

Message

Being a member of the Executive Committee of the Singapore Refining Company Employees' Union (SRCEU), I am extremely proud to be able to pen this message in celebration of this landmark event of the Union.

Year 2009 marks the 20th year since SRCEU was registered as a House Union on 9th March 1989. The SRCEU has come a long way from the time when a branch union was formed under the United Workers of Petroleum Industry (UWPI); to what it is today. From an infant in the labour movement in 1989, SRCEU has grown into a respectable affiliated union of the National Trades Union Congress (NTUC). Much of the credit will have to go to the unrelenting and persevering union leaders that have led the Union over the past couple of decades.

Although the members of the SRCEU are celebrating this significant milestone in the midst of a global recession, all of us can rejoice with pride that we are still in a much better position as compared to many of our brothers and sisters in the other sectors. Many are affected by this downturn, and we must be fortunate that we are celebrating this special occasion with our jobs intact. This does not happen by chance, but it is so due to the hard work and cooperation from both the leadership team and the workers of the Singapore Refining Company (SRC). I believe that we owe a large part of what SRC is today to the cordial Labour Management Relations enjoyed by both the Union and the Management Team.

2008 was eventful. We had just gone through a lengthy but fruitful renewal process of the Collective Agreement that was concluded last year. There were definitely some disagreements along the way; but both parties today stand proud to be the co-owners of a new Collective Agreement with updated and enhanced benefits that will last us for another 3 years. The SRCEU had also ushered in a new term of office for its Executive Committee and we have a few new faces joining our ranks. I am confident that the new team will carry on with the traditions of the SRCEU with pride.

With the backdrop of a global downturn, we can expect challenges in the coming few years. All of us in SRC will be tested. But with the strong labour management foundations built painstakingly over the years, I firmly believe that we will once again pass the test with flying colors as a family.

It is also timely that we would be launching SRCEU's new logo tonight. This new logo represents our renewed passion and trust in bringing SRCEU to greater heights!

On this note, I wish to express SRCEU's sincere appreciation to the NTUC for its guidance and support; the Management members of the SRC for your patience and cooperation with the Union; and the members especially, for your belief in the SRCEU and for being with us through thick and thin all these years.

I wish everyone an enjoyable evening.



Amranizar B H Amran
President, SRCEU

Message

As our union's General Secretary, in this inaugural souvenir magazine of the Singapore Refining Company Employees' Union to mark its 20th Anniversary, it is my duty and an honour to place on record our gratitude and appreciation of the dedicated services of our past union leaders. Without their laying and strengthening the foundation of our union over the years, we would not be what and where we are today.

From a branch union of UWPI (in the seventies) to being registered as SRCEU (on the 9th of March 1989 with Registry of Trades Union) and affiliated to the National Trades Union Congress (on 11th April 1989), we saw our membership strength grew from 233 to 423 presently. I believe the many who have come onboard must have found our union credible and viable. Today, I am proud to announce that more than 70% of the eligible Supervisory and Executive employees of the company are ordinary members of the SRCEU – made possible by SRC management allowing them to join us as ordinary members with limited representation. Thank you all for the support and trust you have given to the union. The union's door remains open to welcome those may want to be with us.

In year 2006, with the cooperation of management, SRCEU achieved another milestone by securing the Post Retirement Contract (PRC) scheme for our employees. Employees can now look forward to re-employment beyond their contractual retirement age of 55, 60 and 62 years old, when they fulfill the criteria as laid down under the PRC scheme. This meant a lot to our members as many would, given longer life expectancy, want to stay employable and financially independent for more years.

Over the past 20 years, SRC had thrived under various crises. The years ahead pose many challenges as our world continued to be plagued by serious economic, financial, health and environmental problems. As these problems adversely affect businesses and employment globally we cannot expect our company to be insulated from them. The union is committed and ready to support and help management tackle and overcome whatever problems to ensure that the company will stay afloat and be competitive. We must be strongly united as a team to face future challenges. But staying united is a challenge in itself, which the union and the company cannot afford to take for granted. Hence it would do well for union and management to establish firmer trust in each other as well as improve communication and facilitate greater sharing of information. When we are comfortable, confident and have absolute trust in each other, even the bigger problems or issues can become less difficult to deal with. As a house Union, we are in a good position to look after the interest and welfare of both our members and company.

