

CIEU BONDS



**A Reflection of Our Exceptional Year –
Let's Weather the Storm Together.**

**回顾“不同凡响”的一年：
让我们共克时艰携手前行**

Dear CIEU Members

2020 has been a hectic and unpredictable year. The coronavirus outbreak resulted in never-before-seen changes to our lifestyles, working environments and livelihoods. Working from home, staggered working hours, and safe distancing measures became the norm. Highly anticipated CIEU events such as our annual Dinner and Dance and Family Day were cancelled. Membership roadshows and engagements were delayed or held with safe distancing measures in place. Nonetheless, we continually engaged the ground and stayed connected with our members through virtual meetings, online recruitments, regular Facebook updates, and welfare assistance.

In particular, the NTUC Care Fund (COVID-19), totaling \$25 million, was established by NTUC to provide cash relief of up to \$300 to union members who faced financial distress. About 30,000 union members have benefited from the fund, with a total payout of \$8 million. An Enhanced NTUC Care Fund (COVID-19) was announced on 19 November 2020 with revised eligibility criterion to aid more members. Flip to page 8 for details on this enhanced fund.

Gift from the Heart 2020, our annual charity initiative aimed at helping lower-wage members defray the cost of living, was also held in a new way to adhere to safe distancing requirements. Together with the Food, Drinks and Allied Workers Union (FDAWU), we put together 2,000 goodies bags consisting of grocery and essential items for needy members over a span of four weekends. We are grateful for the kind sponsorships and donations from our partners. We would also like to extend our gratitude to our Executive Committee, branch officials, volunteers from various unionized companies, and the organizing committee, particularly Chairman Brother Osman, for making this event possible. Flip to page 5 for some photos taken during the event.

A new year is dawning and come what may, CIEU will be with you every step of the way. We will weather the storm with you!

Yours sincerely,
CIEU - The Union that Cares

尊敬的化学工业工友联合会会员

2020年可谓动荡和充满变数的一年。冠病疫情的暴发彻底改变了我们的生活方式、工作环境和生计。如今，在家办公、错开工作时间和保持安全距离等已成新常态。受疫情影响，化学工业工友联合会举办的活动如常年晚宴和家庭日等，今年也被迫取消。许多招收会员的路演和各类活动被延期，或是在实施安全距离措施的情况下进行。尽管面临重重挑战，我们仍透过虚拟会议、线上招募、定期更新面簿和推出各种援助计划等与会员保持联系，并竭尽全力为会员提供援助。

值得一提的是，全国职工总会设立了总额达2500万元的职总关怀基金（2019冠状病毒），以援助受疫情影响的工会会员。在此援助计划下，收入受冠病疫情影响的工会会员可获得多达300元的现金补助。其中800万元已在第一轮发放，让3万名工会会员受惠。今年11月19日，职总也放宽申请条件，让更多受疫情影响的工会会员能申请。请翻至第8页查看详情。

此外，我们也在保持安全距离的情况下举行了年度慈善活动“Gift from the Heart 2020”。这项活动旨在帮助低薪会员应付生活费。在过去的四个周末，我们与食品饮料及同行业工友联合会（FDAWU）一同包装2000个礼包并分发给有需要的工会会员，礼包含有日常生活用品和必需品。我们非常感谢各合作伙伴的鼎力支持和热心捐助，并向我们的执行委员会、分会干事、来自设有工会公司的志愿者以及筹委会表达谢意（尤其是主席奥斯曼大哥），让这场活动能够圆满举行。请翻至第5页一睹活动盛况。

新的一年即将到来，无论前路有多艰辛，化学工业工友联合会都会陪您一路同行。让我们携手并进，共克时艰！

谨启
化学工业工友联合会

Ground-Up Initiatives: Testament to Strong Collaboration

International Paint: A Better Sick Leave System

As part of the renewal of the Collective Agreement for International Paint, the branch committee proposed an honour-based system for sick leave entitlements where employees would be allowed to take up to two days of non-consecutive sick leave yearly without producing an MC. This proposal was made with reference to a similar scheme Singapore's Civil Service adopts, as well as other private companies.

