



Milk Road Truckers

REPORT: NZMP CEA Negotiations



Update on DWU Operational Review—Our New Structures

Chris Flatt—National Secretary



As discussed in my editorial in the March 2013 Dairy Worker Magazine (“NZ Dairy Workers Union Strategic Review – How we work”), over the last 12 months the DWU has undertaken an operational review of the Union’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. The review identified a number of strategic and operational recommendations relating to the way in which we manage our industrial and administrative work duties here in the Union and introduce clear lines of reporting and organisation of work as well as the lines by which work and resources are allocated.

The recommendations contained in the review were endorsed by the DWU National Congress in June 2013 and were also extensively discussed with members during the recent 2013 AGM meetings.

Why did we undertake the review?

As discussed in the operational review, protecting the coverage and conditions contained in existing DWU collective employment agreements (CEA) must be the key priority for the Union over the next two years.

In order 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 in order to get the best outcomes for members.

To support this, the operational review recommended that DWU resources be focused upon ensuring a highly visible organiser and delegate presence on existing sites (as well as organising new industry players). This is particularly important in light of the National Government’s upcoming attacks to employment laws that will impact upon our legal and industrial bargaining abilities.

These law changes will mean that the DWU will increasingly have to rely upon our organising and delegate structures (rather than legal remedies) to prevent any claw-backs of our collective conditions or coverage.

What has changed in the DWU office?

In order to be better placed to achieve these strategic

objectives, the DWU has changed the way our organisers and staff work. These changes are outlined in the **organisational structure chart** on the next page.

The new structure aims to ensure that the DWU is able to allocate resources and energy according to our strategic objectives and priorities. As currently occurs, DWU members will still be able to regularly meet and contact their regional organisers (and delegates). There will be no change to this.

The changes are simply aimed at ensuring that the Union is providing the best support and resources we can to organisers and delegates so they can carry out their union work for members.

For example, delegate training has traditionally occurred as a result of requests by a specific site or group of delegates. This will still continue to occur. But targeted training will be provided where we believe there is a strategic need for it.

Priority might be given for many strategic reasons, including a lack of previous training, upcoming CEA bargaining discussions or to develop new and emerging delegating structures on sites.

Industrial and bargaining strategy and objectives

As is currently the case, as National Secretary, I will still have overall oversight and responsibility for DWU industrial and bargaining strategy (including our responses to current and new industry companies), staff matters, rules and policies, finances, administration, and engagement with the National Executive and governance bodies of the DWU.

However, to ensure that our DWU industrial and bargaining strategies are being implemented and monitored on a day-to-day basis, our Assistant Secretary, Angus McConnell will be responsible for working with and supporting our regional organisers to ensure we are achieving these strategic objectives.

As many of you will know, much of the historic knowledge and guidance about our CEAs (particularly the Fonterra NZMP CEA) is already provided by Angus, so this change is in many ways formalizing what already occurs.

The new structure ensures that we are better placed to ensure that the strategic objectives we have identified in the operational review can be implemented, monitored and achieved via our organisers, delegates and member activists.

New Support Services Team

The other big change in our structure is the establishment of our Support Services Team which will be led by our National Organiser, Mark Apiata-Wade. In addition to Mark, the team is made up of the Support Services Organiser, Jocelyn Pratt (two days a week) and our new Support Services Administrator, Linda Radosinska who recently started with the DWU on 4 November.

The Support Services Team has been developed to provide additional industrial support services (advocacy, training, online tools, written resources, and organiser administrative and clerical support) to assist the implementation of industrial operational review recommendations and strategic priorities.

The work of the Support Services Team will be directed by our strategic objectives and priorities. For example, whilst a new greenfields site will be the responsibility of the relevant regional organiser, the Support Services Team will be able to provide dedicated and targeted support to assist the organiser with the new site if needed.

One of the urgent priorities for the Support Services Team is the review and upgrade of the DWU's communication methods and resources, including our DWU website, social media tools and traditional hard copy delegate/member resources. These areas are currently being reviewed and upgraded and we will update members about the changes in the next few weeks.

The DWU is in good shape and these changes aim to build upon this

As previously reported to you, the operational review highlighted the positive industrial and financial position that the DWU is in. The strategic recommendations contained 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 new industry players who are entering the dairy industry as well as a National Government that wants to roll back our employment law rights as well as the wider role the DWU plays within the dairy industry.

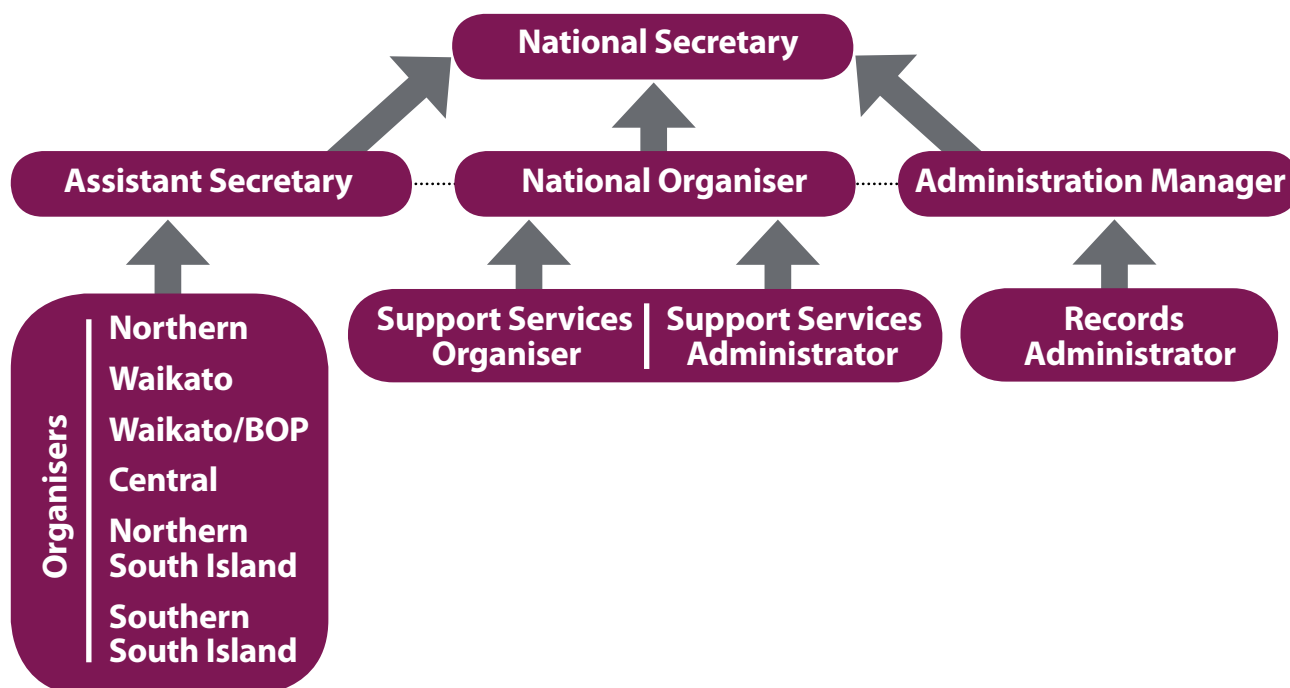
The changes discussed above are aimed at ensuring the DWU resources are being used in the best way possible to achieve our strategic goals and objectives for members.

