

# Dairy Worker

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

NZ Dairy Workers Union  
**DWU**  
Te Runanga Wai U  
November 2017



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# What the new Labour Government means for your employment rights

**W**elcome to the November 2017 edition of your DWU Dairy Worker magazine. This edition focuses on the many CEA negotiations that the DWU and its delegates and members are currently involved with, as well as the recent election of the new Labour-led Government. I encourage you to have a read through the Dairy Worker articles; it's your magazine, your Union!

## Change

One word: Change. "Let's do this" has become "We did this". As I wrote in the last Dairy Worker magazine, the election was always going to be close, and Labour always had a real chance of winning. And with the support of NZ First and the Greens, Labour has won. As many political and social commentators have again failed to realise, you win under MMP by putting together a coalition of 50% of the vote, NOT by being the party with the highest single vote!

And now the Sixth Labour Government is in a position to implement much needed change. And this country needed a change!

We needed a change so that getting an education doesn't mean also gaining a student debt the size of a house deposit. We needed change so that our mentally ill citizens are cared for and supported and not left alone without the help they so desperately need. We needed change so that our rivers and streams are safe to swim in again. And we needed change so that Kiwi workers are paid decent wages and conditions when company executives are rewarded with obscene bonuses for merely doing their job.

## So what employment law changes are coming?

As the DWU is formally affiliated to the Labour Party (due to the fact that 97% of DWU members voted in favour of affiliating at the 2013 AGMs), the DWU has an important role in making sure the new Labour Government implements their election commitments now that they are in power. In the first 100 days of being in government, Labour

has promised to introduce the following employment law changes (there are many more, but these are the most important ones for DWU members):

- **Increase Paid Parental Leave (PPL):** Increase PPL to 26 weeks to ensure that families are provided with vital support at a crucial stage in their children's lives. **This has already been IMPLEMENTED.**
- **Abolish the Hobbit Law:** Remove the discrimination that prevents film and television workers bargaining collectively. **This has already been IMPLEMENTED.**
- **Increase the minimum wage:** The minimum wage will be increased from the current \$15.75 to \$16.50 an hour effective April 2018 and will increase again to \$20.00 an hour by April 2021. **This has already been IMPLEMENTED.**
- **Abolish 90-day trial periods:** Restore fairness rights for workers by replacing the National Government's 90-day 'fire at will' law with a fast, fair, and simple system.
 

90-day trial periods have stripped workers of their rights while failing to support job creation or employment as promised. Under the new trial periods, workers will be given reasons for dismissal and disputes will be heard within three weeks of being lodged.

Both parties will be allowed representation but no lawyers will be allowed. The referee will seek agreement between the parties but where this is not possible, they will make a final and binding decision that cannot be appealed. There will be a cap on the value of penalties that can be awarded.
- **Strengthen personal grievance rights:** Restore reinstatement as the primary remedy when a worker has been unjustifiably dismissed.
- **Strengthen rest and meal breaks:** Restore the legal right to rest and meal breaks at work.
- **Strengthen union and worker bargaining rights:** Restore a union's right to initiate collective bargaining in advance of an employer. Restore the duty on parties who are in collective bargaining, including those in multi-employer collective bargaining, to reach an agreement once bargaining has been initiated unless there is a genuine reason not to.
- **Protect new CEA workers:** Restore the right for new

workers to be employed for the first 30-days on the same terms and conditions as provided by an existing collective agreement covering their workplace.

- **Strengthen workers’ negotiating position:** Remove the ability for employers to deduct pay from workers taking low level protest action during an industrial dispute (removing the partial strike 10% penalty charge introduced by the previous National Government).
- **Reduce free-loading by non-union workers:** Increase protection against discrimination based on union membership and strengthen the integrity of collective bargaining by tightening the rules on employers automatically passing on terms and conditions to non-union workers.

These are just the major changes in the first 100 days of the new Labour Government. In the first 12 months in Government, Labour has promised to introduce the following additional employment law changes (again there are many more, but these are the most important ones for DWU members):

- **Ensure employers are paying appropriate industry wages and conditions to workers:** In conjunction with all relevant stakeholders, develop and introduce a legislative system of industry and sector collective bargaining that allows unions and employers, with the assistance of the Employment Relations Authority, to create Fair Pay Agreements that set minimum conditions, such as wages, allowances, weekend and night rates, hours of work and leave arrangements for workers across an industry based on the employment standards that apply in that industry.
- **Introduce minimum redundancy compensation for all workers:** Begin consultation on improving minimum redundancy protection for workers affected by restructuring, giving regard to the recommendations of the 2008 Ministerial Advisory Group report on redundancy and restructuring.
- **Further reduce free-loading by non-union workers:** Review bargaining fee arrangements to ensure they are fair to workers, the union, and employers for the extension of collective bargaining outcomes to non-unionised workers.
- **Increase enforceability of employment laws:** Increase the number of, and resourcing for, Labour Inspectors who are responsible for enforcing employment laws and prosecuting breaches, and double the number of inspectors from 55 to 110 over their first term.
- **Strengthen health and safety protections:** Extend the right for workers to elect a health and safety representative from amongst their own to all workplaces, regardless of size or industry.

