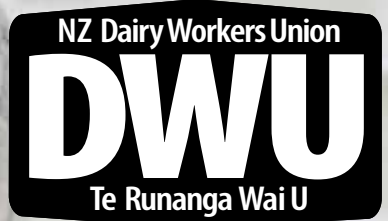


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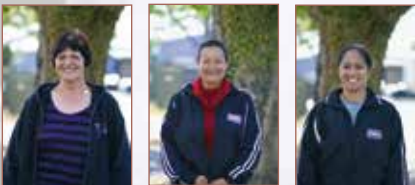
Quarterly publication of the

NZ Dairy Workers Union Te Runanga Wai U



MAY-2014

Wahine Toa Celebrating **WOMEN** in the Union



Collective Employment Agreement Reports

Fiona Wong
Goodman Fielder
Puhoi

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



Welcome to the May edition of the Dairy Worker magazine. In this edition we provide an update on recent negotiations at Fonterra Canpac, Suttons Group, Livestock Improvement Corporation (LIC), Gardians and Synlait. We also highlight the very important role that women play within the DWU as members, delegates and officials. I encourage you to read all of the Dairy Worker articles; it's your magazine, your Union!

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

LET'S GET OUT AND

vote

GENERAL ELECTION 3 SEPTEMBER - 20 SEPTEMBER

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.

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

Polling booths will
be open for early
voting from Wednesday
3 September right through
to Saturday 20 September
—lots of opportunities
to vote...





Third International Dairy Conference in Argentina



I had the privilege recently to be part of a DWU delegation to Argentina. We were hosted by the ATILRA Union of Argentina. ATILRA is a union we have a close association with being that, like the DWU, they only represent dairy workers.

The purpose of the visit was firstly to attend the Third International Dairy Conference organised by the IUF and secondly to celebrate the opening of a new training facility built by ATILRA. Twenty unions from around the globe representing dairy workers attended the conference and opening. The conference offers a great opportunity for networking with like minded unions. Useful contacts are made at these events to enable the DWU to maintain an international presence and

monitor the activities of transnational corporations operating in the dairy sector.

The training facility is as modern and well resourced as any Polytech in New Zealand. It is purpose built to train dairy workers and has a full complement of lecture rooms, labs, and specialised training rooms, dining facilities, an accommodation wing and an auditorium.

What was obvious is that a union the size of ATILRA cannot have the funds to build a facility like this with outside funding. My understanding is the project was heavily funded by local, central government and the local dairy company. Imagine what the DWU could do with that kind of support.

I could not help but be impressed with ATILRA having such a focus

not only for looking after its members but also improving the lot of the community. What comes from that is the sense of pride the members have to be a part of the union.

The DWU does not have the resources to do what ATILRA has done but that should not stop us from being proud of what we can achieve.

The hospitality offered to us by ATILRA is second to none. All costs once we landed in Argentina were met by ATILRA. Argentineans are certainly a passionate fun loving nation of people and I appreciated the opportunity to be part of the delegation which travelled there.

**Kia Kaha
Brett Brown
National President**

Thanks from Canpac

Kia Ora koutou katoa
I would just like to take this opportunity to thank the National Executive and ALL Site Delegates of the North Island for getting on board to help Canpac workers out as we have felt the brunt of the WPC80 whey product recall (Botulism scare).

When I was approached by Management with the challenges that Canpac faced I literally broke down (Instant Stress) as I knew the effect it would have on not only me but people's lives here at Canpac, so my brain was working overtime to try and fix it to save everyone. One of our biggest concerns was how could we keep people's

jobs with *no* work that we had.

After much deliberation we came up with various options and the best was to second workers on to other Sites. Not only was this good for Canpac but it was an opportunity to give our workers the experience of new skills and a wider scope to Fonterra on other Sites, but also a risk for us to lose good experienced workers permanently.

I especially want to thank Laura Boynton (Te Rapa), Brett Brown (Waitoa), Bevan Smart (Morrinsville), Barry Kanara (Kauri), Jono Kara (Crawford Street) and Sinclair Watson (Te Awamutu) for having workers from Canpac on your Sites.

