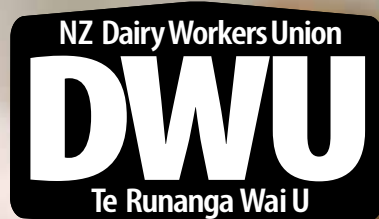


DairyWorker

Quarterly publication of the

NZ Dairy Workers Union Te Runanga Wai U



February–2015

**Michelle
Andrews**

Temporary,
(DWU Member),
Microbiology,
Fonterra Te Rapa

INSIDE:

Agreements
–Tatua
–Goodman Fielder
Puhoi

**Fonterra Tanker
Delegates meet**

Happy New Year & welcome to 2015



Welcome to the first edition of the Dairy Worker magazine for 2015. I hope that you and your family had an enjoyable and safe Christmas and New Years, and hopefully you were able to take some time off from work.

Please take the time to read about our Union's activities, challenges and achievements. The Dairy Worker is your magazine.

It provides DWU members with information about your union as well as wider union issues taking place in NZ and around the world. That is why the magazine is now being sent directly to members' home addresses so that you and your family have a better opportunity to read about your Union and matters that may affect you at work.

And as always, you are welcome to send us any comments or suggestions about what you want to see in future editions of the Dairy Worker magazine.

So what will 2015 bring for the DWU and members?

There is no doubt that this will be a challenging year for the dairy industry. As most of you will be aware, farmgate milk prices dropped significantly last year due to a number of reasons including a fall in demand from China for foreign dairy products, an increase in dairy products being made and exported by the USA and European dairy-exporting nations, as well as the ongoing ban that Russia has placed on foreign dairy products.

Russia is the second-largest global importer of dairy products after China and the Russian-ban has resulted in thousands of tonnes of dairy products having to find their way onto other non-Russian markets. All of this has resulted in the demand for and price of NZ dairy products dropping significantly over the last 12 months.

Back here in NZ, we face the prospect of potential drought in several regions as well as a significant drop in milk production as a result of the long hot summer we have had over the last few months.

At the same time, the NZ Reserve Bank has just announced that the CPI inflation level (which measures how much the price of goods and services has changed) was only 0.8% for the year ending December 2014. The Reserve Bank has indicated that this figure could even reduce further over the next 12 months.

And we also know that last year, 52% of workers not covered by a Collective Employment Agreement (CEA) received no increase at all in their wages.

What does this all mean for the DWU and members?

Whilst it will be a challenging year, the DWU is a strong Union. We have strong coverage across the entire dairy industry. We have a strong financial position and a very good organising team. We have strong delegate structures and committed members like you that includes over 90% of workers in the dairy processing industry.

We must maintain our wide industry coverage if we wish to maintain our members' wages and conditions this year, particularly as new players enter the NZ dairy industry.

That is why over the last 12 months, the DWU has worked hard to maintain existing unionised worksites as well as organising and negotiating CEAs at a number of new dairy industry companies. It is important to remind ourselves of these successes. As a result of this work by DWU staff, delegates and members we currently have CEAs covering the following companies:

Alto Longburn
Dairyworks
Dairy Blenders
Etika Dairies Ltd (Envictus)
Fonterra Brands & Alto
Fonterra Canpac
Fonterra CCP
Fonterra DMV (DFE Pharma)
Fonterra NZMP
Fonterra Tip Top
Gardians (Danone)
Goodman Fielder
Goodman Fielder Puhoi Cheese
Lion Foods
Livestock Improvement Corporation (LIC)
Milk Test NZ
NZ New Milk
Sutton Group (Danone)
Synlait
Tatua
Timpak
Westland Dairy

As well as these CEAs, the DWU is currently working hard to unionise the new Chinese dairy companies of Yili Oceania Dairy (at Glenavy near Oamaru) and Yashili New Zealand Dairy (at Pokeno south of the Bombay Hills).

A number of these CEAs are up for re-negotiation this year, including Fonterra Brands, Fonterra Canpac, Fonterra CCP, Fonterra NZMP, LIC, Synlait, Westland Dairy and both Danone sites. These negotiations will (as always) be challenging and the DWU will be working hard to maintain and improve the terms and conditions that DWU members currently receive in these CEAs.

