



REPUBLIC OF SINGAPORE

ANNUAL REPORT
OF THE
PRESIDENT
INDUSTRIAL ARBITRATION COURT
2016

Made pursuant to Section 86 of the
Industrial Relations Act



REPUBLIC OF SINGAPORE

56TH ANNUAL REPORT
OF
THE PRESIDENT
OF THE
INDUSTRIAL ARBITRATION COURT
FOR THE
PERIOD 1 JANUARY TO 31 DECEMBER 2016
TO
THE HONOURABLE
MR LIM SWEE SAY
MINISTER FOR MANPOWER

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

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**56TH ANNUAL REPORT
OF THE
INDUSTRIAL ARBITRATION COURT**

1 MEMBERSHIP OF THE COURT AND PRINCIPAL OFFICERS

In 2016, the principal officers of the Industrial Arbitration Court (‘the Court’) were:

President:	Justice Chan Seng Onn
Deputy President:	JC See Kee Oon Presiding Judge, State Courts
Registrar:	Mr Nigel Foo
Assistant Registrars:	Mrs Woo-Yip Poh Kuen Mr Jameson Quek

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) Ms Ang Ee Hsien, Sharon
- (2) Ms Mable Chan Kam Man
- (3) Ms Cheong Meng Foong
- (4) Mr Chung Chun Leong, Paul
- (5) Ms Anna Fok Wai Min
- (6) Ms Goh Kah Eem
- (7) Ms Jessica Leong Siew Wah
- (8) Mr Lim Shung Yar

- (9) Mr Francis Tan Pee Kwang
- (10) Mr Yeo Whee Jim

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 Choo Sor Chew
- (2) Ms Diana Chia Siew Fui
- (3) Mr Karthikeyan s/o R. Krishnamurthy
- (4) Ms Mary Liew Kiah Eng
- (5) Mr Edwin Lye Teck Hee (until 31.7.2016)
- (6) Mr Ma Wei Cheng
- (7) Mr Mah Cheong Fatt
- (8) Mr Ng Theng Loon Charles
- (9) Mr James Tan Cheng Choo
- (10) Mr Tan Hock Soon

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) Ms Lim Hui Min, the Director of Legal Aid
- (6) Mr Tan Tee Jim

5 DISPUTES REFERRED TO THE COURT

In 2016, three new disputes were referred to the Court. All three cases were successfully mediated by the Registrar. None of them had to proceed to arbitration.

The first case involved First Defense Services Pte Ltd and the Singapore Industrial & Services Employees Union, over the conclusion of a collective agreement between the parties. Upon mediation by the Registrar, the parties decided to renegotiate and eventually reached an amicable settlement. They signed a collective agreement which was duly certified by the Court thereafter.

The remaining two cases involved WorleyParsons Pte Ltd and the Union of Power and Gas Employees. One was an application filed by the Union to extend their collective agreement which had ceased in force, for a period of two years. Upon clarification and mediation by the Registrar, the parties signed a new collective agreement. The Union withdrew the application accordingly.

The other case was a joint application by the parties over the representation of certain classes of employees by the Union. The Industrial Arbitration Act was amended in April 2015 to allow trade unions to collectively represent eligible executive employees. The Union, which was already representing the rank and file employees of the Company, thus sought to represent certain classes of executives. The Company did not agree to some of these classes, claiming that they were not eligible as defined under the Act. After many sessions of mediation by the Registrar, both parties eventually reached an agreement, where the Company accorded the Union outright recognition to collectively represent the executive employees sought by the Union. Both parties jointly withdrew the application thereafter.

6 COLLECTIVE AGREEMENTS CERTIFIED BY THE COURT

411 Collective Agreements (“CAs”) were filed with the Court in 2016, a decrease of 27 CAs over the previous year. Together with the 34 CAs brought forward from 2015, a total of 445 CAs had to be processed and certified. Out of these CAs, 411 were certified by the Court and 15 of them involved public sector employees. At the end of 2016, there were 34 CAs pending certification.

7 VARIATION OF COLLECTIVE AGREEMENTS

In 2016, five variations of CAs were filed with the Court compared to seven applications in 2015. All five variations were approved.

A breakdown of the variations is as follows:

Particulars of Application	Number of Application
Attendance allowance	1
Annual wage supplement, leave and other employee benefits	1
Laundry, meal, transport and acting allowance	1
Long service award	1
Scope of collective agreement	1

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 411 CAs filed with the Court in 2016, 286 CAs had a duration of three years, 89 had a duration of two years and 36 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	2016	2015	2014
3 years	286 (69.6%)	316 (72.2%)	332 (78.1%)
Between 2 and 3 years	36 (8.8%)	33 (7.5%)	10 (2.4%)
2 years	89 (21.6%)	89 (20.3%)	83 (19.5%)
TOTAL	411 (100%)	438 (100%)	425 (100%)

In 2016, out of the 411 CAs filed with the Court, 80 CAs had prospective operative dates, 201 CAs had retrospective operative dates of six months or less and 130 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	2016		2015		2014	
With prospective dates of operation	80	(19.5%)	65	(14.8%)	37	(8.7%)
With retrospective dates of operation of 6 months or less	201	(48.9%)	246	(56.2%)	216	(50.8%)
With retrospective dates of operation of more than 6 months	130	(31.6%)	127	(29.0%)	172	(40.5%)
TOTAL	411	(100%)	438	(100%)	425	(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	2016	2015	2014
>6 months and \leq 12 months	87	84	103
>12 months and \leq 18 months	30	22	37
>18 months and \leq 24 months	13	9	20
>24 months	0	12	12
TOTAL	130	127	172

10 EMPLOYEE RETIREMENT AGE

In 2016, 322 of the 411 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 62	321	(78.1%)
Above age 62	1	(0.2%)
No age provision	89	(21.7%)
TOTAL	411	(100%)

11 SUPPORTING STAFF OF THE COURT

In addition to the President, Deputy President, Registrar and two Assistant Registrars, the IAC had eight supporting staff in 2016, comprising a verbatim reporter, a stenographer, an office supervisor, two management support officers, two corporate support officers and an operations support officer.

12 FURTHER DETAILS

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

13 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 10th day of March 2017

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

**JUSTICE CHAN SENG ONN
PRESIDENT**

TABLE 1

APPLICATIONS FILED WITH THE COURT IN 2016

Nature of Application	Cognisance under the Industrial Relations Act	No.
Continuation of Collective Agreement	Section 39(4)	1
Representation of certain classes of PMEs	Section 17(4)	1
Conclusion of a Collective Agreement	Sections 31(e)	1
<u>Variation</u>		
Variation of awards/collective agreements	Section 45	5
Total		8

TABLE 2

**AWARDS AND ORDERS MADE, DISPUTES OTHERWISE DEALT WITH,
AND COLLECTIVE AGREEMENTS CERTIFIED IN 2016**

Particulars	No	No. of employees covered
Awards and orders made		
- Disputes	0	0
- Variation of collective agreements	5	773
Disputes withdrawn following mediation by Registrar/Assistant Registrar	3	98
Collective agreements certified	411	86,010

TABLE 3

AWARDS AND ORDERS MADE BY THE COURT IN 2016

Particulars	No.
<u>Disputes</u>	
NIL	0
<u>Variation</u>	
Variation of awards/collective agreements	5
Total	5

TABLE 4**CATEGORIES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2016**

Particulars	Professional, Managerial, Executive & Technical	Clerical, Sales & Service	Production, Transport & Manual	Others*	Maritime Officers & Seamen	Total
	(a)	(b)	(c)	(d)	(e)	
Collective agreements	13	70	25	218	85	411
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 2016**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements	396	15	-	411
Awards and orders	4	1	-	5

DISPUTES DEALT WITH BY THE COURT IN 2016

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				
NIL								

DISPUTES DEALT WITH BY THE COURT IN 2016

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				
D1/2016	23.2.2016	31(e)	First Defense Services Pte. Ltd.	Singapore Industrial & Services Employees Union	Conclusion of a Collective Agreement	68	27.7.2016	27.7.2016
D2/2016	1.9.2016	39(4)	Worleyparsons Pte Limited	Union of Power and Gas Employees	Continuation of Collective Agreement	15	28.10.2016	3.11.2016
D3/2016	1.9.2016	17(4)	Worleyparsons Pte Limited	Union of Power and Gas Employees	Representation of Certain Classes of PMEs	15	9.12.2016	19.12.2016

DISPUTES DEALT WITH BY THE COURT IN 2016

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				
NIL								

DISPUTES DEALT WITH BY THE COURT IN 2016

IV Disputes still pending

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				
NIL								

DISPUTES DEALT WITH BY THE COURT IN 2016

V 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 2016

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V1/2016	45	Carrier Transicold Pte. Ltd.	United Workers of Electronics & Electrical Industries	185	Attendance allowance	18.1.2016
V2/2016	45	Sabre Asia Pacific Pte Ltd	The Singapore Manual & Mercantile Worker's Union	8	Annual wage supplement, leave and other employee benefits	15.3.2016
V3/2016	45	CBM Security Pte Ltd	Union of Security Employees	138	Laundry, meal, transport and acting allowance	2.3.2016
V4/2016	45	Urban Redevelopment Authority	Singapore Urban Redevelopment Authority Workers' Union	399	Long service award	30.3.2016
V5/2016	45	Sojitz Asia Pte Ltd and Sojitz Petroleum Company (S) Pte Ltd	The Singapore Manual & Mercantile Worker's Union	43	Scope of Collective Agreement	21.6.2016

