



# 25+

**Almost 600 Dairy Workers  
have been recently recognised  
for 25+ years membership  
of our Union, the NZDWU!**



# AGMs, Labour Party Affiliation Vote and Fonterra Update

Chris Flatt – National Secretary



Over the last two months, I have had the pleasure of attending 40 of our 60 AGMs that the DWU holds across the country. Unfortunately I was unable to attend every AGM this year because of time constraints due to wage negotiations. I will be visiting the AGM sites I couldn't get to this time around next year (and in the next few months as well if work demands allow) in order to meet up with these members.

First, a big thank you to all members who attended the AGMs. We had an excellent turnout this year, with around 2375 members hearing the latest industrial, financial and operational news from the DWU and having the opportunity to ask questions about the DWU's activities over the last 12 months. Whilst we always try to hold AGMs at the most convenient times for members (including holding several meetings on various big sites), I know that members are not always able to attend these meetings for various reasons.

Thanks must also go to Brett Brown, National President and Shane Stieller, National Vice-President for attending about 30 AGMs each. I know that both Brett and Shane enjoyed the opportunity to meet members across the country. Thanks also to Angus McConnell, Assistant Secretary, Mark Apiata-Wade, National Organiser and Glenn Barnes, Waikato/BOP Organiser for filling in for me at the 20 AGMs that I couldn't get to.

For those members who couldn't get to this year's AGMs, I thought it would be useful to give a quick overview of what was discussed at these meetings and highlight some of the upcoming challenges that DWU members and NZ workers face. This is discussed below.

## Recognising and thanking our long-serving DWU members

We had the pleasure of delivering on the National Congress decision to formally recognise those DWU members with 25+ years' service with the Union. Nearly 600 long-service members were presented with a framed certificate, DWU beanie and a DWU pen at AGMs. Long-serving members who couldn't make it to their AGM will be presented with these gifts by their Site Delegate at an appropriate time. Thanks again on behalf of all dairy workers to these long-serving members for their loyalty and commitment to our Union.

## National Secretary's Operational Review

Undertaken over the last six months and shows we are in a good place overall, but we do need to support the delegate structures on our existing sites as well as prepare for new industry players (such as Yili and Yashili). Whilst we are not a big union in terms of numbers (just over 7200 members) our strength is our union density of 90% of dairy industry workers (with density of approx 95%-100% on many of our traditional sites such as Goodman Fielder, Westland, Lion National Foods and Fonterra).

The Operational Review is designed to ensure that internal DWU and delegate structures are well placed to maintain this density across the industry. This is important in light of the various challenges that we will face in the coming months and years.

## Employment law changes

The AGMs reported on one of the biggest challenges facing the NZ union movement – the National Government's upcoming changes to employment laws. As discussed in detail in the May edition of the DairyWorker, these law changes are designed to make it easier for employers to cut pay and conditions. These law changes are designed to directly attack workers' pay and conditions, particularly those workers who currently benefit from the protection of a collective employment agreement (CEA).

The DWU has made a written submission to the Government Select Committee that will be discussing these changes (along with over 12,000 workers and unions who have also made submissions) and Brett Brown and I will be presenting to the Committee in person on why we think these law changes are a bad move for members and NZ workers. I will keep you updated on developments via site newsletters and future editions of the DairyWorker.

## DWU's financial accounts & DWU Rule/Policy Remits

I was happy to be able to report to AGMs that the DWU is in a healthy financial position with a net surplus from trading for the year of \$63,645. When income received from our investments of around \$4.7 million was added to this, we achieved a net surplus after tax for the year ended 31 March 2013 of \$295,395.

The AGMs also discussed and voted on the six Rule Remits and 12 Policy Remits that came out of our 2013 National Congress. Further information on these can be obtained from your Site Delegate.

## Labour Party Affiliation Vote

In 2003, DWU members voted in favour of formally affiliating with the Labour Party. At that time, it was agreed that members would revisit this decision in 10 years. As such, members attending this year's AGMs had the opportunity to vote on whether the DWU should remain affiliated to the Labour Party. Affiliation provides the DWU with voting rights and input into Labour Party policy committees and candidate selections so we have influence in developing fair laws that provide for decent wages and conditions (including voting rights in the current Labour leadership election process).

Being affiliated to Labour over the last 10 years has allowed the DWU to achieve direct improvements for members and NZ workers such as four weeks minimum annual leave, 14 weeks paid parental leave, better rights for DWU organisers to visit workers on site, bargaining fees to ensure non-union members are paying their fair share and changes to the rules about how the Labour Party Leader is elected to allow for direct input from affiliated-union members like DWU members.

Under the Labour Party Rules, the DWU only affiliates on the basis of the percentage of members who vote "yes" at AGMs. For example in 2003, 70% of DWU members voted in favour of affiliating with Labour so we only affiliated on the basis of 70% of our membership. This means we currently affiliate on the basis of 4900 members (70% of our 7000 members).

I am pleased to report that at this year's AGMs, a total of 2209 members voted in favour of remaining affiliated to the Labour Party, with 62 voting against. This means that we will be re-affiliating to the Labour Party on a 97% basis (see the chart further on in this edition of the DairyWorker which provides the breakdown of votes recorded at each AGM). Thank you again to all those members who voted in this important ballot.

## Fonterra Update

And finally, I understand that the events of the last month have been a tough and challenging time for not only Fonterra members, but in many ways, for all DWU members. The reputation and integrity of the NZ dairy industry is vital for not only dairy companies, but also for our members who work in the industry. The reputation and integrity of the dairy industry is also clearly vital to all of NZ in light of the amount of income it brings into our entire economy.

From the feedback I have received from members, I know that you share this view as well.

Our focus over the next few months must be to help restore the reputation of our industry. This is why the DWU will be supporting Fonterra (as we would with any other dairy company) in relation to the ongoing internal and Government investigations. We will keep members updated about developments throughout the process.

Chris Flatt  
National Secretary



Timpack Hamilton AGM



Westland Hokitika AGM



Tip Top AGM

## Union Business

## From the President

## From the President

**F**irstly I would like to thank all those members who supported me in my bid to become National President of the NZDWU Te Runanga Wai U. It is certainly a privilege to hold this position.

My thanks go out to Sinclair Watson for his work as National President for the last six years and right now I acknowledge how hard it is on the AGM trail. In total I will have attended more than 30 AGMs in the last month. This is essential work to maintain our communication links with you the members. At the time of writing I have attended most of the Waikato/BoP meetings and the majority of the South Island AGMs. All of the meetings have gone very well. We are fortunate to have a structure in place which allows us to report back to each site we represent on an annual basis. I have really enjoyed it.

I have encountered general widespread support for the Union and especially encouraging is the support for the affiliation to the Labour Party. Clearly members understand the benefit of this affiliation which gives us the opportunity to influence Labour Party policy setting relating to industrial laws which directly affect dairy workers. Chris Flatt, Angus McConnell and Mark Apiata-Wade have all explained very clearly the current position of the Union for which I thank them. All of the meetings I have attended have been well received.

There are potentially very difficult times ahead for Unions generally with the industrial law changes proposed by the National Government. The removal of the duty to conclude bargaining will mean employers could obtain a ruling that bargaining has gone as far as possible and the collective agreement no longer applies.

This ends bargaining in good faith. Fortunately these changes should not impact on negotiations occurring this year. The other significant change is the removal of automatic coverage by the CEA for the first thirty days. This change allows employers to offer IEAs from day one thus undermining the CEA.

The money offered may seem reasonable but you can be sure the conditions of employment will be substantially reduced. In my view this is a direct attack on Unions by a nasty government pandering to greedy businesses with no consideration given to the social and financial needs of workers in this country. All the more reason to affiliate to the Labour Party so pressure

can be placed by Unions to have these laws repealed when Labour regains power.

As I have stated at all of the AGMs the strength of our Union is with the members. You are supported by the delegates and the delegate committees. I ask you to support these people; they work in your best interests. Stay united and we will have strength to fight for what is right.

Thank you to all the members who attended an AGM this year and if you did not have the opportunity to come along then I hope to see you next year.

Kia Kaha



**Brett Brown**  
National President

## Heading Home from the "Mainland"

After 18 months of working "down south" I will be returning home to work in the Hamilton office in a new part time role in the DWU organising support team.

I have enjoyed my time working as the Top of the South Organiser, meeting new people and of course experiencing the amazing scenery and really appreciated the warm welcome from delegates and members.

I would like to acknowledge and thank all the delegates I have worked with for all their support and also all their hard work and commitment to members and our union.



**Jocelyn Pratt**  
Support Services Organiser

## Union Business

## National Executive meets



L to R (standing) – John Nuku (Runanga/Fono Convenor), Terry Smith (Central Region), Jodi Middleton (Waikato/BOP Region), Brett Brown (National President), Chris Flatt (National Secretary), Barrie Kanara (Northern Region), Shane Stieller (National Vice President); (seated) – Bill Johnston (Waikato/BOP Region), Ray Mills (Southern Region), Peter Daymond (Central Region), Tom Faulkner (Southern Region), Laura Boynton (Women's Committee Convenor)

## National Executive-Governance Session



The National Executive and Organisers attended a Good Governance education session in August. The session was run by Tony Hassed, Director of Boardsense Ltd. Tony is also a director and chairman on many boards himself and specialises in running efficient and effective meetings and offered many helpful suggestions for us to try in order to better serve our membership.

