

Forget Quick Gain, Strive For Solid Gain

By **Nicolette Yeo**

Pictures By **TYN 20/20**

With full employment, low youth unemployment and steady real wage increases, Singapore's labour situation is what many other countries would like to have too. In contrast, the situation for the USA and Europe is rather bleak, as they are plagued by job shortages, sticky unemployment, high youth unemployment and wage stagnation. And in some cases, the loss of the young and better educated workers to greener pastures due to job shortages at home.

In order that this plight never befalls Singaporeans, the country must restructure its economy and reshape its workforce better and faster than other countries. Like Germany, currently the best-performing economy in Europe, we should strive for solid gain, and continue to invest in manufacturing and services, technology and innovation.

This was the key message made by NTUC Secretary-General Lim Swee Say as he recounted his recent experience at the International Labour Conference 2012 at the Labour Movement's first National Day Observance Ceremony organised by Young NTUC and nEbO on 3 August 2012 at the Gardens by the Bay. It was attended by NTUC Central Committee leaders, youth activists and various Labour Movement representatives.

A Pledge To Work Together To Stay Ahead

On the occasion of the nation's 47th National Day, SG Lim said that it was important that all Singaporeans "value our achievements because these achievements did not come easy...and at the



same time, let us pledge to work together so that Singapore can continue to stay ahead".

Highlighting the tough journey ahead given the uncertain global economic outlook, slower growth and higher inflation in the medium term, and fierce global and regional competition, he felt assured that Singapore is well-poised to overcome these challenges.

"Our economic, social foundation is sound; our young...are well educated; our workforce is well trained; and above all, tripartism is

“With the spirit of Singapore in our heart, and the pride of being Singaporean on our face, let us work together to make our home our better Singapore.”

NTUC Secretary-General Lim Swee Say

strong..." he explained. "As long as we can continue to transform our economy, reshape our workforce better and faster than the other countries, I believe we can continue to strive for shortages of workers, not shortages of jobs; steady increase in wages, not wage stagnation in the years to come."

Continued on page

2

Three Generations, One Successful Singapore

By **Muneerah Bee Mohamed Iqbal**

At the inaugural Labour Movement Youth Community National Day Observance Ceremony (NDOC) on 3 August 2012, worker representatives from three generations shared their thoughts about Singapore's past, present and future, as well as the country's potential.

Coming from different walks of life, the speakers embody the weave of transitions that Singapore has experienced since its independence till today. Over the decades, the workers of Singapore have been a large contributor to the nation's success and NTUC has continued to serve the needs of the workers in many aspects of their lives.

Each of the speakers at the NDOC personifies the generations of workers who have played, or will play, their part in building Singapore over the years and in the years to come.



Continued on page

4

Changing For The Good At SISEU

page 5



iPhone & iPad



The Labour Movement, Now Closer To U On The Go!

Scan here for mobile app My NTUC featuring exclusive content: get the latest news, special offers, merchants listing and a lot more!

Android



1 Forget Quick Gain, Strive For Solid Gain

Celebrating The Singapore Spirit

Reflecting on this year's National Day theme of 'Loving Singapore, Our Home', SG Lim said that the Labour Movement's aim is to make the country "a good and better place for all Singaporeans to work, live and play as one big family".

He added: "It is important to constantly remind ourselves that a house is not a home no matter how big, how nice, how comfortable the house is, because what really matters is not what we can see - this house - but rather how we feel about ourselves, our family, our friends, our community, our fellow Singaporeans, as well as how we feel about being Singaporean."

Pointing out that winning is not the only thing that matters to the athletes of the London Olympics 2012, SG Lim said that it is the spirit of the people of the winning country that mattered more. And Singapore's was demonstrated by how Singaporeans reacted to national paddler Feng Tianwei winning the bronze medal for table tennis - with pride, spirit, and a feeling of a dream coming true.

Majulah Singapura!

SG Lim drew a parallel between winning an Olympic medal and Singapore's journey of growing the economy and sustaining full employment. Although achieving these aims is important, as in winning is important, "what really matters is how we rally together to value what we have, to celebrate our success, to overcome our failure, to care for each other and the way we show the pride of the people and the spirit of the nation," he said.

"There is no guarantee that Singapore will always do well; in fact, we are likely to see a lot of ups and downs in this journey of nation building. But one guarantee we can give to each other, as citizens of Singapore, must be that in good or bad times, we will always do our very best for Singapore, and give our very best to our fellow Singaporeans," he added.

In acknowledging that nation building is a never-ending journey, SG Lim pointed out that Singapore shares similarities with Kohei Uchimara, better known as 'Super-Mura', the Japanese gymnast who was crowned the greatest all-round gymnast at the London Olympics 2012. Despite his success, 'Super-Mura' knows that he has not achieved a Perfect 10 score in the six apparatuses he competes in

and is all too aware that best gymnasts around the world are striving to beat him at the Rio Olympics 2016.

Likewise, Singapore is not perfect in every area, conceded SG Lim. He noted that although it is highly regarded as an all-round nation globally, the country needs to constantly stand up to the changes in the world and more importantly, the higher expectations of Singaporeans.

"It is important that we turn this higher expectation into a unifying force to drive our nation forward. We must keep improving, doing better towards better jobs and better lives. At the end of the day, what we are all trying to do is try to make Singapore more perfect in an imperfect world," he said.



Flow-On Leader Singapore Port Workers Union General Secretary Ameer Hamzah Abul Nasir (left) and NTUC President Diana Chia greet nEbO Youth Champion Yvonne Yap.



From left: NTUC Central Committee members Toh Hock Poh, Arasu Duraisamy, Benjamin Tang (face blocked), Mohd Rasi Taib and Lim Kuang Beng cheering at the NDOC.



National Day Message 2012

Message by **NTUC Secretary-General Lim Swee Say**

Last month, I attended the annual International Labour Conference and spoke with union leaders from a number of countries. The situation in Asia remains cautious but still encouraging. However, the picture I gathered for the USA and Europe was not as good. They are suffering from job shortages, sticky unemployment, high youth unemployment and stagnation of wages.

Such implications can be painful for their people. One European unionist told us that many of her fellow countrymen are working as construction and mining workers in Australia. What sadden her even more is seeing the younger and better educated leaving the country because of job shortages at home.

We do not want this to happen to our fellow Singaporeans, not now and in future.

Since our independence in 1965, we have distinguished ourselves in the way we improved our life and built our nation. We are doing better, and the union leaders we met in Geneva can see that. They also wish to have what we have - full employment, low youth unemployment, and a steady increase in real wages.

Unfortunately, these are not easy to come by as some of them have found out the hard way.

As we celebrate our 47th National Day, let us value our achievements and pledge to work together to stay ahead.

The journey ahead will only get tougher, given the uncertain outlook of the world economy, slower growth and higher inflation in the medium term, and fierce competition regionally and globally.

But these challenges are not impossible to overcome.

Our economic and social foundation is sound, our young are well educated, and our workforce is well trained. Above all, our tripartite partnership is strong. If we can transform our economy and reshape our workforce better and faster than others, we can continue to enjoy shortages of workers instead of jobs, steady increase in wages instead of wage stagnation in the years to come.

Loving Singapore, Our Home holds many meanings for us to reflect upon. For the Labour Movement, it is about making Singapore a good and better place for all Singaporeans to work, live and play as one big family. There is no guarantee that Singapore will always do well. There will be ups and downs along the way. But one guarantee we can give to each other as citizens of Singapore is that, in good or bad times, we will always do our best for Singapore and give our best to our fellow Singaporeans.

Creating a better home for ourselves and our children is a journey with no end. Let's do it together and make our home – **Our Better Singapore**.

Happy 47th National Day to all! 😊



Three Generations, One Successful Singapore



From Labour Intensive To Knowledge Based

NTUC Flow-On Leaders Cyrille Tan and Ameer Hamzah Abul Nasir recalled their experience in the workforce and retold how Singapore has evolved during its post-independence years from 1965 to 1980s where industrialisation, education and skills upgrading, employment reform and trade union legislation and productivity drives played a big part in building the country's economy.

