

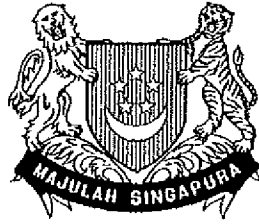
Annual Report of the President Industrial  
Arbitration Court 2019  
S. 540 of 2020  
Presented to Parliament pursuant to Section 86 of  
the Industrial Relations Act  
Ordered by Parliament to lie upon the Table:  
19 June 2020



REPUBLIC OF SINGAPORE

**ANNUAL REPORT**  
**OF THE**  
**PRESIDENT**  
**INDUSTRIAL ARBITRATION COURT**  
**2019**

Made pursuant to Section 86 of the  
Industrial Relations Act



REPUBLIC OF SINGAPORE

**59TH ANNUAL REPORT**  
**OF**  
**THE PRESIDENT**  
**OF THE**  
**INDUSTRIAL ARBITRATION COURT**  
**FOR THE PERIOD**  
**1 JANUARY TO 31 DECEMBER 2019**  
**TO**  
**THE HONOURABLE**  
**MRS JOSEPHINE TEO**  
**MINISTER FOR MANPOWER**

PURSUANT TO SECTION 86 OF THE INDUSTRIAL RELATIONS ACT

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**59TH ANNUAL REPORT**  
**OF THE**  
**INDUSTRIAL ARBITRATION COURT**

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

In 2019, the principal officers of the Industrial Arbitration Court ("the Court") were:

President:	Justice Chan Seng Onn
Deputy President:	Justice See Kee Oon Presiding Judge, State Courts
Registrars:	Mr Kim Chee Meng (w.e.f 1.7.2019) Mdm Anita Ng (until 30.6.2019)
Assistant Registrars:	Mr Jameson Quek Mrs Woo-Yip Poh Kuen (until 24.4.2019)

**2 MEMBERS OF THE EMPLOYER PANEL**

*For the year under review, the members of the employer panel constituted under section 6 of the Industrial Relations Act ("the Act") were:*

- (1) Ms Cheong Meng Foong
- (2) Mr Chung Chun Leong Paul
- (3) Ms Mable Chan Kam Man
- (4) Ms Goh Kah Eem
- (5) Mr Ang Zhongren
- (6) Ms Chan Mui Wah Daisy
- (7) Ms Lim Lee Ching Elsie

- (8) Mr Ng Kok Cheong
- (9) Dr Ng Li Sa
- (10) Mr Tan Hoe Soon

### **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 (from 2 May 2019)
- (11) Ms Choo Sor Chew (until 1 May 2019)

### **4 REFEREES OF THE COURT**

During the year under review, the Referees of the Court appointed under section 43 of the Act were:

- (1) Ms Barker Deborah Evaline
- (2) Ms Salina Binte Ishak
- (3) Ms Lim Hui Min, the Director of Legal Aid
- (4) Mr Chan Leng Sun

- (5) Mr Chew Kwee Hoe Leslie
- (6) Mr Francis Xavier s/o Subramaniam Xavier Augustine

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

In 2019, the Court heard an application under section 44 of the Act made by SBS Transit Ltd and SBS Transit DTL Pte Ltd for the interpretation of clauses in collective agreements relating to working hours, overtime and rest day. The Court, on its own motion, also examined whether there had been compliance with those clauses. Based on the information provided by the Applicant and the National Transport Workers' Union, the Court was satisfied that they had been fully complied with and were in accordance with the Employment Act (Cap 91).

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

432 Collective Agreements ("CAs") were filed with the Court in 2019, an increase of 49 CAs over the previous year. Together with the 48 CAs brought forward from 2018, a total of 480 CAs had to be processed and certified. Out of these CAs, 405 were certified by the Court and 14 of them involved public sector employees. At the end of 2019, there were 75 CAs pending certification.

## **7 VARIATION OF COLLECTIVE AGREEMENTS**

In 2019, fifteen variations of CAs were filed with the Court compared to five applications in 2018. Fourteen of them were approved by the Court in 2019. At the end of 2019, there was one variation pending approval.

A breakdown of the approved applications is as follows:

<b>Particulars of Application</b>	<b>Number of Applications</b>
New Salary Structure	4
Increase Maximum Value of Award	1
Company Training Committee	1
Revised Job Grade and Job Title	1
Amendments to Long Service Award, Retrenchment Benefits, Annual Wage Supplement, Salary Range, Salary Review, Variable Bonus, Annual Leave & Sick Leave	1
Shift Allowance	1
Improve Medical Benefit scheme	1
Benefits Adjustments	2
Change Existing Dental Benefit, Salary & Promotion Structure	1
Driving Allowance, Special Allowance & Salary Ranges (Schedule I)	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 432 CAs filed with the Court in 2019, 321 CAs had a duration of three years, 95 had a duration of two years and 16 had a duration of between two and three years.



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

<b>Duration</b>	<b>2019</b>		<b>2018</b>		<b>2017</b>	
3 years	321	(74.3%)	306	(79.9%)	322	(76.8%)
Between 2 and 3 years	16	(3.7%)	13	(3.4%)	15	(3.6%)
2 years	95	(22.0%)	64	(16.7%)	82	(19.6%)
<b>TOTAL</b>	<b>432</b>	<b>(100%)</b>	<b>383</b>	<b>(100%)</b>	<b>419</b>	<b>(100%)</b>

In 2019, out of the 432 CAs filed with the Court, 66 CAs had prospective operative dates, 224 CAs had retrospective operative dates of six months or less and 142 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>2019</b>		<b>2018</b>		<b>2017</b>	
With prospective dates of operation	66	(15.3%)	57	(14.9%)	71	(16.9%)
With retrospective dates of operation of 6 months or less	224	(51.8%)	222	(57.9%)	256	(61.1%)
With retrospective dates of operation of more than 6 months	142	(32.9%)	104	(27.2%)	92	(22.0%)
<b>TOTAL</b>	<b>432</b>	<b>(100%)</b>	<b>383</b>	<b>(100%)</b>	<b>419</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>2019</b>	<b>2018</b>	<b>2017</b>
>6 months and $\leq$ 12 months	85	74	61
>12 months and $\leq$ 18 months	47	17	16
>18 months and $\leq$ 24 months	8	9	12
>24 months	2	4	3
<b>TOTAL</b>	<b>142</b>	<b>104</b>	<b>92</b>

## 10 EMPLOYEE RETIREMENT AGE

In 2019, 318 of the 432 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	1	(0.2%)
At age 62	309	(71.5%)
Above age 62	9	(2.1%)
No age provision	113	(26.2%) (including 108 CAs for seamen who are employed on fixed term contract of less than 12 months)
<b>TOTAL</b>	<b>432</b>	<b>(100%)</b>

## **11 SUPPORTING STAFF OF THE COURT**

In addition to the President, Deputy President, Registrar, Assistant Registrar, the IAC had four supporting staff in 2019.

## **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 23<sup>rd</sup> day of March 2020



**JUSTICE CHAN SENG ONN  
PRESIDENT**

TABLE 1

APPLICATIONS FILED WITH THE COURT IN 2019

Nature of Application	Cognisance under the Industrial Relations Act / Regulations	No.
<b><u>Arbitration</u></b> Interpretation of an Award	Section 44	1
<b><u>Variation</u></b> Variation of awards/collective agreements	Section 45	15
<b>Total</b>		<b>16</b>

TABLE 2

**AWARDS AND ORDERS MADE, DISPUTES OTHERWISE DEALT WITH,  
AND COLLECTIVE AGREEMENTS CERTIFIED IN 2019**

Particulars	No	No. of employees covered
Awards and orders made		
- Disputes	1	6,808
- Variation of collective agreements	14	14,079
Collective agreements certified	405	93,781

TABLE 3

**AWARDS AND ORDERS MADE BY THE COURT IN 2019**

Particulars	No.
<b><u>Disputes</u></b>	
Interpretation of Award	1
<b><u>Variation</u></b>	
Variation of awards/collective agreements	14
<b>Total</b>	<b>15</b>

**TABLE 4**

**CATEGORIES OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS CERTIFIED, AWARDS AND ORDERS MADE BY THE COURT IN 2019**

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	8	70	238	80	<b>405</b>
Awards and orders	-	-		15	-	<b>15</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 2019**

Particulars	Private Enterprise	Statutory Board	Government	Total
Collective agreements certified	391	14	-	<b>405</b>
Awards and orders	15	-	-	<b>15</b>

## MATTERS DEALT WITH BY THE COURT IN 2019

## 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				
D1/2019	10.10.2019	44	SBS Transit Ltd and SBS Transit DTL Pte Ltd	National Transport Workers' Union	Interpretation of an Award	6,808	Justice Chan Seng Onn	Date of Hearing 4 Nov 2019 & 13 Nov 2019  Date of Award 13 Nov 2019

**MATTERS DEALT WITH BY THE COURT IN 2019**

**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 2019

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 2019

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 2019

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 2019

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V1/2019	45	NOK Asia Company Pte. Ltd.	Metal Industries Workers' Union	34	New Salary Structure	26.2.2019
V2/2019	45	NOK Precision Component Singapore Pte. Ltd.	Metal Industries Workers' Union	59	New Salary Structure	26.2.2019
V3/2019	45	Corteco Asia Company Pte. Ltd.	Metal Industries Workers' Union	26	New Salary Structure	26.2.2019
V4/2019	45	National University Of Singapore	Education Services Union	2063	Increase Maximum Value Of Award	1.3.2019
V5/2019	45	Nippecraft Limited	Building Construction And Timber Industries Employees' Union	19	New Salary Structure	24.5.2019

VARIATION ORDERS MADE IN 2019

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V6/2019	45	Fairprice Group	Food, Drinks And Allied Workers Union	9851	Company Training Committee	9.9.2019
V7/2019	45	Infineon Technologies Asia Pacific Pte Ltd	United Workers Of Electronics & Electrical Industries	516	Revised Job Grade And Job Title	9.9.2019
V8/2019	45	Capitaland Limited	Singapore Industrial & Services Employees' Union	634	Amendments To LSA, RB, AWS, Salary Range, Salary Review, VB, AL & SL.	23.9.2019
V9/2019	45	Singapore LNG Corporation Pte Ltd	Union of Power and Gas Employees	49	Shift Allowance	2.10.2019
V10/2019	45	ETLA Limited	Metal Industries Workers' Union	242	Improve Medical Benefit Scheme	3.10.2019

