

“thisweek

3 DECEMBER 2017  
60 CENTS  
MCI (P) 102/12/2016

**Happy  
Holidays  
to All of U!**

The Labour Movement family saves the best for last with a wonderful selection of treats, deals and getaways for you to indulge in this year-end.



# Cheers to the Season!

It's that time of the year again for fun, food and festivities! Take off on a holiday, catch up with family and friends over food and drinks, or live it up at a few favourite places. To make things easier for you, we've put together the best deals in and around the Labour Movement. Enjoy!

Compiled by **Jonathan Tan**

## Escape

### Fly for Less!

NTUC members looking to jet away for a holiday will find this very enticing. Emirates is offering up to 10 per cent off both business and economy class fares for members with the use of the **SGNTUC1** promo code when paying for tickets online.

**i** Promotion ends 31 Dec 2017. Applicable for travel from Singapore until 31 Mar 2018. Do note that fuel surcharges and associated taxes are not discounted. Travel blackout dates may apply. For enquiries, please call Emirates at **6622 1770**. For bookings, visit **www.emirates.com/sg/ntuc**.



### Discounted Protection

As you make plans for your next getaway, don't forget to protect yourself and the family with travel insurance. For a limited time between now till 25 December 2017, NTUC Income is offering 40 per cent off Single Trip plans with a free gift worth up to \$100!

**i** Promotion terms and conditions apply. For purchase and more information, visit **www.income.com.sg/travel**.





### Room with a View

Live it up in the heart of the city at Park Hotel Farrer Park! With its Sky Loft Rooms going at 50 per cent off during weekends, you'll have one of the best views of Singapore's skyline whether you are enjoying complimentary access to the Crystal Club lounge or dining on the complimentary breakfast for two.

**i** Valid till 30 Dec 2017. All reservations to be made in advance at <http://bit.ly/2A1SIFP> with the promo code **NTUCFP**. Present your NTUC card at check-in for verification. Terms and conditions apply.

### Inspired by Nature

Those looking to get away from the bustle of the city should consider a nature-themed hideaway at D'Resort. Besides a special 50 per cent off the second night's stay, guests will also get unlimited access to the refreshed Wild Wild Wet water theme park throughout their stay!

**i** A minimum two-night stay applies. Bookings to be made by 15 Dec 2017 and stays are only valid for Sun to Thur from now till 28 Dec 2017. Blackout dates apply. To book, email [reservations@dresort.com.sg](mailto:reservations@dresort.com.sg) with your name, NRIC number, preferred room type and planned stay dates. Discount is based on prevailing room rates at [www.dresort.com.sg](http://www.dresort.com.sg). Terms and conditions apply.



### \$0 Getaway Tickets to Batam

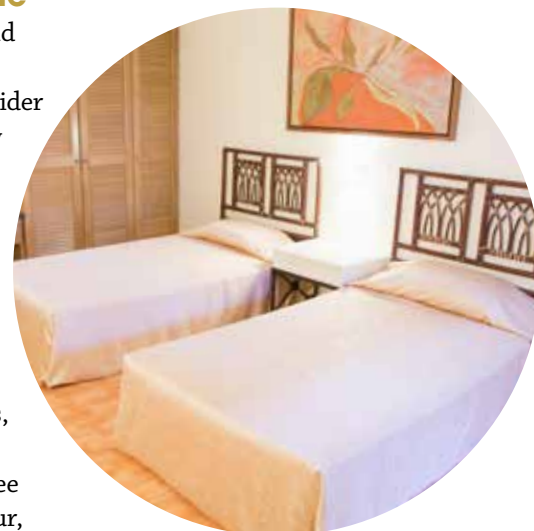
Now that we've got your attention, Sindo Ferry is offering exclusive two-to-go \$0 return fares to Batam Centre, Sekupang and Waterfront for weekday travel. You will still need to pay for surcharges and terminal fees of \$29 per person. All you have to do is present your NTUC card when purchasing tickets at the Sindo Ferry HarbourFront ticketing counter.

**i** Available till 22 Dec 2017. Other terms and conditions apply. For more information, visit [www.sindoferry.com.sg](http://www.sindoferry.com.sg).



### The Suite Life

For that year-end staycation to remember, consider Aranda Country Club's special 3D2N deals on its Executive Suites during the festive period. From \$1,088 for NTUC members, you'll also enjoy perks such as free breakfast for four, access to club facilities and vouchers for bowling, karaoke and a seafood dinner.