COLLECTIVE AGREEMENTS CERTIFIED IN 2016

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
1.	269/2015	Datapulse Technology Limited	United Workers of Electronics & Electrical Industries	11.1.2016	3 years	1.3.2014 – 28.2.2017	120
2.	410/2015	Saudi Arabian Airlines	The Singapore Manual & Mercantile Workers' Union	11.1.2016	3 years	1.7.2015 – 30.6.2018	6
3.	411/2015	Hitachi Elevator Asia Private Limited	Metal Industries Workers Union	11.1.2016	3 years	1.7.2015 – 30.6.2018	276
4.	418/2015	Kentucky Fried Chicken Management Pte Ltd	Food, Drinks and Allied Workers Union	11.1.2016	3 years	1.1.2016 – 30.12.2018	63
5.	419/2015	Aventis Pharma Manufacturing Pte Limited	Chemical Industries Employees Union	11.1.2016	3 years	1.7.2015 – 30.6.2018	97
6.	426/2015	Chloride Batteries S. E. Asia Pte Limited	United Workers of Electronics & Electrical Industries	11.1.2016	3 years	1.7.2015 – 30.6.2018	30
7.	428/2015	Singapore Association of The Visually Handicapped	The Singapore Manual & Mercantile Workers' Union	11.1.2016	3 years	1.1.2016 – 31.12.2018	16

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
8.	429/2015	Shiseido Singapore Company (Pte) Ltd	The Singapore Manual & Mercantile Workers' Union	11.1.2016	3 years	1.7.2015 – 30.6.2018	90
9.	433/2015	Cathodic Protection Technology Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	11.1.2016	3 years	1.1.2016 – 31.12.2018	3
10.	435/2015	United Overseas Insurance Limited	Singapore Insurance Employees' Union	11.1.2016	3 years	1.1.2015 – 31.12.2017	33
11.	436/2015	Tokio Marine Insurance Singapore Ltd	Singapore Insurance Employees' Union	11.1.2016	3 years	1.1.2015 – 31.12.2017	69
12.	413/2015	Keppel Logistics Private Limited	Singapore Industrial & Services Employees' Union	18.1.2016	3 years	1.1.2016 – 31.12.2018	160
13.	425/2015	Pearson Education South Asia Pte Ltd	Singapore Industrial & Services Employees' Union	18.1.2016	3 years	1.1.2014 – 31.12.2016	8
14.	430/2015	Republic Plaza City Club (S) Pte Ltd	Attractions, Resorts & Entertainment Union	18.1.2016	3 years	1.7.2015 – 30.6.2018	25
15.	431/2015	RCL Shipmanagement Pte Ltd	Singapore Maritime Officers' Union	18.1.2016	2 years	1.12.2015 – 30.11.2017	11

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
16.	437/2015	Mecomb Singapore Limited	The Singapore Manual & Mercantile Workers' Union	18.1.2016	3 years	1.1.2016 – 30.12.2018	28
17.	3/2016	JCDecaux Out of Home Advertising Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.1.2016	3 years	1.1.2016 – 30.12.2018	3
18.	7/2016	Singapore Land Authority	Amalgamated Union of Statutory Board Employees	18.1.2016	3 years	4.1.2016 – 3.1.2019	212
19.	330/2015	Sivantos Pte Ltd	United Workers of Electronics & Electrical Industries	19.1.2016	3 years	1.7.2015 – 30.6.2018	208
20.	424/2015	Hitachi Chemical (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	19.1.2016	3 years	1.7.2015 – 30.6.2018	454
21.	5/2016	Nanyang Academy of Fine Arts	Education Services Union	19.1.2016	3 years	1.1.2016 – 31.12.2018	163
22.	423/2015	Damen Shipyards Singapore Pte. Ltd.	Shipbuilding & Marine Engineering Employees' Union	20.1.2016	3 years	1.7.2015 – 30.6.2018	37

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
23.	298/2015	Times Publishing Limited	Times Publishing Group Employees' Union	21.1.2016	3 years	1.1.2015 – 31.12.2017	93
24.	389/2015	NOV FGS Singapore (Pte.) Ltd	Building Construction and Timber Industries Employees' Union	21.1.2016	3 years	1.10.2015 – 30.9.2018	36
25.	401/2015	Toppan Security Printing Pte Ltd	Singapore Industrial & Services Employees' Union	21.1.2016	3 years	1.1.2016 – 31.12.2018	90
26.	12/2016	Shell International Shipping Services (Pte) Ltd	Singapore Maritime Officers' Union	21.1.2016	2 years	7.12.2015 – 6.12.2017	30
27.	13/2016	Selandia Ship Management (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	21.1.2016	2 years	1.1.2016 – 31.12.2017	22
28.	422/2015	Kingston Property Maintenance Services Pte Ltd	The Singapore Manual & Mercantile Workers' Union	25.1.2016	3 years	1.1.2014 – 31.12.2016	41
29.	14/2016	Executive Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.1.2016	2 years 1 month	1.12.2015 – 31.12.2017	120

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
30.	17/2016	Nestle Singapore (Pte) Ltd	The Singapore Manual & Mercantile Workers' Union	25.1.2016	3 years	1.1.2016 – 31.12.2018	84
31.	420/2015	Straits Developments Private Limited	Singapore Industrial & Services Employees' Union	26.1.2016	3 years	1.1.2016 – 31.12.2018	5
32.	438/2015	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	26.1.2016	3 years	1.1.2016 – 31.12.2018	101
33.	1/2016	Acepro Security Consultancy Pte Ltd	Union of Security Employees	26.1.2016	3 years	1.10.2015 – 30.9.2018	78
34.	2/2016	The New Zealand Defence Support Unit, South East Asia	The Singapore Manual & Mercantile Workers' Union	1.2.2016	3 years	1.1.2016 – 31.12.2018	3
35.	16/2016	MOL Ship Management (Hong Kong) Company, Limited represented in Singapore by MOB Cougar Pte Ltd	Singapore Maritime Officers' Union	1.2.2016	2 years	1.2.2016 – 31.1.2018	10

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
36.	18/2016	Global Business Travel (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	1.2.2016	3 years	1.7.2015 – 30.6.2018	21
37.	427/2015	Singapore Cruise Centre Pte Ltd	Singapore Industrial & Services Employees' Union	4.2.2016	3 years	1.1.2016 – 31.12.2018	61
38.	6/2016	Yamazaki Mazak Singapore Pte Ltd	Metal Industries Workers Union	4.2.2016	2 years	1.7.2015 – 30.6.2017	124
39.	9/2016	AET Shipmanagement (Singapore) Pte Ltd – (ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	4.2.2016	3 years	1.1.2015 – 31.12.2017	200
40.	11/2016	OUE Limited in respect of Mandarin Orchard Singapore	Food, Drinks and Allied Workers Union	4.2.2016	3 years	1.7.2015 – 30.6.2018	210
41.	25/2016	RCL Shipmanagement Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.2.2016	2 years	1.1.2016 – 31.12.2017	11
42.	367/2015	IP Singapore Holding Pte Ltd	Building Construction and Timber Industries Employees' Union	10.2.2016	2 years	1.10.2015 – 30.9.2017	1

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
43.	432/2015	Panasonic Factory Solutions Asia Pacific	United Workers of Electronics & Electrical Industries	10.2.2016	3 years	1.1.2015 – 31.12.2017	56
44.	26/2016	Synergy Marine Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	10.2.2016	3 years	1.1.2016 – 31.12.2018	12
45.	29/2016	Argo Navis Pte Ltd	Singapore Maritime Officers' Union	10.2.2016	3 years	1.2.2016 – 31.1.2019	8
46.	30/2016	Grindrod Shipping Pte Ltd	Singapore Maritime Officers' Union	10.2.2016	2 years	1.1.2016 – 31.12.2017	60
47.	31/2016	Korean Air Lines Company Limited	The Singapore Manual & Mercantile Workers' Union	10.2.2016	3 years	1.1.2015 – 31.12.2017	24
48.	32/2016	PSM Perkapalan Sdn. Bhd. represented in Singapore the PACC Ship Managers Pte Ltd – [ITF – SMOU/SOS IMEC IBF TCC (Foreign Flag Vessels)]	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	10.2.2016	2 years	1.1.2016 – 31.12.2017	120
49.	10/2016	Malayan Banking Berhad	The Singapore Bank Officers' Association	16.2.2016	3 years	1.1.2015 – 31.12.2017	44

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
50.	33/2016	San's Tours & Car Rentals	National Transport Workers' Union	16.2.2016	3 years	1.7.2015 – 30.6.2018	8
51.	36/2016	ISS Pest Management Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.2.2016	2 years	1.1.2016 – 31.12.2017	20
52.	4/2016	Essilor Amera Pte Ltd	Singapore Industrial & Services Employees' Union	17.2.2016	3 years	1.1.2016 – 31.12.2018	8
53.	24/2016	Casa (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	17.2.2016	3 years	1.7.2015 – 30.6.2018	29
54.	27/2016	Caterpillar Asia Pte Ltd – (Asia Distribution Center)	Singapore Industrial & Services Employees' Union	17.2.2016	3 years	1.1.2016 – 31.12.2018	44
55.	23/2016	Composite Technology International Pte Ltd	Singapore Industrial & Services Employees' Union	19.2.2016	3 years	1.1.2016 – 31.12.2018	12
56.	40/2016	Chinese Maritime Transport (S) Pte Ltd	Singapore Maritime Officers' Union	19.2.2016	3 years	1.2.2016 – 31.1.2019	9
57.	311/2015	Hotel Grand Pacific	Singapore Catering Services, Staffs & Workers Trade Union	22.2.2016	3 years	1.9.2013 – 31.8.2016	46

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
58.	434/2015	Union Containers (Pte) Ltd	Building Construction and Timber Industries Employees' Union	29.2.2016	3 years	1.1.2015 – 31.12.2017	47
59.	22/2016	Oversea-Chinese Banking Corporation Limited – (Bank Group)	The Singapore Bank Employees' Union	29.2.2016	3 years	1.1.2015 – 31.12.2017	177
60.	38/2016	Kyocera Document Solutions Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	29.2.2016	3 years	1.6.2015 – 31.5.2018	21
61.	45/2016	Legend Star Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	29.2.2016	2 years	1.2.2016 – 31.1.2018	13
62.	46/2016	Konlink Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	29.2.2016	2 years	1.1.2016 – 31.12.2017	58
63.	47/2016	Chinese Maritime Transport (S) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	29.2.2016	3 years	1.2.2016 – 31.1.2019	13
64.	48/2016	MMSL Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	29.2.2016	3 years	30.3.2016 – 29.3.2019	10

