



REPUBLIC OF SINGAPORE

**ANNUAL REPORT  
OF THE  
PRESIDENT  
INDUSTRIAL ARBITRATION COURT  
2021**

Made pursuant to Section 86 of the  
Industrial Relations Act

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**61ST ANNUAL REPORT**

**OF THE**

**INDUSTRIAL ARBITRATION COURT**

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

In 2021, the principal officers of the Industrial Arbitration Court (“the Court”) were:

President:	Justice See Kee Oon (wef 4.1.2021) Justice Chan Seng Onn (until 3.1.2021)
Deputy President:	Justice Vincent Hoong Seng Lei Presiding Judge, State Courts
Registrar:	Mr Wong Cixian (wef 1.6.2021) Mr Vincent, Kim Chee Meng (until 31.5.2021)
Assistant Registrar:	Mr Jameson Quek Ms Erdiana Hazlina Binte Abdullah (wef 11.10.21)

## **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) Dr Ng Li Sa
- (2) Ms Goh Kah Eem
- (3) Ms Lim Lee Ching Elsie
- (4) Ms Cheong Meng Foong
- (5) Mr Lincoln Lee Hock Choon
- (6) Mr Ang Zhongren (until 30.11.2021)
- (7) Mr Ng Kok Cheong (until 30.11.2021)
- (8) Mr Isaac Tarwasokono (wef 1.12.2021)
- (9) Ms Tang Jiahui (wef 1.12.2021)
- (10) Mr Wong Keng Fye (wef 1.12.2021)
- (11) Ms Mable Chan Kam Man (until 6.3.2022)
- (12) Mr Tan Hoe Soon (until 14.4.2022)
- (13) Mr Musa Bin Fazalur Karim (until 30.4.2022)
- (14) Ms Zarina Piperdi (until 30.4.2022)

## **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 Liew Kiah Eng Mary
- (2) Ms K. Thanaletchimi
- (3) Mr Mike Mariyappa Thiruman
- (4) Mr Tan Teck Meng Danny
- (5) Mr Nur Azarudin Putra Mohamed Jufri
- (6) Mr Abdul Samad Abdul Wahab (wef 2.5.2021)

- (7) Ms Irene Low Siew Lee (wef 2.5.2021)
- (8) Mr Karthikeyan s/o R. Krishnamurthy (until 1.5.2021)
- (9) Mr Ng Theng Loon Charles (until 1.5 2021)
- (10) Mr Lim Teck Chuan (wef 30.5.2021)
- (11) Mr Tan Hock Soon (until 29.5.2021)
- (12) Mr Sanjeev Kumar Tiwari (wef 4.6.2021)
- (13) Mr Yeo Chun Fing (until 3.6.2021)
- (14) Ms Khoo Woon Kang (wef 1.8.2021)
- (15) Mr Tan Peng Hoe Steve (until 31.7.2021)

#### **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 Wong Li Tein, District Judge

#### **5 MATTERS REFERRED TO THE COURT**

In 2021, the Court received applications under sections 31(d)(ii) and 56 of the Act. The issue was on the payment of Annual Wage Supplement (“AWS”). The Court conducted pre-hearing conferences and mediation sessions, and the disputes were amicably resolved between the parties without the need for a court hearing.

## 6 COLLECTIVE AGREEMENTS CERTIFIED BY THE COURT

424 Collective Agreements (“CAs”) were filed with the Court in 2021, an increase of five CAs over the previous year. Together with the 82 CAs brought forward from 2020, a total of 506 CAs had to be processed and certified. Out of these CAs, 391 were certified by the Court and seven of them involved public sector employees. At the end of 2021, there were 115 CAs pending certification.

## 7 VARIATION OF COLLECTIVE AGREEMENTS

In 2021, nine variations of CAs were filed with the Court compared to six applications in 2020. All nine variations were approved.

A breakdown of the approved applications is as follows:

<b>Particulars of Application</b>	<b>Number of Applications</b>
Expanding Class of Employees	1
Annual Leave and Half Yearly Performance Incentive	1
Eligibility of Transport Allowance	1
Annual Wage Supplement - Revise	1
Probation, Retirement Age, Re-Employment, Employment and Salary, Compassionate Leave and Matrimonial Leave	1
Update Salary Range	1
Leave Benefit	2
Salary Revision	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 424 CAs filed with the Court in 2021, 267 CAs had a duration of three years, 142 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:

Duration	2021		2020		2019	
3 years	267	(63.0%)	309	(73.7%)	321	(74.3%)
Between 2 and 3 years	15	(3.5%)	23	(5.5%)	16	(3.7%)
2 years	142	(33.5%)	87	(20.8%)	95	(22.0%)
<b>TOTAL</b>	<b>424</b>	<b>(100%)</b>	<b>419</b>	<b>(100%)</b>	<b>432</b>	<b>(100%)</b>

In 2021, out of the 424 CAs filed with the Court, 124 CAs had prospective operative dates, 246 CAs had retrospective operative dates of six months or less and 54 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>2021</b>		<b>2020</b>		<b>2019</b>	
With prospective dates of operation	124	(29.3%)	79	(18.8%)	66	(15.3%)
With retrospective dates of operation of 6 months or less	246	(58.0%)	235	(56.1%)	224	(51.8%)
With retrospective dates of operation of more than 6 months	54	(12.7%)	105	(25.1%)	142	(32.9%)
<b>TOTAL</b>	<b>424</b>	<b>(100%)</b>	<b>419</b>	<b>(100%)</b>	<b>432</b>	<b>(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>2021</b>	<b>2020</b>	<b>2019</b>
>6 months and ≤12 months	43	70	85
>12 months and ≤18 months	8	26	47
>18 months and ≤24 months	2	8	8
>24 months	1	1	2
<b>TOTAL</b>	<b>54</b>	<b>105</b>	<b>142</b>

## 10 EMPLOYEE RETIREMENT AGE

In 2021, 301 of the 424 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 50	0	(0%)
At age 62	271	(63.9%)
Above age 62	30	(7.1%)
No age provision	123	(29%) (including 119 CAs for seamen who are employed on fixed term contract of less than 12 months)
<b>TOTAL</b>	<b>424</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 three supporting staff in 2021.

## 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 28<sup>th</sup> day of June 2022



**JUSTICE SEE KEE OON  
PRESIDENT**

**TABLE 1**

**APPLICATIONS FILED WITH THE COURT IN 2021**

<b>Nature of Application</b>	<b>Cognisance under the Industrial Relations Act / Regulations</b>	<b>No.</b>
<b><u>Arbitration</u></b> Annual Wage Supplement	Section 56 Section 31(d)(ii)	3 9
<b><u>Variation</u></b> Variation of awards/collective agreements	Section 45	9
<b>Total</b>		<b>21</b>

**TABLE 2**

**AWARDS AND ORDERS MADE, DISPUTES OTHERWISE DEALT WITH, AND COLLECTIVE AGREEMENTS CERTIFIED IN 2021**

<b>Particulars</b>	<b>No</b>	<b>No. of employees covered</b>
Awards and orders made		
- Disputes	Nil	N.A.
- Variation of collective agreements	9	18,893
Collective agreements certified	391	156,266

**TABLE 3**

**AWARDS AND ORDERS MADE BY THE COURT IN 2021**

<b>Particulars</b>	<b>No.</b>
<b><u>Variation</u></b> Variation of awards/collective agreements	9
<b>Total</b>	<b>9</b>

**TABLE 4**

**CATEGORIES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2021**

Particulars	Professional, Managerial, Executive & Technical	Clerical, Sales & Service	Production, Transport & Manual	Others*	Maritime Officers & Seamen	Total
	(a)	(b)	(c)	(d)	(e)	
Collective agreements certified	15	46	22	184	124	<b>391</b>
Awards and orders	-	1	2	6	-	<b>9</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 2021**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements certified	384	7	-	<b>391</b>
Awards and orders	9	-	-	<b>9</b>

MATTERS DEALT WITH BY THE COURT IN 2021

I. Matters Heard by the Court

Appln. No.	Date of Appln.	I.R.A. Section	Parties Involved		Issues	Number of Employees Covered	CORAM	Date of Hearing / Date of Award
			Employer	Union				
					NIL			

MATTERS DEALT WITH BY THE COURT IN 2021

II Disputes Withdrawn following Mediation by Registrar / Pre-hearing Conference

Appln. No.	Date of Appln.	I.R.A. Section	Issues	Number of Employees Covered	Date of Settlement	Date of Withdrawal
D1	4/5/2021	56	Annual Wage Supplement	40	4/8/2021	13/8/2021
D2	4/5/2021	31 (d) (ii)	Annual Wage Supplement	1	4/8/2021	13/8/2021
D3	4/5/2021	31 (d) (ii)	Annual Wage Supplement	1	4/8/2021	13/8/2021
D4	4/5/2021	31 (d) (ii)	Annual Wage Supplement	1	4/8/2021	13/8/2021
D5	4/5/2021	56	Annual Wage Supplement	53	4/8/2021	13/8/2021
D6	4/5/2021	31 (d) (ii)	Annual Wage Supplement	1	4/8/2021	13/8/2021

Appln. No.	Date of Appln.	I.R.A. Section	Issues	Number of Employees Covered	Date of Settlement	Date of Withdrawal
D7	4/5/2021	31 (d) (ii)	Annual Wage Supplement	1	4/8/2021	13/8/2021
D8	4/5/2021	31 (d) (ii)	Annual Wage Supplement	1	4/8/2021	13/8/2021
D9	4/5/2021	31 (d) (ii)	Annual Wage Supplement	1	4/8/2021	13/8/2021
D10	4/5/2021	31 (d) (ii)	Annual Wage Supplement	1	4/8/2021	13/8/2021
D11	4/5/2021	56	Annual Wage Supplement	53	16/8/2021	1/9/2021
D12	4/5/2021	31 (d) (ii)	Annual Wage Supplement	1	16/8/2021	1/9/2021



