



Visit to USE by NTUC Secretary General Chan Chun Sing on 21 May 2015



UNION OF SECURITY EMPLOYEES NEWSLETTER

PROFESSIONAL - INTEGRITY - CARE FOR OFFICERS

LATEST UPDATES

More Companies are committed to providing for their officers

Union of Security Employees (USE) has been actively engaging our unionized companies to negotiate a Memorandum of Understanding (MOU), containing a Progressive Wage Model (PWM) clause and other guidelines or a Collective Agreement (CA) that will benefit the lives of our Security Officers. All agencies are required to adhere to the Employment Act and Workplace Safety and Health Act. As a unionized agency, one has to also adhere to the Industrial Relations Act. USE had only 31 MOUs and 25 CAs in year 2014 and with the hard work of our union leaders and staff, as at 15 July 2015, we have concluded a total of 48 MOUs and 27 CAs.



Signing with G4S Secure Solutions(S) Pte Ltd



Signing with Danmax Security Management Pte Ltd



Signing with AETOS Guard Services Pte Ltd

6 things you need to know about Progressive Wage Model (PWM)

<p>WHY</p>	<p>WHO Is applicable to Singaporeans and Permanent Residents of Singapore.</p>
<p>WHEN Legislation by 1 Sep 2016 No PWM = No Operating License for Security Agencies</p>	<p>WHAT No execution of duties of higher ranks unless recognized by PLRD. Example: Security Officer cannot execute Senior Security Officer duties.</p>
<p>HOW It covers 4 ladders</p>	<p>HOW Covers 5 ranks</p> <ol style="list-style-type: none"> 1. Security Officer 2. Senior Security Officer 3. Security Supervisor 4. Senior Security Supervisor 5. Chief Security Officer

You can get a copy of the Security Officer Handbook that includes employment rights and PWM information at USE Customer Service Centre.

Knowing your leaders

<p>President Hareenderpal Singh</p> <p>Branch Chairman of Premier Security Co-Operative Limited</p>	<p>Executive Secretary Steve Tan</p> <p>USE Executive Council</p>	<p>General Secretary Raymond Chin</p> <p>Branch Chairman of Reachfield Security Pte Ltd</p>
<p>General Treasurer Sivamani D/O Taigrajan</p> <p>Branch Chairman of Excellent Security & Safety Pte Ltd</p>	<p>Asst. Executive Secretary Mohamad Randy</p> <p>USE Executive Council</p>	<p>EXCO Member Devika Rani</p> <p>Member of USE Executive Council</p>

Passionate to serve your fellow officers just like the union leaders? Do you know you can be one of them!

WE WANT YOU!

Contact the Union if you want to volunteer yourself to contribute to the betterment of the lives of your fellow security officers.



Engaging USE Branch Officials and provide updates about the security industry

Quarterly Branch Officials (BOs) Communication sessions were organized to ensure BOs get the latest updates of the industry and provide a platform for BOs to share their experiences on ground. On the last session on 4 June 2015, BOs participated in a pop quiz with regards to the Progressive Wage Model on its required training modules and the consequences if the required training is not attained by 1 Sep 2016. Industrial Relations Officers also shared case studies with the BOs to guide them of their responsibilities towards grievance cases raised by members and the appropriate solution to



Email us with your contact details at use@ntuc.org.sg with subject title Branch Official. We will get in touch.



Sharing by our Executive Council members at USE Customer Service Centre

Speakers from MOM and CPF Board shared amendments and updates to legislations



Executive Secretary Steve Tan reiterating the importance of pointers shared by speakers from CPF Board.



Sharing by Ministry of Manpower, Labour Relations and Workplace Division.

During the last 2 sessions of the quarterly Union Management Dialogue, USE invited speakers from Ministry of Manpower (MOM) and Central Provident Fund (CPF) Board to share on the amendments to legislations and good practices as an employer. Management partners used this platform to understand and clarify on the new requirements to be met with the changes in the Employment Act and employers' responsibilities such as types of wages/allowances which attract CPF contribution.

Importance of Workplace Safety

Safety at work is important and you must know your rights.

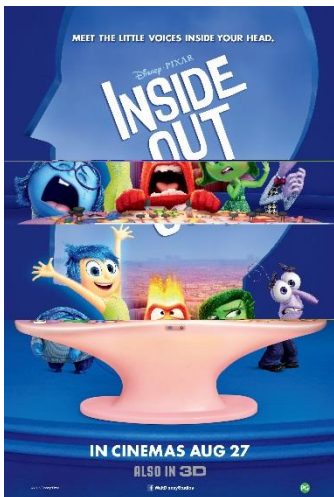
The Workplace Safety and Health Act is there to protect you from working in dangerous and risky environments.

You should not be forced or pressured into operating equipment which you are not trained in such as lifts, power switches, and others.

