

# THE ASSURED

A Quarterly Publication of The Singapore Insurance Employees' Union



## MAY DAY 2014

BETTER WORKERS, BETTER JOBS





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190 Middle Road #10-07

Fortune Centre, Singapore 188979

Tel: 6337 0273 Fax: 6336 2008

[www.sieu.org.sg](http://www.sieu.org.sg)

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# MAY DAY Resolution 2014

Today we have real wage growth. We want to sustain it and make it even better.

Labour market is tight, productivity gain is still low, quality growth is the way to go.

Businesses must be more innovative, more creative and make jobs easier, smarter, safer for our workers.

We must succeed in making every worker a better worker, every job a better job and every business a better business.

Today, as we celebrate May Day, we, the Labour Movement, strongly urge:

**Our Employers** to value every worker more, accord them with better treatment, opportunities and wages;

**Our Workers** to value their jobs more, take greater pride in what they do and seize every opportunity to learn, adapt and be ready for the future;

**Our Tripartite Partners** to further strengthen the trust amongst us, and more importantly the trust of workers and businesses in us; and

**Our People** to be more gracious consumers, treating all workers with greater care and respect, and making things better for one another.

**On this May Day, as we remember the steadfast conviction of our pioneer generation of workers, unionists and tripartite leaders, let us re-affirm:**

Our Pledge to stand with workers of Singapore;  
Our Commitment to Singapore Tripartism;  
Our Symbiotic Relationship with the People's Action Party; and  
Our Solidarity with the international labour movement.

Together, we pledge to build a stronger Labour Movement, a more pervasive Tripartism, and a better home and brighter future for all Singaporeans!

# ITUC World Congress

held in Berlin, Germany from 18 to 23 May 2014

By Sis Jennifer Yap



Over 1500 trade unionists representing 176 million workers from 161 countries attended the 3rd International Trade Union Confederation (ITUC) World Congress which took place at the City Cube in Berlin, Germany from May 18th to 23rd 2014.

The ITUC represents millions of organized workforce from Europe, Asia, Africa, Latin America as well as North America. The ITUC is the largest democratic organization in the world representing 325 national trade unions. The global labour movement will hold its World Congress every four years.



The theme for this year was **"Building Workers' Power"**. As the delegate representing Singapore National Trade Union Congress, I witnessed the historic opening ceremony. At the official opening the German Foreign Minister Frank-Walter Steinmeier, Helen Clark, UNDP Administrator, representing the United Nations, and ITUC President Michael Sommer addressed the conference. All the addresses stressed the need for fairer redistribution of the global wealth, global peace and end to terrorism.

Delegates at the conference debated on the need for organising campaigns in multi-national companies, organising in the informal sector, government action plans to address inequality including a minimum living wage and social protection, climate action and trade agreements.





***At the conclusion, the unions committed to:***

- Organise over 27 million new members over the next four years to build workers' power;
- End modern-day slavery;
- Support a minimum wage on which workers can live with dignity, and end the cycle of poverty wages in supply chains of global corporations; and
- Demand an ambitious deal at the Climate Summit.

The Statement adopted by the ITUC World Congress included three frameworks for action—on Union Growth, Realising Rights and Sustainable Jobs, which set out the ITUC agenda for the next four years.

The 3rd ITUC World Congress concluded in Berlin on 23rd May with the re-election of Sharon Burrow as General Secretary of the 170 million-member movement.

I am privileged and would like to thank NTUC and SIEU for nominating me as the delegate to attend the World Conference. It is indeed an eye-opener for me at this conference. The sharing of life stories and the call working together locally or globally can build workers' power!



## GOVERNMENT'S WAGE CREDIT SCHEME BENEFITING EMPLOYEES OF GREAT EASTERN LIFE AND OVERSEAS ASSURANCE

The Singapore Government introduced the Wage Credit Scheme in 2013. The objective is to help business make investments in productivity and to share the productivity gains with the employees.

This scheme hopes to encourage employers to give higher wage increases to Singaporean low wage workers so as to increase their income level. Under this scheme, the Government co-funds 40% of gross monthly wage increase given to a Singaporean employee earning up to \$4000 (from 2012 to 2015). There will be 3 payouts altogether in Q2 of 2014, Q2 of 2015 and Q2 of 2016.