## Rimu UHT Factory (Fonterra Waitoa)

**A**s a follow up to my article in the last DairyWorker magazine I write the following to update members on progress of the construction and staffing of the brand new UHT factory.

As you may know the factory is being built in the heart of Waikato dairy country and sited alongside the existing Fonterra Waitoa Dairy factory.

Construction of the new UHT factory began in early March this year and contractors have been working at velocity with the main factory building taking shape in a matter of weeks.

The development certainly perked the interests of our current members at Waitoa and has sparked a flurry of enquiry from around the area about job opportunities.

There were initial rumours floating around suggesting that the site was going to be Greenfield (non-unionised) or covered by the Fonterra Brands Collective Employment Agreement. The DWU raised the coverage issue with the Company very early in the project and a meeting was held with Fonterra Employment Relations staff and the RIMU Project Manager.

Further meetings were held by myself and the Company to discuss the matter of CEA coverage with a reassurance given that the site will be covered by a DWU CEA and most probably the Ingredients document which covers all NZMP sites in New Zealand. This reassurance was helpful and opened the door for constructive discussions to address perceived concerns the Company had about certain restrictions the Ingredients CEA would impose on the UHT operation. I had ongoing meetings with the Company Advocate whereby we negotiated some exceptions and/or exemptions

to certain provisions in the CEA. The negotiations were tough but amicable, constructive and productive resulting in the development of an agreed schedule specific to the RIMU site to be included in the CEA. It is anticipated that the schedule will be included as part of the negotiating process we are about to enter for the renewal of the Ingredients CEA.

The main points which are captured in the agreed schedule are;

- Recognition by the parties that the UHT operation is a 'Customer Demand' plant unlike other NZMP factories which are typically 'Peak Milk' plants.
- Flexibility is required to allow the Company to move workers across different UHT lines and shift groups at short notice based on production demands.
- Flexibility with Smoko & Meal breaks to ensure the lines run continuously when required.
- Ability to apply PNW for brief periods to shorten roster cycles when customer demand is low.
- Shorter notice period for roster change when there is an unexpected influx to production demands due to unplanned customer order/s.
- The roster agreement includes not only a Call Back Mechanism but also a Cover Mechanism to ensure workers draw down their annualised hours fairly & equally.

All in all I am satisfied that the schedule is the right tool to assist the Company with operating the RIMU UHT plant in a way that allows for sudden changes in customer demand and will afford the flexibility a Customer Demand factory needs to be competitive.

The RIMU factory will initially have five UHT lines packing different sized units exclusively for the Chinese market. Over time the factory will expand the number of lines

to eight and they tell me they envisage doubling the size of the factory in the medium term if the customer demand grows as predicted.

The Company Advocate was a tough negotiator and the talks were at times tense but the outcome achieved was a pragmatic solution to our separate but similar interests. What I mean by this is how the factory will be staffed and more importantly in my view not Greenfield but Unionised. It is great news that I can report that the site is now covered by the Ingredients CEA with a schedule specific to the RIMU UHT site.



**Mark Hope**  
Waikato/BOP Organiser

not  
Greenfield  
but  
Unionised...

## Alto Longburn Collective Employment Agreement Settled

**A**lto Package Longburn is the company that makes all the plastic bottles for Goodman Fielder fresh milk supply. They were originally owned by Goodman Fielder but were sold off to Alto in 2009. Alto and Goodman Fielder did not want to be part of a MECA so Alto negotiated a standalone document which is basically a mirror image of the Goodman Fielder document. Peter Butler (site delegate) and I made up the negotiating team for

the 16 member site. Even though this may be seen as a small site it holds a far bit of clout as without them Goodman Fielder wouldn't have bottles to fill, so not always about size.

We have made the document clearer and have held all the references to Monday-Friday and non-shift in an appendix so that all relevant clauses stay within the CEA. Yes the CEA did need a bit of tidying up and I think we did a good job of that.

### We negotiated a 3 year deal:

- 1<sup>st</sup> year 2% on wages and allowances
- 2<sup>nd</sup> year 2.5% on wages and allowances
- 3<sup>rd</sup> year 3% on wages and allowances

Workers were happy with the length of the document as it brings some stability to them. They also felt that going back in next year with Labour Law changes pending and an election year, that they would rather have the longer deal to secure wages and

conditions for the future.

We also reworded the domestic leave clause to make it more in line with why it was written in the first place.

We have agreed that the Plastics Industry Training Matrix needs to be upgraded and that the levels need to be true and attainable. So a working party is set up to deal with this which is important as this is what workers pay levels are set by.

Big thanks to Peter Butler for his help and support and thanks to all the members for ratifying the document unanimously.



**Gavin Warne**  
Central Organiser

## Northland Round Up

**I**t's a busy year of Negotiations for the North in 2013, with The Sutton Group, RD1 Call Centre, Goodman Fielder Puhoi, Fonterra NZMP and Fonterra Brands all up for renewal.

The Sutton Group in Auckland and the RD1 Call Centre in Whangarei are the first two of five negotiations to be completed this year.

It was pleasing to have both CEAs ratified and with above CPI results being achieved.

Both these company's wanted to claw back conditions, it is always a challenge when you have company's comparing the CEA they are negotiating to the minimum standards of legislation and constantly making claims to reduce the terms and conditions to match these. In the end with both these CEAs we managed to settle with proper consideration to both parties.

### THE SUTTON GROUP DEAL

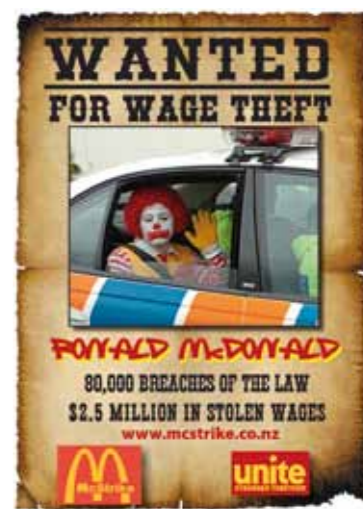
2% for 1 year term.  
1 week's service leave to be given at 10, 20 and 25 years service.  
A letter of agreement outlining conditions upon the company's right to use a 90 day trial, and the organiser to be involved if anyone covered by the CEA is to be dismissed under the 90 days.

### RD1 CALL CENTRE

0.9% for 1 year term  
Sick Leave accumulation change from unlimited to 20 days plus the current years entitlement (maximum 30 days to be available in any year).



**Richard Everson**  
Northern Organiser



Unite Union recently estimated there have been at least 80,000 breaches by the company of the legal obligation to provide all employees who work longer than 4 hours a 30-minute break since breaks became a legal entitlement in April 2009. If McDonald's can snub its nose at the law what chance do workers have at small employers? Public and NZCTU support will be sought in September to try and recover an estimated \$2.5 million in unpaid wages.



Front row – Helen Rowe, Karen Rudolf, & Shelley Scown Back row – Shane Stieller, Eileen Maxwell, Darren Anderson, Gavin Warne & Angus McConnell

## Fonterra Consumer Cheese Packing (CCP) Collective Employment Agreement Settled

**T**he CCP document covers three sites - Te Roto Drive, Bridge Street, and Collingwood Street. A tad brighter outlook this year with all three sites having a positive future. Worker numbers up on two sites and positive outlook for future work, so a totally different scene from nine months ago.

Having the three site delegates as the negotiation team - Eileen Maxwell (Collingwood) Shane Stieller (Bridge) and Helen Rowe (Te Roto Drive) plus their deputy site delegates as observers - Karen Rudolf, Shelley Scown and Darren Anderson, gave us more depth with the knowledge that was brought to the table. All the team had also been to the Negotiating Skills seminar which is invaluable,

as apart from Shane, all were new to negotiations and unsure of what the roles were, so to have the seminar before the negotiations was a great help to them all.

### The deal is a two year deal:

First year – 1.5% on all wages and allowances plus a 0.5% cash payment of workers gross earnings with no KPIs on bonus.

Second year – increase on all wages and allowances by CPI and a one off cash payment of 0.5% of a workers gross earnings, again with no KPIs on the payment. We also have an assurance from the companies to work on stores levels and the maintenance workers levels.

Some tidy ups to the document but NO claw backs. The document has been improved so that it helps workers now and in the future.

I would like to thank the team including Angus McConnell for their help and support throughout the entire process but also a huge thanks to the workers of all three sites for ratifying the agreement by 87%. Thanks for your support.



Gavin Warne  
Central Organiser

## 25+ years service certificates acknowledge DWU loyalty

Several hundred NZDWU members recently received certificates marking their 25 years or longer membership of their Union



NZDWU President Brett Brown and Southern Organiser Murray Kerse present Westland site delegate Charlie Ferguson with his 25+ Years Membership certificate.



NZDWU Secretary Chris Flatt (left) and Glenn Barnes (right) present Timpack Hamilton members with 25+ Years Membership certificates.