Also an extended thanks to all the workers who took the time out to train our Canpac staff on the job and to Management of all Sites for dropping

the temps and allowing our workers to come in and upskill themselves. We still have a long road ahead of us but we will find a way to survive. So once again thank you all very much for all your support to the Canpac Family it's really appreciated. We will fight the fight to win the war.

E mihi aroha kia koutou ma Te Atua Hei Manaaki Hei Tiaki I tenei wa. Mahia Te mahi meena, hei painga mo to iwi. Engari He aha te mea nui o te ao maku e ki ake, He tangata he tangata, No reira tena koutou tena koutou tena ra tatou katoa.



**Nga Mihinui na Jodi Middleton
Canpac Site Delegate**

Westland Milk



Westland Delegates at their regular monthly meeting.

Westland Milk Products is the trading name of Westland Co-operative Dairy Company Ltd. It is owned by over 340 farmer shareholders. Their major processing factory is in Hokitika on the West Coast of the South Island, with their main warehouse and milk concentration plant near Rolleston outside of Christchurch. There are over 200 DWU members who work for Westland.

Westland produces Milk Powders, Milk Proteins, Consumer Products, Bioactives (colostrum/lactoferrin), Nutritional and Cream Products.



Mark Apiata-Wade
National Organiser



Jersey donated to Westland Milk by West Coast Rugby Union and Crusaders in thanks for supporting the Crusaders and Pike River families.

Dairyworks Agreement Renewed

Negotiations to renew the Collective Employment Agreement between the DWU and Dairyworks were held recently in Christchurch. Dairyworks is a company involved primarily in the cutting and packaging of cheese.

The agreement reached was as follows:

- A wage increase of 2% came into effect on the 1/4/2014 and was back-dated to that date.
- A further increase of 2%, or the CPI figure on the 31/3/2015, whichever is the highest, will come into effect on the 31/3/2015.
- Clause 2.2.1(b) has been changed

to read: Christmas, New year, Easter and Anzac day annual leave either side of these periods can be taken biannually unless otherwise approved (previously the Company could exercise a closedown at Christmas).

- The notice period for the Company to approve leave has been changed from 14 to 10 days.
- The bargaining agent fee has been reinserted. The ratification meeting has been held and the members voted 100% in favour to accept the result of the negotiations. They also voted 100% to retain the bargaining

agent fee clause in the agreement.

I would like to thank Sam Burrows for his excellent work at these negotiations, and for all of the work during the year. Also thank you to Joan Hepburn who had a big input from the nightshift.



Murray Kerse
Southern Organiser

DWU/Synlait CEA ratified

In early May, Synlait Site Delegate Angie Aitken and I met with Synlait management to negotiate the renewal of the DWU/Synlait collective employment agreement.

A one year deal with a 1.5 % pay rise was agreed upon with no claw backs. From a union point of view, other than wages and length of term, the main issue that needed to be addressed is the fact that a reasonably generous performance bonus is available-but only to non-union workers covered by an individual agreement.

Union members are effectively

excluded from accessing this bonus, and as a result it has been perceived by many as a "non-union bonus." This has been an outstanding issue between Synlait and the DWU for some time now.

Fortunately, both parties were able to agree on a way forward with a written commitment that we will meet further to discuss different options as to how DWU members can be eligible for this bonus.

This is a positive step in the right direction with some much needed constructive dialogue to come.

In addition, the DWU has defended its coverage of existing

and future Synlait workers.

The DWU is committed to staying visible and involved with Synlait workers and an ongoing membership drive is required throughout the next 12 months.

Synlait workers need to know that the DWU will be there for them when their time of need comes. In solidarity...



John Howell
Southern Organiser

LIC Collective Employment Contract Ratified

Livestock Improvement Corporation (LIC) negotiations for the renewal of the 2014 Collective Employment Agreement (CEA) has been successfully concluded in good spirits. The DWU negotiating team successfully negotiated a wage increase of 5.4% which follows a 4.8% increase negotiated last year.

