

BONDS

A CIEU NEWSLETTER

Our 40th Anniversary Celebrations



Celebrating 40 years of transformation with you - On Friday evening of 8 Oct 2021, CIEU celebrated our 40th Anniversary virtually with 250 members, management, and tripartite partners. We had Brother S. Iswaran, Minister for Transport, Minister-in-Charge of Trade Relations (MTI), and Chairman of CIEU Council of Advisors as our Guest of Honour to celebrate CIEU's 40 years' journey! It was a fun-filled evening with performances by our "CIEU Got Talent" Finalists, exciting games and a virtual dance party! Members who attended also won lucky draw prizes.

Our "CIEU Got Talent" Finalists". Rick Wang from Becton Dickinson emerged as the winner of the competition!



#AskCIEU: Retirement & Re-employment Act

Q. I am turning 62 in March 2022. How do I know if I am eligible for re-employment? How long should the re-employment contract be?

- Lynn Tan, 61 years old



A. Hi Lynn, you will be eligible for re-employment if you meet the following criteria:

- Are a Singapore citizen or Singapore permanent resident.
- Have served your current employer for at least 3 years before turning 62*.
- Have satisfactory work performance, as assessed by the employer.
- Are medically fit to continue working.
- Are born on or after 1 July 1952.

Your employer should offer re-employment contracts to eligible employees at least 3 months before the employee reaches retirement age to allow sufficient time for the employees to consider the offer.

Your re-employment contract should be for at least 1 year, renewable every year up to age 67*. The first initial contract of re-employment should start on the same day you turn 62*.

*Note: With effect from 1 July 2022, retirement and re-employment ages will be increased to 63 and 68 respectively.

Q. I have already turned 62. However, my employer has not engaged me in formal re-employment engagements. What does this mean?

- Johnny Lee, 62 years old



A. Employees who continue to be employed beyond the statutory minimum retirement age or contractual retirement age (whichever is higher), without formal re-employment arrangements, are considered as being re-employed with the same terms as those prior to re-employment.



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#AskCIEU: Retirement & Re-employment Act

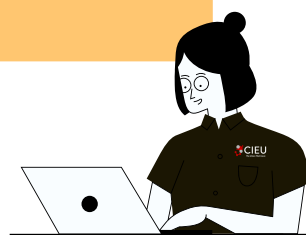
Q. I heard that there are going to be changes to the Retirement and Re-employment Act (RRA). I am turning 62 next August. How will I be affected?

- Geok Lim, 61 years old



A. Hi Geok Lim, yes, there will be changes to the Retirement and Re-employment Act (RRA). With effect from 1 July 2022, retirement age will be raised to 63 while re-employment age will be raised to 68.

As you will be turning 62 next August, after the effective date of revision, your current employment arrangement should not change. You should only be engaged formally for your retirement and re-employment at least 6 months before you turn 63, in August 2023.



Q. I have not been offered a re-employment contract despite being medically fit and having good performance. Company wants to replace me with a new younger hire. Is this right? Where can I seek help?

- George Lim, 62 years old



A. Hi George, we are sorry to hear about your situation. You should be eligible for re-employment if you:

- Are a Singapore citizen or Singapore permanent resident.
- Have served your current employer for at least 3 years before turning 62.
- Have satisfactory work performance, as assessed by the employer.
- Are medically fit to continue working.
- Are born on or after 1 July 1952.

If you meet the criteria above but company is looking to replace you with a younger employee, you may wish to approach the union for advisory and assistance.

For CIEU Union Members, please contact us at

☎ **62205677**

✉ **cieu@ntuc.org.sg**

For non-union member, you may wish to approach Tripartite Alliance for Dispute Management (TADM).

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#ASKCIEU: RETIREMENT & RE-EMPLOYMENT ACT

Q. I have not been offered a re-employment contract despite meeting the eligibility criteria as my role has been made redundant. Will I be given any compensation?

- John Ong, 62 years old



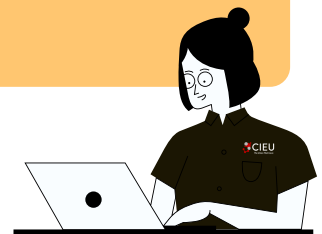
A. Dear John, if your employer has considered all available re-employment options within the organisation and is still unable to identify a suitable job for you, the company may transfer the re-employment obligations to another employer with your agreement or offer you an Employment Assistance Payment (EAP).

