

2015 Annual Report & Financial Statements

Annual General Meeting Agenda:

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

**• AGM dates & venues
page 24 (back cover)**

NATIONAL PRESIDENT'S REPORT 2015

This last year has been a successful year for the DWU. Membership has continued to grow, the financial position of the Union is strong and the organising work has gone well.

As usual there are a number of people and bodies I wish to thank. Firstly Chris, who has settled into the role as National Secretary well, thank you for managing the operations of the organisation with considerable professionalism and thoughtfulness. The changes Chris has initiated and ultimately implemented to date in organisational structures, communication systems and the Welfare Policy as examples have certainly added strength and value to our Union and enhances our standing for the future.

The Organisers and Staff have all put in the hard yards delivering what is required both on the jobs and in the office to make the Union function as a well-resourced effective trade union. Thank you all for your exemplary work. During the year Murray Kerse resigned from his role as Organiser in the Upper South Island and I want to acknowledge and thank Murray for his contribution to the Union over the previous nine years. Murray's position has been filled by Jared Phillips and I welcome Jared to the Union.

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

The Welfare Committee has been given significantly added responsibility in the last year with the increase in available funding for Education Grants. The committee led by Lady Di managed to process all of the applications in one day. I would like to express my gratitude for the effort and dedication shown by that committee and to Lady Di for her commitment as Co-ordinator.

Our National Executive Committee is functioning well and I thank the members of the committee for maintaining the focus on not only what is occurring today but also looking strategically to the future. This is important work to maintain the DWU's relevance in the workplace.

I would like to recognise the work of the delegates and thank you for all for your efforts in representing the members. It feels like thankless work sometimes but it is valued and vital.

Keep it up.

To the members, thank you for your support. I have said it many times before and I'll say it again, stay strong and remember strength is in unity.

**Kia Kaha
Brett Brown
National President**



**Brett Brown
National President**

“
**To
maintain
and
enhance
our
standing
as a
relevant
trade
union.**”

NATIONAL SECRETARY'S REPORT 2015

Over the last 12 months, the DWU has continued to work hard on implementing the strategic purpose and value contained in our Strategic Plan 2014-2018: To maintain and enhance our standing as a relevant trade union.

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 employed in the dairy processing sector.

We must and will maintain our wide industry coverage if we are to maintain our members' wages and conditions, particularly as new players enter the NZ dairy industry. That is why over the last 12 months, the DWU has worked hard to maintain and grow existing unionised worksites, as well as organise and negotiate Collective Employment Agreements (CEAs) at a number of new dairy industry companies. It is important to remind ourselves of these successes.

But there is no doubt that these are challenging times for the NZ dairy industry. As most of you will be aware, farmgate milk prices have been dropping significantly over the last year due to a number of reasons, ranging from a fall in Chinese demand for foreign dairy products, an increase in dairy products being made and exported by the USA and Europe, as well as the ongoing ban that Russia has placed on foreign dairy products, which 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.

At the same time, an increasing number of new overseas-based employers are entering the NZ dairy industry. These include the following:

- Danone Nutricia: A French company and one of the world's largest food companies has purchased the Gardians Balclutha and Suttons Group Auckland operations (both unionised);

- Inner Mongolia Yili Industrial Group Company Ltd (Yili): China's largest dairy company has purchased the Oceania Dairy operations at Glenavy near Oamaru;

- Yashili International Holdings Ltd (Yashili): China's second largest dairy company has established the milk processing site at Pokeno, South Auckland;

- Wilmar International Limited (Wilmar) & First Pacific Company Limited (First Pacific): Have completed a 100% takeover of the Goodman Fielder NZ operations. Wilmar is one of Asia's leading agribusiness groups and First Pacific is a large Hong Kong-based investment company with operations located throughout Asia;



Chris Flatt
National Secretary

- FrieslandCampina: A Dutch company and Europe's largest dairy co-operative has increased its shareholding in the Synlait Milk operations near Christchurch to 10%;

- Shanghai Bright Dairy & Food (Bright Dairy): China's third largest dairy company continues to have a 39% controlling shareholding in Synlait Milk.

In light of these domestic and international events, the focus on maintaining and enhancing our standing as a relevant trade union is more important than ever.

This report outlines the key areas of work that we have been undertaking as a Union over the last 12 months to achieve this purpose.

*DWU National Secretary's
Annual Report is
continued on page 4...*

Organisational Viability & Membership Communications

The first of the four goals in the DWU Strategic Plan 2014-2018 is to maintain and enhance our Union's organisational viability by ensuring we are retaining and growing our membership, organising structures and financial reserves.

The second goal is ensuring that we are providing relevant and timely communications and training to members and delegates about our Union.

The DWU has undertaken extensive work on these two strategic goals over the last 12 months, including the following:

- Publication of monthly organiser site visit and delegate committee meeting dates on both our website and all DWU site notice-boards to assist with developing and strengthening organising and delegate structures within our existing unionised sites;
- Embedding the new organisational structure introduced in late 2013 to ensure that the Union is providing the best support and resources to organisers and delegates so they can carry out their union work for members;
- To support this important work, the DWU has recently appointed Glenn Barnes, Waikato/BOP Organiser into the vacant Support Services Organiser position. Glenn's extensive DWU and organising experience will be invaluable in this position, which will provide additional resources and capacity to the DWU's organising and membership services.
- In accordance with DWU custom and practice, Richard Everson, Northern Organiser has requested a transfer into Glenn's now vacant Waikato/BOP Organiser role and the DWU will now commence a process to fill the vacant Northern Regional Organiser position over the next few months;
- Development work on site organising plans and tools that will assist the development and strengthening of organising and delegate structures within our existing unionised sites. These include delegate committee checklists, temp report monitoring tools, membership mapping tools, questionnaire of delegate needs, and targets for delegate/member meetings, notice-board updates and site membership levels;
- Regular fortnightly publication of our new range of notice-board publications (including the 'Did You Know' series) that outline upcoming Union and site events and provide information to delegates and members on important industrial issues;
- Overhauling the DWU website so that it is both a useful source of information as well as a central point for important DWU resources and publications (for example, electronic copies of Dairy Worker magazines, Welfare Fund application forms and delegate resources);
- Developing site-specific resources to assist Regional Organisers with their organising strategies for new non-union Greenfield sites (for example, the production of site specific newsletters and membership recruitment material for the Yili/Oceania Dairy site near Oamaru);
- Introduction of site-specific training so that appropriate training can be provided to all Site and Departmental delegates on Union and organising issues, as well as specific training that may be relevant for delegates on that one site;
- Introduction of a delegate training register to track training over the last two years to assist the DWU to identify which Site and Departmental delegates need additional in-house or external union training;

- Ongoing Delegate Membership Portal training for all Site Delegates to assist delegates with their ability to contact, communicate and organise our members via the tools contained in the Portal;

- Implementing a DWU wide campaign to update membership contact details (particularly members' physical home addresses) leading to a reduction to only 9% of members who have not provided the DWU with their home address. This year the DWU will now focus on increasing the number of members who have provided us with their mobile numbers;

- Introduction of direct mailing of the Dairy Worker magazine to members' homes so that members and their families have a greater opportunity to read about their Union and issues relating to the wider union movement;

- Achieving constant membership growth over the last 12 months, with now over 7,850 DWU members (at a time when most NZ unions are experiencing declining union membership).

Collective Bargaining

Over the last 12 months, the DWU has worked hard to maintain and improve members' terms and conditions contained in our existing CEAs, as well as protect new dairy workers by organising and negotiating new CEAs at several new dairy industry companies.