VARIATION ORDERS MADE IN 2019

Appln. No.	I.R.A. Section	Parties Involved		Number of Employees Covered	Particulars of Variation	Date of Award
		Employer	Union			
V11/2019	45	United World College Of South East Asia	Education Services Union	151	Benefit Adjustments	26.11.2019
V12/2019	45	United World College Of South East Asia - East	Education Services Union	90	Benefit Adjustments	26.11.2019
V13/2019	45	Makino Asia Pte Ltd	Metal Industries Workers' Union	310	Change Existing Dental Benefit, Salary & Promotion Structure	11.11.2019
V14/2019	45	Singapore District Cooling Pte Ltd	Union of Power and Gas Employees	35	Driving Allowance, Special Allowance & Salary Ranges (Schedule I)	9.12.2019

## COLLECTIVE AGREEMENTS CERTIFIED IN 2019

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
1.	307/2018	National University Health System Pte. Ltd., National University Hospital (Singapore) Pte Ltd and National University Health Services Group Pte. Ltd.	Healthcare Services Employees' Union	8.1.2019	2 years	1.4.2018 – 31.3.2020	8168
2.	347/2018	Acteef Cleaning Specialists Pte Ltd	Building Construction and Timber Industries Employees' Union	8.1.2019	2 years	1.11.2018 – 31.10.2020	92
3.	348/2018	A&P Maintenance Services Pte Ltd	Building Construction and Timber Industries Employees' Union	8.1.2019	2 years	1.11.2018 – 31.10.2020	432
4.	349/2018	Panasonic AVC Networks Singapore	United Workers of Electronics & Electrical Industries	8.1.2019	3 years	1.1.2018 – 31.12.2020	60
5.	352/2018	Carrier Singapore (Pte) Limited	Singapore Industrial & Services Employees' Union	8.1.2019	3 years	1.9.2018 – 31.8.2021	13
6.	353/2018	Carrier Singapore (Pte) Limited	Singapore Industrial & Services Employees' Union	8.1.2019	3 years	1.9.2018 – 31.8.2021	95

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
7.	358/2018	Hitachi Chemical (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	8.1.2019	3 years	1.7.2018 – 30.6.2021	700
8.	367/2018	PT Garuda Indonesia (Persero) TBK	The Singapore Manual & Mercantile Workers' Union	8.1.2019	3 years	1.1.2019 – 31.12.2021	34
9.	374/2018	PSA Marine (Pte) Ltd	Singapore Port Workers Union	8.1.2019	3 years	1.10.2018 – 30.9.2021	404
10.	386/2018	Active Shipping & Management Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	8.1.2019	2 years 4 mths 21 days	10.8.2018 – 31.12.2020	23
11.	389/2018	Cold Storage Singapore (1983) Private Limited	Food, Drinks and Allied Workers Union	8.1.2019	3 years	1.1.2019 – 31.12.2021	3584
12.	397/2018	Foscon Shipmanagement, Inc represented in Singapore by Regional Shipping Services Pte Ltd	Singapore Maritime Officers' Union	8.1.2019	2 years	1.1.2019 – 31.12.2020	30
13.	331/2018	Ramky Cleantech Services (Pte) Ltd	Building Construction and Timber Industries Employees' Union	9.1.2019	2 years	1.7.2018 – 30.6.2020	1891



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
14.	332/2018	Eaglestar Shipmanagement (S) Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	9.1.2019	2 years	1.7.2018 – 30.6.2020	480
15.	343/2018	Saipem Singapore Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	9.1.2019	3 years	1.4.2018 – 31.3.2021	13
16.	345/2018	India International Insurance Pte Ltd	Singapore Insurance Employees' Union	9.1.2019	3 years	1.1.2018 – 31.12.2020	21
17.	369/2018	Multico Infracore Holdings Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.1.2019	3 years	1.1.2019 – 31.12.2021	38
18.	378/2018	The Great Eastern Life Assurance Company Limited	Singapore Insurance Employees' Union	9.1.2019	3 years	1.1.2018 – 31.12.2020	110
19.	379/2018	Great Eastern General Insurance Limited	Singapore Insurance Employees' Union	9.1.2019	3 years	1.1.2018 – 31.12.2020	21
20.	382/2018	Singapore Takada Industries Private Limited	Metal Industries Workers' Union	9.1.2019	3 years	1.1.2019 – 31.12.2021	22

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
21.	383/2018	SKF Asia Pacific Pte. Ltd.	Singapore Industrial & Services Employees' Union	9.1.2019	3 years	1.1.2019 – 31.12.2021	44
22.	400/2018	Toppan Security Printing Pte Ltd	Singapore Industrial & Services Employees' Union	9.1.2019	3 years	1.1.2019 – 31.12.2021	172
23.	273/2018	Jotun (Singapore) Pte Ltd	Chemical Industries Employees' Union	10.1.2019	2 years 1 month	1.4.2018 – 30.4.2020	100
24.	330/2018	United Overseas Bank Limited	The Singapore Bank Officers' Association	10.1.2019	3 years	1.1.2018 – 31.12.2020	623
25.	333/2018	YCH Distripark (Pte) Ltd	National Transport Workers' Union	10.1.2019	2 years	1.1.2018 – 31.12.2019	251
26.	335/2018	JVCKenwood Technologies Singapore Pte. Ltd.	United Workers of Electronics & Electrical Industries	10.1.2019	3 years	1.6.2018 – 31.5.2021	41
27.	351/2018	Millennium & Copthorne International Limited (M Hotel Singapore) doing business as M Hotel Singapore	Food, Drinks and Allied Workers Union	10.1.2019	3 years	1.1.2018 – 31.12.2020	97

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
28.	355/2018	Nestlé Singapore (Pte) Ltd	The Singapore Manual & Mercantile Workers' Union	10.1.2019	3 years	1.1.2019 – 31.12.2021	211
29.	373/2018	CPG Corporation Group of Companies (CPG Corporation Pte Ltd, CPG Consultants Pte Ltd, CPG Facilities Management Pte Ltd, PM Link Pte Ltd, Construction Professionals Pte Ltd and Indeco Consortium Pte Ltd)	Building Construction and Timber Industries Employees' Union	10.1.2019	2 years	1.11.2018 – 31.10.2020	800
30.	380/2018	LF Logistics Services Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.1.2019	3 years	1.7.2018 – 30.6.2021	390
31.	381/2018	Haw Par Healthcare Limited	Chemical Industries Employees' Union	10.1.2019	3 years	1.1.2019 – 31.12.2021	270
32.	384/2018	Composite Technology International Pte Ltd	Singapore Industrial & Services Employees' Union	10.1.2019	3 years	1.1.2019 – 31.12.2021	17
33.	385/2018	Metro (Private) Limited	The Singapore Manual & Mercantile Workers' Union	10.1.2019	3 years	1.1.2019 – 31.12.2021	237

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
34.	394/2018	Securitas Guarding Services (Singapore) Pte Ltd	Union of Security Employees	10.1.2019	2 years	1.1.2019 – 31.12.2020	556
35.	402/2018	Synergy Marine Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	10.1.2019	3 years	1.1.2019 – 31.12.2021	120
36.	403/2018	Nanyang Academy of Fine Arts	Education Services Union	10.1.2019	3 years	1.1.2019 – 31.12.2021	222
37.	404/2018	MMS Company Ltd., Singapore Branch	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	10.1.2019	3 years	29.8.2018 – 28.8.2021	23
38.	259/2018	Shell International Shipping Services (Pte) Ltd	Singapore Maritime Officers' Union	14.1.2019	3 years	7.12.2017 – 6.12.2020	30
39.	340/2018	Cattle Line Two Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	14.1.2019	2 years	6.9.2018 – 5.9.2020	15
40.	393/2018	Singapore Cruise Centre Pte Ltd	Singapore Industrial & Services Employees' Union	14.1.2019	3 years	1.1.2019 – 31.12.2021	63

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
41.	395/2018	Ben Line Agencies (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	16.1.2019	3 years	1.7.2018 – 30.6.2021	21
42.	1/2019	Wei Hai International Ship Management Company Ltd represented in Singapore by Longwell International Pte Ltd	Singapore Maritime Officers' Union	16.1.2019	2 years	1.1.2019 – 31.12.2020	8
43.	360/2018	Sunningdale Tech Limited	Chemical Industries Employees' Union	21.1.2019	3 years	1.9.2018 – 31.8.2021	219
44.	361/2018	Sunningdale Precision Industries Limited	Chemical Industries Employees' Union	21.1.2019	3 years	1.9.2018 – 31.8.2021	41
45.	409/2018	Republic Plaza City Club (S) Pte Ltd	Attractions, Resorts & Entertainment Union	21.1.2019	3 years	1.7.2018 – 30.6.2021	55
46.	410/2018	The Bank of East Asia, Limited	The Singapore Bank Officers' Association	21.1.2019	2 years	1.1.2019 – 31.12.2020	32
47.	362/2018	OMNI Mold Limited	Chemical Industries Employees' Union	23.1.2019	3 years	1.9.2018 – 31.8.2021	59

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
48.	363/2018	UFE Pte Ltd	Chemical Industries Employees' Union	23.1.2019	3 years	1.9.2018 – 31.8.2021	31
49.	376/2018	BNL Group of Companies (BNL Services Pte Ltd, BNL Environment Pte. Ltd., BNL Waste Management Pte. Ltd.)	Building Construction and Timber Industries Employees' Union	23.1.2019	2 years	1.7.2018 – 30.6.2020	280
50.	390/2018	Casio Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	23.1.2019	3 years	1.1.2018 – 31.12.2020	88
51.	392/2018	LSC SIA represented in Singapore by the C.F. Sharp Shipping Agencies Singapore – (Singapore Flag Vessels – Filipino Crew)	Singapore Organisation of Seamen	23.1.2019	2 years 3 mths	1.10.2018 – 31.12.2020	40
52.	418/2018	Colex Environmental Pte. Ltd	Building Construction and Timber Industries Employees' Union	23.1.2019	3 years	1.1.2019 – 31.12.2021	86
53.	2/2019	M.T.M. Ship Management Pte Ltd	Singapore Organisation of Seamen	23.1.2019	2 years	1.1.2019 – 31.12.2020	429
54.	341/2018	Pedro Investigations & Security Services Pte Ltd	Union of Security Employees	24.1.2019	2 years	1.4.2018 – 31.3.2020	142

