering Pte Ltd	Singapore Organisation of Seamen	18.9.2014	2 years	22.4.2014 – 21.4.2016	12
291.	35/2014	British-American Tobacco (Singapore) Private Limited, British-American Tobacco Marketing (Singapore) Private Limited, and British American Tobacco International Services Private Limited and British American Tobacco Sales & Marketing Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	22.9.2014	3 years	1.1.2014 – 31.12.2016	171
292.	224/2014	DFurniture Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.9.2014	3 years	1.7.2014 – 30.6.2017	3
293.	229/2014	PSM Perkapalan Sdn. Bhd. represented in Singapore by the PACC Ship Managers Pte Ltd – (ITF-SMOU/SOS IMEC IBF TCC [Foreign Flag Vessels])	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	22.9.2014	2 years	1.1.2014 – 31.12.2015	88
294.	233/2014	Nikon Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.9.2014	3 years	1.4.2013 – 31.3.2016	13

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
295.	237/2014	LF Logistics Services Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.9.2014	2 years	1.7.2014 – 30.6.2016	42
296.	252/2014	ComfortDelgro Rent-A-Car Pte Ltd	National Transport Workers' Union	22.9.2014	3 years	1.1.2014 – 31.12.2016	6
297.	246/2014	Stone Marine Singapore (Private) Limited	Shipbuilding and Marine Engineering Employees' Union	23.9.2014	2 years	1.7.2014 – 30.6.2016	14
298.	255/2014	The Nuance Group (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	23.9.2014	3 years	1.7.2014 – 30.6.2017	126
299.	260/2014	Primary Industries Pte Ltd and HOG Auction Market Pte Ltd	Food, Drinks and Allied Workers Union	23.9.2014	3 years	1.1.2014 – 31.12.2016	57
300.	153/2014	Mitsui Elastomers Singapore Pte Ltd	The United Workers of Petroleum Industry	25.9.2014	3 years	1.7.2013 – 30.6.2016	3
301.	154/2014	Mitsui Phenols Singapore Pte. Ltd.	The United Workers of Petroleum Industry	25.9.2014	3 years	1.7.2013 – 30.6.2016	76

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
302.	240/2014	HSBC Insurance (Singapore) Pte Limited	Singapore Insurance Employees' Union	25.9.2014	3 years	1.1.2014 – 31.12.2016	13
303.	192/2014	Jetro Singapore	The Singapore Manual & Mercantile Workers' Union	29.9.2014	2 years	1.7.2013 – 30.6.2015	7
304.	244/2014	CBM Private Limited and its subsidiaries	The Singapore Manual & Mercantile Workers' Union	29.9.2014	3 years	1.1.2014 – 31.12.2016	163
305.	214/2014	Jebsen & Jessen Packaging (S) Pte Ltd	Chemical Industries Employees Union	30.9.2014	3 years	1.1.2014 – 31.12.2016	32
306.	238/2014	Setsco Services Pte Ltd	National Transport Workers' Union	30.9.2014	3 years	1.1.2014 – 31.12.2016	74
307.	253/2014	The Tanglin Club – (Service Staff)	Singapore Catering Services, Staffs & Workers Trade Union	30.9.2014	3 years	1.1.2014 – 31.12.2016	40
308.	247/2014	Hilton Singapore as agents for Hotel Properties Limited	Food, Drinks and Allied Workers Union	2.10.2014	3 years	1.1.2014 – 31.12.2016	100

