

2014 Annual Report & Financial Statements

Annual General Meeting Agenda:

- 1. Intro and apologies**
- 2. Annual Reports**
- 3. Financial Statements**
- 4. Budget**
- 5. Rule changes**
- 6. Policy changes**
- 7. General Business**

- **AGM dates & venues**
page 20 (back cover)

NATIONAL PRESIDENT'S REPORT 2014

It has been a busy and enjoyable year filling the role of President and Site Delegate. It remains an honour and a privilege to hold these positions. The number of members in our Union has continued to increase. This is something we should all be proud of as it is not common across the union landscape in New Zealand. In the medium term it is the focus of the National Executive that we continue to strengthen the currently organised jobs and to organise new comers to the industry where practically possible. This strategy is vital to maintaining a strong relevant union.

My thanks go to Chris Flatt for assisting with the development of the DWU future plan discussed by the National Executive and for implementing the changes proposed as a result of the operational review Chris undertook when he joined the DWU. Chris has led the DWU well over the last year. Supporting Chris, the organising staff and office staff have worked tirelessly to achieve the objects of the DWU. For that I am very grateful and offer my thanks on behalf of all members. Late in 2013 we welcomed Linda Radosinska to the Hamilton office as an Office Administrator and earlier this year we bid farewell to Jocelyn Pratt when she moved on to greener pastures on the West Coast of the South Island. I thank Jocelyn for her 10 years of service to the DWU.

Once again the Women's Committee and Te Runanga/Fono o DWU have provided great support, advice and representation to the DWU and the National Executive. Thank you to those groups and especially their respective convenors, Laura Boynton and John Nuku.

The Welfare Committee has, as expected, cared for members and their families with appropriate financial support. The committee has done great work to improve the provisions in the Welfare Fund policy with a number of remits brought to Congress for consideration to enhance the work of the Welfare Committee. Thank you to Lady Di as convenor and to the committee.

My appreciation goes out to the site delegates and to the departmental delegates for all of your work for the DWU over the past year. You are the backbone of the DWU structure and I want to offer my thanks for your efforts.

I also need to acknowledge the National Executive members who all have made valuable contributions on that committee. Our thinking has been challenged with the training undertaken to understand what governance is as opposed to operational business. Each member has risen to the task and represented you all very well. As part of this thinking the National Executive was charged with the task of developing a statement to describe the DWU purpose. "To maintain and enhance our standing as a relevant trade union" was decided on as what best describes our reason for existence. Everything we do as a Union should have that purpose in mind.

Remember there is strength in unity.

Kia Kaha
Brett Brown
National President



Brett Brown
National President

**To
maintain
and
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trade
union. ”**

NATIONAL SECRETARY'S REPORT 2014

Over the last year I have been involved with the various governance, strategic, operational, and political issues confronting this Union. My goal when dealing with these issues can be summed up by the recent statement adopted by the DWU National Executive as our guiding value over the next four years; to 'maintain and enhance our standing as a relevant Trade Union'.

Key areas of work over the last year

My report outlines the key areas of work that I have been involved in over the last year and the various issues affecting the DWU in each of these areas. Outlined below is a summary of these issues (which are expanded further in my report below):

- **Operational Review:** Much of my work over the last year has related to the implementation of the strategic and staffing recommendations contained in the operational review adopted at last year's National Congress.

Many of the recommendations have now been achieved, or are ongoing works in progress including the introduction of a new organisational structure to ensure the DWU is able to allocate resources according to our strategic objectives and priorities.

The new structure ensures the Union is providing the best support and resources to organisers and delegates so they can carry out their union work for members. We have also introduced a new Support Services Team responsible for delivering industrial support services (such as advocacy,

training, communications, and organiser administrative support) to assist the implementation of the industrial operational review recommendations and strategic priorities.

The work of the Support Services Team will be directed by our strategic objectives and has focussed over the last year on reviewing and upgrading the DWU's communication methods and resources, including our DWU website, social media tools and traditional hard copy delegate/member resources.

- **Collective Bargaining:** 2013 was a busy bargaining year with 14 of our 20 CEAs re-negotiated, including the Fonterra NZMP CEA. As a result of an increased number of one-year settlements, 15 of our 20 CEAs are up for negotiation this year.

Over the last year, the DWU has achieved bargaining settlements generally in the range of 1.5% to 2%. Across the same period, the cost of living as measured by the Consumer Price Index (CPI) has ranged from 0.7% (year ending June 2013) to 1.5% (for the year ending March 2014).

In order to ensure the DWU has an evidence-based approach to our bargaining strategies, over the last year we have commissioned independent research into major industry employers as well as the overall state of the dairy industry.

This has provided the Union with an invaluable analysis of developments within the dairy industry and wider economy and has been the basis for many of our CEA bargaining strategies. Over the last year, the DWU has achieved new CEAs with several new employers, including Gardians.



Chris Flatt
National Secretary

- **Membership Communications:**

Improving our communications to members and delegates has been a priority area of work for the DWU over the last year. We have improved the look and content of the Dairy Worker magazine and also placed a heavier focus on regional and industry-wide developments. Plans are in place to send the Dairy Worker magazine directly to member home addresses later this year.

We have improved our DWU notice board flyers and newsletters and introduced monthly newsletters and 'Did You Know' factsheets that provide an overview of important DWU strategic, governance and operational matters.

We have also improved the DWU's electronic-based communication and resources including the Delegate Membership Portal which has now been rolled out to all Site Delegates, as well as upgrading our electronic and social media communications, including a completely redeveloped website and the creation of new Facebook and Twitter accounts.

- **Employment Law Changes:** With the recent conviction of the ACT Leader, John Banks, the National Government is no longer able to pass their employment law changes

in Parliament. As such, their attack on NZ workers and trade unions is on hold for the moment.

But make no mistake about it, if National is re-elected at this year's General Election they WILL reintroduce these employment law changes.

These changes are designed to make it easier for employers to cut pay and conditions, particularly for those workers who currently benefit from the protection of a CEA (such as DWU members). These changes could have a fundamental impact upon our members' wages and conditions and the way the DWU operates and represents our members. DWU made written and oral submissions last year as part of the CTU campaign against the changes.

The DWU is preparing strategies to deal with these law changes and with the support of our existing delegate and membership structures we will overcome any challenges that come before us. However it is important that the DWU, its officials, delegates, and members are aware of the potential impacts of these law changes on our Union, as well as take these Government attacks into account when they decide who to vote for in the upcoming general election on 20 September.

• **External Industrial & Political Affiliations:** We continue to be involved with various external industrial and political affiliations such as the NZ Council of Trade Unions (CTU), International Union of Food Workers (IUF) and NZ Labour Party (NZLP) over the last year (including achieving a 97% NZLP re-affiliation ballot at the 2013 AGMs).

These affiliations support us in our fight to prevent DWU members' jobs from being lost to low paid non-unionised jobs here and overseas and provide us with the political influence to introduce fair industrial relations laws based on collective bargaining and an industry focus.

• **Representation on External Boards:** Ongoing representation of the DWU and wider union movement on a number of external industry and trade union boards including the Primary Industry Training Organisation (PrITO), Centre for High Performance Work, and Waikato, Taranaki and Canterbury Trade Union Centres. Important work in order to represent the views of members and workers within the dairy industry and wider union movement, as well as to protect the financial investments of the DWU.

• **DWU Financial Position:** The DWU continues to be in a strong financial position with a recorded net surplus of \$266,004 and total investments of \$5,102,731 for the year ended 31 March 2014.

This is underpinned by large levels of cash investments. Without the income received from these investments, DWU recorded a net surplus from trading of \$63,554 for the year ended 31 March 2014.

These cash investments could easily be reduced as a result of sustained industrial action and/or legal actions resulting from industrial action. Accordingly we have now split our financial reserves evenly between the general reserve fund and the newly established Industrial & Legal Fund (ILF) as agreed at the 2013 AGMs.