MATTERS DEALT WITH BY THE COURT IN 2021

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 2021

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 2021

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 2021

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V1/2021	45	Murata Electronics Singapore (Pte) Ltd	United Workers of Electronics & Electrical Industries	4,678	Varied - Expanding Class of Employees	6/4/2021
V2/2021	45	Metropolis Security Systems Pte Ltd	Union of Security Employees	337	Varied - Annual Leave And Half Yearly Performance Incentive	10/5/2021
V3/2021	45	ams Sensors Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	1,989	Varied - Eligibility of Transport Allowance	6/5/2021
V4/2021	45	Hotel Marina City Pte Ltd the owner of Pan Pacific Singapore	Food, Drinks & Allied Workers Union	271	Varied - Annual Wage Supplement	21/6/2021
V5/2021	45	NTUC Fairprice Group	Food, Drinks & Allied Workers Union	10,100	Varied - Probation, Retirement Age, Re-Employment, Employment And Salary, Compassionate Leave And Matrimonial Leave	28/6/2021

VARIATION ORDERS MADE IN 2021

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V6/2021	45	Singapore Epson Industrial Pte Ltd	Metal Industries Workers Union	364	Varied - Update Salary Range	23/12/2021
V7/2021	45	Engie South East Asia Pte Ltd	Singapore Industrial and Services Employees' Union	26	Varied - Leave Benefit	23/12/2021
V8/2021	45	Engie Services Singapore Pte Ltd	Singapore Industrial and Services Employees' Union	872	Varied - Leave Benefit	23/12/2021
V9/2021	45	YHS (Singapore) Pte Ltd	Food, Drinks & Allied Workers Union	256	Varied - Salary Revision	23/12/2021

## COLLECTIVE AGREEMENTS CERTIFIED IN 2021

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
1.	189/2020	MPH Distributors (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.1.2021	2 years	1.1.2020 – 31.12.2021	14
2.	190/2020	MPH Bookstores (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.1.2021	2 years	1.1.2020 – 31.12.2021	2
3.	232/2020	ST Engineering Land Systems Ltd. Group of Companies	The Singapore Manual & Mercantile Workers' Union	18.1.2021	2 years 11 mths	1.2.2020 – 31.12.2022	1171
4.	260/2020	Securite Associates Pte Ltd	Union of Security Employees	18.1.2021	3 years	1.9.2020 – 31.8.2023	50
5.	262/2020	Azuma Engineering (S) Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	18.1.2021	2 years 10 mths	1.3.2020 – 31.12.2022	14
6.	284/2020	Management Development Institute of Singapore	Education Services Union	18.1.2021	3 years	1.3.2020 – 28.2.2023	166
7.	316/2020	Rightmen Security Services Pte Ltd	Union of Security Employees	18.1.2021	3 years	1.11.2020 – 31.10.2023	288

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
8.	320/2020	Singapore Safety Driving Centre Ltd	Singapore Industrial & Services Employees' Union	18.1.2021	3 years	1.7.2020 – 30.6.2023	243
9.	328/2020	The American Club	Attractions, Resorts & Entertainment Union	18.1.2021	3 years	1.7.2020 – 30.6.2023	145
10.	330/2020	AP Moller Singapore Pte Ltd	Singapore Maritime Officers' Union	18.1.2021	3 years	1.7.2020 – 30.6.2023	1050
11.	331/2020	Maersk Tankers A/S represented in Singapore by Maersk Tankers Singapore Pte Ltd	Singapore Maritime Officers' Union	18.1.2021	3 years	1.7.2020 – 30.6.2023	520
12.	338/2020	MOL Tankship Management Pte Ltd	Singapore Maritime Officers' Union	18.1.2021	3 years	29.10.2020 – 28.10.2023	36
13.	347/2020	Diebold Nixdorf Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	18.1.2021	3 years	1.10.2020 – 30.9.2023	73
14.	348/2020	Aggreko (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	18.1.2021	3 years	1.12.2020 – 30.11.2023	30
15.	352/2020	GCM Safety & Security Pte Ltd	Union of Security Employees	18.1.2021	3 years	10.12.2020 – 9.12.2023	130

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
16.	394/2020	Radiance Communications Pte Ltd	Union of Telecoms Employees of Singapore	18.1.2021	3 years	1.1.2021 – 31.12.2023	85
17.	56/2020	Merchant Court Pte Ltd (trading as Swissôtel Merchant Court, Singapore)	Food, Drinks and Allied Workers' Union	11.2.2021	3 years	1.1.2020 – 31.12.2022	124
18.	145/2020	Singapore Recreation Club	Singapore Catering Services, Staffs & Workers Trade Union	11.2.2021	2 years	1.7.2020 – 30.6.2022	69
19.	208/2020	Singapore Exchange Limited	The Singapore Manual & Mercantile Workers' Union	11.2.2021	3 years	1.7.2020 – 30.6.2023	36
20.	285/2020	Heraeus Shin-Etsu Quartz Singapore Pte Ltd	Chemical Industries Employees' Union	11.2.2021	3 years	1.10.2020 – 30.9.2023	3
21.	295/2020	WS Engineering & Fabrication Pte. Ltd.	Metal Industries Workers' Union	11.2.2021	2 years	1.1.2021 – 31.12.2022	0
22.	301/2020	Air Liquide Singapore Private Limited	Chemical Industries Employees' Union	11.2.2021	3 years	1.7.2020 – 30.6.2023	272
23.	304/2020	Singapore Management University	Education Services Union	11.2.2021	3 years	1.9.2020 – 31.8.2023	215



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
24.	310/2020	RTP Company (Singapore) Pte Ltd	Chemical Industries Employees' Union	11.2.2021	3 years	1.8.2020 – 31.7.2023	64
25.	315/2020	Singapore Refining Company Private Limited	Singapore Refining Company Employees' Union	11.2.2021	2 years	1.1.2020 – 31.12.2021	325
26.	337/2020	Storm Protection Pte Ltd	Union of Security Employees	11.2.2021	3 years	1.11.2020 – 31.10.2023	56
27.	340/2020	Apollo Crew Management Pte. Ltd.	Singapore Maritime Officers' Union	11.2.2021	3 years	15.8.2020 – 14.8.2023	8
28.	342/2020	Welltech Marine Pte Ltd	Singapore Organisation of Seamen	11.2.2021	3 years	1.10.2020 – 30.9.2023	60
29.	361/2020	Acteef Cleaning Specialist Pte Ltd	Building Construction and Timber Industries Employees' Union	11.2.2021	2 years	1.11.2020 – 31.10.2022	17
30.	368/2020	Bishan-Toa Payoh Town Council	Building Construction and Timber Industries Employees' Union	11.2.2021	3 years	1.5.2020 – 30.4.2023	29
31.	370/2020	Foamtec (Singapore) Pte Ltd	Chemical Industries Employees' Union	11.2.2021	3 years	1.7.2020 – 30.6.2023	15
32.	372/2020	The Tanglin Club	Attractions, Resorts & Entertainment Union	11.2.2021	3 years	1.1.2020 – 31.12.2022	31

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
33.	376/2020	Asian-Alliance Ship Management Pte Ltd	Singapore Organisation of Seamen	11.2.2021	2 years	1.10.2020 – 30.9.2022	11
34.	381/2020	Casio Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	11.2.2021	3 years	1.1.2021 – 31.12.2023	89
35.	385/2020	Singa Star Pte. Ltd. – (Singapore Flag Vessels)	Singapore Organisation of Seamen	11.2.2021	2 years	1.1.2021 – 31.12.2022	50
36.	390/2020	Clouet Trading Pte Ltd	The Singapore Manual & Mercantile Workers' Union	11.2.2021	3 years	1.1.2021 – 31.12.2023	23
37.	158/2020	Skyworks Global Pte. Ltd.	United Workers of Electronics & Electrical Industries	16.2.2021	3 years	1.1.2020 – 31.12.2022	917
38.	223/2020	Marina Centre Holdings Pte Ltd ("MCH") and Management Corporation Strata Title Plan No.2190 ("MC")	Union of Security Employees	16.2.2021	3 years	1.1.2020 – 31.12.2022	8
39.	238/2020	Beecham Pharmaceuticals (Pte) Ltd	Chemical Industries Employees' Union	16.2.2021	3 years	1.1.2020 – 31.12.2022	60

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
40.	242/2020	Glaxo Wellcome Manufacturing Pte Ltd	Chemical Industries Employees' Union	16.2.2021	3 years	1.1.2020 – 31.12.2022	190
41.	245/2020	Qantas Airways	The Singapore Manual & Mercantile Workers' Union	16.2.2021	2 years	1.2.2020 – 31.1.2022	5
42.	263/2020	Triple 'S' Protection Pte Ltd	Union of Security Employees	16.2.2021	2 years 10 mths	1.3.2020 – 31.12.2022	320
43.	270/2020	Chloride Batteries S.E. Asia Pte Limited	United Workers of Electronics & Electrical Industries	16.2.2021	3 years	1.7.2020 – 30.6.2023	61
44.	273/2020	Bukit Batok Driving Centre Ltd	Singapore Industrial & Services Employees' Union	16.2.2021	3 years	1.5.2020 – 30.4.2023	281
45.	292/2020	Stamford Ship Management Pte Ltd	Singapore Organisation of Seamen	16.2.2021	2 years	2.2.2020 – 1.2.2022	180
46.	302/2020	Denka Advantech Private Limited	Chemical Industries Employees' Union	16.2.2021	3 years	1.6.2020 – 31.5.2023	63
47.	306/2020	Sembcorp Industries Ltd, Sembcorp Cogen Pte Ltd and Sembcorp Gas Pte Ltd	Union of Power and Gas Employees	16.2.2021	3 years	1.7.2020 – 30.6.2023	182

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
48.	313/2020	Shatec Institutes Pte Ltd	Food, Drinks and Allied Workers' Union	16.2.2021	3 years	1.1.2020 – 31.12.2022	5
49.	358/2020	AEI Corporation (Singapore) Pte Ltd	Metal Industries Workers' Union	16.2.2021	3 years	1.1.2021 – 31.12.2023	35
50.	359/2020	NCR Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.2.2021	3 years	1.1.2021 – 31.12.2023	100
51.	362/2020	Singapore Anti-Narcotics Association (SANA)	The Singapore Manual & Mercantile Workers' Union	16.2.2021	3 years	1.9.2020 – 31.8.2023	36
52.	147/2020	Boon Siew Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.2.2021	3 years	1.1.2020 – 31.12.2022	14
53.	227/2020	Maersk Drilling Holdings Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.2.2021	3 years	1.7.2020 – 30.6.2023	38
54.	269/2020	NB Solution Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.2.2021	3 years	1.7.2020 – 30.6.2023	4
55.	272/2020	Securus Pte Ltd	Union of Security Employees	18.2.2021	3 years	1.8.2020 – 31.7.2023	10

