



REPUBLIC OF SINGAPORE

ANNUAL REPORT
OF THE
PRESIDENT
INDUSTRIAL ARBITRATION COURT
2020

Made pursuant to Section 86 of the
Industrial Relations Act



REPUBLIC OF SINGAPORE

60TH ANNUAL REPORT

OF

THE PRESIDENT

OF THE

INDUSTRIAL ARBITRATION COURT

FOR THE PERIOD

1 JANUARY TO 31 DECEMBER 2020

TO

THE HONOURABLE

MRS JOSEPHINE TEO

MINISTER FOR MANPOWER

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

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60TH ANNUAL REPORT

OF THE

INDUSTRIAL ARBITRATION COURT

1 MEMBERSHIP OF THE COURT AND PRINCIPAL OFFICERS

In 2020, the principal officers of the Industrial Arbitration Court (“the Court”) were:

President:	Justice Chan Seng Onn (until 3.1.2021)
Deputy President:	Justice See Kee Oon (until 31.3.2020) Presiding Judge, State Courts Justice Vincent Hoong Seng Lai (w.e.f 1.4.2020) President Judge, State Courts
Registrar:	Mr Vincent, Kim Chee Meng
Assistant Registrar:	Mr Jameson Quek

The President of Singapore, acting on the advice of the Prime Minister, has approved the appointment of Justice See Kee Oon as President, IAC for a period of two years with effect from 4 January 2021.

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) Ms Mable Chan Kam Man
- (3) Ms Goh Kah Eem
- (4) Mr Ang Zhongren
- (5) Ms Lim Lee Ching Elsie
- (6) Mr Ng Kok Cheong
- (7) Dr Ng Li Sa
- (8) Mr Tan Hoe Soon
- (9) Ms Chan Mui Wah Daisy (until 31.7.2020)
- (10) Mr Chung Chun Leong Paul (until 31.3.2020)
- (11) Mr Lincoln Lee Hock Choon (w.e.f 1.5.2020)
- (12) Mr Musa Bin Fazalur Karim (w.e.f 1.5.2020)
- (13) Ms Zarina Piperdi (w.e.f 1.5.2020)

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) Mr Karthikeyan s/o R. Krishnamurthy
- (2) Ms Liew Kiah Eng Mary
- (3) Mr Ng Theng Loon Charles
- (4) Mr Tan Hock Soon
- (5) Ms K. Thanaletchimi
- (6) Mr Mike Mariyappa Thiruman
- (7) Mr Tan Teck Meng Danny

- (8) Mr Yeo Chun Fing
- (9) Mr Tan Peng Hoe Steve
- (10) Mr Nur Azarudin Putra Mohamed Jufri

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 SC
- (2) Ms Lim Hui Min, Director of Legal Aid
- (3) Mr Chan Leng Sun SC
- (4) Mr Chew Kwee Hoe Leslie SC
- (5) Mr Francis Xavier s/o Subramaniam Xavier Augustine SC
- (6) Ms Salina Binte Ishak, District Judge (until 18.4.2020)
- (7) Ms Wong Li Tein, District Judge (w.e.f 19.4.2020)

5 MATTERS REFERRED TO THE COURT

In 2020, there was no trade dispute submitted to the court for arbitration.

6 COLLECTIVE AGREEMENTS CERTIFIED BY THE COURT

419 Collective Agreements (“CAs”) were filed with the Court in 2020, a decrease of 13 CAs over the previous year. Together with the 75 CAs brought forward from 2019, a total of 494 CAs had to be processed and certified. Out of these CAs, 412 were certified by the Court and 5 of them involved public sector employees. At the end of 2020, there were 82 CAs pending certification.

7 VARIATION OF COLLECTIVE AGREEMENTS

In 2020, six variations of CAs were filed with the Court compared to fifteen applications in 2019. Together with the one variation brought forward from 2019, a total of seven variations were approved.

A breakdown of the approved applications is as follows:

Particulars of Application	Number of Applications
Renamed of a Post in Clause 39 Grade C, "Sales Representative (Passenger)" to "Account Executive"	1
New Salary Structure	1
Salary Adjustment (MVC)	1
Retrenchment Benefit	1
Annual Wage Supplement - Revise	1
Flexible Spending Account, Group Hospital and Surgery Insurance, Outpatient Treatment, Medical Examination and Specialist Consultation	1
Duration of CA	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 2020, 309 CAs had a duration of three years, 87 had a duration of two years and 23 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	2020		2019		2018	
	3 years	309	(73.7%)	321	(74.3%)	306
Between 2 and 3 years	23	(5.5%)	16	(3.7%)	13	(3.4%)
2 years	87	(20.8%)	95	(22.0%)	64	(16.7%)
TOTAL	419	(100%)	432	(100%)	383	(100%)

In 2020, out of the 419 CAs filed with the Court, 79 CAs had prospective operative dates, 235 CAs had retrospective operative dates of six months or less and 105 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	2020		2019		2018	
	With prospective dates of operation	79	(18.8%)	66	(15.3%)	57

Effective Date	2020		2019		2018	
With retrospective dates of operation of 6 months or less	235	(56.1%)	224	(51.8%)	222	(57.9%)
With retrospective dates of operation of more than 6 months	105	(25.1%)	142	(32.9%)	104	(27.2%)
TOTAL	419	(100%)	432	(100%)	383	(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	2020	2019	2018
>6 months and \leq 12 months	70	85	74
>12 months and \leq 18 months	26	47	17
>18 months and \leq 24 months	8	8	9
>24 months	1	2	4
TOTAL	105	142	104

10 EMPLOYEE RETIREMENT AGE

In 2020, 306 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:

Retirement Age	No. of Collective Agreements (%)	
At age 50	1	(0.2%)
At age 62	281	(67.1%)
Above age 62	25	(6.0%)
No age provision	112	(26.7%) (including 109 CAs for seamen who are employed on fixed term contract of less than 12 months)
TOTAL	419	(100%)

11 SUPPORTING STAFF OF THE COURT

In addition to the President, Deputy President, Registrar and Assistant Registrar, the IAC had three supporting staff in 2020.

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 9th day of March 2021



**JUSTICE SEE KEE OON
PRESIDENT**

TABLE 1

APPLICATIONS FILED WITH THE COURT IN 2020

Nature of Application	Cognisance under the Industrial Relations Act / Regulations	No.
<u>Arbitration</u>	-	Nil
<u>Variation</u> Variation of awards/collective agreements	Section 45	7
Total		7

TABLE 2

AWARDS AND ORDERS MADE, DISPUTES OTHERWISE DEALT WITH, AND COLLECTIVE AGREEMENTS CERTIFIED IN 2020

Particulars	No	No. of employees covered
Awards and orders made		
- Disputes	Nil	N.A.
- Variation of collective agreements	7	8,379
Collective agreements certified	412	104,320

TABLE 3

AWARDS AND ORDERS MADE BY THE COURT IN 2020

Particulars	No.
<u>Variation</u> Variation of awards/collective agreements	7
Total	7

TABLE 4

CATEGORIES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2020

Particulars	Professional, Managerial, Executive & Technical	Clerical, Sales & Service	Production, Transport & Manual	Others*	Maritime Officers & Seamen	Total
	(a)	(b)	(c)	(d)	(e)	
Collective agreements certified	9	49	33	205	116	412
Awards and orders	1	-	1	5	-	7

*(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 2020

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements certified	407	5	-	412
Awards and orders	7	-	-	7

MATTERS DEALT WITH BY THE COURT IN 2020

I. Matters 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				
					NIL			

MATTERS DEALT WITH BY THE COURT IN 2020

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				
					NIL			

MATTERS DEALT WITH BY THE COURT IN 2020

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			

MATTERS DEALT WITH BY THE COURT IN 2020

IV Matters 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			

MATTERS DEALT WITH BY THE COURT IN 2020

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 2020

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V15/2019	45	Philippine Airlines	The Singapore Manual & Merchantile Workers' Union	12	Renamed of a Post in Clause 39 Grade C, "Sales Representative (Passenger)" to "Account Executive"	9/1/2020
V01/2020	45	Nanyang Academy Of The Fine Arts	Education Services Union	222	New Salary Structure	13/3/2020
V02/2020	45	Scoot Tigerair Pte. Ltd.	Scoot Staff Union	2285	Salary Adjustment (MVC)	27/7/2020
V03/2020	45	Dnata Singapore Pte Ltd	Dnata Singapore Staff Union	926	Retrenchment Benefit	27/8/2020

VARIATION ORDERS MADE IN 2020

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V04/2020	45	Cold Storage Singapore (1983) Private Limited	Food, Drinks and Allied Workers Union	4678	Annual Wage Supplement - Revise	31/8/2020
V05/2020	45	Thomson Reuters Corporation Pte Ltd	Reuters Local Employees' Union	64	Flexible Spending Account, Group Hospital and Surgery Insurance, Outpatient Treatment, Medical Examination and Specialist Consultation	22/9/2020
V06/2020	45	Gardens By The Bay	Attraction, Resorts & Entertainment Union	192	Duration of CA	20/10/2020

COLLECTIVE AGREEMENTS CERTIFIED IN 2020

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
1.	15/2019	Unicom Data Bank Pte Ltd	The Singapore Manual & Mercantile Workers' Union	8.1.2020	3 years	1.1.2018 – 31.12.2020	5
2.	317/2019	Digi Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	8.1.2020	3 years	1.3.2019 – 28.2.2022	11
3.	355/2019	Southern Hawk Shipping Pte. Ltd.	Singapore Organisation of Seamen	8.1.2020	2 years 5 mths 12 days	17.9.2019 – 28.2.2022	36
4.	357/2019	Mitsui Phenols Singapore Pte Ltd, Mitsui Elastomers Singapore Pte Ltd and Prime Evolve Singapore Pte Ltd	The United Workers of Petroleum Industry	8.1.2020	3 years	1.7.2019 – 30.6.2022	135
5.	360/2019	Singapore Turf Club	The Singapore Manual & Mercantile Workers' Union	8.1.2020	3 years	1.4.2019 – 31.3.2022	141
6.	387/2019	Energy Market Authority	Amalgamated Union of Statutory Board Employees	8.1.2020	3 years	1.1.2020 – 31.12.2022	183

