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16 July 2010

U Sports Awards Night

p8

The UTES Executive Council office bearers and members for the term of office 2010-2014.

Leadership Renewal Drives Unions On

> "The day I became Secretary-General of NTUC was the day I started planning for my succession. I am serious about that. I have been SG for three years now and I have already put in place some potential candidates, people who can succeed me as SG when the time comes."
>
> **NTUC Secretary-General Lim Swee Say**

A hard act to follow the Singapore model of tripartism may be, but the real challenge is keeping it that way. This was reinforced by NTUC Secretary-General Lim Swee Say at the Union of Telecoms Employees of Singapore (UTES) 10th Triennial Ordinary Conference of Representatives on 9 July 2010.

Reminding delegates that Singapore's tripartism "should never be taken for granted as it is something that we worked very hard to achieve over the last 40 years", SG Lim said: "In the case of the UTES leaders and the management partners, you are very much a part of this tripartism because what you do in UTES is a demonstration of the kind of constructive tripartism that we have in Singapore."

However, challenges lie ahead as the outlook of the global economy is still uncertain and there is still unhappiness in many countries. He explained: "They describe the recovery this time as a jobless recovery. The economy seems to be recovering but there are no jobs, and even for those who are able to get jobs their pay is a lot less compared to before."

As for ever-changing speculative economic forecasts, "Who do you believe?" SG Lim asked. "The tripartite partners in Singapore cannot do that. We cannot pursue one strategy one day and then a different strategy the next day.

"We have to look for stability. We have to look for certainty in a world of uncertainty. The certainty, we have concluded, is that we can be certain that the world will be very uncertain. That is something we know for sure."

Cautioning against being carried away by the fact that Singapore's tripartism was lauded at the recent International Labour Conference, SG Lim said the real question is whether Singapore will be invited to share its tripartism model 10-20 years down the road.

"We have done well the last 40 years but there is no guarantee we will continue to do well the next 10, 20, 30, 40 years because nothing happens by chance. If we are to continue to have a uniquely effective tripartism model, every one of us must make it happen."

He added: "We must keep renewing our leadership. Our workforce may be ageing, but we cannot afford an ageing union leadership because for the Labour Movement to be effective, the union leadership must keep providing the drive to mobilise the ground. That is why in the Labour Movement we take leadership renewal very seriously."

Urging UTES members to support the new Executive Council and to help with succession planning, SG Lim concluded: "We have to make sure our children will be led by a Labour Movement that is even better than the Labour Movement of today."

See **Page 3**

UWEEI Sweeps Four Titles At First U Sports Awards Night

Out of a total 18 awards from nine categories up for grabs, the United Workers of Electronics and Electrical Industries came up tops when it clinched four awards at the inaugural U Sports Awards Night held at DXO, Esplanade, on 11 July 2010.

UWEEI were the overall team champions; UWEEI's Charlotte Wong was the Sportswoman of the Year and UWEEI's Vincent Low was the Team Manager of the Year. Not only that, UWEEI also won the Best Supporters accolade.

They were nominated by their fellow unionists in recognition of sporting excellence and being the top athletes in the Labour Movement. An annual inter-union sports competition, U Games 09/10 saw over 4000 union members participate in 13 different sporting activities. It was organised by the U Sports community and spanned over a period of nine months.

CEO of NTUC Club Yeo Khee Leng said: "We have great sporting talents in the Labour Movement and we want to provide a platform to recognise the efforts they have shown during the U Games. With the U Sports Awards Night, we are now able to honour these athletes as well as celebrate the finale of our annual inter-union competition."

The U Games organising committee did a very good job.

See **Page 8**

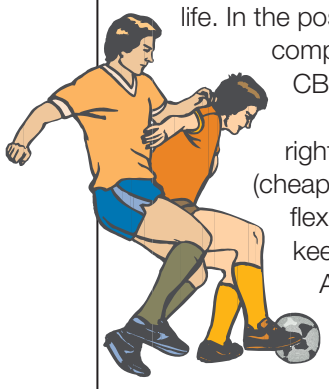
By
Marcus Lin

Seven Ways To Win The CBF World Cup

Shona Tan-James
NTUC Competency Director (Corporate Communications)

"A CBF formula that works today may not work tomorrow. The challenge is to keep the optimal mix so that businesses grow and workers thrive."

CBF - August 2009. Singapore was in the most severe recession since Independence. 'Upturn the Downturn' - the Labour Movement's rallying call was quickly overtaken by a new mantra - Cheaper Better Faster. The Labour Movement does not rest on its laurels. We press on with new goals, new directions, fired by passion to help workers live a better life. In the post-recession world where competition is increasingly heated, CBF is our new goal post.



CBF - It's about getting the right mix between productivity (cheaper), capability (better) and flexibility (faster). This way, we keep possession of the ball. A company can have the best capability but not be productive. Or a company can be productive but not be flexible. A CBF formula that works today may not work tomorrow. The challenge is to keep the optimal mix so that businesses grow and workers thrive.

CBF - In global rankings of companies and billionaires, Singapore is seldom on the list. We can never be bigger than the US, China or India. That never stops us from competing. Just see how Singapore rebounded from the global crisis. We are confident, never complacent.

CBF - In good times, we must prepare for the downturn. In bad times, we must prepare for the upturn. That's why we "cut costs to save jobs" and took advantage of SPUR to up-skill, re-skill and multi-skill in the downturn. We strengthened our capability to ride the upturn. CBF will put us in a stronger position for the next hit.

CBF - The 2008/2009 global recession was at an unprecedented scale. Yet, companies and workers were not hit as hard as in previous recessions. We prevented the massive retrenchments and rapid rise in unemployment seen previously. Recovery was fast because of quick and bold action by the tripartite partners to help companies and workers. Learning from lessons of the past, we executed correct measures, dealt with it and moved on.

CBF - Breaking bottlenecks everywhere, every time, is needed to keep ahead in a CBF-driven economy. We cannot sit back and must keep up the pressure. Everyone has a part to play in breaking bottlenecks. If you see no bottlenecks, then where the Labour Movement is concerned, you are the bottleneck!

CBF - ***As a small and open economy, our fate is not entirely in our hands. We are often buffeted by winds of change elsewhere. Yet we must stay plugged into the ever-shifting global economic landscape. But as an economy and workforce, we have developed a knack for rolling with the punches. CBF will keep us on that even keel.***

Bottleneck Breakers

Keeping Safety In Check First

Place

Shimizu Corporation Singapore

Bottleneck Found

Being in the business of building, civil engineering and other construction work, casting and molding of components are common activities in the shop floors of Shimizu Corporation Singapore. In these processes, the company relied on traditional methods of using heavy timber to create moulds to cast walls and slabs. These conventional and pre-cast methods brought about process and resource bottlenecks as large vehicles and tower cranes were needed to transport in and lift huge and heavy precast structures.

Bottleneck Broken

The company stepped forward to become one of the early adopters of the The Aluminum Formwork System which is:

- a light-weight system which is easier to handle
- can be re-used many times, saving resources
- environmentally-friendly

Outcomes

The improved finishing quality from the Aluminum Formwork System eliminates extensive plastering works. In addition, the system:

- boosts workplace safety and health as it reduces chances of workers falling from heights improves ergonomics with less handling of heavy objects
- Used at the RiverGate project and Scotts Square project, Shimizu saw an increase in productivity by at least 50 per cent in formwork construction.

"Workplace safety and health is critical in the construction industry and has a significant impact on productivity. Hence, it is of great importance that there is a total, inclusive workplace, safety and health effort from all workers, regardless of nationalities. BATU has been doing our part to educate and engage foreign workers on these practices."

