





# Welcome to 2017

**W**elcome to the first edition of the DWU Dairy Worker magazine for 2017. I hope that you and your family enjoyed some time off during the Christmas and New Year period.

## A changing world

Since the last Dairy Worker magazine the world has changed dramatically with the election of Donald Trump as the US President. This will have huge implications for the world and NZ. At this stage, no one knows exactly what this will look like, but there will be impacts for us all.

Whilst most of President Trump's early decisions are very worrying, his decision to tear up the Trans Pacific Partnership Agreement (TPPA) was welcome news. The TPPA would have provided very little economic benefits for NZ and would have considerably increased the power of large multi-national corporations to challenge the policies of democratically elected governments. Despite what our Government told us, the TPPA would not have been good for NZ nor workers.

## A big year of negotiations

Depending on what happens in the US and the rest of the world, the NZ dairy industry is starting to show signs of recovery. I know that DWU members have worked hard through the downturn, and have worked with employers and the industry to get through these tough times. Through this period, the DWU has also focused on ensuring that members have not lost jobs or core conditions. This has been important in these tough financial times.

But as we start to see growth returning to the industry, the DWU will be arguing strongly that it is now time for dairy employers to repay this commitment by workers over the last few years. With the cost of living now also increasing and CPI (the cost of goods and services) now up to 1.3% for the year ending December 2016, DWU members and workers are facing greater and greater financial pressures.

This will be a key message that the DWU and members take into the renegotiations for the following DWU Collective Employment Agreements (CEAs) that are up this year:

- Fonterra CCP: 28 Feb 2017 expiry;
- Danone: 31 Mar 2017 expiry;
- LIC: 31 Mar 2017 expiry;
- Goodman Fielder: 15 Apr 2017 expiry;

- Dairy Goat: 30 Apr 2017 expiry;
- Fonterra DMV: 30 Sep 2017 expiry;
- Lion Foods: 12 Oct 2017 expiry;
- Westland Milk Products: 16 Oct 2017 expiry;
- Fonterra Ingredients (NZMP): 31 Oct 2017 expiry;
- Fonterra Brands & Alto: 31 Oct 2017 expiry;
- Oceania Dairy/Yili: 31 Dec 2017 expiry;
- Synlait: CEA currently being renegotiated;
- Blue River Dairy: Greenfield CEA currently being negotiated;
- Yashili NZ Dairy: Greenfield CEA currently being negotiated.

## The next DWU Annual Membership Survey 2017

And finally, a reminder that the second DWU Annual Membership survey will be coming out soon! The survey will be inside the next edition of the Dairy Worker magazine (in April) and will again provide DWU members with an opportunity to have a direct say in your Union.

You may remember that we introduced the first Membership Survey last year. Our research team is still working through the specific feedback from this first survey (which will be reported on at National Congress 2017), but it has already given us great information on what we are doing well, and more importantly what we aren't doing so well.

Last year we received around 800 responses from members. This year we want to increase this to around 2,000 returned surveys so we get a better understanding of what DWU members' need.

Please keep an eye out for the survey in the next April edition of the Dairy Worker magazine. 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.

I will also be writing more about the survey results, and what they mean for members and our Union, in future editions of the Dairy Worker.

## And have a great 2017

Here's to a safe and enjoyable 2017 and as always, you are welcome to send me any comments or suggestions about what you would like to see in future editions of the Dairy Worker magazine.

**Chris Flatt**  
**DWU National Secretary**



# Union Protection

**A**s young workers and new dairy industry members attach to companies to start or change their working lives, most have little idea of the struggles of their industry forebears.

Imagine walking on to a site on your first day with a new employer and being handed a Collective Employment Agreement oozing terms and conditions that allow a living (not just an existence), sometimes doubling what you were previously earning, or that your friends and family members that work in non-unionised jobs are receiving. It must be comforting.

### Past efforts won what you now enjoy

Those conditions didn't just appear, they were hard fought for by unions on behalf of workers. Employers don't pay those conditions because they want to, it's because they are contractually bound and have to.

Past union members have sometimes had to spill blood (sometimes milk) to achieve those rates and conditions. That is why they should never be taken as a given. Remember you never know how you got something until you lose it.

Previous right-wing governments as well as the current government, has constantly tried selling the myth to workers that individualism and the freedom not to join a union is great and the way forward. Why do you think we are bombarded with this regularly? Big corporates live in fear of collectivism and the power of workers. Do you really think a single worker has the ability to take on and sway the thinking of a big multinational corporation, a company that throws unemployment stats at you, and that says there are plenty more people at the gate wanting your job. I think not!

