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NEW SEC-GEN FLOWS IN

Deputy Secretary-General Chan Chun Sing will take over the helm of the Labour Movement on 4 May 2015 as current NTUC Secretary-General Lim Swee Say steps down.

Photo **Goy Kae Lip**

New Sec-Gen Flows In

Current NTUC Secretary-General Lim Swee Say steps down to make way for new leader.

By **Ramesh Subbaraman**

In a statement issued on 8 April 2015, NTUC President Diana Chia said NTUC Secretary-General (SG) Lim Swee Say had tendered his resignation as Secretary-General and from the NTUC Central Committee on 30 May 2015. His resignation has been accepted.

The NTUC Central Committee met on 8 April 2015 and unanimously elected NTUC Deputy Secretary-General Chan Chun Sing to take over the helm as NTUC's Secretary-General with effect from 4 May 2015.

DSG Chan joined NTUC on 23 January 2015 on a part-time basis and has been serving the Labour Movement on a full-time basis from 1 April 2015. He will be Minister in the Prime Minister's Office with effect 9 April 2015.

He was co-opted into the NTUC Central Committee and appointed as Deputy Secretary-General under NTUC's Constitution on 27 January 2015.

SELFLESS LEADERSHIP

NTUC President Chia said the NTUC Central Committee, union leaders and staff of the Labour Movement thanked SG Lim for his selfless leadership and friendship and for making the Labour Movement stronger and more resilient to serve workers even better.

In a letter to SG Lim, she noted: "Helping workers earn a better living and live a better life has been your mission in the Labour Movement.

"You inspired many a union leader and staff to stay positive and to always do our best to help our workers and their families.

"Together, we steered the Labour Movement to be pro-worker and pro-business as we believe that the best welfare for a worker is a job and the best protection for a worker is full employment."

FLOWING ON

In his letter to the Central Committee, SG Lim said the time had come for him to step down as Secretary-General of the NTUC. "I am thankful for the privilege of serving workers, members and unions alongside the 6,000 union leaders and activists. The journey towards better jobs, better careers and better lives for all workers is a journey with no end.

"I am flowing-on but never flowing-out. I will always support the cause of the Labour Movement and the tripartite partners, knowing that to be pro-worker is to be pro-business, and to be pro-business is to be pro-worker. We are in this together," said SG Lim.

SG Lim first joined the Labour Movement in 1996. He left in 1999 to go back to the government and returned to NTUC in 2004.

SG Lim then succeeded Mr Lim Boon Heng as Secretary-General in January 2007.

SG Lim (centre) and DSG Chan (right) chatting with NTUC President Diana Chia at a recent event.

facebook

Lim Swee Say

"I first joined NTUC in 1996, 18 years ago. **I am stepping down as NTUC Secretary-General on 4 May. My years in serving the interest of our workers were certainly the most meaningful period of my working life**.

I am flowing ON from NTUC, but not flowing OUT of tripartism. Chun Sing is learning fast and working well with the ground. The labour movement will grow stronger under his leadership. As for me, I am grateful to be assigned to MOM. Chuan-Jin has done much to re-tune our manpower policy to reposition our economy and re-skilling our workers. I will build on the solid foundation laid by him to help our people of all ages to pursue fulfilling careers.

I assure my fellow unionists that I will continue to be pro-worker. And I also assure our management partners that I will be pro-business too. After all, the two are not necessary in conflict. They are the two sides of a same coin. Mutually reinforcing, we can continue our journey towards a healthier economy, a more progressive society and a better Singapore for all.

I look forward to strengthening Singapore Tripartism in my new capacity. Together, I am confident we can get there."

SG Lim's thoughts from his Facebook page

Chan Chun Sing

"Brother Swee Say's belief that a job is the best welfare and full employment is the best protection for our workers has led him to make a positive impact in the lives and livelihood of our workers.

In his eight years with Labour Movement (LM) as Sec-Gen, brother Swee Say has helped workers with employment and employability through various initiatives and programmes such as Skills Re-development and Job Re-creation. The establishment of the Devan Nair Institute for Employment and Employability is testament of his dedication to our workers.

He has also worked with specific groups to ensure their interests are protected, such as Re-employment for mature workers, Progressive Wage for Outsourced Contract Workers, individual and collective representation of PMEs, as well as ensuring our Migrant Worker's welfare through the establishment of our Migrant Workers' Centre.

He proved his mettle in 2009 when the global financial crisis brought various economies to its knees, his leadership and strong tripartite relationship has cushioned the impact on Singaporeans. As he rallied the workers together, he also persuaded employers to agree to cut costs to save jobs and government responded with measures to help businesses keep jobs for our workers.

With brother Swee Say's leadership, union membership has also grown and the target to double the number of members to 1 million is within reach by 2016.

Labour Movement has been made stronger with Brother Swee Say's selfless leadership, and we will continue to build on his work. Thank you brother Swee Say, for your labour of love."

DSG Chan's thoughts from his Facebook page

Cabinet: New Portfolios

Cabinet members Lim Swee Say and Chan Chun Sing get new appointments.

By **Ramesh Subbaraman**

In a media statement issued on 8 April 2015, Prime Minister Lee Hsien Loong announced several changes to his Cabinet as part of continuing leadership renewal.

MR CHAN CHUN SING

Mr Chan Chun Sing will be appointed Minister in the Prime Minister's Office.

Mr Chan is now the Deputy Secretary-General of the NTUC and will take over the helm of the Labour Movement on 4 May 2015 from current NTUC Secretary-General Lim Swee Say.

