

## PLAQUE OF COMMENDATION

### **Goodrich Aerostructures Service Center - Asia Pte Ltd, a part of Collins Aerospace**

*Nominated by the Singapore Industrial & Services Employees' Union.*

Goodrich Aerostructures Service Center - Asia Pte Ltd, a part of Collins Aerospace, specialises in aerospace maintenance, repair, and overhauling aircraft nacelle systems and airframe composite components. The company offers a comprehensive collective agreement with benefits, including shift allowances, medical coverage, and skills training. In January 2024, the collective agreement with the Singapore Industrial & Services Employees' Union (SISEU) was renewed, enhancing meal, shift, and laundry allowances, leave entitlements, and salary structures. It also adheres to National Wages Council guidelines for annual increments and variable bonuses to mitigate the rising cost of living.

During the COVID-19 pandemic, the company ensured shop floor workers received their annual increments and avoided unpaid leave, only resorting to voluntary retrenchment amidst challenging conditions. It collaborates closely with the branch committee and SISEU to address worker concerns and implements staff-level policies. When employees faced financial difficulties due to health or family issues, the company partnered with SISEU to provide support. The management actively participates in union events and supports branch officials in attending related events and training.

Investments in robotic solutions have enhanced productivity, leading to better wages for workers through the Company Training Committee with SISEU. The company is committed to long-term growth and sustainability, collaborating with branch officials to guide workers through transformation. The company prioritises training, offering fully paid sponsorship study programmes and partnering with external trainers like NTUC LearningHub for specialised skills, leadership training, and overseas upskilling initiatives.