



REPUBLIC OF SINGAPORE

**ANNUAL REPORT**  
**OF THE**  
**PRESIDENT**  
**INDUSTRIAL ARBITRATION COURT**  
**2017**

Made pursuant to Section 86 of the  
Industrial Relations Act



REPUBLIC OF SINGAPORE

**57TH ANNUAL REPORT  
OF  
THE PRESIDENT  
OF THE  
INDUSTRIAL ARBITRATION COURT  
FOR THE PERIOD  
1 JANUARY TO 31 DECEMBER 2017  
TO  
THE HONOURABLE  
MR LIM SWEE SAY  
MINISTER FOR MANPOWER**

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

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**57TH ANNUAL REPORT**  
**OF THE**  
**INDUSTRIAL ARBITRATION COURT**

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

In 2017, the principal officers of the Industrial Arbitration Court (“the Court”) were:

President:	Justice Chan Seng Onn
Deputy President:	Justice See Kee Oon Presiding Judge, State Courts
Registrar:	Mdm Anita Ng (wef 1.4.2017) Mr Nigel Foo (until 31.3.2017)
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 Cheong Meng Foong
- (2) Mr Chung Chun Leong Paul
- (3) Ms Mable Chan Kam Man
- (4) Ms Goh Kah Eem Evelyn
- (5) Ms Ang Ee Hsien Sharon (until 30.11.2017)
- (6) Ms Fok Wai Min Anna (until 30.11.2017)
- (7) Ms Leong Siew Wah Jessica (until 30.11.2017)

- (8) Mr Lim Shung Yar (until 30.11.2017)
- (9) Mr Tan Pee Kwang Francis (until 30.11.2017)
- (10) Mr Yeo Whee Jim (until 14.4.2018)
- (11) Mr Ang Zhong Ren (from 1.12.2017)
- (12) Ms Chan Mui Wah Daisy (from 1.12.2017)
- (13) Ms Lim Lee Ching Elsie (from 1.12.2017)
- (14) Mr Ng Kok Cheong (from 1.12.2017)
- (15) Ms Ng Li Sa (from 1.12.2017)
- (16) Mr Tan Hoe Soon (from 15.4.2018)

### **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 Sylvia
- (2) Mr Karthikeyan s/o R. Krishnamurthy
- (3) Ms Liew Kiah Eng Mary
- (4) Mr Ng Theng Loon Charles
- (5) Mr Tan Hock Soon
- (6) Ms Chia Siew Fui Diana (until 1.5.2017)
- (7) Mr Tan Cheng Choo James (until 1.5.2017)
- (8) Mr Ma Wei Cheng (until 3.6.2017)
- (9) Mr Mah Cheong Fatt (until 31.7.2017)
- (10) Ms K. Thanaletchimi (from 2.5.2017)
- (11) Mr Mike Mariyappa Thiruman (from 2.5.2017)
- (12) Mr Tan Teck Meng Danny (from 2.5.2017)
- (13) Mr Yeo Chun Fing (from 4.6.2017)
- (14) Mr Tan Peng Hoe Steve (from 1.8.2017)

#### **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) Mr Tan Tee Jim
- (5) Ms Salina Binte Ishak
- (6) Ms Lim Hui Min, the Director of Legal Aid

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

In 2017, two disputes were referred to the Court. One case was withdrawn after mediation while the other case was heard by the Court.

The first case involved Asia Offshore Group of Companies (Asia Offshore Marine Services Pte Ltd and Asia Offshore Services Pte Ltd) and Building Construction and Timber Industries Employees' Union. In Feb 2017, the company informed the union of its intention to retrench all bargainable employees by end Mar 2017. The Union then filed an application to extend the expired collective agreement which had a clause on retrenchment benefits quantum. Upon clarification and mediation, the company agreed to pay retrenchment benefits in accordance with the expired collective agreement. The Union eventually decided to withdraw the application.

In the other case, Singapore Catering Services, Staffs & Workers Trade Union made an application for Hollandse Club to show cause. The Union contended that the Club had breached the collective agreement by not paying

retrenchment benefits to an employee who was retrenched during her re-employment after 62 years old.

The Court noted that under Section 7B(1) of the Retirement and Re-employment Act, an employee's previous years of service with an employer shall be disregarded after he entered into a re-employment contract with the employer after retirement, unless otherwise agreed by the parties. The Court also noted that there was no agreement between the Club and the Union / the employee concerned on preserving years of service prior to re-employment. Effectively, the employee concerned only had 6 months' service at the time of retrenchment and could not meet the three years' qualifying criteria for retrenchment benefits as stated in the collective agreement. The Court then ruled that the Club had not breached the collective agreement and dismissed the Union's application.

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

419 Collective Agreements ("CAs") were filed with the Court in 2017, an increase of 8 CAs over the previous year. Together with the 34 CAs brought forward from 2016, a total of 453 CAs had to be processed and certified. Out of these CAs, 390 were certified by the Court and 5 of them involved public sector employees. At the end of 2017, there were 63 CAs pending certification.

## **7 VARIATION OF COLLECTIVE AGREEMENTS**

In 2017, seven variations of CAs were filed with the Court compared to five applications in 2016. All seven variations were approved.



A breakdown of the variations is as follows:

<b>Particulars of Application</b>	<b>Number of Application</b>
Change details of Flex Core benefits	1
Incorporate a monthly allowance of \$30 into the basic salary	1
Reduce CA duration	1
Make salary adjustment	1
Change variable bonus plan	2
Add quantum of retrenchment benefit	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 419 CAs filed with the Court in 2017, 322 CAs had a duration of three years, 82 had a duration of two years and 15 had a duration of between two and three years.

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

<b>Duration</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
3 years	322 (76.8%)	286 (69.6%)	316 (72.2%)
Between 2 and 3 years	15 (3.6%)	36 (8.8%)	33 (7.5%)
2 years	82 (19.6%)	89 (21.6%)	89 (20.3%)
<b>TOTAL</b>	<b>419 (100%)</b>	<b>411 (100%)</b>	<b>438 (100%)</b>

In 2017, out of the 419 CAs filed with the Court, 71 CAs had prospective operative dates, 256 CAs had retrospective operative dates of six months or less and 92 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:

<b>Effective Date</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
With prospective dates of operation	71 (16.9%)	80 (19.5%)	65 (14.8%)
With retrospective dates of operation of 6 months or less	256 (61.1%)	201 (48.9%)	246 (56.2%)
With retrospective dates of operation of more than 6 months	92 (22.0%)	130 (31.6%)	127 (29.0%)
<b>TOTAL</b>	<b>419 (100%)</b>	<b>411 (100%)</b>	<b>438 (100%)</b>

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

<b>Retrospective Period</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
>6 months and ≤12 months	61	87	84
>12 months and ≤18 months	16	30	22
>18 months and ≤24 months	12	13	9
>24 months	3	0	12
<b>TOTAL</b>	<b>92</b>	<b>130</b>	<b>127</b>

## 10 EMPLOYEE RETIREMENT AGE

In 2017, 301 of the 419 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:

<b>Retirement Age</b>	<b>No. of Collective Agreements (%)</b>	
At age 62	299	(71.4%)
Above age 62	2	(0.4%)
No age provision	118	(28.2%) (including 111 CAs for seamen who are employed on fixed term contract of less than 12 months)
<b>TOTAL</b>	<b>419</b>	<b>(100%)</b>

## 11 SUPPORTING STAFF OF THE COURT

In addition to the President, Deputy President, Registrar and two Assistant Registrars, the IAC had four supporting staff in 2017.

## 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  day of March 2018

  
**JUSTICE CHAN SENG ONN**  
**PRESIDENT**

**TABLE 1**

**APPLICATIONS FILED WITH THE COURT IN 2017**

<b>Nature of Application</b>	<b>Cognisance under the Industrial Relations Act / Regulations</b>	<b>No.</b>
Application for an order to show cause – alleged non-compliance of retrenchment benefits clause	Regulation 17	1
Continuation of Collective Agreement	Section 39(4)	1
<b><u>Variation</u></b> Variation of awards/collective agreements	Section 45	7
<b>Total</b>		<b>9</b>

**TABLE 2****AWARDS AND ORDERS MADE, DISPUTES OTHERWISE DEALT WITH,  
AND COLLECTIVE AGREEMENTS CERTIFIED IN 2017**

<b>Particulars</b>	<b>No</b>	<b>No. of employees covered</b>
Awards and orders made		
- Disputes	1	1
- Variation of collective agreements	7	4,104
Disputes withdrawn following mediation by Registrar/Assistant Registrar	1	25
Collective agreements certified	390	90,563

**TABLE 3****AWARDS AND ORDERS MADE BY THE COURT IN 2017**

<b>Particulars</b>	<b>No.</b>
<b><u>Disputes</u></b>	
Application for an order to show cause – alleged non-compliance of retrenchment benefits clause	1
<b><u>Variation</u></b>	
Variation of awards/collective agreements	7
<b>Total</b>	<b>8</b>

**TABLE 4**

**CATEGORIES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2017**

Particulars	Professional, Managerial, Executive & Technical	Clerical, Sales & Service	Production, Transport & Manual	Others*	Maritime Officers & Seamen	Total
	(a)	(b)	(c)	(d)	(e)	
Collective agreements certified	14	71	30	172	103	<b>390</b>
Awards and orders	-	1	-	6	1	<b>8</b>

\*(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 2017**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements certified	385	5	-	<b>390</b>
Awards and orders	8	-	-	<b>8</b>

DISPUTES DEALT WITH BY THE COURT IN 2017

I. Disputes Heard by the Court

Appln. No.	Date of Appln.	I.R. Act / Regulations	Parties Involved		Issues	Number of Employees Covered	CORAM	Date of Hearing / Date of Award
			Employer	Union				
D2/2017	19.7.2017	Regulation 17	Hollandse Club	The Singapore Catering Services, Staffs & Workers Trade Union	Application for an order to show cause - alleged non-compliance of retrenchment benefits clause	1	Justice Chan Seng Onn	14.9.2017



