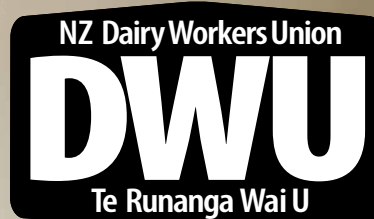


DairyWorker

Quarterly publication of the

NZ Dairy Workers Union Te Runanga Wai U



February 2016

INSIDE:

- Westland Milk, Synlait CEAs
- Delegate and member profiles
- Social Media guide

Voting Papers for DWU National President and Vice President, and 2016 DWU Annual Survey form are inside this magazine.

Have your say!

Esha Kaur
DWU Member
Fonterra Te Rapa
Microbiology Laboratory

Having Your Say in Your Union



Welcome to the first edition of the Dairy Worker magazine for 2016. I hope that you and your family had an enjoyable and relaxing Christmas and New Years, and hopefully you were able to take some time off from work.

This edition of the Dairy Worker magazine not only provides you with useful information about the Dairy Industry and your Union, it also provides you with the opportunity to have a direct say on three very important issues for you and the DWU:

1. DWU National President & National Vice President elections;
2. DWU Annual Membership Survey 2016; and
3. Trans Pacific Partnership Agreement (TPPA) issues.

DWU National President & National Vice President elections

Inserted inside this copy of the Dairy Worker magazine are your voting papers for the upcoming DWU National President and National Vice-President elections.

Please take the time to read the information about the candidates contained in the magazine (as well as on the DWU Website) and please have your say in this important election.

The National President and National Vice-President elections are held every three years and every DWU member has a postal vote. The role of the National President is an important one as it is their job to supervise the affairs of the Union including chairing the annual DWU National Congress as well as the two-monthly meetings of the DWU National Executive that manages and controls the affairs and the business of the

Union at all times when the National Congress is not in session.

The role of the National Vice President is to support and assist the National President, as well as having all the powers and duties of the President when the President is absent or unavailable. As such, these two positions are very important for the Union and I strongly encourage you to vote.

Once you've filled in your voting forms, you need to return them in the freepost envelope marked National President & Vice President elections by 30 March at the latest.

DWU Annual Membership Survey 2016

Also inserted inside this copy of the Dairy Worker magazine is the first of our new DWU Annual Membership surveys.

The Annual Membership Survey is smaller than the traditional larger surveys (like that carried out in 1993, 2000, and 2011), and has only 13 questions so it won't take long to fill out. The annual survey focuses on 3-4 key areas such as training, communications, Union visibility and relevance.

Input from members is a core part of our Union. This is the reason why the DWU has previously conducted large membership surveys in 1993, 2000 and 2011. These large surveys have directly influenced how the Union has operated and prioritised resources over the last 20 years. For example, it was due to the information gathered from the first membership survey in 1993, that the DWU Women's Committee and DWU Runanga/Fono were created.

The DWU will still be undertaking the larger surveys and these will now be held every 5 years, with the next big survey to take place in 2017.

The Annual Membership Survey will provide DWU members with a new opportunity to have a direct say in your Union. I strongly encourage you to fill out the survey as your feedback will directly influence how your Union will operate over the next few years.

Once you have completed the survey, return them in the freepost envelope marked Annual Membership Survey, or you can scan and email it back to survey@nzdwu.org.nz by 30 March at the latest.

continued on page 3...



on the Cover...

Esha Kaur: Esha has worked in the dairy industry for 10 years. Esha is based in the Fonterra Te Rapa Microbiology Laboratory, is married to Raj and has a beautiful daughter Mehar who is 2½.

Every one of us is important



Welcome to the first issue of the DWU Dairy Worker magazine for 2016. I hope that you have all had an enjoyable Christmas and New Year. It is my privilege as the Acting National President to be able to write the first President editorial for this year.

This year is shaping up already to be another busy year for the Support Services Team, Regional Organisers, Delegates and Union Members.

In February we are starting the first of our Annual Membership Surveys which will be in this edition. This is a short survey that we hope members will take advantage of as it is a way for all of our members to be able to influence the direction that the DWU will take over the next few years.

Have a vote in the Union Election

In March there will be the Election for both the positions of National Vice President and National President for which I have been nominated. I urge all members

to vote in these elections (as I do for all elections) as it is your right to choose who will help lead this Union for the next three years.

DWU is on Facebook, www and site noticeboards

The Union's new communication initiatives are only as good as how you, our members, use them. I would like to remind all of our members about our upgraded DWU website and Facebook pages as well as the DWU newsletters and 'Did You Know' sheets that are put on your Union notice boards every two weeks.