Mr Tan, who is the Advisor to the United Workers of Electronics and Electrical Industries (UWEEI), recalled how he and his fellow workers were sent to the Institute of Technical Education (ITE) to acquire higher skills when the company decided to move into automation in the mid-eighties, so that they can operate the automated machines.

From 1980s till today, Singapore's industries continued to transform from a labour-intensive to a knowledge-based industry.

Singapore Port Workers Union (SPWU) General Secretary Mr Ameer pointed out that when automation and computerisation are implemented in other countries, there is bound to be friction between the management and the union. As there will be job loss and wage restructuring, the union is likely to go on industrial action. "But in Singapore we don't. Because we believe the interest of workers are better served through co-operation and open discussion with management," Mr Ameer said.

Both leaders also recalled how their respective unions and management, along with help from the Government in terms of the Skills Programme for Upgrading and Resilience (SPUR) programme and such were able to work together through the tough times that hit Singapore.

They also look forward to an even more successful Singapore where the future generation can continue to enjoy the fruits of the country's success.

“The Government has helped me to value the importance of tripartism and the success of tripartite relationship between the union, employers and Government. Looking back, I will not hesitate to say that I'm fortunate to be a Singaporean. You should also be proud to be a Singaporean regardless of the jobs you hold.”

NTUC Flow-On Leader Cyrille Tan (left)

Opportunities Abound

Representing the workers of today, Young NTUC Activist Muhamad Khairudin Nordin from United Workers of Petroleum Industry (UWPI) took the stage and shared his journey in the Singapore workforce.

The Process Technician said: "My career was not an easy and smooth journey. There were ups and downs. Hard work and sheer determination has played an important role in my life. With the support of the union, I was given opportunities to upgrade myself through many courses to make sure that I am equipped in my role and to take on greater opportunities at work."

Just as how the workers of his generation flourished from the foundation that has been laid before them, Mr Khairudin encouraged the youths of today to pursue their dreams and contribute to the society just like how we have benefitted from our forefathers' contribution.

He said: "Be the younger generation to make Singapore an even better place to live in. Youths, do not give up! Always look out for more routes or ways to go or reach for your goals. And you should not give up even when you fail. There will always be an opportunity waiting for you. Luck is a crossroad where preparation and opportunity meets. Keep on preparing yourself to build a better Singapore."



“I am proud to say that Singapore is a place with opportunities for people who are willing to work hard to pursue their dreams.”

Young NTUC Activist Muhamad Khairudin Nordin (above)



The Future Is Ours To Make

Although she has yet to join the workforce, nEbO Youth Champion Yvonne Yap is well aware that comforts she and the generation of workers of tomorrow enjoy came from the hard work of the workers who came before her.

She likened Singapore's progress to a student's education process; the early years were like primary school where strong foundations paved a solid path for the future. Singapore's focus on upgrading infrastructure, such as the streets, maritime ports and airport facilities allowed workers to focus on manufacturing high quality goods.

The next stage of education in secondary school and tertiary institution are where students learn through elements of self-discovery and exploration through critical thinking. Similarly, a new wave of highly-educated and highly-skilled Singaporean workers stepped up to take on the challenges of a rapidly globalising world. These workers developed new ideas and new processes that fuelled Singapore's economic expansion.

University comes next where Ms Yap described it as "a time of intellectual learning and independent research, something which no doubt applies to Singapore as well as she looks to strengthen her economic competitiveness." She pointed out that a strong economy can only be supported by contented workers, and global corporations have come to trust the firm partnership between the unions and the Government which has contributed to a stable and reliable Singapore.

"As Singapore matures, what I wish for is a Singapore for everyone, a nation freed from the idea that the only way to get a job is to aim for a vocational university degree, a place where we all can be confident of pursuing the interests we love and adopting them as our chosen career," she said. Ms Yap also wishes for a more inclusive Singapore where strong bonds are formed and community is key.

“Now, Singapore is already developing at such a rapid pace and this is the best time for us to make changes to be embedded in our collective psyche for good. I look forward to a strong Singapore, supported from within, a place where we can all feel at home and know that we belong.”

nEbO Youth Champion Yvonne Yap (above)



SISEU Soars Ahead With New Leaders



The union ushered in a good number of new leaders to refresh its leadership beat.

By **Naseema Banu Maideen**

Refreshing its leadership is serious business at the Singapore Industrial and Services Employees' Union (SISEU). This spirit showed up again at its 10th General Convention of Delegates on 17 July 2012, which saw SISEU's Executive Committee welcoming seven new entrants into its arms. Four of these new first-term leaders are less than 40 years old.

Said NTUC Deputy Secretary-General and SISEU Executive Secretary Ong Ye Kung: "The election is a significant one as we are refreshing our leadership and we are very serious as a union on this momentum. We completed the branch elections in mid-April.

"I am convinced that with the strong leadership and wealth of experience that SISEU has, the union will continue to be an effective voice of the workers. Together, let's work hand in hand to bring SISEU to greater heights."

Minister for Health and SISEU Council of Advisors
Chairman Gan Kim Yong

"We have now 334 branch officials. 30 per cent of them are new branch officials and 22 per cent are below the age of 40 years. Today, 19 of our branch officials are elected as Executive Committee members. Seven of them are first-term members and four of them are below 40. So, this is the way to go."

It is noteworthy that 30 per cent of the union's branch officials are women leaders. At this platform, the union also thanked its tripartite partners for walking together on its journey for the betterment of workers in the industry. Minister for Health and SISEU Council of Advisors Chairman Gan Kim Yong was invited as the Guest-of-Honour at the event. He lauded the union's bold move in ushering in a good number of newly elected branch officials and said that "new people come with new ideas and refreshing ways of doing things."

As the union has also surpassed its 60,000 membership mark, members were also commended for their unwavering support for the union. SISEU President Tan Peng Heng said: "We have seen the worst of times during the last four years, especially during the downturn in 2009. We have also seen the best of our workers,

'Only Fair To Make Way'

Leaders from the Executive Committee as well as those serving at the branch levels in SISEU have made up their minds to 'Flow On'. Mr Visvanathan s/o A Gopal, former SISEU Vice-President and Branch Chairman of Indeco Engineers Private Limited, is one of them. Although he turns 62 years old only in 2013, his search for young blood to take on the leadership started way back.



He shared: "Finding a promising leader was one of the biggest challenges. And when I finally found a leader in Eric Goh, the committee of leaders at my branch requested me to stay on longer to groom and guide him. And I did." Mr Visvanathan urged the young leader to be actively involved in Young SISEU and gain as much experience from there too.



Ms Veronica Ang Wan Hwa, 63, is another 'Flow On' leader. The former Branch Secretary at CapitaLand Commercial Limited has made way for new face Jennifer Kwah.

Having spent 17 years serving in the union, she says: "It is only fair to step down now and let the younger ones take on the helm to serve. There is also so much to learn as they serve as leaders."

the best of our employers, and the best of our tripartite partnership. The past four years has been extraordinary. I am confident that the next four years will be exciting."

It was also this evening that saw the union recognising the hard work and contributions of 34 branch officials through long service awards presented by Mr Gan.

MOM Survey Shows Positive Re-employment Trends

Amid the tight labour market and tripartite efforts at promoting re-employment, nearly all the local employees retiring in 2011 were offered employment beyond 62. Nearly eight in ten private establishments had implemented measures to allow their local employees to work beyond 62 in 2011, ahead of the implementation of the re-employment legislation in January 2012.

These are the key findings obtained from a survey conducted by the Ministry of Manpower's (MOM) Research and Statistics Department in the last quarter of 2011. The survey effectively covered 3,200 private establishments (each with at least 25 employees), achieving a response rate of 90 per cent.

Main Findings

Nearly eight in ten (79 per cent) private establishments reported they had implemented measures to allow their local employees to work beyond 62 in 2011, up from 77 per cent in 2010. These establishments employed a large majority or 88 per cent of the local employees in the

private sector, up from 85 per cent in 2010.

The 79 per cent of private establishments with measures allowing employment beyond 62 comprised 57 per cent which allowed their employees to continue working on existing contracts and 22 per cent which offered re-employment.

Nevertheless, more locals were employed in establishments offering re-employment (50 per cent) than in establishments allowing continuation on existing contracts (38 per cent), as larger establishments were more likely to offer re-employment than smaller establishments.