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
65.	49/2016	Big Wheel Marine Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	29.2.2016	2 years	1.5.2015 – 30.4.2017	25
66.	51/2016	AET Shipmanagement (Singapore) Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	29.2.2016	3 years	1.7.2015 – 30.6.2018	1369
67.	52/2016	AET Shipmanagement (Singapore) Pte Ltd	Singapore Maritime Officers' Union	29.2.2016	3 years	1.7.2015 – 30.6.2018	1369
68.	56/2016	Trademar Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	29.2.2016	3 years	15.5.2015 – 14.5.2018	54
69.	57/2016	Argo Navis Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	29.2.2016	2 years 3 weeks 4 days	7.12.2015 – 31.12.2017	13
70.	58/2016	Stella Ship Management Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	29.2.2016	2 years	1.2.2016 – 31.1.2018	201
71.	60/2016	MMSL Pte Ltd	Singapore Maritime Officers' Union	29.2.2016	2 years	30.3.2016 – 29.3.2018	10

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
72.	34/2016	Toshiba Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	2.3.2016	3 years	1.7.2015 – 30.6.2018	5
73.	35/2016	Oversea-Chinese Banking Corporation Limited	The Singapore Bank Officers' Association	2.3.2016	3 years	1.1.2015 – 31.12.2017	251
74.	50/2016	Babcock Communications Limited	The Singapore Manual & Mercantile Workers' Union	2.3.2016	3 years	1.7.2015 – 30.6.2018	11
75.	63/2016	Aquamarina Hotel Private Limited in respect of the Marina Mandarin Singapore	Food, Drinks and Allied Workers Union	2.3.2016	3 years	1.5.2015 – 30.4.2018	35
76.	28/2016	Singapore Takada Industries Private Limited	Metal Industries Workers Union	3.3.2016	3 years	1.1.2016 – 31.12.2018	30
77.	61/2016	Intellectual Property Office of Singapore	Amalgamated Union of Statutory Board Employees	7.3.2016	3 years	23.2.2016 – 22.2.2019	58
78.	37/2016	HTL Manufacturing Pte Ltd	Building Construction and Timber Industries Employees' Union	10.3.2016	3 years	1.1.2016 – 31.12.2018	55

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
79.	53/2016	Blue Marine Management (Pte) Ltd – (Vessels)	Singapore Maritime Officers' Union	10.3.2016	3 years	15.2.2016 – 14.2.2019	8
80.	64/2016	Houston Well Screen (Asia) Pte Ltd	Metal Industries Workers Union	10.3.2016	2 years	1.1.2016 – 31.12.2017	7
81.	39/2016	Global Yellow Pages Limited	The Singapore Manual & Mercantile Workers' Union	14.3.2016	3 years	1.1.2016 – 31.12.2018	22
82.	65/2016	Dunlopillo (Singapore) Pte Ltd – Dunlop Singapore	The Singapore Manual & Mercantile Workers' Union	14.3.2016	3 years	1.1.2016 – 31.12.2018	6
83.	68/2016	Swire Pacific Ship Management Ltd.	Singapore Maritime Officers' Union	14.3.2016	2 years	1.2.2016 – 31.1.2018	16
84.	71/2016	Nanjing Tanker Corporation represented in Singapore by CSC Oil Transportation(s) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	14.3.2016	2 years	1.1.2016 – 31.12.2017	45
85.	21/2016	Ikano Private Limited	Building Construction and Timber Industries Employees' Union	18.3.2016	3 years	1.9.2015 – 31.8.2018	148

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
86.	41/2016	United World College of South East Asia	Education Services Union	21.3.2016	3 years	1.7.2014 – 30.6.2017	151
87.	42/2016	United World College of South East Asia – East	Education Services Union	21.3.2016	3 years	1.7.2014 – 30.6.2017	84
88.	55/2016	Nikon Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	21.3.2016	3 years	1.4.2016 – 31.3.2019	18
89.	59/2016	Hotel Miramar (Singapore) Limited	Food, Drinks and Allied Workers Union	21.3.2016	3 years	1.5.2015 – 30.4.2018	22
90.	73/2016	Tai Chong Cheang Steamship Co (H.K.) Ltd represented in Singapore by Tai Chong Cheang Steamship Co (Singapore) Pte Ltd	Singapore Maritime Officers' Union	21.3.2016	3 years	1.2.2016 – 31.1.2019	18
91.	74/2016	Tai Chong Cheang Steamship Co (Shanghai) Ltd represented in Singapore by Tai Chong Cheang Steamship Co (Singapore) Pte Ltd	Singapore Maritime Officers' Union	21.3.2016	3 years	1.2.2016 – 31.1.2019	81

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
92.	75/2016	Pusaka Laut Pte Ltd	Singapore Maritime Officers' Union	21.3.2016	3 years	12.1.2016 – 11.1.2019	44
93.	76/2016	Singa Star Pte Ltd	Singapore Maritime Officers' Union	21.3.2016	3 years	12.1.2016 – 11.1.2019	27
94.	8/2016	Ella Limited	Metal Industries Workers Union	24.3.2016	3 years	1.1.2016 – 31.12.2018	80
95.	44/2016	Singapore American School Limited – (Monthly paid locally-hired)	Education Services Union	24.3.2016	3 years	1.7.2014 – 30.6.2017	204
96.	66/2016	AIA Singapore Private Limited	Singapore Insurance Employees' Union	24.3.2016	3 years	1.1.2015 – 31.12.2017	62
97.	67/2016	Windsor Airmotive Asia Pte Ltd	Singapore Industrial & Services Employees' Union	28.3.2016	3 years	1.1.2016 – 31.12.2018	126
98.	83/2016	QBE Insurance (Singapore) Pte Ltd	Singapore Insurance Employees' Union	28.3.2016	3 years	1.1.2015 – 31.12.2017	34
99.	54/2016	The Management Corporation – Strata Title Plan No.2781	Singapore Industrial & Services Employees' Union	29.3.2016	3 years	1.1.2016 – 31.12.2018	2

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
100.	81/2016	Swire Pacific Ship Management Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	30.3.2016	2 years	1.2.2016 – 31.1.2018	11
101.	86/2016	Qantas Airways	The Singapore Manual & Mercantile Workers' Union	4.4.2016	2 years	1.1.2015 – 31.12.2016	14
102.	20/2016	Hollandse Club	Singapore Catering Services, Staffs & Workers Trade Union	5.4.2016	2 years	1.7.2015 – 30.6.2017	15
103.	62/2016	Keppel Land International Limited	Singapore Industrial & Services Employees' Union	5.4.2016	3 years	1.1.2016 – 31.12.2018	20
104.	70/2016	Yokogawa Electric International Pte Ltd and Yokogawa Engineering Asia Pte Ltd	United Workers of Electronics & Electrical Industries	5.4.2016	3 years	1.7.2015 – 30.6.2018	63
105.	72/2016	Swiss Precision Industries (Pte) Ltd	Metal Industries Workers Union	5.4.2016	3 years	1.1.2016 – 31.12.2018	68
106.	89/2016	United Overseas Bank Limited and Far Eastern Bank Limited	The Singapore Bank Officers' Association	5.4.2016	3 years	1.1.2015 – 31.12.2017	176

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
107.	43/2016	Saybolt (Singapore) Pte Ltd	Singapore Industrial & Services Employees' Union	7.4.2016	3 years	1.1.2016 – 31.12.2018	13
108.	69/2016	Health Sciences Authority	Amalgamated Union of Statutory Board Employees	7.4.2016	3 years	1.11.2015 – 31.10.2018	273
109.	84/2016	LHT Holdings Limited	Building Construction and Timber Industries Employees' Union	7.4.2016	3 years	1.1.2016 – 31.12.2018	91
110.	90/2016	Tai Chong Cheang Steamship Co (H.K.) Ltd represented by the Tai Chong Cheang Steamship Co (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	7.4.2016	3 years	1.2.2016 – 31.1.2019	24
111.	91/2016	Tai Chong Cheang Steamship Co (Shanghai) Ltd represented by the Tai Chong Cheang Co (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	7.4.2016	3 years	1.2.2016 – 31.1.2019	108
112.	94/2016	SSC Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	7.4.2016	2 years	1.1.2016 – 31.12.2017	50

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
113.	95/2016	MOL Ship Management (Hong Kong) Company, Limited represented in Singapore by the MOB Cougar Pte Ltd – (Singapore Flag / Foreign Crew)	Singapore Organisation of Seamen	11.4.2016	2 years	15.3.2016 – 14.3.2018	13
114.	82/2016	Service Quality Centre Pte Ltd	Singapore Industrial & Services Employees' Union	18.4.2016	3 years	1.1.2016 – 31.12.2018	14
115.	102/2016	SE Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	18.4.2016	2 years	1.4.2016 – 31.3.2018	50
116.	93/2016	SKF Asia Pacific Pte. Ltd.	Singapore Industrial & Services Employees' Union	21.4.2016	3 years	1.1.2016 – 31.12.2018	45
117.	87/2016	Fu Yu Corporation Limited	Chemical Industries Employees Union	22.4.2016	2 years 6 months	1.7.2014 – 31.12.2016	134
118.	108/2016	Jurong Town Corporation	The Amalgamated Union of Public Employees	25.4.2016	3 years	8.4.2016 – 7.4.2019	265

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
119.	105/2016	The HongKong and Shanghai Banking Corporation Ltd	The Singapore Bank Employees' Union	26.4.2016	3 years	1.1.2016 – 31.12.2018	30
120.	113/2016	Blue Marine Management (Pte) Ltd	Singapore Maritime Officers' Union	26.4.2016	3 years	18.4.2016 – 17.4.2019	8
121.	88/2016	Fujifilm Asia Pacific Pte. Ltd.	Chemical Industries Employees Union	3.5.2016	3 years	1.4.2015 – 31.3.2018	48
122.	19/2016	Metro (Private) Limited	The Singapore Manual & Mercantile Workers' Union	4.5.2016	3 years	1.1.2016 – 31.12.2018	87
123.	118/2016	Posh Fleet Services Pte Ltd	Singapore Maritime Officers' Union	4.5.2016	3 years	1.11.2015 – 31.10.2018	40
124.	115/2016	Positronic Asia Pte Ltd	United Workers of Electronics & Electrical Industries	6.5.2016	3 years	1.5.2015 – 30.4.2018	58
125.	117/2016	Beach Road Hotel (1886) Ltd, operating as Raffles Hotel Singapore	Food, Drinks and Allied Workers Union	6.5.2016	3 years	1.1.2016 – 31.12.2018	72
126.	97/2016	Vantage Automotive Limited	The Singapore Motor Workshops Employees' Union	9.5.2016	3 years	1.1.2016 – 31.12.2018	33