### Freeloaders and non members

For a worker to refuse to belong to a union is not just refusing to exercise a democratic freedom, it is also accepting benefits that others have worked for

without contributing to their costs, plain and simple. Democratic and industrial rights have to be accompanied by responsibility.

There are of course acceptable reasons why some workers choose not to belong to a union. For example, a legitimate conscientious objector may choose not to join, some may choose not to join on religious grounds. In my opinion, no other valid reason has merit.

Some call these people scabs, I choose to refer to them as people needing minor moral compass adjustment. We are all in this together, any watering down of membership density is detrimental to your terms and conditions.

### National Government supports low wage economy

The constant government attacks on employment law are designed to do one thing, erode the ability of unions to look after their members. To ensure that all of the power sits with employers, the government would like nothing better than to have unions completely removed from the NZ workplace.

Any attack on unions is effectively an attack on workers and their work rights. At present only around 10% of private sector workers are unionised, that is why real wages are so low in this country.

Recently the government ran an overseas advertising campaign designed to lure big business to New Zealand by announcing our country is a great place to set up companies because our wages are so low. That's one hell of an advertisement, isn't it.

The government also recently discussed the turmoil in the dairy industry and publicly stated that "it didn't matter because tourism is now New Zealand's biggest earner." Well, the tourism industry is mainly non-unionised, and wages and conditions are atrocious. Is that the positive future this government sees for workers and their families? Great example of how to pull the country out of crisis.

### Election 2017—have your say!

The picture is very clear, the current government does not want working people sharing the wealth that they are creating. Remember this, because later this year we get to have our democratic say on who should be our next Government.

**Terry Smith**  
DWU National President

Second Annual (2017)

**DWU Membership Survey  
in APRIL DairyWorker!**

**have your say on your Union**

# Responding to the November earthquakes

Last year's November earthquakes effected many workers and their families in the South Island and lower North Island. Dairy employers did the right thing by providing additional leave for workers who had to stay at home or were evacuated on the day of the quakes.

It should be acknowledged that tanker driver members in Canterbury and the Upper South areas have stepped up to face challenges in the period since the quakes.

Some of the most affected at the time of the quakes were Fonterra Tuamarina workers. The DWU Site Delegate Angus Tomlinson phoned drivers who were on shift in the early hours of the morning to "make sure that they were okay and that they were accounted for".

He said he saw this as part of his role as delegate, to look after people and work as a team, "Deep down we

like to look after people and make sure people get what they are entitled to, and help ensure health and safety."

Angus lives in Seddon where some of the worst aftershocks struck. Kaikoura was hit hardest and another DWU delegate played a great role.

Synlait DWU Site Delegate Angie Aitkin is a Civil Defence Emergency Management Volunteer and is the Team Leader for Riccarton/Wigram.

Angie was called to help evacuate trapped tourists after the earthquake. She was flown in by helicopter and flown out 38 hours later. In that time she met 750 evacuees, of whom 150 were airlifted by helicopter, while the rest were sent to the HMNZ Canterbury which was moored off the coast.

She said it was slow because people had to climb a ladder to board the ship. With the damage on the sea floor it was hard to get the ship close enough for the massive undertaking which took from 10am to 7pm.

Angie was also called back two weeks later for five days, and helped run the RAC (Recovery Aid Centre). She worked with Kaikoura Maori



Angus Tomlinson, Fonterra Tuamarina DWU Site Delegate, and Simon Leask



Synlait DWU Site Delegate Angie Aitkin performing Kaikoura relief work.

Wardens to welcome people, some of whom are still not back in their jobs. She had also been active after the Christchurch earthquakes and was given a Heroine award and sent to Rarotonga on behalf of the Rarotongan Prime Minister.

Angie has been with Civil Defence for ten years now. She is into her seventh or eighth year at Synlait. She said the reason she is a delegate is because she "believes in fairness in the workplace, fairness for all!"



Jared Phillips  
Upper South Island Organiser

# Industrial Scene



### Pike River visit

A DWU group from Westland Hokitika visited Pike River in November last year. The families and their supporters are continuing to push for a just outcome. A donation has been given from the Westland DWU Delegates' Committee. Pictured here at the Pike Garden of Remembrance are Jared Phillips (DWU Upper South Organiser), Charlie Ferguson (Westland Hokitika DWU Site Delegate), Dave Corson (Miner, picket leader), Richard Dyer (a Milk Collection DWU Department Delegate) and Harry Parker (a Cream Products DWU Department Delegate).



