

DWU
National President
Voting Papers
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2017 Annual Report & Financial Statements

Annual General Meeting Agenda:

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NATIONAL PRESIDENT'S REPORT 2017

On 11 April 2017, the DWU National President, Terry Smith informed the DWU National Executive of his immediate resignation as the National President.

New Election Required

In accordance with DWU Rule 20, a new election was required due to the fact that as at the date of the resignation, the Presidential term (March 2016-March 2019) had more than 33% remaining and accordingly the DWU National Executive was not constitutional empowered to fill the vacant National President position by resolution.

Accordingly, the DWU National Returning Officer, Dave Edwards circulated a noticeboard poster calling for nominations for the vacant

DWU National President position on 26 April 2017. In accordance with DWU Rules, any member (with at least 12 months membership prior to 26 May 2017) was eligible to stand for the position. Nominations closed on Friday, 26 May 2017.

Since Terry Smith's resignation and whilst the election process is being conducted, the current DWU National Vice-President, Laura Boynton has been undertaking the Presidential duties.

Nominations for President

As at the writing of this report, the DWU National Returning Officer has received the following valid nominations for the vacant National President position:

- *Laura Boynton*, Fonterra Te Rapa;

- *John Kerehoma*, Fonterra Whareroa;
- *Eileen Maxwell*, Fonterra Collingwood Street, Eltham.

Voting papers are contained inside this AGM book and need to be completed and returned in the freepost envelope (also provided in your AGM book) by 5.00pm, Thursday 20 July 2017.

Thanks again to Terry

The DWU would like to take this opportunity to thank Terry Smith for the great work he performed as the DWU National President over the last year and as a National Executive member for a number of years before this. We wish him all the very best for the future.

Chris Flatt
National Secretary

Have
your
SAY!



Please fill out your DWU National President voting papers inside this AGM magazine and return in envelope provided

NATIONAL SECRETARY'S REPORT 2017

Over the last few years, DWU Officials, staff, and delegates have been working hard to grow our delegate structures and membership on existing sites, whilst also unionising the many new dairy employers operating in our industry.

This strategy is going well and is reflected in the DWU's growing membership, as well as the many new delegates who attended our recent National Congress in Rotorua from 6-9 June.

Where are we at as a Union?

As you will be aware, the last few years have been a tough time for the NZ dairy industry. Over this period the DWU has worked hard to protect members' core terms and conditions, and where possible, prevent members and workers from losing their jobs. This has been important in these tough financial times. Overall, I believe the DWU has been successful in achieving this strategy.

Whilst there is still much uncertainty around 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 directly with employers and the industry to get through these tough times.

So 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 the commitment shown by DWU members and workers over the last few years. With the cost of living also increasing and CPI (the cost of goods and services) now up to 2.2% for the year ending March 2017, DWU members and workers are

facing greater and greater financial pressures. This will be a key message that the DWU will take into Collective Employment Agreement (CEA) negotiations over the next 12 months.

Future issues on the horizon?

As reported to you last year, the DWU continues to be a strong Union, has a strong financial position, and a very good organising team. The DWU's membership continues to grow and we now have just under 8,000 members for the first time in our Union's history.

The DWU continues to represent approximately 85%-90% of workers employed in the dairy processing sector. It is important to again remind ourselves of this achievement when we know that union density in NZ is still only approximately 18% (with only 10% of private sector workers now belonging to a union).

But there is no doubt that we have several large issues on the horizon that will impact upon the DWU and members over the next few years:

1. **The changing nature of the NZ dairy industry:** Whilst Fonterra remains the largest company in the industry, times are dramatically changing as more and more employers enter the dairy industry. The percentage of milk that is supplied to Fonterra has dropped from 96% in 2002 to 84% in 2017. On current projections, this will drop to 79% by 2022. As you will be aware, this has resulted in major increases in the size and operations of new players such as Danone, Oceania Dairy/



Chris Flatt
National Secretary

Yili, Synlait, and Yashili/Mengniu as well as the expansion of traditional players such as Tatua, Westland, and most worryingly, Open Country Dairy (OCD). Whilst this growth is generally positive for the DWU and the industry as a whole, it is placing increased pressure on DWU operations and delegate structures. The rapid growth of the anti-union and anti-worker OCD is, however, a major concern for our Union;

2. **Our ageing membership:** Our 2016 DWU Membership Survey (discussed in greater detail later in this report) has provided the Union with important data on a range of issues. One of these is the fact that on average, our DWU members and delegates are getting older. Whilst this is not a bad thing in of itself, it does mean that we face the challenge of ensuring we are identifying and training the next generation of DWU delegates and officials now and before our current delegates and workplace leaders leave the Union or retire;

3. **Environmental pressures:** You will be aware that the world around us is changing. Whilst a very small handful of individuals continue to refuse to accept the clear scientific evidence, most people recognise that human behaviour and economic structures are causing

fundamental changes to our climate and eco-systems.

Far from being insulated from these, the NZ dairy industry will be at the forefront of changes over the next few years as the government and public increasingly focus on the quality of our waterways, irrigation systems and farming practices. The DWU is currently involved in the CTU Climate Change/Just Transition workgroup that is looking at these issues, but as a Union we will increasingly need to develop our strategy and tactics in relation to these issues to ensure that our members' jobs, conditions and futures are protected.

DWU Strategic Plan 2014-2018

As previous reported, the DWU has developed and is implementing our four-year Strategic Plan to meet the challenges discussed above. These issues will also be important as we begin our planning and thinking for the 2018-2022 Strategic Plan.

The work we have been undertaking in accordance with this guiding document is aimed at ensuring that we are achieving our strategic goal of *maintaining and enhancing our standing as a relevant trade union*.

As you will again see from this report, some of the strategic goals and objectives outlined in our Strategic Plan have now been completed. Much of the work however, relates to ongoing systematic projects that require regular and committed focus to ensure they are achieved. The Strategic Plan is also a living document that is reviewed and discussed at the two-monthly DWU National Executive meetings to ensure we are monitoring progress as well as ensuring that the plan is still relevant in light of ever changing events within the dairy industry.

This report again outlines the key areas of work that we have been undertaking as a Union over the last

12 months to achieve these strategic objectives.