**DISPUTES DEALT WITH BY THE COURT IN 2017**

**II Disputes Withdrawn following Mediation by Registrar / Assistant Registrar**

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	Date of Settlement	Date of Withdrawal
			Employer	Union				
D1/2017	15.3.2017	39(4)	Asia Offshore Group of Companies (Asia Offshore Marine Services Pte Ltd And Asia Offshore Services Pte Ltd)	Building Construction And Timber Industries Employees' Union	Continuation of Collective Agreement	25	20.4.2017	25.4.2017

**DISPUTES DEALT WITH BY THE COURT IN 2017**

**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 2017**

**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 2017**

**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 2017

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V1/2017	45	Eastern Health Alliance Pte Ltd for and on behalf of its subsidiaries namely Changi General Hospital Pte Ltd	Healthcare Services Employees' Union	3689	Change details of Flex Core benefits	18.1.2017
V2/2017	45	Times Publishing Limited	Times Publishing Group Employees' Union	80	Incorporate a monthly allowance of \$30 into basic salary	22.2.2017
V3/2017	45	Cheers Holdings (2004) Pte Ltd	Food, Drinks and Allied Workers' Union	41	Reduce CA duration	23.3.2017
V4/2017	45	Cido Shipping (H.K) Co., Ltd represented in Singapore by Orexis International Trading Pte Ltd	Singapore Maritime Officers' Union	10	Make salary adjustment	18.4.2017
V5/2017	45	Standard Chartered Bank	Singapore Bank Officers' Association	50	Change variable bonus plan	2.10.2017

**VARIATION ORDERS MADE IN 2017**

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V6/2017	45	Standard Chartered Bank	Singapore Bank Employees' Union	128	Change variable bonus plan	2.10.2017
V7/2017	45	Raffles Country Club	Attractions, Resorts & Entertainment Union	106	Add quantum of retrenchment benefits	26.10.2017

## COLLECTIVE AGREEMENTS CERTIFIED IN 2017

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
1.	371/2016	Denka Singapore Private Limited	The United Workers of Petroleum Industry	9.1.2017	3 years	1.7.2016 – 30.6.2019	50
2.	404/2016	Multico Infracore Holdings Pte Ltd – (Multico Marketing & Services/ Multico Equipment & Parts/ Multico Power Drive/ Multico Dynamic Engineering)	The Singapore Manual & Mercantile Workers' Union	9.1.2017	3 years	1.1.2016 – 31.12.2018	52
3.	401/2016	Singapore Petroleum Company Limited	The United Workers of Petroleum Industry	10.1.2017	3 years	1.1.2017 – 31.12.2019	53
4.	405/2016	Halcon Primo Logistics Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.1.2017	3 years	1.1.2017 – 31.12.2019	52
5.	406/2016	NSS Engineering Services Pte Ltd and NSS Management Services Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.1.2017	3 years	1.1.2017 – 31.12.2019	42
6.	372/2016	Marina Yacht Services Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	11.1.2017	3 years	1.1.2017 – 31.12.2019	4

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
7.	410/2016	Pusaka Laut Pte Ltd	Singapore Organisation of Seamen	11.1.2017	2 years	1.1.2017 – 31.12.2018	13
8.	396/2016	Triple 'S' Protection Pte Ltd	Union of Security Employees	12.1.2017	3 years	1.1.2017 – 31.12.2019	250
9.	407/2016	Guthrie Engineering (S) Pte Ltd and Guthrie GTS Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.1.2017	3 years	1.1.2017 – 31.12.2019	78
10.	411/2016	Singa Star Pte Ltd (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.1.2017	2 years	1.1.2017 – 31.12.2018	37
11.	3/2017	NYK Shipmanagement Pte Ltd (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.1.2017	3 years	19.12.2016 – 18.12.2019	252
12.	366/2016	Changi Airport Fuel Hydrant Installation Private Limited	The United Workers of Petroleum Industry	16.1.2017	3 years	1.1.2016 – 31.12.2018	22
13.	368/2016	Changi Into-Plane Services (Pte) Ltd	The United Workers of Petroleum Industry	16.1.2017	3 years	1.1.2017 – 31.12.2019	17
14.	382/2016	AXA Insurance Singapore Pte Ltd	Singapore Insurance Employees' Union	16.1.2017	2 years	1.1.2016 – 31.12.2017	51



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
15.	383/2016	AXA Life Insurance Singapore Pte Ltd	Singapore Insurance Employees' Union	16.1.2017	2 years	1.1.2016 – 31.12.2017	4
16.	394/2016	Veritas Petroleum Services (Asia) Pte Ltd	Singapore Industrial & Services Employees' Union	16.1.2017	2 years	1.11.2016 – 31.10.2018	61
17.	1/2017	Ocean Eight Shipping Pte Ltd	Singapore Maritime Officers' Union	18.1.2017	3 years	1.9.2016 – 31.8.2019	11
18.	10/2017	Centurion Security Management Services	Union of Security Employees	19.1.2017	2 years	1.1.2017 – 31.12.2018	68
19.	381/2016	Fraser & Neave (Singapore) Pte Ltd	Food, Drinks and Allied Workers' Union	23.1.2017	3 years	1.1.2016 – 31.12.2018	3
20.	393/2016	Singapore Recreation Club	Singapore Catering Services, Staffs & Workers Trade Union	24.1.2017	2 years	1.7.2016 – 30.6.2018	83
21.	19/2017	Aptitude Management Consulting Pte Ltd	Union of Security Employees	24.1.2017	3 years	1.1.2017 – 31.12.2019	95
22.	369/2016	AICA Singapore Pte Ltd	Chemical Industries Employees' Union	25.1.2017	3 years	1.1.2017 – 31.12.2019	32

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
23.	370/2016	AICA Asia Pacific Holding Pte Ltd	Chemical Industries Employees' Union	25.1.2017	3 years	1.1.2017 – 31.12.2019	2
24.	16/2017	J.Lauritzen Singapore Pte Ltd	Singapore Organisation of Seamen	25.1.2017	3 years	1.1.2017 – 31.12.2019	35
25.	17/2017	Milau Pte Ltd	Singapore Organisation of Seamen	25.1.2017	3 years	1.1.2017 – 31.12.2019	12
26.	20/2017	Standard Security & Investigation Services Pte Ltd	Union of Security Employees	25.1.2017	3 years	1.1.2017 – 31.12.2019	40
27.	26/2017	CMA Ships Singapore Pte Ltd	Singapore Maritime Officers' Union	25.1.2017	2 years	1.1.2017 – 31.12.2018	279
28.	27/2017	CMA Ships Singapore Pte Ltd – (SFA)	Singapore Maritime Officers' Union	25.1.2017	2 years	1.1.2017 – 31.12.2018	1398
29.	336/2016	Agrex Asia Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.1.2017	3 years	1.10.2016 – 30.9.2019	10
30.	21/2017	Grand Mercure Singapore Roxy	Food, Drinks and Allied Workers' Union	26.1.2017	3 years	1.7.2016 – 30.6.2019	128
31.	23/2017	Okamoto (Singapore) Pte Ltd	Metal Industries Workers' Union	26.1.2017	3 years	1.7.2016 – 30.6.2019	96

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
32.	28/2017	Skyworks Filter Solutions Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	26.1.2017	3 years	1.1.2017 – 31.12.2019	423
33.	330/2016	Singapore Airlines Cargo Pte Ltd	Singapore Airlines Staff Union	1.2.2017	3 years	1.1.2016 – 31.12.2018	136
34.	8/2017	The Keppel Club	Attractions, Resorts & Entertainment Union	1.2.2017	3 years	1.1.2017 – 31.12.2019	111
35.	364/2016	Deutsche Bank AG, Singapore Branch	The Singapore Bank Officers' Association	3.2.2017	3 years	1.1.2015 – 31.12.2017	7
36.	367/2016	Olam Cocoa Pte Ltd	Food, Drinks and Allied Workers' Union	3.2.2017	3 years	1.11.2015 – 31.10.2018	142
37.	385/2016	Wayne Burt Precision Technologies Pte Ltd	Metal Industries Workers' Union	3.2.2017	3 years	1.12.2016 – 30.11.2019	45
38.	7/2017	Greif Eastern Packaging Private Limited	Metal Industries Workers' Union	3.2.2017	3 years	1.1.2017 – 31.12.2019	158
39.	11/2017	Danmax Security Management Pte Ltd	Union of Security Employees	3.2.2017	3 years	1.1.2017 – 31.12.2019	170

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
40.	33/2017	Wan Hai Lines (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	3.2.2017	3 years	1.1.2017 – 31.12.2019	612
41.	34/2017	ODFJELL Philippines, Inc., represented in Singapore by the ODFJELL Asia II Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	3.2.2017	2 years	1.1.2017 – 31.12.2018	199
42.	35/2017	Thome Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	3.2.2017	3 years	1.1.2017 – 31.12.2019	240
43.	40/2017	Foscon Shipmanagement, Inc represented in Singapore by Regional Shipping Services Pte Ltd	Singapore Maritime Officers' Union	3.2.2017	2 years	1.1.2017 – 31.12.2018	50
44.	287/2016	Tetra Pak Jurong Pte Ltd	Food, Drinks and Allied Workers' Union	8.2.2017	3 years	1.7.2016 – 30.6.2019	310
45.	395/2016	Oneberry Technologies Pte Ltd	Singapore Industrial & Services Employees' Union	8.2.2017	3 years	14.12.2016 – 13.12.2019	148
46.	4/2017	Gardenia Foods (S) Pte Ltd	Food, Drinks and Allied Workers' Union	8.2.2017	3 years	1.4.2016 – 31.3.2019	530

