



THE

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## UWPI Joins Forces with ICEM



Representing Singapore, United Workers of Petroleum Industry Assistant General Secretary Ho Shiong Yee (back-right) at the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) - International Metalworkers' Federation (IMF) World Sustainability Conference in Toronto, Canada from 18 to 19 June 2010.

United Workers of Petroleum Industry (UWPI) embarked on a new platform by affiliating itself with International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) in 2010. Such collaborations with Union Network International (UNI) has had UWPI involved in the international arena for many years now. UWPI has fared well in the women and youth sectors with the leadership of UNI. UWPI's youth representation in the Asia Pacific is one of its biggest achievements.

The women's sector of UWPI has also earned the respect of many women leaders in the Labour Movement. With the affiliation with ICEM, UWPI has actively participated in deep, meaningful discussions in the global arena.

Competitiveness of welfares and salaries of workers in UWPI industry can be easily acquired through information sharing in ICEM conferences, workshops and seminars. These are information and tools that are vital for UWPI leaders to be equipped with when handling industrial relations matters. UWPI is gearing itself to take on the millennium challenges. With growing businesses and new methodologies of running businesses in place, UWPI has to keep up with the current changes. ICEM is one such learning platform to adapt to such business uncertainties and global changes.

The other advantage of joining ICEM is the comparative study of salary packages. The traditional salary packages of more than one month of annual wage supplement (AWS) by the oil companies or the refineries and the 13<sup>th</sup> month AWS adopted by the new chemical and petrochemical companies is one area that put UWPI ahead of other unions. This is because many of the companies in these industries are looking into each other's salary packages to remain sustainable and competitive. It is also a tool to attract the skilled and competent workers to join their respective companies. This is where UWPI will stay relevant in protecting the workers' rights and at the same time enhance the lives of the workers in the petroleum, chemical, petrochemical or pharmaceutical industries. Through this affiliation, UWPI will have access to privileged information and will put UWPI into a better position to alert the NTUC or Singapore with crucial changes and updates.

**“With this new international affiliation, I hope UWPI leaders will become more competent and I look forward to more young leaders taking on challenging positions at ICEM in the near future.”**

**Karthikeyan Krishnamurthy, UWPI General Secretary**

# Tripartism Key For Sustainable Progress

## Sustainable Future

“The discussions which surfaced reinforced the strength of tripartism that we have built up here in Singapore and learnt never to take this unique advantage for granted. I now treasure the value of tripartism even more than before. With a strong political party that supports the workers and union, there is better social welfare and benefits and these factors play a key role in contributing to sustainable development.”

Ho Shiong Yee, UWPI  
Assistant General  
Secretary



UWPI AGS Ho Shiong Yee with ICEM affiliates Canadian Auto Workers' Union Council President Tim Carrrie

With a common objective to have our voices heard prior to the G8 and G20 Summit Meeting to held over 25 and 26 June 2010 in Toronto, Canada, 270 trade union leaders from 50 countries attended the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) – International Metalworkers' Federation (IMF) World Sustainability Conference in Toronto, Canada, from 18 to 19 June 2010.

Over these two days, panelists from different global unions and affiliates

touched on issues like the economic crisis, sustainable development, climate change as well as global governance. This platform enabled global trade union leaders to make a joint declaration on the economic and environmental future.

## For A Sustainable Future

Based on labour perspectives, sustainable development encompasses environmental protection, human rights and labour rights as well as economic development. It was clear to all delegates that there is an urgent need to work towards integral environmental, social and economic development for a sustainable future.

## Good Global Governance

Delegates also acknowledged that global governance can only be achieved through good policies, more regulatory control, democratic control over the financial system and making companies more accountable. This can be the solution for tackling compressed distribution of income, improving sustainable development as well as protecting the environment.

## Green Jobs

Delegates acknowledged that jobs and environment are inter-linked and hence, recognised the urgent need to ensure reduction of gas emissions, keeping in mind factors such as social cost and long term employment. In this light, International Trade Union Federation stated a Green Job should be one which reduces environmental impacts of enterprises and economic sectors, while providing decent working and living conditions to all those involved in production, ensuring workers' and labour rights are respected. Based on the Millennium Development Goals, Green Jobs can tackle poverty as well as protect the environment, ultimately serving as a bridge for a truly sustainable future.