Organisational Viability & Membership Communications

The first of the four goals in the DWU Strategic Plan 2014-2018 is to maintain and enhance our Union's organisational viability by ensuring we are retaining and growing our membership, organising structures and financial position. The second goal is ensuring that we are providing relevant and timely communications and training to members and delegates about our Union.

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

- Our Support Services Team have completed their visits to monthly delegate committee meetings to ensure that appropriate support and resources are available for these delegate structures;
- These visits have assisted the development and implementation of site organising plans and tools that will assist the strengthening of organising and delegate structures within our existing unionised sites. These include delegate committee checklists, temp report monitoring tools, membership mapping tools, questionnaire of delegate needs, and targets for delegate/member meetings, notice-board updates and site membership levels;
- Further development of the new organisational structure introduced in late 2013 to ensure that the Union is providing the best support and resources to organisers and delegates. To support this, over the last year Bobbi Prentice has been employed as our new Membership Administrator and Carne Greenbank has transferred into the vacant Support Services Administrator position;

- Publication of monthly organiser site visit and delegate committee meeting dates on both our website and all DWU site notice-boards to assist with developing and strengthening organising and delegate structures within our existing unionised sites;
- Without missing a single edition, the production every two weeks of our DWU notice-board publications (including the 'Did You Know' and Monthly Newsletter series) that outline upcoming DWU and site events and provide information to delegates and members on important industrial issues;
- Further development of the DWU website so that it is a useful source of information as well as a central point for important DWU resources and publications (for example, electronic copies of Dairy Worker magazines, Welfare Fund application forms and delegate resources);
- Ongoing organising campaigns on targeted existing and Greenfield dairy sites including Allied Faxi NZ Food Company (Kerepehi), Blue River Dairy (Invercargill), Green Valley Dairies (Mangatawhiri, Waikato), NZ AgBiz Ltd (Waharoa, Waikato), Oceania Dairy/Yili (Glenavy, South Canterbury), Synlait Milk (Dunsandel, Canterbury), and Yashili NZ Dairy (Pokeno, Waikato). These campaigns have led to new or renewed CEAs for a number of these sites (discussed further in this report);
- Analysis of the 817 responses to the 2016 DWU Membership Survey that was sent out to members in the February 2016 Dairy Worker magazine. The Membership Survey provides the Union with an indication of how we are tracking against our Strategic Plan targets of not less than 90% membership satisfaction with our communication and training. The latest analysis of the 2016 Survey identifies the following results:

–Copy of CEA: 73.8% rate as very good/good/average;
 –Dairy Worker Magazine: 95.1% rate as very good/good/average;
 –DWU Posters & Newsletters: 78.2% rate as very good/good/average;
 –DWU Website: 64.3% rate as very good/good/average;
 –Overall rating of communication methods: 77.9% rate as very good/good/average.

• In relation to the DWU's overall performance, the 817 responses to the 2016 DWU Membership Survey indicated the following:

–Very good/good: 63.3% (up from 52.6% in first survey held in 1993);
 –Average: 24.8% (down from 33.1% in first survey held in 1993);
 –Poor/very poor: 11.5% (up from 7.9% in first survey held in 1993);
 –No response/missing: 0.4% (down from 6.4% in first survey held in 1993).

• Preparing the 2017 Membership Survey that was sent out to members in the May edition of the Dairy Worker magazine. The DWU has a target of 2,000 responses for the 2017 Membership Survey based on the fact that approximately 2,250 members attend our AGMs. In light of the volume of work (and important data) that the 2016 Survey has produced, we are proposing that after the 2017 Survey, the Membership Survey be held every two-years. We are also proposing that the DWU Comprehensive Survey be carried out every 10 years with the next to be held in 2020. This will mean the following:

–Membership Survey: 2016, 2017, 2019, 2021, 2023, etc.

–Comprehensive Survey: 1993, 2000, 2011, 2020, 2030, 2040, etc.

• Continuing to increase the amount of appropriate Union training to delegates, with a particular focus on Site and

Departmental delegates (as identified in our Strategic Plan). This has included maintaining our delegate training register which tracks training in order to identify which Site and Departmental delegates need additional in-house or external union training;

• As a result of this increased focus on delegate training, 33% of Site Delegates (down from 59% last year) and 56% of Departmental Delegates (up from 25% last year) have received some form of appropriate DWU training over the last 12 months;

• Ongoing work to update membership contact details (particularly members' home postal addresses) leading to a further reduction to only 4% of members who have not provided the DWU with their postal address as at 31 March 2017 (down from 5% as at 31 March 2016). The DWU will now focus on decreasing the 32% of members who have not provided us with their mobile numbers (down from 35% as at 31 March 2016);

• Ongoing direct mailing of the Dairy Worker magazine to members' homes so that members and their families have a greater opportunity to read about their Union and issues relating to the wider union movement (including sending the National President and National Vice-President voting forms and the DWU Membership Survey in the magazine to reduce costs);

• Maintaining membership growth over the last 12 months, with approximately 7,800 DWU members as at 31 March 2017 plus approximately 200 additional non-fee paying members at Greenfield sites (at a time when most NZ unions are experiencing declining union membership).

Collective Bargaining Outcomes

The DWU continues to work

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.

However there is no doubt that the last few years have been a tough and challenging time in which to negotiate wage settlements due to the combination of hard financial times in the dairy industry as well as historically low inflation and growth rates across the wider NZ economy.

Despite this, the guiding principle for the DWU during this period has been the goal of 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 we often discuss at National Congress and AGMs, 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.

