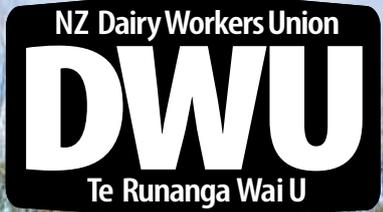


DairyWorker

Quarterly publication of the NZ Dairy Workers Union Te Runanga Wai U



August 2017

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- DWU Congress & 2017 AGMs
- Recent CEA settlements
- DWU Members & Delegates update

Jesse Newton
Fonterra Reporoa
DWU Site Delegate
pictured with his
wife Linda





DWU Annual Congress & AGMs 2017

Welcome to the August 2017 edition of your DWU Dairy Worker magazine. This edition focuses on the recently held DWU National Congress 2017 and DWU Annual General Meetings (AGMs). I encourage you to have a read through the Dairy Worker articles; it's your magazine, your Union!

Annual General Meetings (AGMs)

Over the last two months, I have had the pleasure of attending over 60 AGMs that the DWU holds across the country. We still have a couple of final AGMs to hold, but thanks again to all the DWU members who have so far attended these meetings. I hope you enjoyed them and gained some useful information about your Union.

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

State of the DWU & the NZ Dairy Industry

As we discussed at the AGMs, unlike most NZ unions, the DWU's membership continues to grow and we now have nearly 8,000 members.

Our strength is based on the fact we are an industry union with members in nearly all dairy employers including Alto Longburn, Blue River Dairy, 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, Green Valley Dairies, Lion Dairy & Drinks NZ Ltd, Livestock Improvement Corporation (LIC), Milk Test NZ, NZ New Milk, Oceania Dairy/Yili, Synlait, Tatua, Timpack, Westland Milk Products and Yashili NZ Dairy.

This gives us another great strength; a membership density across the dairy industry of around 90%

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

That is why over the last 12 months, the DWU has worked hard to maintain and grow existing unionised worksites, as well as organise and negotiate CEAs at a number of new dairy industry companies. It is important to remind ourselves of these successes. But we have some challenges ahead, particularly the growing size of the Talley's-owned Open Country Dairy.

Recognising and thanking our long-serving DWU members

As started at the 2013 AGMs, we again had the pleasure of formally recognising those DWU members with 25+ years' service with the Union at our recent AGMs. These long-service members were presented with a framed certificate, DWU beanie and a DWU pen.

Long-serving members who couldn't make it to their AGM will be presented with their gifts by their Site Delegate at an appropriate time. Thanks again on behalf of all Dairy Workers to these long-serving members for their loyalty and commitment to our Union.

DWU National Congress 2017

The DWU National Congress is the top decision-making body of the DWU and was again held this year in Rotorua from 6-9 June. The focus again for Congress delegates was reviewing the progress of the DWU's Strategic Plan 2014-2018. The purpose of the plan is to "maintain and enhance our standing as a relevant trade union" and the Strategic Plan contains four strategic goals to achieve this objective over this four year period:

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

Sad farewell to two loved DWU members

And finally it is with much sadness that we say a final farewell to two loved members of our Union; Dianne "Lady Di" Dwight and Maria Kumeroa who both passed away recently from cancer.

Lady Di has been the much loved DWU Welfare Committee Convenor for many years and provided literally thousands of hours of volunteer work to ensure that DWU members received financial support through our Welfare Fund when they needed a helping hand.

Maria Kumeroa was one of the Central Regional Reps on the DWU Women's Committee for many years and her work on behalf of DWU women and members was much appreciated and will be greatly missed. I know that Maria was a great friend and support for many members at the Fonterra Whareroa site, as well as across the entire central region and country.

Both Lady Di and Maria were loyal unionists and members of the DWU. On behalf of the DWU National Executive, Officials and Staff, I would like to pass on my deep sympathy and aroha to all of Lady Di and Maria's whanau.

Rest in Peace Lady Di and Maria. We will miss you both very much.

Chris Flatt
National Secretary

Thanks for attending the 2017 AGMs

I wanted to again thank all those who attended the DWU Annual General Meetings (AGMs) that were recently held across the country.

It takes over five weeks to fulfill the scheduled meetings on all DWU worksites and it was pleasing to see our members getting along to listen to what is currently happening within the Union as well as the Dairy Industry – how things are progressing and changing.

A new addition to the AGM's this year was the attendance of various DWU Runanga/Fono, DWU Women's Committee and DWU National.

Executive members, who gave their own time to attend these meetings.

Sadly for our Union, we also recently farewelled two of our long-standing members who both passed away from cancer. Dianne ("Lady Di") Dwight and Maria Kumeroa's contributions to our Union over a number of years will be hugely missed.



Laura Boynton
Acting National President

General Election 2017

Let's do this! Yes this election is all on and Labour can win! With Jacinda Ardern as the new Labour Leader and a mountain of amazing new policy behind her, we can make New Zealand a fairer and better place for all Kiwis.

One of these new policies is a new Industrial Relations policy that will bring in Industry Standards Agreements that will allow the DWU to better protect wages and conditions for workers in the Dairy Industry. All we need now to make it reality, is to get our family, whanau, and workmates to get out and elect a Labour Government on Saturday 23 September.

If you haven't already, make sure you are enrolled to vote. You can do this by going to: <http://www.elections.org.nz>. If you will be busy or working on Election Day (Saturday 23 September) then you can cast an early vote from Monday 11 September.

And Let's Do This!

DWU National President Election. Don't forget to have your Vote...

The election of the DWU National President is being held again after the last vote was declared null and void due to a printers error. The new ballot papers were sent out to the home addresses of all DWU members on 14 August. Voting closes on Thursday 21 September. Please make sure you vote in this new election (if you voted in the previous election you will still need to vote again)!

Pacific stalwarts in the Dairy Industry

Often described as a 'land of milk and honey,' New Zealand offered Pacific people the idea of "prosperity" or a place to get ahead in the 1970s.

The Government and employers encouraged Pacific families to migrate to NZ to chase the Kiwi dream.

A lot of Pacific families moved over to NZ to work in the factories to do mostly all the "dirty jobs" due to the labour shortage that was around in the 1970s. Jobs were plentiful and a lot of Pacific workers were on visitor permits so they could work to send money back to their families back in their homelands. For two of our DWU members they took the metaphor literally, and started working in the Dairy Industry.

Fred Taufua left the shores of Samoa on 4 June 1975 and started working for Ambries on 7 May 1976. Fred started as an operator based in Epsom. He has seen a lot of changes ranging from NZ Milk, NZ Dairy, NZ Corporation all the way to Fonterra.

At the time he was working two

jobs, one in the dairy industry and another as security at the Bell Bird in Manurewa, as he was a former amateur boxer. Fred has had many memorable moments, including the time he had to work with wine on site and the creative ways to tip it.

His dairy job was important to him as it helped his family get ahead and provide opportunities for his children. One of his children is the Crusaders hard man, Jordon Taufua who was part of the 2017 Super Rugby Champion Team.

Sonny left his family in the village of Fatumu, Tongatapu on the island of Tonga in 1974 to come to NZ. He started his job in April 1975 with NZ Dairy Cooperative.

