

DairyWorker

Quarterly publication of the

NZ Dairy Workers Union Te Runanga Wai U

NZ Dairy Workers Union

DWU

Te Runanga Wai U

August-2015

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Fonterra Canpac
Hamilton



AGMs, DWU Annual Congress & upcoming CEA negotiations



Welcome to the August 2015 edition of your DWU Dairy Worker magazine. This edition focuses on the recently held DWU Annual General Meetings (AGMs), the 2015 DWU National Congress and the upcoming negotiations for several of the DWU's Collective Employment Agreements (CEAs).

Annual General Meetings (AGMs)

Over the last two months, I have again had the pleasure of personally attending 55 of the 62 AGMs that the DWU holds across the country. We still have a couple of final AGMs to hold, but thanks to all the DWU members who have so far attended this year's meetings. I hope you enjoyed them and gained some useful information about your Union.

Thanks must also go to Brett Brown, National President and Shane Stieller, National Vice-President for attending the AGMs. I know that both Brett and Shane enjoy the opportunity to meet members across the country.

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

For those members who couldn't get to this year's

AGMs, I thought it would be useful to give a quick summary of what was discussed at these meetings and highlight some of the recent achievements and upcoming challenges for the DWU and its members. These are discussed below.

on the Cover...

Lucy Apiata-Wade is a Machine Operator on the canline in the metal packaging department at the Fonterra Canpac Site in Hamilton. Lucy has worked there for 16 years and enjoys her job and work mates.



State of the DWU & the NZ Dairy Industry

Unlike most NZ unions, the DWU's membership continues to grow to nearly 8,000 members. Our strength is based on the fact we are an industry union with members in nearly all dairy employers including Alto, Dairyworks, Dairy Goat, Danone Nutricia, Envictus Dairies Ltd, Fonterra, Goodman Fielder, Lion Foods, Livestock Improvement Corporation (LIC), Milk Test NZ, NZ New Milk, Oceania Dairy/Yili, Synlait, Tatua, Timpack, and Westland Milk Products. This gives us another great strength; a membership density across the dairy industry of over 90% of dairy processing workers.

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 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.

In light of these domestic and international events, the DWU's strategic goal of maintaining and enhancing our standing as a relevant trade union is more important than ever.

DWU National Congress 2015

The AGMs also discussed and voted on the eight DWU Rule changes and five DWU Policy changes that came out of the recent DWU National Congress 2015 held in Rotorua. The National Congress is the top decision-making body of the DWU and this year the focus for Congress delegates was reviewing the progress of the DWU's Strategic Plan 2014-2018. The purpose of the plan is to

“maintain and enhance our standing as a relevant trade union” and the Strategic Plan contains four strategic goals to achieve this objective over this four year period:

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

DWU's Financial Position

I was again pleased to be able to report to AGMs that the DWU continues to be in a strong financial position with a net surplus from trading for the financial year of \$329,120. When income received from our investments of around \$5.3million was added to this, we achieved a net surplus after tax for the year ended 31 March 2015 of \$584,167.

Recognising and thanking our long-serving DWU members

As started at the 2013 AGMs, we again had the pleasure of formally recognising those DWU members with 25+ years' service with the Union. This year I also had the pleasure of awarding our first 50+ years' service certificate to Lloyd Baker who works at the Fonterra Takaka site. Lloyd was offered a job at the then Golden Bay Dairy factory in Takaka by the manger while riding past the site on his bike in December 1962. Thanks again for your outstanding contribution and solidarity to the DWU over the last 50 years Lloyd (you can read more about Lloyd further on page 22 of this edition of the Dairy Worker magazine).

These long-service members were presented with a framed certificate, DWU beanie and a DWU pen. Long-serving members who couldn't make it to their AGM will be presented with their gifts by their Site Delegate at an appropriate time. Thanks again on behalf of all dairy workers to these long-serving members for their loyalty and commitment to our Union.

Upcoming CEA Negotiations

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 over the last 12

months 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 will be particularly relevant in the upcoming negotiations for the Fonterra NZMP, Fonterra Brands and Westland Milk Products CEAs.

These will be tough negotiations taking place during a tough time for the NZ dairy industry. Whilst the DWU always aims to achieve an increase in wages and allowances, we also need to protect the terms and conditions that have been achieved over many years by generations of Dairy Workers.

It is also important to note that these upcoming CEA negotiations 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 employment 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.

In particular, the changes to the duty to conclude bargaining requirements will make it easier for employers to end CEA bargaining and push Individual Employment Agreements (IEAs) on workers.

Not only this, the proposed laws would then allow employers a 60-day 'free-hit period' to push IEAs onto workers and during this period, workers would be unable to initiate bargaining for a new CEA or take legal strike action.

As reported in the last edition of the Dairy Worker magazine, the DWU's aims at these upcoming negotiations will be simple: First, we must protect what we have; second, we will work hard to improve our terms and conditions for the greatest number of members; and finally, we will aim to conclude a negotiation in a good ongoing position and avoid a situation where the new anti-worker employment laws are used against us.

As the saying goes: united we stand, divided we fall. With the support of our excellent delegate structures and members like you, we will overcome any challenges that come before us.

Chris Flatt
National Secretary

“Feedback from the AGM’s has been very positive”



At the time of writing Chris and I have attended more than 50 AGM’s across the country. The feedback has been very positive. Improving the communication from the Union to the members both with the AGM’s and the information for the notice-boards has been well received.

Being aware of and understanding what the Union is doing builds solidarity and unionism. I appreciate your participation and contribution so keep it up.

That said the turnout at some meetings has been quite low.

This is largely due to timing with a number of sites not having many members at work on the day of the meeting. There have been some constraints with when the meetings could be held this year being that the AGM’s have to be held after National Congress, which is in June, and a desire to complete the meetings prior to the negotiations for the largest agreement (Fonterra NZMP) taking place towards the end of August. Much consideration has been given to how we could improve attendance; we will work towards achieving higher turn out next year.

We all know the dairy industry is a cyclical beast and right now it appears to have hit a low point in that cycle. Hopefully it does not get any lower. No doubt farmers are experiencing tough times right now.

I hope there is an upward swing in returns very soon so we can all feel much more positive about the future for dairy and our jobs.

As a Union we will continue to focus on our strategic goal which is still to maintain and enhance our standing as a relevant trade union. We need to hold on to what we have and improve where we can.

On a final note I want to remind you all the DWU website is up and running and looking good. If you haven’t had a look or it’s been a while since you visited the site, take a few minutes to have a browse at www.nzdwu.org.nz.

