

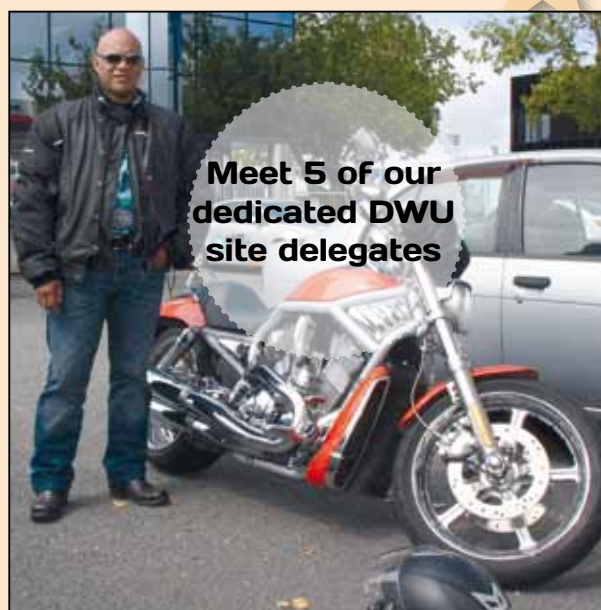


## Our Union OUR Welfare

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# NZ Dairy Workers Union Strategic Review—How we work

Chris Flatt – National Secretary



**W**hen I was appointed as National Secretary in August last year, I committed to carry out an operational review of the DWU's strategic direction, staffing requirements, delegate/member services, operational systems and service providers. The goal of the review was to establish the areas in which we are currently fit for purpose and, where we are not, to identify possible improvements to how we operate as a union.

Over the last six months I have met with every member of the DWU National Executive, DWU Organisers and staff, current service providers, and possible alternative providers to get an understanding of what we are doing well and where we could do things better.

At its February strategic planning meeting, I presented my operational review report to the DWU National Executive for discussion and debate. I am pleased to report that the National Executive endorsed all the recommendations suggested in the report.

*My recommendations focus on three areas:*

- the strategic direction of the DWU (including staffing and resource allocation);
- the DWU's domestic and international union and political affiliations; and
- the DWU's operating systems and service providers.

I will be discussing these recommendations in detail at the March regional delegate forums and upcoming site AGM visits, but I wanted to outline to you here some of the key recommendations contained in my report.

## Strategic and staffing recommendations

Protecting existing collective employment agreement (CEA) coverage and conditions must be the key priority for the DWU over the next two years. To ensure that the DWU continues to be an industry union that organises and represents dairy workers across the entire dairy industry, and not just within Fonterra, we must always be working on ensuring our organising structures are maintained and developed within both existing and new coverage areas.

To support this, the operational review recommends that DWU resources be focused upon ensuring a highly visible organiser and delegate presence on existing sites. This is particularly important in light of the fact that the National/ACT Government will shortly be introducing changes to the Employment Relations Act that have the potential to further impact upon our legal and industrial bargaining abilities. We will increasingly have to rely upon our organising and delegate structures (rather than legal remedies) to prevent any roll back of our collective conditions or coverage. The operational review recommends that the strategic

focus of the DWU and organisers in the 2013-2015 period should be on strengthening and developing organising and delegate/membership structures within existing sites by focusing on the following work:

- Ensuring regular and highly publicised visits of DWU organisers and officials on all current sites to ensure maximum contact with delegates and members;
- Increased regular communication to members on industrial and political developments;
- Development of regional delegate structures where they do not currently exist to ensure knowledge and experience is shared amongst delegates;
- Ensuring notice boards are updated regularly with DWU newsletters and correspondence;
- Ensuring all sites with more than 30 members have active delegate committees in place (e.g. site/deputy and department or shift delegates and a women's delegate) and they are meeting with the organiser on a regular monthly basis;
- Ensuring all sites with less than 30 members have active delegates in place (e.g. site/deputy and any others as the opportunity arises) and they are meeting with the organiser at least quarterly across the year;
- Ensuring roster agreements are regularly reviewed and updated/recorded including central monitoring and storage of these agreements;
- Ensuring that the DWU has updated personal email and mobile phone numbers of members (first priority being sites that are up for negotiation this year);
- Responding to management changes in CEA interpretations with delegate meetings and action based solutions which involve and are endorsed by members;
- Increasing information to members on how they can become delegates;
- Increased training and guidelines for members/delegates to demonstrate the importance of an efficient and democratic delegate system (including the importance of trust and confidence between an organiser and delegate);
- Taking appropriate opportunities to thank delegates for their work;
- New delegate training that focuses on basic tasks instead of assuming that this information is automatically passed on to delegates;
- Providing attendance certificates for delegate training to recognise completion and to generate interest on site of training opportunities;
- Using regional delegate meetings as a training and educational opportunity rather than a series of speeches;
- Being ready at the national and local level for potential industrial action if required;
- The retention of the current regional-based organising

model but the introduction of various regional coverage changes to ensure the DWU's regional organiser structures are more effective and the organiser to member ratio is maintained at approx 1:1000;

- Ensuring necessary administrative support is provided to organisers, delegates and members by employing an additional fulltime administrative staff member and establishing an improved email and document server capacity to ensure that there is a centralised database across all staff and organisers for the production and storage of industrial, bargaining and membership documents;
- Mark Apiata-Wade's current Organiser Information/Education role will be realigned to a National Organiser role with the primary task of assisting the work outlined above by providing support, communication and education services to organisers, delegates and members to achieve these goals.

## Domestic and international union and political affiliation recommendations

No union operates in isolation, either domestically or internationally. The DWU has understood the importance of this for many years and has been an active union within both the NZ Council of Trade Unions (CTU) and the International Union of Food Workers (IUF).

The current economic climate, as well as upcoming changes to employment laws, is likely to lead to an increase in the number and intensity of employer attacks on unions and wages and conditions in the future. Whilst the DWU is in a better industrial position than many other NZ unions, recent disputes at AFFCO Talleys and Ports of Auckland have again demonstrated the importance of DWU engagement in both the CTU as well as international union affiliations. Employers must know that when they attack one union or group of workers, they are taking on the whole union movement.

There is also little point organising and achieving excellent wages and conditions for NZ dairy industry workers if these are ultimately undercut and eroded by employers being able to outsource work to non-unionised workers in other countries.

*In light of this, the operational review has recommended that the DWU:*

- Maintains appropriate domestic and international union affiliations that support DWU strategic objectives;
- Continues to be active in all CTU structures, including the National Affiliates Council (NAC), CTU Runanga, Womens Committee, Komiti Pasifika, and Food Sector Group;
- Actively supports CTU campaigns, particularly the upcoming campaign relating to the proposed changes to the Employment Relations Act;
- Builds upon and strengthens the work of the IUF Dairy Division particularly in relation to projects involving the Asia/Pacific region;
- Discusses the importance of remaining affiliated to the

NZ Labour Party in every appropriate DWU forum leading up to the affiliation vote at this year's AGMs and that affiliation information packs be produced prior to the AGMs in order for members to be better informed about the benefits of affiliation.