Your employers or site contractors, e.g. managing agents and site supervisors, must comply with the laws and cannot make you work in areas which are unsafe or unreasonable.

Report to USE if you face such requests or are unsure, if your rights have been compromised.

Upcoming next...



USE MOVIE DAY 2015

Date: 29 August 2015, Saturday

Time: 1pm (Engagement Session);
2pm (Movie Screening)

Location: Golden Village Vivocity (Level 2)

Ticket Price: \$7.50* (1 movie ticket, popcorn & drink)

Tickets sales at USE Customer Service Centre (Limited tickets only)

*Purchase up to 4 tickets per USE Member; First come, first served. No Reservations. Members must not be in arrears upon purchasing tickets.

USE OB Membership Core Benefits at a glance

Criteria: Members must have at least 6 months continuous membership and must not be in arrears

NTUC GIFT*

Starting 1st May 2015

- Up to **\$40,000**
- OB & GB Members
- Up to age 65 yrs
- Long time member, e.g. 30 yrs member can get coverage till age 75

USE Individual & Group Personal Accident Policy*

- Up to **\$10,000**
- OB Members
- Age 16 – 70 yrs

SLF Hardship Grant*

- Up to **\$1,000**
- OB Members only
- Gross Household Income (GHI) of \$1,800 and below
OR Per Capita Income of \$500

U Stretch Vouchers & Back To School (BTS) Vouchers*

- **Up to \$100** U Stretch
- **Up to \$125** BTS
- OB Members
- Educational Institution in Singapore
- Personal Gross Monthly Income of \$1,450 and below (*Members without dependents staying in same household*)
- Monthly Gross Household Income of \$3,000 and below *OR* per capita income of \$750 and below

M Sanji Bursary & Scholarship*

- **\$100 - \$700** per Child
- OB Members
- Up to 2 children per family
- Local school or institution
- Monthly Gross Household Income of \$3,000 and below *OR* per capita income of \$750 and below



Recommend your fellow officers to sign up as a USE Member now to enjoy these benefits and more!

Application form available on the next page or apply online at <http://bit.ly/1IG4ELP> !

* All Terms and Conditions are subjected to changes.



M Sanji Bursary and Scholarship Awards 2015

(Application closes on 9 Oct 2015)



www.facebook.com/joinUSE

Find out latest updates on our Facebook today!

Your Personal Particulars

Please circle:
I need / do not need my photo on my card

Gender

Male Female

NRIC/FIN Number (Starting with F or G)

Date of Birth (dd/mm/yyyy)

Full Name (as in NRIC/Passport)

(Please underline Surname/Family name)

Your full name will be printed if this field is left empty.

Name To Be Printed On Card

(Please limit to 28 letters only, spaces included)

Race

Chinese Malay Indian Eurasian Others

Residential Status

Singapore Citizen Permanent Resident Employment Pass Holder Work Permit Holder

Marital Status

Single Married Widowed / Divorced

Highest Education Level

Primary & Below Lower Secondary / GCE 'O' / 'N' Level Degree Nitec Post Secondary / GCE 'A' Level Diploma Post Graduate

Your Contact Details

(H) _____ (O) _____

(HP) _____

Email Address

Your Address in Singapore

BK/House No. _____ Unit No. # _____

Street Name

Postal Code

Your Job (compulsory, please complete)

Occupation

Company Name in Full

Company's Business Nature

Monthly Gross Salary

Below \$1000 \$1000 – \$1499 \$1500 – \$1999 \$2000 – \$2499 \$2500 – \$2999 \$3000 – \$3999 \$4000 – \$4500 Above \$4500

NTUC FairPrice membership

If this section is not duly completed, your FairPrice rebates application will not be processed.

I would like to be an NTUC FairPrice member under the "Join-Now-Pay-Later" scheme. The first \$23 of rebates must be accumulated within the first three years to pay for the 20 shares (at \$1 each) and \$3 admin fee. I authorise NTUC FairPrice to credit my NTUC FairPrice rebates into my bank account. I consent to NTUC disclosing my personal particulars to NTUC FairPrice for the purpose of facilitating my NTUC FairPrice membership. I also understand that the maximum amount in purchases at NTUC FairPrice Cooperative Limited entitled to rebate each financial year is S\$6,000. - the rate will be declared at the Annual General Meeting of NTUC FairPrice Cooperative Limited each year.

* The FairPrice rebates (\$) will be paid to the same bank account if your membership fees is paid via GIRO.

Please fill in the details only if your membership fees is not paid via GIRO

Account Holder's Name: _____
Account Holder's NRIC / FIN: _____ Name of Bank: _____
Bank Account No: _____

Subscribe to M Lifestyle Yes No
(12 issues at \$9 a year, deducted from my NTUC FairPrice rebates)

Agreement

NTUC Membership refers to a range of membership types depending on the work status of the individual. NTUC reserves the right to assign successful applicants to an NTUC affiliated union/association. For a full list of affiliated unions/associations, please refer to www.ntuc.org.sg. Upon approval, all members will automatically become a member of NTUC-GIO. For NTUC FairPrice membership, applicants will have to opt in.