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
309.	183/2014	BP Singapore Pte. Limited	The United Workers of Petroleum Industry	7.10.2014	3 years	1.1.2014 – 31.12.2016	46
310.	225/2014	Singapore Swimming Club	The Singapore Manual & Mercantile Workers' Union	7.10.2014	3 years	1.1.2014 – 31.12.2016	16
311.	236/2014	Panasonic Industrial Devices Singapore	United Workers of Electronics & Electrical Industries	7.10.2014	3 years	1.7.2014 – 30.6.2017	123
312.	269/2014	Wallem Shipmanagement Singapore Pte Ltd	Singapore Maritime Officers' Union	7.10.2014	3 years	1.8.2014 – 31.7.2017	72
313.	234/2014	Chemical Industries (Far East) Limited	Chemical Industries Employees Union	8.10.2014	3 years	1.7.2012 – 30.6.2015	65
314.	272/2014	Jo Tankers As represented by Jo Tankers Asia Pte Ltd	Singapore Organisation of Seamen	8.10.2014	2 years	7.5.2014 – 6.5.2016	44
315.	186/2014	ROHM and HAAS Chemicals Singapore Pte Ltd	The United Workers of Petroleum Industry	14.10.2014	3 years	1.7.2013 – 30.6.2016	25

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
316.	209/2014	Aker Solutions Singapore Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	14.10.2014	3 years	1.1.2013 – 31.12.2015	12
317.	245/2014	Suntec Singapore Convention & Exhibition Centre	Building Construction and Timber Industries Employees' Union	14.10.2014	3 years	1.8.2014 – 31.7.2017	45
318.	248/2014	CWT Limited	Metal Industries Workers Union	14.10.2014	3 years	1.7.2013 – 30.6.2016	4
319.	249/2014	CWT Engineering Pte Ltd	Metal Industries Workers Union	14.10.2014	3 years	1.7.2013 – 30.6.2016	5
320.	250/2014	CWT Logistics Pte Ltd	Metal Industries Workers Union	14.10.2014	3 years	1.7.2013 – 30.6.2016	11
321.	257/2014	Turbine Overhaul Services Pte Ltd	Singapore Industrial and Services Employees' Union	14.10.2014	3 years	1.7.2014 – 30.6.2017	350
322.	251/2014	River View Hotel	Food, Drinks and Allied Workers Union	15.10.2014	3 years	1.7.2014 – 30.6.2017	22
323.	266/2014	Grocery Logistics of Singapore Pte Ltd	Food, Drinks and Allied Workers Union	15.10.2014	3 years	1.5.2013 – 30.4.2016	130
324.	280/2014	Fleet Ship Management Pte Ltd	Singapore Maritime Officers' Union	15.10.2014	2 years	10.8.2014 – 9.8.2016	210

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
325.	281/2014	NS United Tanker Pte. Ltd.	Singapore Maritime Officers' Union	15.10.2014	3 years	11.7.2014 – 10.7.2017	40
326.	284/2014	Mido Uniforms (Pte) Ltd	Singapore Industrial and Services Employees' Union	15.10.2014	3 years	1.7.2014 – 30.6.2017	8
327.	286/2014	Wallem Shipmanagement (S) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	15.10.2014	3 years	1.8.2014 – 31.7.2017	81
328.	287/2014	Blue Marine Management (Pte) Ltd – (M-Vessels)	Singapore Organisation of Seamen	15.10.2014	2 years	1.8.2014 – 31.7.2016	13
329.	288/2014	Wan Hai Lines (Singapore) Pte Ltd	Singapore Maritime Officers' Union	15.10.2014	3 years	1.8.2014 – 31.7.2017	522
330.	267/2014	Advanex (Singapore) Pte Ltd	Metal Industries Workers Union	17.10.2014	3 years	1.1.2014 – 31.12.2016	52
331.	270/2014	Health Promotion Board	Amalgamated Union of Statutory Board Employees	21.10.2014	3 years	1.1.2014 – 31.12.2016	381
332.	275/2014	Cofely South East Asia Pte Ltd	Singapore Industrial and Services Employees' Union	21.10.2014	3 years	1.7.2014 – 30.6.2017	27