The new structures are now up and running in our Union and we will review them in 6 and 12 months time to see how they are working and whether we need to make any further changes. I look forward to your feedback on any thoughts you may have about these changes or any other changes you think the DWU needs to make.

I would also like to take this opportunity to wish you and all your family members a very happy and safe Christmas and New Year.

Chris Flatt
National Secretary

New DWU Organisational Structure



From the President



The political scene has dominated in the last couple of months. We as a Union have participated in the election of a new Labour Party leader, provided a submission to the Transport and Industrial Relations Select Committee about the proposed changes to the Employment Relations Act, and attended the Council of Trade Unions (CTU) Biennial Conference and the Labour Party Conference.

Last year saw a Labour Party constitutional change which allowed Unions affiliated to the Labour Party such as the NZDWU to carry 20% of the vote when an election is held to find a new leader of the Party. The Caucus carries 40% of the vote and the general membership the other 40%. Our votes were carried by the voting delegates to our Congress. The recommendation from the NZDWU Executive was to support David Cunliffe so the end result was a good outcome.

In September the process of a Select Committee of MP's hearing submissions made by interested parties about the Employment Relations Amendment Bill began. Angus McConnell and I presented a submission from the NZDWU opposing the proposed changes. This is the proposal to change industrial law such as removing the provision that collective agreements apply for the first 30 days of employment, removing the duty to conclude bargaining in good faith, and many other changes which have the potential to undermine collective bargaining. I was pleased to note the Committee at least appeared to listen

to what we had to say unlike some speakers who were shut down part way through their presentations. Time will tell whether the submissions have any impact however it was well worth attempting to stall or change the Bill.

A delegation from the NZDWU attended the CTU Biennial Conference and listened to a very good speech by David Cunliffe and an entertaining speech from Winston Peters. Nicky Hager, an author and investigative journalist, and Metiria Turei, co leader of the Green Party, spoke as well. A number of CTU policy remits were considered by the conference.

Upwards of 600 delegates attended the Labour Party Conference including a delegation from the NZDWU. There appears to be much greater unity and purpose in the Party this year. David Cunliffe is making all the right noises about policy which is very positive going into the election year. Fewer controversial policy remits were debated at this conference. Rather the focus is on setting the policy platform for and winning the election next year. The conference was held in Christchurch so a lot of attention was given to the rebuild which is desperately needed and progress is clearly rather slow. No doubt you will hear a lot more about the Labour Party manifesto in the coming months.

I wish you and your family a happy and safe festive season. Remember there is strength in unity.

Kia Kaha

Brett Brown

National President

NZDWU Submission to the Select Committee

On the 26th of September, DWU National President Brett Brown and Assistant Secretary Angus McConnell travelled to Parliament to make submissions on behalf of DWU members on the changes to the Employment Relations Act.

We had earlier made written submissions and indicated that we wished to speak to the submissions and when there we watched the SFWU parliamentary cleaners make an impassioned plea to retain the provisions of protection for vulner-

able (to contracting) workers.

We also observed the very technical submissions made by the PSA and Tertiary Education Union.

Rather than repeat our written submission, we stuck to a brief commentary on what we saw as the very negative effects that the proposed changes would have on us as rural workers and we tried to position it that these were changes that would inhibit the existing progressive and successful bargaining that had been in place for a successful industry that was a key component of our

economy. Brett gave a very good example of what it means for rural workers to be able to access a well-paid collective with good provisions and the difficulty it would make an already hard job in unionising the new players in the Industry.

Overall we didn't concentrate on stuff that wasn't our main concern like the vulnerable workers (Part 6A) but we were clear we found that removal of "duty to conclude bargaining" a worrying feature of the proposals as well as the partial strike penalties. It doesn't seem far removed

Welcome to Linda

Hi Everyone. As some of you might already know, I was fortunate enough to be offered the position of Organising Support Services Administrator with the NZDWU a few weeks ago, and as I am now about to embark upon my second week on the job it seems like a good time to introduce myself to you all.

My parents came to New Zealand in the early 1980's as political asylum-seeking refugees after escaping the Czechoslovak Socialist Republic in search of freedom and a better life for their young family. My Father worked as a miner in O'Reilly's open cast mine in Huntly and we later moved to Hamilton (where I was born) after he was offered a job at the Earth Sciences Department of the University of Waikato.

Throughout their careers, my parents were Union members and we were raised in a household that valued and respected the function and importance of Unions in the workplace and even after they experienced the negative extremes of 'collectiv-

ism' in the CSSR, we were encouraged to view the role of the Union (at it's core), to be a fundamental source of protection for people.

After graduating from Waikato University with a degree in Management and HR, I worked for NZITO and then came to work for the Young Workers' Resource Centre last year where I first came into contact with the NZDWU and met some of you at the 2012 Congress and the Delegate's Training Workshop later in the year.

Last week I had the opportunity to observe the Fonterra Takanini negotiations that took place at the Tip Top factory, which was a chance for me to see firsthand, how the Union works with Employers to achieve balanced and mutually beneficial agreements.

My role with the NZDWU is to work alongside Mark and Jocelyn



and assist the Organisers, Delegates and Members who need our help. I will also be creating a new website and some other resources which will be useful for you all.

I am really looking forward to meeting more of you and hearing your stories about how the NZDWU has been a positive part of your lives.

**Thanks,
Linda Radosinska**

on Employment Law changes

to say that if you don't have to conclude why would an employer even begin the process of negotiation?

We had a very warm reception from Labour/Greens and NZ First members on the committee, they asked several questions and of course our aim in making submissions is to not only oppose the negative changes to the Act but to also give our friends and political allies rationale and examples of why to oppose those changes.

For a copy of the full DWU submission, see your site delegate.



Angus McConnell
Assistant Secretary



Livestock Improvement (LIC) CEA Ratified 100%

The negotiation for the renewal of the 2013-2014 LIC Collective Employment Agreement was concluded earlier this year. The changes to the CEA, including the pay increase of 4.8%, was ratified by a vote of 100% in favour of the deal, the secret ballot was held across the Hamilton & Christchurch depots where all members had an opportunity to have their say.

The negotiations were tense at times with robust discussions held to flesh out the final deal which in my view was a very good outcome under the current difficult economic & political environment.

The changes to NZ employment law that the National Government has been and is imposing on all of us are attacking your work rights and Union rights. This is going to make it even more difficult to achieve fair deals that meet or at least come close to workers expectations.

LIC engaged the services of a professional Advocate for the first time in my 10 years of negotiations with them. He brought another dimension to the talks which were a little protracted this time compared to previous years, the talks had traditionally taken only one to two days to conclude.