Nearly nine in ten (89 per cent) private establishments offering re-employment indicated 12 months as the minimum duration of the re-employment contracts. In line with tripartite guidelines, almost all (95 per cent) reported that the re-employment contracts were renewable up till the age of 65, as long as the employee continued to meet the medical fitness and work performance requirements.

More private establishments offering re-employment had a policy of engaging their

retiring employees in re-employment consultation in 2011 (75 per cent) than the year before (61 per cent). This included 42 per cent which would conduct the re-employment consultation at least six months before the employee reaches 62, in line with the tripartite guidelines, up from 31 per cent in 2010.

Nearly three in eight (36 per cent) private establishments had local employees who turned 62 in the year ending June 2011, involving some 11,500 local employees. This was an increase from 32 per cent and 9,900 local employees in 2010.

Amid the tight labour market and tripartite efforts at promoting re-employment, nearly all (97 per cent or 11,100) the local employees retiring in 2011 were offered employment beyond 62. Most accepted the offer, forming slightly over nine in ten (92 per cent or 10,600) of the retiring cohort.

Nearly two-thirds (64 per cent) continued working on their existing contracts while about three in ten (28 per cent) were re-employed under a new contract, mostly with no change in their job scope (27 per cent).

FairPrice Foundation Does More For Ren Ci



By **Muneerah Bee Mohamed Iqbal**

Over the next three years, Ren Ci Hospital will receive \$600,000 from NTUC FairPrice Foundation and the donation will go towards helping the hospital provide quality nursing and medical care for its residents. At the cheque presentation ceremony on 27 July 2012 at Ren Ci Nursing Home, NTUC FairPrice Foundation Director and NTUC FairPrice Co-operative Limited Group Chief Executive Officer Tan Kian Chew affirmed the hospital's good work and applauded the dedication of the medical team and staff there. He added that the work that Ren Ci does is aligned with FairPrice Foundation's mission to provide a better life for the community.

The donation was welcomed by Ren Ci Hospital Chairman Chua Tian Poh (pictured, right). He said: "Sustaining a nursing home is not a simple task. Currently, Ren Ci Nursing Home at Jalan Tan Tock Seng is home to 208 residents who require constant care and medical attention. For this financial year, the operating cost of Ren Ci Hospital is estimated at \$31 million. NTUC FairPrice's substantial donation will go a long way in supporting Ren Ci Hospital in our commitment to provide quality healthcare to the needy sick."

In 2010, FairPrice Foundation also donated \$500,000 to help Ren Ci's residents. Besides

“As a homegrown co-operative and a social enterprise, strong and consistent customer support for NTUC FairPrice over the years has enabled us to do more good for the community. We are pleased to be in a position to be able to lend a helping hand to Ren Ci so that they can continue their meaningful work to help those who are in need.”

NTUC FairPrice Foundation Director and NTUC FairPrice Co-operative Limited Group Chief Executive Officer Tan Kian Chew (pictured, left)

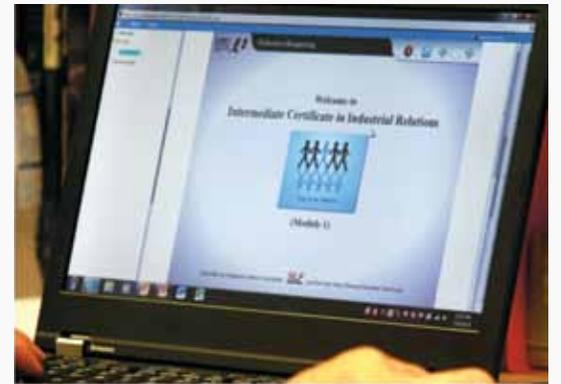
monetary support, NTUC FairPrice is also involved in volunteering activities with Ren Ci Nursing Home since last year where employees engage in various performances for the patients and befriender and craft activities, as well as bringing them out for shopping trips. Mr Chua said: "Residents rarely have the chance to go out of this compound and the shopping trip certainly lifted their spirits."

In the past month, FairPrice volunteers have been working with residents at Ren Ci Nursing Home to landscape the home's premises by planting herbs, vegetables, and flowering plants. Ren Ci Hospital Assistant Manager of Fundraising & Volunteer Development Xie Xiao Yun shared that the residents continue to take an interest in nurturing and watering the plants and it keeps them active as they get to move about rather than primarily staying inside the building. She said: "So, it's a new responsibility for them and it keeps them occupied as well."

As one of the volunteer co-ordinators, NTUC FairPrice Sponsorship Manager Angeline Kwong has received a lot of positive feedback from the volunteers. She said: "Most of the time, the employees do not have time to volunteer so this gives them the opportunity to come out from the office and understand and be more aligned with our mission of being a retailer with a heart." Ms Kwong added that the community project also improves the bond among the employees and loyalty to the co-operative.



More OTC Institute Programmes On E-Learning Platform



By **Kirthana Shankar**

Principal Consultant, Ong Teng Cheong Labour Leadership Institute

Following the successful launch of its first E-learning programme - Module 1 of the Basic Certificate in Industrial Relations (BCIR) last year - Ong Teng Cheong Labour Leadership Institute (OTC Institute) is pleased to announce the launch of its second E-learning program - Module 1 of the Intermediate Certificate in Industrial Relations (ICIR). Similar to the BCIR, the module 2 and 3 of the ICIR will remain classroom style.

This combination of E-learning and classroom provides many advantages. These include:

- Reducing the union leave days required to attend the programme from 6 to 4; and yet
- Ensuring sufficient interaction and sharing of experiences amongst participants and senior IR practitioners teaching the programme; while
- Providing maximum learning flexibility as participants can now complete the module 1 anytime, anywhere as long as there is a computer with internet connection.

In this E-learning module, participants will learn four topics - Conducting Effective Meetings, Problem Solving and Decision Making, Understand Collective Bargaining and Economic Data and Performance through highly interactive presentations, animations and interesting videos. With quizzes at regular intervals, participants can also gauge their understanding of the topic.

As with the BCIR, OTC Institute will continue to offer the module 1 of ICIR through a classroom platform as well. Unions can decide whether to have their leaders attend the e-learning version or the classroom version.

With strong support from unions, OTC Institute is embarking on having more programmes with E-learning platform. These include the E-Employment Act, E-Re-employment Act and E-Workplace Injury & Compensation Act (WICA). Unions who need more information on the E-module 1 of ICIR can contact Kirthana at DID: 6213-8141 or email: kirthana@ntuc.org.sg

Cleaners Learn From First On-Site Training Course

By **Naseema Banu Maideen**

It is one experience to practise the correct ways of wiping tables and collecting used cutlery within the four walls of a classroom. And it is completely another experience to be trained on these same skills in a hawker centre that is bustling with activity. NTUC LearningHub Private Limited brought 12 cleaners from E Link Cleaning Maintenance Services Private Limited to Zion Riverside Food Centre for this hands-on training session on 12 July 2012.

This is the first time that NTUC LearningHub has worked together with the Singapore Workforce Development Agency (WDA) and National Environment Agency (NEA) to pilot an on-site training programme for workers in the cleaning industry. The training programme is tailored to last for five days. While workers first attend lessons at NTUC's e2i (Employment and Employability Institute), they are then accessed on-site on their abilities to carry out the techniques taught within the classroom.

Shared Madam Ng Siew Choo, 45, one of the trainees who was accessed on-site: "It is very different at the site. It is crowded, noisy and we see different types of people as we



Madam Ng Siew Choo tries her best to remain calm as she puts to practice what she learnt in the classroom.

clean the tables. In the classroom, everything is clean and neat. Here, we get to see the reality and many of the trainees were nervous."

This training is part of the process of a Workforce Skills Qualification (WSQ) Statement of Attainment in Clean Food Shop. This venture takes after similar training initiatives like the On-Site Bite-Sized (OSBS) training programmes for the retail sector, said WDA's Director for Healthcare, Retail and Business Services

Division Ang Chai Oon. He added: "Through this, we bring them to the actual training environment, unlike previous training sessions in only a simulated environment which lacks reality. This will help to address their phobia and challenges in the real environment. They will also be more at ease when they are deployed. It will be an encouragement if more employers come forward to co-ordinate with training providers to provide these on-site training."