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
55.	417/2018	Chinese Maritime Transport (S) Pte Ltd	Singapore Maritime Officers' Union	24.1.2019	3 years	1.2.2019 – 31.1.2022	18
56.	317/2018	SilkAir (Singapore) Private Limited	Air-Line Pilots Association – Singapore	4.2.2019	3 years	1.4.2017 – 31.3.2020	326
57.	368/2018	AFPD Pte Ltd	United Workers of Electronics & Electrical Industries	4.2.2019	3 years	1.7.2018 – 30.6.2021	501
58.	387/2018	Leung Kai Fook Medical Company (Pte) Ltd	Chemical Industries Employees' Union	4.2.2019	3 years	1.6.2018 – 31.5.2021	48
59.	396/2018	Nikon Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	4.2.2019	3 years	1.4.2019 – 31.3.2022	6
60.	401/2018	LVMH Fragrances & Cosmetics (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	4.2.2019	3 years	1.3.2019 – 28.2.2022	60
61.	414/2018	SGS Testing & Control Services Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	4.2.2019	3 years	1.1.2019 – 31.12.2021	223

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
62.	415/2018	WS Engineering & Fabrication Pte. Ltd.	Metal Industries Workers' Union	4.2.2019	2 years	1.1.2019 – 31.12.2020	1
63.	6/2019	Clifford Dispensary Pte Ltd	The Singapore Manual & Mercantile Workers' Union	4.2.2019	3 years	1.1.2019 – 31.12.2021	5
64.	8/2019	Aero Asia Security Systems Pte Ltd	Union of Security Employees	4.2.2019	3 years	1.6.2018 – 31.5.2021	80
65.	10/2019	Celeste Holding Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.2.2019	3 years	1.1.2019 – 31.12.2021	34
66.	11/2019	Celeste Holding Pte Ltd – Celeste Socius (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.2.2019	3 years	1.1.2019 – 31.12.2021	65
67.	20/2019	Tokio Marine Insurance Singapore Ltd	Singapore Insurance Employees' Union	4.2.2019	3 years	1.1.2018 – 31.12.2020	60
68.	23/2019	Pusaka Laut Pte. Ltd. – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.2.2019	2 years	1.1.2019 – 31.12.2020	33



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
69.	24/2019	Singa Star Pte. Ltd. – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.2.2019	2 years	1.1.2019 – 31.12.2020	24
70.	25/2019	MOL Tankship Management (Europe) Ltd represented in Singapore by MOL Tankship Management (Asia) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.2.2019	3 years	1.1.2019 – 31.12.2021	55
71.	26/2019	Chinese Maritime Transport (S) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.2.2019	3 years	1.2.2019 – 31.1.2022	21
72.	27/2019	ODFJELL Philippines, Inc., represented in Singapore by the ODFJELL Asia II Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.2.2019	2 years	1.1.2019 – 31.12.2020	141
73.	28/2019	Grindrod Shipping Pte Ltd – (Bulkers)	Singapore Maritime Officers' Union	4.2.2019	2 years	1.1.2019 – 31.12.2020	190
74.	29/2019	Grindrod Shipping Pte Ltd – (Tankers)	Singapore Maritime Officers' Union	4.2.2019	2 years	1.1.2019 – 31.12.2020	55
75.	222/2018	Union Containers (Pte) Ltd	Building Construction and Timber Industries Employees' Union	11.2.2019	3 years	1.1.2018 – 31.12.2020	87

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
76.	334/2018	YCH Global Logistics Pte Ltd and YCH Group Pte Ltd	National Transport Workers' Union	11.2.2019	2 years	1.1.2018 – 31.12.2019	47
77.	412/2018	Service Quality Centre Pte Ltd	Singapore Industrial & Services Employees' Union	11.2.2019	3 years	1.1.2019 – 31.12.2021	24
78.	7/2019	Diethelm Keller Aviation Pte Ltd	Metal Industries Workers' Union	11.2.2019	3 years	1.1.2019 – 31.12.2021	63
79.	5/2019	Aventis Pharma Manufacturing Pte Limited	Chemical Industries Employees' Union	13.2.2019	3 years	1.7.2018 – 30.6.2021	118
80.	32/2019	Centennial Maritime Ventures Pte. Ltd represented in Singapore by the C.F. Sharp Shipping Agencies Singapore – (Singapore Flag Vessels)	Singapore Organisation of Seamen	13.2.2019	2 years	1.1.2019 – 31.12.2020	85
81.	36/2019	Kose Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	13.2.2019	3 years	1.1.2019 – 31.12.2021	53
82.	399/2018	Delta Air Lines, Inc.	The Singapore Manual & Mercantile Workers' Union	19.2.2019	3 years	1.10.2018 – 30.9.2021	458

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
83.	13/2019	Gemalto Pte Ltd	United Workers of Electronics & Electrical Industries	19.2.2019	3 years	1.7.2018 – 30.6.2021	623
84.	18/2019	Yoshinoya (S) Pte Ltd	Singapore Industrial & Services Employees' Union	19.2.2019	3 years	1.1.2019 – 31.12.2021	45
85.	35/2019	Western Shipping Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	19.2.2019	2 years	1.1.2019 – 31.12.2020	188
86.	40/2019	Tai Chong Cheang Steamship Co (H.K.) Ltd represented by the Tai Chong Cheang Steamship Co (Singapore) Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.2.2019	2 years 11 mths	1.2.2019 – 31.12.2021	60
87.	41/2019	Tai Chong Cheang Steamship Co (Shanghai) Ltd represented by the Tai Chong Cheang Steamship Co (Singapore) Pte Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.2.2019	2 years 11 mths	1.2.2019 – 31.12.2021	108

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
88.	42/2019	Laurel Ship Management Pte. Ltd - (Singapore Flag Vessels)	Singapore Organisation of Seamen	19.2.2019	2 years 8 mths 15 days	15.4.2019 – 31.12.2021	45
89.	48/2019	Tai Chong Cheang Steamship Co (Shanghai) Ltd represented in Singapore by Tai Chong Cheang Steamship Co (Singapore) Pte Ltd	Singapore Maritime Officers' Union	19.2.2019	2 years 11 mths	1.2.2019 – 31.12.2021	81
90.	49/2019	Tai Chong Cheang Steamship Co (H.K.) Ltd represented in Singapore by Tai Chong Cheang Steamship Co (Singapore) Pte Ltd	Singapore Maritime Officers' Union	19.2.2019	2 years 11 mths	1.2.2019 – 31.12.2021	45
91.	377/2018	Shangri-La Hotel Limited and its subsidiary, Central Laundry Pte Ltd	Food, Drinks and Allied Workers Union	21.2.2019	3 years	1.7.2018 – 30.6.2021	551
92.	391/2018	Manulife (Singapore) Pte Ltd	Singapore Insurance Employees' Union	21.2.2019	3 years	1.1.2018 – 31.12.2020	21
93.	406/2018	Stella Chemifa Singapore Pte Ltd	Chemical Industries Employees' Union	21.2.2019	3 years	1.2.2019 – 31.1.2022	47

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
94.	411/2018	Hotel Royal Ltd	Food, Drinks and Allied Workers Union	21.2.2019	3 years	1.7.2018 – 30.6.2021	95
95.	12/2019	Dragnet Smartech Security Pte Ltd	Union of Security Employees	21.2.2019	3 years	1.11.2018 – 31.10.2021	140
96.	14/2019	Singapore Land Authority	Amalgamated Union of Statutory Board Employees	21.2.2019	3 years	11.2.2019 – 10.2.2022	331
97.	19/2019	Kodak Alaris Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	21.2.2019	2 years	1.1.2019 – 31.12.2020	3
98.	33/2019	Allied World Assurance Company, Ltd	Singapore Insurance Employees' Union	21.2.2019	3 years	1.1.2018 – 31.12.2020	24
99.	34/2019	MSIG Insurance (Singapore) Pte. Ltd.	Singapore Insurance Employees' Union	21.2.2019	3 years	1.1.2018 – 31.12.2020	171
100.	38/2019	Singapore LNG Corporation Pte Ltd	Union of Power and Gas Employees	21.2.2019	3 years	1.4.2018 – 31.3.2021	49
101.	123/2018	Lucite International Singapore Pte Ltd	Chemical Industries Employees' Union	26.2.2019	3 years	1.1.2018 – 31.12.2020	36
102.	157/2018	Jurong Port Pte Ltd	National Transport Workers' Union	26.2.2019	3 years	1.4.2017 – 31.3.2020	510

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
103.	22/2019	Etiqa Insurance Pte Ltd	Singapore Insurance Employees' Union	26.2.2019	3 years	1.1.2018 – 31.12.2020	11
104.	52/2019	Blue Marine Management (Pte) Ltd – (Vessels)	Singapore Maritime Officers' Union	26.2.2019	2 years	15.2.2019 – 14.2.2021	10
105.	388/2018	United Overseas Insurance Limited	Singapore Insurance Employees' Union	27.2.2019	3 years	1.1.2018 – 31.12.2020	43
106.	54/2019	Asia Maritime Pacific (Shanghai) Limited represented in Singapore by Asia Maritime Pacific (Singapore) Pte. Ltd.	Singapore Maritime Officers' Union	27.2.2019	2 years	1.2.2019 – 31.1.2021	80
107.	4/2019	Berger Paints Singapore Private Ltd	Chemical Industries Employees' Union	28.2.2019	3 years	1.1.2019 – 31.12.2021	43
108.	407/2018	Wärtsilä Singapore Pte Limited	Shipbuilding and Marine Engineering Employees' Union	1.3.2019	3 years	1.7.2017 – 30.6.2020	236
109.	60/2019	Singapore Power Limited	Union of Power and Gas Employees	1.3.2019	3 years	1.3.2019 – 28.2.2022	88

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
110.	61/2019	SP PowerGrid Limited	Union of Power and Gas Employees	1.3.2019	3 years	1.3.2019 – 28.2.2022	1442
111.	62/2019	SP Services Limited	Union of Power and Gas Employees	1.3.2019	3 years	1.3.2019 – 28.2.2022	515
112.	66/2019	Asia Maritime Pacific (Shanghai) Limited represented in Singapore by Asia Maritime Pacific (Singapore) Pte. Ltd	Singapore Organisation of Seamen	1.3.2019	2 years	1.2.2019 – 31.1.2021	112
113.	67/2019	Belships Management (Singapore) Pte Ltd – (SMOU/SOS IMEC IBF)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	1.3.2019	2 years	1.1.2019 – 31.12.2020	121
114.	45/2019	Government Technology Agency	Amalgamated Union of Statutory Board Employees	4.3.2019	3 years	1.1.2019 – 31.12.2021	1299
115.	405/2018	MS First Capital Insurance Limited	Singapore Insurance Employees' Union	6.3.2019	3 years	1.1.2018 – 31.12.2020	27
116.	17/2019	Bukit Timah Saddle Club	The Singapore Manual & Mercantile Workers' Union	6.3.2019	3 years	1.1.2019 – 31.12.2021	3