- **Increase the protection given to precarious workers:** Introduce statutory support and legal rights for “dependent contractors” who are effectively workers under the control of an employer, but who do not receive the legal protections that are currently provided to employees under the law.
- **Encourage an industry approach to bargaining:** Review multi-employer (MECA) and multi-union collective (MUCA) bargaining arrangements to encourage their use and to support the development of Fair Pay Agreements.



*NZ Prime Minister—Jacinda Ardern*

“Worker and union rights have been constantly eroded and reduced over 30 years, so repairing this damage will take some time.”

Many of these employment law changes will take time to be implemented. Worker and union rights have been constantly eroded and reduced over 30 years, so repairing this damage will take some time. But as the popular saying goes; it won’t happen overnight, but it will happen.

**Merry Christmas and a Happy New Year**

And finally I would like to take this opportunity on behalf of all DWU Staff and the National Executive, to wish you and your family a very happy and safe Christmas and New Year. I hope you get an opportunity to have some time off during the next few months to relax and enjoy this wonderful country of ours.

**Chris Flatt  
National Secretary**



# Greetings from our new DWU National President

**W**elcome to my first column as National President of the NZ Dairy Workers Union. I want to thank everyone who took the time to vote in the recent National President election and to those who took part in the recent membership survey.

I want to remind you that the National Vice President election is currently under way and urge all members to cast their vote for their preferred candidate.

Congratulations to the Labour Party who will lead the Government for the next three, and hopefully many more years. Not only do we have a female Prime Minister, but we have generational change with our new Prime Minister being under 40 years of age. The Prime Minister has also taken charge of the portfolio to end child poverty in New Zealand. Already Paid

Parental Leave has been increased and will increase further to 26 weeks in the next couple of years.

As the DWU is a proud affiliate of the Labour Party we look forward to positive changes in labour laws that will assist workers and improve collective bargaining for all workers. As an affiliate union we will make sure we are at the forefront in helping develop those changes.

In my term as DWU President I will strive to keep and improve the DWU on the path we are on and continue to be a progressive and financially independent trade union.

Merry Christmas and Happy New Year to all our members and their families and please stay safe over this period.

**Laura Boynton**  
National President

## Thanks from a DWU member



It is very much appreciated from both my wife and I, for the generous support we received the other day from the DWU.

We both felt very humble for your kindness towards my unfortunate loss of my sister in Wairoa a few weeks ago, it is sometimes the things we take for granted in life that takes us by surprise, and this has been the case with my family when we read that my application for a welfare grant was accepted. As a DWU Delegate for the Casein Plant here at Fonterra Edendale, I thank the DWU Welfare Committee for this help. Thanking you.

**Kevin Pitau**  
DWU Departmental Delegate  
Fonterra Edendale



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[www.nzdwu.org.nz](http://www.nzdwu.org.nz)

# 2018



## DWU EDUCATION GRANTS

**The DWU believes** that education is a vital part of a happy and successful life, so each year through our Welfare Fund we make available grants for educational purposes. This year the DWU will be providing \$170,000 for these Education Grants. Eligibility to apply for Education Grants is automatic to all DWU members, their spouses/partners, their children 19 years of age or under, and to DWU life members.

### **Applications for assistance must include:**

- A completed application form (available from your DWU Site Delegate or from our website).
- Evidence of date of birth if the grant is for a dependent child (they must be 19 years of age or under as at the closing date for applications for Education Grants).
- Evidence of enrolment (a completed enrolment form that has been received by a provider, a letter of acceptance, written confirmation of enrolment etc).
- All applications must include these documents in order to be considered. You may also include additional documents to support your application.

**Applications for the second allocation of Education Grants will close on 7 February 2018 & the Welfare Committee will meet in mid-February 2018 to review all applications & allocate grants. Once you have completed your application please return to:**

**info@dwu.nz**

OR

**Freepost 538, Education Fund, NZ Dairy Workers Union, PO Box 9046, Hamilton 3240**

### **DWU Policy on the Welfare Fund Education Grants is as follows:**

**H.8.1** The Welfare Fund shall make available \$170,000 per annum for education purposes for DWU members, spouses/partners and their children 19 years of age or under (as at the closing date for applications for Education Grants).