Members had good input into the claims process which was quite useful for the negotiating team. The final deal (terms of settlement) which was taken to members for ratification includes the following:

- 4.8% increase on all printed CEA rates & allowances.
- 10 Month Term.
- Expanded coverage clause to include workers who work as Analysis Unit Operators.
- Include Classifications and Performance Review Guidelines for Analysis Unit Operators.



L to R: Shawn Perkinson, Daryl Hartley, Mark Hope, Jane Muggeridge & Elizabeth Prescott.

- Provision for seasonal workers to receive Long Service Leave entitlement in cash.
- LIC will contribute Company Superannuation for Union Members only & into one scheme only.
- Minimum of 8 hours pay for Alternative Holidays.
- Union provisions improved whereby DWU will have Union exclusive notice boards in Depots.
- Several other tidy up matters as agreed.

Living Wage reached

The wage increase brings most of the LIC workers up to or above that of the Living Wage. The Living Wage in NZ is \$18.40 per hour.

The entry level workers are still paid below the Living Wage so my goal is to have all workers paid above the Living Wage. This will require a good result at the next wage negotiations which are to be held in February/March next year.

The Riverlea Road Site Delegates; Jane Muggeridge, Shawn Perkinson and the Christchurch Site Delegates;

Daryl Hartley & Elizabeth Prescott were very helpful with the talks and made good contributions during the discussions and during the breaks offering advice and back ground information relevant to our claims. The Delegates knowledge, help & support at the negotiating table was invaluable and I thank them for their support. I also thank the LIC negotiating team for working with us in good faith to achieve a pragmatic deal which I feel everyone was comfortable with. Both negotiating teams shook hands across the table at the conclusion of the talks and departed in good spirits.



Mark Hope
LIC Advocate / Waikato/BOP
Organiser

Dairy Blenders CEA 2013

The company had 10 claims, beginning with a 0.07% wage increase offer. The others were; the inclusion of a trial period, changes which allow the calculation of overtime on a weekly basis, a recalculation of the hourly rate to reflect payment for the actual hours worked, the removal of service pay, changes to the Long Service Leave, decreasing sick pay entitlement from 10 days to 5 days and changing the pay week to Monday to Sunday.

They withdrew the trial period, sick leave and made moderate changes to the taking of Long Service Leave. They raised their wage offer to around 2% but still wanted to deal with the service allowance. Also they offered two days pay to compensate for the transition to a Monday to Friday pay week, changing to this system makes sure that Saturdays are overtime days.

We only had a few claims with a wage increase being number 1. We also wanted a one year term to

which they have agreed. We also had a claim for an extra band in the LSL but since it affected only one person this time round we withdrew the claim.

To fix their problem with service pay, we agreed to pay workers up to their next entitlement with a minimum of five years service e.g. if you had one years' service you were paid up to the five year service entitlement and if ten years up to fifteen years and so on.

A new pay structure was also introduced. Since I have been the

organiser I have had serious concerns about the fragility of the payment system with an unscrupulous employer being able to cut the hours back to 8 a day on a low rate. This proposal lifts workers base rate considerably.



Glenn Barnes

Advocate/Waikato Organiser

Proposed rates:

	NEW	Old
Level 1 starting rate	\$19.74	\$15.00
Level 1, change to Level 2	\$20.53	\$15.30
Level 2, change to level 3	\$21.52	\$16.01
Level 2a, change to level 4	\$22.04	\$16.35
Level 3, change to Level 5	\$23.09	\$17.12

These rates do not include a workers individual service pay. Considering the recent botulism scare which affected Dairy Blenders substantially this is a good outcome for our members at this site.

CTU Submission Minimum Wage Review 2013

The NZCTU's preference is for an immediate rise in the minimum wage to 66 percent of the average ordinary time wage (for April 2013 we estimate this to be \$18.63) to set a clear base.

However a possible alternative is to move to this position over three years. Using Treasury forecasts, this would mean a minimum wage of \$19.60 as from 1 April 2016.

Two equal percentage increases in the interim would take it to \$15.50 as from 1 April 2014 and \$17.40 as from 1 April 2015.

The CTU would support a mechanism for indexing the minimum wage to the average wage once it has

reached a reasonable level.

An increased minimum wage level is needed as a contribution towards:

- Addressing the needs of many low income workers
- Compensating for rising costs
- Narrowing the wage gap with Australia
- Providing a safety net for many vulnerable workers
- Encouraging employers to invest in raising productivity
- Raising New Zealand's low general wage levels
- Maintaining domestic demand and employment levels
- Reducing New Zealand's high income inequality



NEWS

- Reducing poverty and especially child poverty
- Reducing gender inequality
- Improving the position of Māori and Pacific workers
- Increasing labour participation rates, particularly of disadvantaged groups.

Fonterra NZMP Negotiations



In late September, the Fonterra NZMP CEA 2013-2015 was ratified with a majority of 60% in favour of those who voted in the ratification process (see the attached Fonterra NZMP Site breakdown on page 9 opposite).

In summary, 31 sites voted in favour of the settlement and 5 sites voted against. Overall, 1834 members voted in favour and 1194 voted against, with 12 invalid votes. This is a turnout of approximately 65% of Fonterra NZMP members. Thank you to all those members who attended ratification meetings and voted in the ballot.

The ratified two-year deal included the following:

- **First year:** 2% on all wages and allowances (1 September 2013 to 31 August 2014);
- **Second year:** CPI plus 0.5% on all wages and allowances (1 September 2014 to 31 August 2015) (CPI calculated on the published annual CPI as at June 2014);
- In addition to the current PNW

clause, up to one block of rostered days on can be used as individual PNW days (per worker over the salary year period). For example if the rostered days on are 4 x 4 then the maximum is 4 individual PNW days over the salary year period. If the rostered days on are 6 x 3 then the maximum is 6 individual PNW days over the salary year period.

These individual PNW days are to be allocated to either a last day on or first day back. These individual PNW days are determined by the manager but require a minimum of notice being given on the first day rostered on prior to that individual PNW being taken;

- Establishment of an Annualised Hours Working Group of senior management and union representatives to jointly explore issues around the operating of annualised hours to ensure it operates according to its original intent. The Working Group will explore the present statistics and trends around hours' usage including excess hours and hours written off. The parties will also discuss

and action where agreed to educate managers and delegates on using the QTAR 663 report to monitor hours and to ensure the obligations of the agreement are met by both parties;

- Adoption of the Technical Committee, Job Classification Committee (JCC), and Drug & Alcohol Policy Review Group reports;
- Continued inclusion of a bargaining agent fee in the CEA; and
- Coverage of the Rimu (Waitoa) UHT plant under the Fonterra NZMP CEA.

As discussed at ratification meetings, much has happened in the dairy industry from the time we were in negotiations until when the deal was ratified by members. As the Advocate, I am still firmly of the view that this is a good settlement for Fonterra NZMP members, which gave everyone stability and certainty in a very uncertain period.

I believe the events of the last few months support the view the negotiating team took at the negotiations.