Kia Kaha
Brett Brown
National President

Synlait–DWU Collective Employment Agreement ratified

The Synlait agreement has been settled for a six month term till the end of October 2015.

The main points of the deal were establishing a working group to agree on a Union access protocol, agreement upon the provision of a separate Union noticeboard for the new lunch room, renewed written commitment to ensuring delegate availability for Congress, and a 0.8% increase on wage rates for



existing members. The Terms of Settlement also capture the company’s intention to improve jury service provisions.

The DWU’s focus is to keep presence high over the next six

months, with the goal of increasing membership over the term of the agreement. The DWU thanks its members at Synlait for their efforts and strong commitment.



Jared Phillips
Upper South Island
Organiser



Fonterra Consumer Cheese Processing (CCP) Negotiations

We had set down two days to start with for the Fonterra CCP negotiations but the first day didn't start that well.

Fonterra's share price dropped, the payout dropped and the powder price dropped at auction the same day, and with CPI at 0.1% that set the scene for what we all knew was not going to be an easy negotiation. The negotiating team knew that this year was not going to be the year to make huge gains but one in which to maintain the CEA in its entirety with any improvements we could achieve.

Sick Leave

Fonterra NZMP and Fonterra Brands of course came with their wish list of which a couple were more than unpalatable.

Firstly they wished to remove the ability for workers to accumulate sick leave up to 400 hours and when a worker leaves there would be no payout of unused sick leave. They wanted workers to only be able to accumulate up to 20 days with no payout of unused sick leave on leaving.

We knew that would have bought CCP into line with the NZMP CEA but there was a buyout years ago of sick leave for all workers there. But the companies didn't want to payout all sick leave then start again, which has been the practice in the past. They just wanted workers to forfeit their entitlements and start again. After some discussion their claim was withdrawn.

Rosters

Their second claim was related to the current CEA obligation for the company to provide work for

workers rostered on to work on stat days. There is also a mechanism within the CEA for affected workers to vote on whether they want to work the stat day or not, workers choice, we think that's fair.

The companies wanted to remove this clause in its entirety so that they could dictate to workers when they wanted them to work stat days and of course this would be a huge savings to the companies with not having to pay treble time.

Yes a savings to the company, but a potential loss to workers' earnings of around 8% of annual earnings. The trade off being a pay increase of CPI + 0.7%, but remembering CPI was 0.1%. So a huge give from the companies, take away 8% of potential earnings and give an increase of less than 1%.

We said thank you but no. Because not all workers are rostered workers covered by the CEA it was a cost savings and another attempt to split a staunch group of workers who understand collective responsibility and that look after each other.

So with the two nasties out of the way we did make some headway and improvements.

The Settlement

The deal is a 21 month term, with a 0% percent increase for nine months until February 2016 and then workers receive

CPI + 0.5% for the next 12 months. CPI is based on the December quarter.

We have also achieved the following:

- Full time walking delegate at Fonterra Collingwood St into the CEA;
- Shift handovers now paid at O/T rates;
- Sick leave now being able to draw hourly and not in 4 hour blocks;
- A new level for stores workers (work in progress with descriptor) with new rate.

So all in all the CEA has been maintained and improved and the offer has been ratified by all three CCP sites by 95% of members.

It was a tough negotiation and a huge thanks to the team who were David Lamb (Site Delegate Te Roto Dr), Darren Anderson (Dep Te Roto Dr), Eileen Maxwell (Site Delegate Collingwood St), Pep Spooner (Dep Collingwood St), Shane Stieller (Site Delegate Bridge St), Shelly Scown (Dep Bridge St) and the steady influence and history lessons from Angus McConnell, DWU Assistant Secretary.



Gavin Warne
Central Organiser



All in all the CEA has been maintained and improved.



Why Domestic Violence is a workplace issue

What's the Issue?

Domestic violence is a serious and widespread problem throughout the world, and New Zealand consistently ranks significantly behind all other OECD countries in UN reports.

An average of 29 murders and 95,000 incidents of assault are being investigated in our communities every year (NZ Police also estimate that only 18% of incidents are reported). The Women's Refuge alone helped over 20,000 women and children in 2013, and receive a crisis call every 6 minutes (on average).

These facts and figures are well publicised and well known; what is not quite as well recognised, is that domestic violence is a serious workplace issue that affects victims, their colleagues and employers alike.

How does this relate to us as a workers union?

A recent survey conducted by the Australian Council of Trade Unions (ACTU) found that:

- 30% of workers had personally experienced domestic/family violence
- Nearly half of them reported that this had prevented them from getting to work
- Common reasons were: Physical injury or restraint; Hiding keys; Failure to care for children
- 19% of the victims said that the abuse continued at the work place
- Common scenarios were: The perpetrator coming to the workplace; Phone calls and emails; Perpetrator contacting work colleagues
- The 3 major impacts for them at work were: Needing to take leave; Being distracted, tired or unwell; Being late for work.
- 45% of workers who had experienced the domestic violence had discussed the problem with some-

one at work.

- Only 10% of those who disclosed it to supervisors, found them helpful.

Domestic violence continues to negatively affect victims while they are at work; leading to decreases in personal wellbeing, productivity and performance levels, which often result in disciplinaries or termination of the workers employment.

Why should Employers care?

According to another report, New Zealand employers are looking at an estimated cost of at least \$368 million (as a direct result of domestic violence) for the June year 2014.

Without any additional intervention, this number will rise to at least \$3.7 billion when combined over the next ten years.

Included in these cost estimates are things like recruitment and re-training (for replacement workers when victims have been terminated by their employers), retention and health and safety.

Not included in these figures are the losses incurred by the company when the victim resigns as a result of the violence affecting their ability to cope and continue their commitment to their job.

Studies have shown that the introduction of workplace protections for people affected by domestic violence both saves employer costs (recruitment, retention, re-training, health & safety) and increases productivity and overall wellbeing for workers.

For every woman whose experience of violence is prevented as a result of the workplace protections in a particular year, an average of \$3,371 in production-related costs can be avoided (this number is also a conservative estimate).

What can we do to help as a union?