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
47.	12/2017	Canon Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	8.2.2017	3 years	1.1.2017 – 31.12.2019	302
48.	13/2017	Parkway Hospitals Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	8.2.2017	3 years	1.1.2017 – 31.12.2019	3264
49.	14/2017	Parkway Laboratory Services Limited	The Singapore Manual & Mercantile Workers' Union	8.2.2017	3 years	1.1.2017 – 31.12.2019	237
50.	15/2017	Parkway Shenton Private Limited	The Singapore Manual & Mercantile Workers' Union	8.2.2017	3 years	1.1.2017 – 31.12.2019	287
51.	37/2017	Evonik Methionine SEA Pte Ltd	The United Workers of Petroleum Industry	8.2.2017	3 years	1.7.2016 – 30.6.2019	156
52.	38/2017	J.Lauritzen Singapore Pte Ltd	Singapore Maritime Officers' Union	8.2.2017	3 years	1.1.2017 – 31.12.2019	26
53.	39/2017	Milau Pte Ltd	Singapore Maritime Officers' Union	8.2.2017	3 years	1.1.2017 – 31.12.2019	8
54.	41/2017	Thome Ship Management Pte Ltd	Singapore Maritime Officers' Union	8.2.2017	3 years	1.1.2017 – 31.12.2019	140

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
55.	42/2017	F.H. Bertling Chartering & Ship Management Pte Ltd	Singapore Maritime Officers' Union	8.2.2017	2 years	1.1.2017 – 31.12.2018	9
56.	43/2017	Robinson & Company (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	8.2.2017	3 years	1.7.2016 – 30.6.2019	580
57.	47/2017	Health Promotion Board	Amalgamated Union of Statutory Board Employees	8.2.2017	3 years	1.1.2017 – 31.12.2019	793
58.	9/2017	Infineon Technologies Asia Pacific Pte Ltd	United Workers of Electronics & Electrical Industries	9.2.2017	3 years	1.10.2015 – 30.9.2018	527
59.	51/2017	Celeste Holding Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	9.2.2017	2 years	1.1.2017 – 31.12.2018	72
60.	52/2017	Celeste Holding Pte Ltd – (Celeste Socius, Singapore Flag Vessels)	Singapore Organisation of Seamen	9.2.2017	2 years	1.1.2017 – 31.12.2018	90
61.	54/2017	Grindrod Shipping Pte Ltd – (Bulkier Maritime)	Singapore Maritime Officers' Union	9.2.2017	2 years	1.1.2017 – 31.12.2018	212

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
62.	6/2017	CPG Corporation Group of Companies (CPG Corporation Pte Ltd, CPG Consultants Pte Ltd, CPG Facilities Management Pte Ltd, PM Link Pte Ltd, Construction Professionals Pte Ltd and Indeco Consortium Pte Ltd)	Building Construction and Timber Industries Employees' Union	15.2.2017	2 years	1.11.2016 – 31.10.2018	626
63.	18/2017	Khong Guan Biscuit Factory (Singapore) Private Limited	Food, Drinks and Allied Workers' Union	15.2.2017	3 years	1.7.2015 – 30.6.2018	108
64.	36/2017	Hiap Moh Corporation Ltd	Building Construction and Timber Industries Employees' Union	15.2.2017	2 years	1.1.2017 – 31.12.2018	35
65.	50/2017	Asia Maritime Pacific (Shanghai) Limited represented in Singapore by Asia Maritime Pacific (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	15.2.2017	2 years	1.2.2017 – 31.1.2019	168
66.	55/2017	Straits Security & Integrated Services Pte Ltd	Union of Security Employees	15.2.2017	3 years	1.3.2017 – 29.2.2020	60

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
67.	25/2017	Seng Foo Building Construction Pte Ltd	Building Construction and Timber Industries Employees' Union	20.2.2017	2 years	1.1.2017 – 31.12.2018	800
68.	63/2017	Adani Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	20.2.2017	2 years	1.1.2017 – 31.12.2018	34
69.	64/2017	Zeal Ocean International Pte Ltd – (International/MV. "Kibi")	Singapore Organisation of Seamen	20.2.2017	2 years	1.1.2017 – 31.12.2018	13
70.	409/2016	Jurong Bird Park Pte Ltd	Attractions, Resorts & Entertainment Union	21.2.2017	2 years	1.1.2016 – 31.12.2017	88
71.	22/2017	Singapore Swimming Club	The Singapore Manual & Mercantile Workers' Union	21.2.2017	3 years	1.1.2017 – 31.12.2019	118
72.	59/2017	RAS Security Pte Ltd	Union of Security Employees	21.2.2017	3 years	8.2.2017 – 7.2.2020	40
73.	60/2017	Deep Security Services Pte Ltd	Union of Security Employees	21.2.2017	3 years	8.2.2017 – 7.2.2020	63
74.	49/2017	Coca-Cola Singapore Beverages Pte Ltd – (Supervisory)	Food, Drinks and Allied Workers' Union	22.2.2017	3 years	1.1.2016 – 31.12.2018	136



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
75.	58/2017	Shine Security Agency and Investigation Pte Ltd	Union of Security Employees	22.2.2017	3 years	6.2.2017 – 5.2.2020	62
76.	67/2017	ODFJELL Asia II Pte Ltd	Singapore Maritime Officers' Union	22.2.2017	3 years	1.1.2017 – 31.12.2019	140
77.	30/2017	YTL PowerSeraya Pte Limited	Union of Power and Gas Employees	27.2.2017	3 years	1.7.2016 – 30.6.2019	155
78.	46/2017	Highland Security Services	Union of Security Employees	27.2.2017	3 years	1.1.2017 – 31.12.2019	12
79.	56/2017	Dimerco Express (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	27.2.2017	3 years	1.1.2017 – 31.12.2019	26
80.	62/2017	STS Security Services Pte Ltd	Union of Security Employees	27.2.2017	3 years	1.1.2017 – 31.12.2019	45
81.	66/2017	Wei Hai International Ship Management Company Ltd, represented in Singapore by Longwell International Pte Ltd	Singapore Maritime Officers' Union	27.2.2017	2 years	1.1.2017 – 31.12.2018	9
82.	68/2017	Boon Siew Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	27.2.2017	3 years	1.1.2017 – 31.12.2019	14

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
83.	69/2017	P-Force Security Management Services Pte Ltd	Union of Security Employees	27.2.2017	3 years	1.12.2016 – 30.11.2019	6
84.	2/2017	Epcos Pte Ltd	United Workers of Electronics & Electrical Industries	6.3.2017	3 years	1.7.2016 – 30.6.2019	1161
85.	24/2017	Primech Services & Engineering Pte Ltd	Building Construction and Timber Industries Employees' Union	6.3.2017	2 years	1.9.2016 – 31.8.2018	905
86.	32/2017	Pearson Education South Asia Pte Ltd	Singapore Industrial & Services Employees' Union	6.3.2017	3 years	1.1.2017 – 31.12.2019	7
87.	44/2017	British-American Tobacco (Singapore) Private Limited, British-American Tobacco Marketing (Singapore) Private Limited, British American Tobacco International Services Private Limited and British American Tobacco Sales & Marketing Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	6.3.2017	3 years	1.1.2017 – 31.12.2019	321
88.	45/2017	Amphenol FCI Connectors Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	6.3.2017	3 years	1.7.2015 – 30.6.2018	103

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
89.	61/2017	Securitas Guarding Services (Singapore) Pte Ltd	Union of Security Employees	6.3.2017	2 years	1.1.2017 – 31.12.2018	377
90.	74/2017	Tour East Singapore (1996) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	6.3.2017	3 years	1.1.2017 – 31.12.2019	93
91.	76/2017	CMA Ships Singapore Pte Ltd – (Singapore Flag Vessels – 40 hours)	Singapore Organisation of Seamen	6.3.2017	2 years	1.1.2017 – 31.12.2018	610
92.	77/2017	CMA Ships Singapore Pte Ltd – (Singapore Flag Vessels – 44 hours)	Singapore Organisation of Seamen	6.3.2017	2 years	1.1.2017 – 31.12.2018	610
93.	78/2017	Bernhard Schulte Shipmanagement (Singapore) Pte Ltd representing the Bernhard Schulte Group	Singapore Maritime Officers' Union	6.3.2017	3 years	12.10.2016 – 11.10.2019	990
94.	397/2016	Sharp-Roxy Sales (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	8.3.2017	3 years	1.8.2016 – 31.7.2019	39
95.	48/2017	Coca-Cola Singapore Beverages Pte Ltd	Food, Drinks and Allied Workers' Union	8.3.2017	3 years	1.1.2016 – 31.12.2018	136

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
96.	70/2017	International Paint Singapore Pte Ltd	Chemical Industries Employees' Union	8.3.2017	3 years	1.1.2015 – 31.12.2017	104
97.	408/2016	Tradewinds Tours & Travel Private Limited	Singapore Airlines Staff Union	10.3.2017	3 years	1.1.2016 – 31.12.2018	35
98.	5/2017	SIA Engineering Company Limited – (Administrative Staff)	Air Transport Executive Staff Union	10.3.2017	3 years	1.4.2016 – 31.3.2019	380
99.	84/2017	Adani Shipping Pte Ltd	Singapore Maritime Officers' Union	10.3.2017	3 years	1.1.2017 – 31.12.2019	30
100.	85/2017	Asia Maritime Pacific (Shanghai) Limited represented in Singapore by Asia Maritime Pacific (Singapore) Pte Ltd	Singapore Maritime Officers' Union	10.3.2017	2 years	1.2.2017 – 31.1.2019	168
101.	82/2017	NTUC Health Co-Operative Ltd	Healthcare Services Employees' Union	14.3.2017	3 years	1.1.2017 – 31.12.2019	295
102.	90/2017	Taurean Protective Services Pte Ltd	Union of Security Employees	14.3.2017	3 years	3.3.2017 – 2.3.2020	60
103.	73/2017	Consumers Association of Singapore	The Singapore Manual & Mercantile Workers' Union	15.3.2017	3 years	1.9.2016 – 31.8.2019	25