Remember that we are a Union that stands together, works together and fights together so that we all stay strong. Every one of us is as important as the next Union member and together we will keep the DWU a relevant trade union.

Kia Kaha

Shane Stieller

continued from page 2...

Having a say on the Trans Pacific Partnership Agreement (TPPA)

The Trans Pacific Partnership Agreement (the TPPA) was recently signed on 4 February in Auckland. There has been a lot of talk in the media about the TPPA and whether it is a good or bad deal for NZ.

To help you make up your own mind about the TPPA, we have an article about the TPPA later on in this edition of the Dairy Worker magazine which provides some facts about the deal as well as information on how you can have your say about the deal if you so wish.

So please don't forget to have your say

Once again thanks for reading the magazine and being a DWU member and don't forget to:

- Fill in your voting papers inserted into this edition of the Dairy Worker for the National President & National Vice President elections and return them to the Union in the freepost envelope provided;
- Complete the short DWU Annual Membership Survey also inserted into this edition of the Dairy Worker so we get to hear your thoughts on the DWU and its services;
- Have a read of our article about the TPPA and have your say about the TPPA via the ways suggested in the article.

Here's to a safe and enjoyable 2016 and as always, you are welcome to send us any comments or suggestions about what you want to see in future editions of the Dairy Worker magazine.

Chris Flatt

National Secretary



What's wrong with the Trans Pacific Partnership Agreement (TPPA)?

The Trans Pacific Partnership Agreement (the TPPA) was recently signed on 4 February in Auckland. There has been a lot of talk in the media over the last few weeks about the TPPA and whether it is a good or bad deal for NZ.

Whilst the DWU supports trade agreements that benefit NZ citizens (like the 2008 NZ/China Free Trade Agreement), the TPPA goes far beyond just trade issues and contains several areas of major concern that the DWU believes members should be very worried about:

1. The TPPA greatly reduces the sovereignty of our elected governments to make changes in the interests of NZ working people and it greatly strengthens the power of large foreign companies

Under the TPPA, foreign companies will have the power to sue the NZ Government if they don't like certain policies (for example, the Australian Government is currently being sued by tobacco companies under a similar free trade agreement for introducing plain packaging of cigarettes).

2. The TPPA brings tiny economic benefits but is likely to increase inequality.

It has been calculated that the TPPA will only result in a 0.9% increase in NZ's economic growth over the next 15 years. This is like your employer coming to you and saying "I'll give you a 0.9% pay rise in 15 years time on condition that I have a lot more control over your life from now on."

3. The TPPA weakens public services

Even John Key has publicly admitted that the cost of medicines in NZ will increase as a result of the TPPA. The TPPA will also make it harder for the NZ Government to give preference to NZ suppliers for goods and services over foreign companies – further weakening NZ public services and working conditions in these NZ businesses.

4. The TPPA was negotiated in secret

If the TPPA is such a great deal for working people, why were the negotiations conducted in secret? We live in a democracy, which means we have the right to know what is done in our name and to have a say.

In light of these issues, the DWU National Executive does not support the TPPA in its current form. Most NZ unions are also publicly opposed to the TPPA as well as many community and social groups. Labour, the Greens and NZ First are all opposed to NZ signing the TPPA.

So how can you have a say on the TPPA?

The signing of the TPPA was not the end of the process. The TPPA will still need to be ratified by every signatory country over the next few months so there will be many more opportunities to send a message to the government that this is a bad deal for working people.

All of the political parties above are running online campaigns and petitions opposing the TPPA. As the DWU is affiliated to the Labour Party, we are asking members to have their say via the Labour campaign site: www.labour.org.nz/tpa_petition.

Over the next few months the DWU will also be sending out further information about the TPPA and how you can be involved in the campaign so stop this bad deal for working people.



Chris Flatt
National Secretary



Auckland TPPA march 4 February 2016



Dairy Industry Overview

There has been a lot of commentary in financial and business news recently about the state of the Dairy Industry and the time it's taking for dairy prices to rise again. Initially this downturn was thought only to be for the medium period and that we should see prices start to move again in 2016.

Well here we are at the start of 2016 and we've seen Fonterra, Westland, and Synlait all revise their forecast down amid further talk of lessening demand in China and increased production out of Europe. Now the talk is hopeful about a 2017 lift.

Commodity vs finished goods

What is of specific interest is the more frequent commentary that NZ is missing out on higher end value because of the way we have constructed our production around commodity ingredients rather than finished consumer goods.

