

April + May 2005

# samudra

## Solidarity!



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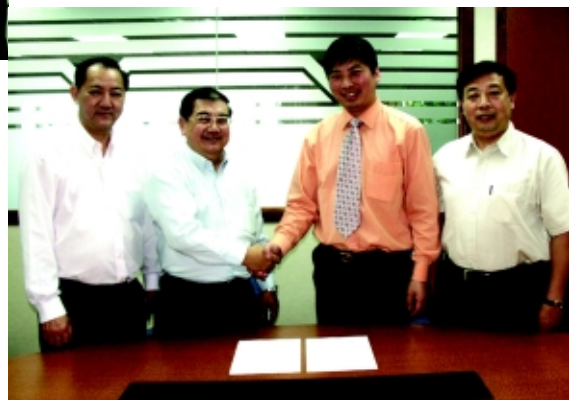
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# Challenges can Make or Break Us

Our tripartite relationship is Uniquely Singapore - built up over many years, not easy for others to copy, a tremendous plus for us in dealing with this challenge. So let's continue to strengthen it, tackle our challenges together, and make Singapore a small but special country for many more years.

- PM Lee Hsien Loong

**In his first May Day Rally as the Prime Minister,** Mr Lee Hsien Loong listed three major trends that will pose significant challenges to the Singapore economy.

The three long term challenges are:

- Staying ahead in a New Asia
- Managing an ageing population and
- Tackling structural unemployment.

"Each of these challenges can make or break us. If we stand still and do nothing, we will soon become irrelevant. If we erode the work ethic by giving out over generous subsidies and grants, we will also fail. Government spending will balloon, and taxes must go up. More damagingly, we will kill the drive of our people, and chase away talent and investments," Mr Lee said.

Welfarism may seem a "seductive short cut, but it is actually a dangerous dead end. As other countries have found, it does workers great harm in the longer term".

Speaking at the May Day Rally held at the NTUC Centre, Mr Lee pointed out that the tripartite partners are doing the right things. "Our approach is hard-headed and pragmatic. We are helping Singaporeans to stay employable. We are adapting to inevitable changes, not resisting them."

Mr Lee urged the workers to do their part. "We will give you the best chance to be employed and to improve their lives. But Singaporeans must adapt and seize the opportunities we create."

# Facing the Future with Hope and Confidence

In his May Day message, Mr Lim Boon Heng, NTUC Secretary-General, called on workers to face the future with hope and confidence. Samudra highlights excerpts of his message in a reader-friendly question and answer style.



## Are the good times back for good?

"It is prudent to be cautious. The twin driving forces of global competition and technological change will continue to reshape the world economy and our own. To weather the changes, we have to keep a close eye on our cost competitiveness. There will be fewer shocks if we stay competitive."

## How do we build confidence and not worried about unemployment knowing that we can find another job easily?

"By continuing to acquire relevant skills. That is why the Skills Development Fund and Lifelong Learning Fund are important. That is why the NTUC set up the NTUC Education and Training Fund, and drives the Skills Redevelopment Programme. To encourage workers to take charge of their own careers, to develop the habit of lifelong learning, we are encouraging individual training accounts, that we call SkillSave."

## What's important when there's uncertainty?

"A good safety net is important. That is why we encourage workers to save for the rainy day. It is not easy, but the little sums we set aside monthly will be very useful if we become unemployed. There is some money to fall back on, to tide us over the period. And we also want to ease workers of worry over healthcare, should they fall ill when they are unemployed. So we urge all workers to cover themselves with Medishield. We want employers to convert the medical benefits they provide into a portable system."

## Will the future be tough and bleak?

"Yes, we face competition from countries with seemingly inexhaustible supplies of cheap labour, but it is not a hopeless situation. Looking back at our own experience, as a country develops, wages will rise. It will be the same for those countries that have emerged. As such, there will be sectors where we will be competitive and these will provide jobs for Singaporeans."

So on this May Day, let us remember that so long as we are adaptable and do the right things, we can shape a future with more opportunities for better jobs, and our workers can face the future with hope and confidence."



Over the years, the NTUC has been a responsible voice for workers, and a strong member in our partnership. I would like to take this opportunity to pay tribute to the NTUC and our union leaders for their outstanding contributions to Singapore's economic development.

- Mr Lim Hng Kiang, Minister for Trade and Industry, at the May Day Dinner



# Thank You, Mr Goh Chok Tong

Senior Minister Mr Goh Chok Tong was honoured with a 96-page book titled "Gentlemen: Goh Chok Tong, An Appreciation" during the May Day Dinner. NTUC Secretary-General Mr Lim Boon Heng gave his tribute:

"The workers of Singapore owe him a debt of gratitude. He shook hands, chatted and shared meals with everyone, no matter his or her station in life. In fact, he had high regard for the humble labourers - he asked me to set up the Model Worker's Awards to signal to low income workers that the contributions they make are important also for Singapore. He turned up personally to present the awards and to talk to them and their family members.

Mr Goh came from a working class family, and knew what hardship meant. For him, political power was the means that he could use to uplift the lives of workers. Indeed, during his tenure as Prime Minister, the lives of workers improved."



May Day photos: NTUC News

## MPA Gets New CE

BG Tay Lim Heng assumed his new role as the Chief Executive of Maritime and Port Authority of Singapore (MPA) on 1 June 2005.

BG Tay, an SAF (Overseas) scholar, was appointed Chief Executive (Designate) on 15 April 2005. He graduated with a Bachelor of Arts (Honours) degree in Engineering Science and Economics from the University of Oxford, United Kingdom in 1985, and in 1995, he received his Masters degree in Public Administration from Harvard University. BG Tay has held several senior key appointments in the SAF and was appointed the Director of the Joint Intelligence Directorate, Ministry of Defence in 2003.

SOS and Seacare look forward to building a fulfilling and constructive working relationship with BG Tay.

We would also like to take the opportunity to thank RADM (NS) Lui Tuck Yew, the former MPA CE, for the support given to SOS/Seacare. We wish him all the best in his future endeavours.



Photo from MPA

# Benchmark Rate for Ratings Up by 10%

ITF Fair Practices Committee has fixed the new ITF benchmark rate for ABs at US\$1,550 a month from 1 January 2006, a pay rise of more than 10%.

Mr Stephen Cotton, Secretary of the ITF's Special Seafarers Department described the pay increase as fair and feasible in the light of the present industry boom. He said:

“We will be consulting with other parties in the International Bargaining Forum as to how it affects them.”



## FOC Status for British Flagged Ships

Some 90 British-flagged ships have been branded flag of convenience (FOC) vessels. Together the ships represent well over 10% of all British registered commercial vessels of 500 gt and above, which total 754.

The Fair Practices Committee (FPC), the ITF's FOC campaign decision-making body, which met in Rio de Janeiro, Brazil on 13-14 April, voted to have vessels owned by Zodiac and Lapthorne to the FOC list on a ship-by-ship basis. This is the first time that seafarer unions have exercised such sanctions against a large chunk or a traditional shipping country's main register, reported Lloyd's List.

The UK ships were marked due to their failure to apply recognised decent minimum standards of pay and condition. In the case of Zodiac Maritime, Numast had sought to enter discussions with the company with a view of securing an acceptable agreement covering

all seafarers onboard the ships. However that has proven unsuccessful.

