

PARTNER OF LABOUR MOVEMENT

Iris Chang

HR Business Partner, Singapore HR Country Lead
Avago Technologies International Sales Pte Limited

Nominated by the United Workers of Electronics & Electrical Industries

In 2022, Iris Chang collaborated with the United Workers of Electronics & Electrical Industries (UWEEI) to review salaries for bargainable employees, leading to a market adjustment in basic wages. Avago consistently pays annual increments and variable bonuses that align with or are better than market practice. In response to the cost of living concerns, the company increased its dental benefit in the latest collective agreement in 2022.

Sister Iris observed that COVID-19 had affected employees' mental health and increased employees' concerns about health issues. In December 2022, she led the effort to introduce an Employee Care Programme with a complimentary counselling hotline. The company also worked with its insurer to provide a Personal Case Management service, which provides a complimentary second opinion on medical diagnosis. In January 2023, the company has also further introduced preventive healthcare – annual health screening to all employees

Sister Iris responds to UWEEI branch committee's and employees' feedback. For example, she lobbied for flexible benefits to shift from a reimbursement basis to an upfront cash disbursement to streamline the process of claiming flexible benefits.

When a role is obsolete, Sister Iris would work with various business units to facilitate redeployment transfers where possible. If the affected employee does not find any suitable role, Sister Iris would assist the employee through UWEEI, EDB, industry network and provide a job placement toolkit with information from NTUC's e2i (Employment and Employability Institute).