The hourly rate was \$1.40 at the time. Sonny didn't feel alone in the job as he wasn't the only Pacific person employed by the company, and he estimates that about 140 Pacific workers were employed across 120 sites, including the casing plant where he worked. The casing plant closed in 1989 and he then moved to the Paerata site.

A lot of Pacific workers were made redundant at that time and only around 15 Pacific workers were left.



DWU Delegates from NZ New Milk, Fonterra Leon Leicester, Fonterra Tip Top and Fonterra Takanini at our first Pacific Network meeting.

Sonny says that unlike now, it was hard physical work. This involved loading containers and shrink wrapping by hand. A lot of OT was given out back then so he would take home around \$220 a fortnight (a lot of money back then).

Sonny mentioned that after work it was a tradition to head to the Onehunga Workingmens Club. Sonny has moved around many different sites including Paerata, Crawford St, Te Rapa and Tauranga. Sonny got his permanent residency in 1976 which was supported by his manager at the time, Lionel Hart. Sonny has also seen a lot of changes in the industry, including from NZ Anchor Products in the 1990s, to Fonterra in the 2000s.

Both Fred and Sonny finished up at Fonterra last month. One resigned because of medical issues, and the other was made redundant from Manu Street Stores in Auckland. Thanks again to both of them for their many years of loyal membership in the DWU.

Pacific workers represent a growing demographic in the Dairy Industry, along with Asian workers. Most of the Pacific workers are young and disengaged from the Union. The DWU has started the DWU Pacific Network with Mark Michael and DWU delegates a few months ago, to challenge this culture of apathy and encourage Pacific members to take up the legacy that people like Sonny and Freddy have left with us.

The DWU Pacific Network is currently working under the umbrella of the DWU Runanga/Fono and we hope to have a strong group engaged in every aspect of the DWU over the next few months and years.



Jerome Mika
Northern Organiser

Dairy Goat Co-operative CEA Settled

The Dairy Goat Co-operative Collective Employment Agreement (CEA) was established in 2015 so this year was only the second negotiation of this CEA. The DWU has settled the CEA for another two year term with a ratification vote by members of 84%.

The main points of the settlement are:

- 2-year Term;
- First Year: 2% increase on wages/allowances;
- Second Year: 2% increase on wages/allowances;
- Time and a Half for all covers.

Negotiations were held in good spirits over five days. We had couple of major changes to the CEA because of these negotiations:

- Alignment of the blending plant to move to 24/7 production; and
- How this and future negotiations will be handled.

In a major shift in the Company's position, we successfully negotiated that members covered under this CEA would move from having their wage increases calculated by a com-

bination of the negotiated increase and an increase calculated via the company's performance reviews, to the traditional method of wage increases coming from wage rounds negotiated with the DWU. This was a great win for our members, who now know exactly what they will get as a wage increase rather than the uncertainty of a wage increase which was tied to their performance review. Negotiating with the uncertainty caused by wage increases being tied to performance reviews, had become very problematic.

I would like to thank the Dairy Goat negotiation team; Darren Ina and Fraser Halley. These were complicated negotiations and at times tested both parties, so thank you again for your hard work in achieving this outcome for members.



Richard Everson
Waikato Organiser / Advocate



Darren Ina, DWU Site Delegate, Dairy Goat Co-operative

Understanding Maori–Moriōri

Article #2 in a series

Moriōri are the indigenous people of the Chatham Islands (Rekohu in the Moriōri language) east of New Zealand.

Origin

The Moriōri form an outlier, ethnically and culturally, to the Polynesians of the Pacific Ocean. Although speculation once suggested that they settled the Chatham Islands directly from the equatorial Polynesian islands, scholars now agree that ancestral Moriōri migrated as Maori from the southern South Island of New Zealand about 1500AD.

Evidence supporting this theory comes from the similarity of the Moriōri language to the Maori dialect spoken by the Ngai Tahu tribe of the South Island, comparisons of the genealogies of Moriōri (“hokopapa”) and Maori (whakapapa), and prevailing wind patterns of the southern Pacific.

It is possible that the word Moriōri developed as a linguistic reduplication to emphasise specific identity: If Maori equated with “people” gener-

ally, then Maori-oari would equate to “our people”; however the plausibility of this suggestion is reduced by the likelihood that the word ‘Maori’ only took on the meaning ‘people’ after European contact.

The Chatham Islands thus became the last outpost in the Pacific to be settled during the period of Polynesian discovery and colonisation.

1835 Invasion from Taranaki

As a small and precarious population, Moriōri embraced a pacifist culture which rigidly avoided warfare, substituting it with dispute resolution in the form of ritual fighting and conciliation. In 1835 some Ngati Mutunga and Ngati Tama people, Maori from the Taranaki region of the North Island of New Zealand, chartered a European ship, the Rodney, and settled in the Chathams.

They went on to slaughter and cannibalise the Moriōri, enslaving the survivors. The pacifist Moriōri refused to fight, thus the incoming Maori, who regularly resolved conflict through military means, easily defeated them.

The commonly-held notion that the Maori invaders completely wiped out the Moriōri needs correction. Although Tommy Solomon, the last Moriōri of unmixed ancestry, died in 1933, several thousand Moriōri descendants remain alive today.

Revival of Culture

Recent years have seen a revival of interest in Moriōri culture and identity, and some Moriōri descendants have made claims against the New Zealand government through the Waitangi Tribunal, a court



set up to compensate Maori for land obtained by fraud or by force since 1840.

The debunked myth of Moriōri in New Zealand

New Zealand popular culture of the early 20th century long held an unsubstantiated myth that the ‘Moriōri’, a small-statured, dark-skinned race of possible Melanesian origin, originally inhabited New Zealand before the fairer-skinned Maori arrived and drove the Moriōri out to the Chathams.

This story conveniently promoted racist stereotyping and justified the idea of colonisation by cultural ‘superiors’, but has no historical or anthropological merit. Michael King’s *Moriōri: A People Rediscovered* (2000) provides the only comprehensive and systematic account of Moriōri.

Its publication helped finally dispel longstanding misrepresentations and untruths about Moriōri which formerly circulated among the New Zealand population.

Produced by DWU Runanga/Fono



CTU Biennial Women's Conference 2017

Some people may think a bunch of women together can only mean loads of nattering, exchanging recipes and knitting. I'm ashamed to say I, for one, was one of those thinkers!

However, that thinking all changed for me on Friday, 14 and Saturday, 15 July 2017 when I attended the CTU Biennial Women's Conference entitled 'Mana Wahine' with three of our DWU Women's Committee Reps – Nici Benington (Southern Rep and Convenor), Camille Rondon (Waikato/BOP Rep) and Iona Ngapera (Northern Rep).

Of course we were not alone, with close to 200 women delegates throughout New Zealand in attendance to represent their unions, along with Labour and Green Party MP's and Candidates.

There were a number of interview panels, workshops and strategic planning sessions on how to engage

young women (and men) in their respective unions. One panel in particular was on "Young, Talented and Organised".

I thought a lot about our ageing union (which was highlighted in our recent DWU membership survey) and how important it is for us, as a Union, to work on bridging the generation gap now.

It takes just one persons support and encouragement to spark the interest of a young person and get involved as a delegate.