After further discussions on how to implement this system, union and management settled on a system that would require a brief conversation to take place between line manager and employee, so as to build up trust and enhance communication within the team. Not only will this system improve productivity, it will also boost morale and establish better employee relations. While we negotiated this for those covered under the CA, the management has graciously agreed to implement this policy at its other entities and across the ranks, as part of its employees' benefit.

The consultative and collaborative process is testament to the strong labour-management relations between CIEU and our partners. It also demonstrates the value of collective representation in communicating openly with the company to generate better welfare for workers, keeping in mind that positive outcomes must also be created for business. Come 2021, we look forward to the implementation of this scheme, optimistic that benefits will be reaped for businesses and workers!

Jobs Security Council (JSC) – Raising Wages to Attract Talent

CIEU has brought almost all our unionised companies on board the NTUC Job Security Council. This is especially important given the current Covid-19 situation, as the Labour Movement and our partners are actively seeking to create employment opportunities for displaced locals.

For a partner in the field of Medical Technology, CIEU shared market salary data as part of ongoing efforts to review salaries to attract locals into the industry. Through continuous discussions and subsequent implementation, basic salaries were raised in line with market norms. This led to the successful recruitment of around 20 technicians, with the help of the Employment & Employability Institute (e2i) recruitment channels which included virtual job fairs.

We look forward to working closely with more of our partners on board NTUC JSC to address their hiring needs. Find out more on JSC from your designated IROs or email us at cieu@ntuc.org.sg!

Training Initiatives to Upskill Workforce

Training and Upskilling is high on the national agenda, and a top priority for the Labour Movement. CIEU and sat down with our branches to roll out various training initiatives to upskill workforce and enhance relationships between union, companies, and workers. Although Circuit Breaker measures threw a spanner in the works, we deftly adapted and worked on implementation post-circuit breaker.

Fujifilm

In July, the Company sent 31 employees for a course in SkillsFuture for Digital Workplace (SFDW). These workers comprised from rank-and-file workers to managers. Pegged at the Professionals, Managers and Executives (PME) level, and conducted virtually due to Circuit Breaker measures, employees learnt a lot about the digitization of the workplace and found the course valuable in reducing barriers towards technology.

Haw Par Healthcare

In September, the company rolled out internal communications and teambuilding training which was conducted by the Human Resource team. Over a few sessions, around 90 workers underwent this 1-day training. This training also created the opportunity for deeper interactions amongst workers, management staff and the union for better communication and sharing.

In October, the Company sent 58 workers for a WSQ course in Generic Manufacturing Practices. 62 workers are scheduled to attend SFDW training soon as well. These training courses are supported by the NCF Fund, administered by e2i. The successful implementation of these various training initiatives is testament to the positive labour-management relations between Company and Union where we get to discuss workforce needs to generate better outcomes.

Leung Kai Fook

In September, Company sent 20 workers for the SFDW course, conducted in Mandarin to upskill workers in digitization to encourage open mindsets towards technology in daily lives and at the workplace. Feedback was positive and we look forward to more of such training being rolled out amongst our partners.





Putting Workers' Welfare First

Fair & Responsible Retrenchment

Businesses do what they must to survive and thrive in the global economy. For one of our branches, the company decided to transfer production to another site in Vietnam and convert the area to a finished goods warehouse as part of global business restructuring. As such, over 30 employees were made redundant in Q3 and Q4 2020.

The exercise was handled in a fair and dignified manner where CIEU was consulted. A reasonable retrenchment package in line with our collective agreement was paid, advance notice to affected employees was given and job placement assistance and employment training provided. The Company also implemented a motivation incentive scheme to encourage employees to perform well so that the business transfer would go well.

Partnering with e2i, the Company and CIEU helped affected workers transit into new roles by providing training on resume writing and interview skills. For placement opportunities, the Company was proactive in linking up affected workers with third-party providers, where suitable. In line with the Jobs Security Council, CIEU also generated opportunities for affected workers by referring them directly to other branches who were looking to hire. Time-off was also provided to employees who had interviews scheduled. E2i will be assisting in job referrals for suitable roles.