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
333.	282/2014	Hymold (Pte) Ltd	Chemical Industries Employees Union	21.10.2014	3 years	1.7.2014 – 30.6.2017	10
334.	293/2014	Kimberly-Clarke Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	21.10.2014	3 years	1.10.2013 – 30.9.2016	13
335.	294/2014	Wan Hai Lines (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	21.10.2014	2 years 4 months	1.9.2014 – 31.12.2016	638
336.	223/2014	Jurong Port Pte Ltd	National Transport Workers' Union	24.10.2014	3 years	1.4.2014 – 31.3.2017	245
337.	259/2014	Securus Pte Ltd	Union of Security Employees	24.10.2014	3 years	1.8.2014 – 31.7.2017	20
338.	264/2014	Giken Sakata (S) Limited	United Workers of Electronics & Electrical Industries	24.10.2014	3 years	1.4.2014 – 31.3.2017	16
339.	301/2014	Argosy Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	24.10.2014	3 years	28.7.2013 – 27.7.2016	50
340.	303/2014	Cosco Bulk Carrier Holdings (Cayman) Limited	Singapore Maritime Officers' Union	24.10.2014	2 years	14.10.2014 – 13.10.2016	24

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
341.	414/2013	Croda Singapore Pte Ltd	Chemical Industries Employees Union	29.10.2014	3 years	1.1.2012 – 31.12.2014	54
342.	220/2014	KCC (Singapore) Pte Ltd	Chemical Industries Employees Union	29.10.2014	3 years	14.1.2014 – 13.1.2017	30
343.	304/2014	UOB Kay Hian Private Limited	The Singapore Manual & Mercantile Workers' Union	29.10.2014	3 years	1.5.2014 – 30.4.2017	150
344.	291/2014	United Packaging Industries Pte Ltd	Building Construction and Timber Industries Employees' Union	31.10.2014	2 years	1.7.2014 – 30.6.2016	54
345.	315/2014	NS United Tanker Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	31.10.2014	3 years	11.7.2014 – 10.7.2017	36
346.	268/2014	Khong Guan Biscuit Factory (Singapore) Private Limited	Food, Drinks and Allied Workers Union	7.11.2014	3 years	1.7.2012 – 30.6.2015	39
347.	274/2014	Schneider Electric Logistics Asia Pte Ltd	Singapore Industrial and Services Employees' Union	7.11.2014	3 years	1.7.2014 – 30.6.2017	110
348.	283/2014	Houston Well Screen (Asia) Pte Ltd	Metal Industries Workers Union	7.11.2014	3 years	1.1.2013 – 31.12.2015	8

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
349.	289/2014	CBM Security Pte Ltd	Union of Security Employees	7.11.2014	3 years	2.4.2014 – 1.4.2017	93
350.	298/2014	RTP Company (Singapore) Pte Ltd	Chemical Industries Employees Union	7.11.2014	3 years	1.8.2014 – 31.7.2017	44
351.	317/2014	Public Utilities Board	Public Utilities Board Employees' Union	7.11.2014	3 years	1.9.2014 – 31.8.2017	2054
352.	271/2014	Singapore Food Industries Pte Ltd	Food, Drinks and Allied Workers Union	10.11.2014	3 years	1.7.2013 – 30.6.2016	294
353.	273/2014	Lanxess Butyl Singapore Pte Ltd	Chemical Industries Employees Union	10.11.2014	2 years	1.8.2014 – 31.7.2016	64
354.	302/2014	Shaw Theatres Pte Ltd and Shaw Concessions Pte Ltd – (Cinema Supervisors')	The Singapore Manual & Mercantile Workers' Union	10.11.2014	3 years	1.1.2014 – 31.12.2016	14
355.	307/2014	Heidelberg Asia Pte Ltd	Singapore Industrial and Services Employees' Union	10.11.2014	3 years	1.1.2015 – 31.12.2017	23
356.	352/2014	China Airlines Limited	The Singapore Manual & Mercantile Workers' Union	10.11.2014	3 years	1.1.2012 – 31.12.2014	16