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
127.	100/2016	Bukit Timah Saddle Club	The Singapore Manual & Mercantile Workers' Union	9.5.2016	3 years	1.1.2016 – 31.12.2018	5
128.	119/2016	Management Corporation Strata Title Plan No.2190	Singapore Industrial & Services Employees' Union	10.5.2016	3 years	1.1.2016 – 31.12.2018	25
129.	98/2016	Wilson Cables Private Limited	United Workers of Electronics & Electrical Industries	11.5.2016	3 years	1.7.2015 – 30.6.2018	49
130.	104/2016	Angliss Singapore Pte Ltd	Food, Drinks and Allied Workers Union	11.5.2016	3 years	1.7.2015 – 30.6.2018	24
131.	107/2016	Wilhelmsen Ships Service (S) Pte Ltd	Singapore Industrial & Services Employees' Union	11.5.2016	3 years	1.1.2016 – 31.12.2018	60
132.	120/2016	Marina Centre Holdings Pte Ltd and Marina Management Services Pte Ltd	Singapore Industrial & Services Employees' Union	12.5.2016	3 years	1.1.2016 – 31.12.2018	23
133.	103/2016	Atlas Vending Solutions Pte Ltd	Food, Drinks and Allied Workers Union	13.5.2016	3 years	1.1.2016 – 31.12.2018	22
134.	106/2016	Marina Properties (Pte) Ltd	Building Construction and Timber Industries Employees' Union	13.5.2016	3 years	1.1.2016 – 31.12.2018	104

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
135.	92/2016	Kodak Alaris Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.5.2016	3 years	1.1.2016 – 31.12.2018	4
136.	99/2016	Asia Cement (S) Pte Ltd	Building Construction and Timber Industries Employees' Union	16.5.2016	3 years	1.1.2016 – 31.12.2018	4
137.	101/2016	Kodak (Singapore) Pte Limited	The Singapore Manual & Mercantile Workers' Union	16.5.2016	2 years	1.1.2016 – 31.12.2017	3
138.	125/2016	Realty Management Services (Pte) Ltd	Singapore Industrial & Services Employees' Union	18.5.2016	3 years	1.7.2016 – 30.6.2019	53
139.	127/2016	The HongKong and Shanghai Banking Corporation Ltd	The Singapore Bank Employees' Union	20.5.2016	3 years	1.1.2015 – 31.12.2017	74
140.	128/2016	Hotel Jen Tanglin, Singapore	Food, Drinks and Allied Workers Union	20.5.2016	3 years	1.1.2016 – 31 12.2018	43
141.	116/2016	Saipem Singapore Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	23.5.2016	2 years	1.4.2016 – 31.3.2018	11

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
142.	130/2016	Monetary Authority of Singapore	The Amalgamated Union of Public Employees	24.5.2016	2 years 3 months	1.1.2016 – 31.3.2018	252
143.	138/2016	Technorr Marine Pte Ltd	Singapore Maritime Officers' Union	25.5.2016	3 years	10.5.2016 – 9.5.2019	10
144.	96/2016	Surbana Jurong Group of Companies	Building Construction and Timber Industries Employees' Union	26.5.2016	2 years	1.7.2015 – 30.6.2017	233
145.	135/2016	Diners Club (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.5.2016	3 years	1.4.2016 – 31.3.2019	76
146.	139/2016	Surbana Site Supervisors Pte Ltd	Building Construction and Timber Industries Employees' Union	26.5.2016	2 years	1.7.2015 – 30.6.2017	311
147.	110/2016	Diethelm Keller Aviation Pte Ltd	Metal Industries Workers Union	2.6.2016	3 years	1.1.2016 – 31.12.2018	51
148.	143/2016	RC Hotels (Pte) Ltd	Union of Security Employees	2.6.2016	3 years	1.1.2016 – 31.12.2018	18
149.	15/2016	Infineum Singapore Pte. Ltd.	The United Workers of Petroleum Industry	13.6.2016	3 years	1.7.2015 – 30.6.2018	89

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
150.	109/2016	Business Connectivity Pte Ltd	Creative Media and Publishing Union	13.6.2016	3 years	1.1.2016 – 31.12.2018	7
151.	111/2016	JVCKenwood Technologies Singapore Pte. Ltd.	United Workers of Electronics & Electrical Industries	13.6.2016	3 years	1.6.2015 – 31.5.2018	121
152.	114/2016	CBRE GWS Holding (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.6.2016	2 years	1.1.2016 – 31.12.2017	23
153.	123/2016	Seameo Regional Language Centre	Education Services Union	13.6.2016	3 years	1.5.2016 – 30.4.2019	83
154.	124/2016	Colex Environmental Pte. Ltd	Building Construction and Timber Industries Employees' Union	13.6.2016	3 years	1.1.2016 – 31.12.2018	112
155.	126/2016	Toko Singapore Pte. Ltd.,	United Workers of Electronics & Electrical Industries	13.6.2016	2 years	1.1.2016 – 31.12.2017	7
156.	131/2016	CWT Limited	Metal Industries Workers Union	13.6.2016	3 years	1.7.2016 – 30.6.2019	4
157.	132/2016	CWT Logistics Pte Ltd	Metal Industries Workers Union	13.6.2016	3 years	1.7.2016 – 30.6.2019	8

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
158.	133/2016	DNT Singapore Pte Ltd	Chemical Industries Employees Union	13.6.2016	3 years	1.5.2015 – 30.4.2018	10
159.	134/2016	Cheers Holdings (2004) Pte Ltd	Food, Drinks and Allied Workers Union	13.6.2016	3 years	1.7.2015 – 30.6.2018	47
160.	136/2016	Neste Singapore Pte. Ltd.	The United Workers of Petroleum Industry	13.6.2016	3 years	1.7.2016 – 30.6.2019	40
161.	137/2016	Singapore Cricket Club	Singapore Catering Services, Staffs & Workers Trade Union	13.6.2016	3 years	1.1.2015 – 31.12.2017	51
162.	144/2016	Chubb Insurance Singapore Limited	Singapore Insurance Employees' Union	13.6.2016	3 years	1.1.2015 – 31.12.2017	4
163.	151/2016	Technorr Marine Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	13.6.2016	2 years	10.5.2016 – 9.5.2018	9
164.	152/2016	Pan Pacific Hotels Group (Parkroyal on Beach Road)	Food, Drinks and Allied Workers Union	15.6.2016	3 years	1.4.2015 – 31.3.2018	42
165.	129/2016	Toa Corporation Group of Companies (Toa Corporation and Toa Harbor (S) Pte Ltd)	Building Construction and Timber Industries Employees' Union	17.6.2016	3 years	1.7.2015 – 30.6.2018	12

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
166.	112/2016	Baker Hughes Singapore Pte,	Shipbuilding & Marine Engineering Employees' Union	21.6.2016	3 years	16.6.2016 – 15.6.2019	148
167.	121/2016	ABB Pte. Ltd. (Transformers Operation)	Singapore Industrial & Services Employees' Union	21.6.2016	3 years	1.11.2015 – 31.10.2018	37
168.	122/2016	ABB Pte. Ltd.	Singapore Industrial & Services Employees' Union	21.6.2016	3 years	1.1.2016 – 31.12.2018	161
169.	142/2016	Leeden National Oxygen Ltd	Chemical Industries Employees Union	21.6.2016	3 years	1.7.2016 – 30.6.2019	93
170.	158/2016	Jo Tankers AS represented in Singapore by Jo Tankers Asia Pte Ltd	Singapore Maritime Officers' Union	21.6.2016	2 years	1.6.2016 – 31.5.2018	56
171.	159/2016	Pontiac Hotel (Pte) Ltd doing business as The Regent Singapore	Food, Drinks and Allied Workers Union	21.6.2016	3 years	1.1.2016 – 31.12.2018	79
172.	145/2016	Singapore Turf Club	The Singapore Manual & Mercantile Workers' Union	23.6.2016	3 years	1.4.2016 – 31.3.2019	245
173.	147/2016	Saurer Components Pte Ltd	Metal Industries Workers Union	23.6.2016	3 years	1.7.2016 – 30.6.2019	91

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
174.	165/2016	Goltens Singapore Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	23.6.2016	3 years	1.8.2016 – 31.7.2019	52
175.	156/2016	Jurong Country Club	Attractions, Resorts & Entertainment Union	27.6.2016	2 years	9.6.2016 – 8.6.2018	88
176.	167/2016	Jo Tankers As represented by the Jo Tankers Asia Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	27.6.2016	2 years	7.5.2016 – 6.5.2018	84
177.	173/2016	Singa Plastics Limited	Chemical Industries Employees Union	28.6.2016	3 years	1.7.2016 – 30.6.2019	75
178.	176/2016	Pedro Investigations & Security Services Pte Ltd	Union of Security Employees	28.6.2016	2 years	1.4.2016 – 31.3.2018	21
179.	162/2016	APM Property Management Pte Ltd	Building Construction and Timber Industries Employees' Union	1.7.2016	2 years	1.11.2015 – 31.10.2017	66
180.	177/2016	HT Shipping Pte Ltd	Singapore Organisation of Seamen	1.7.2016	3 years	2.5.2016 – 1.5.2019	30