A fundamental principle for the DWU during this period has been achieving positive wage outcomes whilst not trading off existing terms and conditions; terms and conditions that have been achieved over many years of struggle by DWU members.

As most of you will know, it is our hard-fought CEA terms and conditions that provide our members

with a say in their workplace and we must do everything we can to prevent these from being clawed-back by employers. This is particularly important in light of the new employment laws that have now been introduced by the National Government (discussed further below).

As a result of this work by DWU staff, delegates and members we have achieved the following collective bargaining outcomes over the last 12 months:

- Increasing the number of DWU CEAs to 22 covering the following companies: Alto Longburn, Dairyworks, Dairy Blenders, Envictus (previously Etika Dairies Ltd), Fonterra Brands & Alto, Fonterra Canpac, Fonterra CCP, Fonterra DMV (DFE Pharma), Fonterra NZMP, Fonterra Tip Top, Danone Balclutha (previously Gardians), Goodman Fielder, Goodman Fielder Puhoi Cheese, Lion Foods, Livestock Improvement Corporation (LIC), Milk Test NZ, NZ New Milk, Danone Auckland (previously Suttons Group), Synlait, Tatua, Timpak, and Westland Dairy;

- The re-negotiation of 16 of these 22 CEAs, with the DWU achieving wage settlements in these CEAs in the range of 2.0% to 2.5%;

- During the same period economic indicators have remained relatively weak, with the cost of living as measured by the Consumer Price Index (CPI) ranging from 1.6% (year ending December 2013) to 0.8% (year ending December 2014) during this time;

- Due to the high number of one-year settlements over the last 12 months, 2015 will also be a busy bargaining year with 11 of our 22 CEAs due for re-negotiation. It will again be an interesting year in which to negotiate, with the Reserve Bank recently announcing a large fall in CPI to 0.1% (for the year ending March 2015);

- Over the last year, the DWU has continued to commission independent research into major industry employers as well as the overall state of the dairy industry from several ex-Waikato University industrial relations academics.

This has ensured the DWU has continued with an evidence-based approach to dairy industry developments and the research has been the basis for many of our CEA bargaining strategies;

- It is also important to note that our upcoming CEA bargaining will take place in the context of the new employment laws that were introduced by the National Government only 40 days after winning the 2014 General Election.

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

These changes could have a fundamental impact upon our members' wages and conditions. As the saying goes: united we stand, divided we fall.

This will be very true over the next few years while these new laws are in place. But with the support of our existing delegate and membership structures we will overcome any challenges that come before us.

Growth/Future & Partnerships

The third goal of the DWU Strategic Plan 2014-2018 is to secure our growth/future by ensuring we are at the forefront of developments in the dairy industry and the union movement, whilst the final goal is to initiate, develop and maintain external partnerships that are beneficial to our Union and its values and purpose.

Over the last 12 months we have continued to maintain our existing domestic and international affili-

ations that support these goals, as well as develop new relationships where appropriate. This work has included the following:

- NZ Council of Trade Unions (CTU): Participation in a wide range of CTU meetings, campaigns (including the 2015 General Election campaign), and strategic planning including the CTU National Affiliates Council (NAC), CTU Food Sector Group (including the annual Trans-Tasman Food Sector Unions meetings) and CTU Legal Group. Our Union also continues to be heavily involved with the CTU Runanga and CTU Womens Committee, both of which are very important industrial and representative structures;

- International Union of Food Workers (IUF): Ongoing involvement in the IUF Dairy Division, particularly in relation to projects involving the Asia/Pacific region. To support this work, the DWU attended the IUF Asia-Pacific Regional Committee meeting in Penang, Malaysia in September 2014 and the IUF Dairy Division Leadership Group meeting in San Francisco in October 2014.

These meetings progressed the IUF Dairy Division's global organizing initiative "A Fair Deal for Dairy Workers" as well as reviewed and updated the IUF's international organising plans for various multinational companies involved in the dairy industry (including the unionisation of Fonterra's Malaysian operations that resulted in the negotiation of a Fonterra CEA by the Malaysian Dairy Workers Union (FIEU));

- Indian Dairy Workers Union Federation (DEFOI): Ongoing support by the DWU of the organising work of Indian dairy workers. This work is particularly important in light of the growing role that India will play in the global dairy industry over the next decade;

- NZ Labour Party: Ongoing involvement via our affiliation to the Labour Party which provides the DWU with voting rights and input into Labour Party policy committees and candidate selections so we have influence in developing fair laws that provide for decent wages and conditions. Since the General Election, the DWU has been involved in ensuring that the Labour Party maintains an industrial relations policy that focuses on an industry approach to bargaining and enforces common terms and conditions across all employers within an industry;

- Representation on relevant external boards: I continue to represent the DWU on a number of external bodies to represent the views of members and workers within the dairy industry and wider union movement, as well as to protect the DWU's financial investments.

These include the Primary Industry Training Organisation (PrITO) (the ITO responsible for setting and monitoring national skill and qualification standards and training in the dairy industry), the Centre for High Performance Work (a high performance work initiative between various Trade Unions and the Department of Labour to develop high performance workplaces), and the Waikato, Taranaki & Canterbury Trade Union Centres that govern and administer the assets of these respective Trade Union Centres;

- New dairy industry employers and various related groups: Ongoing discussions with a number of new dairy employers and related industry bodies to support our efforts to maintain our current dairy industry coverage.

DWU Financial Position

An important aspect of my work is oversight and management of the

DWU's finances and assets.

I am pleased to report that the DWU continues to be in a strong financial position. This is important for any organisation, but particularly so for a trade union, which can be faced with large costs if industrial action occurs:

- For the financial year ended 31 March 2015, the DWU recorded a net surplus of \$584,167 (compared with \$266,004 last year) and total reserves of \$5,304,100 (compared with \$4,776,077 last year);

- The positive financial position of the DWU continues to be underpinned by the large level of cash investments held in various term deposit and on-call bank accounts. Accordingly, it is important to note the financial position of the Union without the income received from these investments (net surplus from trading). For the year ended 31 March 2015, net surplus from trading was \$329,120. This is an increase from last year's net surplus from trading of \$63,554 and reflects my ongoing work to reduce the DWU's financial reliance on interest earned from its cash investments;

- It should be noted that we have achieved a growth in net surplus while at the same time increasing relevant services to members. For example, the Welfare Fund has been increased over the last two years to over \$155,000 to ensure we have a greater level of funding for its important work to members. In particular, the Welfare Fund contribution to education grants has steadily increased from \$10,000 to \$45,000 over this period (with a proposal to increase this to \$80,000 this year);

- We propose to continue to maintain the DWU's fee structure at 0.6% of income as this ensures those who can afford to, do pay their fair share. This is particularly relevant in light of the fact that we may be facing the need over the next few years to substantially increase the level of

services to current DWU members (as well as to potential members) due to the rapid growth occurring in the dairy industry, as well as the many industrial, environmental and political challenges ahead of us.

Thank you again

And once again a big thank you to all DWU staff, organisers, delegates and members for the work that you perform for and on behalf of the DWU. We have a strong Union because of your efforts and hard work.

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

I also wish to pay a special tribute to Murray Kerse who retired as the DWU Southern Organiser at the end of 2014. Murray worked for the DWU for nearly 10 years and before this was the Fonterra Clandeboye 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.

We wish Murray all the very best for the future and thank him for his tremendous contribution to the DWU and its members.