To be eligible for wage credits, the employee must be a Singapore Citizen and earning a gross monthly wage of less than \$4000. Gross monthly wage comprise of total basic wage plus bonuses plus other allowances and special payments divided by number of months employee was at work.

On 21st May 2014 CEO Dr Khoo Kah Siang of Great Eastern Life announced that a total of 270 employees will be receiving payments ranging from a hundred to few thousands which will be credited to the employees' CPF accounts next month. It is the first company in the insurance industry to return the proceeds from the Government's Wage Credit Scheme to its employees. Only employees who remain in service with the company at the time of payment will receive the wage credits. The balance of the unpaid funds will be channeled to the learning and development budget for the benefit of all employees to enhance their competencies.

The Great Eastern Life Company's compensation philosophy focuses on ensuring that compensation is competitive to market and differentiated by performance. Where necessary, interventions are done pro-actively to ensure that the company continues to stay ahead of the curve to retain its best people through innovative and competitive Total Rewards programs such as the Life Program, Off-Cycle Compensation Adjustments, Competitive and Differentiated Annual Compensation Reviews, Career Break Leave Scheme, PSLE Leave Scheme, Birthday Leave Scheme, "Eat-With-Family Day" Program, Enhanced Child Care Leave Scheme, etc.

# INDUSTRIAL RELATIONS *matters*

*Were you there at the event "Your Role & Our Rights!"  
on 8 November 2013?*



The SIEU Industrial Relations (IR) Committee is spearheaded by our General Secretary, Bro Luke Hee, and its members consist of Branch Chairmen and Delegates from various Companies. At many times, better working conditions are achieved through countless meetings and consultations with Managements. Work related disputes are resolved not with strong arm tactics but with objectivity for a fair outcome. To many, the behind the scenes effort is almost invisible. The IR Committee aims to bridge this gap by raising members' awareness on the importance of Industrial Relations through various activities.



**Bro Luke Hee**  
Chairman



**Bro Yacob**  
Vice Chairman



**Sis Jennifer Yap**  
Secretary



**Sis Noormala**  
Member



**Sis Nurwati**  
Member



**Bro Johnny Ngan**  
Member



**Bro Azmi**  
Member



**Bro Ng Chee Meng**  
Member



**Bro Jerry He**  
Member



**Bro Alex Chua**  
Member

Upcoming

**What is  
Industrial Relations?**

To know more, look out  
in our next edition in  
Industrial Relations *matters*.

# MAY DAY RALLY 2014

BETTER WORKERS, BETTER JOBS



**Better Jobs  
for All**

**STRONG  
JOBS  
FOR ALL**





# MAY DAY AWARD 2014

BETTER WORKERS, BETTER JOBS



**ntuc**  
National Trades Union Congress

## MAY DAY MODEL PARTNERSHIP AWARDS 2014

BETTER WORKERS, BETTER JOBS

Guest-of-Honour

**Brother Stephen Lee**

President, Singapore National Employers Federation

**24 May 2014**



**ntuc**  
National Trades Union Congress

# MAY DAY MODEL PARTNERSHIP AWARDS 2014



# MAY DAY DINNER 2014

BETTER WORKERS, BETTER JOBS



# MAY DAY AWARDS 2014

BETTER WORKERS, BETTER JOBS

## *Congratulations*



**Brother Luke Hee**  
General Secretary, SIEU  
on being conferred the  
**Comrade of Labour  
Award**

**B**rother Luke Hee Wing Wai has actively served the Labour Movement (LM) for 14 years. In 1999, he started as a Delegate in Keppel Insurance Pte Ltd and rose to become Branch Chairman in 2000. Subsequently, he was elected as an Executive Committee member of the Singapore Insurance Employees' Union (SIEU), then rose through the ranks to be elected as the General Secretary in 2013.

Brother Luke grew with the LM managing industrial relations matters and organising members at the workplace. He strengthened labour-management relations within the company and played a vital role in representing workers through three company mergers and acquisitions.