All very well in hindsight but for a while this kind of commentary was only coming from a few specialists, but is now also being raised by the mainstream media like the NZ Herald. It seems we are winning volume into China but not collecting the premiums that the European companies are.

In these circumstances, what is problematic for us is how it effects our terms and conditions and agreements that are due for renegotiation. We expect in these kinds of situations for management

to "hunker down" and often their hands are tied in terms of trying to remove cost and waste from operations. As such it is likely there will be ongoing reviews and realignment to maintain their efficiencies and avoidance of costs.

So far the DWU has done OK with most of the large agreements being negotiated for longer terms without any loss to terms and conditions. The fact that these larger CEAs span a couple of years generates a pathway for those other agreements coming up for renewal.

DWU approach validated

It is a better approach to stand still and ride the storm out rather than have "knee jerk" reactions to the immediate issues out there that will eventually pass or we will acclimatise to the new realities.

For those that thought we were cautious in our approach to our negotiations last year, I think that history has already proven the wisdom of the approach taken. This is particularly so given the continued pressure in other sectors to reduce wages and conditions, like the ongoing AFFCO/Talleys dispute and now the Nelson Supermarkets who are avoiding negotiations with First Union and not recognising workers rights to bargain collectively.

The latest piece of cynical disregard for struggling workers is the Government allowing zero hours agreements by law rather than legislating against them as they originally promised.

On a more positive note, the DWU is well on track with recruitment and negotiation with several new Dairy Industry employers and one can only reflect that our reputation as an Industry Union with a pragmatic approach is helping us achieve this.

We also are progressing discussions with Fonterra about the possibility of amalgamating some existing agreements, with working parties established to explore the practical implications if these amalgamations did occur. Of course, before any such amalgamations can occur, the DWU will consult with affected members first.

There are also signs that low wages, inequality, unaffordable housing, healthcare and education are becoming part of the everyday political debate, not to mention the growing opposition to the TPPA. The TPPA is far more than a trade deal and more like a corporate rights protocol. These debates are prevalent in not only NZ but also in the current US Presidential primaries, and they were also central themes in the recent UK Labour leadership contest and the Canadian election.



Angus McConnell
Assistant Secretary

“...the DWU is well on track with recruitment and negotiation with several new Dairy Industry employers...”

Fonterra Darfield worker helps spread Christmas cheer

Callum Knowles—a shift delegate in the powder plant at Fonterra Darfield – gave a great response to a Unions Canterbury appeal for 2015 Christmas gifts. He donated a total of 15 restored bikes! These were distributed by the Christchurch City Mission. Callum has been restoring bikes from around the neighbourhood in Rolleston. His wife says it's a great hobby because it keeps him away from Mitre 10 and motorbike shops. They were pleased to be able to donate bikes to such a worthy cause. Nice one Callum.

...check the DWU
www site for Union
and industry news



Jared and Callum with the bikes ready to go.

Westland Milk and Synlait negotiations

Westland negotiations took place in November last year and a 26 month deal was reached.

We had a bargaining team of 10 which included delegates, myself, and DWU Assistant Secretary, Angus McConnell.

There are no increases in the first 12 months of the deal, however, in October 2017 all rates and allowances will increase on the basis of CPI + 0.5%. There is an increase of 8 hours holiday per year and those hours can be taken in the summer months.

The Dairy Industry Superannuation Scheme (DISS) is now a confirmed option for Westland workers and the Union will work to roll this out in the coming period.

It was agreed that Union and Company high-level engagement forums will commence on a

quarterly basis. A new clause was added to the Redeployment and Redundancy clause of the agreement which enables volunteer substitutes for redundant workers.

A number of technical processes and allowance updates were concluded and there was also a one-off payment of \$200 for all workers under the agreement.

Synlait negotiation dates took place over several months ending in December last year. We have negotiated a 12-month term from November 2015 with a 1.5% increase to printed rates.

In the first quarter of 2016 there will be an updating of the wage schedule to allow for more accurate cover and this will also adjust upwards to higher rates where there are differing rates between comparable plants.

The settlement terms also record

an agreed change which allows for special leave with pay for up to 5 days for jury service. There is also a working party in progress to work on a joint union-employer letter of commitment tabled by the DWU.

This includes discussing the company bonus which is currently given to workers on individual agreements but is not yet given to workers on the collective. The deal is not quite signed off as the DWU has raised a coverage matter during a later stage of the ratification process. The DWU has also increased its membership at Synlait which we will continue to build on.