### New Delegates Elected

Fonterra Brands workers in Christchurch elected Kevin Slattery as a new Shift Delegate and Steve O'Brien as a new Deputy Site Delegate in January. Pictured here are (L-R, standing) Mark Forsyth (DWU Site Delegate), Tristan Park, Priscilla Morales, Ramsay Sula, Jeff Peters, and Steve O'Brien (DWU Deputy Site Delegate). (L-R, sitting) Micaela Bennet, Kevin Slattery (Shift Delegate), Abraham Bootsma, Dale Harrison, Brett D'Ath, and Wayne Higgs.



A group of DWU Organisers and National Executive members stood with Bus Drivers during a dispute in December last year. The drivers were members of FIRST Union and employed by Pavlovich Coachlines. Bus driver Mane Stanley told media that they were seeking a 39 cents per hour increase to their current rate of \$18.61. Pictured here are Peter Daymond (DWU National Executive Central Region Representative), Gavin Warne (DWU Central Organiser), Laura Boynton (DWU Vice-President), and Nicci Bennington (DWU National Executive Women's Committee Representative).

### DWU Support for Bus Drivers

# Fonterra Genesis House

**F**ifteen Fonterra workers in Hamilton employed as Finished Goods Administrators (FGAs) make-up the site commonly known as Fonterra Genesis House.

The building is located at 660 Victoria Street just down the road from Fonterra's London Street office. These workers coordinate the movement on finished product from stores around the North Island. Another group of workers cover the South Island.

A few years ago the company centralised these roles from various sites to this Hamilton location and at the same time bought a number of salary workers under the Collective Agreement to create the new site.



Mel Brodie has been the DWU Site Delegate for about a year and has been very proactive in finding her way as a site delegate, something she has never done before. The site

has worked predominantly Monday to Friday since its inception, however recently four workers have moved to rostered days 4 x 4, one of those four being Mel. Late last year Mel also represented our Union at the CTU Youth Conference in Auckland which was much appreciated as youth representation is something our Union is light on.

Thanks to the members at Fonterra Genesis House for being a solid DWU site and thank you to Mel for your work as Site Delegate. Keep up the good work.



**Brett Brown**  
Waikato/BoP Organiser

# Green Valley Dairies settle their first CEA

**A**fter 15 months of negotiations, Green Valley Dairies (GVD) has their first Collective Employment Agreement (CEA) ratified by 97% of members for a term of 14 months.

GVD is a fresh milk processor south of the Bombay Hills near Auckland. The company predominantly produces its own brand of milk products along with home brands and contract products for Puhoi and Lewis Road among others. GVD also has the largest organic dairy farm in New

Zealand hence its wide range of organic products.

The focus of negotiations for this initial agreement was to have stability with the rosters, achieve guaranteed income, as well as a grading system with a provision to progress through the grades, along with the usual conditions of employment.

Implementing the new system will not be easy but there is commitment from GVD, the workers and the DWU to make it work. A lot of effort will be required embedding the pay and roster system during the term of the CEA.

My thanks go out to Ilati, the DWU Site Delegate, Trudi, Huia, Maia and all the other workers who contributed to the CEA and to all of the members who stuck with us and have been rock solid

for so long. Without your solidarity we would never have achieved what we did. Thanks must also go to the huge contribution from Angus McConnell, DWU Assistant



Secretary, and to the company representatives Corrie den Haring and Sandy Johnson. The negotiations with GVD were always civil and productive.



**Brett Brown**  
Waikato/BoP Organiser



DWU Waikato/BoP Organiser Brett Brown and GVD representative Corrie den Haring

# Westland Milk Products “update” meetings



**M**embers and salaried staff were invited to update meetings by Westland’s new CEO Toni Brendish last week and the DWU were invited to attend because of potential impacts of forthcoming changes on DWU members.

Like all companies, Westland has been forced into reviewing their operations as low payout has generated a lot of farmer pressure for suppliers.

Despite earlier attempts to improve, the overall message was one of further required improvements and continuing evaluation of financial, quality

and production gains. No figures or concrete plans for restructuring were given but we expect a lot of them in the immediate future.

Despite many staff being shaken by the announcement, there was also some agreement that the company may have “grown too quick too soon” and hadn’t had enough oversight on the overall picture.

The new CEO Toni Brendish was forthright to staff about the issues and answered questions that left no doubt as to the need for the company to lift its game and gave a timeframe for that to be accomplished by.