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
181.	164/2016	Pokka Corporation (Singapore) Private Limited	Food, Drinks and Allied Workers Union	4.7.2016	3 years	1.5.2016 – 30.4.2019	58
182.	178/2016	Alfa Crew Managers Pte Ltd	Singapore Organisation of Seamen	4.7.2016	2 years 8 months	1.5.2016 – 31.12.2018	10
183.	179/2016	Unicom Data Bank Pte Ltd	The Singapore Manual & Mercantile Workers' Union	4.7.2016	3 years	1.1.2015 – 31.12.2017	5
184.	180/2016	UOB Property Investments Pte Ltd	The Singapore Manual & Mercantile Workers' Union	4.7.2016	3 years	1.1.2015 – 31.12.2017	4
185.	154/2016	Singapore Management University	Education Services Union	5.7.2016	3 years	7.6.2016 – 6.6.2019	135
186.	160/2016	Pan Pacific Hotels Group Limited (ParkRoyal on Beach Road)	Union of Security Employees	5.7.2016	3 years	1.4.2015 – 31.3.2018	7
187.	155/2016	DIC Asia Pacific Private Limited	Chemical Industries Employees Union	8.7.2016	3 years	1.7.2014 – 30.6.2017	4
188.	166/2016	SAA Architects Pte Ltd	The Singapore Manual & Mercantile Workers' Union	8.7.2016	3 years	1.7.2016 – 30.6.2019	3

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
189.	168/2016	Soverus Pte Ltd	Union of Security Employees	8.7.2016	3 years	1.4.2016 – 31.3.2019	138
190.	169/2016	Soverus Consultancy & Services Pte Ltd	Union of Security Employees	8.7.2016	3 years	1.4.2016 – 31.3.2019	1
191.	175/2016	Singapore Health Services Pte Ltd for and on behalf of its subsidiaries namely, KK Women's and Children's Hospital Pte Ltd, Singapore General Hospital Pte Ltd, National Cancer Centre of Singapore Pte Ltd, National Dental Centre of Singapore Pte Ltd, National Heart Centre of Singapore Pte Ltd, Singapore National Eye Centre Pte Ltd, Sengkang Health Pte. Ltd. And SingHealth Polyclinics	Healthcare Services Employees' Union	8.7.2016	2 years 6 months	1.10.2015 – 31.3.2018	8439
192.	181/2016	United Parcel Service Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	8.7.2016	3 years	1.7.2016 – 30.6.2019	162
193.	140/2016	Sembcorp Architects & Engineers Pte Ltd	Building Construction and Timber Industries Employees' Union	11.7.2016	3 years	1.1.2016 – 31.12.2018	32

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
194.	141/2016	Sembcorp Design and Construction	Building Construction and Timber Industries Employees' Union	11.7.2016	3 years	1.1.2016 – 31.12.2018	94
195.	183/2016	Eastern Health Alliance Pte Ltd for and on behalf of its subsidiaries namely Changi General Hospital Pte Ltd	Healthcare Services Employees' Union	11.7.2016	2 years 6 months	1.10.2015 – 31.3.2018	3736
196.	184/2016	National Parks Board	The Amalgamated Union of Public Employees	11.7.2016	3 years	1.8.2016 – 31.7.2019	306
197.	186/2016	Jurong Health Services Pte Ltd	Healthcare Services Employees' Union	11.7.2016	2 years 6 months	1.10.2015 – 31.3.2018	1884
198.	150/2016	Hillcrest Security & Management Services Pte Ltd	Union of Security Employees	14.7.2016	3 years	1.6.2016 – 31.5.2019	7
199.	172/2016	HT Shipping Pte. Ltd.,	Singapore Maritime Officers' Union	14.7.2016	3 years	2.5.2016 – 1.5.2019	30

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
200.	182/2016	National University Health System Pte Ltd for and on behalf of its subsidiaries namely, National University Hospital and National University Health System Corporate Office	Healthcare Services Employees' Union	14.7.2016	3 years	1.4.2015 – 31.3.2018	5587
201.	187/2016	Singapore Press Holdings Limited – (Journalists)	Creative Media and Publishing Union	14.7.2016	3 years	1.1.2016 – 31.12.2018	120
202.	188/2016	Singapore Press Holdings Limited	Creative Media and Publishing Union	14.7.2016	3 years	1.1.2016 – 31.12.2018	742
203.	189/2016	Singapore Unit Trusts Limited	The Singapore Manual & Mercantile Workers' Union	14.7.2016	3 years	1.7.2016 – 30.6.2019	1
204.	146/2016	Delta Air Lines, Inc – (Frontline employees')	The Singapore Manual & Mercantile Workers' Union	21.7.2016	3 years	1.10.2015 – 30.9.2018	44
205.	170/2016	Keppel Smit Towage Private Limited	Shipbuilding & Marine Engineering Employees' Union	21.7.2016	2 years	1.1.2016 – 31.12.2017	29
206.	171/2016	Maju Maritime Private Limited	National Transport Workers' Union	21.7.2016	2 years	1.1.2016 – 31.12.2017	3

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
207.	195/2016	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	21.7.2016	2 years 6 months	1.10.2015 – 31.3.2018	6803
208.	196/2016	Blue Marine Management (Pte) Ltd – (“M” Vessels)	Singapore Maritime Officers' Union	21.7.2016	3 years	1.8.2016 – 31.7.2019	8
209.	174/2016	Crete Security Services Pte Ltd	Union of Security Employees	25.7.2016	3 years	16.6.2016 – 15.6.2019	60
210.	197/2016	Central Provident Fund Board	The Amalgamated Union of Public Employees	25.7.2016	3 years	12.7.2016 – 11.7.2019	488
211.	201/2016	Herning Shipping Asia Pte Ltd	Singapore Maritime Officers' Union	25.7.2016	3 years	1.6.2016 – 31.5.2019	10
212.	161/2016	Nasteel Holdings Pte Ltd	Natsteel Employees' Union	28.7.2016	3 years	1.1.2016 – 31.12.2018	148
213.	194/2016	Jasa Investigation & Security Services Pte Ltd	Union of Security Employees	28.7.2016	3 years	1.6.2015 – 31.5.2018	93

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
214.	208/2016	ASP Crew Management Services Ltd	Singapore Maritime Officers' Union	28.7.2016	2 years	4.7.2016 – 3.7.2018	10
215.	210/2016	MOL Tankship Management (Europe) Ltd represented in Singapore by MOL Tankship Management (Asia) Pte Ltd	Singapore Organisation of Seamen	28.7.2016	2 years 6 months 23 days	9.6.2016 – 31.12.2018	69
216.	216/2016	First Defense Services' Pte Ltd	Singapore Industrial & Services Employees' Union	28.7.2016	2 years	27.7.2016 – 26.7.2018	68
217.	77/2016	Sunningdale Tech Limited	Chemical Industries Employees Union	1.8.2016	3 years	1.9.2015 – 31.8.2018	18
218.	78/2016	Sunningdale Precision Industries Limited	Chemical Industries Employees Union	1.8.2016	3 years	1.9.2015 – 31.8.2018	3
219.	79/2016	Omni Mold Limited	Chemical Industries Employees Union	1.8.2016	3 years	1.9.2015 – 31.8.2018	22
220.	80/2016	UFE Pte Ltd	Chemical Industries Employees Union	1.8.2016	3 years	1.9.2015 – 31.8.2018	13
221.	163/2016	Premier Security Co-Operative Limited	Union of Security Employees	1.8.2016	3 years	1.4.2016 – 31.3.2019	253

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
222.	191/2016	Petrochemical Corporation of Singapore (Private) Limited	The United Workers of Petroleum Industry	1.8.2016	3 years	1.7.2016 – 30.6.2019	166
223.	192/2016	Petrochemical Corporation of Singapore (Private) Limited – (Firemen's)	The United Workers of Petroleum Industry	1.8.2016	3 years	1.7.2016 – 30.6.2019	17
224.	204/2016	Murata Electronics Singapore (Pte) Ltd	United Workers of Electronics & Electrical Industries	1.8.2016	3 years	1.7.2016 – 30.6.2019	373
225.	211/2016	ASP Crew Management Services Ltd.	Singapore Organisation of Seamen	1.8.2016	2 years	5.7.2016 – 4.7.2018	10
226.	185/2016	SPH Radio Pte Ltd	Singapore Industrial & Services Employees' Union	4.8.2016	3 years	1.1.2015 – 31.12.2017	9
227.	202/2016	The Polyolefin Company (Singapore) Pte Ltd	The United Workers of Petroleum Industry	4.8.2016	3 years	1.7.2016 – 30.6.2019	154
228.	212/2016	Standard Chartered Bank	The Singapore Bank Employees' Union	4.8.2016	3 years	1.1.2015 – 31.12.2017	86

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
229.	85/2016	CSP Maintenance Pte Ltd	Building Construction and Timber Industries Employees' Union	18.8.2016	2 years	1.3.2016 – 28.2.2018	60
230.	148/2016	Natsteel Holdings Pte Ltd	Metal Industries Workers Union	18.8.2016	2 years	1.1.2016 – 31.12.2017	29
231.	149/2016	Natsteel Recycling Pte Ltd	Metal Industries Workers Union	18.8.2016	2 years	1.1.2016 – 31.12.2017	11
232.	190/2016	Beam Global Asia Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.8.2016	3 years	1.4.2015 – 31.3.2018	3
233.	205/2016	Prima Limited	Food, Drinks and Allied Workers Union	18.8.2016	3 years	1.1.2016 – 31.12.2018	26
234.	206/2016	Prima Food Private Limited	Food, Drinks and Allied Workers Union	18.8.2016	3 years	1.1.2016 – 31.12.2018	29
235.	222/2016	National Library Board	Amalgamated Union of Statutory Board Employees	18.8.2016	3 years	1.8.2016 – 31.7.2019	324
236.	224/2016	Ethoxylates Manufacturing Pte Ltd	The United Workers of Petroleum Industry	18.8.2016	3 years	1.7.2016 – 30.6.2019	8