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
7.	392/2019	Weatherford Asia Pacific Pte Ltd	Singapore Industrial & Services Employees' Union	8.1.2020	3 years	1.6.2019 – 31.5.2020	0
8.	256/2019	Crete Security Services Pte Ltd	Union of Security Employees	9.1.2020	3 years	16.6.2019 – 15.6.2022	200
9.	320/2019	V. Group Manpower Services represented in Singapore by V. Ships Asia Group Pte Ltd	Singapore Maritime Officers' Union	9.1.2020	3 years	1.8.2019 – 31.7.2022	144
10.	326/2019	Prima Food Private Limited	Food, Drinks and Allied Workers Union	9.1.2020	3 years	1.1.2019 – 31.12.2021	101
11.	341/2019	Johnson Controls (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.1.2020	3 years	1.7.2019 – 30.6.2022	180
12.	342/2019	Catalyst Recovery Singapore Pte Ltd.,	The United Workers of Petroleum Industry	9.1.2020	3 years	1.7.2019 – 30.6.2022	21
13.	359/2019	Keppel DHCS O&M Pte Ltd	Singapore Industrial & Services Employees' Union	9.1.2020	3 years	1.7.2019 – 30.6.2022	30

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
14.	362/2019	Astro Shipmanagement Inc represented in Singapore by the Safargo Shipping Pte. Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	9.1.2020	2 years	1.1.2020 – 31.12.2021	11
15.	367/2019	Megastone Holdings Pte Ltd	Building Construction and Timber Industries Employees' Union	9.1.2020	3 years	1.1.2020 – 31.12.2022	6
16.	370/2019	SilkAir (Singapore) Private Limited	Singapore Airlines Staff Union	9.1.2020	3 years	1.1.2019 – 31.12.2021	787
17.	375/2019	SE Ship Management Pte Ltd	Singapore Maritime Officers' Union	9.1.2020	3 years	1.4.2020 – 31.3.2023	36
18.	376/2019	OSM Crew Management Ltd represented in Singapore by OSM Ship Management Pte Ltd	Singapore Maritime Officers' Union	9.1.2020	2 years 4 mths	1.9.2019 – 31.12.2021	144
19.	379/2019	Trust Maritime Services Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	9.1.2020	2 years	1.9.2019 – 31.8.2021	76
20.	319/2019	Baumann Spring Co. (S) Pte Ltd	Metal Industries Workers' Union	14.1.2020	3 years	1.9.2019 – 31.8.2022	75

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
21.	337/2019	Nichibei Electric Parts (S) Pte Ltd	United Workers of Electronics & Electrical Industries	14.1.2020	3 years	21.7.2019 – 20.7.2022	31
22.	349/2019	Carlton Hotel (Singapore) Pte Ltd	Food, Drinks and Allied Workers Union	14.1.2020	3 years	1.7.2019 – 30.6.2022	237
23.	356/2019	Singapore Aerospace Manufacturing Private Limited	Singapore Industrial & Services Employees' Union	14.1.2020	2 years	1.7.2019 – 30.6.2021	2
24.	369/2019	Yamato Transport (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	14.1.2020	3 years	1.1.2020 – 31.12.2022	76
25.	371/2019	The Singapore Island Country Club	Attractions, Resorts & Entertainment Union	14.1.2020	3 years	1.7.2019 – 30.6.2022	318
26.	330/2019	HP Singapore (Private) Limited	United Workers of Electronics & Electrical Industries	20.1.2020	3 years	1.7.2019 – 30.6.2022	580
27.	338/2019	Sumitomo Mitsui Banking Corporation, Singapore Branch	Singapore Bank Employees' Union	20.1.2020	2 years	1.4.2019 – 31.3.2021	8

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
28.	343/2019	Kimberly-Clark Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	20.1.2020	3 years	1.10.2019 – 30.9.2022	12
29.	368/2019	Atlas Vending Solutions Pte Ltd	Food, Drinks and Allied Workers Union	20.1.2020	3 years	1.1.2019 – 31.12.2021	56
30.	372/2019	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	20.1.2020	3 years	1.5.2019 – 30.4.2022	90
31.	216/2019	Mondelez International Amea Pte. Ltd.	Food, Drinks and Allied Workers Union	21.1.2020	3 years	1.1.2019 – 31.12.2021	18
32.	331/2019	Global Business Travel (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	21.1.2020	3 years	1.1.2019 – 31.12.2021	57
33.	347/2019	Robinson & Company (Singapore) Private Limited	The Singapore Manual & Mercantile Workers' Union	21.1.2020	3 years	1.7.2019 – 30.6.2022	305
34.	358/2019	NOV FGS Singapore (Pte.) Ltd	Building Construction and Timber Industries Employees' Union	21.1.2020	3 years	1.4.2019 – 31.3.2022	22
35.	366/2019	City Gas Pte Ltd (As Trustee)	Union of Power and Gas	21.1.2020	3 years	20.8.2019 – 19.8.2022	148

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
36.	374/2019	3J Shipping Agencies Pte Ltd	Singapore Organisation of Seamen	21.1.2020	3 years	16.10.2019 – 15.10.2022	13
37.	380/2019	Cattle Line Two Pte. Ltd.,	Singapore Maritime Officers' Union	21.1.2020	3 years	1.9.2019 – 31.8.2022	9
38.	382/2019	Pelican Waters Investments Ltd – (ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	21.1.2020	2 years	1.1.2020 – 31.12.2021	24
39.	383/2019	Thoresen & Co (Bangkok) Ltd., represented in Singapore by Thoresen Shipping Singapore Pte Ltd	Singapore Maritime Officers' Union	21.1.2020	2 years	1.7.2019 – 30.6.2021	50
40.	391/2019	Behn Meyer Specialty Chemicals LLP	The Singapore Manual & Mercantile Workers' Union	21.1.2020	3 years	1.1.2020 – 31.12.2022	2
41.	402/2019	Hilton Singapore as agents for Hotel Properties Limited	Food, Drinks and Allied Workers Union	21.1.2020	3 years	1.1.2020 – 31.12.2022	132
42.	407/2019	Konlink Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	21.1.2020	2 years	1.1.2020 – 31.12.2021	76

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
43.	428/2019	Nissin Foods Singapore Pte. Ltd.	Food, Drinks and Allied Workers Union	21.1.2020	3 years	1.1.2020 – 31.12.2022	31
44.	346/2019	Excellitas Technologies Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	31.1.2020	3 years	1.8.2019 – 31.7.2022	470
45.	351/2019	Singa Plastics Limited	Chemical Industries Employees' Union	31.1.2020	3 years	1.7.2019 – 30.6.2022	122
46.	377/2019	Consumers Association of Singapore	The Singapore Manual & Mercantile Workers' Union	31.1.2020	3 years	1.9.2019 – 31 8 2022	34
47.	381/2019	Tetra Pak Jurong Pte Ltd	Food, Drinks and Allied Workers Union	31.1.2020	3 years	1.7.2019 – 30.6.2022	302
48.	384/2019	Nichicon (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	31.1.2020	3 years	1.7.2019 – 30.6.2022	12
49.	385/2019	MMS Company Ltd., Singapore Branch	Singapore Organisation of Seamen	31.1.2020	3 years	19.8.2019 – 18.8.2022	52
50.	388/2019	KGI Securities (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	31.1.2020	3 years	1.1.2020 – 31.12.2022	3

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
51.	390/2019	SIA Group Sports Club	The Singapore Manual & Mercantile Workers' Union	31.1.2020	3 years	1.7.2019 – 30.6.2022	16
52.	395/2019	Gallant Investment Pte Ltd	The Singapore Manual & Mercantile Workers' Union	31.1.2020	3 years	1.1.2020 – 31.12.2022	6
53.	433/2019	E M Services Pte Ltd and its group of companies (E M Engineering Pte Ltd, E M Real Estate Pte Ltd and E M Learning Pte Ltd)	The Singapore Manual & Mercantile Workers' Union	31.1.2020	3 years	1.1.2020 – 31.12.2022	1094
54.	010/2020	Tyco Fire, Security & Services Pte Ltd	Singapore Industrial & Services Employees' Union	31.1.2020	3 years	1.7.2019 – 30.6.2022	86
55.	350/2019	Arlanxeo Singapore Pte Ltd	Chemical Industries Employees' Union	6.2.2020	3 years	1.8.2019 – 31.7.2022	150
56.	408/2019	Eastern Pacific Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	6.2.2020	2 years	1.8.2019 – 31.7.2021	400
57.	410/2019	Southern Hawk Singapore Pte. Ltd.	Singapore Maritime Officers' Union	6.2.2020	3 years	17.7.2019 – 16.9.2022	33

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
58.	412/2019	Wan Hai Lines (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	6.2.2020	3 years	1.1.2020 – 31.12.2022	558
59.	417/2019	Unix Line Pte Ltd	Singapore Organisation of Seamen	6.2.2020	3 years	1.1.2020 – 31.12.2022	150
60.	430/2019	ISM Pte Ltd	Singapore Organisation of Seamen	6.2.2020	2 years	1.12.2019 – 30.11.2021	20
61.	431/2019	Torm Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	6.2.2020	3 years	1.1.2020 – 31.12.2022	720
62.	432/2019	Wan Hai Lines (Singapore) Pte Ltd.,	Singapore Maritime Officers' Union	6.2.2020	3 years	1.1.2020 – 31.12.2022	620
63.	435/2019	B&S Enterprise Co., Ltd. represented in Singapore by Grand Blue Shipping Pte. Ltd. – (Singapore Flag Vessels)	Singapore Organisation of Seamen	6.2.2020	2 years	15.1.2020 – 14.1.2022	11
64.	437/2019	CLDN Cobelfret Pte Ltd	Singapore Organisation of Seamen	6.2.2020	2 years	1.1.2020 – 31.12.2021	96
65.	439/2019	Unix Line Pte Ltd	Singapore Maritime Officers' Union	6.2.2020	3 years	1.1.2020 – 31.12.2022	285
66.	440/2019	CLDN Cobelfret Pte Ltd	Singapore Maritime Officers' Union	6.2.2020	2 years	1.1.2020 – 31.12.2021	80