Nasordin Mohamad Hashim, Building Construction and Timber Industries Employees' Union President

Have you broken any bottlenecks? Share it with us at liaumn@ntucmedia.org.sg

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PMBS Is The Way To Go

By **Marcus Lin**

The issue of health, in particular the Portable Medical Benefits Scheme (PMBS), is of great concern to NTUC Secretary-General Lim Swee Say. He spoke at length about it at the Union of Telecoms Employees of Singapore (UTES) 10th Triennial Ordinary Conference of Representatives on 9 July 2010.

He reasoned that all the preparations for an ageing population and facilitating a longer work life would mean nothing if workers are not healthy enough to keep going: "Even if they are healthy, there is no guarantee that they won't fall sick. And when they fall sick, will they be able to take care of themselves?"

He said the Labour Movement over the years had been promoting PMBS without much success because the Ministry of Health, managements and the Labour Movement had different points of view.

"As a result, the three parties were not able to come together to give a concerted push. But finally, I am happy to say that after so many years of trying, we now have a breakthrough. NTUC Income working with NTUC has finally found a way to implement the PMBS." He added that all NTUC Administration and Research Unit staff are covered under PMBS that is in force even if a staff leaves NTUC.

> "We are going to push for PMBS in an aggressive way. NTUC Income now has a package and we are talking to unions to work with companies to explain to them why PMBS is the way to go and why we promote that."
>
> **NTUC Secretary-General Lim Swee Say**

A UTES staff receiving a long service award from SG Lim.

Some Things You Ought To Know About PMBS

Many employers today offer company-based Group Hospital and Surgical benefits (GHS), which end when their employees resign or retire.

These group schemes usually have sub-limits that cap the amount of claims for each benefit, procedure or treatment.

There is also uncertainty as the renewal is not guaranteed, and depends instead on the claims experience which sets the subsequent renewal terms and premiums.

With more individuals holding a MediShield or private shield plan, as a result of the Government's push for universal medical coverage, it's likely that employees will also have duplicate health cover.

What does this mean for companies and their employees?

First, employees who rely solely on their company-based medical benefits may get a shock after leaving their company, when they attempt to apply for health insurance and face exclusions of coverage for certain conditions or find their application declined due to prevailing medical conditions. This scenario is painful to contemplate, given escalating healthcare costs which are estimated to rise four per cent each year.

Further, the introduction of means testing at restructured hospitals means that government subsidies are capped for higher income earners.

Next, the duplication of cover translates to premium wastage for both companies and employees. Regardless of the number of hospitalisation and surgical plans you have, you can only claim up to the actual expenses incurred. So why pay for something you cannot utilise fully?

Higher medical benefits, lifetime coverage and less hassle NTUC Income's Portable Medical Benefits Scheme (PMBS) is a hospital and surgical plan that rides on the framework of an employee's individual private shield plan, except that it is partly or wholly paid for by the company. In this case, the plan is called Enhanced IncomeShield.

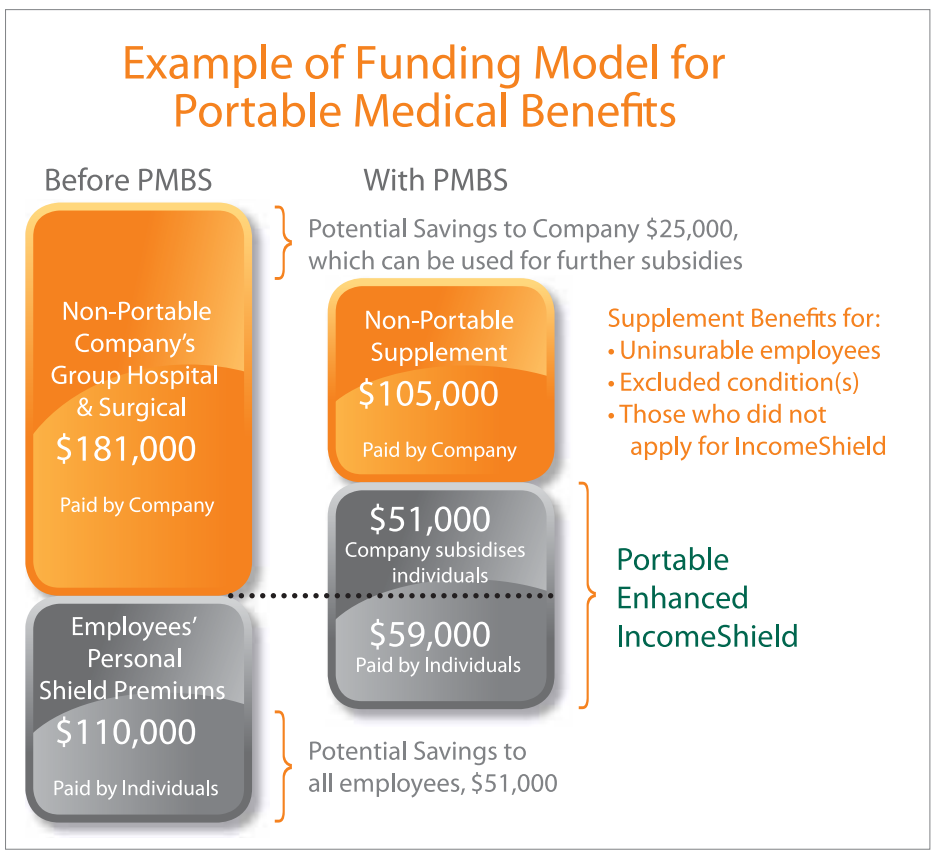
It is "portable" as the coverage continues even after the employee leaves the company, so long as premiums are paid. This can be done through the employee's MediSave account, or for foreigners, paid in cash.

In addition, employees will enjoy the more generous benefits offered by Enhanced IncomeShield. These include "as-charged" benefits with no sub-limits for treatment, unlimited lifetime cover and guaranteed renewability. They may also upgrade to a higher plan of their choice, instead of relying on their staff benefits which are typically pegged to their job function and seniority in the company.

PMBS also takes the hassle out of claims filing with its seamless claims process for Enhanced IncomeShield. The hospital will send the in-patient bills to NTUC Income electronically, saving you the precious administrative time involved in manually submitting claims forms and receipts, as is the usual practice with GHS plans.

Switching to PMBS also allows a company to qualify for a tax incentive whereby an additional one per cent of total employees' remuneration may be deemed deductible expenses. These tax savings could then be used to fund other employee benefits.

For enquiries, please contact 6866 7266 or pd@income.com.sg



ILC Zeroes In On Domestic Workers

By **NTUC Deputy Secretary-General Halimah Yacob, Singapore tripartite delegation member to the International Labour Conference (ILC) from 2-18 June 2010 in Geneva, Switzerland.**

Finally, domestic workers worldwide may have an international labour standard to provide them decent work and protection from exploitation and abuse. It was first raised at the ILC in 1948 but never materialised.

At this year's conference, a tripartite committee decided there should be a convention supplemented by a recommendation on decent work for domestic workers. About 100 governments, employers and union representatives discussed it in an intense and crowded committee.

Altogether 35 NGOs, including Amnesty International and Human Rights Watch, sent observers some of whom were domestic workers themselves. Discussions were not always smooth and at least three votings were conducted when there was no agreement. I acted as the Workers' Spokesperson on this committee representing at least 50 unions and more than 100 million domestic workers worldwide.

Domestic work makes significant contributions to the economies of many developing countries like the Philippines and Indonesia. More than ninety per cent of domestic workers are women and girls from impoverished homes, and already very vulnerable due to lack of empowerment.

Most countries exclude them from their laws, with weak access to resolving their disputes. There were also many instances of children used as domestic workers, or adults forced into domestic work. Very low incomes, poor working conditions, completely unsuitable accommodation for migrant domestic workers, and abuse were commonly shared from all regions.