Mentorship is vital for passing on knowledge and experience - and that knowledge and experience should never be kept to oneself.

Create spaces to make these young ones feel 'powerful', that their voice actually matters.

Have one-on-one conversations with them.

Capture the young as they join



the industry. Fall to the back, lead from behind, make them feel empowered. If you are a current DWU Departmental Delegate, could you be that 'one person' to a young member from your worksite? After all, your support may be all that is needed to get a younger DWU member involved.

Other topics that were covered (but not limited to) were:

- Our Labour History: The Role of Maori and Women in NZ Unions.
- Mana Wahine: Maori Union Women Leaders.
- Activism, Organising and Campaigning.
- Elections 2017: Labour and Green Party election campaign update.
- Priorities and Actions for Union Women 2017-2019.

On behalf of the DWU Women's Committee, thank you to the CTU Women's Council for all your hard work in organising such a well-structured and informative conference. Mana wahine indeed! After all – a women's place is in her Union.



Stretching our legs and learning to dance the routine to "She works hard for the money".



Left to Right–Nici Benington, Carne Greenbank, Kiri Allan (Labour Party Candidate for the East Coast), Camille Rondon and Iona Ngapera.



Carne-S Greenbank
DWU Women's Committee
Co-ordinator

Health monitoring increase

The DWU has recently seen quite a few instances of employers wanting workers to undergo health monitoring. This has caused stress for some workers, but it's important to recognise that workers can't be unfairly treated or terminated as a result of health monitoring testing alone. And also, there are positives that can come from the testing.

The increase in health monitoring has occurred individually where workers who have a condition or have had an injury are being asked for extra medical information, even though the request for information is not linked to an ACC issue or a specific back-to-work plan.

In some cases, health monitoring has also increased across whole workplaces with standardised tests. For example, in some cases all workers in a workplace have been asked to test for core functions such as sight, hearing, and breathing.

Health & Safety law changes

The reason for the growth of health monitoring is that there were significant changes to Health and Safety legislation last year when the new Health and Safety at Work Act 2015 came into force in April 2016. One significant change is that under section 36(3)(g) of the Act,

your employer must ensure, so far as reasonably practicable, that "the health of workers and the conditions at the workplace are monitored for the purpose of preventing injury or illness of workers arising from the conduct of the business or undertaking".

It is not only the workplace conditions that now must be monitored by employers. Employers must also specifically monitor the health of workers. And as most unionised workers will be aware, there are now much stronger penalties for breaches of the new Health and Safety law.

So this is the reason why there has been a growth of workers' health monitoring – the employers are coming into line with last year's health and safety law changes.

No unfair treatment or termination

Some workers may be concerned or even feel defensive when they are asked to undergo health monitoring. But the DWU would like to urge members to not take it personally as health monitoring is now 'the law of the land'. In terms of whether a worker can be terminated as a result of testing alone, the answer is NO. The employer must still follow the processes

of the Employment Relations Act (not the Health and Safety laws) and other principles established in case law.

This means that in order to terminate a worker who has long term sickness (for example), the employer would still have to go through a fair and reasonable process of determining 'medical incapacity' or that a worker is 'medically unfit' to continue working.

Key principles here are length of service, intended or projected date of return to work, availability of other work on site, whether the position can be covered temporarily, whether the workers position is one that can't be covered temporarily, and whether the worker's role itself will still be required after the period of sickness.

A worker can also have DWU representation in any situation where an employer is attempting to use the grounds of medical incapacity to terminate the worker.

The positives of health monitoring

The DWU believes that there can be some strong positives from testing. For example, such testing may lead to early identification of a health issue that a worker did not previously know about. This could also have the flow-on effect that workers can have a condition treated earlier, which will also protect their ability to work in the long term. Also, where standardised testing is carried out across the whole workplace – and with follow-up testing – this may lead to further identifying specific exposures or risks in particular departments.

So as long as workers are not disadvantaged, we should support – and gain leverage from – parts of the Health and Safety law that will improve the quality of workers lives and protect long-term job security.

Jared Phillips

**Upper South Island Organiser/
Health & Safety Lead Organiser**



In early August, Fonterra Darfield transport delegates, DWU Site Delegate, and DWU Regional Organiser had an afternoon of department-specific discussion and planning around Union work for the 2017/18 season. This included touching on delegate roles in the new season and negotiating a new roster agreement. This was followed by a meeting with transport managers and a regional HR manager. It was decided that the discussion and meeting were reasonably successful and another one will likely be accommodated mid-season.

Recent DWU Collective Employment Agreement (CEA) Settlements

The DWU has recently renegotiated several Collective Employment Agreements (CEAs). Here are the settlement terms.

Oceania Dairy/Yili

- 2.5% increase backdated to 1/1/17.
- One year term expiring 31/12/17. Two days Domestic Leave additional to the current five days sick leave.
- Joint working party to undertake comprehensive review into job structures and classifications endeavouring to scope a fair/transparent waged structure for implementation at next negotiations.

Ratified 100% in favour.

Danone

- Two year term.
- Minimum wage increase to \$17.50 per hour for those on less (a large number were on \$16.00 per hour) or 2% minimum, backdated to 1/4/17.
- All workers on \$17.50 will move to \$18.50 per hour at 1/1/18 or 2% minimum.
- One-off lump sum ex gratia payment to all Union members of \$200.
- Overtime rate increase to 1.25x ordinary hourly rate from 1/4/17. Overtime rate increase to 1.35x ordinary hourly rate from 1/1/18.
- Introduction of a Redundancy Scale: Four weeks after 1 year. Two weeks for each subsequent year. Up to a maximum 20 weeks.
- 15 minutes per shift extra pay for 'shift handover meeting'.
- Major job classifications review due to be finished and proposed

to members. If ratified, effective 1/1/18.

Ratified 83.7% in favour.

Goodman Fielder

- Two year deal.
- First year: 2.7% on all wage rates and allowances backdated to 16/4/17.
- Second year: CPI plus 1% (minimum 0.05%, maximum 2.5%).
- One extra day sick leave, moves from seven days to eight days (in exchange the separate five days' domestic leave for emergency illness of spouse or child goes from five days per year to two days per year).

The sick leave is accumulative and paid out if unused when you leave employment with Goodman Fielder. Domestic leave has always been non-accumulative and not paid out on leaving employment. Domestic leave has been problematic and not easy to get, to the extent that the DWU has a couple of ongoing personal grievances to sort out.

This is a win and a sorting out of a bone of contention over interpretation of this particular clause in the agreement.

- Exchange of the three days bereavement leave for a close association, down to one day, allowing paid leave, to attend a friend's funeral for example, to allow for the insertion of extra relatives for guaranteed five days bereavement leave. This is a gain which will allow more time for members to grieve for the loss of a relative.
- Some container loaders will now get the next rate up when they load containers, this will be a daily payment.
- The classification review of all

rates (started last negotiations), is due to be completed by the end of this year and is likely to result in some rate increases (it has been agreed that no member will lose money due to the review).

Ratified 90% in favour

Other CEAs in progress...

Blue River Dairy is a relatively new company based in Invercargill, in fact its manufacturing base is in the old Milk Station building in Nith Street. Blue River has been very innovative (by NZ standards anyway) in producing sheep's milk cheeses and now are blending infant formula for the Chinese market.