The ILF will be used to support the DWU with costs incurred as a result of any authorised industrial action by the DWU and its members. Important to keep this in mind when members question the current level of our fees or the nature of our fee structure.

Particularly relevant in light of the fact that we may be facing the need over the next few years to substantially increase the level of services to current DWU members (as well as to potential members) due to the rapid growth occurring in the dairy industry as well as the many industrial, environmental and political challenges ahead of us.

These work areas are discussed in greater detail below.

–Operational Review–

As previously discussed at the 2013 National Congress, when I was appointed as National Secretary in August 2012 I commenced a broad operational review covering the Union's strategic direction, operational systems, service providers, staffing requirements and delegate/member services. The goal of the review was to establish the areas in which we were currently fit for purpose and, where we were not, to identify possible improvements to remedy this.

My operational review was provided to the National Executive as part of its two-day strategic planning meeting in early February 2013 where the National Executive discussed and endorsed all recommendations contained in the report. The strategic recommendations contained in the report were also discussed and endorsed by delegates at last year's 2013 National Congress.

As you will recall the key strategic recommendation in the operational review was the need for the DWU and organisers in the 2013-2015 period to focus on strengthening and developing organising and delegate/membership structures within our existing sites. This is particularly important in light of the proposed changes to employment laws that will impact upon our bargaining abilities. As we discussed at last year's National Congress (and I repeat again), it is my strong view that the DWU will increasingly have to rely upon its organising and delegate structures (rather than legal remedies) to prevent any roll back of our collective conditions or coverage in the next few years.

Since the adoption of the operational review at the 2013 National Congress, much of my work over the last year has related to the implementation and operationalising of the strategic and staffing recommendations contained in the

review. Many of the recommendations have now been achieved, or are ongoing works in progress.

In order to implement the recommendations and goals of the operational review, various changes were required to the way DWU staff and organisers undertook their work. The basis for these changes stemmed from several issues that became apparent throughout the review:

- To achieve the operational review goals and recommendations, it was important that we were monitoring their ongoing success or failure as a permanent part of our work.
- Our previous structure limited the ability of the National Secretary to analyse and prepare strategic responses to the many industrial, political, economic and administrative issues facing the DWU and was not an effective or appropriate long-term structure if the DWU was to manage and respond to the many strategic issues it faced.
- In order to achieve our ongoing operational review goals and recommendations there was a need for reporting and monitoring on progress as well as identifying weaknesses in the DWU's industrial capacity. This is particularly important in light of the many legal and industrial challenges we face in the near future; such as new employment laws and the arrival of China's two largest dairy companies into the NZ dairy industry.

After consultation and input from DWU organisers and staff over the year, in October 2013 we introduced a new organisational structure that established modified reporting processes and changes to the way staff carried out their work.

Throughout this period, organisers and staff had the opportunity to provide feedback and seek clarification on the new structure and much of their feedback was incorporated into the changes.

The new structure aims to ensure that the DWU is able to allocate resources according to our strategic objectives and priorities. It will be reviewed after 12 months to see how it is working and whether we need to make any further changes. The new structure aims to ensure that the Union is providing the best support and resources to organisers and delegates so they can carry out their union work for members. The changes relate to the way in which we manage our industrial and administrative work duties and change the lines of reporting and organisation of work as well as the lines by which work and resources are allocated.

One of the biggest changes has been the introduction of the Support Services Team, managed by the National Organiser, Mark Apiata-Wade. The team is responsible for delivering industrial support services (such as advocacy, training, communications, and organiser administrative support) to assist the implementation of the industrial operational review recommendations and strategic priorities.

Accordingly, the work of the Support Services Team is 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 required.

In addition to Mark Apiata-Wade, the Support Services Team includes the Support Services Organiser and Support Services Administrator. Jocelyn Pratt commenced in the new Support Services Organiser position (Wednesdays and Thursdays) on 14 August 2013. Jocelyn decided to take up a part-time organising role with the PSA on the West Coast early this year and resigned from the DWU effective 2 May 2014.

I again thank Jocelyn for the many years of service she has provided the DWU and wish her

all the very best in her new role with the PSA. We will be looking at employing a new Support Services Organiser over the next few months.

Linda Radosinska commenced work with the DWU on 4 November 2013 as the new Support Services Administrator. Many National Congress delegates will know Linda from her work with the Young Workers Resource Centre during 2012. Linda has also previously worked for RD1 and NZITO in a range of administrative and training support roles. Linda is very passionate about the union movement and brings a wide range of administrative, clerical, communication, social media and website skills to the DWU.

Over the last few months, one of the urgent priorities for the Support Services Team has been 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. As you will have seen, all of these areas have now been reviewed and substantially improved.

–Collective Bargaining–

2013 was a busy bargaining year with 14 of our 20 CEAs re-negotiated, including the Fonterra NZMP CEA. Due to the large increase in one-year settlements throughout 2013, 2014 is also a busy bargaining year with 15 of our 20 CEAs up for negotiation this year. Over the last year, the DWU has achieved bargaining settlements generally in the range of 1.5% to 2%.

2013 was a challenging year in which to bargain, with economic indicators remaining relatively weak and the cost of living as measured by the Consumer Price Index (CPI) running between 0.7% (year ending June 2013) to 1.6% (year ending December 2013). 2014 is also shaping up to be an interesting year in which to bargain, with the Reserve Bank recently announcing a slight drop in CPI to 1.5% (for the year ending March 2014).

In light of this and the need to ensure we have an evidence-based approach to our bargaining strategies, over the last year the DWU has commissioned research into the dairy industry from several industrial relations academics.

This extensive research into both the major industry employers as well as the overall state of the dairy industry has provided the Union with an invaluable analysis of developments within the dairy industry and wider economy and has been the basis for many of our CEA bargaining strategies.

This research has also provided the Union with evidence that our bargaining strategy has been positive for DWU members, with DWU collective bargaining resulting in the wages of dairy workers staying well ahead of cost of living increases across the long-term. Whilst it may not always feel like it to members, our research has shown that DWU Fonterra members' average wages have increased from \$48,400 in 2003 to \$73,800 in 2013 – a 52% increase across this 10 year period. In comparison, cost of living (CPI) increased 28% over the same period.

New employer coverage

It has also pleasing to report that over the last year we have negotiated or are currently negotiating new CEAs with several new employers. These include Gardians (Greenfields Agricultural Research Dairy Innovation and Nutritional Systems) which is a relatively new milk powder processing plant located near Balclutha at the bottom of the South Island.

The Gardians plant processes milk from Dunedin-based dairy farmer Grant Paterson's 18 farms and produces approx 20,000 tonnes of powder a year which is packaged in Auckland. The plant employs around 30 workers and over the last year the DWU conducted a successful organising campaign that resulted in the DWU negotiating an initial one-year CEA with the company. This one-year CEA was

recently renegotiated for another year.

As you may be aware, Gardians and the Auckland-based food packing company Suttons (which the DWU already has a CEA with) were recently purchased by the giant French food company Danone. The DWU looks forward to working positively with Danone in their NZ dairy industry operations.

We are also currently in CEA discussions with New Milk, another relatively new dairy company based in Auckland, as well as with Fonterra about including Dairy Fertiliser workers within the Fonterra NZMP CEA.

Fonterra contamination scare

Obviously a major issue over the last year has been dealing with the Fonterra whey products contamination scare. Whilst the subsequent retesting of contaminated whey products established there was no botulism contamination, the whole saga highlighted some fundamental problems with Fonterra's internal and external communication and testing strategies.