# 25 plus year certificates

## Northern:

### Fonterra – Auckland Metropolitan

Dick Chong Nee  
Samisoni Tuipulotu

### Fonterra – Kauri

Doug Beddows  
David Grey  
Rosemary Sheldford  
Ross Beddows  
David Hawson  
Dave Simes  
Colin Burgess  
Richard Henare  
Lorraine Tito  
Kevin Chapman  
Len Hill  
Shayne Vercoe  
Terrance Collinson  
Bruce Holland  
Te Ao Waipouri  
Gavin Donelley  
Brent Kohlis  
Craig Webb  
Nigel Frost  
James Lelievre  
Grant Whalen  
Sydney Gregory  
Deane Orford

### Fonterra – Maungaturoto

Luka Aimalefoa  
David Came  
Raymond Marychurch  
Philip Alcock  
Bryan Cave  
Stephen Moorhouse  
Ben Allen  
David Henare  
Eugene Rukuwai  
Jenny Ball  
Martyn Hooper  
Karen Smith  
Kevin Brilevich  
David Inglis

### Fonterra Brands - Paerata

Murray Beloe  
Suman Patel

### Fonterra Brands – Takanini

Troy Churchers  
Senituli Mailo  
Garry Tubby  
Frank Ieru  
Paul Staddon  
Paul Mills  
Fred Taufua

## Fonterra Brands – Tip Top

Tili Alani  
Cheryl Fepale  
Sapeta Pele  
Jackie Allan  
Rex Fletcher  
Maria Petelo  
David Carter  
Malama Keni  
Miriam Taituave  
Diane Coxell  
Frank Lancaster  
Terry Thurlow  
Joe Crawley  
Denise Mears  
Kristian Torssonen  
Dave Faul  
Rama Nama

## Waikato/BOP:

### Dairy Blenders - Hamilton

Brian Henry  
Moke Kokaua  
Willie Te Wao

### Fonterra – Canpac

Corabelle Anderson  
Nigel Mills  
Les Schlager  
Billy Bond  
Kevin Neil  
Narrinder Singh  
Gail Bradcock  
Michael Pritchard  
Joe Smith  
Don Chapman  
Pam Roa  
Marleen Te Hiwi  
Erin Connolly  
Sarah Roberts  
Percy Te Huia  
Mark Jenkins  
Miguel Rojas  
Gurnam Virk  
Rhonda Johnson  
Ricci Samson

### Fonterra – Edgecumbe

Neil Abbot  
Peter Hayman  
Barry Reid  
Wayne Archer  
Roddy Howe  
Peter Ross  
Kevin Bloxham  
Judy Kohi  
Les Savage

Garth Blue  
Rusty Koroheke  
Rule Scrimgeour  
Trevor Boylan  
Kevin Leech  
Joe Smith  
Stuart Carruthers  
Malcolm Logan  
Laurence Smits  
Dean Carter  
Robert Lumsden

Andy Tuhaka  
Danny Christie  
Elaine Massey  
Eric van der Walls  
Martyn Cullen  
Mark Miller  
John Walworth  
Peter Dalgity  
Dorothy Miller  
Murray Ward  
Dave Edwards  
Thomas Mitai  
Peter Webb  
Ross England  
Tom Monika  
Colin Wensor  
Peter Goodrick  
Bill O'Neill  
Michael Wood  
Les Grace  
George Pepere  
Doug Hansen  
Stephen Pinkerto

### Fonterra - Hautapu

Peter Baker  
Jaswant Kalirai  
Malcolm Sheehan  
Ross Bartels  
Murray Loye  
Manjit Singh  
Timothy Herkes  
Mike Newnes  
Peter Smith  
Murray Hooper  
William Riley

### Fonterra - Lichfield

Maria van Gog

### Fonterra – London St

Lyal Constable  
Keith Ellis  
John Nation  
Graeme Corfield  
Steven Epae  
Norman Pull  
Bruce David  
Robert Harrison

### Fonterra – Morrinsville

Bruce Annandale  
Shane Hasse  
Dave Singh  
Robert Bennett  
Graeme Larsen  
John Van Nistelrooy  
Kim Clarke

David Muggeridge  
Debbie West  
James Dalziel  
Terry Pentecost  
David Wilson  
Keith Ganley  
Adrienne Pescini  
Dave Singh  
Allen Goodall  
Clinton Shaw

### Fonterra - Reporoa

Mike Croad  
William Johanson  
Denise Miltenburg  
John Ellison  
Arthur Jolliffe  
Jesse Newton  
Keith Goodin  
Robert Merrett  
Kerry O'Connor

### Fonterra – Te Awamutu

Graeme Bayly  
Robert Kendall  
John Rist  
William Burrows  
Thomas Magon  
James Rist  
Paul Campbell  
Carl Melville  
Robert Rush  
Rebecca Connolly-Clarke  
Herman Mens  
Graeme Stockman  
Graeme Corkin  
Leonard Meredith  
Craig Stone  
Gregory Dixon  
Christopher Newton  
Dhian Summan  
Stephen Gow  
Philip Nicholson  
Michael Vincent  
Trevor Graham  
Jeffrey Parish  
Douglas Ward  
David Green  
Jim Parsons  
Sinclair Watson  
Bruce Griffin  
John Peacock  
Gregory Wilson  
Trevor Hall  
Denis Pierce  
Lance Wise  
George Harrison  
Ian Prowse  
Ronald Wright  
Allan Hooper  
Philip Ralm  
Clair Young  
Robin Hose  
Gordon Rea  
Andrew Jones  
Russell Richards

### Fonterra – Te Rapa

Robert Ashcroft  
Allan Godfrey  
Stanley Millward  
Mathew Barrett  
Arthur Green  
Mete Paki  
Richard Bevin  
Balbira Grewal  
Lindsey Pijnenburg  
Ross Bogle  
Michael Hamblyn  
Greg Pomeroy  
Steven Buchanan  
Richard Hockley  
Vijay Sharma  
John Christopher  
Manuela Ikinofu  
Jarnail Singh  
Brenden Close  
Graham Jacobson  
Sippy Sionepulu  
Robert Cuthbert  
Colin Johnstone  
Wilhelm Stevanon  
Bruce Dickson  
Bryan Leathart  
John Tucker  
Ian Fitch  
Dennis Marshall  
Bruce Young  
Giovanni Gatt  
Eric Mather

### Fonterra - Tirau

Ray Christensen  
William Kelly  
Christina Phillips  
Phillip Crawford  
Shane Kensington  
James Phillips  
Echel Frommherz  
Shirley Kinnaird  
Dennis Phillips  
David Glasgow  
Moana Leau  
Ted Ripaki  
Rodger Hedge  
Christopher Leau  
Natalie Ryan  
Gloria January  
Gary Moorehead  
Graham Titter  
Albert January  
Pamela Paine  
Bruce Williams

### Fonterra - Waitoa

Raymond Aden  
Denise Haddon  
David Mather  
David Baker  
Arleen Harrison  
Christopher Murray  
Tai Clarke  
Barry Hayden  
Glenn Norman  
John Cottingham  
Johannes Herder

Ivan Peacock  
Bruce Cryer  
Ronald Hirst  
Anthony Radonich  
Doug Te Stroet  
George Hughes  
Carmel Roach  
David Edwards  
Trevor Hunt  
Roger Scott  
Mohammed Elgoran  
Stephen Hunt  
Adrienne Simmonds  
Rick Ellison  
Maraea Jeanes  
Malcolm Taylor  
Anthony Flynn  
Bruce Knight  
Jean Tyrie  
David Fulton  
Jim Lammam  
Roger Veale  
Wayne Gibbons  
Murray Lopes  
Mark Watene  
John Gleeson  
Jennifer Mackisack

### NZ Dairy Workers Union - Staff

Mark Apiata-Wade  
Glenn Barnes  
Angus McConnell

### Tatua Dairy Co – Tatua

Peter Kelly

### Timpack Industries - Hamilton

Patrick Harrison  
Kelvin Kemp  
Kelly Paparua  
Bill Johnston  
Garry North  
Ropiha Reihana

## Central:

### Fonterra Brands – Bridge St.

Stephen Brieseman  
David Jane  
Chris Oakes  
Bryan Gray  
Neville Kenny  
Gerard Poole  
Neville Hellier  
Janis Looney  
Kevin Southey  
Diane Hodge  
Dennis Nolly  
Shane Stieller

### Fonterra – Collingwood St.

Terry Hewes  
Robert Gibson  
Michael Wellington

### Fonterra – Kapuni

Garry Hart  
Norm Neil  
Bob Russell

### Fonterra – New Plymouth

Neil Morshead

### Fonterra – Pahiatua

Nick Bracken  
Ralph Hemi  
Robbie Sargent  
Jim Bremner  
Ralph Keall  
Lloyd Smith  
David Fairbrother  
Brian Mildenhall  
Graeme Todd  
Bill Gifkins  
Mike Mullin  
Lyn Tougher  
Leo Hammond  
Rodney Mullin  
Rodney Wright  
Steve Harris  
Keith Priest