In the ITF's FPC meeting held in Singapore last July, the UK's ratings union, RMT, put forth the motion to classify UK-registered ships as FOC vessels. The motion was supported by the officers' union Numast. Then, RMT National Secretary Steve Todd was quoted as saying: "UK shipowners need to understand that those who seek to use the UK flag as a cloak of respectability while exploiting seafarers on unacceptable pay and conditions will be exposed. There are decent UK shipowners who operate properly, but there are far too many who do not."

In the Numast website, General Secretary Brian Orrell commented that the decision to give the FOC status to UK-flagged ships had come as no surprise. "It was only a matter of time before this happened."

# Three Registers

The Fair Practices Committee (FPC) also voted to give the North Korean and Georgian registers, as well as the French second register, the Registre International Francais, the FOC label.

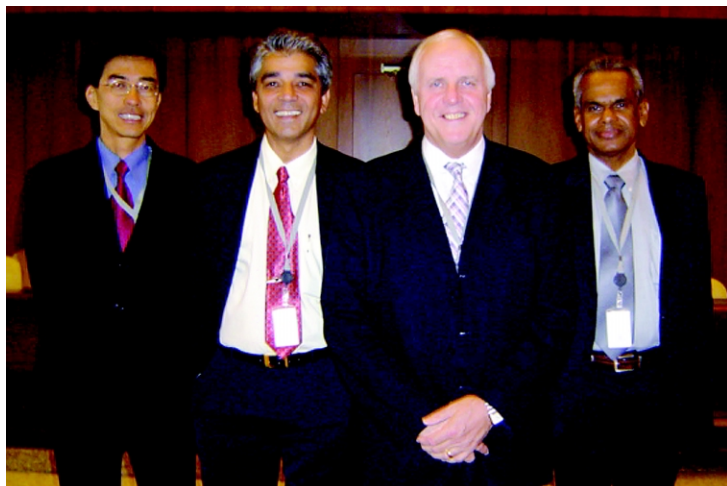
"There is worldwide agreement that North Korean ships are among the worst there are, combining age, decrepitude and near zero protection for those working on them. These rustbuckets are touting for

business, and it was time that they were named for what they are," said Mr Stephen Cotton, Secretary of the ITF's Special Seafarers' Department.

"Georgia has been living down to similar standards, and it too has been added to the list. It gives me no pleasure to see the RIF included in company like that - but the French government has been given every opportunity to maintain the reputation of its



# Tripartite Consensus at ILO Interseasonal Meeting



More than 250 delegates representing governments, shipowners and seafarers from 68 countries had an amicable and constructive ILO Interseasonal Meeting held in Geneva from 20 to 27 April 2005.

The key objective of the meeting was to discuss the unresolved issues of and amendments put forward at the preparatory technical maritime conference (PTMC) that was held in September 2004 with the view that it will be adopted at the 94th (Maritime) Session of the International Labour Conference. The conference will be held in February 2006.

The tripartite groups met separately every morning from 9 to 11 am and then together at the Plenary from 11 am onwards. Due to the amount of work, the meetings lasted past the scheduled time of 6.30 pm every day including Saturday. However, all the hard work paid off as most of the unresolved issues had tripartite consensus.

Representing Singapore at the meeting were SOS Vice President Mr Mohd Idris, SMOU Assistant General Secretary Mr Larry Chan, and Maritime Port Authority of Singapore Assistant Director/Registry Mr Chandru Sirumai Rajwani. The Singapore delegation described the proceeding as 'an overwhelming success'.

## Get FOC Label

maritime heritage and sadly, has chosen to reject it."

The decision to give FOC status for the three registers was made at the FPC meeting held in Brazil in April. The FPC agreed to examine the strategic direction of the FOC campaign in light of developments in the maritime industry and to expand the ITF's port of convenience campaign.

Mr Frank Leys, Secretary of the ITF's Dockers' Section, commented: "The ports of convenience campaign was launched in response to the emergence of deregulated and substandard ports. With the support of our colleagues in seafaring unions we are broadening that focus to include global network terminal operators. We are not on the warpath, but we are determined to get high standards back into this industry."

# SOS Shares Experiences at NCSU Training Seminar



SOS was invited by the National Chinese Seamen's Union (NCSU) of Taiwan to share their unique experience in making the union relevant as well as the workings of the Seafarers Provident Fund.

The China Daily News favourably highlighted the sharing session and quoted Mr Fang Fu-Liang, NCSU President, as saying: "The SOS experience in setting-up Seacare is worth learning from."

The NCSU Training Seminar, which was organised by NCSU, was held at the Alishan, Taiwan, from 6 to 8 May 2005. More than 80 participants from NCSU, Hong Kong Seamen's Union, Merchant Navy Officers' Guild (Hong Kong), the Hong Kong Government Marine Department and other local unions in Taiwan attended the training seminar. Mr. Shigeru Wada, ITF Asia/Pacific Regional Secretary, was also present.

One of the highlights of the programme was the presentation by Mr Leow Ching Chuan, SOS General Secretary and Seacare Co-operative Ltd Chairman, on "Remaking the Trade Union - The SOS Experience". Mr David Shoo, Manager, SPF Scheme, shared the ins and outs of the Seafarers Provident Fund. The Singapore delegation also included Mr Lee Van Chong, SOS Treasurer and Seacare Deputy Chairman.

Other thought provoking topics highlighted at the seminar included "The Conflict of The Latest Labour Retirement Regulation of ROC", "How to Deal With Dispute on International Port" and more. A lively and fruitful exchange of ideas and experiences concluded the seminar.



# Conveying Our Concern

Representatives from SOS paid courtesy calls to the crew members of two vessels during the month of May. SOS Vice President Mr Mohd Idris and Industrial Relations Executive Mr Michael Tham visited mv APL Cyprine and mv APL Cairo on 13 May 2005 and 18 May 2005 respectively when they berthed at Singapore's Brani Terminal.



It was home port for the local crew working onboard mv APL Cyprine thus the seafarers were in high spirit when they take on ship stores and spare parts before going home to be with their loved ones.

From the feedback received, Mr Idris and Mr Tham noted that the crew were happy with the working conditions and there was prevailing harmony among crew members and the officers. The signing-off crew of mv APL Cairo was even reluctant to leave the vessel during the change of crew at the call!

The crew members were delighted when they were presented with SOS jackets and caps as tokens of mementos from Mr Idris and Mr Tham. They were indeed appreciative that SOS representatives had visited and spent time to ask after them.

# Seacare Medical Scheme Gets



The Seacare Medical Scheme (SMS) for local members kicked into effect on 1 May 2005 and within two weeks, more than 50 members have called up to make their appointments. Some have even gone as far as scheduling their appointments at least a month ahead in time!

Said Dr Peh Keng Chuen, one of the resident doctors of Seacare Maritime Medical Centre (SMMC): “The SMS is a very useful scheme that will benefit our SOS members tremendously. Many older seamen are at a higher risk of having a host of medical conditions which



they may not be aware of. By offering free health screening, we hope that they will be motivated to get a snapshot of their physical state. Singaporeans commonly face problems such as diabetes, high blood pressure, high cholesterol levels and we want to make sure we are able to detect, prevent or even begin treatment if necessary.”

Samudra catches up with three SOS members, all of whom were getting their health screened for the first time, at the SMMC. The moment of truth...