Ratification was successful with 100% of the members voting in favour of the deal, the secret ballot was held across the Hamilton and Christchurch depots where all members had an opportunity to have their say.

The talks were again held in good spirits with a deal struck quickly, of note was the absence of the external Advocate from the Employers and Manufacturers Association whom the Company trialed at the last negotiations.

This round went quite smoothly and reinforced that the Company actually doesn't need to go to the expense of an external Advocate with the current Manager and his internal team now experienced in negotiating with the DWU in good faith. The industrial relationship is effective with the parties operating in good spirits.

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

- 5.4% increase on all printed CEA rates and allowances.
- 12 Month Term.
- Hi Viz clothing trial in the form



Jane Muggeridge, Mark Hope, Shawn Perkinson and Maydora Bright

of Company Hi Viz Polo Shirts as standard issue.

- Clarity regarding time sheets, they cannot be unilaterally changed by the Manager.
- Clarity around Parental Leave entitlements.
- Working group established to rewrite the Criteria for moving between levels in the Weigh Station. Now completed and replacement Appendix included in the new CEA.
- Other tidy up matters as agreed.

The Company has agreed with the principle of having all LIC workers on the Living Wage as a minimum (the Living Wage in NZ is currently \$18.80). Entry level workers are still paid below this rate so the intent is to negotiate sustainable wage increases each year at a rate that will have the starting wage at the Living Wage rate within a few years.

The Riverlea Road Site Delegates; Jane Muggeridge and Shawn Perkinson and the Christchurch Site Delegates; Daryl Hartley and Maydora Bright were very helpful with the talks with good contributions during the discussions and during the breaks offering advice and background information

relevant to our claims.

Unfortunately Daryl couldn't be at the talks proper but his contribution in the lead up at site meetings and his work on the criteria working group was invaluable and appreciated. The Delegates knowledge, help and support at the negotiating table was great 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.

The criteria working group was made up of the DWU Delegates mentioned above and Company reps; Craig Bell, Karyn Lane, Tony Chester and Simon Loi. I attended the final group meeting in Christchurch and must say I was very impressed with how efficient they all were. I saw great value in this process with industrial relations strengthened between LIC and DWU. Thank you to all involved.



Mark Hope
Waikato/BOP Organiser

Fonterra Canpac Settlement 2014

It was at a ratification meeting of the Fonterra NZMP Agreement last year when a voice from the floor called out “the botulism scare won’t affect us”.

Maybe some members working at NZMP are still of that opinion as their season appeared to continue as per normal. It has affected though a number of our members employed at company’s like Dairy Blenders, Suttons, Gardians and in particular Fonterra Canpac.

Loss of orders has had an effect on this site; Canpac has not laid off any workers’ even though production has plummeted in the hope that in the near future things would come right. They haven’t.

It was under these conditions that we negotiated the renewal of the Fonterra Canpac CEA. In their opening remarks the employer stated that even though they were in a position of strength at these negotiations they would not be pursuing any of

their claims presented at previous negotiations, in particular, rotating shifts and deletion of the shift transfer clause to name two. A bit of a relief really.

Then came the kicker, they only had two claims and if you want any money you have to agree to both. We did submit a counter offer of CPI plus 0.5% for each of their claims meaning an all up wage increase of 2.6%. We also ran the argument that the NZMP agreement achieved nearly three times the rate of inflation at their negotiations (an increase of 2% when CPI was 0.7%) and we would be happy if the same formula was applied for the Canpac Agreement (well you have to try). No such luck.

When asked what the Company’s response to our rejection of their claims would be, it was made crystal clear that no acceptance meant no offer on the movement of wages and allowances. Defamation laws prevent

me from giving my take on what was actually meant in the response.

After much debate among the negotiators and the two observers it was decided to recommend the acceptance of the Company’s offer of a 1.6% increase in wages and allowances, the reduction from five (5) days to three (3) days in the abandonment of employment clause and the insertion of a new clause pertaining to food safety. The ratification vote was 96% in favour of acceptance of the deal.