A number of internal Fonterra investigations (Operational and Board) as well as two external government investigations (Ministry of Primary Industries and Ministerial) into the matter have been undertaken. The 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 pointed out in the report, one of the issues highlighted was the failure of anyone in Fonterra to "join the dots" and realise the huge reputational risk by connecting clostridium botulinum, infant food products and consumer sensitivities.

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 DWU's Fonterra members but on all members involved in the NZ dairy industry. For example, Danone (which also owns the Nutricia companies in NZ and Australia that make Karicare infant formula) has invoked a dispute mechanism with Fonterra seeking compensation of approx \$500m for financial damage to its brand and the costs of recalling their infant formula products as a result of the contamination scare. The DWU is also aware of reductions in work and job orders in several Fonterra and other dairy companies as a result of the contamination scare.

The ongoing issues caused by the contamination scare, as well as new developments within the industry relating to new Chinese regulations requiring milk powder exporters to be certified, has reinforced my view that the position we took at the Fonterra NZMP CEA negotiations was the correct one in light of the circumstances we faced at the time, whilst protecting and improving the wages and conditions of DWU members covered by that CEA.

–Membership Communications–

As discussed at the 2013 National Congress, the Operational Review and 2011 Membership Survey identified that the DWU needed to improve its communications to members and delegates. This has been a priority area of work for us over the last year.

In relation to our written communications, we have improved the look and content of the Dairy Worker magazine and also placed a heavier focus on regional and industry-wide developments. I also believe that DWU members should directly receive a copy of the magazine. Accordingly Site Delegates are currently checking members' postal addresses so that we can begin

sending the Dairy Worker magazine directly to members later this year.

Thanks to the technical skills of Linda Radosinska, we have also updated and modified our DWU notice board flyers and newsletters. The Support Services Team has introduced monthly newsletters that provide an overview of important DWU strategic, governance and operational matters.

These monthly newsletters are complemented by the new monthly 'Did You Know' factsheets that are sent in between the monthly newsletters. The factsheets provide useful background information to members and delegates on a particular relevant issue of the day (for example, how CPI is calculated or what International Workers Memorial Day is about).

The Support Services Team is also currently updating existing (and producing additional) standard template forms that are currently used by site and departmental delegates, as well as developing site or employer specific written resources where required by organisers or delegates (for example in support of CEA bargaining).

Over the last year we have also been working on improving the nature and quality of the DWU's electronic-based communication and resources. For example, the Delegate Membership Portal has now been completed and after a trial by National Executive members, was rolled out to all Site Delegates a few months ago.

The Portal provides the Union and delegates with a vastly improved ability to contact and communicate with our members, as well as advertise site visits by DWU officials and organisers. I encourage all Site Delegates to incorporate the Portal into your site organising work and update it regularly.

A big thank you to Carne Williams who has worked incredibly hard over the last year to ensure that the Portal is a useful and easy-to-use tool for organisers and delegates.

Finally, the DWU has also

upgraded our electronic and social media communications over the last year, including a completely overhauled and redeveloped website, as well as the creation of new Facebook and Twitter accounts.

These communication tools improve our ability to provide industrial information and resources to members (such as online copies of Welfare Fund application forms and relevant CEAs), as well as provide the Union with alternative communication channels with members.

–Employment Law Changes–

Late last year the National Government introduced their plans for a second round of attacks on NZ workers and trade unions.

With the recent conviction of the ACT Leader, John Banks for electoral fraud, the National Government is no longer able to get their employment law changes passed into law.

As such, their attack on NZ workers and trade unions is on hold for the moment. But make no mistake about it, if National is re-elected at this year's General Election they WILL reintroduce these employment law changes.

These law changes are designed to make it easier for employers to cut pay and conditions, particularly for those workers who currently benefit from the protection of a CEA (such as DWU members).

These changes could have a fundamental impact upon our members' wages and conditions. One of the worst changes is the removal of the current duty of good faith on both parties to conclude a collective agreement. This one change alone (and there are many more) could fundamentally impact upon the way the DWU operates and represents our members.

Along with over 12,000 individual workers and unions, last year the DWU produced a written submission to the Government Select Committee tasked with reviewing the law changes.

The National President Brett Brown and Assistant Secretary Angus McConnell also attended the Committee hearings in person to submit on why these law changes are unnecessary and are a backward step for DWU members and all NZ workers.

The DWU is preparing strategies to deal with these law changes (such as many of the recommendations contained in the operational review) and with the support of our existing delegate and membership structures we will overcome any challenges that come before us.

However it is vital that the DWU, its officials, delegates, and members are aware of the potential impacts these law changes could have upon our Union, as well as take these attacks into account when they decide who to vote for in the upcoming General Election on 20 September.

–External Industrial & Political Affiliations–

DWU members understand the importance of strong domestic and international affiliations in order to protect their terms and conditions as well as advance the union movement's broader objective of improving the lives of workers around the world.

Accordingly, an important part of my role is engagement with various external industrial and political representative bodies.

NZ Council of Trade Unions (CTU)

I regularly attend CTU meetings and strategic planning events including the CTU National Affiliates Council (NAC), CTU Food Sector Group (including the six-monthly Trans-Tasman Food Sector Unions meetings) and CTU Legal Group.

Our Union is also heavily involved with the CTU Runanga and CTU Womens Committee, both of which are very important industrial and representative structures.

As part of the wider union movement, our affiliations with the CTU

and other NZ trade unions are important tools in fighting the concerted attack on workers' rights by various employers and the National Government.

The importance of the CTU was again demonstrated this year with its focus on the unacceptable level of death and serious harm occurring within the de-unionised forestry sector.

This CTU-led campaign (which the DWU has financially supported) has resulted in huge public and media focus on this sector as well as led to a Government back-down and the introduction of an inquiry into the poor state of forestry health and safety.

International Union of Food Workers (IUF)

The DWU continues to be heavily involved in the IUF Dairy Division, particularly in relation to projects involving the Asia/Pacific region.

To support this work, I attended the IUF Asia-Pacific Regional Committee meeting in Jakarta, Indonesia in June 2013 and in October 2013 the National Vice-President Shane Stieller and I attended the annual IUF Dairy Division Leadership Group meeting in San Francisco.

These meetings progressed the IUF Dairy Division's global organizing initiative "A Fair Deal for Dairy Workers" as well as developing international organising plans for various multinational companies involved in the dairy industry.

In March this year, I was very honoured to lead the DWU delegation to the 3rd IUF International Dairy Conference in Sunchales, Argentina. As some of you may recall, the 1st IUF International Dairy Conference was held in Auckland in March 2001 and the 2nd IUF International Dairy Conference was held in Buenos Aires, Argentina in March 2010.

It was at the 2010 conference that the IUF Dairy Division was created to provide a focused representative body that could organise within the global dairy sector to protect and improve the financial, industrial and political

position of dairy workers around the world.

The 3rd IUF International Dairy Conference focused on building and strengthening the relationships between the IUF affiliate unions as well as planning combined industrial campaigns in response to the growing expansion of large multinational companies such as Nestle and Fonterra in the Asia-Pacific region.

As I have previously reported, I believe it is vital that the DWU ensures that these global operations are unionised and well-paid if we are to prevent DWU members' jobs being lost to overseas non-unionised sites.

In support of this important objective, over the last year the DWU has continued to assist the work of the Indian Dairy Workers Union Federation (DEFOI).

As a result of our ongoing financial and operational support, over the last year DEFOI has achieved an increase in membership to 2,722 (fee-paying members) with a representational membership of 14,980.

There has also been an increase in the number of Unions and Federations affiliated to or committed to affiliate to DEFOI from 34 to 38. This work is particularly important in light of the growing role that India will play in the global dairy industry over the next decade.