### Fonterra - Whareroa

Jan Ainsworth  
Murray Johnson  
Geoffrey Poole  
Michael Askew  
Trevor Jones  
Graham Putt  
Malcolm Barrett  
Glenn Judson  
Leeanne Railton  
Cliff Benge  
Neville Kahui  
Kevin Railton  
Peter Bennett  
Carol Kahui  
John Railton  
Peter Brbich  
Dean Kane  
Roger Rees  
Doug Brooks  
Haami Karipa  
Mark Reynolds  
Stephen Cook  
David Kerehoma  
Matthew Robinson  
Ross Crozier  
John Kerehoma  
Edward Ropata  
Henry Cunningham  
Kevin King  
Mike Ryan  
Robin De Ridder  
Richard Knapp  
Ross Sattler  
David Edgcombe  
Joe Kumeroa  
Michael Shaw  
Murray Gilligan  
Craig Langlands  
John Simmons  
David Griffin  
Peter Luke  
David Southey

Ted Mahony  
Tasman Tantrum  
Richard Hall  
Jeffrey Maulder  
Doug Te Paea  
Kevin Hart  
Ross Maunder  
Wayne Terry  
Garry Hart  
Matthew Meads  
Robert Thomson  
Te Ava Hawe  
Denis Merrigan  
John Veldthuis  
Chris Hornby  
Anthony Meyer  
Garry Watson  
Noel Hornby  
Lee Meyer  
Pop Whana  
Laurence Houghton  
Bruce Murray  
Gary White  
Kelvin Hucker  
Danny Neilsen  
Kelvin Whittington  
John Hunt  
Neville O'Leary  
Juan Whittington  
Trevor Jackson  
Alan Palmer  
Richard Jackson  
Wayne Poingdestre

## Southern:

### Goodman Fielder–Blenheim Rd

Allan Allpress-Green  
Sheryl Reeves

### Fonterra - Brightwater

Peter Blanchet  
Peter Newman  
Peter Taylor  
Ted Christian  
Raymond Smith  
Martin Turner

### Fonterra - Clandeboye

James Armstrong  
Ian Houston  
Robin Purvis  
Christopher Barriball  
Charles Kelley  
Michael Sargent  
Norman Bruce  
Stuart Lang  
Andrew Sherriff  
Ian Burden  
Neil Moloney  
Nicholas Steinmann  
Brian Burleigh  
Ross Moore  
Peter Symes  
Barry DeWit  
Ian Paterson  
Graeme Taylor  
Kieran Fitzgerald  
Janice Pearce  
Garry Weavers

Andrew Fitzsimons  
Brian Pierce  
Wendy Williams  
Mervyn Gould  
Ian Pierce

### Fonterra - Edendale

Lindsay Anderson  
Colin Lee  
Bruce Sinclair  
Norman Corbett  
Peter McLeary  
Joseph Smith  
John Dallas  
Mark Rule  
Lorraine Smith  
Michael Hillis  
Lyndon Shepherd  
Trevor Swain  
Stephen Hughes  
Alistair Sinclair  
Andrew Waters

### Fonterra Brands –Halswell Junction

Wayne Higgins

### Westland Milk Products -Hokitika

Gregory Carter  
Michael Hutchison  
Robert McMullan  
Anthony Davidson  
Phil Johnson  
James Morrison  
Charlie Ferguson  
Raymond Linklater  
Michael Wade

### Fonterra - Kaikoura

Willem Bloemers  
Tim Guthrie  
David Mackle  
Laurence Bradley

### Fonterra - Stirling

Roger Michie  
Richard Tervoert

### Fonterra – Takaka

Lloyd Baker  
Barry King  
Lester Pomeroy  
Bruce Burnett  
Dave King  
Judy Price  
Michael Colbert  
Grant Pellow  
Robert Trewavas  
Frank Drake  
Kenneth Polglase



# Another Successful Congress



DWU leaders, from left, Chris Flatt National Secretary, Brett Brown National President and Shane Stieller National Vice President.



Congress Delegates

**The Union's Annual Congress was again held in Rotorua in June of this year.**

This is the highest ruling body of the Union made up of Site Delegates who meet for a week to discuss, debate and vote on behalf of their site's members on how the Union is run. All of the Union's various committees and representatives present their annual reports for the previous 12 months work and any proposal for the coming year.

The new National Secretary Chris Flatt and new National President Brett Brown reported on behalf of the Union as a whole – including the audited Financial Accounts and the Budget as do the Representatives/Convenors/Directors for the Welfare Committee, Women's Committee, Runanga/Fono, Dairy Industry Superannuation, UniMed, and Industry Training Organisation.

All Rule and Policy remits that have been proposed by members on sites are also discussed and voted on.

The Financial Statements and Budget, along with any agreed Rule and Policy

changes are then taken back to sites and presented to sites at Annual General Meetings.

Along with all the reports, remits on policies and rules, Congress delegates were also given presentations by Tatua Senior Executives Brendhan Greaney and Pier Pilkington, NZ Meat Workers Union and the Australian National Union of Workers.

We also had specialist in depth discussion type presentations from Neil King an ACC expert, Council of Trade Union's Secretary Peter Conway on upcoming changes to employment law, dairy industry earnings/profitability by ex-University of Waikato lecturers, and an economic update by Economist Bernard Hickey.

Our Runanga/Fono conducted a powhiri to formally welcome Labour MPs Nanaia Mahuta and Jacinda Ardern who then addressed Congress on the Labour Party's industrial relations policies.

All in all it was another very full on Congress with many interesting and informative discussions and presentations.



Brett Brown, Charlie Donnelly, Ray Potroz & Chris Flatt.



Congress invited speakers from top, Bernard Hickey-economist, Michael Law-Retired Waikato University lecturer, and Graham Cooke, Meatworkers Union General Secretary.



Group Works sessions



DWU Runanga Fono with Congress guests (centre front) Labour MPs Nanaia Mahuta and Jacinda Adern

# NZITO REPORT 2013

## Background

**Industry Training Organisations (ITOs) are recognised by the Associate Minister of Education (Tertiary Education) under the Industry Training Act 1992. They are established by particular industries and are responsible for:**

- setting national skill standards for their industry;
- providing information and advice to trainees and their employers;
- arranging for the delivery of on and off-job training (including developing training packages for employers);
- arranging for the assessment of trainees; and
- arranging the monitoring of quality training.

I am the worker representative appointed by the NZ Council of Trade Unions (CTU) on the Board of Directors of the NZITO. I was appointed by the CTU in August 2012 after James Ritchie's departure from the role.

The NZITO sets standards at Levels 1 to 8 on the National Qualifications Framework for the dairy manufacturing industry, the meat processing industry (excluding poultry), the seafood industry, the leather manufacturing industry, the meat inspection industry, the baking yeasts manufacturing industry and fellmongery (tanning of animal skins).

## Mergers within the ITO sector

Since the 2010 governmental review of ITOs the sector has been experiencing rapid change as a result of a number of mergers between various ITOs. This has been encouraged by the responsible Minister Steven Joyce, who has indicated that he would like to see the number of

ITOs reduced from the current 21 to around six to eight. This has, and is continuing to, impact upon the NZITO in various ways. Over the last year, the NZITO and Seafood ITO (SITO) completed a merger process which brought together three of the largest food export sectors together under the one organisation (dairy, meat and seafood).

Since then the NZITO has been holding ongoing merger discussions with other primary industry ITOs such as the Primary Sector ITO (PSITO) (which was an amalgamation of the Agriculture ITO and Horticulture ITO), as well as discussions with FITEC (Forestry Industry ITO) and Competenz (the Engineering, Manufacturing, Baking, Butchery, Food and Beverage ITO).

In a surprise move (and indicative of the lack of governmental co-ordination of the merger process), FITEC announced merger discussions with Competenz in February of this year. Up to this point, NZITO was interested in a merger with FITEC in light of their involvement in the primary sector.

The NZITO Board has discussed the option of NZITO staying on its own. This has been rejected given government policy and also given the need for growth in trainees outside current coverage.

Accordingly, merger discussions with PSITO or Competenz have been examined. A majority of Directors (including myself) believe that a possible merger with PSITO is the best option as it is felt that this would assist the creation of a primary industry training body that could focus on the needs of all industry players. It has been felt that Competenz is more focused on the manufacturing sector and does not have a substantial exposure to the food sector, so is

not as well positioned to achieve an industry focus.

In light of this, the NZITO Board has directed the Chairperson to commence a due diligence process with PSITO subject to a report back to the Board for any final decisions. It has been agreed that merger talks with Competenz will continue as a secondary option in case the PSITO merger is not achievable. A steering group of three directors has been established for the merger talks (same group involved in the SITO merger). There has also been extensive discussion on the makeup of a proposed merged PSITO/NZITO Board. There is a clear view that both seafood and dairy industries need direct input from associations on voting irrespective of trainee counts.

I have also been arguing that worker/union representation was both a statutory and stakeholder "non negotiable" requirement and that whilst the CTU affiliates would ultimately decide who the union representative was, we would be strongly submitting that the DWU should be on any new Board (there is no union rep currently on the PSITO Board). The Board will be kept informed of merger discussions over the next few months.

## Training

Volumes across the year have still been low, particularly in the dairy and seafood sectors. NZITO is actively marketing for new and existing business growth and improved margins per trainee. The need for new trainees is vital as the NZITO operational costs cannot be cut further and the current budget is in deficit as a result of the low training numbers (offset by capital reserves).