My thanks to the negotiators, Jodi Middleton, Craig Paterson, Camille Rondon, Barry Stuck, Paul Burr and the two observers Reef Johnson and Rosie Coker.



Glenn Barnes
Waikato Organiser

Regional Site Delegate Meetings

Every year the Union holds Regional Site Delegates meetings around the

country. Northern, Waikato/BOP, Central and Southern Site Delegates get together with the Union officials

to discuss and find solutions to issues that are problems for workers on the various sites they represent.

Also the National Secretary and other officials give updates on the various Dairy Companies and the Industry generally. This year we were all given a General Election update along with reports from Unimed, Employment Law changes and discussions about the DWU strategies for improving our service to members.



Southern Regional Delegates Addington Race Grounds—Christchurch

DWU/Gardians Agreement renewed

Gardians, a new milk powder processing plant near Balclutha in the lower South Island, is a relatively small site with approximately 30 workers in the plant itself.

Although currently small, it is symbolically important to the DWU in that, due to its high union density, it represents the successful unionisation of one of the 'new players' on the scene in this country.

As we keep saying, it is vital that we keep the NZ Dairy Industry heavily unionised across the board, for the well-being of not only ourselves, but future generations of dairy workers.

In late March of this year, site delegate Gwyn Stevenson, DWU National Organiser Mark Apiata-Wade and I met with Gardians management in Auckland to renegotiate the CEA.

As you may recall from the last edition of the Dairy Worker, many

terms and conditions that we think of as 'industry standards', such as overtime rates, are only 'standard' because they have been fought for by unionised dairy workers that have come before us.

With this in mind, we were able to negotiate an incremental shift in the right direction in the Gardians CEA whereby workers who are asked to work a full shift on one of their rostered days off, will be paid one hour's pay in addition to their hours worked. Although those of you on more established union sites may see this as a small step, it at least acknowledges the principle that workers who sacrifice their own family/personal time to come in to work to help out, need some kind of financial recognition to do so.

There is still a lot of work to do in this area.

In addition, the parties agreed to some clearer wording around obligations to do call backs/cover.

The term of the Gardians CEA is 12 months with a 2% increase on all wages.

In the weeks following the ratification of the CEA, news reached the DWU of the purchase of Gardians by French food company, Danone. The union is cautiously optimistic that this will be a positive development for Gardians workers in that it will create greater job security and because there is a historical positive working relationship between Danone and our international representative organisation, the International Union of Food Workers. Watch this space.



In solidarity
John Howell
Southern Organiser

Sutton Group Agreement Ratified

Possibly this could be our final settlement with the Sutton Group. The Sutton Group is to be sold once the Overseas Investment Office gives approval to the French dairy giant Danone, so next year we could be negotiating with a very different employer.

The 2014 settlement is for 2% over a one-year term. The Sutton Group is based in Auckland and was established in 1987 by Brent & Denise Sutton and has been a family managed operation since.

The Sutton Group has predominantly operated in the Food and Beverage industries and evolved to a full blending operation in Auckland

that at its peak hired in excess of 100 staff, blending infant formula and other dairy based products including the Maccona Coffee sachet line. In 2013 Suttons opened a joint venture milk powder spray drying plant in South Otago known to us as Gardians, which the DWU successfully unionised and negotiated a new CEA in the same year and renegotiated this year.

Danone plans to buy both the Auckland-based Sutton Group and South Otago Gardians plant at a time when New Zealand dairy manufacturers are having to gain accreditation to trade and supply infant formula in China. Suttons

has been successful in obtaining this accreditation.

Danone already has infant formula being made at their Nutricia plant which operates out of Mt Wellington in Auckland.

You may recall Danone is the company that is suing Fonterra for approx \$350 million over lost sales and other costs it claims resulted from last year's botulism scare.



Richard Everson
Northern Organiser

Wahine Toa—Women making a contribution

When the Union first set up the Women's Committee and the Runanga/Fono, one of the main goals was to get more Women, Maori and other ethnic minorities to participate more in the structures of the DWU.