And finally as I have said many times before, the DWU is an outstanding union and it is an honour to be your National Secretary.

Chris Flatt
National Secretary

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

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DWU 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*

DWU Welfare Committee:

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

DWU 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)*

DWU 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

National Office
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NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED
FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 MARCH 2015

**NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED**

**NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED**

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**Directory
for the year ended 31 March 2015**

Incorporated Society Number 562968	
Office Locations Auckland Hamilton Stratford Christchurch Dunedin Serving the whole of New Zealand	
President Brett Brown	
Secretary Chris Platt	
Auditors Stephen Nelley Anderson Accounting Chartered Accountants Level 1 47 Alpha Street Cambridge	
Accountants MAP & Associates Limited Chartered Accountants 14 Knox Street Hamilton	
Bankers Bank of New Zealand Limited, Hamilton	
Nature of Business Trade Union serving the workers in the New Zealand Dairy Industry	
Solicitor Hazel Armstrong Barriater & Solicitor Wellington	

**NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED**

**President's Report
for the year ended 31 March 2015**

	2015 \$	2014 \$
Net Surplus for the year	584,167	266,004
Accumulated Funds at 1 April 2014	5,292,904	5,026,900
Leaving Accumulated Funds at 31 March 2015	<u>5,877,071</u>	<u>5,292,904</u>
The state of the Union's affairs at 31 March 2015 was:		
Assets Totalled	<u>6,424,688</u>	<u>5,822,753</u>
These were financed by:		
Funds invested in the Union of	5,877,071	5,292,904
Liabilities of	<u>547,617</u>	<u>529,849</u>
	<u>6,424,688</u>	<u>5,822,753</u>

The business of the Union is a Dairy Workers Union, serving the New Zealand Dairy Industry. The nature of the Union's business has not changed during the year under review.

For and on behalf of the Union



B Brown - President

Dated 01 May 2015

The accompanying notes form part of these financial statements.

**NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED**

**Statement of Financial Performance
for the year ended 31 March 2015**

	2015 \$	2014 \$
Income		
Subscriptions		2,987,744
Contract Expenses		
Personal Grievances and Disputes - Expenses	35,899	78,801
Personal Grievances and Disputes - Recovered	-	-
ACC Cases	<u>19,714</u>	<u>16,338</u>
	55,613	95,139
Negotiations - Expenses	77,737	141,136
Negotiations - Recovered	-	-
	<u>77,737</u>	<u>141,136</u>
	133,350	236,275
Management Expenses		
National Congress	2,834,394	2,809,463
National Executive	67,146	65,781
Regional Meetings	95,629	106,346
President/Vice President Election	35,352	59,685
	-	12,170
	198,127	243,963
Affiliation Expenses		
NZCTU Affiliation Fees	65,153	62,117
NZCTU Meetings/Campaigns	13,068	31,228
NZ Labour Party Affiliation Expenses	11,138	11,349
RUP Affiliation Expenses	<u>29,272</u>	<u>26,393</u>
	118,631	131,089
Expenses	<u>2,537,334</u>	<u>2,134,092</u>
Expenses as per schedule (Page 6)	2,208,214	2,076,538
Net Surplus from Trading	<u>379,120</u>	<u>63,554</u>
Other Income		
Depreciation Recovered	15,056	77
Interest Received	231,955	208,309
Miscellaneous Income	<u>79,903</u>	<u>57,226</u>
	316,914	258,312
Net Surplus Before Taxation	646,034	321,866
Product Taxation (State 2)	61,867	55,862
Net Surplus After Taxation	<u>584,167</u>	<u>266,004</u>
Add Accumulated Funds Brought Forward	5,292,904	5,026,900
Leaving Available For Appropriation	<u>5,877,071</u>	<u>5,292,904</u>



The accompanying notes form part of these financial statements.

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Financial Performance (Continued)
for the year ended 31 March 2015

	2015 \$	2014 \$
Schedule of Expenses		
Accident Compensation Levy	4,171	4,804
Audit Fees	6,730	6,150
Bad Debts	177	-
Bank Charges & Interest	1,949	1,940
Donations	10,122	11,298
Education Expenses	130,938	94,734
Election Campaign Fund Expenses (Note 7)		
PBT	60,679	35,783
Honouraria	37,280	24,935
Insurance	26,900	11,098
International Activities	12,409	36,601
Light, Power & Heating	18,434	3,876
Membership Survey / Research	3,110	16,354
Miscellaneous Expenses	19,793	3,520
Organisers Expenses	5,073	73,230
Newsletters, Newsletters & Promotions	68,284	77,047
Postage and Courier	74,298	7,669
Printing, Stationery and Photocopying	23,570	22,345
President / Vice President Expenses	1,153	505
Publications	2,790	2,820
Rent and Rates	63,836	63,942
Repairs & Maintenance	3,731	4,108
Salaries, Wages and Superannuation	1,262,305	1,208,622
Retirement Allowance Provision	(13,133)	(7,685)
Secretarial & Accounting Fees	6,050	5,000
Telephone, Facsimile and Internet	28,349	33,859
Vehicle Expenses	105,069	104,487
Welfare Expenses	146,214	133,928
Depreciation as per Schedule	85,965	76,986
Loss on Sale of Fixed Assets	2,879	12,582
Total Expenses	2,208,214	2,070,538

The accompanying notes form part of these financial statements.

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Movements in Equity
for the year ended 31 March 2015

	2015 \$	2014 \$
Equity at the beginning of the year	5,292,904	5,076,900
Net Surplus for year	584,167	266,004
Total recognised revenue & expenses	584,167	266,004
Equity at the end of the year	\$5,877,071	\$5,392,904

The accompanying notes form part of these financial statements.

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Financial Position
as at 31 March 2015

	2015 \$	2014 \$
Current Assets		
Bank of New Zealand - Cheque Account	156,714	82,409
Bank of New Zealand - Call Account	123,871	148,183
Taxation Refundable (Note 2)	11,378	27,820
Accounts Receivable	-	396
Payments In Advance	22,352	24,020
Total Current Assets	314,315	282,828
Less Current Liabilities		
GST Due for payment	54,286	37,103
Accounts Payable	85,227	89,944
Accrued Expenses (Note 12)	408,104	402,802
Total Current Liabilities	547,617	529,849
Net Current (Liabilities)	(233,302)	(247,021)
Non Current Assets		
Fixed Assets (Note 8)	479,619	437,194
Investments (Note 3)		
Shares Held	326,654	326,654
General Reserve	2,311,706	2,074,123
Industrial & Legal Fund - ILF (Note 5)	2,311,707	2,074,123
Solidarity & International Delegates Fund - SIDF (Note 6)	642,630	552,997
Election Campaign Fund - ECF (Note 7)	38,057	74,834
Total of Reserves Currently Invested	5,304,100	4,776,077
Total Non Current Assets	6,110,373	5,539,925
Net Assets	\$5,877,071	\$5,292,904

ANDERSON ACCOUNTING
MARKED FOR IDENTIFICATION

The accompanying notes form part of these financial statements.

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Financial Position
as at 31 March 2015

	2015 \$	2014 \$
Funds Invested in the Union		
Accumulated Funds	5,877,071	5,292,904
Total Funds Employed	\$5,877,071	\$5,292,904

For and on behalf of the Union


National Secretary

Dated 1 May 2015

ANDERSON ACCOUNTING
MARKED FOR IDENTIFICATION

The accompanying notes form part of these financial statements.