The Chinese company **Blue River Nutrition (HK)** is the major shareholder of Blue River Dairy.

Whilst it hasn't been an easy process for both parties, we are getting close to completing our first Collective Employment Agreement (CEA) at Blue River Dairy.

The DWU has concentrated on improvements to the Company's own form of annualised hours and worked through some of the roster conditions and hours of work provisions. John Howell's recent departure from the role of DWU Lower South Island Organiser, has meant that the Blue River Dairy delegates, Monique Te Amo and Brendon Harrington have had to take a bigger role in the negotiations.

Thanks again to them both for their support with this work. The DWU has plenty of future work in store here as the Company is challenging us to consider future technical developments in the

Industrial Scene

Dairy Industry.

Various other DWU negotiations are also continuing at some of the new entrants in the Dairy Industry. These include negotiations at **Allied Faxi NZ Food Co Ltd** (owned by Sanyuan – a Shanghai-based dairy company) which is located in the old NZDC Kerepehi cheese plant.

The DWU has been involved in on-going discussions with the Company, but it is still in commissioning mode and negotiating a CEA is not the major issue on the companies mind at present. The DWU also continues to negotiate with Yashili at their Pokeno site.

Yashili has recently had a change of local management and so talks have been postponed whilst this has taken place, but we will be back in talks again shortly.

Fonterra Ingredients and Fonterra Brands CEA negotiation dates are approaching and preparations are being made to hold these in October and November respectively. Pertinent to these negotiations is the public announcement of Fonterra's Full Year financial results on 21 September.

The Synlait DWU CEA has not yet been settled, despite an attempt at mediation. A range of further bargaining action is planned for this site shortly.



Mark Apiata-Wade
National Organiser / Advocate



DWU negotiators at Oceania Dairy/Yili



DWU and Danone negotiating teams

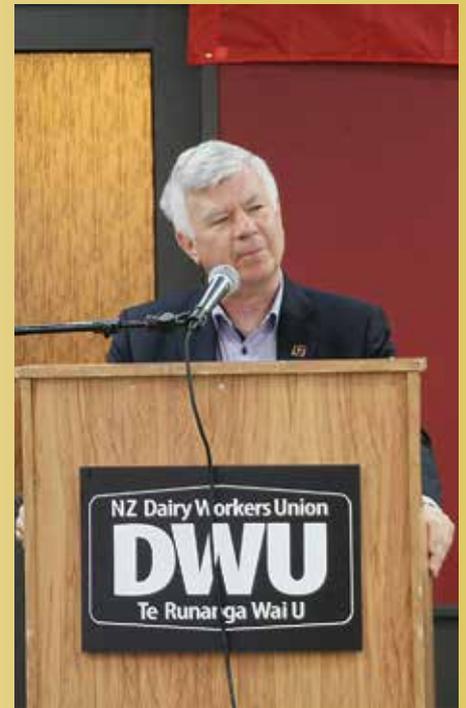


DWU negotiators at Goodman Fielder



Dairy Goat Co-operative

DWU National Congress 2017



The annual DWU National Congress was held again in Rotorua in June of this year. This is the Union's highest ruling body and is made up of all elected Site Delegates from sites of 10+ members. Delegates meet for a week to discuss and debate how the DWU is to be run on behalf of their site's members.

All the various DWU Committees and Representatives also present their annual reports on the work undertaken over the previous 12 months and any proposals for the coming year. Reports from the National Secretary, Chris Flatt and Acting National President, Laura Boynton were received along with reports from the DWU Welfare Committee, DWU Women's Committee, DWU Runanga/Fono, UniMed, Dairy Industry Superannuation Scheme (DISS) and Primary Industry Training Organisation (PrITO).

Our financial statements and budget, along with DWU Rules and Policy changes were adopted and these are subsequently sent to DWU AGM's for discussion and voting.

We also received detailed presentations from the Westland Milk Products CEO – Toni Brendish, the Economist & Social Commentator – Shamubeel Eaqub, various Dairy Industry Researchers, First Union General Secretary – Robert Reid, and Senior Labour Party politicians.



UniMed Report 2017

Just some points that Glenn and I wish to make in regards to UniMed and its operations over the last year.

UniMed is very well positioned financially and we have to be to maintain our rating with the Reserve Bank and financial regulators. In fact we exceed the requirements. It was a bit of a tough year in terms of return on investment as we have a “safe and steady” investment strategy and interest rates were low.

Much of the consolidation work after the Christchurch earthquakes has been completed and bedded in, new building, new data base system and now new sales approach that is more client focussed.

Every year we face the task of making sure that the various schemes are solvent and keeping pace with competitors. We have the strategy of returning 85c in every \$1 back to members via their claims (compare this to some of the privates like NIB who return 60c).

However there is always the dilemma of an ever-expanding array of treatments/drugs that people want in their schemes and we have medical inflation that runs higher than the usual CPI (sometimes three times higher). Just to give you an example, year to date there have been 143 claims over \$20k with an average cost of \$27,860, compared to 181 claims averaging \$26,070 in the prior year. We could ignore the pricing issue but then that means some schemes subsidise others. We could cut back provisions but that would really disappoint people when they need a provision.

We could also run schemes with a co-payment and anecdotally this is popular when paying a reduced



premium, but then is extremely unpopular when a member has to stump up with 20% of a big operation’s cost out of their own pocket.

So UniMed continually maintains the financial viability of the existing schemes and also adds some new schemes at the tighter end of the market to ensure we can match the opposition.

You will all be aware that UniMed changed the sales/rep structure so that more attention could be paid at the client end and it meant a bit of rejuvenation of the sales team and the closure of some regional offices and some retirements.

Our sales have been problematic for a while and there was a lot of turnover of the senior sales team. That is now stabilising and we are seeing benefits from the changes. Last report indicated UniMed was in growth rather than decline of members covered.

UniMed is discussing and is considering the concept of enabling members to purchase bulk cover (like maybe two or five years) when

they retire. That could mean a decent price locked in for the member and they could do it when they receive their DISS. It is a possibility and we’d like some feedback on the concept. As stated, its under consideration so no promises yet.

The UniMed board itself is very stable, David Rowlands (one of the incumbents) was re-elected last AGM and Angus McConnell is up for renewal this AGM.

Consideration will have to be given in the future of replacement of elected representatives who are coming to “end of UniMed time” and are ineligible under the rules to seek renewal.



**Glenn Barnes/Angus McConnell
DWU Reps on UniMed Board**

Primary Industry Training Organisation (PrITO) Report 2017



Background

Industry Training Organisations (ITOs) are recognised under the Industry Training Act 1992. There are currently 12 ITOs in existence (reduced from approximately 21 when the National Government was elected in 2008).

ITOs are established by particular industries and are responsible for:

- Setting national skill standards for their industry;
- Providing information and advice to trainees and their employers;
- Arranging for the delivery of on and off-job training (including developing training packages for employers); and
- Arranging for the assessment of trainees and the monitoring of quality training.

Over the last 12 months, I have continued to be an independent director representing workers and trainees on the Board of Directors of the Primary ITO (PrITO) in accordance with the Industry Training Act. My current term on the PrITO Board will expire in June 2018.