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
67.	398/2019	Millennium & Copthorne International Limited – Copthorne King's Hotel Singapore and trading as Copthorne King's Hotel Singapore	Food, Drinks and Allied Workers Union	12.2.2020	3 years	1.1.2019 – 31.12.2021	80
68.	420/2019	Greif Eastern Packaging Private Limited	Metal Industries Workers' Union	12.2.2020	3 years	1.1.2020 – 31.12.2022	139
69.	429/2019	Nanjing Tanker Corporation represented in Singapore by Ming Wah (Singapore) Agency Pte Ltd	Singapore Organisation of Seamen	12.2.2020	2 years	1.1.2020 – 31.12.2021	50
70.	438/2019	B&S Enterprise Co., Ltd represented in Singapore by Grand Blue Shipping Pte. Ltd.,	Singapore Maritime Officers' Union	12.2.2020	2 years	15.1.2020 – 14.1.2022	9
71.	393/2019	Grindrod Shipping Pte Ltd – (ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	19.2.2020	2 years	26.6.2019 – 25.6.2021	60
72.	396/2019	Serangoon Gardens Country Club	The Singapore Manual & Mercantile Workers' Union	19.2.2020	3 years	1.7.2019 – 30.6.2022	70

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
73.	397/2019	CBM Private Limited and its subsidiaries	The Singapore Manual & Mercantile Workers' Union	19.2.2020	3 years	1.1.2020 – 31.12.2022	803
74.	411/2019	Gardenia Foods (S) Pte Ltd	Food, Drinks and Allied Workers Union	19.2.2020	3 years	1.4.2019 – 31.3.2022	515
75.	413/2019	Executive Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.2.2020	2 years	1.1.2020 – 31.12.2021	194
76.	416/2019	Schaefer Systems International Pte Ltd	Singapore Industrial & Services Employees' Union	19.2.2020	2 years	1.1.2020 – 31.12.2021	5
77.	444/2019	The Hongkong and Shanghai Banking Corporation Limited, Singapore branch and HSBC Bank (Singapore) Limited	Banking and Financial Services Union	19.2.2020	2 years 7 mths	1.6.2019 – 31.12.2021	404
78.	254/2019	K. Mohamed Yousoff Pte Ltd.	National Transport Workers' Union	24.2.2020	2 years	1.6.2019 – 31.5.2021	2
79.	405/2019	Kingston Property Maintenance Services Pte Ltd	Union of Security Employees'	24.2.2020	3 years	1.7.2019 – 30.6.2022	98

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
80.	409/2019	JVCKenwood Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	24.2.2020	3 years	1.1.2020 – 31.12.2022	0
81.	421/2019	Takashimaya Singapore Ltd	The Singapore Manual & Mercantile Workers' Union	24.2.2020	3 years	29.2.2020 – 28.2.2023	226
82.	425/2019	Borneo Motors (S) Private Limited	The Singapore Motor Workshops Employees' Union	24.2.2020	3 years	1.1.2018 – 31.12.2020	109
83.	426/2019	LS 2 Services Pte Ltd	Building Construction and Timber Industries Employees' Union	24.2.2020	2 years	1.12.2019 – 30.11.2021	1369
84.	11/2020	NTUC Health Co-Operative Ltd	Healthcare Services Employees' Union	24.2.2020	3 years	1.1.2020 – 31.12.2022	361
85.	15/2020	Aica Singapore Pte Ltd	Chemical Industries Employees' Union	24.2.2020	3 years	1.1.2020 – 31.12.2022	35
86.	16/2020	Aica Asia Pacific Holding Pte Ltd	Chemical Industries Employees' Union	24.2.2020	3 years	1.1.2020 – 31.12.2022	10
87.	36/2020	Boncafe International Pte Ltd	Food, Drinks and Allied Workers Union	24.2.2020	3 years	1.7.2019 – 30.6.2022	34

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
88.	304/2019	Evonik Methionine Sea Pte Ltd	The United Workers of Petroleum Industry	25.2.2020	3 years	1.7.2019 – 30.6.2022	253
89.	336/2019	Evonik Oil Additives Asia Pacific Pte Ltd	The United Workers of Petroleum Industry	25.2.2020	3 years	1.7.2019 – 30.6.2022	35
90.	403/2019	Tour East Singapore (1996) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	25.2.2020	3 years	1.1.2020 – 31.12.2022	70
91.	452/2019	Schneider Electric IT Singapore Pte Ltd and Schneider Electric Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	25.2.2020	2 years 6 mths	1.1.2020 – 30.6.2022	335
92.	361/2019	Posh Fleet Services Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.3.2020	2 years	1.1.2019 – 31.12.2020	45
93.	399/2019	Posh Fleet Services Pte Ltd	Singapore Maritime Officers' Union	2.3.2020	3 years	1.11.2018 – 31.10.2021	60
94.	445/2019	Torm Singapore Pte Ltd	Singapore Maritime Officers' Union	2.3.2020	3 years	1.1.2020 – 31.12.2022	360
95.	447/2019	Laurel Ship Management Pte Ltd	Singapore Maritime Officers' Union	2.3.2020	2 years	1.1.2020 – 31.12.2021	45

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
96.	449/2019	Celeste Holding Pte Ltd	Singapore Maritime Officers' Union	2.3.2020	2 years	1.1.2020 – 31.12.2021	34
97.	2/2020	Masterbulk Pte Ltd	Singapore Organisation of Seamen	2.3.2020	2 years	1.1.2020 – 31.12.2021	11
98.	3/2020	Cosco Shipping (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.3.2020	3 years	1.1.2020 – 31.12.2022	36
99.	4/2020	Milau Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.3.2020	3 years	1.1.2020 – 31.12.2022	12
100.	13/2020	NYK Shipmanagement Pte Ltd	Singapore Organisation of Seamen	2.3.2020	2 years 3 mths 13 days	19.12.2019 – 31.3.2022	275
101.	17/2020	Norse Shipholding Pte Ltd	Singapore Organisation of Seamen	2.3.2020	2 years	9.1.2020 – 8.1.2022	13
102.	21/2020	Lauritzen Kosan A/S represented by Lauritzen Kosan Singapore	Singapore Maritime Officers' Union	2.3.2020	3 years	1.1.2020 – 31.12.2022	48

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
103.	24/2020	Neom Maritime (Singapore) Pte Ltd	Singapore Organisation of Seamen	2.3.2020	2 years 2 mths 6 days	26.10.2019 – 31.12.2021	12
104.	322/2019	Singapore Press Holdings Limited – (Journalists)	Creative Media and Publishing Union	10.3.2020	3 years	1.1.2019 – 31.12.2021	209
105.	323/2019	Singapore Press Holdings Limited	Creative Media and Publishing Union	10.3.2020	3 years	1.1.2019 – 31.12.2021	656
106.	324/2019	Times Properties Private Limited	Creative Media and Publishing Union	10.3.2020	3 years	1.1.2019 – 31.12.2021	13
107.	363/2019	Yamazaki Mazak Singapore Pte Ltd	Metal Industries Workers' Union	10.3.2020	2 years	1.7.2019 – 30.6.2021	145
108.	364/2019	Safeguard Systems & Services Pte Ltd	Union of Security Employees'	10.3.2020	3 years	1.1.2020 – 31.12.2022	35
109.	401/2019	Grand Mercure Singapore Roxy	Food, Drinks and Allied Workers Union	10.3.2020	3 years	1.7.2019 – 30.6.2022	125
110.	422/2019	Sumitomo Electric Asia Pacific Pte. Ltd.	United Workers of Electronics & Electrical Industries	10.3.2020	3 years	1.7.2019 – 30.6.2022	15
111.	441/2019	Dynamic Trilogy Security Pte Ltd	Union of Security Employees'	10.3.2020	3 years	1.9.2019 – 31.8.2022	22

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
112.	442/2019	Excellent Security & Safety Pte Ltd	Union of Security Employees'	10.3.2020	3 years	1.12.2019 – 30.11.2022	600
113.	448/2019	Celeste Holding Pte Ltd – (Socius)	Singapore Maritime Officers' Union	10.3.2020	2 years	1.1.2020 – 31.12.2021	65
114.	22/2020	Milau Pte. Ltd.	Singapore Maritime Officers' Union	10.3.2020	3 years	1.1.2020 – 31.12.2022	8
115.	308/2019	Nanyang Technological University	Education Services Union	16.3.2020	3 years	1.3.2019 – 28.2.2022	1489
116.	373/2019	Standtall Security Management Pte Ltd	Union of Security Employees'	16.3.2020	3 years	1.3.2020 – 28.2.2023	40
117.	394/2019	Kentucky Fried Chicken Management Pte Ltd	Food, Drinks and Allied Workers Union	16.3.2020	3 years	1.1.2019 – 31.12.2021	183
118.	406/2019	Caterpillar Asia Pte Ltd	Supply Chain Employees' Union	16.3.2020	2 years 1 month 19 days	13.11.2019 – 31.12.2021	137
119.	50/2020	The Keppel Club	Attractions, Resorts & Entertainment Union	16.3.2020	3 years	1.1.2020 – 31.12.2022	131
120.	60/2020	Masterbulk Pte Ltd	Singapore Maritime Officers' Union	16.3.2020	2 years	1.1.2020 – 31.12.2021	36

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
121.	414/2020	Toppan Forms (S) Pte Ltd	Singapore Industrial & Services Employees' Union	20.3.2020	2 years 6 mths	1.7.2019 – 31.12.2021	116
122.	434/2020	W H Brennan & Company Pte Ltd and Survitec Fire Solutions Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	20.3.2020	3 years	1.1.2020 – 31.12.2022	77
123.	32/2020	Thome Ship Management Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	20.3.2020	2 years	1.1.2020 – 31.12.2021	245
124.	33/2020	Han Ship Management Pte. Ltd.	Singapore Maritime Officers' Union	20.3.2020	2 years	23.7.2019 – 22.7.2021	20
125.	40/2020	Swire Pacific Ship Management Ltd.,	Singapore Maritime Officers' Union	20.3.2020	2 years	1.2.2020 – 31.1.2022	40
126.	51/2020	Health Promotion Board	Amalgamated Union of Statutory Board Employees	20.3.2020	3 years	1.1.2020 – 31.12.2022	728
127.	418/2019	Sun City Maintenance Pte Ltd and Sun City WorkForces Pte Ltd	Building Construction and Timber Industries Employees' Union	25.3.2020	2 years	3.12.2019 – 2.12.2021	605