> "Domestic workers help liberate millions of women to go out to work, contribute to the economy and pursue their dreams. Yet, the domestic workers' plight remains largely invisible in most countries because they work in homes away from the public eye."
>
> **NTUC Deputy Secretary-General Halimah Yacob**

The committee decided that the proposed convention and recommendation should apply to all domestic workers, whether employed directly by employers or indirectly through agencies. It was agreed there should be written contracts containing core terms such as salary, working hours, rest days and so on and, for migrants, the core terms should be known before they leave their homes.

There should also be minimum standards on safety and employers should not control their passports. One tricky issue was ensuring compliance with the law as domestic workers work in private homes. But the committee agreed that although difficult, it would be wrong to scuttle a standard just because of this alone.

Another discussion on actual content of the convention and recommendation will be carried out next year, after which these instruments will have to be adopted by the conference plenary. As the Director General said, to have a convention for domestic workers was a truly historic moment for the ILO.

Though difficult and complex, the majority agreed that having effective international labour standards is right in order to make decent work for all not just a slogan but a truly inclusive agenda for all workers, particularly the most vulnerable.

Where does Singapore stand on all these? There are model contracts and we strictly prosecute all abusers of our domestic workers. But we need to think about the other aspects of the proposed convention which we have not yet implemented and understand better their implications.

Laid Off CIEU Members Get $100K Help

By
Muneerah Bee Mohamed Iqbal

Recently retrenched Chemical Industries Employees' Union members from Polycore Optical and Glaxo Wellcome Manufacturing have a lot to be hopeful for. On top of receiving the retrenchment benefits, the union has secured $50,000 from each company to be distributed among union members.

The amount received by each member is dependant on their union membership tenure. CIEU General Secretary and Branch Chairman of Glaxo Wellcome Manufacturing Tan Chee Tiong said: "It is good that the company gave some token for our union members to show appreciation for them."

CIEU General Secretary Tan Chee Tiong (right) giving out cheques.

Former Glaxo Wellcome Manufacturing Senior Operation Technician Harry Pereira, 50, who has been a union member for 27 years said: "I think it's a really good booster for union members and a good sign that CIEU is doing something for union workers. It's a blessing for me and this extra money comes in handy. I've not found a job but I will still remain as a General Branch member and utilise recreational activities and offers." Mr Pereira's next employment plan is to drive a taxi as he is finding the current job market rather difficult for workers like him who are 50 and above.

As for Azizah Salleh, 48, she joined the union in 1998 at the Polycore branch after reading in the papers about how unions help workers with their problems at work. She plans to save half and carefully spend the other half on her daily expenses.

CIEU also encouraged members to stay within the Labour Movement as General Branch members if the future companies they work in are not unionised. Additionally, for members who have been with the union for more than three years, they will get one year of free membership.

Representatives from NTUC's e2i (Employment and Employability Institute) were also present to help members with their job search and help to match them with jobs in other industries such as Childcare, Food & Beverage and Healthcare, if they are unable to stay in the chemical-related industry.

For 25 years, Phoon Weng Kong, 53, had been working with Glaxo Wellcome Manufacturing, and with e2i's help he now learned the importance of updating his resume writing skills as well as the need to be trained in order to re-enter the workforce. "When we go for training and when we send out a resume with the training certifications we went through, we have a higher chance of getting a job," he said.

> "With the kind of co-operation we've branded over the years with the management, the union has been working very closely with them to secure retrenchment benefits and provided training for workers over the years. As a form of recognition to the union, the management gave us $50,000 with the understanding that we will redistribute it back to the union members and it's a very meaningful gesture."
>
> **Cham Hui Fong, Chemical Industries Employees' Union Executive Secretary**

An Eye-Opening Learning Experience

Among the Singapore delegates who attended the International Labour Conference (ILC) from 2-18 June 2010 in Geneva, Switzerland, were three unionists. They were Building Construction and Timber Industries Employees' Union President Nasordin Mohamad Hashim, SPRING Singapore Staff Union President Dr Tan Kheok Juay, and Singapore Bank Employees' Union Honorary Treasurer Michael Lim Lian Soon. They share their impressions:

"The three of us were part of the P4 meeting. Topics discussed were on productivity and unemployment among young workers. Dr Tan Kheok Juay presented on Productivity Initiatives, various government funding of $1 billion to increase productivity in Singapore and the important role unions can play by encouraging our workers to increase productivity which will reflect in better wages for our workers.

The delegations from the other countries were surprised by the huge government funding. They also shared on productivity initiatives and how they tackle the high unemployment rate among young workers entering the workforce. We had a very fruitful discussion.

We also attended the ILC side event on `Tripartite Experiences in Overcoming the Economic and Financial Crisis - Sharing of Experiences by Bardados, Belgium and Singapore.' NTUC Secretary-General Lim Swee Say shared how our tripartite partners came together to overcome the economic crisis. The presentation was well received by the participants and some of them asked for the soft copy of SG's presentation.

We also saw in action NTUC Deputy Secretary-General Halimah Yacob who is the spokesperson for the workers group at the tripartite deliberation and committee meeting for 'Decent Work For Domestic Workers'."

BATU President Nasordin Mohamad Hashim

"It was an eye-opener for me witnessing such a big assembly with representatives from governments, employers and unions, especially the fiery debates that took place with each group wishing to put their points across.

On the P4 event, I also learned that other countries are also placing productivity as an important topic in their respective countries. The point is we are living in a competitive world where everyone wants to have a share of the global pie that is getting smaller.

Another side event where Singapore was asked by ILO to present was on how through tripartism we had overcome the recent financial crisis. After the presentation by NTUC Secretary-General Lim Swee Say, many countries wanted to have a sharing lesson.

From this event, I sensed that we are in a very fortunate position as compared to other countries. Through tripartism, we had managed to work together with a shared vision to overcome the crisis.

On the whole, my eight days in Geneva had been very memorable. I was able to see firsthand other countries' problems and woes, and how they are trying to emulate things we are doing like tripartism and productivity."

SBEU Honorary Treasurer Michael Lim Lian Soon

"All of us felt honoured and privileged to be invited by NTUC to attend the ILC. It is a rare opportunity to witness how our tripartite leaders share their views with more than 3,000 government, worker and employer representatives from 183 member states of the ILC on how Singapore overcame the global crisis through tripartite efforts.

As this is the first time for all of us attending, we were all impressed on how this yearly ILC is organised. It is heartening to witness– representatives from various countries seriously debating endlessly to advance opportunities for workers to obtain decent and productive work conditions of freedom, equity, security and human dignity.

It was really an eye-opener for us when we saw worker and employer delegates from other countries vote against their government's representatives or against each other. After witnessing how other countries' industrial relations had fallen apart especially after the recent crisis, we all felt so lucky and blessed to have excellent tripartism in Singapore which all workers must appreciate and treasure.

Besides attending meetings, listening to speeches and deliberations, three of us were also invited to a P4 (Trans-Pacific Strategic Economic Partnership Agreement) Meeting hosted by Chile. "

SPRING Singapore Staff Union President Dr Tan Kheok Juay

Reminders Revisited

By
Naseema Banu Maideen

The story of the jungle race - one which portrayed NTUC Secretary-General Lim Swee Say's key message of being prepared to beat competitors during the recent global crisis last year was revisited on 7 July 2010. SG Lim was addressing about 250 graduands from the Ong Teng Cheong Labour Leadership Institute and unionists at a dialogue session where he reinforced this and other reminders.

The economy may have been recovering well in the first half of this year. But with slower growth and complicated economic situations in Europe, the second half of the year is not likely to be as good as the first, he warned.