The EAP is meant to help you tide over a period of time while you seek alternative employment and should only be offered as a last resort, when a thorough review on available re-employment options has been done. It is a one-off payment equivalent to 3.5 months' salary, subject to a minimum of \$5,500 and maximum of \$13,000*.

If you had been re-employed for at least 30 months since age 62 (statutory retirement age), a lower EAP amount of 2 months of salary could be considered, subject to a minimum of \$3,500 and maximum of \$7,500*.

You may wish to reach out to CIEU, e2i or other relevant agencies for job placement assistance.

*Note that with effect from 1 July 2022, a minimum EAP amount of \$6,250 and maximum of \$14,750 could be considered. For lower EAP amount of 2 months of salary, a minimum of \$4,000 and a maximum of \$8,500 could be considered.



Do you have burning questions that you would like CIEU to answer? Email us today at cieu@ntuc.org.sg with the subject **#ASKCIEU!**

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CIEU General Convention of Delegates 2021



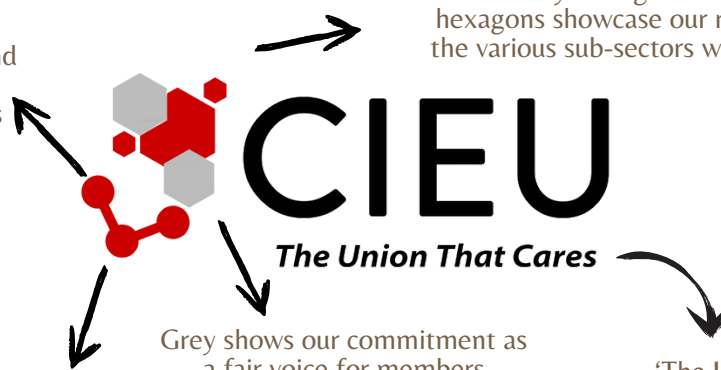
On 16 August 2021, CIEU held our quadrennial delegates conference, for the first time, on a virtual platform. It was attended by more than 140 delegates and observers and they were delighted to catch up with our Advisors, Minister for Transport, Minister-in-Charge of Trade Relations (MTI), and Chairman of CIEU Council of Advisors, Brother S. Iswaran, Sister Cheryl Chan and Brothers Chong Kee Hiong and James Tan. The new team of Executive Members have come onboard and together, we look forward to our journey ahead.

A new look for the coming years

CIEU LOGO IDENTITY

Interconnected molecule symbolizes teamwork and unity among CIEU, its members and its partners. It is angled towards the hexagon sub-sectors, emphasizing our commitment to open communication and advocacy of fairness.

Red reflects equality and camaraderie



Grey shows our commitment as a fair voice for members

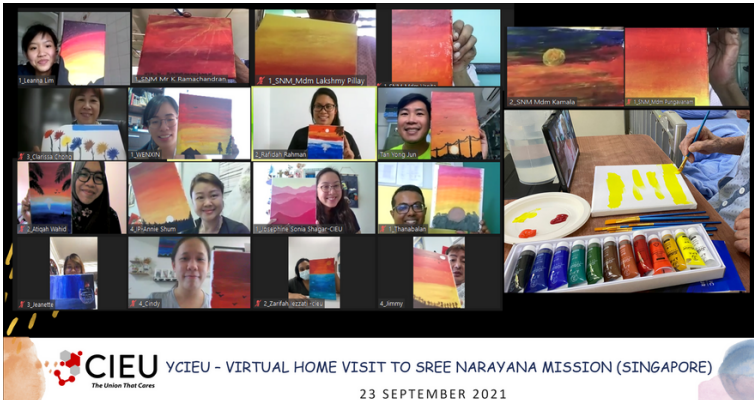
Closely arranged and overlapping hexagons showcase our representation of the various sub-sectors within our industry

'The Union That Cares', is the cornerstone of CIEU

Have you noticed something different? Yes, it's our new logo!