Delegates have geared up for

action in preparation for concrete proposals, and are meeting weekly and making sure site communications are strong and options developed.

Westland staff have seen a new CEO appointed after Rod Quinn’s departure and have recently received the resignation of the Chair of the Board. Meantime someone well known to the DWU has been appointed short term to assist in the production area (Mike Corbett).



**Angus McConnell**  
Assistant Secretary

# Lion CEA Ratified

**M**ost people think of Lion as a brewer, but in Palmerston North they also make Yoplait yogurt.

A site of 31 workers and 31 members which makes it a 100% unionised site.

In October last year, after three days of negotiations we finally struck a deal for one year, achieving a 2% increase on all wages and allowances. There were also several tidy ups that have been needed for years.

The Company have always paid into a superannuation scheme but it

has never been recorded in the CEA. We now have a clause in the CEA stating that all new workers will be offered the same superannuation scheme that all permanent workers currently receive.

So it is now part and parcel of the offer to new workers. A great gain, we all think.

There is now an obligation on the Company to go through the CEA classifications and realign them with what workers actually do. With doing this realigning correctly there will be some movement in rates as well, so we are keen to get on with the job, something that has been talked about for a long time on this site and both parties can see the benefits in it.

We also agreed on a tidy of the 10% loading for temps and casuals. The way that the clause was previously worded, it covered genuine job shares as well, but now job shares

are part of the permanent worker numbers, so the clause needed amending.

The Company is very open to job shares if they work well for workers and the Company, so we didn’t want to stifle the Company looking at any flexible working arrangements.

The deal was ratified by over 80% of members. Great work from the negotiating team as they sorted the wood from the trees very quickly and could see the benefits of the one year deal and getting the realignments underway.

Thanks to the team, Laurie, Bex and Nick. A great job done by you all.



**Gavin Warne**  
Central Organiser



*Lion Negotiating Team—Laurie Rosewarne, Bex Broad and Nick Howe*



# Roles of the DWU Runanga/Fono:

- Te Runanga/Fono o DWU is an advisory body to the National Executive on Maori and other ethnic minority issues that may concern the DWU.
- Te Runanga/Fono o DWU is to represent and promote the interests of Maori workers and workers of other ethnic cultures and to foster and promote the interests, education and participation of the various ethnic groups in union issues.
- Te Runanga/Fono o DWU supports the CTU National Runanga and Komiti Pasifika.
- Te Runanga/Fono o DWU strongly opposes any split in the union movement based on race or gender and we reiterate our position is as unionist-working class first with Maori and/or other ethnic representation from within.



**“Maturuturuhia te wai, ki te tupu whenua, hei oranga mo nga iwi”**  
 (“Through watering, the seed of the land will grow and prosper, to empower the people as a whole”)



## —DWU Runanga/Fono Members—

### Karangī Jones—Waikato/BOP (Convenor)

Kia ora koutou katoa.

My name is Karangī Jones and I work at Fonterra Canpac. I have been a DWU Department



Delegate and a Waikato/BOP Runanga/Fono representative since 2012.

In 2015 I was elected Convenor of the DWU Runanga/Fono and I also now attend the DWU National Executive in this capacity. I became a Delegate to be a voice for our people, to help foster and promote the interest of various ethnic groups.

### Kim Phillips—Northern



He mihi mahana ki a koutou mo tenei tau 2017. Ko Kim Phillips toku ingoa.

I work at Fonterra—Maungaturoto and have 20 years experience in the Dairy Industry.

I have been one of the Northern Region DWU Runanga/Fono representatives for five years. I sit on Te Uri o Hau Tribal Council and I’m also a Trustee for Otamatea Marae.

Outside of work, my interests are spending time with whanau, doing mahi for my marae, waka ama and beer. Tena koutou katoa.

### Tupaea Ahomiro—Waikato/BOP

Kia ora tatou katoa. Ko Tupaea Ahomiro toku ingoa. He uri no Waitaha.



I have been a DWU Delegate (Site and Department) for around seven years at Fonterra – Lichfield.

I was elected as a Waikato/BOP DWU Runanga/Fono representative in 2011. Why be a Delegate? For me growing up in a Labour family with beds in the sitting room every election, working different jobs and accepting the conditions because you had to, kind of don’t wash anymore; and being Maori not only do I want to help improve conditions, but also ensure that peoples, all peoples, cultural traditions are taken into consideration and protected. “Ma te Matua Tama Wairua Tapu me nga Anahera Pono me te Mangaī, tatou e tiaki, e manaaki I nga wa katoa ake ake ae.”



