

# DairyWorker

Quarterly publication of the NZ Dairy Workers Union Te Runanga Wai U

NZ Dairy Workers Union  
**DWU**  
Te Runanga Wai U  
AUGUST 2014

**General  
Election  
20 Sept**

(Early voting 3–19 Sept)

Rod Rutherford  
tanker driver  
Fonterra Te Rapa

## AGMs, DWU Annual Congress & the Upcoming General Election



**W**elcome to the August edition of your DWU Dairy Worker magazine. This edition focuses on the recent round of DWU Annual General Meetings (AGMs), the 2014 DWU National Congress and the upcoming General Election that you can vote in from 3 September to 20 September.

### Annual General Meetings (AGMs)

Over the last two months, I have again had the pleasure of attending nearly 50 of the 60 AGMs that the DWU holds across the country. Thanks to all the DWU members who attended the AGMs, I hope you enjoyed them and gained some useful information from these important meetings.

We again had excellent turnouts at the AGMs, with nearly 2,000 members hearing the latest industrial, financial and operational news from the DWU and having the opportunity to ask questions about the DWU's activities over the last 12 months. Whilst we always try to hold AGMs at the most convenient times for members (including holding several meetings on various big sites), I know that members are not always able to attend these meetings for various reasons.

Thanks must also go to Brett Brown, National President and Shane Stieller, National Vice-President for attending about 30 AGMs each. I know that both Brett and Shane enjoy the opportunity to meet members across the country. Thanks also to Mark Apiata-Wade, National Organiser for filling in for me at the AGMs that I couldn't get to.

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

### Recognising and thanking our long-serving DWU members

As started at last year's AGMs, we again had the pleasure of formally recognising those DWU members with 25+ years' service with the Union. These long-service members were presented with a framed certificate, DWU beanie and a DWU pen. Long-serving members who couldn't make it to their AGM

will be presented with their gifts by their Site Delegate at an appropriate time. Thanks again on behalf of all dairy workers to these long-serving members for their loyalty and commitment to our Union.

### State of our Union

Unlike most NZ unions, the DWU's membership continues to grow, with now over 7,500 members. Our strength is based on the fact we are an industry union with members in nearly all dairy employers including Fonterra, Goodman Fielder, Westland, Tatua, Synlait, Timpack, Lion Foods, Alto, Dairyworks, Dairy Blenders, Milk Test NZ, LIC, Etika, New Milk, Suttons and Gardians.

This gives us another great strength; a membership density across the dairy industry of over 90% of dairy processing workers.

However the dairy industry is changing dramatically as a result of the arrival of a number of new and large overseas players. These include China's largest dairy company, Inner Mongolia Yili Industrial Group (Yili), who owns the Oceania Dairy milk powder and infant formula factory at Waimate in the South Island as well as China's second largest dairy company, Mengniu Dairy, who owns the new powder plant at Pokeno, just south of the Bombay Hills near Auckland.

In addition to these companies, Europe's largest dairy co-operative FrieslandCampina has increased its shareholding in Synlait Milk to 10% over the last 12 months, whilst China's third largest dairy company, Bright Dairy has an existing 40% stake in Synlait Milk. In the last few months, the French company Danone, one of the world's top ten food companies, has directly entered the NZ dairy industry with its purchase of the Sutton and Gardians operations. Finally, Goodman Fielder is currently awaiting government approval for a takeover of its operations by a joint venture of Wilmar (Asia's leading agribusiness group) and First Pacific (a Hong Kong-based investment company).

Whilst the DWU does not oppose overseas investment in the NZ dairy industry, we are determined that these new overseas investments result in well paid unionised jobs. The DWU is working hard to ensure that this occurs. The organisational improvements we have been doing as a result of our 2012/2013 Operational Review (including the newly created Support Services team and

improved online and written communications) are aimed at ensuring that internal DWU and delegate structures are well placed to maintain and expand our membership across the rapidly changing NZ dairy industry.

### National Government's employment law changes

The AGMs reported on one of the biggest challenges facing the NZ union movement – the National Government's upcoming changes to employment laws. These proposed changes would have become law last month, but the National Government was unable to get them passed in Parliament due to the recent conviction of the ACT Leader, John Banks for electoral fraud and the resulting loss of his necessary one vote.

As such, the National Government's proposed attack on workers' and trade union rights is on hold for the moment. But make no mistake about it, National has stated that if they are re-elected at the upcoming 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). The proposed changes to the current duty to conclude bargaining will make it easier for employers to end CEA bargaining and push Individual Employment Agreements (IEAs) on workers. Not only this, the proposed laws would then allow employers a 60-day 'free-hit period' to push IEAs onto workers and during this period, workers would be unable to initiate bargaining for a new CEA or take legal strike action.

The proposed employment law changes will also remove the current 30-day rule which ensures new workers on sites covered by a CEA (like DWU worksites) are covered by the CEA terms and conditions for their first 30 days. The current 30-day rule is very important to stop employers from automatically forcing new workers onto IEAs and reducing the coverage of the existing CEA.

These proposed law changes could have a fundamental impact upon DWU members' wages and conditions and the way the DWU operates and represents our members. The DWU has 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 DWU members are aware of the potential impacts of these law changes on our Union, as well as take these National Government law changes into account when you decide who to vote for in the upcoming general election on 20 September.

### DWU's financial position

I was again pleased to be able to report to AGMs that the DWU continues to be in a positive financial position with a net surplus from trading for the financial year of \$63,554. When income received from our investments of around \$4.8 million was added to this, we achieved a net surplus after tax for the year ended 31 March 2013 of \$266,004.

### DWU National Congress 2014

The AGMs also discussed and voted on the five Rule changes and seven Policy changes that came out of our recent 2014 National Congress held in Rotorua. The National Congress is the top decision-making body of the DWU and this year the focus of Congress delegates was reviewing and endorsing the DWU's Strategic Plan 2014-2018. The purpose of the plan is to "maintain and enhance our standing as a relevant trade union" and the Strategic Plan contains four strategic goals to achieve this objective over the next four years:

- 1. Organisational Viability:** We are retaining and growing our membership, organising structures and financial reserves;
- 2. Communications/Training:** We provide relevant and timely communications and training to members and delegates about our strategy, operations and values/purpose;
- 3. Growth/Future:** We are at the forefront of developments in the dairy industry and the union movement;
- 4. Partnerships:** We initiate, develop and maintain partnerships that are beneficial to our Values/Purpose.