CEA settled

Fonterra NZMP

Whilst the contamination scare turned out to be a false alarm, the size and scale of the crisis had at the time, and still has, the ability to have a substantial impact not only on Fonterra members but all members involved in the NZ dairy industry. For example:

- Fonterra is still dealing with ongoing publicity and fall-out from the contamination scare and subsequent product recall in many overseas markets. Just because you are not seeing it discussed on the New Zealand news every night does not mean the issue simply disappeared;
 - The recent Fonterra Board report on the contamination scare listed 21 decision-points where had different decisions been made the crisis could have been averted. The Board report has made substantial recommendations regarding changes to both Fonterra operational and Board practices. This report highlights the seriousness of the contamination scare both for Fonterra as well as the broader NZ economy;
 - As the Board Inquiry team leader Jack Hodder QC points out in the report, one of the issues highlighted was the failure of anyone in Fonterra to “join the dots” and realise the explosive reputational risk by connecting *Clostridium botulinum*, infant food products and consumer sensitivities;
 - We are still waiting for the two governmental reports into the crisis and any recommendations they may make about possible changes to Fonterra’s operations or the wider dairy industry;
 - French food company Danone (which owns the Nutricia companies in NZ and Australia that make Karicare infant formula) has invoked a dispute mechanism with Fonterra seeking compensation for financial losses caused by the contamination scare. Danone has publicly stated that the financial damage to its
- (continued on page 10)...*

Ratification Vote

Work Site	YES	NO	Invalid	Total	Percentage
Kauri	203	60	1	264	77%
Maungaturoto	17	23	0	40	43%
Auckland Port Stores	15	0	0	15	100%
Auckland Victoria St.	12	0	0	12	100%
Te Rapa	164	21	3	188	87%
Crawford St. Stores	37	19	1	57	65%
London St.	25	1	0	26	96%
Hamilton DC Admin.	8	0	0	8	100%
Morrinsville	17	12	0	29	59%
Waharoa	9	0	0	9	100%
Waitoa	137	59	0	196	70%
Hautapu	12	36	0	48	25%
Te Awamutu	105	38	0	143	73%
Tirau	26	12	1	39	67%
Lichfield	50	16	0	66	76%
Reporoa	54	34	0	88	61%
Tauranga Port Stores	4	1	0	5	80%
Mt. Maunganui Cool Stores	10	0	0	10	100%
Edgecumbe	59	40	0	99	60%
Pandora	6	0	0	6	100%
New Plymouth Port Stores	13	7	0	20	65%
Kapuni	32	1	0	33	97%
Whareroa	219	268	0	487	45%
Pahiatua	78	17	0	95	82%
Longburn	45	25	1	71	63%
Takaka	30	5	0	35	86%
Brightwater	18	10	0	28	64%
Kaikoura	8	4	0	12	67%
Marlborough	11	0	0	11	100%
Christchurch Drivers	13	11	0	24	54%
Darfield	53	35	2	90	59%
Studholme	18	5	0	23	78%
Clandeboye	146	235	1	382	38%
Stirling	35	13	0	48	73%
Mosgiel	29	2	0	31	94%
Edendale	116	184	2	302	38%
	1834	1194	12	3040	60%

CEA settled

...(continued from page 9)

brand and the costs of recalling their infant formula products as a result of the contamination scare has been approximately NZD\$326 million;

- At the recent APEC meeting in Bali, John Key and Chinese President Xi Jinping reportedly spent around 15 minutes of a 45-minute meeting discussing the Fonterra contamination scare. Key stated after the meeting that the fact that the Chinese President was engaged and briefed about the issue indicated that NZ could not take the situation lightly;
- Whilst there continues to be strong demand for NZ dairy products, dairy commodity auction prices have begun to drop over the last few months as the international supply of dairy commodities increases around the world;
- US dairy exports are predicted to increase by approx 25% in 2013 compared to 2012, with the US Dairy Export Council publicly stating that they are taking advantage of "favourable" market conditions to increase US dairy exports into the important Chinese and Russian markets;
- The DWU is aware of reductions

in work and job orders in several non-Fonterra NZMP sites as a result of decreased demand due to the contamination scare;

- To achieve a wage increase above CPI for two years (the 2% in the first year was almost three times CPI at the time of negotiations) and not trade away the security of terms and conditions of our CEA with all this occurring is in my view a very good outcome.

I also again raise the issue of the upcoming changes to employment laws. As discussed at length in previous Dairy Worker magazines, recent AGMs and the ratification meetings, these law changes are a direct attack on your ability as DWU members to secure and maintain your CEA's terms and conditions. The potential impact of these law changes should not be underestimated.

The NZMP deal was important not only in providing a wage increase over the next two years, it was also important in that it secured your CEA terms and conditions into the future and will protect workers from the worst parts of the employment law changes.

I understand that in any negotiations there are workers who won't be happy with the settlement. I once again repeat that all the negotiators felt that we were facing an unusual and potentially destructive set of circumstances. The events of the last few months have reinforced my view that the approach the DWU took leading up to and during the negotiations, as well as the deal we secured from the negotiations, was the right decision for DWU members.

As usual we will be undertaking a comprehensive review of the negotiation processes and outcomes with a view to ensuring we can improve where we need to. This will involve all Fonterra NZMP Site Delegates who will be asked to seek wide feedback from the workers they represent.

Thanks again to all those who attended and participated in ratification meetings and the ballot process.



Chris Flatt
**Fonterra NZMP Advocate/
National Secretary**





NZLP Conference

Wigram Airforce Museum and Event Centre

The Labour Party's Annual Conference this year was deliberately held in Christchurch as an act of solidarity with the earthquake city as it struggles to return to regular life after the major events that hit the city two years ago causing many people having their lives put in limbo as they await solutions to their issues. On a smaller note the earthquakes also caused the cancellation of Labour's Annual Conference being held there back in 2010 and of course the NZ Census that was due in 2011.

611 delegates plus some observers attended as well as media for some sessions so it was the second largest conference in recent times. The conference was booked when the event centre was still being finished so it was with some trepidation that the call for it to be the venue was made.

The conference was totally different in atmosphere than last year's conference and delegates came with work to be finished but with an eye towards next year's election as well. I think everyone thinks there is now a chance of winning in 2014 with the leadership issue being decided and members moving on.

So delegates were happy with the progress being made:

Leadership election, new rules, tried in practice and delivered a new team;

Policy platform locked in (a high level over arching policy framework that is binding on all members including MPs);

Some positive rules to ensure women MPs can over time match the numbers of male MPs;

Membership is back to highest level in recent times.

Another very successful affiliates sector day was held on the Friday, with visits and discussion with David Cunliffe and David Parker and a very useful session with a Swedish economics specialist Goran Roos who gave us a very good session on manufacturing importance to society's well being.

One point he made was the smaller the economy, the bigger role the Government has to play to be a successful economy. Pretty much most of the key employment policies we were chasing (industry standard agreements and strengthening collective bargaining) have been adopted or are making good progress ready for adoption as policy when we become government.

The leader's speech was very good; he laid out his vision for what he wants for New Zealand, a vision far closer to Norman Kirk's and our early leaders than those of more recent ilk.

A speech where he outlined the enormous damage being presently done but then sharply contrasted it with what Labour would do to rebuild the social and economic foundations needed for all to be

better off in our own country.