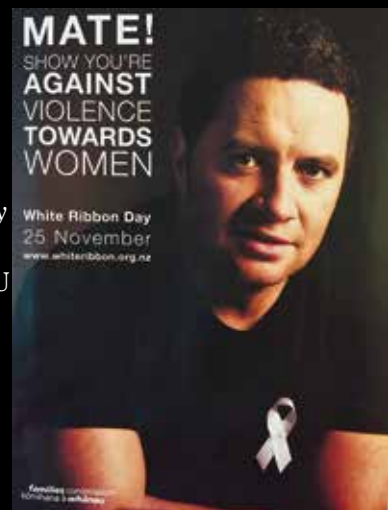
Employment is a key pathway out of domestic violence. Stable and safe employment is absolutely crucial to reducing the effects of domestic violence, and eventually helping these workers out of these situations so that they

can begin to re-build their lives.

The aforementioned study conducted by the ACTU resulted in a number of recommendations being made to all Australian

trade unions, including that workplace bargaining strategies include provisions designed to protect and support workers who are experiencing domestic violence in line with the following principles:

- Dedicated additional paid leave for workers experiencing family or domestic violence, with an aim to achieving 10 days paid leave;
- Confidentiality of worker details must be assured and respected;
- Workplace safety planning strategies to ensure protection of workers should be developed and clearly understood by the parties concerned;
- The agreement should provide for referral of workers to appropriate domestic violence support services;
- Provision of appropriate training and paid time off work for agreed roles for nominated contact persons (including union delegates or health and safety representatives if necessary);
- Workers entitled to family and



Domestic Violence leave should also be able to access flexible work arrangements where appropriate;

- Workers must be protected against adverse action or discrimination on the basis of their disclosure of, experience of, or perceived experience of, family and Domestic Violence.

Conclusion

As a trade union, we have a role to play in assisting our workers who are experiencing domestic violence to maintain paid employment, support them through the process of escaping domestic violence and promote safe and secure workplaces. We pride ourselves on offering our members Welfare Grants, Education Grants and other 'socially' oriented benefits, it's time for us to address this issue that 1 in 3 of our female members will experience in their lifetimes.



Linda Radosinska
Support Services Administrator

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DWU negotiating team at Danone

Danone–DWU CEA Negotiated and Ratified

Danone is a multi-national food products corporation based in Paris, France. It has four business lines; Dairy, Water, Early Life Nutrition and Medical Nutrition. They are ranked No. 2 in the world for turnover (US dollars) as a Dairy Company.

1	\$28.3b	Nestle
2	\$20.2b	Danone
3	\$19.4b	Lactalis
4	\$15.3b	Fonterra
5	\$14.9b	Friesland Campina

In New Zealand, Danone has bought the former Sutton Group Company; a powder packing plant at Airport Oaks in Auckland. And the former Gardians milk powder spray drying plant in Balclutha, Dunedin. They also operate their nutritional can manufacturing plant also at Airport Oaks, Auckland.

These three sites now have a Collective Employment Agreement recently negotiated between the DWU and Danone. The settlement was ratified by 97% of members. Main points of the settlement were;

- 2 year deal
- 1st year 2.5% wage increase backdated to 1/1/15
- 2nd year 2.0% wage increase from 1/4/16
- Introduction of an overtime rate of 1.15x (15% loading)

We were very pleased to get a multi site/multi employer collective agreement with Danone–the terms and conditions are still quite a way behind our traditional agreements, but this is a very good start.



Mark Apiata-Wade
National Organiser/Advocate

Congress

2015 DWU National Congress





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

All of the Union's various committees and representatives present their annual reports for the previous 12 months work and any proposals for the coming year. Reports from the National Secretary Chris Flatt and National President Brett Brown were received along with Representatives/Convenors/Directors for the

Welfare Committee, Women's Committee, Runanga/Fono, UniMed, Dairy Industry Superannuation Scheme and Primary Industry Training Organisation.

Our financial statements and budget along with rules and policy changes were adopted, which have subsequently gone to Site AGMs for discussion.

We also had in depth presentations from senior Danone Nutricia Management, Economists, Dairy Industry Researchers and Labour Party MPs—a very educational and informative Congress.



Dairy Industry Superannuation Scheme Report 2015

The last year continued the overall very good run of recent investment results for the Scheme as can be seen from the summary of declared returns in the table below. What are classed as “growth” type assets (such as shares and property, which are expected to have higher returns over time) again led the way, although among income assets the overall return from longer-term fixed interest assets also remain stronger than many commentators (including myself) had expected.

Declared Interest Rates	2015	2014	2013	Last 5 Yrs (%)pa
(Returns are after tax and scheme expenses including insurance premiums)				
GROWTH	12%	11.6%	12.2%	8.4%
BALANCED/GROWTH	11/1%	10.2%	11.3%	7.8%
BALANCED	10.3%	8.8%	10.4%	7.30%
CONSERVATIVE/BALANCED	8.6%	6.5%	8.6%	6.3%
CONSERVATIVE	6.9%	4.3%	6.7%	5.2%
CASH/CONSERVATIVE	4.6%	3.0%	4.3%	3.6%

In each of the last three or more annual reports for the Scheme I have written about how good each of those years had been, notwithstanding all the financial and political worries affecting the world. I also forewarned each year that perhaps things couldn't carry on that way into the New Year and I guess I may be starting to sound like a work record by saying the same thing again this time around.

The central underlying theme of the last 5 years that continued into the latest year was the ongoing and prolonged stimulus and support given to economies and investment markets by central banks across the globe. This was over the latest 12 months by the slump in oil prices taking some pressure off inflation (there wasn't a lot anyway!) and putting a little more cash into the pockets of consumers. These positive influences overshadowed, in the end, the myriad of 'bad news' items such as European problems with Greece, the conflict in Ukraine and its resulting strains on international relations, and doubts about the robustness of economic growth in China and other emerging economies.

Looking ahead most of the various potential global challenges are still with us along with a likely reduction

in central bank support for markets, particularly in the USA where their economy has moved into a firmer path. So, it wouldn't be surprising to see an upcoming year that provides much more muted investment returns.

Regarding Scheme operations over the last year, we continue to see:

Sound growth in overall membership numbers – 7,135 members at 31 March 2015 (March 2014 6852 members)

Good growth in total member assets - total assets amounted to \$607 million at 31 March 2015 (31 March 2014 \$538 million)

Pleasing levels of member and employer contributions – Contributions totalled a combined \$59 million in 2014/15 (2013/14 \$53 million).

I believe this provides an excellent base for the Scheme to continue to provide members with all the elements necessary for a effective and efficient retirement savings vehicle. The level of insurance benefits paid over the year was somewhat higher than normal, reinforcing the value of this benefit to many members when things get a bit tough.