## Concerted Efforts

In a nutshell, ICEM-IMF reiterated that the industrial workers have a central role to play in building the future that lifts people out of poverty while protecting the environment through industrial and political actions. The federations called on world's leaders to take decisive actions to solve the economic, social and environmental crisis.

## More Global Lessons Brought Home

Leaders from UWPI, General Secretary Karthikeyan Krishnamurthy and Assistant General Secretary Ho Shiong Yee attended the International Federation of Chemical, Energy and Mine and General Workers' Unions (ICEM) World Conference for the Chemical Industries in Istanbul, Turkey from 27 to 28 October 2010.

A total of 250 delegates from 40 countries came together to share their experiences as well as challenges faced in their respective countries which saw thousands of job losses during the financial crisis in 2009. The President of ICEM, Senseni Zokwana, in his keynote address mentioned the need to demand more regulation as well as looking at the social aspects so that we can negotiate better with the governments and management bodies. He added that the trade union movement in Mexico and Columbia continued to be undermined and on-going efforts to assist the challenges faced by women and youths.

Besides the global chemical overview shared by ICEM Officer, Mr. Kemal Ozkan, many other panelists from all over the countries shared and discussed their respective chemical industries practices and outlook.

ICEM participants acknowledged that effective and efficient communication on trade union policies are critical more so during crisis period when restructuring in the chemical industries, in particular when mergers, acquisitions and de-localisation are on the rise.

With the increase of contract and agency workers in the chemical Industry, all were encouraged to extend collective agreements to cover decent work so as to secure equal pay and rights to the same terms and condition of work. One of the panelist, Mr. Ken Okajima from Japanese Federation of Chemical Workers' Unions shared on the topic of Responsible Care in the Chemical Industries, as The Polyolefin Company (Singapore) Private Limited (TPC) is a Japanese company, it shared the same philosophy and principles on the regulation of chemical management. The Chemical Conference ended with all delegates taking note of the mass protests in many European countries especially on the social protests by French Labour Federations against the wishes of their citizens.



### One For All, All For One

“Although the unionists came together from different countries, the voice echoed by all was one when it came to the chemical industry. It was heartening to note that delegates came together to learn from each other because besides strengthening global solidarity, the continual sectoral work will also strengthen the advancement of the interest of workers in the chemical and pharmaceutical sectors as well as a global challenge for all to protect our environment.”

Ho Shiong Yee,  
UWPI Assistant  
General Secretary

## Topics Discussed

- Global Crisis, Restructuring and Challenges for Trade Unions in the Chemical Industries
- Recent Trends on Employment and Working Conditions and Social Dialogue in the Chemical Industry
- Industrial Relations in the Chemical Industry
- Health, Safety and Sustainability – Trade Union Approach and Response
- Changing Working Relationships – Contract and Agency Labour
- Global Framework Agreements
- Creation of Global Trade Union Power through Solidarity, Support and Cooperation

## Chevron Singapore Commended

Chevron Singapore Private Limited good labour relations with the union was one of the main reasons for Chevron's relocation of its regional headquarters to Singapore. In fact, Chevron Singapore Private Limited went on to become one of the first companies to sign the Tripartite Guidelines on Fair Employment Practices agreement with the United Workers of Petroleum Industry (UWPI). Due to the mutual trust, the Collective Agreement terms were agreed upon within a day.

Chevron Singapore consults UWPI in all major decisions affecting its workforce, such as changes to the flexi-wage system and re-employment policies. The union branch secretary is also invited to participate in recruitment processes of the company.

The company's management shares the same commitment towards workplace safety. Therefore, it allows union branch representatives to sit on the company's safety committee and also gives workers time-off to attend NTUC safety-related meetings.

On welfare, Chevron Singapore is among the few companies that allows employees suffering from emotional stress to see the doctor for treatment while remaining anonymous in the company's records. This show of trust by the management has earned much respect from its employees.

In recognition of its outstanding contributions to the Labour Movement, NTUC is pleased to present Chevron Singapore Private Limited with the Plaque of Commendation.