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
56.	293/2020	Borneo Properties Sdn. Bhd. doing business as Grand Hyatt Singapore	Food, Drinks and Allied Workers' Union	18.2.2021	2 years	1.7.2020 – 30.6.2022	366
57.	298/2020	Kikkoman (S) Pte Ltd	Food, Drinks and Allied Workers' Union	18.2.2021	3 years	1.7.2020 – 30.6.2023	44
58.	324/2020	Kingdom Security Pte Ltd	Union of Security Employees	18.2.2021	3 years	1.1.2021 – 31.12.2023	33
59.	332/2020	Bosch Rexroth Private Limited	The Singapore Manual & Mercantile Workers' Union	18.2.2021	2 years	1.1.2021 – 31.12.2022	43
60.	336/2020	Primary Industries Pte Ltd and HOG Auction Market Pte Ltd	Food, Drinks and Allied Workers' Union	18.2.2021	3 years	1.1.2020 – 31.12.2022	92
61.	360/2020	A&P Maintenance Services Pte Ltd	Building Construction and Timber Industries Employees' Union	18.2.2021	2 years	1.11.2020 – 31.10.2022	1027
62.	365/2020	NSS Engineering Services Pte Ltd and NSS Management Services Pte Ltd	The Singapore Manual & Mercantile Workers' Union	18.2.2021	3 years	1.6.2020 – 31.5.2023	16

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
63.	366/2020	Top-Mix Concrete Pte Ltd	Building Construction and Timber Industries Employees' Union	18.2.2021	2 years 9 mths	1.7.2020 – 31.3.2023	41
64.	367/2020	Engro Corporation Limited	Building Construction and Timber Industries Employees' Union	18.2.2021	3 years	1.7.2020 – 30.6.2023	57
65.	384/2020	Pusaka Laut Pte. Ltd.	Singapore Organisation of Seamen	18.2.2021	2 years	1.1.2021 – 31.12.2022	33
66.	386/2020	Tras Link Pte Ltd represented by Sea Consortium Pte Ltd	Singapore Maritime Officers' Union	18.2.2021	2 years	1.10.2020 – 30.9.2022	10
67.	391/2020	Drew Ameroid (Singapore) Private Limited	Chemical Industries Employees' Union	18.2.2021	3 years	1.1.2021 – 31.12.2023	39
68.	401/2020	M.T.M. Ship Management Pte Ltd	Singapore Organisation of Seamen	18.2.2021	2 years	1.1.2021 – 31.12.2022	536
69.	403/2020	J Ship Management Pte. Ltd	Singapore Maritime Officers' Union	18.2.2021	3 years	19.8.2020 – 18.8.2023	57
70.	406/2020	Komaya Shipping Company (Pte) Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	18.2.2021	3 years	1.1.2021 – 31.12.2023	58

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
71.	415/2020	F.H. Bertling Chartering & Ship Management Pte Ltd	Singapore Maritime Officers' Union	18.2.2021	2 years	1.1.2021 – 31.12.2022	9
72.	417/2020	Komaya Shipping Co. Pte Ltd	Singapore Maritime Officers' Union	18.2.2021	3 years	1.1.2021 – 31.12.2023	73
73.	439/2020	International Paint Singapore Pte Ltd	Chemical Industries Employees' Union	18.2.2021	2 years	1.1.2021 – 31.12.2022	27
74.	31/2021	Warren Golf & Country Club	Attractions, Resorts & Entertainment Union	18.2.2021	3 years	1.1.2021 – 31.12.2023	79
75.	277/2020	United World College of South East Asia	Education Services Union	25.2.2021	3 years	1.7.2020 – 30.6.2023	175
76.	278/2020	United World College of South East Asia – East	Education Services Union	25.2.2021	3 years	1.7.2020 – 30.6.2023	113
77.	299/2020	Malaysia Dairy Industries Private Limited	Food, Drinks and Allied Workers' Union	25.2.2021	2 years	1.7.2020 – 30.6.2022	388
78.	317/2020	Reachfield Security & Safety Management Pte Ltd	Union of Security Employees	25.2.2021	3 years	1.11.2020 – 31.10.2023	856

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
79.	335/2020	Furama Hotels Singapore Private Limited, trading as Furama City Centre Singapore	Union of Security Employees	25.2.2021	3 years	1.7.2020 – 30.6.2023	3
80.	343/2020	NTUC Fairprice Group comprising of NTUC Fairprice Co-Operative Limited, Grocery Logistics of Singapore Pte Ltd and Cheers Holdings (2004) Pte Ltd	Food, Drinks and Allied Workers' Union	25.2.2021	2 years 5 mths	1.7.2020 – 30.11.2022	10,100
81.	349/2020	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 CPG Signature Pte Ltd)	Building Construction and Timber Industries Employees' Union	25.2.2021	3 years	1.11.2020 – 31.10.2023	932
82.	353/2020	Keppel Seghers Engineering Singapore Pte Ltd	Keppel Employees Union	25.2.2021	3 years	1.7.2020 – 30.6.2023	57
83.	356/2020	Singapore Airlines Limited	Air Transport Executive Staff Union	25.2.2021	3 years	1.1.2020 – 31.12.2022	1412



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
84.	369/2020	DIC Alkylphenol Singapore Pte. Ltd.	The United Workers of Petroleum Industry	25.2.2021	3 years	1.7.2020 – 30.6.2023	23
85.	395/2020	Terasaki Electric Co. (F.E.) Pte Ltd	United Workers of Electronics & Electrical Industries	25.2.2021	3 years	1.11.2020 – 31.10.2023	54
86.	400/2020	JShip Management Pte Ltd represented by Zeaborn Ship Management (Singapore) Pte Ltd	Singapore Organisation of Seamen	25.2.2021	3 years	30.4.2020 – 29.4.2023	9
87.	413/2020	Fuji Oil (Singapore) Pte Ltd	Food, Drinks and Allied Workers' Union	25.2.2021	3 years	1.10.2020 – 30.9.2023	111
88.	9/2021	Cathay Pacific Airways Ltd	The Singapore Manual & Mercantile Workers' Union	25.2.2021	3 years	1.1.2021 – 31.12.2023	45
89.	171/2020	Parkway Hospitals Singapore Private Limited	The Singapore Manual & Mercantile Workers' Union	25.3.2021	3 years	1.1.2020 – 31.12.2022	3218
90.	172/2020	Parkway Laboratory Services Limited	The Singapore Manual & Mercantile Workers' Union	25.3.2021	3 years	1.1.2020 – 31.12.2022	251

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
91.	173/2020	Parkway Shenton Private Limited	The Singapore Manual & Mercantile Workers' Union	25.3.2021	3 years	1.1.2020 – 31.12.2022	336
92.	350/2020	DIC Asia Pacific Private Limited	Chemical Industries Employees' Union	25.3.2021	3 years	1.7.2020 – 30.6.2023	5
93.	364/2020	Halcon Primo Logistics Pte Ltd	The Singapore Manual & Mercantile Workers' Union	25.3.2021	3 years	1.6.2020 – 31.5.2023	47
94.	407/2020	Giken Precision Engineering (S) Pte. Limited	United Workers of Electronics & Electrical Industries	25.3.2021	3 years	1.1.2021 – 31.12.2023	50
95.	410/2020	Securitas Guarding Services (Singapore) Pte Ltd	Union of Security Employees	25.3.2021	2 years	1.1.2021 – 31.12.2022	520
96.	412/2020	The British Defence Singapore Support Unit	The Singapore Manual & Mercantile Workers' Union	25.3.2021	3 years	1.4.2020 – 31.3.2023	17
97.	418/2020	First Security & Private Investigation(s) Pte Ltd	Union of Security Employees	25.3.2021	3 years	15.12.2020 – 14.12.2023	37

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
98.	51/2021	Yang Ming (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	25.3.2021	3 years	1.1.2021 – 31.12.2023	55
99.	161/2020	Straits Facilities Pte Ltd	Union of Security Employees	12.4.2021	3 years	1.3.2020 – 28.2.2023	70
100.	253/2020	Santa Fe Relocation Services (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.4.2021	3 years	1.7.2020 – 30.6.2023	22
101.	297/2020	BHG (Singapore) Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	12.4.2021	3 years	1.1.2020 – 31.12.2022	119
102.	318/2020	MayBank Kim Eng Securities Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.4.2021	3 years	1.7.2020 – 30.6.2023	27
103.	323/2020	Kah Motor Co Sdn Bhd	Singapore Industrial & Services Employees' Union	12.4.2021	3 years	1.5.2020 – 30.4.2023	117

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
104.	329/2020	Anglo-Eastern Tanker Management (Hong Kong) Limited & Anglo-Eastern Shipmanagement (Hong Kong) Limited, Anglo-Eastern (UK) Ltd and Anglo-Eastern Shipmanagement (Singapore) Pte Ltd & Anglo-Eastern Maritime Services Pte Ltd represented in Singapore by Anglo-Eastern Shipmanagement (Singapore) Pte Ltd	Singapore Maritime Officers' Union	12.4.2021	2 years 10 mths 14 days	18.2.2020 – 31.12.2022	300
105.	373/2020	CBRE GWS Holding (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.4.2021	3 years	1.1.2021 – 31.12.2023	22
106.	374/2020	Asian-Alliance Ship Management Pte Ltd	Singapore Maritime Officers' Union	12.4.2021	2 years	1.10.2020 – 30.9.2022	9
107.	389/2020	OCBC Securities Pte Ltd	The Singapore Manual & Mercantile Workers' Union	12.4.2021	3 years	1.1.2021 – 31.12.2023	4
108.	392/2020	Union Services (Singapore) Pte Ltd	Supply Chain Employees' Union	12.4.2021	3 years	1.1.2020 – 31.12.2022	38