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
117.	37/2019	Shell Eastern Petroleum (Pte) Ltd, Shell Eastern Trading (Pte) Ltd, Shell Chemicals Seraya Pte Ltd and CRI/Criterion Marketing Asia Pacific Pte Ltd	Singapore Shell Employees' Union	6.3.2019	2 years	1.1.2018 – 31.12.2019	757
118.	47/2019	Apex Ship Management Pte Ltd – (SMOU/SOS IMEC IBF)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	6.3.2019	2 years	1.1.2019 – 31.12.2020	46
119.	57/2019	Welltech Marine Pte. Ltd. – (Vessels)	Singapore Maritime Officers' Union	6.3.2019	2 years	1.2.2019 – 31.1.2021	33
120.	31/2019	Casa (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	7.3.2019	3 years	1.7.2018 – 30.6.2021	16
121.	21/2019	Vantage Automotive Limited	The Singapore Motor Workshops Employees' Union	11.3.2019	3 years	1.1.2019 – 31.12.2021	52
122.	51/2019	Veritas Petroleum Services (Asia) Pte Ltd	Singapore Industrial & Services Employees' Union	14.3.2019	3 years	1.11.2018 – 31.10.2021	66
123.	56/2019	Senoko Energy Pte Ltd	Union of Power and Gas Employees	14.3.2019	3 years	1.3.2019 – 28.2.2022	112



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
124.	58/2019	Changi Airport Fuel Hydrant Installation Private Limited	United Workers of Petroleum Industry	14.3.2019	3 years	1.1.2019 – 31.12.2021	17
125.	416/2018	Fujifilm Asia Pacific Pte. Ltd.	Chemical Industries Employees' Union	18.3.2019	3 years	1.4.2018 – 31.3.2021	37
126.	9/2019	ST Engineering Marine Limited	Shipbuilding and Marine Engineering Employees' Union	18.3.2019	3 years	1.7.2018 – 30.6.2021	133
127.	30/2019	Dunlopillo (Singapore) Pte Ltd – Dunlop Singapore	The Singapore Manual & Mercantile Workers' Union	18.3.2019	3 years	1.1.2019 – 31.12.2021	4
128.	39/2019	Slab Services Private Limited	The Singapore Manual & Mercantile Workers' Union	18.3.2019	3 years	1.1.2019 – 31.12.2021	51
129.	84/2019	Langton Shipmanagement Limited represented in Singapore by the Nile Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	18.3.2019	2 years	1.3.2019 – 28.2.2021	21
130.	44/2019	Performance Motors Limited	The Singapore Manual & Mercantile Workers' Union	20.3.2019	3 years	1.1.2019 – 31.12.2021	251

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
131.	364/2018	Neom Maritime (Singapore) Pte Ltd – (Maersk Stadelhorn)	Singapore Maritime Officers' Union	21.3.2019	2 years 8 mths 5 days	26.10.2018 – 30.6.2021	10
132.	68/2019	Malayan Banking Berhad as well as Maybank Singapore Limited a wholly-owned subsidiary of Malayan Banking Berhad	Singapore Bank Employees' Union	21.3.2019	3 years	1.1.2018 – 31.12.2020	53
133.	69/2019	Hikoki Power Tools (Singapore) Pte Ltd	Metal Industries Workers' Union	21.3.2019	3 years	1.3.2019 – 28.2.2022	6
134.	75/2019	Tokio Marine Life Insurance Singapore Ltd	Singapore Insurance Employees' Union	21.3.2019	3 years	1.1.2018 – 31.12.2020	18
135.	86/2019	SATS Ltd. – (Administrative Staff)	Air-Transport Executive Staff Union	21.3.2019	3 years	1.4.2019 – 31.3.2022	310
136.	96/2019	Goodwill Maritime Pte Ltd	Singapore Maritime Officers' Union	21.3.2019	3 years	13.3.2019 – 12.3.2022	8
137.	3/2019	Swiss Precision Industries (Pte) Ltd	Metal Industries Workers' Union	25.3.2019	3 years	1.1.2019 – 31.12.2021	150

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
138.	85/2019	CGG Services (Singapore) Pte Ltd	Singapore Industrial & Services Employees' Union	25.3.2019	3 years	1.1.2019 – 31.12.2021	93
139.	92/2019	Alfa Crew Managers Pte Ltd	Singapore Organisation of Seamen	25.3.2019	3 years	1.1.2019 – 31.12.2021	10
140.	94/2019	MMSL Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	25.3.2019	3 years	30.3.2019 – 29.3.2022	27
141.	97/2019	Belships Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	25.3.2019	2 years	24.4.2019 – 23.4.2021	40
142.	398/2018	United Packaging Industries Pte Ltd	Building Construction and Timber Industries Employees' Union	26.3.2019	2 years 5 mths	1.7.2018 – 1.12.2020	105
143.	87/2019	BW Fleet Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	26.3.2019	2 years	1.4.2019 – 31.3.2021	752
144.	98/2019	Alfa Crew Managers Pte Ltd	Singapore Maritime Officers' Union	26.3.2019	3 years	1.1.2019 – 31.12.2021	10

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
145.	413/2018	Mitsui & Company (Asia Pacific) Private Limited – (Local Salaried Employees)	The Singapore Manual & Mercantile Workers' Union	28.3.2019	3 years	1.1.2018 – 31.12.2020	140
146.	63/2019	Business Connectivity Pte Ltd	Creative Media and Publishing Union	1.4.2019	3 years	1.1.2019 – 31.12.2021	7
147.	64/2019	Sembcorp Architects & Engineers Pte Ltd	Building Construction and Timber Industries Employees' Union	1.4.2019	3 years	1.1.2019 – 31.12.2021	53
148.	65/2019	Sembcorp Design and Construction Pte Ltd, SDC Prefab Modular Installation Specialist Pte Ltd, SDC Lodge Pte Ltd, SDC International Pte Ltd	Building Construction and Timber Industries Employees' Union	1.4.2019	3 years	1.1.2019 – 31.12.2021	241
149.	71/2019	Saybolt (Singapore) Pte Ltd	Singapore Industrial & Services Employees' Union	1.4.2019	3 years	1.1.2019 – 31.12.2021	50
150.	95/2019	Persatuan Pemudi Islam Singapura (Singapore Muslim Women Association)	Education Services Union	1.4.2019	3 years	1.9.2018 – 31.8.2021	149

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
151.	43/2019	Toa Corporation Group of Companies (Toa Corporation and Toa Harbor (S) Pte Ltd)	Building Construction and Timber Industries Employees' Union	3.4.2019	3 years	1.7.2018 – 30.6.2021	15
152.	59/2019	Nippecraft Limited	Building Construction and Timber Industries Employees' Union	3.4.2019	3 years	1.7.2018 – 30.6.2021	19
153.	89/2019	Hotel Miramar (Singapore) Limited	Food, Drinks and Allied Workers Union	3.4.2019	3 years	1.5.2018 – 30.4.2021	68
154.	100/2019	BW Fleet Management Pte Ltd	Singapore Maritime Officers' Union	3.4.2019	2 years	1.4.2019 – 31.3.2021	630
155.	55/2019	Dnata Singapore Pte Ltd	Dnata Singapore Staff Union	4.4.2019	3 years	1.1.2019 – 31.12.2021	707
156.	74/2019	Adani Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	4.4.2019	2 years	1.1.2019 – 31.12.2020	34
157.	88/2019	Hiap Moh Corporation Ltd	Building Construction and Timber Industries Employees' Union	5.4.2019	2 years	1.1.2019 – 31.12.2020	31
158.	73/2019	Hempel (Singapore) Pte. Ltd.	Chemical Industries Employees' Union	12.4.2019	3 years	15.10.2018 – 14.10.2021	25

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
159.	78/2019	Allianz Global Corporate & Specialty SE Singapore Branch	Singapore Insurance Employees' Union	12.4.2019	3 years	1.1.2018 – 31.12.2020	3
160.	80/2019	ETLA Limited	Metal Industries Workers' Union	18.4.2019	3 years	1.1.2019 – 31.12.2021	242
161.	81/2019	Asia Cement (S) Pte Ltd	Building Construction and Timber Industries Employees' Union	18.4.2019	2 years	1.1.2019 – 31.12.2020	7
162.	79/2019	AXA Insurance Pte Ltd	Singapore Insurance Employees' Union	24.4.2019	3 years	1.1.2018 – 31.12.2020	43
163.	93/2019	Malayan Banking Berhad, a company incorporated in Malaysia, as well as Maybank Singapore Limited, a wholly-owned subsidiary of Malayan Banking Berhad	Banking and Financial Services Union	24.4.2019	3 years	1.1.2018 – 31.12.2020	200
164.	50/2019	Thyssenkrupp Elevator (S) Pte Ltd	Singapore Industrial & Services Employees' Union	25.4.2019	3 years	1.6.2018 – 31.5.2021	55
165.	101/2019	Auric Pacific Food Industries Private Limited trading as Sunshine Bakeries	Food, Drinks and Allied Workers Union	25.4.2019	3 years	1.1.2019 – 31.12.2021	221

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
166.	102/2019	Belships Management (Singapore) Pte Ltd	Singapore Organisation of Seamen	25.4.2019	2 years	24.4.2019 – 23.4.2021	40
167.	114/2019	E&O Ship Management Pte. Ltd	Singapore Organisation of Seamen	25.4.2019	2 years	19.3.2019 – 18.3.2021	36
168.	115/2019	Goodwill Maritime Pte. Ltd	Singapore Organisation of Seamen	25.4.2019	3 years	1.3.2019 – 28.2.2022	13
169.	124/2019	JCDecaux Out of Home Advertising Pte Ltd	The Singapore Manual & Mercantile Workers' Union	25.4.2019	3 years	1.1.2019 – 31.12.2021	17
170.	131/2019	Panasonic Factory Solutions Asia Pacific	United Workers of Electronics & Electrical Industries	25.4.2019	3 years	1.1.2018 – 31.12.2020	157
171.	138/2019	Auric Pacific Marketing Private Limited and Centurion Marketing Private Limited	Food, Drinks and Allied Workers Union	25.4.2019	2 years	1.1.2019 – 31.12.2020	103
172.	83/2019	The Management Corporation – Strata Title Plan No.2781	Singapore Industrial & Services Employees' Union	26.4.2018	3 years	1.1.2019 – 31.12.2021	2
173.	132/2019	KMC O&M Pte Ltd	Union of Power and Gas Employees	26.4.2019	3 years	6.10.2018 – 5.10.2021	18