NEA, another tripartite partner in this venture, strongly supports the on-site training programme as it provides a realistic environment for the trainees. It will also encourage Hawkers' Associations to similarly consider offering their premises for on-site training programmes for their service providers. NTUC LearningHub, together with NEA and WDA, will look into training more cleaners through this initiative.

Breaking Away From Comfort Zone

“There was a lot of psychological preparation for the cleaners. Many of them were nervous and not confident to be trained and accessed on-site. Gradually, we convinced them on the mindset that in actual reality there will be many people in the hawker centres that they clean. So, this is a better approach as they will be exposed to actual challenges like managing the fans while cleaning. This will be more eye-opening for them than the classroom situation.”

NTUC LearningHub Training Manager Lanka Sundram



Mr Ricky Tang (standing, left) goes all out to ensure that employees are trained to the best they can to deliver productively on their jobs.

A Pro-Workers' Boss

As this is the first time that his workers are attending training, Mr Ricky Tang, the Managing Director of E Link Cleaning Maintenance Services Private Limited, went all out to ensure that his employees reaped the most out of it. Twelve of his employees were signed up for the pilot training programme for on-site training programme for cleaners, brought to them by NTUC LearningHub Private Limited, Singapore Workforce Development Agency (WDA) and National Environment Agency (NEA).

Over the five days of training, Mr Tang's family drove down to pick up their employees from different hawker centres where they are deployed across the island to send them to NTUC's e2i (Employment and Employability Institute) for training. They also fetch them after training to their nearest MRT stations after the training is over.

Mr Tang is glad that his workers have benefitted from the training and said he has seen a lot of changes in them since the first day of training. "They greet me diligently everyday now. They are also more confident and have also already expressed interest in taking up the courses," he said.

MWC Extends Help To Bugis MRT Station Victims

The Migrant Workers' Centre (MWC) has extended its sympathies to all who were injured, as well as its deepest condolences to the next-of-kin (NOK) of the two workers from China who were killed when the scaffolding collapsed at their worksite in the vicinity of the Bugis MRT station.

The MWC, whose mission is to provide humanitarian assistance to migrant workers in distress, stands ready to do its utmost to aid the injured and the NOK of the deceased workers.

In a media statement, MWC Executive Director Edwin Pang said that in this regard, having first given the workers' employer the opportunity to fulfill his legal obligation of care to his staff, the MWC will consider how it can best assist the workers or their NOK using its Migrant Workers' Assistance Fund (MWAFF) which was registered as a charity with the MCYS in May 2012.

If fellow workers or members of the public would like to join the MWC in making a donation to the injured migrant workers and

the NOK of the deceased, they may make their cheques payable to the 'Migrant Workers' Assistance Fund' (indicating that the cheque is 'For the victims of the Bugis incident') and send it to: MWC, 62 Rangoon Road, Singapore 218352. Please note there is no tax deduction for a donation to a charity.

If the public has any enquiries, they may call 6536-2692 during office hours. The MWC is open from 9am to 7pm from Tuesday to Friday, and from 11am to 3pm during the weekend. The MWC is closed on Mondays.

Tripartism Continues To Triumph At 19th Golf Friendly

By **Joshua Joseph**

Nineteen years and still going strong. The 19th Tripartite Golf Friendly displayed the strength of Singapore's tripartism as tripartite partners - the Ministry of Manpower (MOM), NTUC and the Singapore National Employers Federation (SNEF) - came together for an annual game of golf at Orchard Country Club on 22 July 2012.

In his address, NTUC Secretary-General Lim Swee Say branded the Tripartite Golf Friendly as one that is "very uniquely Singapore." Said SG Lim: "We truly appreciate ESM Goh (Emeritus Senior Minister Goh Chok Tong) for creating this platform. Tripartite Golf is special for all of us. Let us keep the spirit alive for a long time to come."

A special mention was also reserved for Deputy Prime Minister and Minister for Finance



(From left) Singapore National Employers Federation (SNEF) President Stephen Lee, Minister of State for Manpower Tan Chuan-Jin, Emeritus Senior Minister Goh Chok Tong and NTUC Secretary-General Lim Swee Say.

and Manpower Tharman Shanmugaratnam for taking time off his busy schedule to attend the event.

At the event, union leaders shared on the true value of the Tripartite Golf Friendly. Said Metal Industries Workers' Union First Vice-President and Mentor Tan Chai Kun: "In every (golf) flight there's employers, union and government (members). So we talk and try to exchange views on what's going on in Singapore, the economy and how we are moving forward and what are we going to do. It's a very good platform for us to discuss."

Singapore Organisation of Seamen President Mohamed Idris commented: "I hope that this Tripartite Golf will still be going on for our next generation...we in the union believe in going beyond, going forward."

Also sharing at the event was The Singapore Manual and Mercantile Workers' Union Deputy Secretary-General Surash Raman Mukundan. He said: "It gives us an opportunity to show our solidarity and that's very important. You have heard about problems in other countries where the employers and the unions cannot see eye-to-eye; the scenario here is different. In whatever difficult situations, we have overcome difficult crises through this understanding that we have established. It goes a long way and we should continue to engage in such an activity."

"We must continue to enhance this relationship, we have to get the younger ones involved in this kind of events. It is only through this kind of engagement that we can stay together and overcome any situation."



Emeritus Senior Minister Goh Chok Tong presents NTUC President Diana Chia with the 'Challenge' trophy.

Income's OrangeAid To Do More For The Young

NTUC Income Insurance Co-operative Limited is certainly wasting no time to make a difference, change our world. Over 1,200 children and youths from disadvantaged backgrounds will be getting a headstart in life courtesy of OrangeAid, its flagship corporate social responsibility programme. NTUC Income will be expanding the positive impact of this programme by adopting three new beneficiaries on top of the three it already supports.

Joining Assumption Pathway School, Singapore Children's Society and Moral Home for the Disabled as OrangeAid's newest beneficiaries are NorthLight School, Dyslexia Association of Singapore (DAS) and South East

Community Development Council (South East CDC).

OrangeAid, which is funded by one per cent of the company's annual insurance operating profits, will provide support to four enablement programmes under the new beneficiaries that will equalise opportunities for disadvantaged children and youths.

They include NorthLight's Enhanced ICT Programme which equips students who do not qualify for secondary school with word processing skills required in the workplace; DAS' Pre-Bursary Programme which identifies the learning difficulties of needy pre-school kids and sustains special education help for treatment of Dyslexia; South East CDC's My First Break which helps youths pick up

entrepreneurship skills, and Learning Family Programme which enables low-income pre-school children and their parents to better prepare for primary school.

Said NTUC Income Chief Executive Officer Tan Suee Chieh: "We believe all young people deserve the opportunity to realise their full potential. NTUC Income's OrangeAid programmes will help to make a meaningful impact at different stages of the lives of these children and youth. In doing this, NTUC Income hopes to equalise, empower and enable disadvantaged youth so that they create a better future for themselves."

NTUC Income staff as well as customers will also be helping out in the programme.