## Operational systems and service provider recommendations

The operational review looked at a wide range of services currently provided to and by the DWU and examined whether our union was receiving value for money from current suppliers.

This included reviewing the following services: information technology (IT) services such as email and website hosting and support; hard copy resources such as stationery, couriers, Dairy Worker magazine and DWU branded material; financial and insurance services including financial auditors, legal and ACC advice, and travel, vehicle and building insurance; organiser and delegate-related expenses such as fuel cards, mobile phones and delegate accommodation options.

The review identified that, overall, most DWU services were fit for purpose. The review did recommend the following changes:

- Reviewing our current website and online services as part of the wider email and document server upgrade;
  - Rolling out the new DWU Membership System, including the Organiser and Delegate Portal, in order to improve our ability to contact and communicate with members as well as advertise visits by DWU officials and organisers;
  - Changing our current building and vehicle insurance providers;
  - Negotiating a new arrangement with our current fuel and printing providers to achieve increased savings.
- As a result of these recommendations, the operational review has identified nearly \$10,000 per year in savings for the DWU without reducing any of our current services or operations.

**The DWU is in good shape but there is work to be done. Overall my operational review has highlighted the positive industrial and financial position that the DWU is in. The recommendations suggested in the report are aimed at building further upon this solid base and should not be seen as indicating that the DWU is in a crisis. We are not and we are in good shape.**

**Despite this, the DWU does face some important challenges over the next few years both from industry employers and a National/ACT government that wants to roll back many of our terms and conditions as well as the wider role the DWU plays within the dairy industry.**

**I wish to thank all the members of the National Executive, DWU Officials, Organisers and Staff for their assistance with my review and I look forward to receiving your input into these recommendations when I attend the regional delegates meetings in March and in my various work site visits over the next few months and at the AGMs in July and August.**



## Canpac Delegates Meet



*L to R - Standing: Pat Taitoko, Martin Kerr-Bell, Carla Hodgson, Eddie Gadsby, Craig Paterson, Nigel Palaone, Chris Flatt, Jodi Middleton, Rosie Coker, Camille Rondon and Glenn Barnes. Sitting: Paul Burr, Bimala Ahir, Claudine Keepa, Karangi Jones, Juanita Krause and Barry Stuck. absent: Paul and Dave Ardern*

**T**he Canpac delegates held a strategy meeting in December at the Trade Union Centre in Hamilton to discuss their upcoming collective agreement negotiations. With the year to December CPI at 0.9%, there doesn't seem to be much scope for a substantial wage increase based on increases gained over the last two negotiations. Dates were set for calling of claims and final dates for claims to be accepted. These will be processed and prioritised by the committee in February with negotiations set down for 21-23 March 2013. Chris Flatt, National Secretary, also addressed the meeting.

Glenn Barnes  
Organiser Waikato/BOP Region



### National President and National Vice Presidential Elections

**The DWU is currently calling for nominations for the National President and National Vice President positions for a three year term.**

**The pink ballot papers that were recently sent to your home address have had to be declared null and void by the National Returning Officer. There was no numbering of the ballot papers, and as such the process was open to potential abuse.**

**Therefore, to ensure the safety, secrecy and democracy of the ballot, the National Returning Officer has restarted the whole election process again and is recalling for nominations.**

**Please note the ballot is a secret postal ballot and the numbering is only used to ensure one vote per member. No record is kept of which number is given to members.**

**Now is also an opportunity for you to ensure we have your current home postal address and personal email address. To check, please call the National Office on 07-839-0239 or email carne@nzdwu.org.nz.**

## Southern Snippets

In my recent round of visits I was informed that the Edendale site have employed a part time physiotherapist with the intention of supplying services to the staff. While this is to be commended, (as any improvement to the welfare of the workers is very welcome) we should be aware of some of the conditions around use of such services.

If a worker has an accident, or has unexplained pain anywhere on their body, they should go or be taken to a qualified medical professional who has the authority to recommend the worker to a physiotherapist to help the worker recover from injuries. There has been one case of a worker being sent to a physiotherapist and treated for muscle damage when the pain was in no way connected to what they were being treated for.

So to recap, the service is to be commended if it is used on a voluntary basis. No manager can send a worker to a physiotherapist unless it is voluntary. Every worker should insist on seeing a qualified medical professional (preferably your family doctor) if they are in pain or have an accident.

Murray Kerse  
Organiser Southern Region



## Alignment of Salary Year and Holiday Year in Fonterra Ingredients CEA



*L to R - Barrie Kanara, Brett Brown, Angus McConnell, Tom Faulkner and Steve Kara*

**T**he unfortunately named but appropriate "Salary Year Creep Committee" comprising of Tom Faulkner, Steve Kara, Brett Brown, Barrie Kanara and Angus McConnell met on 31 January to resume exploring the issue of the Salary Year Creep and to consider a DWU solution.

The Ingredients CEA has a defined salary year (annualised hours) and a defined common holiday year that was established with an appropriate gap for holidays to be taken when due but still within the salary year.

The issue is an old and growing one caused by the fact that the salary year is not based on a true calendar year and as a result over time the start date is moving backward closer and closer to the holiday year which begins on July 1. Originally there was a deliberate gap between the two to enable holidays to be taken, but as the gap has closed and is less aligned to the seasonal start time, more emphasis has been placed on pre-season paid not worked or pre-season use of anticipated leave or newly accumulated leave.

Our earlier discussions with Fonterra after the last CEA negotiations proved to be inconclusive and the company didn't consider they have a problem with this issue.

The Committee came to a series of conclusions which will be forwarded to delegates committees to consider and feed back to any of the committee members. If we have general agreement on the issues then we propose to re-enter discussions with Fonterra.

Angus McConnell  
Assistant Secretary





## FREELoadERS Upset

**A**s a follow up to my article about freeloaders in the last DairyWorker magazine I have received feedback from freeloaders who read the article. If you were one of the freeloaders who either emailed me or made comment through the delegates, I thank you for taking the time to discuss this issue.

Interesting to note that it is the fee paying members who pay for the magazine yet freeloaders are happy to read it without paying.

I do think it is important for every dairy worker to read the magazine as it is about educating members and other employees about DWU activities and unionists' articles of interest. My article clearly hit a nerve and provoked a response which was a welcomed outcome. I wanted people to talk about the issue and raise awareness with the hope of educating not only the freeloaders but also other workers about union membership.

Comments I received included some of the following email extracts: *"I haven't been in the dairy industry long... I've found my employer to be an extremely good employer with their focus on... staff being properly trained, kept safe, maintaining a good work/life balance, paid well etc."* *"I have never 'freeloaded' from any of my mates."*

*"Despite what you might think, I'm not anti – union. I believe in the concept of like minded people joining as a guild or association to negotiate a workable contract."*

*In the meantime I consider myself more than capable of negotiating an individual employer agreement (IEA). I've done it for most of my life. I have a good knowledge of employment law and am not fazed at the prospect of doing so."*

*"The fees are too high."*

Freeloaders often come up with excuses as to why they aren't in the union contributing to what they receive in their terms and conditions of employment. It is unfortunate that some people find it easy to complain that the union fee is too high, yet the DWU fee is only 0.6% which is only \$6 for every \$1000 earned.