The Strategic Plan 2014-2018 was endorsed by National Congress delegates and will now be the basis for the work of DWU officials and staff. The Strategic Plan will also become the focus of National Executive meetings as we report on its implementation as well as monitor developments within the dairy industry that may impact upon it.

### Upcoming General Election

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 the next three years. Despite what you might think or hear - this election will be very close. Current polling suggests that the Labour/Green block and the National/ACT block are very close.

**Regardless of who you vote for—the most important thing is that you get out and vote!**

The turnout at the last election in 2011 was one of the lowest since elections began. Approximately 800,000 Kiwis didn't exercise their democratic right to vote at the last election.

*Editorial continued on page 4...*



**A**t the time of writing the AGM's are all but done. Once again it has been a pleasure visiting the sites and meeting the members. My thanks go out to Chris Flatt, Shane Stieller and Mark Apiata-Wade for the long days and time away from home spent doing this important work.

There is real benefit in having Officers and Officials of the Union fronting up on the sites and reporting back to members at least once a year. I have been to some great meetings and many with very good attendance. We could consider some changes in the future to improve the attendance on some sites. Chris and I, along with the local Organiser, held an AGM with the Gardians workers in Balclutha. It is encouraging to see that a non-unionised site only a year ago can

be organised and then hold a very good AGM. All of those involved with organising the site deserve credit for this success. Organising new sites can be achieved but it takes opportunity and hard work. The work does not stop there, with new players starting up across the country. Any contact information from workers on these new sites needs to go to your delegate, Organiser or to the Hamilton office for follow up. This work must continue for our Union to maintain and enhance our standing as a relevant trade union.

No job is secure or guaranteed, a point made plainly obvious with the restructure underway at the Fonterra Canpac site in Hamilton. Unfortunately a number of workers are set to lose their jobs. DWU delegates and officials have put in the

hard yards to ensure the best possible outcome for the affected members. The benefits of being a member of the Union are clear when faced with a restructure and redundancy situation like this. Without the support of a well structured union like ours, the outcome for those workers would be much less favourable. My thoughts are with the Canpac workers at this time.



**Kia Kaha  
Brett Brown  
National President**

*...continued from page 3*

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.

I don't know about you, but I believe there is an urgent need for a new Labour-led government. The main reason for this view is because of Labour's proposed industrial relations laws.

Unlike National's proposed employment law changes (discussed above) that will make it easier to reduce wages and remove terms and conditions for workers covered by CEAs (like DWU members), Labour's industrial relations law will:

- Immediately increase the minimum wage to \$15 an hour and then to \$16.25 in April 2015.
- Introduce 26 weeks paid parental leave.
- Repeal immediately the 90-day "fire at will" law.
- Strengthen workers' collective bargaining rights through the introduction of industry standard agreements that protect and extend standard conditions within an industry (like the dairy industry).
- Implement a Living Wage in the core public service and then extend it over time.

The DWU is a democratic workers organisation that is affiliated to the Labour Party (as agreed by 97% of DWU members at the 2013 AGMs). In light of the industrial relations policies discussed above, I strongly

recommend you consider supporting the election of a Labour-led government at this upcoming general election.

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

To make it easier to express your democratic right, early voting will begin on Wednesday 3 September and continue right through to election day on Saturday, 20 September. You don't need a special reason or any special forms to do an early vote – just turn up to one of the many early voting booths that will be open from 3 September.

To help you with this, we will shortly be sending out information to your worksites on the location of your nearest voting booths once they have been finalised by the Electoral Commission. Keep an eye out for these notices on your DWU Noticeboard or contact your Site Delegate for more information.

I encourage you to make sure you and your family and friends are enrolled to vote – and make sure you and your family and friends get out and vote in this election. The result WILL be close and every vote will count. Your rights at work will be affected one way or the other by the outcome of the election, so it is in your interests to have your say.

**Chris Flatt  
National Secretary**

## Fonterra Canpac Restructure

**A**fter a long period of speculation and concern Fonterra recently announced plans for changes to Canpac's operations. On the one hand the workers now know what's happening, on the other hand, there's a reorganisation of the operations.

The company outlined its proposal to change from 24/7 operation to a 24/5 operation. This proposes a reduction of 80 DWU positions.

Following a quick consultation after submissions from members and the DWU, that number was reduced to 74 DWU positions.

After voluntary redundancies (which the company have accepted) the number of positions that we have to find positions for is now under 30 and as members accept positions offered, we expect that

number to drop quickly, as the position becomes clearer.

One thing the company have agreed to consider is job sharing for those who can genuinely share a job. If taken up, this will also lessen some of the effects of this restructuring.

Prior to the announcement the DWU had discussions with Fonterra to ensure that positions in other plants remained open to allow for affected workers to redeploy into alternative positions.

At the moment as many as possible secondments are being done by Canpac workers to ensure those positions are held available.

The DWU is keeping a register of those who may want to register their interest in "swap a job", but of course "swap a job" is based on

the redundancy of the person being made redundant and has to be mutually agreeable all round.

Just a message of thanks to the delegates at Canpac for the extra work they've had to do for the members. The DWU also acknowledges the consideration made by Fonterra Management during this process so far.



**Glenn Barnes  
Waikato Organiser**







## Tip Top 10 Years with the DWU

**W**e have now been representing the Tip Top workers since 2004. This was a big year for Tip Top workers. Not only did they have new owners when Fonterra purchased the company, their Union at the time, the Northern Food Workers Union run by Peter Nash wound up its operations as well. After seeking a new union to represent them, it was the DWU that they chose to run with.

It was a new world for the workers at Tip Top, having previously worked for a Family owned business they were now working for a large multinational company Fonterra. Joining the DWU has enabled them to have the reassurance that the Union that looks after their terms and conditions also has had a long history with the company that they now worked for.

Adopting a CEA that was not originally formed by the DWU has created challenges when it comes to negotiations, especially understanding, and protecting the prior customary practices and historic conditions within the CEA.

However five negotiations later we have managed to protect these and have had some great deals and firsts for the Tip Top workers as well. For example Dairy industry standard gains such as Unimed and the welfare fund.

We should also note that prior to the DWU there had never been a multiyear term. This years CEA will be the fourth such deal and we even achieved a three year deal in 2009.