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
104.	89/2017	Standtall Security Management Pte Ltd	Union of Security Employees	15.3.2017	3 years	1.3.2017 – 29.2.2020	53
105.	94/2017	U-Ming Marine Transport (S) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	15.3.2017	2 years	1.1.2017 – 31.12.2018	260
106.	97/2017	Grace Ocean Private Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	16.3.2017	3 years	1.3.2017 – 29.2.2020	503
107.	53/2017	Singapore Technologies Kinetics Ltd Group of Companies	The Singapore Manual & Mercantile Workers' Union	20.3.2017	3 years	1.1.2017 – 31.12.2019	1190
108.	81/2017	Chemical Industries (Far East) Limited	Chemical Industries Employees' Union	20.3.2017	3 years	1.7.2015 – 30.6.2018	104
109.	93/2017	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	20.3.2017	3 years	1.1.2017 – 31.12.2019	981
110.	100/2017	Belships Management (Singapore) Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	21.3.2017	2 years	24.4.2017 – 23.4.2019	40

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
111.	101/2017	Langton Shipmanagement Limited represented in Singapore by the Nile Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	21.3.2017	2 years	1.3.2017 – 28.2.2019	10
112.	96/2017	Singapore Airlines Limited – (Pilots)	Airline Pilots Association – Singapore	22.3.2017	3 years	1.4.2015 – 31.3.2018	1903
113.	403/2016	Borneo Motors (S) Private Limited	The Singapore Motor Workshops Employees' Union	23.3.2017	2 years	1.1.2016 – 31.12.2017	15
114.	29/2017	Sumitomo Bakelite Singapore Pte Ltd	Chemical Industries Employees' Union	23.3.2017	2 years	1.1.2017 – 31.12.2018	91
115.	86/2017	Possehl Electronics Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	23.3.2017	3 years	1.1.2017 – 31.12.2019	68
116.	95/2017	Thai Airways International Public Company Limited	The Singapore Manual & Mercantile Workers' Union	23.3.2017	3 years	1.1.2017 – 31.12.2019	37
117.	106/2017	Takashimaya Singapore Ltd	The Singapore Manual & Mercantile Workers' Union	23.3.2017	3 years	1.3.2017 – 28.2.2020	228

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
118.	109/2017	Langton Shipmanagement Limited represented in Singapore by Nile Ship Management Pte Ltd	Singapore Maritime Officers' Union	23.3.2017	3 years	1.3.2017 – 29.2.2020	7
119.	75/2017	Marina Centre Holdings Pte Ltd ("MCH") and Management Corporation Strata Title Plan No.2190 ("MC")	Union of Security Employees	30.3.2017	3 years	1.1.2017 – 31.12.2019	13
120.	79/2017	Carl Zeiss Vision Singapore Pte Ltd	Chemical Industries Employees' Union	30.3.2017	3 years	1.1.2017 – 31.12.2019	10
121.	83/2017	Advanex (Singapore) Pte Ltd	Metal Industries Workers' Union	30.3.2017	3 years	1.1.2017 – 31.12.2019	69
122.	98/2017	Singaport Cleanseas Pte Ltd	Singapore Port Workers Union	30.3.2017	2 years	1.4.2017 – 31.3.2019	12
123.	105/2017	Bukit Batok Driving Centre Ltd	Singapore Industrial & Services Employees' Union	30.3.2017	3 years	1.5.2017 – 30.4.2020	281
124.	108/2017	One Security Pte Ltd	Union of Security Employees	30.3.2017	3 years	13.3.2017 – 12.3.2020	15

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
125.	111/2017	Hotel Marina City Pte Ltd, the owner of Pan Pacific Singapore of Marina Square	Food, Drinks and Allied Workers' Union	30.3.2017	3 years	1.7.2015 – 30.6.2018	229
126.	112/2017	Torm Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	30.3.2017	3 years	1.1.2017 – 31.12.2019	370
127.	92/2017	Fullerton Healthcare Group of Companies comprising (Gethin-Jones Medical Practice Pte Ltd, Drs Trythall, Hoy & Davies Pte Ltd and Fullerton Healthcare Group Pte Ltd)	The Singapore Manual & Mercantile Workers' Union	3.4.2017	3 years	1.1.2017 – 31.12.2019	21
128.	88/2017	Gates PCM Integrated Services Pte Ltd	Union of Security Employees	6.4.2017	3 years	1.3.2017 – 29.2.2020	162
129.	87/2017	CBM Security Pte Ltd	Union of Security Employees	7.4.2017	3 years	2.4.2017 – 1.4.2020	355
130.	72/2017	Nippon Paint (Singapore) Company Private Limited	Chemical Industries Employees' Union	18.4.2017	3 years	1.1.2017 – 31.12.2019	120



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
131.	126/2017	E.R. Ship Management GMBH & CIE. KG represented by Ben Line Agencies (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	18.4.2017	3 years	1.1.2017 – 31.12.2019	69
132.	91/2017	Mohamed Mustafa & Samsuddin Co. Pte Ltd and Mustafa's Group of Companies	The Singapore Manual & Mercantile Workers' Union	20.4.2017	3 years	1.1.2017 – 31.12.2019	522
133.	99/2017	Mondelez Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	20.4.2017	2 years	1.1.2017 – 31.12.2018	5
134.	116/2017	Kimberly-Clark Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	20.4.2017	3 years	1.10.2016 – 30.9.2019	27
135.	124/2017	Veolia Es Singapore Industrial Pte Ltd	Building Construction and Timber Industries Employees' Union	20.4.2017	2 years 9 months	1.10.2016 – 30.6.2019	562
136.	127/2017	Safran Landing Systems Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	20.4.2017	3 years	1.10.2016 – 30.9.2019	74

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
137.	128/2017	Big Wheel Marine Pte Ltd	Singapore Maritime Officers' Union	20.4.2017	3 years	1.5.2016 – 30.4.2019	10
138.	129/2017	Welltech Marine Pte Ltd	Singapore Maritime Officers' Union	20.4.2017	2 years	1.2.2017 – 31.1.2019	30
139.	71/2017	Ngee Ann Polytechnic	Ngee Ann Polytechnic Academic Staff Union	21.4.2017	3 years	27.5.2016 – 26.5.2019	868
140.	113/2017	Tang Seng Nitrogen & Pump Systems Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	21.4.2017	2 years	23.3.2017 – 22.3.2019	58
141.	31/2017	Hewlett-Packard Singapore (Private) Limited	United Workers of Electronics & Electrical Industries	24.4.2017	3 years	1.7.2016 – 30.6.2019	711
142.	102/2017	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	24.4.2017	3 years	1.1.2016 – 31.1.2018	320

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
143.	115/2017	Kuehne + Nagel Pte Ltd	Singapore Industrial & Services Employees' Union	24.4.2017	3 years	1.4.2017 – 31.3.2020	240
144.	117/2017	TÜV SÜD PSB Pte Ltd	Singapore Industrial & Services Employees' Union	24.4.2017	3 years	1.4.2017 – 31.3.2020	164
145.	118/2017	TÜV SÜD AL Technologies Pte Ltd	Singapore Industrial & Services Employees' Union	24.4.2017	3 years	1.4.2017 – 31.3.2020	14
146.	131/2017	E&O Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	24.4.2017	2 years	19.3.2017 – 18.3.2019	22
147.	122/2017	OMS Oilfield Services Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	27.4.2017	3 years	1.5.2017 – 30.4.2020	44
148.	134/2017	Grace Ocean Private Limited	Singapore Maritime Officers' Union	27.4.2017	3 years	1.3.2017 – 29.2.2020	344
149.	139/2017	Apex Security & Investigation Pte Ltd	Union of Security Employees	27.4.2017	3 years	17.4.2017 – 16.4.2020	60
150.	140/2017	Impact Security Services	Union of Security Employees	27.4.2017	3 years	1.4.2017 – 31.3.2020	15

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
151.	57/2017	ComfortDelgro Bus Pte Ltd	National Transport Workers' Union	28.4.2017	3 years	1.1.2017 – 31.12.2019	13
152.	114/2017	Associated Spring Asia Pte Ltd	Metal Industries Workers' Union	28.4.2017	3 years	1.1.2017 – 31.12.2019	21
153.	123/2017	PSB Technologies Pte Ltd	Singapore Industrial & Services Employees' Union	28.4.2017	3 years	1.4.2017 – 31.3.2020	22
154.	133/2017	Argosy Pte Ltd	Singapore Maritime Officers' Union	28.4.2017	3 years	1.3.2017 – 29.2.2020	32
155.	103/2017	Comfort Transportation Pte Ltd	National Transport Workers' Union	8.5.2017	3 years	1.1.2017 – 31.12.2019	121
156.	104/2017	CityCab Pte Ltd	National Transport Workers' Union	8.5.2017	3 years	1.1.2017 – 31.12.2019	70
157.	121/2017	Armour Security and Investigations Pte Ltd	Union of Security Employees	8.5.2017	3 years	1.5.2017 – 30.4.2020	25
158.	136/2017	Alliance Cosmetics Pte Ltd	The Singapore Manual & Mercantile Workers' Union	8.5.2017	3 years	1.3.2017 – 29.2.2020	20

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
159.	144/2017	Antalis (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	8.5.2017	3 years	1.1.2017 – 31.12.2019	5
160.	153/2017	Cido Shipping (H.K.) Co., Ltd represented in Singapore by Orexis International Trading Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	8.5.2017	2 years	1.1.2017 – 31.12.2018	25
161.	80/2017	All Link Medical & Health Products Pte Ltd	Chemical Industries Employees' Union	11.5.2017	3 years	1.3.2017 – 29.2.2020	27
162.	137/2017	Schindler Lifts (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	11.5.2017	3 years	1.4.2017 – 31.3.2020	389
163.	135/2017	SIA LSC Shipmanagement represented in Singapore by Leopard Tankers Pte Ltd	Singapore Maritime Officers' Union	15.5.2017	3 years	1.6.2017 – 31.5.2020	40
164.	147/2017	ST Aerospace Supplies Pte Ltd	Singapore Industrial & Services Employees' Union	15.5.2017	3 years	1.1.2017 – 31.12.2019	321