PLAQUE of COMMENDATION  
Award

## Exclusive Closed Door Party At USS

Ms Lee Wai Chyn, was one of the May Day award winners, who was given the early treat at an exclusive closed door party in the newly opened Universal Studios Singapore at Resort World Sentosa on 13 May 2010.



A memorable shot of UWPI GS K Karthikeyan with PCS Management Ms Lee Wai Chyn at Universal Studio Singapore, Resort World Sentosa

Together with UWPI General Secretary Karthikeyan Krishnamurthy and Muhammad Aswadi Salleh, PCS Workers' Representative, they enjoyed a Broadway musical, Monster Rock™ show, experienced the special effects of a hurricane about to hit New York City (Lights, Camera, Action!™ hosted by

Steven Spielberg), shopped for memorabilia and collectibles at Hollywood Boulevard, feasted at New York, and took photographs with characters such as Charlie Chaplin, Betty Boop and Frankenstein.

They were hosted by NTUC President John De Payva and NTUC Secretary-General Lim Swee Say who were joined by tripartite special guests Manpower Minister Gan Kim Yong and Singapore National Employers Federation President Stephen Lee. 400 other individual award winners and Institutional representatives and partners turned up to catch the glimpse of the new opened Singapore latest attraction.

### USS Party Surprise

"It was a pleasant reward when I was informed that PCS is one of the recipients for the May Day Partnership award. I am ecstatic as the hard work put by every branch official is valued."

Lee Wai Chyn,  
May Day Award Winner,  
PCS Branch

## A UWPI First - Joint Winners!

It is the first time in UWPI's football history where a joint winner was declared. COIM and VOPAK branch played tirelessly during the Futsal Tournament 2010 held at FICO on 23 October 2010. A total of 20 games was played by the 12 teams who participated in the UWPI Futsal Tournament. Two new teams Helios and EMPL joined this competition. Apart from Helios, UWPI surprises the tournament by fielding its management team to play in the tournament. As early as 9.00am, supporters and players from the 30 branches of UWPI flocked to FICO in Jurong Street to witness the tournament. Equipped with colourful jerseys and supporters from the families and friends of these UWPI players, every player displayed his determination to win the tournament. Knocks and hard tackles were a prevailing sight of the tournament.



Despite the hard tackling football displayed by the players, the tournament witnessed the never say die attitude from every team that participated in the tournament. Othman Sulor AGS of UWPI who lead the Combine team of UWPI management felt very proud over the showmanship of his team. With a pack of more youth players, he still managed to display his artistry in football through his footwork.

Finally the game between COIM and VOPAK I was announced; the game then went on accordingly only to see both teams were tied one goal each after the final whistle. The game then went on into the penalty kick to decide the winner. The determination showed by both goalkeepers from COIM and VOPAK I saw them saving two penalty kicks during the deciding moment. After all kickers took a kick each including the goalkeepers from both teams, it went on further which UWPI had never witnessed before throughout its footballing history. After the eighth kick, the match officials and UWPI officials deliberated and decided to have a joint winner.

### Possessive Football

"I am ecstatic with the performance displayed by UWPI management team.

Though the management team did not qualify into the quarter finals, the players displayed the art of possessive football."

Karthikeyan Krishnamurthy,  
UWPI General Secretary

## CHIPS Strikes Championship!

The mega event that clocks the most outstanding participation rate in UWPI is the annual bowling tournament. Last year, it was held on 24 July 2010 with 24 teams roaring on the bowling alleys. Kenneth Shee from Changi Into-Plane Services Private Limited emerged as the individual winner with a total pin falls of 1018; Chris Tan of the same branch came in second with a total of 1014 pin falls. In the Individual High Game category, winners were Saiful Azwan Low of Ethylene Glycols Singapore Private Limited with 258 points and Anthony Ho of Infineum with 240 points.

The champion team title was clinched by Changi Into-Plane Services Private Limited, lead by Kenneth Shee, with the highest pin falls' score of 3,653. The runner - up title was taken up by the team from The Polyolefin Company and the second runner-up team was from VOPAK Terminals Singapore Private Limited, lead by Jimmy Pek. The prizes for the tournament were presented by UWPI General Secretary K Karthikeyan. Mr Karthikeyan commented that UWPI members should ride on such opportunities to build up camaraderie in the union.