Finally, as a result of our IUF affiliation (as well as the historic Fonterra, DWU and IUF International Agreement signed in 2002), over the last year the DWU was heavily involved in ensuring that the Malaysian Dairy Workers Union (the FIEU) was provided with appropriate site and worker access in order to undertake an organising campaign at the Fonterra Malaysia site. As a result of this, the FIEU has been able to unionise the site and is currently negotiating a CEA with local Fonterra Malaysia management.

NZ Labour Party

In 2003, DWU members voted in

favour of formally affiliating with the NZ Labour Party. At that time, it was agreed that members would revisit this decision in 10 years.

As such, members attending last 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.

Being affiliated to the Labour Party 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.

As reported after the 2013 AGMs, a total of 2209 members voted in favour of remaining affiliated to the Labour Party, with 62 voting against. Under the Labour Party Rules, the DWU only affiliates on the basis of the percentage of members who vote 'yes' at AGMs. Accordingly, at the end of the AGMs in August 2013, the DWU increased its affiliation to the Labour Party from the previous 70% basis to 97%. Thank you again to all those members who voted in this important ballot.

The challenge now ahead of us is working towards the election of a worker friendly government on Saturday 20 September and the introduction of fundamental changes to New Zealand's employment laws to ensure collective bargaining and an industry focus is at the centre of our industrial relations system.

–Representation on External Boards–

As National Secretary, I represent the DWU on a number of external bodies. My role on these external organisations and boards requires

strategic analysis work and attendance on various governance structures to represent the views of members and workers within the dairy industry and wider union movement as well as to protect the financial investments of the DWU. These external bodies include the following:

- **Primary Industry Training Organisation (PrITO):**

This last year saw a merger between the NZITO (the ITO responsible for setting and monitoring national skill and qualification standards and training in the dairy, seafood and meat processing industries) with the pre-existing Primary Industry Training Organisation (PrITO) (the ITO responsible for the producer sectors of the primary industry, such as on farm production).

Throughout the year I was heavily involved in ensuring that a worker representative position remained on the newly created PrITO Board to ensure there was direct worker input into its governance structure. This was successful and the CTU food unions elected me as the CTU worker representative on the new PrITO Board late last year.

- **Centre for High Performance Work:**

A high performance work initiative between various Trade Unions and the Department of Labour to develop high performance workplace projects aimed at improving business productivity and workplace culture.

- **Waikato, Taranaki & Canterbury Trade Union Centres:** I am a director on the three corporate structures that govern and administer the assets of the three respective Trade Union Centres.

–DWU Financial Position–

The DWU continues to be in a strong financial position which is always important for a trade union.

This financial year we have recorded a net surplus of \$266,004

and total investments of \$5,102,731 for the year ended 31 March 2014. As discussed at last year's National Congress, the positive financial position of the DWU is underpinned by the large level of cash investments held in various term deposit and on-call bank accounts.

As such, it is important to also take note of the financial position of the union without the income received from these investments. For the year ended 31 March 2014 the net surplus from trading was \$63,554. This highlights the heavy financial reliance the DWU has on its cash investments.

It again should be noted that these investments could easily be reduced as a result of sustained industrial action and/or legal actions resulting from industrial action.

As agreed at the 2013 National Congress and AGMs, we have accordingly now split our financial reserves evenly between the general reserve fund and the newly established Industrial & Legal Fund (ILF).

The ILF will be used to support the DWU with costs incurred as a result of any authorised industrial action by the DWU and its members.

I repeat last year's comments that it is important to keep this in mind when members question the current level of our fees or the nature of our fee structure. I continue to believe that the DWU's fee structure of 0.6% of income (60 cents out of every \$100 you earn) is one of our greatest financial strengths as it ensures those who can afford to, do pay their fair share.

This is particularly relevant in light of the fact that we may be facing the need over the next few years to substantially increase the level of services to current DWU members (as well as to potential members) due to the rapid growth occurring in the dairy industry as well as the many industrial, environmental and political challenges ahead of us.

A very big thank you to all DWU staff, delegates and members.

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–Thank you to all–

And once again a very big thank you to all DWU staff, organisers, delegates and members for the work that you perform for and on behalf of the DWU. I am constantly impressed with the pride and commitment you have for our Union. We have an amazing and strong union because of your hard work.

Thanks must also go to the National President, Brett Brown, National Vice-President Shane Stieller and all the members of the National Executive, Women's Committee, Runanga/Fono and Welfare Committee for the important work that you provide for our union and its members. The mana of our Union is built upon your efforts.

And as I have said many times before, I believe the DWU is the best union in New Zealand and it is an honour to be your National Secretary.

Chris Flatt
National Secretary



AUDIT REPORT

TO THE MEMBERS OF NEW ZEALAND DAIRY WORKERS UNION – TE RUNANGA WAI U INCORPORATED

Report on the Financial Statements

We have audited the financial statements of New Zealand Dairy Workers Union – Te Runanga Wai U Incorporated on pages stamped by Anderson Accounting which comprise the Statement of Financial Position as at 31 March 2014, and the Statement of Financial Performance, Statement of Changes in Equity for the year then ended, and a summary of significant accounting policies and other explanatory information.

Board's Responsibility for the Financial Statements

The Board are responsible for the preparation of these financial statements in accordance with generally accepted accounting practice in New Zealand and that give a true and fair view of the matters to which they relate, and for such internal control as the Board determine is necessary to enable to preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing (New Zealand). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risk of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of financial statements that give a true and fair view of the matters to which they relate in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion on financial position and financial performance.

We are also the auditors for the Waikato Trade Union Centre Limited who the society has a shareholding in. Other than in our capacity as auditors for both entities we have no relationship with, or interests in, New Zealand Dairy Workers Union – Te Runanga Wai U Incorporated.

Opinion

In our opinion, the financial statements on pages stamped by Anderson Accounting represent fairly in all material respects the financial position of New Zealand Dairy Workers Union – Te Runanga Wai U Incorporated as at 31 March 2014, and its financial performance for the year ended on that date in accordance with generally accepted accounting practice in New Zealand.

 Stephen Nelley
5 May 2014
Cambridge

NEW ZEALAND DAIRY WORKERS UNION - TE RUNANGA WAI U INCORPORATED

Statement of Financial Position as at 31 March 2014

	2014 \$	2013 \$
Current Assets		
Bank of New Zealand - Cheque Account	82,409	41,446
Bank of New Zealand - Call Account	148,183	219,177
Taxation Refundable	27,820	-
Accounts Receivable	396	51,674
Payments in Advance	24,020	9,408
Total Current Assets	282,828	321,705
Less Current Liabilities		
GST Due for payment	37,103	33,093
Taxation Payable	-	4,008
Accounts Payable	89,944	99,344
Accrued Expenses	402,802	405,271
Total Current Liabilities	529,849	541,716
Net Current (Liabilities)	(247,021)	(220,011)
Non Current Assets		
Fixed Assets	437,194	484,337
Investments		
Shares Held	326,654	326,654
General Reserve	2,074,123	3,912,428
Industrial & Legal Fund - ILF	2,074,123	-
Solidarity & International Delegates Fund - SIDF	552,997	470,625
Election Campaign Fund - ECF	74,834	52,868
Total of Reserves Currently Invested	4,776,077	4,435,921
Total Non Current Assets	5,539,925	5,246,912
Net Assets	\$5,292,904	\$5,026,901
Funds Invested in the Union		
Accumulated Funds	5,292,904	5,026,901
Total Funds Employed	\$5,292,904	\$5,026,901

For and on behalf of the Union


National Secretary

Dated

5 May 2014



NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Financial Performance
for the year ended 31 March 2014