Brother Luke initiated youth work at the union, NTUC and regionally since 2001. He served as the pioneer Vice-Chairman of Young NTUC and a titular member in the former International Confederation of Free Trade Unions-Asian Pacific Regional Organisation (ICFTU-APRO) Youth Committee. He was also one of the pioneers in the Union Network International-APRO Youth Committee. His understanding of younger members helps him stay relevant, and he serves as a connection between them and senior members.

On the same note, Brother Luke strongly advocates continuous education and works relentlessly to reach out to the younger and older Professionals, Managers and Executives. He embarked on many professional courses since 2000 to improve his knowledge and stay relevant, and obtained various qualifications throughout the years.

At the NTUC level, Brother Luke served on various committees over the years. These include the U Games Organising Committee, 2005 Singapore Labour Foundation Model Workers Award Organising Committee, 2006 May Day Dinner Organising Committee, Industrial Relations Committee for Services Sector, Employment and Employability Committee as well as the Financial and Business Services Cluster.

In recognition of his positive contributions to SIEU and fellow workers, the National Trades Union Congress is pleased to present Brother Luke Hee Wing Wai with the Comrade of Labour Award.

# MAY DAY AWARDS 2014

BETTER WORKERS, BETTER JOBS

## *Congratulations*



### **Sister Anna Chua**

Former Executive Council Member, SIEU

on being conferred the  
**Veteran of Labour  
Award**

**S**ister Anna Chua Yeow Sim served faithfully as an Executive Committee member of the Singapore Insurance Employees' Union (SIEU) and as Branch Chairman from 1994 till she retired in 2013.

During these 20 years, the company went through various changes, mergers and restructuring. Throughout this period, she remained consistent in serving the needs of her members without fear.

Some of the issues that Sister Anna represented members included annual service increments, yearly bonus payments, re-employment and various grievances. However, her service to the Labour Movement was not confined only to the company. At the industrial level, Sister Anna actively supported and advocated various NTUC initiatives such as women issues.

She continues to be active in the union's U Live Committee, providing valuable feedback and guiding the younger generation.

In recognition of her contributions to the Labour Movement and SIEU, the National Trades Union Congress is pleased to present Sister Anna Chua Yeow Sim with the Veteran of Labour Award.

*Congratulations*



**The President and Executive Council  
of the SIEU congratulate  
Prudential Assurance Company  
Singapore Pte Ltd  
on being conferred the  
Plaque of Commendation (Gold) Award**



With Compliments  
From

*Well-Wisher*

# NTUC Membership Seminar

**Batam, Indonesia  
26 - 28 April 2014**

By Bro Willie Tan



Together with 200 unionists from Singapore, Bro Willie, Sis Jennifer and Sis Debby represented SIEU and participated in the NTUC Membership Seminar in Batam, Indonesia from 26 to 28 April 2014. The workshops held discussions on the organizing strategies for NTUC and its affiliated unions.

Participants deliberated actively on how unions could stay relevant and meet the aspirations and demands of workers, especially the PMEs.

The conclusion is for the labour movement to stay true to its cause and provide all workers with the 4 Ps - Protection, Progression, Placement and Privileges. The workshop shared 5 inspirational stories with the participants and motivated all participants to work towards the target of 1 million union membership in 2015.

## 1 of the 5 inspirational stories

### "The Obstacle On The Path"



*Every obstacle presents new opportunities*

In ancient times, a King had a huge rock placed on a roadway. Then he hid himself and watched to see if anyone would remove the rock. Some of the King's wealthiest merchants and officials came by and simply walked around it. Many loudly blamed the King for not keeping the roads clear, but none did anything about getting the rock out of the way. Then a farmer came along carrying a load of vegetables. Upon approaching the rock, the farmer laid down his burden and tried to move the rock to the side of the road. After much pushing and straining, he finally succeeded. After the farmer picked up his load of vegetables, he noticed a purse lying on the road where the rock had been. The purse contained many gold coins and a note from the King indicating that the gold was for the person who removed the rock from the roadway. The farmer learned what many of us never understand!



## SBEU/SIEU Exchange Programme with VNUBW



*By Bro Richard Tan*

Vietnam National Union of Bank Workers (VNUBW) visited Singapore from 9 to 13 April 2014. This exchange programme between SBEU/SIEU and VNUBW over the last 18 years have brought us closer and continue to learn from one another the fringe benefits, union activities, harmonious industrial relations at work etc.