I would like to thank and acknowledge the workers of Tip Top, they have always been a great site with strong union values and it has

been their strength and support that gives the DWU and the Tip Top delegates the confidence needed to achieve the deals we have. This was especially the case at this years negotiations when we extended our coverage of the Laboratory workers under the CEA.

Negotiations were held over 4 days. This has been ratified at 72%.

### The main gains for our members were;

- 2 year Term: 2.4% for year 1
- CPI+1 % for Year 2
- Lab Workers in the CEA
- New Long Service Bonus clause
- New Special Sick Leave clause
- Strengthened the Temp Usage clause
- No claw backs.

## Tip Top Dairy Workers Farewell Frank

In a very moving ceremony for Frank Lancaster the long serving Site Delegate at Fonterra Tip Top,



Frank Lancaster

Frank was showered with Lei and many kind words and gifts were given (Lei are common across the Pacific Islands and given as gestures of welcoming, and gifts of honour and affection). Frank had over his 40 years become part of a lot of workers families as a very long serving worker and Delegate. Frank was also a

DWU National Executive member and is still on the DWU Welfare Committee. Mark Apiata-Wade and Richard Everson attended Frank's farewell on the Union's behalf and



to thank him for his long and loyal service to the Union and its members. The Officers, Executive and staff wish you a well-deserved retirement Frank.

## Danone

**D**anone is a French food products multinational corporation which produces dairy products, bottled water, cereals, baby foods and yogurts.

According to the Danone website, the company employs over 100,000 people world-wide and has 900 million people consuming its products globally.

That such an enormous company should set up shop in rural south Otago through its recent purchase of Gardians, is indeed big news for both the local area and the New Zealand Dairy industry as a whole.

The 'dairy game' is rapidly changing across New Zealand and Danone's entry into the market is further proof of this fact. We as unionised dairy workers need to be

at the top of our game to keep up with these developments and not get left behind. We need to make sure we maintain and enhance terms and conditions for dairy workers across the entire industry. Not just in our own little bubble.

Fortunately in this case, the DWU has been able to start its relationship with Danone on a very positive note. Both parties have already established good lines of communication at both the national and local level. The International Union of Food workers (the IUF) and Danone have signed international agreements that are both progressive and union friendly.

The DWU has already been involved with Danone in encour-

aging some positive operational changes for the Gardians shift workers, which has brought about the introduction of quality paid shift handovers and shown the company's commitment to the health and safety of our members.

The DWU applauds this move and looks forward to further building on its relationship with Danone.



John Howell  
Southern Organiser

## Communication

**I** am sure we have all been to company training courses and the trainer always asks what's the biggest frustration on your site. Ninety-nine times out of 100 there's a scream from everyone there, "Communication".

Then we all have a bleat that no one tells workers what's going on and workers keep tell telling the boss things but no one listens. Then we go back to site thinking we can change the world but nothing happens.

Why? Because most of us don't understand the lines of communication, who to talk too, and what we actually need communicated and how. We should be part of the solution and not part of the problem. This came up at a recent AGM where someone basically asked how do I get this issue fixed. They had spoken with many people apparently and the issue was still there.



A voice from the back of the hall, "tell your shift/dept delegate, and then escalate to site delegate and maybe depending on issue, to the delegates committee and organiser". A simple process but one that doesn't always get followed for some strange reason.

Union issues are not issues that should be carried by one person, union issues need all to be on board to help each other through a clear and transparent process to get a positive result.

If these problems don't go through the correct process and get a result, then the worker feels that it is only their problem and that no one listens. Or they go on a grand standing parade to try and fix a small issue that could have been fixed easily if the process had been followed.

I am sure that I am not the only

Organiser that has gone on site and a worker has asked what's up with an issue and the Organiser looks like a deer in the headlights as he knows absolutely nothing about what the worker is talking about. Worker has told Bill, John, and Fred but no one else (like the delegate or Organiser) so it never gets sorted. This is how small issues became huge issues because no one has communicated the issue through a clear process.

All delegates, site, depot, dept and shift have all put their hands up to be a resource for members so utilise them (appreciate them) and communicate issues through to them. But always remember be part of the solution not part of the problem.



Gavin Warne  
Central Organiser





## ETIKA DAIRIES NZ LTD



Greenfield Site in Hastings Organised & Inaugural CEA held

A brand new Collective Employment Agreement has been successfully negotiated by the Waikato/BOP Organiser Mark Hope at ETIKA Dairies NZ Ltd, a Greenfield Site in Hastings.

ETIKA is a small PET bottling factory based in Whakatu, Hastings. The Factory was officially opened at the end of 2011 and has been developing state of the art, experimental, production of UHT milk in PET bottles.

They also produce PET bottled juice and Long Life UHT milk for the pet food market. The company is focused on the export market with a positive long term business approach. It is early days for this Company but with its innovative approach to bottled UHT for export, ETIKA is expected to establish itself as a serious manufacturer in the NZ dairy industry.

Mark Hope was charged with DWU Organiser responsibility for the Hawkes Bay area in 2013. Towards the end of 2013 a site visit was arranged to meet with some of the workers to explain who the DWU are, what we do and why being a Union Member is a good thing. Most of the workers signed up to the DWU on the spot.

After several site visits over the

following weeks, nearly all of the workers at ETIKA had signed up to be members of the DWU.

Initiation of bargaining was sent to the company in February 2014 and negotiations took place in June this year.

The Site Delegate, Edward Waiwai, assisted with the talks and the employer was very professional in their approach. It was a pleasure to work with Edward and negotiate with Neil McGarva (Managing Director) and his plant manager Gordon.

The talks were held in good faith with pragmatic solutions found to potential sticking points. A good foundation CEA has now been agreed between the parties and ratified by the ETIKA members. There is still work to be done on the Job Classifications & commensurate pay rates to be negotiated for those jobs, this will take time to develop given this is a brand new document for effectively an experimental processing factory.

### Some of the key conditions negotiated in the new CEA are:

- 1 Year term.
- Extensive Coverage Clause.
- Recognition of Union structures & membership rights.

- Delegate time to attend Union Business, Delegate training, and DWU Congress.
- Annual leave, Public Holidays, Sick Leave, Bereavement and Tangihanga Leave, Jury Service Leave, and Parental Leave provisions.
- Meal & Smoko Breaks.
- Hours of work provisions.