Jared Phillips
Upper South Island Organiser



Pictured here are (left to right): Daryl Hartley (LIC), Mychael Dowson (Westland Rolleston), Shane Waldron (Goodman Fielder), Jared Phillips (DWU Organiser), Diamond Lill (Darfield), Sam Burrows (Dairyworks), Callum Knowles (Darfield), Mark Forsyth (Halswell Junction Road), Helen Kelly (special guest), and Angie Aitkin (Synlait).

DWU at Unions Canterbury Health & Safety training

Last December a group of Canterbury region DWU delegates and Health and Safety officers attended a day of Health and Safety training provided by the CTU.

It was hosted by Unions Canterbury. The training focussed

on the new Health and Safety at Work Act which will come in to force on 4 April.

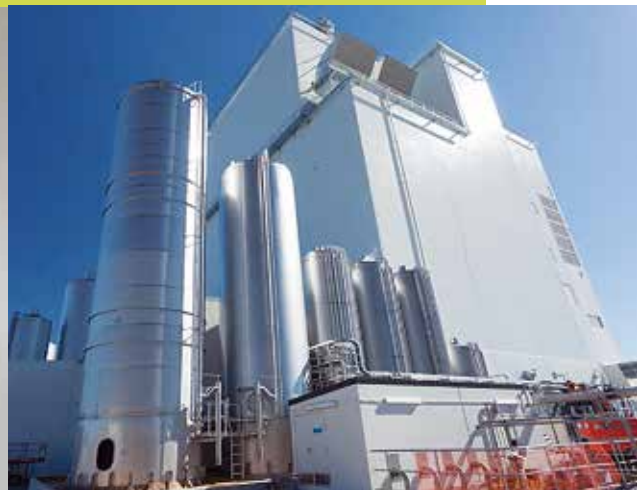
Some highlights of the day included hearing from Helen Kelly about health and safety struggles particularly in forestry and the meat industry, and then problem solving

workshops later in the day.

While Unions are critical of aspects of the new legislation it was good to receive training, especially on new H&S law concepts—such as Person in Control of Business or Undertaking—well before the Act comes in to force.



DWU Site Office at Fonterra Darfield



Darfield delegates are pleased to have established an office for DWU business on site. Pictured here is DWU Site Delegate Andrew Lill, aka "Diamond Lill".

NUW Visit

In November 2015 I was fortunate enough to visit our sister union in Australia, the National Union of Workers (NUW).

The NUW is a large and diverse Union with around 90,000 members in almost all industries (including dairy), led by Tim Kennedy (National Secretary) who spoke at the DWU National Congress in 2015.

I spent the week working with Emma Kerrin and Carina Garland, the two Communications Officers for the NUW and also had the opportunity to attend some delegate training, go on three site visits, sit in on a number of delegate meetings and attend the NUW's annual IR21 function at the end of the week.

Many thanks to the NUW for

hosting and covering the costs of my visit as well as for their hospitality and kindness during my stay.



Linda Radosinska
Support Services Administrator



From left; NUW annual function, NUW official Chris Calvert talking to workers at Lemnos Dairy, Union organised BBQ at Pepsico-Sakata.

Fonterra Brands/Alto Packaging Collective Employment Agreement settled

The Fonterra Brands/Alto Packaging Collective Employment Agreement was ratified by 83.24% in November last year.

Main points of the settlement:

- 2 year term,
- 1st year 0%,
- 2nd year CPI plus 0.5% on all wage rates and allowances,
- Also included was a six minute shift handover payment at overtime rates, and a one off extra alternative lieu day which at the workers

discretion can be taken as a holiday or as cash.

The industry was and still is under intense pressure and workers recognised this with the settlement that accepted a modest increase but with no clawbacks to any wages and conditions.

My thanks to the rest of the negotiating team:

- Freddie Herbert, Site Delegate, Brands Takanini
- Chris Numiamapule, Site Delegate, Alto Takanini

- Bill Bryant, Site Delegate, Brands Palmerston North
- Tudor Newman, Site Delegate, Alto Palmerston North
- Mark Forsyth, Site Delegate, Brands Christchurch



Mark Apiata-Wade
Advocate/National Organiser

Mobile Phones and Social Media

This is not the first time we have written an article in relation to using social media, and trying to educate members on what to do to protect themselves from creating an employment issue due to their online activity.

However for some reason we still have a constant stream of cases where we have to represent members in this area.

Of these cases there is an increasing number involving the use of personal mobile phones. Today mobile phones have become the main portal to people's online information. They provide instant access and with the large selection of applications, more people access social media via mobile devices than any other platform. We are texting, posting, and tweeting more and more of our lives on the internet and this includes what we have done at work.