He said the lesson from his story - two persons tying up their shoelaces to be prepared to run faster than the other when chased by a tiger in the jungle - still holds with the present economic state.

"Not all countries, economies and workers will be affected to the same extent in a crisis. In the last downturn, our workers were affected a lot less as compared to workers in other countries. When the next downturn comes, which we do not know when or how bad it will be, we must make sure that all our workers will continue to be less affected by the downturn… Those who will be less productive, capable and adaptable will not be able to run ahead. Therefore, we must keep pursuing the concept of Cheaper Better Faster," said SG Lim.

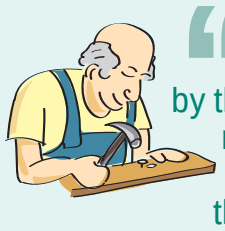
Participants at the dialogue session also raised their concerns on a spread of issues such as re-employment of older workers, improving wages of low-wage workers, influx of foreign workers, rising healthcare costs and the Central Provident Fund restoration.

More Reminders…

The EAP Medicine

Participants brought up the issue that some employers still cut wages of employees who reach the age of 60. SG Lim reiterated that while the law permits an employer to cut up to 10 per cent of an employee's wages at the age of 60, it also states that this pay cut must be based on reasonable factors. And age is not a reasonable factor. Job scope and performance are some of these factors, he said. There were also concerns on why legislation on re-employment and the Employee Assistance Programme will only be kicked in by 2012.

SG Lim's Take:



"EAP is a medicine which is not just taken by the workers; this medicine must be supplied by the employers. Until 2012, there is no requirement for the employer to supply the medicine. Re-employment, just like tripartism in Singapore must be pro-business and pro-worker; it is a give-and-take concept. Because many companies in Singapore are not ready for re-employment, tripartite partners collectively decided to pass the law in 2012… And for workers who are not able to secure re-employment, that is not the end of the world. There is NTUC's e2i (Employment and Employability Institute) where workers can go for training and re-training."

Managing The Blunt Instrument

There were queries raised on the recent CPF restoration of 1 per cent and participants aired their concerns on why this restoration was not channeled into the Ordinary account. SG Lim said that it is recognised that CPF is a very blunt instrument because it cuts across all workers, sectors and companies. Regardless of the sector or company's performance, when CPF is cut, all workers take a cut. He also said the drastic actions of cutting CPF is only taken during severe economic times and that the policy now is to keep the CPF contribution between 30 to 36 per cent. He recalled Prime Minister Lee Hsien Loong's assurance at this year's May Day Rally that if the economy continues to recover within the next one to two years, CPF contribution will be restored to 36 per cent.

SG Lim's Take:

"Many ask why the restoration is made in the Medisave and Special accounts and not into the Ordinary account. Our bigger problems are that many Singaporeans are not saving enough for their medical care in their old age and retirement years. CPF is an excellent scheme that has enabled many Singaporeans to save for housing, healthcare and education… We thus have to manage it in a way that harmonises the interests of workers and employers."

Foreign Pool In Check

The common cry of increasing foreign manpower was also heard from the participants and SG Lim pointed out this issue will be resolved gradually with the directions set by the Economic Strategies Committee.

SG Lim's Take:

"The ESC has decided that over the next 10 years, at least 60 per cent of our GDP growth must come from productivity. If our GDP was to grow by five per cent, then at least three per cent must come from productivity and another two per cent can come from the expansion of workforce. Under this scenario, the availability of foreign workers will become tighter and tighter. So, companies will find it increasingly difficult to hire foreign workers because every foreign worker has to be better-skilled to be able to contribute effectively to productivity."

Giving High Hopes For The Low Income

SMEEU Introduces Education Grant

Guest-of-Honour Dr Lam Pin Min (back row, fifth from left), SMEEU President Wong Weng Ong (back row, sixth from left) and SMEEU Executive Council members with the awardees from the Primary School category.

By
Muneerah Bee Mohamed Iqbal

"Educating our young is our investment in Singapore's future. It is also the best way to give Singaporeans an equal opportunity to level up," said Dr Lam Pin Min, Advisor to the Shipbuilding and Marine Engineering Employees' Union (SMEEU) and Member of Parliament for Ang Mo Kio GRC at the SMEEU Scholarship & Education Grant Awards Ceremony on 10 July 2010 in his speech as the Guest-of-Honour.

Recognising this, SMEEU has introduced its Education Grant targeted at its lower income members with young children from Primary 3 to Primary 6. A total of $12,050 worth of Scholarship & Education Grants was given out to 57 children. 19 received Education Grants, while 38 were presented with Scholarship Awards.

Mr Zainal Bin Abdullah, 42 was a proud father that day as his daughters, Iffah Munawwarah Binte Zainal, 13, and Syifa Nurul Huda Binte Zainal, 10, were awarded with the Scholarship and Education Grant respectively. He said: "I've been a union member for nine years and I'm happy that the union supports my children's education and helps with some of my burden. The living standard here is high and I'm glad that SMEEU helps its members this way."

The main criteria for the Education Grant were based on income level instead of academic results, but the students will need to score at least 50 per cent and above in order to qualify. Besides children of the members, the union may also look into handing out grants to members who are pursuing part time studies.

Parents and students were also treated to a talk jointly organised by SMEEU and U Family before the ceremony. Executive Director of the Centre for Fathering Wong Suen Kwong presented an enriching talk on Coming out Tops In Navigating Life.

U Family also groomed the host for the ceremony, 12-year-old Sandy Lee, daughter of SMEEU member Philip Lee, as part of the Little U Emcee programme.

> "Our Scholarship is based on merit but the Education Grant was created to help our low wage members and their children. This year, we are starting off by awarding children in Primary 3 to 6 and hopefully next year we can continue and extend the grants up to the secondary level to help more members."
>
> **SMEEU President Wong Weng Ong**

Moving Scenes At The Movies

By
Vanessa Teo

A free pair of movie tickets to watch 'Toy Story 3', a cup of popcorn, and a cheque in hand. What a different way to receive a scholarship and bursary award. But this was what the Singapore Industrial & Services Employees' Union organised for its 479 members at its Scholarship, Bursary and Progress Awards ceremony on 10 July 2010 at Shaw Lido Cineplex.

Besides being the first union to organises its scholarship and bursary award ceremony in a cinema, SISEU also gave recipients another reason to celebrate. NTUC Assistant Secretary-General and SISEU Executive Secretary Josephine Teo announced that SISEU will maintain its original amount of bursary, scholarship and progress awards given out.

"In view of the difficult circumstances we experienced last year, the scholarship and bursary amount was raised. ***We know that things are getting better but there is always a risk and we will continue to be very vigilant, and we make sure we will continue to support our members and their families.*** So this year, SISEU again with the support of the NTUC U Care Fund, decided not to adjust the scholarship and bursary amount downwards from 2009. Instead, what we tried to do was to maintain the same level of support that we can give to our members and their family," said ASG Teo.

Benefitting from this award was 13-year-old Yang Kai Ting, whose father Mr Yang Wee Kong has been a union member for more than 10 years now. Receiving the $200 scholarship award, Miss Yang was certainly pleased.

"I am very proud to receive this scholarship, and will strive to do even better next time. It's very interesting to have this award ceremony in the cinema, and the union is really very generous and helpful because they can offer a lot to us," said Miss Yang.

In total, SISEU gave out $86,000 worth of scholarship, bursary and progress awards, each award ranging from $100 to $1,000.