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2015

1. Statement of Accounting Policies

Reporting Entity
New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated is an incorporated society registered under the Incorporated Societies Act 1908.

Differential Reporting
New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated is a qualifying entity within the Institute of Chartered Accountants of New Zealand Differential Reporting Framework. The entity is not publicly accountable, New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated has taken advantage of all differential reporting concessions available to it.

Measurement Base
The measurement base adopted is historical cost.

Accounts Receivables
Accounts Receivable are stated at expected realisable value.

Fixed Assets and Depreciation
Fixed Assets are stated at cost less accumulated depreciation. Depreciation is charged at the maximum rates allowable by the Inland Revenue Department.

Goods & Services Tax
The financial statements have been prepared on a GST exclusive basis, with the exception of Accounts Receivable or Payable and the net amount of GST Payable or GST Refund due at 31 March 2015 which is shown in the Statement of Financial Position as a Current Liability or Current Asset as the case may be.

Investments
Investments are stated at cost.

Changes in Accounting Policies
There have been no changes in accounting policies. All policies have been applied on basis consistent with those used in previous years.

Income Tax
Income Tax expense charged to the Statement of Financial Performance recognises the current obligations and all amounts arising from differences between the accounting results and assessable income for the period, calculated using the liability method.

Taxation
Provision is made for taxation after taking full advantage of all deductions and concessions permitted. No provision has been made for deferred tax as there is no material timing difference.



NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2015

2.	Taxation	2015	2014
	Taxation charged in the Statement of Financial Performance is the estimated liability in respect of the surplus earned outside the membership for the year:	\$	\$
	Net Surplus from outside the membership	221,945	200,509
	Deduction for Non-Profit Bodies	(1,000)	(1,000)
	Taxable Surplus	220,945	199,509
	Tax Charged @ 28%	61,867	55,863
	Taxation Paid Relating to Current Year	-	2,405
	Resident Withholding Tax Credits	73,245	80,877
	Taxation (Payable)/Refund Due	11,378	27,810

3.	Investments	2015	2014
		\$	\$
	Shares		
	Centre for High Performance Work Limited (50%)	11,881	11,881
	Waikato Trade Union Centre Limited (24%)	140,403	140,403
	Trade Union Centre Canterbury Limited (10%)	72,000	72,000
	Trade Union Centre Taranaki Limited (8%)	11,044	11,044
		235,328	235,328

Advance			
Waikato Trade Union Centre Limited	91,326	91,326	
Bank Term Deposits / Reserves			
BNZ Term Deposits	1,750,001	1,325,722	
KiwiBank Term Deposit	3,554,099	3,450,353	
Total Term Deposits	5,304,100	4,776,077	
TOTAL INVESTMENTS	5,630,754	5,102,731	

The Term Deposits rolled over for another term on 31 March 2015. The Term Deposits are invested for terms of under a year to a year and have been continuously reinvested.



NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2015

4.	Subsequent Events There have been no events subsequent to balance date that have a material effect on the financial statements.		
5.	Movement in the Industrial & Legal Fund		
	Opening Balance 1 April 2014	2015 \$	2014 \$
	Transfer of Existing Reserves to Fund	2,074,123	2,074,123
	Movement to balance to 50% of General Reserves	237,584	-
	Closing Balance 31 March 2015	2,311,707	2,074,123
6.	Movements in the Solidarity & International Delegates Fund		
	Opening Balance 1 April 2014	2015 \$	2014 \$
	3% of Membership Subscriptions	552,998	470,625
		89,632	82,372
	Closing Balance 31 March 2015	642,630	552,997
7.	Movement in the Election Campaign Fund		
	Opening Balance 1 April 2014	2015 \$	2014 \$
	0.8% of Membership Subscription	74,834	52,868
		23,902	21,966
	Less Expenditure during the year	98,736	74,834
	Closing Balance 31 March 2015	60,679	-

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2015

8.	FIXED ASSETS	2015 \$	2014 \$
	Leasehold Improvements		
	At cost	79,718	79,718
	Less Accumulated Depreciation	54,202	50,723
		25,516	28,995
	Motor Vehicles		
	At cost	355,277	356,347
	Less Accumulated Depreciation	168,667	208,017
		186,610	148,330
	Furniture & Fittings		
	At cost	47,114	47,114
	Less Accumulated Depreciation	35,735	33,311
		11,379	13,803
	Office Equipment		
	At cost	74,603	85,782
	Less Accumulated Depreciation	65,812	75,819
		8,791	9,963
	Website & Database Management System		
	At cost	247,323	216,103
	Total Fixed Assets	247,323	216,103

9. **Comparative Figures**

The comparative figures represent twelve months trading.

10. **Contingent Liabilities**

The Union has a 23.6% shareholding in Waikato Trade Union Centre Limited. That company is currently investigating and commissioning reports on what is required in relation to the seismic strengthening of the building it owns. The building is the substantial asset of that company and is therefore critical to the Union's investment. Depending on decisions made in regards to the building it is possible that further investment may be required by the Union in order to maintain its investment. (31 March 2014 Same)

11. **Capital Commitments**

The Union has a commitment to a potential upgrade to the internal server. This is expected to cost approximately \$50,000. (31 March 2014 Database \$50,000)

12. **Employee Benefits**

Provision is made in respect of the liability for annual leave, long-service leave and retirement allowance at balance date. Long-service leave is accrued in respect of all employees with more than ten years service. Retirement allowance is accrued in respect of all employees with more than twelve years service.

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2015

13. **Nature of Business**
The business is a Trade Union serving the workers in the New Zealand Dairy Industry. The nature of the business has not changed during the year under review.
14. **Related Party Transactions**
The Union rents premises from and provides funding to companies in which the Union has a shareholding.
The Union has not undertaken any other material transactions with related parties. No related party debts have been written off or forgiven during the year.



**AUDIT REPORT
TO THE MEMBERS OF NEW ZEALAND DAIRY WORKERS UNION - TE
RUNANGA WAI U INCORPORATED.**

I have audited the financial statements of New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated, on pages 5 to 14 and stamped by Anderson Accounting, which comprise the Statement of Financial Position as at 31 March 2015, and the Statement of Financial Performance and Statement of Movements in Equity for the year ended 31 March 2015 and a summary of significant accounting policies and other explanatory information.

Officers' Responsibilities

The New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated's officers are responsible for the preparation and fair presentation of these financial statements in accordance with generally accepted accounting practice in New Zealand and for such internal control as the New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated's officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

The firm is also the auditors of the Waikato Trade Union Centre Limited of which the society has a significant shareholding in. Other than that relationship, the firm has no other interest in New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated.

