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# THE ASSURED

Year 2013 (101<sup>st</sup> Issue)

*A Stronger  
Labour Movement  
for a Better  
Singapore*





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The President  
& members of the SIEU Executive Committee  
wish all members



*Merry Christmas*  
& HAPPY NEW YEAR

... and all Chinese members

*Gong Xi Fa Cai*





SIEU Former President & NTUC only Cadre Member, Allan Tan (far left) & SG Lim Swee Say

## Strengthening Leadership, A New Tripartism

By Bro Luke Hee 

“What is wrong with the old way of things?” Some may ask. Well, there is nothing wrong with how things were done in the past. After all, it has brought us this far! Yet, no one can deny the world evolves as time passes and, so must we. The risks are obvious. Resist change and become a dinosaur in your own rights. Past achievements may not justify future successes!

The world today is very different from the past. Probably, our biggest misconception is to think that everything else may change but, I can remain the same. Not just we as individuals, but organisations and countries need to also adapt to an ever evolving climate.



Today, Singapore’s economy is in transition as with its politics. So, it’s no surprise that the labour movement is concerned about how tripartism will be like in the years to come. Holding that thought, unions need to consider how they should prepare their future leadership. And to successfully do this, it needs to stay relevant. So, what are the needs and dreams of union members of tomorrow? So, Singapore unions need to address a variety of issues ranging from leadership development and membership growth besides the normal bread-and-butter matters.



At the NTUC's Ordinary Delegates Conference (ODC) held from 29 to 31 October, about 650 union leaders came together for this purpose. SIEU was also present with our Officials and Executive Council Members.

At its opening ceremony where management partners were invited, SIEU is honoured to have key HR leaders from Prudential present.

Although the ODC was meant to be a mid-term stock-take of the labour movement's progress, in reality, it marked many new beginnings. Unionists present began to realise how much more needs to be done for our unions to remain a strong and effective voice for workers.



# Including You, A new Social Contract

By Bro Luke Hee



In Singapore, we thrive with an environment that supports hard work and growth. Over a short span of less than 50 years since independence, we achieved more than many developed nations have today. However, some feel we still have much to improve on. Others feel we work too hard and there isn't a good balance in life.

We tend to bring such arguments to a self-related only perspective. We sometimes omit the fact that this environment is also filled with other people with different needs. So what works for us, may not work the same for others. So how do we include everyone and progress together?



This seems like a brainless notion, but it is not often practiced. Even beyond our shores, employers, workers and governments all have their unique needs and wants. The question is about forging an understanding where everybody's needs are taken into consideration, before jumping into action.

At the Union Network International - Apro Sector Conference held in Bangkok, Thailand, 28 August to 1 September; the theme aptly speaks of this - Including You, A new Social Contract.

In what seemed to be the conference's key dialogue, a panel was selected with representatives from the academia, employers and unions. Singapore was represented and I was nominated by the UNI-Singapore Liaison Council to tell the Singapore story. The point I made was that all parties need to treat each other with mutual trust and respect before deciding on a way forward. We are not saying it's easy, but this has been how we progressed since our early years. We cited examples of the work we are doing in the cleaning and security industries. Even in Insurance, we have always worked on a win-win outcome.

At the same conference, I was re-elected as a titular member of the UNI-Apro Regional Finance Committee.



*Group Photo with Thai DPM*

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# Collective Agreement signing 4 September 2013



*Tokio Marine Life Insurance CA signing - SIEU President Mr Terry Lee (left) and CEO Mr Lance Tay*



*Allianz CA signing - (from left) SIEU President Mr Terry Lee, Branch Chairman Ms Lucy Wong, Regional CEO Asia Mr Alexander Ankel, Regional Manager HR Asia Ms Sabire Serap Keskin & SIEU General Secretary Mr Luke Hee.*



# GETTING to KNOW SIEU

*By Bro Ng Chee Meng, Young SIEU Chairman*

**W**hat is the Union? Well, I only got to know the Singapore Insurance Employees' Union (SIEU) about 1 year into the Insurance Industry, through a colleague.