Help That Goes A Long Way

Madam Marhaini Alwee lost her husband to a heart attack in 2009, and was left to carry the load of supporting her family of eight members which include her four children, aging parents, and a schooling sibling. Her nine-year-old daughter Nurulain Kamis was affected by the demise of her father, and did not do well in class. However, when she received a bursary award from SISEU in 2009, Nurulain was greatly encouraged and showed a tremendous improvement in her results this year and thus received the progress award. Seeing her daughter receive this award came as a great comfort to Madam Marhaini, and she is grateful to SISEU for its help.

"This award gives Nurulain the encouragement she needs, and I am appreciative to SISEU that such assistance is provided for all the needy, especially for the single parents like myself. The $100 may seem small, but it's a big amount to me and every single help counts," said Madam Marhaini.

A Night Set Alight By Sporting Magic

By **Marcus Lin**

The Labour Movement's sporting talents were honoured when NTUC Club celebrated the closing of U Games 09/10 with the first U Sports Awards Night held at DXO, Esplanade, on 11 July 2010.

Guest-of-Honour NTUC President John De Payva gave due credits: "Let us recognise, firstly, NTUC Club for making all this happen. You must have noticed that with NTUC Club CEO Yeo Khee Leng around, sports has gone into another level and that's why you are all here tonight.

"Secondly, we need to recognise the committee that runs this U Games. Thirdly, we must recognise the unions and the union leaders which is all of you. This cannot happen if you do not encourage your union members to participate. Fourthly, we need to congratulate the winners and, of course, the sponsors.

"Last but not least, those who did not win. You have the winners and you have those who did not win. But for those who did not win, if they did not participate there can be no winners. So we salute all the unions, all the union participants because you make it happen.

"In sports, the aim of sports is not just to win. The aim of sports is to take part and we have all taken part and that's why we need to salute ourselves.

"Lastly, I need to thank all of you because we used to have 20 odd, 30 odd unions participating and then we moved up to 42 unions participating. More recently in this year that has just culminated we had 46 unions.

"But we have 60 unions. The Sports Committee, the NTUC Club and us must go and find out what kind of sports interest the other 14 unions because we want more and we want all to participate. So let's work together."

The World Cup 2010 vuvuzelas were much in evidence.

Harry Anthony Constantine (in red shirt) receiving the Most Active U Live Participant from NTUC President John De Payva (left) and NTUC Club Chief Executive Officer Yeo Khee Leng (right).

Team of the Year UWEEI

"The U Games has given us very memorable times and we have really enjoyed the good and fun games that were prepared for us. Through this U Games, we have built better relationships and many new friendships have been made."

Francis Lim (United Workers of Electronics and Electrical Industries), Team of the Year

Sportswoman of the Year

"I'm indeed honoured and flattered to receive this inaugural award. In fact, all the nominees are already winners as we all share the same passion for U Games. We had enjoyed and bonded through the almost year-long sports events. I especially want to share this with one of my teammates, Tini, who also took part in all the female sports categories."

Charlotte Wong (picture right) - United Workers of Electronics and Electrical Industries

Representatives from the Top 10 Unions offer a celebratory toast.

U Sports, NTUC Club's sporting community, was formed in 2009 to reach out to the union members and public through sports. Besides the annual U Games, U Sports organises sports clinics, friendly matches and try-outs for members looking to kick-start their healthy lifestyle or simply to make new friends.

Public events such as the recently held U Run and the 24-Hour U Bowling Challenge also allow for greater participation amongst the public, offering the chance for family and friends to bond through sporting and leisure activities.

With a sensational finale to U Games 09/10, U Sports is also gearing up in preparation for the launch of U Games 10/11. Set to be launched in August, U Games 10/11 will have a lot more for our union members, adding more energy and fun into the sporting calendar of the Labour Movement.

Vincent Low Bak Song (right) from UWEEI receives U Games 09/10 Team Manager of the Year award

Sportsman of the Year

"As this is the first time the U Sports Awards are being given, I'm very happy and proud to be the first person to receive the Sportsman of the Year Award. I'm passionate about sports and this recognition gives me satisfaction and a sense of achievement. It will not be possible without the dedicated people who organised the U Games week in, week out for union members. Lastly, I like to thank NTWU Manager Mr Omar for the trust given and NTWU sports teams for the support."

Abdul Wahab Bin Sulaiman (picture left) National Transport Workers' Union

U Games 09/10 Awards

Sportsman of the Year
Abdul Wahab Bin Sulaiman (National Transport Workers' Union)

Sportswoman of the Year
Charlotte Wong Yoke Yee (United Workers of Electronics and Electrical Industries)

Team Manager of the Year
Vincent Low Bak Song (United Workers of Electronics and Electrical Industries)

Most Active U Live Participant (members above 55 years old)
Harry Anthony Constantine (Singapore Manual & Mercantile Workers' Union)

Best Supporters
United Workers of Electronics and Electrical Industries

Top 10 Unions
1. United Workers of Electronics and Electrical Industries
2. Singapore Bank Employees' Union
3. Healthcare Services Employees' Union
4. National Transport Workers' Union
5. Singapore Manual & Mercantile Workers' Union
6. Singapore Port Workers' Union
7. Union of Telecoms Employees' of Singapore
8. Attractions, Resorts & Entertainment Union
9. DBS Bank Staff Union
10. ExxonMobil Singapore Employees' Union

U Sports Awards
Sportsman of the Year - Albert Poon, Bowling
Sportswoman of the Year - Louise Khng Jingyi, Floorball
Team U Sports of the Year - Bowling

Powering Productivity Initiatives

By
Muneerah Bee
Mohamed Iqbal

Workers from SP PowerGrid undergoing an apprentice scheme to improve their skills.

Improving productivity can be explored in many different ways. For a group of workers from SP Services, a branch of the Union Of Power And Gas Employees, being more productive means skipping the office altogether.

Instead, they work straight from home to their worksites. As most of their job entails being on the field in different vicinities to manage utility supply, they are spared the trouble of unnecessary travel. “We established a good email communication link among themselves where they can communicate to each other on a daily basis and to reach out to the headquarters. They only come in to the office once a week for staff communication purposes,” UPAGE General Secretary Nachiappan RK Sinniah said.

This union-management effort has allowed the workers to visit more sites within a day. The productivity and the number of jobs completed by the workers both increased by 10 per cent. The workers are receptive to the new arrangement and UPAGE keeps in close touch with them.

The union has also been working on other efforts to be Cheaper Better Faster, one of which is by improving the capability development of the workers through Workforce Skills Qualification training. “Our workers perform hands-on and technical-based jobs. With WSQ, it gives them the right competency to take up jobs with higher responsibility. By doing higher skilled jobs, there will be a productivity gain. We need the management and union to work together for a clear plan to show our members that the push for productivity also translates to wage increase in future years.”

UPAGE is also aware of the aging workforce and has been working with management to support the re-employment of older workers in line with the tripartite recommendations. Recently, the union has succeeded in including a clause on the re-employment policy in the Collective Agreements and UPAGE plans to extend this to all its represented companies. Mr Nachiappan said: “Our workers are very skilled with deep expertise in this industry. By re-employing them, they can pass on their knowledge over to the next generation and they can be mentors to them.”

Another group of workers that union is looking into are the PMETs (Professionals, Managers, Executives and Technical People). UPAGE used to have a Division Committee, a unit formation for senior officers. In the last election, the Division Committee was disbanded and the workers were moved into their respective branches. “We did that so that the company can manage the issues of the non-bargainables at the respective company’s level,” Mr Nachiappan explained.

Looking towards the future, he foresees that with the changing workforce profile, diploma and degree holders will form the majority over time."

UPAGE

UPAGE currently represents 3503 Ordinary Branch members and 182 General Branch members across nine companies, as of May 2010. Formed in 1995, the industrial union organises and represents employees in the energy and gas industries in Singapore.