# Cheers To Active Agers



The ultimate lifestyle community specially for those aged 55 years old & above, offers you many quality years ahead with Work, Live and Play initiatives!

January - April 2011

Welcome to the U Live Community! You should receive our welcome brochure and your U Live sticker by mail as long as you are 55 years old and above.

Call **6582 3605** or email to [yourview@ulive.com.sg](mailto:yourview@ulive.com.sg) if you do not receive the sticker a month after your birthday or if you require a replacement sticker.



## HEALTHY

Stay active with us

### Highlights:

Brisk Walk to Fitness (Every 2nd Sunday of the Month) @ Park Connector Network

Archery Try-Out for Beginners on 15 January 2011 (Sat)

Chinese New Year Golf Friendly on 22 February 2011 (Tue) @ National Service Resort and Country Club

Fun Run (5km) @ U Run on 27 February 2011 (Sun)

The Community Ride (20km) @ OCBC Cycle 2011 on 6 March 2011 (Sun), 9am

Overseas Golf Tour to Yunnan, Kunming (4 Days) on 8 -11 April 2011 (Fri to Mon)

### Green Swingers Team

Golf for Beginners @ my golf kaki Academy, starting January 2011 (12 hours + Professional Certificate)

### Golden Bowl

Bowling Clinic by Certified Coach Richard Tan - Golden Bowl Ambassador (Theory and Practical for 4 Sessions - Minimum 2 hours per session) Starting January 2011

U Live Mini Bowling Competition on 20 February 2011 (Sun) @ Orchid Bowl, SAFRA Tampines

24-Hour U Bowling Challenge on 12 & 13 March 2011 (Sat & Sun)

## HAPPY

Have fun together

### Highlights:

Introductory Session to Laughter Exercise on 8 January 2011 (Sat)

2-Day Train & Food Journey to Segamat on 5 & 6 March 2011 (Sat & Sun)

Romancing U Movie Night on 2 April 2011 (Sat), 5pm - 10pm

超级星期天小型演唱会: 10% off all ticket prices for U Live members. For more details, call 9372 1332

### Happy Feet

Social Dance Classes (11 Lessons), start on 11 January 2011 (Tue) @ Aranda Country Club

### Eco Club

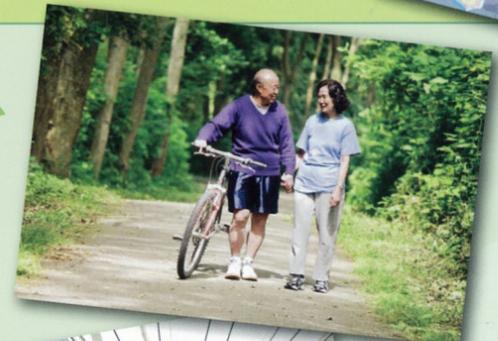
Nurse-A-Plant Project at Prince Landscape (Every 3rd Saturday of the Month, 3pm to 5pm)

Trees of the Fort on 15 January 2011 (Sat) @ Fort Canning Park (as part of International Year of Forests 2011)

### Just Travel & Gourmet Club

Chinese New Year Shopping Spree in Johor Bahru on 16 January 2011 (Sun)

Festive Yusheng Dinner on 8 February 2011 (Tue) @ Happy Days



Events are subject to change without prior notice

For events & activities, call **6582 3602** or email [events@ulive.com.sg](mailto:events@ulive.com.sg)

For membership matters, call **6213 8008** or email [membership@ntuc.org.sg](mailto:membership@ntuc.org.sg)



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## PURPOSEFUL

Bring joy to others

### Volunteering and Peer Mentoring

Be a U Live Ambassador and help us grow our exciting interest groups.

Join Friends of Museum with National Heritage Board. Visit [www.fom.sg](http://www.fom.sg) for more details.