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
109.	399/2020	Robert Bosch Security Solutions Private Limited	The Singapore Manual & Mercantile Workers' Union	12.4.2021	2 years	1.1.2021 – 31.12.2022	92
110.	411/2020	YCH Distripark (Pte) Ltd, YCH Global Logistics Pte Ltd and YCH Group Pte Ltd	Supply Chain Employees' Union	12.4.2021	2 years	1.1.2020 – 31.12.2021	506
111.	414/2020	Amara Singapore	Food, Drinks and Allied Workers' Union	12.4.2021	2 years	1.9.2020 – 31.8.2022	68
112.	423/2020	Cattle Line Two Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.4.2021	2 years	6.9.2020 – 5.9.2022	0
113.	428/2020	Western Shipping Pte Ltd – (Singapore Flag – Tanker & Bulker Vessels)	Singapore Organisation of Seamen	12.4.2021	2 years	1.1.2021 – 31.12.2022	64
114.	429/2020	Sumitomo Bakelite Singapore Pte. Ltd.	Chemical Industries Employees' Union	12.4.2021	3 years	1.1.2021 – 31.12.2023	111
115.	430/2020	Eaglestar Shipmanagement (S) Pte Ltd	Singapore Organisation of Seamen	12.4.2021	3 years	1.7.2020 – 30.6.2023	717

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
116.	433/2020	Great Circle Shipping Agency Ltd represented in Singapore by the Precious Shipping (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	12.4.2021	2 years 3 mths	1.10.2020 – 31.12.2022	360
117.	438/2020	Schempp Protection & Investigation Services Pte Ltd	Union of Security Employees	12.4.2021	3 years	1.1.2021 – 31.12.2023	27
118.	440/2020	NYK Shipmanagement Pte Ltd	Singapore Maritime Officers' Union	12.4.2021	3 years	1.12.2020 – 30.11.2023	170
119.	4/2021	United Packaging Industries Pte Ltd	Building Construction and Timber Industries Employees' Union	12.4.2021	3 years	2.12.2020 – 1.12.2023	108
120.	57/2021	National Healthcare Group Pte Ltd	Healthcare Services Employees' Union	12.4.2021	2 years	1.4.2020 – 31.3.2022	16,957
121.	354/2020	Security Enforcer Pte Ltd	Union of Security Employees	27.4.2021	3 years	1.10.2020 – 30.9.2023	101
122.	357/2020	SpinnetAsia Pte Ltd	Union of Security Employees	27.4.2021	3 years	1.1.2021 – 31.12.2023	26
123.	396/2020	Engie South East Asia Pte Ltd	Singapore Industrial & Services Employees' Union	27.4.2021	3 years	1.7.2020 – 30.6.2023	26

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
124.	397/2020	Engie Services Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	27.4.2021	3 years	1.7.2020 – 30.6.2023	872
125.	402/2020	M.T.M. Ship Management Pte Ltd	Singapore Organisation of Seamen	27.4.2021	2 years	1.1.2021 – 31.12.2022	24
126.	420/2020	Omega Management Pte Ltd	Singapore Maritime Officers' Union	27.4.2021	2 years	4.4.2020 – 3.4.2022	7
127.	421/2020	Centennial Maritime Ventures Pte. Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	27.4.2021	2 years	1.1.2021 – 31.12.2022	50
128.	425/2020	Hedge Protection Pte Ltd	Union of Security Employees	27.4.2021	3 years	1.1.2021 – 31.12.2023	15
129.	5/2021	Eaglestar Shipmanagement (S) Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	27.4.2021	3 years	1.7.2020 – 30.6.2023	983
130.	29/2021	Welltech Marine Pte. Ltd.	Singapore Maritime Officers' Union	27.4.2021	2 years	1.2.2021 – 31.1.2023	16
131.	47/2021	NTUC First Campus Co-Operative Ltd including My First Skool, The Little Skool-House International, AfterSchool and Seed Institute	Education Services Union	27.4.2021	3 years	1.1.2021 – 31.12.2023	5151

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
132.	109/2021	Worley Pte Limited	Union of Power and Gas Employees	27.4.2021	3 years	1.11.2020 – 31.10.2023	5
133.	334/2020	SATA CommHealth	The Singapore Manual & Mercantile Workers' Union	3.5.2021	3 years	1.1.2021 – 31.12.2023	96
134.	363/2020	Cerebral Palsy Alliance Singapore	The Singapore Manual & Mercantile Workers' Union	3.5.2021	3 years	1.1.2021 – 31.12.2023	100
135.	377/2020	Chevalier Singapore Holdings Pte. Ltd.,	Metal Industries Workers' Union	3.5.2021	3 years	1.4.2020 – 31.3.2023	380
136.	382/2020	3E Accounting Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	3.5.2021	3 years	1.10.2020 – 30.9.2023	35
137.	398/2020	Secura Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	3.5.2021	3 years	1.1.2021 – 31.12.2023	39
138.	405/2020	NCI Golf Pte Ltd	Attractions, Resorts & Entertainment Union	3.5.2021	3 years	1.4.2020 – 31.3.2023	33



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
139.	408/2020	DBS Vickers Securities (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	3.5.2021	3 years	1.1.2021 – 31.12.2023	10
140.	419/2020	Leica Instruments (Singapore) Pte. Ltd.,	Metal Industries Workers' Union	3.5.2021	3 years	1.1.2021 – 31.12.2023	270
141.	422/2020	TOLL Offshore Petroleum Services	The Singapore Manual & Mercantile Workers' Union	3.5.2021	2 years	1.7.2020 – 30.6.2022	66
142.	6/2021	Eaglestar Shipmanagement (S) Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	3.5.2021	3 years	1.1.2021 – 31.12.2023	518
143.	7/2021	Asia Cement (S) Pte Ltd	Building Construction and Timber Industries Employees' Union	3.5.2021	3 years	1.1.2021 – 31.12.2023	16
144.	17/2021	Seletar Country Club	Attractions, Resorts & Entertainment Union	3.5.2021	3 years	7.7.2019 – 6.7.2022	84
145.	21/2021	Corteco Asia Company Pte Ltd	Metal Industries Workers' Union	3.5.2021	3 years	1.1.2021 – 31.12.2023	24

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
146.	22/2021	NOK-Freudenberg Singapore Pte. Ltd.	Metal Industries Workers' Union	3.5.2021	3 years	1.1.2021 – 31.12.2023	18
147.	23/2021	NOK Asia Company Pte. Ltd.	Metal Industries Workers' Union	3.5.2021	3 years	1.1.2021 – 31.12.2023	27
148.	24/2021	NOK Precision Component Singapore Pte. Ltd.,	Metal Industries Workers' Union	3.5.2021	3 years	1.1.2021 – 31.12.2023	41
149.	27/2021	Wärtsilä Singapore Pte Limited	Shipbuilding & Marine Engineering Employees' Union	3.5.2021	2 years	1.7.2020 – 30.6.2022	224
150.	53/2021	NSL Chemicals Ltd	Chemical Industries Employees' Union	3.5.2021	3 years	30.11.2020 – 29.11.2023	11
151.	67/2021	Mitsubishi Elevator (Singapore) Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	3.5.2021	3 years	1.1.2021 – 31.12.2023	340
152.	3/2021	Kanematsu (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	7.5.2021	3 years	1.1.2021 – 31.12.2023	13
153.	10/2021	Astro Shipmanagement Inc, represented in Singapore by Safargo Shipping Pte Ltd	Singapore Maritime Officers' Union	7.5.2021	3 years	7.12.2020 – 6.12.2023	8

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
154.	15/2021	Wallenius Marine Singapore Pte Ltd	Singapore Maritime Officers' Union	7.5.2021	3 years	1.1.2021 – 31.12.2023	195
155.	34/2021	Union Marine Management Services Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	7.5.2021	3 years	16.8.2020 – 15.8.2023	30
156.	37/2021	OG Pte Ltd	Singapore Industrial & Services Employees' Union	7.5.2021	3 years	1.12.2020 – 30.11.2023	7
157.	38/2021	Legend Star Shipping Pte Ltd	Singapore Maritime Officers' Union	7.5.2021	3 years	12.1.2021 – 11.1.2024	17
158.	39/2021	Gulf South Shipping Pte Ltd	Singapore Maritime Officers' Union	7.5.2021	2 years	16.1.2021 – 15.1.2023	9
159.	45/2021	TNB Ocean Shipping Pte. Ltd.	Singapore Organisation of Seamen	7.5.2021	2 years	1.2.2021 – 31.1.2023	21
160.	46/2021	Asia Maritime Pacific (Shanghai) Limited represented in Singapore by Asia Maritime Pacific (Singapore) Pte. Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	7.5.2021	2 years	1.2.2021 – 31.1.2023	43

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
161.	58/2021	LSC Asia represented in Singapore by the C.F. Sharp Shipping Agencies Pte Ltd – (Singapore Flag Vessels – Filipino Crew)	Singapore Organisation of Seamen	7.5.2021	2 years	1.1.2021 – 31.12.2022	20
162.	79/2021	Blue Marine Management (Pte) Ltd	Singapore Organisation of Seamen	7.5.2021	3 years	1.3.2021 – 29.2.2024	12
163.	85/2021	BW Fleet Management Pte Ltd	Singapore Organisation of Seamen	7.5.2021	2 years	1.4.2021 – 31.3.2023	540
164.	86/2021	Columbia Shipmanagement (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	7.5.2021	3 years	1.1.2021 – 31.12.2023	540
165.	404/2020	V.Group Manpower Services represented in Singapore by V.Ships Asia Group Pte Ltd	Singapore Maritime Officers' Union	19.5.2021	2 years 5 days	27.7.2020 – 31.7.2022	360
166.	427/2020	Western Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.5.2021	2 years	1.1.2021 – 31.12.2022	72
167.	8/2021	JShip Management Pte Ltd	Singapore Organisation of Seamen	19.5.2021	3 years	19.8.2020 – 18.8.2023	70