Mr Chan will relinquish his appointments as Minister for Social and Family Development and Second Minister for Defence with effect from 9 April 2015.

MR LIM SWEE SAY

Current NTUC Secretary-General Lim Swee Say will be appointed Minister for Manpower and will relinquish his appointment as Minister in the Prime Minister's Office on 4 May 2015.

Minister for Manpower Tan Chuan-Jin will be appointed Minister for Social and Family Development on 9 April 2015. He will hold both portfolios until he relinquishes his appointment as Minister for Manpower on 4 May 2015.

> "Swee Say has done a lot in NTUC: helping workers to upgrade themselves, finding them new jobs when they are retrenched, assuring them that they do not face globalisation and international competition alone. Chun Sing will have much work to do building on what Swee Say has done, but I am confident that he is up to the task."
>
> *Prime Minister Lee Hsien Loong on Facebook, 8 April 2015*

The Resignation & Acceptance Letters

ntuc

30 March 2015

Sister Diana Chia
President
National Trades Union Congress

Dear President Sister Diana,

The time has come for me to step down as Secretary-General of NTUC. I am writing to tender my resignation as Secretary-General and from the NTUC Central Committee with effect from 4 May 2015.

I first joined NTUC in 1996, and was inspired by the strong belief and firm commitment that a job is the best welfare, and full employment, the best protection for our workers. A year later, we were hit by the Asian financial crisis. As the Executive Secretary of two major industrial unions, I witnessed the anxiety and impact that a sudden downturn had on our workers. We stepped up efforts in two important areas – first, we enhanced the employability of our workers so as to minimise structural unemployment and second, we helped retrenched workers and job seekers secure new jobs so as to minimise unemployment and under-employment. The progress we had made was evident when we were able to "upturn the downturn" during the global financial crisis in 2009.

I left to join the Government in 1999 and returned to the Labour Movement in 2004. By then, three potential divides in our workforce had become apparent: ageing workforce, widening income gap and greater dependency on foreign manpower. To help bridge these divides, we set out to reposition ourselves as an inclusive "All C.A.N." Labour Movement for all Collars (high and low), all Ages (young and old) and all Nationalities (local and foreign) of workers in Singapore.

These were major but necessary moves. We advocated for change, and championed initiatives that evolved into policies and programmes at the tripartite and national levels. The list includes *Skills Re-development, Job Re-creation, Employment & Employability, Re-employment, Progressive Wage, individual and collective representation of PMEs, outreach to migrant workers and freelancers, and back-to-work and flexible work arrangements for women.*

Union membership has grown too, from less than 500,000 before our repositioning to over 850,000 today. Our target of 1 million members is within reach by 2016, putting us on track to become a Labour Movement reaching out to all collars and three generations of workers – workers of today, yesterday and tomorrow.

Most of all, the development and renewal of union leadership has also strengthened. Through the collective commitment and efforts of the unions, we have put in place a "3 Flow" system for the flowing-in of young activists, flowing-up of promising unionists and flowing-on of mature union leaders in a planned and more orderly manner. This seamless and selfless transition of leadership at all levels will put us in a good stead to secure the future of the Labour Movement in the broader interests of our workers.

I am thankful for the privilege of serving workers, members and unions alongside the 6,000 union leaders and activists. The journey towards better jobs, better careers and better lives for all workers is a journey with no end. I am flowing-on but never flowing-out. I will always support the cause of the Labour Movement and the tripartite partners, knowing that to be pro-worker is to be pro-business, and to be pro-business is to be pro-worker. We are in this together.

I wish NTUC and all its affiliated unions, social enterprises and associated organisations great success as we continue to transform our economy, businesses and workforce for a brighter future for all.

Yours fraternally

Lim Swee Say

BETTER JOBS FOR ALL

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ntuc

8 April 2015

Mr Lim Swee Say
Secretary-General
National Trades Union Congress

Dear Brother Swee Say.

On behalf of the Central Committee, I accept your resignation as Secretary-General of the National Trades Union Congress with deep regret.

Helping workers earn a better living and live a better life has been your mission in the Labour Movement. You inspired many a union leader and staff to stay positive and to always do our best to help our workers and their families. Together, we steered the Labour Movement to be pro-worker and pro-business as we believe that the best welfare for a worker is a job and the best protection for a worker is full employment.

Together, we helped workers with employment and employability with various initiatives and programmes; fought for their rights and urged companies to cut costs to save jobs during economic downturns; helped them cope with living costs with affordable and quality products and services; offered them an inclusive membership with good benefits; assisted them in times of need with a *caring heart; and lifted their spirits* when times were tough.

Be it on the factory floor or in Parliament, you spoke passionately for workers' aspirations and concerns. When needed, you persuaded the government to devote resources to help workers. You steadfastly helmed the Labour Movement through the good times and the bad, even if it meant going against the rising tide. You exemplified what it means to help workers not just with our heads, but also with our hearts.

As Secretary-General, you juggled many challenging roles – cheer leader, striker, defender, goal keeper, coach, strategist and many more. You used stories to convey your messages; slogans to make your points stick; flipcharts to simplify difficult concepts; laughter to show your humility; and tears to show that you care. You favoured catch phrases like Better, Betterer, Betterest; Cheaper, Better, Faster; Upturn the Downturn; Easier, Smarter, Safer; Make A Difference, Change Our World; and One Race to the Top, to underscore the important messages you wanted us to understand and remember.