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
357.	181/2014	Coca-Cola Singapore Beverages Pte Ltd – (Beverages)	Food, Drinks and Allied Workers Union	19.11.2014	3 years	1.1.2013 – 31.12.2015	151
358.	182/2014	Coca-Cola Singapore Beverages Pte Ltd – (Beverages Supervisory)	Food, Drinks and Allied Workers Union	19.11.2014	3 years	1.1.2013 – 31.12.2015	58
359.	222/2014	SMRT Corporation Ltd	National Transport Workers' Union	19.11.2014	3 years	1.7.2014 – 30.6.2017	5057
360.	256/2014	The Tanglin Club – (Clerical and Maintenance Club)	Attractions, Resorts & Entertainment Union	19.11.2014	3 years	1.1.2014 – 31.12.2016	12
361.	258/2014	Asahi Kasei Synthetic Rubber Singapore Pte Ltd	Chemical Industries Employees Union	19.11.2014	3 years	1.7.2014 – 30.6.2017	33
362.	295/2014	Parkway Hospitals Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	19.11.2014	3 years	1.1.2014 – 31.12.2016	558
363.	296/2014	Parkway Laboratory Services Limited	The Singapore Manual & Mercantile Workers' Union	19.11.2014	3 years	1.1.2014 – 31.12.2016	80

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
364.	297/2014	Parkway Shenton Private Limited	The Singapore Manual & Mercantile Workers' Union	19.11.2014	3 years	1.1.2014 – 31.12.2016	27
365.	299/2014	Holcim (Singapore) Limited	Building Construction and Timber Industries Employees' Union	19.11.2014	3 years	1.9.2014 – 31.8.2017	6
366.	300/2014	Grace Ocean Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.11.2014	3 years	1.3.2014 – 28.2.2017	322
367.	312/2014	Chiyoda Singapore (Pte) Limited	Singapore Industrial and Services Employees' Union	19.11.2014	3 years	1.5.2014 – 30.4.2017	23
368.	313/2014	SMC Manufacturing (S) Pte Ltd	Metal Industries Workers Union	20.11.2014	3 years	1.1.2013 – 31.12.2015	73
369.	290/2014	YTC Hotels Ltd in respect of the Peninsula Excelsior Hotel	Food, Drinks and Allied Workers Union	24.11.2014	3 years	1.7.2014 – 30.6.2017	56
370.	333/2014	Celeste Holding Pte Ltd – (Marina, Singapore Flag – Tankers)	Singapore Organisation of Seamen	24.11.2014	2 years	13.9.2014 – 12.9.2016	33

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
371.	339/2014	Singapore Anti-Narcotics Association (SANA)	The Singapore Manual & Mercantile Workers' Union	24.11.2014	3 years	1.9.2014 – 31.8.2017	5
372.	341/2014	Argosy Pte. Ltd.	Singapore Maritime Officers' Union	24.11.2014	2 years 7 months	1.8.2014 – 28.2.2017	32
373.	342/2014	Ocean Eight Shipping Pte Ltd	Singapore Maritime Officers' Union	24.11.2014	2 years	1.9.2014 – 31.8.2016	10
374.	343/2014	Wilhelmsen Ship Management Singapore Pte Ltd – (ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	24.11.2014	2 years	17.8.2013 – 16.8.2015	100
375.	347/2014	SSC Ship Management Pte Ltd	Singapore Maritime Officers' Union	24.11.2014	3 years	1.10.2014 – 30.9.2017	30
376.	278/2014	Goodwood Park Hotel Limited	Singapore Catering Services, Staffs & Workers Trade Union	4.12.2014	3 years	1.7.2013 – 30.6.2016	18
377.	279/2014	Goodwood Park Hotel Limited	Food, Drinks and Allied Workers Union	4.12.2014	3 years	1.7.2013 – 30.6.2016	20
378.	306/2014	Wartsila Pumps Pte Ltd	Metal Industries Workers Union	4.12.2014	3 years	1.8.2013 – 31.7.2016	52