Throughout the years of education and endless part-time jobs taken during my vacation, I did not even know that the Union existed. NTUC seems to be the word when people talk about Union. It is not totally wrong but NTUC is only part of the Union. What is NTUC? To us the younger generation and many people out there, it is just a supermarket to buy our daily necessities. This simply shows the lack of understanding about the Union. Educating the younger generation even before they start working would allow them to have a basic understanding of what the Union is about.



Graduating with a Degree or Diploma, most of us would start working as an Executive. Being new and young in the Company, we would work hard to show or prove to our supervisors that we deserve to be in the current position. In the fast-paced environment, time is no longer a privilege to us. If anyone cannot catch up, he or she will become obsolete. No one is irreplaceable. We are juggling a lot more to stay competitive.



When was the last time that we looked up into the starry night and enjoyed the peace and serenity? I don't think we can slow down the pace but can we prevent employees from being overworked? Can we also help employees to find the acceptable work-life balance which many tried but never seem to get it right?

Before joining the Union, we wish to know what's in store for us. Would joining the Union benefit us or put us at a disadvantage at work? It is usually the latter that make us think twice from joining the Union. Also, when the Company does not show support for the Union, we would tend not to join the Union in fear that our career would be affected. How can the Union assure us that this is not so? The younger generation needs to know that the Union is there to help them.

I believe in order to reach out to the younger generation, the Union should be able to provide what the employers would not be able to provide and a place where people can express their needs and find a solution. Moreover, I feel that Union is the best venue to educate members of their rights at workplace, prospects for further learning and help build good relationship among their peers in the insurance industries.

# SBEU/SIEU Exchange Program Vietnam, 6 - 12 October 2013

By Bro Alex Chua



Da Nang was developed into Central Vietnam's dominant port and its third largest city. But walking around central Da Nang today, it is the earlier, French presence which is more apparent, in the leafy boulevards and colonial edifices along the riverfront promenade. The city makes a reasonable base to exploring this stretch of coast some of Vietnam best beaches are to be found only a few kilometers.

Our Delegation was excited to depart for Da Nang, Vietnam. When we arrived it was an honour to be personally greeted and welcomed by Bro Nguyen Van Than (Standing Vice President) of VNUBW. Together with Mr Than were several EXCO Members and Branch Leaders from Da Nang City.

Our Delegation then proceeded to Royal Star Hotel, a hotel that was centrally located in Da Nang City. The first official program kicked off with a Welcoming Dinner that same evening held at the Pho Bien Restaurant. The Dinner was attended also by some 20 Officials of VNUBW local branches. Throughout dinner the group was entertained by songs performed by their own female members. Everyone was happy and started dancing and singing.

An official visit in the morning was to the Joint Stock Commercial Bank for Investment & Development of Vietnam (BIDV). We were hosted by Mr. Tran Thanh Dien (Director of BIDV), and local union leaders in attendance were Ms Pham Thi Thu Hen (Chairman), Mr Tran Trong Nghia (President) and Mr Le Hong Tham (VP). We were briefed on the BIDV's operations particularly in Da Nang and the local union contribution to strong LMR. The Bank is boasted of "no-retrenchment" policy.

The following day we visited the Vietnam Bank for Agriculture & Rural Development (Agribank). We were received by Mr Le Truc (Deputy Director) and local union leaders Ms Phan Thi Kim Dung (President) and Mr Lee Van Xuan (Vice President). They briefed us on the bank's activities and told us their bank is one of the largest banks in Vietnam. Ms Dung also briefed on the union's range of activities which were always actively participated by its members. With only a strength of 98 local union leaders spread all over mid-Vietnam they have been busy engaging their members.





