

## **PARTNER OF LABOUR MOVEMENT**

### **Lincoln Lee Hock Choon**

HR and Administration Manager  
Petrochemical Corporation of Singapore (Private) Limited

*Nominated by the United Workers of Petroleum Industry*

Lincoln Lee Hock Choon was heavily involved in overseeing the workers' compensation during COVID-19 in 2020. He heard the United Workers of Petroleum Industry (UWPI) on the challenges faced by workers during the COVID-19 years. Despite the business uncertainties and other companies in the industry freezing their workers' wage increments, Brother Lincoln convinced the senior management to agree to the regular annual increment through the difficult times between 2020 and 2022. Besides the regular yearly increment, he played a pivotal role in convincing the company to agree to COVID-19 assistance to all workers in 2020 and 2021. The assistance is on top of the budget allocated for the necessary COVID-19 personal protective equipment and measures for the workers.

Brother Lincoln was heavily involved in rejuvenating the Petrochemical Corporation of Singapore. Given a very rigid timeline, he managed to pull through the Advance Transition Manning scheme, which enabled the company to remain competitive and sustainable. The injection of new young workers saw many young leaders' portfolios uplifted to take on the senior workers' work who have flowed on and subsequently retired. His meticulous planning earned the company's confidence and the union's conviction that the company is ready to grow with Singapore.

Brother Lincoln also worked vigorously with the union on the justifications for establishing the Company Training Committee. After over three years of deliberation with UWPI and the company's senior management, Brother Lincoln convinced the company to ink the Company Training Committee (CTC) memorandum of understanding with UWPI. His determination and knowledge of the Labour Movement concept and objectives are exemplary. The company's outstanding years of good labour-management relations enable the workers to be future-ready through this CTC.