Both groups have and now are making large and important contributions to our Union. It is really encouraging that so many women are now comfortable enough to hold positions in all areas of our Union.

Women now hold positions on the National Executive, Welfare Committee, Runanga/Fono, and of course the Women's Committee. We are very proud to have 10 female Site Delegates in addition to the many women who hold other delegate positions around the country.



Rama Phillips Runanga/Fono Central Region.



Karangi Jones Department Delegate, Canpac, Runanga/Fono Waikato/BOP Region.



Chic Old Runanga/Fono Northern Region.



Carne Williams, DWU Membership/Records Administrator, Sally Wilson DWU Administration Manager.



Linda Radosinska, DWU Support Services Administrator, Mel Thomas-Puhoi Site Delegate, LaVina Ireland-Womens Committee Northern Region.

to our Union



*Dianne Dwight–Lady Di (Waikato/BOP-Convenor),
and Bernice Mills (Central)–Welfare Committee*



*Nici McKay- Deputy Site Delegate GoodmanFielder Blenheim Road
Christchurch, Womens Committee Southern Region and Laura Boynton
Site Delegate Te Rapa, Womens Committee Convenor.*



*Maria Kumeroa Womens Committee
Central Region.*



*Eileen Maxwell Site Delegate
Fonterra Collingwood Street
Eltham.*



*Frances Webster, Site Delegate
Takanini, Womens Committee
Northern Region.*



Angie Aitken, Site Delegate Synlait.



*Francie Cook, Womens
Committee Waikato/
BOP Region.*



*Merel Van Royen site Delegate
Fonterra Studholme, Womens
Committee Southern Region.*



*Jodi Middleton Site Delegate Canpac,
National Executive Member
Waikato/BOP Region.*



*Jane Muggeridge and Maydora Bright
Site Delegates for LIC.*



*Jamie-Lee Taipari-Marriot,
Site Delegate Fonterra DC
Hamilton.*



*Helen Rowe-Site Delegate,
Fonterra Te Roto Drive, Womens
Committee Central Region.*

The Big Picture

I received a phone call last week from a confused delegate. He had worked through a situation with the company and through that process a group/department of workers had their jobs changed ever so slightly but the Site Delegate felt that the workers should be rewarded for the change and moved up a level or grade on the pay scale. This is what delegates do, maintain and improve workers rights, conditions and pay. The reason why this delegate is confused is that other workers in the department next door who haven't had anything changed in the way they do their jobs, feel that because they aren't getting an increase then no one else on site should either.

The site delegate is now fielding calls from other workers using that great line "What about me, it's not fair" How wrong is that? I thought we were a Union and that any gain we make for workers is good as long

as it is not to the detriment of any other workers. Any lift in wages or conditions during the term of a CEA that delegates can get for workers should be celebrated and not pooh poohed. They are doing the job they were elected to do.

“any gain we make for workers is good as long as it is not to the detriment of any other workers”

Any gains made during the term of the CEA will enable your negotiators to build on these foundations and spread to the wider work group covered by the CEA. Your CEA is not just the bible that your delegates live by but a constant work in progress, a living document to be improved where it can be.

I was a Site Delegate, more than one or two years ago though, but can still remember going through a CEA negotiation where the workers on the higher grades or levels

took less of an increase to enable the workers on the lower rates to get a bigger lift. That's what being a Unionist is about, looking after those who are not as well off as ourselves and trying to help them.

So let's not just look over the fence and moan at what others may have but let us all look over the fence and see who needs a helping hand. Let's support our Site Delegates and Delegates Committees

to enable them to have the wins needed to further the growth of workers' rights and conditions so that all workers can celebrate good conditions and rates of pay.



Gavin Warne
Central Organiser

Farewell to Jocelyn

Jocelyn Pratt, Dairy Workers Union Organiser of 10 years has left our Union and now works for the PSA – Public Service Association and is based in Greymouth on the West Coast of the South Island. Jocelyn found a Union position which allows her more flexibility to pursue her other major passion in life – Jocelyn is a nationally recognised stone sculptor.