I think workers using their own mobile phones have a false sense of security when doing so because it is their own private account and connection. This is far from the truth and we advise members to be very careful when using mobile phones when commenting, posting a picture or putting anything on the internet if it is about work.

You can get caught up in the moment and what you thought might be harmless at the time could end up getting you in hot water, and may end up resulting in your employer raising allegations of misconduct and using the disciplinary processes to investigate. Remember mobile phones can leave a trail of evidence that is pretty much permanently accessible for years to come.

To give an example, two cases at the end of last year resulted in disciplinary action due to workers bringing their personal issues to work and texting and posting comments about each other at work, to the point that an allegation of bullying was made.

This creates a situation where the employer (as part of their investigation) is either provided with evidence from one party or may in some circumstances have the lawful right to request personal texts or access to social media accounts.

One of the big issues is that New Zealand employment law is not very clear on what employer's rights are in regards to accessing employee's personal digital information. There have been a number of high profile cases which have gone to the employment court that have set precedence in favour of employers, giving them

more power to access workers information around online activity under certain circumstances.

The message here is protect yourself by developing good practices when it comes to using mobile phones and social media. Leave your work issues at work and don't publish them on your social media pages. Remember once something has been published online you have lost control of it and there are so many ways that what you have text, tweeted, posted will be seen by many people you never intended it to be seen by.

When it comes to mobile phones the best advice I could give is leave it in your locker or car, only use it in your breaks and only if necessary. Most employers in the dairy industry have rules and policies around use of personal phones while at work and we suggest that all workers become familiar with them. This way you will never be in the position of having to defend yourself for something you never intended to.



Richard Everson
Waikato/BOP Organiser



“Workers using their mobile phones have a false sense of security...”

Pat Garrett—life is for living...

Pat was born in 1955 in Malta, a small island under Sicily, near Italy. His father was in the English Marines and was Irish and his mother is English/Portuguese.

Pat came out to NZ in 1958 when he was just three years old and his sister was five years old. His Dad was very lucky in that he had a permanent job as a photographer in Auckland. He continued as a photographer all of his working life. His mother was a professional tailor, sewing three coats a day. The money earned was used towards their first house in Auckland. They lived in a one bedroom bach, as a family of five (he had a real Kiwi sister finally) with no bath room and an outside long drop toilet.

As many of you may remember, in June 2011 during our DWU National

Congress, Pat finally achieved 'Full New Zealand Citizenship'!

This was after a full year of trying to prove what and where he had been in NZ, for every year of his life in New Zealand. This was not that easy to do at 56 years old!

Pat spent all his school years in Auckland as a city boy. After getting his driver's licence on his 15th birthday, he got his first car in his 5th form year. Pat did not enjoy his high school years and as a result found himself at the beach surfing or in the cinema, instead of the classroom. After leaving school

at 16, Pat hitch-hiked around the country and had many different short term jobs to earn money between the surfing sessions.

Pat has a love for music and was in a professional music group, named Maui Sun, singing and playing guitar at various hotels including, the world famous in New Zealand "Gluepot" in Ponsonby for a

country, with their bloodlines still running strong on farms today. Pat spent most of those sheep farming days on horseback (a real cowboy) with a team of up to 14 dogs. While on a 2,000 acre Maori Affairs block at Reporoa, Pat brought his first horse. His first horse arrived as a four-month old colt still on his mother. He was sired by the first

Appaloosa stallion imported into New Zealand (Sunrise Personality). Pat broke him in and trained him in all the duties that a shepherd needs in a horse. He grew up to be a very steady, strong horse and Pat named him Zachary.

In 1980, Pat married his wife Shirley and adopted her two children. They went on to have two more children and Pat progressed from junior shepherd to managing sheep and beef farms from 15,000 acres to 500 acres.

In 1989, Pat and Shirley decided to

make the change and manage a dairy farm. Luckily for Pat he was offered a contract and finally the chance at owning his own cows—which was the opportunity to finally make some real money.

In 1995 they sold the cows, became 'townies' and brought their first house in Putaruru. This is the time Pat became part of the dairy giant family NZ Co-Op (what would soon be known as Fonterra), as a Drier Operator at the Tirau site.