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
237.	227/2016	Synergy Marine Pte Ltd	Singapore Maritime Officers' Union	18.8.2016	2 years 11 mths 2 days	30.6.2016 – 31.5.2019	42
238.	153/2016	PT Garuda Indonesia (Persero) TBK	The Singapore Manual & Mercantile Workers' Union	19.8.2016	3 years	1.1.2016 – 31.12.2018	39
239.	203/2016	Keppel DHCS O&M Pte Ltd	Singapore Industrial & Services Employees' Union	19.8.2016	3 years	1.7.2016 – 30.6.2019	24
240.	209/2016	Boncafe International Pte Ltd	Food, Drinks and Allied Workers Union	19.8.2016	3 years	1.7.2016 – 30.6.2019	30
241.	215/2016	Blue Marine Management (Pte) Ltd	Singapore Organisation of Seamen	19.8.2016	3 years	1.8.2016 – 31.7.2019	12
242.	234/2016	Celeste Holding Pte Ltd	Singapore Organisation of Seamen	19.8.2016	2 years	13.9.2016 – 12.9.2018	33
243.	235/2016	Nippecraft Limited	Building Construction and Timber Industries Employees' Union	23.8.2016	2 years	1.7.2016 – 30.6.2018	3
244.	157/2016	Singapore Airlines Limited	Singapore Airlines Staff Union	25.8.2016	3 years	1.1.2016 – 31.12.2018	5844

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
245.	198/2016	British Airways	The Singapore Manual & Mercantile Workers' Union	25.8.2016	3 years	1.1.2015 – 31.12.2017	8
246.	214/2016	Clarins Pte Ltd	The Singapore Manual & Mercantile Workers' Union	25.8.2016	3 years	1.1.2016 – 31.12.2018	23
247.	220/2016	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	25.8.2016	3 years	1.5.2016 – 30.4.2019	35
248.	223/2016	Tractors Singapore Limited	The Singapore Manual & Mercantile Workers' Union	25.8.2016	3 years	1.1.2016 – 31.12.2018	117
249.	236/2016	Spring Singapore	SPRING Singapore Staff Union	25.8.2016	3 years	1.3.2016 – 28.2.2019	230
250.	237/2016	Singapore Electrical Steel Services Private Limited	United Workers of Electronics & Electrical Industries	25.8.2016	3 years	1.7.2016 – 30.6.2019	36

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
251.	241/2016	Singapore Power Ltd and its subsidiaries SP Training & Consultancy Company Pte Ltd and SP Telecommunications Pte Ltd	Union of Power and Gas Employees	25.8.2016	3 years	1.3.2016 – 28.2.2019	107
252.	242/2016	SP Services Ltd	Union of Power and Gas Employees	25.8.2016	3 years	1.3.2016 – 28.2.2019	606
253.	243/2016	SP Powergrid Ltd	Union of Power and Gas Employees	25.8.2016	3 years	1.3.2016 – 28.2.2019	1616
254.	246/2016	Anglo-Eastern Shipmanagement (HongKong) Ltd, Anglo-Eastern (UK) Ltd and Anglo-Eastern Maritime Services Pvt. Ltd represented in Singapore by Anglo-Eastern Shipmanagement (Singapore) Pte Ltd – (Dry Cargo Vessels)	Singapore Maritime Officers' Union	25.8.2016	3 years	18.2.2016 – 17.2.2019	117
255.	247/2016	Teekay Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	25.8.2016	2 years	1.7.2016 – 30.6.2018	9
256.	193/2016	Taiyo Yuden (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	1.9.2016	3 years	1.9.2015 – 31.8.2018	19

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
257.	199/2016	The SAF Warrant Officers and Specialist Club	Attractions, Resorts & Entertainment Union	1.9.2016	3 years	8.7.2016 – 7.7.2019	41
258.	213/2016	Alexandra Health System Pte Ltd for and on behalf of all its subsidiaries	Healthcare Services Employees' Union	1.9.2016	2 years 6 months	1.10.2015 – 31.3.2018	2169
259.	217/2016	Rohm and Haas Chemicals Singapore Pte Ltd	The United Workers of Petroleum Industry	1.9.2016	3 years	1.7.2016 – 30.6.2019	29
260.	249/2016	Drug Houses of Australia Pte Ltd	Chemical Industries Employees Union	1.9.2016	2 years	1.1.2016 – 31.12.2017	52
261.	225/2016	MFS Technology (S) Pte Ltd	United Workers of Electronics & Electrical Industries	2.9.2016	3 years	1.7.2015 – 30.6.2018	21
262.	219/2016	SGS Testing & Control Services Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	5.9.2016	3 years	1.1.2016 – 31.12.2018	155
263.	226/2016	Jardine Engineering (Singapore) Pte Ltd	Singapore Industrial & Services Employees' Union	5.9.2016	3 years	1.6.2016 – 31.5.2019	31

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
264.	256/2016	Han Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	5.9.2016	3 years	23.7.2016 – 22.7.2019	21
265.	259/2016	Yong Sheng Shipping Pte Ltd	Singapore Maritime Officers' Union	5.9.2016	3 years	1.8.2016 – 31.7.2019	8
266.	207/2016	Arlanxeo Singapore Pte Ltd	Chemical Industries Employees Union	6.9.2016	3 years	1.8.2016 – 31.7.2019	98
267.	229/2016	Actus Guards Pte Ltd	Union of Security Employees	6.9.2016	2 years	1.12.2016 – 30.11.2018	9
268.	231/2016	Energizer Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	6.9.2016	3 years	1.7.2016 – 30.6.2019	339
269.	251/2016	Spear Security Force Pte Ltd	Union of Security Employees	6.9.2016	3 years	1.9.2016 – 31.8.2019	24
270.	218/2016	SIA Engineering Company Limited – (Aircraft Engineers)	SIA Engineering Company Engineers and Executives Union	13.9.2016	3 years	1.1.2016 – 31.12.2018	853
271.	230/2016	Seiko Instruments Singapore Pte. Ltd.	Metal Industries Workers Union	13.9.2016	3 years	1.7.2016 – 30.6.2019	494
272.	233/2016	Foamtec (Singapore) Pte Ltd	Chemical Industries Employees Union	13.9.2016	2 years	1.7.2015 – 30.6.2017	78

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
273.	244/2016	Millennium & Copthorne International Limited – Copthorne King's Hotel Singapore and trading as Copthorne King's Hotel Singapore	Food, Drinks and Allied Workers Union	13.9.2016	3 years	1.1.2016 – 31.12.2018	22
274.	263/2016	Marubeni Asean Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.9.2016	3 years	1.7.2016 – 30.6.2019	37
275.	265/2016	Yong Sheng Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	13.9.2016	3 years	1.8.2016 – 31.7.2019	12
276.	266/2016	Robert Bosch (South East Asia) Private Limited	The Singapore Manual & Mercantile Workers' Union	13.9.2016	3 years	1.7.2016 – 30.6.2019	33
277.	273/2016	Western Union Business Solutions (Singapore) Pte. Ltd.,	The Singapore Manual & Mercantile Workers' Union	13.9.2016	3 years	1.1.2017 – 31.12.2019	5
278.	276/2016	Nanyang Technological University	Education Services Union	13.9.2016	3 years	1.3.2016 – 28.2.2019	1089
279.	277/2016	Enesel Limited represented in Singapore by Enesel Pte Ltd	Singapore Maritime Officers' Union	13.9.2016	2 years	1.7.2016 – 30.6.2018	100

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
280.	228/2016	BNL Group of Companies (BNL Services Pte Ltd, BNL Environment Pte. Ltd., BNL Waste Management Pte. Ltd.)	Building Construction and Timber Industries Employees' Union	15.9.2016	2 years	1.7.2016 – 31.6.2018	66
281.	232/2016	CA Facilities Pte Ltd	Building Construction and Timber Industries Employees' Union	15.9.2016	2 years	1.11.2015 – 31.10.2017	45
282.	248/2016	Heraeus Materials Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	15.9.2016	3 years	1.1.2016 – 31.12.2018	84
283.	267/2016	W H Brennan & Company Pte Ltd	The Singapore Manual & Mercantile Workers' Union	15.9.2016	3 years	1.1.2017 – 31.12.2019	55
284.	271/2016	VDL Enabling Technologies Group (Singapore) Private Limited	United Workers of Electronics & Electrical Industries	15.9.2016	3 years	6.11.2015 – 5.11.2018	104

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
285.	272/2016	Cushman & Wakefield Singapore Group of Companies in Singapore (Cushman & Wakefield Facilities & Engineering (S) Limited, Cushman & Wakefield Operations Pte Ltd, Cushman & Wakefield Township Pte Ltd, Premas Valuers & Property Consultants Pte Ltd, Esmaco Valuers & Property Agents Pte Ltd)	Building Construction and Timber Industries Employees' Union	15.9.2016	3 years	1.5.2016 – 30.4.2019	273
286.	278/2016	Evergas Ship Management Pte Ltd – (IMEC IBF TCC)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	15.9.2016	2 years	1.6.2016 – 31.5.2018	19
287.	279/2016	Han Ship Management Pte Ltd	Singapore Maritime Officers' Union	15.9.2016	3 years	23.7.2016 – 22.7.2019	15
288.	200/2016	Wärtsilä Pumps Pte Ltd	Metal Industries Workers Union	16.9.2016	3 years	1.8.2016 – 31.7.2019	56
289.	250/2016	GE Keppel Energy Services Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	16.9.2016	3 years	1.6.2016 – 31.5.2019	126
290.	280/2016	Civil Aviation Authority of Singapore	The Amalgamated Union of Public Employees	16.9.2016	3 years	1.7.2016 – 30.6.2019	350