As reported to last year's National Congress, my focus throughout this period has been to ensure that the views of workers and trainees have been heard around the PrITO Board table. This is an important, if somewhat challenging task at times, with all other directors coming from industry employers or representative bodies.

PrITO coverage

PrITO continues to be one of New Zealand's largest ITOs and offers nationally recognised New Zealand Qualifications Authority (NZQA)

qualifications in 29 industry sectors.

PrITO was formed by the merger in February 2014 of the old NZITO (the ITO that was responsible for setting the standards at Levels 1 to 8 on the New Zealand Qualifications Framework (NZQF) for the dairy manufacturing industry, the meat processing industry (excluding poultry), and seafood industry), and the Primary ITO (an amalgamation of the old Agriculture ITO and Horticulture ITO).

Over the last 12 months, PrITO has achieved the following results for trainees and employers in the agriculture, horticulture, water, equine, sports turf and food processing sectors:

- 28,377 trainees in total;
- 16% Maori trainees;
- 12% Pasifika trainees;
- 35% of all trainees aged 24 or younger;
- 16% aged 45 or older;
- 7,024 employers of trainees;
- 650,394 training credits achieved; and
- 15,251 qualifications completed by trainees.

The information I receive as a PrITO Board member indicates that a large number of the new dairy industry employers are investing significant amounts of money and worker time into PrITO supported training. Fonterra has also been heavily involved with PrITO over the last 12 months in relation to the development and piloting of the Fonterra Dairycraft programme.

New PrITO CEO

There has been much change within PrITO over the last 12 months. Due

to consistent and ongoing poor performance by PrITO, the previous CEO resigned effective 19 August 2016 and Linda Sissons took over as Interim CEO with a mandate to fix serious issues within the organisation. After a comprehensive CEO selection process, Linda was confirmed as the permanent CEO in November 2016.

Linda has extensive background in the education sector. Her previous roles include Deputy Chief Executive of The Open Polytechnic of New Zealand, and Chief Executive of Wellington Institute of Technology for 15 years. Other experience includes serving a number of Ministerial Advisory Bodies, and she is currently Chair of the Commonwealth of Learning. Linda's recent primary industry experience includes her role as Chief Executive of Taratahi Agricultural Training Centre, and leading a project to develop the agriculture portfolio of Massey University.

Since her appointment, Linda has been implementing a range of strategic, operational and staffing changes to improve PrITO's financial and training position. Whilst it is still early days, at this stage these changes are starting to improve PrITO's operational and financial position.

Ongoing development of the Industry Partnership Group (IPG) structures

An ongoing focus of PrITO over the last 12 months has been the development of the Industry Partnership Group (IPG) networks within PrITO. As reported to last year's

National Congress, IPGs form a vital link between industry and both the operational and governance functions of Primary ITO as IPGs provide the PrITO management and Board with specific feedback and guidance on training and educational issues within their various industries.

These structures are vital if PrITO is to remain connected to the training needs and requirements of the primary industry and not merely become a large bureaucratic governance structure. The PrITO currently contains 14 IPGs:

1. Amenity Horticulture Services
2. Avocado & Kiwifruit
3. Dairy Farming
4. Dairy Processing
5. Equine & Racing
6. Meat & Leather Processing



7. Nursery Production
8. Pip Fruit & Summer Fruit
9. Seafood
10. Sheep / Beef / Deer
11. Sports Turf
12. Vegetable & Other Fruit
13. Viticulture
14. Wool Harvesting

One of the key challenges over the next 12 months will be ensuring that appropriate unions and union representatives are involved within these IPG structures to further ensure the voice of workers and trainees are being heard when decisions are made about appropriate industry training requirements.

Future of Learning Programme

Also reported at last year's National Congress, PrITO is continuing to undertake a large programme of change around the future of learning, e-learning and the use of technology to enhance learning outcomes.

This piece of work has been delayed due to the problems discussed above, but may in the future potentially provide the DWU with insights into potential opportunities for our own delegate education programmes and I will continue to keep the DWU National Executive updated on developments.

Chris Flatt
Worker/Trainee Representative
on PrITO Board



DWU National Secretary Chris Flatt, Nigel Haworth NZ Labour Party President, and DWU Acting President Laura Boynton pictured at Hamilton TUC with previous Labour leaders photographs behind. Nigel was presented with DWU clothing at our recent Congress.

DWU Welfare Committee Report 2017

A very busy year for all concerned and my thanks go to Frank Lancaster, Bernice Mills and Ian Turner for their input. Also, a very special thanks to Chris Flatt, Sally Wilson, Carne Greenbank and Bobbi Prentice for their huge workload to the DWU Welfare Committee, we truly thank you.

Dianne Dwight
DWU Welfare Committee
Convenor

Welfare Payments from 1 April 2016 to 31 March 2017

- Hardship Applications Declined** = 6
- Hardship Applications Withdrawn** = 5
- Total Education Applications Received** = 162
- Education Applications Declined** = 4
- Education Applications Withdrawn** = 1 (double up)

The funds spent during the year are as follows:

	2016	2017	@	Total
Death of Dependent	3	3	\$2,000	\$6,000.00
Death of Member	11	3	\$2,750	\$8,250.00
Death of Member	-	5	\$3,500	\$17,500.00
Death of Spouse	14	13	\$2,000	\$26,000.00
Education Grants	140	157		\$119,325.00
Hardship Grants	96	112		\$66,700.06
Miscellaneous				\$7,380.94

Expenditure 1 April 2016 to 31 March 2017	\$251,156.00
Annual Budget (1 April 2016 to 31 March 2017)	\$248,721.00

DWU members who passed away during the year,

(01/04/16—31/03/17)

Michael Sweeney, Fonterra – Te Rapa
 Eric Heath, Fonterra – Clandeboye
 Leslie O'Donnell, Fonterra – Clandeboye
 Jenny Ball, Fonterra – Maungaturoto



Tili Alani, Fonterra – Tip Top
 Stephen Philip, Fonterra – Darifield
 Christopher Batty, Fonterra – Lichfield
 Craig Martin, Fonterra – Longburn

DWU Women's Committee Report 2017

Firstly I would like to thank the Women on the Committee for their support over the last year, it has been a learning curve for us all and I love working with you all.

We have set some good goals this year and we are well on the way to achieving these.

We aim to send regular emails to all Worksite Women's Delegate's (WSWD) such as CTU/IUF news or any information that is relevant to women delegates.

I have been taking different Regional Reps to the CTU Women's Council meetings to show them how other unions run. I feel this has been of great benefit to them and have received good feedback from those who have attended.

We have updated the Parental

Leave Guide to help you and your members understand the process, but it is also good to check and see what is in your Collective Agreement too.

During the next round of delegate training we will be holding sessions for WSWDs, this will enable them the opportunity to network with others and also have specific training relevant to woman's issues.

One of the challenge's we have set is to see if we can get the number of actual WSWDs from 37% up to 60% by March 2018. To do this we need your help in asking women delegates/members if they would like to be the point of call on site and following through on the election process if necessary. It's a big ask on some sites, but we need to be proactive.

A group of us attended the Biennial CTU Women's Conference in July--see page 7.