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
168.	25/2021	Lam Soon Singapore Pte Ltd	Food, Drinks and Allied Workers' Union	19.5.2021	3 years	1.5.2021 – 30.4.2024	14
169.	32/2021	V.Group Manpower Services represented in Singapore by V.Ships Asia Group Pte Ltd	Singapore Organisation of Seamen	19.5.2021	2 years	1.1.2021 – 31.12.2022	260
170.	35/2021	Pacific International Lines (Pte) Ltd	Singapore Organisation of Seamen	19.5.2021	3 years	1.1.2021 – 31.12.2023	404
171.	36/2021	TNB Ocean Shipping Pte Ltd	Singapore Maritime Officers' Union	19.5.2021	3 years	1.2.2021 – 31.1.2024	21
172.	49/2021	Gulf South Shipping Pte Ltd	Singapore Organisation of Seamen	19.5.2021	2 years	16.1.2021 – 15.1.2023	12
173.	54/2021	Concorde Hotel Singapore	Food, Drinks and Allied Workers' Union	19.5.2021	2 years	1.1.2021 – 31.12.2022	120
174.	60/2021	Western Shipping Pte Ltd – (SMOU/SOS IMEC IBF Seafarers')	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	19.5.2021	2 years	1.1.2021 – 31.12.2022	152

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
175.	61/2021	Inspectorate (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	19.5.2021	3 years	1.1.2021 – 31.12.2023	107
176.	64/2021	NYK Shipmanagement Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	19.5.2021	2 years	1.1.2021 – 31.12.2022	21
177.	68/2021	Asia Maritime Pacific (Shanghai) Limited represented in Singapore by Asia Maritime Pacific (Singapore) Pte. Ltd.,	Singapore Maritime Officers' Union	19.5.2021	2 years	1.2.2021 – 31.1.2023	32
178.	69/2021	Synergy Marine Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	19.5.2021	2 years	1.1.2021 – 31.12.2022	333
179.	70/2021	Pacific International Lines (Pte) Ltd	Singapore Maritime Officers' Union	19.5.2021	3 years	1.1.2021 – 31.12.2023	440
180.	77/2021	BW Fleet Management Pte Ltd	Singapore Maritime Officers' Union	19.5.2021	2 years	1.4.2021 – 31.3.2023	763
181.	87/2021	Blue Marine Management (Pte) Ltd	Singapore Maritime Officers' Union	19.5.2021	2 years	15.2.2021 – 14.2.2023	10

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
182.	116/2021	Singapore Zoological Gardens	The Singapore Manual & Mercantile Workers' Union	19.5.2021	3 years	1.1.2021 – 31.12.2023	430
183.	20/2021	Ben Foods (S) Pte Ltd	Food, Drinks and Allied Workers' Union	25.5.2021	3 years	1.1.2021 – 31.12.2023	50
184.	42/2021	YHS (Singapore) Pte Ltd	Food, Drinks and Allied Workers' Union	25.5.2021	2 years	1.9.2020 – 31.8.2022	256
185.	63/2021	Cast Laboratories Pte Ltd	Building Construction and Timber Industries Employees' Union	25.5.2021	3 years	1.7.2020 – 30.6.2023	207
186.	94/2021	U-Ming Marine Transport (Singapore) Pte Ltd	Singapore Maritime Officers' Union	25.5.2021	3 years	1.1.2021 – 31.12.2023	300
187.	99/2021	Keppel SMIT Towage Private Limited	Shipbuilding & Marine Engineering Employees' Union	25.5.2021	3 years	1.1.2021 – 31.12.2023	38
188.	105/2021	Langton Shipmanagement Limited represented in Singapore by the Nile Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.5.2021	2 years	1.3.2021 – 28.2.2023	21

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
189.	107/2021	Pacific International Lines (Pte) Ltd – (Kota Nipah)	Singapore Maritime Officers' Union	25.5.2021	2 years	11.3.2021 – 10.3.2023	256
190.	108/2021	Shell International Shipping Services (Pte) Ltd	Singapore Maritime Officers' Union	25.5.2021	3 years	7.12.2020 – 6.12.2023	25
191.	114/2021	ODFJELL Philippines, Inc., represented in Singapore by the ODFJELL Asia II Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.5.2021	2 years	1.1.2021 – 31.12.2022	144
192.	121/2021	Suntec Singapore Convention & Exhibition Centre	Building Construction and Timber Industries Employees' Union	25.5.2021	2 years	1.8.2020 – 31.7.2022	22
193.	128/2021	Belships Management (Singapore) Pte Ltd – (Singapore Flag – Bulk Carriers)	Singapore Organisation of Seamen	25.5.2021	2 years	24.4.2021 – 23.4.2023	44
194.	14/2021	Singapore Health Services Pte Ltd	Healthcare Services Employees' Union	14.6.2021	2 years	1.4.2020 – 31.3.2022	23,669
195.	28/2021	Temasek Polytechnic	The Amalgamated Union of Public Employees	14.6.2021	3 years	1.1.2021 – 31.12.2023	798



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
196.	73/2021	YTC Hotels Ltd in respect of the Peninsula Excelsior Hotel and Paramount Hotel	Food, Drinks and Allied Workers' Union	14.6.2021	3 years	1.7.2020 – 30.6.2023	140
197.	424/2020	Times Publishing Limited	Times Publishing Group Employees' Union	29.6.2021	3 years	1.1.2021 – 31.12.2023	45
198.	33/2021	V.Group Manpower Services represented in Singapore by V.Ships Asia Group Pte Ltd	Singapore Organisation of Seamen	29.6.2021	2 years 5 mths 5 days	27.7.2020 – 31.12.2022	200
199.	56/2021	National University Health System Pte Ltd, National University Hospital (Singapore) Pte Ltd and National University Health Services Group Pte Ltd	Healthcare Services Employees' Union	29.6.2021	2 years	1.4.2020 – 31.3.2022	11,417
200.	76/2021	KONE Pte Ltd	Singapore Industrial & Services Employees' Union	29.6.2021	3 years	1.1.2021 – 31.12.2023	265
201.	134/2021	"K" Line Ship Management (Chemical) Pte Ltd	Singapore Organisation of Seamen	29.6.2021	3 years	1.3.2021 – 29.4.2024	39

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
202.	137/2021	BW Epic Kosan Maritime Pte Ltd	Singapore Maritime Officers' Union	29.6.2021	3 years	18.2.2021 – 17.2.2024	336
203.	204/2021	NetLink Trust Operations Company Pte Ltd	Union of Telecoms Employees of Singapore	29.6.2021	3 years	1.7.2021 – 30.6.2024	195
204.	59/2021	Food Services, Fairprice Group comprising [NTUC Foodfare Co-Operative Ltd] and Foodfare Catering Pte Ltd	Food, Drinks and Allied Workers' Union	13.8.2021	2 years	1.12.2020 – 30.11.2022	633
205.	78/2021	Bernhard Schulte Group represented in Singapore by Bernhard Schulte Shipmanagement (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	13.8.2021	3 years	1.1.2021 – 31.12.2023	500
206.	112/2021	Shimano (S) Private Limited	Metal Industries Workers' Union	13.8.2021	2 years 3 months	1.4.2021 – 30.6.2023	98
207.	139/2021	Exmar Shipmanagement NV represented in Singapore by Exmar Singapore Pte Ltd	Singapore Maritime Officers' Union	13.8.2021	2 years	1.5.2021 – 30.4.2023	40

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
208.	148/2021	OUE Limited in respect of Mandarin Orchard Singapore	Food, Drinks and Allied Workers' Union	13.8.2021	2 years	1.7.2021 – 30.6.2023	234
209.	149/2021	M.T.M. Ship Management Pte Ltd	Singapore Maritime Officers' Union	13.8.2021	2 years	1.5.2021 – 30.4.2023	17
210.	157/2021	Far East Orchard Limited in respect of Orchard Rendezvous Hotel	Food, Drinks and Allied Workers' Union	13.8.2021	2 years	1.1.2021 – 31.12.2022	28
211.	162/2021	"K" Line Ship Management (Chemical) Pte Ltd	Singapore Maritime Officers' Union	13.8.2021	3 years	1.3.2021 – 29.2.2024	24
212.	164/2020	Showa Denko HD Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	8.9.2021	3 years	1.3.2020 – 28.2.2023	592
213.	387/2020	Standard Form Pte Ltd	Building Construction and Timber Industries Employees' Union	8.9.2021	2 years	1.12.2020 – 30.11.2022	19
214.	426/2020	Jetro Singapore	The Singapore Manual & Mercantile Workers' Union	8.9.2021	3 years	1.7.2020 – 30.6.2023	6

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
215.	1/2021	Eagle Services Asia Private Limited - (Administrative Staff)	Air Transport Executive Staff Union	8.9.2021	3 years	1.7.2020 – 30.6.2023	65
216.	55/2021	Unilever Singapore Pte Ltd	Food, Drinks and Allied Workers' Union	8.9.2021	3 years	1.1.2020 – 31.12.2022	0
217.	65/2021	Heidelberg Asia Pte Ltd	Singapore Industrial & Services Employees' Union	8.9.2021	3 years	1.1.2021 – 31.12.2023	7
218.	66/2021	Goodrich Aerostructures Service Center – Asia Pte. Ltd.	Singapore Industrial & Services Employees' Union	8.9.2021	3 years	1.1.2021 – 31.12.2023	126
219.	102/2021	Fortune Food Manufacturing Pte Ltd	Food, Drinks and Allied Workers' Union	8.9.2021	3 years	1.1.2021 – 31.12.2023	22
220.	124/2021	Ramky Cleantech Services (Pte) Ltd	Building Construction and Timber Industries Employees' Union	8.9.2021	2 years	1.7.2020 – 30.6.2022	1700
221.	168/2021	Millennium & Copthorne International Limited (M Hotel Singapore) doing business as M Hotel Singapore	Food, Drinks and Allied Workers' Union	8.9.2021	2 years	1.1.2021 – 31.12.2022	55

