

# BONDS

## A CIEU NEWSLETTER

### MAY DAY AWARDEES 2021



**S Tamilvanan**



**Mahendran  
S/O Adaikalam**



**GSK**

On the evening of 28 April 2021, a total of 143 May Day Awards were presented to union leaders and tripartite partners for their strong support and contribution in advancing workers' interests.

This year, our Vice-President Brother Mahendran Adaikalam and Assistant General Secretary S. Tamilvanan received the Comrade of Labour Awards. We are proud to honour their valuable contributions in CIEU and to the Labour Movement!

We are also pleased to congratulate the management of GSK for receiving the Plaque of Commendation (Star), as they have continuously worked closely with CIEU and is an exemplary example for their contribution towards the Labour Movement!

## #ASKCIEU: TRAINING

**Q. I am an admin assistant at a chemicals company. I have been doing my job for 15 years. Why do I need to change? Why do I need to go for any training?**

**Training for what and why?**

- Susan, 45 years old



A. If you look around you, in the last 15 years, **the use of technology has changed the way we work and communicate with one another**, (e.g. the use of smartphones and messaging apps like Whatsapp and Telegram). In the work environment we have also embraced the use of PCs, laptops and technology to do our work.

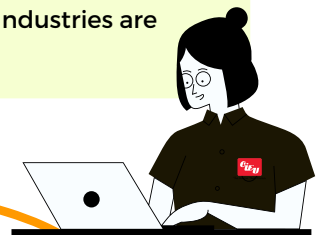
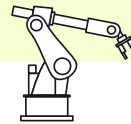
For businesses and companies to continue to be competitive, they will need to keep up with technology changes and transform as well. **In order to ensure that you stay employable, your skills must keep up with the transformation happening around us.** With technology, a lot of repetitive or administrative tasks, such as basic manufacturing and data entry, could be automated. Some companies have also outsourced to countries with lower operating costs.

**So, for you to stay employable, training is crucial.**



Training will ensure that:

- You are equipped with new skills that a machine cannot perform
- You are better able to contribute to your company
- You are well-positioned to take on a different role with another company even if your job gets lost to technology or outsourcing
- You have knowledge and skills that new industries are looking out for



“

I wanted to expand my knowledge and skills in HR as it would value-add to my role as a union leader. Importantly, this knowledge will ensure that I am employable to perform HR-related work, if a need arises one day.

While it was not an easy course, I'm glad to have completed it and have found it applicable to my daily work. It has also helped me to better understand the HR decisions my company makes.

I encourage everyone to not be afraid to take up a new skill and learn new knowledge. It will be useful for you, even if you don't see its direct impact today!

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- Sister Kong Lai Mee is a Sales Support Officer for a multi-national company. Sister Lai Mee also serves in CIEU's Executive Committee. Back in 2020, she took up a certification in HR - Chartered Institute of Personnel Development (CIPD) Award in Human Resources Essentials.

## #ASKCIEU: TRAINING

**Q. I want to upgrade and learn new skills! But cost is an issue. Are there any funds or subsidies?**

- Eric, 40 years old



A. It's great that you want to upgrade! Do not worry about cost, there are many different funding schemes available.

(a) As a union member, you can use the Union Training Assistance Programme (UTAP) to defray the cost of training! **Enjoy 50% \*unfunded course fee support for up to \$250 each year when you sign up for courses supported under UTAP.**

For NTUC members aged 40 years old and above, you can enjoy higher funding support up to \$500 per individual each year, capped at 50% of unfunded course fees, for courses attended between 1 July 2020 to 31 December 2022.

(b) Furthermore, if you are a Singaporean age 25 years old and above, you can also **make use of your SkillsFuture Credit** to learn new skills or enhance existing ones! For more details, please log on to: <https://www.myskillsfuture.gov.sg>

\*Unfunded course fee refers to the balance course fee payable after applicable government subsidy. This excludes GST, registration fees, misc. fees etc.



**Q. How do I know what courses or training providers are supported under UTAP? How do I apply for UTAP?**

- David, 30 years old



A. Simply log on to [skillsupgrade.ntuc.org.sg](https://skillsupgrade.ntuc.org.sg) or scan QR code.



**To apply for UTAP:**

1) Register for the course that is supported under UTAP and complete the training. For course information and enrolment, please contact the training provider.

2) After you complete the course, login to your U Portal account to submit the UTAP application. NTUC Members should apply for their UTAP claim within 6 months of course completion.

You can select the training provider you have in mind or key in the course title. Select "UTAP" under funding type to check if they are supported under UTAP.



Scan now to search for courses supported under UTAP!

**Do you need more help?**



Scan to view a short video on how you can use your UTAP!