But these negotiations will take place in the context of the economic and dairy industry issues discussed above, as well as the new employment laws brought in

by the National Government last year that will make it easier for employers when negotiating.

We will provide more information on these negotiations in future Dairy Worker magazines, but for now I want to remind all DWU members that the real power we have to prevent a reduction in wages and conditions across the dairy industry is the collective strength the DWU has by having over 7,500 Dairy Workers in our Union.

Thanks again for reading, thanks again for being a member, and here's to a great 2015.

Chris Flatt
National Secretary

Worker occupation wins union agreement



Members of DWU's Australian sister Union the NUW, at Dandenong factory of International Flavours and Fragrances.

Members of Australia's National Union of Workers occupying the International Flavours and Fragrances (IFF) factory in Dandenong ended their 5-day occupation by signing a new agreement which meets their bargaining demands and more.

Faced with a united workforce backed by strong local community

and national and international union support for their action, regional management flew to Australia to meet with the union.

Workers ended the occupation and marched out of the factory on Friday night, January 30. On Saturday, negotiations began at the Fair Work Commission, and on Sunday workers voted to accept

an agreement which brings a solid wage-increase over three years and retains all conditions which management had sought to erase.

The union has warmly thanked the more than 6,000 supporters who quickly responded to the IUF call for messages to the company.

Participation builds strength



This year will be a busy year for the DWU. There are a number of agreements to be negotiated including the largest, the Fonterra NZMP agreement.

This is an ideal time for members to participate in union affairs by attending remit meetings or providing written remits to the negotiators with suggestions for claims taken to negotiations. You never get everything you want but the negotiators of your agreements need to know what you the membership is thinking, so have your say.

Remits will also be called for soon for proposed changes to the Rules and Policies of the Union which will be considered at the National Congress meeting with the majority of site delegates attending in the week beginning 8 June 2015.

If you have any questions or are unsure of these processes please contact your DWU Delegate for more information. Participation of members in the affairs of the Union is vital to maintain union strength so please get involved.

Although negotiating collective agreements is a core part of union business for the DWU there is much more

that is done to meet the needs of the members. We as a Union have representatives on several boards and organisations and maintain affiliations all with the goal of furthering the interests of members financially, socially and politically.

You will be aware the Union operates a Welfare Fund which supports members with hardship grants, funeral grants and education grants. Last year the amount of available funding for the education grants was increased significantly. All of this is great work.

I am interested to know what more we can be doing. If members have any ideas about what we as a union could do to maintain and enhance our standing as a relevant trade union let me know. I will ensure the National Executive Committee hear about your ideas and consider them when the discussion of strategic planning comes up at the April meeting. My email address is brett.brown@fonterra.com.

**Kia Kaha
Brett Brown
National President**

UPDATE Southern South Island Region

Below is a brief overview of what's been happening in the lower South Island patch.

Fonterra Edendale: Site Delegate Gordon Smith (aka "Smithy") continues

to do good work at our most southern Fonterra site, from keeping a sharp eye on permanent versus temporary staffing levels (a big job on a big site!), through to the usual servicing of members varied issues. In addition to Smithy's efforts, I have seen a big step up from our departmental delegates in recent months. Special mention needs to go to Blair Young and Dave Paora for their recent efforts in representing our members. Also an extra special mention goes out to Gordon Muir who is retiring after 22 years of DWU membership! Go well Gordon!

Fonterra Stirling: Site Delegate Ray Mills, continues to run a tight DWU ship down at Stirling. Things have been

humming along nicely this year, with any issues around what defines 'secondments' or 'relief' work amicably resolved and put squarely behind us.

Fonterra Mosgiel: Site Delegate Reece Flawn, continues to monitor developments across Fonterra DC operations as the ongoing review of Fonterra Stores takes place.