Little By Little, She Makes A Difference

By
Vanessa Teo

NTUC Family Development Unit Senior Specialist (Programmes and Outreach) Billie Anne Lyou at the event “Baby’s Day Out” on 17 April 2010.

“It is because of you that I joined this trip to Kuantan. Since the last time you told me about this trip, I have been looking out for it at the website and that’s why I am here now.” That’s what a member told Family Development Unit Senior Specialist (Programme and Outreach) Billie Anne Lyou when she was garnering feedback at a recent trip organised to Kuantan. And that genuine feedback from the member was enough to make Miss Lyou’s day, as she felt she had made an impact in his life.

Joining the Labour Movement in January 2008, Miss Lyou was one of the pioneer batches that saw the set up of FDU. Dealing mainly with the marketing aspect of FDU’s events, Miss Lyou goes all out to ensure that members know about upcoming events.

“We have so many programmes here at FDU, and if members do not know about our programmes they won’t be able to benefit from it. So my goal is to reach out to as many families and workers as possible,” said Miss Lyou.

Having spent two years with the organisation, Miss Lyou’s initial attraction to the Labour Movement is still very much the same as when she first joined.

“I joined NTUC because I wanted a job that I love, that is meaningful and something that I enjoy doing. Simply put, I just want to help people and hopefully make the world a better place in my own little ways. And I knew NTUC can give me the opportunities to do so. Up till today, when my friends ask if I like what I am doing, I will tell them yes! Because I believe I am helping members and their families,” said Miss Lyou.

Even though she is contented to help workers in her own small little ways, she has no doubt created significant results. Miss Lyou played a pivotal role in organising the campaign, ‘National Family Celebration's Singapore Family Pledge Movement’, where union members came to pledge their commitments to their families. This campaign saw U Family receiving the Distinguish Pledge Ambassador and Top Pledge Ambassador (Community Organisation category) Awards.

“We just told ourselves that we should get as many families as possible to pledge their commitments, simply because it was a very meaningful activity. We weren’t thinking about winning any awards then. But of course we were very happy after we knew because it’s an affirmation of our efforts that we’ve put in,” said Miss Lyou.

Looking forward, families can now anticipate the upcoming event, ‘My Baby’s First National Day Party’, which will take place on August 14 2010. Families can witness their babies taking their first pledge and ‘singing’ their first national anthem together as a whole family.

“The programmes that we organise are to create opportunities for families to bond together, and we just want to help to strengthen the bond between families to make them stronger and happier,” added Miss Lyou.

Mona Lisa Comes Alive…

…At NTUC Club's Latest Attraction In Downtown East

By
Nicolette Yeo

Talk about art that speaks to you. NTUC Club's new Alive Gallery (Living Art Museum) showcases 49 interactive artworks including a talking Mona Lisa!

Presented for the first time in Southeast Asia, it is originally produced by Korean-based companies Alive Gallery Inc. and TRUELIVE CO. Ltd.

Jointly organised by NTUC Club subsidiary Quebec Leisure International and MediaCorp Vizpro International, it is the world's first educational art exhibition and spans ancient arts and Renaissance to modern arts. Besides the Mona Lisa, the Alive Gallery features many other famous artworks including Michelangelo's The Sistine Chapel Ceiling Fresco and Da Vinci's other masterpiece, The Last Supper.

Like its Korean counterpart, the Singapore version aims to get the general public to experience art like never before. And so far, it has done a good job. Besides being able to talk, Mona Lisa can really hold down a conversation. Ask anything, be it who she is or what Leonardo Da Vinci, the artist who painted her was like, and she is able to respond convincingly; it is as if you are chatting with Mona Lisa in the flesh!

And, depending on the conversation, Mona Lisa can even wave or wink at you! These eye-popping effects are made possible with a masterful blend of cinematic style computer animation, 3-Dimensional technology, holographic effects and other interactive tools.

In addition to being delightfully entertaining, this manner of presentation is a surefire way to make history come alive - literally - for the young and old alike.

At the official launch ceremony on 9 July 2010, Guest-of-Honour NTUC Deputy Secretary-General Heng Chee How said: "Through the explanations of the guide and when the paintings themselves started talking, you will remember a lot more about that artwork and that painter than if you were to just file past a whole series of still paintings and try to read the print. I believe this makes it a lot more fun and people will enjoy it." DSG Heng participated in a guided tour of the Alive Gallery together with a group of union leaders and NTUC directors.

DSG Heng added that NTUC Club's move to bring in the new media style exhibition marked "yet another very good effort to enrich the programming they have for union members and members of the public, as well as to make art a lot more accessible to the general public through the use of interactive media."

DSG Heng was also impressed by the Alive Gallery's "thoughtful" layout.

"They had stills, they had interactive media, and they also designed the sets such that it mimics the picture," he explained.

Besides being an interesting concept, Mr Lim Eng Lee, NTUC Club's Cluster Director said that the Alive Gallery was brought into Singapore because "it reaches out to the young as well as families", and thus has inclusive appeal.

While the concept was imported, Mr Lim disclosed that the physical structures and sets were built from scratch in Singapore; an impressive feat considering it took just one month to complete.

"The construction of the exhibits are all local; what is provided by the Koreans is the software and copyrights. So what you see, like the paintings and the props are all done in-house," he said.

Noting that "response has been quite encouraging", Mr Lim shared that NTUC Club plans to bring the exhibit to neighbouring countries such as Malaysia and Hong Kong in the near future.

> "The Alive Gallery is something new and unique. Normally, when we visit an art exhibition, everything is still and does not move. But this time round, I'm surprised that I can talk and interact with the exhibits that are in 3D."
>
> **Tan Richard, United Workers of Electronics and Electrical Industries General Treasurer**

> "I was fascinated by the 3D element; it is something I've never seen before such as how the portraits start talking and interact. It is amazing because people who hate history should come here as it is made in a simplistic way for a layperson to understand. My favourite is Mona Lisa because firstly, she is very famous, and secondly, Mona Lisa coming to life and talking to us is extraordinary and something that everyone will look forward to."
>
> **K Thanaletchimi, Healthcare Services Employees' Union Vice-President**

Catch Alive Today

Date:	2 July to 3 October 2010
Time:	Open daily from 10am to 8pm (except Mondays), guided tours available
Venue:	D'Tent, Downtown East
Admission Fee:	NTUC Member/Student - $13 Non-NTUC Member (adult) - $17
Special rates available for bulk bookings by unions.	
Booking Details:	6296 2929 or visit www.tdc.sg.com

p.L.a.Y! It Up For National Day

By
Vanessa Teo

With each strike of the clock hand, the time to celebrate Singapore's biggest annual event is brought closer. The nation-wide celebration is none other than Singapore's very own birthday that will take place on 9 August 2010. Looking forward to this event as always is Young NTUC's performance arts group, p.L.a.Y!, who will be performing at Young NTUC's National Day celebrations titled `Young NTUC Celebrates National Day 2010'.

29-year-old Cindy Loo is one of the Young NTUC members who will be participating in this year's performance, and it is in fact her fourth year of participation. Being able to perform at a nation-wide event is like a dream come true for Miss Loo.

"Without Young NTUC and p.L.a.Y! as a platform, there might not even be an opportunity for me to perform at a national level or even to 10,000 people at other performances. Such opportunities to perform have given me much exposure and I really feel very honoured to be able to celebrate National Day with so many people. The training is tough, but ultimately, we just want to bring about a performance that the crowd can truly enjoy," said Miss Loo.