On this note, I would like to express my sincere appreciation to all who have contributed in one way or another in making this 20th Anniversary Celebrations possible. Let us look forward to many more good years of co-operation.



Loke Chee Leong Nicholas
General Secretary, SRCEU

The Early Days

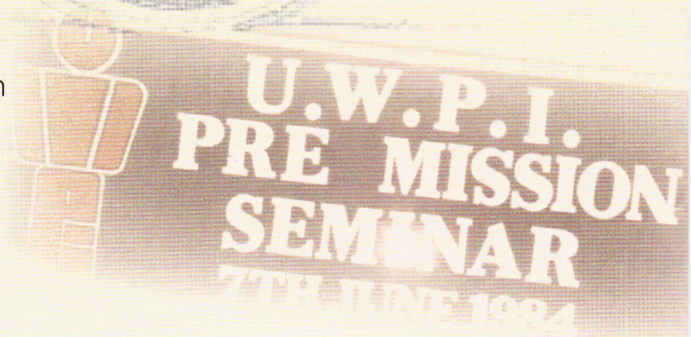
The formation of the Singapore Refining Company Employees' Union (SRCEU) can be traced back to as early as the mid 70s.

Back in 1974, the bargainable employees of the Singapore Refining Company got together and organized themselves to form a branch union. SRC came under the banner of the United Workers of Petroleum Industry (UWPI) together with the other 4 operating refineries in Singapore then; BP, ESSO, Mobil and Shell were once branches of the UWPI.

The concept of House Union was introduced during a study mission led by UWPI to Japan, South Korea and Taiwan in 1984; to understand and learn from the established house unions in those countries on self governing and the focused approach in addressing members' concerns and issues.

Shell left UWPI in 1985 to form its own House Union, today known as the Singapore Shell Employees' Union (SSEU). Mobil became the next refinery in Singapore to form its own House Union known as Union of Mobil Employees' in year 1987, today known as the ExxonMobil Singapore Employees' Union (EMSEU) after the merger between Exxon and Mobil.

The workers in Singapore Refining Company remained organized as a branch union under the UWPI until 1988, when the Singapore Refining Company Employees' Union was formed. SRCEU was officially registered as a House Union on 9th March 1989. On 11th April the same year, SRCEU became affiliated to the National Trades Union Congress together with a membership strength of 233 workers.



Growing From Strength To Strength

When SRCEU first started as a House Union, the Executive Committee led by brother Teh Siew Choon (the then President of SRCEU) faced the challenge of building SRCEU into a strong and self-reliant Union.



To begin with,



union's

membership rate then of about 78%

was high by any account. However, setting the vision to bring in as many rank and file employees from Singapore Refining Company under its wings as possible, the SRCEU went all out to convince non-members to join the Union. This is not done by just mere persuasion, but the Union had to its side of the bargain that the members' welfare and their rights as workers are protected.

Many hardliners whom were not union members in the past began to change their opinion of SRCEU over time. They were convinced by the Union's actions and sincerity in wanting to

improve the lives of the rank and file workers in the Company. Today, the

SRCEU is proud to represent near to 100% of the rank and file workers who are eligible to join as union members.

Many of the Executives from the Singapore Refining Company recognized the value of being union members as they were once rank and file workers. In 2002, a new chapter in terms of representation for executives was written. The scope of representation was extended to executives on a limited basis. As of today, 70% of the executives are ordinary members of SRCEU on limited representation.

Labour Management Relations

Generally, the Industrial Relations climate in the Singapore Refining Company has been cordial. There were moments where opinions on issues differ between the SRCEU and Management. However, both parties have always managed to resolve these issues/differences cordially without adverse impact on the Labour Management Relations in the Company.



Besides supporting SRCEU's position on granting limited Union representation to the executives, the Management has also worked with the Union on many other Tripartite initiatives.