As a union leader, you walked the ground and listened to workers' concerns. You stood shoulder to shoulder with our union leaders and treated them with utmost respect. You pushed hard for leadership renewal at all levels of the Labour Movement so that we would remain strong and relevant to our members and workers. You advocated for a strong, responsible and sensible Labour Movement so that we could be a strong and equal partner to the government and employers. You strengthened the tripartite foundation so that both workers and employers would benefit.

The NTUC Central Committee, union leaders and staff of the Labour Movement sincerely thank you for your selfless leadership and friendship. You made the Labour Movement stronger and more resilient to serve our workers even better. We are very heartened that you will always support the Labour Movement's cause. You have been a true brother to us; one who listens to us, guides us and stands up with us for our workers. You will always be a part of our Labour Movement family. We wish you well in your future appointments.

Thank you from the bottom of our hearts and solidarity forever!

Yours fraternally

Diana Chia (Ms)
President

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Thank You, SG Lim!

We catch up with union leaders, MOM and SNEF to gather their thoughts on NTUC Secretary-General Lim Swee Say flowing-on from the Labour Movement.

By **Ramesh Subbaraman**

Rallying Leader

"Mr Lim rallied the Labour Movement and employers around many important causes. These include the 1997 Skills Redevelopment Programme to help companies retrain workers during restructuring; the upturn the downturn strategy during the 2007-2008 financial crisis to help companies cut costs and save jobs; the Inclusive Growth Programme to support companies which share their productivity gains with workers; and the Progressive Wage Models to help companies link wages to productivity, skills and careers."

Dr Robert Yap, President, Singapore National Employers Federation

Mr Solutions

"Swee Say is a solutions man. Given any dire situation, Swee Say will come up with a solution. He headed the re-branding of the Labour Movement to make it vibrant and relevant; relevant enough for the professionals, managers and executives to want to be part of the Labour Movement. It has been a wonderful journey with Brother Swee Say."

John De Payva, President Emeritus, NTUC

Tremendous Service

"We at MOM (Ministry of Manpower) are looking forward to welcome Lim Swee Say on board and know that this journey to make things better for our people will continue in earnest. I am also thankful for Swee Say's tremendous service for our workers all these years at NTUC."

Tan Chuan-Jin, Minister for Manpower and Social and Family Development on Facebook, 8 April 2015

The Workers' Champ

"The big difference that SG (Lim) has made to the Labour Movement is the breakthrough relating to representations of managers and executives by rank-and-file unions by way of the amendments to the Industrial Relations Act which came into effect on 1 April 2015. SG championed tirelessly for the lower-wage workers. In the last few years, their wages have increased substantially. "

Ma Wei Cheng, Adviser, Amalgamated Union of Public Employees

Mover and Shaker

"Brother Lim Swee Say is a great communicator, mover and shaker of our modern Labour Movement. He is indeed the workers' hero, union leaders' champion. His contributions are significant and non-exhaustive; his worker-centric personality is impressionable; and his battle against all odds to up real wages especially that of the low-wage workers is very commendable."

K Thanaletchimi, President, Healthcare Services Employees' Union

NTUC Deputy Secretary-General Chan Chun Sing (in white shirt) met the capable union leaders of Keppel FELS Employees' Union.

Hitting The Ground

Deputy Secretary-General Chan Chun Sing heads out to workplaces to find out how unions and workers are faring.

By **Ramesh Subbaraman**

Since he joined NTUC on 1 April 2015, NTUC Deputy Secretary-General (DSG) Chan Chun Sing has been focussing on getting to know the people and system in the Labour Movement.

Speaking to the media over the weekend during the NTUC Income RUN 350, organised by Young NTUC, Mr Chan said: "I've been going around to meet many of the unions, to get to know the members, to get to know what they do, to get to know their concerns.

"I think that would be the first phase of our work in NTUC. Thereafter, we are in discussions with all the team members in NTUC to chart out the direction for Labour Movement 2019, which is the next four-year plan for the Labour Movement."

CONSULTATION

During his visit to the Singapore Maritime Officers' Union (SMOU), workers and union leaders highlighted their concerns for education and training of Maritime Officers and the challenges faced as contract workers.

"The Union has structured itself to take care of the Officer's employment, education, welfare as well as their family," said DSG Chan.

COOPERATION

At Keppel FELS Employees' Union, DSG Chan was glad to see strong union leadership working closely with management to take care of workers, ensuring their safety and well-being.

He felt this was probably their reason for achieving the Guinness Record for 21 rigs delivered in a year.

Over at the Education Services Union (ESU), DSG Chan took the opportunity to understand their history and challenges and described them as professionals working quietly behind the scene to keep the non-government education sector humming.

NTUC THIS WEEK

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Course Fee: $400
Government Subsidy: $360
Course Fee Payable: $40

UTAP Funding: $20

Workplace Safety Health Coordinator
WSQ Advanced Certificate in Workplace Safety & Health

Course Fee: $4,500
Government Subsidy: $4,050
Course Fee Payable: $450

UTAP Funding: $225

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3. Training must commence between 1 Mar to 31 Dec 2015
4. UTAP funding for subsequent training applications shall remain at 50% of the unfunded course fee
5. Prevailing terms & conditions apply

<ILLUSTRATION>

	1st Training Course	2nd Training Course
Course Fee	$400	$200
Government Subsidy	$200	$100
Course Fee Payable	$200	$100
UTAP Funding	$200 (100% UTAP Funding)	$50 (50% UTAP Funding)

Total UTAP Funding: $250

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Snapshots

A quick round up of what went on in and around the Labour Movement recently.