I don't think it takes a mathematician to work out that if you are paying high fees then that is because you are actually receiving a fat pay packet. I've heard the occasional worker at site meetings say they pay too much in fees and are upset when they pay \$24-\$30 fees in their fortnightly pay. Well, if you are paying those fees, that works out to be a \$4000-\$5000 pay packet which a lot of workers out there would love to get paid and certainly would be happy to pay \$30 to get \$5000.

You get that pay not only because of the hours that you work but as a direct result of many years of the DWU negotiating decent pay increases and good overtime rates. I assure you that the company didn't just give you that, rather it was won by the determination of many union members who stuck together through thick and thin to achieve what you get.

In my capacity as an advocate I have had to deal with managers that think dairy workers are paid too much and they want to remove penal rates and long service bonus, they could do that to anyone on an IEA at any time but can only a change a collective employment agreement (CEA) through good faith negotiations. The DWU have managed to



Mark Hope

fight off such claims but I have seen individuals lose entitlements when they thought they could negotiate their own IEA. It would be naïve to think that you as an individual actually hold any bargaining power on your own. The DWU is successful because of the high union density/membership. That is why the low density membership CEA's do not have as good pay and conditions as high density ones.

Now I'm sure employers aspire to be good employers but it needs to be said that it was/is unions that demand employers focus on training, provide safe work places, pay decent wages, and have provisions for reasonable work life balance.

The DWU and its members negotiated and fought for the terms and conditions you and every new worker now enjoys. If you look outside of unionised work places which have no CEA you will not find the good provisions that are contained in the DWU negotiated CEA's. There are in some cases similar clauses that the company pass on to IEA employees but they usually have an ulterior motive for doing this. It is often an attempt to undermine the CEA by picking off individuals over time. I made the comment in my last article that if no one was in the union then there would be no CEA and you

would all be on IEA's.

Without question you would lose significant conditions of employment. No individual would be in a position to negotiate what you currently have, that was achieved by workers sticking together and belonging to the Union.

In my time as an organiser and advocate negotiating CEA's I have never been to negotiations where the employer just gives workers an automatic wage increase or improvements in their agreement that benefit workers. Typically the employer comes to negotiations with claims that reduce or diminish or claw back what you get.

I have seen employers try to remove things like medical insurance, superannuation, sick leave entitlements, long service leave/bonus, redundancy entitlements, roster agreement protections and reduce wages or hours of work. I have seen them try to reduce the number of full time permanent positions and contract out your job to labour hire companies that pay significantly less than the CEA, and attempt to seasonalise your industry.

The company are focused on maximising profits and returns to shareholders, whereas unions are there to protect workers' rights and seek a fair share for all stakeholders

Without unions, workers' rights would be reduced to basic legislative minimums which we all know the National government is actively trying to reduce or remove. They are also actively removing your workplace protections by attacking union rights.

So it is critical that we stick together as a Union to retain what previous union members fought for and won for us. All of us in the DWU benefit from what they fought for. Significant sacrifices were made and they all paid in one form or another.

Freeloaders are enjoying those hard earned provisions too but they aren't paying their share, which puts

## Canterbury Trade Union Centre Building replacement



The damaged Canterbury Trade Union Centre (TUC)

**S**ince Brian Wooller retired, I have been representing the Dairy Workers Union on the Board of the Canterbury Trade Union Centre (TUC). Post the earthquakes, we have been through a rocky time building-wise. The TUC has been demolished and the land has been designated to be in the green area of the new Christchurch city plan.

That means that CERA (Christchurch Earthquake Recovery Authority) can acquire the land and pay compensation. At the present time, the Board is in negotiations with CERA over the amount of compensation to be paid.

The Board also had issues with the insurance cover and fortunately this has been recently revolved. At the moment the Board is exploring ways of acquiring land elsewhere in the city

to build a replacement TUC. The union community in Christchurch has spread and some unions have amalgamated, so there may not be as many tenants in the new building.

The Dairy Workers Union holds shares in the building, and our Union will be deciding what our needs are for the future once discussions with CERA have been concluded.