NTUC MEDIA CO-OPERATIVE LIMITED

EXECUTIVE CHAIRMAN

DR CHRISTOPHER CHIA chrischia@ntuc.org.sg

MANAGING DIRECTOR

SHONA TAN-JAMES shonatan@ntuc.org.sg

THE NTUC THIS WEEK TEAM

MANAGING EDITOR

SHONA TAN-JAMES shonatan@ntuc.org.sg

EXECUTIVE EDITOR

MARCUS LIN marcuslin@ntucmedia.org.sg

ASSISTANT EXECUTIVE EDITOR

NICOLETTE YEO nicoletteyeo@ntucmedia.org.sg

SENIOR JOURNALISTS

NASEEMA BANU MAIDEEN naseema@ntucmedia.org.sg

JOURNALISTS

MUNEERAH BEE MOHAMED IQBAL muneerah@ntucmedia.org.sg

JOSHUA JOSEPH MARIMUTHU joshuajoseph@ntucmedia.org.sg

CREATIVE DIRECTOR

HO KOK CHENG hokc@ntucmedia.org.sg

SENIOR EXECUTIVE DESIGNER

MOHAMED NASUJAR SOEYOETI soeyoeti@ntucmedia.org.sg

EXECUTIVE EDITOR (Chinese Section)

HO SEO TECK host@ntucmedia.org.sg

SENIOR JOURNALIST (Chinese Section)

HANA HUAN SEE LAI huansl@ntucmedia.org.sg

SENIOR EXECUTIVE DESIGNER (Chinese Section)

CHARLES CHONG charleschong@ntucmedia.org.sg

MEDIA ADVERTISING

DEPUTY DIRECTOR

JIMMY LIM jimmylim@ntucmedia.org.sg

ASSOCIATE DIRECTOR

CHRIS SENG chrisseng@ntucmedia.org.sg

ACCOUNT MANAGERS

JOANNE TAN joannetan@ntucmedia.org.sg

MICHELLE YEO michelleyeo@ntucmedia.org.sg

ASSISTANT MARKETING MANAGER

ZANTHE NG zantheng@ntucmedia.org.sg

SUBSCRIPTION

JENNY LIAU liaumn@ntucmedia.org.sg

PUBLISHER

NTUC MEDIA CO-OPERATIVE LIMITED

Address 1 Marina Boulevard #14-01

NTUC Centre Singapore 018989

Phone 62360555 Fax 65381068

PRINTER

KHL PRINTING CO PTE LTD

THE NTUC FAMILY DIRECTORY

NTUC SWITCHBOARD 62138000

CUSTOMER CENTRE 62138008

BUSINESS CENTRE 62138811 bizcentre@ntuc.org.sg

CARE & SHARE 62138201

SOCIAL ENTERPRISES

CLUB 65829876 (Chalet Reservation)

65891666 (Banquet Sales)

CHOICE HOMES 62138822

ELDERCARE 64785480

FAIRPRICE 64560233

FIRST CAMPUS 63919233

FOODFARE 67570330

HEALTHCARE 67440068

INCOME 63462663

LEARNINGHUB 64712223

LINK 62235225

MEDIA 62360555

THRIFT & LOAN 65347360

IAC Ruling Shows Need For Openness And Transparency

After protracted negotiations between the Singapore Refining Company Employees' Union (SRCEU) and Singapore Refining Company Private Limited (SRC) that went up to the Industrial Arbitration Court (IAC), an award was finally handed down by IAC President Justice Chan Seng Onn on 20 July 2012.

The IAC ruled in favour of SRC for both the salary range increase and annual increment amount. However, the IAC supported SRCEU's submission to have more fixed and less variability for rank and file workers.

Instead of ordering the base wage to increase as submitted by SRCEU during the hearings, the IAC ruled in SRCEU's favour to lock in 6.5 months bonus (this sum includes AWS) as a fixed component for the total annual package of SRC workers. In addition to this 6.5 months, workers are still entitled to a variable bonus opportunity of up to another six months.

SRCEU reiterates the importance of conducting the job survey across the industry. With the survey findings, SRC and SRCEU should then evaluate the current compensation structure. The fixed bonus, which ensures a higher fixed ratio in the worker's total pay, may not be the permanent solution because it is important to also determine a competitive basic salary.

The IAC also affirmed to give the workers who have reached the salary ceiling the entire amount of the increment for the year in the form of a one-off lump sum payment.



“This has been an 18-month journey with SRCEU and while we are disappointed at the ruling in terms of increment amount and salary range increase, the fixing of 6.5 months (AWS inclusive) into the workers' fixed annual package is a great win and a strong signal to other companies to bear in mind the imperative to maintain a higher fixed portion (70 per cent fixed, 20 per cent variable and 10 per cent monthly variable) for the rank and file workers.

“In addition, workers are also entitled to a variable bonus opportunity of up to six months. Another positive outcome is the ruling to pay out in the form of a one-off lump sum (the entire increment package) to those who reached the salary ceiling, with some 28 per cent affected if nothing was done.

“This case also highlights the need for companies to work closely with their unions and be transparent and open in sharing of information so that there will be greater trust and collaboration between union and management.”

NTUC Legal Services Department Director Patrick Tay

“From the standpoint of SRCEU, we are disappointed with the ruling as a whole and are greatly concerned with the transparency between the company and the union. The company claims that the total compensation policy is fair and generous, but this is not easily verifiable to the union and its members as there is no open sharing of information.

“The company seems to keep withholding data and information, and this in turn prevents the union from playing a bigger role in collective bargaining with regards to wage increase and bonus payments. The company needs to be more forthcoming in its wage negotiations with the union, and cannot go about conducting industrial relations as a whole unilaterally and arbitrarily by keeping the union out of the planning and decision making process.

“The company has won this case, but they are fast losing the hearts of the workers. The union desires a new beginning with a new set of IR policies and practices to safeguard and promote the interest and well-being of our members. And the company in the long run, without this happening, industrial relations between the union and the company will never improve.”

SRCEU General Secretary Nicholas Loke



Uniting Hearts As One

By Joshua Joseph

Be prepared to be invoked with a sense of love, reflection and nostalgia at this year's Young NTUC Celebrates! National Day 2012 on 9 August held at the Promontory@ Marina Bay. Young NTUC looks at Love and Reflection in tandem with NDP (National Day Parade) 2012's theme of 'Loving Singapore, Our Home' in this year's celebration.

Since its inception in 2007, Young NTUC Celebrates! National Day has been an annual highlight for the Labour Movement. The celebration will see the coming together of more than 10,000 union members with their family and friends as they celebrate as one family, a community and as Singaporeans on the nation's birthday. NTUC Income will once again be the proud presenter of the event.

Shared NTUC Income Chief Executive Officer Tan Suee Chieh: “As the first social enterprise set up by the Labour Movement to benefit the people of Singapore, NTUC Income's development bears close parallels to the Singapore story. Both started in challenging circumstances and have made tremendous progress through prudence, resolve and hard work. Today, NTUC Income is very much a part of Singapore's fabric and we are proud to sponsor Young NTUC Celebrates! National Day 2012 to commemorate our nation's birthday with



Young NTUC Secretariat with NDP EXCO Chairman (Col) Desmond Tan (in red shirt) and NTUC marching contingent.

our fellow union members, their families and all Singaporeans.”

Young NTUC Celebrates! National Day 2012 event highlights will include the Great Young NTUC Sing-a-Long led by Performing with Love by Active Youth (p.L.a.Y) members who are Young NTUC's very own performance arts group made up of passionate activists and volunteers. They will aim to encourage mass participation, as well as touch Singaporeans' hearts through the singing of national songs and pre-engagement videos that will be screened as participants revisit their memories of Singapore, invoking a sense of nostalgia.

Apart from watching the live screening of NDP 2012 celebrations and enjoying the colourful backdrop of the fireworks, participants will also enjoy a time of symbolic candle lighting activity named 'A Celebration of Unity' to signify

the solidarity and mutual support of the Labour Movement.

Said Young NTUC Executive Secretary Steve Tan: “Young NTUC is pleased to organise this companion event to the main NDP for the 6th time this year. Mobilising more than 10,000 union members, their families and friends, our event helps cement the role of the Labour Movement here as a constructive social partner in the development of Singapore.”

Alongside the festivities at the Promontory, the Labour Movement will also play a part in the parade and ceremonies segment of the NDP as one of the marching contingents. The NTUC marching contingent has been part of the National Day Parade since the first parade in 1966.

Young NTUC looks forward to seeing participants come together as hearts unite as one on this very special occasion.

Blazing The Outdoor Trail In

By **Muneerah Bee Mohamed Iqbal**
 Pictures by **Hussein Hussaini Yadi and Muneerah Bee Mohamed Iqbal**

What is a Leader? 21 Branch Officials (BO) from 11 branches of The Singapore Manual & Mercantile Workers' Union (SMMWU) learned about being one at the SMMWU Leadership Camp from 13 to 15 July 2012. Although the camp is in its fourth year, this was the first time it was held in Tanah Aina Farrah Soraya in Pahang, Malaysia.

As part of the Ong Teng Cheong Labour Leadership Institute's (OTC Institute) Certificate in Leadership (CIL) course, the camp comprised of exciting outdoor activities as well as lectures which were interjected with games and group discussions aimed to equip them with an understanding of good leadership and the roles of union leaders.