Jocelyn has worked for the First Union and the Nurses Union and the Dairy Workers Union wishes her all the best in her new role and thanks her for her contribution to the DWU.



Westcoast Pipi in Taranaki Andesite, by Jocelyn Pratt (inset).

The DWU Welfare Committee



The DWU Welfare Committee. L to R Peter Newman (Southern, Bernice Mills (Central), Chris Flatt (National Secretary), Dianne Dwight (Lady Di–Convenor–Waikato/BOP), Frank Lancaster (Northern).

NZ Dairy Workers Union
DWU
Te Runanga Wai U

The Dairy Worker Magazine
is going to be mailed out directly
to our Member's home addresses.

Scan the QR code above with your smartphone,
phone us on 07 839 0239 or email us at
nzdwu@nzdwu.org.nz to update your
contact details.

DWU Women's Committee Report

The DWU Women's Committee recently met in Hamilton for our annual meeting. We welcomed Francie Cook and Linda Radosinska onto the Committee. We also acknowledged the work that past Committee members, Chrissy, Jo and Jos have contributed to the Women's Committee over the last few years.

We started our meeting with what people roles will be on the Committee and our structure. We covered goals, objectives and the Committee election process. We had various reports from the ladies that had attended conferences and delegations throughout the year.

We also had Labour MPs Sue Moroney and Maryan Street come and talk to us. Sue spoke about her Private Members Bill for an increase to Paid Parental Leave (PPL) and Maryan spoke about the election campaign. The meeting also covered a number of topics that people were interested in including, DISS, Unimed, PPL, and the upcoming general election.

CTU Election Campaign

Linda and I also recently attended the CTU Women's Council meeting in Auckland. We spoke about the CTU's election campaign (discussed in the National Secretary's editorial). The CTU President, Helen Kelly attended the meeting to give us an update on what is happening around the country:

- Forestry Workers Campaign: The need to improve the safety for forestry workers.
- CTU's 'Together' Programme: Picking up farm workers and allowing them to join, connect, and providing them advice.
- PPL: Whether there would be any increases for PPL in the upcoming

Government Budget.

- Employment law changes: The Bill is now moving into its 3rd reading in Parliament so may be law in the next few months.

Helen Kelly also spoke about the top five employment law and election campaign events that the CTU was currently involved in:

- An email campaign against the employment changes.
- Getting people and delegates to National MP offices in their areas and putting them on the spot about the changes.
- Sending a CTU developed postcard to Government MPs and using paid Union meetings to get members to sign them.
- Getting volunteers to have conversations with people about the importance of voting in the election. Asking them if they are a voter and would they like to support others?
- Posters for Union notice boards.

The CTU Election Campaign Organiser, Laila Harre gave a presentation via conference call from Auckland.

She is responsible for developing a strategy on voter mobilization and turn out in the election. The campaign is called "Let's Get Out and Vote" and it is gaining momentum around the country. There are a variety of things in the campaign to involve volunteers.

The important message was the importance of getting as many people out to vote as possible and that people have many days in which to vote as polling booths will be open from 3rd September to 20th September.

Laila explained that the highest number of people that don't vote are 18-24 year olds. A lot of people who

didn't vote at the last election were in the South Island and provincial towns. The CTU campaign is finding that a lot of these non-voters share the values of the left but don't get out and vote.

They will use a 3 step campaign to change this:

- Make a pledge to vote (this increases the likelihood of people voting);
- Make a voting plan (how people are actually going to vote);
- Getting out and voting during the 3rd to 20th September period (volunteers will check that they have).

Helpers needed

The CTU election campaign needs volunteers to follow up with non-voters about their voting plan and get more people to spread the word as they go. There is also a private CTU database so that volunteers can find out what they can do in their communities, at their work, amongst their friends etc.

If you are keen to help in the campaign you should contact the DWU National Office directly on 07-839-0239 or email them at nzdwu@nzdwu.org.nz.

Marianne Bishop from the SFWU also gave a report on the Aged Care Work Campaign and the signing up of more people to add to the current numbers to take a legal case for pay equity. The SFWU is doing this along with the Nurses Organisation and already have 1000 people signed up.