Overall, the exercise went smoothly because the Company is a responsible employer. Through positive labour-management relations, the Company and Union worked together and cooperated, putting workers' welfare first, ensuring a fair exercise.

Working Closely with Management Partners to Support our Members

Given the economic downturn and sharp decline in consumer demand, some companies are severely affected. To manage the excess manpower, CIEU proposed for one of our branches to second employees to alternative work arrangements to prevent employees from being put on long-term no-pay-leave. After much discussion, secondment was not suitable. Hence, we discussed with the Company to allow their employees to seek alternative employment.

A mass briefing was conducted, with Union present, to address the concerns of affected staff and reassure them that Company and Union were working together to ensure continued employment and income generation. We also administered welfare support, with Company assistance, to streamline the application process and time taken to disburse funds.

Gift from the Heart 2020

This year, our annual Gift from the Heart 2020 (GFTH) event was held across 4 weekends due to safe distancing measures requirements, for the safety of our recipients, volunteers and staff. We are thankful to many of our management partners for their sponsorship and volunteers for making this event a success!



Volunteers waiting for our members to collect their goody bags.



Brother Osman, Chairman for the GFTH 2020, verifying the coupon of one recipient.



An image taken by a CIEU member showing the items in his goody bags.

Membership Roadshow at Kurita Singapore with Safe Management Measures

Following the re-opening of workplaces, CIEU has partnered with Kurita Singapore to conduct membership roadshow. We took this opportunity to share on our union membership benefits such as UTAP and social enterprise offerings to help their employees stretch their hard-earned dollars.

Thank you, management for the support! We look forward to working with our other partners on such outreach efforts.



Awarding Book Prizes to Our Aspiring Students

Every year, CIEU collaborates with ITE College East to award book prizes to students studying Chemical Process Technology. The purpose of the award is to recognise and motivate outstanding students in the Chemical Process Technology, introduce CIEU and the Labour Movement and build new networks with the students, especially when they are keen to enter the chemical sector after graduation.

In past years, these students have participated in CIEU events like Gift from the Heart and also our annual

dinner, where they have opportunities to network with companies and workers within the Chemicals Sector.

Our heartiest congratulations to the 5 recipients!



CIEU Scholarship & Education Bursary Awards 2020

This year, we did it differently. For Brothers Azmee, Ching Poo and Tamil, they personally distributed the cheques to members at their branch. Other successful applicants received the bursary through e-payment.

We congratulate all recipients and their families. May you continue to pursue education for the purposes of personal growth and development, to contribute towards a better society for all.



Providing Hardship Support to our Fujifilm Members

"I'm pleasantly surprised by the support shown to us, especially by our branch officials, Zul and Han Yi, and the Union, during this period."

We were at Fujifilm on 19 August 2020 to show support to the workers. Safe distancing measures were observed where we provided a one-off hardship support to members, accompanied with a letter on how the company and union have been working together to support business and workers amidst these challenging times. The Company has been a responsible employer, putting workers' welfare at the forefront while managing its business, with constant engagement with CIEU to tide through this period together.