Scheme running costs will be a bit higher in the short terms as we transition from the Scheme into the regulatory requirements of the new Financial

Markets Conduct Act (FMC Act), the law that governs how schemes such as ours will be run in the future. This will involve, amongst other things, a review of our Trust Deed and a complete rewriting of all our key Scheme information material. We will keep you informed of the main changes as we go through the process.

We have had a look at whether we should make any other changes to the Scheme at the same time as making all the FMC Act changes, and have decided that we will add a Significant Financial Hardship Benefit to the Scheme from next year when we “go live” with the FMC. Our Hardship Benefit will be modelled on the way the Kiwisaver Act and Kiwisaver schemes define and apply this benefit. We will provide more information in due course but I should point out that the underlying premise for a hardship benefit is that it is a “last resort” option with tightly defined parameters as to what is and what isn't regarded as Significant Financial Hardship.

Tim McGuinness
Chairman

Mark Apiata-Wade
DISS-DWU Director

PrITO Report 2015

Over the last 12 months, I have continued to be the 'worker/trainee' representative on the Board of Directors of the Primary ITO (PrITO). Throughout this period, the constant message I have heard around the PrITO Board is the concern about a lack of new people entering the primary industry sector and the challenges this will raise over the next few years for the entire primary industry.

Merger of the NZITO and PrITO

As reported at last year's National Congress, since February 2014 the old NZITO (the ITO that was responsible for setting the standards at Levels 1 to 8 on the New Zealand Qualifications Framework (NZQF) for the dairy manufacturing industry, the meat processing industry (excluding poultry), and seafood industry), merged with the Primary ITO (PrITO) (an amalgamation of the old Agriculture ITO and Horticulture ITO).

PrITO is one of New Zealand's largest industry training organisations and offers nationally recognised New Zealand Qualifications Authority (NZQA) qualifications in 27 industry sectors. It assists over 18,000 people every year gain skills and qualifications in the agriculture, horticulture, water, equine, sports turf and food processing sectors.

The merger was a result of the 2010 governmental review of ITOs and the desire by Minister Steven Joyce, to reduce the number of ITOs from approximately 21 to around six. There are currently 13 ITOs in existence

Development of the new entity

Over the last 12 months, much of the Boards focus has been on embedding a new independent Chair (John Parker) as well as a new CEO (Mark Jefferies). Both have brought a wealth of industry and vocational training knowledge to the PrITO. The new merged ITO is beginning to gain benefits as a completely new entity,

rather than just being the old PrITO that absorbed the NZITO components.

Again as reported to last year's National Congress, my focus throughout this period has been to ensure that the views of workers and trainees have been heard around the PrITO Board table.

This is an important, if somewhat challenging task at times, with all other directors coming from industry employers or representative bodies.

Overall the PrITO Board continues to

support the concept of having a dedicated 'worker/trainee' representative on the Board of Directors.



Chris Flatt
Worker/Trainee Representative
on PrITO Board

UniMed Report 2015

Governance structure the past year has seen Dave Eastlake and Dennis Emery retire and Angus McConnell (DWU) join the board, the AGM elected Jane Huria as the new deputy chair and of course Brian Wooller continues as the Chairperson. The board is also well served by 2 other directors, one of whom is well known to us, Tim McGuinness who is also the Chair of the Board of DISS.

A condition of being a licensed insurer is that UniMed is subject to the solvency margin requirements of the Solvency Standard for non-life insurance businesses as issued by the RBNZ. This standard requires UniMed to retain a solvency margin of greater than zero, meaning that the actual solvency capital position exceeds the minimum required under the standard.

UniMed complies with all externally imposed capital requirements.

As at 30 June 2014 the solvency margin was \$64,897,916 (2013 \$57,679,298) and solvency ratio 544% (2013 525%).

The solvency ratio is the actual solvency capital divided by minimum solvency capital required.

AM Best is a global credit rating agency (based in Hong Kong) with a focus on the insurance industry. Each year since July 2011, it has assessed Union Medical Benefits

Society Limited (UniMed) as having an A- (Excellent) rating.



UniMed maintains its aim to payback to members. Over the five years ending June 2013 UniMed paid out 88c of claims for every dollar received, this is still the policy to maintain affordability of premiums and value for members

UniMed is maintaining membership in a harsh environment where discretionary spending is declining.

UniMed have won the Canstar award again, this award is based on customer satisfaction with most claims turned around in a 2-3 day time span. It's a high commendation of UniMed staff and their attention to our members needs.

UniMed is progressing on a UniMed building to house the head office. As everyone knows UniMed faced the challenge of finding accommodation outside the CBD after the earthquake; the building is nearing completion and UniMed will also have space for rent in the Christchurch CBD.



Glenn Barnes/Angus McConnell
DWU Reps on UniMed Board

DWU 25 Year Service Recognised



At our round of site AGMs, presentations of recognition and appreciation of members with 25 year+ membership of the Dairy Workers Union were again made, with those members being presented with a framed certificate, branded boxed pen and a beanie.

2015 25+ Year Presentations

Northern

Name	Employer	Worksite
Richard Kapa	Fonterra Operations	Kauri
Charles Anson	Fonterra Operations	Kauri
Wayne Walker	Fonterra Operations	Kauri
Gavin Stanaway	Fonterra Operations	Maungaturoto
Les Watene	Fonterra Operations	Maungaturoto
Anelusi Mila	Fonterra Brands	Paerata
Mohammed Iqbal	Alto Packaging	Takanini
Mohammed Farook	Alto Packaging	Takanini
Peter McPherson	Alto Packaging	Takanini
Frances Webster	Fonterra Brands	Takanini
Lance Flynn	Fonterra Brands	Takanini
Ming Fong	Fonterra Brands	Takanini

Waikato/BOP

Mark Jenkins	Fonterra Operations	Crawford St Stores
John Kinloch	Fonterra Operations	Edgecumbe
Alan Thomas	Goodman Fielder	Frankton
Brian Murphy	Timpack Industries Ltd	Hamilton
George Maihi	Timpack Industries Ltd	Hamilton
Valerie Moengaroa	Fonterra Operations	Reporoa
Michael Thompson	Fonterra Operations	Reporoa
Brett Brown	Fonterra Operations	Waitoa
Brent Shaw	Fonterra Operations	Waitoa
Robin Brewster	Fonterra Operations	Waitoa