## CASE FILES



Name	: Atan B Haji Hashim
Age	: 71 years old
Profession	: Ex-Cleaner on board ships
Past Screenings*	: Nil
Dr Peh says...	: “Generally, Mr Atan does not face any major problems. At 71 years old, it is certainly a plus point that he does not smoke or drink. His main problem is asthma, and he should use his inhaler on a frequent basis. Many asthmatic patients worry that the contents of the inhaler is addictive. This is certainly not true! Whether young or old, the inhaler is suitable for use in minimising or even preventing attacks.”
Mr Atan says...	: “This is my very first proper check-up. As a grandfather of 10, I want to live a long, healthy life. However at my age, I face many ailments and this gets me worried at times. Some common illnesses that I face include asthma and a nagging pain in the leg. When my wife heard that SOS is offering its members free health check-ups, she was very glad and grateful. I want to make full use of the opportunity to find out if there’s any health issue that I need to watch out for. I’m glad that I came for the check-up because I learn more in-depth about my condition and what I need to watch out for. Asthma is a big problem especially when the vessel I’m on takes us to different countries during the various seasons. I will certainly take the doctor’s advice and do what I can to lead a healthier life.”



# Overwhelming Response

Dr Peh showed Mr Atan a picture of himself guiding his son in using the inhaler. Such assuring words put Mr Atan's worries at ease. Dr Peh also noticed Mr Atan limping, and he dished out additional health advice.



Name : Selamat B Kuntum  
Age : 52 years old  
Profession : Seaman  
Past Screenings : Nil

Dr Peh says... : “Mr Selamat is in good health though he should watch the food he takes. As we get on in age, it is prudent to watch our diet. We are more likely to have weaker immunity systems or more prone to problematic illnesses like high cholesterol or blood pressure. Mr Selamat has a slight higher blood pressure which he should be mindful of.”

Mr Selamat says... : “I’m so relieved to be given a clean bill of health...well, almost. On a serious note, I came for the check-up because I was concerned about my health status. Even though I don’t smoke or drink, I don’t want to be caught by surprise at a later stage and prevention is better than cure. I usually don’t bother about check-ups, but this time, my wife encouraged me to come for the check-up, since it’s free!”



Name : Lee Yong Teck  
Age : 41 years old  
Profession : Seaman  
Past Screenings : Nil

Dr Peh says... : “Mr Lee does not have any major problems. He probably should watch his intake of food and drinks.”

Mr Lee says... : “I used to have gastric problems, and I used to drink in the past. I’m concern about illnesses such as hepatitis, high blood pressure, high cholesterol levels, which seemed to strike Singaporeans rather commonly. I will take the doctor’s advice regarding diet and exercise. Since I am not getting young anymore, cannot play play.”

\* Consent have been sought for the interviews and for the limited disclosure of medical report.

# SOS Membership



Just as an old song goes...things go up and down. But where NTUC's membership is concerned, it has only been going one way, and that is 'up and up'! said Mr Seng Han Thong, Assistant Secretary-General of NTUC, jubilantly.

Speaking at this year's NTUC Membership Awards 2005, which was held on 15 April 2005 at the NTUC Centre, Mr Seng was happy to note that over the years, NTUC membership has increased and he attributed this to the efforts of all the unions. "We thank our unions for having done their best year after year without fail. Without you, we wouldn't be able to achieve the results that we have now!"

SOS's performance has been exemplary for the year ended December 2004. SOS, together with eleven other unions, had garnered more than two percent increase in total membership. They were accorded the NTUC Membership Secretary-General's Award (Highest Net Increase) 2005 and they each received \$1,500 cash voucher.





# Goes Up and Up

For the SOS efforts in recruiting an impressive 479 new members during that same period, the Union was presented with the Merit Award and received a \$1,000 cash voucher. Said Mr Tan Jing Bock, President of SOS: "The union is very proud to be able to achieve this year after year, which is certainly no mean feat. We will definitely continue to strive harder, if not as hard, for this coming year!"

To increase the value of membership, NTUC will strive

to do more for the welfare and benefit of the members. Mr Seng emphasised that NTUC's focus is to be 'member-centric' and he cited the numerous ways in which NTUC lends a helping hand to members, amongst which includes the NTUC FairPrice vouchers, the PASS vouchers as well as study grants for members' children.

What is more exciting is that NTUC is not relenting and has in fact introduced the latest blitz of benefits.



NTUC has already begun to work with Esplanade and that is why our members are able to enjoy world class performances like The Sound of Music, at special concessionary prices. We will do more, so you can be sure that more of such benefits will be coming your way.

We want feedback from you so that the good things will never stop coming and members can continue to enjoy new and value-for-money benefits!

To those who missed achieving the award, Mr Seng hopes that they will not be discouraged and to try harder next time round. After all, he believes that all unions have already done and tried their best. Finally, much to

the cheers of everyone present, Mr Seng announced: "Let's set a target. We shall aim to hit half a million members by the end of next year, because I believe it is within our reach! Let's work hard for this goal!"

# NSSPL Rewards In Good Times

Neptune Shipmanagement Services Pte Ltd (NSSPL) kept to their word when it came down to profits.

Against the backdrop of a good financial year, NSSPL not only honoured the collective bargaining agreement but remembered to reward their staff in good times. A bonus of one and a half months was awarded to ratings for their loyalty and dedication.

The collective bargaining agreement, renewed in June of last year and described by General Manager of

NSSPL Mr Lim Tau Kok as a "fair, win-win deal which both parties are happy with", pledged to increase wages to an overall of 8% over three years, incorporated a new medical scheme and included higher contribution to the Seafarers' Provident Fund Scheme.

The announcement to share the profits in terms of bonus came as a welcome news for SOS, exemplifying that NSSPL walks the talk as a responsible and committed employer.

## AP Moller Names Its New 'Baby'

AP Moller Singapore Pte Ltd, one of the largest ship owners in Singapore, added another vessel to its fleet of 27. On 10 May 2005, the company, which employs about 900 seafarers, including officers, ratings and cadets, named its newly built product tanker, Maersk Phoenix.

Mrs Helen Yeo, Managing Partner for Rodyk and Davidson and wife of Minister for Transport Mr Yeo Cheow Tong, named the new building at Pasir Panjang Terminal in Singapore.

Maersk Phoenix is number nine in a series of 110,000 tdw product tankers, delivered to A. P. Moller -Maersk by Dalian New Shipbuilding Heavy Industry Company in China. The vessels can carry 124,000 cubic metres of oil with a summer draft of 15 metres, its three steam turbine driven cargo pumps are capable of discharging 3000 cubic metres per hour each. Over the next four years, more new buildings will be added to the company and they include product tankers, crude oil tankers, gas carriers, pure car and truck carriers and container vessels.

The Chief Executive for Maersk in South East Asia, Mr. Thomas Orting Jorgensen, hosted the namegiving ceremony.