Special attention was given to the Christchurch rebuild. Cunliffe likes engaging an audience, he does it well and he communicates as if he is one of the audience rather than one speaking to it.

Most of the controversial matters were pretty well managed which is quite a juggling act. Conference is the meeting of those wanting to manage our politics and image for public consumption as well as those who are impatient for change so it's a healthy friction that keeps a party's political equilibrium and also a push for future advance.

Shane Stieller's retirement from NZ Council (the Labour Party's National Executive) was noted at the conference. Shane has held the position for a decade and surely deserves a break. Also noted to conference was our recent DWU reaffiliation vote.



Angus McConnell
Assistant Secretary

“everyone thinks
there is now
a chance of
winning in 2014”

CTU Conference



Guest writer Merrel van Royen reports on this years NZCTU Conference

I think politics sort of creeps up on all of us in the end, whether we like it or not...for so long, I have been in a perpetual bubble of my own, blissfully ignorant of any effects ministerial decisions may or may not have on me and others.

Labour?! National?! I don't know, who cares?! Which one's blue, red or green? Alas this is no more! My bubble has burst and I am all too aware that my "who cares" attitude, and my thoughts of "this doesn't affect me", don't help me or this country one bit.

Even when I feel that both red and blue are puppets controlled by the almighty "banker world" puppeteer; there is still a very different spirit in



L to R: Mark Apiata-Wade (National Organiser), John Nuku (Runanga/Fono Convenor), Merel van Royen (Womens Committee Rep), Justin Dick (CTU Runanga Rep), Chris Flatt (National Secretary), and Brett Brown (National President), pictured at the NZCTU conference in Wellington.

the puppets, and one does not by a long shot comply as eagerly as the other.

Maybe an excuse could be found for one or two of us who decided not to vote. However if you add up all those that didn't you'd find hundreds of thousands (over a million in the last election); hundreds of thousands whose vote could actually make a

difference in what happens to this country.

31% of all non-voters stated "it's obvious who would win, so why bother" as their reason for not voting. Labour voters perceived National to be so far ahead they did indeed think why bother? On the flip side National voters may well have thought Mr Key was so far ahead



Nicky Hagar

that he did not need their vote to get across the line.

Around the world there has been a long term decline in voting, particularly in young adults, people (especially these young adults) do not feel that what is going on politically is relevant in their lives.

33% of all non voters agreed that “I don’t trust politicians” was an important factor in their decision not to vote.

Conference content stimulating

I had the pleasure of listening to acclaimed writer Nicky Hager speak at the CTU conference. I wanted to share with you an excerpt of what Nicky spoke about because he was certainly an intriguing speaker. Nicky believes that for this country to succeed and to build our trust back in the Political system, we need to rebuild the democratic infrastructure in the country.

The most important point is democratic renewal to create change; how do we do this? We need to change the conditions that allow the change to happen. We must build up the democratic and public side of politics through:

- Publicly funded think tanks;
- The encouragement of public servants to be actively involved in politics;
- Scientists, academics etc to be awarded for how much they contribute to society e.g. being outspoken on issues;
- The news media are in crisis because of digital media competition and increasing distrust. These media need to be fixed by the use of public resources for transparency and decent debates;
- Freedom of info and fixing Government processes must be a precondition. We have no transparency; the whole system is fraught with secrecy and hidden agendas.

The wool is actively pulled over our eyes through the ways our political system operates. Political parties DE-emphasize politics and hide them from us all. They choose poli-

cies that do not matter too much to them, but that the public may hold dear. They create a whirlwind of public attention with these policies and meanwhile hide what is going on in the background—a policy that affects us all but is sprung on us while they are “giving us” something else. The political system is packed with PR publicists who put a spin on everything and make things look the way they want them to be seen.

They effectively mimic the democratic politics by paying these people to shift the balance of power - the best PR campaigns are those that no one knows are going on.

The power over politics differs from country to country. In some countries no decisions are made unless military approval is present, in others the decisions are all based on Religious approval.

Here in NZ it is the business community that holds the influence over which way the pendulum swings. The business lobbyists effectively “buy voices” within the political parties, they exert influence over decisions made through their large donations made to the parties. It is no wonder then that such a large proportion of us do not trust politicians and refuse to play the game, but in doing nothing you are leaving your fate in the hands of power, greed and corruption ...

“Since mankind’s dawn, a handful of oppressors have accepted the responsibility over our lives that we should have accepted ourselves. By doing nothing, we gave it away. We’ve seen where their way leads, through camps and wars, towards the slaughterhouse.” (Alan Moore) Think about it..... I find this rather profound and some would believe that one day we will come to a revolution.

It was a pleasure attending the CTU conference, I returned from it with an air of confidence and hope for a change of government and a better NZ come the next election. Listening to speeches by Hon David Cunliffe, Rt Hon Winston Peters,

Denise Roche, Matiria Turei and Nicky Hager amongst others left a lot to be pondered on. I wanted to leave you with the following as it’s a bit more light hearted, I thought it was rather fitting, and it landed in my inbox as I was contemplating my writing:

One day a florist went to a barber for a haircut. After the cut, he asked about his bill, and the barber replied, ‘I cannot accept money from you, I’m doing community service this week.’ The florist was pleased and left the shop.

When the barber went to open his shop the next morning, there was a ‘thank you’ card and a dozen roses waiting for him at his door. Later, a cop comes in for a haircut, and when he tries to pay his bill, the barber again replied, ‘I cannot accept money from you, I’m doing Community service this week.’ The cop was happy and left the shop.

The next morning when the barber went to open up, there was a ‘thank you’ card and a dozen doughnuts waiting for him at his door. Then a Member of Parliament came in for a haircut, and when he went to pay his bill, the barber again replied, ‘I cannot accept money from you. I’m doing community service this week.’ The Member of Parliament was very happy and left the shop.

The next morning, when the barber went to open up, there were a dozen Members of Parliament lined up waiting for a free haircut.

And that, my friends, illustrates the fundamental difference between the citizens of our country and the politicians who run it. Cheers.



Merel van Royen
Womens Committee Southern Representative



Dave and Hilary Kerr

UNIMED to the rescue... again



Recently I had been noticing increasing pain in my left hip. Having experienced this symptom before a few years ago, I thought I had better do something about it as it is just not worth it being uncomfortable at work. First stop doctor, x-rays and yep my hip needed to be replaced.

Next, a phone call to UNIMED—that's fine Dave I was told, go ahead and get the paperwork together (quotes from surgeon and hospital real easy) send them all off and pre approval will be forthcoming—no problem.

This was all done in eight days and I was in and out of hospital in three days. Now completely pain free, on crutches but I will be back at work before Christmas as a drier op at Maungaturoto where I have worked for the last 16 years. **Thanks UNIMED** what an amazing health insurer. **But wait... That's not all.**

When I joined the Maungaturoto site I of course joined the DWU and also on the advice of the union delegate, I joined UNIMED and the DWU super scheme. I could not have had better advice.

In the last 16 years UNIMED have, without flinching, looked after me through bypass surgery \$35,000, back surgery \$68,000, and now my second hip surgery at about \$21,000 each, as well as doctors' visits, prescriptions, etc over the years.