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
174.	134/2019	Nanjing Tanker Corporation represented in Singapore by Ming Wah (Singapore) Agency Pte Ltd	Singapore Maritime Officers' Union	26.4.2019	2 years	1.5.2019 – 30.4.2021	20
175.	70/2019	Standard Chartered Bank Singapore Limited	Singapore Bank Employees' Union	29.4.2019	3 years	1.1.2018 – 31.12.2020	109
176.	76/2019	Aviva Ltd	Singapore Insurance Employees' Union	29.4.2019	3 years	1.1.2018 – 31.12.2020	55
177.	336/2018	Marina Bay Hotel Pte Ltd – (Mandarin Oriental)	Food, Drinks and Allied Workers Union	30.4.2019	3 years	1.1.2018 – 31.12.2020	131
178.	72/2019	Swiss Club	Attractions, Resorts & Entertainment Union	30.4.2019	3 years	1.9.2018 – 31.8.2021	25
179.	90/2019	RHB Bank Berhad	Singapore Bank Employees' Union	30.4.2019	3 years	1.1.2018 – 31.12.2020	34
180.	108/2019	Diners Club (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	30.4.2019	3 years	1.4.2019 – 31.3.2022	47



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
181.	133/2019	Orange Star Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	30.4.2019	2 years	11.4.2019 – 10.4.2021	12
182.	46/2019	AIG Asia Pacific Insurance Pte. Ltd.	Singapore Insurance Employees' Union	6.5.2019	3 years	1.1.2018 – 31.12.2020	86
183.	53/2019	Wing Tai Retail Management Pte Ltd, Wing Tai Clothing Pte Ltd, G2000 Apparel (S) Pte Ltd and Wing Tai Fashion Apparel Pte Ltd	Singapore Industrial & Services Employees' Union	6.5.2019	3 years	1.1.2019 – 31.12.2021	187
184.	103/2019	RHB Bank Berhad	Banking and Financial Services Union	6.5.2019	3 years	1.1.2018 – 31.12.2020	11
185.	105/2019	Courts (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	6.5.2019	3 years	1.4.2019 – 31.3.2022	395
186.	111/2019	Singapore Cleanseas Pte Ltd	Singapore Port Workers Union	6.5.2019	3 years	1.4.2019 – 31.3.2022	10
187.	113/2019	AIA Singapore Private Limited	Singapore Insurance Employees' Union	6.5.2019	3 years	1.1.2018 – 31.12.2020	55

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
188.	141/2019	Blue Marine Management (Pte) Ltd	Singapore Maritime Officers' Union	6.5.2019	3 years	18.4.2019 – 17.4.2022	8
189.	82/2019	Weir SPM Singapore Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	8.5.2019	3 years	1.1.2019 – 31.12.2021	13
190.	110/2019	Sime Darby Group of Companies comprising (Mecomb Singapore Limited & Motion Smith)	The Singapore Manual & Mercantile Workers' Union	8.5.2019	2 years	1.1.2019 – 31.12.2020	33
191.	112/2019	Natsteel Holdings Pte Ltd	Natsteel Employees' Union	8.5.2019	3 years	1.1.2019 – 31.12.2021	155
192.	116/2019	UG M&E Pte Ltd	The Singapore Manual & Mercantile Workers' Union	8.5.2019	3 years	1.1.2019 – 31.12.2021	1
193.	149/2019	Synergy Marine Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	8.5.2019	2 years 2 mths	1.11.2018 – 31.12.2020	36
194.	150/2019	Thome Ship Management Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	8.5.2019	2 years	1.1.2019 – 31.12.2020	160

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
195.	106/2019	Eco Special Waste Management Pte Ltd, Eco Resource Recovery Centre Pte Ltd and Eco Industrial Environmental Engineering Pte Ltd	Building Construction and Timber Industries Employees' Union	13.5.2019	2 years	1.4.2019 – 31.3.2021	267
196.	137/2019	Proteam Security Management Pte Ltd	Union of Security Employees	13.5.2019	3 years	1.6.2019 – 31.5.2022	25
197.	140/2019	Ho Printing Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	13.5.2019	3 years	2.5.2019 – 1.5.2022	88
198.	328/2018	Eagle Services Asia Private Limited	SIA Engineering Company Engineers and Executives Union	24.5.2019	3 years	1.1.2017 – 31.12.2019	118
199.	365/2018	Eagle Services Asia Private Limited (Graded Staff)	Singapore Airlines Staff Union	24.5.2019	3 years	1.7.2017 – 30.6.2020	387
200.	408/2018	Eagle Services Asia Private Limited (Administrative Staff)	Air-Transport Executive Staff Union	24.5.2019	3 years	1.7.2017 – 30.6.2020	70
201.	91/2019	The New Zealand Defence Support Unit, South East Asia	The Singapore Manual & Mercantile Workers' Union	24.5.2019	3 years	1.1.2019 – 31.12.2021	3

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
202.	109/2019	QBE Insurance (Singapore) Pte Ltd	Singapore Insurance Employees' Union	24.5.2019	3 years	1.1.2018 – 31.12.2020	11
203.	117/2019	The HongKong and Shanghai Banking Corporation Ltd	Singapore Bank Employees' Union	24.5.2019	3 years	1.1.2018 – 31.12.2020	114
204.	118/2019	Village Hotel Albert Court	Food, Drinks and Allied Workers Union	24.5.2019	3 years	1.1.2018 – 31.12.2020	25
205.	119/2019	Village Hotel Bugis	Food, Drinks and Allied Workers Union	24.5.2019	3 years	1.1.2018 – 31.12.2020	14
206.	120/2019	Far East Orchard Limited	Food, Drinks and Allied Workers Union	24.5.2019	3 years	1.1.2018 – 31.12.2020	44
207.	121/2019	The Elizabeth	Food, Drinks and Allied Workers Union	24.5.2019	3 years	1.1.2018 – 31.12.2020	19
208.	122/2019	The Sereneland Private Limited (trading as Rendezvous Hotel Singapore)	Food, Drinks and Allied Workers Union	24.5.2019	3 years	1.1.2018 – 31.12.2020	30
209.	128/2019	CYC Company Pte. Ltd.	Singapore Industrial & Services Employees' Union	24.5.2019	3 years	1.7.2018 – 30.6.2021	30

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
210.	142/2019	Premier Security Co-operative Limited	Union of Security Employees	24.5.2019	3 years	1.4.2019 – 31.3.2022	151
211.	153/2019	Hotel Marina City Pte Ltd, the owner of Pan Pacific Singapore	Food, Drinks and Allied Workers Union	24.5.2019	3 years	1.7.2018 – 30.6.2021	271
212.	77/2019	Prudential Assurance Company Singapore (Pte) Limited	Singapore Insurance Employees' Union	30.5.2019	3 years	1.1.2018 – 31.12.2020	36
213.	130/2019	Liberty Insurance Pte Ltd	Singapore Insurance Employees' Union	30.5.2019	3 years	1.1.2018 – 31.12.2020	46
214.	136/2019	BlackMagic Design Manufacturing Pte Ltd	United Workers of Electronics & Electrical Industries	30.5.2019	3 years	1.1.2019 – 31.12.2021	285
215.	163/2019	Sumitomo Bakelite Singapore Pte. Ltd.	Chemical Industries Employees' Union	30.5.2019	2 years	1.1.2019 – 31.12.2020	107
216.	164/2019	Windsor Airmotive Asia Pte Ltd	Singapore Industrial & Services Employees' Union	30.5.2019	2 years	1.1.2019 – 31.12.2020	284
217.	172/2019	Jurong Town Corporation	The Amalgamated Union of Public Employees	30.5.2019	3 years	8.4.2019 – 7.4.2022	510

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
218.	156/2019	Singapore Mercantile Co-Operative Society Limited	The Singapore Manual & Mercantile Workers' Union	31.5.2019	2 years	1.1.2019 – 31.12.2020	2
219.	107/2019	Tian San Shipping (Private) Limited	National Transport Workers' Union	13.6.2019	3 years	1.7.2018 – 30.6.2021	11
220.	127/2019	Infineon Technologies Asia Pacific Pte Ltd	United Workers of Electronics & Electrical Industries	13.6.2019	3 years	1.10.2018 – 30.9.2021	518
221.	139/2019	P&W NGPF Manufacturing Company Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	13.6.2019	3 years	1.5.2019 – 30.4.2022	152
222.	152/2019	Otis Elevator Company (S) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	13.6.2019	3 years	1.4.2019 – 31.3.2022	70
223.	168/2019	Chemical Industries (Far East) Limited	Chemical Industries Employees' Union	13.6.2019	3 years	1.7.2018 – 30.6.2021	60
224.	173/2019	Force-One Security Pte Ltd	Union of Security Employees	13.6.2019	2 years	1.6.2019 – 31.5.2021	25
225.	179/2019	M.T.M. Ship Management Pte Ltd	Singapore Maritime Officers' Union	13.6.2019	2 years 6 days	25.4.2019 – 30.4.2021	9

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
226.	182/2019	Raffles Technical Services Pte Ltd	Singapore Organisation of Seamen	13.6.2019	2 years	15.4.2019 – 14.4.2021	11
227.	185/2019	Bernhard Schulte Shipmanagement (Singapore) Pte Ltd representing the Bernhard Schulte Group	Singapore Maritime Officers' Union	13.6.2019	2 years	1.3.2019 – 28.2.2021	99
228.	187/2019	HT Shipping Pte. Ltd.	Singapore Maritime Officers' Union	13.6.2019	3 years	2.5.2019 – 1.5.2022	60
229.	175/2019	TPSC Asia Pte Ltd formerly known as Total Petrochemicals South East Asia Pte Ltd	Chemical Industries Employees' Union	14.6.2019	3 years	1.7.2019 – 30.6.2022	57
230.	181/2019	ParkRoyal Kitchener Hotel Pte. Ltd. trading as ParkRoyal on Kitchener Road	Food, Drinks and Allied Workers Union	14.6.2019	3 years	1.1.2018 – 31.12.2020	140
231.	186/2019	Raffles Technical Services Pte Ltd	Singapore Maritime Officers' Union	14.6.2019	2 years	15.4.2019 – 14.4.2021	9
232.	123/2019	Mondelez Asia Pacific Pte Ltd	The Singapore Manual & Mercantile Workers' Union	19.6.2019	3 years	1.1.2019 – 31.12.2021	24

