

COMRADE OF LABOUR (STAR)

David Teo

President

Creative Media and Publishing Union

Nominated by the National Trades Union Congress, supported by the NTUC Infocomm and Media Cluster

David Teo was the president of the Singapore Press Holdings Employees' Union (SPHEU) before its merger with the Singapore National Union of Journalists (SNUJ) to form the Creative Media and Publishing Union (CMPU). He was instrumental in forming CMPU in January 2015, when he needed to convince union members and the executive committee of SPHEU and SNUJ. The merger allowed both unions to grow their membership through CMPU, representing beyond the publishing and journalism sectors.

Under Brother David's leadership, CMPU has strengthened through new unionised companies in various sectors such as e-commerce, new media, digital games publishing and creative agencies. He has developed and expanded CMPU's outreach to workers and established new relationships and networks with companies and industry partners.

Between 2016 and 2021, Singapore Press Holdings Limited (SPHL) announced a series of retrenchment exercises due to organisational restructuring and declining print products. As chairman of the union branch committee representing union members of SPHL, Brother David and other union leaders were involved throughout the retrenchment processes. Their involvement includes securing fair retrenchment benefit packages for the affected members, working with the management to ensure the exercises were conducted with dignity, and maintaining close communication with the members to provide assurances and address any concerns.

When the formation of SPH Media Trust was announced, Brother David and other union leaders worked closely with the management to manage the ground. They also worked to allay fears among workers, raise concerns and have multiple dialogue sessions with members. Brother David also led the negotiating team in successfully harmonising the collective agreements for various groups of employees. The members' employment terms and conditions were also enhanced. These include better salary ranges, medical benefits, and a new flexible benefits scheme.

Brother David has built internal cohesiveness among the pioneer leaders from the former SPHEU and SNUJ. One of his key focus has been on growing the union leadership and ensuring the development of leaders so that they can serve and further the interests and benefits of CMPU's members. Brother David is a selfless leader who has put workers' interests first.