From left:  
 Captain Kartik Rajan Ganesh, Master Maersk Phoenix,  
 Captain Ib Fruergaard, Managing Director A.P.Moller  
 Singapore Pte. Ltd.  
 Minister for Transport, Mr Yeo Cheow Tong, Ministry of  
 Transport  
 Mrs Helen Yeo, Wife of Minister for Transport,  
 Godmother for Maersk Phoenix  
 Mr Thomas Orting Jorgensen, Chief Executive for  
 Maersk in South East Asia  
 Ms Lone Thier, Wife of Thomas Orting Jorgensen  
 Ambassador for Denmark, His Excellency, Jorgen  
 Orstrom Moller





# Inclusion of N-ETF Scheme Into SOS Training Grant Benefit



## What is the NTUC Education and Training Fund (N-ETF) Training Award?

The NTUC Education and Training Fund (N-ETF) is an endowment fund, established on 1 October 1998 with the objective of promoting, assisting, developing and sponsoring programmes for the development of skills and re-training of our union members, so that they remain competitive and employable in changing times. The award rewards union members who take personal responsibility to upgrade their skills.

Currently, members can get funding support when they attend individual initiated training that is not supported by their employers. To be eligible for reimbursement under the N-ETF, members must achieve a minimum of 75% attendance and sit for any prescribed examinations.

## What is this all about?

With effect from June 2005, all NTUC-Education and Training Fund (N-ETF) Courses listed under Schedule Two and Three will be partially reimbursed directly by NTUC via electronic transfer and the remaining portion will be reimbursed by SOS. For non N-ETF courses, the training grant benefit will be fully paid for by SOS.

## How does N-ETF benefit the Union?

We are constantly exploring various funding schemes available so as to offset the Union's training fund. The inclusion of this scheme will enable us to optimise the Union's training budget and benefit more of our members.

## Are there any changes to the procedure for application of the training grant and claim?

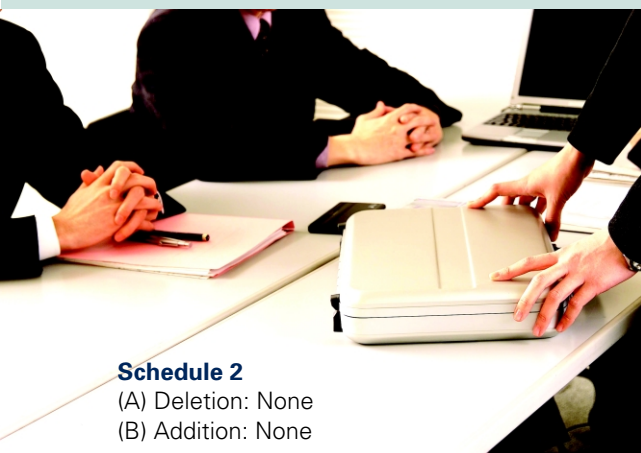
No. There will be no changes to the application and claim procedure. Even though part of the course fees will be reimbursed by NTUC, members still need to adhere to the existing training grant benefit procedure. Members must apply for the training grant benefit with the Union's Training Division before the commencement of the course. Claim of the training grant benefit can only be done after the completion of the course and/or exam, within three months from the last day of the course and/or exam.

## Where can I obtain more information?

Members may contact the **SOS Training Division** at **63795671** for information on N-ETF or other training matters. For the list of courses under Schedule Two and Three and the procedures of application for training grant and claim, members can obtain the information from our website at [www.osea.org.sg](http://www.osea.org.sg).

\* Approval of N-ETF training award subject to Terms and Conditions and list of approved courses.

# Revision of courses for April 2005 under Schedule 2 and 3



## **Schedule 2**

- (A) Deletion: None
- (B) Addition: None



## **Schedule 3**

- (A) Deletion:
  - 1. Programming – Fundamentals of Java Programming (70 Hours)
- (B) Addition:
  - 1. Beginner IT Course – Introduction to Computing (7 Hours)
  - 2. Desktop Application
    - Microsoft Office Application XP Basic (15 hours per software)
      - (a) Word
      - (b) Excel
      - (c) Powerpoint
      - (d) Access
    - Microsoft Office Specialist Certification (MOSC) Advanced (21 Hours per software)
      - (a) Word XP Core
      - (b) Excel XP Core
      - (c) Access XP 2002
      - (d) Powerpoint XP 2002
      - (e) Word XP Expert
      - (f) Excel XP Expert
  - 3. Desktop Application – Open Source (15 Hours each)
    - Word Processor with OpenOffice (Basic)
    - Spreadsheet with OpenOffice (Basic)
    - Presentation with OpenOffice (Basic)
  - 4. Web Design & Development – Introduction to HTML (15 Hours)
  - 5. System Administration – Linux Basics (7Hours)
  - 6. Security Management – Security + Certification, CompTia (35 Hours)



They are the old folks of Ang Mo Kio, without family and means of financial support or are on Public Assistance. Some require minimal medical attention, while others have difficulties living with or obtaining adequate care from their family. They may be lonely, but they are



# Showing That We Care

independent and well capable of taking care of their own daily living activities. They are the Asian Women's Welfare Association Community Home's For Senior Citizens, and they have the support of SOS!

The Home has been SOS's adopted charity for more than 10 years, and SOS visits the Community Home at least twice a year, loaded with groceries and necessities such as air fresheners, coffee, and bottles of Seacare's drinking water. This year, as part of the May Day's Celebrations, SOS once again loaded up their goodies and off to the Home they went!

Mr Tan Jing Bock, President of SOS, Mr Bon Shuen Ping, Vice-President and Mr Abu Bakar, Assistant Secretary, huffed and puffed their way to Ang Mo Kio.

Said Mr Tan: "To others, May Day is just Labour Day, a public holiday. To us, we celebrate May Day by remembering and visiting the old folks. To the elderly, a simple gesture like this means a lot. We hope others will join us to show support, care and concern for these elderly too."



# Keeping Abreast



Participants with the volunteers from the Breast Cancer Foundation.



Ms Shena Foo presenting the prize to a lucky draw winner.



Happy housewives (from left), Madam Tok Boon Hwa and Mrs Jenny Phua

Time to give the women some space and relaxation of their own! SOS organised the Housewives Gathering Session on 23 April 2005 at Club@52, and voila! More than 47 housewives turned up, some even bringing their children along.

Sumptuous buffet hi-tea spread was accompanied by karaoke and a lucky draw. What made it so special and very much close to the hearts of the housewives this time was a Health Talk by Breast Cancer Foundation organised by SOS Welfare Department.

There is cause for concern, because the statistics are alarming. One in five cancers occurring in Singaporean women is breast cancer; about three women are diagnosed with breast cancer each day, while every one in twenty women in Singapore will be diagnosed with breast cancer in their lifetime. The informative talk also featured a touching and encouraging testimony of a breast cancer survivor.

Said forty-six year old Madam Tok Boon Hwa: **"I was never aware of the symptoms or the precautions and checks we should undertake. It was an-all women participation, so it was very assuring and comfortable to sit through the session. I'm certainly glad that I attended this gathering because I have gained so much!"**

Her first time attending the Housewives' Gathering, Madam Tok had been unable to attend the past gatherings previously because of her family commitments. She, however, is a familiar face at other SOS outings such as Tombola Nite and even the Deepavali Celebrations. "It was an eye-opener for me

indeed. I mean, I have friends who attended before and despite how interesting they have told me the gathering was, I never realised it was this fascinating until I have experienced it myself!"

Apart from the food and fun, SOS outings offer those rare chances that allow the housewives to mingle and exchange with one another. Mrs Jenny Phua has been a regular participant at the Housewives Gathering. "Only because it's been so interesting, that's why I never fail to attend if I can help it! I already look forward to the next gathering!"