By ***NTUC This Week*** **Team**

SUBE Steps In To Help Workers

The Singapore Union of Broadcasting Employees (SUBE) is working closely with MediaCorp to help workers affected by the organisation's reshuffle.

By **Ryan Chan**

MediaCorp's overhaul of its organisational structure to give more focus to customers has left 45 employees affected, 20 of whom are union members of SUBE.

This follows news reports of the broadcasting company's intention to shift its focus from media platforms in January 2015, where SUBE expressed concern of how this will affect union members.

FAIR COMPENSATION

In addition to fair compensation and treatment, SUBE has sought for added remunerations for impacted workers. Some workers will be awarded Garden Leave until 8 May 2015 and be paid a Pro-Rated Annual Wage Supplement.

Garden Leave allows workers to continue to approach the union for any follow-up queries on HR matters they may have during this period. They will also be granted extended medical coverage until 8 June 2015.

Affected employees can also take advantage of the Training Grant of up to $500 on a reimbursement basis to go for training workshops at the Devan Nair Employment and Employability Institute (e2i).

SUBE has partnered with e2i to provide career coaching and executive workshops on job searching, resume writing and interview skills.

Automating For The Future

A Memorandum of Understanding (MOU) between Devan Nair Employment and Employability Institute (e2i) and Singapore Industrial Automation Association (SIAA) was inked on 6 April 2015 to help companies adopt technology and train workers in service-related sectors.

The MOU signing took place at the first Robotics and Automation Awareness Seminar showcasing current and potential implementations that could help boost overall productivity in these sectors.

Signed by e2i CEO Gilbert Tan and SIAA President Oliver Tian, the MOU aims to engage companies in knowledge-sharing events and consultations as well as provide their workers with customised workshops, specified training and even a broad-based diploma course – all currently being developed by e2i with industry and training partners.

The initiative will target 30 companies and 200 workers in two years.

For more information on how your business can benefit, please visit www.e2i.com.sg or email secretariat@siaa.org.

DSG Chan Chun Sing (third from left) observes one of the technologies showcased at the seminar.

International News

New App To Report Labour Law Violations

Employers in India now need to watch their backs if they intend to flout labour laws. A new app, developed by the International Labour Organisation (ILO) and US Department of Labour, will allow labour inspectors to report cases they come across to the authorities concerned.

Around 400 ILO-trained inspectors in Sri Lanka are already using the app known as LISA.

It has helped inspectors to be more productive in their jobs, removing the need to manually fill forms, compile responses and file reports.

Geylang Fire Update

The Migrant Workers' Centre (MWC) will act as a safety net for migrant workers if employers refuse to be responsible.

By **Shukry Rashid**

The aftermath of a second Geylang fire affecting migrant workers in recent months.

MWC has responded to the Geylang fire that happened in the early hours of 3 April 2015 at 86A Lorong 6 Geylang, stating that it will do its best to ensure employers take full responsibility for their affected migrant workers.

MWC added that in the event where employers shun their responsibilities, it will then act as a safety net and take charge in caretaking for the affected migrant workers.

The fire claimed the lives of two Bangladeshi workers while two other migrant workers sustained serious injuries.

The bodies of the two deceased have since been repatriated through the assistance of the employers.

CARING FOR WORKERS

MWC Executive Director Bernard Menon said that MWC has been there for the migrant workers from the start of the incident, sending its people to the ground, police station and hospital, and will continue to be there for them.

Of the two migrant workers seriously injured from the incident, one of them has since been discharged from the hospital.

The remaining migrant worker is still under observation, possibly requiring a skin graft.

A HELPING HAND

Moving forward, MWC is also in talks with the employers on an appropriate token of condolence for the next-of-kin of the deceased, and the injured migrant workers.

MWC plans to work closely with the hospitalised workers to find out their next move. MWC will facilitate the workers' transition should they decide to continue working in Singapore or return to their respective countries.

UTMOST SAFETY

In a media statement issued on the same day of the incident, MWC said it was "deeply saddened by the tragic loss of life from this incident."

MWC also takes a very serious view of safe and secure housing for migrant workers, and urged authorities to investigate the incident thoroughly and hold those responsible accountable.

The cause of fire is still under investigation.

This is the second fire incident in the vicinity of Geylang affecting migrant workers in recent months. The last incident on 6 December 2014 took the lives of four Malaysian migrant workers and injured six others. MWC also rendered assistance on that occasion.

Migrant workers in need of assistance can call **MWC 24-hour Helpline 6536 2692**

In Memoriam

By **Ramesh Subbaraman**

The Labour Movement extends its deepest condolences to the wife and family of Mr Bernard Chen Tien Lap who passed away on 8 April 2015. He was 73.

The late Bernard Chen began his career in the Public Service in 1967 in the Economic Development Board (EDB) and subsequently served in the Ministries of Defence and Finance before becoming Minister of State for Defence from 1977 to 1981.

He was also involved with the Labour Movement and its social enterprises as an Adviser to the Union of Keppel Shipyard Employees of Singapore and later a Director of the Singapore Labour Foundation. He was also Chairman of NTUC Income from 1977 to 1990.

For his contributions to the Labour Movement, the late Bernard Chen was awarded the NTUC Friend of Labour Award in 1979 and the NTUC Meritorious Service Award in 1986.

Book Launch:

How do you dust yourself off after a rough challenge and strive for success? PMEs share their experiences in a new book.

By **Ryan Chan**

"Don't ever stop believing in yourself. There will be times or situations where the paths may be rocky. But don't give up and cultivate a spirit of right believing."