**Murray Kerse**  
Organiser Southern Region

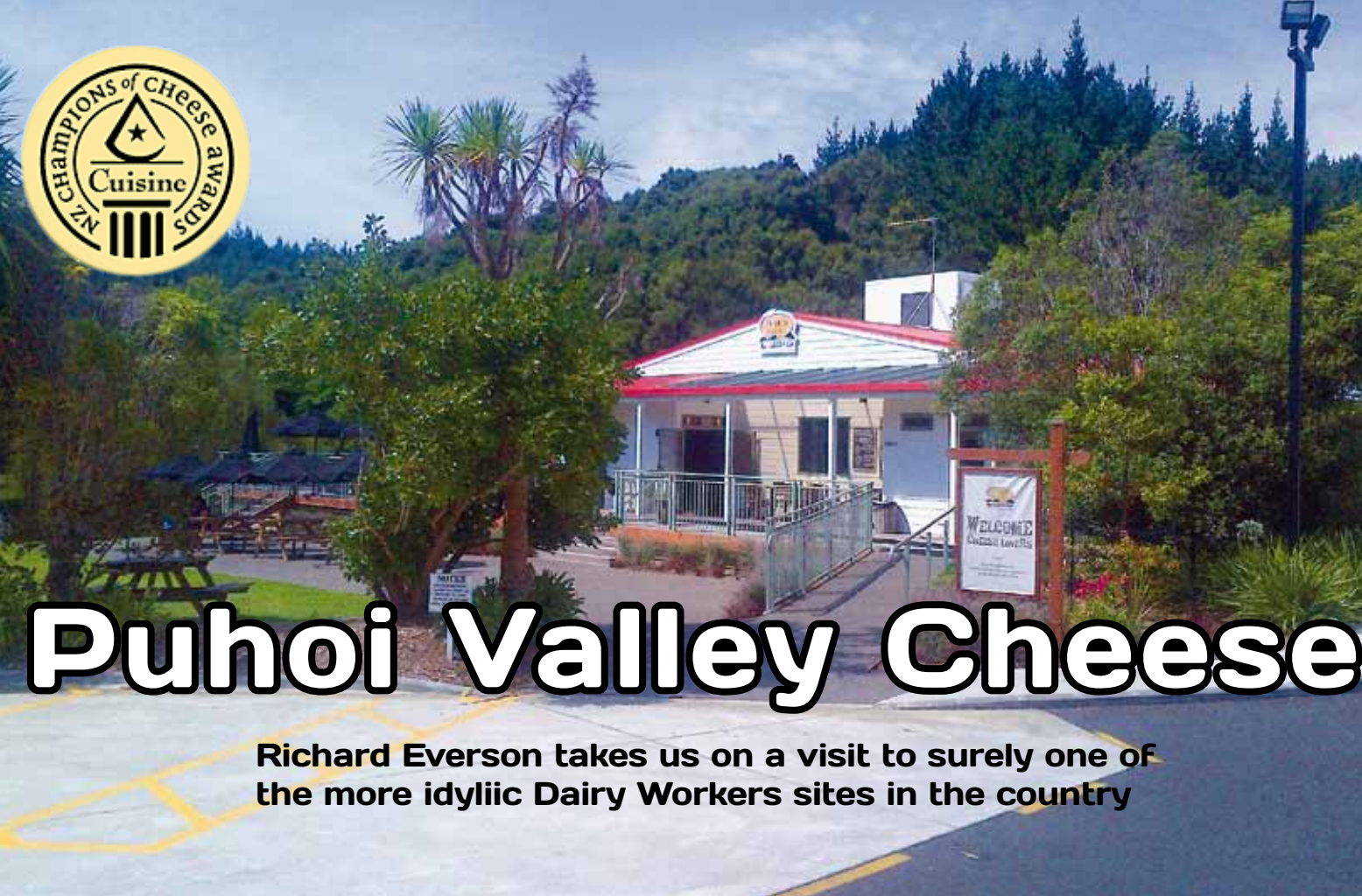


everything that was won at serious risk. This is why it is important for every union member to educate the freeloaders so they understand what's at risk here. Please do your part as a unionist and educate freeloaders about the damage they are doing and

encourage them to join the union so they too can stand proudly beside you as a unionist.

**Mark Hope**  
Organiser Waikato/BOP Region





# Puhoi Valley Cheese

**Richard Everson takes us on a visit to surely one of the more idyllic Dairy Workers sites in the country**

**A**pprox 50 km north of Auckland lies the picturesque Puhoi Valley, heart of New Zealand's bohemian community (not the gypsy kind but the people who migrated to New Zealand from Bohemia an old European region that later formed part of the Czech Republic). Puhoi Valley is also home of the Goodman Fielder Puhoi Valley cheese site.

It's an old-world, scenic location with a historic village and native forest set throughout the valley. This is a perfect location for a cheese factory that deals in the boutique cheese market. When visiting Puhoi it's feels like you have stepped back in time and you just get the feeling of deep traditional practices and isolation from the main stream manufacturing. This does not mean the Puhoi cheese factory is not a modern cheese making facility, far from it, Puhoi Valley cheese has managed to integrate the modern cheese making techniques but maintain the feel of tradition. I recommend you visit the Restaurant at the front of the factory and sample some of the cheeses when passing through, you won't be disappointed.

The Puhoi site was founded in 1983 by two cheese makers and later sold to Anchor where it came under the DWU umbrella and was later negotiated into the collective employment agreement (CEA) with Takanini (now part of Fonterra Brands). When Fonterra was formed Anchor was sold to Graham Hart as part of the requirements to form Fonterra. Puhoi was then sold off by Graham Hart to Goodman Fielder who remains the owner today.

Melissa Thomas has been working at the site for 10 years and been the site delegate for the last five years. Melissa

hails from Kakahi in the heart of the King Country. Melissa made the major life style change in search of work and moved north in 2001 and she started at Puhoi in 2003. Melissa was very green to the dairy industry when she started at Puhoi and has worked her way up to team leader of the Ultra Filtration Department as well as holding the roles of departmental delegate from 2006 and DWU Runanga /Fono delegate for the Northern Region from 2007 until she became site delegate in 2008. Melissa has a strong union background which she got from her father who worked at the Mitsubishi Motors assembly plant in Wellington. Melissa is of Ngati Tuwharetoa descent.

As well as locals the Puhoi cheese site has always had workers from Europe and South America as part of the staff and our collective, which could be attributed to the surroundings and historic charm that Puhoi delivers. It certainly is a great site to travel to and visit.

The main products Puhoi manufactures are soft cheeses (with the bulk being Feta), the main cheeses made at the Puhoi site are shown in the table below. Puhoi also contracts out the manufacture of other cheeses such as cheddar and brine cheeses which bear the Puhoi label.

**Richard Everson**  
**Organiser Northern Region**



State Highway signage



Fountain lawn area



Cafeteria



Melissa Thomas, Puhoi delegate.  
*Ko Tongariro toku maunga  
Ko Taupo nui-a-tia toku moana  
Ko Te Arawa toku waka  
Ko Ngati Tuwharetoa toku iwi  
Ko Ngati Manunui toku hapu  
Ko Melissa Thomas toku ingoa*  
.....

**Sample of Puhoi Valley product**  
**Soft White cheeses**  
Single Cream Brie  
Double Cream Camembert  
Creamy Blue  
Distinction Blue  
Farmhouse Traditional Camembert  
Rolling Pastures Triple Cream Brie  
Oakdale Close Camembert  
Old Barn Brie

**Blue Cheeses**  
Valley's Secret Blue Brie  
Winding Track Double Cream Brie  
40 Acre Block Cow's Milk Feta  
Creamy Blue  
Intrepid Gorgonzola Style Blue  
Pioneer Blue  
Distinction Blue





# IMPORTANT NEWS!

**In the next 10 days, members at Fonterra NZMP (Ingredients), including those original Southern Cross members, who have so far not taken up the UniMed cover, will receive letters of offer from UniMed inviting them to join.**

**A**t the last CEA renewal in 2011 part of the agreement was a move to the UniMed Dairy Industry Medical plan which has a higher level of coverage and payment for the more serious kinds of events and illness.

In the last year, workers on the Dairy Industry Medical Plan have benefited from over 1,000 surgical procedures being paid in full at an average cost of over \$5,000. Over 20 workers had procedures which cost over \$12,000; 9 hip or knee replacements (non-ACC) for which the average cost was \$18,000, a \$37,000 coronary bypass procedure, and a number of hysterectomies and prostate cancer surgeries. Over 20,000 non-surgical claims were also paid for things such as GP visits, tests, specialist consultations and chemotherapy.

After our annual review with UniMed it was evident that some members covered under the collective agreement were not receiving the coverage despite the fact that it's free. Workers with cover are able to claim for even the most everyday medical costs such as doctor visits, so we really do advise members to pick up the provision no matter what age you are or how healthy you are.

One can only speculate as to why these individuals were missed. So in partnership Fonterra, UniMed and the DWU are going to be doing a drive to ensure that members under the CEA get what they are entitled to. The drive to join will take place from 11 March 2013 until the cut off date of 30 April 2013.

It is in the interest of your health and wellbeing that we are co-operating on this.

A worker under the CEA has a free benefit entitlement of \$614.64 per annum which is the cost of the subsidised premium. Additionally, Fonterra and the DWU have negotiated preferential terms and conditions for the cover with UniMed which includes:

- When a worker is a member of the subsidised group health insurance plan and signs up within the first month of eligibility, all qualifying existing conditions will be immediately accepted for coverage up to the limits contained in the subsidised scheme.