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
233.	144/2019	Deutz Asia-Pacific (Pte) Ltd	The Singapore Manual & Mercantile Workers' Union	19.6.2019	3 years	1.7.2018 – 30.6.2021	13
234.	161/2019	Centurion Security Management Services	Union of Security Employees	19.6.2019	3 years	1.1.2019 – 31.12.2021	70
235.	162/2019	Chubb Insurance Singapore Limited	Singapore Insurance Employees' Union	19.6.2019	3 years	1.1.2018 – 31.12.2020	40
236.	167/2019	Caterpillar Energy Solutions Asia Pacific Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	19.6.2019	3 years	1.7.2018 – 30.6.2021	20
237.	147/2019	Societe Air France	The Singapore Manual & Mercantile Workers' Union	25.6.2019	3 years	1.1.2018 – 31.12.2020	17
238.	148/2019	KLM Royal Dutch Airlines	The Singapore Manual & Mercantile Workers' Union	25.6.2019	3 years	1.1.2018 – 31.12.2020	28
239.	169/2019	Soverus Consultancy & Services Pte Ltd	Union of Security Employees	25.6.2019	3 years	1.4.2019 – 31.3.2022	10



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
240.	170/2019	Soverus Pte Ltd	Union of Security Employees	25.6.2019	3 years	1.4.2019 – 31.3.2022	800
241.	180/2019	Keppel Logistics Private Limited	Singapore Industrial & Services Employees' Union	25.6.2019	3 years	1.1.2019 – 31.12.2021	250
242.	183/2019	Metal One Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	25.6.2019	3 years	1.7.2019 – 30.6.2022	4
243.	191/2019	Kyocera Document Solutions Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	25.6.2019	2 years	1.6.2018 – 31.5.2020	15
244.	196/2019	Signify Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	25.6.2019	3 years	1.7.2018 – 30.6.2021	2
245.	176/2019	Tang Seng Nitrogen & Pump Systems Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	26.6.2019	3 years	23.3.2019 – 22.3.2022	46
246.	184/2019	Health Sciences Authority	Amalgamated Union of Statutory Board Employees	26.6.2019	3 years	21.6.2019 – 20.6.2022	657
247.	188/2019	Security Masters Pte Ltd	Union of Security Employees	26.6.2019	3 years	1.5.2019 – 30.4.2022	86

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
248.	218/2019	Nestle Singapore (Pte) Ltd	Food, Drinks and Allied Workers Union	26.6.2019	3 years	1.1.2019 – 31.12.2021	123
249.	219/2019	SMC Manufacturing (S) Pte Ltd	Metal Industries Workers' Union	26.6.2019	3 years	1.1.2019 – 31.12.2021	584
250.	143/2019	Royal Plaza	Food, Drinks and Allied Workers Union	1.7.2019	3 years	1.1.2019 – 31.12.2021	199
251.	177/2019	Transit Link Pte Ltd	Singapore Industrial & Services Employees' Union	5.7.2019	3 years	1.1.2019 – 31.12.2021	125
252.	207/2019	HongKong Land (Singapore) Pte Ltd.	Building Construction and Timber Industries Employees' Union	5.7.2019	3 years	1.1.2019 – 31.12.2021	19
253.	210/2019	Central Provident Fund Board	The Amalgamated Union of Public Employees	5.7.2019	3 years	12.7.2019 – 11.7.2022	1800
254.	217/2019	M.T.M Ship Management Pte Ltd	Singapore Organisation of Seamen	5.7.2019	2 years	1.1.2019 – 31.12.2020	24
255.	222/2019	HT Shipping Pte Ltd (Singapore Flag Vessels)	Singapore Organisation of Seamen	5.7.2019	3 years	2.5.2019 – 1.5.2022	60
256.	224/2019	Synergy Marine Pte Ltd	Singapore Maritime Officers' Union	5.7.2019	3 years	1.6.2019 – 31.5.2022	120

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
257.	155/2019	United Parcel Service Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.7.2019	3 years	1.7.2019 – 30.6.2022	170
258.	174/2019	Pan Pacific Hotels Group Limited (ParkRoyal on Beach Road)	Union of Security Employees	10.7.2019	3 years	1.4.2018 – 31.3.2021	13
259.	178/2019	Singapore Association of The Visually Handicapped	The Singapore Manual & Mercantile Workers' Union	10.7.2019	3 years	1.1.2019 – 31.12.2021	54
260.	190/2019	Jardine Engineering (Singapore) Pte Ltd and Thermal Private Limited	Singapore Industrial & Services Employees' Union	10.7.2019	3 years	1.6.2019 – 31.5.2022	286
261.	197/2019	SAA Architects Pte Ltd	The Singapore Manual & Mercantile Workers' Union	10.7.2019	3 years	1.7.2019 – 30.6.2022	20
262.	229/2019	Executive Ship Management Pte Ltd	Singapore Maritime Officers' Union	10.7.2019	2 years	1.7.2019 – 30.6.2021	191
263.	159/2019	CWT Pte Limited	Metal Industries Workers' Union	15.7.2019	3 years	1.7.2019 – 30.6.2022	6
264.	160/2019	CWT Logistics Pte Ltd	Metal Industries Workers' Union	15.7.2019	3 years	1.7.2019 – 30.6.2022	142

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
265.	198/2019	Straits Developments Private Limited	Singapore Industrial & Services Employees' Union	15.7.2019	3 years	1.1.2019 – 31.12.2021	5
266.	199/2019	Marina Properties (Pte) Ltd	Building Construction and Timber Industries Employees' Union	15.7.2019	3 years	1.1.2019 – 31.12.2021	189
267.	234/2019	Exmar Shipmanagement NV, represented in Singapore by Exmar Singapore Pte Ltd	Singapore Maritime Officers' Union	15.7.2019	2 years	1.5.2019 – 30.4.2021	10
268.	126/2019	Scoot Tigerair Pte. Ltd.	Scoot Staff Union	17.7.2019	2 years	1.4.2019 – 31.3.2021	2285
269.	129/2019	C & P Transport (Pte) Ltd	National Transport Workers' Union	17.7.2019	2 years	1.3.2019 – 28.2.2021	18
270.	145/2019	Societe Air France	The Singapore Manual & Mercantile Workers' Union	17.7.2019	3 years	1.1.2018 – 31.12.2020	32
271.	146/2019	KLM Royal Dutch Airlines	The Singapore Manual & Mercantile Workers' Union	17.7.2019	3 years	1.1.2018 – 31.12.2020	41

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
272.	215/2019	Nanyang Polytechnic	The Amalgamated Union of Public Employees	17.7.2019	3 years	11.7.2019 – 10.7.2022	670
273.	235/2019	Yong Sheng Shipping Pte Ltd	Singapore Maritime Officers' Union	17.7.2019	3 years	1.8.2019 – 31.7.2022	21
274.	249/2019	Jabil Circuit (Singapore) Pte Ltd	United Workers of Electronics & Electrical Industries	17.7.2019	3 years	1.7.2019 – 30.6.2022	288
275.	151/2019	Tanglin Trust School Limited	The Singapore Manual & Mercantile Workers' Union	22.7.2019	3 years	1.9.2018 – 31.8.2021	222
276.	189/2019	RC Hotels (Pte) Ltd	Union of Security Employees	22.7.2019	3 years	1.1.2019 – 31.12.2021	25
277.	99/2019	Family Leisure Pte Ltd	Attractions, Resorts & Entertainment Union	29.7.2019	2 years 5 mths	1.1.2018 – 31.5.2020	65
278.	158/2019	Crown Beverage Cans Singapore Private Limited	Metal Industries Workers' Union	29.7.2019	3 years	1.5.2019 – 30.4.2022	69
279.	171/2019	Tractors Singapore Limited	The Singapore Manual & Mercantile Workers' Union	29.7.2019	3 years	1.1.2019 – 31.12.2021	161

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
280.	201/2019	Axxel Marketing Pte Ltd	Singapore Industrial & Services Employees' Union	29.7.2019	3 years	1.1.2019 – 31.12.2021	86
281.	230/2019	Caterpillar Asia Pte Ltd	Singapore Industrial & Services Employees' Union	29.7.2019	3 years	1.1.2019 – 31.12.2021	144
282.	157/2019	Temasek Club	Attractions, Resorts & Entertainment Union	2.8.2019	3 years	1.11.2017 – 31.10.2020	35
283.	204/2019	Changi Beach Club	The Singapore Manual & Mercantile Workers' Union	2.8.2019	3 years	1.1.2019 – 31.12.2021	46
284.	205/2019	Management Corporation Strata Title Plan No.2190	Singapore Industrial & Services Employees' Union	2.8.2019	3 years	1.1.2019 – 31.12.2021	19
285.	206/2019	Marina Centre Holdings Pte Ltd and Marina Management Services Pte Ltd	Singapore Industrial & Services Employees' Union	2.8.2019	3 years	1.1.2019 – 31.12.2021	22
286.	209/2019	Wilson Cables Private Limited	United Workers of Electronics & Electrical Industries	2.8.2019	3 years	1.7.2018 – 30.6.2021	51

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
287.	213/2019	Hotel Jen Tanglin, Singapore	Food, Drinks and Allied Workers Union	2.8.2019	3 years	1.1.2019 – 31.12.2021	81
288.	223/2019	Realty Management Services (Pte) Ltd	Singapore Industrial & Services Employees' Union	2.8.2019	3 years	1.7.2019 – 30.6.2022	41
289.	225/2019	Crown Equipment (Singapore) Pte Ltd	Singapore Industrial & Services Employees' Union	2.8.2019	3 years	1.7.2019 – 30.6.2022	51
290.	226/2019	Hillcrest Security & Management Services Pte Ltd	Union of Security Employees	2.8.2019	3 years	1.6.2019 – 31.5.2022	26
291.	239/2019	Pontiac Hotel (Pte) Ltd and doing business as The Regent Singapore	Food, Drinks and Allied Workers Union	2.8.2019	3 years	1.1.2019 – 31.12.2021	217
292.	125/2019	Survitec Safety Solutions Singapore Pte Ltd	Singapore Industrial & Services Employees' Union	5.8.2019	2 years	1.1.2019 – 31.12.2020	41
293.	193/2019	National Environment Agency	Amalgamated Union of Public Daily Rated Workers	5.8.2019	3 years	1.7.2019 – 30.6.2022	519