25+Years Awards

Central

Brenda Loveridge	Fonterra CCP	Bridge Street
Barry Hodge	Fonterra CCP	Bridge Street
Keven Saywell	Fonterra CCP	Bridge Street
Jason Wright	Fonterra Operations	Fonterra Longburn
Kurt Jonas	Fonterra Operations	New Plymouth Ports
Gerald Smith	Fonterra Operations	Pahiatua
Stephen Robinson	Fonterra Operations	Whareroa
Erin Graham	Fonterra Operations	Whareroa
Jason Davey	Fonterra Operations	Whareroa
Maurice Davis	Fonterra Operations	Whareroa
Jimmy Slade	Fonterra Operations	Whareroa
David Sowerby	Fonterra Operations	Whareroa
James Burrell	Fonterra Operations	Whareroa

Southern

Gregory Bain	Goodman Fielder	Blenheim Road
Kim Rowlands	Goodman Fielder	Blenheim Road
David Hole	Fonterra Operations	Clandeboyne
Peter Sutton	Fonterra Operations	Clandeboyne
Kevin Hickey	Fonterra Operations	Clandeboyne
Ivan Hooson	Fonterra Operations	Darfield
Allan Leach	Fonterra Operations	Darfield
Stewart MacBeth	Fonterra Operations	Edendale
Thomas Wallace	Westland Milk Products	Hokitika
Kerian McConnachie	Fonterra Operations	Kaikoura
Bruce Packard	Fonterra Operations	Takaka

50 year presentation (see photo page 22)

Southern

Lloyd Baker	Fonterra Operations	Takaka
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DWU Runanga/Fono Report 2015



Greetings to all our DWU officials, delegates and new members, our aroha to the many who have lost family members and friends over the years that worked in the dairy industry and made a contribution to this union, workers who have passed on or retired should never be forgotten.

The DWU Te Runanga Wai U/ Fono contribution is an on-going commitment with our union and a long lasting relationship with the NZCTU.

We continue to do the best we can to support and help the workforce, local community and the wider union movement of New Zealand.

The relationships built with the different Iwi groups started with the Affco Talleys dispute in 2012 and the Iwi leaders hui in Tauranga led to this on-going relationship with Iwi.

The strong links that our DWU Runanga/Fono members have with the different iwi is important to this Union. It gives us the opportunities to voice an opinion in the

political arena when dealing with the cultural impact on the New Zealand workforce. Our involvement with the forestry sector and the positive outcomes in the courts, Helen Kelly has had a major influence in these proceedings and her input has made life a bit more bearable for those forestry workers families.

The CTU Runanga meetings involve strategic planning for all campaigns keeping one step ahead of the Government. The National government since being in power has gone to great lengths to smash the unions.

Andrew Little has been elected to run the Labour Party and we might have a chance this time round getting him in as the next Prime Minister. We must stand in solidarity and unity if we are to do this.

As the Runanga/Fono Convenor and representative on the National Executive of the DWU, the job of governance and taking care of the business is made possible due to the dedication and care of the other elected delegates, organisers

and officials, and the admin team of Sally, Carne and Linda behind the scenes keeps this Union going strong.

We should be proud of our Union and the positive gains made in the past into the present setting a strong foundation to build onto for the next generation of dairy workers that will become the next future executive members to maintain and enhance our standing as a relevant trade union.

I am a member of this Union because of the way they look after you, me and our families and will continue to be a part of this Union until the day I retire. "Why" because this Union is my family.



Na John Nuku
DWU Runanga/Fono Convenor

DWU Welfare Committee Report 2015

Welfare payments from
1 April 2014 to 31 March
2015:

Hardship Applications Declined = 7
Hardship Applications Withdrawn=1
Total Education Applications
Received = 141

Education Applications Declined= 4
Education Applications Withdrawn= 3
Education Applications (with no
documentation received)= 4

The funds spent during the
year are as per the table
opposite. I would like to thank
Frank Lancaster,
Peter Newman and Bernice
Mills for their valuable input
and work, also Chris Flatt,
Sally Wilson and Carne
Williams for their help and
support.



Dianne Dwight
DWU Welfare Committee
Co-ordinator

*DWU Welfare
Committee;
Peter Newman,
Bernice Mills
Chris Flatt
(DWU National
Secretary),
Dianne Dwight
and Frank Lancaster*



	2014	2015	@	Total
Death of Dependent	2	3	\$2,000	6,000.00
Death of Member	10	14	\$2,750	38,500.00
Death of Spouse	19	5	\$2,000	10,000.00
Education Grants	43	130	-	42,575.00
Hardship Grants	68	77	-	42,534.57
Miscellaneous				6,604.43
Expenditure 1 April 2014 to 31 March 2015				146,214.00
Annual Budget (1 April 2014 - 31 March 2015)				155,000.00

DWU Members Who Passed Away During The Year

(01/04/2014–31/03/2015)

Fiona Kelsen
Fonterra–Collingwood St.,
Eltham

Larnce Mathieson
Fonterra–Edendale

Garry McNamara
Fonterra–Waitoa

Heta Walker
FBNZ–Takanini

Dennis Hohaia
Fonterra–Whareroa

Jodi Wall
Fonterra–Clandeboyne

Lyndon Shepherd
Fonterra–Edendale



David King
Fonterra–Takaka

Ronald Hirst
Fonterra–Waitoa

Nicholas Stubbs
Goodman Fielder–Puhoi

Stewart Atutahi
Goodman Fielder–Puhoi

Carolyn McFaull
Fonterra–Bridge St.,
Eltham

John Fitzgibbon
Fonterra–Darfield

Michelle Gregory
Fonterra - Kauri

NZCTU Women's Conference



Laura Boynton, Francie Cook, LaVina Ireland, Nici Benington and Linda Radosinska

"Inspiring Union Women"

This year the DWU sent four of our Women's Committee members (Laura Boynton, Francie Cook, LaVina Ireland and Nici Benington) and myself to the CTU Biennial Women's Conference.

It took place in Wellington on the 10th and 11th of July and over 170 union women from all over New Zealand joined together to participate in seminars, panels, discussions and workshops on 'Inspiring Union Women'. I attended Wil Stracke's workshop on Equal Pay and Annie Newman's workshop on the Living Wage.

