

## **PARTNER OF LABOUR MOVEMENT**

### **Valerie Lee**

Head, Country HR, Singapore & The Philippines,  
ams-OSRAM Asia Pacific Pte Ltd

*Nominated by the United Workers of Electronics & Electrical Industries.*

Despite facing challenges and a less-than-optimal financial year in 2023, ams-OSRAM Asia Pacific Pte Ltd demonstrated an admirable commitment to recognising the contributions of its employees by providing annual increments even amidst retrenchments. Valerie Lee played a key role in this decision. She felt it was important for the company to acknowledge its workforce's hard work and dedication, emphasising that individual contributions have been noticed and appreciated even in difficult times.

Sister Valerie also played a key role in the company's decision to expand the United Workers of Electronics & Electrical Industries's (UWEEI) scope to include Professionals, Managers, and Executives (PMEs). Additionally, while ams-OSRAM had to conduct retrenchments over the past year, Sister Valerie helped push the company to extend retrenchment benefits to permanent employees and contract staff and proactively pro-rate long-service awards for affected individuals. Additionally, she convinced the company to extend a \$500 training grant to all those affected, empowering them with an opportunity for skill development and professional growth amidst the transition. This conscientious approach underscores the Valerie and company's commitment to treating employees with dignity and respect, even in challenging times.

Through open communication and a commitment to understanding the needs of its workforce, Sister Valerie and her team worked with UWEEI on Company Training Committee initiatives to adopt industry 4.0 and worker 4.0 solutions in 15 different workstreams, such as deploying Autonomous Mobile Robots in production and Automated Storage and Retrieval Systems. The company also sent workers to courses to upskill workers as they embark on digitalisation efforts for ops restructuring, ensure task and role relevance of workers during and post digitalisation, and ensure continued business efficiency.