## Budget

The NZITO recorded a budget deficit of just over -\$25,500 in 2012 (down from a surplus of \$140,000 in 2011) after levels of on-the-job training fell below targets, including

an overall reduction in dairy industry training. Operational human resource costs were also higher than projected due to the merger-associated salary costs. The budget deficit has been funded out of the capital reserves held by the NZITO. The NZITO Board has also approved a deficit budget for 2013 due to projected training reductions and the costs associated with the NZ Qualifications Authority (NZQA) Targeted Review process (discussed below).

## NZQA Targeted Review (TRoQ)

The Targeted Review of Qualifications (TRoQ) is a nation-wide process instigated by NZQA. The rationale behind this process is the simplification of the qualification framework to ensure there is no duplicate or overlapping qualifications, and also a drive to rationalise the number of qualifications listed on the New Zealand Qualifications Framework.

This has necessitated a complete review of all NZITO qualifications and is driving significant rationalisation. This has been time consuming and involves high consultation costs and will require a major revamp of assessment/training resources and delivery options.

As part of this process, the NZITO is current reviewing the Dairy Processing qualifications and Angus McConnell has been involved in this process on behalf of the DWU as this process has potential implications for the qualifications listed in the Fonterra Job Classifications System contained in the Fonterra NZMP CEA.



**Chris Flatt**  
DWU/CTU Representative on  
NZITO Board

# UNIMED REPORT 2013

It is my pleasure on behalf of Brian Wooller, who recently retired from the New Zealand Dairy Workers' Union (DWU) and myself to provide members of the DWU who are also members of UniMed, with my first annual review and comments on the activities of the Society over the past 12 months.

The most recently completed financial year for UniMed covered in this report was the one ending 30 June 2012 and financial points of note for the year were:

- members' premiums received increased by 11.76% to \$42.21M which was achieved by a mixture of premium increases which are required to offset increasing claims costs and medical inflation but also by membership growth.
- after last year's relatively modest increase in claims paid and provided for, the figure has clearly increased for the year under review and rose by nearly 10% to \$35.94M.
- administration expenses accounted for 10.19% of members' premiums which means that a very competitive industry rate of just over 10 cents in every premium dollar paid by members is utilised in administering the insurance operations of the Society. In summary, the Society had a solid financial year largely based on a continuation of the same strategy and operating plan to which UniMed has adhered to in recent years.

Since the balance date on 30 June 2012, UniMed Directors authorised a modest increase in premiums to reflect the increase in present claims' costs and in preparation for future expected claims inflation. The trends and underlying issues leading to increased claims' costs and thereafter, premium increases are monitored very carefully by UniMed Directors and senior management. Any necessary increase is applied as

UniMed must continue to collect more in premiums than it pays out in claims and administration costs in order to maintain the Society's future financial security for its members.

As mentioned in previous years, under the Insurance (Prudential Supervision) Act 2010, UniMed sought and received a Provisional Licence in the latter part of 2011 and is tracking appropriately to obtain Full Licence Status from the Reserve Bank of New Zealand on or before September 2013. A financial rating is also a requirement of Full Licence status and it was pleasing that our previous financial rating from AM Best of A- (Excellent) and issuer credit rating of "a-" was reaffirmed in July 2012. The continuation of this strong rating is an endorsement that the Society continues to operate and progress in a sound manner.

In order to ensure that the full range of skills and experience needed by UniMed's Board are available to it in the future, it is no longer practical to always draw directors solely from within UniMed's membership. To that end, a number of changes to the Rules of the Society were drawn up in the early part of 2012 and unanimously adopted at a Special General Meeting on 16 July 2012. This will mean that future UniMed Boards will be a combination of elected Directors from within the membership plus independent appointed candidates on three year terms from outside the Society's membership. This will greatly assist in ensuring there is an appropriate mix of skills and experience around the Board table to provide sound governance to our Society.

As plans for the rebuild of Christchurch city have developed since the events of 2011, the Board has affirmed its decision to re-establish UniMed's Head Office at

its Gloucester Street site in Christchurch which is well positioned in the anticipated new and smaller Central Business District.

To that end, Signal Management Group has been commissioned to conduct an initial feasibility review and thereafter manage the rebuild project for us. Signal have engaged with staff for their ideas for the best way forward and future development of the Society's Head Office, which we hope to be in within two years.

As a not for profit organisation, our membership and its interests are our focus and we will continue to strive to enhance the strength of our Society. UniMed Directors will continue to adapt with the changing environment under which we now operate and work hard with management to best position the Society to meet the many and diverse challenges in the future.

I am always appreciative of the feedback and support received from UniMed members who are also members of the DWU and I look forward to the future of our Society with confidence.



Glenn Barnes  
DWU Rep on UniMed Board

## DWU RUNANGA/FONO REPORT 2013

Ka tika hoki ka timatangia e au me nga mihi mahana kia tatou katoa, mai nga apiha, aa tae noa ki nga mema katoa o to tatou nei uniana 'Te Runanga Wai U', Tena Koutou.

It is right and appropriate that I offer warm greetings and salutations to all our DWU officers, officials and delegates old and new that have come here to this 2013 congress to row our waka together in unison striving for a Better Working Life and to uphold the values of those that have come and gone before us.

This year has been a very busy and exciting year for the Runanga/Fono and it looks like we will be moving into another challenging year with negotiations and contract talks, the government elections where we will have the opportunity to vote hopefully for a Labour lead government that will look after our families and the work force. The Runanga/Fono held its hui in Hamilton this year and we welcomed Kim Phillips from Maungaturoto and Mark Michaels from Takanini, I would like to thank our roopu for their hard work and commitment for the job that they do and the dedication that they put themselves in to help their fellow workers in times of need when issues arise within the working environment

The NZCTU/Te Runanga Kauae Kaimahi held its biennial Hui in Whakatane this year where 20 different union groups came together to organise and strengthen themselves over the issues that face their people and the people of NZ. The CTU Runanga biennial had some very powerful speakers and although they were all from different backgrounds ranging from politicians to human rights activists, they all had a passion for the union movement and what we stand for.

We have been involved with the Ports of Auckland and the Talley's disputes back in the 2012 year and there still seems to be on-going issues affecting these workers and their families, it has been good to see our DWU officials and delegates involved in these disputes supporting and helping them in their time of need, these disputes have been publicised in the Dairy workers magazine along with other important issues for our DWU workers.

Well there doesn't seem to be much more to report but before I sign off I would like to take this opportunity on behalf of myself and the other members of the Runanga/Fono to send a big up's to our rangatira Mark Apiata Wade for his contribution and his hard work as the Runanga/Fono organiser and his commitment over the many years to strengthening the cultural diversity which aids in member solidarity making our union unique with the aim to cater for the many different faces of our membership.  
Naku noa



John Nuku  
DWU Runanga/Fono Convenor

## DAIRY INDUSTRY SUPERANNUATION SCHEME (DISS) REPORT 2013

### Strong overall results for the year

The last Scheme year has certainly reinforced how difficult it is to predict investment returns over short periods and how taking a longer view may serve most investors best.

Notwithstanding the numerous economic, political and social difficulties facing many parts of

very radical and different approach to its economic policies that only time will judge.

Interest rates continue to be at or close to all-time lows and many governments still wrestle with the difficult trade-off between balancing their books and keeping their economies moving. All in all it is still as difficult

Scheme's Annual Report for last year recognised once again as setting the benchmark for quality in reporting to members by winning the Workplace Savings Communications Award, both the best annual report and also the overall "supreme" award.

Thank you to everyone who completed the survey conducted in

DECLARED INTEREST RATES	2013	2012	2011	LAST 5 YRS (% pa)
GROWTH	12.1%	-0.2%	6.8%	6.2%
BALANCED/GROWTH	11.2%	0.6%	6.4%	5.9%
BALANCED	10.4%	1.3%	6.0%	5.9%
CONSERVATIVE/BALANCED	8.5%	2.4%	5.3%	5.4%
CONSERVATIVE	6.7%	3.3%	4.7%	4.9%
CASH/CONSERVATIVE	4.3%	3.0%	3.3%	3.5%
CASH	1.9%	2.6%	2.0%	2.1%

the world over the last year, all of the Scheme's investment options returned strong overall performances. Only the cash option remaining subdued as shorter term interest rates remained low in New Zealand. Declared interest rates are after tax and expenses including insurance costs.

Growth type assets such as shares and property led the way in returns last year so the fund options with greater exposure to these types of "riskier" assets provided the strongest results.

But the outlook is still murky.

One thing does seem clear, that is that volatility can be expected to be with us for some time yet. Volatility is where there is quite a lot of positive and negative shifts over time rather than a steady outcome. Looking around the world today it appears that the US economy is slowly recovering but Europe still faces very significant hurdles. China, after some concerns during the year which also impacted on Australia appears to have picked up again, but the internal pressures associated with its huge pace of change are very significant. Japan has embarked on a

to predict the immediate future as it has been for quite some time.

The Scheme remains in good heart with strong support.

The Scheme continues to be in good heart with increased membership (up by 235 to 6,663) and assets (up by \$61 million to \$479 million). It is pleasing that this asset growth comes from both contributions from members and employers and investment returns. Net member contributions, that is contributions after benefit payments are deducted, added \$25 million to the size of the Fund in the year.

### Improved communications and member contact remains a focus

We continue to look for ways to lift our communications and contact with members. The Scheme's website continues to be expanded. To further improve member access to the Scheme we now have a mobile site, which means you can view information such as your account balances, benefit estimates, investment and other personal details from your smartphone.