**H.8.2** There will be two Education Grant allocations every financial year (1 April to 31 March). Applications for the first allocation will close on 27 June each year and will be considered at the July meeting of the Welfare Committee, with the funds being available that calendar year. Applications for the second allocation will close on 7 February each year and will be considered at the February meeting of the Welfare Committee, with the funds

being available that calendar year. An applicant will only be eligible to receive one Education Grant per financial year. For example an applicant cannot receive an Education Grant in July and then receive another Education Grant in February of the same financial year.

**H.8.3** Education Grants must be used for educational purposes that are undertaken in the same calendar year as the Welfare Committee's February or July meetings (for example an application to pay costs incurred in a previous year will not be accepted).

**H.8.4** Education Grants will generally be provided for the following educational purposes:  
Defined courses of study from estab-

lished educational providers (for example University, ITO or Tech courses); Special educational events or activities; Support for special educational requirements or assistance (for example extra tuition for learning difficulties).

**H.8.5** As a general principle, Education Grants shall not be provided of meeting the general costs of primary and secondary education (for example school uniforms, exercise books, school fees or boarding costs).

**H.8.6** The Welfare Committee's decision is final and no correspondence will be entered into.

# Westland Milk Products Update



DWU Westland Hokitika members attending the 2017 AGM

**A**t Westland Milk Products Rolleston site, the DWU took the step of going through an election process for departmental delegates for the first time. It had been a relatively small site up to now, but with the addition of UHT processing in early 2016, it has been appropriate to expand our delegate structure.

Jayden Cuthbert is the new DWU Warehouse Departmental Delegate, and Dave Oughton is the new DWU Combined Milk Collection & RO Departmental Delegate.

DWU Site Delegate, Myke Dowson works in the UHT Department and will also act as DWU Departmental Delegate for that department. In October, the DWU held departmental claims meetings for upcoming negotiations in the warehouse and in the Milk Collection smoko room.

Over at the Westland Milk Products Hokitika site, the DWU held a general site meeting to establish claims for the upcoming CEA negotiations. The CEA expires

in December 2017. Since that meeting, our DWU delegates have partly used two site committee meetings to refine the claims.

It has been an interesting year at Westland, with CEO Toni Brendish speaking at the DWU National Congress as the keynote industry speaker. Later in the year, Westland held its first 'One Westland' day—similar to the Fonterra Comms Day.



**Jared Phillips**  
Upper South Island  
Organiser



Jayden Cuthbert, DWU Warehouse Departmental Delegate, and Dave Oughton, DWU Combined Milk Collection & RO Departmental Delegate, Westland Milk Products Rolleston

# Central Region Update

It is a busy time for our Union at present with negotiations on the go everywhere. I am currently involved with four negotiations. As part of these negotiations, I heard a comment from a member who said that as the minimum wage is going to be more than \$20 an hour over the next few years, then workers on more than \$20 an hour should get a huge increase so that they keep ahead of workers on the minimum wage.

My view is that it's not about keeping ahead, it's about fairness for all. I have always been of the opinion that unions and the union movement as a whole is about lifting wages, conditions and rights for ALL workers. This is achieved not just through bargaining, but through supporting workers on less money and with less rights than some of us have. By helping out at pickets, helping with food and money when needed, and through our political affiliations, it's about the haves assisting and helping the have-nots.

Sometimes we just need to try and think more about others and what others have done in the past to assist us. Nothing has ever been

given to us as of right, all conditions have been fought for at some time in the past. And these rights were achieved not by just one group of workers, but by all workers standing together to help and assist each other.

On a different note, there are many different opinions and thoughts around, especially when you're talking about pay increases and negotiations. On another site and different company from the one talked about above, workers have just put forward a remit for more money, but just as important to them, they have also put forward a remit to increase the rights of temporary workers on their site.

Permanent workers on this site are sick and tired of temps and labour hire workers being treated as second-class citizens. Yes, an increase in wages for permanent workers is important so that they can keep up with, and hopefully be better off than the cost of living, but looking after these temporary workers is also a key goal for these members in their CEA negotiations.

These members should be very proud of their claim, as the temp rights claim that they have put up

is a pure unionist claim, not about money but about workers' rights. Strange that we are still needing claims for workers' rights, as I would have thought that we should have achieved these basic rights over the years, BUT there are still workers out there that have way less rights than many of us. It is great that a group of workers through negotiating their CEA, want to help and support temp workers on their site and to increase their rights.

As I said, there are many opinions and thoughts out there, but we should all be thinking more about those that we can assist in some way. Helping each other and supporting each other as workers in New Zealand is the only way that we can make New Zealand a great place to work for all workers.