The Singapore Refining Company has employees with varying retirement ages due to past exemption granted by the authorities due to the nature of work. However, this proved to be obsolete over time as workers became healthier, and continued to be fit to work even if they have reached their contractual retirement age.

Singapore Refining Company Employees' Union First Executive Committee



Teh Siew Choon
President



Yeo Hock Hin
Vice President



Ong Lye Huat
General Secretary



Lee Kim Sun
Asst General Secretary



Jan Teo Puay Eng
General Treasurer



Desmond Tan Beng Chua
Asst General Treasurer



Yew Moon Cheong
Member



Low Han Thye
Member



Amranizar B H Amran
Member



Ramachandran
Member



Sam Min Chee
Member



Chuah Kwee Leong
Member



Basiron Wahab
Member



Alan Tan Lian Choon
Member



Yee Choon Weng
Member

Internal Auditors

Edwin Lee Khian Tong, Patrick Wong Tet Fah

Trustees

Siew Seng Hai, Lee Fook Fai, Fong Meng Kee

Year Union was formed	1989
Election of Present Exco	1990
Next Election	1993
Membership	233

In consultation with SRCEU, the Company introduced the Post Retirement Contract (PRC) Scheme in 2006. This scheme allows employees who meet the re-employment criteria to be offered re-employment contracts which could be 5 years, 2 years or on a yearly basis. The length of the PRC would depend on whether the contractual retirement age of the concerned employee is at 55, 60 or 62 years. The PRC proved to be a godsend for many of our matured employees, as many of them are fit to continue working and at the same time want to remain employed so as to support their families or to remain financially independent.



Besides the above, the SRCEU is also constantly working on finding ways to improve the relationship with the Management. The Executive Committee has been encouraging regular dialogue sessions as well as extending invitations to the Management as and when there are Union Activities. These are above the regular meetings held

between both parties on issues such as annual increments, variable bonus and employee grievances.

Year 2008 marks another good year for the SRCEU, as the new Collective Agreement was concluded. With the understanding given by the Management, the SRCEU managed to secure an adjustment in the salary structure, on top of improvements made to several terms and conditions of employment for the employees.

The Executive Committee of the SRCEU certainly looks forward to more regular engagements with the Management, so that the Labour Management Relation (LMR) in SRC can be even better and stronger.



Formation of OPEC Cluster

SRCEU belongs to the NTUC OPEC Cluster, an informal grouping of 6 unions. The Cluster was formed on 10 October 2002. The 6 unions in the Cluster are the Chemical Industries Employees' Union (CIEU), ExxonMobil Singapore Employees' Union (EMSEU), Singapore Shell Employees' Union (SSEU-SHELL), Singapore Refining Company Employees' Union (SRCEU), Union of Power and Gas Employees (UPAGE) and United Workers of Petroleum Industry (UWPI).

The OPEC Cluster provides a platform for unions and our tripartite partners to regularly share information discuss trends and developments in our industry to better prepare our workers for the changes and challenges ahead.

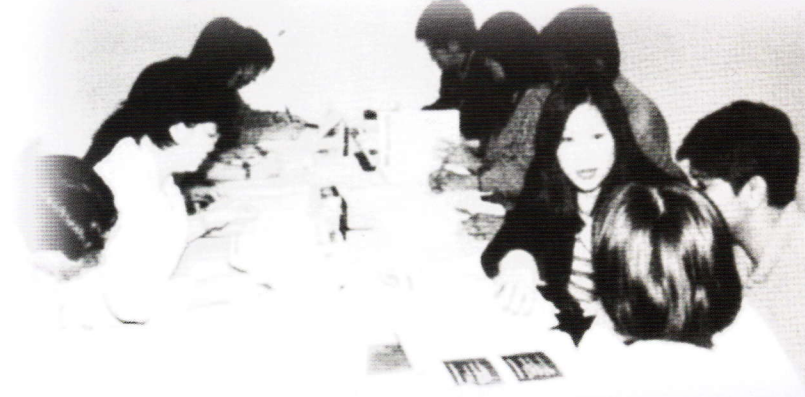
Mr. Matthias Yao, the then Deputy Secretary-General of NTUC was the Secretary of the OPEC Cluster from October 2002 to April 2004. Mr. Lim Swee Say was the Deputy Secretary-General took over as Cluster Secretary from Mr. Yao. Ms Cham Hui Fong, Director IR Department the current Cluster Secretary took over from Mr. Lim in March 2006.