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

• Maintaining our 21 DWU CEAs covering the following companies: Alto Longburn, Dairy Goat, Dairyworks, Danone Nutricia NZ Ltd, Envictus Dairies Ltd, Fonterra Brands & Alto, Fonterra Canpac, Fonterra CCP, Fonterra DMV (DFE Pharma), Fonterra Ingredients, Fonterra Tip Top, Goodman Fielder, Goodman Fielder Puhoi Cheese, Lion Foods, Livestock Improvement Corporation (LIC), Milk Test NZ, NZ New Milk, Synlait, Tatua, Timpack, and Westland Milk Products;

• In addition, the DWU has been able to negotiate the following three (3) new CEAs in the last 12 months: Blue River Dairy (Invercargill), Green Valley

Dairies (Mangatawhiri, Waikato), and Oceania Dairy/Yili (Glenavy, South Canterbury);

- The DWU is also currently in negotiations with the following Greenfield sites following organising campaigns to achieve 80%+ membership density: Allied Faxi NZ Food Company (Kerepehi), NZ AgBiz Ltd (Waharoa, Waikato), and Yashili NZ Dairy Ltd (Pokeno, Waikato);

- The DWU will also be monitoring construction and commissioning of two new dairy processing sites over the next 12 months: Happy Valley Milk Ltd (Otorohanga, Waikato), and Matura Valley Milk (East Gore);

- As at 31 March 2017, the re-negotiation of 16 of these 24 CEAs in the last 12 months, with the DWU achieving wage settlements in these CEA negotiations in the range of 0% to 2.5% (average was 1.5%);

- During the same period, economic indicators were relatively weak with slow improvements in late-2016 and early-2017, with the cost of living as measured by the Consumer Price Index (CPI) during this time ranging from 0.4% (year ending March 2016), 0.4% (year ending June 2016), 0.4% (year ending September 2016), 1.3% (year ending December 2016), and 2.2% (year ending March 2017);

- Due to the high number of one-year and two-year settlements over the last 12 months, March 2017-March 2018 will also be a busy bargaining time with 17 of our 24 CEAs due for re-negotiation in this period;

- The DWU continues to commission independent research into major industry employers as well as the overall state of the dairy industry from several industrial relations academics. This research ensures the DWU has an evidence-based approach to dairy industry developments and our CEA bargaining strategies.

Growth/Future & Partnerships

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

Over the last 12 months we have been involved in a number of key future growth issues as well as maintaining our existing domestic and international partnership arrangements that support our Strategic Plan objectives, as well as develop new relationships where appropriate. This work has included the following:

- **DWU Governance Issues:** We have now completed the review of the DWU National Executive's composition and voting methodology as discussed at the 2016 National Congress. The review resulted in the introduction of two new National Executive positions; a North Island Non-Fonterra Rep position and a South Island Non-Fonterra Rep position. Congratulations again to both Lloyd Fafeita and Gwyn Stevenson who were elected into these respective positions in December 2016. Over the next 12 months the DWU will be conducting a review of the health and safety systems and practices for paid DWU staff in accordance with the new Health & Safety at Work Act;
- **Living Wage Campaign:** The DWU is committed to ongoing support of the Living Wage campaign for all NZ workers as well as to ensure all DWU members are being paid at least the current Living Wage of \$20.20 per hour. The DWU still has members that are not paid above this and ongoing work is occurring to raise these members above this very important wage rate;
- **NZ Council of Trade Unions**

(CTU): Participation in a wide range of CTU meetings, campaigns (including the ongoing First Union Forestry campaign and AFFCO Talleys organising initiative), strategic planning sessions including the CTU National Affiliates Council (NAC), CTU Food Sector Group (including the annual Trans-Tasman Food Sector Unions meetings) and CTU Climate Change/Just Transition Policy working group. The DWU also continues to be heavily involved within the CTU Runanga and CTU Women's Committee, both of which are very important industrial and representative structures;

- **International Union of Food Workers (IUF):** Ongoing involvement in the IUF Dairy Division, particularly in relation to projects involving the Asia/Pacific region. To support this work, the National President and I attended the five-yearly IUF Asia-Pacific Regional Conference in Manila, Philippines in October 2016.

Over 240 delegates attended the conference representing over 100 unions and over 325,000 workers from approximately 20 countries in the Asia/Pacific region. The conference discussed, debated and adopted the IUF Asia/Pacific's Action Plan 2016-2021 that aims to build stronger unions through five key areas: secure jobs; organising more women workers in unions; organising more young workers in unions; achieving living wage rights; and defending democracy;

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

- **NZ Labour Party:** Ongoing involvement via our affiliation to the Labour Party which provides the DWU with voting rights and

input into Labour Party policy and candidate selections so we have influence in developing fair laws that provide workers with decent wages and conditions. The DWU's major focus over the last 12 months has been the development of the Labour Party's Industrial Relations policy, which has now been completed. Along with the other five (5) Labour-affiliated unions, the DWU has ensured that the policy includes an industry approach to bargaining which enforces common terms and conditions on all employers within an industry (for example, through the introduction of industry standard agreements);

- Overseas dairy industry employers and related groups: Ongoing discussions with a number of new dairy employers and related industry bodies to support our efforts to maintain our current dairy industry coverage;
- Representation on relevant external boards: I continue to represent the DWU on a number of external bodies to represent the views of members and to protect the DWU's financial investments. These include the Primary Industry Training Organisation (PriTO) (the ITO responsible for setting and monitoring national skill and qualification standards and training in the dairy industry), the Centre for High Performance Work (a high performance work initiative between various Trade Unions and the Department of Labour to develop high performance workplaces), and the Waikato & Taranaki Trade Union Centres that govern and administer the assets of these respective Trade Union Centres.

DWU Financial Position

An important aspect of my role is oversight and management of the DWU's finances and assets. Whilst the DWU continues to be

in a strong financial position, over the last 12 months we have been required to spend a substantial amount of our budget and a small proportion of our financial reserves on seismic strengthening repairs for our National Office in Hamilton. This spend has been planned and authorised by the National Executive and has resulted in the following:

- For the financial year ended 31 March 2017, the DWU recorded a net deficit after tax of -\$97,887 (compared to a surplus of \$194,299 last year) and decreased total reserves of \$5,380,531 (compared to \$5,514,828 last year);
- The financial position of the DWU continues to be underpinned by the large level of cash investments held in various term deposit and on-call bank accounts. Accordingly, it is important to note the financial position of the Union without the income received from these investments (net surplus from trading);
- For the year ended 31 March 2017, we recorded a net surplus from trading of -\$346,440 (up from -\$81,095 last year). This was due to some unbudgeted expenses which have now been paid and appropriate internal systems have been amended so that these costs will not occur again in the future. The DWU's financial result was also a result of a substantial decrease on the interest earned on our term deposit investments due to the low level of interest rates across NZ over the last 12 months;
- As discussed above, over the last 12 months the DWU has been required to spend some of its cash reserves to upgrade the DWU National Office in Hamilton to ensure that it complies with necessary earthquake safety standards. The repairs have now been completed and total costs were approximately \$350,000 (GST exclusive) as per repair budgets. The National Executive

was kept updated about these developments and authorised an allocation of up to \$400,000 of DWU cash reserves to pay for the necessary repairs. The repair costs have been divided amongst the various union shareholders of the Waikato Trade Union Centre Ltd as per shareholder allocations and to assist with the payment of the DWU's component of these costs, we have now sold our 72,000 shares held in the Canterbury Trade Union Centre Ltd (CTUC) to the other unions who own shares in the CTUC (receiving \$72,000 for the sale);

- It should be again noted that over the last 12 months the DWU has taken the decision to increase services to members, in particular increasing delegate training numbers (in order to achieve our Strategic Plan training targets) as well as a large increase in the amount being allocated to the DWU Welfare Fund. In the last 12 months, over \$250,000 has been directly paid back to members in times of need via our Welfare Fund. In particular, the amount allocated to DWU Education Grants has steadily increased from \$10,000 (in 2013) to \$120,000 this year (with a proposal to increase this to \$170,000 to be debated at this year's AGMs). This has meant that first-time applicants for an Education Grant this year received a grant of \$850, whilst applicants who had received an Education Grant in the past, this year received a grant of \$625 to assist with their education-related costs;
- We propose to continue to maintain the DWU's fee structure at 0.6% of gross income, which means that for every \$100 of gross earnings, a DWU member pays 60 cents in DWU fees.

Upcoming General Election

And finally, as you will be aware, in September this year we will all

get the opportunity to exercise our democratic rights and have the ability to vote and determine the next government.

Whatever your political persuasion (and I will admit that I will be voting for Labour because they are always better for working people), the most important thing is that you get out and actually vote.

Previous generations of Kiwis have literally died so you have this right! Don't waste it.

Thank you again

Once again I would like to take this opportunity to say a big thank you to all DWU staff, organisers, delegates and members for the work that you perform for and on behalf of the DWU. We have a strong Union because of your efforts and hard work.

As part of this, we have welcomed Bobbi Prentice into our National Office as our new Membership Administrator in

November 2016. Bobbi has worked for the union movement for over 26 years and brings a wide range of administrative, reception, clerical and membership systems experience to the DWU. At the same time, Carne Greenbank has transferred into the vacant Support Services Administrator position to further support the important work this team is providing to organisers, delegates and members.

Whilst the Union is a collective organisation, thanks must again go to a number of individuals. First, thank you to Terry Smith for the work he performed as the DWU National President over the last year.

As many of you will know, Terry decided to step down from the role in April 2017 for personal reasons and has now left the dairy industry completely. We all wish him the very best for the future.

Thanks must also go to the National Vice-President, Laura Boynton for the great work she has performed this year and particularly for the work she has had

to undertake since taking over the Presidential duties following Terry Smith's resignation.

Thanks must again go to all the members of the DWU National Executive, Women's Committee, Runanga/Fono and Welfare Committee for the important work that they provide to our Union and its members. As I said in last year's report, the mana of our great Union is built upon your efforts and hard work.

As part of this, I wish to particularly thank the DWU Welfare Committee Convenor, Dianne "Lady Di" Dwight for the amazing and tireless work she has given to our Union over many, many years. Lady Di has worked 1,000's of unpaid hours to ensure that members receive DWU Welfare Fund support when they need it most. We thank you from the bottom of our hearts, Lady Di.

And finally a big thank you to all DWU members for continuing to belong to our great Union.

Chris Flatt
National Secretary

Have you recently moved?

If so, use your smartphone to scan this QR code, call us on (07) 839 0239 or email info@dwu.nz to update your contact details.



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

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**NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2017**

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

**Directory
for the year ended 31 March 2017**

Incorporated Society Number
562968

Office Locations

Auckland
Hamilton
Palmerston North
Christchurch
Dunedin
Serving the whole of New Zealand

President

Terry Smith (resigned 11 April 2017)
Laura Boynton (National Vice President. Acting President from 11 April 2017)

Secretary

Chris Platt

Auditors

Stephen Nelley
Anderson Accounting
Chartered Accountants
Level 1
47 Alpha Street
Cambridge

Accountants

MAP & Associates Limited
Chartered Accountants
14 Knox Street
Hamilton

Bankers

Bank of New Zealand Limited, Hamilton

Nature of Business

Trade Union serving the workers in the
New Zealand Dairy Industry

Solicitor

Hazel Armstrong
Barrister & Solicitor
Wellington

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

**President's Report
for the year ended 31 March 2017**

	2017	2016
	\$	\$

Net Surplus for the year	(97,887)	194,299
Accumulated Funds at 1 April 2016	6,071,370	5,877,071
Leaving Accumulated Funds at 31 March 2017	<u>5,973,483</u>	<u>6,071,370</u>

The state of the Union's affairs at 31 March 2017 was:

Assets Totalled	<u>6,718,463</u>	<u>6,627,174</u>
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These were financed by:

Funds Invested in the Union of	5,973,483	6,071,370
Liabilities of	744,981	555,805
	<u>6,718,463</u>	<u>6,627,174</u>