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
291.	285/2016	Eastern Pacific Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	16.9.2016	2 years	1.8.2015 – 31.7.2017	425
292.	221/2016	Seletar Country Club	Attractions, Resorts & Entertainment Union	20.9.2016	3 years	7.7.2016 – 6.7.2019	54
293.	245/2016	Cold Storage Singapore (1983) Private Limited	Food, Drinks and Allied Workers Union	20.9.2016	3 years	1.1.2016 – 31.12.2018	1198
294.	252/2016	Philips Electronics Singapore Private Limited	United Workers of Electronics & Electrical Industries	20.9.2016	3 years	1.7.2015 – 30.6.2018	25
295.	253/2016	Philips Lighting Singapore Private Limited	United Workers of Electronics & Electrical Industries	20.9.2016	3 years	1.7.2015 – 30.6.2018	3
296.	260/2016	Dynamic Trilogy Security Pte Ltd	Union of Security Employees	20.9.2016	3 years	1.9.2016 – 31.8.2019	28
297.	284/2016	Enesel Limited represented by Enesel Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	20.9.2016	2 years	1.7.2016 – 30.6.2018	100
298.	258/2016	Leo Shipping Agencies Pte Ltd	Singapore Maritime Officers' Union	21.9.2016	3 years	12.5.2016 – 11.5.2019	13

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
299.	294/2016	Grindrod Shipping Pte Ltd – (Tankers)	Singapore Maritime Officers' Union	21.9.2016	2 years 4 months	1.9.2016 – 31.12.2018	50
300.	254/2016	Tyco Fire, Security & Services Pte Ltd	Singapore Industrial & Services Employees' Union	26.9.2016	3 years	1.7.2016 – 30.9.2019	102
301.	257/2016	Cadbury Enterprises Pte. Ltd.	Food, Drinks and Allied Workers Union	26.9.2016	3 years	1.1.2016 – 31.12.2018	28
302.	269/2016	Gallant Investment Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.9.2016	3 years	1.1.2017 – 31.12.2019	2
303.	274/2016	Singapore Crocodile (1968) Pte Ltd	Singapore Industrial & Services Employees' Union	26.9.2016	3 years	1.10.2016 – 30.9.2019	24
304.	293/2016	Centennial Asia Shipping Pte Ltd	Singapore Maritime Officers' Union	26.9.2016	3 years	30.6.2016 – 29.6.2019	26
305.	295/2016	Sumitomo Electric Asia Pacific Pte. Ltd.	United Workers of Electronics & Electrical Industries	26.9.2016	3 years	1.7.2016 – 30.6.2019	11
306.	299/2016	Fleet Ship Management Pte Ltd	Singapore Maritime Officers' Union	26.9.2016	2 years	10.8.2016 – 9.8.2018	330

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
307.	238/2016	ExxonMobil Asia Pacific Pte. Ltd.,	ExxonMobil Singapore Employees Union	27.9.2016	3 years	1.7.2016 – 30.6.2019	576
308.	303/2016	Sabre Asia Pacific Private Limited	The Singapore Manual & Mercantile Workers' Union	27.9.2016	3 years	1.7.2016 – 30.6.2019	10
309.	304/2016	Alfa Crew Managers Pte Ltd	Singapore Maritime Officers' Union	27.9.2016	2 years 5 months	1.8.2016 – 31.12.2018	10
310.	239/2016	Croda Singapore Pte Ltd	Chemical Industries Employees Union	28.9.2016	3 years	1.1.2015 – 31.12.2017	75
311.	262/2016	Raffles Country Club	Attractions, Resorts & Entertainment Union	28.9.2016	3 years	1.9.2015 – 31.8.2018	59
312.	275/2016	Housing & Development Board	Housing & Development Board Staff Union	28.9.2016	3 years	1.7.2016 – 30.6.2019	2891
313.	281/2016	Transit Link Pte Ltd	Singapore Industrial & Services Employees' Union	28.9.2016	3 years	1.1.2016 – 31.12.2018	110

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
314.	307/2016	Mitsuboshi Overseas Headquarters Private Limited	Chemical Industries Employees Union	28.9.2016	3 years	1.7.2015 – 30.6.2018	91
315.	255/2016	Kingston Property Maintenance Services Pte Ltd	Union of Security Employees	30.9.2016	3 years	1.7.2016 – 30.6.2019	53
316.	268/2016	UTi Worldwide (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	30.9.2016	2 years	1.8.2016 – 31.7.2018	64
317.	292/2016	Tiger Hong Investigations & Security Pte Ltd	Union of Security Employees	30.9.2016	3 years	1.7.2016 – 30.6.2019	30
318.	240/2016	Cameron (Singapore) Pte. Ltd.	Shipbuilding & Marine Engineering Employees' Union	6.10.2016	2 years	1.7.2016 – 30.6.2018	525
319.	261/2016	Tomlinson Hotel Pte Ltd (trading as ST. Regis Singapore)	Food, Drinks and Allied Workers Union	7.10.2016	3 years	1.7.2016 – 30.6.2019	35
320.	270/2016	Courts (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	7.10.2016	3 years	1.4.2016 – 31.3.2019	234

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
321.	282/2016	Singex Venues Pte Ltd and Singex Exhibitions Pte Ltd	Singapore Industrial & Services Employees' Union	7.10.2016	3 years	1.1.2016 -31.12.2018	46
322.	283/2016	Jabil Circuit (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	7.10.2016	3 years	1.7.2016 – 30.6.2019	114
323.	290/2016	Keppel Shipyard Limited and Keppel Singmarine Pte Ltd	Keppel Employees Union and Shipbuilding & Marine Engineering Employees' Union	7.10.2016	3 years	1.7.2016 – 30.6.2019	1645
324.	296/2016	Carlton Hotel (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	7.10.2016	3 years	1.7.2016 – 30.6.2019	86
325.	311/2016	SIA Group Sports Club	The Singapore Manual & Mercantile Workers' Union	7.10.2016	3 years	1.7.2016 – 30.6.2019	9
326.	312/2016	YS Yong Services Pte Ltd	Building Construction and Timber Industries Employees' Union	7.10.2016	2 years	1.9.2016 – 31.8.2018	414
327.	313/2016	Metal One Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	7.10.2016	3 years	1.7.2016 – 30.6.2019	5

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
328.	314/2016	OMC Shipping Pte Ltd	Singapore Maritime Officers' Union	13.10.2016	3 years	10.9.2016 – 9.9.2019	45
329.	315/2016	Cido Shipping (H.K.) Co., Ltd, represented in Singapore by Orexis International Trading Pte Ltd	Singapore Maritime Officers' Union	13.10.2016	2 years	1.1.2017 – 31.12.2018	20
330.	316/2016	V.Group Manpower Services represented in Singapore by V.Ships Asia Group Pte Ltd	Singapore Maritime Officers' Union	13.10.2016	3 years	1.8.2016 – 31.7.2019	441
331.	317/2016	Active Shipping & Management Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	13.10.2016	2 years	10.8.2016 – 9.8.2018	19
332.	318/2016	800 Super Waste Management Pte Ltd	Building Construction and Timber Industries Employees' Union	13.10.2016	2 years	1.9.2016 – 31.8.2018	533
333.	320/2016	Mare Maritime Asia Group Pte Ltd represented in Singapore by Asian- Alliance Ship Management Pte Ltd – (ITF SMOU/SOS IMEC IBF TCC)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	13.10.2016	2 years	1.8.2016 – 31.7.2018	42

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
334.	325/2016	M.T.M. Ship Management Pte Ltd	Singapore Organisation of Seamen	13.10.2016	2 years 5 months 4 days	28.7.2016 – 31.12.2018	391
335.	286/2016	Mediacorp Pte Ltd and Mediacorp TV Singapore Pte Ltd	Singapore Union of Broadcasting Employees	17.10.2016	3 years	1.8.2016 – 31.7.2019	598
336.	321/2016	O'Connor's Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.10.2016	3 years	1.1.2016 – 31.12.2018	3
337.	323/2016	WorleyParsons Pte Limited	Union of Power and Gas Employees	18.10.2016	2 years	1.11.2015 – 31.10.2017	15
338.	332/2016	SL Ponie Pte Ltd	Singapore Industrial & Services Employees' Union	18.10.2016	3 years	1.7.2016 – 30.6.2019	20
339.	289/2016	Gemalto Pte Ltd	United Workers of Electronics & Electrical Industries	19.10.2016	3 years	1.7.2015 – 30.6.2018	290
340.	297/2016	Parkroyal Kitchener Hotel Pte. Ltd. trading as Parkroyal on Kitchener Road	Food, Drinks and Allied Workers Union	24.10.2016	3 years	1.1.2015 – 31.12.2017	9

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
341.	302/2016	Cast Laboratories Group of Companies (Cast Laboratories Pte Ltd and CiPGi Pte Ltd, excluding overseas subsidiaries)	Building Construction and Timber Industries Employees' Union	24.10.2016	2 years	1.11.2015 – 31.10.2017	96
342.	329/2016	Weishen Industrial Services Pte Ltd	Building Construction and Timber Industries Employees' Union	24.10.2016	2 years	1.9.2016 – 31.8.2018	708
343.	331/2016	SL Global Pte Ltd	Singapore Industrial & Services Employees' Union	24.10.2016	3 years	1.8.2016 – 31.7.2019	47
344.	334/2016	Kose Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	24.10.2016	3 years	1.1.2016 – 31.12.2018	52
345.	346/2016	Argosy Pte Ltd	Singapore Organisation of Seamen	26.10.2016	2 years	28.7.2016 – 27.7.2018	48
346.	264/2016	Lea Hin Co (Metal Factory) Pte Ltd	Metal Industries Workers Union	28.10.2016	3 years	1.7.2016 – 30.6.2019	4
347.	298/2016	Nestle Singapore (Pte) Ltd	Food, Drinks and Allied Workers Union	28.10.2016	3 years	1.1.2016 – 31.12.2018	79

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
348.	327/2016	Standard Chartered Bank	The Singapore Bank Officers' Association	28.10.2016	3 years	1.1.2015 – 31.12.2017	35
349.	341/2016	Singapore Precision Repair and Overhaul Pte Ltd	Singapore Industrial & Services Employees' Union	28.10.2016	2 years	1.1.2016 – 31.12.2017	29
350.	308/2016	Singapore Airlines Limited - (Executive Staff)	Air Transport Executive Staff Union	31.10.2016	3 years	1.4.2016 – 31.3.2019	437
351.	348/2016	Indeco Engineers Pte Ltd	Singapore Industrial & Services Employees' Union	31.10.2016	3 years	1.1.2016 – 31.12.2018	146
352.	324/2016	J. Lauritzen Singapore Pte Ltd	Singapore Organisation of Seamen	1.11.2016	2 years	1.10.2016 – 30.9.2018	53
353.	326/2016	Western Shipping Pte Ltd – (Singapore Flag – Tanker & Bulker Vessels)	Singapore Organisation of Seamen	1.11.2016	2 years	1.9.2016 – 31.8.2018	96
354.	350/2016	Hotel Royal Ltd	Food, Drinks and Allied Workers Union	1.11.2016	3 years	1.7.2015 – 30.6.2018	42
355.	333/2016	WeatherFord Asia Pacific Pte Ltd	Singapore Industrial & Services Employees' Union	2.11.2016	3 years	1.6.2016 – 31.5.2019	52