### Mentoring Skills & Effective Communication

2-day course - Senior Mentors @ Work, course fee @ \$100\* per participant

1-day course - Understanding & Communicating Effectively with Mature Employees, course fee @ \$50\* per participant

\*U Live members enjoy 20% discount if you register before 31 March 2011

Contact **Allan @ 6478 5016** or email [allan.tian@centreforseniors.org.sg](mailto:allan.tian@centreforseniors.org.sg) for assistance

## PRODUCTIVE

Pick up a skill

### Highlights:

Safety Tips & Car Care Workshop for Senior Drivers on 26 February 2011 (Sat)

Sunday Morning Drive Around the Island on 20 March 2011 (Sun)

### Golden Eye

Night Photography Outing at Marina Bay on 12 January 2011 (Wed)

Digital Photography for Beginners on 19 February 2011 (Sat)

### Basic Computer Courses and People Management Skills

IT lessons @ NTUC Learning Hub for just \$21.40 (subsidised rate)

WSQ Leadership & People Management - 6 modules, \$136 per module (after company sponsorship) Contact **Adeline @ 6471 8096/ 6471 8103** for assistance.



# Crushing The Protein And Calorie Myths

By Sebastian Koh, UWPI Vice-President and Branch Chairman, Ethylene Glycols (Singapore) Private Limited (EGS)

Despite half a century of research to the contrary, many people (including, unfortunately, many physicians, dietitians and nutritionists) continue to view human metabolism like a bank account into which you deposit and withdraw calories like currency. The notion that you need to “spend” more calories than you consume in order to lose body fat is not completely accurate. Medical sport scientists have learnt and proved that, for lasting results in terms of fat loss and improved body composition, the quality of the calories you consume is more important than the overall quantity.

So, what is the magic formula? In its simple form, it’s eating a lot of protein, and reducing the intake of high glycemic-index carbs (immediate effect on blood glucose level) and fat.



## Protein, The Key To Permanent Fat Loss

Protein is the cornerstone of the magic formula. When you reduce fat and/or carb intake, your protein consumption must increase or your body will break down existing muscle to generate fuel. Too much protein won’t make you fat. Digesting protein burns significant calories. The thermogenesis (produce heat), which accompanies the digestion of a high-protein meal, raises your body temperature and metabolic rate. Also due to the complex hormonal relationships between glucagon (raise blood sugar level) and insulin, it’s virtually impossible for your body to turn excess protein into glucose and store it as fat. This is the key principle to the initial success of every high-protein diet program.

Together with high-protein intake, the long-term viability of any eating plan also depends largely on the two remaining macronutrients, fat and carbohydrates.

The main function of protein is to promote growth and repair while carbohydrate is converted to glycogen/glucose to be used as fuel or energy. It is stored in the liver and mostly in the muscles. If the storage capacity of the muscles has reached its limit due to the amount of muscle tissues, then the remaining glycogen will be stored as fats.

## Swimming vs Running

If you’re looking to shape up by swimming laps, consider these advantages and disadvantages compared with other aerobic sports like running. Elite swimmers burn about 25 per cent more calories than elite runners in a given distance, about 500 to 600 calories per hour. That is because it takes longer to swim a given distance than to run it. On the downside, the body can maintain or increase fat stores under the skin to act as insulation following regular exposure to cold water.



# UWPI Bowling Champs

Organised at Orchid Country Club, the event saw a group of 57 bowlers from 19 Unions for the 2010 Grand Masters Championship. After the 8 games series, Saiful from EGS, bowled well with a total pinfalls of 1472 (184 average) and did UWPI proud by being the top 8 bowler. Another bowler Kenneth Shee from CHIPS, though not in the top 10, was a joint high game winner.



The 4 UWPI U Grand Masters Bowlers  
From left : Saiful (EGS), Kenneth Shee (Chips),  
Wong Chun Choon (Vopak), Jimmy Pek (Vopak)