This is a very good base document that will be built on over time as the Company becomes more established.

I would like to thank the ETIKA DWU Members for their confidence & support in establishing ETIKA as a Unionised Site, and Edward for his assistance and commitment as the Site Delegate and his work at negotiations, and Neil for his pragmatic approach to negotiations and acceptance of the DWU into his workplace.

A very positive start to an ongoing productive and constructive industrial relationship.



Mark Hope  
Waikato/BOP Organiser

## Pukehinahina 150 Year Commemorations

On the morning of the 29th of April 2014 at 6am hundreds gathered at Pukehinahina (Gate Pa) to be part of the unveiling of eight pou. This was the start of a full day's events to commemorate the 150th year since the battle of Pukehinahina (Gate Pa) Tauranga.

These eight pou were to represent the people of this area and whom were also at the battle. One of these were Hakaraia from Waitaha. As a proud descendant of Hakaraia, I jump at the chance to be able to carve my Tupuna.

Through his actions Hakaraia was labelled a rebel, and consequently our people were also labelled as rebels. These distinctions allowed the government at the time to confiscate our lands. But through unity and strength we have survived on the mere pittance handed to us as a reserve.

Over four weeks of juggling family, work, union business and whatever else was thrown my way I managed to draw out of the wood what I saw in my mind.

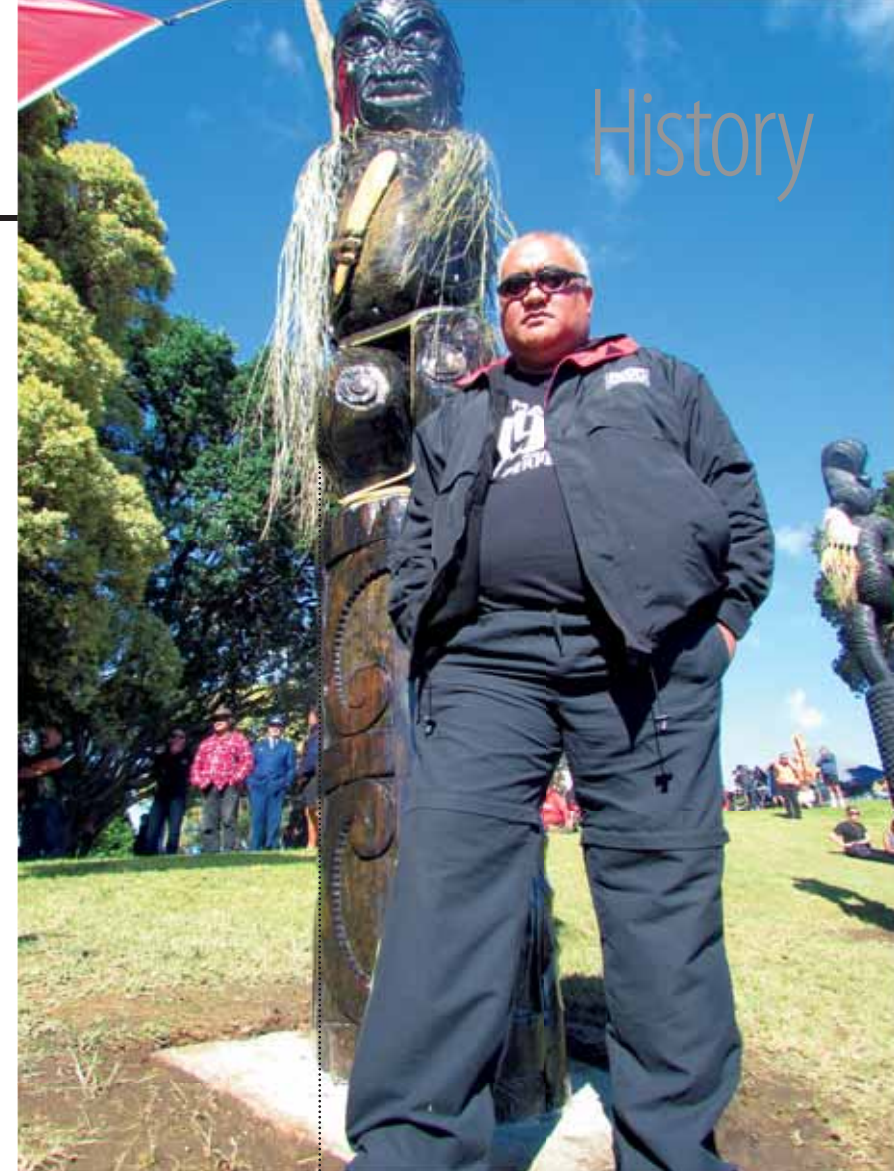
Only with the help of a lot of people could I have accomplished this. Those who allowed me the time off and to those whom also covered me, it was and still is much appreciated.

My sister Hinearoha who let me stay at her house and her girls for putting up with me, Erueiti and Herewini Tamihana who helped on the pou, Ngarohaere Wharearere for dropping off kai, Waitaha Raupatu Trust and Te Kapu o Waitaha for arranging the shed and everything else.

Ki a koutou e whakamahana tonu mai te paetapu o oo taatou tuupuna. Na koutou te kaupapa i whakatakato, hei arahi i aku ringa, i aku whiao, i taku taa, na koutou ano hoki i homai teenei honore ki a ahau, teena koutou.

Last but not the least my family whom without, my waka could not have gotten over the hill.

Tupaea Ahomiro  
Site Delegate, Fonterra Lichfield





# DWU NATIONAL CONGRESS



The Union's Annual Congress was again held in Rotorua in June of this year. This is the Union's highest ruling body made up of Site Delegates who meet for a week to discuss, debate and vote on behalf of their sites members on how the Union is run.

All of the Union's various committees and representatives present their annual reports for the previous 12 months work and any proposals for the coming

year. Reports from the National Secretary Chris Flatt and National President Brett Brown were received along with Representatives/Convenors/Directors for the Welfare Committee, Womens Committee, Runanga/Fono, Unimed, Dairy Industry Superannuation Scheme and Primary Industry Training Organisation.

Our financial statements and budget along with rules and policy changes were adopted, which have subsequently

gone to Site AGMs for discussion.

We also had in-depth presentations from Senior Fonterra Executive Maury Leyland, Economist Bernard Hickey, general Dairy Industry research (from independent researchers) and the upcoming General Election and Employment Law changes from a contingent of senior Labour Party MPs led by David Cunliffe.