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
165.	150/2017	ST Aerospace Engineering Pte Ltd	Singapore Industrial & Services Employees' Union	15.5.2017	3 years	1.1.2017 – 31.12.2019	1109
166.	151/2017	ST Aerospace Systems Private Limited	Singapore Industrial & Services Employees' Union	15.5.2017	3 years	1.1.2017 – 31.12.2019	210
167.	156/2017	Centennial Maritime Ventures Pte Ltd represented in Singapore by the C.F. Sharp Shipping Agencies Singapore – (Singapore Flag Vessels)	Singapore Organisation of Seamen	15.5.2017	2 years 1 month	1.12.2016 – 31.12.2018	56
168.	159/2017	Panasonic Industrial Devices Singapore	United Workers of Electronics & Electrical Industries	15.5.2017	3 years	1.7.2017 – 30.6.2020	44
169.	149/2017	ST Aerospace Services Co Pte Ltd	Singapore Industrial & Services Employees' Union	16.5.2017	3 years	1.1.2017 – 31.12.2019	546
170.	157/2017	Neom Maritime (Singapore) Pte Ltd – (Maersk Stadelhorn)	Singapore Maritime Officers' Union	16.5.2017	2 years	26.10.2016 – 25.10.2018	11
171.	158/2017	SE Ship Management Pte Ltd	Singapore Maritime Officers' Union	16.5.2017	3 years	1.4.2017 – 31.3.2020	60

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
172.	163/2017	NTUC Club, Quebec Leisure International Pte Ltd and LeisureQuest Pte Ltd	Attractions, Resorts & Entertainment Union	16.5.2017	3 years	1.4.2016 – 31.3.2019	296
173.	119/2017	SKK (S) Pte Ltd	Chemical Industries Employees' Union	18.5.2017	3 years	1.4.2017 – 31.3.2020	70
174.	143/2017	Hotel Grand Pacific	The Singapore Catering Services, Staffs & Workers Trade Union	18.5.2017	3 years	1.9.2016 – 31.8.2019	60
175.	146/2017	PSB Academy Pte Ltd	Singapore Industrial & Services Employees' Union	18.5.2017	3 years	1.4.2017 – 31.3.2020	16
176.	164/2017	Belships Management (Singapore) Pte Ltd – (Singapore Flag – Bulk Carriers)	Singapore Organisation of Seamen	18.5.2017	2 years	24.4.2017 – 23.4.2019	50
177.	165/2017	Laurel Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	18.5.2017	2 years	15.4.2017 – 14.4.2019	13
178.	107/2017	Pacific International Lines (Pte) Ltd and Advance Container Lines (Pte) Ltd	Singapore Industrial & Services Employees' Union	22.5.2017	3 years	1.1.2017 – 31.12.2019	85

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
179.	110/2017	Torm Singapore Pte Ltd	Singapore Maritime Officers' Union	24.5.2017	3 years	1.1.2017 – 31.12.2019	333
180.	169/2017	Keppel Seghers Engineering Singapore Pte Ltd	Keppel Employees Union	24.5.2017	3 years	1.7.2017 – 30.6.2020	60
181.	120/2017	Bata Shoe (Singapore) Pte Ltd	Chemical Industries Employees' Union	29.5.2017	3 years	1.4.2017 – 31.3.2020	9
182.	141/2017	Harilela Hotels (S) Pte Ltd in respect of its hotel Holiday Inn Singapore Orchard City Centre	Food, Drinks and Allied Workers' Union	29.5.2017	3 years	1.1.2017 – 31.12.2019	129
183.	152/2017	ST Aerospace Engines Pte Limited	Singapore Industrial & Services Employees' Union	29.5.2017	3 years	1.1.2017 – 31.12.2019	257
184.	171/2017	RC Hotels (Pte). Ltd	Food, Drinks and Allied Workers' Union	29.5.2017	3 years	1.1.2017 – 31.12.2019	744
185.	161/2017	Sembcorp Marine Integrated Yard Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	30.5.2017	3 years	1.1.2017 – 31.12.2019	802



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
186.	130/2017	TPSC Asia Pte Ltd formerly known as Total Petrochemicals South East Asia Pte Ltd	Chemical Industries Employees' Union	5.6.2017	3 years	1.7.2016 – 30.6.2019	57
187.	160/2017	The Tanglin Club	The Singapore Catering Services, Staffs & Workers Trade Union	5.6.2017	3 years	1.1.2017 – 31.12.2019	172
188.	174/2017	BW Fleet Management Pte Ltd	Singapore Maritime Officers' Union	5.6.2017	2 years	1.4.2017 – 31.3.2019	297
189.	181/2017	Orange Star Shipping Pte Ltd	Singapore Maritime Officers' Union	5.6.2017	3 years	8.4.2017 – 7.4.2020	11
190.	182/2017	ComfortDelgro Rent-A-Car Pte Ltd	National Transport Workers' Union	5.6.2017	3 years	1.1.2017 – 31.12.2019	23
191.	183/2017	ComfortDelgro Corporation Limited	National Transport Workers' Union	5.6.2017	3 years	1.1.2017 – 31.12.2019	39
192.	184/2017	Moove Media Pte Ltd (a subsidiary of ComfortDelgro Corporation Limited)	National Transport Workers' Union	5.6.2017	3 years	1.1.2017 – 31.12.2019	28
193.	185/2017	ComfortDelgro Engineering Pte Ltd	National Transport Workers' Union	5.6.2017	3 years	1.1.2017 – 31.12.2019	656

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
194.	188/2017	CBM Private Limited and its subsidiaries	The Singapore Manual & Mercantile Workers' Union	5.6.2017	3 years	1.1.2017 – 31.12.2019	714
195.	191/2017	ComfortDelgro Driving Centre Pte Ltd	National Transport Workers' Union	5.6.2017	3 years	1.1.2017 – 31.12.2019	286
196.	145/2017	Shriro (S) Pte Ltd and Shriro Property (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	8.6.2017	3 years	1.1.2017 – 31.12.2019	39
197.	189/2017	Spotlight Pte Ltd	The Singapore Manual & Mercantile Workers' Union	8.6.2017	3 years	1.1.2016 – 31.12.2018	59
198.	65/2017	Jebsen & Jessen Packaging (S) Pte Ltd	Chemical Industries Employees' Union	13.6.2017	3 years	1.1.2017 – 31.12.2019	49
199.	125/2017	Zuellig Pharma Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.6.2017	3 years	1.1.2017 – 31.12.2019	168
200.	148/2017	Precision Products Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	13.6.2017	3 years	1.5.2017 – 30.4.2020	87

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
201.	162/2017	Otis Elevator Company (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.6.2017	3 years	1.4.2016 – 31.3.2019	176
202.	190/2017	Intertek Testing Services (S) Pte Ltd – (Cargo & Analytical Assessment)	The Singapore Manual & Mercantile Workers' Union	13.6.2017	3 years	1.1.2017 – 31.12.2019	248
203.	193/2017	M.T.M Ship Management Pte Ltd	Singapore Maritime Officers' Union	13.6.2017	3 years	1.5.2017 – 30.4.2020	315
204.	187/2017	Metropolis Security Systems Pte Ltd	Union of Security Employees	14.6.2017	3 years	24.5.2017 – 23.5.2020	288
205.	194/2017	Shaw Group of Companies (comprising Shaw Brothers Limited, Shaw Theatres Pte Ltd, Shaw Concessions 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 Ltd	The Singapore Manual & Mercantile Workers' Union	14.6.2017	3 years	1.1.2017 – 31.12.2019	78
206.	195/2017	Neom Maritime (Singapore) Pte Ltd – (Singapore Flag Vessels – Indian Crew)	Singapore Organisation of Seamen	14.6.2017	3 years	26.10.2016 – 25.10.2019	11

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
207.	197/2017	Laurel Ship Management Pte Ltd	Singapore Maritime Officers' Union	14.6.2017	2 years 8 months 14 days	18.4.2017 – 31.12.2019	10
208.	199/2017	Orange Star Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	14.6.2017	2 years	11.4.2017 – 10.4.2019	10
209.	132/2017	SH Tours Pte Ltd	National Transport Workers' Union	22.6.2017	3 years	1.1.2016 – 31.12.2018	33
210.	142/2017	Akzo Nobel Surface Chemistry Pte Ltd	The United Workers of Petroleum Industry	22.6.2017	2 years	1.1.2017 – 31.12.2018	12
211.	167/2017	Raffles Logistics Operations Pte Ltd	Singapore Industrial & Services Employees' Union	22.6.2017	2 years	1.4.2017 – 31.3.2019	24
212.	168/2017	Kian Ho Pte Ltd	Singapore Industrial & Services Employees' Union	22.6.2017	2 years	1.4.2017 – 31.3.2019	39
213.	172/2017	Epic Ship Management Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	22.6.2017	3 years	1.3.2017 – 29.2.2020	313

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
214.	179/2017	Kah Motor Co Sdn Bhd	Singapore Industrial & Services Employees' Union	22.6.2017	3 years	1.5.2017 – 30.4.2020	104
215.	180/2017	Singapore Airlines Cargo Pte Ltd – (Executive Staff)	Air Transport Executive Staff Union	22.6.2017	3 years	1.4.2016 – 31.3.2019	86
216.	206/2017	HongKong Land (Singapore) Pte Ltd	Building Construction and Timber Industries Employees' Union	22.6.2017	2 years	1.1.2017 – 31.12.2018	19
217.	170/2017	SilkAir (Singapore) Private Limited – (Executive Staff)	Air Transport Executive Staff Union	28.6.2017	3 years	1.4.2016 – 31.3.2019	110
218.	178/2017	Survitec Safety Solutions Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	28.6.2017	2 years 2 months	1.11.2016 – 31.12.2018	47
219.	196/2017	Goodwood Park Hotel Private Limited	Food, Drinks and Allied Workers' Union	28.6.2017	3 years	1.7.2016 – 30.6.2019	43
220.	203/2017	SMC Manufacturing (S) Pte Ltd	Metal Industries Workers' Union	28.6.2017	3 years	1.1.2016 – 31.12.2018	557
221.	186/2017	KH Security Agency Pte Ltd	Union of Security Employees	29.6.2017	3 years	1.5.2017 – 30.4.2020	258