It was pleasing to have the

late 2012. Responses made it clear that the financial security and peace of mind provided by the Scheme is highly valued. Feedback suggested more information was sought by members in a number of areas which we will try to improve.

### High level of regulation and legislation change will be with us for some time

The Scheme continues to be faced with significant changes in the legislation covering savings and investment products. We cannot argue with the intent and direction of these changes which will give greater confidence around the operation of investment and savings products generally in New Zealand – but they will still impact on the costs and operations of the Scheme. However, corporate schemes like DISS are recognised as generally being in good shape and not a problem area so have avoided to a degree some of the more "stringent" aspects of the change.

Tim McGuiness DISS Chairman

Mark Apiata-Wade  
DISS – DWU Director

# UNIMED MEDICAL INSURANCE UPDATE

Fonterra, UniMed and DWU representatives met on 5 August. The recent drive to give coverage to those members within NZMP is now closed and complete. Of the 852 eligible, over 500 membes joined and now have medical coverage, and joining with them another 249 family members.

We thought the original number eligible to be higher but when we finally got the full information and took off the numbers of Southern Cross original members, the 852 was the correct number. Some members declined to join as they were covered by other medical insurance that they had in place prior to becoming a member.

We think it was a worthwhile exercise and good to get members covered with a very comprehensive medical plan.

Southern Cross members will still be offered to change over to UniMed, but because of the individual nature of the schemes it almost needs a “ plan for plan” comparison

for the individual member. UniMed is prepared to do this in the future.

We are looking at repeating the exercise to those covered under the UniCare Plus plan but that is likely to be early in the New Year. In the meantime, we need to ensure new workers get offered UniMed and get signed up within the 28 day timeframe.

Across all of the schemes during the last year there have been over 500 surgical procedures averaging a little over \$6,000 each. A couple of things in the numbers stood out for me:

- Across the schemes all of them had greater than 70% of the total spend on operations (now that is a huge convenience for our members who would have been on long waiting lists or denied operations full stop).
- Some claims were routine but some were very extensive and serious procedures but it does show the use of the Medical Plan which has more comprehensive coverage in terms of surgical costs.

- The amount of members who have the UniCare Plus plan in their agreement who have already upgraded is big (well over 50%). Obviously members are making their own point of the need for higher coverage.

The other feature that was surprising to me was the age group cost. The biggest this year was not either of the oldest age brackets but the 41 to 50 year old bracket, which was the leader in costs, flanked closely by the 51 to 60 year old group. The 31 to 40 year old bracket was also significant. So, seemingly the need and use of UniMed is quite widespread across all age groups.



Angus McConnell  
Assistant Secretary

# DWU Welfare Committee Report 2013

This has been another busy year for the Welfare Committee (see graph). In addition there were:

- Hardship Special Cases = 2
- Hardship Applications Declined= 5
- Education Special Case Grants= 3
- Education Applications Declined= 4
- Education Grants Returned= 1

I would like to thank Frank Lancaster, Jimi Thompson and Peter Newman for their valuable input and work, also special thanks to Chris Flatt, Sally Wilson and Carne Williams for their help and support. Sadly we say farewell to Jimi Thompson who has served on the Welfare Committee for the past six years and he will be missed by us all.



Dianne Dwight  
DWU Welfare Committee Co-ordinator

The funds spent during the year are as follows:

	2012	2013	@	Total
Death of Dependent	3	3	\$2,000	6,000.00
Death of Member	10	9	\$2,750	24,750.00
Death of Spouse	11	10	\$2,000	20,000.00
Hardship Grants	71	69		37,342.96
Education Grants	20	49		9,785.00
Miscellaneous				3,587.75
Expenditure 1 April 2012 to 31 March 2013				101,465.71
Annual Budget (1 April 2012 - 31 March 2013)				110,000.00

## Members Who Passed Away During the Year (1 April 2012 - 31 March 2013)

Ross Pyper Fonterra-Reporoa	Bill Taurua Fonterra-Maungaturoto
Arnold Verstraten Fonterra-Te Awamutu	Gavin McKenzie Fonterra-Takaka
Michael Clark Fonterra-Edendale	Tere Griffiths FBNZ-Takanini
Daniel Ngatai-Tatua Dairy Company	Carl Evans Fonterra-Kauri
Russell Grant Fonterra-Auck. Port Stores	

# DWU Women’s Committee Report 2013

We welcome two new Regional Worksite Women Reps onto our Committee this year, Meryl van Royen who replaces Megan Ellenden from the South and Lavina Ireland who replaces Richalene Olliver from the Northern region. The ladies and I would also like to thank Megan and Richie for their contributions.

I have represented our Union at the NZCTU Women’s Committee over the past year with our work focussed on:

- Paid Parental leave -increasing paid parental leave to 26 weeks pay (26 for babies) including using Social media - getting people to send in tweets, comments on the facebook page, website, looking at other ways and means to get people to endorse it.
- Stop Violence against women -encouraging unions to participate in the ‘it’s not ok’ campaign in workplaces.
- That the CTU formally endorse International Day on the Elimination

of Violence against Women – White Ribbon Day 25th November 2012. Recommending an event be arranged for Friday 23 November at which male trade union leaders gather at lunchtime to sign the White Ribbon pledge.

- That affiliates be encouraged to actively participate in activities that highlight the impact of family violence on union members and to use union and workplace channels to provide information and education as well as collective agreement clauses.
- Agree to convene a meeting of interested unions (PSA to host) with an Australian union activist, Ludo McFerran, who will be visiting NZ later in the year. She has been instrumental in developing resources, including model collective agreement clauses, education and information resources.
- Pay Equity issues.
- Preparation for the CTU Women’s Biennial Conference will be held in July this year with the theme of the

conference being Building Union Women’s Leadership.

Our Unions Women’s Committee meeting in April was followed by a 1 day seminar on ‘Harassment/Bullying - Positive Workplaces’. Worksite Women’s Reps from all regions attended the seminar in Hamilton. As well as learning how to represent workers the seminar also provided the opportunity for Regional Reps to meet the other Worksite Women’s Reps face to face for the first time. Finally I would like to thank Jocelyn, Carne, Sally and Wendy for their support and organisation with the Women’s Committee.



Laura Boynton  
DWU Women’s Committee  
Convenor



Young Workers Resource Centre presentation to congress.

# 2013 AGM Results

Site	Attendance	Balance Sheet/Budget	Rule Remits	NZLP Affiliation	
				For	Against
Auckland Port Stores	11	C	C	11	0
Kauri	50	C	C	48	1
Maungaturoto	26	C	C	25	1
Paerata	14	C	C	14	0
Puhi	41	C	C	39	0
Takanini	190	C	C	178	3
Tip Top	120	C	C	119	0
Victoria Street	9	C	C	8	1
Northern Region Totals	461	C	C	442	6
CanPac	159	C	C	151	2
Crawford Street	32	C	C	30	0
Dairy Blenders	5	C	C	5	0
Edgecumbe	45	C	C	33	5
Goodman Fielder Frankton	11	C	C	11	0
Hautapu	25	C	C	24	0
Lichfield	84	C	C	74	5
London Street	16	C	C	15	0
Mt Maunganui Cool Store/Tauranga Port Stores	9	C	C	9	0
Mominsville	14	C	C	12	1
Reporoa	42	C	C	42	0
Tatua	17	C	C	17	0
Te Awamutu	23	C	C	23	0
Te Rapa	116	C	C	84	13
Timpack Hamilton	45	C	C	44	0
Tirau	24	C	C	24	0
Waharoa	9	C	C	7	0
Waitoa	62	C	C	60	1
Waikato/BOP Region Totals	738	C	C	665	27
CCP Eltham	185	C	C	184	1
Kapuni	27	C	C	26	1
Lion	9	C	C	9	0
Longburn	50	C	C	47	0
Makomako Road	23	C	C	23	0
Pahiatua	46	C	C	44	2
Pandora	6	C	C	6	0
New Plymouth Port Stores	16	C	C	13	0
Te Roto Drive	31	C	C	31	0
Whareora	94	C	C	83	6
Central Region Totals	487	C	C	466	10
Brightwater	21	C	C	20	0
Christchurch Drivers	16	C	C	13	3
Clandebye	167	C	C	147	1
Dairyworks	31	C	C	19	1
Darfield	19	C	C	18	1
Darfield Drivers	17	C	C	17	0
Edendale	163	C	C	155	8
Goodman Fielder Blenheim Road	27	C	C	26	0
Halswell Junction	9	C	C	9	0
Kaikoura	11	C	C	11	0
Mosgiel	23	C	C	23	0
Stirling	63	C	C	57	4
Studholme	19	C	C	18	1
Takaka	15	C	C	15	0
Timpack Nelson	3	C	C	3	0
Tua Marina	5	C	C	5	0
Westland Hokitika	72	C	C	72	0
Westland Rolleston/Synlait	8	C	C	8	0
Southern Region Totals	689	C	C	636	19
TOTALS	2375	C	C	2209	62

## Executive Pay: IUF support for Switzerland's 1:12 Initiative

This coming November, the Swiss people will be called on to vote in a referendum aimed at enshrining fair remuneration in the Constitution.