**i** Terms and conditions apply. For more information, visit <http://bit.ly/2iIn2vs>. For reservations, please call **6584 6811 (Ext 10 or 20)** or email [amy.ong@arandaclub.org.sg](mailto:amy.ong@arandaclub.org.sg).

# Leisure



### Family Fun

Treat the family to endless hours of fun at Resorts World Sentosa with this special deal! NTUC members need only present their cards to enjoy \$10 off the annual pass with priority access to attractions such as Universal Studios Singapore, S.E.A. Aquarium and Adventure Cove Waterpark. This is on top of other treats such as discounted meals and merchandise.

**i** Valid till 31 Dec 2017. Visit <http://bit.ly/2B9WIRL> for more information.



### StarHub Exclusive

Don't miss this deal if you're on the lookout for a new phone! Present your NTUC membership card at StarHub to enjoy up to \$228 off new handsets, 20 per cent off your monthly subscription, and free unlimited weekend data usage with any two-year mobile plan. For the first 12 months, subscribers will also get an additional 3GB worth of data each month, caller number display and international roaming.

**i** Visit [www.starhub.com/ntuc](http://www.starhub.com/ntuc) to find out more.



### An Adventure Like No Other

Imagine being able to watch a movie and actually be part of the action! Tapping the power of high definition video, sound effects and interactive elements, you'd get to do just that at Sentosa 4D AdventureLand. NTUC members need only present their cards to enjoy special one-for-one deals on single-day adventure passes.

**i** Valid till 31 Dec 2017 with a limit of three redemptions per member. Present the NTUC card when you make payment to enjoy the discount. For more details, visit <http://bit.ly/2BhOIEy>.

### A Treat for the Kiddos

KidZania Singapore is where every child's career dreams can become reality. Being able to role play real-world jobs and earn play money could just be the spark to ignite future passions. To support that, NTUC members can enjoy 50 per cent off an adult ticket with every purchase of a child ticket, plus an additional 30 kidZos to spend.

**i** Valid till 31 Dec 2017. Present NTUC card at counter to enjoy the privilege.



### Tee Off to the Holidays

Those who fancy a round of golf with friends to celebrate the season can save a date for Orchid Country Club's Christmas Golf event on 16 December 2017. You will be pleased to know that the \$30 entrance fee includes dinner with freeflow beer. Green and buggy fees (subject to prevailing taxes) are at \$80 and \$25 respectively.

**i** For enquiries and registration, call **6750 2111** or email [golfregistration@orchidclub.com](mailto:golfregistration@orchidclub.com).

# Dining

## Four-course Festive Dinner

Have a great celebration with your loved ones with this specially prepared four-course Christmas Set Dinner at Lighthouse Bistro. From just \$69 nett per person, guests will get to tuck into hearty mains such as tenderloin steak, baked grouper fillet or whole lobster. Larger groups can also enjoy special perks such as mocktails or wine.

**i** Valid from 11 to 23 Dec 2017, between 5.30pm to 9.30pm. Call **6390 1669** for reservations. Visit [www.lighthouse-sg.com/promotions](http://www.lighthouse-sg.com/promotions) for more information.



## Jolly Good Cake

Bring along a Jolly Horly Holicks Cheesecake to your year-end party. Cat & the Fiddle has a special 50 per cent discount for NTUC members.

**i** Valid till 31 Dec 2017, and limited to one cake redemption per member. Advance order required at [www.catandthefiddle.com/ntucxmas](http://www.catandthefiddle.com/ntucxmas).

## Dining in the Sky

As far as exotic dining experiences go, dining high above the treetops in a private cable car cabin will be one to remember. To sweeten the deal, NTUC members get to enjoy 10 per cent off Sky Dining with a minimum of four diners.

**i** Valid till 31 Dec 2017. Book online at <http://bit.ly/2jW7IV2> or at Singapore Cable Car ticketing counters with the promo code **NTUCSG**. Terms and conditions apply.



## Confectionery Dreams

One can never go wrong with a box of baked treats – it's especially good for a festive office party. Choz Confectionery is offering NTUC members a special one-for-one deal on its Santa's Pandora Box set. Simply key in the promo code **NTUCXMAS17** when ordering online.

**i** Valid till 31 Dec 2017. Terms and conditions apply. Visit <http://bit.ly/2A2VZF7> for more information.



## Hearty Buffets

Nothing beats catching up with friends and family over a hearty buffet meal. Even better when the spread is as sumptuous as the lunch and dinner buffets at Holiday Inn Singapore Atrium's Atrium restaurant. Members need only present their NTUC cards to enjoy a one-for-one deal with free flow of soft drinks.