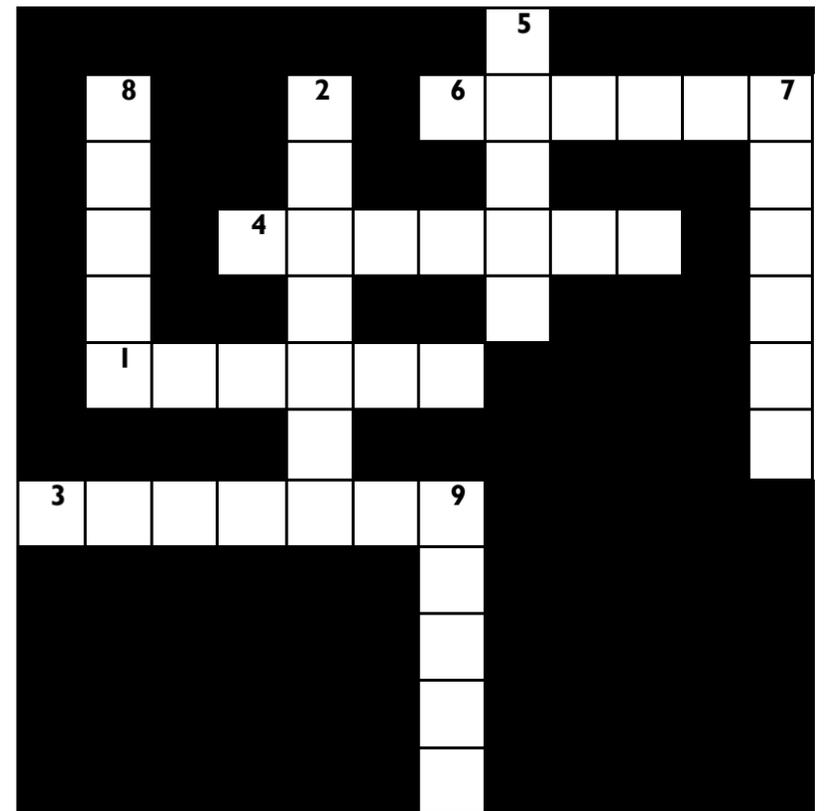
## The MONITOR Quiz

### Previous winners:

1. Tan Hua Thiam  
(The Polyolefin Company)
2. Lee Siew Kuan  
(Singapore Petroleum Company)
3. Paul Fernandez  
(Chevron Philips Chemical Asia )
4. Leow Soon Hee  
(The Polyolefin Company)
5. Waled Bin Khalik  
(The Polyolefin Company)
6. Lee Ann Huey  
(The Polyolefin Company)
7. Lo Wing Fatt  
(The Polyolefin Company)
8. Tan Kok Meng  
(The Polyolefin Company)
9. Li Zhao Fu  
(The Polyolefin Company)
10. Oh Mun Yee  
(Singapore Petroleum Company)

### Quiz Rules

1. The quiz is **only** open to **UWPI members**.
2. All entries for the quiz should reach UWPI office by the **14 June 2010** stipulated and all entries submitted must be **written in ink**.
3. All prizes presented to the winners will be in the form of **crossed cheques bearing the winners' name**.
4. All cheques **MUST** be cleared **within six months**; cheques that are not cleared within the stipulated period will not be **re-issued** again.
5. In the event of members resigning but remains a paying UWPI member; it shall be the duty of UWPI General Treasurer to post the cheque to the respective winners.
6. With respect to rule 10, where the winner resigns from the union at the time when the cheque is issued out, the member will not be entitled to the cheque.
7. All decisions made by the **UWPI Executive Committee** on the quiz is final.



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

Branch : \_\_\_\_\_

## Clues

1. ICEM is an abbreviation of International Federation for Chemical, \_\_\_\_\_, Mine and General Worker's Union.
2. \_\_\_\_\_ Singapore was conferred the Plaque of Commendation in the 2010 May Day Award.
3. UWPI represented Singapore in the World Sustainability Conference in \_\_\_\_\_, Canada in June 2010.
4. First name of the President of International Federation for Chemical, Energy, Mine and General Worker's Union (ICEM).
5. How many topics were discussed in the World Conference for Chemical Industries?
6. Exclusive Closed Door Party was held for the Partnership Award recipients at Universal Studio Singapore in \_\_\_\_\_ World, Sentosa.
7. World Conference for Chemical Industries was held in \_\_\_\_\_.
8. \_\_\_\_\_ is the ultimate lifestyle community specially tailored for workers who are 55 years old and above.
9. Global chemical over view was shared by ICEM officer, Mr. Kemal \_\_\_\_\_.