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
222.	169/2021	Millennium & Copthorne International Limited (Orchard Hotel Singapore) trading as the Orchard Hotel Singapore	Food, Drinks and Allied Workers' Union	8.9.2021	2 years	1.1.2021 – 31.12.2022	75
223.	232/2021	Science Centre Board	The Amalgamated Union of Public Employees	8.9.2021	3 years	28.7.2021 – 27.7.2024	70
224.	379/2020	Leica Geosystems Technologies Pte. Ltd.	Metal Industries Workers' Union	10.9.2021	3 years	1.7.2020 – 30.6.2023	110
225.	13/2021	Marina Bay Hotel Pte Ltd	Food, Drinks and Allied Workers' Union	10.9.2021	2 years	1.1.2021 – 31.12.2022	61
226.	43/2021	SIS '88 Pte Ltd	Food, Drinks and Allied Workers' Union	10.9.2021	3 years	1.1.2021 – 31.12.2023	67
227.	44/2021	SIS '88 Pte Ltd – (Supervisory)	Food, Drinks and Allied Workers' Union	10.9.2021	3 years	1.1.2021 – 31.12.2023	8
228.	62/2021	Lucite International Singapore Pte Ltd	Chemical Industries Employees' Union	10.9.2021	3 years	1.1.2021 – 31.12.2023	33

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
229.	75/2021	HometeamNS	Attractions, Resorts & Entertainment Union	10.9.2021	3 years	1.3.2021 – 29.2.2024	109
230.	101/2021	Champion Motors (1975) Private Limited	The Singapore Manual & Mercantile Workers' Union	10.9.2021	3 years	1.1.2021 – 31.12.2023	11
231.	106/2021	Fujifilm Asia Pacific Pte. Ltd.	Chemical Industries Employees' Union	10.9.2021	3 years	1.4.2021 – 31.3.2024	59
232.	111/2021	PACC Ship Managers Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	10.9.2021	2 years	1.1.2021 – 31.12.2022	320
233.	118/2021	Anglo-Eastern Maritime Services Pte Ltd represented in Singapore by the Anglo-Eastern Shipmanagement (Singapore) Pte Ltd	Singapore Maritime Officers' Union	10.9.2021	2 years	1.1.2021 – 31.12.2022	90
234.	119/2021	Singapore Post Limited and as agent for (1) Quantum Solutions (Singapore) Pte Ltd and (2) Quantum Solutions International Pte Ltd.	Union of Telecoms Employees of S'pore	10.9.2021	3 years	1.1.2021 – 31.12.2023	2000

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
235.	130/2021	Land Transport Authority of Singapore	Amalgamated Union of Statutory Board Employees	10.9.2021	3 years	1.1.2021 – 31.12.2023	4511
236.	151/2021	Singapore Polytechnic	The Amalgamated Union of Public Employees	10.9.2021	3 years	27.4.2021 – 26.4.2024	735
237.	160/2021	NTUC LearningHub Pte Ltd	Education Services Union	10.9.2021	3 years	21.4.2021 – 20.4.2024	302
238.	215/2021	Sentosa Development Corporation	The Amalgamated Union of Public Employees	10.9.2021	3 years	1.7.2021 – 30.6.2024	172
239.	52/2021	Stolthaven Singapore Pte Ltd	The United Workers of Petroleum Industry	24.9.2021	3 years	1.1.2021 – 31.12.2023	14
240.	81/2021	Columbia Shipmanagement (S) Pte Ltd	Singapore Maritime Officers' Union	24.9.2021	3 years	1.1.2021 – 31.12.2023	160
241.	95/2021	Grindrod Shipping Pte Ltd	Singapore Maritime Officers' Union	24.9.2021	3 years	1.1.2021 – 31.12.2023	80
242.	96/2021	Grindrod Shipping Pte Ltd – Tankers	Singapore Maritime Officers' Union	24.9.2021	3 years	1.1.2021 – 31.12.2023	20

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
243.	97/2021	Grindrod Shipping Pte Ltd – Bulker	Singapore Maritime Officers' Union	24.9.2021	3 years	1.1.2021 – 31.12.2023	165
244.	115/2021	Sumidurez Singapore Pte Ltd	Chemical Industries Employees' Union	24.9.2021	3 years	1.4.2021 – 31.3.2024	40
245.	127/2021	IGC Security Services Pte Ltd	Union of Security Employees	24.9.2021	3 years	1.4.2021 – 31.3.2024	45
246.	135/2021	PACC Ship Managers Pte Ltd – Vessels	Singapore Maritime Officers' Union	24.9.2021	2 years	1.1.2021 – 31.12.2022	320
247.	136/2021	PACC Ship Managers Pte Ltd	Singapore Maritime Officers' Union	24.9.2021	2 years	1.1.2021 – 31.12.2022	320
248.	140/2021	E&O Ship Management Pte Ltd	Singapore Maritime Officers' Union	24.9.2021	3 years	19.3.2021 – 18.3.2024	33
249.	142/2021	E&O Ship Management Pte Ltd	Singapore Organisation of Seamen	24.9.2021	2 years	19.3.2021 – 18.3.2023	35
250.	152/2021	Nanjing Tanker Corporation represented in Singapore by Ming Wah (Singapore) Agency Pte Ltd	Singapore Maritime Officers' Union	24.9.2021	2 years	1.5.2021 – 30.4.2023	50
251.	161/2021	Castillon Security (S) Pte Ltd	Union of Security Employees	24.9.2021	3 years	1.5.2021 – 30.4.2024	180



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
252.	177/2021	Blue Marine Management (Pte) Ltd	Singapore Organisation of Seamen	24.9.2021	3 years	1.5.2021 – 30.4.2024	12
253.	188/2021	Institute of Technical Education	The Amalgamated Union of Public Employees	24.9.2021	3 years	1.7.2021 – 30.6.2024	726
254.	189/2021	Western Shipping Pte Ltd	Singapore Maritime Officers' Union	24.9.2021	3 years	1.6.2021 – 31.5.2024	128
255.	201/2021	Force-One Security Pte Ltd	Union of Security Employees	24.9.2021	3 years	1.6.2021 – 31.5.2024	25
256.	295/2021	STC Shipping Pte Ltd	Singapore Maritime Officers' Union	24.9.2021	3 years	1.7.2021 – 30.6.2024	45
257.	431/2020	Automobile Association of Singapore	The Singapore Manual & Mercantile Workers' Union	13.10.2021	3 years	1.1.2021 – 31.12.2023	13
258.	123/2021	E Cleaning Solutions Pte Ltd	Building Construction and Timber Industries Employees' Union	13.10.2021	2 years 1 month	1.10.2020 – 31.10.2022	46
259.	133/2021	Laurel Ship Management Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	13.10.2021	2 years	13.4.2021 – 12.4.2023	19

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
260.	150/2021	Saipem Singapore Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	13.10.2021	3 years	1.4.2021 – 31.3.2024	3
261.	153/2021	Raffles Technical Services Pte Ltd	Singapore Organisation of Seamen	13.10.2021	2 years	15.4.2021 – 14.4.2023	22
262.	155/2021	Sereneland Private Limited (trading as Rendezvous Hotel Singapore)	Food, Drinks and Allied Workers' Union	13.10.2021	2 years	1.1.2021 – 31.12.2022	23
263.	156/2021	Village Hotel Albert Court	Food, Drinks and Allied Workers' Union	13.10.2021	2 years	1.1.2021 – 31.12.2022	11
264.	158/2021	The Elizabeth	Food, Drinks and Allied Workers' Union	13.10.2021	2 years	1.1.2021 – 31.12.2022	17
265.	159/2021	Village Hotel Bugis	Food, Drinks and Allied Workers' Union	13.10.2021	2 years	1.1.2021 – 31.12.2022	15
266.	165/2021	NAFA System Services Pte Ltd	Building Construction and Timber Industries Employees' Union	13.10.2021	2 years	10.8.2021 – 9.8.2023	247

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
267.	166/2021	BSH Home Appliances Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.10.2021	2 years	1.7.2021 – 30.6.2023	58
268.	170/2021	Kian Ho Pte Ltd	Singapore Industrial & Services Employees' Union	13.10.2021	2 years	1.4.2021 – 31.3.2023	16
269.	171/2021	Exmar Shipmanagement NV represented in Singapore by the Exmar Shipmanagement Pte Ltd	Singapore Organisation of Seamen	13.10.2021	2 years	1.5.2021 – 30.4.2023	80
270.	178/2021	Positronic Asia Pte Ltd	United Workers of Electronics & Electrical Industries	13.10.2021	3 years	1.5.2021 – 30.4.2024	55
271.	187/2021	HK Queen Shipping Pte. Ltd.	Singapore Maritime Officers' Union	13.10.2021	3 years	1.5.2021 – 30.4.2024	21
272.	197/2021	ParkRoyal Kitchener Hotel Pte. Ltd. trading as ParkRoyal on Kitchener Road	Food, Drinks and Allied Workers' Union	13.10.2021	2 years 6 months	1.1.2021 – 30.6.2023	87
273.	198/2021	Pan Pacific Hotels Group Limited (ParkRoyal on Beach Road)	Food, Drinks and Allied Workers' Union	13.10.2021	2 years 3 months	1.4.2021 – 30.6.2023	83

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
274.	213/2021	Singapore LNG Corporation Pte Ltd	Union of Power and Gas Employees	13.10.2021	3 years	1.4.2021 – 31.3.2024	80
275.	260/2021	PAP Community Foundation	Education Services Union	13.10.2021	3 years	1.2.2021 – 31.1.2024	8050
276.	333/2020	Kwong Wai Shiu Hospital	The Singapore Manual & Mercantile Workers' Union	29.10.2021	3 years	1.7.2020 – 30.6.2023	351
277.	388/2020	SSC Ship Management Pte Ltd	Singapore Maritime Officers' Union	29.10.2021	3 years	1.10.2020 – 30.9.2023	50
278.	416/2020	Selandia Ship Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	29.10.2021	2 years	1.1.2020 – 31.12.2021	24
279.	41/2021	Kim Yew Integrated Pte. Ltd.	Building Construction and Timber Industries Employees' Union	29.10.2021	3 years	1.11.2020 – 31.10.2023	103
280.	82/2021	The British Club	Attractions, Resorts & Entertainment Union	29.10.2021	3 years	1.1.2020 – 31.12.2022	48
281.	92/2021	Clean Solutions Pte Ltd	Building Construction and Timber Industries Employees' Union	29.10.2021	2 years	1.5.2021 – 30.4.2023	2112