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

For and on behalf of the Union


L Boynton - Acting President

02/05/17

Dated

CFDS

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

**Statement of Financial Performance
for the year ended 31 March 2017**

	2017 \$	2016 \$
Income		
Subscriptions	3,012,212	3,035,624
Contract Expenses		
Personal Grievances and Disputes - Expenses	52,845	101,886
Personal Grievances and Disputes - Recovered	-	-
ACC Cases	39,915	43,738
	92,760	145,624
Negotiations - Expenses	-	144,739
Negotiations - Recovered	91,885	-
	91,885	144,739
	184,645	290,363
Management Expenses		
National Congress	75,406	2,745,261
National Executive	58,265	72,610
DWU Runanga/Fono	24,755	46,629
DWU Women's Committee	17,919	19,510
Regional Meetings	49,383	10,863
President/Vice President Election	440	45,336
	226,168	4,904
Affiliation Expenses		
NZCTU Affiliation Fees	73,153	199,852
NZCTU Meetings/Campaigns	15,998	69,098
NZ Labour Party Affiliation Expenses	13,037	24,491
IUF Affiliation Expenses	38,475	12,135
	140,663	37,548
	2,460,736	143,272
Expenses		
Expenses as per schedule (Page 6)	2,807,176	2,483,232
Net Surplus from Trading	(346,440)	(81,095)
Other Income		
Depreciation Recovered	5,759	4,268
Interest Received	190,353	247,670
Miscellaneous Income	105,460	92,523
	301,572	344,461
Net Surplus Before Taxation	(44,868)	263,366
Deduct Taxation (Note 2)	53,019	69,067
Net Surplus After Taxation	(97,887)	194,299
Add Accumulated Funds Brought Forward	6,071,370	5,877,071
Leaving Available For Appropriation	5,973,483	6,071,370



The accompanying notes form part of these financial statements.

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

**Statement of Financial Performance (Continued)
for the year ended 31 March 2017**

	2017 \$	2016 \$
Schedule of Expenses		
Accident Compensation Levy	3,709	4,431
Audit Fees	6,085	5,515
Bank Charges & Interest	2,277	2,071
Donations	4,573	7,570
Education Expenses	198,558	114,031
Election Campaign Fund Expenses (Note 7)	30,000	-
FBI	102,418	39,192
Honoraria	30,349	30,183
Insurance	12,159	11,100
Solidarity & International Delegates Fund Expenses (Note 6)	15,000	88,361
International Activities	23,246	15,093
Light, Power & Heating	4,794	3,405
Membership Survey / Research	22,406	22,516
Organisers Expenses	95,457	80,437
Newspapers, Newsletters & Promotions	93,175	100,924
Postage and Courier	7,700	6,594
Printing, Stationery and Photocopying	28,690	34,899
President / Vice President Expenses	-	320
Publications	3,723	2,906
Rent and Rates	78,060	66,147
Repairs & Maintenance	6,939	5,665
Salaries, Wages and Superannuation	1,330,221	1,377,395
Retirement Allowance Provision	161,895	3,712
Secretarial & Accounting Fees	9,085	6,575
Telephone, Facsimile and Internet	26,433	28,592
Vehicle Expenses	78,268	104,576
Website & Database Management System	55,760	-
Welfare Expenses	251,156	202,856
Depreciation as per Schedule	121,422	107,823
Loss on Sale of Fixed Assets	3,618	10,343
Total Expenses	2,807,176	2,483,232



The accompanying notes form part of these financial statements.

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

**Statement of Movements in Equity
for the year ended 31 March 2017**

	2017 \$	2016 \$
Equity at the beginning of the year	6,071,370	5,877,071
Net (Deficit) for year	(97,887)	194,299
Total recognised revenues & expenses	<u>(97,887)</u>	<u>194,299</u>
Equity at the end of the year	<u><u>\$5,973,483</u></u>	<u><u>\$6,071,370</u></u>



The accompanying notes form part of these financial statements.

CFB

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

**Statement of Financial Position
as at 31 March 2017**

	2017 \$	2016 \$
Current Assets		
Bank of New Zealand - Cheque Account	58,883	102,638
Bank of New Zealand - Call Account	170,913	119,082
Taxation Refundable (Note 2)	9,797	12,664
Accounts Receivable	4,481	16,085
Payments in Advance	-	360
Total Current Assets	<u>244,074</u>	<u>250,829</u>
Less Current Liabilities		
GST Due for payment	38,552	52,805
Accounts Payable	140,906	114,458
Accrued Expenses (Note 13)	565,523	388,542
Total Current Liabilities	<u>744,981</u>	<u>555,805</u>
Net Current (Liabilities)	<u>(500,907)</u>	<u>(304,976)</u>
Non Current Assets		
Fixed Assets (Note 9)	527,454	534,864
Investments (Note 3)		
Shares Held (Note 3a)	313,328	235,328
Advances (Note 3b)	253,077	91,326
Term Deposits (Note 3c)		
- General Reserve	2,301,694	2,403,574
- Industrial & Legal Fund - ILF (Note 5)	2,301,694	2,403,574
- Solidarity & International Delegates Fund - SIDF (Note 6)	720,703	645,338
- Election Campaign Fund - ECF (Note 7)	56,440	62,342
Total of Reserves Currently Invested	<u>5,380,531</u>	<u>5,514,828</u>
Total Non Current Assets	<u>6,474,390</u>	<u>6,376,346</u>
Net Assets	<u><u>\$5,973,483</u></u>	<u><u>\$6,071,370</u></u>



The accompanying notes form part of these financial statements.

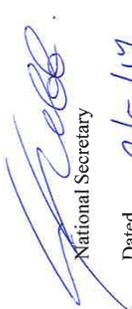
CFB

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

**Statement of Financial Position
as at 31 March 2017**

	2017 \$	2016 \$
Funds Invested in the Union		
Accumulated Funds	5,973,483	6,071,370
Total Funds Employed	<u>\$5,973,483</u>	<u>\$6,071,370</u>

For and on behalf of the Union


National Secretary

Dated 2/5/17.

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

**Notes to the Financial Statements
for the year ended 31 March 2017**

1. Statement of Accounting Policies

Reporting Entity

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

Reporting Basis

These financial statements have not been prepared for external use. They are prepared for internal purposes only and should not be relied on for any other purpose. They are therefore defined as special purpose reports and have been prepared to meet the requirements of clauses 17.3 (ii) and 29.2 (b) of the Union's rules. These financial statements have been prepared on a historical cost basis unless otherwise stated and are prepared in accordance with the accounting policies as stated below.

Measurement Base

The measurement base adopted is historical cost.

Accounts Receivables

Accounts Receivable are stated at expected realisable value. Membership subscriptions are accounted for on a cash basis.

Fixed Assets and Depreciation

Fixed Assets are stated at cost less accumulated depreciation. Depreciation is charged at the maximum rates allowable by the Inland Revenue Department, except for Website and Database which is depreciated at 10% diminishing value which is considered reasonable based on a useful life of 10 years.