Each activity was accompanied by lessons on leadership as OTC Institute trainer Azlan Sidek provided the BOs with insights and revelations on what makes a good leader, giving them plenty of learning points. Cycle & Carriage BO Muhd Mansoor said: "From the games, we learned that we have to know our roles and we have to listen and understand the instructions, in order to carry out our roles."

The proximity to nature allowed plenty of opportunities for the participants to be involved in a plethora of outdoor adventures, facilitated by Tanah Aina and organisers from Climbers Enthusiasts. The first day of the camp was full of adrenalin as the BOs trekked through the rainforest at the eco-tourism resort and were invited to pluck their courage and take a leap of faith from a platform 15 feet above the water.

From the hike, Kodak BO Chua Teck Siong could draw out some characteristics of a good leader. "You need to have a leader who can oversee the whole circumstances where things happen, like what we did today, where we could see a lot of people helping one another during



21 SMMWU Branch Officials at the SMMWU Leadership Camp in Pahang, Malaysia.

the trek up the hill. We supported each other and made sure that everyone is safe," he said.

Teamwork was a re-occurring theme in the BOs' quest to be good leaders. Metro BO Lillie Tan shared: "This course is very useful as we learn about teamwork and responsibility and it's very useful when you get back to work and then we can be more tactful to our staff and members." Ms Tan also rated the camp as the most exciting trip she had been on. "I never go for outdoor activities like this and I find it very interesting," she said.

Teambuilding and teamwork was also the learning takeaway for Courts BO Mahendiran Velayutham. He said: "With teamwork, in whatever area of your work and life, you can definitely get success because you can get more ideas and

suggestions from more people." He also saw that co-ordination and communication are important for union leaders to succeed in meeting their goals.

ST Kinetics BO Vincent Sim found the flying fox to be the most fun part of the camp and he also enjoyed the bonds that had developed among the participants even though they are from different sectors and different companies. Through the games and activities, Mr Sim picked up that listening is an essential part of leadership. He said: "It's very important and you need everyone to be a good listener. Even as a leader, you must be a good listener."

On the last night at the campsite, the BOs gathered around a small bonfire for a final bonding

“What we learn this afternoon through the games and group discussions help in my role as a unionist. I can apply it when a member approaches us with some kind of a situation. We should discuss and we try to understand them and then we work it out together.”

Parkway Group Branch Official
 Thamaraiselvi R Manickam



In four teams, the BOs crossed rivers and trekked through the jungle before arriving to take that 'Leap of Faith'.

Leadership



Before settling into the campsite, the BOs engaged in some ice breaker games.



Teams deliberate on the best and fastest way to complete the challenge with the tools they were given.

session where SMMWU Deputy Secretary-General Law Swee Hong gave a word of thanks to the branches' management for agreeing to the BOs' participation in the SMMWU Leadership Camp. She said: "Weekend leave is important to retail, important to hospitals. So we really appreciate your management and all this is because of the goodwill that our union has built up with them and mutual trust that they have with us, that the training will benefit the company."

She encouraged the BOs to apply what they learned and play an exemplary role in being a more effective union leader and a more effective worker.



Through a new twist to the classic game of Scissors Paper Stone, the BOs learned that rising through the ranks cannot be left to a game of luck; instead it must be through good leadership.

“ This is one of the very good courses where you actually overcome all your fear and you have really a lot of confidence.”

ST Kinetics Branch Official
Vincent Sim

“ Basically all this is to ensure that the union has good leaders from the ground who understand their role. They are able to relate to their members and they will be able to develop or build relationships with their management. And in that way, help the union to have a better image and encourage employers to see the union as a partner; that we are there to also help the company and work with them in attaining the company's objectives, and not just looking after the welfare of the workers.”

SMMWU Deputy Secretary-General Law Swee Hong



Chipping in to plant the SMMWU teak tree on the Tanah Aina Farrah Soraya premises.



Participants get a stunning view of the lush greenery of the campsite as they go across the flying fox.



Displaying teamwork and cohesiveness by putting up a group cheer.

“ During the game, when we were asked to describe our experience here in one word, the first word that came out from my mouth is 'acceptance'. For me, this whole course is more about sharing, willingness to learn from others and the acceptance is to accept people's suggestion.”

Cycle & Carriage Branch Official
Mohd Monir

Double Joy For nEbO In July

It Marks 5th Anniversary And 60,000 Membership Milestones

nEbO, the junior membership arm of NTUC, commemorated two achievements in July - celebrating its 5th anniversary with a party at Downtown East on 21 July 2012 and officially recognising its 60,000th member. At the party, a series of youth performances by members and YouTube Stars FS Acoustics and Toh Yi Fan aka Tzire were lined up, and special deals, promotions and games prepared for members to enjoy. Lastly, the cast of 'On the Fringe', MediaCorp artistes Ian Fang, Edwin Goh, Elizabeth Lee and NoonTalk artiste Kimberly Chia made a special appearance for an upclose encounter with nEbO members and fans.

The highlight of the party '5 is a 5last!' was the announcement of nEbO's 60,000th member, Ms Sharifah Shifa Mohsen. The lucky member Ms Sharifah had the opportunity to meet Mr Patrick Tay, Member of Parliament for Nee Soon GRC and NTUC Competency Director (Legal), from whom she received a welcome gift worth over \$580, including a Kinect Xbox 360, 10,000 LinkPoints and a nEbO goodie bag.

The 15-year-old from Dunman Secondary School first got to know about nEbO in December 2011 through its Care community event Paint a New Hope. Together with 50 other youth volunteers, she geared up with a mask and gloves to clean and put on a new coat of paint to one-room and two-room flats of elderly residents living in Ang Mo Kio. On 30 June this year, she participated in her second Care community event, Hearts on Wheels, where she cycled to help raise food items for needy families and the elderly of Pasir Ris Family Service Centre and Apex Harmony Lodge.



(From left): NTUC Club Assistant Director (nEbO), Community Engagement & Membership, David Kuan; NTUC Club CEO Yeo Khee Leng; nEbO's 60,000th member Sharifah Shifa Mohsen; NTUC Competency Director (Legal) Patrick Tay; NTUC Alignment Director (nEbO) Lim Eng Lee; and NTUC Club Director, Community Engagement & Membership, Ronnie Tan.

Inspired by other passionate youths in the community, she joined nEbO as a member in July and aims to volunteer regularly in the Care community events to help the less privileged and gain life experience.

"nEbO has a very active Care community, with dedicated activists who are serious about helping others in ways big or small. It is good to be able to find like-minded friends who share the same interest and volunteering gives me a sense of fulfilment which motivates me further to continue helping the community," said Ms Sharifah.

“ We believe in nurturing members to realise their potential and involving our members hands-on in our events and activities so that they can develop their leadership skills and be good role models for other members. Over the years, some of our members have been successful, gaining recognition for doing what they love to do and we are very proud of them. Their achievements are stepping stones to bigger ones and we hope they will be motivated to do even better.”

NTUC Alignment Director (nEbO) Lim Eng Lee



nEbO 5.0 is the name of the whole 5th anniversary celebrations. Hence, youths who were involved in organising the event and some nEbO champions and activists took a commemorative photo spelling out the event name.

Hearts on Wheels was one of two care events organised by nEbO to celebrate the occasion by giving back to the community. Over 3,000 food items were raised for needy families by the 370 participants who cycled, bladed and skateboarded close to 1,500km. Gift of Astonishment was the other event to spread cheer to underprivileged children. Members from the Magic Interest Group Enigma put up a magic performance for 20 children, and taught them simple magic tricks which they could perform themselves.

Celebrating its fifth birthday gave the youth community an opportunity to take stock of its achievements. Launched in July 2007, nEbO was set up to serve as the bridge between NTUC and youths aged 12 to 21, engaging youths in a positive, meaningful manner and offering opportunities for personal development. Despite its young history, its members have made their mark and excelled in many national and Labour Movement competitions.

NTUC Alignment Director (nEbO) Lim Eng Lee said: "We are pleased that nEbO has crossed the 60,000th member milestone in five years. This is a testimony of our efforts and success in engaging youths."