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
294.	208/2019	Sime Darby Insurance Brokers (Singapore) Pte Ltd	Singapore Industrial & Services Employees' Union	5.8.2019	3 years	1.7.2019 – 30.6.2022	3
295.	228/2019	Spotlight Pte Ltd	The Singapore Manual & Mercantile Workers' Union	5.8.2019	3 years	1.1.2019 – 31.12.2021	52
296.	236/2019	Wilhelmsen Ships Service (S) Pte Ltd	Singapore Industrial & Services Employees' Union	5.8.2019	3 years	1.1.2019 – 31.12.2021	100
297.	243/2019	JAL Pari Pte Ltd	Singapore Maritime Officers' Union	5.8.2019	2 years 5 days	27.3.2019 – 31.3.2021	3
298.	244/2019	Laurel Ship Management Pte Ltd – (ITF-SMOU/SOS TCC Foreign Flag Vessels Seafarers')	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	5.8.2019	2 years	13.4.2019 – 12.4.2021	19
299.	252/2019	Cosco Shipping Energy Transportation Co. Ltd represented in Singapore by the Cosco Shipping Tanker (Singapore) Pte. Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	5.8.2019	2 years	1.6.2019 – 31.5.2021	80



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
300.	253/2019	Essilor Amera Pte Ltd	Singapore Industrial & Services Employees' Union	5.8.2019	3 years	1.1.2019 – 31.12.2021	45
301.	270/2019	Mediacorp Pte Ltd and Mediacorp TV Singapore Pte Ltd	Singapore Union of Broadcasting Employees	5.8.2019	3 years	1.8.2019 – 31.7.2022	1677
302.	247/2019	Neste Singapore Pte. Ltd.	United Workers of Petroleum Industry	6.8.2019	3 years	1.7.2019 – 30.6.2022	56
303.	202/2019	Positronic Asia Pte Ltd	United Workers of Electronics & Electrical Industries	15.8.2019	3 years	1.5.2018 – 30.4.2021	65
304.	220/2019	Saurer Components Pte Ltd	Metal Industries Workers' Union	15.8.2019	3 years	1.7.2019 – 30.6.2022	140
305.	248/2019	Pepperl+Fuchs Asia Pte. Ltd	United Workers of Electronics & Electrical Industries	15.8.2019	3 years	1.1.2019 – 31.12.2021	694
306.	250/2019	Exmar Shipmanagement NV represented in Singapore by the Exmar Shipmanagement Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	15.8.2019	2 years	1.5.2019 – 30.4.2021	80

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
307.	267/2019	Anglo-Eastern Shipmanagement (Hong Kong) Ltd, Anglo-Eastern (UK) Ltd and Anglo-Eastern Maritime Services Pte Ltd represented in Singapore by Anglo-Eastern Shipmanagement (Singapore) Pte Ltd	Singapore Maritime Officers' Union	15.8.2019	2 years 10 mths 14 days	18.2.2019 – 31.12.2021	396
308.	269/2019	TSCL Holdings Pte Ltd	Singapore Organisation of Seamen	15.8.2019	2 years	1.4.2019 – 31.3.2021	22
309.	165/2019	Changi Airport Group (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	22.8.2019	3 years	1.6.2019 – 31.5.2022	793
310.	200/2019	Thomson Reuters Corporation Pte Ltd	Reuter Local Employees Union, Singapore	22.8.2019	3 years	1.6.2019 – 31.5.2022	66
311.	203/2019	Refinitiv Asia Pte. Ltd.	Reuter Local Employees Union, Singapore	22.8.2019	3 years	1.6.2019 – 31.5.2022	265
312.	221/2019	BW Offshore Singapore Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	22.8.2019	3 years	1.2.2019 – 31.1.2022	215

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
313.	240/2019	Raffles Logistics Operations Pte Ltd	Singapore Industrial & Services Employees' Union	22.8.2019	2 years	1.4.2019 – 31.3.2021	14
314.	241/2019	Kian Ho Pte Ltd	Singapore Industrial & Services Employees' Union	22.8.2019	2 years	1.4.2019 – 31.3.2021	25
315.	232/2019	WBL Engineering & Distribution Pte Ltd	The Singapore Manual & Mercantile Workers' Union	5.9.2019	3 years	1.1.2019 – 31.12.2021	7
316.	271/2019	Enterprise Singapore (ESG)	Enterprise Singapore Staff Union	5.9.2019	3 years	1.3.2019 – 28.2.2022	631
317.	276/2019	Mitsubishi Elevator (Singapore) Pte. Ltd.	The Singapore Manual & Mercantile Workers' Union	5.9.2019	2 years	1.1.2019 – 31.12.2020	138
318.	104/2019	Urban Redevelopment Authority	Singapore Urban Redevelopment Authority Workers' Union	9.9.2019	3 years	30.9.2018 – 29.9.2021	316
319.	194/2019	HTL Manufacturing Pte Ltd	Building Construction and Timber Industries Employees' Union	9.9.2019	3 years	1.1.2019 – 31.12.2021	4

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
320.	195/2019	HomesToLife Pte Ltd	Building Construction and Timber Industries Employees' Union	9.9.2019	2 years	1.5.2019 – 30.4.2021	28
321.	231/2019	O'Connor's Singapore Pte Ltd	The Singapore Manual & Mercantile Workers' Union	9.9.2019	3 years	1.1.2019 – 31.12.2021	28
322.	238/2019	Deutsche Lufthansa AG and Lufthansa Cargo AG	The Singapore Manual & Mercantile Workers' Union	9.9.2019	3 years	1.7.2017 – 30.6.2020	52
323.	255/2019	Evergas Ship Management Pte Ltd	Singapore Maritime Officers' Union	9.9.2019	2 years	1.7.2019 – 30.6.2021	10
324.	259/2019	JAL Pari (Pte. Ltd.) – (Singapore Flag Vessels)	Singapore Organisation of Seamen	9.9.2019	3 years	1.4.2019 – 31.3.2022	1
325.	268/2019	Cosco Shipping Energy Transportation Co. Ltd represented in Singapore by Cosco Shipping Tanker (Singapore) Pte Ltd	Singapore Maritime Officers' Union	9.9.2019	2 years	15.6.2019 – 14.6.2021	90
326.	272/2019	HSBC Insurance (Singapore) Pte Limited	Singapore Insurance Employees' Union	9.9.2019	2 years	1.1.2019 – 31.12.2020	4

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
327.	275/2019	CA Facilities Pte Ltd	Building Construction and Timber Industries Employees' Union	9.9.2019	3 years	1.11.2019 – 31.10.2022	41
328.	279/2019	Singapore Pools (Private) Limited	The Singapore Manual & Mercantile Workers' Union	9.9.2019	3 years	1.4.2019 – 31.3.2022	343
329.	281/2019	Singapore Airlines Limited	Singapore Airlines Staff Union	9.9.2019	3 years	1.1.2019 – 31.12.2021	10400
330.	212/2019	Aquamarina Hotel Private Limited in respect of the Marina Mandarin Singapore	Food, Drinks and Allied Workers Union	16.9.2019	3 years	1.5.2018 – 30.4.2021	177
331.	273/2019	Pan Pacific Hotels Group Limited (ParkRoyal on Beach Road)	Food, Drinks and Allied Workers Union	16.9.2019	3 years	1.4.2018 – 31.3.2021	136
332.	274/2019	TSCL Holdings Pte Ltd	Singapore Maritime Officers' Union	16.9.2019	2 years	1.4.2019 – 31.3.2021	16
333.	282/2019	NYK Shipmanagement Pte Ltd	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	16.9.2019	2 years	1.1.2019 – 31.12.2020	21

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
334.	299/2019	Thoresen & Co., (Bangkok) Ltd. represented by Thoresen Shipping Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	16.9.2019	2 years	1.7.2019 – 30.6.2021	119
335.	307/2019	Yong Sheng Shipping Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	16.9.2019	3 years	1.8.2019 – 31.7.2022	21
336.	260/2019	Singapore Electrical Steel Services Private Limited	United Workers of Electronics & Electrical Industries	19.9.2019	3 years	1.7.2019 – 30.6.2022	36
337.	289/2019	Energizer Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	19.9.2019	3 years	1.7.2019 – 30.6.2022	472
338.	237/2019	Amphenol FCI Connectors Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	23.9.2019	3 years	1.7.2018 – 30.6.2021	92
339.	264/2019	Keppel Land International (Management) Pte. Ltd. and Keppel Land Real Estate Services Pte. Ltd	Singapore Industrial & Services Employees' Union	23.9.2019	3 years	1.1.2019 – 31.12.2021	23

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
340.	311/2019	Evergas Ship Management Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	23.9.2019	2 years 6 mths	1.7.2019 – 31.12.2021	8
341.	257/2019	The Polyolefin Company (Singapore) Pte Ltd	United Workers of Petroleum Industry	2.10.2019	3 years	1.7.2019 – 30.6.2022	137
342.	277/2019	Leeden National Oxygen Ltd	Chemical Industries Employees' Union	2.10.2019	3 years	1.7.2019 – 30.6.2022	200
343.	284/2019	National Parks Board	The Amalgamated Union of Public Employees	2.10.2019	3 years	1.8.2019 – 31.7.2022	832
344.	286/2019	Posh Fleet Services Pte Ltd – (SMOU/SOS IMEC IBF)	Singapore Maritime Officers' Union and Singapore Organisation of Seamen	2.10.2019	2 years	1.7.2019 – 30.6.2021	410
345.	288/2019	Sabre Asia Pacific Private Limited	The Singapore Manual & Mercantile Workers' Union	2.10.2019	3 years	1.7.2019 – 30.6.2020	3
346.	309/2019	Wallenius Marine Singapore Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	2.10.2019	2 years	1.8.2019 – 31.7.2021	406