This year's celebrations with Young NTUC will be held at the Central Promontory, which heightens up the excitement for performers as well as participants alike as it is the first year and first time Young NTUC will be holding its celebrations there. Participants can also look forward to a series of song and dance put together by p.L.a.Y! with them singing popular renditions of pop star Lady Gaga, as well as songs from the `U Care' and `Voices of Singapore 2010: in Celebration of Youth Olympic Games' CD.

Cindy Loo (fourth from left) and fellow p.L.a.Y! members at one of their rehearsal sessions on 8 July 2010.

Want To Win National Day Parade Tickets?

Young NTUC is giving you the chance to celebrate National Day 2010 with them. Simply log on to www.yntuc.sg/ndp10fb and join in the contest. There are 16 tickets waiting to be given away to four lucky winners. Join the contest today! Terms and conditions apply.

Power of U Event

eT:-)

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打赢三更世界杯赛的七大方法

我们的挑战是保持优化搭配，促进工商业发展，让工友们享受经济繁荣的成果。

陈莎美
职总企业联系署署长

世界杯足球赛已经过去，人们的生活恢复了常态。我想从七个方面谈我们的三更（更好、更快、更有效益）如何才能在世界级的经济竞赛中取胜。

三更—自2009年8月摆脱独立以来最严重的经济衰退后，职工运动的口号：U转乾坤，很快就被新的“曼特拉”（三更）口号所取代。在后经济衰退的世界中，“三更”变成了新的球门柱。

三更—这完全是关于运作能力（更好）、灵活性（更快）、生产力（更有效益）三者的比例混合。这恰恰是球场上争夺主动权的方法。我们面对的挑战是保持优化搭配，以便促进工商业发展，让工友们享受经济繁荣的成果。

三更—在国际公司和亿万富翁的排名中，一向很难找到新加坡的名字。我们永远不可能大过美国、中国或印度，但也永远不能停止竞争。只要看一看新加坡在不景气之后如何反弹就知道了。

三更—当我们处在景气的时候，必须准备应付周期性的经济衰退；当我们处在不景气的时候，必须准备迎接经济复苏的到来。这就是为什么我们要在经济衰退的时候，“削减成本，保住工

作”，利用技能提升与应变计划帮助工友们提升技能、重新掌握技能和掌握多种技能的原因。

三更—2008与2009年之间发生的全球经济衰退规模，是过去从来没有看到的。但是我们的公司和工友们并没有受到以前那样的打击。我们防止了大规模裁员事件的发生，也避免了过去那样快速的失业人数的上升。如果没有劳资政三方伙伴采取快速和果断的行动帮助公司和工友们，复苏就不可能那么快速到来。

三更—随时随地打破瓶颈，是我们要在三更经济中保持领先地位所必须做的事情。如果你说没有瓶颈，那么从职工运动的角度来看，你就是瓶颈！

三更—作为一个小型和公开的经济体，我们的命运并不完全掌握在自己的手中，经常受到某个地方的改变之风所冲击。因此我们必须永远顺应变化。作为一个经济体和劳动力队伍，我们已经掌握到应变的本领，使我们能够适应多变的世界环境，能够在大风大浪中平稳前进！

工会大小事

找到问题是关键

SSEU-Shell

要达到更好、更快、更有效益，就必须重视公司员工有关打破瓶颈的建议。不过，与此同时，也必须维持工人对这项运动的热忱，让他们继续成为积极的参与者。

新加坡蚬壳石油雇员联合会与管理层合作，展开了“最佳的工作方式”运动，鼓励员工参与简化工作流程。工人可以提出新想法和建议，让生产更有效率。不过，该联合会秘书长阿兹曼指出，要保持工人的积极性是相当有挑战性的，因为当员工的建议没有落实时，他们就会意兴阑珊。为了解决这个问题，公司实施了一套反馈系统，让工人得知他们所提出的建议和解决方案的最新进展。

除了“最佳的工作方式”外，公司与工会也不断携手合作推动许多提高生产力的措施，一起探讨如何改善工作和产品质量。其中一项措施是在生产高品质产品的同时，也确保工作场所安全以及环境不受损害的“确保生产过程安全”措施，该措施也获得“全球资产卓越管理”等组件的支持。“全球资产卓越管理”确保了物资和人力等工程资源得到充分和有效的应用。

更好、更快、更有效益，也反映在公司减少浪费和优化部署、时间、物资和人力等方面的精益措施。阿兹曼说：“虽然这看起来可能有点像新瓶装旧酒，但现在我们更注重劳资双方的参与，以让反馈系统更完整。”

经过技术专家和业务人员的协调，工厂的水电用量减少了。此外，有效地安排维修时间表，也让起重机等重型机器的部署更有效。

即使落实了无数的倡议，要打破业内的生产力瓶颈，就必须从另一个角度看待问题。阿兹曼说：“我们有足够的技术专长，可以轻而易举地找到解决方案。真正的挑战，是如何确认真正的问题。很多时候，我们看待问题的方式才是真正的问题。要找出真正的问题，就必须问正确的问题，而这需要思维技巧。”

蚬壳石油的工人集思广益，找出问题的症结。

新加坡蚬壳石油雇员联合会成立于1984年，目前拥有1059个普通会员和204个一般分会会员。蚬壳石油的近90%非执行级员工已加入工会。蚬壳石油雇联也是国际化工、能源、矿业和普通工人联合会的成员。

工会优战士

只要你参与

全国职工总会青年发展署的执行员蔡俊敏从不在活动上强行招募会员，而是吸引人们参与活动。凭着这股信念，她从活动中组织了不少职总青年团团员。

例如，在去年经济低迷期间，她和职总就业与职能培训中心及其他机构合作，举办“职总青年团职业展”，为许多求职的大专学生带来了希望。

“我们希望青少年们知道，在经济低迷期间，他们还是有机会的。我们也利用这个职业展作为平台，加强青少年对职总青年团的认识。我们介绍了一些活动，让他们知道工运组织并不局限于职总平价超市或职总英康。我们成功了，职业展过后，一些人参与了我们的活动。”

蔡俊敏自2008年5月加入职总青年发展署后，便一直负责管理职总青年团Uth! Chapters。她除了积极鼓励各Uth! Chapters主办更多活动，也帮助他们筹集活动资金。她以协助保健服务雇员联合会青年团为例，说明如何从中获得满足感。

“我参加保健服务雇员联合会青年团的工作计划会议，向他们介绍其他Uth! Chapters的相关经验。当他们向我致谢时，我便感觉获得了肯定，至少我为他们策划的活动增值了。”

“Uth! Chapters真正须要支援的其实是工作计划分享，以及联系会员。每当新执委上任，他们总会感到迷失，这时若能从旁协助，多少对他们有所助益。”

蔡俊敏乐于助人，让她感到庆幸的是，自己工作紧迫和预算紧张时，别人也会向她伸出援手。

“我很感激同事们的支持。他们背景各异，经验不同，可以彼此借鉴，互相探讨，听取建议。刚开始工作时，这样的关系帮助很大。”

工作了两年，她依然坚信，推广工运首先必须引导公众参加活动。

“我们将主办更多有意义的活动，吸引更多青少年参加。他们不需要是职总会员，参与了活动，就会更加了解我们。一旦了解我们，自然就会参加工会，和我们在一起工作。”

职总青年发展署的蔡俊敏（中间）坚信必须引导公众参加活动。

职总青年团订于今年9月份主办第7届Uth! Campus，蔡俊敏也会参加。Uth! Campus是一项训练营活动，供职总青年团团员学习领导技巧，互相培养感情，加强凝聚力。

破了就通

提高生产力 以安全为先

BATU

地点：
清水建设公司（新加坡）Shimizu Corporation Singapore

瓶颈：
清水建设公司（新加坡）的业务是建筑、土木工程及其他建设工作。因此，在工地里铸造构件是一件常见的活动。一直以来，公司按照传统的方式，使用沉重的木材制造墙和平板的模型。不过，这种传统和预制的方法，必须动用大型车辆和塔式起重机来运输及升降巨型、沉重的预制结构，使公司在工作流程和资源方面遇到瓶颈。