As part of our 40th Anniversary celebrations, we organised a logo competition for all creative CIEU talents to design and revamp our logo earlier last year! After several reviews of more than 50 submissions from members and students, our new logo was selected at our Delegates Conference on 16 August 2021. Designed with the Union's identity in mind, the winning submission came from Tan Jian Xu Benjamin, student from ITE Central.

Serving the community in the new norm



On 23 September 2021 morning, Young CIEU (yCIEU) organised a virtual home visit to Sree Narayana Mission (Singapore) Nursing Home, with 13 volunteers and 15 residents. While we were unable to meet them physically due to prevailing safe management measures, we were delighted to have the opportunity to spend our morning with them. We held a short canvas painting session and had lots of fun chatting with the residents.

Gift from the Heart 2021

On 19 November 2021, we held our Annual Gift from the Heart 2021 at D'Marquee @ Downtown East. Over 3,200 goodie bags consisting of food and essential household items were packed for lower wage members and their families to help manage their cost of living. We are extremely grateful to the sponsors and volunteers for their generous contributions and efforts in making this event possible! We were happy to have NTUC Deputy Secretary-General Chee Hong Tat join us at the event day as well!



Workplace Incident Sharing

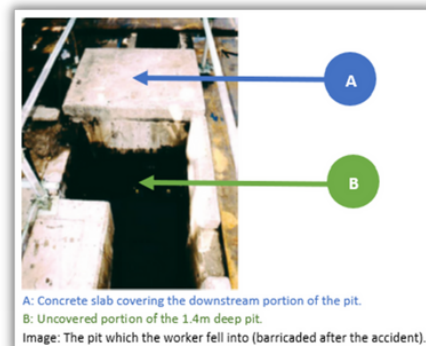
Safety should not be taken for granted. Read on to learn about four workplace incident and it can be prevented. This incident sharing is brought to you by the Workplace Safety and Health Council. For more information on process safety, visit <https://www.tal.sg/wshc/Topics/Process-Safety>.



Scalded by steam condensate in process plant area

While returning from a site inspection, a worker fell 1.4m into an uncovered pit containing 0.6m depth of hot steam condensate.

The worker's clothes (up to his chest) were soaked. The worker died of severe and extensive burns three days later in the hospital.



Learning Points

- Identify all uncovered pits and open drains. Ensure permanent covers or proper barricades are placed to prevent yourself and others from falling into them;
- Check all covers regularly. Make sure that the covers are properly placed and are not damaged or corroded;
- Keep your work zone brightly lit when working;
- Pay attention to safety signs and be aware of dangers in your work area; and
- Be trained and familiar with emergency protocols, for example, know where the water gel blankets are to provide immediate pain relief during an emergency.



Scalded by hot liquid from incinerator



Image 1: Slab box area of the kiln incinerator



Image 2: Pool of hot liquid that discharged after the accident.

Two workers were carrying out a site inspection at an incineration plant when the control panel indicated an abnormal temperature drop in the kiln. Liquid was also pooling at the base of the kiln.

When they opened the slab box for inspection, the hot liquid was released and splashed onto both workers. One worker died from his burn injuries while the other ended up being hospitalised for more than four months. The slab box contained ashes produced after burning solid wastes cakes.

Learning Points

- Alert your supervisor to stop operations when you notice something amiss;
- Be trained for slab box inspection under abnormal conditions. Shut down equipment before you open it up for inspection;
- Identify all hazards and ensure control measures are in place before inspecting equipment;
- Put on suitable heat resistant personal protective equipment when working with or near hot substances.

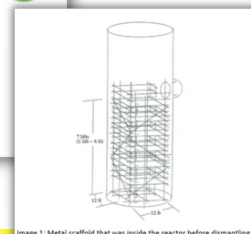
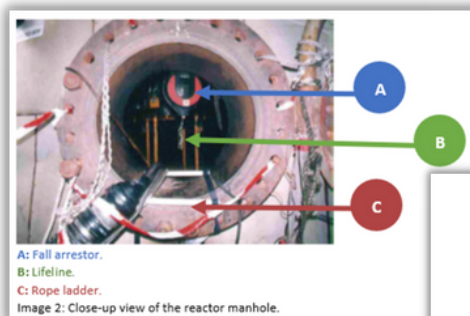




Fall from height while climbing rope ladder

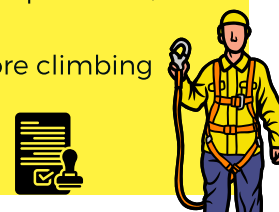
A worker was climbing up a vertical rope ladder to exit a reactor from the overhead reactor manhole after dismantling a metal scaffold inside. On the way up, he fell and landed at the base of the reactor.