In all, it was an afternoon well-spent. Everyone let their hair down and mingled freely and easily with one another. After all, they have been busy enough in their daily running of household demands and chores. You deserve a break!

## Where to Find Help

For more information on breast cancer and support for those affected by breast cancer;

**Call Breast Cancer Foundation**

(a) **6356 0123** (Helpline)

(b) **6352 5400** (Expatriate Helpline)

Visit the Breast Cancer Foundation website  
**[www.bcf.org.sg](http://www.bcf.org.sg)**

Email Breast Cancer Foundation  
**[enquiries@bcf.org.sg](mailto:enquiries@bcf.org.sg)**

For subsidised mammography screening (for Singaporean women or Permanent Residents aged 40 and above with no known breast conditions and who have not had a mammogram in the last 12 months);

Call Breast Cancer Foundation at **6352 6560**

Call BreastScreen Singapore (run by Health Promotion Board) at **1800 333 3030**

# of (T)issues



**Learning  
the facts  
about breast  
cancer could  
save your life...**

Myths	Truths
Only females suffer from breast cancer.	1 % of breast cancer occurs in males.
Breast cancer is a death sentence.	If detected and treated early enough, breast cancer need not result in death. Early detection can help save lives and breasts.
Breast cancer is contagious.	You cannot be infected with breast cancer through physical contact (sharing of food, toilets, etc)
All breast lumps are contagious.	Nine out of ten breast lumps are not cancer.
Radiation from mammography is dangerous.	The amount of radiation from mammography equipment is actually very low. Do not let fear of exposure to radiation or of pain keep you from getting regular mammograms.
Mastectomy (removal of the entire breast) is the only way to get rid of breast cancer.	Mastectomy is not required for all breast cancers. Thanks to new technology, recent research and improved therapies, those diagnosed with breast cancer have a variety of options, depending on the stage and type of breast cancer.



# Coming Events

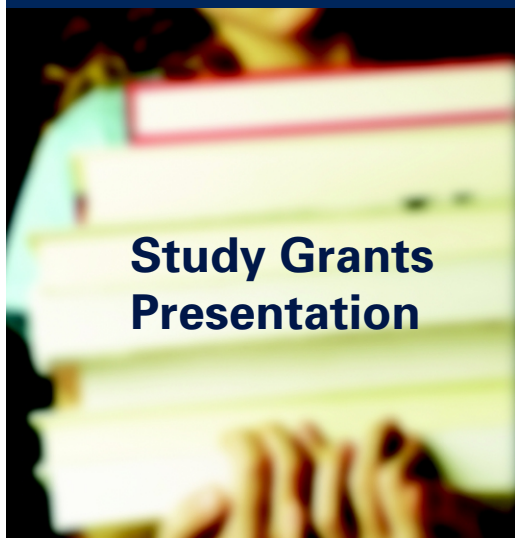
23 July 2005  
**Durian Trip**



19 August 2005  
**Tombola Night**

September 2005

**Study Grants  
Presentation**



**World Maritime Day  
Celebration**

## Members' Corner

### See that girl...

**Congratulations** to Mr and Mrs Raja Nasir, whose baby girl was born on 15 March 2005!



# Seacare Focus



# Seacare Welcomes

**Meet Ms Jessie Yeo, Director of Seacare Co-operative Ltd and Mr Shankar Alan, Director of Seacare Holdings Pte Ltd. Samudra speaks to our new directors and gives a peek on their views and aspirations for Seacare.**



Ms Jessie Yeo is no new face in the Labour Movement scene. Since graduating from National University of Singapore in 1988, she has been actively serving the National Trades Union Congress (NTUC) in the Administration and Research Unit, and heads the Mentoring Unit set up recently. She presently holds the positions as Executive Secretary of Metal Industries Workers Union and Assistant Executive Secretary of Singapore Port Workers Union, and was Alternate Member to the National Wages Council this year and she finds time to be involved in the Tripartite Taskforce on Wage Restructuring and Industrial Arbitration Court. She was also actively involved with Skills Development Fund Technical Committee for two terms, and have stepped down since. She has also just been elected member of the Executive Committee of the International Metal Workers' Federation in Geneva. This woman of labour really has a heart for the people.

**Q1:** When NTUC nominated you to be Seacare Co-op's Director, how did you feel about it?

I feel very privileged to be nominated as a director of Seacare.

**Q2:** Before your appointment, were you familiar with Seacare? What's your opinion of the co-operative?

Yes. And I have always been impressed by the range of services and activities provided by Seacare. It is a very successful co-operative that takes good care of its members' interests.

**Q3:** The Vision of Seacare is to build up a viable and vibrant organisation of corporate enterprise under a co-operative masthead. What's your view on Seacare's aspirations?

There are many co-operatives in Singapore. Unfortunately some did not thrive due to one reason or another. I am glad that Seacare not only aspire to stay viable and relevant, the co-operative also aspire to stay vibrant. This is not an easy task but I have no doubt Seacare will realize this vision.

**Q4:** What do you hope to contribute as a director?

As a director nominated by NTUC, I hope to provide inputs and views to enable Seacare to thrive and stay relevant to its members and the labour movement.



# Two New Directors



Mr Shankar Alan, a lawyer by training is not just a legal eagle. He first started serving the public in the Singapore Police Force for nine years. But it was his passion for law that led him to pursue the legal profession and eventually setting up his own legal practice in 1989. Despite his busy days as a lawyer in litigation and conveyancing cases, he made time for services to the community as Assistant Secretary for Kampong Kembangan Citizen Consultative Committee, Honorary Legal Advisor for Association of Real Estate Agents and Hiang Tong Keng Tua Peh Kong Association, Honorary Legal Advisor and Vice-Chairman of Kuan Im Tng Temple (Joo Chiat) and Administrative Committee member for Seacare Provident Fund Scheme. Mr Shankar also offers SOS members free legal advice on a regular basis.

**Q1:** When Seacare invited you to be a director, what was your reaction? How did you feel about it?

I am very pleased that Seacare had me in their mind. My association with Seacare goes back a long way and it makes it so much easier for me to say yes.

**Q2:** Before your appointment, were you familiar with Seacare? What's your opinion of the co-operative?

I am familiar with Seacare, its setup, companies and mission. I receive and read their publications and personally know the management and staff members. Throughout the years, I have seen Seacare and its co-operative grow from strength to strength. Credit must be given to its members and leaders who steered the co-operative in the right direction to where it is today.

**Q3:** The Vision of Seacare is to build up a viable and vibrant organisation of corporate enterprise under a co-operative masthead. What's your view on Seacare's aspirations?

Seacare's aspirations, present and future is moving in the right direction. It is now a matter of moving into and identifying other corporate enterprises and/or expanding on the present enterprises to further these aspirations. It is important not to lose sight of the primary and fundamental objective of Seacare which is to look after the welfare of its co-operative members.

**Q4:** What do you hope to contribute as a director?

With my legal background and experience, I hope I can make a positive contribution that will add value to the immense contributions already made by the present members of the Board of Directors.

Equipped with the qualifications and the experience to propel Seacare to greater heights, the two new directors, together with the team of Seacare leaders and staff, have their vision set on building a viable and vibrant organization of corporate enterprise with a focus on service to the seafaring community, shipping community and the public.