	2014 \$	2013 \$
Income		
Subscriptions	2,745,738	2,637,578
Contract Expenses		
Personal Grievances and Disputes - Expenses	78,801	82,360
Personal Grievances and Disputes - Recovered	-	-
ACC Cases	16,338	15,089
	95,139	97,449
Negotiations - Expenses	141,136	50,226
Negotiations - Recovered	-	(1,451)
	141,136	48,775
	236,275	146,224
	2,509,463	2,491,354
Management Expenses		
National Congress	65,781	70,057
National Executive	106,346	111,824
Regional Meetings	59,685	36,924
President/Vice President Election	12,170	10,331
	243,982	229,136
Affiliation Expenses		
NZCTU Affiliation Fees	62,117	59,743
NZCTU Meetings/Campaigns	31,328	15,784
NZ Labour Party Affiliation Expenses	11,349	8,089
IUF Affiliation Expenses	26,595	29,031
	131,389	112,647
	2,134,092	2,149,571
Expenses		
Expenses as per schedule	2,070,538	2,085,926
Net Surplus from Trading	63,554	63,645
Other Income		
Depreciation Recovered	77	7,029
Interest Received	200,509	208,418
Miscellaneous Income	57,726	74,380
	258,312	289,827
Net Surplus Before Taxation	321,866	353,472
Deduct Taxation	55,862	58,077
Net Surplus After Taxation	266,004	295,395
Add Accumulated Funds Brought Forward	5,026,900	4,731,506
Leaving Available For Appropriation	5,292,904	5,026,901

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

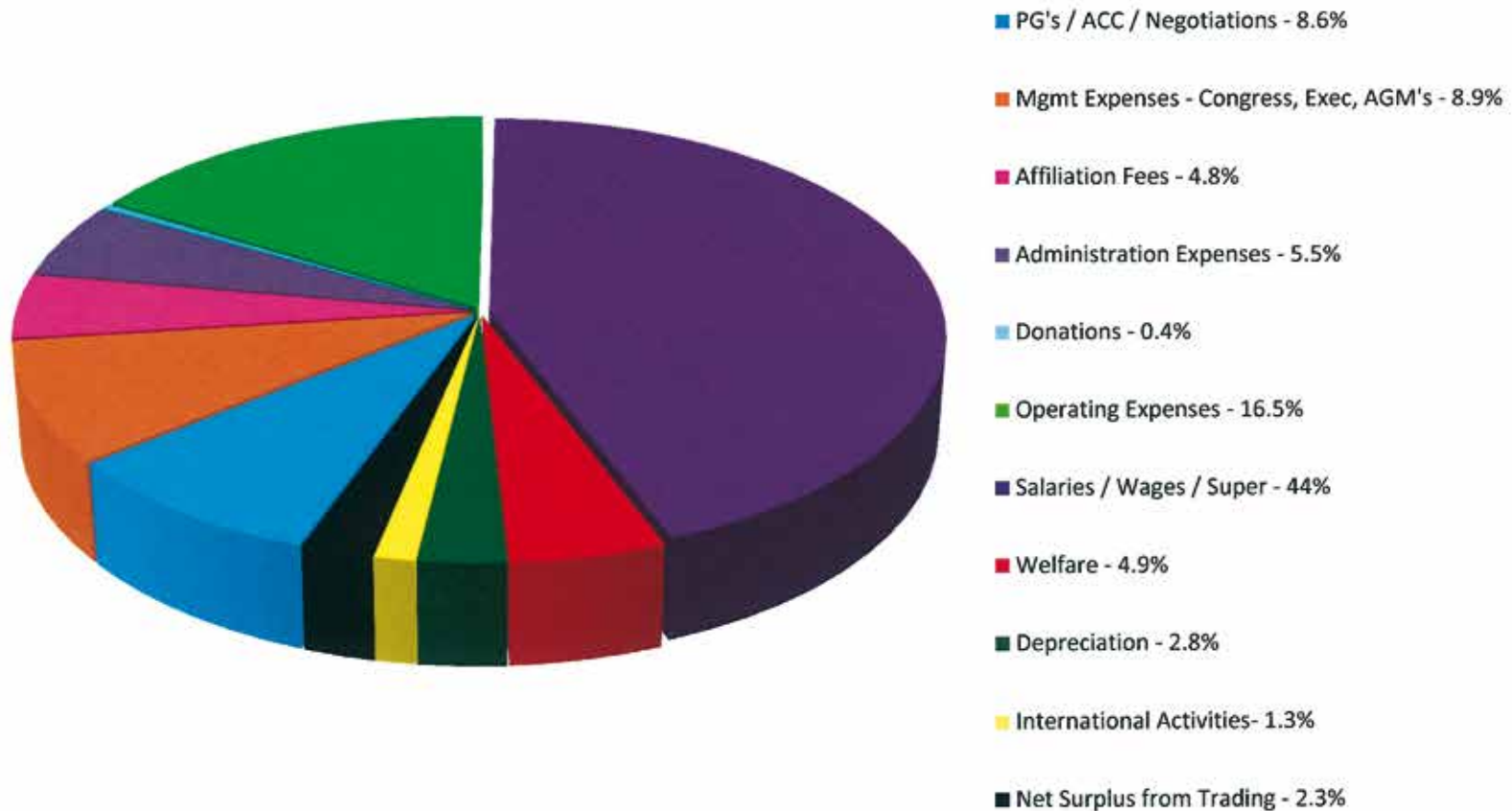
Statement of Financial Performance (Continued)
for the year ended 31 March 2014

	2014 \$	2013 \$
Schedule of Expenses		
Accident Compensation Levy	4,804	4,581
Audit Fees	6,150	2,500
Bank Charges & Interest	1,940	2,098
Donations	11,298	18,603
Education Expenses	94,734	90,613
FBT	35,783	36,307
Honoraria	24,935	27,112
Insurance	11,098	11,316
Solidarity & International Delegates Fund Expenses	-	50,743
International Activities	36,601	31,910
Light, Power & Heating	3,876	4,114
Membership Survey / Research	16,354	8,526
Miscellaneous Expenses	3,520	5,149
Organisers Expenses	73,230	87,767
Newspapers, Newsletters & Promotions	77,047	27,755
Postage and Courier	7,669	7,387
Printing, Stationery and Photocopying	22,345	32,877
President / Vice President Expenses	505	980
Publications	2,820	2,504
Rent and Rates	63,942	56,852
Repairs & Maintenance	4,108	7,072
Salaries, Wages and Superannuation	1,208,622	1,269,208
Retirement Allowance Provision	(7,685)	(72,677)
Secretarial & Accounting Fees	5,000	1,791
Telephone, Facsimile and Internet	33,859	44,731
Vehicle Expenses	104,487	114,306
Welfare Expenses	133,928	101,466
Depreciation as per Schedule	76,986	103,605
Loss on Sale of Fixed Assets	12,582	6,730
Total Expenses	2,070,538	2,085,926

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How your DWU Subscriptions were spent



Note: Total annual surplus of \$266,004 was considerably more than the 2.3% net surplus of net subscriptions, but most of that amount was due to interest received on investments.