For enquiry on UTAP, you can email [UTAP@e2i.com.sg](mailto:UTAP@e2i.com.sg).

Alternatively, you can also contact CIEU at



[cieu@ntuc.org.sg](mailto:cieu@ntuc.org.sg) or call us at **62205677**.

## #ASKCIEU: TRAINING

**Q. As a Company looking into Industry 4.0, I am worried that my current workforce will not be able to keep up with transformation. What support can CIEU provide, so that my workforce remains relevant?**

- ABC COMPANY PTE LTD



**A. Your concerns are very valid! As the industry continues to transform, jobs are disrupted, and new roles may emerge. Your current workforce will need to upskill to remain relevant and keep up with the company's transformation.**

**CIEU has been engaging companies via Company Training Committees (CTCs), where union leaders and management have regular discussions to identify and curate relevant training for employees to stay relevant.**

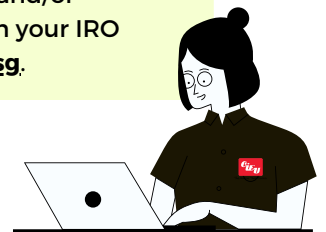
Another tool that CIEU has with companies is the **Operations Transformation Roadmap (OTR)**. If you need assistance to kickstart your transformation, or you want to learn more about Industry 4.0 and how to become a part of the Smart Nation, **this is a strategic planning tool for companies to map out transformation plans together with relevant stakeholders, in terms of near-, mid- and long-term business strategies and workforce plans.**



**For grant support, you can tap on NETF Collaborative Fund (NCF).** This fund aims to provide training support to companies to send their employees for training programs that will enhance their employability. In other words, training that will upskill employees to stay relevant! Unionised companies can get funding support capped at \$50,000 per year; and NCF co-fund 50% of the unfunded course fees cap at \$250 per employee (NTUC member) per year.



For more details on CTC, OTR and/or funding support, check in with your IRO or email us at [cieu@ntuc.org.sg](mailto:cieu@ntuc.org.sg).



Do you have burning questions that you would like CIEU to answer? Email us today at [cieu@ntuc.org.sg](mailto:cieu@ntuc.org.sg) with the subject #ASKCIEU!

## #ASKCIEU: WRONGFUL DISMISSAL

**Q. Last Friday, my supervisor called me into his office and gave me a termination letter. I was told to leave on that day without any notice or reasons given. Is this fair to me?**

- Kelly, 55 years old



A. Hi Kelly, we are sorry to hear that you were terminated without any notice. According to the Tripartite Guidelines on Wrongful Dismissal, your company can only terminate your service without any notice / pay in-lieu of notice on the grounds of misconduct. Misconduct includes but is not limited to theft, dishonest or disorderly conduct at work, insubordination, and/or bringing the company into disrepute.

Unless it has been established that you are dismissed due to misconduct, with due inquiry, your company should provide the period of notice or salary-in-lieu of notice as stated in your employment contract.



**Q. I was unfairly let go from my employment. Where can I seek help?**

- Benedict, 50 years old



A. Hi Benedict, if you believe that you are wrongfully dismissed, you can file a request within 1 month from your last day of employment.

If you are a union member, please approach the union for advisory and assistance.

For CIEU Union Members, please contact us at 6220 5677 or via email [cieu@ntuc.org.sg](mailto:cieu@ntuc.org.sg).

If you are a non-union member, you can file a claim online, via <https://www.tal.sg/tadm/eServices>.



### Case Study - Righting an Unfair Termination



**“ I was told that I had performance issues and was terminated from my employment with salary in-lieu-of notice. This was false. ”**

Member Sam was told to leave his company immediately and he was paid salary in lieu of notice. Company claimed that he had not been performing up to expectations. However, Sam's annual performance appraisals were consistently rated as "Good", with no warning letters or indications that his performance was poor for his entire employment tenure. Feeling unjust, Sam sought help from CIEU.

Upon CIEU's engagement with the company, it was found that the reason of poor performance given by company was false. It was a disguised retrenchment, under the guise of poor performance. We negotiated on grounds of unfair termination and were successful. Sam was able to settle for a reasonable compensation from his previous employer.