Of course there are many different opinions out there and this is just mine, and of course I am always willing to share my opinion if asked.



**Gavin Warne**  
Central Organiser

## New Workplace Relations Minister from Central Region

On Iain Lees-Galloway has been the Member of Parliament for Palmerston North since 2008. He moved to Palmerston North to study at Massey University and ultimately



Iain Lees-Galloway

decided to make the city his permanent home. While at university, Iain became active in the student

association, and his passion for advo-

cating and campaigning for positive change led him to work for the New Zealand Nurses Organisation and join the Labour Party.

In Opposition as spokesperson for Workplace Relations, he was the lead Opposition MP in the campaign to end zero hour contracts.

Iain successfully amended government legislation to make New Zealand one of the first countries to ban these exploitative employment arrangements. As Minister for Workplace

Relations and Safety, Immigration and ACC, Iain's aim is to create an employment relations framework that ensures working people get a fair share of a growing economy while workplaces are productive and safe.

Iain has already moved on the infamous "Hobbit Law" that denied collective bargaining to film industry workers.

# Fonterra Shed DWU Delegate Team—Adapting to change

Over the last year, DWU members working at Fonterra Paerata and Fonterra Takanini have seen a lot of change.

With the Paerata site closing after decades of production, as well as the extension to the Takanini site, the change for members came through the Company's Project Solo and the construction of a new storage site near Auckland Airport, known as The Shed. It was a change in culture, and a change in the management team, which also meant the DWU had to adapt to the change as well. We had to rethink how our delegate structure was going to work, and ensure we had a union voice right across all shifts and departments.

The transition was tough for some DWU members and a few issues were not getting resolved so the election of a new delegate team was a priority. The outcome of the elections couldn't be better, and we were able to elect a strong diverse team for The Shed.

We were very pleased to elect a new DWU Site Delegate, Capri Woods. Capri has worked in Fonterra for four years at the Fonterra Takanini site. Capri is a staunch DWU member who has a passion to help workers, especially around the area of health and safety.

Capri has worked in a variety of jobs before Fonterra, starting with her after school job stocking super-market shelves at the Ashburton New World, and then a Shanton distribution centre for three years before it closed down due to receivership.

The DWU also has strong experienced delegates supporting Capri in

her new role. Pat Lawrence from the old Paerata site and Freddy Herbert from Takanini. Pat Lawrence has been part of Fonterra Transport for 15 years and a DWU Delegate for 12 years. We also have Matt Alderton, a previous night shift delegate at Takanini. They both assisted in the Shed changes and helped DWU members through these changes.

## New Delegates

My last Dairy Worker article talked about the need to recruit young delegates, so it was pleasing that we were able to recruit two new delegates to Capri's team.

Eli Baice and Billy Anelusi both came from Fonterra Takanini and bring even more enthusiasm and energy to the delegate team.

Eli has worked at Fonterra for four years and started as a store-person at Takanini before transferring to The Shed. He is a young man who previously did a lot of temp work under Drake. Eli has worked for several companies like Coca-Cola Amatil, Fonterra Pastry House, Dart Freight, Linfox, Move Logistics, Versa Cold and All Brite Logistic. To get a full-time Fonterra job and realise what he could do as a DWU delegate was very empowering for him.

Billy Anelusi is a solo-father working hard to provide for his family. Billy's willingness to step up to the delegate role just shows the maturity he has as a young workplace leader.



DWU Site Delegate—Capri Woods, (front) & DWU Departmental Delegates—Eli Baice, Billy Anelusi, and Pat Lawrence. Absent—Matt Alderton.

It's encouraging to see this team developing and working well together. Through the Fonterra Brands CEA negotiations, I have seen them grow in their roles and believe that they will be a strong delegate team that is able to represent DWU members with whatever changes may come in 2018.



**Jerome Mika**  
Northern Organiser

# Yashili NZ Dairy Ltd



**E**stablished in 1983, Yashili is one of the top producers of infant milk formula in China. In November 2010, Yashili achieved a successful listing on the Hong Kong Stock Exchange, and in August 2013, it was acquired by the Mengniu Group,

China's largest producer of liquid milk products. In October 2014, Danone became Yashili's second-largest investor, purchasing a 25% stake in the company.

Yashili New Zealand Dairy Ltd (Yashili New Zealand) was established in July 2012. It is a wholly owned subsidiary of Yashili International Holdings Ltd and China Mengniu Dairy Ltd. Yashili's \$220 million state-of-the-art production facility in Pokeno (just south of the Bombay Hills, south of Auckland) has an annual production capacity of 52,000 tonnes of premium quality infant formula product.