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
379.	308/2014	Singapore Refining Company Private Limited	Singapore Refining Company Private Limited	4.12.2014	3 years	1.1.2014 – 31.12.2016	268
380.	311/2014	Intertek Testing Services (S) Pte Ltd (Business Line-Cargo & Analytical Assessment) – (Singapore Employees')	The Singapore Manual & Mercantile Workers' Union	4.12.2014	3 years	1.1.2014 – 31.12.2016	28
381.	318/2014	ST Aerospace Engineering Pte. Ltd.	Singapore Industrial and Services Employees' Union	4.12.2014	3 years	1.1.2014 – 31.12.2016	727
382.	319/2014	ST Aerospace Services Co Pte. Ltd.	Singapore Industrial and Services Employees' Union	4.12.2014	3 years	1.1.2014 – 31.12.2016	416
383.	320/2014	ST Aerospace Supplies Pte. Ltd.	Singapore Industrial and Services Employees' Union	4.12.2014	3 years	1.1.2014 – 31.12.2016	199
384.	321/2014	ST Aerospace Systems Private Limited	Singapore Industrial and Services Employees' Union	4.12.2014	3 years	1.1.2014 – 31.12.2016	196
385.	322/2014	ST Aerospace Engines Pte Limited	Singapore Industrial and Services Employees' Union	4.12.2014	3 years	1.1.2014 – 31.12.2016	261

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
386.	325/2014	Anglo-Eastern Shipmanagement (Hong Kong) Ltd and Anglo-Eastern Maritime Services Pvt. Ltd. represented in Singapore by Anglo-Eastern Shipmanagement (Singapore) Pte Ltd.	Singapore Maritime Officers' Union	4.12.2014	3 years	16.8.2014 – 15.8.2017	120
387.	330/2014	Keppel FMO Pte Ltd	Keppel Employees Union	4.12.2014	3 years	1.7.2014 – 30.6.2017	80
388.	331/2014	Keppel Seghers Engineering Singapore Pte Ltd	Keppel Employees Union	4.12.2014	3 years	1.7.2014 – 30.6.2017	1
389.	337/2014	E M Services Pte Ltd and its subsidiaries (E M Property Management Pte Ltd and Property Inc. Pte Ltd)	The Singapore Manual & Mercantile Workers' Union	4.12.2014	3 years	1.1.2014 – 31.12.2016	500
390.	340/2014	Nissin Foods (Asia) Pte. Ltd.	Food, Drinks and Allied Workers Union	4.12.2014	3 years	1.1.2014 – 31.12.2016	35
391.	354/2014	Monetary Authority of Singapore	The Amalgamated Union of Public Employees	4.12.2014	3 years	1.1.2013 – 31.12.2015	163

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
392.	355/2014	ComfortDelgro Engineering Pte Ltd	National Transport Workers' Union	4.12.2014	3 years	1.1.2014 – 31.12.2016	396
393.	357/2014	Cerebral Palsy Alliance Singapore	The Singapore Manual & Mercantile Workers' Union	4.12.2014	3 years	1.1.2015 – 31.12.2017	79
394.	316/2014	Sembawang Shipyard Pte Ltd	Sembawang Shipyard Employees' Union	18.12.2014	3 years	1.1.2013 – 31.12.2015	1954
395.	338/2014	Association for Persons with Special Needs	The Singapore Manual & Mercantile Workers' Union	18.12.2014	3 years	1.7.2014 – 30.6.2017	39
396.	350/2014	YTC Peninsula Shopping Complex Pte Ltd	Singapore Industrial and Services Employees' Union	18.12.2014	3 years	1.7.2014 – 30.6.2017	9
397.	361/2014	MOL Tankship Management (Europe) Ltd, represented by MOL Tankship Management (Asia) Pte Ltd	Singapore Maritime Officers' Union	18.12.2014	3 years	29.10.2014 – 28.10.2017	46
398.	362/2014	Teekay Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	18.12.2014	2 years	1.7.2014 – 30.6.2016	10