## Ali Brooks—Central

Kia ora whanau.

My name is Ali Brooks. I have 15 years experience in the Dairy Industry and seven



years as a DWU Departmental Delegate. I currently hold the position of Level 8 Production Supervisor at the Fonterra—Whareroa Whey Plant and I'm also a Central Region DWU Runanga/Fono representative.

I decided to become a Delegate after seeing countless colleagues afraid to speak up for themselves or others out of fear. My interests outside of my whanau time are music, fishing and boxing.

## Rama Phillips—Central



Tena koe.

My name is Rama Phillips. I've been DWU Department Delegate at Fonterra—Collingwood Street (Eltham) site for nearly six years. I'm also a DWU Central Region Runanga/Fono representative.

I joined the Runanga/Fono to learn more about the different cultures of our members from other countries as well as our Maori and Pakeha co-workers. My interests outside of mahi are at this time of writing, being fulltime carer to a new member of my family—Rosey my lovable little puppy!

## Paetau Wynyard—Southern



Tena koutou katoa, ko Paetau Wynyard toku ingoa.

I have been a Southern Region DWU Runanga/Fono representative since 2012.

I work at Fonterra—Edendale and have been in transport for 13 years. I'm also part of our Transport Ops Team. The last five years has been a good job and learning curve, just like our DWU Runanga/Fono whanau. Naku noa.

## Jarvis Boulter—Southern



Kia ora koutou.

Hi. I'm Jarvis Boulter and I've been in the Dairy Industry since 2007, I started as a temp at Fonterra—Clandeboye, then in 2008 I got a job at NZ Dairies Ltd—Studholme (it was taken over by Fonterra in 2012).

I'm the new DWU Runanga/Fono representative for the top of the South Island, I've only been in this role for six months, so I still have a lot to learn and look forward to the work ahead.

## Mark Michael—Pacific Island Representative



Kia orana, Nisa Bula Vinaka!

My name is Mark Michael and I'm the Pacific Island DWU Runanga/Fono representative. I'm half Mangaian (Cook Island), ¼ Fijian & ¼ Tokelauan. Born, bred and raised here in New Zealand.

I've worked in the Dairy Industry since 1994. I started work for Tui Foods until 2012 when the site closed. Half of my time there was as DWU Site Delegate. I'm currently working for Fonterra Brands—Takanini, where I'm a DWU Department Delegate.

## Mark Apiata-Wade—Co-Ordinator



Kia ora. Ko Tainui toku Waka, ko Taupiri toku Maunga, ko Waikato toku Awa, ko Waikato-Tainui toku Iwi, ko Mark Apiata-Wade taku ingoa.

I am the DWU National Organiser and responsible for the Support Services Team. I have been a DWU member since 1982, and have represented members as the DWU Site Delegate at Dairy Packers (now Canpac), the Tanker Drivers Delegate at Fonterra Te Rapa and on the National Executive. I am currently the Co-Ordinator of the DWU Runanga/Fono.



## Roles of the DWU Women's Committee:

- The DWU Women's Committee is an advisory body to the National Executive on Women's issues that may concern the DWU.
- The DWU Women's Committee is to represent and promote the interests of women workers and to foster and promote the interests, education and participation of women in Union issues.
- The DWU Women's Committee supports and participates in the CTU Women's Council.
- The DWU Women's Committee strongly opposes any split in the union movement based on gender and we reiterate our position is as unionist-working class first, with female representation from within.

### —DWU Women's Committee Members—

**Nici Benington—Southern  
(Convenor)**



I work at Goodman Fielder—Blenheim Road, which is based in Christchurch. I have been a DWU Departmental Delegate for over 14 years, working in the Laboratory.

The DWU Women's Committee has given me the courage to stand up and not only help our members, but also to educate them to know their rights and which battles are worth fighting for.

**Iona Ngapera—Northern**



My name is Iona Ngapera and I have been at the Fonterra Brands—Takanini site for 16 years. I have been a DWU Departmental Delegate for two years and on the DWU Women's Committee for nearly a year.

During the 2016 round of AGM's I had the opportunity to visit two non-Fonterra sites where I met a number of women and heard a bit about their concerns, ranging from heat in their plant to maternity issues. I am looking forward to helping out with any issues.

**LaVina Ireland—Northern**



My name is LaVina (Lu) Ireland. I work for Goodman Fielder—Puhoi as a Packing Operator and have been there for almost 9 years. I have been on the DWU Women's Committee since 2013. During my time as a Northern representative, I have been able to offer support to DWU members with issues that were affecting their work duties. Without the network of the Women's Committee, I wouldn't have been able to help these two ladies.



