



# Mirroring Modifications By Restoring And Rewarding



Radio 1003 deejay Lim Leng Kee shares her daily work process with SISEU Executive Secretary Josephine Teo and General Secretary Lim Kuang Beng on a site visit on 25 November 2009.



By **Muneerah Bee Mohamed Iqbal**

**C**hange is inevitable. Being able to move along and adapt to changes speak volumes about people and society.

When the global economic downturn hit Singapore, the Singapore Industrial & Services Employees' Union rallied its companies to cut cost to save jobs. Unfortunately keeping up with the changes in the economy meant that workers had their pay packets reduced.

SPH UnionWorks, a subsidiary of Singapore Press Holdings, was among those that stepped up to the union's call. After exploring all options and engaging SISEU for discussion in March 2009, the company had no choice but to implement wage cut in order to save jobs. With the support of union, SPH UnionWorks announced the wage cut of up to 4 per cent for workers earning more than \$2,500. Leading by

example, the management took an even higher cut.

Fast forward to more than half a year later as the economy began to improve slightly, SISEU urged its branches to reflect the change by restoring wage cuts and rewarding workers for their sacrifices during the downturn.

Although the company's performance was still uncertain, SPH UnionWorks saw the importance of boosting employees' morale. In December 2009, they discussed with SISEU and came to a conclusion to restore 50 per cent of wage built into employee's basic monthly salary and pay the remaining 50 percent as a lump sum. The company swiftly announced the partial wage restoration for its employees in January 2010.

The company's encouraging and caring initiative was wholly welcomed by SISEU and the union hopes that more workers can benefit from such cooperation between union, management and workers.

## Moving Forward Together

**“SISEU is pleased to hear of SPH UnionWork's partial restoration of the wage cut. During our site visit in November last year, the General Manager shared the company's performance with us and how the global economic downturn had affected the company badly. Despite the uncertainty that still prevails, management recognised the need to boost the staff morale and engaged the union in discussion on wage restoration. SISEU will continue to work with the management and explore ways to be Cheaper Better Faster as the economy recovers.”**

Lim Kuang Beng, Singapore Industrial & Services Employees' Union General Secretary



## Helping In Bad Times

**“We were all delighted when SISEU revealed to the union members that SPH UnionWorks will be restoring partial wage for those who took a pay cut last year, despite the present uncertainty. We are grateful to our management and union for their decision and efforts in our wage restoration.”**

Pricilla Manio Meyer, SISEU-SPH UnionWorks Branch Treasurer