We also visited Lien Viet PostBank. This entity was a new financial establishment arising from the merger of Lien Viet Bank & Vietnam Postbank and officially launched on 28 March 2010. Currently the Bank is represented by two unions: VNUBW and Vietnam Telecom Union. Through our dialogue with Mr Nguyen Loi (Director), Mr Tran Bui Nguyen Thanh (Asst Director & President of local union) and Ms Ngo Thu Khan Vie (Vice President of the local union) we gained an insight to the composition of employees in the Bank which comprised of a 32/68 ratio of male/female and 60% of the employees were under the age of 30 years. The Union strongly supported the Bank's CSR efforts, volunteered and played an active part in most projects.

On the farewell night, we felt honoured that leaders from various local unions together with their respective management staff attended the event. Our Delegation's members were invited to share their experiences of the 6 days Exchange Program. We expressed our appreciation and thanked our hosts for their hospitality. Everybody had a great time bonding and interacting. This overseas exposure gave us a good learning journey and it enhanced our knowledge to serve our members better.

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# BORA in Ho Chi Minh

By Bro Muhd Azmi Bin Abdul Aziz



Branch Officials' Recognition Award, also known as BORA in short, is held every year. It was first introduced in 2001. This is awarded to branch officials for their contributions to the Labour Movement.

Sister Debby Lim was chosen to receive this award under the Singapore Insurance Employees' Union in August this year. She is the Branch Chairman representing Aviva. The 4 day event was held in Ho Chi Minh City, Vietnam from 22 August to 25 August. There were a total of 78 delegates from across 60 NTUC affiliated unions that participated.

The main take away was getting to know more about the trade union movement in Ho Chi Minh City. The delegates visited several places as part of their learning journey such as Ho Chi Minh City Federation of Labour (HCMC FOL) and Ministry of Labour – Invalids & Social Affairs (MOLISA), Saigon Hi-Tech Park and FPT Software company.



# SIEU Executive Council Meeting in the Devan Nair Institute

By Sis Roslina Ya'cof



On every third Thursday of each month, the SIEU Executive Council will hold its meeting at the Union's office in Fortune Centre. On 17 October 2013, the EXCO meeting was held at a different location, far away from the city, in the new Devan Nair Institute for Employment and Employability.

On our arrival, the staff from the Devan Nair Institute received us with a warm welcome. They were pleased to conduct a site tour and updated us with the details of the institute during our break-time.

Why is it called the Devan Nair Institute? The Institute is named after the founding member of NTUC and former third President of Singapore, the late Mr. C. V. Devan Nair. He was also NTUC Secretary-General for the period 1963 to 1965 and 1970 to 1979.

The seven-storey building is located in the Jurong Lake District which has a link-bridge, 4 event halls, 8 shared classrooms, 1 Job Gallery, 1 Career Services Centre, 3 Break-out Area and 1 Central Courtyard & Rooftop Landscape Area. It will be opened by the end of 2013. We were honoured to be given an opportunity to tour around the Institute. It is a campus for training and upgrading of skills such as healthcare, human resource, landscape, and other generic skills such as employability skills, generic manufacturing and productivity. Besides providing training services, career services are provided to anyone who need some help.

We had a fruitful meeting on that day. The learning journey to the Institute was a useful and memorable experience. On behalf of the EXCO Members, we would like to thank SIEU especially Bro Terry Lee, President of SIEU, for arranging this event. Our big thanks to Sis Anna Chua for treating us with the sumptuous buffet spread during the teabreak to mark her retirement.

May we take this opportunity to wish Sis Anna Chua a very good health and happy retirement.