After so many years farming, Pat had a firsthand knowledge of what it was like to try and survive without

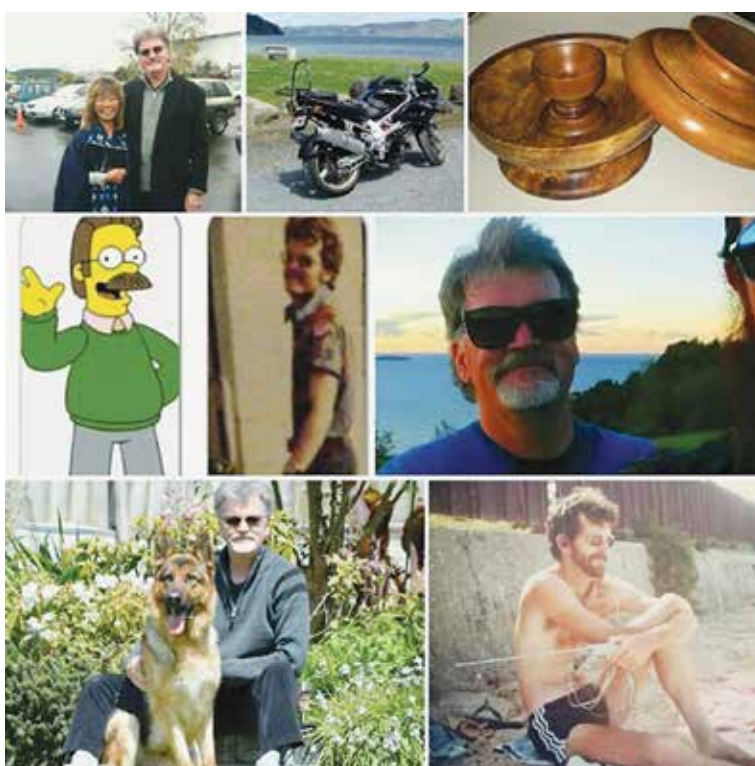


Photo montage: Pat Garret Fonterra Tirau Site Delegate

number of years.

At 20 years old, Pat had had enough of Auckland and he went planting pine trees in the Warkworth area. This led to Pat being offered a farming job for \$20 a week! But meals etc were included and this was when Pat was given his first working Strong Eye dog (Border collie). This dog was the beginning of his farming career and his love of breeding/training Eye dogs and Hunterways (for working sheep).

Pat won some novice dog trials and sold dogs all around the

any Union help, on extremely low wages and for many hours of work. Pat joined the DWU straight away. Since then Pat has progressed from member to Deputy Delegate on to Site Delegate.

In 1998, Shirley had a major brain haemorrhage and she needed 11 hours of brain surgery. Shirley survived this remarkably well and has since completed two degrees in teaching and social work.

As a result of her injury and financial hardship, they had to wind up her business in early 1999, and soon after that their house burnt down. Obviously this was a very difficult time and both his employer and the DWU were really supportive during this period.

According to Pat, the DWU offered him amazing support (Pats words) and all-in-all the family came through this period intact. The family means even more to Pat now. His family and friends offered amazing help and support during this period in their lives, for which he is forever grateful.

Pat has had personal work place injuries (shoulders) involving lengthy investigation processes, progressing to surgery and recovery. These have required Union representation and support.

He is very thankful for what the Union does on behalf of its members and fighting on his behalf for the three shoulder injuries he has suffered and for these to become accepted as workplace injuries is an amazing achievement.

Pat is currently working with the Regional Organisers and the DWU Lawyers on two different workplace issues. Pat wonders where workers would be if these people and their knowledge were not available to us. Pat is very thankful for what our Union does on behalf of its members. His experiences have helped him to be more understanding and supportive of others as a Site



Shirley and Pat

Delegate. It helps him to realise the effects of trauma, physical and emotional, to work colleagues and be compassionate during times of need.

Some of Pats interests are family, books, gardening and working with wood. He still enjoys singing and playing his guitars, the difference is now he can afford better guitars!

You will often see Pat on his time off at a Café, drinking coffee in the sun, after a ride on his motorbike or out with his German Shepherd.

Pat is just starting his 21st year at Fonterra and hopes to do a few more yet. Pat thanks all the great people and friendships he has made at Fonterra and the DWU.

I was Pat's Regional Organiser for eight years.



Glenn Barnes
Support Services Organiser

“Pat is very thankful for what our Union does on behalf of its members.”

Angela Hunter, Blue River Dairy

In this issue of the Dairy Worker we meet the site delegate from one of our newest and most Southern sites—Angela Hunter from Blue River Dairy in Invercargill

How did you find yourself working in the dairy industry?

The dairy industry had always been of interest to me with my science degree and living in Wyndham close to Fonterra Edendale.

I wanted to have a role that I could use my degree and was close to home (Wyndham). I signed on with Drake International and got several assignments over 2 years at Fonterra Edendale but could never make it to the interview stage of the recruitment process.