Equal Pay

Wil Stracke led a workshop on Equal Pay campaigning, specifically the framework that the Australian Victorian Trades Hall followed that enabled them to achieve their great successes in the aged care industry. The campaigning framework is as follows:

Any campaign events that are on the table need to be aimed at one of the key decision makers and campaigners need to consider what they are trying to achieve and who they need to persuade. Any events need to be designed to do one or more of the following:

1. Build power – unionise and recruit new members
 2. Recruit new activists
 3. Boost morale of existing activists
 4. Persuade the decision makers
- Places where we can do activities:
1. In the workplace
 2. In the local community
 3. With our politicians
 4. In the media

Criteria for the plan:

Have the mentality that money is no object to avoid limiting your ideas

1. Who is it aimed at?
2. What is the objective?
3. Where are we doing to do it?
4. How will we make it happen?

Linda Radosinska, DWU Women's Committee Co-ordinator



This year's conference and the theme of inspiring women workers went really well in tandem. We had some wonderful guest speakers, and some very good facilitators for the workshops and to cater for 170 women this conference was a huge success. The addition of the awards on the Friday night tied everything together nicely and it was a nice way to celebrate the many who have contributed to working women in New Zealand.

Laura Boynton, DWU Women's Committee Convenor, Fonterra Te Rapa Site Delegate

On July 10th and 11th I attended the CTU Women's Conference – "Inspiring Union Women".

During those two days I met up with some very inspiring women one of them was Helen Kelly.

Helen is amazing in all her work that she is doing while fighting the biggest battle of her own. It was a pleasure to have met and chatted with her, even her Mother was awarded a special award for being a Inspiring Women.

I attended two workshops as well, one being "Domestic Violence

as a Workplace Issue". Domestic Violence isn't just a home issue involving Family members, it could be from anyone even flat-mates. Domestic Violence also can take place in the workplace with the main forms being Abusive phone calls, emails or texts and even being stalked at work. Domestic Violence can have a huge impact on the work lives of employees.

LaVina Ireland, DWU Women's Committee Northern Rep, Goodman Fielder Puhoi

Inspiring Union Women, the theme this year for the CTU Biennial conference.

It definitely was that, very inspiring and very moving. We had some great speakers talking about all aspects of working and in all industries.

Wil Stracke, Industrial Campaigns Officer from Aussie, was amazing. We also had the pleasure of Helen Kelly coming to speak...about never giving up. I met Helen Kelly on my first union business and she has been an inspiration to me ever since. I wish her well in her next fight, her own health battles.

There was a presentation to women in the Union movement that have given so much to the Union movement. I was in awe just being in the same room as them. The work these women have done was incredible, and they are still doing it, for example Kristine Bartlett and the work that she has started with the Equal Pay Campaign.

We all attended workshops and I went along to two—Being young, female and at work, and, Mothers at work.

I felt I had an interest in these because I was once young and I am a mum at work, and I know

there are young women and mums at my workplace. Due to the time restraints, we found that we all had the same issues on being young and at work. We often are selected for the lower paid jobs, not considered for the more senior roles, as will most likely have time off for children or to look after children.

It doesn't seem like much but it has an impact on the young women who decide their career path. Everyone at the workshop spoke of their struggles at their workplaces, of the things that are hard for them, being female and the expectations on them whether it be from work colleagues or themselves.

The second workshop was much the same except that we all spoke of the other things that we 'Mothers' have to juggle just to be at work. Not only do we do our job at our workplace but also we have to also manage sick children, getting the kids to and from school, school sports, etc. Quite often it is the mum who needs to stay at home when the kids are sick, then put up with the criticism from work colleagues as they're away again.

This then leaves you with no sick days when you are sick, so need to take annual days or days without pay. It was really interesting to see

how different unions treat these days.

Our most common gripe was the domestic leave and the sick leave when we are not sick, but our kids are. How do we fix this? We didn't get a chance to discuss really well but the consensus was that we should bring it up in the negotiations stage.

Finally it was a really good way to interact with women from other Unions and I think we should consider ourselves well looked after in the DWU.

Consider for a moment the workers that don't have set hours each week and have to live on casual work. That's no consistent pay, no holiday pay, split shifts and if you call in sick you may get passed over for other shifts.

If I could say one thing to our Union workers, really support the Equal Pay campaign and the Zero Hour campaigns. We all started somewhere in our working life, by supporting these campaigns you are supporting your community and your family.

Nici Benington, DWU Women's Committee Southern Rep, Goodman Fielder Blenheim Road



NZCTU President Helen Kelly and her mother Cath Kelly

DWU Life Members Inducted

Brian Wooller, long serving DWU Organiser and Frank Lancaster long serving Tip Top Site Delegate were made Life Members at this year's Congress.

Brian served well in excess of 20 years as an Organiser after previously being a Site Delegate and the Taranaki Branch President. Frank served over 30 years as the Site Delegate at Tip Top. Both Brian and Frank typify the ethos of life membership—outstanding service to the Union and its members.

Even though they have both retired from the Union, Brian is currently the Chairman of the Board of Directors of UniMed and Frank continues his contribution as a member of the DWU Welfare Committee.

It was an extra special induction this year as most of our current Life Members were at Congress to witness it along with their partners:

Ray & Gail Potroz
Barry & Claudette Ferguson
Keith & Helen Liddington
Clive Meads
Peter Jenkins
Dianne Dwight (Lady Di)

Informative and moving tributes were paid to all of the Life Members and their partners from the floor of Congress and we are all grateful to them and previous generations of Union members for the terms and conditions that we enjoy today.



Runanga/Fono performing wiata to Life Members



Brian Wooller



Frank Lancaster

Health and Safety Law Reform

Health and safety law reform is a major battle for the Union movement at the present time.

New Zealand has far too many deaths and injuries in the workplace. We have a far higher rate of workplace injury when compared to similar nations such as Australia or the United Kingdom.

Many workers are exposed to danger in their occupations, and this is a big issue for workers in the South, especially with our farms, forests, fisheries, food processing, transport, construction industry, ports, mines and quarries.

The Independent Taskforce on Workplace Health and Safety, set up following the Pike River

disaster, found New Zealand's health and safety laws were not "fit for purpose."

New legislation was drawn up to fix this problem with wide consultation. But at the last moment, the proposed Health and Safety Reform Bill has been watered down and interfered with by vested business interests who seem to have the Government's ear.

These changes include workers in businesses with less than 20 staff no longer being able to elect a Health and Safety representative if they wish.

Workers have got to have a real say into health and safety on the job. All businesses must be held to the same standards of providing

a safe workplace. The people who are undermining and attacking improved health and safety laws are not the people who usually suffer the consequences.