The DWU started organising the new Yashili Pokeno site back in 2015. Over the last couple of years, Yashili has had to deal with many legislative and market changes that have made it challenging for the company to reach its productive potential.

These delays have also made gaining a Collective Employment Agreement (CEA) for DWU members at Yashili, a protracted process due to consistent changes at the Pokeno site.

An interesting fact is although

the Yashili Pokeno site is a state-of-the-art plant with the ability to take and process liquid milk, to date they have only produced product through reconstituting powder and re-drying.

## Familiar industry people

In early 2017, Yashili went through a complete management restructure. As a result, even though it Yashili has a new management team, several members of the new team have extensive experience of both the dairy industry and with the DWU. Some people to mention are:

- Remy Charbonnel (Yashili Product Supply Director in Charge of Operations): Remy was the Operations Manager at Danone Auckland. The DWU successfully negotiated a CEA for DWU members at Danone in 2015. Some DWU delegates may remember that Remy was also the keynote Industry Speaker at our 2015 DWU National Congress;

- Tina Yakas (Yashili HR Manager): Tina also came from Danone where she was the HR Manager for the Auckland Mt Wellington Site. This site was under a different union;

- Alistair Barclay (Yashili Site Administration Director): Alistair has been in the Dairy Industry for many years in various management and HR roles. He has also worked at Fonterra Clondeboyne and at the Whareroa Site for both Kiwi and Fonterra.

- Paul Henare (Yashili Manufacturing Manager): Paul is also a lifetime Dairy Industry worker. Prior to his Yashili appointment, Paul was managing at the Miraka site in the South Waikato. Paul has also held management positions at various sites throughout the Waikato and was the Site Manager for Fonterra Maungaturoto for many years.

We now have strong membership numbers at Yashili. Blair Haywood is the current DWU Site Delegate and is a founding Yashili worker/member. The DWU is currently in CEA negotiations with Yashili and will hopefully conclude bargaining and establish a CEA in early 2018.



**Richard Everson**  
Waikato/BOP Organiser

## Danone Classifications Update



**T**he DWU and Danone HR have been working together for some time to construct a new classifications and levels system. When Danone established themselves in New Zealand, they inherited a number of different plants with their own unique structures that had very simple task descriptors that were mostly just a title and pay rate.

The challenge we have is to make a system that is generic enough to cover the variety of common tasks undertaken across the various sites, has a potential progression career

path mapped in it, and is transparent as to what is required by workers in order for them to progress through the system.

### Level Framework

The issues about what pay rates and what transitional arrangements will apply to this classification system will be dealt with later.

The first issue is to try to agree on a level framework and we are very close to achieving this, but still have more work to do to cater for the importance that Danone places on its values and soft skills and the

implementation of those skills and attributes.

Based on historical experience, the DWU supports classification systems that are very practical and transparent and that are not reliant on subjective (management) opinion as to whether they are being performed or not.

There is no doubt that a workplace that has good teamwork and good mentoring and support of new workers in order for them to succeed, is far more productive than a silent brooding workplace where a person's efforts are undermined.



“ We are on track to complete the classifications next year. ”



As such, it's very desirable to have soft skills recognised and used in conjunction with technical skills. The challenge however, is how do we establish a fair system of achieving this and assessing their use as well as building in an appropriate appeals process if necessary. It's a lot like the debate about the value that we place on knowledge; knowledge is all important but what does it enable us to do?

### On track for 2018

We also have to create a system that's doable and doesn't create a top heavy impractical system that cannot be sustained.

That's the area of debate we are in now with the Company in relation to the development of the classification system.

The DWU believes this is a solvable challenge and we are on track to complete the classification system next year.



**Angus McConnell**  
Assistant Secretary



# *Tikanga Maori*

## The Maori Way—Some key concepts and definitions

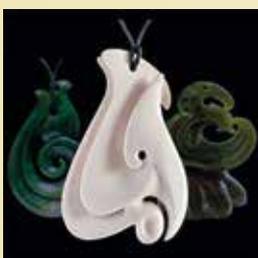
### Maoritanga

(Things that relate directly to the values and concepts of Maori). Both Maoritanga and spirituality are part of our cultural heritage. A greater use of Maori words may help to gain a greater understanding, not only of the values that people are trying to develop, but also of Maoritanga and its relationship to other cultures.



### Wairua

This expresses the spiritual aspect of Maoritanga, a love of nature in all its aspects. We must develop a respect for the environment and also encourage an awe and wonderment of nature itself. Wairua is the spiritual aspect of nature—the forest, the sea etc.



### Aroha

This term embodies the concept of love in its broadest sense—commitment to a relationship, consideration for others, co-operation, compassion, empathy, affection, respect for oneself and for others. We must be encouraged to express aroha to other workers and the community.