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
128.	1/2020	Everbilt Developers Pte Ltd	Building Construction and Timber Industries Employees' Union	25.3.2020	2 years	1.1.2020 – 31.12.2021	26
129.	14/2020	Adani Shipping Pte Ltd	Singapore Maritime Officers' Union	25.3.2020	3 years	1.1.2020 – 31.12.2022	20
130.	38/2020	Swire Pacific Ship Management Limited – (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.3.2020	2 years	1.2.2020 – 31.1.2022	73
131.	45/2020	Thome Group (Thome Ship Management Pte Ltd, Thome Croatia D.O.O & Thome Shipping Pte Ltd) – (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.3.2020	3 years	1.1.2020 – 31.12.2022	432
132.	46/2020	Norden Shipping (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.3.2020	2 years	1.1.2020 – 31.12.2021	30
133.	55/2020	Legend Star Shipping Pte Ltd	Singapore Organisation of Seamen	25.3.2020	2 years	1.2.2020 – 31.1.2022	26
134.	61/2020	MMSL Pte Ltd	Singapore Maritime Officers' Union	25.3.2020	2 years	30.3.2020 – 29.3.2022	78
135.	65/2020	Epic Ship Management Pte Ltd	Singapore Organisation of Seamen	25.3.2020	3 years	1.3.2020 – 28.3.2023	615

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
136.	97/2020	Grace Ocean Private Limited	Singapore Organisation of Seamen	25.3.2020	3 years	1.3.2020 – 28.2.2023	425
137.	100/2020	Argosy Pte. Ltd.	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	25.3.2020	2 years	22.12.2019 – 21.12.2021	84
138.	316/2019	DKSH Singapore Pte Ltd, DKSH South East Asia Ote Ltd and DKSH-Smollan Field Marketing Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.5.2020	3 years	1.8.2019 – 31.7.2022	538
139.	400/2019	F.H. Bertling Chartering & Ship Management Pte Ltd	Singapore Maritime Officers' Union	13.5.2020	2 years	1.1.2019 – 31.12.2020	9
140.	404/2019	Bestway Cleaning Services Pte Ltd	Building Construction and Timber Industries Employees' Union	13.5.2020	2 years 1 month	1.12.2019 – 31.12.2021	200
141.	424/2019	PCA Technology Limited	United Workers of Electronics & Electrical Industries	13.5.2020	3 years	1.1.2020 – 31.12.2022	15
142.	443/2019	Safe2Travel Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.5.2020	3 years	1.1.2020 – 31.12.2022	12

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
143.	5/2020	Spear Security Force Pte Ltd	Union of Security Employees	13.5.2020	3 years	1.9.2019 – 31.8.2022	140
144.	6/2020	Surbana Jurong Infrastructure Pte. Ltd.	Building Construction and Timber Industries Employees' Union	13.5.2020	3 years	1.1.2020 – 31.12.2022	41
145.	7/2020	SMM Pte Ltd	Building Construction and Timber Industries Employees' Union	13.5.2020	3 years	1.1.2020 – 31.12.2022	399
146.	8/2020	Surbana Jurong Group of Companies (Surbana Jurong Consultants Pte Ltd and Surbana Technologies Pte Ltd)	Building Construction and Timber Industries Employees' Union	13.5.2020	3 years	1.1.2020 – 31.12.2022	520
147.	9/2020	Surbana Site Supervisors Pte Ltd	Building Construction and Timber Industries Employees' Union	13.5.2020	3 years	1.1.2020 – 31.12.2022	465
148.	18/2020	Associated Spring Asia Pte Ltd	Metal Industries Workers' Union	13.5.2020	3 years	1.1.2020 – 31.12.2022	20
149.	19/2020	Kinetics Process Systems Pte Ltd	United Workers of Electronics & Electrical Industries	13.5.2020	2 years	1.1.2020 – 31.12.2021	250

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
150.	23/2020	Guthrie Engineering (S) Pte Ltd and Guthrie GTS Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.5.2020	3 years	1.1.2020 – 31.12.2022	121
151.	29/2020	NAFA System Services Pte Ltd	Building Construction and Timber Industries Employees' Union	13.5.2020	2 years	10.8.2019 – 9.8.2021	1291
152.	39/2020	Cheung Woh Technologies Ltd	Metal Industries Workers' Union	13.5.2020	3 years	1.1.2020 – 31.12.2022	4
153.	42/2020	Bernhard Schulte Shipmanagement (Singapore) Pte Ltd representing the Bernhard Schulte Group	Singapore Maritime Officers' Union	13.5.2020	3 years	12.10.2019 – 11.10.2022	522
154.	53/2020	STS Security Services Pte Ltd	Union of Security Employees	13.5.2020	3 years	1.1.2020 – 31.12.2022	42
155.	96/2020	Ascott International Management Pte Ltd	Food, Drinks and Allied Workers' Union	13.5.2020	3 years	1.1.2020 – 31.12.2022	268
156.	102/2020	Centennial Maritime Ventures Pte Ltd – (ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	13.5.2020	2 years	1.11.2019 – 31.10.2021	22

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
157.	108/2020	Centennial Maritime Ventures Pte Ltd – (AG Vessels ITF-SMOU/SOS TCC Foreign Flag Vessels)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	13.5.2020	2 years	1.1.2020 – 31.12.2021	22
158.	436/2019	CSP Maintenance Pte Ltd	Building Construction and Timber Industries Employees' Union	28.5.2020	2 years	1.3.2020 – 28.2.2022	1000
159.	450/2019	Panasonic Industrial Devices Semiconductor Asia	United Workers of Electronics & Electrical Industries	28.5.2020	3 years	1.1.2020 – 31.12.2022	10
160.	20/2020	Western Union Business Solutions (Singapore) Pte. Ltd.,	The Singapore Manual & Mercantile Workers' Union	28.5.2020	3 years	1.1.2020 – 31.12.2022	3
161.	27/2020	OMS Oilfield Services Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	28.5.2020	3 years	1.5.2020 – 30.4.2023	63
162.	454/2019	Goltens Singapore Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	15.6.2020	2 years 9 mths 14 days	18.10.2019 – 31.7.2022	15
163.	30/2020	Singapore Chemi-Con (Pte) Ltd	United Workers of Electronics & Electrical Industries	15.6.2020	3 years	1.7.2019 – 30.6.2022	5

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
164.	34/2020	Alliance Cosmetics Pte Ltd	The Singapore Manual & Mercantile Workers' Union	15.6.2020	3 years	1.3.2020 – 28.2.2023	21
165.	37/2020	LHT Holdings Limited	Building Construction and Timber Industries Employees' Union	15.6.2020	3 years	1.3.2020 – 28.2.2023	96
166.	44/2020	RF360 Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	15.6.2020	3 years	1.7.2019 – 30.6.2022	978
167.	57/2020	Pacific International Lines (Pte) Ltd and Advance Container Lines (Pte) Ltd	Supply Chain Employees' Union	15.6.2020	3 years	1.1.2020 – 31.12.2022	52
168.	62/2020	Antalis (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	15.6.2020	3 years	1.1.2020 – 31.12.2022	5
169.	66/2020	ISM Pte Ltd	Singapore Maritime Officers' Union	15.6.2020	2 years	1.12.2019 – 30.11.2021	20
170.	69/2020	Singapore Corporation of Rehabilitative Enterprises	The Amalgamated Union of Public Employees	15.6.2020	3 years	31.3.2020 – 30.3.2023	89

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
171.	71/2020	British American Tobacco (Singapore) Private Limited, British American Tobacco Marketing (Singapore) Private Limited and British American Tobacco Sales & Marketing Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	15.6.2020	3 years	1.1.2020 – 31.12.2022	334
172.	332/2019	VDL Enabling Technologies Group (Singapore) Private Limited	United Workers of Electronics & Electrical Industries	26.6.2020	3 years	6.11.2018 – 5.11.2021	189
173.	451/2019	Panasonic Appliances Refrigeration Devices Singapore	United Workers of Electronics & Electrical Industries	26.6.2020	2 years	1.7.2019 – 30.6.2021	938
174.	453/2019	Sigma Cable Company (Pte) Limited	United Workers of Electronics & Electrical Industries	26.6.2020	3 years	1.7.2019 – 30.6.2022	77
175.	25/2020	CMA Ships Singapore Pte Ltd – (Singapore Flag Vessels – 40 hours)	Singapore Organisation of Seamen	26.6.2020	3 years	1.1.2019 – 31.12.2021	369
176.	26/2020	CMA Ships Singapore Pte Ltd – (Singapore Flag Vessels – 44 hours)	Singapore Organisation of Seamen	26.6.2020	3 years	1.1.2019 – 31.12.2021	40

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
177.	43/2020	Shriro (S) Pte Ltd and Shriro Property (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.6.2020	3 years	1.1.2020 – 31.12.2022	35
178.	47/2020	NTUC Club, Quebec Leisure International Pte Ltd and LeisureQuest Pte Ltd	Attractions, Resorts & Entertainment Union	26.6.2020	3 years	1.4.2019 – 31.3.2022	274
179.	48/2020	CMA Ships Singapore Pte Ltd	Singapore Maritime Officers' Union	26.6.2020	3 years	1.1.2019 – 31.12.2021	500
180.	49/2020	CMA Ships Singapore Pte Ltd – (SFA)	Singapore Maritime Officers' Union	26.6.2020	3 years	1.1.2019 – 31.12.2021	500
181.	131/2020	SATS Ltd.	Singapore Airport Terminal Services Workers' Union	26.6.2020	2 years 4 mths	1.3.2020 – 30.6.2022	7,810
182.	134/2020	Apex Security & Investigation Pte Ltd	Union of Security Employees	26.6.2020	3 years	17.4.2020 – 16.4.2023	35
183.	419/2019	Buhler Asia Private Limited	The Singapore Manual & Mercantile Workers' Union	17.7.2020	3 years	1.7.2019 – 30.6.2022	29
184.	35/2020	Kodak (Singapore) Pte Limited	The Singapore Manual & Mercantile Workers' Union	17.7.2020	2 years	1.1.2020 – 31.12.2021	1