Goods & Services Tax

The financial statements have been prepared on a GST exclusive basis, with the exception of Accounts Receivable or Payable and the net amount of GST Payable or GST Refund due at 31 March 2017 which is shown in the Statement of Financial Position as a Current Liability or Current Asset as the case may be.

Investments

Investments are stated at cost.

Changes in Accounting Policies

There have been no changes in accounting policies. All other policies have been applied on bases consistent with those used in previous years.

Income Tax

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



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Notes to the Financial Statements
for the year ended 31 March 2017

Taxation		
Provision is made for taxation after taking full advantage of all deductions and concessions permitted. No provision has been made for deferred tax as there is no material timing difference.		
2. Taxation		
Taxation charged in the Statement of Financial Performance is the estimated liability in respect of the surplus earned outside the membership for the year.		
	2017	2016
	\$	\$
Net Surplus from outside the membership	190,353	247,670
Deduction for Non-Profit Bodies	(1,000)	(1,000)
<u>Taxable Surplus</u>	<u>189,353</u>	<u>246,670</u>
Tax Charged @ 28%	53,019	69,068
Resident Withholding Tax Credits	62,816	81,731
<u>Taxation (Payable)/Refund Due</u>	<u>9,797</u>	<u>12,663</u>
3. Investments	2017	2016
	\$	\$
(a) Shares		
Centre for High Performance Work Limited (50%)	11,881	11,881
Waikato Trade Union Centre Limited (48%) (2016:25%)	301,447	151,447
Trade Union Centre Canterbury Limited (0%) (2016:10%)	-	72,000
Total Shares	313,328	235,328
(b) Advance		
Waikato Trade Union Centre Limited	91,326	91,326
Waikato Trade Union Centre Limited (Seismic Strengthening)	161,751	-
Total Advances	253,077	91,326
(c) Bank Term Deposits / Reserves		
BNZ Term Deposits	1,630,000	1,850,001
KiwiBank Term Deposit	3,750,531	3,664,827
Total Term Deposits	5,380,531	5,514,828
TOTAL INVESTMENTS	<u>5,946,936</u>	<u>5,841,482</u>

The Term Deposits rolled over for another term on 31 March 2017. The Term Deposits are invested for terms of under a year to a year and have been continually reinvested.

CFJS

Notes to the Financial Statements
for the year ended 31 March 2017

4. Subsequent Events		
There have been no events subsequent to balance date that have a material effect on the financial statements.		
5. Movement in the Industrial & Legal Fund		
Opening Balance 1 April 2016	2,403,574	2,311,706
Movement to balance to 50% of General Reserves	(101,880)	91,868
	<u>2,301,694</u>	<u>2,403,574</u>
Closing Balance 31 March 2017	<u>2,301,694</u>	<u>2,403,574</u>
6. Movements in the Solidarity & International Delegates Fund		
Opening Balance 1 April 2016	\$ 645,337	\$ 642,630
3% of Membership Subscriptions	90,366	91,069
	<u>735,703</u>	<u>733,699</u>
Less Expenditure during the year	15,000	88,361
Closing Balance 31 March 2017	<u>720,703</u>	<u>645,338</u>
7. Movement in the Election Campaign Fund		
Opening Balance 1 April 2016	\$ 62,342	\$ 38,057
0.8% of Membership Subscription	24,098	24,285
	<u>86,440</u>	<u>62,342</u>
Less Expenditure during the year	30,000	-
Closing Balance 31 March 2017	<u>56,440</u>	<u>62,342</u>

CFJS

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2017

8.	Movement in General Reserve and Industrial & Legal Fund		
	Net Deficit per page 5	2017	2016
		\$	\$
		(97,887)	194,299
	<u>Add:</u>		
	Increase in Net Current Liabilities	195,931	71,674
	Decrease in Fixed Assets	7,410	-
	<u>Deduct:</u>		
	Increase in Fixed Assets	-	55,245
	Increase in Investments	78,000	-
	Increase in Advances	161,751	-
	Decrease in Total Reserves	(134,297)	210,728
	<u>Add:</u>		
	Net Decrease in Election Campaign Fund	5,902	-
	<u>Deduct:</u>		
	Net Increase in Election Campaign Fund	-	24,285
	Net Increase in Solidarity & International Delegates Fund	75,366	2,708
	Decrease in General Reserve and Industrial & Legal Fund	(203,761)	183,735
	Half allocated to Industrial & Legal Fund	(101,881)	91,868
	Half allocated to General Reserve	(101,881)	91,868
9.	Fixed Assets	2017	2016
		\$	\$
	Leasehold Improvements		
	At cost	81,618	79,718
	Less Accumulated Depreciation	59,990	57,264
		21,628	22,454
	Motor Vehicles		
	At cost	382,603	390,623
	Less Accumulated Depreciation	165,688	175,020
		216,915	215,603
	Furniture & Fittings		
	At cost	62,265	52,696
	Less Accumulated Depreciation	41,483	38,545
		20,782	14,151

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2017

Office Equipment		
At cost	87,235	76,136
Less Accumulated Depreciation	67,088	65,021
	20,147	11,115
Website & Database Management System		
At cost	302,603	298,851
Less Accumulated Depreciation	54,621	27,310
	247,982	271,541
Total Fixed Assets	\$527,454	\$534,864

10. **Comparative Figures**

The comparative figures represent twelve months trading.

11. **Contingent Liabilities**

The Union has no contingent liabilities as at 31 March 2017. (31 March 2016: The Union has a 25.3% shareholding in Waikato Trade Union Centre Limited. That company is currently investigating and commissioning reports on what is required in relation to the seismic strengthening of the building it owns. The building is the substantial asset of that company and is therefore critical to the Union's investment. Depending on decisions made in regards to the building it is possible that further investment may be required by the Union in order to maintain its investment. This is expected to cost approximately \$350,000).

12. **Capital Commitments**

The Union has a commitment of \$70,175 to purchase shares in Waikato Trade Union Centre Limited from the other shareholders to fund their contribution towards seismic strengthening repairs. The Union has a commitment to a potential upgrade to the internal server. This is expected to cost approximately \$25,000. (31 March 2016: The Union has a commitment to a potential upgrade to the internal server. This is expected to cost approximately \$25,000).