All in all a very busy and informative Congress.



Maury Leyland Senior Fonterra Executive & Brett Brown



Michael Law



Bernard Hickey

# DWU NATIONAL CONGRESS

# 2014







## PrITO REPORT 2014

### Background

Industry Training Organisations (ITOs) are recognised by the Associate Minister of Education (Tertiary Education) under the Industry Training Act 1992.

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

Throughout 2013, I was the worker representative appointed by the NZ Council of Trade Unions (CTU) on the Board of Directors of the NZITO. Since February 2014, I have been the CTU worker representative on the Transitional Board of Directors of the Primary ITO (PrITO) as a result of the merger between the NZITO and PrITO (discussed below).

### Merger of the NZITO and PrITO

Since the 2010 governmental review of ITOs the sector has been experiencing rapid change as a result of a number of mergers between various ITOs. This has been encouraged by the responsible Minister Steven Joyce, who has indicated that he would like to see the number of ITOs reduced from the current 21 to around six to eight.

Traditionally, the NZITO was responsible for setting the standards at Levels 1 to 8 on the National Qualifications Framework for the dairy manufacturing industry, the meat processing industry (excluding poultry), the seafood industry, the leather manufacturing industry, the meat inspection industry, the

baking yeasts manufacturing industry and fellmongery (tanning of animal skins).

Throughout the second half of 2013, the NZITO was involved in merger discussions with the Primary ITO (PrITO) (which was an amalgamation of the old Agriculture ITO and Horticulture ITO). A majority of NZITO directors (including myself) felt that a possible merger with PrITO was the best option as it would assist the creation of a primary industry training body that could focus on the needs of all industry players.

PrITO is one of New Zealand's largest industry training organisations and offers nationally recognised NZQA qualifications in twenty seven industry sectors. It assists over 18,000 people every year gain skills and qualifications in the agriculture, horticulture, water, equine, sports turf and food processing sectors.

The merger discussions primarily focused on ensuring that appropriate governance and sector representative structures were created in any new merged ITO. As a result of these discussions, the need for a new independent Chair as well as a new CEO were apparent in order for the new merged ITO to gain benefits as a completely new entity, rather than just being the old PrITO that absorbed the NZITO components.

Whilst supporting the above, my focus throughout these talks was also to ensure that worker/union representation was both a statutory and stakeholder "non negotiable" requirement in order to ensure that the views of workers and trainees would be heard around the PrITO Board table.

This required support from both the existing NZITO directors (who strongly supported the retention of a worker representative on any new Board) as well as lobbying by myself and the CTU with both the Tertiary

Education Commission and various primary industry organisations.

Ultimately this work was partially successful as the Sale and Purchase Agreement between the PrITO and NZITO ensures that a CTU-appointed worker representative position is guaranteed on the two-year Transitional Board. After this time period, a worker representative position is not automatically guaranteed but I am hoping that the benefits of having a worker representative on the Board will be clearly evident to PrITO directors.

### Targeted Review of Qualifications (TRoQ)

The Targeted Review of Qualifications (TRoQ) is a nation-wide process instigated by the NZ Qualifications Authority (NZQA). The TRoQ encompasses all qualifications listed on the NZ Qualifications Framework (NZQF) from levels 1 to 6 including all national and local qualifications. The process is intended to remove duplication and proliferation of qualifications through a process of removing any overlapping qualifications whilst also seeking to address any gaps that exist. The process aims to ensure that all qualifications have clear educational pathways and employment outcomes.

This has resulted in a complete review of all NZITO/PrITO qualifications across the year. This has been time consuming as I have been involved in reviewing the Dairy Processing qualifications as well as participating as the worker representative on the Food Processing Qualifications Review Governance Group that was established to review the TRoQ in the food production sector (meat, seafood, dairy, food and beverage).

The governance group has now reviewed and endorsed the proposed new qualifications structure and qualification criteria in the food produc-



tion sector and these have been sent to the NZQA for endorsement and registration of the new structures and qualifications with the NZQF. Once this occurs, the key challenge for the DWU (and other primary sector unions) will be ensuring the managed transition of members' qualifications and prior learning (and any payments for holding these qualifications) across to the new framework.

Whilst this is taking place, the DWU has arranged with Fonterra that the status quo recognition of current qualifications will continue to operate within their operations to ensure that we can manage this transition process appropriately and effectively.

### Budget & Future of Learning Programme

The NZITO and PrITO accounts have now been consolidated and final transition issues are being resolved. The PrITO runs calendar year accounts and for the three months ended 31 March 2014 has achieved a net surplus of \$656k against the budget forecast of \$924k. The main reason for the shortfall is due to a delay in payment of governmental STM (Standard Training Measure) income as backdated agreements arrive in the accounts. Trainee fee income is also behind budget as there has been a shortfall in trainee numbers so far this year.

The PrITO is currently investigating a large programme of change around the future of learning, e-learning and the use of technology to enhance learning outcomes. This will be a large piece of work that will examine the educational opportunities that arise from the current rapid changes in technology. This piece of work may also provide the DWU with insights into potential opportunities for our own delegate education programmes and I will keep the DWU updated on developments.

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



Labour leader David Cunliffe addressing Congress, to his right Rotorua Labour candidate Tamati Coffey, MP Sue Moroney, Chris Flatt and Brett Brown.

## Dairy Industry Superannuation Scheme (DISS) Report 2014

This has been the best year in my view since the global financial crisis. The Scheme is now valued at \$537,803,141 up from \$479,208,213 last year. We are now a half billion dollar scheme with over 6,000 members. Member companies are: Fonterra 5,553, Goodman/Fielder 289, Tatua 102, Alto Packing 28, Milk Test NZ 21, Westland 20, and DMV Fonterra Exipients 3 = total members 6,016. Death and permanent incapacity payouts totalled \$3,062,156.