Virginia Wilton from the PSA also talked to us about ways to get clauses into Collective Employment Agreements around reducing domestic violence. The PSA has had success in three CEAs already and whilst they are only small, it is a start. Virginia also discussed a pilot

programme that they are working on in the prison service and it looks to be having a very positive effect.



Laura Boynton
DWU Women's Committee
Convenor and
National Executive Member



Northern South Island Roundup

We now have a full time Site Delegate on the Westland Milk Products Hokitika Site.

Charlie Ferguson is in the role, and will share his time 50% on Union business and 50% on duties for the Company.

The 50% role was negotiated at the last wage talks and the Company has decided to take him out of his normal role and use him for duties that complement the Site Delegates role.

Trevor Hutt the Site Delegate at Goodman Fielder Blenheim Road has decided to resign from the position. This will necessitate a new election as Trevor has only held the

position for nine months.

The Fonterra Christchurch Drivers Depot is no more, with it being closed down and moved to Darfield.

Most of the Drivers have relocated with some receiving redundancy. We will soon attend mediation in Christchurch for four of the drivers who have been refused redundancy by the company.



Murray Kerse
Southern Organiser

Delegate Training 2014

60 delegates from around our sites attended recent training courses in Hamilton
(see page 16 for more)



Union business—Delegate Training



Introductory Delegates Training Seminar.

Again this year we have provided two-day training courses for delegates. An Introductory course for new delegates and an Advanced course for those that have completed the Introductory.

As usual we cover Disciplinary Processes, Union Structures, Representing Workers, Union History and Working Class Politics.

Three delegate seminars with 60 delegates from around the country

attended the Trade Union Centre in Hamilton.

During one of the Delegates seminars in Hamilton, senior Labour Party MPs Sue Moroney (Chief Whip and Spokesperson

for State Services, Tertiary Education, Disarmament and Arms Control, Associate Spokesperson for Foreign Affairs), called in and briefly addressed delegates on Labour Party policies.



Introductory Delegates Training Seminar. Labour MPs Sue Moroney (seated) and Maryan Street.



Mark Apiata-Wade
National Organiser

Be ready for Election day September 20

Some words about the NZ Labour Party and the upcoming election.

A week in politics is a long time as the saying goes and we have seen some very turbulent weeks in May.

Shane Jones departing with a media entourage finding more love for him and woe for Labour than ever imagined. Maurice Williamson falling down the snake as in a snakes and ladder game (not widely reported but not the first time this has happened to him).

Not surprising when his personal lobbying became apparent and Judith Collins hanging on with grim determination, making many speculate why Maurice went and not her.

Maybe it's because she is the leader of the right faction in the "Nats" and must have friends in high places or can inflict damage on others?

Labour has also delivered a great Kiwisaver policy that stands out as different thinking for the real economic problem of interest rate increases and as well as helping our savings problems at the same time. This gave Labour a psychological boost in the middle of the month.

Close Election predicted

All indications are this election will be close. The Labour/Green vote is neck and neck with the National/Conservative vote.

We are a long way off the election date of 20th September but it's going to be a war of attrition coupled with smear and innuendo right to the end. The media will as always be looking for any scandal and any vulnerability searched out and dispatched quickly.

It would all be entertaining if it

wasn't so important to us workers.

Further attacks on unions

National's latest industrial legislation is designed to finish off bargaining for the few remaining large collectives and then to drive down wages and conditions. Plus all of the other removal of workers rights and community cutbacks that have been going on, mean it will be grim picking for us if National and the Conservatives are returned to Government.

You can help out

Within the unions there is a campaign to make sure the vote is turned out (see the National Secretary's editorial). Apathy was our second biggest political party

last election and we need to make sure all of our families and mates are on the electoral roll and turn out.

If you can volunteer to do something to help let us know by sending us an email nzdwu@nzdwu.org.nz and we will put you touch with the various campaigns. This election will be down to the wire and to borrow a phrase from Monty Python, "every little vote is precious", so please do your bit.