Opinion

In my opinion, the financial statements of New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated on pages 1 to 10 and stamped by Anderson Accounting, present fairly, in all material respects the financial position of New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated as at 31 March 2015, and of its financial performance for the year ended 31 March 2015 in accordance with generally accepted accounting practice in New Zealand


STEPHEN NELLEY
04 MAY 2015
CAMBRIDGE

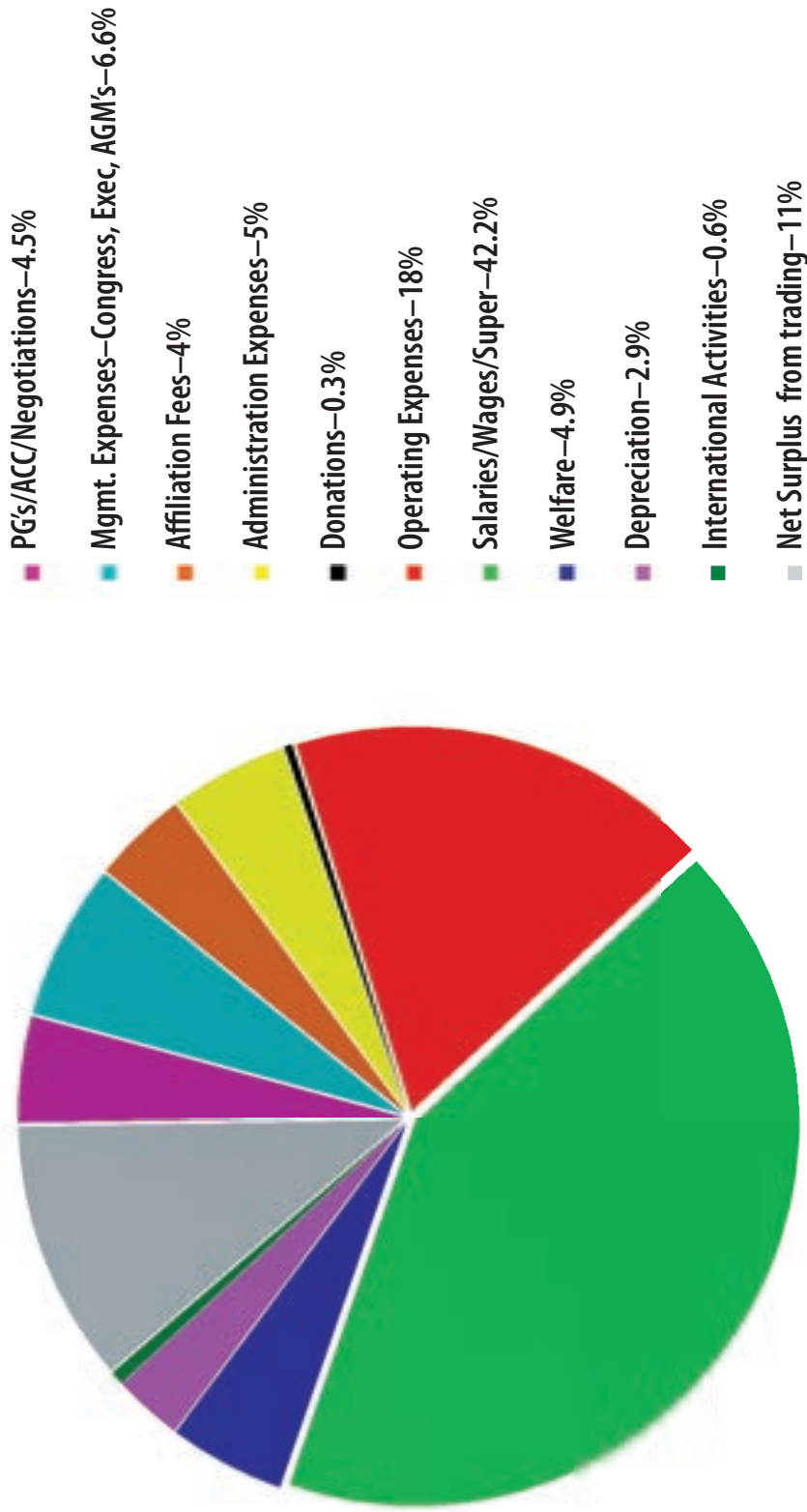


Draft Budget–2014/2015

	2015-16 Budget		2014-15 Budget	Difference	BVR at 31.03.15
Income					
Membership Subs	3,178,500		2,997,150		
Less GST	414,587		390,933		
Nett Subscription Income	2,763,913		2,606,217	157,696	2,981,231
Interest (nett)	164,546		144,480	20,066	148,710
Miscellaneous Income	91,500		58,500	33,000	79,798
Total Income	3,019,959		2,676,404	210,762	3,066,026
Expenditure					
DWU					
Executive	60,000		55,000	5,000	62,445
Congress	72,500		65,000	7,500	67,146
Regional Delegates Meetings	15,000		15,000	0	16,390
Regional AGMs (inc A/Report)	32,500		25,000	7,500	23,795
Womens Committee Structure	25,000		25,000	0	13,726
Runanga Fono Structure	25,000		25,000	0	19,201
Agreements					
Negotiations *	125,000		125,000	0	77,564
PGs & Disputes *	100,000		100,000	0	35,899
ACC Review *	20,000		20,000	0	16,977
National JWP/CHPW	1,500		1,500	0	0
NZCTU					
Capitation 2.5% net subs	69,098		65,155	3,943	65,155
NACM Food Sector & H/S Meetings	7,500		7,500	0	4,486
Women's Committee Exp	5,000		5,000	0	3,436
Runanga Exp	5,000		5,000	0	4,282
Committee Pasifika	2,000		2,000	0	500
Biennial Conf (CTU, Runanga, Women's)	15,000		0	15,000	0
Campaigns *	5,000		5,000	0	0
IUF Capitation	33,375		30,275	3,100	29,572
NZLP Affiliation & Meetings	12,000		11,500	500	11,138
Administration Expenses					
Bank Charges	2,000		2,000	0	1,959
Insurances (excluding vehicles)	14,000		11,000	3,000	12,425
Miscellaneous	1,000		1,000	0	0
Phone/Tolls/Fax/Internet	32,500		37,500	-5,000	27,329
Photocopying/Printing/Stationery	27,500		27,500	0	24,294
Post/Courier	10,000		10,000	0	8,835
Power	5,000		5,000	0	3,088
Publications Inward	3,000		2,500	500	2,790
Rent/Rates/Reception	70,000		65,000	5,000	63,214
Repairs & Maintenance	5,000		5,000	0	3,326
Operating Expenses					
ACC Levy	5,500		5,500	0	4,171
Accounting & Audit	13,000		12,000	1,000	12,800
Dairyworker/Publicity/Website/Del Promos	85,000		65,000	20,000	80,595
Donations	10,000		10,000	0	10,122
Education (5%)	138,196		104,249	33,947	132,665
Election (Pres/VP)	10,000		0	10,000	0
Election Camp Fund (0.8%)	22,111		20,850	1,261	60,679
Equipment	20,000		20,000	0	3,711
FBT	45,000		40,500	4,500	36,400
Honoraria	29,500		24,700	4,800	24,927
International Del Fund (3%)	82,917		78,187	4,730	0
International Activities	37,500		37,500	0	19,307
Miscellaneous Expenses	5,000		5,000	0	5,073
Motor Veh - Expenses	110,000		100,000	10,000	104,222
Motor Veh - Replacement	126,000		120,000	6,000	100,494
Organisers Expenses	72,500		67,500	5,000	67,399
President/Vice President	3,000		3,000	0	1,082
Research	25,000		15,000	10,000	16,362
Salary/Wage/Super etc	1,300,000		1,300,000	0	1,238,872
Welfare Fund (approx 7%)	193,474		155,000	38,474	146,153
Admin/IT - Cap Expenditure					11,220
Total Expenditure	3,134,171		2,938,415	195,755	2,675,226
Surplus	-114,212		-129,218	15,007	390,800
	-3.78%		-4.50%		

* = Estimate Capital Expenditure--Reserves to be set aside for: Internal Service System Upgrade

How your DWU Subscriptions were used



Note: Total annual surplus of \$584,167 was more than the 11% net surplus from trading, but most of that total annual surplus amount was due to interest received on investments

Remits carried by 2015 Congress

RULE REMITS

■ REMIT 1

Rule 11–Honorary Life Membership

We would like to nominate Brian Wooller for Life Membership.