Draft Budget–2014/2015

	2014-15 Budget	2013-14 Budget	Difference	BVR at 31.03.14
Income				
Membership Subs	2,997,150	2,857,400		
Less GST	390,933	372,704		
Nett Subscription Income	2,606,217	2,484,696	121,521	2,745,738
Interest (nett)	144,480	132,870	11,610	134,299
Miscellaneous Income	58,500	58,838	-338	57,726
Total Income	2,809,197	2,676,404	132,793	2,937,763
Expenditure				
DWU				
Executive	55,000	55,000	0	56,509
Congress	65,000	65,000	0	65,781
Regional Delegates Meetings	15,000	15,000	0	31,369
Regional AGMs (inc A/Report)	25,000	25,000	0	24,372
Womens Committee Structure	25,000	25,000	0	24,799
Runanga Structure	25,000	25,000	0	23,648
Agreements				
Negotiations *	125,000	100,000	25,000	163,077
PGs & Disputes *	100,000	100,000	0	93,879
ACC Review *	20,000	20,000	0	16,512
National JWP/CHPW	1,500	3,000	-1,500	0
NZCTU				
Capitation 2.5% net subs	65,155	62,117	3,038	62,117
NACM Food Sector & H/S Meetings	7,500	10,000	-2,500	6,518
Women's Committee Exp	5,000	5,000	0	1,377
Runanga Exp	5,000	5,000	0	3,436
Committee Pasifika	2,000	2,000	0	0
Biennial Conf (CTU, Runanga, Women's)	0	12,000	-12,000	14,956
Campaigns *	5,000	5,000	0	5,000
IUF Capitation	30,275	27,800	2,475	26,595
NZLP Affiliation & Meetings	11,500	8,000	3,500	11,349
Administration Expenses				
Bank Charges	2,000	2,000	0	1,759
Insurances (excluding vehicles)	11,000	11,000	0	11,087
Miscellaneous	1,000	1,000	0	0
Phone/Tolls/Fax/Internet	37,500	50,000	-12,500	36,128
Photocopying/Printing/Stationery	27,500	30,000	-2,500	24,916
Post/Courier	10,000	10,000	0	7,669
Power	5,000	5,500	-500	3,988
Publications Inward	2,500	1,000	1,500	2,820
Rent/Rates/Reception	65,000	65,000	0	63,352
Repairs & Maintenance	5,000	6,000	-1,000	4,222
Operating Expenses				
ACC Levy	5,500	5,500	0	4,804
Accounting & Audit	12,000	11,000	1,000	11,150
Dairyworker/Publicity/Website/Del Promos	65,000	55,000	10,000	70,750
Donations	10,000	10,000	0	11,298
Education (4%)	104,249	99,388	4,861	91,423
Election (Pres/VP)	0	10,000	-10,000	19,258
Election Camp Fund (0.8%)	20,850	19,878	972	0
Equipment	20,000	17,500	2,500	6,708
FBT	40,500	47,685	-7,185	33,369
Honoraria	24,700	24,700	0	21,412
International Del Fund (3%)	78,187	74,541	3,646	0
International Activities	37,500	35,000	2,500	35,927
Miscellaneous Expenses	5,000	7,500	-2,500	3,520
Motor Veh - Expenses	100,000	104,500	-4,500	101,168
Motor Veh - Replacement	120,000	30,000	90,000	12,457
Organisers Expenses	67,500	65,000	2,500	67,450
President/Vice President	3,000	3,000	0	505
Research	15,000	15,000	0	16,354
Salary/Wage/Super etc	1,300,000	1,218,221	81,779	1,206,388
Welfare Fund (approx 6%)	155,000	120,000	35,000	133,641
Admin/IT - Cap Expenditure				21,370
Total Expenditure	2,938,415	2,725,830	213,585	2,024,893
Surplus	-129,218	-49,426	-80,792	281,574
	-4.60%	-1.85%		

* = estimate

Capital Expenditure - Reserves to be set aside for:

Internal Service System Upgrade

Remits carried by 2014 Congress

RULE REMITS

REMIT 1

Changes to 30+ member rule
(to 10+ members)

Rule 2 Interpretation

Delete “30 or more members” and
Replace with “10 or more mem-
bers”.

Rule 13.2 Membership

(d) Delete “30” and Replace with
“10”.

(f) Delete “30” and Replace with
“10”.

(g) Delete “30” and Replace with
“10”.

Delete Note and Replace with:

*“Note: Such aggregated sites of less
than 10 members shall be repre-
sented at National Congress by an
elected Site Delegate.”*

Rule 17 Regional Affairs

Rule 17.1 Delete “30 member”
and Replace with “10 members”.

REMIT 2

Change to Congress Remit process

Rule 13 National Congress

Rule 13.4 Meetings

(b) Delete “one week” and Replace
with “no later than two weeks”.

Rule 34 Amendment of Rules

Rule 34.2

Delete “for consideration at the next
National Congress meeting” and
Insert additional wording as follows
in italics:

“Should any member desire that
these Rules be amended *at the next
National Congress*, he/she may
move the desired amendment at an
ordinary meeting of his/her site or,
if a Delegate, at a Site Committee
meeting. Should the proposed
amendment be passed it shall be
forwarded by the Site Delegate to
the *National Secretary at least two
weeks prior to the April meeting of
the National Executive.*”

Rule 34.3 Replace “c” with “C” for
Women’s Committee.

Delete “place proposed amendments
to the rules on the agenda of the
next National Congress”.

Insert the following additional
wording in italics:

“The National Executive, Industrial
Staff, Life Members, Women’s
Committee, Welfare Committee or
Runanga/Fono may of their own
volition *propose amendments to
these Rules. Such amendments
shall be forwarded to the National
Secretary at least two weeks prior
to the April meeting of the National
Executive.*”

REMIT 3

Change to Auditors

Rule 32 Auditor

Delete “Section 48 of” and Replace
with “relevant”.

REMIT 4

Change NZDWU to the Union

Rule 15 Special Interest Groups

Rule 15.1.1 (a) Delete
“NZDWU” and Replace with “Union”

REMIT 5

Update Appendix 1 – Schedule
II – Election and Ballot Procedures
Appointment Register as a matter
of practice following each election
as required.

Remits carried by 2014 Congress

POLICY REMITS

REMIT 6

Change NZDWU to DWU

A.2 International Union of Food Workers (IUF)

A.2.1 Delete “NZ” and Insert additional wording in italics:

“The New Zealand Dairy Workers Union *Te Runanga Wai U (hereinafter referred to as the DWU)* remains affiliated to the International Union of Food Workers (IUF).”

REMIT 7

All references in Policy to be amended to either:

If full title “New Zealand Dairy Workers Union *Te Runanga Wai U*” or if short version replace “NZDWU” with “DWU”.

REMIT 8

C.1 Union Vehicles

– Delete Clause

Then renumber all remaining sections of Chapter C.

REMIT 9

C.24 Amendment of Policy

C.24.1 Delete “u” and Replace with “U” on the word Union

C.24.2 Delete “committee” and Insert “Committee”

Delete “for consideration at the next National Congress meeting” and Insert wording as follows in italics: “Should any member desire that these Policies be amended *at the next National Congress*, he/she may move the desired amendment at an ordinary meeting of his/her site or, if a Delegate, at a Site *Committee* meeting. Should the proposed amendment be passed it shall be forwarded by the Site Delegate to the National Secretary *at least two weeks prior to the April meeting of the National Executive.*”

C.24.3 Delete “NZ” on NZDWU.

Delete “place proposed amendments to the Policies on the agenda of the next National Congress.”

Insert the following wording in italics:

“The National Executive, Industrial Staff, Life Members, Women’s Committee, Welfare Committee or Te Runanga/Fono o DWU may of their own volition *propose amendments to these Policies. Such amendments shall be forwarded to the National Secretary at least two weeks prior to the April meeting of the National Executive.*”

REMIT 10

D.5 Auditor

Delete “Map & Associates” and Replace with “Anderson Accounting”.

REMIT 11

Add following documents to Policy Appendices

Fonterra/IUF/DWU International Agreement

ATILRA/DWU Memorandum of Understanding

NUW/DWU Memorandum of Understanding

IUF ‘Fair Deal for Dairy Workers’ principles

REMIT 12

Proposed Changes to Policy H – Welfare Fund

■ H.1 Add “of the Welfare Fund” to title so reads – “Function of the Welfare Fund”

Delete “Union”, “the”, “f”

Replace paragraph as follows (with additions in italics):

“The *DWU* shall establish and operate a Welfare Fund in order to provide welfare relief, assistance and benefits to *DWU* members and their dependants. Without limiting the

generality of the provisions of this paragraph *and in accordance with Policy H.2, the Welfare Fund* may be used from time to time to:”

H.1.1 Insert “DWU” so reads:

“Grant to DWU members ...”