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
222.	208/2017	SBS Transit Ltd (a subsidiary of ComfortDelgro Corporation Limited) and SBS Transit DTL Pte Ltd	National Transport Workers' Union	29.6.2017	3 years	1.1.2017 – 31.12.2019	6808
223.	210/2017	Campaign Complete Solutions Pte Ltd	Building Construction and Timber Industries Employees' Union	29.6.2017	2 years	1.6.2017 – 31.5.2019	118
224.	212/2017	SATS-BRF Food Pte Ltd	Food, Drinks and Allied Workers' Union	29.6.2017	3 years	1.7.2016 – 30.6.2019	124
225.	205/2017	Hilton Singapore as agents for Hotel Properties Limited	Food, Drinks and Allied Workers' Union	30.6.2017	3 years	1.1.2017 – 31.12.2019	149
226.	207/2017	Ascott International Management Pte Ltd – (Serviced Residences)	Food, Drinks and Allied Workers' Union	30.6.2017	3 years	1.1.2017 – 31.12.2019	16
227.	213/2017	Blue Wake Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	30.6.2017	2 years	24.4.2017 – 23.4.2019	24
228.	217/2017	Crown Equipment (Singapore) Pte Ltd	Singapore Industrial & Services Employees' Union	30.6.2017	2 years	1.7.2017 – 30.6.2019	63

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
229.	173/2017	Berger Paints Singapore Private Ltd	Chemical Industries Employees' Union	7.7.2017	2 years	1.1.2017 – 31.12.2018	44
230.	176/2017	Goodwood Park Hotel Private Limited	The Singapore Catering Services, Staffs & Workers Trade Union	7.7.2017	3 years	1.7.2016 – 30.6.2019	94
231.	192/2017	E.R. Ship Management GMBH & CIE. KG, represented in Singapore by Ben Line Agencies (Singapore) Pte Ltd	Singapore Maritime Officers' Union	7.7.2017	3 years	1.1.2017 – 31.12.2019	53
232.	214/2017	Cosco (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	7.7.2017	3 years	1.1.2017 – 31.12.2019	41
233.	218/2017	BSH Home Appliances Pte Ltd	The Singapore Manual & Mercantile Workers' Union	7.7.2017	2 years	1.7.2017 – 30.6.2019	70
234.	219/2017	The Singapore Island Country Club	Attractions, Resorts & Entertainment Union	7.7.2017	3 years	1.7.2016 – 30.6.2019	390
235.	225/2017	Management Development Institute of Singapore	Education Services Union	7.7.2017	3 years	1.3.2017 – 29.2.2020	140

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
236.	202/2017	COIM Asia Pacific Pte Ltd	The United Workers of Petroleum Industry	12.7.2017	3 years	1.7.2017 – 30.6.2020	60
237.	211/2017	SATs Food Services Pte Ltd	Food, Drinks and Allied Workers' Union	12.7.2017	3 years	1.7.2016 – 30.6.2019	837
238.	229/2017	Thoresen & Co., (Bangkok) Ltd, represented in Singapore by Thoresen Shipping Singapore Pte Ltd	Singapore Maritime Officers' Union	12.7.2017	2 years	1.7.2017 – 30.6.2019	40
239.	216/2017	Denka Advantech Private Limited	Chemical Industries Employees' Union	18.7.2017	3 years	1.6.2017 – 31.5.2020	64
240.	224/2017	Blue Wake Shipping Pte Ltd	Singapore Maritime Officers' Union	18.7.2017	2 years	24.4.2017 – 23.4.2019	24
241.	230/2017	Nanjing Tanker Corporation represented in Singapore by Nanjing Tanker Corporation (S) Pte Ltd	Singapore Maritime Officers' Union	18.7.2017	2 years	1.5.2017 – 30.4.2019	20
242.	231/2017	Park Hotel Clarke Quay, Singapore	Food, Drinks and Allied Workers' Union	18.7.2017	3 years	1.1.2017 – 31.12.2019	87



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
243.	232/2017	Thoresen & Co., (Bangkok) Ltd represented by Thoresen Shipping Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	18.7.2017	2 years	1.7.2017 – 30.6.2019	48
244.	235/2017	Grand Park City Hall	Food, Drinks and Allied Workers' Union	18.7.2017	3 years	1.1.2017 – 31.12.2019	58
245.	236/2017	MayBank Kim Eng Securities Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.7.2017	3 years	1.7.2017 – 30.6.2020	44
246.	239/2017	Konlink Shipping Pte Ltd	Singapore Maritime Officers' Union	21.7.2017	3 years	1.7.2017 – 30.6.2020	45
247.	240/2017	Singapore Aerospace Manufacturing Private Limited	Singapore Industrial & Services Employees' Union	21.7.2017	2 years	1.7.2017 – 30.6.2019	2
248.	233/2017	Mido Uniforms (Pte) Ltd	Singapore Industrial & Services Employees' Union	24.7.2017	3 years	1.7.2017 – 30.6.2020	15
249.	243/2017	Association for Persons with Special Needs	The Singapore Manual & Mercantile Workers' Union	24.7.2017	3 years	1.7.2017 – 30.6.2020	190

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
250.	244/2017	BW Fleet Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	24.7.2017	2 years	1.4.2017 – 31.3.2019	698
251.	138/2017	C & P Transport (Pte) Ltd	National Transport Workers' Union	25.7.2017	2 years	1.3.2017 – 28.2.2019	20
252.	220/2017	CNA Development Pte Ltd	Singapore Industrial & Services Employees' Union	25.7.2017	3 years	25.5.2017 – 24.5.2020	133
253.	226/2017	The British Club	Attractions, Resorts & Entertainment Union	25.7.2017	3 years	1.1.2017 – 31.12.2019	102
254.	238/2017	Resilient Secure Consultancy Pte Ltd	Union of Security Employees	25.7.2017	3 years	1.7.2017 – 30.6.2020	71
255.	241/2017	Grand Park Orchard	Food, Drinks and Allied Workers' Union	25.7.2017	3 years	1.1.2017 – 31.12.2019	83
256.	247/2017	Rolex Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	25.7.2017	3 years	1.7.2017 – 30.6.2020	50
257.	204/2017	Wasco Engineering Services Singapore Pte Ltd	Metal Industries Workers' Union	27.7.2017	2 years	1.1.2017 – 31.12.2018	6

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
258.	234/2017	MMS Company Ltd, Singapore branch	Singapore Maritime Officers' Union	27.7.2017	3 years	1.6.2017 – 31.5.2020	20
259.	200/2017	Singapore American School Limited – (Monthly Paid Locally Hired)	Education Services Union	31.7.2017	3 years	1.7.2017 – 30.6.2020	224
260.	209/2017	BP Singapore Pte Limited	The United Workers of Petroleum Industry	1.8.2017	3 years	1.1.2017 – 31.12.2019	15
261.	215/2017	The Tanglin Club	Attractions, Resorts & Entertainment Union	1.8.2017	3 years	1.1.2017 – 31.12.2019	23
262.	177/2017	Nissin Foods Singapore Pte Ltd	Food, Drinks and Allied Workers' Union	3.8.2017	3 years	1.1.2017 – 31.12.2019	71
263.	252/2017	UOB Kay Hian Private Limited	The Singapore Manual & Mercantile Workers' Union	3.8.2017	3 years	1.5.2017 – 30.4.2020	356
264.	255/2017	Executive Ship Management Pte Ltd	Singapore Maritime Officers' Union	7.8.2017	2 years	1.7.2017 – 30.6.2019	140
265.	256/2017	Wan Hai Lines (Singapore) Pte Ltd	Singapore Maritime Officers' Union	7.8.2017	2 years 5 months	1.8.2017 – 31.12.2019	510

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
266.	259/2017	Rickmers Shipmanagement (Singapore) Pte Ltd	Singapore Organisation of Seamen	7.8.2017	3 years	1.1.2017 – 31.12.2019	297
267.	263/2017	Cosco Shipping Tanker (Shanghai) Co. Ltd represented in Singapore by Cosco Shipping Tanker (Singapore) Pte Ltd	Singapore Maritime Officers' Union	7.8.2017	2 years	15.6.2017 – 14.6.2019	42
268.	198/2017	Laurel Ship Management Pte Ltd – (ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	14.8.2017	2 years	13.4.2017 – 12.4.2019	23
269.	201/2017	JVCKenwood Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	14.8.2017	3 years	1.1.2017 – 31.12.2019	10
270.	221/2017	SPH Magazines Private Limited – Journalists	Creative Media and Publishing Union	14.8.2017	3 years	1.1.2017 – 31.12.2019	68
271.	222/2017	SPH Magazines Private Limited	Creative Media and Publishing Union	14.8.2017	3 years	1.1.2017 – 31.12.2019	8
272.	223/2017	Times Properties Private Limited	Creative Media and Publishing Union	14.8.2017	2 years	1.1.2017 – 31.12.2018	13

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
273.	264/2017	Securus Pte Ltd	Union of Security Employees	14.8.2017	3 years	1.8.2017 – 31.7.2020	130
274.	268/2017	Hitachi Transport System (Asia) Pte Ltd	Singapore Industrial & Services Employees' Union	14.8.2017	3 years	1.3.2017 – 29.2.2020	297
275.	261/2017	NS United Tanker Pte Ltd	Singapore Maritime Officers' Union	15.8.2017	3 years	11.7.2017 – 10.7.2020	20
276.	271/2017	NS United Tanker Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	15.8.2017	3 years	11.7.2017 – 10.7.2020	18
277.	267/2017	Wallem Shipmanagement Singapore Pte Ltd	Singapore Maritime Officers' Union	16.8.2017	3 years	1.8.2017 – 31.7.2020	48
278.	273/2017	DHL Supply Chain Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.8.2017	3 years	1.6.2017 – 31.5.2020	1160
279.	245/2017	MMS Company Ltd, Singapore Branch – (Singapore Flag Vessels)	Singapore Organisation of Seamen	21/8/2017	3 years	8.6.2017 – 7.6.2020	44
280.	274/2017	DHL Global Forwarding Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	21.8.2017	3 years	1.7.2017 – 30.6.2020	344