### Whanaungatanga

Whanau is the extended family. Whanaungatanga binds families into a togetherness, the foundation of which is aroha. The whanau provides support and security. The stronger members of the whanau assist and encourage weaker ones in all aspects of living and working together. A sense of belonging is established.

### Turangawaewae

(Standing/place from where one gains the authority to belong). Your workplace is turangawaewae for all those who work in it. Each person is recognized as an individual – irrespective of age or position. Each person should be shown respect and courtesy with the right to be heard. Turangawaewae requires the obligation of people to listen to each other. Interjections or interruptions are not part of turangawaewae. If your workplace is turangawaewae, of all those who are part of it, communication is not a problem. The obligation to listen and the automatic right to speak ensures that communication is complete.

### Hui

This is a meeting to discuss a common problem or activity. A hui immediately infers the practice of aroha, whanaungatanga and turangawaewae. Essential aspects of a hui are:

1. A topic for discussion.
2. Those who participate have the right to speak.
3. An obligation that those who are speaking must be listened to.
4. Decisions are reached by consensus.
5. There are no interjections.



## Tapu

The concept of tapu is one of the means of sanction, restraint and self-discipline. The acceptance that certain situations are tapu requires the need for care or avoidance, but especially of respect. The more obvious example, a burial ground, helps us to grasp the significance of tapu.



## Mana

Mana (prestige) requires acknowledgement by other people. Arrogant people will not have mana. Mana is derived from serving the people. It is one of the forms of aroha. Mana is earned.



## Reo

Above all else stands the place of language. People should become familiar with the Maori language. This will ensure the correct pronunciation of people's names, of place names, of mythological heroes etc. Communication ensures a continuance of a culture. It is simple to interchange words, phrases and sentences where there is a commitment to do so.



## Ihi

Power, authority, essential force.

## Manaakitanga

Respect for hosts, or kindness to guests, to entertain, to look after.

## Mauri

Hidden essential life force or a symbol of this.

## Noa

Safe from tapu (see above), non-sacred, not tabooed.

## Raupatu

Confiscate, take by force.

## Rohe

Boundary, a territory (either geographical or spiritual) of an iwi or hapu.

## Taihoa

To delay, to wait, to hold off to allow maturation of plans etc.

## Tiaki

To care for, look after, guard (kai-tiaki – guardian, trustee).

## Taonga

Treasured possessions of cultural items, anything precious.



## Tino Rangitiratanga

The highest possible independent chiefly authority, paramount authority sometimes used for sovereignty.

## Wehi

To be held in awe.

## Whakapapa

Genealogy, to recite genealogy, to establish kin connections.

## Whenua

Land, homeland, country (also afterbirth, placenta).

## Kia maumahara

Remember:

1. The head is tapu. It could be objectionable for any person to ruffle the hair of a Maori person, even with a friendly intent.
2. The kumu (buttocks) placed where the head will be is insulting. To sit on a desk where a person will then rest their hands and support their head is the height of insult.
3. Do not sit on tables. To place kumu where food will be put is equally insulting.
4. The tangi gives all the community an opportunity to honour the dead and comfort close relatives. On such occasions it may be necessary for Maori workers to be absent from work for up to week, especially if they have to travel.
5. Not all taonga are tapu. They become tapu by acquiring mana over the course of time. (Similar, perhaps, to the family heirloom).



# NEW Benefits Card for Dairy Workers Union Members!

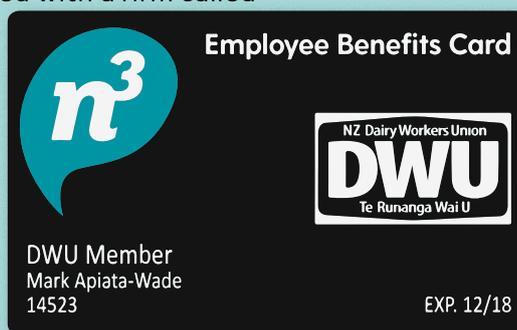
**W**e have for a number of years been researching benefits which we could supply only to Dairy Workers Union (DWU) members. We have found and partnered with a firm called N3, which was the old Government Stores Board, who were a Government procurement agency in charge of getting good deals on a very wide range of products for all Government departments.

They have been in this business for over 100 years and we are very pleased to be the first (and to date only) Union to have joined.

Shortly you will receive a new annual DWU membership card, which doubles as an N3 employee benefits–discount buying card, along with a letter from the DWU.

N3 employee benefits offer a wide range of genuine discounts from nationwide suppliers to cardholders. These are for DWU members only.

There is no cost to individual DWU members as the cost of joining N3 is funded from the DWU general account on behalf of members.