H.1.2 Insert “DWU” and Delete “of the Union” so reads:

“Assist any DWU member in financial difficulties ...”

H.1.3 Insert “DWU” and Delete “of the Fund” so reads:

“Assist financially the dependants of a deceased DWU member.”

H.1.4 Insert “DWU” and “partner” and Delete “of the Fund” so reads:

“Assist financially any DWU member on the death of his/her spouse/partner or any dependent child of his/her family whether or not legally married, or de facto.”

H.1.5 Insert “DWU” and “partner” and Delete “of the Fund” and “in accordance with the included definition” so reads:

“Assist financially any DWU member who may be required to obtain special medical or surgical treatment for him/herself or his/her spouse/partner or any child of his/her family.”

H.1.6 Rephrased to read as follows:

“To provide education grants and/or bursaries to any DWU member or his/her spouse/partner or any child of his/her family.”

■ H.2 Add “of the Welfare Fund” so title reads – “Membership of the Welfare Fund”

H.2.1 Delete current clause and Replace with:

“Membership for Hardship Grants is automatic to all DWU members after three months membership is completed, and DWU Life members.”

H.2.2 Delete current clause and Replace with:

Remits carried by 2014 Congress

“Membership for Education Grants is automatic to all DWU members, their spouse/partner, and their children 19 years of age or under (as at the date the Welfare Committee receives their application), and to DWU Life members.”

H.2.3 New Clause

“Membership for Funeral Benefits is automatic to all DWU members, their spouse/partner, and their children 18 years of age or under (as at the date the Welfare Committee receives their application), and to DWU Life members.”

■ **H.3** Insert “of the Welfare Fund” to title so reads – “Management of the Welfare Fund”.

H.3.1 Rephrased to read: “Management of the Welfare Fund shall be delegated to the Welfare Committee to generally oversee the operation of the Welfare Fund and make recommendations ...”

H.3.2 Delete “National” and Replace “S” to “s” on shall so title reads “Welfare Committee” Rephrase to “The Welfare Committee shall ...”

■ **H.4** Add “for the Welfare Committee” to the title so reads: “Elections for the Welfare Committee”

H.4.1 Insert “National” and Replace “e” with “E” on Executive to read “... of a National Executive member.”

H.4.2 Insert “Welfare” as follows:

“At the first meeting of the Welfare Committee after their appointment, the Committee shall elect a Welfare Co-ordinator from within their own ranks.”

■ **H.5** Insert “of the Welfare Fund” after Finance so title reads “Finance of the Welfare Fund”.

Delete current clause and Replace with:

“The Welfare Fund shall be financed out of the DWU’s general account by requisition of the Welfare Co-ordinator, (it is estimated and intended the Welfare Fund will equal approximately 6% of the DWU’s nett income received from subscriptions).”

■ **H.6** Delete “General Welfare Claims” and Replace with “Hardship Grants” as title

H.6.1 Delete current clause and Replace with:

“Claims for Hardship Grants must comply with Policy H.2.1 and must be submitted on the official form to the Welfare Co-ordinator or Site Delegate. The official form must have all details completed and include evidence/proof of the claim (for example copies of power bills or mortgage/rent accounts).”

H.6.2 Delete “Union” and Replace with “DWU” Insert “Welfare” before word “Committee”

Replace “committee” with “Welfare Committee”

H.6.3 Insert New Clause “Outside of extreme circumstances (such as ongoing health issues), no more than three (3) Hardship Grants will be provided to the same individual in a calendar year.”

H.6.3 Renumber to H.6.4 Insert “Welfare” before “Fund”.

H.6.4 Renumber to H.6.5 Insert following changes:

“The Welfare Committee shall have the power to apply conditions to *Hardship Grants* where it considers it appropriate.”

H.6.5 Renumber to H.6.6

■ **H.7 Funeral Benefits**

H.7.1 Insert paragraph:

“Claims for Funeral Benefits must be submitted on the official form to the Welfare Co-ordinator or Site Delegate. Upon receipt of the claim and if the conditions outlined below are met, the following Funeral Benefits will be paid in accordance with Policy H.2.3.

- On the death of a DWU member or DWU Life member \$2,750.00
- On the death of a spouse/partner \$2,000.00
- On the death of a dependent child 18 years or under \$2,000.00”

Delete current H.7.2

Delete current H.7.3

H.7.4 Renumber to H.7.2 Replacement clause

“A Funeral Benefit shall be paid immediately on proof of death to the Welfare Co-ordinator’s satisfaction. For example, a death/Tangi notice bearing a Funeral Director’s name or a newspaper death/Tangi notice or a funeral/Tangi order of service shall constitute appropriate proof.”

H.7.5 Renumber to H.7.3 Replacement clause

“The Funeral Benefit shall be payable where the death occurs overseas and there are New Zealand domiciled next-of-kin who can receive payment of the Funeral Benefit.”

H.7.6 Renumber to H.7.4 Clause rephrased to:

“If any DWU member, their spouse/partner, or their children 18 years of age or under, or any DWU Life member is diagnosed as being terminally ill, on providing appropriate proof of terminal illness to the Welfare Committee, they shall be entitled to request immediate payment of the Funeral Benefit in accordance with Clause H.7.1. If the applicant chooses this

Remits carried by 2014 Congress

immediate payment option, no subsequent Funeral Benefit will be paid upon their death.”

H.7.7 Renumber to H.7.5

Clause rephrased to:

“In accordance with H.7.1, the Funeral Benefit shall be payable in the case of stillbirth or a miscarriage provided the pregnancy has exceeded 20 weeks or more or the foetus is in excess of 400 grams or more. In both cases a birth certificate is required before payment can be made.”

■ **H.8 Delete “Benefit” and Replace with “Grants” so reads “Education Grants”**

H.8.1 Rephrase clause to:

“The Welfare Fund shall make available \$45,000 per annum for education purposes for DWU members, spouses/partners and their children in accordance with Policy H.2.2.”

H.8.2 Rephrase clause to:

“Applications will close on 7 February each year and be considered at the February meeting of the Welfare Committee, with the funds being available that calendar year.”
Delete “The Committee’s decision is final ...”

H.8.3 Add New Clause

“Education Grants must be used for educational purposes in the calendar year in which the application is made (for example, an application to pay for costs incurred in a previous year will not be accepted).”

H.8.4 Add New Clause

“Education Grants will generally be provided for the following educational purposes:

- Defined courses of study from established educational providers (for example, University, ITO or Tech courses);
- Special educational events or activities;

- Support for special educational requirements or assistance (for example, extra tuition for learning difficulties).”

H.8.5 Rephrased as follows:

“As a general principle, Education Grants shall not be provided for the purposes of meeting the general costs of primary or secondary education (for example, school uniforms, exercise books, school fees or boarding costs).”

H.8.6 Replaces point from previous H.8.2:

“The Welfare Committee’s decision is final and no correspondence will be entered into.”

■ **H.9 Redundant DWU Members**

“Any DWU member who is made redundant for whatever reason or whose employment is terminated due to hospitalisation, sickness or accident, shall retain the benefits of the Welfare Fund for six (6) calendar months after their employment is terminated, provided they remain unemployed during that time.”

■ **H.10 Strike Committee Welfare Renumbered from current H.9**

H.10.1 Renumbered from current H.9.1

H.10.2 Renumbered from current H.9.1

Increase sum from “\$1,000” to “\$10,000”

Delete word “Fund” in last line so reads “Welfare Committee”.

H.10 Redundant members

Delete Clause – replaced by H.9 above

■ **H.11 General–Rephrased**

“Any member of the Welfare Committee who retires from paid employment in the industry during their term may continue as a Welfare Committee member for the

remainder of their term and will be entitled to all the benefits provided by the Welfare Fund.”