**Welcome on board!**

# Going **BIG** On



# Bilingualism

A country of 10 million teachers of which 1 million are English teachers! That's China we are talking about. With English Language fast becoming the medium of communication and exchange, it is evident that there is a need to catch up. And that is the basis of the Joint Venture between Seacare Education Pte Ltd and the Bilingual Research Centre of China.

By invitation of Seacare, Mr Zhang Gao Ming, Deputy Managing Director of the Bilingual Research Centre of China and Mr Hou Yu Ling, General Secretary, touched down in Singapore for a customary visit.

Said Mr Goh Yeow Tin, CEO of Seacare Education:

"We have been looking for partners within and outside Singapore who can complement our education businesses. The Bilingual Research Centre of China meets our criteria as they have the network of schools and teachers in China thus possessing excellent market knowledge, while we have the necessary international contacts and pools of expertise to make the partnership work."



Seacare Education and the Bilingual Research Society of China signed an MOU on 13 May 2005 at Seacare, which touches on three main points namely, the training of teachers to teach English, the importing of textbooks and lastly, cultural exchange of teachers and students between the two nations.

Recognising the market situation, Mr Hou added:

"We know how in this competitive and globalising world, knowledge of just one language is insufficient. Bilingualism is fast catching on, and is an asset to own. We lack expertise to inculcate that knowledge and to train our teachers. On the other hand, Seacare has the expertise, but the Singapore market is small. Moving the vision to an international market like China is a wise move on Seacare's part. This joint venture is a win-win situation for both parties and reflects the good foresight of Seacare."







The idea of exchanging teachers from both sides of the country for a period of two to six months was with the intention of exposing them to the use of the second language in the foreign country. By making available this opportunity both sides can be trained to become more effective bilingual teachers. Apart from training teachers from China to become well-versed in English, it is hoped that they will be able to use English as the medium of instruction and conversation.

Our China counterparts were also eager to import textbooks from Singapore, of which, they feel, are of high standard and will be beneficial to the students back in China. To date, Seacare Education has already installed series of English textbooks for pre-schools and kindergartens in Beijing.



Commented Mr Zhang: **"Even though Seacare Education is newly formed, I can see that they are spearheading their efforts in the right direction and they have much drive and experience in what they are doing. We are very glad to have this**

**opportunity to co-operate and work on this venture together. Given bilingualism's extensive and influential foundation in Singapore, we have a lot to learn from our partners still. Mind you, we believe this to be a very reliable expansion and we are looking forward to a long-term co-operation!"**

For starters, our guests have already set the ball rolling during their one-week visit to Singapore. Both Mr Zhang and Mr Hou dropped by Ang Mo Kio Secondary School and Townsville Primary School. They interacted with the principals, teachers and students, and even sat through some of the classes. With their close affinity to schools and education, it was no wonder they can't wait to share and impart their well-versed knowledge and understanding of the Chinese culture. And they are indeed looking forward to their project taking off in time to come.

Seacare is looking to set up a centre of excellence for cultural exchange, where we can bring in people with expertise in varying aspects such as the different cultures and languages. They are keeping their options open at this point, and are looking into possibilities like Malay, Indian, etc.



Said Mr Yang, General Manager of Seacare Education: **"Every culture and language has its unique history. Our options are certainly unlimited and we are keen to explore and extend opportunities of cultural exchange in all aspects, be it teachers or students exchange."**

# Reaping the Most Out of NTUC's Training Efforts



Staying up-to-date on NTUC's various training incentives was the main purpose that saw 45 SOS/Seacare staff turning up to attend the Breakfast Talk at Club@52 on 29 April 2005.

Participants sat through an informative presentation by speakers from the NTUC-SDD and NTUC Learning Hub after a buffet breakfast. The topics covered included the SkillsSave Scheme, the Re-employment Assistance Programme (REAP) and various training programmes conducted by the NTUC Learning Hub. The questions and answers session proved to be most beneficial as participants had their various queries answered by the speakers.

## Did you know...

### Re-Employment Assistance Programme (REAP)

- Re-Employment Assistance Programme (REAP) strives to help the structurally unemployed get jobs through job redesign and placement assistance. It also provides incentives for workers to stay in their jobs.
- REAP programme comprises of two components, the Re-Employment Support Scheme and the nationwide Job Recreation Programme (JRP) and aims to improve the productivity, image and working conditions of jobs in 12 sectors, to attract more Singaporeans.
- The Re-Employment Support Scheme, which aims to help job-seekers with O-level qualifications and below, include adjustment and retention incentive grants to encourage people to stay on in their new jobs, and will be administered by the five community development councils here and NTUC.

### NTUC LearningHub

- Formerly known as NTUC Computer Training Centre, NTUC LearningHub has been evolving with the Singapore workers' training needs since 1982 to help them stay employable. The Hub focus on providing high quality training courses that are contemporary and affordable.
- The NTUC LearningHub runs more than 60 IT courses which include Infocomm Training such as Accounting Software and Desktop Applications, as well as Soft Skills Training Programmes like Sales and Marketing and Customer Service.
- Employability Skills System (ESS): The NTUC LearningHub is one of the official training providers of the NCETF Employability Skills System (ESS), an initiative by the Singapore Workforce Development Agency (WDA) to enhance the overall skill standards of Singapore workers.
- Employability Camps: They also run Employability Camps (EC) to help workers in their transition into a new job.

### SkillsSave Scheme

- The SkillsSave scheme has a co-payment element that requires contribution from both the employer and employee. For the pilot scheme, the Singapore Labour Foundation (SLF) provides a matching grant to union members of the 3 NTUC co-operatives from 2005 to 2009.
- The account holder can use the money in his account for payment of courses from the approved course list. For union members, they can use the money from their account in conjunction with the Skills Development Fund (SDF) course fee funding and the NTUC Education and Training Fund (NETF) funding for courses under the NTUC Surrogate Employer Programme (NTUC-SEP).
- The employer's approval is not required for the usage of the account. The individual makes the decision on the usage of the account. The individual decides when he wants to go for training and what course to take. The course need not be of any direct relevance to his current employment.



# Seacare Environmental

Seacare Environmental has proven that their services extend beyond the shores. They're into ships too!

General Manager of Seacare Environmental, Mr Abdul Kader declared:

We have the necessary expertise and personnel who are able to undertake these cleaning tasks, even on board vessels and ships. Our services are not limited to just offering cleaning services to offices, homes or buildings.