The Delegation paid a visit to the SBEU & SIEU offices separately on 10 April 2014 and held dialogues with the union leaders. They further visited the National Trades Union Congress, NTUC INCOME and Maybank Singapore. But it is not all work and no play. Leaders from SBEU and SIEU also brought our international friends to the Merlion Park, Marina Bay Sands - The Sands Skypark, Sentosa and shopping at Mustafa.







They were also invited to attend SBEU Leaders' get-together session held on 12 April 2014 at the Riverview Hotel. The Guest-of-Honour was Mdm Halimah Yacob.

The group had an enjoyable and memorable time especially at the farewell party held on 13 April 2014 at the Happy Day at Bedok. The only setback was the language gap whereby we needed their interpreter, Ms Thu, to translate the conversation as their delegation leaders and many of the Vietnamese could not speak English.



## Members' Corner

Dear Comrades, Fellow Brothers and Sisters,

I am very glad to have the opportunity to represent SIEU for the Ufame 2014.

I've enjoyed the experience very much. I sang "Better Man" for the Heats. Judge Douglas Oliverio says that the song was suitable for me and was pleased with my version of the song. I was then selected for the Quarter Finals and I sang "Eternity". Although I did not qualify for the semi-finals due to the stiff competition, I have gained many useful & invaluable feedback from the judges on Singing Techniques, Song Choice, Emotional Connection with the Audience & Body Language.

Thus, I would encourage all our comrades who enjoy singing to represent SIEU for all future Ufame Contest! It is fun and memorable.



*Robert Tan Sai Chong*



## 2014 SIEU SCHOLARSHIP & BURSARY AWARDS

**Application is open to SIEU OB members.**

**To apply, please approach  
your Branch Chairman and delegates  
for the application form.**

**Closing Date: Friday 1st August 2014.**

## WISE QUOTATIONS

If there is a sin against life, it consists perhaps not so much in despairing of life as in hoping for another life and in eluding the implacable grandeur of this life.

*Albert Camus*

Out of every crisis comes the chance to be reborn.

*Nena O' Neill*

Every moment of your life, you are offered the opportunity to choose love or fear, to tread the earth, or to soar the heavens. Fear would walk you on a narrow path, promising to take where you want to go. Love says, "Open your arms and fly with me".

*Emmanuel*

It is a common mistake to think failure is the enemy of success. Failure is a teacher – a harsh one, but the best. Put failure to work for you.

*Thomas J Watson*

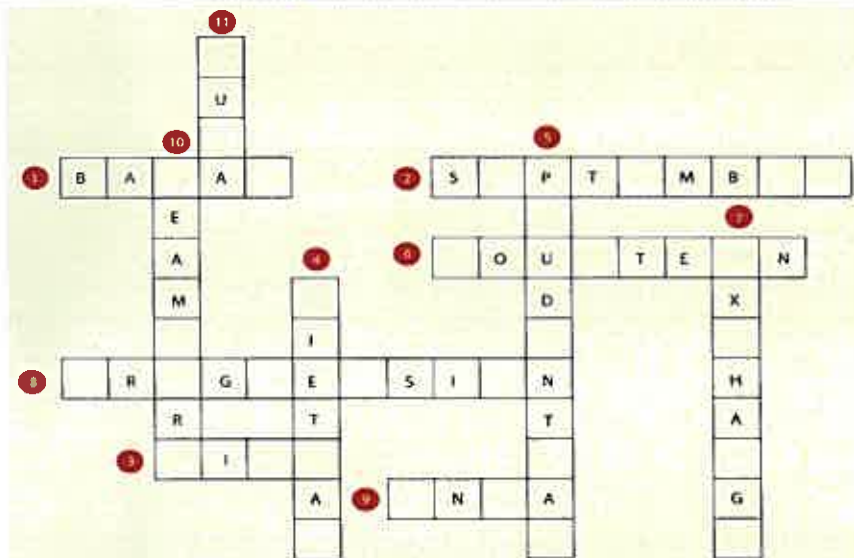
I am only one; but still I am one I cannot do everything, but still I can do something; I will not refuse to do the something I can do.

