

## COMRADE OF LABOUR

### Muhammad Sa'ari Jakiman

Vice-President

Food, Drinks and Allied Workers Union

*Nominated by the Food, Drinks and Allied Workers Union*

Muhammad Sa'ari Jakiman has been instrumental in the day-to-day running of branch matters, and he maintains good labour-management relations with the hotel's management team and HR.

He participates actively in the collective agreement and annual wage negotiations, providing useful information on the hotel's standing which results in moderate and sustainable wage increases for the workers.

By setting himself as an example, Brother Muhammad Sa'ari encourages and motivates fellow workers to take on additional tasks to be more productive.

He also helps to convey and garner support from the ground for unpopular measures like wage moderation when the hotel performs within expectations.

Despite challenges such as high staff turnover, which is prevalent in hospitality industry, Brother Muhammad Sa'ari has played a key role in recruiting new members.

He takes on a proactive approach to get to know new employees, who are encouraged to join the Food, Drinks and Allied Workers Union (FDAWU) when they see the positive role played by the branch in looking after workers' interests.

He invests a lot of time and effort in implementing programmes to ensure the welfare and comfort of the union members and his fellow workers.

As chairman of FDAWU Care and Community sub-committee and member of NTUC U Care Committee, Brother Muhammad Sa'ari regularly sets aside time outside of his working schedule to communicate with union members so that they are aware of the activities organised by NTUC and FDAWU.

He is always helpful in getting needy members to tap on schemes like U Care, U Stretch and Family Recreation vouchers.

A lover of sports, Brother Muhammad Sa'ari usually promotes FDAWU's active participation in NTUC Club's sporting activities. Under his leadership, members are constantly exposed to the various sporting and recreational events organised by the Labour Movement.

He is at the forefront with FDAWU to promote the Progressive Wage Model (PWM).

His assistance in building trust with the hotel's management has helped the company respond quickly to the changing dynamics of the workforce, rethink upskilling and reskilling, embrace flexibility and to provide structured career paths for workers to deliver productive outcomes.

With his feedback and engagement, FDAWU was able to align wages with the PWM in its recent collective agreement.