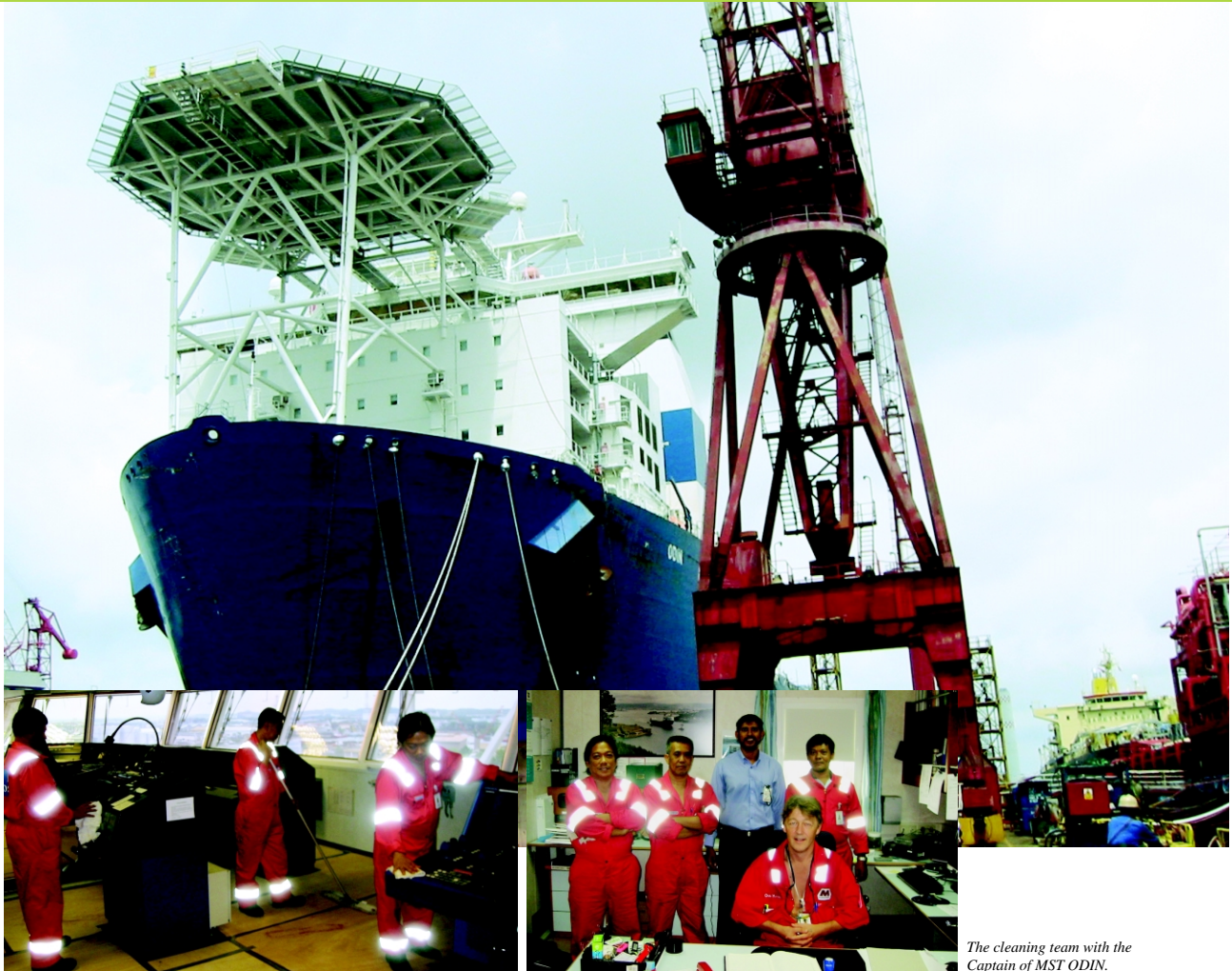


Recently they carried out a carpet cleaning project on board FPSO Jasmine Venture MV7 (Ex Buffalo Venture), a cargo ship docked at the Jurong Shipyard on 13 April 2005, during which a four-person team used state-of-the-art equipment to transform the carpet back to its original state! The four to five-storey height vessel underwent refurbishment and was given a good scrubbing and carpet shampooing in the cabins and offices. In a span of just two days, they cleaned a whopping thirty-one cabins.

In another new contract, Seacare Environmental was tasked over a period of one week to do a thorough initial cleaning of a Norwegian vessel MST ODIN, docked at Keppel Shipyard in Tuas. The team will follow up with a weekly cleaning contract covering main areas of the vessel such as the lounge and offices for a period until the ship departs in December 2005.



# Goes On Board Ships



The cleaning team with the Captain of MST ODIN.

The prospects of more ship cleaning contracts couldn't have come at a better time. Who could be more suitable to handle jobs of this capacity and nature than Seacare Environmental, the company who know all about ships.

Asked if there were special skills required for the ship cleaning contracts and Mr Kader was quick to respond. The job description requires that workers be fit, competent and experienced. Due to the amount of climbing and manoeuvring of heavy equipment, workers need to be reasonably agile and strong. Besides fitness level, all workers are trained on safety practices ranging from appropriate wear to the right tools, equipment and chemicals to use in different situations. Seacare Environmental, who strongly believes in the continual upgrading and training, sends the staff to more yard safety induction programmes.

With more of such projects in the pipeline, Mr Kader is glad that Seacare Environmental is gaining the trust and faith of shipping companies. He said:

We believe we are in the position to provide a more comprehensive range of cleaning services to ships that are docked at our shores. We also believe that our rates are fairly competitive. Therefore, we hope shipping companies or their agents will not hesitate to call us if they require such services.

**For all your cleaning needs, call us at 63795610 or e-mail [abdul\\_kader@seacare.com.sg](mailto:abdul_kader@seacare.com.sg).**

# Retreating into

# Solidarity



Led by Mr Lee Van Chong, Managing Director of Seacare Manpower, the team of 11 staff participated in their first ever teambuilding and brainstorming retreat held in Batam from 8 to 10 April 2005. The session went so well that all members of the Seacare Manpower family are fully charged up and gearing to meet the challenges ahead.

In the face of keen competition and the need to adapt to a fast-evolving economic climate, the group was involved in brainstorming sessions that explored the future direction of Seacare Manpower. Said Mr Lee: "We reiterated to our staff the importance of being prepared for changes and competition so that we will not be caught by surprise at any point."

Quality will be our driving force. Value-added workers are a win-win formula for everyone. Our clients benefit from engaging more competent workers and our workers can land jobs sooner too.

*Mr Lee Van Chong  
Managing Director of Seacare Manpower*







Seacare Manpower foresees that to combat the influx of intense competition, skills vocational training and upgrading of their pool of available manpower is the key. "The way to grow is to add value to our clients," said Mr Lee. "Quality will be our driving force. Value-added workers are a win-win formula for everyone. Our clients benefit from engaging more competent workers and our workers can land jobs sooner too."

Team building forms another key essence of effective business drive. The ability to work as a team is crucial and without team spirit, it would be hard to achieve what they set out to do. The participants went through a series of team building activities after completing the brainstorming session.



Said Ms Sulena Supaat, Manager/Director of Seacare Manpower, "Working as a team is the core ingredient to success. Without a team, working as individuals culminates to nothing. I always believe strongly in the word 'TEAM' - Together Everyone Achieves More. Because every individual is unique, we would need to work harder towards building relationships and reconciling our differences."



"This teambuilding session has certainly achieved what its purpose. It helped us to know each other on a more personal level, and not just limited to work-related issues. The relaxing and casual atmosphere made it easy for everyone to contribute and communicate, and I can't wait for the next retreat to happen!" Ms Evelyn Siow, Manager/Director of Seacare Manpower exclaimed.



Echoing her thoughts is Ms Celine Huam, Admin Executive of Seacare Manpower, "We were all very excited because it was the first time we went on a retreat! It was an excellent opportunity for us to mingle and build camaraderie. It was really interesting to spend the two days together. When would the next retreat be?"



Agreeing, Ms Phua Sze Lu, Admin Executive of Seacare Manpower said, "Because Seacare Manpower takes up two separate floors within Seacare Building, we rarely have the chance to interact, except when it's over work. The retreat provided an excellent time for us to know the other side of each other that we otherwise would not have seen."