靠创意点子突破会员人数

今后,有需要学习招募技巧的工会,都能得到全国职工总会会员招募资源中心的更大支持。

2012年7月5日,首次举办的U会员突破工作坊,迎来了首批学员。课程全面介绍招募会员的相关内容,例如3R策略(招募、保留和建立联系),以提高学员对工会理念的了解,同时克服招募会员所面临的挑战。

这项由职总会员署和王鼎昌领袖学院携手联办的工作坊,得到各个工会和业界的良好反应。职总副会长赖德熙和职总中央委员会成员哈山在开幕演说中,鼓励学员分享看法和建议,并将在工作坊中所学到的知识,运用到工会和业界。

赖德熙提醒学员,会员是工运的组成部分,招募到越多会员,职总所

发出的集体声音就越大。

“会员是我们的生命线,必须遍及工运的每一条脉络,深入新加坡工作场所的每一个角落。这点对我们太重要了。”

哈山强调,在成功招募到会员后,保留和建立关系同样重要。他希望学员通过这次工作坊搜集到更多新点子,然后细作调整,从而实现招募会员的目标。

在一整天的活动后,公用事业局雇员联合会执行理事会成员纳丹认为,工作坊教会他许多具有实效的招募策略。他设想:“或许我们可以在家庭日活动中设立一个招收新会员的摊位。”纳丹也乐于在工作坊中学到组织分会的技能和秘密投票的程序等。



U会员突破工作坊让工会代表有机会学习会员招募策略。

超越一张卡的价值



“为什么在其他优惠卡更加符合我的需求的情况下还要加入职总?”这是工会领袖和会员在进行招募工作时,经常听到的质疑。

职总会员招募资源中心的三位顾问在U会员突破工作坊上重申,成为职总会员的价值大大超过职总会员卡本身所带来的好处。

赵育民(图左)指出,必须了解工运的意义,“而不仅仅是比较会员卡所能换取的优惠或能带给你什么好处。”加入职总会员队伍与申请其他优惠卡的不同之处是,成为职总会员将获得保障,工会将代表会员解决工业纠纷。

“作为工会领袖或会员,我们有责任告诉公众,工运在工友有需要时将提供保护。别忘了,当工人有需要时,或者遇到困难时,须要由工会代表他们说话。”

陈顺龙(图中)举了个例子,一家公司在裁员时无法全额偿付被裁工友遣散费,最终要靠工会代表工友讨回公道。他强调,工运的最大功能是代表新加坡工人群体的利益。

陈再坤(图右)补充,工会在招募会员时,不应该只向潜在会员说明可从职总社会企业和其他商家得到的好处,而是应该谈及工业关系问题。他说:“当面对提高薪金、花红等的谈判时,是谁在和资方谈判?是工会。”

援助已故外籍工友家属

外籍劳工中心对两名在地铁线武吉士站地下工程鹰架坍塌事件中意外身亡的中国籍工友表示惋惜,并将从外籍劳工援助基金拨款帮助已故工友家属。

外籍劳工中心的使命是为有困难的外籍劳工伸出援手,随时准备好竭尽所能帮助受伤工友或因意外死亡的工友家属。该中心的外籍劳工援助基金在2012年5月登记为慈善基金会。

公众或会员若想慷慨解囊,帮助在武吉士地铁站事故中受伤的外籍劳工或已故劳工的家属,欢迎捐款。捐款支票的收款人栏目请写明“Migrant Workers' Assistance Fund”,并在支票背面注明“款项用于帮助武吉士地

铁站意外工友”,然后邮寄至:

外籍劳工中心(MWC)
62 Rangoon Road
Singapore 218352

请注意:这项捐款无法用于扣税。若有询问,请在办公时间内拨电6536-2692。外籍劳工中心开放时间是从星期二至五,上午9点至晚上7点;周末从上午11点至下午3点。星期一休息。

耗资2亿元 翻新Downtown East

范思蕊报道

全国职工总会俱乐部的Downtown East将在今年第四季展开为期5年的翻新工程,预计将在2017年竣工。这项耗资2亿元的翻新计划进一步为职总会员和普罗大众提供优质的消闲娱乐设施。

职总俱乐部总裁杨启龙表示:“新加坡人的需求不断改变,因此我们有必要提升服务设施,从而让会员及公众以实惠的价格继续享受顶级的消闲娱乐。因此,我们正展开这项5年翻新计划。我们期待Downtown East在改头换面之后,能为客人带来全新的娱乐体验,不论他们是入住白沙乐怡度假村、到崭新的Wild Wild Wet水上主题乐园玩乐或是与亲友共聚晚餐。”

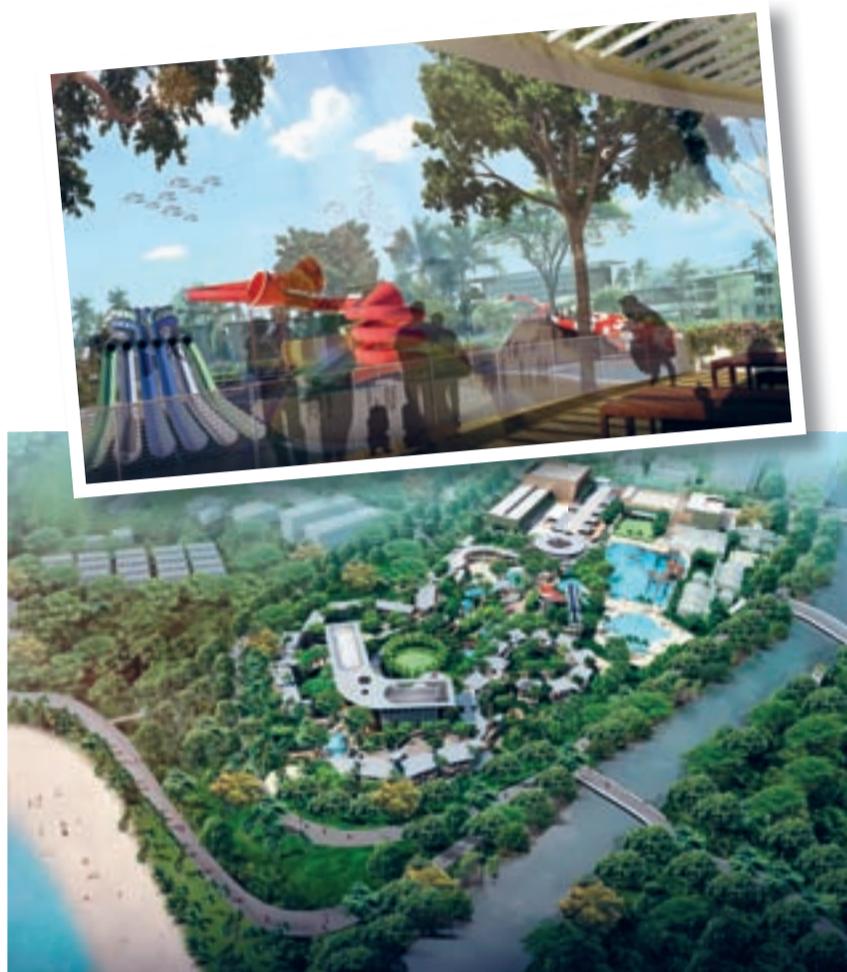
这项工程分两期进行,以让会员和公众在翻新期间能继续使用Downtown East设施,不至于必须全面暂停活动。职总俱乐部将在第一期工程注资9000万元,在原Escape主题公园地段扩建Downtown East白沙

乐怡度假村,把旧有占地3公顷的度假村扩大至3.8公顷,面积相当于五个足球场的大小。全新的度假村将提供400间不同的房型,以因应不同顾客的需求。

除了扩建白沙乐怡度假村,Wild Wild Wet水上主题乐园也将扩大两倍至4公顷,并新增六项全新游乐设施。第一期工程预计在2015年完工,而白沙乐怡度假村将率先在2014年之前建竣。

第二期工程计划在2015年动工,届时将建造崭新的会议设施,包括可容纳超过3000人的多用途大厅。此外,职总俱乐部也将建设会员与工会社团交流设施,新增的6间宴会厅及可容纳1000人的露天剧场,让工会会员能在Downtown East参与各项活动,加强交流。

职总俱乐部在2012年7月19日正式宣布这项5年大计,并承诺继续为会员和公众提供价格实惠的娱乐服务。



nEbO第6万名会员诞生了!