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
185.	52/2020	Hotel Royal @ Queens	Food, Drinks and Allied Workers' Union	17.7.2020	3 years	1.2.2020 – 31.1.2023	40
186.	73/2020	Tomlinson Hotel Pte Ltd (trading as St. Regis Singapore)	Food, Drinks and Allied Workers' Union	17.7.2020	3 years	1.7.2019 – 30.6.2022	156
187.	90/2020	TÜV SÜD PSB Pte Ltd	Singapore Industrial & Services Employees' Union	17.7.2020	3 years	1.4.2020 – 31.3.2023	175
188.	59/2020	Mohamed Mustafa & Samsuddin Co. Pte Ltd and Mustafa's Group of Companies	The Singapore Manual & Mercantile Workers' Union	24.7.2020	3 years	1.1.2020 – 31.12.2022	1500
189.	68/2020	Oneberry Technologies Pte Ltd	Singapore Industrial & Services Employees' Union	24.7.2020	3 years	14.12.2019 – 13.12.2022	314
190.	81/2020	All Link Medical & Health Products Pte Ltd	Chemical Industries Employees' Union	24.7.2020	3 years	1.3.2020 – 28.2.2023	29
191.	83/2020	Jotun (Singapore) Pte Ltd	Chemical Industries Employees' Union	24.7.2020	3 years	1.5.2020 – 30.4.2023	89

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
192.	91/2020	Singapore Crocodile (1968) Pte Ltd	Singapore Industrial & Services Employees' Union	24.7.2020	3 years	1.10.2019 – 30.9.2022	14
193.	121/2020	Safran Landing Systems Services Singapore Pte. Ltd.	Singapore Industrial & Services Employees' Union	24.7.2020	3 years	1.10.2019 – 30.9.2022	77
194.	124/2020	Deep Security Services Pte Ltd	Union of Security Employees	24.7.2020	3 years	8.2.2020 – 7.2.2023	73
195.	126/2020	RAS Security Pte Ltd	Union of Security Employees	24.7.2020	3 years	8.2.2020 – 7.2.2023	130
196.	166/2020	Nippon Paint (Singapore) Company Private Limited	Chemical Industries Employees' Union	24.7.2020	3 years	1.1.2020 – 31.12.2022	122
197.	427/2019	Denka Singapore Private Limited	The United Workers of Petroleum Industry	6.8.2020	3 years	1.7.2019 – 30.6.2022	65
198.	12/2020	Zuellig Pharma Pte Ltd	The Singapore Manual & Mercantile Workers' Union	6.8.2020	3 years	1.1.2020 – 31.12.2022	183
199.	54/2020	Globalmax Security & Consultants	Union of Security Employees	6.8.2020	3 years	1.1.2020 – 31.12.2022	130

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
200.	58/2020	Angliss Singapore Pte Ltd	Food, Drinks and Allied Workers Union	6.8.2020	3 years	1.7.2018 – 30.6.2021	32
201.	67/2020	Ministry Holdings Pte Ltd, Ministry of Clean Pte Ltd, Ministry of Institutes Pte Ltd, Ministry of Technologies Pte Ltd & MH Global Investments Pte Ltd	Building Construction and Timber Industries Employees' Union	6.8.2020	3 years	1.3.2020 – 28.2.2023	37
202.	89/2020	NTUC Income Insurance Co-Operative Limited	Singapore Insurance Employees' Union	6.8.2020	3 years	1.1.2020 – 31.12.2022	215
203.	109/2020	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	6.8.2020	3 years	1.1.2020 – 31.12.2022	419
204.	125/2020	Shine Security Agency Pte Ltd	Union of Security Employees	6.8.2020	3 years	6.2.2020 – 5.2.2023	10
205.	178/2020	Performance Masterbatches Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	6.8.2020	2 years	1.1.2020 – 31.12.2021	32

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
206.	378/2019	Sharp Singapore Electronics Corporation Pte Ltd	The Singapore Manual & Mercantile Workers' Union	19.8.2020	3 years	1.8.2019 – 31.7.2022	14
207.	415/2019	Heraeus Materials Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	19.8.2020	2 years 7 mths	1.6.2019 – 31.12.2021	66
208.	63/2020	Campaign Complete Solutions Pte Ltd	Building Construction and Timber Industries Employees' Union	19.8.2020	2 years 3 mths	1.6.2019 – 31.8.2021	378
209.	64/2020	CTS Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	19.8.2020	3 years	1.1.2020 – 31.12.2022	17
210.	70/2020	Lasalle College of The Arts Limited	Education Services Union	19.8.2020	3 years	1.12.2019 – 30.11.2022	111
211.	72/2020	Dimerco Express (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	19.8.2020	3 years	1.1.2020 – 31.12.2022	40

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
212.	78/2020	C&W Services Singapore Group of Companies in Singapore (C&W Services (S) Pte Ltd, C&W Services Operations Pte Ltd, C&W Services Township Pte Ltd, Premas Valuers & Property Agents Pte Ltd)	Building Construction and Timber Industries Employees' Union	19.8.2020	3 years	1.5.2019 – 30.4.2022	606
213.	122/2020	Millennium & Copthorne International Limited trading as Grand Copthorne Waterfront Hotel Singapore	Food, Drinks and Allied Workers' Union	19.8.2020	3 years	1.1.2020 – 31.12.2022	80
214.	159/2020	Primustech Pte Ltd	Singapore Industrial & Services Employees' Union	19.8.2020	3 years	25.5.2020 – 24.5.2023	136
215.	176/2020	Advanex (Singapore) Pte Ltd	Metal Industries Workers' Union	19.8.2020	3 years	1.1.2020 – 31.12.2022	66
216.	177/2020	BP Singapore Pte. Limited	The United Workers of Petroleum Industry	19.8.2020	3 years	1.1.2020 – 31.12.2022	17
217.	84/2020	Coca-Cola Singapore Beverages Pte Ltd	Food, Drinks and Allied Workers' Union	26.8.2020	3 years	1.1.2019 – 31.12.2021	146

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
218.	92/2020	ams Sensors Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	26.8.2020	2 years	1.7.2020 – 30.6.2022	3878
219.	94/2020	Shiners Facilities Pte. Ltd.	Building Construction and Timber Industries Employees' Union	26.8.2020	3 years	1.4.2020 – 31.3.2023	325
220.	106/2020	Carl Zeiss Vision Singapore Pte Ltd	Chemical Industries Employees' Union	26.8.2020	3 years	1.1.2020 – 31.12.2022	9
221.	112/2020	Akzo Nobel Paints (Singapore) Private Limited	Chemical Industries Employees' Union	26.8.2020	2 years 10 mths 19 days	13.2.2020 – 31.12.2022	17
222.	120/2020	ST Engineering Aerospace Systems Pte. Ltd.	Singapore Industrial & Services Employees' Union	26.8.2020	3 years	1.1.2020 – 31.12.2022	235
223.	139/2020	ST Engineering Aerospace Engines Pte. Ltd.	Singapore Industrial & Services Employees' Union	26.8.2020	3 years	1.1.2020 – 31.12.2022	199
224.	156/2020	ST Engineering Aerospace Precision Products Pte. Ltd.	Singapore Industrial & Services Employees' Union	26.8.2020	2 years 8 mths	1.5.2020 – 31.12.2022	44

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
225.	235/2020	ST Engineering Aerospace Supplies Pte. Ltd.	Singapore Industrial & Services Employees' Union	26.8.2020	3 years	1.1.2020 – 31.12.2022	258
226.	236/2020	ST Engineering Aerospace Services Company Pte. Ltd.	Singapore Industrial & Services Employees' Union	26.8.2020	3 years	1.1.2020 – 31.12.2022	540
227.	237/2020	ST Engineering Aerospace Aircraft Maintenance Pte. Ltd.	Singapore Industrial & Services Employees' Union	26.8.2020	3 years	1.1.2020 – 31.12.2022	999
228.	119/2020	Jebsen & Jessen Packaging (S) Pte Ltd	Chemical Industries Employees' Union	2.9.2020	3 years	1.1.2020 – 31.12.2022	56
229.	275/2020	Union Marine Management Services Pte Ltd	Singapore Maritime Officers' Union	2.9.2020	2 years	16.8.2019 – 15.8.2021	30
230.	101/2020	Kuehne + Nagel Pte Ltd	Supply Chain Employees' Union	7.9.2020	3 years	1.4.2020 – 31.3.2023	533
231.	115/2020	P-Force Security Management Services Pte Ltd	Union of Security Employees	7.9.2020	3 years	1.12.2019 – 30.11.2022	23

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
232.	118/2020	Highland Security Services & Investigation Pte Ltd	Union of Security Employees	7.9.2020	3 years	1.1.2020 – 31.12.2022	15
233.	133/2020	Mido Uniforms (Pte) Ltd	Singapore Industrial & Services Employees' Union	7.9.2020	3 years	1.7.2020 – 30.6.2023	19
234.	136/2020	Shaw Theatres Pte Ltd	The Singapore Manual & Mercantile Workers' Union	7.9.2020	3 years	1.1.2020 – 31.12.2022	16
235.	138/2020	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), Shaw Approach Pte Ltd and The Shaw Foundation Pte.,	The Singapore Manual & Mercantile Workers' Union	7.9.2020	3 years	1.1.2020 – 31.12.2022	26
236.	142/2020	RC Hotels (Pte). Ltd	Food, Drinks and Allied Workers' Union	7.9.2020	3 years	1.1.2020 – 31.12.2022	623

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
237.	155/2020	Pedro Investigations & Security Services Pte Ltd	Union of Security Employees	7.9.2020	2 years	1.4.2020 – 31.3.2022	136
238.	181/2020	SE Ship Management Pte Ltd	Singapore Organisation of Seamen	7.9.2020	2 years	1.4.2020 – 31.3.2022	80
239.	74/2020	Seiko Instruments Singapore Pte. Ltd.,	Metal Industries Workers' Union	11.9.2020	3 years	1.4.2020 – 31.3.2023	13
240.	75/2020	Universal Integrated Corporation Consumer Products Pte Ltd	Chemical Industries Employees' Union	11.9.2020	3 years	1.7.2019 – 30.6.2022	31
241.	129/2020	PSB Technologies Pte Ltd	Singapore Industrial & Services Employees' Union	11.9.2020	3 years	1.4.2020 – 31.3.2023	22
242.	195/2020	KCC (Singapore) Pte Ltd	Chemical Industries Employees' Union	11.9.2020	3 years	14.1.2020 – 13.1.2023	7
243.	31/2020	ST Engineering Electronics Ltd and SPTTEL Pte Ltd	Singapore Technologies Electronics Employees' Union	18.9.2020	3 years	1.1.2020 – 31.12.2022	142
244.	88/2020	Armour Security and Investigations Pte Ltd	Union of Security Employees	18.9.2020	3 years	1.5.2020 – 30.4.2023	9