At this stage, Blue River Dairy Ltd advertised several roles and with my experience and degree, a few roles were ideal and of interest.

I received an interview for a role during this time. It was highlighted that I would be better suited to my current role in Quality Assurance and Compliance Testing. I was re-interviewed and offered that role.

What were you doing before this?

Prior to my current role at Blue River Dairy Ltd, I was a casual on call temp, working for Drake International based at the Fonterra Edendale site. However prior to the dairy industry I was a Secondary teacher of Biology, Science and Mathematics.

How did you become actively involved with the Dairy Workers Union?

A former work colleague had investigated the possibility of the DWU coming onsite to represent staff. I have been a member of

several unions in the past and with my knowledge of the DWU from Fonterra I knew I needed to be a member. I'm a self-confessed OCD control freak and was quickly established as the site "go to" person for union matters! In light of this I started as the Site Delegate, keeping in mind my position as delegate would only be temporary given my looming maternity leave.

In the time I've worked with you, you seem to have a strong belief in 'fairness' and standing up for others—where do you think this came from?

I guess it's down to beliefs and values—I was raised on a small country lifestyle block, went to a rural school and have always believed in treating others how you, yourself would like to be treated.

I know in my younger days I would often comment on 'unfairness' and 'injustice' but never took action. At some stage of my life I decided that the cycle would just continue unless someone questioned or stood up for what was right.

I grew and developed as a person and gained the courage and self-esteem to stick up for myself and others.

Hobbies/Interest outside of work?

Friends and family are very important. I enjoy movies, particularly comic based DC and Marvel. I'm into my arts, crafts, fashion design and sewing. I can't cook to save myself but love to bake!

For the Northern readers, what's the best thing about living in Invercargill?

Invercargill is small, quiet and slow.



Angela Hunter, Site Delegate Blue River Dairy

Everyone is connected somehow (relative, friend, friend of a friend, went to school with a relative etc) people know and care about each other. We have beautiful scenery and so many opportunities right on our doorstep. Beaches, bush, rivers and a small amount of city comforts.

Anything else you'd like to add?

I'm currently 34 weeks pregnant with my first son and as mentioned above will be stepping down as the Blue River Site Delegate. John Howell, DWU Organiser and the DWU are working very long and hard to make our work environment a better, fairer place.

I wish my fellow Union members and John all the best in the upcoming negotiations. And you never know what the future holds but for now it's a scary wee adventure of a new born baby and he may or may not allow for my return.



John Howell
Lower South Island Organiser

Thanks and farewell to Neville Kahui

On 23 December, I travelled to Fonterra Whareroa to attend the farewell lunch held onsite to thank Neville Kahui for his 50+ years of service to Fonterra and the DWU. Neville is the DWU's longest serving member.

On behalf of the DWU National Executive and members, I presented Neville with a glass sculpture and plaque thanking him for his loyalty, solidarity and commitment to the DWU for over 50 years.

In attendance at the lunch were Neville's workmates, managers, Terry Smith, DWU Site Delegate as well as Neville's wife Pauline and son Lew who also works at Whareroa.

Everyone spoke very fondly of Neville and will miss his humour and support.

We wish Neville all the very best for his retirement and the many jobs that his wife Pauline has waiting for him at home!



Chris Flatt
DWU National Secretary



Neville Kahui and DWU National Secretary Chris Flatt



Thanks to Waikato/BOP delegates

My introduction to the position of Waikato/BOP Organiser was something of a baptism of fire. In late August last year, I was seconded into Mark Hope's Organiser role while he was away on sick leave. As the Fonterra negotiations had just concluded it was straight into ratification meetings for me. This was an extremely busy time but I embraced the challenge.

Subsequently Mark resigned from his Organiser role and I was offered the position. On 16 November I started with the DWU as an Organiser in the Waikato/Bay of Plenty. With me starting and Richard Everson moving from the north back to the Waikato, Chris Flatt, the National Secretary, took the opportunity to review the

sites we covered. My area now consists of the east side of the Waikato, Bay of Plenty, and Hawkes Bay regions from Mangatawhiri in the north to Hastings in the south and over to Mount Maunganui. I also have three sites in Hamilton. It is a busy role with a lot of time on the road but I am certainly enjoying it.

I am very fortunate to have a great bunch of delegates in my area. It has been said before and I will reiterate it that the key to the success of the DWU is the delegates, especially the Site Delegates, and the solidarity of the membership. The support I have received coming into this role from the Site Delegates has been fantastic and I want to thank you all for making the transition to Organiser so much easier as a result of that support.