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
356.	337/2016	Buhler Asia Private Limited	The Singapore Manual & Mercantile Workers' Union	2.11.2016	3 years	1.7.2016 – 30.6.2019	12
357.	338/2016	Royal Brunei Airlines Sdn. Bhd	The Singapore Manual & Mercantile Workers' Union	2.11.2016	3 years	1.3.2016 – 28.2.2019	15
358.	340/2016	Axxel Marketing Pte Ltd	Singapore Industrial & Services Employees' Union	2.11.2016	3 years	1.1.2016 – 31.12.2018	33
359.	349/2016	"K" Line Ship Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	2.11.2016	3 years	12.9.2016 – 11.9.2019	39
360.	309/2016	SATS Ltd.	Air Transport Executive Staff Union	10.11.2016	3 years	1.4.2016 – 31.3.2019	168
361.	310/2016	SATS Ltd.	Singapore Airport Terminal Services Workers' Union	10.11.2016	3 years	1.7.2016 – 30.6.2019	5094
362.	342/2016	Behn Meyer Specialty Chemicals LLP	The Singapore Manual & Mercantile Workers' Union	10.11.2016	3 years	1.1.2017 – 31.12.2019	3

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
363.	344/2016	Chevron Phillips Chemicals Asia Pte. Ltd.,	The United Workers of Petroleum Industry	10.11.2016	3 years	1.7.2016 – 30.6.2019	31
364.	345/2016	Chevron Phillips Singapore Chemicals (Private) Limited	The United Workers of Petroleum Industry	10.11.2016	3 years	1.7.2016 – 30.6.2019	104
365.	353/2016	Singapore Tourism Board	The Amalgamated Union of Public Employees	10.11.2016	3 years	1.10.2016 – 30.9.2019	70
366.	355/2016	A&P Maintenance Services Pte Ltd	Building Construction and Timber Industries Employees' Union	10.11.2016	2 years	1.11.2016 – 31.10.2018	43
367.	356/2016	Acteef Cleaning Specialists Pte Ltd	Building Construction and Timber Industries Employees' Union	10.11.2016	2 years	1.11.2016 – 31.10.2018	1
368.	357/2016	Excellent Security & Safety Pte Ltd	Union of Security Employees	10.11.2016	3 years	1.12.2016 – 30.11.2019	132
369.	360/2016	3J Shipping Agencies Pte Ltd	Singapore Organisation of Seamen	15.11.2016	3 years	16.10.2016 – 15.10.2019	9
370.	361/2016	3J Shipping Agencies Pte Ltd	Singapore Maritime Officers' Union	15.11.2016	3 years	16.10.2016 – 15.10.2019	10

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
371.	328/2016	KMC O&M Pte Ltd	Union of Power and Gas Employees	17.11.2016	3 years	6.10.2015 – 5.10.2018	15
372.	351/2016	Avago Technologies Manufacturing (Singapore) Pte Ltd. and its Affiliates	United Workers of Electronics & Electrical Industries	17.11.2016	3 years	1.7.2016 – 30.6.2019	260
373.	358/2016	Nanyang Polytechnic – (Non-Academic Staff)	The Amalgamated Union of Public Employees	17.11.2016	3 years	1.5.2016 – 30.4.2019	79
374.	359/2016	Singapore Corporation of Rehabilitative Enterprises	The Amalgamated Union of Public Employees	17.11.2016	3 years	7.11.2016 – 6.11.2019	62
375.	362/2016	Haw Par Healthcare Limited	Chemical Industries Employees Union	23.11.2016	3 years	1.1.2016 – 31.12.2018	137
376.	319/2016	Kaneka Singapore Co (Pte) Ltd	Chemical Industries Employees Union	24.11.2016	2 years	1.4.2015 – 31.3.2017	18
377.	363/2016	Energy Market Authority	Amalgamated Union of Statutory Board Employees	24.11.2016	3 years	1.1.2017 – 31.12.2019	258
378.	365/2016	National Environment Agency	Amalgamated Union of Public Daily Rated Workers	24.11.2016	3 years	1.7.2016 – 30.6.2019	562

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
379.	291/2016	April Security & Investigation Pte Ltd	Union of Security Employees	25.11.2016	3 years	1.7.2016 – 30.6.2019	30
380.	305/2016	YCH Distripark (Pte) Ltd	National Transport Workers' Union	5.12.2016	2 years	1.1.2016 – 31.12.2017	56
381.	306/2016	YCH Global Logistics Pte Ltd	National Transport Workers' Union	5.12.2016	2 years	1.1.2016 – 31.12.2017	16
382.	339/2016	Senoko Energy Pte Ltd	Union of Power and Gas Employees	5.12.2016	3 years	1.3.2016 – 28.2.2019	256
383.	343/2016	UTAC Manufacturing Services Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	5.12.2016	3 years	1.7.2016 – 30.6.2019	181
384.	376/2016	Lumileds Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	8.12.2016	3 years	1.7.2015 – 30.6.2018	990
385.	347/2016	LF Logistics Services Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.12.2016	2 years	1.7.2016 – 30.6.2018	106
386.	352/2016	Sime Darby Insurance Brokers (Singapore) Pte Ltd	Singapore Industrial & Services Employees' Union	12.12.2016	3 years	1.7.2016 – 30.6.2019	1

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
387.	380/2016	BHG (Singapore) Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	12.12.2016	3 years	1.1.2017 – 31.12.2019	51
388.	379/2016	United Packaging Industries Pte Ltd	Building Construction and Timber Industries Employees' Union	14.12.2016	2 years	1.7.2016 – 30.6.2018	56
389.	388/2016	P&P Security Services Pte Ltd	Union of Security Employees	14.12.2016	3 years	1.11.2016 – 31.10.2019	12
390.	384/2016	OMC Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	15.12.2016	2 years 11 mths 9 days	1.10.2016 – 9.9.2019	55
391.	322/2016	WBL Engineering & Distribution Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.12.2016	3 years	1.1.2016 – 31.12.2018	9
392.	389/2016	Crown Beverage Cans Singapore Private Limited	Metal Industries Workers Union	16.12.2016	3 years	1.5.2016 – 30.4.2019	80
393.	288/2016	Silkair (Singapore) Private Limited	Singapore Airlines Staff Union	28.12.2016	3 years	1.1.2016 – 31.12.2018	514

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
394.	300/2016	NMB Singapore Limited – (Chai Chee Branch)	Metal Industries Workers Union	28.12.2016	3 years	1.7.2016 – 30.6.2019	222
395.	301/2016	NMB Singapore Limited – (Jurong branch)	Metal Industries Workers Union	28.12.2016	3 years	1.7.2016 – 30.6.2019	251
396.	335/2016	WMF Singapore Pte Ltd	Metal Industries Workers Union	28.12.2016	3 years	1.1.2016 – 31.12.2018	27
397.	374/2016	Yamato Transport (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	28.12.2016	3 years	1.1.2017 – 31.12.2019	57
398.	375/2016	Qioptiq Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	28.12.2016	3 years	1.8.2016 – 31.7.2019	344
399.	377/2016	Security Masters Pte Ltd	Union of Security Employees	28.12.2016	3 years	1.5.2016 – 30.4.2019	33
400.	378/2016	Shangri-La Hotel Limited and its subsidiary, Central Laundry Pte Ltd	Food, Drinks and Allied Workers Union	28.12.2016	2 years	1.7.2016 – 30.6.2018	180
401.	386/2016	Cominco Pte Ltd	Union of Security Employees	28.12.2016	3 years	1.1.2017 – 31.12.2019	25

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
402.	387/2016	Globalmax Security & Consultants	Union of Security Employees	28.12.2016	3 years	1.1.2017 – 31.12.2019	11
403.	390/2016	Synergy Marine Pte Ltd – (SMOU/SOS IMEC IBF TCC)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	28.12.2016	2 years	1.11.2016 – 31.10.2018	19
404.	391/2016	Clariant (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	28.12.2016	3 years	1.9.2016 – 31.8.2019	38
405.	392/2016	Safeguard Systems & Services Pte Ltd	Union of Security Employees	28.12.2016	3 years	1.1.2017 – 31.12.2019	12
406.	398/2016	Ocean Eight Shipping Pte. Ltd. – (Singapore Flag Vessels)	Singapore Organisation of Seamen	28.12.2016	2 years	6.9.2016 – 5.9.2018	8
407.	399/2016	LSC Shipmanagement SIA represented in Singapore by the C.F. Sharp Shipping Agencies Singapore – (Singapore Flag Vessels – Filipino Crew)	Singapore Organisation of Seamen	28.12.2016	2 years	1.10.2016 – 30.9.2018	40
408.	400/2016	Royal Plaza	Food, Drinks and Allied Workers Union	28.12.2016	3 years	1.1.2016 – 31.12.2018	111

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
409.	402/2016	F.H. Bertling Chartering & Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	28.12.2016	2 years	1.1.2017 – 31.12.2018	9
410.	354/2016	Mitsui Phenols Singapore Pte Ltd, Mitsui Elastomers Singapore Pte Ltd and Prime Evolve Singapore Pte Ltd	The United Workers of Petroleum Industry	30.12.2016	3 years	1.7.2016 – 30.6.2019	122
411.	373/2016	Megastone Holdings Pte Ltd	Building Construction and Timber Industries Employees' Union	30.12.2016	3 years	1.1.2017 – 31.12.2019	11