The worker was immediately extracted but he subsequently died on the way to the hospital.



Learning Points

- Obtain a copy of the Permit-To-Work (PTW) in confined space and ensure that conditions (such as sufficient lighting and adequate ventilation) are met before starting work;
- Ensure that you are medically fit for strenuous work activities such as using the rope ladder;
- Follow safe work procedures and properly secure your body harness before using the rope ladder;
- Check if your co-worker has attached his body harness to the lifeline as well;
- Check with your buddy to verify that your body harness is attached to the lifeline before climbing the rope ladder;
- Use a fixed ladder instead of a rope ladder if available.



Trapped in between prime mover cabin and cabin door

A prime mover driver delivered a 20-foot-long empty container to a factory to collect drums of chemicals. As the driver was getting into the prime mover, it suddenly surged forward, causing the cabin door to be wedged against the factory main gate, crushing the driver. The driver was pronounced dead.



Learning Points

- Designate and clearly demarcate a proper work area for safe loading/unloading operation;
- The prime mover should be disconnected from the trailer/ container during loading/unloading;
- Place wheel chocks under the trailer and prime mover wheels to prevent any unexpected movement during loading/unloading;
- Follow safe work procedures and be aware of the dangers of parking. These include parking:
 - On a slope;
 - Next to an obstruction;
 - With front wheels turned towards the obstruction; and
 - With the prime mover and trailer/ container connected during loading/unloading operation.



NTUC MEMBERSHIP PRIVILEGES

Updates to Safe Management Measures

Updated on 24 March 2022



From 29 March 2022



Group Sizes

- ✓ Permissible group size for social gatherings will be increased from 5 to 10 persons for mask-off activities (no maximum group size for mask-on settings)
- ✓ Maximum number of unique visitors per household will be increased to 10 persons at any one time



Mask-wearing

- ✓ Required for indoor settings, optional for outdoor settings



Safe Distancing

- ✓ Mask-on settings: Safe distancing will not be required between individuals and groups
- ✓ Mask-off settings: Safe distancing will continue to be required



Workplace Requirements

- ✓ 75% of those who can work from home will be allowed to return to the office



Cessation of Rostered Routine Testing (RRT) Regime

- ✓ RRT will not be required for all sectors



Capacity Limits

- ✓ For larger settings/events with >1,000 pax that are mask-on, a capacity limit of 75% will be imposed
- ✓ For smaller settings/events with ≤1,000 pax, no capacity limit will be imposed



Food and Beverage (F&B) establishments

- ✓ If all diners are fully vaccinated, groups of up to 10 persons will be allowed to dine-in
- ✓ For hawker centres and coffeeshops, groups of up to 10 persons can dine-in only if full vaccination-differentiated SMMs (VDS) checks are implemented
- ✓ F&B establishments without full VDS checks may allow groups of up to 5 fully vaccinated persons
- ✓ Restriction on sale and consumption of alcohol after 10.30pm will be lifted

Queries?

Contact 6898 1800

The Enterprise Infoline operates from:
8.30am - 5.30pm (Mon - Fri)
*Closed on public holidays



For the latest updates on Singapore's economy and the steps we are taking to progressively reopen, subscribe to our Telegram channel: <https://t.me/MTISingapore>

MTI MINISTRY OF TRADE AND INDUSTRY SINGAPORE



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CIEU latest updates!



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*T&Cs:

- Incentive applicable upon 1st mth successful GIRO deduction of recruited member
- Voucher collection details to be determined in accordance to govt prevailing SMM
- Applicable to Ordinary Branch (OB) members only
- OB member to provide name, company, contact number of recruited member via email to cieu@ntuc.org.sg as proof

Do you have burning questions that you would like CIEU to answer?
Email us today at cieu@ntuc.org.sg with the subject #ASKCIEU!



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