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
347.	211/2019	Hotel Grand Central Limited	Food, Drinks and Allied Workers Union	8.10.2019	3 years	1.2.2019 – 31.1.2022	24
348.	227/2019	Robert Bosch (South East Asia) Private Limited	The Singapore Manual & Mercantile Workers' Union	8.10.2019	3 years	1.7.2019 – 30.6.2022	31
349.	265/2019	Chevron Phillips Chemicals Asia Pte. Ltd.	United Workers of Petroleum Industry	8.10.2019	3 years	1.7.2019 – 30.6.2022	33
350.	266/2019	Chevron Phillips Singapore Chemicals (Private) Limited	United Workers of Petroleum Industry	8.10.2019	3 years	1.7.2019 – 30.6.2022	102
351.	287/2019	Seksun International Pte Ltd	Metal Industries Workers' Union	8.10.2019	3 years	1.3.2019 – 28.2.2022	37
352.	301/2019	PACC Offshore Services Holdings Pte Ltd, Posh Semco Pte Ltd, Posh Terasea Offshore Pte Ltd and Posh Fleet Services Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	8.10.2019	3 years	1.2.2019 – 31.1.2022	25
353.	135/2019	Smartflex Technology Pte. Ltd	United Workers of Electronics & Electrical Industries	11.10.2019	3 years	1.1.2019 – 31.12.2021	110



Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
354.	233/2019	Building & Construction Authority	Amalgamated Union of Statutory Board Employees	11.10.2019	3 years	1.1.2019 – 31.12.2021	161
355.	258/2019	Indeco Engineers Pte Ltd	Singapore Industrial & Services Employees' Union	11.10.2019	3 years	1.1.2019 – 31.12.2021	165
356.	285/2019	Okamoto (Singapore) Pte Ltd	Metal Industries Workers' Union	11.10.2019	3 years	1.7.2019 – 30.6.2022	190
357.	291/2019	YS Yong Services Pte Ltd	Building Construction and Timber Industries Employees' Union	11.10.2019	2 years	1.9.2018 – 31.8.2020	1697
358.	292/2019	800 Super Waste Management Pte Ltd	Building Construction and Timber Industries Employees' Union	11.10.2019	2 years	1.9.2018 – 31.8.2020	1303
359.	300/2019	Pokka Corporation (Singapore) Private Limited	Food, Drinks and Allied Workers Union	11.10.2019	3 years	1.5.2019 – 30.4.2022	99
360.	302/2019	Veolia Es Singapore Pte Ltd	Building Construction and Timber Industries Employees' Union	11.10.2019	3 years	1.7.2019 – 30.6.2022	156

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
361.	303/2019	Veolia Es Singapore Industrial Pte Ltd	Building Construction and Timber Industries Employees' Union	11.10.2019	3 years	1.7.2019 – 30.6.2022	484
362.	166/2019	Changi Airport Group (Singapore) Pte Ltd	The Singapore Manual & Mercantile Workers' Union	21.10.2019	3 years	1.6.2019 – 31.5.2022	453
363.	245/2019	Petrochemical Corporation of Singapore (Private) Limited	United Workers of Petroleum Industry	21.10.2019	3 years	1.7.2019 – 30.6.2022	186
364.	246/2019	Petrochemical Corporation of Singapore (Private) Limited	United Workers of Petroleum Industry	21.10.2019	3 years	1.7.2019 – 30.6.2022	18
365.	263/2019	Baker Hughes Singapore Pte	Shipbuilding and Marine Engineering Employees' Union	21.10.2019	3 years	16.6.2019 – 15.6.2022	220
366.	293/2019	Ethoxylates Manufacturing Pte Ltd	United Workers of Petroleum Industry	21.10.2019	3 years	1.7.2019 – 30.6.2022	8
367.	298/2019	Intellectual Property Office of Singapore	Amalgamated Union of Statutory Board Employees	21.10.2019	3 years	1.10.2019 – 30.9.2022	116

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
368.	314/2019	YTL Powerseraya Pte. Limited and its subsidiaries	Union of Power and Gas Employees	21.10.2019	3 years	1.7.2019 – 30.6.2022	127
369.	295/2019	Asian Lift Private Limited	Shipbuilding and Marine Engineering Employees' Union	29.10.2019	3 years	1.4.2019 – 31.3.2022	18
370.	296/2019	Smit Singapore Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	29.10.2019	3 years	1.4.2019 – 31.3.2022	85
371.	305/2019	Fraser and Neave, Limited	Food, Drinks and Allied Workers Union	29.10.2019	3 years	1.1.2019 – 31.12.2021	2
372.	313/2019	Marubeni Asean Pte Ltd	The Singapore Manual & Mercantile Workers' Union	1.11.2019	3 years	1.7.2019 – 30.6.2022	37
373.	334/2019	Norden Shipping (Singapore) Pte Ltd – (Vessels)	Singapore Maritime Officers' Union	1.11.2019	2 years 5 mths	1.8.2019 – 31.12.2021	30
374.	344/2019	Singapore Tourism Board	The Amalgamated Union of Public Employees	1.11.2019	3 years	1.10.2019 – 30.9.2022	225
375.	348/2019	OMC Shipping Pte Ltd	Singapore Maritime Officers' Union	1.11.2019	3 years	10.9.2019 – 9.9.2022	56

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
376.	261/2019	Olam Cocoa Pte Ltd	Food, Drinks and Allied Workers Union	11.11.2019	3 years	1.11.2018 – 31.10.2021	110
377.	294/2019	Mitsubishi Overseas Headquarters Private Limited	Chemical Industries Employees' Union	11.11.2019	2 years 5 mths	1.2.2019 – 30.6.2021	140
378.	339/2019	OSM Crew Management Ltd represented in Singapore by the OSM Shipmanagement Pte Ltd – (Singapore Flag Vessels)	Singapore Organisation of Seamen	11.11.2019	2 years 4 mths	1.9.2019 – 31.12.2021	139
379.	283/2019	Housing & Development Board	Housing and Development Board Staff Union	14.11.2019	3 years	1.7.2019 – 30.6.2022	3677
380.	290/2019	Crystal SL Global Pte Ltd	Singapore Industrial & Services Employees' Union	14.11.2019	3 years	1.8.2019 – 31.7.2022	85
381.	297/2019	Keppel Shipyard Limited	Keppel Employees Union and Shipbuilding and Marine Engineering Employees' Union	14.11.2019	3 years	1.7.2019 – 30.6.2022	1403
382.	312/2019	Yang Ah Kang & Sons Pte Ltd	Building Construction and Timber Industries Employees' Union	14.11.2019	3 years	1.4.2019 – 31.3.2022	55

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
383.	327/2019	UTAC Manufacturing Services Singapore Pte Ltd	United Workers of Electronics & Electrical Industries	14.11.2019	2 years	1.7.2019 – 30.6.2021	230
384.	280/2019	Seng Foo Building Construction Pte Ltd	Building Construction and Timber Industries Employees' Union	20.11.2019	2 years	1.1.2019 – 31.12.2020	300
385.	345/2019	Singapore Airlines Limited	Air Line Pilots Association – Singapore	20.11.2019	3 years	1.4.2019 – 31.3.2022	2100
386.	353/2019	NMB Singapore Limited (Chai Chee Branch)	Metal Industries Workers' Union	20.11.2019	3 years	1.7.2019 – 30.6.2022	470
387.	354/2019	NMB Singapore Limited (Jurong Branch)	Metal Industries Workers' Union	20.11.2019	3 years	1.7.2019 – 30.6.2022	283
388.	16/2019	UOB Property Investments Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.11.2019	3 years	1.1.2018 – 31.12.2020	9
389.	242/2019	Gardens By The Bay	Attractions, Resorts & Entertainment Union	26.11.2019	2 years	1.1.2019 – 31.12.2020	203

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
390.	251/2019	Rohm and Haas Chemicals Singapore Pte Ltd	United Workers of Petroleum Industry	26.11.2019	3 years	1.7.2019 – 30.6.2022	29
391.	278/2019	Kaneka Singapore Co (Pte) Ltd	Chemical Industries Employees' Union	26.11.2019	2 years	1.4.2019 – 31.3.2021	41
392.	306/2019	BSH Home Appliances Pte Ltd	The Singapore Manual & Mercantile Workers' Union	26.11.2019	2 years	1.7.2019 – 30.6.2021	68
393.	310/2019	ABB Pte. Ltd.,	Singapore Industrial & Services Employees' Union	26.11.2019	3 years	1.1.2019 – 31.12.2021	96
394.	318/2019	Murata Electronics Singapore (Pte) Ltd	United Workers of Electronics & Electrical Industries	26.11.2019	3 years	1.7.2019 – 30.6.2022	1243
395.	321/2019	Lea Hin Co (Metal Factory) Pte Ltd	Metal Industries Workers' Union	26.11.2019	3 years	1.7.2019 – 30.6.2022	4
396.	329/2019	Tiger Hong Security Services and Consultants Pte Ltd	Union of Security Employees	26.11.2019	3 years	1.7.2019 – 30.6.2022	60
397.	325/2019	Prima Limited	Food, Drinks and Allied Workers Union	27.11.2019	3 years	1.1.2019 – 31.12.2021	73

Serial No.	CA No.	Parties		Certified On	Duration	Period	Number of Employees Covered
		Employer	Union				
398.	328/2019	"K" Line Ship Management (Singapore) Pte Ltd	Singapore Maritime Officers' Union	27.11.2019	3 years	12.9.2019 – 11.9.2022	42
399.	365/2019	3J Shipping Agencies Pte Ltd	Singapore Maritime Officers' Union	28.11.2019	3 years	16.10.2019 – 15.10.2022	9
400.	333/2019	Seiko Instruments Singapore Pte. Ltd.,	Metal Industries Workers' Union	9.12.2019	3 years	1.7.2019 – 30.6.2022	494
401.	335/2019	Hamworthy Pumps Singapore Pte Ltd	Metal Industries Workers' Union	9.12.2019	3 years	1.8.2019 – 31.7.2022	80
402.	340/2019	Marina Yacht Services Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	9.12.2019	3 years	1.1.2020 – 31.12.2022	5
403.	352/2019	Houston Well Screen (Asia) Pte Ltd	Metal Industries Workers' Union	9.12.2019	3 years	1.1.2020 – 31.12.2022	3
404.	386/2019	P&P Security Services Pte Ltd	Union of Security Employees	9.12.2019	3 years	1.11.2019 – 31.10.2022	30
405.	389/2019	GE Repair Solutions Singapore Pte Ltd	Shipbuilding and Marine Engineering Employees' Union	9.12.2019	3 years	1.6.2019 – 31.5.2022	209