The initiative proposed by the Young Socialists and supported by the Swiss Socialist Party, the Green Party, the national trade union centre and the IUF's Swiss affiliate, UNIA, reads as follows: "The highest salary paid by a company shall not be greater than twelve times the lowest salary paid by the same company."

In other words, no worker in a given company should earn less in a year than its highest-paid manager earns in a month! The initiative defines "salary" as including all forms of compensation linked to employment.

Over the past decade, profiteering bosses have been awarding themselves obscene salaries and bonuses while workers' wages have stagnated and dropped. The 1:12 Initiative calls for a fairer distribution of the compensation budget and an end to discretionary increases for the highest paid.

A return to sanity through a return to democratic and binding principles for all!



## Free Trade chickens have come home to roost in Colombia

Colombian urban workers and trade unions are supporting the strike by hundreds of thousands of small farmers devastated by recent trade agreements with the US and other countries. The wave of strikes and demonstrations is not only the most significant social movement in decades in that country. It is currently the most broadly based challenge to the global neo-liberal project. At a moment when new trade and investment treaties

like the Trans Pacific Partnership Agreement (TPPA) are being readied under conditions of strict secrecy, it has much to teach us. And it needs global support.

Poultry, dairy, rice, potato, coffee and other farm producers have been joined by other groups - truckers protesting high fuel prices, health workers struggling with privatization, miners protesting the giveaway of the country's mineral resources, teachers, each with

their own demands but united in their support for the rural revolt. The national center CUT and other unions have been crucial in mobilizing wide support.

The trade agreement with the United States, which went into effect last year, immediately abolished tariffs on 70% of agricultural imports and phases them out for remaining products. The predictable result has been a flood of cheap imports, many of them benefiting from direct and hidden subsidies. The impact on livelihoods has been immediate and severe.

Under the slogan "We are all small farmers", the movement is demanding the trade agreements be renegotiated or scrapped. Unions around the world should support this demand - and integrate the lessons of Colombia into the struggle to defeat the TPPA and similar anti-democratic investment agreements.



## Profile/Pepeha of Tim O'Donoghue Site Delegate, Fonterra-Maungaturoto

I was born and bred in the King Country, and as all good King Country lads do, when I left school I went shearing for the next 20 years.

This took me all over the country and several stints in Australia. With a growing family, this seasonal work and the travelling to keep an income all year round was not ideal. In 1995 I decided I needed to be in a job that I could be home more often, and ended up at Northland Dairy Maungaturoto site in the casein plant where I have been ever since.

A couple of years into that job I found myself elected as site union delegate. At the time I wasn't fully aware of what this role would involve.

I soon found out. Up until this stage I had always looked after myself against any bosses that jerked you around, but found out that with a big business there were a lot more bosses that fell into that category and that you need a lot more solidarity to combat it. In the shearing industry you dealt with one boss at a time and in most cases disputes with a boss were resolved by voting with your feet and a two fingered salute as you left.

As time went by I became deputy site delegate. That is where my real education started. At the time we were taken over by Kiwi, and changes were afoot. Due to some tragic

circumstances, I was thrust into the site delegate's role and one of my first duties was to deal with 12 redundancies (3 days in the job).



Kim Phillips

Tim O'Donoghue

This was a big wake up, and can make you feel very inadequate. The redundancies came thick and fast after that and it seemed that all I was there for was to deal with that crap. In three years the membership on my site had gone from 160 to 80. I am proud to say over those years only one worker who wanted to stay was made redundant.

I have now been site delegate at Maungaturoto for nine years (I think). It is a site that I am very proud to represent. We are a small site where everyone knows everyone else's wives, kids and families.

It is this family feeling on site that makes us strong. It is also the reason I think the Union needs to be strong on site as well. In our area there are

not a lot of decent full time jobs and it is our duty to our future generations to make sure this one stays and is fully protected.

I have been married for 33 years to Tracey, and have three grown up children, two grandkids (three at the end of July). Tracey has fully supported my role, as any disgruntled member has found trying to pass on messages of my shortcomings over the phone at home. She considers that her job.

Tim O'Donoghue  
Site Delegate,  
Fonterra-Maungaturoto

## Profile/Pepeha of Kim Phillips DWU Runanga/Fono delegate

*Ko Tokatoka te Maunga*

*Mai te whanga o Kaipara*

*Ko Ngati whatua te iwi*

*Te uri o hau te hapu*

*Aotearoa te Marae*

*Tihei Mauri ora*

*Ka mihi atu au ki a koutou I manaakitia wa tatou*

*Kaimahi ki Fonterra.*

*Ko te mea nunui me whakapiki toku wairua ka*

*whakatipua te waurua o tatou katoa*

*Tena koutou tena koutou tena tatou katoa*

Currently I chair the Otamatea marae trustees which is the matua marae of Ngati Whatua (although those falas down Orakei believe theirs is....dont you believe it.) Anyway, have been in the industry for 15 years and have always been a part of the DWU. I believe as a Runanga/Fono delegate I can add value to those things that were fought hard for in the past. I am married with three tamariki and three mokopuna. I enjoy my rugby (I was a former North Auckland representative) and now love Waka Ama and was a NZ representative in the world sprints in Calgary, Canada.

Kim Phillips  
DWU Runanga/Fono delegate

## Profile/Pepeha of Karangi Jones Waikato Runanga/Fono Delegate

*Wehi ana ki a Ihowa o nga mano, te atua o ooku Tupuna.*

*Whakahonoretia te ingoa o to tatou Kingi a Tuheitia, mihi kau ana ki aia, me tona whare Ariki*

*Katoa, Paimarire.*

(I stand in awe of the god of multitudes, the god of my ancestors, I honour our King, Tuheitia, I greet him and his royal household, Paimarire)

*Pirongia te maunga*

*Waipa te awa*

*Waikato te iwi*

*Ngati Maahanga Hourua te hapu*

*Oomaero Paa me Te Papa o Rotu nga marae*

*Ko Whatawhata tooku turangawaewae*

*Ko Karangi Jones tooku ingoa*

*Kia ora koutou katoa,*

I am the oldest of five siblings – two brothers and two sisters, and many nieces and nephews, with another nephew due to be born this year.

I grew up in Whatawhata, surrounded by a strong family orientated environment. Kohanga, kapa haka, marae challenges, Poukai and Koroneihana were the groundings shaping the person I am today.

From the age of five I was play-

ing rugby league with my cousins and coached by my uncle. I enjoy the challenges, discipline, skills and friendships that sports can offer.

A representative in rugby league, touch and rugby are amongst my proudest achievements, including the privilege to represent my country at sevens in Hong Kong.

I have worked at the Fonterra Canpac site for the last five years, elected as our department delegate for two terms, Runanga/Fono delegate for one term, and on the site Wellness Committee.

It has been my privilege to be given these opportunities and the support given by our site delegate, union delegates and members.

I am passionate about my involvement in the union and support our fellow Women's Committee. My knowledge has been enhanced through attending Congress over the last two years, and the CTU Women's conference this year.

For me personally, attending these events has given me a greater understanding of my role, has increased

my knowledge in union matters, strengthening our working relationship to work through misunderstanding and ability to communicate understanding.

Tupaea Ahomiro and I are the Runanga/Fono reps covering the Waikato and Bay of Plenty regions.

The Runanga/Fono delegates represent and promote the interests of Maori and all ethnic cultures, supporting members with any racial challenges, issues, beliefs or conflicts within the work place.

I encourage you to contact me by email at karangi.jones@fonterra.com or by phoning (07) 846 8000 ext 74743 to discuss any matters important to you.



## – Hamilton Delegate Training –



The first of this year's delegates training was held recently in Hamilton with delegates from Edendale, Studholme, CanPac, Lichfield, Clandeboye, Synlait, Te Rapa, Waitoa, Takanini, Hautapu, Tirau and Fonterra Auckland Metro. This was the introductory course for new delegates and covered worker's rights and representation and the history and politics of trade unionism and the working class. We were very surprised to find amongst the group, Trevor Wilkinson from Clandeboye – born and bred in Crusaders country – was actually a secret Chiefs fan and lover of Waikato beer!

# Council Of Trade Unions (CTU) Women's Conference

**O**ur Women's Committee attended the NZCTU Biennial Conference in Wellington with the theme "Union Women Leading". The conference was held on 26 & 27 July with a change to the venue due to the recent earthquakes in Wellington. The conference ran very smoothly with good attendance from unions all over the country.

We also had two representatives from the Runanga/Fono attend. Our delegation consisted of me, Jocelyn Pratt, Nici Benington, Meryl van Royen, LaVina Ireland, Helen Rowe, Chrissy Phillips, Karangi Jones and Alicia Old. We all found the conference to be very informative, and gave us some clear direction for some of the work we would like to pick up and build on.

The theme of this conference worked a lot for us, as part of our work plan is to build active participation in our membership. There were workshops held on Friday which we tried to split up and get at least one DWU member to. These were:

- Running a Campaign
- Social Networking
- We have rights – Lets claim them
- Domestic Violence and the Workplace
- Equal Pay Case
- ERA Campaign

We had some good table discussions around how we thought our union fitted into some of the topics covered, and what we want to do as a group. Friday night we headed to dinner and had Robyn Malcolm talk to us about some of the struggles she had with her involvement with The Hobbit and the support she received from the CTU.