Danone (Gardians) Clydevale: The DWU is looking forward to entering into negotiations soon with Danone on behalf of its strong Gardians membership. Current CEA expires at the end of March 2015. Congratulations to Aaron Murdoch for stepping up into the deputy site delegate role, supporting Gwyn Stevenson in his role as Site Delegate.

Oceania (Yili) Glenavy: In recent weeks I have been meeting with workers from Oceania/Yili both offsite and onsite. There have been some positive developments with people expressing an interest in joining the DWU, and as a result, helping to maintain the dairy

industry's terms and conditions for all dairy workers. This is a work in progress so watch this space.

Fonterra Studholme: Congratulations to Warren Foote, Studholme's newly appointed Site Delegate. Warren will be ably assisted by Merel Van Royen in her role as deputy site delegate.

Fonterra Clandeboye: A large site, well maintained by experienced Site Delegate Tom Faulkner. Tom and I are in the process of encouraging all of our departmental delegates to provide Tom with further support on such a large site. This is certainly a positive development and I personally look forward to working more closely with all delegates on site.



**John Howell
Southern South Island Organiser**

Goodman Fielder Puhoi CEA settled for another 2 years

This is most likely the last negotiations we will do with Goodman Fielder as owners of Puhoi Valley Cheese. Goodman Fielder will be sold in February if the shareholders vote in favour of the current offer made for Goodman Fielder by Wilmar and First Pacific.

If successful they will have 50/50 ownership each in Goodman Fielder. This could mean that all of the Goodman Fielder sites we cover could be under new management before the end of 2015.

Negotiations for Puhoi were held in November 2014 and we have settled on a two year deal ending 31 October 2016. This was a bonus for the members at Puhoi and gives both the workers and the DWU time to work with the new owners before having to commence another set of negotiations.

Main Points of the deal were:

Term:

–2 years, 1 November 2014 to 31 October 2016

Year 1:

–CPI+0.5% on wages and allowances (based on September 2015 CPI)
–Gain of a Single Team Leader rate
–New Laboratory rates that match Industry Standards
–New Standard Waste Water Operator rate increase \$20.21 to \$24.25

Year 2:

–CPI + 1% capped at 3% on wages and allowances (based on September 2016 CPI)



Mel Thomas, Goodman Fielder Puhoi site delegate and Richard Everson

I would like to thank the negotiating team for a job well done and to recognise the efforts put in to achieve and ratify a good deal at a time when Goodman Fielder is up for sale.



**Richard Everson
Northern Organiser**



Tatua deal looking good in a challenging environment



Tatua negotiators, from left to right: Graham Young, Scott McLay, Rob Nixon, Mark Hope, Pam Stevenson, Brent Higgle, absent Harvey Hollis.

Dairy auction prices have been disconcertingly low, global markets unstable, this has had a direct impact on the Dairy payout forecast for shareholders. Tatua have just smashed all previous payout records with a

payout of \$10.32 before retentions. Unfortunately the Tatua payout forecast has dropped dramatically to \$6.50 which came to light as we were negotiating the renewal of the CEA. Bugger! This presented an extraordinary

challenge for the DWU negotiating team given the record high payout (\$9 to suppliers) creating high expectations from our members who work there. Our negotiating team were still positive and we were all in agreement that we needed to



Tatua factory

achieve a reasonable result for the members, this would be no easy task given the environment we were negotiating in. We were up for the challenge and headed in to negotiations with determination.

The DWU negotiating team was made up of the Site Delegate (Scott McLay), the Department Delegates (Harvey Hollis, Pam Stevenson, Graham Young, Rob Nixon and Brent Higgle) with Mark Hope (DWU Organiser) as Advocate.

The CEA was due to expire on 14 November 2014. Negotiations began on Wednesday 29 October 2014 in Morrinsville, the teams were in good spirits but despite the parties mutual desire to conclude the talks quickly it became obvious that we would need to find some pragmatic solutions to close the significant gap between what the company felt was a reasonable settlement and the expectations of the members

This took longer than anticipated with several additional negotiation days set after the first 5 days were exhausted without resolution, although good progress was made in that allotted time with some claims and tidy ups agreed in principle.