**Mark Apiata-Wade  
National Organiser**

Access exclusive offers and discounts with these suppliers, there are many more on the N3 www site



Use AWD: V533899  
for all bookings



No. 191095



Use BCD: E752199  
for all bookings



Process as n3 \$13 Ticket



No. 121324



Call Gilpin Travel on  
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Dear [Name]

Please find attached to this letter your new annual DWU Membership Card which remains valid while you are a current financial member of the DWU. If any of your personal details are incorrect, please contact your DWU Site Delegate or email to [info@dwu.nz](mailto:info@dwu.nz).

In addition to the benefits of being a DWU member outlined below, your DWU Membership Card now also doubles as an N3 Employee Benefits Card. This allows you to receive an extensive range of discounts at numerous retailers and service providers throughout New Zealand whilst you remain a DWU member (such as movie tickets, home products, and car supplies). Go to [www.n3.co.nz/EB](http://www.n3.co.nz/EB) to see the total range of suppliers. No need to register your card, it's already been done. Online vouchers can be downloaded too at <https://www.n3.co.nz/Employee-Benefits-my-vouchers/>.

The DWU also provides you with a number of important benefits from the moment of joining:

- **Terms and Conditions of Employment:** The DWU has negotiated the benefits and protections contained in your Collective Employment Agreement (CEA), a copy of which is available at your place of work. The DWU can also help you enforce your CEA terms and conditions, including free legal representation if required.
- **Medical Insurance and Superannuation:** The DWU has negotiated with most dairy employers for the provision of medical insurance and superannuation to DWU members. If you have not already done so, we urge you to join up with any schemes available at your workplace without delay.
- **DWU Welfare Fund:** DWU members, spouse/partners and dependent children can apply to the DWU Welfare Fund for Hardship Grants (up to \$650), Funeral Benefits (up to \$3,500), and Education Grants.
- **Accidental Death and Disability Insurance:** All DWU members are covered automatically from the commencement of employment by 24/7 death and disability insurance for accidents (including non-work accidents) which result in either death or permanent disability and provides a lump sum payment to your family on a sliding scale up to a maximum of \$100,000.

Your DWU subscriptions are set at 0.6% of gross earnings (60c fee for every \$100 earned).

We value your membership and hope you will be an active member in your Union. Should you have any queries or comments, please contact your DWU Site Delegate, Regional Organiser or any office of the DWU.

Chris Flatt  
**DWU National Secretary**

# NZ now on track for 26 weeks Paid Parental Leave



DWU Women's Committee 2017

**G**reat news for new parents/caregivers in paid employment around New Zealand!

Labour Prime Minister Jacinda Ardern announced last month, as part of Labour's 100-day action plan as a new Government, that Paid Parental Leave (PPL) would increase from the current 18 weeks to 22 weeks from 1 July 2018. These provisions will also progressively increase to 26 weeks by 1 July 2020.

The current entitlement is up to 18 weeks of PPL, up to a maximum



of \$538.55 per week. You can transfer your PPL to a spouse or partner as long as they also qualify for PPL.

Extending PPL will definitely help workers financially and have a range of positive impacts on child development and parent-infant attachment. The DWU Women's Committee welcomes this move!

NZ Council of Trade Unions Secretary Sam Huggard commented...“Anything we can do to make the first few weeks more relaxed for families with newborns is the right move for New Zealand.”

“We know that families are often juggling work, family commitments, and wages that haven't kept up with rising living costs. The arrival of a new baby is a precious bonding time for a family, but it also can be very stressful. The evidence

shows that giving baby and caregivers more time at home sets them all up for better outcomes when Mum and Dad return to paid work. Having new parents return to paid work when they are rested and feel ready is better for workplaces too”.

“No matter what people do for work, family should come first. Extending paid parental leave is a welcome move for young families all around New Zealand, and we think employers will recognise it's the right thing to do too.”



**Carne Greenbank**  
DWU Women's Committee  
Co-Ordinator

# Bruce Cryer–50 years’ service and still going strong...

**B**ruce Cryer started with the NZ Co-Op Dairy Company at the Waitoa Transport Department on 20 September 1967 at the age of 19.

In those early days, Bruce drove an S Model Bedford with a 7000ltr semi on it. For a few years Bruce was still picking up cream in cans carried in a frame on the back of these trucks. The roster was a split shift of 5-on, 1-off before adopting the 6 and 2 pattern and then the current 6 and 3 shift arrangement.

The Te Rapa factory did not exist then, so the Waitoa pick up area extended to Kaihere, Taupiri, Te Hoe and Gordonton. This area reduced after the Te Rapa site was built, but expanded to include the Coromandel when Waikato Valley Dairies and New Zealand Dairy Group merged.