Much of the work I am doing is building on the great work Mark did. He has left a legacy of very good agreements and understandings for me to work with and build on. I need to acknowledge and thank Mark for that work.

The coming year will be challenging, but with the support of the delegates I know we will succeed in getting the best outcome possible in all situations.



Brett Brown
Waikato/BOP Organiser

Waaka Ririnui

Those who knew him were very saddened to hear of Waaka's passing. Early on 8 December last year we learned that Waaka had passed away quite suddenly after being admitted to Waikato Hospital the previous night.

Waaka started his dairy industry career at Bay Milk Products in Edgcumbe 23 years ago. He

moved to what is now the Fonterra Mount Maunganui Distribution Centre as a forklift driver and for many years as Site Delegate. While working with Waaka you knew where you stood and what he thought. He held strong views, especially when it came to workers' rights, a point which was not lost to the managers he worked with. Waaka was

highly regarded by his work mates and fellow delegates alike. He was a man who could organise and gather people around him in support of a cause.

Outside of work, rugby was a great passion for Waaka. His father was a founding member of the Rangataua Sports and Cultural Club

next to his marae at Maungatapu in Tauranga. Waaka and his brother Toko devoted years of service to the club culminating in them being named life members in recognition of that service.

They spent many years playing and coaching rugby as well as mentoring, assisting with the club's



IN MEMORIAM

hard enough for his family and friends, the day after Waaka's tangi his brother Toko tragically passed away as well and the marae was inundated yet again to farewell



Waaka Ririnui



Waaka (third left, back row) and Fonterra Mount Maunganui Distribution colleagues

management and generally giving back to the community.

A number of representatives from the DWU, along with his work mates on the Tauranga and Mount Maunganui sites attended what was a very large tangi at the Maungatapu Marae. Clearly Waaka was held in high regard locally. As if the passing of Waaka wasn't

Toko. Our thoughts are with Waaka's family, friends and work mates. Waaka was certainly one of the good ones.



He was a solid Union man who was highly regarded for his values and integrity. Rest in peace Waaka, you will be missed.



Brett Brown
Waikato/BOP Organiser

Ian Turner

Ian Turner is a driver at the Fonterra Darfield site and is the acting Southern Regional rep on the Welfare Committee. He's enjoying the job serving members and their families.

The DWU would also like to thank former Welfare Committee member Peter Newman for his contribution to the Welfare Committee. Our thanks for his efforts will be marked in the near future.



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DWU Representatives

Acting National President: Shane Steiller

National Vice President: Vacant

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),
Vacant (Women's Committee Rep)

NZCTU representatives:

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

DWU Welfare Committee:

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

DWU Women's Committee:

(Convenor—Vacant)
Francie Cook & Vacant
(Waikato/BOP),
LaVina Ireland & Vacant (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 Island Rep), and
Mark Apiata-Wade (Co-ordinator)

National Returning Officer:

Dave Edwards

DWU Services

Union Health Centres

West Auckland: Lincoln Road Henderson
Ph. 09 837 3933

Otahuhu: 121 Church Street Ph. 09 276 1190

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

Hamilton: Dey Street Ph. 07 856 1211

Hamilton Law Centre

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

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

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

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

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National President & National Vice-President Elections

Inside this Dairy Worker magazine are your voting papers for the upcoming DWU National President and National Vice-President elections. These two positions are very important for the Union and I strongly encourage you to vote.

Please take the time to read the information about the candidates contained in the magazine (as well as on the DWU Website) and please have your say in this important election.

Role of the National President and Vice President

The National President supervises the affairs of the Union including chairing the annual DWU National Congress as well as the DWU National Executive that manages and controls the affairs and the business of the Union when the National Congress is not in session. The role of the National Vice President is to support and assist the National President, as well as having all the powers and duties of the President when the President is absent or unavailable.

Once you've filled in your voting forms, you need to return them in the freepost envelope marked National President & Vice President elections by 30 March at the latest.



2016 Annual DWU Membership Survey

Also inserted inside this copy of the Dairy Worker magazine is the first of our new DWU Annual Membership surveys.

The Annual Membership Survey focuses on 3-4 key areas such as training, communications, Union visibility and relevance and only has 13 tick-box questions so it won't take long to fill out.

Have your say in your Union!

The Annual Membership Survey will provide DWU members with a new opportunity to have a direct say in your Union. I strongly encourage you to fill out the survey as your feedback will directly influence how your Union will operate over the next few years.



Post or email your completed survey

Once you have completed the survey, return them in the freepost envelope marked Annual Membership Survey, or you can scan and email it back to survey@nzdwu.org.nz by 30 March at the latest.