*Helen Keller*



# "SIEU & YOU" Quiz Contest

Closing Date: 21 August 2014



1. NTUC Membership Seminar was held in this place.
2. The 20th SIEU Goodwill Bowling Tournament will be held in this month.
3. A furnace or oven for baking
4. Which country is VNUBW from ?
5. This company is conferred "Plaque of Commendation (Gold) Award".
6. How many years has the present General Secretary Luke Hee served the Labour Movement ?
7. What do you do with business cards ?
8. One of the 4Ps for the labour movement
9. Who was nominated "Veteran of Labour Award" by SIEU.
10. The process of working together with a group of people to achieve a goal.
11. A special quality or feeling that seems to come from a person, place, or thing.

Name: \_\_\_\_\_

NRIC: \_\_\_\_\_

Company: \_\_\_\_\_

Email: \_\_\_\_\_

**Rules :**

- The contest is open to all members except Officials and Executive Council Members (Branch Chairman) of the Union.
- Only ONE (1) entry per person. Any attempt or suspected attempt to enter more than once per person, shall be deemed as tampering and will void all of your entries.
- The first 20 correct entries drawn by the Executive Council will each receive \$30 FairPrice Gift Voucher from the Union.
- Closing date for contest - 21 August 2014.

## Congratulations!

## Winners for 102<sup>nd</sup> Issue 2014

Nguyen Khac Chien  
Wennie Tay  
Teng Hwee Leng  
Sumarto Bin Narjo  
Hasna Bte Buang  
Ang Hwee Kuan Maggie  
Tan Cheng Cheng  
Jasbir Kaur D/O Mehar Singh  
Chen Hong Hong  
Jalina Beeve Bte Hussein

AIG Asia Pacific Insurance  
NTUC Income  
UOI  
QBE Insurance  
UOI  
Prudential Assurance  
MSIG Insurance  
AIG Asia Pacific Insurance  
Liberty Insurance  
NTUC Income

Lai Woon Lan  
Leow Lee Lee  
Hoo Ivy  
Asha Devi D/O Kesavan  
Zulinda Bte Johar  
Chia Sor Ling  
Azlin Bte Rani  
Ho Oi Chan Alice  
Salina Bte Salleh  
Chew Gee Soon Stephanie

Liberty Insurance  
AIG Asia Pacific Insurance  
UOI  
Great Eastern Life Assurance  
NTUC Income  
HSBC Insurance  
NTUC Income  
NTUC Income  
Aviva Ltd  
First Capital Insurance

*NTUC FairPrice Gift Vouchers worth \$30 each*

### Answers for "SIEU & You" Quiz Contest 102<sup>nd</sup> Issue 2014

- 1(a) Appreciate
- 1(b) Analyze
- 1(c) Advance
- 2 Affordable

- 3 December
- 4 Asia Pacific
- 5 Demographic
- 6 Malaysia



Please tell us the changes in your contact details. You may return this slip to 190 Middle Road, #10-07, Fortune Centre, Singapore 188979 or email us at [sieu@ntuc.org.sg](mailto:sieu@ntuc.org.sg)

Name: Mr/Mrs/Miss/Mdm \_\_\_\_\_ NRIC: \_\_\_\_\_

Company: \_\_\_\_\_ Office Tel: \_\_\_\_\_ Mobile No: \_\_\_\_\_

New Address: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Email: \_\_\_\_\_

# Strike a pose



Can you spot me?

Baby of Mary Chia, MSIG

Happy Shopping with Mummy & Daddy

Baby of Ong Mei Lin, QBE

Oops... I've no driving licence... what a mess.. hehehe!

Baby of Shara Syed Masood  
NTUC Income

Lovely Boy, I'm very happy

Baby of Robert Tan  
Tokio Marine Life Insurance

Good Luck to everyone

Baby of Raymond Soh  
Manulife



**Singapore  
Insurance  
Employees'  
Union**


# A CARING UNION LOOKING AFTER YOU

Since 1955 the **Singapore Insurance Employees' Union** was born by a few individuals to look into the **interests and welfare** of workers in the Insurance industry. Till this day, the fire burns on.