# 19<sup>TH</sup> SIEU GOODWILL TOURNAMENT

Date : 7 September 2013

Time : 9.00am

Venue : Orchid Bowl

Organised by : Singapore I



## Winners of the 19th SIEU GOODWILL BOWLING TOURNAMENT 2013.

### Ladies Individual

First	MARIANAH MAHFUD	SIEU
Second	MARY TAY	AIA – Team A
Third	HAMNAH HARON	AVIVA – Team A

### Men Individual

First	TERENCE YEO ZHEN ZHONG	LIBERTY
Second	EDDIE CHUNG HOI MING	GREAT EASTERN LIFE – Team A
Third	KUZAIRI B DAEI	QBE – Team B

### Team

First	SIEU
Second	GREAT EASTERN LIFE – Team A
Third	AVIVA – Team A



Team - Champion (SIEU)



Team - Second Position (Great Eastern Life Team A)



Team - Third Position (Aviva Team A)

# BOWLING TOURNAMENT 2013

2013

@ Orchid Country Club  
Insurance Employees' Union



Men Individual - Champion  
(Terence Yeo Zhen Zhong - Liberty)



Men Individual - 2nd Position  
(Eddie Chung Hoi Ming - Great Eastern)



Men Individual - 3rd Position  
(Kuzairi B Daee - QBE Team B)



Ladies Individual - 2nd Position  
(Mary Tay - AIA Team A)



Ladies Individual - 3rd Position  
(Hamnah Haron - Aviva Team A)



Ladies Individual - Champion  
(Marianah Mahfud - SIEU)



SIEU Sports & Recreation Committee

**SIEU****Scholarship & Bursary Awards 2013**

This year's Scholarship & Bursary Awards ceremony will be held on 14th December 2013 at Downtown East Resort's Private Function Room (Cassia 2) and it is organized by the SIEU Special Projects Committee.

152 members' children submitted their applications. A total of \$21,180 will be given out to 75 children from the SIEU and NTUC U Care Fund.

	COMPANY	MEMBER'S NAME	CHILD'S NAME
1	AIG	Marhaini Bte Zainal	Nur Insyirah Binte Rosman
2	AIG	Marhaini Bte Zainal	Nuraisyah Binte Rosman
3	ALLIANZ	Sharon Ow Mei Ching	Cheong Yang Xiang Zenden
4	ALLIANZ	Chai Soo Lan	Darren Liaw Qi Xiang
5	AVIVA	Ho Seng Lian	Wee Hong Boon
6	AVIVA	Tan Sai Lee	James Tan Chia Wei
7	AVIVA	Ho Seng Lian	Wee Hong Yi
8	AXA INSCE	Liau Su Mee	Lee Jia Zhen
9	AXA INSCE	Thoe Kien Meng	Thoe Wai Ting (Du Weiting)
10	AXA INSCE	Chang Sook Feng	Loke Jing Yi
11	AXA INSCE	Thoe Kien Meng	Thoe Wai Kei (Du Weiqi)
12	FCI	Lim Beng Geok	Thio Keng Loong
13	FCI	Tan Suan Choo Aileen	Sean Tan
14	FCI	Suhanah Supari	Muhammad Hilmi Bin Sudirman
15	GELA	Kow Chai Heng Tony	Kow Wen Hao Bryan
16	GELA	David Yeoh Da Wei	Benjamin Yeoh Jun Jie
17	GELA	Gho Hwee Kheng	Cleon Chia Yong En
18	HSBC	Juwariyah Binte Mohamad Ma'sum	Liyana Binte Mazlan
19	HSBC	Koh Chay Khim	Yeo Tzi Khee
20	LIBERTY	Roslinda Binte Kamari	Nayli Adriana Binte Muhammad Mirza
21	LIBERTY	Christina Chan Oi Lin	Goh Xiu Ying Sharon
22	LIBERTY	Mei Keng Lan	Toong Li Xin
23	LIBERTY	Yong Lai Ping	Chua Hui Ru Chelsea
24	LIBERTY	Yip Lai See	Poh Jia Min Jasmine
25	MSIG	Salina Bte Hussein	Nur Sabirah Bte Mohd Arif
26	MSIG	Ding Wing Ling	Royce Koh Rui Cheng
27	MSIG	Adeline Wong Sook Kuan	Nicole Kyaw-Thu
28	MSIG	Siti Hajar Binte Salleh	Miza Munawwarah Binte Sahuan
29	MSIG	Salinah Bte Hussein	Muhammad Nor Aslam Bin Mohd Arif
30	MSIG	Siti Hajar Binte Salleh	Muhammad Ismail Bin Sahuan
31	NTUC	Sumiryati Binti Supiyari	Raden Dian Sulastri Binti Radin Suhadi
32	NTUC	Tan Lin Cheng	Chan Yejie Wayne