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
282.	93/2021	Chang Seng Services Pte Ltd	Building Construction and Timber Industries Employees' Union	29.10.2021	2 years	1.5.2021 – 30.4.2023	572
283.	117/2021	The Jurong Bird Park Pte Ltd	Attractions, Resorts & Entertainment Union	29.10.2021	3 years	1.1.2021 – 31.12.2023	75
284.	120/2021	Carlsberg Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	29.10.2021	2 years	1.1.2021 – 31.12.2022	43
285.	129/2021	Orchid Country Club	The Singapore Manual & Mercantile Workers' Union	29.10.2021	3 years	1.4.2021 – 31.3.2024	99
286.	132/2021	Chubb Singapore Pte Ltd	Metal Industries Workers' Union	29.10.2021	3 years	1.4.2021 – 31.3.2024	83
287.	143/2021	Pan Pacific Hotels Group Limited (ParkRoyal on Beach Road)	Union of Security Employees	29.10.2021	2 years 3 months	1.4.2021 – 30.6.2023	3
288.	144/2021	Tanah Merah Country Club	The Singapore Manual & Mercantile Workers' Union	29.10.2021	3 years	1.1.2021 – 31.12.2023	161

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
289.	154/2021	Survitec Safety Solutions Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	29.10.2021	2 years	1.1.2021 – 31.12.2022	25
290.	203/2021	Tay Paper Recycling Pte Ltd	Building Construction and Timber Industries Employees' Union	29.10.2021	3 years	1.6.2021 – 31.5.2024	67
291.	206/2021	Markono Print Media Pte Ltd	Singapore Industrial & Services Employees' Union	29.10.2021	3 years	1.6.2021 – 31.5.2024	115
292.	208/2021	HK Queen Shipping Pte Ltd	Singapore Organisation of Seamen	29.10.2021	3 years	1.6.2021 – 31.5.2024	105
293.	216/2021	F&N Foods Pte Ltd	Food, Drinks and Allied Workers' Union	29.10.2021	3 years	1.1.2021 – 31.12.2023	198
294.	222/2021	Pacific International Lines (Pte) Ltd	Singapore Maritime Officers' Union	29.10.2021	2 years	28.5.2021 – 27.5.2023	256
295.	224/2021	Caterpillar Energy Solutions Asia Pacific Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	29.10.2021	3 years	1.7.2021 – 30.6.2024	16

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
296.	240/2021	Cosco Shipping Energy Transportation Co. Ltd represented in Singapore by Cosco Shipping Tanker (Singapore) Pte Ltd	Singapore Maritime Officers' Union	29.10.2021	2 years	15.6.2021 – 14.6.2023	79
297.	259/2021	Tolani Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	29.10.2021	3 years	1.4.2021 – 31.3.2024	27
298.	317/2021	Wilhelmsen Ship Management Singapore Pte Ltd	Singapore Maritime Officers' Union	29.10.2021	2 years	1.9.2021 – 31.8.2023	30
299.	320/2021	Thoresen & Co., (Bangkok) Ltd represented in Singapore by Thoresen Shipping Singapore Pte Ltd	Singapore Organisation of Seamen	29.10.2021	2 years	1.7.2021 – 30.6.2023	119
300.	341/2021	Trust Maritime Services Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	29.10.2021	2 years	1.9.2021 – 31.8.2023	17
301.	352/2021	Eastern Pacific Shipping Pte Ltd	Singapore Organisation of Seamen	29.10.2021	2 years	1.8.2021 – 31.7.2023	240

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
302.	355/2020	J Ship Management Pte. Ltd, represented in Singapore by Zeaborn Ship Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	15.11.2021	2 years 11 mths 2 days	30.4.2020 – 31.3.2023	10
303.	383/2020	Societe Des Matieres Premieres Tropicales Pte Ltd	The Singapore Manual & Mercantile Workers' Union	15.11.2021	3 years	1.8.2020 – 31.7.2023	4
304.	434/2020	Societe Air France	The Singapore Manual & Mercantile Workers' Union	15.11.2021	2 years	1.1.2021 – 31.12.2022	30
305.	435/2020	Societe Air France (Executive)	The Singapore Manual & Mercantile Workers' Union	15.11.2021	2 years	1.1.2021 – 31.12.2022	17
306.	436/2020	KLM Royal Dutch Airlines	The Singapore Manual & Mercantile Workers' Union	15.11.2021	2 years	1.1.2021 – 31.12.2022	34
307.	437/2020	KLM Royal Dutch Airlines (Executive)	The Singapore Manual & Mercantile Workers' Union	15.11.2021	2 years	1.1.2021 – 31.12.2022	30
308.	16/2021	Eagle Services Asia Private Limited	Singapore Airlines Staff Union	15.11.2021	3 years	1.7.2020 – 30.6.2023	423



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
309.	50/2021	Philippine Airlines	The Singapore Manual & Mercantile Workers' Union	15.11.2021	3 years	1.1.2021 – 31.12.2023	11
310.	89/2021	A Tact Security Services & Management Pte Ltd	Union of Security Employees	15.11.2021	3 years	1.4.2021 – 31.3.2024	58
311.	103/2021	MTQ Engineering Pte Ltd	Shipbuilding & Marine Engineering Employees' Union	15.11.2021	2 years	1.4.2021 – 31.3.2023	54
312.	163/2021	JAL Pari Pte Ltd	Singapore Maritime Officers' Union	15.11.2021	2 years	1.4.2021 – 31.3.2023	30
313.	167/2021	Raffles Technical Service Pte Ltd	Singapore Maritime Officers' Union	15.11.2021	2 years	15.4.2021 – 14.4.2023	22
314.	179/2021	Fong's Engineering & Manufacturing Pte Ltd	Metal Industries Workers' Union	15.11.2021	3 years	1.11.2020 – 31.10.2023	89
315.	229/2021	Cosco Shipping Energy Transportation Co. Ltd represented in Singapore by the Cosco Shipping Tanker (Singapore) Pte. Ltd	Singapore Organisation of Seamen	15.11.2021	2 years	1.6.2021 – 31.5.2023	80

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
316.	245/2021	Khong Guan Biscuit Factory (Singapore) Private Limited	Food, Drinks and Allied Workers' Union	15.11.2021	3 years	1.7.2021 – 30.6.2024	89
317.	40/2021	DHL Supply Chain Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	23.11.2021	2 years 11 mths	1.8.2020 – 30.6.2023	1500
318.	48/2021	Seng Foo Building Construction Pte Ltd	Building Construction and Timber Industries Employees' Union	23.11.2021	3 years	1.1.2021 – 31.12.2023	300
319.	72/2021	YTC Peninsula Shopping Complex Pte Ltd	Singapore Industrial & Services Employees' Union	23.11.2021	3 years	1.7.2020 – 30.6.2023	13
320.	100/2021	Borneo Motors (S) Private Limited	The Singapore Manual & Mercantile Workers' Union	23.11.2021	3 years	1.1.2021 – 31.12.2023	301
321.	138/2021	Fujitec Singapore Corporation Limited	United Workers of Electronics & Electrical Industries	23.11.2021	3 years	1.1.2021 – 31.12.2023	338
322.	141/2021	Sumitomo Corporation Asia & Oceania Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	23.11.2021	3 years	1.4.2021 – 31.3.2024	55

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
323.	145/2021	Ngee Ann Polytechnic	Ngee Ann Polytechnic Academic Staff Union	23.11.2021	3 years	1.7.2021 – 30.6.2024	686
324.	174/2021	Leung Kai Fook Medical Company (Pte) Ltd	Chemical Industries Employees Union	23.11.2021	3 years	1.6.2021 - 31.5.2024	63
325.	182/2021	Toa Corporation	Building Construction and Timber Industries Employees' Union	23.11.2021	3 years	1.7.2021 – 30.6.2024	9
326.	184/2021	Hotel Miramar (Singapore) Limited	Food, Drinks and Allied Workers' Union	23.11.2021	3 years	1.5.2021 – 30.4.2024	58
327.	221/2021	Hitachi Elevator Asia Private Limited	Metal Industries Workers' Union	23.11.2021	3 years	1.7.2021 – 30.6.2024	443
328.	246/2021	Toshiba Tec Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	23.11.2021	3 years	1.7.2021 – 30.6.2024	130
329.	269/2021	Sembcorp Environment Pte Ltd	Building Construction and Timber Industries Employees' Union	23.11.2021	3 years	1.7.2021 – 30.6.2024	24

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
330.	270/2021	Sembwaste Pte Ltd	Building Construction and Timber Industries Employees' Union	23.11.2021	3 years	1.7.2021 – 30.6.2024	699
331.	276/2021	Tolani Shipping (Singapore) Pte Ltd	Singapore Organisation of Seamen	23.11.2021	3 years	1.4.2021 – 31.3.2024	35
332.	281/2021	Actus Guards Pte Ltd	Union of Security Employees	23.11.2021	3 years	1.12.2021 – 30.11.2024	7
333.	309/2021	PACC Ship Managers Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	23.11.2021	2 years	1.7.2021 – 30.6.2023	36
334.	313/2021	Qingdao Agricore Ship Management Co. Ltd represented in Singapore by Agricore Shipping Pte. Ltd.	Singapore Organisation of Seamen	23.11.2021	2 years	25.5.2021 – 24.5.2023	186
335.	314/2021	Mapletree Investments Pte Ltd ("MIPL")	Building Construction and Timber Industries Employees' Union	23.11.2021	3 years	1.10.2021 – 30.9.2024	626
336.	351/2021	PSA Corporation Limited	Singapore Port Workers Union	23.11.2021	3 years	1.10.2021 – 30.9.2024	4524