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
245.	111/2020	SKK (S) Pte Ltd	Chemical Industries Employees' Union	18.9.2020	3 years	1.4.2020 – 31.3.2023	64
246.	117/2020	Resilient Secure Consultancy Pte Ltd	Union of Security Employees	18.9.2020	3 years	1.7.2020 – 30.6.2023	85
247.	163/2020	Shilla Travel Retail Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.9.2020	3 years	1.7.2020 – 30.6.2023	778
248.	174/2020	Metropolis Security Systems Pte Ltd	Union of Security Employees	18.9.2020	3 years	24.5.2020 – 23.5.2023	304
249.	194/2020	Thome Ship Management Pte Ltd	Singapore Maritime Officers' Union	18.9.2020	2 years	5.6.2020 – 4.6.2022	64
250.	246/2020	Impact Security Services	Union of Security Employees	18.9.2020	3 years	1.4.2020 – 31.3.2023	24
251.	116/2020	Gates PCM Integrated Services Pte Ltd	Union of Security Employees	24.9.2020	3 years	1.3.2020 – 28.2.2023	250
252.	128/2020	CBM Security Pte Ltd	Union of Security Employees	24.9.2020	3 years	2.4.2020 – 1.4.2023	84
253.	130/2020	Jurong Port Pte Ltd	National Transport Workers' Union	24.9.2020	2 years	1.4.2020 – 31.3.2022	650
254.	137/2020	ComfortDelGro Driving Centre Pte Ltd	National Transport Workers' Union	24.9.2020	3 years	1.1.2020 – 31.12.2022	313

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
255.	143/2020	Vicom Ltd	National Transport Workers' Union	24.9.2020	3 years	1.1.2020 – 31.12.2022	67
256.	144/2020	Setsco Services Pte Ltd	National Transport Workers' Union	24.9.2020	3 years	1.1.2020 – 31.12.2022	70
257.	150/2020	Comfort Transportation Pte Ltd	National Transport Workers' Union	24.9.2020	3 years	1.1.2020 – 31.12.2022	97
258.	151/2020	Citycab Pte Ltd	National Transport Workers' Union	24.9.2020	3 years	1.1.2020 – 31.12.2022	53
259.	160/2020	Asahi Kasei Synthetic Rubber Singapore Pte Ltd	Chemical Industries Employees' Union	24.9.2020	2 years	1.7.2020 – 30.6.2022	68
260.	170/2020	Mitsubishi Chemical Infonics Pte Ltd	United Workers of Electronics & Electrical Industries	24.9.2020	3 years	1.3.2020 – 28.2.2023	142
261.	187/2020	M. C. Packaging (Pte) Limited	Metal Industries Workers' Union	24.9.2020	3 years	1.1.2020 – 31.12.2022	110
262.	446/2019	Eagle Services Asia Private Limited	SIA Engineering Company Engineers and Executives Union	1.10.2020	3 years	1.1.2020 – 31.12.2022	131
263.	98/2020	U-Ming Marine Transport (S) Pte Ltd	Singapore Organisation of Seamen	1.10.2020	3 years	1.1.2019 – 31.12.2021	300

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
264.	127/2020	Hitachi Transport System (Asia) Pte Ltd	Supply Chain Employees' Union	1.10.2020	3 years	1.3.2020 – 28.2.2023	59
265.	141/2020	ComfortDelGro Rent-A-Car Pte Ltd	National Transport Workers' Union	1.10.2020	3 years	1.1.2020 – 31.12.2022	21
266.	148/2020	KH Security Agency Pte Ltd	Union of Security Employees	1.10.2020	3 years	1.5.2020 – 30.4.2023	210
267.	153/2020	ComfortDelGro Bus Pte Ltd	National Transport Workers' Union	1.10.2020	3 years	1.1.2020 – 31.12.2022	20
268.	154/2020	Moove Media Pte Ltd (a subsidiary of ComfortDelGro Corporation Limited)	National Transport Workers' Union	1.10.2020	3 years	1.1.2020 – 31.12.2022	24
269.	169/2020	Foxconn OE Technologies Singapore Pte. Ltd	United Workers of Electronics & Electrical Industries	1.10.2020	3 years	17.7.2020 – 16.7.2023	1
270.	204/2020	Grand Park City Hall, Singapore	Food, Drinks and Allied Workers' Union	1.10.2020	3 years	1.1.2020 – 31.12.2022	53
271.	207/2020	BCH Hotel Investment Pte Ltd	Food, Drinks and Allied Workers' Union	1.10.2020	3 years	1.7.2020 – 30.6.2023	148

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
272.	218/2020	Maersk Singapore Pte Ltd, Sealand Maersk Asia Pte Ltd, AP Moller Singapore Pte Ltd and Damco Logistics Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	1.10.2020	3 years	1.7.2020 – 30.6.2023	166
273.	268/2020	Go Ahead Singapore Pte Ltd (a subsidiary of Go-Ahead Holding UK Limited)	National Transport Workers' Union	1.10.2020	3 years	1.10.2020 – 30.9.2023	937
274.	315/2019	China Airlines Limited	The Singapore Manual & Mercantile Workers' Union	15.10.2020	3 years	31.12.2019 – 30.12.2022	9
275.	76/2020	MMS Company Ltd., Singapore Branch	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	15.10.2020	2 years	1.1.2020 – 31.12.2021	198
276.	77/2020	Sentosa Leisure Management Pte Ltd	Attractions, Resorts & Entertainment Union	15.10.2020	3 years	1.1.2020 – 31.12.2022	386
277.	140/2020	ComfortDelGro Corporation Limited	National Transport Workers' Union	15.10.2020	3 years	1.1.2020 – 31.12.2022	31
278.	152/2020	ComfortDelGro Engineering Pte Ltd	National Transport Workers' Union	15.10.2020	3 years	1.1.2020 – 31.12.2022	511

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
279.	157/2020	Tower Transit Singapore Pte Ltd	National Transport Workers' Union	15.10.2020	3 years	29.5.2020 – 28.5.2023	811
280.	165/2020	Singapore Epsilon Industrial Pte Ltd	Metal Industries Workers' Union	15.10.2020	3 years	1.4.2020 – 31.3.2023	393
281.	167/2020	SBS Transit Ltd (subsidiary of ComfortDelGro Corporation Limited) and SBS Transit DTL Pte Ltd	National Transport Workers' Union	15.10.2020	3 years	1.1.2020 – 31.12.2022	8382
282.	205/2020	Grand Park Orchard	Food, Drinks and Allied Workers' Union	15.10.2020	3 years	1.1.2020 – 31.12.2022	53
283.	206/2020	Park Hotel Clarke Quay, Singapore	Food, Drinks and Allied Workers' Union	15.10.2020	3 years	1.1.2020 – 31.12.2022	40
284.	241/2020	MMS Company Ltd., Singapore Branch – (Singapore Flag Vessels)	Singapore Organisation of Seamen	15.10.2020	2 years	8.6.2020 – 7.6.2022	24
285.	252/2020	Maersk Tankers Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	15.10.2020	3 years	1.7.2020 – 30.6.2023	500

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
286.	257/2020	Grindrod Shipping Pte Ltd	Singapore Organisation of Seamen	15.10.2020	2 years 6 mths	1.7.2020 – 31.12.2022	280
287.	258/2020	Grindrod Shipping Pte Ltd – (Singapore Flag – Tankers)	Singapore Organisation of Seamen	15.10.2020	2 years 6 mths	1.7.2020 – 31.12.2022	20
288.	307/2020	Fu Yu Corporation Limited	Chemical Industries Employees' Union	15.10.2020	3 years	1.4.2020 – 31.3.2023	290
289.	86/2020	Aptitude Management Consulting Pte Ltd	Union of Security Employees	22.10.2020	3 years	1.1.2020 – 31.12.2022	100
290.	87/2020	Standard Security & Investigation Services Pte Ltd	Union of Security Employees	22.10.2020	3 years	1.1.2020 – 31.12.2022	60
291.	95/2020	ODFJELL Asia II Pte Ltd	Singapore Maritime Officers' Union	22.10.2020	3 years	1.1.2020 – 31.12.2022	96
292.	99/2020	DSV Air & Sea Pte Ltd / DSV Solutions Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.10.2020	3 years	1.4.2020 – 31.3.2023	178
293.	103/2020	Grace Ocean Private Limited	Singapore Maritime Officers' Union	22.10.2020	3 years	1.3.2020 – 28.2.2023	425

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
294.	104/2020	Argosy Pte. Ltd.,	Singapore Maritime Officers' Union	22.10.2020	3 years	1.3.2020 – 28.2.2023	18
295.	162/2020	Harilela Hotels (S) Pte Ltd in respect of its hotel, namely, Holiday Inn Singapore Orchard City Centre	Food, Drinks and Allied Workers' Union	22.10.2020	3 years	1.1.2020 – 31.12.2022	106
296.	179/2020	Philips Electronics Singapore Private Limited	United Workers of Electronics & Electrical Industries	22.10.2020	2 years	1.1.2020 – 31.12.2021	22
297.	186/2020	Perkinelmer Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	22.10.2020	2 years	1.6.2020 – 31.5.2022	104
298.	188/2020	Carrier Transicold Pte. Ltd.	United Workers of Electronics & Electrical Industries	22.10.2020	3 years	1.5.2020 – 30.4.2023	313
299.	201/2020	COIM Asia Pacific Pte Ltd	The United Workers of Petroleum Industry	22.10.2020	3 years	1.7.2020 – 30.6.2023	55
300.	202/2020	Integrated Property Management Pte Ltd	Building Construction and Timber Industries Employees' Union	22.10.2020	2 years	1.8.2020 – 31.7.2022	761