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
281.	253/2017	Kwong Wai Shiu Hospital	The Singapore Manual & Mercantile Workers' Union	28.8.2017	3 years	1.7.2017 – 30.6.2020	235
282.	270/2017	KCC (Singapore) Pte Ltd	Chemical Industries Employees' Union	28.8.2017	3 years	14.1.2017 – 13.1.2020	35
283.	258/2017	Wallem Shipmanagement (S) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	31.8.2017	3 years	1.8.2017 – 31.7.2020	54
284.	265/2017	Lauritzen Kosan A/S represented by Lauritzen Kosan Singapore	Singapore Maritime Officers' Union	31.8.2017	2 years 5 months	1.8.2017 – 31.12.2019	27
285.	277/2017	Foamtec (Singapore) Pte Ltd	Chemical Industries Employees' Union	31.8.2017	3 years	1.7.2017 – 30.6.2020	58
286.	237/2017	Chiyoda Singapore (Pte) Limited	Singapore Industrial & Services Employees' Union	7.9.2017	3 years	1.5.2017 – 30.4.2020	18
287.	242/2017	Singapore Epson Industrial Pte Ltd	Metal Industries Workers' Union	7.9.2017	3 years	1.4.2017 – 31.3.2020	430
288.	269/2017	UOL Claymore Investment Pte Ltd in respect of Pan Pacific Orchard	Food, Drinks and Allied Workers' Union	7.9.2017	3 years	1.7.2015 – 30.6.2018	55

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
289.	251/2017	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	8.9.2017	3 years	1.7.2017 – 30.6.2020	150
290.	257/2017	Heraeus Shin-Etsu Quartz Singapore Pte Ltd	Chemical Industries Employees' Union	8.9.2017	3 years	1.10.2017 – 30.9.2020	3
291.	293/2017	Integrated Property Management Pte Ltd	Building Construction and Timber Industries Employees' Union	8.9.2017	3 years	1.8.2017 – 31.7.2020	989
292.	298/2017	Shimano (S) Private Limited	Metal Industries Workers' Union	8.9.2017	3 years	1.7.2017 – 30.6.2020	242
293.	272/2017	Cosco Shipping Tanker (Shanghai) Co., Ltd represented in Singapore by the Cosco Shipping Tanker (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.9.2017	2 years	1.6.2017 – 31.5.2019	52
294.	289/2017	Toppan Forms (S) Pte Ltd	Singapore Industrial & Services Employees' Union	12.9.2017	2 years	1.7.2017 – 30.6.2019	129

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
295.	290/2017	Defence Science and Technology Agency	Amalgamated Union of Statutory Board Employees	12.9.2017	3 years	24.8.2017 – 23.8.2020	2222
296.	250/2017	Chevalier Singapore Holdings Pte Ltd	Metal Industries Workers' Union	15.9.2017	3 years	1.4.2017 – 31.3.2020	401
297.	262/2017	Automobile Association of Singapore	The Singapore Manual & Mercantile Workers' Union	15.9.2017	3 years	1.1.2017 – 31.12.2019	30
298.	266/2017	Rickmers Shipmanagement (Singapore) Pte Ltd	Singapore Maritime Officers' Union	15.9.2017	3 years	1.1.2017 – 31.12.2019	270
299.	276/2017	Bishan-Toa Payoh Town Council	Building Construction and Timber Industries Employees' Union	15.9.2017	3 years	1.1.2017 – 31.12.2019	37
300.	166/2017	Centennial Maritime Ventures Pte Ltd represented by C.F Sharp Shipping Agencies Pte Ltd	Singapore Maritime Officers' Union	18.9.2017	3 years	1.4.2017 – 31.3.2020	44
301.	254/2017	Hitachi Koki (S) Pte Ltd	Metal Industries Workers' Union	20.9.2017	2 years	1.3.2017 – 28.2.2019	6



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
302.	279/2017	Sheraton Towers Singapore Hotel	Food, Drinks and Allied Workers' Union	20.9.2017	3 years	1.3.2016 – 28.2.2019	139
303.	301/2017	Borneo Motors (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	20.9.2017	3 years	1.1.2016 – 31.12.2018	349
304.	285/2017	Eastern Pacific Shipping Pte Ltd	Singapore Maritime Officers' Union	22.9.2017	3 years	1.6.2017 – 31.5.2020	300
305.	292/2017	City Gas Pte Ltd (As Trustee)	Union of Power and Gas Employees	22.9.2017	3 years	20.8.2016 – 19.8.2019	155
306.	294/2017	Surbana Jurong Infrastructure Pte Ltd	Singapore Industrial & Services Employees' Union	22.9.2017	3 years	1.1.2017 – 31.12.2019	18
307.	296/2017	Surbana Jurong Group of Companies (Surbana Jurong Consultants Pte Ltd and Surbana Technologies Pte Ltd)	Building Construction and Timber Industries Employees' Union	25.9.2017	2 years 6 months	1.7.2017 – 31.12.2019	503
308.	280/2017	Singapore Exchange Limited	The Singapore Manual & Mercantile Workers' Union	28.9.2017	3 years	1.7.2017 – 30.6.2020	36
309.	304/2017	Union Marine Management Services Pte Ltd	Singapore Maritime Officers' Union	28.9.2017	2 years	16.8.2017 – 15.8.2019	9

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
310.	320/2017	MMI Systems Pte Ltd	United Workers of Electronics & Electrical Industries	29.9.2017	3 years	1.7.2017 – 30.6.2020	32
311.	278/2017	Akzo Nobel Paints (Singapore) Private Limited	Chemical Industries Employees' Union	2.10.2017	3 years	13.2.2017 – 12.2.2020	16
312.	287/2017	Panasonic Appliances Refrigeration Devices Singapore	United Workers of Electronics & Electrical Industries	2.10.2017	2 years	1.7.2017 – 30.6.2019	1205
313.	309/2017	Mitsubishi Chemical Infonics Pte Ltd	United Workers of Electronics & Electrical Industries	2.10.2017	3 years	1.3.2017 – 29.2.2020	173
314.	314/2017	OSM Crew Management Ltd represented in Singapore by the OSM Shipmanagement Pte Ltd	Singapore Organisation of Seamen	2.10.2017	2 years	1.9.2017 – 31.8.2019	153
315.	286/2017	Primary Industries Pte Ltd and HOG Auction Market Pte Ltd	Food, Drinks and Allied Workers' Union	4.10.2017	3 years	1.1.2017 – 31.12.2019	82
316.	295/2017	SMM Pte Ltd	Singapore Industrial & Services Employees' Union	10.10.2017	3 years	1.1.2017 – 31.12.2019	243

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
317.	303/2017	Sigma Cable Company (Pte) Limited	United Workers of Electronics & Electrical Industries	10.10.2017	3 years	1.7.2016 – 30.6.2019	38
318.	306/2017	Hotel Grand Central Limited	Food, Drinks and Allied Workers' Union	10.10.2017	3 years	1.2.2016 – 31.1.2019	28
319.	310/2017	Sheng Siong Supermarket Pte Ltd	Food, Drinks and Allied Workers' Union	10.10.2017	3 years	1.5.2017 – 30.4.2020	1737
320.	311/2017	BCH Hotel Investment Pte Ltd trading as Intercontinental Singapore	Food, Drinks and Allied Workers' Union	10.10.2017	3 years	1.7.2017 – 30.6.2020	230
321.	315/2017	Fleet Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	10.10.2017	3 years	1.8.2017 – 31.7.2020	475
322.	317/2017	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	10.10.2017	3 years	1.7.2017 – 30.6.2020	1380
323.	323/2017	Santa Fe Relocation Services (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.10.2017	3 years	1.7.2017 – 30.6.2020	33

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
324.	324/2017	Serangoon Gardens Country Club	The Singapore Manual & Mercantile Workers' Union	10.10.2017	3 years	1.7.2016 – 30.6.2019	69
325.	330/2017	M1 Limited	Singapore Industrial & Services Employees' Union	10.10.2017	3 years	1.5.2017 – 30.4.2020	749
326.	334/2017	Veolia Es Singapore Pte Ltd	Building Construction and Timber Industries Employees' Union	13.10.2017	2 years	1.7.2017 – 30.6.2019	281
327.	284/2017	Swiss Club	Attractions, Resorts & Entertainment Union	16.10.2017	3 years	1.9.2015 – 31.8.2018	17
328.	335/2017	Shaw Theatres Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.10.2017	3 years	1.1.2017 – 31.12.2019	25
329.	297/2017	Surbana Site Supervisors Pte Ltd	Building Construction and Timber Industries Employees' Union	19.10.2017	2 years 6 months	1.7.2017 – 31.12.2019	510
330.	302/2017	YHS (Singapore) Pte Ltd – (General Employees, Confidential and Supervisory Staff)	Food, Drinks and Allied Workers' Union	19.10.2017	3 years	1.9.2017 – 31.8.2020	161

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
331.	307/2017	Securite Associates Pte Ltd	Union of Security Employees	19.10.2017	3 years	1.9.2017 – 31.8.2020	70
332.	313/2017	Performance Motors Limited	The Singapore Manual & Mercantile Workers' Union	19.10.2017	3 years	1.1.2016 – 31.12.2018	239
333.	321/2017	Security Enforcer Pte Ltd	Union of Security Employees	19.10.2017	3 years	1.10.2017 – 30.9.2020	74
334.	322/2017	Venture Corporation Limited	United Workers of Electronics & Electrical Industries	19.10.2017	3 years	1.1.2017 – 31.12.2019	689
335.	260/2017	Zone X Leisure Pte Ltd	Attractions, Resorts & Entertainment Union	20.10.2017	3 years	1.2.2017 – 31.1.2020	10
336.	327/2017	Posh Fleet Services Pte Ltd	Singapore Organisation of Seamen	20.10.2017	2 years	1.1.2017 – 31.12.2018	48
337.	333/2017	Singapore Anti-Narcotics Association (SANA)	The Singapore Manual & Mercantile Workers' Union	20.10.2017	3 years	1.9.2017 – 31.8.2020	28
338.	246/2017	Tuas Power Generation Pte Ltd	Union of Power and Gas Employees	24.10.2017	3 years	1.1.2017 – 31.12.2019	229