It was looking likely that we were heading for mediation again as we did last time we renewed the CEA. Both Advocates were determined to get this deal done without third party intervention, we were successful in doing this through good faith,

pragmatism and compromise.

A deal has been struck which the Tatua Delegates agreed was the best we could get and they voted unanimously in favour of taking the settlement back to the members for ratification. We have set the ratification meetings for mid February.

Main points from the Terms Of Settlement (TOS):

22 Month term. First term 10 months to 14 September 2015, Second term 12 months to 14 September 2016.

Long Service bonus additional step of 25 years service 9%.

Amended Temp clause which now allows up to 8% temp loading calculated on numbers of Union members covered by the CEA. Reduced timeframe from 7 months to 5 months continuous employment as a temp then must be made permanent (existing exemptions to this rule still apply).

Agreement to review the value of the Medical cover and increase this by variation if an increased subsidy is agreed.

Enhanced Death & Disability insurance for Union members only. Now 24/7 cover for members only.

Enhanced entitlement when working in to a Public Holiday.

Improved Union provisions for Delegate release & Union facilities in the Site Union office.

Finalised Job Classification Descriptors. Other tidy ups as agreed.

Money...

- 3% on all rates effective 15 November 2014 to 14 September 2015.
- 2.8% or CPI + 1% whichever is higher, effective 15 September 2015 to 14 September 2016.
- One off lump sum ratification bonus of \$120 for Union members only.

All in all this writer believes the deal to be reasonable given the environment we were negotiating in. The Delegates all agreed this deal is acceptable and is ready to be ratified.

As the Advocate I would like to thank the Tatua Delegates for all the effort and time they put in to these negotiations and for all the thankless work they do on behalf of the Tatua members, well done guys you deserve a pat on the back.

I also thank the Tatua negotiators, in particular Brendhan Greaney and Pier Pilkington, for maintaining the positive industrial relationship we have through good faith with a pragmatic approach to the talks.



Mark Hope
Waikato/BOP
Organiser/Advocate

Fonterra Tanker Operators update



Recently the DWU held a meeting of Drivers Delegates (DD), with one attendee from each depot from throughout NZ.

Issues dealt with included contractors, lead drivers, milking time windows and the proposed health monitoring scheme for drivers.

Barry McColl, Fonterra General Manager Planning & Dispatch attended the meeting and answered questions on contractors, milk time windows and other items raised. Although delegates may not have liked all the answers McColl gave, he was upfront on why Fonterra had to make various decisions on the issues raised, lack of capital during the present low pay out seemed to be the primary driver of decisions

presently being made by Fonterra.

He also pointed out that without contractors bulk hauling milk, Fonterra would be in a precarious position and unable to collect all the milk off farms. Also he explained that when Fonterra engaged a contractor, they needed to give them some guarantee of work, otherwise, it would not be in their interests to contract to Fonterra.

On the issue of health monitoring for tanker drivers, Fonterra are keen to introduce a more comprehensive medical, based on the one presently undertaken by new drivers.

The new medical includes cardiovascular and musculoskeletal assessments. The primary need for this is that the workforce is aging

and the risks of cardiovascular and musculoskeletal events occurring increases.

Mark Apiata-Wade and Glenn Barnes are members of a project team that will oversee the implementation of this through Pilots on two sites, Reporoa and Whareroa. These sites were selected because they have the facilities and support on site and occupational nurses are employed by Fonterra and not contractors.

All participation will be voluntary, Fonterra's key concern is that they need to prolong the working life of their drivers as there is a shortage of drivers nationally.

Initial feedback at the DD meeting was the concern over privacy, and if this cannot be guaranteed then the project would fail. Not to be forgotten, is that the first and last duty of the DWU representation on the project team is to protect the interests of their driver members.



Glenn Barnes
Waikato Organiser



James Ritchie appointed Assistant Secretary IUF

Former Dairy Workers Union National Secretary has been appointed as the new Assistant General Secretary of the IUF.

James Ritchie, DWU National Secretary from 2003–2012 has been appointed Assistant General Secretary of our global union federation, the International Union of Food Workers (IUF) effective from the beginning of 2015.