The most important thing is to vote—regardless of who you vote for!

As you may be aware, on Saturday 20 September there will be a General Election and you will have the power to decide who runs our country for another three years. In fact on 13 June, there will only be 100 days left before the election.

Despite what you might think or hear - this election will be very close. Current polling suggests that the Labour/Green block and the National/Conservative block are neck and neck. Over the next few months we will be providing DWU members with information about how the policies of the various political parties will impact upon you and your family, so keep an eye out for this.

But first I wanted to give you my thoughts on the upcoming election.

I personally believe there is an urgent need for a new government – a government that is focused on introducing laws that are good for the majority of people in this country and not just a select few (like those who donate money to the National Party).

An urgent need for a new government that is more worried about creating well paid jobs for all Kiwis, rather than introducing employment laws that increase the power of a few employers to reduce wages and conditions.

An urgent need for a new government that will get serious about the atrocious health and safety record we have in NZ (like we see constantly in the forestry and mining sectors), rather than ignore the issue or claim there isn't a problem at all.

Regardless of whether you agree with me or not—the most important thing is that you get out and vote!

You may disagree with my views that we need a new government. You are entitled to this view, and that is the joy of a democratic country. You get a chance to express that view at the ballot box on Saturday, 20 September.

The most important thing is that you actually do get out and vote and have your say at the election. Many people have fought and died for these democratic rights, we have a duty to honour their sacrifice by getting out and voting.

“Let’s get out and vote”

That is why over the next few months the DWU will be involved in the NZ Council of Trade Union’s election campaign that’s called “Let’s get out and vote”.

This campaign will be focused on enrolling people so they can vote and then ensuring that people do actually get out and vote. Why? Because 27% of enrolled voters did not vote in the 2011 election. That’s approximately 800,000 Kiwis who didn’t exercise their democratic right to vote at the last election. Only 77% of eligible Kiwis aged 18 to 24 were enrolled to vote at the last election – that’s 337,000 out of 438,000. And only 42% of these young voters bothered to vote on election day – that’s only 184,000 out of 438,000 young voters who actually voted.

Just imagine what a difference 800,000 votes would make to the result this time around when the election is going to be very close.

So how will the CTU campaign do this?

The purpose of the CTU election campaign is to connect with as many potential non-voters as possible and record their contact details on a CTU election campaign database. Under the NZ electoral system, there is a record of who has voted in previous elections.

There is no record of what political party you have voted for; but there is a record of whether you have or haven’t actually voted. The CTU has taken all of this publically available data and identified where there are large groups of non-voters.

Campaign volunteers will then contact these non-voters and seek a ‘Voter Pledge’ from them – this is a commitment that they will get out and vote at the election. Campaign volunteers will then develop a specific plan for these potential non-voters on how they will actually get out and vote.

For example, by identifying where their local polling booth is and how they will get there.

Then in early September, campaign volunteers will contact these potential non-voters and make sure they have got out and voted. A big part of this campaign is educating people that they can vote before election day itself – maybe because they are busy with sporting or family events or are working on election day.

LET'S GET OUT AND



GENERAL ELECTION 3 SEPTEMBER - 20 SEPTEMBER

Polling booths will be open for early voting from Wednesday 3 September right through to Saturday 20 September. This means that you have lots of opportunities to vote before election day if you want to.

So how can you be involved in the CTU campaign?

The DWU needs volunteers to help with the CTU election campaign. There are two ways you can help:

- At your workplaces: We need volunteers to talk to potential non-voters in your workplaces, hold meetings about the importance of voting, or hold lunch room stalls about the campaign;
- In your community: We need volunteers who can be involved in contacting potential non-voters by phoning, being involved in CTU organised community events or through volunteers' own community networks – like churches and sports clubs.

The CTU will provide volunteers with all the information you need, such as access to the CTU election campaign database where you can contact your allocated CTU campaign co-ordinator for advice and support, find out who else has volunteered in your workplace and get what you need for workplace, community and on-line action.

If you are interested in volunteering for this important campaign—please contact the DWU National Office directly on 07-839-0239 or email us at nzdwu@nzdwu.org.nz.

This is a very important campaign that I strongly urge you to be involved in. If you want a change of government, or even want to retain the one we've got, then we need your help in getting out the vote.



Chris Flatt
National Secretary

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DATE	TIME	SITE	VENUE
NORTHERN			
Monday, 7 July	8.00am	Paerata	Smoko Room
	12.30pm	GF Puhoi	Puhoi Sports Club
Tuesday, 8 July	6.00am	Kauri	On Site
	1.00pm	Maungaturoto	On Site
	6.00pm	Takanini	Cafeteria
Wednesday, 9 July	11.00am	Victoria Street	On Site
	2.00pm	Takanini	Cafeteria
Monday, 4 August	6.00pm	Tip Top	Cafeteria
Tuesday, 5 August	8.00am	Tip Top	Cafeteria
New Milk/Suttons - TBC			
WAIKATO/BOP			
Wednesday, 2 July	7.00am	Canpac	Cafeteria
	3.00pm	Canpac	Cafeteria
	4.30pm	Crawford St	On Site
	11.00pm	Canpac	Cafeteria
Thursday, 3 July	11.00am	GF Frankton	On Site
	3.00pm	Timpack & Dairy Blenders	Upstairs Smoko Room
	5.00pm	London Street	Level 4
Monday, 21 July	8.00am	Te Awamutu	Training Centre
	11.00am	Genesis House	On Site
Tuesday, 22 July	9.00am	Waharoa	On Site
	11.00am	Morrinsville	Butter Cafeteria
	2.00pm	Waitoa	Waitoa Hall
	3.45pm	Tatua	Cafeteria
Wednesday, 23 July	10.00am	Lichfield	On Site
	12.30pm	Reporoa	Cafeteria
	4.00pm	Hautapu	Social Club
Thursday, 24 July	7.00am	Te Rapa	Training Room
	11.00am	Tirau	Upstairs Smoko Room
Friday, 25 July	8.00am	Edgecumbe	Cafeteria Meeting Room
	11.00am	MMCS/Tauranga Port Stores	
LIC Hamilton/Pandora/ETIKA - TBC			
CENTRAL			
Monday, 21 July	10.00am	Makomako Road	Smoko Room
	2.00pm	Te Roto Drive	Board Room
Tuesday, 22 July	7.00am	Pahiatua	Old Admin
	1.30pm	GF/Fonterra/Alto Longburn	On Site
	4.00pm	Lion	Smoko Room
Wednesday, 23 July	2.00pm	Whareroa	Theatre
Thursday, 24 July	7.00am	N/P Port Stores	Smoko Room
	11.00am	Kapuni	On Site
Friday, 25 July	1.00pm	CCP Eltham	Town Hall
SOUTHERN			
Monday, 28 July	9.00am	Edendale	Town Hall
	2.00pm	Stirling	On Site
	4.30pm	Gardians	
Tuesday, 29 July	8.00am	Mosgiel	On Site
	2.00pm	Studholme	On Site
Wednesday, 30 July	9.00am	Clandeboyne	Hall
	3.00pm	Darfield	On Site
Thursday, 31 July	11.00am	Westland Rolleston	On Site
	3.00pm	Dairyworks	On Site
Tuesday, 5 August	8.30am	Westland Hokitika	Rugby Hall
	3.30pm	Brightwater	On Site
Wednesday, 6 August	8.30am	Takaka	Whites Cafeteria
	12noon	Timpack Nelson	On Site
	5.00pm	Tua Marina	On Site
Thursday, 7 August	10.00am	Kaikoura	Smoko Room
	6.00pm	GF Blenheim Rd	Smoko Room
Friday, 8 August	9.00am	GF Blenheim Rd	Smoko Room
	1.30pm	Halswell Junction	Smoko Room
LIC Christchurch - TBC			