	COMPANY	MEMBER'S NAME	CHILD'S NAME
33	NTUC	Ng Hock Huat	Zhuang Shouhe
34	NTUC	Ong Huay Chin	Vicky Kwok Xiao Cui
35	NTUC	Noorashikin Bte Yahya	Nur Adlyna Ameera Bte Ali
36	NTUC	Tay Bee Ling Diana	Sean Phang Sheng Cheng
37	NTUC	Liu Hanse	Leow Jing Long
38	NTUC	Tan Yan Foon	Tan Pei Xuan
39	NTUC	Tay Bee Ling Diana	Rachel Phang Sheng Ting
40	NTUC	Zuraimee Bin Mantau	Nadhirah Binte Zuraimiee
41	NTUC	Jasmani Bin Sukaini	Nurfarahin Binte Jasmani
42	NTUC	Siti Marli Binte Mohamed Ali	Khairuddin Bin Hadiruddin
43	NTUC	Jasmani Bin Sukaini	Mohd Haiqal Bin Jasmani
44	NTUC	Chua Yim Hoon	Ho Wei Haw
45	NTUC	Yang Yoke Eng	Lim Si Min Shermin
46	NTUC	Asmawati Binte Aliman	Luqman Hazim Bin Mohd Hashim
47	NTUC	Tang Soon Ai	Tan Shi Hui
48	NTUC	Teo Seng Leong	Teo Zi Ning Eileen
49	NTUC	Ng Yong Peng	Ng Sheng Jie Dion
50	NTUC	Aman Bin Mohamad Kassim	Sharul Hisham Bin Aman
51	NTUC	Asmawati Binte Aliman	Muhammad Zulfikar Afiz Bin Mohd Hashim
52	NTUC	Chua Annie	Ng Jia Huan Charmaine
53	OAC	Cheng Win Lan	Teng Qi Ren
54	PRUDENTIAL	Hirdawati Binte Mohamad	Muhammad Danial Adri Bin Fairuzi
55	PRUDENTIAL	Shirley Ng Li Leng	Grace Lim Jia Ying
56	PRUDENTIAL	Hirdawati Binte Mohamad	Ian Rohan Bin Muhammad
57	PRUDENTIAL	Hirdawati Binte Mohamad	Sofia Hafirda Binte Fairuzi
58	QBE INSCE	Rosniati Bt Karyani	Luqman Hakim Bin Abdullah
59	ROYAL	Chang Li Li	Sin Jing Yong Winsonn
60	ROYAL	Chua Puay Guan	Chua Li En
61	ROYAL	Ang Siew Suan	Tricia Teng Jun Ye
62	SIEU	Roziah Binti Latip	Nur Azlin Binti Jemain
63	TENET	Tan Lee Lee	Ng Shi Yin
64	TENET	Lye Yuen Mei	Choo En Lin
65	TENET	Yeo Peck Hoon	Ng Junju
66	TOKIO MARINE	Loh Mei Lan	Eunice Teo Liu Ying
67	TOKIO MARINE	Yeo Chor Joo	Lim Li Zhen
68	UOI	Goh Hong Choo	Chua Shao Ze Kylan
69	UOI	Eng Hui Mui	Jaden Neo Yu Zhen
70	UOI	Goh Hong Choo	Chua Shao Jun Xylan
71	UOI	Goh Hong Choo	Chua Yi Long Dylan
72	UOI	Loke Kit Yooi	Austin Chia Yi Sen
73	UOI	Loke Kit Yooi	Justin Chia Yi Zhong
74	UOI	Goh Hong Choo	Chua Kailing Sherlyn
75	UOI	Goh Chung Yuen	Chia Jialin