Key Challenges

- Technological upgrading in the industry and pressure from management for greater productivity and operational efficiency from workers.
- Reorganisation of supporting operations and non-core functions.
- Ageing of local workforce and membership.

1st OPEC Cluster National Day Observance Ceremony 2003

The OPEC Cluster of unions celebrated National Day for the first time with their management and companies on Jurong Island on Wednesday, 13 August 2003. Besides celebrating Singapore's 38th birthday, the occasion was an opportunity for union leaders, workers, management, employer representatives and MOM officials to interact. Over 400 people attended the National Day Observance Ceremony. DPM Lee Hsien Loong was the Guest of Honour.



SRCEU Executive Committee 2008 to 2010

The new team of Executive Committee members met for a Corporate Planning Session (CPS) in February 2009. On top of the decision to introduce a new Union Logo to better represent the future thrusts of the Union, the following mission statement and key targets were conceptualized to be carried out and observed:



Sitting from Left to Right: Frank Lok (NTUC IR Consultant), Siew Seng Hai (Asst General Secretary), Nicholas Loke (General Secretary), Amranizar B H Amran (President), Loy Siang Kin (Vice President), Chan Hui Liang (Treasurer) & Kathan Sankar (Asst General Treasurer)

Standing From Left to Right: Sapuan Bin A Karim (Committee Member), Helmy Bin Hassan (Committee Member), Mohamed Rafi (Committee Member), Foo Chee Yoon (Committee Member), Yew Moon Yuen Jeffrey (Committee Member), Yeo Hock Hin (Committee Member), Au Kok Wah (Committee Member), Neo Kwee Soon (Committee Member) & Ho Chee Wai Danny (Committee Member)

Mission Statement

**TO BE A CARING AND EFFECTIVE UNION WITH THE INTEREST OF OUR MEMBERS
AND SRC BEING OUR KEY PRIORITIES**

Key Priorities

To step up efforts on membership recruitment

To improve / enhance teamwork between the Union, Management and Members

To improve / strengthen Union-Management working relations

To be recognized and appreciated by the members and management, as a value added partner



Fresh, healthy^{and} delicious

Grab a sandwich today!

NEW!

BBQ Glazed Chicken
& Egg Mayonnaise

✓ Crunchy Vegetables

✓ Juicy Meat

✓ No Trans Fat



Egg & Mayo



Tuna



Chicken Ham



BBQ Glazed Chicken



Ham & Cheese with
Wholemeal Bread

LIVE FAST, EAT HEALTHY

For this reason, we've put a lot more thought and effort into preparing healthier food for people on the move without compromising on quality, taste and value. Bite into our savoury pick-and-go selection or tuck into our fuss-free local delights and you will taste the difference instantly!

Exclusively at:



Savour our other ready-to-eat pizzas and hot meals*:



Salami Pizza



Hawaiian Pizza



Mushroom Pizza



Mee Siam



Laksa



Fried Rice with Silver Fish



Chicken Bolognese Pasta

* Available at selected stores only.

New Logo Launch



To be a caring and effective Union, with the interest of Members and SRC as our key priority.

*Blue and Yellow colours are chosen as these are the corporate colours:
reminding us, we are partners.*

Blue denotes

Serenity, strong, steadfast, trust and sincerity.

Blue also conveys importance, confidence and stability.

*The energy of the color blue enables us to look beyond and
broaden our perspective and enhance the quality of communication.*

Yellow denotes

Yellow represents friendliness, happiness, wisdom, courage and energy.

SRCEU

Strong fonts are chosen to represent confidence and courage.

Oil overlap

The overlapping oil drops to signify synergy, unity.