## **Be an SIEU Member today!**

- Better protection & representation at your workplace
- Scholarship Award & Bursary for your children
- Marriage and New born gifts for you
- Hospitalisation-Recuperation Benefit
- Retirement Benefit
- Natural Calamities
- Social & Recreational facilities in both Orchid and Aranda Country Clubs through our Corporate membership
- Golfing memberships at Orchid Country Clubs
- Informative quarterly publication *The Assureds*, win NTUC Fairprice GIFT VOUCHERS in the Quiz contest, Baby & Wedding photos competitions
- Various Social & Educational activities
- Leadership Opportunities (leadership training, annual seminars, academic assistances, exposures in the Insurance industry, NTUC & Union Network International...etc)



Discover the power of 

**THAT'S NOT ALL!**  
 You will also enjoy  
**NTUC Membership  
 benefits & privileges!**

**PROTECTION**

- Workplace Advisory Services
- Tripartite Mediation
- Free Legal Clinics  
*(brought to you by "LawWorks")*

**PROGRESSION**

- Up to \$250 in Training Benefits with UTAP
- Professional Development Programmes
- The Workplace Expert Series

**PLACEMENT**

- Career Fairs & Training Courses for Job Seekers
- Career Coaching by Experienced Employability Coaches

**PRIVILEGES**



**9% OFF Everything**  
Terms & conditions apply



**Up to 15% OFF with NTUC Value Meals**



**Term Insurance Coverage for as low as \$0.70 a day**



**Up to \$30,000 Group Insurance Coverage**



**Earn 1,285 LinkPoints\* worth \$8.50 a month**  
\* One set of LinkPoints per family



**Golfing Assistance & Special Concessions**



**5% OFF & Earn 2x LinkPoints every Thursday**  
Terms & conditions apply



**NTUC Club Offers**



**Special Concessions at Orchid Country Club & Aranda Country Clubs**



**Be Part of Our Communities**  
 Offering various activities and programmes for working family and active agers aged 55 years and above



**Exclusive Health Screening Packages**



**Special Dining Privileges**



**Special Offers at Selected Attractions**



**Special Attractions & Dining Privileges**



**Better Than Cash!**



**Movie Tickets from \$7**



**Up to 15% OFF Admission Rates**



**FREE Priority Boarding & \$5 OFF Check-In Luggage Per Passenger**

**...and many more to come!**

**Most of ALL,**

**SIEU provides YOU with a VOICE! So, get to know us better TODAY!**

Looking at these benefits waiting just for YOU, there is absolutely no reason why anyone should not sign up as a SIEU member today. So, why wait?



# Calling all BOWLING Enthusiasts!!

The **SIEU 20th Annual Goodwill Bowling Tournament 2014** is coming your way soon. Members and Management Staff are invited to join us for this annual and most prominent tournament.

## When?

Saturday, 6 September 2014

## Where?

Orchid Bowl, Orchid Country Club

## Time

8.30am

## Fee

\$40 per participant (Team & Individual Event)

## Closing Date

Thursday, 21 August 2014

## Prizes

- The Perfect Game Award (9 Pin-Tap) of \$100 each to give away to first top 20 winners.
- 10 Lucky Draw Prizes worth of S\$30 each.

## What More?

Handicap of 10 pins per game to all ladies' bowlers.

## Awards

PLACING	TEAM EVENT	MEN INDIVIDUAL	LADIES INDIVIDUAL
1st	\$600 Cash + Trophy	\$300 Cash + Trophy	\$300 Cash + Trophy
2nd	\$300 Cash + Trophy	\$150 Cash + Trophy	\$150 Cash + Trophy
3rd	\$200 Cash + Trophy	\$100 Cash + Trophy	\$100 Cash + Trophy
4th & 5th		\$70 Cash each	\$70 Cash each
6th & 7th		\$60 Cash each	\$60 Cash each
8th to 10th		\$50 Cash each	\$50 Cash each

**Note:** Registration Form can be obtained from your Branch Chairman. Forms can be faxed or submitted to SIEU Office and payment need to be settled before the closing date.  
Cheque (s) should be made payable to Singapore Insurance Employees' Union.