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
301.	215/2020	CCL Design (Singapore) Pte. Ltd	Singapore Industrial & Services Employees' Union	22.10.2020	3 years	1.6.2020 – 31.5.2023	204
302.	220/2020	Panasonic Industrial Devices Singapore	United Workers of Electronics & Electrical Industries	22.10.2020	3 years	1.7.2020 – 30.6.2023	31
303.	228/2020	M1 Limited, M1 Shop Pte Ltd and M1 Net Ltd and Asiapac Distribution Pte Ltd	Singapore Industrial & Services Employees' Union	22.10.2020	3 years	1.5.2020 – 30.4.2023	683
304.	251/2020	Seameo Regional Language Centre	Education Services Union	22.10.2020	3 years	1.3.2020 – 28.2.2023	47
305.	265/2020	PSB Academy Pte Ltd	Singapore Industrial & Services Employees' Union	22.10.2020	3 years	1.4.2020 – 31.3.2023	104
306.	423/2019	Avago Technologies International Sales Pte. Limited and Its Affiliates	United Workers of Electronics & Electrical Industries	2.11.2020	3 years	1.7.2019 – 30.6.2022	254
307.	28/2020	Singapore Petroleum Company Limited	The United Workers of Petroleum Industry	2.11.2020	3 years	1.1.2020 – 31.12.2022	58

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
308.	79/2020	SPH Magazines Private Limited – (Journalists)	Creative Media and Publishing Union	2.11.2020	2 years	1.1.2020 – 31.12.2021	33
309.	80/2020	SPH Magazines Private Limited	Creative Media and Publishing Union	2.11.2020	2 years	1.1.2020 – 31.12.2021	0
310.	93/2020	Danmax Security Management Pte Ltd	Union of Security Employees	2.11.2020	3 years	1.1.2020 – 31.12.2022	80
311.	105/2020	Taurean Protective Services Pte Ltd	Union of Security Employees	2.11.2020	3 years	3.3.2020 – 2.3.2023	48
312.	110/2020	Singapore American School Limited – (Monthly paid locally-hired)	Education Services Union	2.11.2020	3 years	1.7.2020 – 30.6.2023	246
313.	180/2020	Ricoh (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	2.11.2020	3 years	1.4.2020 – 31.3.2023	45
314.	185/2020	F.H. Bertling Chartering & Ship Management Pte Ltd	Singapore Organisation of Seamen	2.11.2020	3 years	1.1.2020 – 31.12.2022	11
315.	193/2020	M.T.M. Ship Management Pte Ltd	Singapore Maritime Officers' Union	2.11.2020	3 years	1.5.2020 – 30.4.2023	464

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
316.	221/2020	SATS Food Services Pte Ltd	Food, Drinks and Allied Workers' Union	2.11.2020	3 years	1.7.2019 – 30.6.2022	707
317.	294/2020	Wirecard Asia Holding Pte Ltd and Wirecard Singapore Pte Ltd	Banking and Financial Services Union	2.11.2020	3 years	28.8.2020 – 27.8.2023	224
318.	305/2020	The SAF Warrant Officers and Specialists Club	Attractions, Resorts & Entertainment Union	2.11.2020	2 years 4 mths	1.4.2020 – 31.7.2022	38
319.	325/2020	Argosy Pte Ltd	Singapore Organisation of Seamen	2.11.2020	2 years	28.7.2020 – 27.7.2022	12
320.	135/2020	Infineum Singapore LLP	The United Workers of Petroleum Industry	9.11.2020	2 years	1.7.2019 – 30.6.2021	87
321.	168/2020	Intertek Testing Services (S) Pte Ltd (Business Line – Caleb Brett)	The Singapore Manual & Mercantile Workers' Union	9.11.2020	3 years	1.1.2020 – 31.12.2022	230
322.	175/2020	Venture Corporation Limited	United Workers of Electronics & Electrical Industries	9.11.2020	3 years	1.1.2020 – 31.12.2022	703

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
323.	192/2020	Zeaborn Crew Management GMBH & CIE. KG and Global Shipmanagement Services Ltd represented by Zeaborn Ship Management (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	9.11.2020	3 years	1.1.2020 – 31.12.2022	144
324.	196/2020	Konlink Shipping Pte Ltd	Singapore Maritime Officers' Union	9.11.2020	3 years	1.7.2020 – 30.6.2023	62
325.	197/2020	Evergas Ship Management Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	9.11.2020	2 years	1.6.2020 – 31.5.2022	20
326.	199/2020	Stamford Ship Management Pte Ltd	Singapore Maritime Officers' Union	9.11.2020	2 years	4.2.2020 – 3.2.2022	84
327.	209/2020	A P Moller Singapore Pte Ltd	Singapore Organisation of Seamen	9.11.2020	3 years	1.1.2020 – 31.12.2022	192
328.	210/2020	ASP Crew Management Services Pte Ltd	Singapore Maritime Officers' Union	9.11.2020	2 years	4.7.2020 – 3.7.2022	10
329.	211/2020	Centennial Maritime Ventures Pte Ltd	Singapore Maritime Officers' Union	9.11.2020	3 years	1.4.2020 – 31.3.2023	20

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
330.	212/2020	Goodwood Park Hotel Private Limited	Singapore Catering Services, Staffs & Workers Trade Union	9.11.2020	3 years	1.7.2019 – 30.6.2022	66
331.	213/2020	ASP Crew Management Services Ltd. – (Singapore Flag Vessels)	Singapore Organisation of Seamen	9.11.2020	2 years	5.7.2020 – 4.7.2022	22
332.	216/2020	The Swatch Group S.E.A. (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.11.2020	3 years	1.7.2020 – 30.6.2023	124
333.	231/2020	Turbine Overhaul Services Pte Ltd	Singapore Industrial & Services Employees' Union	9.11.2020	3 years	1.7.2020 – 30.6.2023	492
334.	243/2020	Goodwood Park Hotel Private Limited	Food, Drinks and Allied Workers' Union	9.11.2020	3 years	1.7.2019 – 30.6.2022	21
335.	244/2020	Sumitomo Warehouse (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.11.2020	3 years	1.6.2020 – 31.5.2023	15
336.	259/2020	CCD (Singapore) Pte Ltd and Chang Chun (Singapore) Pte Ltd	The United Workers of Petroleum Industry	9.11.2020	3 years	1.7.2020 – 30.6.2023	142

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
337.	267/2020	Shimano (S) Private Limited	Metal Industries Workers' Union	9.11.2020	3 years	1.7.2020 – 30.6.2023	264
338.	314/2020	A P Moller Singapore Pte Ltd	Singapore Organisation of Seamen	9.11.2020	3 years	1.7.2020 – 30.6.2023	900
339.	319/2020	Centerra Group, LLC	Singapore Industrial & Services Employees' Union	9.11.2020	3 years	1.10.2020 – 30.9.2023	58
340.	107/2020	Changi Into-Plane Services (Pte) Ltd	The United Workers of Petroleum Industry	23.11.2020	3 years	1.1.2020 – 31.12.2022	15
341.	123/2020	Singapore Swimming Club	The Singapore Manual & Mercantile Workers' Union	23.11.2020	3 years	1.1.2020 – 31.12.2022	101
342.	132/2020	OUE Limited in respect of Mandarin Orchard Singapore	Food, Drinks and Allied Workers' Union	23.11.2020	3 years	1.7.2018 – 30.6.2021	359
343.	146/2020	Canon Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	23.11.2020	3 years	1.1.2020 – 31.12.2022	560
344.	149/2020	Possehl Electronics Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	23.11.2020	3 years	1.1.2020 – 31.12.2022	54

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
345.	182/2020	SMRT Corporation Ltd and its subsidiaries; (1) SMRT Buses Ltd, and (2) SMRT Automotive Services Pte Ltd	National Transport Workers' Union	23.11.2020	3 years	1.7.2020 – 30.6.2023	3240
346.	183/2020	SMRT Corporation Ltd and the following subsidiaries; (1) SMRT Trains Ltd, (2) SMRT TEL Pte Ltd	National Transport Workers' Union	23.11.2020	3 years	1.7.2020 – 30.6.2023	5460
347.	184/2020	SMRT Corporation Ltd and its subsidiaries; Group 1 (1) SMRT Alpha Pte Ltd (2) SMRT Capital Pte Ltd (3) SMRT Services Pte Ltd (4) The X Collective Pte Ltd and (5) SMRT Advertising & Properties Pte Ltd Group 2 (6) Bus Plus Services Pte Ltd (2) SMRT Taxis Pte Ltd and (3) Strides Transportation Pte Ltd	National Transport Workers' Union	23.11.2020	3 years	1.7.2020 – 30.6.2023	1100

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
348.	191/2020	Tuas Power Generation Pte. Ltd.	Union of Power and Gas Employees	23.11.2020	3 years	1.1.2020 -31.12.2022	216
349.	214/2020	MMI Systems Pte Ltd	United Workers of Electronics & Electrical Industries	23.11.2020	3 years	1.7.2020 – 30.6.2023	34
350.	219/2020	Maersk Tankers Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	23.11.2020	3 years	1.7.2020 – 30.6.2023	42
351.	222/2020	Swan Shipping Corporation represented in Singapore by PNX Petroleum Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	23.11.2020	2 years	26.5.2020 – 25.5.2022	10
352.	224/2020	Teekay Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	23.11.2020	2 years	1.7.2020 – 30.6.2022	24
353.	225/2020	Swan Shipping Corporation represented in Singapore by PNX Petroleum Singapore Pte. Ltd.	Singapore Maritime Officers' Union	23.11.2020	2 years	1.5.2020 – 30.4.2022	8
354.	229/2020	Pearson Education South Asia Pte Ltd	Singapore Industrial & Services Employees' Union	23.11.2020	3 years	1.1.2020 – 31.12.2022	1

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
355.	230/2020	Westfal-Larsen Management AS represented in Singapore by Zeaborn Ship Management (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	23.11.2020	2 years	17.4.2020 – 16.4.2022	9
356.	240/2020	Inland Revenue Authority of Singapore	Inland Revenue Authority of Singapore Staff Union	23.11.2020	3 years	26.9.2020 – 25.9.2023	1547
357.	274/2020	BNL Group of Companies (BNL Services Pte Ltd, BNL Environment Pte. Ltd., BNL Waste Management Pte. Ltd.)	Building Construction and Timber Industries Employees' Union	23.11.2020	3 years	1.7.2020 – 30.6.2023	330
358.	303/2020	Mount Faber Leisure Group Pte Ltd	Attractions, Resorts & Entertainment Union	23.11.2020	3 years	1.1.2020 – 31.12.2022	244
359.	203/2020	DHL Global Forwarding Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.11.2020	3 years	1.7.2020 – 30.6.2023	326
360.	217/2020	Rolex Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	26.11.2020	3 years	1.7.2020 – 30.6.2023	30