Fantastic!! I strongly urge all union members to sign up to UNIMED—it's just a **no brainer!** Thanks UNIMED you're the best.

Dave Kerr
Drier Operator
Fonterra Maungaturoto Site

The Importance and Achievements of the DWU

A few weeks ago I was sitting with a room full of NZDWU members and we were discussing what the DWU could do better, something that we as Kiwis are great at, looking for the bad or the not so good.

Then it hit me, the DWU has and will continue to do good things for its members.

Two years ago my darling contracted cancer and if it were not



for Unimed I wouldn't still have her. Unimed has helped so many members or their families to achieve a better quality of life. After the operations and procedures, most of our CEAs give coverage for extended sick leave to enable us to get back to work and just as importantly, that there is a job there for the worker to go back too.

Our Welfare Committee receives many applications from workers who through no fault of their own but through life's circumstances need help and assistance with rent, mortgage, food, power, life's essentials and the DWU is there to give this help and assistance. Also through



our Welfare Committee, there are every year, education grants for members and their families. I wonder how many of our kids know that the Union has helped them with their education. I would think that letting them know and understand this, would be part of their education for life.

Dairy Super helped me start a new life and new venture when I left the industry a hundred years ago. This is the same for many as the Super has given some workers a new start and the long servers a well deserved and enjoyable retirement.

The Bargaining Fee, although not perfect yet, is a huge step to try and stop non union members free loading on what members have negotiated and fought for.

Through our CEAs and rosters we have achieved and are still working at achieving a better work/home life balance for workers, but we have come a long way from the 70s with the 7 and 1 roster and hitting the magical \$1 an hour. In an industry that could have so easily become seasonal employment, we have restrictions on temporary worker numbers thus securing permanent work.

We all see workers outside of work wearing vests, hats, beanies and the like with the company's names on them and workers are out there basically promoting the company. Wouldn't it be great and this is not a marketing ploy, but to see workers wearing a DWU beanie or shirt and promoting and showing some pride in what is a great union. To see this on sites would be great also to remind workers that they are in



Union jobs not company jobs.

Yes the company pays you and gives you your leave, smoko breaks, and the like but these conditions are only offered to you because the Union has negotiated them and workers have fought for them, for all workers. Union jobs not company jobs, we need to remind ourselves of this now and then. Have pride in your work but be Union proud.

So, yes there are things that we can do better but we must all work



together to achieve our goals and when thinking back, take into account of what good has been done and then build on that. Our Union has been around since the 1930s and workers have laid some great foundations for us to build on so let us all take pride in our Union and move forward together.



Gavin Warne
Central Organiser

Leave Entitlements when a miscarriage occurs

recently followed up on a query from a worker on what the paid bereavement leave entitlements are in the case of a miscarriage.

Miscarriage for many can be a time of grief and physical pain, the degree of which will depend on the individual's feelings of loss and the type of miscarriage experienced.

21 Day median time off

For this reason considerable time off work for recovery is often required with a world health organisation study showing 21 days as the median time taken by those who underwent medical or surgical management of their miscarriage.

Paid Parental Leave

Paid parental leave—The Parental Leave Act provides for 14 weeks maternity leave (IRD paid leave) and in the case of a still born child the paid parental leave would apply, and would also apply for a miscarriage provided that the woman was eligible and had applied for parental leave 3 months prior to this leave (date of miscarriage). She could commence her 14 weeks paid parental leave from that date. The application for parental leave would need to have been in to the employer 3 months before the miscarriage occurred.

Sick Leave

Sick leave—For the mother sick leave entitlements may be used and if your collective employment agreement provides for extended sick leave then this may be applied for.

Bereavement Leave

Bereavement leave—Under the Act workers are entitled to bereavement leave where they suffer a bereavement.

Legal Definitions

The legal definition of a still born child is weighing 400 grams or more or issued from its mother after the 20th week of pregnancy (from Births Deaths and Marriages Registration Act 1995).

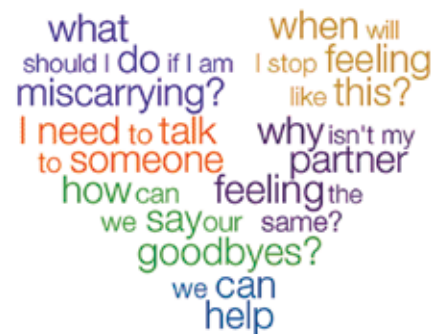
Miscarriage is defined as a pregnancy that ends spontaneously before 20 weeks gestation.

Where a worker (either the mother or the partner) suffers from bereavement as a result of the miscarriage and the employer accepts that the worker has suffered bereavement then the paid bereavement entitlements in our collective employment agreements would apply. There may be a discussion on either the application of the numbers of days entitlement dependent on the wording of your collective employment agreement and the situation.

A miscarriage can be a distressing time for both the mother and her partner and workers may seek the assistance of their site delegate to represent them in a request for leave.

There are many support groups available for people grieving following a miscarriage and I acknowledge sourcing information from Miscarriage Support Auckland website:

"www.miscarriagesupport.org.nz"



www.miscarriagesupport.org.nz



Jocelyn Pratt
Support Services Organiser

ALEC at it again!

International



The right-wing American Legislative Exchange Council (ALEC) and the Koch Brothers are at it again! Twelve new reports released today expose the State Policy Network (SPN), an \$83 million web of right-wing “think tanks” in every state across the country.

Although SPN’s member organizations claim to be nonpartisan and independent, an in-depth investigation reveals that SPN and its state affiliates are major drivers of the ALEC-backed corporate agenda in state houses nationwide, with deep ties to the Koch brothers and the national right-wing network of funders.

The reports show how these groups masquerade as “think tanks,” and

describe how some of them may be skirting tax laws while really orchestrating extensive lobbying and political operations to peddle their legislative agenda to state legislators, all while reporting little or no lobbying activities.

“The ‘experts’ of State Policy Network groups get quoted on TV, in the papers, or in the legislature as if they were nonpartisan, objective scholars on issues of public policy,” said Lisa Graves, Executive Director, Center for Media and Democracy (CMD). “But in reality, SPN is a front for corporate interests with an extreme national policy agenda tied to some of the most retrograde special interests in

the country.” Denise Cardinal, executive director of Progress Now added, “The bottom line is these organizations of the rich, by the rich and for the rich are representing themselves as groups that are looking out for the best interests of everyday, working class Americans and it’s just a blatant lie. What we’re doing is trying to bring some transparency to the damaging work they’re doing on a daily basis.

You can see the reports—a nationally focused report written by CMD and 11 state-focused reports (including Michigan, Ohio, Pennsylvania and Wisconsin, among others) written by Progress Now member groups and CMD—by going to <http://stinktanks.org>.

Danone employees back to work

The employees of dairy producer Danone in Rotselaar at a staff meeting on November 19 approved a draft agreement regarding restructuring and redundancies that management and unions had achieved. After an 8 day strike the majority of workforce started production again on November 20.