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
399.	363/2014	Cosco Bulk Carrier Holdings (Cayman) Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	18.12.2014	2 years	14.10.2014 – 13.10.2016	24
400.	309/2014	HL Building Materials Pte Ltd	Building Construction and Timber Industries Employees' Union	19.12.2014	3 years	1.7.2014 – 30.6.2017	27
401.	324/2014	Changi Airport Fuel Hydrant Installation Private Limited	The United Workers of Petroleum Industry	19.12.2014	3 years	1.1.2013 – 31.12.2015	22
402.	334/2014	FCI Connectors Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	19.12.2014	3 years	1.7.2012 – 30.6.2015	70
403.	335/2014	AICA Singapore Pte Ltd	Chemical Industries Employees Union	19.12.2014	3 years	1.1.2014 – 31.12.2016	32
404.	336/2014	AICA Asia Pacific Holding Pte Ltd	Chemical Industries Employees Union	19.12.2014	3 years	1.1.2014 – 31.12.2016	3
405.	367/2014	Fleet Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.12.2014	3 years	1.8.2014 – 31.7.2017	240
406.	368/2014	Ocean Eight Shipping Pte. Ltd. – (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.12.2014	2 years	6.9.2014 – 5.9.2016	17

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
407.	310/2014	Sime Darby Edible Products Limited	Food, Drinks and Allied Workers Union	22.12.2014	2 years	1.7.2014 – 30.6.2016	66
408.	323/2014	Veolia Es Singapore Industrial Pte Ltd	Building Construction and Timber Industries Employees' Union	22.12.2014	2 years 6 months	1.4.2014 – 30.9.2016	261
409.	326/2014	Cleaning Express Pte Ltd	Building Construction and Timber Industries Employees' Union	22.12.2014	3 years	1.9.2014 – 31.8.2017	56
410.	327/2014	SMOE Pte Ltd	Sembawang Shipyard Employees' Union	22.12.2014	3 years	1.1.2013 – 31.12.2015	11
411.	345/2014	Singa Plastics Limited	Chemical Industries Employees Union	22.12.2014	3 years	1.7.2013 – 30.6.2016	52
412.	348/2014	NSL Chemicals Ltd	Chemical Industries Employees Union	22.12.2014	2 years	1.7.2014 – 30.6.2016	7
413.	356/2014	Asahi Kasei Plastics Singapore Pte Ltd	Chemical Industries Employees Union	22.12.2014	3 years	1.7.2014 – 30.6.2017	51
414.	360/2014	Marubeni Asean Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.12.2014	3 years	1.7.2013 – 30.6.2016	38

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
415.	373/2014	Epic Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	22.12.2014	3 years	1.3.2014 – 28.2.2017	213
416.	374/2014	Engro Corporation Limited – (Local Employees')	Building Construction and Timber Industries Employees' Union	22.12.2014	3 years	1.4.2014 – 31.3.2017	20
417.	378/2014	J. Lauritzen Singapore Pte Ltd – (Singapore Flag – Kosan Vessels)	Singapore Organisation of Seamen	22.12.2014	2 years	1.10.2014 – 30.9.2016	48
418.	351/2014	Wartsila Singapore Pte Limited	Shipbuilding and Marine Engineering Employees' Union	23.12.2014	3 years	1.7.2014 – 30.6.2017	251
419.	364/2014	Millennium & Copthorne International Limited trading as the Grand Copthorne Waterfront Hotel Singapore	Food, Drinks and Allied Workers Union	24.12.2014	3 years	1.1.2014 – 31.12.2016	12
420.	365/2014	Western Union Business Solutions	The Singapore Manual & Mercantile Workers' Union	26.12.2014	3 years	1.1.2014 – 31.12.2016	10