I have been attending the DWU National Executive meetings and I would like to thank them for the ongoing support and the DWU Runanga/Fono, especially Karangi.

Lastly I would like to thank Carne for her support and wealth of knowledge. You are our asset Carne and the Women's Committee thanks you heaps!



Nici Benington
DWU Women's Committee
Convenor

DWU Runanga/Fono Report 2017

Kia ora whanau. This year we had our annual hui in Hamilton on 22-23 March. We have made a list of short and long term objectives.

Short term:

We will be providing at least one article per Dairyworker magazine --see page 6 this edition.

Kim Phillips and I attended the CTU Biennial Runanga hui in May. CTU bi-monthly Runanga hui will be attended by one of us. DWU Regional Delegates meetings will be attended by at least one of our Regional members.

Where practical and possible, our members will attend AGM's in their regions. We are to propose a 'DWU' waiata for all Delegates to

learn. Runanga/Fono have learnt 6 waiata to cover all occasions on behalf of DWU where and when appropriate.

Long term:

- Write a short history of DWU Runanga/Fono for posterity.
- Write a one page leaflet on the Runanga/Fono for union induction packs.
- Update the Understanding Maori book and re-issue to sites.
- Upskill individually and as a group in Tikanga/Te Reo Maori and learn more about other ethnicities in our Union in order to be more inclusive and of more assistance to members in need.

On behalf of our Runanga/Fono I would like to thank the Congress

and Executive for your ongoing support.



**Mauri Ora
Karangi Jones**
DWU Runanga/Fono Convenor

DWU Runanga Fono members;

Karangi Jones
Kim Phillips
Tupaea Ahomiro
Ali Brooks
Rama Phillips
Jarvis Boulter
Paetau Wynyard
Mark Michael
Mark Apiata-Wade

Dairy Industry Superannuation Scheme (DISS) Report 2017

Strong returns from global sharemarkets, particularly in the final quarter, benefited members investing in the Scheme's Growth and Balanced funds. However, returns from the Cash and Conservative funds were more subdued, perhaps reflecting signs that longer-term interest rates could be on the rise.

Financial Markets Conduct Act

The Scheme officially transitioned to the new Financial Markets Conduct Act regime in September and this annual report is our first under the new legislation.

One aim of the new regime is to make it easier to compare one investment with another. Annual reports now include seven specific sections, while a new document, the fund update, must also be issued annually for each of the Scheme's investment options. The purpose of the fund update is to tell you how an investment option has performed over the past year and the fees charged, to help you compare it with other options.

In addition, the timeframes within which annual review information must be issued have been shortened.

Additional member benefits

Effective 1 October, two new benefits were added to the Scheme:

1. Members who are contributing (or have contributed) to a locked-in account for three or more years can now apply to make a withdrawal from their locked-in account to put towards the purchase of a first home, or in special circumstances,

a second home. Four home withdrawal benefits have been approved since this benefit was introduced.

2. Members who are suffering or are likely to suffer significant financial hardship can also apply to withdraw some of their savings in the Scheme. Applicants must satisfy the Trustee that they are suffering or are likely to suffer significant financial hardship. Since 1 October, 26 significant financial hardship benefits have been approved.

Credited interest rates for the year to 31 March 2017

Credited interest rates are allocated to your accounts at the end of the Scheme year (31 March). The rate applied varies, depending on which investment option you have chosen.

As well as the four main investment funds, Growth, Balanced,

Conservative and Cash, you can choose to invest in a combination of adjacent options, so Growth/Balance, Balanced/Conservative and Conservative/Cash. Further information about the Scheme's investment options is available from the product disclosure statement.

What are credited interest rates?

The investment earnings for each investment option after deduction of tax, all expenses and group life insurance premiums.



Mark Apiata-Wade
DWU Director on DISS Board

DISS Scheme CREDITED INTEREST RATES

Growth	9%
Balanced/Growth	8.1%
Balanced	7.2%
Conservative/Balanced	5.5%
Conservative	3.9%
Conservative/Cash	2.7%
Cash	1.5%



2017 DWU AGM Attendance

Site	Attendance	Annual Accounts	Draft Budget	Rule Remits
Danone - Auckland	10	C	C	C
Fonterra - Kauri	63	C	C	C
Fonterra - Leon Leicester	12	C	C	C
Fonterra - Maungaturoto	13	C	C	C
Fonterra Brands - Tip Top	123	C	C	C
Fonterra Brands/Alto - Takanini	142	C	C	C
Goodman Fielder - Puhoi	35	C	C	C
NZ New Milk - Auckland	10	C	C	C
Northern Region	408	C	C	C
Allied Faxi NZ Food Co Ltd - Kerepehi	11	C	C	C
Fonterra - Canpac	107	C	C	C
Fonterra - Crawford St	23	C	C	C
Fonterra - Edgecumbe	24	C	C	C
Fonterra - FGA London St	8	C	C	C
Fonterra - Hautapu	26	C	C	C
Fonterra - Lichfield	61	C	C	C
Fonterra - Morrinsville	15	C	C	C
Fonterra - Mt Maunganui/Tauranga Port	11	C	C	C
Fonterra - P&D London St	9	C	C	C
Fonterra - Reporoa	24	C	C	C
Fonterra - Te Awamutu	124	C	C	C
Fonterra - Te Rapa	91	C	C	C
Fonterra - Tirau	8	C	C	C
Fonterra - Waharoa	4	C	C	C
Fonterra - Waitoa/UHT	20	C	C	C
Green Valley Dairies - Maungatawhiri	22	C	C	C
Tatua - Tatanui	35	C	C	C
Timpack - Frankton	28	C	C	C
Waikato/BOP Region	651	C	C	C
Fonterra - Kapuni	18	C	C	C
Fonterra - New Plymouth Port Stores	10	C	C	C
Fonterra - Pahiatua	52	C	C	C
Fonterra - Whareroa	53	C	C	C
Fonterra Brands/Alto - Mako Mako Rd	22	C	C	C
Fonterra CCP - Collingwood & Bridge St	149	C	C	C
Fonterra CCP - Te Roto Drive	27	C	C	C
Goodman Fielder/Alto - Longburn	42	C	C	C
Lion Dairy & Drink - Palmerston North	15	C	C	C
Central Region	388	C	C	C
Blue River Dairy - Invercargill	11	C	C	C
Dairyworks - Christchurch	52	C	C	C
Danone - Balclutha	7	C	C	C
Fonterra - Brightwater	11	C	C	C
Fonterra - Clandeboye	208	C	C	C
Fonterra - Darfield	48	C	C	C
Fonterra - Edendale	155	C	C	C
Fonterra - Mosgiel	20	C	C	C
Fonterra - Stirling	40	C	C	C
Fonterra - Studholme	13	C	C	C
Fonterra - Takaka	26	C	C	C
Fonterra Brands - Halswell Junction	7	C	C	C
Goodman Fielder - Blenheim Rd	24	C	C	C
Oceania Dairy/Yili - Glenavy	11	C	C	C
Synlait Milk - Dunsandel	4	C	C	C
Westland Milk Products - Hokitika	58	C	C	C
Westland Milk Products - Rolleston	5	C	C	C
Southern Region	700	C	C	C
TOTALS	2147	C	C	C
Meetings still to be held: Dairy Goat, Envictus, Fonterra Brands - The Shed, Fonterra - Marlborough, Yashili, LIC Hamilton, and LIC Christchurch.				