As a result of the strike and negotiations with the unions, the job losses at the factory level are limited to 48 in the agreement. At the request of the trade unions, measures were included in the agreement to ensure that the work load remains within acceptable limits once restructuring plans are

BRIEFS



Dairy Top 20

11-09-2013

Rabobank has released its list of the top 20 dairy manufacturers based on revenue earned in 2012 and Nestle has extended the lead over its competitors. Nestle’s dairy sales revenue was USD30.1bn, an increase of more than \$4bn on revenue reported in 2011. Danone, Lactalis, Fonterra, Friesland

Campina, Dairy Farmers of America, Arla Foods, Dean Foods, Saputo and Meiji close out the top ten.

Germany: NGG organizes a warning strike at Bavarian dairy industry

02-10-2013

Workers from Germany’s Bavarian dairy industry, organized by IUF affiliated NGG are staging warning strikes at many dairy companies against the company’s refusal to offer any wage increase. Workers at Goldsteig in Cham walked off the job on October 2. The warning strikes aim to put pressure on dairy companies ahead of the next CBA negotiation round with the union.

Code of ACC Claimants' Rights

For any member that may have the unfortunate experience of having an accident resulting in injury or those that have already been through the injury rehabilitation process, having their injury managed under ACC, the Company or a Company's Third Party Provider can sometimes deliver experiences of frustration and confusion during the management and rehabilitation to recovery process.

One core issue that I think attributes to the frustration and confusion is that there is little information given to the injured (Claimant) about what they can actually expect from ACC, accredited employers or their third party providers. Just what are their responsibilities and what do they have to deliver to a Claimant under ACC?

Well there is a section of the ACC Act that deals with this and outlines a Code of ACC Claimants' Rights, established under sections 42 to 44 of the Injury Prevention, Rehabilitation, and Compensation Act 2001 (the Act).

Having knowledge of this part of the ACC Act can certainly empower both the Claimant and their representatives when working with their provider and case managers.

This code outlines what an ACC Provider should provide as a minimum to the Claimant. The Code contains eight Parts. Part 1, 2 are directly related to the purpose and spirit of the Code & what a provider should deliver to a Claimant outlining the Claimants rights.

I have provided an overview of these two sections on these two pages (18 & 19).



—Part 1:—

The spirit of the Code reads:

This Code encourages positive relationships between ACC and Claimants.

For ACC to assist Claimants, a partnership based on mutual trust, respect, understanding, and participation is critical.

Claimants and ACC need to work together, especially in the rehabilitation process. This Code is about how ACC will work with Claimants to make sure they receive the highest practicable standard of service and fairness.

—Part 2:—

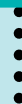
Rights and obligations of this Code –outline's the 8 rights of a Claimant.

These rights are:

Right 1

You have the right to be treated with dignity and respect.

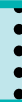
- (a) We will treat you with dignity and respect.
- (b) We will treat you with honesty and courtesy.
- (c) We will recognise that you may be under physical, emotional, social, or financial strain.



Right 2

You have the right to be treated fairly, and to have your views considered.

- (a) We will treat you fairly.
- (b) We will listen to you and consider your views.
- (c) We will take into account, and be responsive to, any impairment you may have.



Right 3

You have the right to have your culture, values, and beliefs respected.

- (a) We will be respectful of, and responsive to, the culture, values, and beliefs of Maori.
- (b) We will be respectful of, and responsive to, all cultures, values, and beliefs.

Right 4

You have the right to a support person or persons.

- (a) We will welcome you and your support person(s) provided that the safety of all involved can be assured.



Right 5

You have the right to effective communication.

- (a) We will communicate with you openly, honestly, and effectively.
- (b) We will respond to your questions and requests in a timely manner.
- (c) We will provide you with an interpreter when necessary and reasonably practicable.
- (d) We will provide information in a form which you can access, and in a timely manner.



Right 6

You have the right to be fully informed.

- (a) We will provide information on how to make a claim for cover and entitlements.
- (b) We will keep you fully informed.
- (c) We will provide you with full and correct information about your claim, entitlements, obligations, and responsibilities.
- (d) We will inform you if your entitlements change.
- (e) We will give you information about how we provide services, and how to access them.
- (f) We will discuss expected time frames with you.
- (g) We will inform you of your review and appeal rights under the Act.



Right 7

You have the right to have your privacy respected.

- (a) We will respect your privacy.
- (b) We will comply with all relevant legislation relating to privacy.
- (c) We will give you access to your information, in accordance with legislation.



Right 8

You have the right to complain.

- (a) We will work with you to address problems and concerns.

—Part 3:—

Addresses complaints against the code.

—Part 4:—

Remedies.

—Part 5:—

Addressing Situations.

—Part 6:—

Claimants right to review.

—Part 7:—

Outlines that no District Court appeal can be sought.

—Part 8:—

Outlines the status of the Code.

The Act allows for complaints to be lodged where there have been breaches against the Code.

For a copy of the full Code please visit: http://www.acc.co.nz/PRD_EXT_CSMP/groups/external_communications/documents/publications_promotion/wcm000394.pdf



Richard Everson
Northern Organiser

Milk Road Truckers

Fonterra Darfield

Here at Fonterra Darfield we have our own version of not Ice Road Truckers but Milk Road Truckers. We have our own two female drivers.

By Ian Turner Deputy Site Delegate
Fonterra Darfield



Anya Liemberg (pictured above)

This is also the first season driving for Fonterra Darfield. Anya has a lot of experience driving flat decks, transporters, curtain siders doing line haul South Island and North Island.

Anya spent two seasons driving for Dynes carting milk for Fonterra. She has found everyone to be very friendly and helpful making her feel a real part of the team at Darfield.

She is very enthusiastic and glad to have variety in her shifts each day. We are very happy to have both Michelle and Anya as part of our team at Darfield.

Michelle Coffey (pictured at left)

This is her first season driving for Fonterra Darfield taking after her father, Kevin Coffey, who has driven for Fonterra for around 15 years based at Clandeboye.

The picture of Michelle has her standing in front of her father's old truck which is now hers at Darfield. Michelle is also the first female driver to start at Darfield, beating Anya by a week.

Growing up with her father driving made Michelle want to follow in his footsteps. One of her dreams is to travel to the States and drive over there.

Revamped Delegate Training



Delegates from throughout the Country at Introductory Delegate Training held at the Waikato Trade Union Centre, Hamilton.

In line with our Union's restructure, which is aimed at improving services to members and delegates, we have realigned training for delegates.

We now have:

- An Introductory course for new delegates covering DWU history and structures, along with modules covering representing workers and disciplinarys.

- An Advanced course for experienced delegates covering in more depth workers history and representation along with the history and politics of trade unionism and the working class.

We have also developed a one day course for delegates involved in collective bargaining as negotiators and are looking at more specific courses as needs arise – i.e. Health and Safety, Drug and Alcohol etc. We have also just started producing certificates

that recognise course completion (see picture below). So if any delegates who have attended training in the past would like one, please email carne@nzdwu.org.nz.



