

COMRADE OF LABOUR

Josephine Tee

Senior Deputy Secretary-General
The Singapore Manual & Mercantile Workers' Union

Nominated by The Singapore Manual & Mercantile Workers' Union

Josephine Tee joined The Singapore Manual & Mercantile Workers' Union (SMMWU) as an industrial relations executive in 2010.

She started her journey through collective bargaining efforts at her assigned branches, successfully raising wages and improving benefits of union members.

She also works closely with her management partners to have union presence for workplace recruitment.

She is now serving as the senior deputy secretary-general in SMMWU's executive council.

She has engaged companies to form Company Training Committees (CTC) to look into upskilling workers. She also participated in Operation and Technology Roadmap sessions together with management to chart their transformation plans.

Additionally, Sister Josephine is a tripartite mediation advisor at the Tripartite Alliance for Dispute Management (TADM).

She has helped numerous union members from non-unionised companies with their claims and disputes during her two-year term and is now being renewed for her second term.

She sits in the Aerospace & Aviation Cluster and is a Tripartite Cluster for Retail Industry member where she represents SMMWU in the tripartite effort in advocating the Progressive Wage Model in the retail sector.

The cluster's recommendations have since raised the retail workers' wages, uplifted the retail sector's image, and encouraged workers to enter this field.

Sister Josephine is also involved in committees outside of her core duties, particularly the Sports Committee.

She was the committee's secretary and helped the chairman organise sports competitions for SMMWU members, leading SMMWU to be champions in the NTUC Club's U's Games from 2012 to 2020.

At the 2018 U Sports Awards Night, she was nominated and named the Sports Convener/Manager of the year.