范思蕊报道

“nEbO是一个非常活跃的社群,成员都非常热心助人。能找到志同道合的朋友一起当志工,让我感到非常满足,也激励我继续帮助社区里有需要的人。”

莎莉凡在今年7月正式加入全国职工总会青少年团体nEbO,很幸运地成为今年nEbO五周年庆第6万名会员。她因此获得会见义顺集选区国会议员兼职总法律咨询署长郑德源的机会,同时获赠价值580元的礼物,包括Xbox 360、nEbO礼包和职总宏惠积分1万点。

15岁的莎莉凡是德明中学的学生。她在2011年12月参加了职总青少年团nEbO的社区关怀活动“粉刷新希望”,与另外50名青少年志工,戴上手



莎莉凡(左三)很幸运地成为nEbO的第6万名会员。

套和口罩,不畏辛苦地为宏茂桥一房和二房式组屋的年长居民进行组屋

粉刷。今年6月,她继续在社区关怀活动中出力,骑着脚踏车为经济有困难

的家庭和巴西立家庭服务中心的年长者等,收集日常食品。370名参加者在这项活动中共收集了3000样食品。

职总nEbO署长林荣利表示:“nEbO能在5年内突破6万会员大关,令我们感到非常鼓舞。这证明了我们的努力没有白费,吸引到了许多青少年参与。我们相信借由开发会员的潜能和让他们组织、参与活动,将有效帮助他们提升领导技能,成为其他会员的楷模。”

2012年7月21日,职总属下青少年团体nEbO在Downtown East庆祝成立5周年及会员人数达到6万人的里程碑。nEbO招收介于12至21岁的会员,让青少年在参与正面、有意义的活动同时,发展个人的潜能。

万人同心庆团结

职总青年团将在8月9日国庆日当天，在滨海湾中央岬举行职总青年团国庆庆祝活动，以“爱和反思”呼应2012年国庆庆典主题“爱在新加坡，我们的家”。

自2007年成立迄今，职总青年团举办的国庆庆祝活动已经成为工运的常年重头戏。这次活动将有超过1万名工会会员及其家人和亲友的参与，大家好像一家人、一个社群，齐来欢度国庆。

职总英康对于能再次赞助这项活感到自豪。职总英康合作社总裁陈诸杰表示：“职总英康是工运首个成立以造福国人的社会企业，其发展轨迹与新加坡的历史有相似之处。两者都是在充满挑战的环境下起步，并在精明管理、不屈不挠的努力下取得长足进展。今天，职总英康已成为新加坡重要的一分子，我们对赞助职总青年团参加这次的国庆活动感到很自豪。”

职总青年团2012国庆庆祝会的其

中一项亮点活动是由该团活跃少年爱心表演团(p.L.a.Y)呈献的歌唱节目，希望藉由演唱爱国歌曲和播放预先制作的录像，唤起人们美好的回忆，从而创造怀旧的气氛。活跃少年爱心表演团(p.L.a.Y)是职总青年团属下的艺术表演团体，由一群充满热忱的会员和义工组成。

现场观众除了能亲睹2012国庆日庆典活动和观赏多姿多彩的烟火外，还将见证象征工运团结和互助精神的“欢庆团结”烛光活动。

职总青年团执行秘书陈秉禾表示：“职总青年团很高兴能筹办这项庆祝活动。这是第6年了。我们动员超过1万名工会会员及其家人和亲友参与其盛，巩固工运在新加坡发展历程中，作为具建设性社会伙伴的角色。”

除了在中央岬举行的庆祝活动，职总也派出一支游行队伍参与国庆庆典。自1996年迄今，职总每年组织队伍参加国庆庆典。



平价合作社基金会支持仁慈医院行善

未来三年，仁慈医院将获得职总平价合作社基金会60万元的捐款，用以提高医院的护理和医疗品质。

2012年7月27日，职总平价合作社基金主任兼平价合作社集团总裁陈健秋在仁慈疗养院举行的捐款支票移交仪式中，肯定和表扬了仁慈医院医务人员和职员对社会的巨大贡献。他说，仁慈医院与平价合作社基金会一样都肩负使命，改善社区居民的生活。

仁慈医院主席蔡天宝(图右)对职总平价的捐款表示欢迎：“维持一家疗养院的运作并不容易。目前，我们设在惹兰陈笃生的仁慈疗养院共有208张病床，病人需要持续的关注和护理。而仁慈医院今年的财政年度，营运开销估计高达3100万元。有了平价合作社的长期支持，仁慈医院就能兑现承诺，为病人提供优质的医疗服务。”

2010年，职总平价基金会也捐赠50万元支持仁慈疗养院。除了经济上的支援，平价合作社从去年开始和仁慈疗养院携手举办义工活动。在活动中，平价合作社的职员为病人表演节目、交朋友、进行手工艺活动，以及带领他们出外购物。蔡天宝表示：“平时住在疗养院的年长者鲜少有机会外出，这趟购物之旅的确让他们感到异常开心。”

上个月，平价合作社义工与仁慈疗养院的年长者一起在疗养院周围种植药草、蔬菜和花草。仁慈医院的筹款及义工部助理经理Xie Xiao Yun指出，带领年长者在户外栽花莳草、活动身体远比让他们整天呆在屋内可以保持身心活跃。她说：“这是年长者的新任务。这项活动使得他们在心理上有所寄托。”

作为其中一名义工协调员，职总平价合作社赞助部经理Angeline



平价合作社集团总裁陈健秋(左)移交善款给仁慈医院主席蔡天宝。

Kwong赢得义工们的正面回响。她表示：“多数时候，我们的职员没时间做义工。举办这项活动正好可以制造机会，让他们离开办公室，践诺

合作社作为爱心零售商的使命。”她补充说，这项社区活动也增强了员工之间的凝聚力，并且提高员工的忠诚度。

别想赚得快 追求稳定和实质的收益



范思蕊报道

充分就业、青年失业率低和稳定的实际工资增长，这是新加坡工人所处的状况，为许多国家所向往。相比之下，美国和欧洲的情况却相当暗淡，因为他们深受工作短缺、失业率严重、青年失业率高和工资停滞不前的困扰。在某些情况下，甚至导致这些国家内受过良好教育的年轻人离乡背井，另谋发展。

为了避免这种困境降临到新加坡人的头上，我们一定要推行经济重组，提升劳动队伍的生产力，做得比别的国家来得快又好。正如当今全球经济优秀生德国那样，讲求实际，追求稳定收益，不断在制造业、服务业，以及科技和革新方面进行投资。

以上是职总秘书长林瑞生于8月3日在滨海南花园参加职总青年团和nEbO举行的国庆敬礼仪式时，分享他最近参加2012年国际劳工大会的经验和感受。

青年团和nEbO举行的国庆敬礼仪式是今年职总的首场国庆敬礼仪式，出席者还包括职总中央委员会委员、多名青年团成员和各工运组织的代表。

“新加坡要像当今全球经济优秀生德国那样，讲求实际，追求稳定收益，不断在制造业、服务业，以及科技和革新方面进行投资。”

— 职总秘书长林瑞生

珍惜我国现有成就

在新加坡即将迈入第47个年头之际，林瑞生也在讲话中勉励国人珍惜现有的成就，同心协力迎向未来。

他说：“我们的未来充满挑战，因为世界经济展望依然不容乐观，我国的经济成长将放缓，而通货膨胀将持续攀高。另外，我国也面对区域和世界各地的强大竞争。虽然面临重重挑战，但由于我国拥有坚实的经济和社会基础，例如年轻国人大都受过良好教育、劳动队伍训练有素、劳资政三方紧密协作，这令我们有能力克服这些挑战。”然而，这不能保证新加坡能一直繁荣昌盛，因为发展的路上必定伴随着起起落落。唯一可以保证的是，国人上下一心，共同渡过顺境与逆境。林瑞生列举不久前在奥林匹克运动会体操赛中夺得金牌的日本选手内村航平连续三次夺得世界体操锦标赛全能冠军为例，鼓励国人秉持刚毅，为自己和子女创造一个更美好的国家和家园。而这就是我们对国家和国人最棒的贡献。