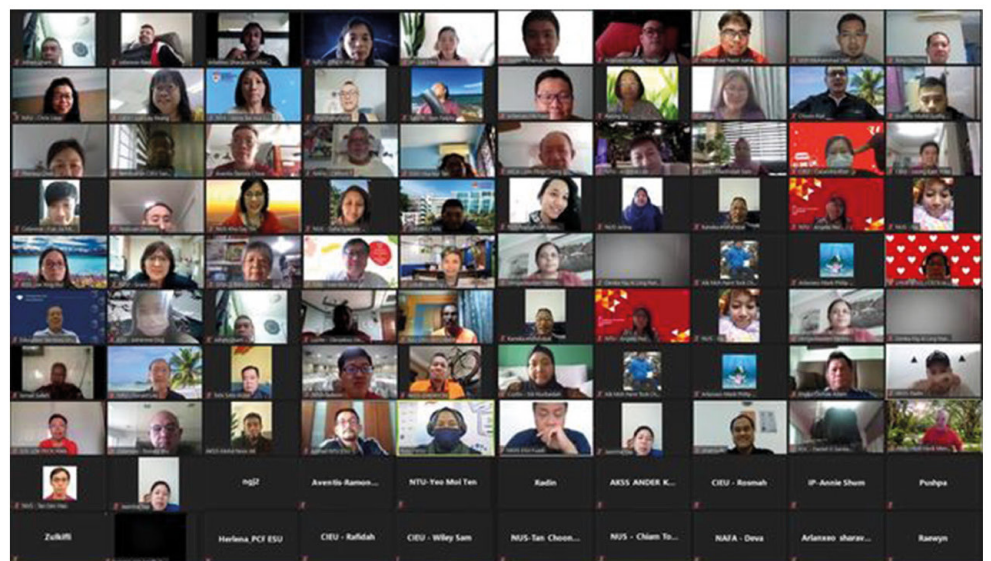
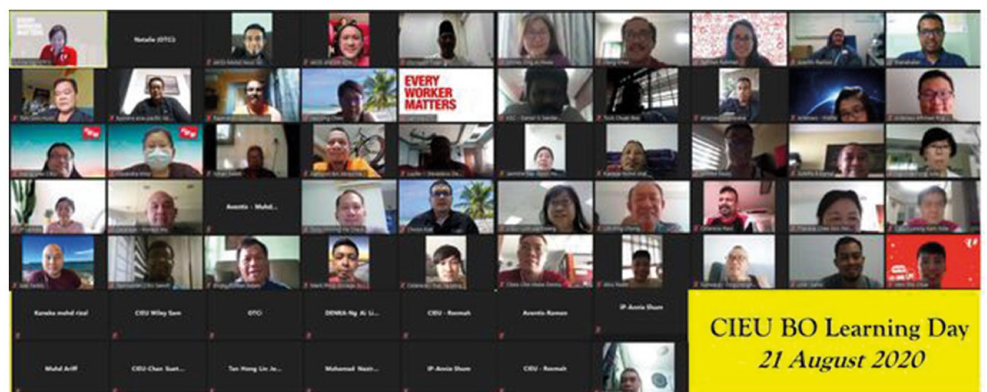


CIEU Branch Officials Learning Day

On 21 August 2020, we held our very first virtual Branch Officials Learning Day! We took this opportunity to gather our Branch Officials for training on:

- (1) Employment Act by Mr Chia Boon Cher (in conjunction with Education Services Union (ESU))
- (2) SMART Strategy: To be better equipped on the know-how to protect jobs and workers in this economic downturn by Ong Teng Cheong Labour Leadership Institute – OTCi
- (3) Membership benefits by our own Membership Committee


It was a meaningful day, with 50 Branch Officials in attendance, via Zoom, to exchange ideas and learn more together. We hope that these learning points will be useful at the workplace for the benefit of all members.



ESU x CIEU Employment Act Briefing

21 August 2020

NTUC Membership Privileges



NTUC Care Fund (COVID-19) ENHANCED!

Refreshed criteria to help more members tide through tough times.

Successful applicants from the first exercise are also eligible!

Do you:

Stay with dependants in the same household in Singapore?	Have no dependants staying in the same household in Singapore?
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And used to earn:

Gross Monthly Personal Income of \$4,500 and below, and	Gross Monthly Personal Income of \$1,600 and below, and
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Due to COVID-19, you have:

Suffered income drop of 30% or more,

OR

Lost your job due to retrenchment or termination/non-renewal of contract,

OR

Experienced at least two job or event cancellations (if you are self-employed)

You may be eligible to receive:

\$300 (existing member*) \$200 (new member**)	\$100 (existing member*) \$50 (new member**)
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**Members should not be in any fees arrears*
***Sign-ups after 1 October 2020, with minimum one-month paid-up membership fee before payout is made*


Applications open from 23 November 2020 to 28 February 2021

If you received payout under the first NTUC Care Fund (COVID-19) exercise and are still a union member, you are eligible and will receive your next payout by early December 2020. Look out for an SMS from NTUC!

Apply and read more at ntuc.org.sg/carefundcovid

Terms and conditions apply.

Supported by:  23/10/2020 001

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CIEU latest updates!