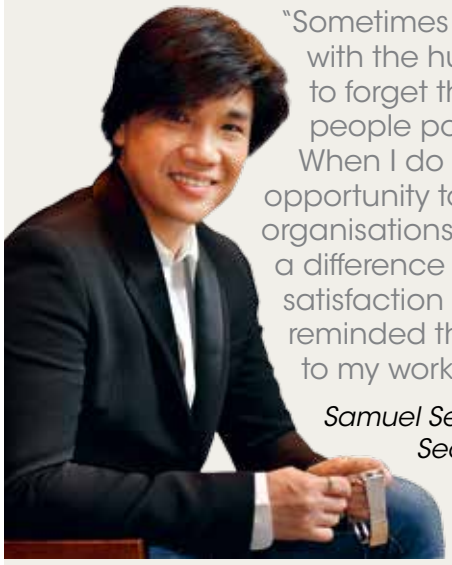
NTUC Assistant Secretary-General (ASG) Patrick Tay wrote this in his foreword in the book titled PME Conversation.

Launched last week in commemoration of the PME Unit's first anniversary and SG50, the coffee table book is a collection of interviews with 24 Professionals, Managers and Executives (PMEs) in Singapore. The various personalities share their hopes and aspirations, and how they've strived towards achieving them.

ASG Tay said at the launch: "We have been working very closely with our various affiliated unions and with our tripartite partners, whom we are now expanding the pie with, as one big family trying to have more outreach to the PME population.

"You will see the PME unit continue to do more of that. I hope there will be continued support for the initiatives by the NTUC and the Labour Movement towards helping and benefitting PMEs through the 4Ps – Progression, Protection, Placement and Privileges.

EXCERPTS FROM THE BOOK

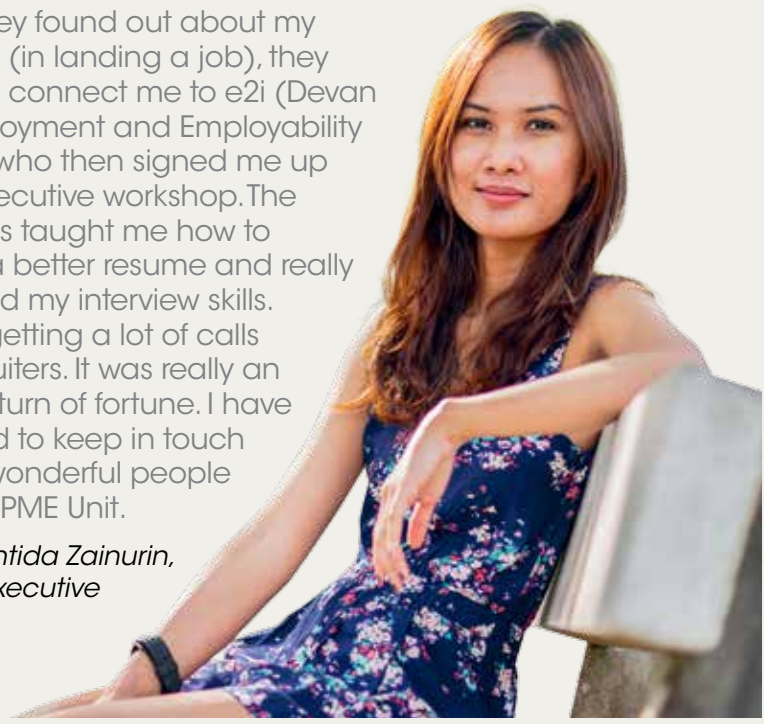


"Sometimes when I get too caught up with the hurly burly of practice, I start to forget that I can change the lives of people positively through my profession. When I do pro bono work, I have an opportunity to see how my actions through organisations such as the NTUC have made a difference in other people's lives and the satisfaction I gain is very different. I am reminded that there is a greater meaning to my work beyond just making money."

Samuel Seow, Managing Director of Samuel Seow Law Corporation

"When they found out about my difficulties (in landing a job), they helped to connect me to e2i (Devan Nair Employment and Employability Institute) who then signed me up for the executive workshop. The workshops taught me how to prepare a better resume and really sharpened my interview skills. I began getting a lot of calls from recruiters. It was really an amazing turn of fortune. I have continued to keep in touch with the wonderful people in NTUC's PME Unit.

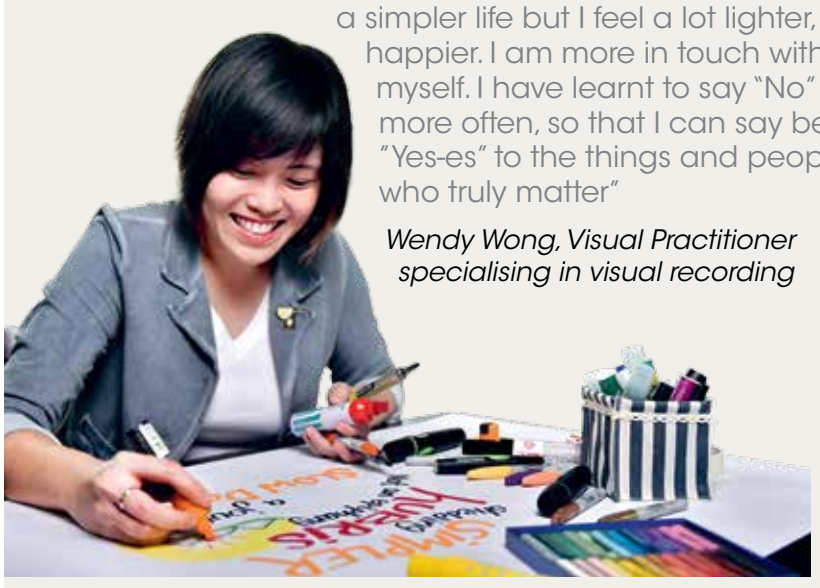
Nadia Nuntida Zainurin, Treasury Executive



"It has not been a bed of roses, that's for sure. There's always the worry about where your next paycheck is going to come from. But I feel I have gained a lot as well. A lot of hubris has been removed.