■ REMIT 2

Rule 11–Honorary Life Membership

We nominate Frank Lancaster to become an Honorary Life Member of DWU.

■ REMIT 3

Rule 22–Grievance Committee

22.1 Powers

(a) The Grievance Committee shall hear and examine grievances between members or charges against members.

(b) Grievances or charges shall first be communicated by a member or members in writing to the National Secretary or the National President and shall only then be referred by the National Executive to the Grievance Committee.

22.2 Membership

The Grievance Committee shall consist of:

(a) A representative from the Officers of the Union (for example the National President) or the nominated proxy representative from the Officers of the Union (for example the National Vice President) to be determined by the Officers of the Union in June prior to the National Congress annual meeting.

Where the representative from the Officers of the Union (for example the National President) is involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by the nominated proxy representative from the Officers of the Union (for example

the National Vice President).

Where the nominated proxy representative from the Officers of the Union (for example the National Vice President) is also involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by the remaining Officer of the Union (for example the National Secretary).

Where all three Officers of the Union are involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by an independent person to be appointed by the National Executive.

(b) A representative from the National Executive or the nominated proxy representative from the National Executive to be determined by the National Executive at their June meeting prior to the National Congress annual meeting.

Where the representative from the National Executive is involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by the nominated proxy representative from the National Executive.

Where the nominated proxy representative from the National Executive is also involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by another National Executive member determined by the National Executive.

(c) A representative from the Union's paid staff or the nominated proxy representative from the

Union's paid staff to be determined by the Union's paid staff in June prior to the National Congress annual meeting.

Where the representative from the Union's paid staff is involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by the nominated proxy representative from the Union's paid staff.

Where the nominated proxy representative from the Union's paid staff is also involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by another member of the Union's paid staff determined by the Union's paid staff.

(d) A representative from the National Congress voting delegates or the nominated proxy representative from the National Congress voting delegates to be determined by voting National Congress delegates at the National Congress annual meeting.

Where the representative from the National Congress voting delegates is involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by the nominated proxy representative from the National Congress voting delegates.

Where the nominated proxy representative from the National Congress voting delegates is also involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by another voting

Remits carried by 2015 Congress

National Congress delegate determined by the voting delegates of the National Congress as at that date.

(e) In addition to the four Grievance Committee members discussed in Rules 22.2(a), (b), (c) and (d), the National Executive may also appoint an independent person to the Grievance Committee for that enquiry, and may appoint that independent person to chair the enquiry.

The Grievance Committee members may also request that the National Executive appoint an independent person to the Grievance Committee for that enquiry, and may request that the independent person chair the enquiry.

(f) Unless directed otherwise by the National Executive in accordance with Rule 22.2(e), the Grievance Committee shall elect from its own ranks a Chair, who for the purpose of the Grievance Committee shall exercise all powers of the National President.

(g) Except for any independent person appointed to the Grievance Committee in accordance with Rule 22.2(e), to be eligible for nomination and to hold a position on the Grievance Committee, a representative must remain an eligible member of the body they are representing (for example, the representative from the National Congress voting delegates must remain a voting delegate to the National Congress to remain on the Grievance Committee).

Where the Grievance Committee representative stops being an eligible member of the body they are representing, they will be automatically replaced by the nominated proxy representative for that body.

Where the nominated proxy representative of that body also

stops being an eligible member of that body, the rules around causal vacancies (Rule 20) shall apply for that representative position.

(h) A person may only hold one Grievance Committee representative position at any one time (for example, if the National President is the representative from the Officers of the Union s/he cannot also be the representative from the National Executive).

22.3 Election process and length of term.

(a) The three Grievance Committee representatives and the three respective proxy representatives discussed in Rules 22.2(a), (b) and (c), shall be elected at their respective June meetings prior to the National Congress annual meeting.

(b) These appointments shall be notified to the National Congress annual meeting prior to the election of the National Congress voting delegate representative and nominated proxy National Congress voting delegate representative discussed in Rule 22.2(d).

(c) The National Congress voting delegate representative and nominated proxy National Congress voting delegate representative discussed in Rule 22.2(d), shall then be elected by voting National Congress delegates.

(d) Grievance Committee representative positions shall be for a three-year term, commencing the day after the National Congress annual meeting in the year in which they are elected and ending on the final day of the National Congress annual meeting three years later.

(e) By resolution of the National Congress, the Grievance Committee may remain in office to complete any enquiry already commenced.

Transitional arrangements

- If endorsed at the 2015 AGMs, Rule 22 shall take effect from 1 October 2015.

- At the 2015 National Congress annual meeting, a Grievance Committee election process shall be used that enables either the continuance of the existing Grievance Committee if the rules are unchanged, or the transition to Rule 22 if it is endorsed at the 2015 AGMs:

- A ballot for one position on the existing Grievance Committee shall occur (this position shall become the National Congress voting delegate representative under Rule 22.2(d) if the rules are changed).

- Another ballot for one position on the existing Grievance Committee shall occur (this position shall become the nominated proxy National Congress voting delegate representative under Rule 22.2(d) if the rules are changed).

- A final ballot for the remaining two positions on the existing Grievance Committee shall occur.

- If the rules remain unchanged at the 2015 AGMs, the four elected Grievance Committee members discussed in the dot points above, shall continue in place for the usual two-year term of the Grievance Committee.

- If Rule 22 is endorsed at the 2015 AGMs:

- The new Grievance Committee structure shall be enacted on 1 October 2015 and the last two elected members on the existing Grievance Committee shall drop off and the new Grievance Committee structure shall take effect on that date.

- The term of the new Grievance Committee shall be from 1 October 2015 until the final day of the

Remits carried by 2015 Congress

National Congress annual meeting 2017 and from thereafter shall be for three-year terms. (This enables a future cycle of elections of the Grievance Committee one year after the National Executive elections).

–The three Grievance Committee representatives (as well as their three respective proxy representatives) discussed in Rules 22.2(a), (b) and (c), were elected at meetings of their respective bodies held in June 2015 in anticipation of a change to the rules, and these three representatives shall become members of the new Grievance Committee from 1 October 2015.

■ REMIT 4

Rule 28.3 NEW–Variation of Collective Agreements

(a) Variation of Collective Agreement

The terms and conditions of a Collective Agreement may be varied by mutual agreement of the parties to it. Any such variation shall be in writing and signed by the key signatories to the Collective Agreement. Any such variation shall comply with all appropriate statutory requirements in effect at the time of the variation.

(b) Affected Members

Prior to any such variation being agreed to, the affected members shall be provided with the opportunity to vote for the proposed variation to the Collective Agreement. The affected members are only those members whose terms and conditions are directly and materially changed as a result of the variation. The affected members will be identified by way of a list provided by the advocate of the variation to the Collective Agreement prior to any variation ballot.

(c) Meetings to Discuss and Vote for Variation

There shall be a site meeting, or a series of site meetings, at each site of affected members, or a meeting by other telecommunication method (for example by videoconference or teleconference) in order for affected members to discuss the proposed variation and to ratify or reject the proposed variation.

