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AUGUST 2015

UNION OF SECURITY EMPLOYEES

NEWSLETTER

PROFESSIONAL - INTERGRITY - 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 а Progressive Wage Model (PWM) clause and other quidelines 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



Signing with G4S Secure Solutions(S) Pte Ltd



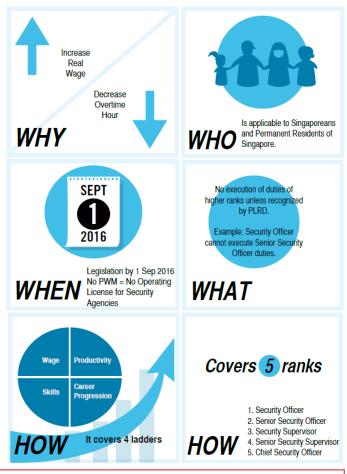
Signing with Danmax Security Management Pte Ltd



Signing with AETOS Guard Services Pte Ltd

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.

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



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

ISSUE 1 | 2015 **Knowing your leaders**

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

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

VE WANT YOU!

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

touch.



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



at use@ntuc.org.sg with subject

title Branch Official. We will get in

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.

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.

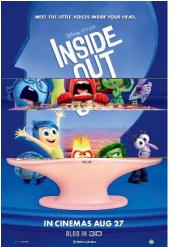
Your employers or site

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*

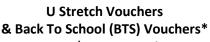
- Starting 1st May 2015
 - Up to **\$40,000**
- OB & GB Members
- Up to age 65 yrs
- Long time member, e.g. 30 yrs member can get coverage till age 75

USE Individual & Group Personal Accident Policy*

- Up to <u>**\$10,000**</u>
- OB Members
- Age 16 70 yrs

SLF Hardship Grant*

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



- <u>Up to \$100</u> 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*

- <u>**\$100 \$700</u> per Child**</u>
- 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 <u>http://bit.ly/1IG4ELP</u> !

* 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!



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Your Contact Details

Application for Union Membership

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