## Roseanne Coker–Waikato/BOP



Kia ora my name is Roseanne Coker and I work at Fonterra Canpac. I have been employed here for 10 years. For 8 of those years I was a DWU Department Delegate for 24/7 roster and through the restructure of Canpac.

I then became the Site Women's Delegate. I am now one of the Reps on the DWU Women's Committee for the Waikato/BOP region and I'm looking forward to this new role I have taken up and a great year ahead.

## Camille Rondon–Waikato/BOP



Kia ora. My name is Camille Rondon and I am on the DWU Women's Committee representing the Waikato/BOP region. I have worked for Fonterra for seven years, starting at Canpac in Hamilton before moving on to the Te Awamutu site. I look forward to the 2017 season and the new challenges that will come our way. Together we are strong.

## Helen Rowe–Central



My name is Helen Rowe and I work for Fonterra Brands–Te Roto Drive in Paraparaumu. I have worked here for nine years. Over that time I have been the DWU Site, Deputy and Departmental Delegate. This is my third term on the DWU Women's Committee.

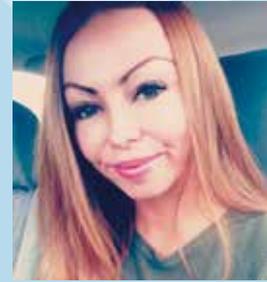
## Lucille Tane–Central



Tena koutou katoa, my name is Lucille Tane and I am a DWU Women's Committee representative in the Central Region. I work at Goodman Fielder–Longburn in the Distribution team.

I have been a past Delegate for the DWU Runanga/Fono and recently have been elected to the DWU Women's Committee. This has opened my eyes to the challenges many women are facing in the workplace. I am excited to be a part of this Committee and look forward to the challenges we will be facing together as a group/Wahine Toa.

## Merel Van Royen–Southern



Hi my name is Merel Van Royen and I am one of the Southern DWU Women's Committee representatives. I have worked in the Dairy Industry for 9 ½ years and have been involved with the DWU for around seven years in various roles including DWU Site Delegate and Women's Delegate. I enjoy helping people in all work related matters to ensure fairness and equality for all. I look forward to playing my part in any way I can towards change for the better.

## Carne–S.Greenbank–Co-ordinator



Tena koe. My name is Carne-S Greenbank. I started working for NZ Dairy Workers Union–Te Runanga Wai U in 2001 as the Membership Administrator. Recently, I moved into the Support Services Administrator role.

I am excited to now be involved with the DWU Women's Committee as the Co-ordinator and look forward to a productive year working alongside a great bunch of experienced women delegates.

# Fonterra Dairy Fert Update

**W**hen I first started in the Dairy Industry as a L5a operator at the now Fonterra cheese plant at Lichfield, I can recall the large amount of contractor tankers carting the whey off Lichfield to be spread over both farming and forestry land.

The Contractor that was used was a Hautapu based outfit called Civil Whey.



Kevin Boulton, Fonterra Dairy Fert DWU Site Delegate

Workers working for Civil Whey worked under Individual Employment Agreements (IEA's) working long hours under a lot of pressure and on terms and



John Doran, Fonterra Dairy Fert Senior Machinery Operator overseeing Pindale Block just south of Putaruru

conditions that certainly did not match those we have under Collective Employment Agreements (CEA's) in the dairy industry negotiated by the DWU.

With the building of the whey plant at Lichfield which began production in 2001, the number of tankers carting whey substantially reduced. Civil Whey did continue to carry liquid waste from factories

across the Waikato until August 2013 when Fonterra acquired the business and created two divisions; Dairy Fert and North Island Dry Stock. Dairy Fert consisted of workers driving tankers carting liquid waste from factories to farms and forestry blocks.

North Island Dry Stock consisted of workers spreading this liquid waste and working land using large tractor/trailer units. Farm maintenance (fences, races etc) was also part of their role.

In 2014, the DWU was successful in getting the Dairy Fert workers under the Fonterra NZMP CEA. I talked to Kevin Boulton who is the current Site Delegate at Dairy Fert and who was also our key contact while we



recruited workers to come under the CEA.

Kevin quoted "it was really a no brainer joining the Union and coming under the Dairy Workers collective, it just made sense and it has proven to have been the right think to do, more job security, better wages and consistent rosters has made a huge difference to the guys working here at Dairy Fert, it's just better."