# "SIEU & YOU"



# Quiz Contest

Closing Date: 23 Jan 2014

## Winners for 100<sup>th</sup> Issue 2013 Congratulations!

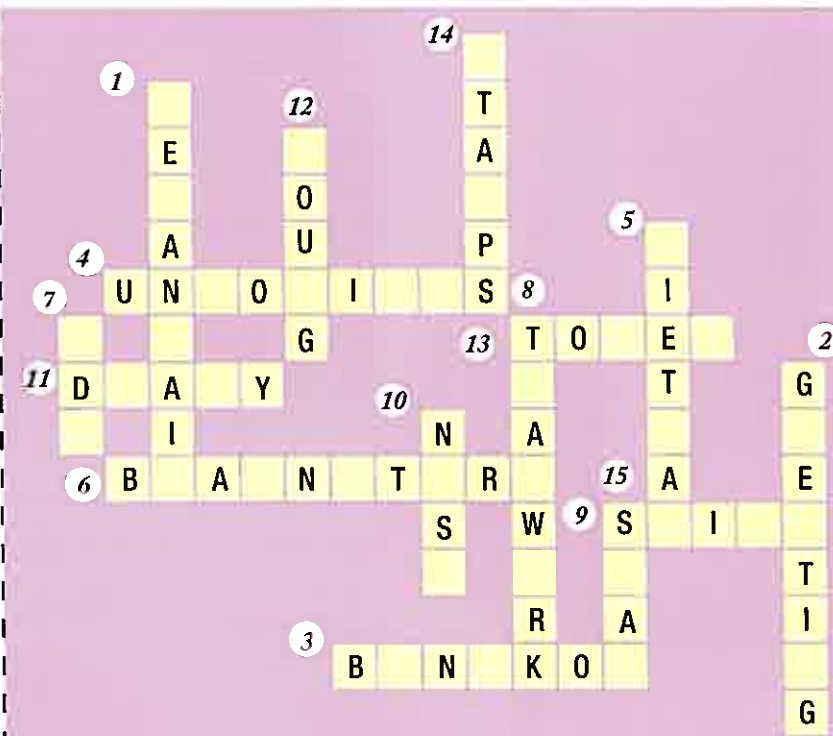
1 TAN HWEE CHNG	SXXX6020D	UOI
2 CHAN SUET HA	SXXX8158Z	MSIG INSCE
3 LIM BENG GEOK	SXXX9743Z	FIRST CAPITAL INSCE
4 CHAN AH YOONG	SXXX2879H	UOI
5 CHIANG LIAT MUJ DORIS	SXXX6155I	AIG
6 TING AN QI ANGELA	SXXX8199J	MANULIFE
7 CHOW SOOK FONG	SXXX8338H	GE LIFE ASSCE
8 TING SIEW LING	SXXX8787B	NTUC INCOME
9 FOK WAI LENG	SXXX8204D	UOI
10 LIM BEE HONG	SXXX8678Z	LIBERTY INSCE
11 ONG KUAN CHIAN HAROLD	SXXX5996Z	AIG
12 TAN CHIN CHONG	SXXX6501G	NTUC INCOME
13 ANG MEI CHOO MARY	SXXX5093C	LIBERTY INSCE
14 CHENG WAI YIN	SXXX0328J	UOI
15 CHAU GIA YEE	SXXX3604H	NTUC INCOME
16 CHOON KWAI LING	SXXX0160Z	LIBERTY INSCE
17 CHUA QWONG CHENG CHRISTINE	SXXX3133G	NTUC INCOME
18 NEO HOCK PING	SXXX8752G	NTUC INCOME
19. SOH SIANG TENG	SXXX9716D	MANULIFE
20. LEE PEI LU	SXXX8479H	TOKIO MARINE INSCE
21. LIM XUE LING DIONE	SXXX0839G	NTUC INCOME
22. SEOW CHUI YOON	SXXX0311Z	MANULIFE
23. TOO NYET LAN	SXXX6650G	TOKIO MARINE INSCE
24. GOH SOH CHEN PAULINE	SXXX2683C	GE LIFE ASSCE
25. KOH SHU CHEN	SXXX6656D	AIG
26. TAN LAY LIANG	SXXX2129E	TOKIO MARINE INSCE
27. SIM SHENG TZE JEREMY	SXXX7820I	MANULIFE
28. JOAN YIM CHING WOON	SXXX3981J	TOKIO MARINE INSCE
29. JAMALIAH BINTE HASHIM	SXXX3178Z	NTUC INCOME
30. TENG PHEK TIN	SXXX0909E	AIG