We had a wide range of guest speakers over the two days and a wide range of topics covering:

- What makes a woman trade union leader of today?
- Challenges for young women: creative responses
- Maori and Pasifika Women's Leadership
- Women in Male dominated industries

I want to share some of the snippets I received from some of the ladies that attended the conference:

Laura Boynton, DWU Women's Committee Convenor.  
*"Recently I attended the NZCTU Women's Biennial Conference-Union Women Leading. After hearing a lot of talk on 'The Living Wage Campaign', I decided to attend one of our Workshops on the 'Equal Pay Case', a case of a 64 year old Caregiver 20 years in the job who earns 57 cents above the minimum wage. I was appalled to hear this. Around nine years ago I too was working in a Rest Home as a caregiver and only on \$10.20 so it is easy to see that nothing has changed in that field. This is only one case there has to be many more out there like it."*

LaVina Ireland, Puhoi Valley Cheese  
*"I found this conference just reminded me how fortunate we are in the DWU and to be on a wage that is above the minimum wage. I think sometimes we are forgetful of that and we need to take a step back and be reminded of that. Not only did we have great speakers from other industry, but we were all there for the same reason, to empower each other in our chosen careers and look out for our fellow workers."*

Nici Benington, Goodman Fielder Christchurch  
*"This was my first time attending the Women's Conference and was a privilege and a great opportunity being amongst empowering women leaders and inspirational guest speakers. They (speakers) spoke of their life experiences and opportunities and encouraged us to believe in ourselves, believe in what is right, about taking risks and making*

*good decisions and choices and to learn from obstacles that we may face. Below are some of the key messages that we can all share in and take on board: Stay focussed on the positive. Don't lose our values. Staying united as one. Look for opportunities. Making a better tomorrow for everyone."*

Karangi Jones, Fonterra-CanPac Kete Whakaaro  
(Quote) from Judith Nowotarski, New Zealand Educational Institute  
*IF YOU WANT TO WALK FAST... WALK ALONE  
IF YOU WANT TO WALK FAR... WALK TOGETHER  
POWER TO THE PEOPLE.*

Merel van Royen, Fonterra - Studholme  
*"I have taken from these two days feelings of motivation and a drive to play a bigger part and make change where I am able. One topic covered was women in male dominated industries. It enlightened me to the growing role of females in historically male dominated industries and that they are still a largely underutilised and untapped resource."*

*Women are assumed to be suitable and attuned to roles that involve caring and nurturing such as educational and health related roles rather than trade, technical and operational. There is little readily available information at hand for young females contemplating a career in male dominated industries."*

*The under-representation of women in these industries continues to undermine gender equality, industry performance and our nation's economy. Women can make an invaluable contribution to male dominated industries and in there we can lower the occupational segregation we have in certain sectors in the workforce."*

*I am happy that as a woman's DWU delegate I can help to contribute to and facilitate the process of equalization between the genders, where equal employment and equal pay should be the norm. Not only in word, but in practice."*



**Jocelyn Pratt**  
Women's Committee Co-ordinator



L to R – Karangi Jones, Merel van Royen, Helen Rowe, LaVina Ireland, Chic Old, Chrissy Phillips, Laura Boynton, Nici Benington and Jocelyn Pratt

## New Southern Regional Organiser, John Howell

**H**i everyone. In the three months I've been with the DWU, I've already had the chance to meet many of you through AGMs, site visits and our National Congress.

For those of you who I haven't yet met, I want to take this opportunity to introduce myself.

My wife Rachel and I have recently returned to my hometown of Dunedin after many years away - and it's good to be home, around family and friends, in the part of the world that I love.

Most recently, we were living in Melbourne, Australia. While I was there, I worked as a Membership Services Organiser for the National Union of Workers - a sister union to the DWU.

This was a valuable experience for me - I saw first-hand the genuine positive affect that a well organised organisation, with solid union

principles, can have on the day to day lives of working people.

This is why I am proud to be a part of the DWU. Union membership across New Zealand as a whole has been slammed - and is yet to recover - since the bad old days of the Employment Contracts Act. However, membership in the Dairy Workers Union has remained strong, despite these challenges.

As a result - compared to other industries in this country - terms and conditions of employment for dairy workers have remained comparatively strong. This is not to suggest we rest on our laurels and pat ourselves on the backs - quite the opposite. Although we should be proud of what this Union has achieved, we always need to be looking at ways we can be stronger, smarter and more organised. I reckon we owe it to the members who came before us.

I see my job in the DWU as

being part of this collective push to strengthen our existing structures and to do everything possible to make sure the new 'players' in the industry are unionised. We can't allow non-union sites to get a strong foothold in the dairy industry as it will drag down hard fought for terms and conditions, right across the board. I would urge every DWU member out there to explain this simple fact to any non-union dairy worker you might meet on your travels.

It's good to be on board, and I'm looking forward to meeting many more of you over the coming months. Cheers



**John Howell**  
Southern Organiser

**L**loyd Baker was offered a job at the Golden Bay Dairy factory in Takaka by the manager while riding past the site on his bike in December 1962.

He started work as a “box boy” working 5 days a week but 3 weeks later went onto 7 days on 1 day off roster working an 8 hour day.

At that time butter was made in a wooden churn with 1200 gallons of milk making 150 boxes of butter. The site had two churns operating and there was a lot of manual handling of the 25kg boxes of butter. The site made quality butter and won many international awards.

Lloyd worked in all areas of the factory on the 7 and 1 roster, rotating each day to a different job working one day on the cream cans the next on evaporator, making butter, milk powder, boilers and packing.

Working in the dairy factory wasn't for everyone and many workers moved to the cement works, where the wages were higher and workers could work a lot of overtime and make more money. The golden bay cement works closed in 1988. Lloyd recalls one worker who started at 6am and spoke with Lloyd at 7.10 am saying he didn't think the job was for him, Lloyd tried to convince him to stay on until smoko to reassess the job but when the supervisor asked how he was going, he advised Lloyd that he had left the job by 8.30 am.

In 1968 Lloyd worked in the boilers starting at 1.30am finishing at 5pm or if required for a breakdown staying on until it was sorted, on some occasions getting home for three hours then back again at 1.30am.

1968 saw a change to the 6 and 2 roster and at that time the season finished in the first week of May and started in September.

In those days when there was a vacancy the workers had a discussion over a few beers over where workers



Lloyd Baker – A Great Working Life in the dairy Industry

would be best suited to working. Lloyd continued working in the butter plant until the fire in June 2005 (the fire started in a false ceiling after some repair work on a doorway).

As the company did not rebuild the butter plant Lloyd faced redundancy. One of the other workers decided to head to Auckland and Lloyd was offered a redundancy swap and returned to Takaka to work in the powder plant. First in packing on a 4 and 2 and then on 4 and 4.

“The social club was brilliant and Takaka's social club managed to continue on site under the radar until eventually been shut down in 2004. We had a lot fun including bus trips away.”

Lloyd's wife Sue also works at Takaka site and she also managed a redundancy swap when her role was disestablished. They have three children.

Lloyd recalled in the days of manual taps, when changing a silo, a tap blew

“and a wave of junket” was moving like slow moving ice—Lloyd had to dive down to find the tap to reattach to shut down the silo.

“There have been lots of laughs and many stories that can't be put in print! Work life is much more serious now.”

Lloyd is held in very high regard by his workmates; “His work ethic is unbelievable and second to none; he is the hardest worker onsite – always working and finding work to do”.



Jocelyn Pratt  
Support Services Organiser

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**National President:** Brett Brown

**National Vice President:** Shane Stieller

**National Executive:**

Barrie Kanara (Northern), Bill Johnston & Jodi Middleton (Waikato/BOP), Peter Daymond & Terry Smith (Central), Tom Faulkner & Ray Mills (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), Frank Lancaster (Northern), Bernice Mills (Central), Peter Newman (Southern)

**NZDWU Women's Committee:**

Laura Boynton (Convenor) & Chrissie Phillips (Waikato/BOP), LaVina Ireland & Joanne Le Clerc (Northern), Helen Rowe & Maria Kumeroa (Central), Merel Van Royen & Nici Benington (Southern), & Jocelyn Pratt (Co-ordinator)

**NZDWU Runanga/Fono:**

John Nuku & Lucille Tane (Co Convenors) (Central), Karangi Jones & Tupaea Ahomiro (Waikato/BOP), Kim Phillips & Chick Old (Northern), Hix Pearson & Peter Wynyard (Southern), Mark Michael (Pacific Island Rep), & Mark Apiata-Wade (Co-ordinator)

**National Returning Officer:**

Dave Edwards

## 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:

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• 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**

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## The Back Page:

TO NEW ZEALAND DAIRY WORKERS UNION TE RUNANGA WAI U MEMBERS.



2012 Toyota Rav 4 Registration GJM84945,500 Km's. Approx. By way of guide this vehicle has a trade in value of \$26,000.00, Vehicle description and Tender forms available from Carne Williams. [carne@nzdwu.org.nz](mailto:carne@nzdwu.org.nz)

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To view phone Glenn Barnes on 021426242. Viewing is at the tenders cost. Tenders close 4.00pm Friday October 11th 2013.



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