In 2015 the DWU made a claim for the workers working for North Island Dry Stock, the second division created by Fonterra after acquiring Civil Whey. I am pleased to announce that these workers were restructured into the Dairy Fert operation at the end of 2016 and are now also under the coverage of the Fonterra NZMP CEA. At the time of writing this article, the Joint Classification Committee (JCC) has reviewed and created new descriptors for these workers which are currently waiting sign off.

It is so pleasing to now see the coverage of these workers that were managed by the Civil Whey operation through the early 2000's and who were working on IEA's under terms and conditions which we would consider unfair and under what you would expect from this industry. Now we can celebrate that these workers come under the DWU coverage and are part of our largest CEA.



Richard Everson  
Waikato/BOP Organiser

# Goodman Fielder Puhoi Negotiations

**O**ur objectives leading into the round of negotiations was to lift our lowest paid workers on site who lost a considerable amount of money due to the company changing production times and ensuring that there were no clawbacks.

### Main points of settlement:

We have settled and ratified a package of a minimum 3% wage increase for 17 months. For our lowest paid workers (which are Grade 1–3 packers) they will get an increase in their second incre-

ment of 4.6–5.2%. The settlement also included all members gaining



Mel Thomas, Goodman Fielder Puhoi DWU Site Delegate

access to DISS, the introduction of a technical training committee and a cafeteria policy, which includes a significant subsidy for all members who purchase meals.

I'd like to thank Mel Thomas, Goodman Fielder Puhoi DWU Site Delegate, and the delegate team for the fantastic work to achieve this settlement.



Jerome Mika  
Northern Organiser

# Fonterra Edendale DWU Site Delegate —Gordon Smith—

**I**n 2001 when I filled in an application form to join Fonterra's milk collection team as a Tanker Operator (actually my wife, Desly, registered my interest and sent the application forms), I was not sure I even wanted the job. After about six months I wished I had joined 20 years earlier.

After being nominated as team delegate for A Crew around the start of the 2011/2012 season with Grant Ellis as DWU Site Delegate, I developed more of an interest in the DWU and the role that it played at our site.

When Grant resigned in 2012, I was approached to run for DWU Site Delegate but declined due to impending surgery and an uncertain recovery time and absence from work.

### Elected Delegate in 2013

When the position came up for election again in 2013, I threw my name in the hat and was fortunately

elected to the position. Since then I have had help from a variety of people including Greg Chaffey, the outgoing Site Delegate, who spent a lot of time with me transferring information such as copies of roster agreements, and other departmental information to my computer as well as attending meetings and generally assisting me with the on-boarding process. This was much appreciated.

Next to members, DWU Departmental Delegates are the backbone of the DWU. The success of any Site Delegate or Regional Organiser depends on the support of these people. In the case of delegates, apart from a few days away at training courses, delegates get little or no reward except a thank you, which in most cases is enough.

Delegates often spend hours of their own time assisting members by gathering information etc, but mostly they do it because it is the right thing to do. I also have had the luxury of having

Brendon Cameron as a Deputy Site Delegate. His memory, advice and recollection of historical events and outcomes has been invaluable.

From day one I have tried to follow the Fonterra value of "do what I say I will" and if I don't have the answer to a question, I try to find it in a timely manner.

I have always tried to do everything via email which does tend to annoy some managers as they prefer verbal unrecorded discussions, and because at times they tend to forget what they said ten minutes prior.

I have to admit on a couple of occasions my emails have caused me to have to retract statements and apologise for my comments, but that didn't worry me as I had already said what I wanted to say.

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## Highlights of the job

The high points of the job for me happen every day, like when I have been able to assist someone. Sometimes it is as simple as being able to answer a question, have wage errors corrected, assist with sick leave, CEA clarification, or roster agreements. Sometimes it is about attending meetings that, with a DWU delegate of any level in attendance, seem to change the whole nature of the meeting compared to the worker trying to go it alone.

Particular highlights have been having the Inwards Goods workers come under the coverage of the DWU. Another was ensuring several workers received back pay for non payment of allowances that they were entitled to, one going back five years (then one worker grizzled because of the tax he had to pay).

Another highlight has been attending DWU National Congress and the sharing of experiences with other more experienced delegates and ideas gained from discussions with them and knowing that they are all just a phone call away if I needed an answer to a question. This also applies to all DWU staff.

Another highlight has been being able to help out members by offering the use of our great Welfare Committee system for Education Grants and other support services they provide. I doubt that there is another Union that returns so much money to its members in times of need or tragedy.