- Non-qualifying pre-existing conditions are cancer, cardiovascular conditions and conditions likely to require joint replacement, which are covered to a lower limit for private surgical benefits.

- After three years' continuous membership qualifying existing conditions will continue to be covered should the

worker leave or become no longer eligible for subsidy and elect to continue cover privately.

- If the worker wishes to add their family members or upgrade their cover, there are heavily discounted premiums available and preferential terms for the acceptance of qualifying pre-existing conditions.

We want to support your wellbeing and that of your family. In the next 10 days, members at Fonterra NZMP (Ingredients), including those original Southern Cross members, who have so far not taken up the UniMed cover, will receive letters of offer from UniMed inviting them to join and get what is available to them. Fonterra and the DWU have negotiated with UniMed to provide some concessions in regards to cover for pre-existing conditions even though the original joining date has been missed. The details of the concessions will be included in your letter.

After the letter a follow-up will be done by delegates ensuring that affected members have the letter and the opportunity to meet and discuss options with UniMed representatives.

Members will have the choice of joining for themselves only, for which the \$614.64 premium is covered by Fonterra as part of the CEA provisions, and also will have the option of joining their families and/or upgrading to enhance cover at their own cost. At the end of the day it's the member's choice but we want you to take advantage of what's available to you.

Members covered under the other schemes in other CEAs but who have failed to join in the joining period will be considered once this promotion has finished.

**Angus McConnell**  
Assistant Secretary



DWU Welfare Committee of from left; Peter Newman, Dianne Dwight (Lady Di) (Convenor), Chris Flatt (National Secretary) Frank Lancaster, and Jimi Thompson.

## Welfare Committee- 2013 Educational Grants

**T**he DWU Welfare Committee is responsible for operating and administering the DWU's Welfare Fund of \$110,000 which has been established to provide welfare relief, hardship and educational grants and financial assistance upon the death of DWU members, their spouses or dependants.

So far this year, the Welfare Committee has provided over 53 hardship grants to DWU members and assisted over 16 families with financial assistance following the death of a fund member.

The DWU Welfare Committee of Dianne Dwight (Lady Di) (Convenor), Frank Lancaster, Jimi Thompson, Peter Newman, and Chris Flatt (National Secretary) met on 15 January 2013 to allocate the \$10,000 educational grant component of the Welfare Fund.

This year the Welfare Committee received a record number of 54 applications for educational grants. The Committee approved 50 of these (four applications did not meet the eligibility criteria contained in the DWU Policy) and provided over \$10,000 to members, spouses and dependants 19 years or under for their educational purposes.

In determining how much each successful applicant received, the Committee took into account whether the applicant had previously received a DWU educational grant and the nature of their application.

The Welfare Committee also resolved that as the \$10,000 educational grant component of the Welfare Fund has not been increased for two years, the change in eligibility of dependants from 18 to 19 years of age (passed at the 2012 National Congress) and the general reduction in financial assistance available to applicants from governmental or community groups, the Welfare Committee proposes that to give continued meaning to the principles of the Welfare Committee, the Educational Grant component of the Welfare Fund should be increased in the future from the current \$10,000 per year to \$20,000 per year.

This resolution will be put forward as a remit to this year's National Congress for further discussion and debate.

The Committee would like to thank all those who applied for educational grants and would like to take this opportunity to wish all applicants the very best with their studies or educational endeavours.

On behalf of the DWU National Executive and the Welfare Committee, I would also like to again thank Lady Di for all the hard work and preparation time she provides to the Committee. Lady Di's ongoing commitment and dedication to the Welfare Committee and DWU members is deeply appreciated.

**Chris Flatt**  
National Secretary





## How Fast Food workers Super-Size their pay in New Zealand

14-02-2013

Most *Dairy Worker* international stories obviously involve overseas locations, but the IUF website recently featured a story about New Zealand.

The New Zealand union Unite launched its “SuperSize My Pay” campaign in 2005. Now with more than 4,000 members at KFC, Pizza Hut, McDonald’s, Starbucks, Burger King, and Wendy’s, it has become one of the most successful fast food organizing efforts in the world.

Unite’s strategy? Very simple! By going into fast-food restaurants and organizing the workers. Daily



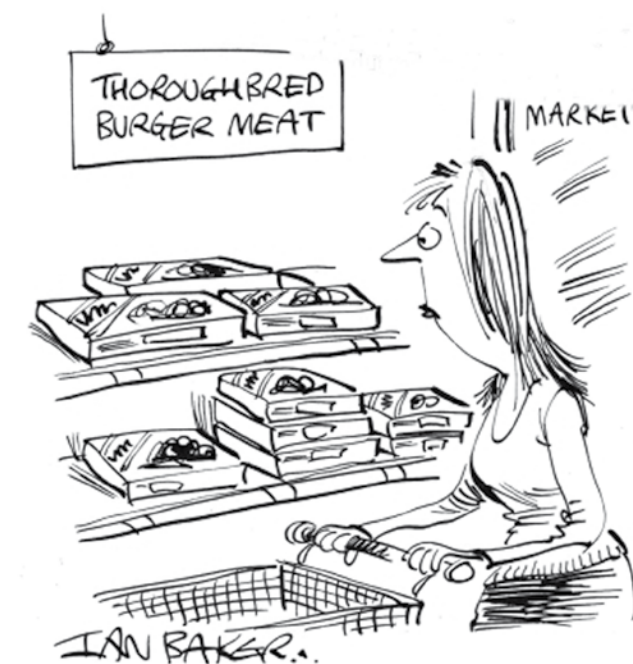
visits are documented on facebook. The organizers have proposed a three-point platform of demands: increasing the minimum wage, the abolition of “youth rates”, and to “secure” hours. Despite a rather

high turnover (more than 30,000 workers have been members of Unite)—that could have weakened the campaign, Unite has achieved almost all its targets.

## The horse meat scandal

12-02-2013

In the wake of the horse meat scandal and the risk to food safety admitted by the UK Environment Secretary, the UK Food Safety Authority (FSA) admitted that it was highly likely that there had been criminal and fraudulent activity in the meat supply chain. While the authorities ponder testing regimes, the IUF calls on employers and Governments to tackle the real cause of the problem



- low pay, contract labour, unscrupulous employers, fear, loathing and desperation. Food safety standards go hand in hand with labour standards. Workers organised into unions and collective bargaining backed up by strong legislation will set the standards to enable food

safety to be appropriately monitored by workers who will have the confidence and security to speak out on fraudulent and criminal activity.

**Why not join the IUF Dairy Division mailing list?**

<http://labourlists.org/>



## US dairy sector making headway in the European Union by trans-Atlantic trade negotiations

19-02-2013

Transatlantic Trade and Investment Partnership negotiations could lead to the removal of barriers that have until now prevented US dairy manufacturers making “headway” in the European Union (EU), US dairy sector representatives have claimed.

US President Barack Obama, European Commission (EC) President José Manuel Barroso, and European Council President Herman Von Rompuy revealed in a joint statement that the US and EU had agreed to launch negotiations to establish a trade and investment deal.