From Dairy to Nuts...Carlos Kumeroa

After 24 years employed by Fonterra how does a meat and dairy-eating, bread-consuming, coffee-addicted, soda-drinking, smoker become a vegan gluten free endurance athlete?

Well the answer could be one of those NUTTY moments in life. This lifestyle choice was not overnight, that's for sure. Ask most people who have made a life change and they'll speak of a defining "moment" in their lives. My moment started when my father, Puna Kumeroa, also a life-long dairy worker and DWU delegate, was diagnosed with cancer in October 2013.

To get that news can be life shattering for anyone, especially the whanau. For me it was even harder, as I was working for Fonterra Australia at the time. To be told this news, I began to reassess my own situation, identifying that I was very unhealthy, obese and still smoking. Four months later, the sun set on this wonderful and great man. The same week that he passed, I made the commitment to change my life.

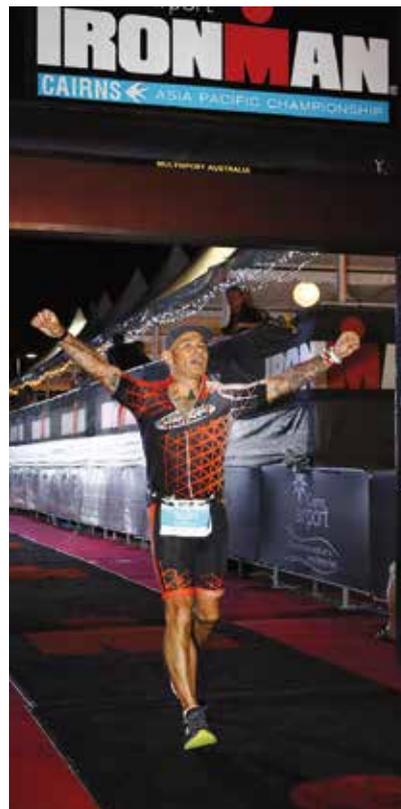
I have transformed my life from this once obese, unhealthy smoker to an Endurance Athlete. I no longer work for Fonterra and converted my skills to being a self-employed Personal Trainer and coach for Running Hot Coaching, alongside Endurance Athletes, Lisa Tamati and Neil Wagstaff.

I once weighed 110kg, had high blood pressure and cholesterol which required medication to stabilise them and suffered from sleep apnoea. Today I no longer require medication and weigh 70kgs. My first milestone that I achieved was participating in the Melbourne Marathon 2014, only nine months after Pop's died.

This was dedicated to him and I was supported by my Ma and

Grandmother. A shock to the system, but I was finally on this road to health and fitness. But the way I did it, I wouldn't recommend.

Since the Melbourne Marathon, I have set myself some bigger and crazier goals that challenge you



After...

mentally and physically. I have completed the 2016 Asia-Pacific Ironman in Cairns Australia, the 2016 Taupo 100km Ultramarathon and the 2017 Northburn 100 Miler. Between all my major events, I competed in a lot of smaller races for training.

I am now preparing myself for a much bigger and nuttier challenge called the Super 12 Ultramarathon Challenge. This is 12 Ultras in 12 months, commencing with the Inaugural Alps 2 Ocean Multistage in February 2018, finishing with the Taupo Great Lake Solo in February 2019. This challenge is driven by tragedy in my family.

Sadly, my mother, Maria

Kumeroa, has also been affected by cancer not once, but twice. My mother was first diagnosed with breast cancer and had a double mastectomy with radio and chemo therapy.

Cancer returned in 2015 to her colon and in July this year the cancer moved to her brain and lungs.

She is my biggest supporter who has travelled the country and world to watch me compete. She too is employed by Fonterra, is a DWU delegate and former DWU Women's Committee Rep of which she was highly involved.

This challenge has come from a personal commitment to raise the awareness for better health and wellbeing by making healthier choices. By me making healthier choices and maintaining the healthy lifestyle, I'm at a healthy weight, no longer take medication for diseases and am smoke-free.

It's never too late to make a change in life, to be a better version of yourself whether, physically, academically, socially or emotionally. It does take hard work and there is never a shortcut, but the choice will be to change your life forever.

Carlos Kumeroa
Former DWU Member



Before...



Dad, Puna



Carlos and Maria



Meet our DWU Site Delegates

Jesse Newton DWU Site Delegate Fonterra Reporoa

Jesse Newton is the longest serving Site Delegate in the DWU, representing the Fonterra Reporoa site in South Waikato. After leaving school, Jesse completed dual trades at the Railways and from there moved to the Dairy Industry. Along with his wife Linda, Jesse moved to Mihi near Reporoa and started a family eventually having nine children. Clearly those children are an immense source of pride for Jesse and Linda.

Jesse began work at the Reporoa site in 1982 and became the Site Delegate in 1983. His first job was in the packing room, moving to the processing area as an operator and ultimately to his current role as a forklift driver/storemen. Linda



Jesse and Linda Newton in earlier days...

has been in the child care industry for the same period of time and now manages childcare centres in a large part of the North Island.

Jesse and Linda continue to live on the banks of the Waikato River. They focus a lot on their children and grandchildren. Jesse likes to fish and gather seafood and recently travelled to



Jesse and Linda today

the Chatham Islands where he says there is an abundance of paua and fish to be had.

The Union work Jesse has done and still does on the site is fantastic and much appreciated by the DWU and members. He definitely is a delegate with influence and mana. Thank you, Jesse, for all your hard work and long may it continue.



Brett Brown
Waikato/BOP Organiser

Thanks from Shaun—DWU Member

How's it going? I recently made the decision to further my education by studying for a Bachelor of Social Sciences degree majoring in Labour Studies at the University at Waikato.

First I'd like to give thanks for all the hard work and effort that the Dairy Workers Union (DWU) did for everyone at Goodman Fielder, Frankton, especially during the time of our redundancies last year. It was a time of great uncertainty for everyone.

The collective contracts negotiated by you guys made for probably the best working conditions that I've worked under in terms of fairness and helping giving the workers a say in their working lives.

Upon reflection and yes, as I further my education into learning about the nature of work and politics, I've come to further realise and be reaffirmed that you guys do a fantastic job for standing up for the workers of the Dairy Industry.

Thank you so much for the opportunity to be part of the DWU as a Deputy Site Delegate and then as a Site Delegate from 2006-2015. These were very informative years that have shaped the way I see all future employment opportunities and about doing what's right; not just for myself, but for those around me.

As part of my studies for one of my University papers, I've been

given an assignment to share "My Political World", an assignment that is to reflect on how political a person's life really is and that politics and government really do have a lot of influence over how we make decisions, even in our everyday lives. As part of this assignment, I've chosen to write about my time as a DWU Site Delegate and some of the negotiations that I was part of with Goodman Fielder.

Thank you for your time.

Shaun Holden
Previous DWU Site Delegate
Goodman Fielder Frankton

Just do it

Recently I went to see my doctor about assistance with putting an end to smoking, as well as just a general “warrant of fitness”, as it had been a while since my last visit. He took his tests and said “You need to see a specialist”.