"I have shed a lot of unnecessary excesses in life. I lead a simpler life but I feel a lot lighter, happier. I am more in touch with myself. I have learnt to say "No" more often, so that I can say better "Yes-es" to the things and people who truly matter"

Wendy Wong, Visual Practitioner specialising in visual recording



Pick up a complimentary copy at **NTUC PME Centre (#B1-01, NTUC Centre, 1 Marina Boulevard)**. The digital version will be available online at **www.ntuc.org/sg/pme**.

All In The Family

NTUC This Week catches up with a mother and son pair who believe in upgrading their skills to serve workers better.

By **Fawwaz Baktee**

Ethan Gan (left) and Vivian Gan (right) at a lecture in organisational behaviour.

One has served in the Labour Movement for almost two decades as a union leader at the Healthcare Services Employees' Union (HSEU) while the other has only recently passed the one year mark working as a Specialist for the Migrant Workers' Centre (MWC).

Despite the differences in experience, this mother-and-son duo has two things in common – a passion to serve workers and the desire to upgrade their skills and knowledge to keep up with the changing labour landscape.

Both are currently course mates in the Diploma in Employment Relations (DER) Course at Ong Teng Cheong Labour Leadership Institute (OTCi) where they are acquiring a working knowledge on human resource and organisational development, practices on change management, compensation management and industrial relations.

SERVING WITH KNOWLEDGE

"I was persuaded to enrol in the course [years ago]. I finally decided to enrol after my General Secretary told me that I was good in everything except for industrial relations. They told me that the world is changing and in the Labour Movement, our core is industrial relations," said 53-year-old Vivian Gan.

Her son, 27-year-old Ethan Gan faced a similar problem, saying that there came a point when he realised he lacked industrial relations knowledge when trying to resolve problems for migrant workers.

As the Branch Treasurer of HSEU, Vivian hopes that she can further help union members with the new knowledge gained.

"I hope to be able to assist my members by giving them advice when they come into my office before referring these cases to the Industrial Relation Officers. I can cut short the process if I have the answers they need.

"Doing union work requires passion. Not everyone can be a union leader. To Ethan, I'd like to tell him that he needs to be humble. Sometimes we need to eat the humble pie. Continue striving to upgrade himself, put himself in the shoes of those he serves, and feel what it's like to be them."

SERVING WITH EMPATHY

Ethan on the other hand admits that he is not a big fan of studying and had even told himself that he would not be going to school ever again after graduating from polytechnic. But his experience in MWC changed all that, after he realised how desperate some migrant workers' cases were.

"...I realised that if I wanted to serve workers well, I had to upgrade myself to improve. If not for myself, then for the workers I am serving... Working in MWC has let me come into contact with a segment of the workforce that is quite neglected. We have many cases where migrant workers have no means to know anything about their rights," said Ethan.

Propelled By Interest

As the Labour Movement celebrates SG50, *NTUC This Week* steps back in time to catch up with pioneer unionists who played a big role in taking care of workers.

By **Geraldine Peters**

At the age of 19 in 1963, Mr Fauzie Omar Altway kick-started his career with Natsteel Singapore as a furnace operator. From there, circumstances led him to becoming one of NatSteel Employees' Union's (NEU) co-founders and its General Secretary from 1966 onwards. After having served the union for more than 50 years, he is now the union's First Assistant General Secretary and Mentor.

NTUC This Week: Tell me about our company situation pre-union.

Mr Fauzie: Being a young furnace operator at that time, my fellow workers and I were in a gruelling rotation shift, so naturally tensions began between workers and management when the former started requesting for housing and transport allowances in 1963. The request was granted, but in reverse of what we wanted as the further we stayed, the lower we were given as the management wanted workers to move to Jurong, where Natsteel was and still is located. Negotiations were not going anywhere, as even the arbitration court did not work, so we finally went on strike in 1964.

Is that what started your union journey?

Yes, as it was unpleasant for the workers as they could not understand why their requests were not granted. It was then that I got interested in unionism as I wanted to understand why as well as help them in return. It certainly makes you think, and think we did, as it was then that we decided to start a union. But all were worried initially, but I reassured them that we shall find a good chairman. So I scoped out my electrician friend at that time, now President Chew Chee Leong, and I asked him if he was willing. So with him and a few other volunteers, NEU was created.

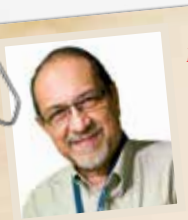
Any memorable instances from your union experience?

It was between 1980 and 1984 that I was not allowed to serve the union as I had risen from a rank-and-file worker to that of a Safety Executive. I still contributed but not in any tangible way. So in 1985, my fellow members made a formal request that I can re-enter, and re-enter I did. That was the first time, to my knowledge, that such an exception was made. I was very, very touched and it also set the pace for many rank-and-file workers to move up comfortably. That is also what I think is so unique about my union. It was always one that adopted negotiation to make something happen – strongly bipartite in nature before tripartism entered the framework.