# Seacare Manpower Empowers Recruiters



Seacare Manpower went the extra mile for the team of driven recruiters.

For the first time, the company organised a training course with the purpose of empowering them to better their service, knowledge and skills. Held on 18 April 2005 at the Seacare Multi-Purpose hall, the two hour session saw about 30 recruiters picking up useful tips on "How to connect in less than 90 seconds".

Course trainer Ms Thicelia Pijjay of NTUC LearningHub gave a run-down on the steps of engaging the customer, from the initial contact to ending the conversation. To make a positive impact professionally and personally, one would need to identify and demonstrate the three key steps for creating an instant connection with people. Adopting good customer service and gaining customers' trust through positive body language and conversation, as well as identifying and offering options to customers so as to win them over are some techniques in which the recruiters can undertake.



Using experiential activities, group discussions, individual reflections, written exercises and role-playing, the participants are guided through the process of improving their communication and appeal to their customers. It is hoped that their skills may be sharpened through such regular training sessions, which are entirely organised free for the recruiters by Seacare.

Said the course trainer, Ms Pijjay: "When it comes to connecting with people, the first few seconds and our first few words determine our success or failure...As such, it is important that all employees are trained to deliver these skills when making a connection."

The participants were unanimous regarding the course. "It re-affirms what we have been doing so far. It's good to know that we have been doing the right thing!" said Mr Chandrasegaran, a recruiter.



# NTUC Co-operatives

## Return **\$81m** in **Savings** and **Social Programmes**

Commenting on the results of the 2005 Social Report Card, NTUC Secretary-General Mr Lim Boon Heng said:

I am glad that the Co-operatives have done well and were able to give more than in previous years. Although the economy is on the road to recovery, there are still many Singaporeans who face financial difficulties, particularly the unemployed. Through the Co-operatives, we hope to help them alleviate their financial burden.



True to their social mission to help Singaporeans, the NTUC Co-operatives returned more than \$81m in savings and through social programmes last year - \$14m more as compared to 2003.

Amidst an increasingly competitive economic climate, the National Trades Union Congress's (NTUC) Co-operatives remain committed in their social mission to help fellow Singaporeans, and have been working relentlessly to better the quality of workers' lives, says the media release on 25 April 2005.

To help reduce the impact of higher costs of living on workers, the Co-operatives absorbed the Goods and Services Tax and helped workers get the best value for their money through the Co-operatives' products and services. Workers also benefited from the assistance programmes initiated by the Co-operatives, particularly in the areas of study grants and food vouchers.

In the release of the 2005 Social Report Card (covering the period from 1 January 2004 to 31 December 2004), the NTUC said that it will draw on its collective resources to meet the social needs of workers, and prepare them for the changing economic landscape ahead.

Beyond stretching the dollar for workers and Singaporeans in general, the NTUC Co-operatives have also extended their assistance and support towards persons and communities affected by the Tsunami disaster by raising almost \$1.2 million in relief aid, and supporting Mercy Relief and the Singapore Red Cross.

NTUC Co-operatives will continue its efforts to help fellow Singaporeans faced with financial difficulties, particularly the unemployed and elderly, on their road to recovery in 2005.





# Can't Say No To Casino

When the government announced its decision to build two integrated resorts with casinos, it was fraught with much thought and consideration.

"This is a judgement, not a mathematical calculation. We see the trends and feel the need to move. Whichever way we decide, there are risks. If we proceed, the integrated resorts may not succeed or the social fallout may be worse than we expect. If we do not proceed, we are at serious risk of being left behind by other cities," said Prime Minister Lee Hsien Loong.

Choosing between risks of gambling vices over high unemployment was done with fear and trembling. NTUC Secretary-General Lim Boon Heng admitted that he didn't like gambling but for the sake of revitalizing the tourism and hospitality sector it was certainly a price to consider. "This is not an easy decision.... But with 35,000 jobs to be created, I can't say no."

How can anyone say no to a decision that is expected to create 35,000 jobs and reap \$5B worth of investments annually?

Making the announcement in Parliament, PM Lee said that the move will give Singapore a chance to transform itself into a vibrant hub in Asia that is ahead of its regional competitors like Hong Kong and Shanghai, which have unveiled ambitious plans to rake in the tourist dollars.

In clarification, PM Lee highlighted that it is not a matter of chasing tourist numbers but about creating more jobs in the hotel, retail, exhibition, aviation, food and beverage industry, all of which depend on tourism.

PM Lee also gave the assurance that casinos would form just a part of the integrated resorts. The design and planning of the resorts shall be wholesome where the gaming area will be separate and the gaming component will be restricted to no more than 3 to 5% of the total area of the integrated resort developments.

The Government has also committed itself to help set up a national framework for addressing the problem of gambling, support programmes to educate the public on gambling and continue to work alongside religious groups. As Mr Lim has encouraged, "Let us now work to minimise the social costs and protect our safe and wholesome living environment."



# Walking Down Memory Lane

It was a function not to be missed! e-Place specially invited two renowned veteran singers to its Club@52 for a night of reminiscing and walking down the memory lane.

Singers Lin Shu Juan and Chen Ming Pei did not disappoint the more than a hundred members who turned up on 7 May 2005 for a members-only function. By belting out the crowd's all-time favourite songs, the crooners sang their way into the hearts of their fans. The crowd enthusiastically sang along without having to look at the lyrics!

The night ended with the fans clamouring for photos and autographs of the two charismatic stars of the night.

The function was a great success and it was indeed a great memory for all members to cherish.

## Club@52 Gets A Face Lift

Club@52 closes for refurbishments on 20 June 2005. We look forward to your continued support when the Club re-opens with a brand new look in September 2005!



### Club@52

52 Chin Swee Road  
#02-00 Seacare Building  
Singapore 169875

### Operation Hours:

Mon to Fri : 5pm - 1am,

Sat : 5pm - 2am

Sun & Public Holiday: Closed

Tel.: 6379 5653

“中华速读会” 招收会员

# 一分钟读2000字 — 神！

您知道有一种一分钟读 2000 多字、几分钟读本书的阅读方法吗，这不是神话，而是确有其事。

“预备 ——” 昨天，龙沙区全脑速读学习班的教室里坐满了人，大家盯着对面的 20 多名学生。

“开始！” 随着指导教师的口令，下面响起了一阵刷刷的翻书声，一双双眼睛在一页页书上掠过 ..... 随着“停止！”的口令，奇迹出现了。

——张哲，一个文静漂亮的小女孩，刚过十岁生日。过去她一分钟只能看半页书，记住的只有几十个字，经过 20 天的全脑速读记忆法训练，现在已经能在一分钟里读十页书，并能背写出 1100 多字。

他们怎么会有如此超群的能力，是特异功能吗？不！“他们仅仅是改变了一下惯常的阅读方式，也仅仅是用 3 周时间的训练。” 指导教师王学贤如是说。（原载《齐齐哈尔日报》1993 年 2 月 23 日）



## 您一分钟能读多少字呢？ 您想不想学会速读的本领？

速读帮助您读得快和理解透；

帮助您提高读书、工作和考试的效率，速读可以让您变得更“神”！

与其心动，不如行动

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Please take note that the Speed-Reading Club will be conducted in Mandarin.

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7月15日之前报名只收报名费 S\$10/-，免交第一年的入会年费。