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
361.	239/2020	Wallem Shipmanagement (S) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.11.2020	3 years	1.8.2020 – 31.7.2023	63
362.	247/2020	Wallem Shipmanagement Singapore Pte Ltd	Singapore Maritime Officers' Union	26.11.2020	3 years	1.8.2020 – 31.7.2023	56
363.	248/2020	Agrex Asia Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.11.2020	3 years	1.10.2019 – 30.9.2022	11
364.	255/2020	Isola Asia Pacific (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	26.11.2020	3 years	1.6.2020 – 31.5.2023	5
365.	256/2020	MMS Company Ltd., Singapore Branch	Singapore Maritime Officers' Union	26.11.2020	3 years	1.6.2020 – 31.5.2023	80
366.	264/2020	Fleet Ship Management Pte Ltd	Singapore Maritime Officers' Union	26.11.2020	2 years	10.8.2020 – 9.8.2022	940
367.	271/2020	Fleet Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.11.2020	3 years	1.8.2020 – 31.7.2023	605

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
368.	280/2020	Beach Road Hotel (1886) Ltd, operating as Raffles Hotel Singapore	Food, Drinks and Allied Workers' Union	26.11.2020	3 years	1.1.2019 – 31.12.2021	293
369.	288/2020	SPH Radio Pte Ltd	Creative Media and Publishing Union	26.11.2020	2 years	1.1.2020 – 31.12.2021	30
370.	312/2020	Rentokil Pest Management Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.11.2020	2 years	1.1.2020 – 31.12.2021	60
371.	327/2020	Four Star Industries Pte Ltd	Singapore Industrial & Services Employees' Union	26.11.2020	3 years	1.7.2020 – 30.6.2023	28
372.	85/2020	ExxonMobil Asia Pacific Pte. Ltd.	ExxonMobil Singapore Employees' Union	1.12.2020	3 years	1.7.2019 – 30.6.2022	721
373.	114/2020	Singapore Cement Manufacturing Co., (Pte) Ltd	Building Construction and Timber Industries Employees' Union	1.12.2020	2 years	1.1.2020 – 31.12.2021	6
374.	200/2020	Tai Wah Distributors Pte Ltd	The Singapore Manual & Mercantile Workers' Union	1.12.2020	3 years	1.7.2020 – 30.6.2023	20

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
375.	276/2020	Wilhelmsen Ship Management Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	1.12.2020	3 years	1.9.2020 – 31.8.2023	33
376.	279/2020	Interorient Shipmanagement Singapore Pte Ltd	Singapore Organisation of Seamen	1.12.2020	2 years 10 mths 24 days	8.2.2020 – 31.12.2022	11
377.	286/2020	J. Lauritzen Singapore Pte Ltd – (Singapore Flag – Kosan Vessels)	Singapore Organisation of Seamen	1.12.2020	2 years	1.10.2020 – 30.9.2022	17
378.	300/2020	Eastern Pacific Shipping Pte Ltd	Singapore Maritime Officers' Union	1.12.2020	3 years	1.6.2020 – 31.5.2023	160
379.	321/2020	"K" Line Ship Management (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	1.12.2020	3 years	12.9.2020 – 11.9.2023	46
380.	339/2020	Dorval SC Singapore Pte Ltd	Singapore Maritime Officers' Union	1.12.2020	2 years	9.10.2020 – 8.10.2022	9
381.	341/2020	Apollo Crew Management Pte Ltd	Singapore Organisation of Seamen	1.12.2020	2 years 4 mths 17 days	15.8.2020 – 31.12.2022	9

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
382.	226/2020	Langton Shipmanagement Limited represented in Singapore by Nile Ship Management Pte Ltd	Singapore Maritime Officers' Union	2.12.2020	2 years	1.3.2020 – 28.2.2022	11
383.	234/2020	Country Foods Pte Ltd	Food, Drinks and Allied Workers' Union	2.12.2020	3 years	1.7.2019 – 30.6.2022	132
384.	249/2020	Horizon Singapore Terminals Pte Ltd	The United Workers of Petroleum Industry	2.12.2020	3 years	1.1.2020 – 31.12.2022	49
385.	250/2020	The Tanglin Club	The Singapore Catering Services, Staffs & Workers' Trade Union	2.12.2020	3 years	1.1.2020 – 31.12.2022	95
386.	261/2020	National Library Board	Amalgamated Union of Statutory Board Employees	2.12.2020	2 years	21.8.2020 – 20.8.2022	620
387.	266/2020	Cominco Pte Ltd	Union of Security Employees	2.12.2020	2 years 11 mths	1.2.2020 – 31.12.2022	120
388.	281/2020	M.T.M. Ship Management Pte Ltd	Singapore Maritime Officers' Union	2.12.2020	2 years 17 days	14.4.2020 – 30.4.2022	30

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
389.	282/2020	Interorient Shipmanagement (Singapore) Pte Ltd	Singapore Maritime Officers' Union	2.12.2020	2 years 10 mths 25 days	7.2.2020 – 31.12.2022	9
390.	287/2020	Foster Electric (Singapore) Private Limited	United Workers of Electronics & Electrical Industries	2.12.2020	3 years	1.10.2020 – 30.9.2023	2
391.	290/2020	York Hotel Pte Ltd	Food, Drinks and Allied Workers' Union	2.12.2020	2 years	1.7.2020 – 30.6.2022	90
392.	296/2020	Westfal-Larsen Management AS represented in Singapore by Zeaborn Ship Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	2.12.2020	2 years	17.4.2020 – 16.4.2022	10
393.	311/2020	Sheraton Towers Singapore Hotel	Food, Drinks and Allied Workers' Union	2.12.2020	3 years	1.3.2019 – 28.2.2022	90
394.	344/2020	Dorval SC Singapore Pte Ltd	Singapore Organisation of Seamen	2.12.2020	2 years	9.10.2020 – 8.10.2022	11
395.	346/2020	Skeiron Logistics Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.12.2020	2 years 3 mths 23 days	9.9.2020 – 31.12.2022	130

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
396.	371/2020	Prime Star Transportation Services Pte Ltd	Singapore Maritime Officers' Union	2.12.2020	3 years	8.10.2020 – 7.10.2023	10
397.	380/2020	Skeiron Logistics Pte Ltd	Singapore Maritime Officers' Union	2.12.2020	3 years	9.9.2020 – 8.9.2023	80
398.	41/2020	Cleaning Express Pte Ltd	Building Construction and Timber Industries Employees' Union	9.12.2020	2 years	1.9.2019 – 31.8.2021	859
399.	113/2020	HL Building Materials Pte Ltd	Building Construction and Timber Industries Employees' Union	9.12.2020	2 years	1.1.2020 – 31.12.2021	15
400.	198/2020	Zeaborn Crew Management GMBH & CIE. KG and Global Shipmanagement Services Ltd represented in Singapore by Zeaborn Ship Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	9.12.2020	3 years	1.1.2020 – 31.12.2022	120
401.	254/2020	LSC SIA represented in Singapore by Unicorn Moon Pte. Ltd. and Unicorn Sun Pte. Ltd.	Singapore Maritime Officers' Union	9.12.2020	3 years	1.6.2020 – 31.5.2023	20

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
402.	289/2020	UOB Kay Hian Private Limited	The Singapore Manual & Mercantile Workers' Union	9.12.2020	3 years	1.5.2020 – 30.4.2023	188
403.	291/2020	Schindler Lifts (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.12.2020	3 years	1.4.2020 – 31.3.2023	331
404.	308/2020	Anglo-Eastern Shipmanagement (HongKong) Ltd; Anglo-Eastern Tanker Management (HongKong) Ltd; Anglo-Eastern (UK) Ltd, Anglo-Eastern Maritime Services PVT. Ltd and Anglo-Eastern Shipmanagement (Singapore) Pte Ltd represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd – (Singapore Flag – Dry Cargo Vessels)	Singapore Organisation of Seamen	9.12.2020	3 years	1.1.2020 – 31.12.2022	410

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
405.	309/2020	Anglo-Eastern Shipmanagement (HongKong) Ltd; Anglo-Eastern Tanker Management (HongKong) Ltd; Anglo-Eastern (UK) Ltd, Anglo-Eastern Maritime Services PVT. Ltd and Anglo-Eastern Shipmanagement (Singapore) Pte Ltd represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd – (Singapore Flag – Tanker Vessels)	Singapore Organisation of Seamen	9.12.2020	3 years	1.1.2020 – 31.12.2022	370
406.	322/2020	APM Property Management Pte Ltd	Building Construction and Timber Industries Employees' Union	9.12.2020	2 years	1.11.2020 – 31.10.2022	83
407.	326/2020	Anglo-Eastern Maritime Services Pte Ltd & CLDN Cobelfret Pte Ltd represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd	Singapore Organisation of Seamen	9.12.2020	3 years	1.1.2020 – 31.12.2022	90
408.	345/2020	HPL Properties Pte Ltd and trading as Four Seasons Hotel Singapore	Food, Drinks and Allied Workers' Union	9.12.2020	2 years	1.7.2020 – 30.6.2022	182

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
409.	351/2020	Millenia Private Limited trading as Conrad Centennial Singapore	Food, Drinks and Allied Workers' Union	9.12.2020	3 years	1.1.2020 – 31.12.2022	180
410.	375/2020	Family Leisure Pte Ltd	Attractions, Resorts & Entertainment Union	9.12.2020	3 years	1.6.2020 – 31.5.2023	35
411.	378/2020	Sea Consortium Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	9.12.2020	2 years	1.10.2020 – 30.9.2022	10
412.	393/2020	Shell Eastern Petroleum (Pte) Ltd, Shell Eastern Trading (Pte) Ltd, Shell Chemicals Seraya Pte Ltd and Shell Catalysts & Technologies Pte Ltd	Singapore Shell Employees' Union	9.12.2020	3 years	1.1.2020 – 31.12.2022	723