13. **Employee Benefits**

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

14. **Nature of Business**

The business is a Trade Union serving the workers in the New Zealand Dairy Industry. The nature of the business has not changed during the year under review.

15. **Related Party Transactions**

The Union rents premises from and provides funding to companies in which the Union has a shareholding.

The Union has not undertaken any other material transactions with related parties. No related party debts have been written off or forgiven during the year.

**INDEPENDENT AUDITORS REPORT
TO THE MEMBERS OF NEW ZEALAND DAIRY WORKERS UNION - TE
RUNANGA WAI U (INC)**

Opinion

I have audited the financial statements of New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated (the Union) which comprise the statement of financial position as at 31 March 2017 and the statement of financial performance, statement of movements in equity for the year then ended, and notes to the financial statements, including a summary of accounting policies.

In my opinion, the accompanying financial statements of New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated for the year ended 31 March 2017 are prepared in all material respects in accordance with the accounting policies as defined.

Basis of Opinion

I conducted my audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)). My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Union in accordance with Professional and Ethical Standard 1 (revised) *Code of Ethics for Assurance Practitioners* issued by the New Zealand Auditing and Assurance Standards Board, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

I am also the auditor of Waikato Trade Union Centre Limited of which the Union is a significant shareholder and has representative Directors on the Board. Other than that relationship, I have no other interest in New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated.

Emphasis of Matter Basis of Accounting and Restriction on Distribution and Use

Without modifying my opinion, I draw attention to Note 1 on page 10 of the financial statements, which describes the basis of accounting. The financial statements are prepared by the Union for internal purposes only. As a result, the financial statements may not be suitable for another purpose.

My report is intended solely for the Union and should not be distributed to or used by parties other than the Union.

Officer Responsibilities

The Union's officers are responsible for the preparation of these financial statements in accordance with the accounting policies as disclosed and for such internal control as the Union officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Union's officers are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the officers either intends to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (NZ), I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Officers and management.
- Conclude on the appropriateness of the use of the going concern basis of accounting by the Officers, and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Union to cease to continue as a going concern.

I communicate with the Officers regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



Stephen Nelley
5 May 2017
CAMBRIDGE

Draft Budget–2017/2018

	2017-18 Budget	2016-17 Budget	Difference	BVR at 31.03.17
Income				
Membership Subs	3,425,000	3,365,050		
Less GST	446,804	438,920		
Nett Subscription Income	2,978,696	2,926,130	52,566	3,012,212
Interest (nett)	133,849	129,424	4,425	127,536
Miscellaneous Income	106,140	91,500	14,640	119,460
Total Income	3,218,685	3,147,054	71,631	3,259,208
Expenditure				
DWU				
Executive	65,000	55,000	10,000	58,352
Congress	50,000	72,500	-22,500	75,406
Regional Delegates Meetings	15,000	15,000	0	14,372
Regional AGMs (inc A/Report)	35,000	35,000	0	35,012
Womens Committee Structure	20,000	20,000	0	22,550
Runanga Structure	20,000	20,000	0	16,119
Agreements				
Negotiations *	100,000	100,000	0	81,137
PGs & Disputes *	80,000	80,000	0	72,980
ACC Review *	40,000	40,000	0	36,391
National JWP/CHPW	1,500	1,500	0	835
NZCTU				
Capitation 2.5% net subs	74,467	73,153	1,314	73,153
NAC/Food Sector/H&S Meetings	7,500	7,500	0	8,021
Women's Committee Exp	2,500	2,500	0	4,769
Runanga Exp	2,500	2,500	0	2,237
Committee Pasifika/Stand Up	1,500	1,500	0	1,145
Biennial Conf (CTU, Runanga, Women's)	7,500	5,000	2,500	0
Campaigns *	5,000	2,500	2,500	0
IUF Capitation	37,335	35,495	1,840	38,475
NZLP Affiliation & Meetings	13,000	12,500	500	13,037
Administration Expenses				
Bank Charges	2,000	2,000	0	2,257
Insurances (excluding vehicles)	14,000	14,000	0	4,496
Miscellaneous	1,000	1,000	0	0
Phone/Tolls/Fax/Internet	30,000	30,000	0	26,933
Photocopying/Printing/Stationery	27,500	27,500	0	29,918
Post/Courier	10,000	10,000	0	7,092
Power	5,500	5,000	500	4,667
Publications Inward	4,000	3,000	1,000	3,723
Rent/Rates/Reception	82,500	76,500	6,000	77,824
Repairs & Maintenance	6,500	5,000	1,500	9,055

Operating Expenses				
ACC Levy	5,000	5,000	0	3,709
Accounting & Audit	18,000	18,000	0	14,620
Dairyworker	65,000	65,000	0	69,268
Del Promos	20,000	20,000	0	24,145
Donations	5,000	5,000	0	4,573
Education (6%)	178,722	175,568	3,154	196,673
Election (Pres/VP)	10,000	0	10,000	440
Election Camp Fund (0.8%)	23,830	23,409	421	30,000
Equipment	10,000	10,000	0	22,447
FBT	55,000	45,000	10,000	99,204
Honoraria	29,500	29,500	0	31,798
International Del Fund (3%)	89,361	87,784	1,577	15,000
International Activities	37,500	37,500	0	23,221
Miscellaneous Expenses	5,000	5,000	0	0
Motor Veh - Expenses	110,000	110,000	0	77,099
Motor Veh - Replacement	96,000	126,000	-30,000	78,139
Organisers Expenses	72,500	72,500	0	92,863
President/Vice President	1,500	1,500	0	0
Research	20,000	25,000	-5,000	26,126
Membership Survey	15,000	0	15,000	0
Welfare Fund (approx 10%)	297,870	248,721	49,149	249,536
Salary/Wage/Super etc	1,350,000	1,325,000	25,000	1,303,156
Server/Portal/Website	55,000	55,000	0	59,313
Total Expenditure	3,330,584	3,246,130	84,454	3,141,286
Surplus	-111,899	-99,076	-12,823	117,922
	-3.48%	-3.15%		

Capital Expenditure - Reserves to be set aside for:

Internal Server Upgrade	\$25,000
WTUC Repairs	\$350,000

* = estimate

Remits carried by 2017 Congress

RULE REMIT

RULE REMIT #1

Rule 7.2

Provisional membership subject to clauses 7.1 and 7.6 shall apply from the time a person completes the appropriate application form.