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
339.	281/2017	Asahi Kasei Synthetic Rubber Singapore Pte Ltd	Chemical Industries Employees' Union	24.10.2017	3 years	1.7.2017 – 30.6.2020	64
340.	299/2017	United World College of South East Asia	Education Services Union	24.10.2017	3 years	1.7.2017 – 30.6.2020	156
341.	305/2017	Wallenius Marine Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	24.10.2017	2 years	1.8.2017 – 31.7.2019	534
342.	316/2017	OSM Crew Management Ltd represented in Singapore by OSM Ship Management Pte Ltd	Singapore Maritime Officers' Union	24.10.2017	2 years	1.9.2017 – 31.8.2019	153
343.	326/2017	National Environment Agency – (Monthly-Rated Employees)	The Amalgamated Union of Public Employees	24.10.2017	3 years	1.9.2017 – 31.8.2020	3053
344.	340/2017	Singapore Safety Driving Centre Ltd	Singapore Industrial & Services Employees' Union	24.10.2017	3 years	1.7.2017 – 30.6.2020	235
345.	341/2017	Four Star Industries Pte Ltd	Singapore Industrial & Services Employees' Union	24.10.2017	3 years	1.7.2017 – 30.6.2020	22

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
346.	336/2017	Suntec Singapore Convention & Exhibition Centre	Building Construction and Timber Industries Employees' Union	26.10.2017	3 years	1.8.2017 – 31.7.2020	60
347.	328/2017	Setsco Services Pte Ltd	National Transport Workers' Union	30.10.2017	3 years	1.1.2017 – 31.12.2019	66
348.	331/2017	"K" Line Ship Management (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	30.10.2017	3 years	12.9.2017 – 11.9.2020	46
349.	344/2017	Norden Shipping (Singapore) Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	30.10.2017	2 years	1.8.2017 – 31.7.2019	20
350.	345/2017	Wilhelmsen Ship Management Singapore Pte Ltd – (ITF-SMOU/SOS Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	30.10.2017	2 years	17.8.2017 – 16.8.2019	20
351.	308/2017	Catalyst Recovery Singapore Pte Ltd	The United Workers of Petroleum Industry	1.11.2017	3 years	1.7.2016 – 30.6.2019	21
352.	319/2017	Nafa System Services Pte Ltd	Building Construction and Timber Industries Employees' Union	1.11.2017	2 years	10.8.2017 – 9.8.2019	1138

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
353.	325/2017	Jetro Singapore	The Singapore Manual & Mercantile Workers' Union	1.11.2017	3 years	1.7.2017 – 30.6.2020	12
354.	349/2017	Reachfield Security & Safety Management Pte Ltd	Union of Security Employees	1.11.2017	3 years	1.11.2017 – 31.10.2020	800
355.	288/2017	The American Club	Attractions, Resorts & Entertainment Union	6.11.2017	3 years	1.7.2017 – 30.6.2020	150
356.	291/2017	Hotel Royal @ Queens	Food, Drinks and Allied Workers' Union	6.11.2017	3 years	1.2.2017 – 31.1.2020	44
357.	300/2017	United World College of South East Asia – East	Education Services Union	6.11.2017	3 years	1.7.2017 – 30.6.2020	89
358.	312/2017	CCD (Singapore) Pte Ltd and Chang Chun (Singapore) Pte Ltd	The United Workers of Petroleum Industry	7.11.2017	3 years	1.7.2017 – 30.6.2020	133
359.	318/2017	Shilla Travel Retail Pte Ltd	The Singapore Manual & Mercantile Workers' Union	7.11.2017	3 years	1.7.2017 – 30.6.2020	421
360.	338/2017	DIC Asia Pacific Private Limited	Chemical Industries Employees' Union	7.11.2017	3 years	1.7.2017 – 30.6.2020	4



		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
361.	347/2017	LaSalle College of the Arts Limited	Education Services Union	7.11.2017	3 years	1.12.2016 – 30.11.2019	110
362.	348/2017	SSC Ship Management Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	7.11.2017	3 years	1.10.2017 – 30.9.2020	50
363.	154/2017	Anglo-Eastern Shipmanagement (HongKong) Ltd, Anglo-Eastern Tanker Management (HongKong) Ltd, Anglo-Eastern (UK) Ltd, Anglo-Eastern Maritime Services Pvt. Ltd, Anglo-Eastern Shipmanagement (Singapore) Pte Ltd and Univan Ship Management Limited represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd – (Singapore Flag – Dry Cargo Vessels)	Singapore Organisation of Seamen	14.11.2017	3 years	1.1.2017 – 31.12.2019	570

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
364.	155/2017	Anglo-Eastern Shipmanagement (HongKong) Ltd, Anglo-Eastern Tanker Management (HongKong) Ltd, Anglo-Eastern (UK) Ltd, Anglo-Eastern Maritime Services Pvt. Ltd, Anglo-Eastern Shipmanagement (Singapore) Pte Ltd and Univan Ship Management Limited represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd – (Singapore Flag – Tanker Vessels)	Singapore Organisation of Seamen	14.11.2017	3 years	1.1.2017 – 31.12.2019	330
365.	249/2017	Azuma Engineering (S) Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	14.11.2017	3 years	1.1.2017 – 31.12.2019	21
366.	350/2017	Centerra Group, LLC	Singapore Industrial & Services Employees' Union	14.11.2017	3 years	1.10.2017 – 30.9.2020	55
367.	354/2017	Norden Shipping (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	14.11.2017	2 years 5 months	1.8.2017 – 31.12.2019	22

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
368.	358/2017	Union Marine Management Services Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	14.11.2017	3 years	16.8.2017 – 15.8.2020	11
369.	227/2017	Glaxo Wellcome Manufacturing Pte Ltd	Chemical Industries Employees' Union	16.11.2017	3 years	1.1.2017 – 31.12.2019	197
370.	228/2017	Beecham Pharmaceuticals (Pte) Ltd	Chemical Industries Employees' Union	16.11.2017	3 years	1.1.2017 – 31.12.2019	63
371.	337/2017	Novotel Singapore Clarke Quay	Food, Drinks and Allied Workers' Union	16.11.2017	3 years	1.11.2016 – 31.10.2019	104
372.	351/2017	Rightmen Security Services Pte Ltd	Union of Security Employees	16.11.2017	3 years	1.11.2017 – 31.10.2020	140
373.	365/2017	Big Wheel Marine Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	23.11.2017	2 years	1.5.2017 – 30.4.2019	10
374.	366/2017	Welltech Marine Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	23.11.2017	3 years	1.10.2017 – 30.9.2020	60
375.	367/2017	CLDN Cobelfret Pte Ltd	Singapore Maritime Officers' Union	23.11.2017	2 years 3 months	1.10.2017 – 31.12.2019	24

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
376.	368/2015	DDW-Paxocean Shipyard Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	27.11.2017	3 years	1.8.2015 – 31.7.2018	104
377.	356/2017	Merchant Court Pte Ltd (trading as Swissotel Merchant Court, Singapore)	Food, Drinks and Allied Workers' Union	27.11.2017	3 years	1.1.2017 – 31.12.2019	136
378.	370/2017	CLDN Cobelfret Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	30.11.2017	2 years 3 months	1.10.2017 – 31.12.2019	39
379.	370/2015	KOP Surface Products Singapore Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	4.12.2017	3 years	1.1.2016 – 31.12.2018	38
380.	175/2017	Augustea Ship Manning Phillipines Inc., represented in Singapore by the Augustea Shipmanning Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.12.2017	3 years	1.8.2015 – 31.7.2018	19
381.	369/2017	Maersk Tankers Singapore Pte Ltd (representing a group of Companies namely A P Moller Singapore Pte Ltd and A P Moller Maersk A/S) – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.12.2017	3 years	1.7.2017 – 30.6.2020	1655

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
382.	373/2017	Fong's Engineering & Manufacturing Pte Ltd	Metal Industries Workers' Union	4.12.2017	3 years	1.11.2017 – 31.10.2020	87
383.	339/2017	Singapore Refining Company Private Limited	Singapore Refining Company Employees' Union	5.12.2017	3 years	1.1.2017 – 31.12.2019	280
384.	359/2017	Kingston Property Maintenance Services Pte Ltd	The Singapore Manual & Mercantile Workers' Union	7.12.2017	3 years	1.1.2017 – 31.12.2019	46
385.	283/2017	Union Services (Singapore) Pte Ltd	National Transport Workers' Union	8.12.2017	3 years	1.1.2017 – 31.12.2019	184
386.	374/2017	Cast Laboratories Pte Ltd	Building Construction and Timber Industries Employees' Union	8.12.2017	2 years 8 months	1.11.2017 – 30.6.2020	224
387.	169/2015	Thomson Reuters Corporation Pte Ltd and Thomson Reuters Asia Pte Ltd	Reuter Local Employees Union, Singapore	14.12.2017	3 years	1.6.2015 – 31.5.2018	355
388.	380/2017	MOL (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	14.12.2017	3 years	1.1.2018 – 31.12.2020	66

		Parties					
Serial No.	CA No.	Employer	Union	Certified On	Duration	Period	Number of Employees Covered
389.	357/2017	Pepperl+Fuchs Asia Pte Ltd	United Workers of Electronics & Electrical Industries	15.12.2017	3 years	1.1.2016 – 31.12.2018	673
390.	360/2017	Inland Revenue Authority of Singapore	Inland Revenue Authority of Singapore Staff Union	15.12.2017	3 years	26.9.2017 – 25.9.2020	1586