Bruce says this only made the job even more interesting.

These days Bruce can be seen driving anywhere in the Waikato,



Bruce Cryer with his current truck

B.O.P, King Country and even Northland. Now Bruce drives a Volvo 500 with a capacity of 26,000ltrs.

A career highlight for Bruce is the two weeks working out of the Fonterra Clandeboye depot picking up loads from only one or two sheds and providing a good opportunity to

have a look around the Canterbury Plains.

During the off seasons in the past few years, Bruce has worked in the Fleet Services Workshop, tankers build, spray painting and in recent years, assisting the Farm Assets guys installing new vats.

Bruce has retired from his hobbies of riding motorbikes and scuba-diving, but still takes part in volunteer environmental work. Catching up with his son, Steven, is also pretty easy, as Steven also works at Fonterra Waitoa as a tanker driver.

Congratulations Bruce on the many years of service and membership of the DWU.



S Model Bedford–Bruce’s first truck



**Brett Brown**  
Waikato/BOP Organiser

## —In Memorium—

**Wilhelm Michael Stevanon** 2 March 1948–5 November 2017

**W**illie started at Fonterra Te Awamutu in August 1981 as an Evaporator Operator in the Skim Milk plant. Coming from the aviation industry (Willie had a commercial pilot's license), his wife Julie, wanted his feet on the ground.

Willie was a passionate family man and would travel around the country supporting his children in their various competitions and events (dance and stage).

He kept up with current affairs both internationally and domestic, and would debate vigorously with anyone who was willing to 'go the distance' with him.

At DWU meetings, Willie would get his point across and often take you

on a path that you hadn't thought about. He was always supportive of the DWU. On the odd occasion when he gave me an "ear bashing" he would come back later and offer me some herbal medicine to alleviate any stress or tension. Willie was also a qualified Herbalist.

Willie left Te Awamutu roughly 12 years ago and went to Fonterra Te Rapa, where he continued working until his retirement in June 2016.

Willie was a staunch DWU member right to the end and was recently photographed proudly wearing his DWU beanie.

**Sinclair Watson**  
**DWU Site Delegate**  
**Fonterra Te Awamutu**



**Keith Liddington** 9 February 1940–20 September 2017



**S**adly, Keith Liddington, DWU Life Member, has passed away. Keith spent almost all of his working life as a dairy worker, and as a DWU Delegate representing his workmates at Paerata, Waharoa, Frankton Butter Factory and at Dairy Containers (now Fonterra Canpac) before retiring.

Keith was never a Site Delegate and never aspired to become one, but at all of his dairy factory jobs he was a DWU Department Delegate.

Keith was always very involved and supportive to his workmates and the Union. An ordinary working class kiwi with an extraordinary commitment to ensuring fairness

and commonsense in the workplace.

Keith's wife Helen was also a long serving DWU member and great support for Keith. Fittingly Keith was carried to his final resting place to the Johnny Cash song "I Walk The Line".

*Moe mai ra e te Rangatira o Te Runanga Wai U*

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## DWU Representatives

**National President:** *Laura Boynton*

**National Vice President:** *Vacant*

**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), Karangi Jones, Runanga/Fono Rep, Nici Benington, Women's Committee Rep*

**NZCTU representatives:**

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

**DWU Welfare Committee:**

*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:**

*Karangi 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**

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*Garden Place ph. 07 839 5862*

**—HAVE YOUR SAY—**

## **DWU National Vice-President Election**

DWU members have recently been sent in the mail their postal ballot papers for the DWU Vice-President position, left vacant when Laura Boynton was elected to the DWU National President position. Voting closes 5pm Wednesday December 20. The three candidates in surname order are:

- **Warren Foote**
- **Barrie Kanara**
- **Eileen Maxwell**

Also included in your mailout is a short resume of each candidate and Freepost envelope to return your completed voting paper.

The Vice-President supports and assists the National President, as well as having all the powers and duties of the President when she is absent or unavailable.

**Please take the time to vote.**

# NEW!



## **DWU Membership Card**

All DWU members will soon be receiving a personalised letter with their new DWU Membership Card which doubles as an 'N3 Employee Benefits Card' entitling you to an extensive range of discounts on quality goods and services throughout NZ.

# *Seasonal Greetings*



**to all DWU Members and your families**



**DairyWorker** is the official newspaper of the NZ Dairy Workers Union Te Runanga Wai U. It is distributed quarterly to financial members of the DWU. Contents may not necessarily be official Union policy. Contributions are welcome from Union members. Please send to: The Editor, DairyWorker, c/o DWU, PO Box 9046, Hamilton. — Authorised by Chris Flatt, 34 Harwood Street, Hamilton—

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