**NTUC FairPrice Gift  
Vouchers worth \$30 each**

### Answers for "SIEU & You" Quiz Contest 100<sup>th</sup> Issue 2013

- |                 |              |
|-----------------|--------------|
| 1 HUNDREDTH     | 6 BOW        |
| 2 FERTILIZER    | 7 TRIPARTISM |
| 3 BATAM         | 8 DICTIONARY |
| 4 WAIST         | 9 AUGUST     |
| 5 DOWNTOWN EAST | 10 SEE       |

- On 17 October 2013, Exco held it's meeting at this Institute.
- A word or gesture of welcome.
- The Union Network International - Apro Sector Conference was held in this city.
- Fill in the missing word : \_\_\_ present began to realise how much more needs to be done for our unions to remain a strong and effective voice for workers.
- SBEU/SIEU Exchange programme was held in this country.
- Let's swap ideas.
- Ordinary Delegates Conference in short
- The combined action of a group to achieve a goal
- Everyone likes this facial expression which can be found around the eyes.
- I can run but not walk. Wherever I go, thought follows close behind. What am I?
- Keeping secrets.
- This generation needs to know that the union is there to help them.
- What gets wetter and wetter the more it dries?
- What goes around the world but stays in a corner?
- Immersing someone or something in water for a period of time.



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

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

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

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

- All blanks must be filled in order to be eligible for the contest.
- All members are eligible to participate except Officials and Executive Council Members (Branch Chairman) of the Union.
- The first 20 correct entries picked by the Executive Council will each receive \$30 FairPrice Gift Voucher from the Union.



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

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

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

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

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

# Strike a Pose

I'm always  
happy!

Am I cute?

Do I look  
like a stingray?

*Baby of Shirley Weng*  
MSIG Insurance

*Baby of Haslinda Bte Johari*  
NTUC Income

*Baby of Ng Mei Hui*  
NTUC Income

I enjoy my  
ride at  
West Coast  
Park

Do I look cool?

Mummy...  
Look... at me!

*Baby of Jamie Tan*  
AIG AP Insurance

*Baby of Raymond Sob*  
Manulife

*Baby of Lydiana Bte Ahmad*  
NTUC Income

Send in your child's photo  
(must be below 5 years old) or  
your recent wedding photo and  
if it gets printed, you will walk  
away with a \$30 NTUC  
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# Embark on Endless Fun @ Downtown East



Spellbinding movies at **Cathay Cineplex**.  
A staycation at **Costa Sands Resort**. Thrills and spills  
at **Wild Wild Wet**, a workout at **Celebrity Fitness** or  
pure fun at **eXplorerkid**, **Orchid Bowl** and **Party World**.  
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Services



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for "NTUC Club".



**Downtown East**

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