**Returns – interest credited to each investment option per year ending 31 March 2014 are:**

Cash	1.81%
Cash/Conservative	3.04%
Conservative	4.28%
Conservative/Balanced	6.54%
Balanced	8.84%
Balanced/Growth	10.20%
Growth	11.57%

**Mark Apiata-Wade**  
DWU Rep on DISS Board







## Unimed Report 2014

It is my pleasure to once again provide members of the DWU who are also members of UniMed with my annual review and comments on the activities of the society over the past 12 months. UniMed's most recently completed financial year ended 30 June 2013 and financial points of note for that year were:

reflect the increase in claims' costs and to prepare for future expected claims. Trends and underlying issues that lead to increased claims' costs are always monitored carefully by the Board and increases are applied as a last resort but UniMed must collect more in premiums than it pays out in claims and administration costs in order to

in 2012 to allow for non elected Directors to be appointed to the Board. This ensures that Board members represent a wide range of complementary skills and is one of the requirements for a full licence. Jane Huria of Christchurch and Tim McGuinness of Wellington, both experienced in the financial and governance areas, were appointed to the UniMed Board in July 2013 after an in-depth selection process.

A solid business case to rebuild the Society's head office in its original location on Gloucester Street in the Christchurch CBD was prepared and presented to the Board. This was carefully considered to ensure that the potential risks and rewards were fully understood. A decision was reached to build a four level office building with UniMed staff housed on one floor and the other three floors available for lease. At the time of writing it is anticipated that UniMed will move into these new premises in mid 2015.

UniMed recently placed first in a consumer survey conducted by CANSTAR. From a survey pool of 2500 New Zealanders UniMed was awarded the title "Most Satisfied Customers" Health Insurance 2013 with a 5 star rating (the highest) for overall member / client satisfaction. This is a very pleasing endorsement of UniMed staff's high levels of commitment to providing excellent customer service.

I am always appreciative of the feedback and support regularly received from UniMed members who are also members of the DWU and I look forward to a long and mutually rewarding association.

**Glenn Barnes**  
DWU Rep on UniMed Board

ensure the Society's future financial security for all members. It is now a requirement that all insurers obtain and hold a Licence under the Insurance (Prudential Supervision) Act 2010 as overseen by the Reserve Bank of New Zealand. This Act impacts on the conduct, regulation and oversight of all insurance companies, including health insurance, and I am pleased to report that UniMed obtained its full licence in advance of the September 2013 deadline.

At the time of writing, UniMed is awaiting the results of a thorough examination by the rating agency AM Best. At present UniMed's Financial Strength Rating is A- (Stable) and Issuer Credit Rating is also A- (Stable). This is a validation of the Society's practical management and governance over the years and gives all members confidence regarding the Society's ability to continue as a viable and long term insurer.

As mentioned last year, UniMed's Rules of the Society were amended

- Members' premiums increased by 5.66% to \$44.59M which was achieved in the main by premium increases which were required to offset increasing claims costs and medical inflation.

- This year, the figure for claims paid and provided for increased by some 7.8% to \$38.75M.

- Members continue to receive very good value for their premium payment as 86.9% of every premium dollar earned was returned to members by way of claims payments.

- Administration expenses accounted for 13.5% of members' premiums which compares very favourably with other health insurers.

- UniMed achieved a solid financial result for the year ending 30 June 2013 enabling the balance sheet to be strengthened further and enhancing the 'reserves' which underpin the insurance risk of all members.

Since the balance date on 30 June 2013, UniMed's Directors authorised a modest increase in premiums to



## DWU Runanga/Fono Report 2014

Tena Koutou katoa nga Kaimahi o Te Runanga Wai U o Aotearoa, another year has passed by since the last Congress and there have been a lot of changes and discussions about the way we operate as a Union.

Our new DWU Secretary Chris Flatt has settled into the job without a hitch as he and the National Executive knuckles down on the education and running of the union democratically and financially making sure that the DWU union is ahead of the game when it comes to the next round of negotiations.

I have been elected as the DWU Runanga/Fono Convenor for the next 2 years and look forward to working with you and other elected members from the other regions. We farewell Lucille Tane and thank her for the time she has put into the DWU and welcome Rama Phillips from Eltham Collingwood Street.

Our contribution to the NZCTU Te Kauae Kaimahi is still strong and the relationships that are formed are having a strong impact on the lives of other workers and families who have suffered death and injury because of the lack of Health and Safety. One example of this is the number of deaths within the forestry sector which is too high, but there is a light at the end of the tunnel, finally there is an inquiry into this which is being led by Helen Kelly, the National Affiliates Council and the NZCTU Runanga.

The Iwi relationship is still ongoing and producing great outcomes giving value to the working relationship that has been formed with the Iwi Leaders Forum since the dispute with the Talley's family when they shut out the AFFCO workers and the Ports of Auckland MUNZ dispute. There are still major



hurdles and barriers that need to be sorted and if you think that we in the DWU are safe from this kind of oppression in the corporate business world then we better think again because we are going to be treated in the same way if the National government wins this election. The way they are rushing to change the Employment Relations Acts which will stop a fair representation from unions to bargain a fair collective and contract which will have a major impact on the worker and their families causing many hardships.

The Political scene for the next election is building and the DWU with the help of the NZCTU are doing their best to get a Labour-led government in place to run this country. To do this we need to work together to communicate with family, if possible to get out in the community, Iwi and hapu knocking on doors, spreading the word at gatherings and functions to get a better deal for all citizens and workers who contribute to the economy of this country. Because the National led government under the leadership of Donkey oops sorry for my rudeness

it should read John Key are more interested in the rich getting richer and the poor getting poorer.

Over the years there have been many changes in this industry and I feel privileged to be still involved with this union movement the DWU, the work and education that has been put into this organisation over the years needs to be acknowledged especially those workers like our administration team, our organisers, officers, executives and delegates. We all need to pat ourselves and each other on the back for a job well done and continue to fight the good fight.

*He Moana pukepuke, e ekingia e te waka.*

No matter how rough the seas are, provided a canoe is properly rowed in unison, it will glide along without difficulty. Similarly, no matter how difficult a problem or work is, if people are fully determined to solve that problem or to accomplish what they set out to do they will succeed.

**Mouri Ora**  
**John Nuku**  
DWU Runanga/Fono Convenor





## DWU Women's Committee Report 2014



I'd like to firstly acknowledge the following people whom we have farewelled for a number of reasons, for their contribution to not only the Women's Committee but our Union as a whole—Jocelyn Pratt, Christina Phillips and Jo le Clerc.

The contributions these ladies have made and the changes they have helped install, will remain with us for many years to come, and I wanted to take this opportunity to thank them for that.

We also welcome Linda Radosinska and Francie Cook, both new to our structure and we welcome back Frances Webster.