**i** Valid till 31 Dec 2017. Terms and conditions apply. Call **6731 7172** or email [atriumrestaurant.sinhi@ihg.com](mailto:atriumrestaurant.sinhi@ihg.com) for reservations.

# Put Together the Perfect

## OFFICE YEAR-END PARTY

The holiday season is right around the corner, and what better time to wrap up the year than with some merry-making in the office!

By **Jonathan Tan**

**Y**ou're suddenly faced with the task of bringing some festive cheer to your office setting, catering to a diverse group of colleagues with eclectic tastes, preferences and energy levels.

First thing, don't panic. We've lined up a few simple things to keep in mind when planning an office party so good that everyone will be your best friend the following year!

### 1 MEET THE BOSS

First things first – get to know exactly what the boss expects from the party, especially in terms of venue, theme and budget. You wouldn't want to be stressed out guessing exactly what needs to be done – party planning is supposed to be fun!

### 2 GET HELP

Don't be shy to ask your colleagues to help you out. Again, it's all about having fun with your mates as you round up an eventful year with some fun.

### 3 SEND INVITES EARLY

Pick a date and book the venue. It's the festive season and spaces (be it in the office or an external venue) will be in demand. It can be tough getting everyone present, so send the invites early. That said, don't worry too much about people missing out, there's really nothing you can do about it.

### 4 PICK A THEME

You know your team/department dynamics best, so pick something that all your co-workers can participate in with minimal effort for maximum effect. A red and white colour theme could work just as well as dressing up like Santa's elves.

### 5 FOOD AND DRINK

The main event - this is where the bulk of your budget should go to. Catering works just as well as potluck, but be sure to check in on dietary restrictions and be sensitive to all needs. The worst thing you could do is leave someone hungry and left out because you ignored their needs.

### 6 GAMES

Again, the nature of the games depends on the dynamics in your workplace. Be mindful of colleagues who may be older or have special needs.

### 7 GIFT EXCHANGE

Set a reasonable budget for any office-wide gift exchange as everyone has different circumstances. While there are many different ways to go about doing this, websites such as [www.drawnames.com](http://www.drawnames.com) can simplify the process for you.

### 8 HAVE FUN!

Manage the entire programme and don't be afraid to delegate the roles among the team. As with all parties, enjoy the process and the actual merry-making!

# Media Freelancers, Take Note!

There's now a new standard in place to protect your rights at the workplace, especially for common issues such as payment and disputes.

By **Jonathan Tan**

If it seems that every other friend who does freelance work happens to be in the media line, it is because they actually make up half of the 83,600-strong workforce in Singapore's vibrant media industry. This is according to recent surveys by the Ministry of Manpower (MOM), and Ministry of Communications and Information (MCI).

To better look after the needs of this group of freelance workers responsible for the entertainment you get in print or on screen, the Tripartite Standard on the Procurement of Services from Media Freelancers (TS Media Freelancers) was launched on 29 November 2017 by Senior Minister of State (SMS) for



Communications and Information Chee Hong Tat. Developed by the Info-communications Media Development Authority (IMDA), MOM, NTUC and the Singapore National Employers Federation, and supported by the Tripartite Alliance for Fair and Progressive Employment Practices, the standard aims to encourage fair and progressive practices in the media industry.

Leading by example, SMS Chee said IMDA will make it compulsory for companies applying for its grants to adopt the standard. He added that vendors or contractors handling MCI-led contracts will also be advised to adhere to the standard.

## 4 THINGS FREELANCERS SHOULD KNOW

### ▶ Written Contracts

To ensure mutual understanding of each project, companies are to provide media freelancers with a written contract. This should detail terms such as agreed deliverables, ownership of intellectual property and payment milestones.

### ▶ Timely Payment

Companies are to adhere to the agreed payment timelines. If none are provided, freelancers should be paid no later than 45 days upon the company's receipt of invoice.

### ▶ Dispute Resolution

Mediation should be the first course of action in a dispute resolution. Subsidies are available from IMDA for mediation with the Singapore Mediation Centre.

### ▶ Insurance

Companies should offer workplace protection through insurance for production equipment, commercial general liability and work-related incidents.

**i** For more details on the standard, visit [www.imtalent.sg/TSmediafreelancers](http://www.imtalent.sg/TSmediafreelancers).



*Exclusively for Unions, Unionised Companies & Social Enterprises! Book a heart-warming Reunion Gathering at OCC.*



# 2018 Lunar New Year Corporate Packages

*Valid from 29 Jan to 2 Mar 2018*

Toss to a refreshing start with your employees and forge stronger partnership with your business associates over a delectable lunch or dinner get-together at OCC!