According to the statement, the Transatlantic Trade and Investment Partnership will focus on the removal of tariffs, open investment markets, and “aligning rules and technical product standards” that currently hinder trade between the US and the 27 EU Member States.

The IUF believes that recent trade initiatives like this and the Trans Pacific Partnership Agreement (TPPA) are more about deregulation and privatization in the interests of investors than they are about trade. Members should be vigilant in watching developments and campaign against proposals that undermine the ability for elected Governments to have democratic control over natural resources and national regulations.

## SINTRAINAGRO activist murdered

30-01-2013

In the early morning on January 28, Juan Carlos Muñoz, a SINTRAINAGRO member, was murdered by gunmen on his way to board a bus to take him to work in the sugar cane fields in Colombia’s Cauca River Valley.

Juan Carlos was a prominent activist involved in the union’s struggle against labour contractors and the La Cabaña sugar mill, which have mounted vicious attacks against the union and its members through harassment, illegal firings and pressure on cane cutters’ families.

In recent meetings with the Minister of Labour and the Minister of the Interior, SINTRAINAGRO, with the support and assistance of the National Executive of the CUT, denounced the imminent risk not only to the leadership and members of the cane sugar workers’ union, but also to SINTRAINAGRO’s national leadership.

The IUF wrote to the Colombian government in November 2012, urging that security measures for trade unionists be kept in place and has now called on government authorities to swiftly launch a thorough investigation into the murder of Juan Carlos Muñoz and bring the perpetrators to justice.

**0800 456 540**  
**[www.areyouok.org.nz](http://www.areyouok.org.nz)**





## DAIRY INDUSTRY SUPERANNUATION SCHEME (DISS)

The Supreme Award for Excellence in Communications at the Workplace Savings NZ Awards Ceremony in December last year was again won by the Dairy Industry Superannuation Scheme, for the third time in four years.

The judging panel said our Annual Report to members was exemplary and that it sets the bar for clear and concise member communications – something for the rest of the industry to aspire to, and the best corporate, industry or Master Trust Annual Report.

### The Scheme

Employer subsidised Dairy Industry Superannuation Scheme for permanent workers. If you put in the maximum 6%, the company puts in 9% – this means they will put in \$1.50 for every \$1.00 you contribute. This includes Death and Permanent Incapacity Insurance valued at 50

times your annual contributions. (If you contribute 6% it is worth three times your previous year's income.) Insurance cover is automatic if you join within six months of employment start date. (After six months, you will need to fill in a medical questionnaire and may have insurance cover reduced.)

To join the Scheme, please see your

Site Delegate.

If you are a member of the Scheme and want to check if you are covered by the insurance component, please contact the Scheme helpline:

**0800 355 900**

**[www.dairysuper.superfacts.co.nz](http://www.dairysuper.superfacts.co.nz)**

**Mark Apiata-Wade**  
DWU DISS Director



DISS Directors. L to R Standing: Mark Apiata-Wade, Andy Williams, Tim McGuinness (Chairman) and Dave Scott Seated: Bruce Kerr, Patrice Wynan and Debra Marshall

## Two members tell us what DISS membership means for them

*Joining a superannuation scheme may be something we do when we first start work. Then again, it may not become a priority until later in life. Although saving for your retirement from day one is ideal, it's still worth joining even if you have left it quite a bit later. We recently spoke to Keith Booth, who has just retired after nearly 40 years' membership and Malcolm O'Callahan, who joined the Scheme five years ago. Keith's story shows how saving throughout your working life can improve your financial situation when you retire. However, as you can see from what Malcolm told us, it's never too late to join and make the most of the benefits on offer.*

### Malcolm O'Callahan-



Malcolm O'Callahan

"The Scheme gives us huge peace of mind"; a dairy worker with five years' service and current dairy Workers Union Site Delegate at the Goodman Fielder site in Christchurch.

Malcolm is a big fan of the Scheme. He and his partner have seven children between them and Malcolm told us that "the Scheme gives us huge peace of mind that if anything happens to me, my family doesn't have to worry about financial problems.

Along with my super, the death

and disability insurance is a huge comfort. As Site Delegate I have been involved when a member has passed away and the family was hugely appreciative of the Scheme's financial assistance.

For me personally, this is the first time in my working life where I've been able to have any savings of substance."



### Keith Booth-

"Joining the Scheme is the best thing I ever did".

Keith recently retired from his job as a tanker driver and long serving Drivers Delegate at Fonterra Te Awamutu after 36 years' service. He is now reaping the rewards of Scheme membership and says "joining the Scheme is the best thing I ever did – and I worry about those who don't join. I've seen workers who have been with the company nearly as long as I was and didn't get around to joining because



Keith Booth and wife June

they thought they couldn't afford it or didn't think they'd be there very long. Since I retired we've been able to buy a new car, renovate our home

and maintain a pretty good standard of living. Best of all, we have been able to help out our children and spoil the grandchildren."

People

## HIX PEARSON-SOUTHERN RUNANGA/FONO DELEGATE

Hix Pearson is the Southern DWU Regional Runanga/Fono Representative.

Hix is of Ngaiti Ranginui (Tauranga) descent, but currently lives in Studholme, 40 minutes south of Timaru in the South Island.

He works as a process operator at the Fonterra Studholme site (formerly NZ Dairies, which was owned by Nutritek and Russian funded).

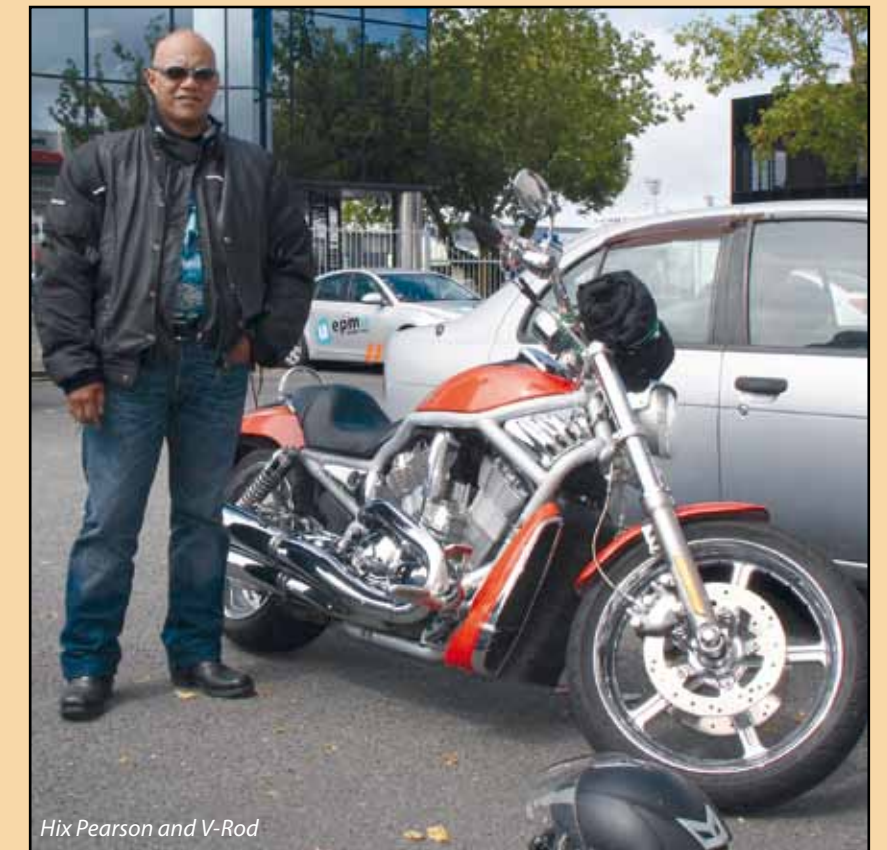
In a former life, Hix was a deep sea fisherman with Sealords for 15 years, mostly fishing in the Antarctic-Ross sea.