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
337.	30/2021	Oiltanking Group of Companies in Singapore – Oiltanking Asia Pacific Pte Ltd, Oiltanking Singapore Ltd, Oiltanking Singapore Chemical Storage and Oiltanking Helios Singapore Pte Ltd	The United Workers of Petroleum Industry	13.12.2021	3 years	1.1.2021 – 31.12.2023	155
338.	71/2021	The HongKong and Shanghai Banking Corporation Limited, Singapore branch and HSBC Bank (Singapore) Limited.	The Singapore Bank Employees' Union	13.12.2021	3 years	1.1.2021 – 31.12.2023	94
339.	183/2021	Security & Risk Solutions Pte. Ltd	Union of Security Employees	13.12.2021	3 years	1.6.2021 – 31.5.2024	250
340.	192/2021	Ngee Ann Polytechnic	The Singapore Manual & Mercantile Workers' Union	13.12.2021	3 years	1.6.2021 – 31.5.2024	537
341.	223/2021	Info-Communications Media Development Authority	The Amalgamated Union of Public Employees	13.12.2021	3 years	1.7.2021 – 30.6.2024	613
342.	225/2021	Empire Security Pte Ltd	Union of Security Employees	13.12.2021	3 years	1.8.2021 – 31.7.2024	71
343.	230/2021	Bata Shoe (Singapore) Pte Ltd	Chemical Industries Employees' Union	13.12.2021	3 years	1.4.2021 – 31.3.2024	12

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
344.	237/2021	Kyowa Security Guard & General Services Pte Ltd	Union of Security Employees	13.12.2021	3 years	1.7.2021 – 30.6.2024	78
345.	284/2021	Cosco Wallem Ship Management Co., Ltd represented in Singapore by Solebay Shipping Cape Pte Ltd	Singapore Maritime Officers' Union	13.12.2021	3 years	23.4.2021 – 22.4.2024	8
346.	285/2021	Singapore Institute of Management of the one part, which comprises Singapore Institute of Management Holdings Pte Ltd and SIM AEC Pte Ltd under the SIM Group	Education Services Union	13.12.2021	3 years	1.5.2021 – 30.4.2024	369
347.	286/2021	MMS Bulkship Management (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	13.12.2021	3 years	1.7.2021 – 30.6.2024	11
348.	287/2021	MMS Bulkship Management (Singapore) Pte Ltd – (MC Shipping [Singapore Flag Vessels])	Singapore Organisation of Seamen	13.12.2021	3 years	1.7.2021 – 30.6.2024	20

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
349.	294/2021	STC Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	13.12.2021	3 years	1.7.2021 – 30.6.2024	50
350.	299/2021	Genesis Navigation Pte. Ltd. – (Singapore Flag Vessels)	Singapore Organisation of Seamen	13.12.2021	2 years	1.4.2021 – 31.3.2023	12
351.	311/2021	Genesis Navigation Pte. Ltd	Singapore Maritime Officers' Union	13.12.2021	2 years	1.4.2021 – 31.3.2023	10
352.	315/2021	MMS Bulkship Management (Singapore) Pte Ltd – (Maersk Stadelhorn)	Singapore Maritime Officers' Union	13.12.2021	3 years	1.7.2021 – 30.6.2024	10
353.	380/2021	Asia Pacific Shipmanagement Pte Ltd	Singapore Maritime Officers' Union	13.12.2021	2 years	1.8.2021 – 31.7.2023	12
354.	74/2021	Top Guard Security Management Pte Ltd	Union of Security Employees	17.12.2021	3 years	1.3.2021 – 28.2.2024	56
355.	98/2021	Croda Singapore Pte Ltd	Chemical Industries Employees' Union	17.12.2021	3 years	1.1.2021 – 31.12.2023	190

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
356.	104/2021	RCMS Properties Pte Ltd a subsidiary of Pontiac Marina Private Limited and trading as The Ritz-Carlton, Millenia Singapore	Food, Drinks and Allied Workers' Union	17.12.2021	2 years	1.1.2020 – 31.12.2021	225
357.	110/2021	Chevron Singapore Pte Ltd	The United Workers of Petroleum Industry	17.12.2021	2 years	1.1.2021 – 31.12.2022	27
358.	172/2021	Kyowa Singapore Pte Ltd	Metal Industries Workers' Union	17.12.2021	3 years	1.1.2021 – 31.12.2023	141
359.	194/2021	Tradewinds Tours & Travel Private Limited	Air Transport Executive Staff Union	17.12.2021	2 years 1 month	1.12.2020 – 31.12.2022	10
360.	209/2021	Malayan Banking Berhad, as well as Maybank Singapore Limited, a wholly-owned subsidiary of Malayan Banking Berhad	Banking and Financial Services Union	17.12.2021	3 years	1.1.2021 – 31.12.2023	145
361.	211/2021	Asia Pacific Breweries (Singapore) Pte Ltd	Food, Drinks and Allied Workers' Union	17.12.2021	3 years	1.1.2021 – 31.12.2023	40



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
362.	220/2021	Amphenol FCI Connectors Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	17.12.2021	3 years	1.7.2021 – 30.6.2024	68
363.	235/2021	Singapore Telecommunications Ltd ("SINGTEL") for and on behalf of itself and each of its following subsidiaries, namely, SingTel Mobile Singapore Pte Ltd, Telecom Equipment Pte Ltd, NCS Pte Ltd and NCS Communications Engineering Pte Ltd	Union of Telecoms Employees of Singapore	17.12.2021	3 years	1.7.2021 – 30.6.2024	2899
364.	239/2021	Panasonic Appliances Refrigeration Devices Singapore	United Workers of Electronics & Electrical Industries	17.12.2021	3 years	1.7.2021 – 30.6.2024	669
365.	247/2021	Sime Darby Group of Companies comprising (Mecomb Singapore Limited & Motion Smith)	The Singapore Manual & Mercantile Workers' Union	17.12.2021	3 years	1.1.2021 – 31.12.2023	26
366.	252/2021	National University of Singapore	Education Services Union	17.12.2021	2 years 11 mths	1.2.2021 – 31.12.2023	1860

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
367.	255/2021	Lumileds Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	17.12.2021	3 years	1.7.2021 – 30.6.2024	562
368.	432/2020	Great Circle Shipping Agency Ltd represented in Singapore by Precious Shipping (Singapore) Pte Ltd	Singapore Maritime Officers' Union	23.12.2021	2 years 3 mths	1.10.2020 – 31.12.2022	160
369.	80/2021	State of India	Banking and Financial Services Union	23.12.2021	3 years	1.10.2020 – 30.9.2023	14
370.	113/2021	Pacific International Lines (Pte) Ltd	Singapore Organisation of Seamen	23.12.2021	2 years	11.3.2021 – 10.3.2023	404
371.	122/2021	Belships Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	23.12.2021	2 years	24.4.2021 – 23.4.2023	40
372.	214/2021	Meiji Seika (Singapore) Pte Ltd	Food, Drinks and Allied Workers' Union	23.12.2021	3 years	1.2.2021 – 31.1.2024	260
373.	236/2021	Evergas Ship Management Pte Ltd	Singapore Maritime Officers' Union	23.12.2021	3 years	1.7.2021 – 30.6.2024	28
374.	256/2021	Encompass Digital Media Services Limited Singapore Branch	The Singapore Manual & Mercantile Workers' Union	23.12.2021	3 years	1.7.2021 – 30.6.2024	14

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
375.	258/2021	TSCL Holdings Pte Ltd	Singapore Maritime Officers' Union	23.12.2021	3 years	1.4.2021 – 31.3.2024	18
376.	261/2021	BRC Asia Limited	Building Construction and Timber Industries Employees' Union	23.12.2021	3 years	1.8.2021 – 31.7.2024	132
377.	262/2021	Yokogawa Electric Asia Pte Ltd	United Workers of Electronics & Electrical Industries	23.12.2021	3 years	1.7.2021 – 30.6.2024	90
378.	273/2021	Executive Ship Management Pte Ltd	Singapore Maritime Officers' Union	23.12.2021	2 years	1.7.2021 – 30.6.2023	177
379.	274/2021	Yokogawa Electric International Pte Ltd and Yokogawa Engineering Asia Pte Ltd	United Workers of Electronics & Electrical Industries	23.12.2021	3 years	1.7.2021 – 30.6.2024	5
380.	275/2021	Solebay Shipping Cape Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	23.12.2021	3 years	23.4.2021 – 22.4.2024	13
381.	277/2021	TSCL Holdings Pte Ltd	Singapore Organisation of Seamen	23.12.2021	3 years	1.4.2021 – 31.3.2024	24

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
382.	290/2021	Thoresen & Co (Bangkok) Ltd., represented in Singapore by Thoresen Shipping Singapore Pte Ltd	Singapore Maritime Officers' Union	23.12.2021	2 years	1.7.2021 – 30.6.2023	45
383.	316/2021	MMS Bulkship Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	23.12.2021	3 years	1.7.2021 – 30.6.2024	40
384.	348/2021	Agricore Shipping Pte Ltd	Singapore Maritime Officers' Union	23.12.2021	2 years	1.7.2021 – 30.6.2023	186
385.	363/2021	Schaefer Systems International Pte Ltd	Singapore Industrial & Services Employees' Union	23.12.2021	2 years	1.1.2022 – 31.12.2023	67
386.	372/2021	Scoot Tigerair Pte. Ltd.	Scoot Staff Union	23.12.2021	2 years	1.4.2021 – 31.3.2023	1534
387.	373/2021	Chubb Insurance Singapore Limited	Singapore Insurance Employees' Union	23.12.2021	3 years	1.1.2021 – 31.12.2023	33
388.	377/2021	Asia Pacific Shipmanagement Pte Ltd	Singapore Organisation of Seamen	23.12.2021	2 years	1.8.2021 – 31.7.2023	23
389.	389/2021	Union Marine Management Services Pte Ltd	Singapore Maritime Officers' Union	23.12.2021	2 years	16.8.2021 – 15.8.2023	30

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
390.	402/2021	Posh Fleet Services Pte Ltd	Singapore Organisation of Seamen	23.12.2021	2 years	1.1.2021 – 31.12.2022	30
391.	233/2020	SIA Engineering Company Limited	SIA Engineering Company Engineers and Executives Union	30.12.2021	3 years	1.1.2019 – 31.12.2021	858