He has been an International Officer with the organisation since September 2012.

James will work closely with General Secretary Ron Oswald on the range of policy work and on the defense of workers' and trade union rights with particular emphasis on Trans National Corporations and their supply chains. He will also be responsible for some of the day to day management issues within the global organisation.

"Never has it been more important for workers to join together worksite by worksite, community by community, nation by nation within

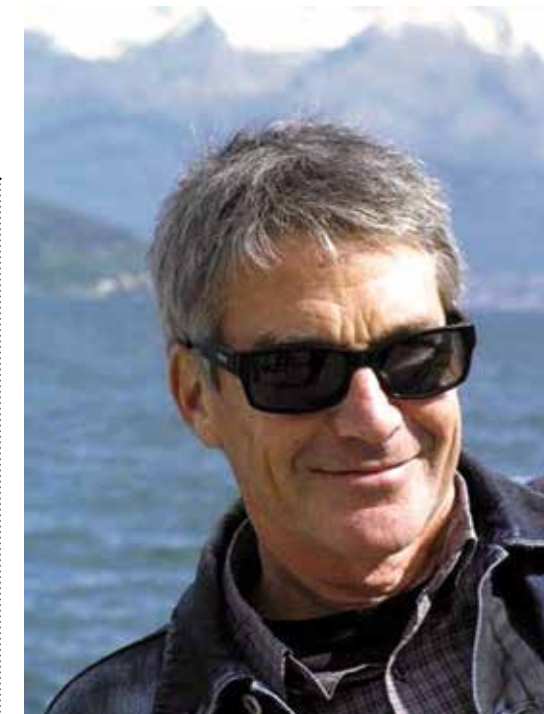
sectors and across industries as investors, corporations and governments continue their relentless assault on jobs, incomes and rights" commented James in an interview with the Dairy Worker.

James thanked the DWU for their ongoing support of IUF work and in particular for the leadership role our union takes within the Dairy Division of the IUF.

The DWU plays a significant role within the organisation through its organising efforts, promotion and protection of collective bargaining and practical solidarity for workers struggling to defend their rights all around the world.

James is based in Geneva, Switzerland where he lives with his wife Jane and daughter Kate.

The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) is an international federation of trade unions representing workers employed in agriculture and plantations, the preparation and



James Ritchie

manufacture of food and beverages, hotels, restaurants and catering services and all stages of tobacco processing. It also represents domestic workers, and works closely with the International Federation of Domestic Workers (IDWF).

The IUF is based in Geneva, Switzerland and is currently composed of 396 affiliated organisations in 126 countries representing a combined membership of around 2.6 million workers.

From its founding in 1920, international labour solidarity has been the IUF's guiding principle. This principle is implemented through building solidarity at every stage of the food chain, international organising within transnational companies as well as supporting global union action to defend human, democratic and trade union rights.

The DWU is an affiliated union of the IUF. The Dairy Worker is proud of James' promotion and wishes him well.



James Ritchie, second left, IUF action in support of Korean workers



50 years in the Dairy Industry

Neville Kahui-Fonterra Whareroa Cheese

Neville Kahui, Fonterra Whareroa Cheese, Environmentalist. The year is 1964. The Beatles were a hit and Cassius Clay was about to challenge Sonny Liston for the Heavy Weight Title.

I can't remember the date but I remember the early start. It was 6am, a fit 17 year old walked into the Glover Road Dairy Factory. 8 hours later a knackered 17 year old slowly slipped out of the building. It was bloody hard yacker back then but I gradually got used to it.

Making 60 lbs of Cheese was like doing a 8 hour work out at the gym but it made us fit strong and thirsty. Well just mainly thirsty! Haha.

Before starting at Kiwi (now Fonterra) I had worked at 7 different Dairy Factories.

Looking back on all those years I can happily say the 60's, 70's and 80's were the best years of my working life, everyone worked as a team and we all had a lot of fun. Not just at work but also outside of work.