How would you describe your union journey so far?

It has always been interesting, because union work is interesting in itself but one has to bear in mind that there will always be difficulties along the way, and challenges to overcome.

Top: Mr Fauzie (left) with NatSteel's Safety department in the 1980s.
Bottom: Mr Fauzie (second from left) at Mr Ong Teng Cheong's visit to NatSteel in 1992.



Name: Fauzie Omar Altway
Age: 71
Occupation: Senior Safety Supervisor
Union: NatSteel Employees' Union's (NEU)

Participants kicking off the race to support the global 350 movement.

READY, GET SET, GO!

By **Shukry Rashid**

Some 12,000 participants pledged themselves to a greener future on 5 April 2015 as they took to the roads in the sixth edition of the NTUC Income RUN 350, organised by Young NTUC.

The RUN 350 is an event to support the global 350 movement, which aims to raise awareness to the need to lower atmospheric CO^2 levels to 350 parts per million, the required level for Earth's sustainability.

The event was graced by NTUC Deputy Secretary-General Chan Chun Sing, with participants challenging themselves in either the 21.1km half marathon or the 10km race category.

This year's edition featured a slew of green measures such as the use of bio-diesel as one of the key sources of fuel for race activities, a paperless registration and race pack collection process, green waste management and recycling measures, as well as having on-site bicycle racks to encourage runners to use green transportation on race day.

Juniors were not left behind as they geared up for some track action in the 800m Kids Dash category for ages 12 and below.

Women and kids also getting in on some running action.

Tracking The Milestones

Since RUN 350 first started in 2010, it has chalked up a number of wins. Here's a quick look.

2010

The inaugural RUN 350 event was held at Pulau Ubin and saw **1,000 runners coming together** to raise awareness for the need to lower atmospheric CO_2 levels. Part of the proceeds raised from the run went to the Garden City Fund (GCF) Plant-a-Tree programme, which **helped plant 229 trees.**

2011

In its first partnership with NTUC Income, the eco-run **grew seven times to attract 7,200 runners. Another 350 trees were planted** through the proceeds of RUN 350 for the GCF Plant-a-Tree programme.

2012

Participants number grew to 10,000 as they rallied to support the 350 Singapore movement on Earth Day. Not only were the proceeds channelled to the GCF Plant-a-Tree programme, **50 more trees were added to the 579** already planted in the last two years.

2013

The run recorded an **all-time high turnout of 11,000 participants from 63 countries,** making it Southeast Asia's premiere eco-run. An art sculpture was display with an eco-plant, designed and crafted by School of the Arts (SOTA) alumni.

2014

Yet another new high – a record turnout of 12,000 participants. RUN 350 also became the **first run in Singapore to introduce the inaugural Medal Recycling Campaign** which collected some 6,500 medals donated from the public. The medals were then recycled to become brand new medals for the finishers of the RUN 350 race.

Weekend Getaway

Need a quick weekend escape? You may just want to hit past the Causeway with Aranda Country Club's trip out to small town Kukup in Johor's south-western region. Fresh is the theme, with visits to pineapple and fish farms. Sample some juicy pineapple fruits and tuck into meals featuring the freshest catches. To complete the trip, guests can also look forward to Singaporeans' favourite pastime – shopping.

25 and 26 Apr 2015, $140 (member), $145 (union member) or $150 (guest). For more information and full itinerary details, **visit www.arandaclub.org.sg**. *For registration, email Linda Yeo at* **linda_yeo@arandaclub.org.sg** *or call* **6584 6811**.

What's Happening, Where

Jobs Bank Connect Workshop

Frustrated from sending out so many resumes without any reply? Learn resume writing tips from a professional trainer and get on-the-spot advice on how to get better noticed. Feel free to approach the trainer on your customised resume so you can submit it for job applications with confidence. The workshop will also cover how to connect and leverage on the National Jobs Bank to expand your search and improve your options.

21 Apr 2015, 2pm to 6pm, Level 1, Devan Nair Employment and Employability Institute (e2i), 80 Jurong East St 21. To register and for more information, visit **www.e2i.com.sg**, *under Events.*

Ageing Gracefully

This introductory workshop by U Live will engage active agers to make proactive decisions and take better control of their lives. The programme consists of four tracks: Happy, Healthy, Productive and Purposeful. Be it active ageing or improving one's health or employability, Active 55+ will see participants emerging from it more informed, inspired and empowered.

25 Apr 2015, 9am to 3pm, Downtown East @ Pasir Ris. To register, email **events@ulive.com.sg** *or call* **6582 3605**.

Playing the Cajon

If the idea of learning how to play the cajon drums up your interest, head down to the Drum Circle Workshop, where you can try your hand at playing the box-shaped percussion instrument. Usually played in a circle, learning the cajon harnesses individual skill, yet requires teamwork to create music through the rhythmic beating of the drums.