**8-Course Lunch**  
From **\$628<sup>++</sup>** Per Table  
(Min. 10 Tables)

**8-Course Dinner**  
From **\$688<sup>++</sup>** Per Table  
(Min. 10 Tables)

## Packages include these and MORE!

- Choice of Lunar New Year menus with free flow drinks (*Halal & Vegetarian menus available*)
  - One complimentary bottle of house wine per table
  - One complimentary 22.7-litre barrel of beer (*min. 10 tables*)
- Complimentary Mandarin Oranges and Red Packets as Festive Favours
- Complimentary food tasting for table of 10 persons (*min. 30 tables*)

*All prices are subject to 10% service charge and prevailing GST. Terms & conditions apply.*



For enquiries and booking, please contact Ms Jenny Ong at **6750 2166** or email [s&m@orchidclub.com](mailto:s&m@orchidclub.com) and quote **NTWFS18**.

# Civil Service Year-End Bonus



**Labour Movement welcomes higher year-end bonus for low-wage workers, pledges to motivate them to upgrade their skills.**

By **Ramesh Subbaraman**

**T**he year-end bonus for civil servants was announced on 27 November 2017 by the Public Service Division (PSD), and low-wage workers, in particular, will be getting something extra in their pockets come December.

Some 84,000 civil servants will receive a year-end annual variable component (AVC) of one month, on top of the 13-month payment.

Low-income earners will be getting a minimum AVC of \$1,800 regardless of what they earn. This means that officers earning a monthly salary of \$1,500 will get a year-end AVC of \$1,800, which is \$300 more than their pay. This is double of what they got in 2016.

This move will benefit some 1,490 employees, said PSD, signalling the Government's commitment to help low-wage workers.

PSD explained that this year's bonus announcements are made against a backdrop of strong economic growth.

## LABOUR MOVEMENT'S RESPONSE

The Labour Movement is heartened that workers will be able to reap the benefits of the positive economic outlook for Singapore, said NTUC Assistant Secretary-General (ASG) Cham Hui Fong.

"We are particularly pleased that that lower-income earners will be duly rewarded for their hard work and receive a minimum year-end AVC of \$1,800," said ASG Cham.

Meanwhile, unions representing civil servants and public daily-rated workers also lauded the bonus payments.

Leaders from both the Amalgamated Union of Public Employees and the Amalgamated Union of Public Daily Rated Workers also pledged to continue doing their part to help workers deepen their competencies to provide quality public service.



## SMRT Flooding Update

National Transport Workers' Union (NTWU) Executive Secretary Melvin Yong reiterated on 27 November 2017 that the union does not condone any action by SMRT workers that could cause harm to fellow workers and commuters, or damage the operations of the public transport system.

This statement comes after SMRT said on the same day that it has sacked eight staff following the conclusion of its internal investigation into the 7 October 2017 tunnel flooding incident. The staff includes one senior executive, two managers and five technical workers. A total of 13 staff were investigated for the flooding incident.

Mr Yong said: "NTWU will support disciplinary actions executed by SMRT that are fairly and consistently applied to all workers concerned."

He added that NTWU is in contact with affected staff who are union members, and will assist them to find alternative employment and provide financial assistance.

## CMPU Partners Sea Limited

In a bid to reach out to and support the careers of more professionals in the fast-growing infocomm and media sector in Singapore, the Creative Media and Publishing Union (CMPU) recently signed a memorandum of understanding (MOU) with Sea Limited on 28 November 2017.

The crux of the agreement will have Sea Limited, best known for its Garena and Shopee brands in Singapore, work together with CMPU to look after the interests of its 700 employees.

Both parties also agreed to explore new ways of collaboration. For example, the company can contribute to the Labour Movement's initiatives, such as being a content partner for the training and learning workshops under the U Future Leaders Exchange (UFLX) programme. UFLX is a new programme offering learning in the form of bite-sized workshops and access to networking events.

"This is a pioneering relationship. We want to work together with CMPU and the Labour Movement to ensure that the interests of employees are well taken care of. We will do as much as we can to build a good relationship, and this MOU signing is the first of many new things to come," said Sea Limited Co-Founder and Group Chief Operating Office Ye Gang.

Echoing the sentiment, CMPU President David Teo said the partnership is a great way for the Labour Movement to engage employees in Sea Limited and leverage the company's expertise to build relationships with other working professionals in the sector.



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