I have worked with some amazing people and a few broken a**** too. I have also had some Managers I will never forget. Joe Thomas (Glover Road), Darcey Parks (Tempsky Road), Brian Grace, Clarry Veldthuis (Tempsky Road) and Peter Mulder (Te Ngutu). Brilliant!

50 years may seem like a long time but you would be surprised how time flies by. Over the years I have seen a lot of changes. People have come and gone, new procedures, new technology and the wages have gone from pittance to gold.

I first started in the Cream Plant and have worked in the Cheese Plant since it opened.

I have worked in most of the areas and over the decades I have trained a lot of people. I am very proud to see many of them move on to bigger and better things.

I'm a man of few words so I'm not going to say anymore about my myself, I will leave that to my colleagues who I am sure will tell you that I am amazing, positive and full of confidence.

I am looking forward to the season or seasons ahead.

No reira

Nga mihi aroha

Ki a koutou katoa e te whanau

(A big thank you to everyone)

**Neville Kahui
Fonterra Whareroa Cheese**

50 years may seem like a long time...

”



My Time

Neil Bryant–Fonterra Kapuni
on life in the packhouse

Greetings all, my name is Neil Bryant and I've been at Lactose Fonterra Kapuni for 27 years. I first joined the lactose company of New Zealand as a 17 year old in 1988.

After a six month stint at farming I got my chance with Lactose. My Grandfather Jim Bryant had also spent 30 plus years here at Lactose as well, just finishing before I started.

As a trial before they employed me full-time I had to clean up the

overgrown grounds of one of the managers houses. Thankfully the job I did resulted in my fulltime employment on the "Sugar Floor" as it was known back then, and now better known as the "Dry Process".

At that time there were approximately 40 people employed on the sugar floor, and it was only a couple of weeks in when we went to two days/two nights which I believe was the first dairy company to adopt the two days/two nights roster.

Looking back at some of jobs we

had to do (especially in regards to health and safety), there was the caked silos where we would spend all day inside, with a stainless steel airline breaking up sugar lumps whilst standing on top of a mountain of sugar clinging to a ladder with zero visibility, quite often getting the stainless airline stuck in the rotary valve at the bottom. (I know!!).

Another fond memory was sweeping the walls in the ten tonne packing bins while trying not to

the Union has played a major role providing the wages and conditions that we experience today... ”

lose your paper over boots in the powder, and then the packer would be stopping and starting for a lot of reasons stretching out your dirty job. The implementation of our controlled air temps has rid us of the old caking issues. It is incredible to think how far we have come today with reporting near misses and the smallest of events. Permit to work; confined space and work at height regulations have really given us a lot of security at work.

While sometimes it feels a little O.T.T., I'm very proud of the health and safety culture that we have at Kapuni today. Not without our own serious events over the years, but the individual contributions that are made today show us we are on the correct path in regards to health and safety.

When you hear the stories from businesses' outside of Fonterra I think how lucky we are with the amount of money that is spent on keeping our employees safe, which is awesome.

It's amazing to look back now and think how lucky we were not to have been involved in a dust explosion or to have been arrested for the copious amounts of sugar we inhaled and took home every day.

After spending three months on the sugar floor, I was "Fast Tracked" to the Refinery and not long after had a vehicle accident outside of work where I broke my leg. After I returned to the sugar floor for six

years as a packer and mill operator, being a keen sportsman I moved to the warehouse where I had the weekends off which made life a lot easier. While I was driving fork trucks for the next six years and loading containers we built the new No 2 warehouse. This is also when the new Dry Process was erected.

I started a family in 2001 and moved back to the Dry Process where I was appointed as a supervisor and have been doing that job ever since. Another major improvement was our lights-out packing machine. Thankfully this was the end of our old Matam and sewing machines, yes sewing the tops of our bags. Life has never been better as a packing operator today.

There are 18 team members in the Dry Process involved in packing currently. We are still doing the two days and two nights roster.

The emergence of our three bunkers has also contributed to a shorter winter period and given us the ability to up our yearly production. Once upon a time it was make it, pack it and then sell it and bad luck if you could not. Now we are only making it if we have production orders, which has been a big culture change for us and I suppose many other dairy sites as well.