Mark Apiata-Wade
National Organiser

Don't Sign

The Government is about to sign a Government Procurement Agreement in the World Trade Organisation (WTO) that could stop future central and local governments giving an advantage to local suppliers to help economic development. It could also prevent governments requiring suppliers to meet conditions such as paying a living wage, or health and safety initiatives being developed by the government.

"These outcomes would add up to a hit on small New Zealand firms, not-for-profit service providers, and the ability of New Zealand workers to improve their pay and conditions," says CTU Economist Bill Rosenberg.

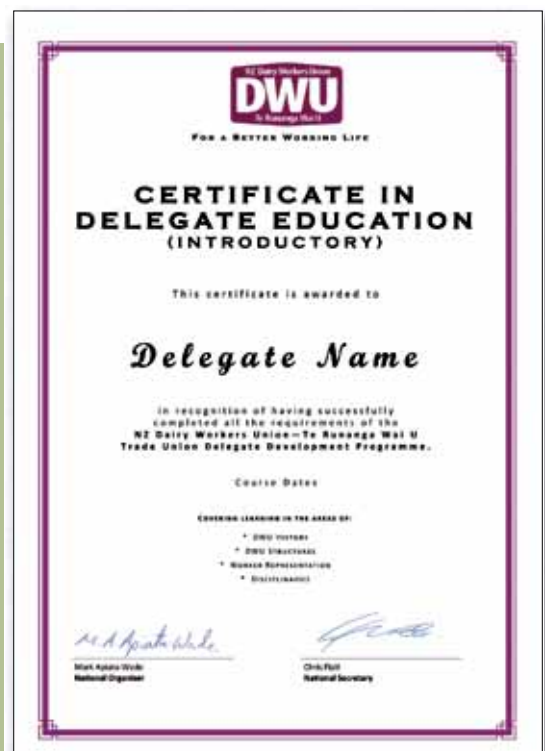
A government procurement chapter of the Transpacific Partnership



NEWS

Agreement (TPPA) could have similar effects.

News reports from Washington say that New Zealand will sign the WTO deal within the next two weeks. They say that New Zealand has given in to pressure and extended the number of government agencies and reduced the financial threshold for purchases that will be bound by the deal. Bill Rosenberg says that New Zealanders need answers to many questions before the WTO deal is signed, and before the TPPA goes any further.



Goodman Fielder Site Delegate departs

Malcolm O'Callahan who has been in the position as Site Delegate at the Goodman Fielder factory, Blenheim Road, Christchurch for the last four years has resigned from the Company and intends pursuing a career outside the industry.

Blenheim Road bottles most of the milk that is supplied to the public in the South Island. It also has a plant that produces long life milk.

Malcolm was voted in as Site delegate just before the 2010 earthquakes that hit Christchurch and guided the members through a time that was very difficult for all concerned.

The fact that milk continued to be delivered to the people of the South Island through that period was a credit to all concerned.

Malcolm had an engaging personality and served his members well when he was called on to represent



them. He also engaged well with other delegates and contributed well when attending our National Congress. We wish Malcolm well in his new life outside the Dairy Industry.



Murray Kerse
Southern Organiser

Two Long Serving Members

Two long serving DWU Members were acknowledged recently by the New Zealand Dairy Workers Union Te Runanga Wai U. These two members are from the Fonterra Takaka plant in Golden Bay.

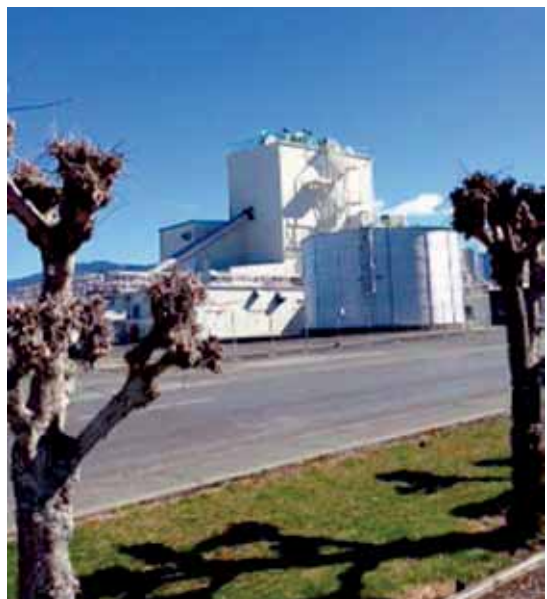
Pictured here with the Site Delegate Tim Morgan at back are left Dave King, and right Ken Polglase. They have just received their Certificate for 25 years plus service as a Union member. Dave has completed

40 years in the industry, and Ken has completed 33 years.

Murray Kerse
Southern Organiser



L-R: Dave King, Tim Morgan and Ken Polglase



Takaka plant

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NZDWU Union Representatives

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:

- 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

The Back Page:

Christmas/New Year Closure

DWU National Office will close at 5pm on Friday, 20 December 2013, and re-open at 8.30am on Monday, 6 January 2014.

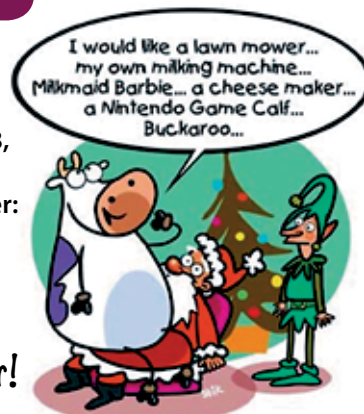
During the closure, the following Organisers will be providing cover:

South Island – Murray Kerse (021 335 615)

North Island – Gavin Warne (021 824 451)

and Mark Hope (021 306 545)

Seasons Greetings and Best Wishes for the New Year!



2014 Education Grants

Membership for Educational Grants is automatic to all Union members, their spouses, their children 19 years of age or under, and to honorary members.

Please address applications to:

Freepost 538
The Secretary
Education Fund
NZ Dairy Workers Union
PO Box 9046
Hamilton 3240



DWU Policy on the Welfare Fund
Education Benefit is as follows:

To enable the Committee to allocate the money where it can be put to the best use, please quote your DWU membership number, and any other relevant information, e.g. the nature of the course, the costs involved, any subsidies available from other sources, and the family gross annual income, and if applying on behalf of a dependant advise date of birth.

Applications close on January 1 2014 and the Welfare Committee will meet early in January to review all applications and allocate grants.

H.8.1

The fund shall make available \$20,000 per annum for education purposes of its members, spouses & dependants.

H.8.2

Applications will close on January 1 each year and be considered at the January meeting of the Committee, with the funds being available that calendar year. The Committee's decision is final and no correspondence will be entered into.

H.8.3

As a general principle, the education benefit shall not be granted for the purposes of meeting the general costs of primary and secondary education.



FOR A BETTER WORKING LIFE



DairyWorker

November 2013
Volume 21#4

DairyWorker is the official newspaper of the NZ Dairy Workers Union Te Runanga Wai U. It is distributed quarterly through our delegate system to financial members of the union. Contents may not necessarily be official Union policy. Contributions are welcome from Union members. Please send to:
The Editor, DairyWorker, c/o NZDWU, PO Box 9046, Hamilton.