# ADAPTING TO THE NEW NORM MEMBERSHIP ROADSHOW WITH SAFE MANAGEMENT MEASURES



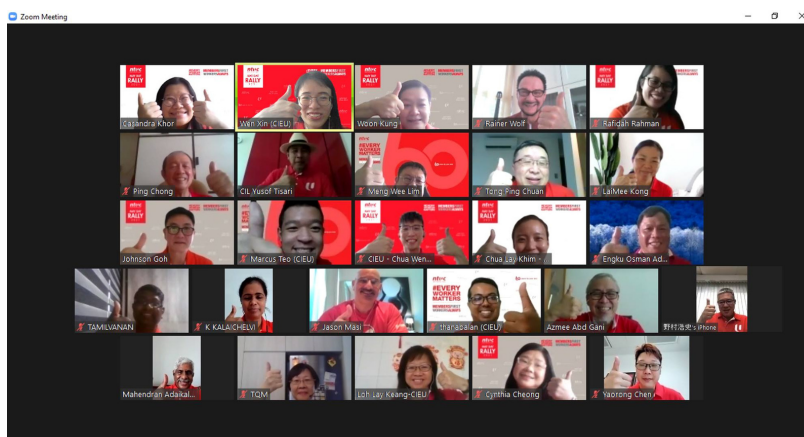
Earlier in March this year, we were at Becton Dickinson (BD) and Baxter to engage our members and to share on our union membership benefits such as UTAP and social enterprise offerings to stretch their hard-earned dollars.

We took the opportunity to distribute our exclusive 40th Anniversary Membership souvenir and share on the various activities lined up for our CIEU 40th Anniversary such as #CIEUBINGO!



# EMBRACING A NEW NORM: A VIRTUAL MAY DAY RALLY

On 1st May this year, we attended our very first hybrid May Day Rally! This was an annual significant event whereby we come together to reaffirm our collective commitment to advance our workers' interests. We took this opportunity to invite our CIEU Management Partners to join in the event virtually with our Exco and staff!



## EQUIPPING WORKERS WITH RELEVANT SKILLSETS THROUGH BITE-SIZED COURSES

Together with Singapore Polytechnic Energy and Chemicals Training Centre, CIEU developed bite-sized courses to help workers and companies ensure that the workforce is well-equipped and up-to-date with the relevant skillsets.

Following the success of the 9-day Bite-Sized Training Programme held in December 2019, the Energy and Chemicals Training Centre under SP's School of Life and Chemical Sciences conducted a consecutive round of training for 22 Process Technicians from GSK for the second year running.

On 9 to 21 December 2020, the trainees went through 9 out of 13 modules from the Certificate in Chemical Process Operations and Control, where they deepened their knowledge and skills in process fundamentals, operation, monitoring and control, and process equipment preparation for mechanical work. The programme is mapped to the process technician job role and designed with reference to the Energy and Chemicals Skills framework, equipping trainees with industry relevant skills and knowledge.

With positive feedback from the trainees, many of them expressed enthusiasm to pursue the remaining 4 modules to complete their certification! We look forward to support more workers on their journey towards upskilling.

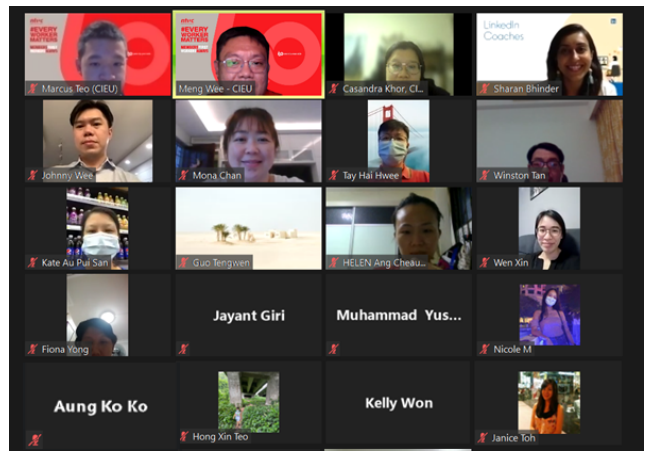


In the photo : The 22 Process Technicians from GSK together with the Trainers, Mr Lim Hock Heng (Vice President & Managing Director, GSK ) and Ms Jasmin Lau (Learning & Development Manager, GSK) at Singapore Polytechnic Energy and Chemicals Training Centre



## CIEU - LINKEDIN WORKSHOP: LEARNING TO ROCK OUR LINKEDIN BRAND PROFILE

On 29 April, CIEU hosted a complimentary workshop specially for our union members in partnership with LinkedIn Singapore. In this workshop, Ms Sharan Bhinder from LinkedIn shared on how we can use LinkedIn to build our brand on and off the work field through our profile and posts. Our members also gained insights on how to expand their network with like-minded individuals, whether at work or at play!



## CELEBRATING OUR 40TH ANNIVERSARY

This year, CIEU is celebrating its 40th Anniversary! As part of our celebrations, we've lined up a series of activities just for you and your family. Come and join us! Attractive prizes to be won! We have more upcoming events in the pipeline. All with chances to win attractive prizes. Follow us on Facebook for the latest updates!