When we first started making our USP pharmaceutical it was more good luck than good management. Whereas today the recipe is bang on and everything we make is

Pharmaceutical grade quality. I feel very fortunate that, after working at lactose for 27 odd years that all of the people that have come and gone in my time have been fantastic and they have been the main reason that I have had longevity at Kapuni.

The fact that so many at Kapuni want to socialise outside of work is an indication of the friendships formed over the years.

The Union has played a major role providing the wages and conditions that we experience today and have put Fonterra at the top of the list of places to work. That is the main reason why I have stayed strong to the Union. I hear it all the time, great money, time off and good place to work. I think we forget sometimes how lucky we are and what the Union has provided for us.

If I could offer the Union one piece of advice I would like to see a half hour induction with new potential members on the benefits and history with the Union. I hear it quite regularly that no one has come to sign me up and usually by this time it's too late.

Someone has just pinned on our notice board photos from the 80s and early 90s. It was great to stroll down memory lane but sadly quite a number are no longer with us.

I hope you have a happy and prosperous 2015.

Yours sincerely
Neil "hoppy" Bryant

ROUND UP of the Northern South Island Region

Over the past two months it's been really good to meet DWU members and delegates in the upper-South Island area. In particular, I've met many of you during the first round of delegates' meetings for the year, which have gone well.

Within our Fonterra work, Takaka delegates have brought on a new drivers delegate – Jason King – whose first job in the role was to represent Takaka drivers at the national Fonterra drivers' meeting in late January. Jason is carrying on a family tradition... his father Brian, who also drives at Takaka, was a DWU delegate in the nineties.

Over at Fonterra Darfield, the DWU has expressed sympathy with the family and workmates of John Fitzgibbon, "Fitzzy" to his friends, who passed away in late-December. He had been a member of the DWU when he worked at Blenheim Road (when it was Mainland) and then he moved over to Fonterra in 2004. At the January delegates' meeting, the delegates commented that they appreciated the employer's efforts in giving good space for his workmates.

There have been good turnouts to delegates' meetings at Westland Hokitika. The DWU National Office, site delegates, and company representatives recently carried out a successful mid-term review of the collective agreement. Delegate training by the DWU is coming up in early March and the collective agreement is due to be renegotiated towards the end of the year (it expires in October).

Over at Westland Rolleston,

Sally Wilson Acknowledged

Sally Wilson, the DWU Administration Manager, was acknowledged and thanked at the December DWU National Executive meeting for her 25+ years of work for the Labour Movement. Sally has been working for the DWU for over 12 years and previously worked for the NZ Council of Trade Unions, the Waikato Trade Union Centre, the NZ Nurses Organisation and is a long serving volunteer for the NZ Labour Party.



new delegate elections are to be held soon. Our Synlait site delegate and union reps met with the Synlait management team in early December to discuss the application of the employer's performance review system. There have been a few site visits since then and a meeting with the new HR manager for introductory discussions which were useful with collective agreement renewal approaching in May this year.

Negotiations are coming up at Livestock Improvement Corporation (LIC) and will be led-up by Mark Hope and delegates. At LIC Christchurch, claims meetings were held in mid-late January which were well attended by delegates and members. Union meetings with

some LIC field workers are also planned. At Goodman Fielder Blenheim Road it is currently expected that the new UHT plant will be up and running by November.

It's looking like we can expect a strong turnout for the Southern regional delegates meeting which is likely to be held on 29 April. It will help prepare southern and nationwide work for the rest of the year so we are really looking forward to it.



Jared Phillips
Northern South Island Organiser

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National Vice President: Shane Stieller

National Executive:

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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

Otago: 121 Church Street Ph. 09 276 1190

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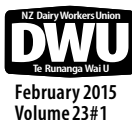
(Waikato only) Hamilton
Garden Place ph. 07 839 5862

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The Dairy Worker Magazine
is now being mailed out directly
to our member's home addresses

Scan the QR code above with your smartphone
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nzdwu@nzdwu.org.nz to update your
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This publication for the information of members of the NZ Dairy Workers Union Te Runanga Wai U ONLY