Turns out I had been born with a faulty ticker and showed no symptoms. If left alone, I would have been another statistic of your average Joe waking up dead one morning.

Due process was followed and after specialist attention and a bit of time, I have returned to work with a healthy heart, no more smoking, and more importantly, I can live a longer healthier life.

Today is my first day back at work with restricted duties. I cannot say enough, how grateful I am to the Taranaki DHB, our friends and family, and the DWU.

The DWU have been fantastic with the help they have given my family throughout this process. Our DWU Site Delegate, Karen is easily



Jonny Mercer, DWU member, Fonterra Collingwood, and family.

approachable and listened to my situation. She suggested real ways that the DWU could help, and set me quickly onto what I should do next to assist me immediately, as well as in the long term. The DWU National Office staff replied swiftly and generously with REAL help. Thank you to Karen, all the DWU reps, the head office crew, and all DWU members.

My journey, while still ongoing

and looking very likely to be a total success, has been made that much easier through the strength and support of DWU members. My wife, our kids, and I, really do appreciate just how much the DWU assistance has helped us to focus on what is important, and taken the “the niggly little issues” off our shoulders through this time.

I must also mention the fantastic support and well wishes we have received from other staff at Fonterra Collingwood Street. Big thanks to all the crew there who have shown their care and support in their own ways. I want to encourage everyone to ask your doctor for a ‘Warrant of Fitness’. It costs a little, but the outcome will be immensely worth it for you and your family and loved ones. I hope that there is nothing of interest found, and you can rest easy. And if like me you find that you “need to see a specialist” then you can start the road to recovery knowing that you aren’t alone and the DWU will help you and your family, and you can rest a little easier.

Jonny Mercer
DWU Member

Fonterra Collingwood Street

Labour Employment Relations Policy Release

Freddie Herbert, Fonterra Takanini DWU Site Delegate, Rima Strickland, Fonterra Tip Top DWU Site Delegate, & James Narayan, Fonterra Leon Leicester DWU Site Delegate attending the recent release of the Labour Party’s new Industry Standards Employment Policy in Auckland last month.



In Memorium

It is with great sadness that the DWU farewells three women who have made significant contributions to the Dairy Industry over many years.

Lady Di (Dianne Dwight) and Maria Kumeroa were both long time DWU members and Departmental Delegates at Fonterra Waitoa and Fonterra Whareroa respectively. Both also gave long and dedicated service at higher levels in the Union.

Lady Di was a Life Member and Convenor of the DWU Welfare Committee from June 2003 to July 2017, and was honoured with the presentation of a Korowai (Maori Cloak) at our DWU National Congress in June 2017.

Maria was the DWU Women's Committee Central Region Representative and was honoured at one of last year's Fonterra Whareroa Site Committee meetings with the presentation of a Pounamu necklace and earrings.

From the 'other side of the table' we also want to acknowledge Pat Reynolds' contribution to the Dairy Industry. Pat was a long



Maria Kumeroa



Pat Reynolds



Dianne "Lady Di" Dwight

serving Employment Relations Manager with Anchor products. All three women had a keen sense of humanity, fairness and integrity.

Moe mai ra e nga wahine toa

Farewell from John Howell

To the DWU National Executive, DWU Staff and all DWU members.

I would like to take this opportunity to formally thank all members of the National Executive and all DWU staff for the support, solidarity and good humour that you have showed me over the last four years in my role as DWU Lower South Island Organiser.

As many of you are aware, in addition to my time as an organiser, I was previously an English teacher for 10 years. The opportunity to combine my love of teaching with my passion for worker's rights and

unionism, led me to throw my hat in the ring when the NZ Nurses Organisation (NZNO) advertised for a South Island educator, based in my hometown of Dunedin.

When I was offered the role, I had a tough decision to make. My time with the DWU has meant a great deal to me and what I have seen this Union achieve on behalf of its membership (often with limited resources) has never failed to amaze me. However, after talking it over with my family, I realised that this was an opportunity that only comes around once, and I needed to grab it with both hands.

I hope that I will not become a stranger to the DWU - I care deeply about the future success of the DWU as an organisation and the individuals within it. I feel I will always have 'skin in the game' with the DWU; the best private sector union in the land.

I wish you all the best in your future struggles and future victories.



In solidarity
John Howell

DWU Staff



Jerome Mika
Organiser Northern Region
021 885 184
jerome@dwu.nz



Richard Everson
Organiser Waikato/BOP Region
021 824 450
richard@dwu.nz



Brett Brown
Organiser Waikato/BOP Region
021 116 9005
brett@dwu.nz



Gavin Warne
Organiser Central Region
021 824 451
gavin@dwu.nz



Jared Phillips
Organiser Upper South Island Region
029 494 9863
jared@dwu.nz



Vacant
Organiser Lower South Island Region



Chris Flatt
National Secretary
027 451 3579
chris@dwu.nz



Angus McConnell
Assistant Secretary
021 939 632
angus@dwu.nz



Mark Apiata-Wade
National Organiser
021 939 634
mark@dwu.nz



Sally Wilson
Administration Manager
07 839 0239
sally@dwu.nz



Bobbi Prentice
Membership Administrator
07 839 0239
bobbi@dwu.nz



Carne-S. Greenbank
Support Services Administrator
07 839 0239
carne@dwu.nz



Glenn Barnes
Support Services Organiser
021 426 242
glenn@dwu.nz

National Office
Waikato TUC Building
34 Harwood Street
Hamilton 3204

PO Box 9046
Hamilton 3240

Phone (07) 839 0239
Fax (07) 838 0398

Freepost 538
NZ Dairy Workers Union
PO Box 9046
Hamilton 3240

website:
www.nzdwu.org.nz

email:
info@dwu.nz

DWU Representatives

National President: Vacant

National Vice President: Laura Boynton

National Executive:

Barrie Kanara (Northern), Bill Johnston & Jodi Middleton (Waikato/BOP), Peter Daymond & Bill Bryant (Central), Tom Faulkner & Ray Mills (Southern), Non-Fonterra Reps: Gwyn Stevenson (South Island) and Lloyd Fafeita (North Island), Karangī 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:

Vacant (Waikato/BOP), Frank Lancaster (Northern), Bernice Mills (Central), Ian Turner (Southern)

DWU Women's Committee:

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

DWU Runanga/Fono:

Karangī Jones (Waikato/BOP & Convenor) & Tupaea Ahomiro (Waikato/BOP), Kim Phillips & Vacant (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

Otahuhu: 121 Church Street Ph. 09 276 1190

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

Hamilton: Dey Street Ph. 07 856 1211

Hamilton Law Centre

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

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

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

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

UniMed

Are your family members covered?

You can easily add to your existing policy. Act NOW, to take away the financial burden should illness occur. Favourable joining concessions and premium rates apply. Telephone now for details, FREEPHONE 0800 600 666

Dental Services

(Waikato only) Hamilton
Garden Place ph. 07 839 5862



25+ Years DWU Membership Certificate Presentations 2017



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DWU Delegate Training



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This publication for the information of members of the NZ Dairy Workers Union Te Runanga Wai U ONLY