Part of the reason he left fishing was his increasing concern that they were plundering the fish stocks without really knowing the consequences. They had fished out snapper, then orange roughie and finally toothfish.

Hix has two adult children—a daughter, 24 living in Perth and a son, 21 in Dunedin, and he has one granddaughter.

One of his major passions in life is motorcycling.

He is pictured on one of his many rides home to the North Island on his Harley Davidson 1130cc V Rod.



Hix Pearson and V-Rod

He also enjoys hunting and has been known to enjoy a drink.

Hix loves his involvement in the Union via the Runanga/Fono. (Apparently some of his workmates

will owe him a shout for getting his photo in the DairyWorker again).



# PROUD OF OUR UNION

I had a conversation the other day with a family member of mine, which I would like to share with you all.

We were talking about her work and the job that she used to do. She was telling me of the multi-million dollar contracts that would pass by her desk. She would organise them and do all the administrative work to prepare these for her company and the clients that they dealt with. She told me that at times she would think about the large amounts of money that the company and workers would get and just wish that she could get a small percentage of that in her salary. I said to her, "that's why you should belong to a union!"

She was quick to answer me back, and sympathise with the company and her bosses that there was a recession at the time and things were tough with the financial crisis, and because the government was not using the company as much as previously.

Her response really got me thinking. Why do people admit that they know that their company is doing well, but then justify the company not giving them pay rises. Why are people happy to put up with low pay and yet know that the people they work for can pay them more? It really made me appreciate that I belong to a union that does the very best it can do for me as an individual and also me as a member of a larger collective of members.

It made me think of all the examples over the last few years of our union helping out others in times of need. I saw our wonderful Welfare Committee come to the aid of people in desperate need of help and support, so they could get back on their feet. I saw the death



Llewellyn Wright

Lets start thinking more about each other... Llewellyn Wright

of a family member and union members and the burden of costs relieved by our generous funeral benefits and the union negotiated DISS pay out and union negotiated \$100,000 death insurance payout clause in our CEA. I have seen members with illnesses stressing about the prospect of not getting paid only to be grateful for the conditions of special sick leave. I have had members tell me of the gratitude they have for the union negotiated conditions around bereavement leave, as they have heard that other members of their family cannot attend because their work is saying they can't go. I have seen education promoted through grants to union members and their families that our union has paid to those looking for help.

Do we understand that the reason that we have the conditions of work and pay we earn is because of a long history of our union, doing the best it can, to give us what we have today? It is not a fluke or by chance that we have this. It is because of people caring, and sticking together. It is because of unity and wanting to help out each other.

The attitude of only doing what's best for you as an individual and having no consideration for others is a flawed one. Stepping on and using people to gain wealth or an advantage, is promoted in almost every corner of society today. For me this is the very attitude that is having such a negative effect and causing the inequality and gaps in wealth

distribution.

We need to fight against this. We need to turn the tide and start caring more about each other. We need to stop thinking selfishly and start thinking of how we can build up and support those around us.

This is illustrated in many of the movies I have watched when a people go to war. If you have seen the movie Brave Heart you might remember the part where they were battling the enemy and they sent out the signal for their other members to join in. They turned and rode away! I remember feeling gutted and disappointed, that in the hour of greatest need people thought only of themselves and what they could gain by turning their backs on their brothers and sisters.

Unity, solidarity, caring for others is all part of the union we belong to. We support this by supporting our elected delegates and officials. By having our say in important issues via the site delegates committee and other union meetings. By promoting these values to non-union members inside and outside of our work. By reading our collective agreements to understand our entitlements.

I hope that we can remember this when we make decisions that will not only affect us, but the people that we work with. How strong and how well our union does is reflected by how we as workers support it. Let's start thinking more about each other.

**Llewellyn Wright**  
DWU Site Delegate – Fonterra Lichfield

## Learning something new every day

Introducing delegates from some of the smaller sites

Famous Kaikoura plastic magpie

While visiting the Kaikoura Fonterra site, the union site delegate Beau (Warren Smith) pointed out the plastic magpie on the factory roof. The plastic bird was put on the roof to deter the local seagulls from hanging out on site.

For the first few weeks the gulls dive bombed the magpie but then

left it alone and haven't returned over the past eight years. Beau has been site delegate at Kaikoura for 10 years.

Angus Tomlinson has worked for Fonterra for seven years and has been a delegate for more than three years at the Tua Marina site. He works with a small crew of nine permanent drivers and two plant operators. Angus' interests are gardening, build-

ing, trucks and technology. He has been married for 21 years and has four boys including one foster child living at home.

The family wanted to build a castle but had to settle for a house with a tower which has views of the Awatere valley.

**Jocelyn Pratt**  
Acting Organiser Southern Region



Angus Tomlinson



Beau (Warren Smith)

## FONTERRA KAURI DELEGATES MEETING

Like most sites, Kauri Delegates meet with their Organiser every month to discuss issues of concern and importance to members both on site issues and nationally



L-R Standing: Richard Everson, Jo Le Clerc and Chick Old. Seated: Paul Selkirk, Dean Hewson, Ashley Couper, Kevin Hill, Graeme Nichols, Len Hill, Craig Towgood, Barrie Kanara and Shane Myocevich



## Introducing Scott McLay

### Site Delegate for Tatua Dairy Cooperative

Following the promotion of the site delegate, Dave Adams, to a salary role not covered by the CEA, Scott was successfully voted in as the new site delegate for the Tatua Co-Operative Dairy Company Ltd situated at Tatu-anui 10km north of Morrinsville. Tatua is a fully self-contained dairy co-operative based entirely on one site with over 100 DWU members.

Scott began working for Tatua some five years ago and joined the DWU straight away. He knows the importance of being in the union and has always supported workers' rights. Two years ago Scott was voted in as the deputy site delegate and was active in that role. He is now a proactive site delegate representing the membership at Tatua and is currently working with the DWU organiser in developing the new job classification system in co-operation with the company.