I certify that the information given by me is true and correct. I agree to:

- Membership Fees (\$17 per year)**
- authorise NTUC or its Agency to obtain NTUC Membership Fees (current fees being \$9 per month (Jan-Nov), \$18 (Dec)) from me in accordance with the prevailing rates of Union/Association subscriptions.

- Rules**
- observe all rules and regulations of NTUC, its affiliated unions/associations, NTUC Social Enterprises, by-laws of NTUC's cooperatives, and terms and conditions relating to membership benefits and programmes.

Transfer Between Membership Types

- authorise NTUC and its affiliated unions/associations to assign and transfer my membership depending on eligibility and work status.

Loss and Replacement of NTUC Plus Card

- make a payment of \$3.00 to 'NTUC Link Plus Ltd' for any loss or replacement of NTUC Plus Card.

Notice of Termination

- give 3 months' notice for termination* of membership in writing.

Collection, Use and Disclosure of Personal Data

- I authorise NTUC and its affiliated unions/associations to collect, use and retain by NTUC and my union/association for the purposes of processing, administering and managing my membership.
- I consent to my personal data being disclosed amongst:
 - (i) NTUC and the affiliated union/association of which I will be a member for the purposes of managing my respective membership; and
 - (ii) NTUC-affiliated union/association, the Employment and Employability Institute, and NTUC Social Enterprises for the purposes of managing and increasing membership benefits and privileges.
- I consent to be contacted by NTUC and my assigned union/association via email, text messages, fax and/or post for matters relating to employment and employability, industrial relations, training and education, social and recreation as well as to give my opinion/feedback on such matters.
- For the purposes of industrial relations and employment-related issues, I consent to NTUC and my union obtaining my personal data and any relevant data relating to my employment from my company.
- I will also keep NTUC and my assigned union/association informed immediately of any changes to my employment status or personal particulars that affect my membership status and benefits.
- I understand that I am also applying for membership to the PLUS Programme ("PLUS") administered by NTUC Link Private Limited ("NTUC Link"). I agree to abide by the terms and conditions of PLUS! I acknowledge and consent to:
 - a) the collection, use and retention of my personal data by NTUC Link for the purposes of fulfilling, sending and managing my PLUS membership to NTUC Union/Association and NTUC Link for the purposes of processing, servicing and managing my PLUS membership;
 - b) the disclosure of my personal data by NTUC Link to its LinkPoints Partners/Merchants for the purposes of fulfilling, servicing and managing my PLUS Membership;
 - d) I further consent to be notified by NTUC Link on benefits and privileges pertaining to PLUS via email, text messages, fax and/or post; and
 - e) I can visit www.plus.com.sg to manage my PLUS membership (including withdrawal of consent) after my successful enrolment to PLUS!
- For any enquiries on personal data protection matters, please email to spoo@ntuc.org.sg

Part 1: For Member's Completion

To POSB DBS OCBC UOB FEB

Other Bank _____

Branch _____ Date _____

Name of Billing Organisation

NTUC – UMS

NRIC/FIN of Member

Members' Name

- I/we hereby instruct you to process the BO's instructions to debit to my/our account.
- You are entitled to reject the BO's debit instruction if my/our account does not have sufficient funds and charge me as a fee for this. You may also at your discretion allow the debit even if this results in an overdraft on the account and impose charges accordingly.
- This authorisation will remain in force until terminated by your written notice sent to my/our address last known to you or upon receipt of my/our written revocation through the BO.

Name of A/C Holder

My/Our Account Number

NRIC/FIN of A/C Holder

Contact

My Signature(s)/Thumbprint(s)* (Account Holder)

*As in Bank's Records! For all banks other than POSB/DBS thumbprints should be affixed in the presence of the bank officer.

For Official Use Only

Part 2: For Billing Organisation's Completion

Bank Branch Billing Organisation's Account Number
7 1 7 1 0 0 1 0 0 1 0 6 4 8 1 1 0

Bank Branch Account Number To Be Debited

Billing Organisation's Member's Reference Number Member's Union

Part 3: For Bank's Completion

To: NTUC-UMS c/o NTUC Members' Hub
No. 1 Marina Boulevard #B-01 One Marina Boulevard Singapore 018889

This application is hereby REJECTED for the following reason(s) :

- Signature/Thumbprint differs from Bank's records
- Account operated by signature/Thumbprint*
- Signature/Thumbprint incomplete/unclear
- Wrong Account Number
- Others
- Amendments not counter-signed by the customer

Names of Approving Officer Authorised Signature Date

For thumbprint, please go to the branch with your identification *Please delete / not applicable