“在建筑业，工作场所的安全与健康对生产力有着重大的影响。因此，有必要让所有工人都尽自己的一份力，创造一个全面、具包容性的安全与健康工作场所。建筑与木业工联一直教育和鼓励外来劳工这么做。

— 建筑与木业工联会长莫哈末·哈欣

突破点：
清水建设踏出了第一步，成为早期采用铝模板系统的公司之一。该系统：

- 轻便，比较容易处理
- 可以重复使用，节约资源
- 环保

成效：
应用铝模板系统制造的产品质量比较好，省却了后期大量的补灰工作。

此外，该系统：

- 减少工人从高处坠下的几率，提升了工作场所的安全与健康状况
- 减少处理重物，减少体力消耗

清水建设在RiverGate和Scott Square的工程中应用了这套系统，并发现模板建设方面的生产力至少提升了50%。

国际劳工大会
大开眼界的学习之旅

2010年6月2日至8日，建筑与木业工联会长莫哈末·哈欣、标准生产力与创新局职员联合会会长陈克锐博士及新加坡银行雇员联合会荣誉财务长林连顺随新加坡代表团赴瑞士日内瓦参与国际劳工大会。他们分享了此行的收获。

建筑与木业工联会长莫哈末·哈欣说："我们3人参与了泛太平洋战略经济伙伴关系协定（P4）会议，讨论年轻工人的生产力和失业问题。与会代表对我国拨出的庞大资金感到意外，同时也分享了他们国家的生产力倡议及年轻工人高失业率的解决方案。我们的讨论有很大的收获。"

新加坡银行雇员联合会荣誉财务长林连顺说："能够参与这么大型的三方会议，特别是看到不同代表为了传达自己的看法而激烈辩论，真的令我大开眼界……职总秘书长林瑞生分享我国如何应用劳资政三方关系渡过经济危机后，引起很大的回响。我发现，和很多国家相比，我们真的很幸运，因为我们能够携手面对困难。"

标准生产力与创新局职员联合会会长陈克锐博士说："能够获得职总邀约出席国际劳工大会，我们都感到很荣幸。各国代表为了替工人争取自由、平等、安定和有尊严的工作条件而认真的辩论，让我们很感动……看到其他国家的工业关系在最近的经济危机中瓦解，也让我们觉得很幸运，新加坡拥有良好的劳资政三方关系，这种关系是所有工人都应该感激和珍惜的。"

U Live会员增幅近三成

黄秀嫱报道／摄影

全国职工总会U Live成立一周年，会员人数超过9万3000人，增幅高达29%。

大约2200人出席了职总俱乐部为欢庆 U Live 成立一周年于2010年7月4日在职总中心举行的U Live研讨会。主办当局邀请了国家文物局、百汇癌症研究中心（Parkway Cancer Centre）和劳资政公平雇佣行为联盟（TAFEP）等28个合作伙伴，为出席者举办讲座、工作坊，以及设立报名柜台，鼓励他们拥有快乐（Happy）、健康（Healthy）、具生产力（Productivity）和有意义（Purposeful）的生活。

活动嘉宾全国职工总会副秘书长兼U Live顾问王志豪表示，作为新加坡最大和增长最快的乐龄组织，ULive有足够的人力和可信度，推动为乐龄人士主办的工作、生活和休闲节目。

乐龄中心（CenterforSeniors）的业务发展经理邓声贵表示，该中心旨在促进新加坡乐龄人士的整体福利，特别是职业、经济和心理上的健康。他说："这次活动是一个很好的平台，让中心向乐龄人士介绍我们的培训课程，提升他们的技能。"

59岁的退休人士拉妮（Rani Seelan）是一名兼职翻译员，报名参加了重新雇佣和保健讲座。她说："我注重工作，也注重生活品质。讲座的内容很丰富，提供了许多宝贵的资讯。"

将2P2H融入生活

ULive成立于2009年7月22日，目前有20个兴趣团体，园艺俱乐部（Eco Club）是深受欢迎的兴趣团体之一。该团体非常活跃，在Downtown East的乐怡（Costa Sands）度假村拥有一块属于他们的园地。他们的热忱，为他们赢得了2010年锦簇社区奖（Community in Bloom Awards 2010）。

职总俱乐部总裁杨启龙说："在过去一年里，我们看到志同道合的会员在各项活动中建立感情，玩得很愉快。许多U Live会员也将'快乐、健康、具生产力和意义'的元素融入日常生活中。我们将继续推广U Live活动，让会员和我们共同成长，充实生活。"

展望未来，U Live正在探讨与人民协会和保健促进局合作，进一步发展和丰富U Live会员的生活。

> **"我们的会员人数激增，现在更有能力在工作、休闲和生活方面推出不同的项目和活动，让乐龄会员享有优质生活。接下来我们将跟人协紧密合作，把整体福利带给更多新加坡人士。**
>
> **— 职总副秘书长兼U Live顾问王志豪**

出席U Live活动的乐龄会员有机会接受身体健康检查。

更好快 有效益

售价60c I MICA (P) 035/10/2009

2010年7月16日

ntuc 职总周报

更新领导层 推动工运发展

本届电信局雇联执行理事会的任期从2010年－2014年。

要仿效新加坡的劳资政协作模式也许不是件简单的事，但如何维持这个模式才是真正的挑战。全国职工总会秘书长林瑞生于2010年7月9日出席新加坡电信局雇员联合会第10届三年期普通代表大会时，重申这一点。

林瑞生提醒与会代表，不能将新加坡的劳资政三方关系视作理所当然，因为这是努力了40年才取得的成果。他说："新加坡电信局雇员联合会领袖和管理层伙伴，都是三方关系的一员，因为你们在工会所做的事情，就是新加坡建立三方关系的体现。"

不过，全球经济前景不明朗，许多国家也不安定，未来还是有许多挑战的。他提醒，不能因为新加坡的三方关系在国际劳工大会中受到赞扬而得意忘形，真正的挑战是在10至20年后，新加坡是否会受邀分享劳资政协作。

他指出："我们必须不断更新领导层。也许我们的劳动队伍老化了，但工会领导层不能老化。因为要让工运组织有效运作，工会领袖就必须不断保有动员会员的冲劲。因此，我们很认真地看待领导层更新的课题。"

林瑞生敦促新加坡电信局雇员联合会给予新执行委员会支持，并协助规划工会的领导层更新的事宜。

> **"我从出任职总秘书长的那天起，就开始寻找接班人，三年来我已经物色了几位有潜质的人选。时机成熟时，就有人可以接替我成为秘书长了。**
>
> **— 职总秘书长林瑞生**

推广可移动医疗福利计划

全国职工总会秘书长林瑞生非常关注工人的保健，特别是可移动医疗福利计划（PMBS）。他在新加坡电信局雇员联合会第10届三年期普通代表大会上指出，如果工人没有了健康，那为人口老化所做的所有准备及延长退休年龄的措施将是毫无意义的。

林瑞生表示，由于劳资政三方持有不同看法，因此多年来，工运组织在推动可移动医疗福利计划时，一直无法取得巨大进展。不过，现在终于取得了突破。

他说："我很高兴，经过多年的努力，全国职工总会和职总英康终于找到落实可移动医疗福利计划的方法。"

林瑞生还透露，职总英康已推出一个可移动的保险计划，已加入这项计划的职总行政研究署职员联合会员工，即使离开了职总，依然受保。

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国际劳工大会 **大开眼界** 的学习之旅