(d) National Returning Officer

The National Returning Officer (with the support of Site Returning Officers where required) shall do all things he/she considers necessary for the fair and proper conduct of the variation meeting(s) and variation ballot including:

(i) Give reasonable notice of the meeting(s) and ballot dates to each affected member entitled to vote. Such notice to affected members may be by way of individual and/or appropriate advertising;

(ii) Ensure affected members are provided with appropriate information on the proposed variation to the Collective Agreement to ensure they are able to make an informed decision about the proposed variation;

(iii) Where appropriate, make every effort to ensure proper work-site publicity, particularly by way of notice posted on notice boards throughout the site(s);

(iv) Notify the affected members of the process for voting, including the obtaining of special votes;

(v) Provide affected members with a physical or electronic vote;

(vi) Where appropriate, provide an adequate number of ballot boxes on site for the collection of votes;

(vii) Oversee the physical or electronic voting process;

(viii) Count the physical or electronic votes as soon as possible after voting closes.

(e) Conduct of Variation Ballot

Affected members should make every effort to attend a variation meeting. There shall be sufficient site meetings or meeting(s) by other telecommunication methods to cover shifts and rosters to ensure that affected members have every opportunity to attend a variation meeting.

(i) Voting shall be restricted to a vote either for or against the proposed variation of the Collective Agreement. No amendments may be proposed during the variation process.

(ii) After the variation meeting has closed, the National Returning Officer shall provide one voting paper (either physically or by way of other appropriate electronic means) to each affected member who presents him/herself for voting.

(iii) No proxy votes shall be permitted until after the variation meeting has closed.

(iv) Special votes may be permitted where an affected member satisfies the National Returning Officer that he/she is unable to personally attend and vote because of bona fide absence during the time the ballot box is open, including being suspended from employment. In such circumstances, the National Returning Officer may provide a voting paper or accept electronic votes in advance of the variation meeting.

(v) All completed ballot papers shall be placed in a locked ballot box, or returned electronically to the National Returning Officer to be placed in the locked ballot box, which shall not be opened until after the ballot closes.

(vi) The National Returning Officer shall count the votes and declare that the Collective Agreement has been varied or has

Remits carried by 2015 Congress

not been varied, unless the variation covers more than one site in which case a declaration will not be made until the final ballots are collated and declared by the advocate of the Collective Agreement.

(vii) The variation ballot shall be decided by a simple majority (50% + 1) of the affected members who are entitled to vote and who do vote.

■ REMIT 5

Rule 36 ADD

Schedule IV Appointments Register

■ REMIT 6

Rules Schedule II—Election and Ballot Procedures

1.4(h) NEW-Life Member Representative to National Congress

(h) For the Union's Life Member representative to National Congress, by duly notified meeting by way of teleconference or other appropriate telecommunication method, of all current Life Members of the Union.

■ REMIT 7

Rules Schedule II—DELETE Clause 6

■ REMIT 8

Rules Schedule IV NEW—Appointments Register

Amend title from "Schedule II" to read "Schedule IV".

Delete "Appendix 1" on right hand side.

Amend National Vice President start date to June 13.

Insert additional UniMed Director of Angus McConnell with start date of Sep 14, 3 year term, due Sep 17.

Amend Life Member Rep start date to Mar 15 and due Mar 17.

Amend DWU Runanga/Fono Rama Phillips due date to Mar 16.

POLICY REMITS

■ REMIT 9

Policy B.4 RENUMBER to B.5

Policy B.4 NEW

B.4 DWU Women's Committee

B.4.1 The DWU Women's Committee is an advisory body to the National Executive on Women's issues that may concern the DWU. The Women's Committee is to represent and promote the interests of women workers and to foster and promote the interests, education and participation of women in Union issues.

B.4.2 The DWU Women's Committee supports and participates in the CTU Women's Council.

B.4.3 The DWU Women's Committee strongly opposes any split in the union movement based on gender and we reiterate our position is as unionist-working class first, with female representation from within.

■ REMIT 10

Policy C.7 NEW—Grievance Committee (If Rule 22 endorsed at 2015 AGMs)

The DWU shall establish and operate a Grievance Committee which shall hear and examine grievances between members or charges against members as per Rule 22.

The members of the Grievance Committee are listed in the Appointments Register contained in Schedule IV of the Rules.

Policy C.7 AMENDED—Grievance Committee (If Rule 22 not endorsed at 2015 AGMs)

Appointment of Position for a term of two years as per Rule 22.1.

Nominations/expressions of interest shall be called for by the National Executive during the months of April and May.

A card vote ballot according to Union Rules will be held by National Congress to elect three members of the committee and a stand-in.

The three highest polling nominees will be elected as the Grievance Committee with the fourth highest polling nominee elected as the stand-in.

Rima Strickland, Scott McLay, and Pat Garrett are appointed as the Grievance Committee, with James Narayan as the stand-in should any of the committee become unavailable.

■ REMIT 11

Policy C.18.3 NEW—UniMed Directors

C.18.3 Angus McConnell is confirmed as the Union's nomination for a position on the UniMed Board of Directors for a three year term, which expires in 2017.

Remits carried by 2015 Congress

■ REMIT 12

Policy H AMENDMENTS

–Welfare Fund

The Welfare Committee discussed last year's substantive changes to the DWU Policy on the Welfare Fund and recommended the following amendments to the 2015 National Congress:

Policy H.2: Amend title to read "Eligibility to apply to the Welfare Fund".

Policy H.2.1: Amend to read "Eligibility to apply for Hardship Grants..."

Policy H.2.2: Amend to read "Eligibility to apply for Education Grants..."

Policy H.2.2: Amend to read "...children 19 years of age or under (as at the closing date for applications for Education Grants), and to..."

Policy H.2.3: Amend to read "Eligibility to apply for Funeral Benefits..."

Policy H.5: Amend to read "...will equal approximately 7% of the ..."

Policy H.6.3: Amend to read "...will be provided to the same individual in a financial year (Note: This change will take effect from 1 April 2016)."

Policy H.8.1: Amend to read "The Welfare Fund shall make available \$80,000 per annum for education purposes ..."

Policy H.8.3: Amend to read "Education Grants must be used for educational purposes that commence in the same calendar year as the Welfare Committee's February meeting (for example, an application to pay for costs incurred in a previous year will not be accepted)."

■ REMIT 13

Policy P NEW

–Sexual Harassment Policy

Sexual Harassment in Employment or Union

The New Zealand Dairy Workers Union–Te Runanga Wai U (DWU) prohibits sexual harassment of any employee or potential employee, member, or potential member of the DWU.

Definition of Sexual Harassment

"Sexual Harassment" is defined as engaging in vexatious comment or conduct of a sexual nature that is known or ought reasonably to be known to be unwelcome. A vexatious comment or conduct causes humiliation and is offensive or abusive to the recipient.

Sexual harassment includes harassing comments or conduct made to a person because of his or her gender.

This can include comments or conduct relating to an individual's sexual attractiveness/unattractiveness, or comments relating to one gender's superiority over the other gender.

Sexual harassment and inappropriate gender-related behaviour can include but is not limited to the following conduct:

Unwelcome physical contact; Inappropriate conversations with sexual content; Leering or inappropriate staring or whistling; Gender related verbal abuse or taunting; Inappropriate gifts; Bragging about sexual prowess; Obscene phone calls; Offensive jokes or comments of a sexual nature; Posting pictures of a sexual nature in the workplace; Questions or discussions about sexual activities; Comments about

an individual's physical characteristics; Sexually suggestive acts; Propositions of physical intimacy; Demands for dates or sexual favours; Suggestive or offensive remarks about members of a specific gender.

Sexual harassment may be subtle or obvious, verbal or non-verbal. Sexual harassment does not necessarily have to be persistent and severe.