This is not his first stint as a union delegate, he tells me that he was the delegate for the Bakers Union when he worked at Finlay Bakery. He has always had the workers interests at the fore and feels workers rights need to be defended, maintained and improved. But around 1992 when the National government brought in the Employment Contracts Act (ECA) the unions in this country took a terrible hit with many of them dissolved due to National's anti-union legislation. The result of the ECA was that his employer at that time made every worker go on individual employment contracts (IEA's) which meant his hourly rate went from \$28 an hour down to \$14.50 an hour. If you want to know more about that horrible blow to his income I suggest you have a chat with him. But it is fair to say that he left that job and went contracting where the terms and conditions were basically non-existent, but the hourly rate was enough for him to survive.



Scott McLay

Now that Scott works in the dairy industry he knows from past experience the value of belonging to the DWU. He tells me that without the union he feels that workers rights, terms and conditions would be at significant risk. At one point when he changed jobs within the company he was even offered an IEA which at face value looked to be worth more cash, but he knew that it was missing some very important terms which the CEA contained and therefore chose the CEA over the IEA. He also knew that every time someone went on an IEA the union CEA was weakened and that bargaining would be more difficult. Scott understands the importance of collective responsibility.

Scott has attended the DWU National Congress and he looks forward to attending again. He enjoyed meeting other delegates and was pleased to meet some of the site delegates who were from sites not owned by the major player in NZ. He would like to

encourage more workers to become involved with their site delegate committees as he has found the role to be rewarding, especially when he achieves good outcomes which are in the workers' interests.

When Scott isn't at work he enjoys playing golf with his twin brother at the Morrinsville Golf Club. He tells me they are quite competitive but it is always friendly. He was the Morrinsville Club Captain for two years before deciding he would rather focus on his golf swing than club politics.

In his earlier years he was active in the Waikato club rugby scene. He played as hooker for the Waikato Under 15 Reps through to Under 21 Reps as well as his local club rugby teams.

Scott is doing a good job at Tatua and is enjoying his role as site delegate. He is learning some great skills about how to deal with issues and people and he sees this as valuable learning for ongoing life skills.

**Interview by Mark Hope**  
Organiser Waikato/BOP Region



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**National Vice President:** Brett Brown

**National Executive:**  
Frank Lancaster (Northern),  
Bill Johnston & Llewellyn Wright  
(Waikato/BOP), Shane Stieller & Peter  
Daymond (Central), Greg Chaffey &  
Tom Faulkner (Southern)  
John Nuku (Runanga/Fono Rep),  
Laura Boynton (Women's Committee  
Rep)

**NZCTU representatives:**  
NZCTU Runanga Rep: John Nuku

NZCTU Women's Rep: Laura Boynton  
Nat Affiliates Council Rep: Chris Flatt

**Welfare Committee:**  
Convenor—Dianne Dwight  
(Waikato/BOP), Fank Lancaster  
(Northern), Jimi Thompson (Central)  
Peter Newman (Southern)

**NZDWU Women's Committee:**  
Laura Boynton (Convenor)  
& Chrissie Phillips (Waikato/BOP),  
Richalene Olliver & Joanne Le Clerc  
(Northern), Helen Rowe &  
Maria Kumeroa (Central),  
Megan Ellenden & Nici Benington  
(Southern), & Jocelyn Pratt  
(Co-ordinator)

**NZDWU Runanga/Fono:**  
John Nuku & Lucille Tane  
(Co Convenors) (Central),  
Karangi Jones & Tupaea Ahomiro  
(Waikato/BOP),  
Michael Iolamo & Chick Old  
(Northern), Hix Pearson  
& Peter Wynyard (Southern)  
Mark Apiata-Wade (Co-ordinator)

**National Returning Officer:**  
Peter Jenkins

## NZ Dairy Workers Union DWU DairyWorker March 2013 Volume 21#1

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The Editor, DairyWorker, c/o NZDWU, PO Box 9046, Hamilton.

## Union Services

### Union Health Centres

**West Auckland:** Lincoln Road Henderson  
Ph. 09 837 3933

**Otahuhu:** 121 Church Street Ph. 09 276 1190

**Otara:** 3/80 Alexander Crescent Ph. 09 274 9135

**Hamilton:** Dey Street Ph. 07 856 1211

### Hamilton Law Centre

**Note:** For Employment Law issues please contact your Union Organiser. Our lawyers specialise in all aspects of law:

• Property transactions • Immigration  
• Mortgages • Traffic • Criminal matters

Financial members can use the law centre which is located at:

**McCaw Lewis Chapman, 1 London Street .  
Hamilton, Ph. 07 838 2079**

### UniMed

Are your family members covered?  
You can easily add to your existing policy. Act NOW, to take away the financial burden should illness occur. Favourable joining concessions and premium rates apply. Telephone now for details, FREEPHONE 0800 600 666

### Dental Services

**(Waikato only) Hamilton**  
Garden Place ph. 07 839 5862





## Living Wage Aotearoa New Zealand



As the gap between the rich and poor grows in New Zealand and poverty increases, more and more New Zealanders don't get paid enough to meet their needs, enjoy their lives and participate in society.

All over the world communities are uniting to address poverty and inequality through living wage campaigns. The living wage campaign in Aotearoa New Zealand has been initiated by the Service and Food Workers Union Ngā Ringa Tota. It aims to connect unions, community and faith-based organisations together around a common goal of achieving a living wage as a necessary step in reducing inequality and poverty in our society.

### Why do we need the living wage campaign?

- New Zealand has gone from one of the most equal countries in the OECD to one of the most unequal in the past 20 years
- Income inequality reached its highest level ever in New Zealand and median incomes dropped by 3% in 2010-11
- The richest 150 people in New Zealand grew their wealth by 20% in 2010 while wages moved by less than 2%
- The top 1% of earners has more wealth than the bottom 60%, or three times more than the combined cash and assets of the poorest 50 per cent
- One in five, or 230,000 NZ children are estimated to be living in poverty – one in six Pakeha, one in four Pacific, and one in three Māori children
- 40% of poor children come from families where at least one person is in full time work or self employed

### What will the living wage campaign do?

- Call for a living wage that is based on an independently calculated rate
- Work with local networks to build local organisation to address local needs
- Acknowledge the many facets of a living wage including tax, transfers, and social services
- Recognise the many voices in our community that are fighting for a just society for those in and outside of paid work
- Make the living wage a real issue that unites communities

### How will the living wage campaign become a reality?

- Businesses commit to the principle of the living wage to support community well-being
- All publicly-funded bodies lead by example ensuring their employees are paid a living wage
- All publicly-funded bodies incorporate the living wage and job security into their procurement policy and partnerships with social and environmental agencies
- Corporates and other ethical employers who can pay should lead the private sector by paying a living wage

### **The Living Wage Aotearoa New Zealand Campaign says:**

*A living wage is the income necessary to provide workers and their families with the basic necessities of life. A living wage will enable workers to live with dignity and to participate as active citizens in society. We call upon the Government, employers and society as a whole, to strive for a living wage for all households as a necessary and important step in the reduction of poverty in New Zealand.*