Add

“Notwithstanding the above, only a financial member can stand for any DWU representative committee position (except for on-site committee positions).”

RULE REMIT #2

Rule 15.1.1(a) Replacement

Rule 15.2.4(a) Replacement

Elections will be organised and run by the Union staff committee members (as per Policy C.24) acting as the Returning Officer.

POLICY REMIT

POLICY REMIT #3

Policy D.9

Rate change from “58” cents per km to “72” cents per km to reflect the actual costs.

POLICY REMIT #4

Policy H.5

Replace “8.5%” with “10%”.

POLICY REMIT #5

Policy H.8.1

Replace “\$120,000” with “\$170,000”.

POLICY REMIT #6

Policy H.8.3

Replace “commence” with “are undertaken”.

POLICY REMIT #7

Youth Representation

– Recommendation

National Executive to report back to the National Congress 2018 with recommendations by way of remit on Youth Representation.

- How young workers could have a voice at the Executive level at Congress;
- Having DWU representation in wider forums, eg CTU Stand Up;
- Meeting the needs of young workers with communication and new methods of formal processes;
- How to encourage greater participation of young workers as delegates and in senior DWU positions.

...see the DWU web site
for Union and industry news



DATE	TIME	SITE	VENUE
NORTHERN			
Monday, 10 July	10.00am	Fonterra Brands/Alto - Takanini	Cafeteria
	12noon	NZ New Milk - Auckland	On Site
	2.00pm	Danone - Auckland	Nutricia Cans
Tuesday, 11 July	6.00am	Fonterra - Kauri	On Site
	10.00am	Fonterra - Maungaturoto	On Site
	1.00pm	Goodman Fielder - Puhoi	Puhoi Sports Club
	6.00pm	Fonterra Brands - Tip Top	Cafeteria
Wednesday, 12 July	8.00am	Fonterra Brands - Tip Top	Cafeteria
	10.00am	Fonterra - Leon Leicester	On Site
	2.00pm	Fonterra Brands - The Shed	On Site
	4.00pm	Fonterra Brands/Alto - Takanini	Cafeteria
WAIKATO/BOP			
Thursday, 13 July	12noon	Timpack - Frankton	On Site
	2.00pm	Fonterra - Canpac	Cafeteria
Friday, 14 July	5.00am	Fonterra - Canpac	Cafeteria
	6.00am	Fonterra - Canpac	Cafeteria
Monday, 17 July	7.45am	Fonterra - Te Awamutu	Training Centre
	10.00am	Fonterra - FGA London St	On Site
	12noon	Fonterra - Hautapu	Social Club
Tuesday, 18 July	7.00am	Fonterra - Te Rapa	Training Room
	11.00am	Fonterra - Tirau	Upstairs Smoko Room
	2.00pm	Fonterra - Mt Maunganui/Tauranga Port	On Site
Wednesday, 19 July	8.00am	Fonterra - Edgecumbe	Cafeteria
	1.00pm	Fonterra - Reporoa	Cafeteria
	5.00pm	Fonterra - P&D London St	Level 4
Thursday, 20 July	9.00am	Fonterra - Waharoa	On Site
	11.00am	Fonterra - Morrinsville	Butter Cafeteria
	2.00pm	Fonterra - Waitoa/UHT Plant	Waitoa Hall
	3.45pm	Tatua - Tatanui	Cafeteria
Friday, 21 July	9.00am	Fonterra - Lichfield	On Site
	12.30pm	Dairy Goat - Melville	On Site
Monday, 14 August	8.30am	Allied Faxi NZ Food Co Ltd - Kerepehi	On Site
Tuesday, 15 August	9.30am	Green Valley Dairies Ltd - Mangatawhiri	On Site
CENTRAL			
Monday, 24 July	12.30pm	Fonterra CCP - Te Roto Drive	Board Room
	4.00pm	Lion Dairy & Drinks - Palmerston North	On Site
Tuesday, 25 July	7.00am	Fonterra - Pahiatua	Fire Station
	10.00am	Fonterra Brands/Alto - Mako Mako Rd	On Site
	1.30pm	Goodman Fielder/Alto - Longburn	On Site
Wednesday, 26 July	11.00am	Fonterra - Whareroa	Theatre
	1.00pm	Fonterra CCP - Collingwood St & Bridge St	Town Hall
	3.30pm	Fonterra - Kapuni	On Site
Thursday, 27 July	7.00am	Fonterra - New Plymouth Port Stores	Smoko Room
Friday, 28 July	9.00am	Fonterra - Crawford St Stores	On Site
SOUTHERN			
Tuesday, 1 August	8.00am	Blue River Dairy - Invercargill	On Site
	11.00am	Fonterra - Edendale	Town Hall
	3.00pm	Fonterra - Stirling	On Site
	5.00pm	Danone - Balclutha	On Site
Wednesday, 2 August	8.00am	Fonterra - Mosgiel	On Site
	12.30pm	Oceania Dairy / Yili - Glenavy	On Site
	2.30pm	Fonterra - Studholme	On Site
Thursday, 3 August	9.00am	Fonterra - Clandeboye	Hall
	3.00pm	Fonterra - Darfield	On Site
Friday, 4 August	11.00am	Westland Milk Products - Rolleston	On Site
	1.30pm	Fonterra Brands - Halswell Junction	Smoko Room
	3.00pm	Dairyworks - Christchurch	On Site
Monday, 7 August	10.00am	Goodman Fielder - Blenheim Rd	Smoko Room
	1.00pm	Synlait Milk - Dunsandel	On Site
Tuesday, 8 August	8.30am	Westland Milk Products - Hokitika	Rugby Hall
	3.00pm	Fonterra - Brightwater	On Site
Wednesday, 9 August	8.00am	Fonterra - Takaka	Blues Cafeteria
	2.00pm	Fonterra - Marlborough	On Site

TBC = Envictus, Yashili, LIC Hamilton & LIC Christchurch