A single incident can form the basis of a sexual harassment complaint. The severity and frequency of the sexual harassment will, however, often be considered when determining the appropriate remedy.

Sexual harassment may also include harassment towards others or harassment in general which affects an individual because of her or his sex, creating a hostile or poisoned environment.

Mutually acceptable flirtation and sexual relationships are not sexual harassment.

Responsibilities of the DWU as Employer

As an employer, the DWU has a responsibility to act in good faith to ensure that the work environment is free from conduct and behaviour that may constitute sexual harassment.

It will have a policy and procedure in place to educate DWU employees about sexual harassment and to help supervisors and management respond appropriately to allegations of sexual harassment. It will also periodically review after consultation with employees a complaints process.

The DWU will take reasonable steps to immediately respond to and investigate complaints of sexual harassment in the workplace and to take corrective action to remove any

Remits carried by 2015 Congress

unacceptable working conditions.

Responsibilities of DWU Members and Employees

DWU members and employees will avoid behaviour that constitutes sexual harassment as defined above.

Such conduct may occur without the DWU's officers' knowledge or consent and despite its officers exercising the required diligence and care. It is therefore important that anyone alleging such conduct occurs notifies the DWU as soon as practicable.

DWU employees have a responsibility to inform their employer of incidents they consider amount to sexual harassment. If the employee does not tell anyone that he/she is being sexually harassed then the employer may not have a chance to remedy the situation.

DWU members who are not DWU employees are encouraged to inform the appropriate person in the DWU for the same reason.

Appropriate Persons to Inform/Complain to

Please make complaints to either: DWU National Secretary, the Assistant Secretary or the Woman's Committee Convener, Woman's Committee Co-ordinator, or their DWU Regional Organiser.

Process

If possible, please make complaints in writing with a date on the complaint and as specifically as possible. You will need to identify yourself; the DWU is unlikely to investigate complaints that are anonymous or too vague.

The person complained to will refer the matter to the National Secretary and or the Assistant Secretary who will appoint a fair and reasonable

investigator, selection of who will depend upon the circumstances.

The person complained to will advise the complainant who that investigator is and give the complainant the contact details as promptly as is practical in the circumstances.

Confidentiality will be protected so far as that is practicable. For reasons of natural justice, in most cases if the complaint is to be investigated and fairly dealt with it, the identity of the complainant will need to be shared with the person the complaint is made against.

Complaints will be investigated by the DWU as promptly as possible, in accordance with the usual processes and in accordance with the principles of natural justice.

The findings of the investigator will be shared in draft before they are finalized with the complainant and the person accused.

Where appropriate, either the National Secretary and/or the Assistant Secretary can use the process outlined above or refer the matter directly to the DWU Grievance Committee for investigation as per the DWU Rules.

Sanctions

DWU Employees

If, as an outcome of an investigation, it is considered that a DWU employee may have committed a breach of this policy, then the DWU will abide by the obligations it has at law as employer, including if appropriate following the usual disciplinary process, and will take fair and reasonable action in all the circumstances, which may include dismissal if it concludes the policy breach was serious enough to justify it.

DWU Members

(non-DWU Employees)

If the matter involves a DWU member who is not a DWU employee, then the member may be asked to take fair and reasonable remedial steps or may have their membership terminated.

Knowingly False Complaints

If, as an outcome of an investigation, it is considered that a complainant has intentionally made a false complaint, a DWU employee complainant may be subject to disciplinary action and a DWU member (non-employee) may have their membership terminated.

Responsibility for monitoring compliance

The DWU National Secretary in conjunction with the Women's Committee Convener and Co-ordinator are responsible for monitoring compliance with this policy.

[DATE]

2015 Annual General Meeting Dates and Venues

DATE	TIME	SITE	VENUE
NORTHERN			
Monday, 29 June	1.00pm	Paerata	Smoko Room
Tuesday, 30 June	6.00am	Kauri	On Site
	11.00am	Maungaturoto	On Site
	6.00pm	Tip Top	Cafeteria
Wednesday, 1 July	8.00am	Tip Top	Cafeteria
	11.00am	Leon Leicester	On Site
	2.00pm	Takanini	Cafeteria
	6.00pm	Takanini	Cafeteria
Wednesday, 5 August	11.00am	Danone & Nutritional Can Auckland	On Site
Monday, 10 August	11.00am	NZ New Milk	On Site
	2.00pm	GF Puhoi	Puhoi Sports Club
WAIKATO/BOP			
Thursday, 2 July	5.00am	Canpac	Cafeteria
	6.00am	Canpac	Cafeteria
	12noon	Crawford St Stores	On Site
	2.00pm	Canpac	Cafeteria
Friday, 3 July	10.30am	GF Frankton	On Site
	12noon	Timpack Hamilton & Dairy Goat	Upstairs Smoko Room
	5.00pm	London Street	Level 4
Monday, 6 July	8.00am	Te Awamutu	Training Centre
	11.00am	Genesis House	On Site
Tuesday, 7 July	9.00am	Waharoa	On Site
	11.00am	Morrinsville	Butter Cafeteria
	2.00pm	Waitoa	Transport Smoko Room
	3.45pm	Tatua	Cafeteria
Wednesday, 8 July	10.00am	Lichfield	On Site
	12.30pm	Reporoa	Cafeteria
	4.00pm	Hautapu	Social Club
Thursday, 9 July	7.00am	Te Rapa	Training Room
	11.00am	Tirau	Upstairs Smoko Room
Friday, 10 July	8.00am	Edgecumbe	Cafeteria Meeting Room
	11.00am	MMCS/Tauranga Port Stores	On Site
Tuesday, 4 August	8.00am	Envictus	On Site
	9.30am	Pandora	On Site
Tuesday, 11 August	3.00pm	LIC Hamilton	On Site
CENTRAL			
Monday, 13 July	9.00am	Makomako Road	Smoko Room
	12.30pm	Te Roto Drive	Board Room
Tuesday, 14 July	7.00am	Pahiatua	Fire Station
	1.30pm	GF/Fonterra/Alto Longburn	Old Fonterra Admin
	4.00pm	Lion Co	Smoko Room
Wednesday, 15 July	2.00pm	Whareroa	Salvation Army Hall, Hawera
Thursday, 16 July	7.00am	N/P Port Stores	Smoko Room
	11.00am	Kapuni	Memorial Hall
Friday, 17 July	1.00pm	CCP Eltham	Town Hall
SOUTHERN			
Monday, 20 July	8.00am	Edendale	Town Hall
	2.00pm	Stirling	On Site
	5.00pm	Danone Balclutha	Town & Country
Tuesday, 21 July	8.00am	Mosgiel	On Site
	2.00pm	Studholme	On Site
	4.00pm	Oceania/Yili	On Site
Wednesday, 22 July	9.00am	GF Blenheim Rd	Smoko Room
	3.00pm	Darfield	On Site
Thursday, 23 July	9.00am	Clandeboyne	Hall
	11.00am	Westland Rolleston	On Site
	1.30pm	Halswell Junction	Smoko Room
	3.00pm	Dairyworks	On Site
Tuesday, 28 July	8.30am	Westland Hokitika	Rugby Hall
	3.30pm	Brightwater	On Site
Wednesday, 29 July	8.30am	Takaka	Whites Cafeteria
	4.00pm	Tua Marina	On Site
Thursday, 30 July	10.00am	Kaikoura	Smoko Room
	3.00pm	GF Blenheim Rd	Smoko Room
LIC Christchurch - TBC			