# 40th Anniversary B-I-N-G-O

The Union That Cares

<p><b>Walked 40,000 steps or more in 1 week</b></p> <p>Submit screenshot of your activity tracking app to <a href="https://cieuentuc.org.sg">cieuentuc.org.sg</a></p>	<p><b>Attended LinkedIn Webinar - Rock your Profile!</b></p> <p>Date: 29 April 2021, 7 - 8.30pm Cost: FREE! Register at <a href="https://bit.ly/3t4SbuJ">https://bit.ly/3t4SbuJ</a></p>	<p><b>Attended CIEU Virtual Event</b></p> <p>Details will be released through CIEU Facebook.</p>
<p><b>Attended CIEU Virtual Event</b></p> <p>Details will be released through CIEU Facebook.</p>	<p><b>Took a photo with CIEU's 40th Anniversary Gift</b></p> <p>Upload photo to CIEU's Facebook &amp; hashtag #CIEU40</p>	<p><b>Attended CIEU Virtual Event</b></p> <p>Details will be released through CIEU Facebook.</p>
<p><b>Attended CIEU Virtual Event</b></p> <p>Details will be released through CIEU Facebook.</p>	<p><b>Took a nature walk at any NParks park</b> E.g. Bukit Timah Nature Reserve, Mount Faber, Jurong Lake Gardens, Botanical Gardens etc.</p> <p>Upload photo of you next to the park's signage to CIEU's Facebook &amp; hashtag #CIEU40</p>	<p><b>Visited a Local Attraction</b> E.g. Singapore Zoo, Jurong Bird Park, Singapore Flyer, Gardens by the Bay etc.</p> <p>Upload photo of you next to the attraction's signage to CIEU's Facebook &amp; hashtag #CIEU40 <small>[P.S. You can use your SingaporeRediscovers vouchers]</small></p>

Scan QR code for more details.

**How to Play: Complete 3 activities that form a row (down/across/diagonal). Submit completed BINGO card to [cieuentuc.org.sg](https://cieuentuc.org.sg) by 30 September 2021. You will receive a small token and an additional lucky draw chance at our Virtual Anniversary Celebrations held on 8 Oct 2021. For more details, head to <https://bit.ly/39cNx6G> or scan QR code.**



# NTUC MEMBERSHIP PRIVILEGES

**2021**

# CIEU GOT TALENT!

**WOW**

**ANYTHING CAN BE A TALENT!  
BE CREATIVE & STAND TO WIN UP TO \$300!  
UPLOAD YOUR VIDEO TO FACEBOOK & TAG  
@JOINCIEU & HASHTAG #CIEU40**

CONTEST CLOSSES 22 AUGUST 2021.  
MORE DETAILS CAN BE FOUND AT:  
[HTTPS://BIT.LY/3VQ0TLE](https://bit.ly/3VQ0TLE)


**SHOWCASE YOUR TALENT TODAY!**




The Union That Cares

## Get ready for easier rewards

Starting from 1 August 2021



### What you need to know about the changes in Plus! Rewards Programme

**100 LP = Save \$1** at all Plus! partners

Your LinkPoints balance will be adjusted to the new rate, however the dollar value will stay the same.




### Earn rates will change at all Plus! partners

For example,

<b>FairPrice</b>	Base earn rate
	\$1 = Earn 0.5 LP
<b>Cheers</b>	Bonus* earn rate
	\$1 = Earn 1.33 LP
<b>Unity</b>	When you spend ≥\$400 monthly in-store



Note: Base earn rate varies across Plus! partners

### Earning LinkPoints just got easier at FairPrice



- No minimum spend
- Earn LinkPoints when you shop online
- Get bonus\* earn rate when you shop online
- Get bonus\* earn rate when you shop in-store

\*T&Cs apply



Scan the QR code to visit [bit.ly/plus-refreshed-wa](https://bit.ly/plus-refreshed-wa) or call 6223 5225 to find out more.



### REFER A FRIEND WHO WORKS IN A CIEU-UNIONISED COMPANY TO JOIN CIEU AS A MEMBER AND RECEIVE A \$10 CASH VOUCHER FROM US!

Scan to sign up online!



Do refer to our CIEU online sign-up guide for more details:

<https://bit.ly/3idDP5o>

**\*T&Cs:**

- Incentive applicable upon 1st mth successful GIRO deduction of recruited member
- Voucher collection details to be determined in accordance to govt prevailing SMM
- Applicable to Ordinary Branch (OB) members only
- OB member to provide name, company, contact number of recruited member via email to [cieu@ntuc.org.sg](mailto:cieu@ntuc.org.sg) as proof

### CIEU latest updates!




### MyNTUC App

The fast and easy way to access exclusive NTUC Membership privileges and services.

Scan to download MyNTUC App



[ntuc.co/myntuc](https://ntuc.co/myntuc)



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