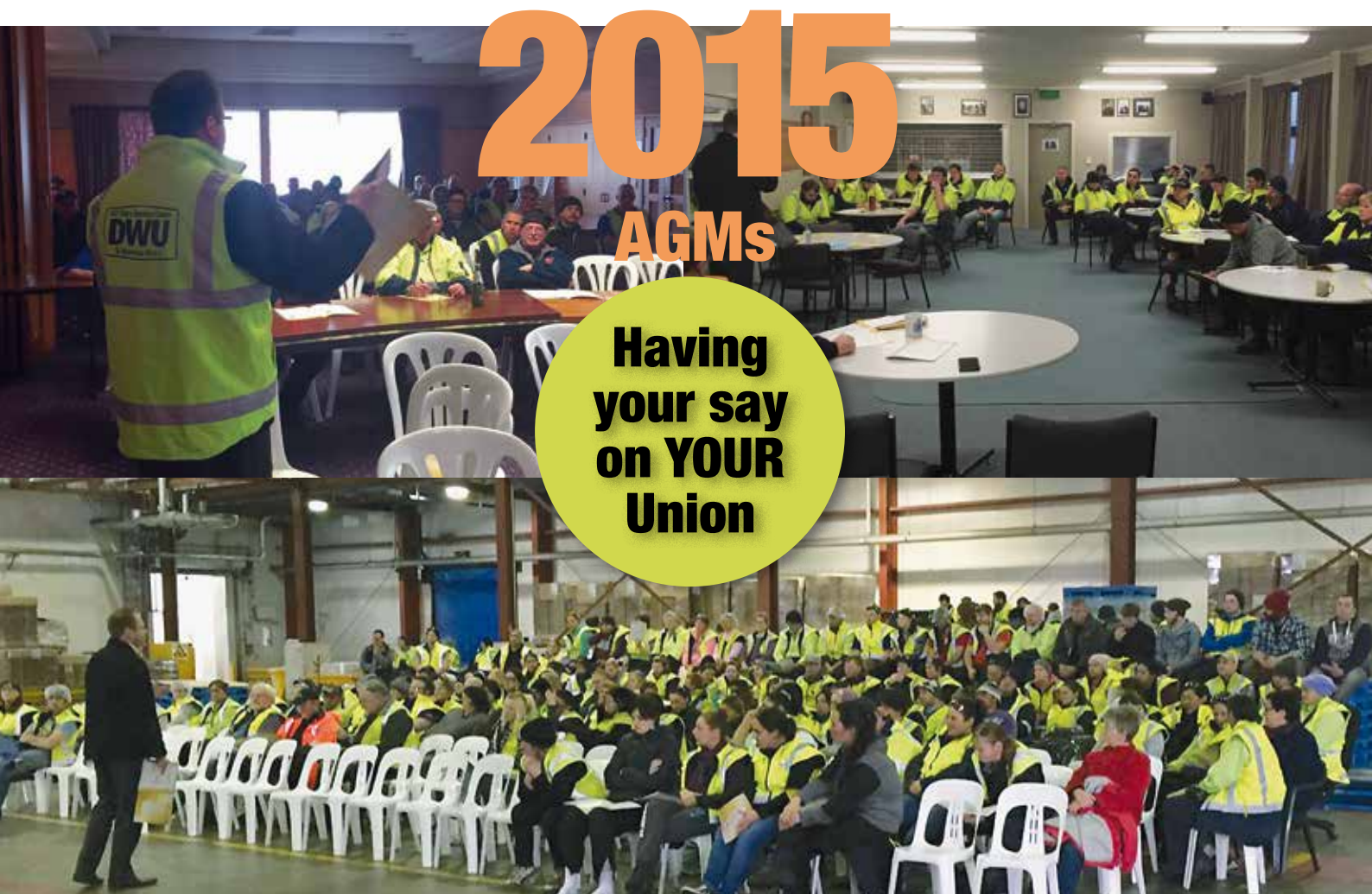
The Government needs to be sent the message that the lives of working class people and the wellbeing of our families are more important than a minor inconvenience to employers.

All workers deserve to come home from work safe and well.



John Howell

Lower South Island Organiser



DWU Women's Committee Report 2015



Over the last 12 months we have seen an increase of plants and people throughout the country. I have had more enquires from people asking about what it looks like to be a women's rep on sites. Some sites have limited numbers of women that work there and therefore they are often looked upon to take up this role.

The Women's Committee have identified this as an issue for quite some time and one that we struggle to find a fix for. We continue to promote the Women's Committee and have worked on getting resources out to site delegates with contact details in regional areas. If you feel you need more resources, please let me know.

The Issues

The NZCTU Women's Council have also been keeping an eye on changes made for workers off the back of the election.

We have seen slight movements where we had hoped for larger gains. Many had hoped there would have been significant shift for better paid

parental leave and we have had to settle for now, for two weeks. We hope that this will increase by more in 2016 as mentioned, so we will wait and see.

We have heard a lot of talk from agencies and the government combining closely together to address the horrific statistics New Zealand has when it comes to domestic violence. Where we were once a country that people looked to for guidance in terms of legislation, campaigns, awareness, resources and fundraising we are now falling behind.

The DWU continues to support and contribute along with the other affiliates on the following issues and others as they crop up:

- Changes to the Employment Relations Act
- Zero contract hours
- Paid Parental Leave
- Health and Safety of Workers
- CTU and Women's Conferences
- Domestic Violence
- Labour Party
- Living Wage
- Pay Equity

With the addition of Linda Radosinska we have seen an improvement in the communications that sites are receiving. Those of you that are savvy with your devices will also be kept up to date with issues that also arise in the public eye through the wonderful world of social media.

This is proving a popular way to mobilise people and keep them informed. So thanks to Linda for moving us forward.

Finally I would like to thank the National Executive for their continual support but mostly to Carne and Sally for the stellar jobs they do in organising all of us. Thank you ladies we appreciate all that you do for us, and know how demanding that can be at times.