*30 Apr 2015, 7 to 8.30pm, *SCAPE, 2 Orchard Link. The workshop lasts a total of six sessions every Thursday. $80 (for U Live Members), $100 (NTUC Members aged 54 and below), $120 (public). To register, email full name, NRIC, date of birth, contact number and union to* **stefanie_ho@ntucclub.com.sg** *or call* **6582 5293**. *Registration ends 21 April 2015.*

facebook

林瑞生秘书长

“我于18年前，即1996年首次加入职总，而将在5月4日卸下职总秘书长的职务。服务工友、捍卫他们的利益是我的职业生涯中最富有意义的一段。

我的工作另有同事接连，但我不会和劳资政伙伴失联。振声学得很快，跟基层相处得很好。在他的领导之下，工运肯定会发展得更加壮大。至于我个人，我很感谢在卸下职总的工作之后受委为人力部部长。川仁做了许多调整人力政策的工作，也重新定位我们的经济，再提升了工友的技能。我将在他奠定的坚实基础之上，协助各年龄层的工友在事业上得到满足。

我向工会同仁保证将继续亲工友，同时也向管理层伙伴保证我也将亲商业。毕竟，亲工友和亲商业如同一枚钱币的两面，可以相辅相成，并不存在必然的矛盾。让我们互相共勉，携手共进，朝向更健康的经济、更进步的社会和全国人民都过着美好生活的新加坡而努力奋进。

我期待在新的岗位上发挥能量，强化新加坡的劳资政关系。只要我们同心协力，一定能实现这个愿望。”

陈振声副秘书长

“瑞生坚信对工友而言，工作是最好的福利，充分就业是最佳的保障。这一信念促使他积极造福工友，对他们的生活和生计带来了正面的影响。

在他担任秘书长的8年时间里，瑞生兄推出各种计划和措施，例如技能再发展和重新改造工作计划等，协助工友就业和提升就业技能。蒂凡那就业与职能培训中心的创立是他一心为工友的明证。

他也和特定的组织合作，确保工友的利益得到保障。他为此所展开的工作和计划包括推动年长工友重新受雇、为外包合约工友实施渐进式薪金制、以个人和集体的方式代表专经执人员，以及设立外劳中心，保障外劳的福利等。

在2009年全球金融危机爆发导致各经济领域经济萎靡不振的时期，他以坚定的领导姿态结合强大的劳资政关系，抵御了这场巨大的冲击波，展现了他的刚毅气魄。在他号召工友团结一致的同时，也说服雇主削成本，保工作。政府作为劳资政的一员，也推出各种措施协助商家保住工友的饭碗。

在瑞生的领导之下，工会会员人数不断增加，并立下目标把会员人数翻一番，在2016年达到百万之巨。

由于瑞生兄的无私领导，我国工运队伍日益壮大。我们将依循他的脚步创造另一番天地。感谢瑞生，感谢您的工运情谊。”

内阁职务调动整

内阁成员林瑞生和陈振声双双调任新职务。

总理公署于2015年4月8日发布文告称，为推动领袖更新，李显龙总理决定调整内阁和政治职务。

陈振声先生

陈振声受委为总理公署部长。他是现任全国职工总会副秘书长，将从2015年5月4日起接替林瑞生成为职总秘书长。

与此同时，随着内阁职务调整，陈振声也从2015年4月9日起卸下社会及家庭发展部长和第二部国防部长的职务。

林瑞生先生

现任职总秘书长的林瑞生从2015年5月4日起担任人力部长，他将于同日卸下总理公署部长的职务。

原任人力部长的陈川仁则在2015年4月9日起调任社会及家庭发展部长。不过，在2015年5月4日之前他仍将继续担任人力部长一职。

总理的评语和寄望

“瑞生在职总做了很多有益的工作，包括协助工友提升技能、协助被裁工友寻找工作、向他们保证不会孤独面对全球化和国际竞争的压力。振声则须要在瑞生创下的功绩之上锦上添花，更上一层，但我相信他胜任有余，可以完成付托给他的任务。”

（摘自2015年4月8日的李显龙总理面簿）

“职总周报
2015年4月12日
售价 60c
MCI (P) 044/12/2014

陈振声将担任职总秘书长

Photos **Goy Kae Lip**

全国职工总会于2015年4月8日发布文告称，职总秘书长林瑞生已于3月30日向职总中委会提出辞呈，并获得批准。

职总的文告也称，在4月8日举行的会议中，全体职总中委一致推选副秘书长陈振声接替林瑞生的职总秘书长职务，并于2015年5月4日起生效。陈振声是于今年1月23日起以职总副秘书长的身份，部分时间为工运服务，又于4月1日起全职投身工运队伍，同时他还从4月9日起兼任总理公署部长的官职。

职总是通过增选的方式引进陈振声成为职总中委会，且依职总章程在2015年1月27日委任他为职总副秘书长。

无私的领导

职总会长谢秀慧说，全体职总中委、工会领袖和各工运组织的职员感谢林瑞生秘书长这些年来无私的领导和友谊。在他带领之下，工运队伍更加壮大，应对能力也增强了不少，以致能够更好地服务工友。

她在致给林瑞生秘书长的信中表示：“您一直抱着帮助工友增加收入，改善生活的使命感为工友服务。”

“我们一齐带领工运亲工友、亲商业，因为我们认为工友最好的福利是工作，最大的保护是充分就业。

接连工作

林瑞生秘书长在致给职总中委会的信中表示，现在已到了卸任的时候。

“我感谢能有这个荣幸和机缘与6000名工会领袖及工会干事一起为工友和工会会员服务。改善工友的工作、改善他们的事业和生活是一个无终点的旅程。”

“我即将卸任，职务也有人接连，但绝不会与你们失联。我将继续支持工运的目标和劳资政伙伴。我深知亲工友和亲商业互为表里，相辅相成。在这个方面我们目标一致。”

林瑞生于1996年加入工运队伍，1999年回去政府机关担任公职，然后于2004年重回职总，于2007年1月接任林文兴的职总秘书长职务。