After my experience, limited as it has been, I would encourage anyone considering running for a Union position, at whatever level, to have a go. The feel-good rewards, the ability to organise your own work day as well as the friendship shown to you by all DWU Delegates and Organisers throughout the coun-



Gordon Smith relaxing with two of his grandchildren Renee and Fletcher.

try far outweigh any downside you have to handle. (For a Site Delegate your first attendance at National Congress will prove that this is the case.)

Low lights for me have been workers who do not join the Union but are happy to receive the rewards gained by the DWU over the years by way of benefits such as, service allowances, superannuation, medical insurance, hourly rates, roster agreements and general terms and conditions etc. Fortunately there are not many of these people around.

Another low point was the accusations and threats of suspension by management, of seven of our members from D1/2 in April last season for allegedly falsifying QTAR entries, later proven to be unfounded. (This could also be rated as a highlight, although some issues are yet to be resolved.)

Another disappointment has been the last restructure that appears to be all about replacing several L8s, with managers of one sort or another, in an effort to reduce the number of Union members. I would struggle to find six people on site who say the restructure was a good idea (some managers included, although they would not publicly acknowledge the fact).

My decision not to stand for a third term as DWU Site Delegate is mainly because I would be due for retirement before the term was

completed, along with a desire to get back driving and maybe the possibility of a temp season, to help stretch out my superannuation when (and if) I reach retirement age. Another reason is that I feel I may not be contributing as much as I could be and that the position needs new blood.

I would like to once again thank my Departmental Delegates as well as DWU Regional Organiser John Howell and the DWU as a whole, for supporting me through the last four years as Site Delegate and trust you will support my successor in the same manner.

**Kind regards to all,  
Gordon "Smithy" Smith.**

*"On behalf of the DWU membership at Fonterra Edendale and all of the DWU staff, I'd like to thank Smithy for all his hard work over the past four years and wish him all the best for the future. Smithy did a great job representing the interests of the Edendale DWU membership through a huge variety of issues, both big and small. His knowledge of the CEA, good humour and solid union values will be sorely missed."*



**John Howell  
Lower South Island Organiser**

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**National President:** Terry Smith

**National Vice President:** Laura Boynton

**National Executive:**

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Bill Johnston & Jodi Middleton  
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Eileen Maxwell (Central),  
Tom Faulkner & Ray Mills (Southern),  
Karangi Jones, Runanga/Fono Rep,  
Nici Benington, Women's Committee  
Rep

**NZCTU representatives:**

NZCTU Runanga Rep: Tupaea Ahomiro  
NZCTU Women's Rep: Nici Benington  
Nat Affiliates Council Rep: Chris Flatt

**DWU Welfare Committee:**

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Ian Turner (Southern)

**DWU Women's Committee:**

Nici Benington (Convenor) & Merel  
van Royen (Southern), LaVina Ireland  
& Iona Ngapera (Northern), Camille  
Rondon & Rosie Coker (Waikato/BOP),  
Helen Rowe & Lucille Tane (Central),  
and Carne Williams (Co-ordinator)

**DWU Runanga/Fono:**

Karangi Jones (Convenor) & Tupaea  
Ahomiro (Waikato/BOP), Kim Phillips  
& Alicia Old (Northern), Ali Brooks &  
Rama Phillips (Central), Paetau  
Wynyard & Jarvis Boulter (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

**Otago:** 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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# Delegates—The heartbeat of our Union...



One of the most challenging roles you can ever volunteer for is being a Union delegate. It can be a thankless job that requires a lot of courage to be the voice in your team regardless of whether it's unpopular. Our Union Delegates perform an invaluable service for our members, and continually strive to make fairer and safer workplaces.

One of the things I have been impressed with in my first year as a DWU Organiser is the willingness, passion and determination that our DWU Delegates show to resolve members' issues regardless of how complicated they may be.

2016 was a full on year for the Northern Region with several restructures, negotiations and a raft

of individual cases. I have to say the assistance of our Delegates made it easier to triage these issues, and eventually get them resolved.

Our Delegates are a very important part of the Union as they are the first point of call for members who have problems or need immediate advice.

If the problem is big or serious, then the Delegate usually puts members in touch with me. Most times our Delegates resolve the issues straight away which shows the experience and calibre of the Delegates we have in our Union.

2017 is going to be another busy year but I know that we will get through it with our fantastic Delegate team who are prepared to speak up for their workmates.



When we lose our Delegates in our workplace we lose the heartbeat of our Union. So when you see your Delegate again, remind them that they are doing a great job.

**Jerome Mika**  
Northern Organiser



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