Laura Boynton
DWU Women's Committee
Convenor

2015 Annual General Meeting Summary

Site	Attendance	Balance Sheet/Budget	Rule Remits
GF Puhoi	28	C	C
Kauri	59	C	C
Maungaturoto	14	C	C
Paerata	12	C	C
Takanini	178	C	C
Tip Top	106	C	C
Danone & Nutritional Can	7	C	C
NZ New Milk	9	C	C
Leon Leicester	13	C	C
Northern Region	426	C	C
Canpac	171	C	C
Crawford Street	28	C	C
GF Frankton	6	C	C
Timpack & Dairy Goat	36	C	C
London Street	13	C	C
Te Awamutu	28	C	C
Genesis House	12	C	C
Waharoa	7	C	C
Morrinsville	27	C	C
Waitoa	16	C	C
Tatua	17	C	C
Lichfield	26	C	C
Hautapu	19	C	C
Te Rapa	11	C	C
Tirau	5	C	C
Edgecumbe	7	C	C
Pandora	5	C	C
Waikato/BOP Region	434	C	C
Makomako Road	27	C	C
Te Roto Drive	26	C	C
Pahiatua	29	C	C
GF/Fonterra/Alto/Longburn	61	C	C
Lion Co	15	C	C
Whareroa	80	C	C
New Plymouth Port Stores	14	C	C
CCP Eltham	184	C	C
Central Region	436	C	C
Edendale	152	C	C
Stirling	52	C	C
Danone Balclutha	7	C	C
Mosgiel	22	C	C
Studholme	15	C	C
Oceania/Yili	7	C	C
GF Blenheim Road	30	C	C
Darfield	67	C	C
Clandeboyne	170	C	C
Westland Rolleston	11	C	C
Halswell Junction	9	C	C
Dairyworks	15	C	C
Westland Hokitika	46	C	C
Brightwater	15	C	C
Takaka	30	C	C
Tua Marina	5	C	C
Kaikoura	12	C	C
Southern Region	665	C	C
TOTALS	1961	C	C
Meetings still to be held: Reporoa, MMCS/Tauranga Port Stores, Kapuni, and LIC Hamilton & Christchurch.			

50 BIG ONES

Lloyd Baker, centre, holding his 50-year recognition certificate outside the Fonterra Takaka factory. He is flanked by (L-R) Chris Sangster (DWU Takaka Deputy Site Delegate), Chris Flatt (DWU National Secretary), Brett Brown (DWU National President), Tim Morgan (DWU Takaka Site Delegate), and Peter Coughlan (Takaka Environmental Dairy Worker).



50-year membership celebrated at Fonterra Takaka

The DWU recently awarded Lloyd Baker with a certificate recognising his 50-plus years of Union membership and his work in the dairy industry.

Lloyd started as a dairy worker at the Golden Bay Dairy Factory (Takaka) in December 1962. He has

since worked in all areas of the factory. Lloyd's wife Sue also works at the Fonterra Takaka plant.

The certificate was awarded during this year's Takaka AGM. Lloyd gave a humorous and inspiring speech which was met with strong applause from the packed-out

lunch room. In a 2013 issue of the DairyWorker one of his workmates said of him, "His work ethic is unbelievable and second to none; he is the hardest worker on site—always working and finding work to do."

Thanks and Good Luck Frances

At the Takanini AGM Frances Webster was farewelled and thanked by the DWU for her service to the Union and its members. Frances has resigned from Fonterra to explore other opportunities.

Frances has just completed 25 years service—23 as a department delegate and over 10 years as the Site Delegate. Frances also served on the DWU National Executive and the Women's Committee.

The DWU presented Frances with a DWU branded dress jacket and a boxed set of Pounamu earrings and a pendant.

Also in attendance were—

Mark Apiata-Wade (National Organiser), Barrie Kanara (Kauri Site Delegate), Laura Boynton (Te Rapa Site Delegate & Women's Committee Convenor) and Karen Duffy (Fonterra Brands HR Director). Frances' very able replacement as the Takanini Site Delegate is long serving departmental delegate Freddie Herbert.



Richard Everson, Brett Brown, Chris Flatt, Frances Webster.



Freddie Herbert

Union Staff



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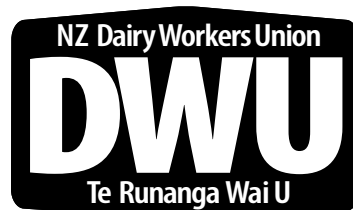
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www.nzdwu.org.nz

email:
nzdwu@nzdwu.org.nz

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

Union Services

Union Health Centres

West Auckland: Lincoln Road Henderson
Ph. 09 837 3933

Otahuhu: 121 Church Street Ph. 09 276 1190

Otara: 3/80 Alexander Crescent Ph. 09 274 9135

Hamilton: Dey Street Ph. 07 856 1211

Hamilton Law Centre

Note: For Employment Law issues please
contact your Union Organiser. Our lawyers
specialise in all aspects of law:

• Property transactions • Immigration
• Mortgages • Traffic • Criminal matters

Financial members can use the law centre
which is located at:

**McCaw Lewis Chapman, 1 London Street .
Hamilton, Ph. 07 838 2079**

UniMed

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NOW, to take away the financial burden should
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and premium rates apply. Telephone now for
details, FREEPHONE 0800 600 666

Dental Services

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Garden Place ph. 07 839 5862

TPPA—Huge impact on Kiwis

Our government is negotiating an international agreement that could have a huge effect on the lives of ordinary kiwis.

It's called the Trans-Pacific Partnership Agreement (TPPA), and it involves eleven Asian and Pacific-rim countries, including the United States. If it goes ahead, we risk damage to our innovative economy, our pristine environment, our health, and the ability to shape our own future.

Secret negotiations and no public access

Because the negotiations are being conducted in secret, what we know about the TPPA comes from leaked documents and detective work. This is not acceptable. We live in a democracy, which means we have the right to know what is done in our name and to have a say.

So what's troubling about the TPPA?

From what we know so far, if the negotiations are completed it will become much harder for the New Zealand government to look after our environment, promote health, protect workers and consumers, and promote the public interest:

- Most restrictions on foreign investment will be frozen and rolled back even further.
- Big overseas companies will be able to sue the New Zealand government for millions in damages in secretive offshore tribunals, claiming that new laws and regulations (for example, a

ban on fracking, smoking control laws, or a cap on electricity prices) have seriously undermined the value of their investments.

–Medicines will become more expensive as big pharmaceutical companies gain more influence over PHARMAC, and restrictions are placed on generic medicines.

–Copyright laws will be toughened and more harshly enforced, restricting internet freedom and access to information, costing libraries, schools, and businesses, and stifling innovation.

–Policy decisions like the privatisation of state assets would be effectively locked in, and public interest policies such as measures to discourage smoking would be subject to strong legal challenges.

–Defending these laws can be extremely costly, and waste state resources.

–Foreign banks, insurance companies and money traders will gain more powers to challenge laws designed to prevent another financial crisis; and overseas property dealers could contest moves to burst the property bubble, such as a capital gains tax.

More information on the TPPA and what you can do to help : www.itsourfuture.org.nz



Hamilton "TPPA Walk Away" rally August 15, 10,000 also marched in Auckland



Linda Radosinska and PSA delegate