Key pieces of work throughout the last 12 months that have had our involvement/participation in

through our affiliations:

- 26 For Babies – Campaign for 26 weeks paid parental leave
- Health and Safety Taskforce – Set up after Pike River Mine disaster (CTU)
- Keep Our Assets
- White Ribbon Campaign
- Domestic Violence poster roll out
- Women's Biennial Conference
- Employment Relations Act changes
- Pay Equity
- Labour Party Conference
- DWU Women's Committee meetings
- CTU Biennial Conference
- Upcoming election and election planning – How to get enrolled non voters to the polls
- Negotiations for a number of collective agreements

- Delegation to Argentina
- I have heard many great stories from the delegation that was sent to represent us all at the opening of the facility that ATILRA talked to us about when they were here, and of the work they hope to continue to do for their people. It is an amazing facility that provides not only for their membership but the community as well.

- Women's Council (CTU)
- As always a massive thank you to Carne and Sally for their continual support and generally organising us all.

**Laura Boynton**  
DWU Women's Committee  
Convenor



## DWU Welfare Committee Report 2014

Welfare payments from 1 April 2013 to 31 March 2014:  
This has been another busy year for the Welfare Committee.  
Hardship Special Cases = 3  
Hardship Applications Declined = 7  
The funds spent during the year are as follows:



	2013	2014	@	Total
Death of Dependent	3	2	\$2,000	4,000.00
Death of Member	9	10	\$2,750	27,500.00
Death of Spouse	10	19	\$2,000	38,000.00
Education Grants	49	43		20,000.00
Hardship Grants	69	68		38,121.53
Miscellaneous				6,306.51
Expenditure 1 April 2013 to 31 March 2014				133,928.04
Annual Budget (1 April 2013 - 31 March 2014)				110,000.00

I would like to take this opportunity to introduce and officially welcome to Congress, Bernice Mills from Whareroa site. Bernice replaces Jimi Thompson on the Committee. I would also like to thank Frank Lancaster, Peter Newman and Bernice Mills for their valuable input and work, and let's not forget a special thanks to Chris Flatt, Sally Wilson and Carne Willams for their help and support.

**Dianne (Lady Di) Dwight**  
DWU Welfare Committee Co-ordinator

### Members Who Passed Away During the Year (1 April 2013 - 31 March 2014)

**Stephen Kirkcaldie**  
Fonterra – Clandeboye

**David Jones**  
Goodman Fielder – Blenheim Road

**Grant Pollard**  
Fonterra – Whareroa

**Kevin Butler**  
Fonterra – Te Rapa

**Puna Kumeroa**  
Fonterra – Whareroa

**William Hemopo**  
Goodman Fielder – Longburn

**Te Rama Waipouri**  
Fonterra – Kauri

**Colin Burgess**  
Fonterra – Kauri

**Ryan Adams**  
Fonterra – Clandeboye

**Ricky McKay**  
Fonterra – Longburn





## It doesn't have to be like this—Just Vote!

Authorised by Helen Kelly, NZCTU, Level 7, 178 Willis Street, Wellington.

### WORKERS' RIGHTS

*Why insecure work exists and why it's a problem*

In 2012, at least 30% of the workforce were insecure or unemployed. It's thought the true numbers could be as high as 40-50%.

*Many insecure workers have multiple jobs and struggle to make ends meet.*

**Insecure work** is any job that denies workers stability and control of their work situation.

Insecure work is characterised by:



Uncertainty over how long the job lasts or when it can be terminated



No or limited chance to gain skills



Limited worker control over hours, tasks, or safe work practices



Lack of rights or protection



Low or fluctuating pay



Lack of union representation



Limited access to sick leave, domestic leave or other benefits

Occupations especially affected:

Care of the elderly

Retail

Education and training

Cleaning and catering

Core Public Sector

#### Glenda, 1980s

Cleaner at the local school. Employed directly by the school. Rostered a month ahead. Works 40 hours a week. Belongs to union. Has standard holidays. Paid extra for overtime and weekend work. Has had job for five years, with three wage increases. Paid 52 weeks of the year.

#### Samuel, 2014

Cleaner. Casual worker. Varying hours. Can find out on the day if he has work. Employed by a large corporate commercial cleaning contracting company. Has had to take a second job. Company lost a contract one month and he had no work for a week with no pay. On minimum wage. Only has work for 45 weeks of the year. Work is often restructured.

*The current government wants to bring in a raft of changes that will remove guaranteed meal breaks, allow companies to walk away from pay negotiations and remove automatic collective agreement coverage for new workers.*

#### Why was job security better in the past?

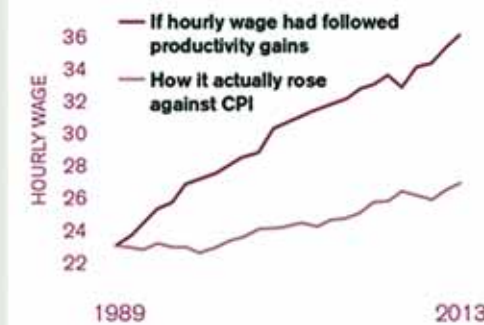
Workers' rights have eroded over the past three decades. Only 20% of the workforce belongs to a union now, compared to 70% in the 1980s.

### NEW ZEALAND'S LOW-WAGE ECONOMY

*How the policies of the past thirty years have driven us there*

While GDP per person has risen substantially over the last 30 years, our average wages have barely risen. The lion's share of growth gains have gone to capital, not labour.

#### Real average hourly wage compared to productivity gains



From 1986 to 2013, our measured labour productivity rose 58%, while the average hourly wage rose just 18% after inflation. The cost of labour to the employer has decreased 6.6% over the past two decades. Employers could afford to pay more.

#### Sharing the GDP



**The 1991 Employment Contracts Act** dismantled the awards system and changed the balance in the workplace, which made collective wage bargaining extremely difficult. You're twice as likely to get a pay increase if you're on a collective agreement.

#### The positive effects of higher wages



*This would be possible with better labour laws*

*Employers could afford to pay more and have been abdicating paying higher wages.*

### DYING ON THE JOB

*Decades of deregulation have made our workplaces downright dangerous*

The 2010 tragedy at Pike River Mine laid bare the appalling truth about New Zealand work environments: they some of the worst death and injury rates of any developed nation.