Angus McConnell
Assistant Secretary

**Labour's
"I'm IN"
is another
campaign to
encourage
enrolling
and voting...**

labour.org.nz
(no www. required)


Labour



People: Meet our Members

Ivan Peacock—40 years and still counting

Ivan started as a general hand in the Cheese Factory at Hawera (now Fonterra Whareroa) for the Kiwi Dairy Cooperative in 1974 at the age of 26. Most of the jobs Ivan performed then were done by hand e.g. wrapping and boxing of cheese. During Winter Shuts he

and stayed in this role for another 8 years before moving to the Waharoa Butter Factory as a General Hand. He progressed through different roles until becoming a Butter Packing Operator.

When the plant closed Ivan transferred to the Milk Powder Plant as part of the 'Wash-up Crew' and became a supervisor. This job was labour intensive as there was no such thing as CIP and everything was done by hand e.g. all cleaning inside the Drier was done by hand while standing on a ladder using pot mitts and a scraper.

After hours Ivan ran the Social Club as the Barman, Manager and President from 3pm onwards. Sometimes the bar would remain open until the wee hours of the morning.

When the Milk Powder Plant closed in 1993, Ivan secured a job at Waitoa as a Packing Operator working in the brand new D3 Plant predominately as a forklift driver on a 6 and 2 roster.

Eventually Ivan changed roles again but remained in D3 as an Environmentalist working a day shift roster of 5 on and 3 off. During his time at Waitoa he has worked in Pasture Pac, Cheese, D1&D2 and D3.

Ivan has been a staunch delegate in



D3 for many years and has a long association with the Dairy Workers Union. He never stops fighting for workers rights.

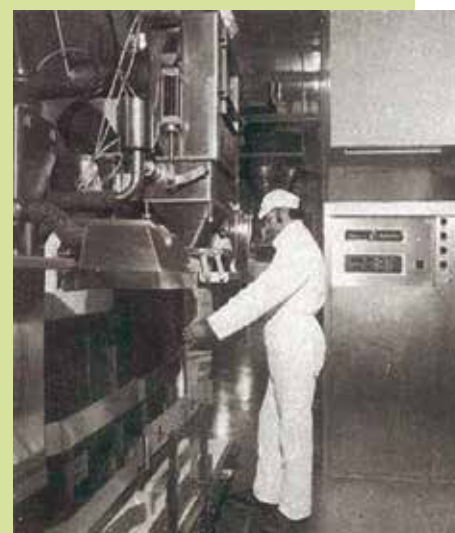
Keep it up Ivan.



helped out in the Site Store doing various deliveries.

Ivan was only at the Cheese Plant for a short period before commencing a role as a Tanker Driver. While working as a tanker driver he drove a Ford Thames Trader, a TK Bedford, a Ford D800, a Ford D1000, FUSO and an Isuzu Bedford.

After 6 years Ivan transferred as a Tanker Driver from Taranaki to Waharoa (Matamata) which was then the New Zealand Dairy Group



Union Staff



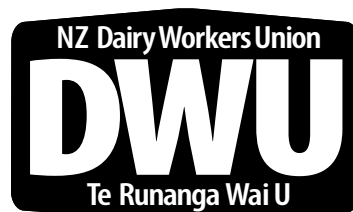
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National Vice President: Shane Stieller

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)
& Francie Cook (Waikato/BOP),
LaVina Ireland & Frances Webster
(Northern), Helen Rowe & Maria
Kumeroa (Central), Merel van Royen
& Nici Benington (Southern), and
Linda Radosinska (Co-ordinator)

NZDWU Runanga/Fono:

John Nuku (Convenor)
& Rama Phillips (Central),
Karangi Jones & Tupaea Ahomiro
(Waikato/BOP), Kim Phillips &
Chic Old (Northern), Hix Pearson
& Peter Wynyard (Southern),
Mark Michael (Pacific IslandRep), and
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**

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Garden Place ph. 07 839 5862

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Waikato Regional delegates meeting



Southern Regional delegates meeting



NZ Dairy Workers Union
DWU
Te Runanga Wai U
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