

**MINUTES OF THE NPASU 26<sup>TH</sup> AGM  
HELD AT LECTURE THEATRE 26, Ngee ANN POLYTECHNIC  
ON 19<sup>TH</sup> APRIL 2006 AT 11.15 A.M.**

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**Attendance:** 224 Ordinary Members attended the AGM. Also in attendance were our current IR consultant Mr. Teo Kai Hoe and his colleague, Ms Sarah Ng Li Hwa.. Our Union Advisors Dr. Tan Boon Wan, Madam Ho Geok Choo and Mr. Matthias Yao were unable to attend.

**1. Minutes of the 25<sup>th</sup> AGM held on 19<sup>th</sup> Sep 2005**

The President, Mr. Tan Kay Tiow led the meeting in reviewing the minutes of the 25<sup>th</sup> AGM, copies of which had been distributed to members earlier. It was proposed to amend the typo error in the Year from “2004” to “2005”. The rest of the minutes content were adopted without amendments with Mr. Balakrishner (BA) as proposer and Mr. Soh Yew Peng (FMS) as seconder.

**2. General Secretary’s Report**

The General Secretary’s report was distributed to members upon registration for the AGM. The main issue highlighted by the General Secretary Mr. Koh Ting Lay was that the membership number stayed at 475 since the last AGM.

**3. Statements of Accounts**

President explained with that this AGM is called much earlier than in previous year as there is a need to ensure that the new Executive Council will have sufficient time to prepare and negotiate a new Collective Agreement which is due in May 2007. As the Statements of Accounts are still under audit by the external auditors, there will be no agenda item for the passing of the Statements of Accounts. President explained that when the external auditor has completed their tasks an EGM will be called later in the calendar year to debate and pass the Statements of Accounts.

**4. Election of council members**

President explained that with the changes made to our Constitution during last year’s AGM, from now onwards, the tenure of the Executive Council will be 3 years from the election at the AGM. He then introduced the members of the newly elected Executive Council to members and at the same time indicated to members that there was one vacancy and that priority will be given to interested member from LSCT, HMS or Nursing. After a brief waiting period, as no members from the above three Schools/Divisions indicated their wish to join the Executive Council, the position was opened to the rest of the members. Mr. Soh Yew Peng (FMS) was thus invited to join the Executive Council with Mr.

Vijayakumar of (FMS) as proposer and Dr Iynkaran as seconder.. Mr. Soh Yew Peng consented to the nomination and President declared him duly elected to the new Executive Council

The president also revealed that General Secretary Mr. Koh Ting Lay will be receiving the “Comrade of Labour” award from NTUC.

## **5. Ten-years Membership Appreciation Voucher**

In line with past practice, \$50 NTUC Fairprice vouchers were presented to members who completed ten years of continuous membership in NPASU.

## **6. President’s Address**

President Mr. Tan Kay Tiow reiterated the tagline for our union i.e. Learn from the Past, Plan for the Future and Act now, coined during the last AGM is still valid. He explained to members that the tripartite arrangement between the government, Employers and Labour serves as the guiding principles for unions in Singapore and that our plans and actions must benefit The Nation, The Organisation and our Members.

### **a. Current Labour Issue**

President highlighted the current labour issues in Singapore, which are:

- Jobs for Singaporeans – Workfare with emphasis on the Redesign of low skill jobs
- Jobs for the elderly, e.g. re-employment after retirement
- Portability of Medical Benefits : MediSave, MediShield
- Terms of Employment for Contract Workers - More equitable terms
- Unionizations of workers in new sectors such as Private Education Institutions, Biomedical, Pharmaceutical

### **b. Current Issues in NP**

- Outsourcing
- Overseas campus
- New HR Policy and Framework
- PRP

### **c. Key ASU activities**

For the current term, some key activities for the ASU includes

- May Day Dinner, Rally, Concerts, Funfair, etc
- Labour / Management Seminar – 9<sup>th</sup> May 2006
- National Day Observance
- rafting and negotiation of new CA – due May 2007

### **d. Myths to be Debunked**

- **Union President is a “thankless” job**  
Fact – incumbency has its benefits

Problem – most Union Presidents want to hold on As Long As Possible

Solution – limit of 2 terms for Union President?

- **Singaporeans are “apolitical”**  
Fact – we are all affected by politics  
Problem – how do we get out of being politically naïve?  
Solution – the 4<sup>th</sup> R? (R for Reasoning)
- **My boss will take care of my career development**  
Fact – most bosses will take care of themselves first  
Problem – who will fight the battle for me?  
Solution – be strategic?
- **Others will fight the battle for me**  
Fact – most people act in their own self-interest  
Problem – it is NOT wrong to act in our own self-interest?  
Solution – join the Union?
- **Management is our enemy**  
Fact – many in management were once our comrades  
Problem – we all play “assumed” roles  
Solution – turn them over as friends?
- **Union is powerless**  
Fact – without Unions things would be much worse  
Problem – powers in the hands of management  
Solution – David C’s approach?
- **The young are apathetic towards Unionism**  
Fact – the young usually works for a “cause”  
Problem – is industrial democracy a “cause” for the young?  
Solution – more dialogues with the young?
- **Good thing will happen by itself**  
Fact – good things have to be nurtured  
Problem – do we have the right machinery for nurturing?  
Solution – join the Union and make things happen!

## 7. Any other business

There being no other matters, the meeting was adjourned at 12.05 pm.

Recorded by Asst General Secretary – Sing Thiak Wah (10 May 06)  
Vetted by President – Tan Kay Tiow (15 May 06)