*Every year in New Zealand workplaces...*

**75** people are killed  
**400** people are seriously injured  
**1 in 10** people are injured  
**200,000** make ACC claims

Four in every 100,000 workers die from workplace injury in NZ every year



**600-900**

people die each year from work-related diseases, such as asbestos\*-related illnesses

**\*DID YOU KNOW** that New Zealand has not banned imports of products with asbestos? Other countries have.



The cost of workplace accidents is at least \$3.5 billion yearly



# Union Business: AGMs



Takanini



Collingwood & Bridge St

Having  
your say  
on YOUR  
Union



Kapuni

# AGM Results and Attendance

Site	Attendance	Balance Sheet/Budget	Rule Remits
GF Puhoi	31	C	C
Kauri	40	C	C
Maungaturoto	19	C	C
Paerata	15	C	C
Takanini	149	C	C
Tip Top	113	C	C
Victoria Street	16	C	C
Northern Region	383	C	C
Canpac	138	C	C
Crawford Street	38	C	C
Edgecumbe	38	C	C
ETIKA	8	C	C
Genesis House	9	C	C
GF Frankton	5	C	C
Hautapu	10	C	C
Lichfield	11	C	C
London Street	12	C	C
MMCS/Tauranga Port Stores	9	C	C
Morrinsville	23	C	C
Pandora	6	C	C
Reporoa	11	C	C
Tatua	21	C	C
Te Awamutu	126	C	C
Te Rapa	31	C	C
Timpack & Dairy Blenders	40	C	C
Tirau	8	C	C
Waharoa	7	C	C
Waitoa	38	C	C
Waikato/BOP Region	589	C	C
CCP Eltham	160	C	C
GF/Fonterra/Alto Longburn	30	C	C
Kapuni	21	C	C
Lion	8	C	C
Makomako Road	24	C	C
N/P Port Stores	14	C	C
Pahiatua	42	C	C
Te Roto Drive	30	C	C
Whareroa	90	C	C
Central Region	419	C	C
Brightwater	20	C	C
Clandeboye	154	C	C
Dairyworks	18	C	C
Darfield	37	C	C
Edendale	98	C	C
Gardians	17	C	C
GF Blenheim Road	41	C	C
Halswell Junction	7	C	C
Kaikoura	9	C	C
Mosgiel	22	C	C
Stirling	70	C	C
Studholme	12	C	C
Takaka	13	C	C
Timpack Nelson	2	C	C
Tua Marina	5	C	C
Westland Hokitika	67	C	C
Westland Rolleston	11	C	C
Southern Region	603	C	C
TOTALS	1994	C	C

Suttons/New Milk, LIC Christchurch & LIC Hamilton - meetings to be held

2014  
AGMs



## Farewell to Murray Kerse

**M**urray Kerse, DWU South Island Organiser for nearly 10 years, is retiring from his position with the Union. Before working as one of the South Island Organisers, Murray was the Fonterra



Clandeboyne Deputy Site Delegate for a number of years as well as the OE Facilitator at the site.

Prior to joining the dairy industry, Murray had a long history with the union movement as a union member in the meat industry and freezing works. Murray was also a representative rugby union player in his younger days.

Murray will still be working with the DWU for another few months as we go through the process of finding a replacement for his northern South Island regional patch.

Murray will also be writing a farewell article for our next Dairy Worker magazine in November.

We wish Murray all the very best for the future and his retirement and thank him for his tremendous contribution to the Dairy Workers Union and its members.



## 25+ Awarded

**Latest 25 Plus Year Certificates were issued at this years AGMs to the following NZDWU members:**

### NORTHERN:

#### Fonterra – Kauri

Kenneth Clarke  
Terrance Collinson  
Murphy Mahanga  
Ronald McDowell  
Elliot Pirihi  
Daniel Rapana  
Greig Robertson  
Paul Somers  
Wayne Walker

#### Fonterra Brands – Takanini

Alan Parker  
Vaitai Tulafili

### WAIKATO/BOP:

#### Fonterra – Canpac

Lillian August  
Michael Budd  
Mereana Henckel  
Mark Linsell  
Phouc Pham  
Teresa Tawhiao

#### Fonterra – Edgecumbe

Murray Shaw  
John Tulloch

#### Fonterra – Hautapu

Michael Boobyer  
Alvin Brewster  
Brian Christensen  
John Harnden-Taylor

Timothy Herkes  
Timothy O'Brien  
Neville Raupi  
Bill Riley  
John Stacey  
Chris Talbot  
Alamsjah Topari  
Ian Vinnicombe

#### Fonterra – Reporoa

Stewart Rameka

#### Tatua Dairy Company

Cornelius Boerjan  
Grant Bradley  
Stuart Burge  
Ian Cornwall  
Kevin Hickey  
Colin Johnson  
John McClunie  
Robert Nixon  
Darrin Nowell  
Kevin Te Wharau

### CENTRAL:

#### Fonterra – Whareroa

Warren Shaw  
Warren Shearer

### SOUTHERN:

#### Goodman Fielder – Blenheim Road

Paul Foster

#### Fonterra – Brightwater

Kerry Teddy

#### Fonterra – Clandeboyne

Gary McNicol  
David Willetts

#### Fonterra – Darfield

Gary Stowell



Tip Top Delegates in pre negotiation session, DWU organiser Richard Everson front center, see article on page 6 for agreement reached.

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**email:**  
[nzdwu@nzdwu.org.nz](mailto:nzdwu@nzdwu.org.nz)

## NZDWU Union Representatives

**National President:** Brett Brown

**National Vice President:** Shane Stieller

### National Executive:

Barrie Kanara (Northern),  
Bill Johnston & Jodi Middleton  
(Waikato/BOP), Peter Daymond &  
Terry Smith (Central), Tom Faulkner  
& Ray Mills (Southern),  
John Nuku (Runanga/Fono Rep),  
Laura Boynton  
(Women's Committee Rep)

### NZCTU representatives:

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

### Welfare Committee:

Convenor—Dianne Dwight  
(Waikato/BOP), Frank Lancaster  
(Northern), Bernice Mills (Central),  
Peter Newman (Southern)

### NZDWU Women's Committee:

Laura Boynton (Convenor)  
& 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**

### UniMed

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

### Dental Services

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





**0800 ENROL NOW**  
**(0800 36 76 56)**

or Freetext your name and address  
to 3676 and you will be sent an  
enrollment form

