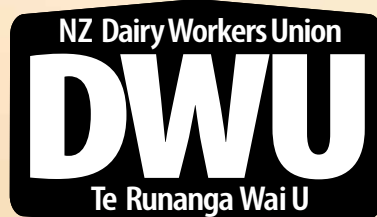


DairyWorker

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



February 2018

Fonterra Ingredients CEA Settled

INSIDE:

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- New Employment Relations Bill
- Pacific Peoples Ethnic Groups

Joy Shanley
DWU Member
Fonterra Waitoa
Sensory Panel



Welcome to 2018

Welcome to the first DWU Dairy Worker magazine for 2018. I hope that you and your family enjoyed some time off during the Christmas and New Year period.

I would also like to congratulate Barrie Kanara on his recent election to the DWU National Vice President position. Barrie will be an excellent Officer of our Union and I look forward to working with him in this new role.

This edition focuses on the many CEA negotiations that the DWU and its delegates and members have recently been involved with, including the DWU's two largest Collective Employment Agreements; the Fonterra Ingredients CEA and the Fonterra Brands CEA.

Labour Government's first 100-days

On page 3 you will find a summary of the recent employment law changes that the new Labour-led Government introduced in its first 100 days.

These changes will dramatically improve the rights and conditions of all DWU members and NZ workers in three ways:

1. Individual rights: Workers now have improved personal grievance rights such as the removal of the 90-day fire at will law (for workers in companies larger than 20 employees) which means workers cannot be fired without a valid reason and process. Workers who win their personal grievance case, now have the right to reinstatement as their first remedy too;

2. Collective Agreement rights: The new laws better

protect existing CEAs as well as making it easier for unions to bargain for new CEAs.

These changes include bringing back the old 30-day rule which means that any new workers employed to do work covered by an existing CEA, must be covered by the terms and conditions of that CEA for the first 30 days of their employment. This gives a union the opportunity to show them the benefits of being in the union and signing them up as members, and protects the CEA from being undercut by Individual Employment Agreements (IEAs);

3. Industry rights: These changes are still being worked on and will be introduced in the next 12 months. The major improvement for workers will be the introduction of "Fair Pay Agreements" that will ensure that terms and conditions that are standard within a particular industry, will have to be paid to all workers in that industry.

This will protect existing conditions as well as ensure that there is not a "race-to-the-bottom" as new companies drag down wages and conditions and undercut their competitors to make bigger profits. Watch out for further DWU updates on the employment law changes.

And have a great 2018

Here's to a safe and enjoyable year, and as always, you are welcome to send me suggestions about what you would like to see in the Dairy Worker magazine.

Chris Flatt
DWU National Secretary

From the President

Social Package

Firstly, welcome and congratulations to the new DWU National Vice President Barrie Kanara, and I wish all DWU members a prosperous 2018.

As President of the DWU, I am very pleased and proud to belong to a Union that has pioneered a range of 'social' provisions, both inside and outside of our Collective Employment Agreements (CEAs).

The core responsibility of a Union is to maintain and improve wage rates and conditions of employment, which we do, but a lot of other things also make for improving workers' lives.

Recently the DWU has provided to **all** members a new DWU Membership Card that is also an n3

Discount Buying Card. On top of things like Education Grants, Hardship Grants, Funeral Grants, \$100,000 Accidental Death and Disability Insurance, this card will also help many hundreds of DWU members and their families every year.

For most workers covered by our CEAs (not all yet), they also get access to UniMed Medical Insurance, Dairy Industry Superannuation Scheme (DISS), along with entitlements to Parental Leave, Annual Leave, Sick Leave, ACC top up etc.

Our DWU mission is to try and get all of our CEAs as strong as possible and improve the few that don't get some of the provisions discussed here.

Kia Kaha,
Laura Boynton
DWU National President





Employment Relations Amendment Bill Summary

Rights for employees

These modifications are largely roll-backs of the previous Government's changes which weakened employees' rights at work:

- **Restoration of statutory rest and meal breaks.** These will be subject to a very limited exception for workers in essential services who cannot be replaced (such as air traffic controllers).
- **Restriction of 90 day trial periods to SME employers** (less than 20 employees). This balances the insecurity of 90 day trials to workers against keeping barriers to hiring low for small businesses.
- **Reinstatement will be restored as the primary remedy to unfair dismissal.** This was infrequently used but recognises that in some circumstances the best outcome is for the employee to return to work.
- **Further protections for employees in the "vulnerable industries" (Part 6A).** These changes repeal the SME exemption from coverage, provide more time for employees to decide whether to transfer to a new employer, and provide greater safeguards on transfer of inaccurate information.

Collective bargaining and union rights

Most of these modifications are roll-backs of the previous Government's changes:

- **Restoration of the duty to conclude bargaining** unless there is a good reason not to. This is complemented by repeal of the process to have bargaining declared over.
- **Restoration of the earlier initiation timeframes** for unions in collective bargaining.
- **Removal of the MECA opt out** where employers can refuse to bargain for a multi-employer collective agreement.
- **Restoration of the 30 day rule** where for the first 30 days new employees must be employed under terms consistent with the collective agreement.
- **Repeal of partial strike pay deductions** where employers can garnish wages for low level industrial action. Employers have deducted pay for actions such as wearing t-shirts instead of uniforms.
- **Restoration of union access without prior employer consent.** Union access will still be subject to requirements to access at reasonable times, and places having regard to business continuity, health and safety.

New proposals are:

- **A requirement to include pay rates in collective agreements.** This is based on recent case law. Pay rates may include pay ranges or methods of calculation.
- **A requirement for employers to provide reasonable paid time for union delegates** to represent other workers (for example in collective bargaining)
- **A requirement for employers to pass on information about unions in the workplace to prospective employees** along with a form for the employee to indicate whether they want to be a member.
- **Greater protections against discrimination for union members** including an extension of the 12 month threshold to 18 months relating to discrimination based on union activities and new protections against discrimination on the basis of being a union member.

Fonterra Ingredients CEA Settlement.

Most DWU Fonterra members will now be aware that after several rounds of negotiations and a long ballot process, the Fonterra Ingredients CEA has been renewed and payment of the new rates will have already been implemented.

The negotiation was long and as difficult as the previous two CEA negotiations which have been held during some form of crisis where everyone has needed to concentrate on carrying on, rather than what could be described as more of a traditional negotiation process.

Prior to the negotiations, the elected Front Bench delegate negotiators and delegate observers came to the conclusion that the important issues for the DWU and affected members was:

- Achieving the best monetary improvement we could, across the broadest number of members and not to dilute this claim with other claims around conditions that might only be applicable to some (or a smaller number) of workers; and
- The growing operational problems within Transport because of the effects of “milking time windows” on hours of work patterns, which were creating a growing fatigue problem amongst many DWU drivers. The DWU also identified that attempts to move to a regular option of 4x4 rostering had not gotten off the ground, other than with a limited number of drivers.

Background

The previous Fonterra Ingredients CEA negotiations in 2015 were affected by the announcements of the Company's trading performance and the media focus on the CEO bonus.

As members may recall, we halted the 2015 negotiations to further discuss with Fonterra these issues during the ratification ballot.

This resulted in a further consideration from Fonterra, and it also confirmed the need for our claim in the 2015 negotiations to extend the term of the CEA so that the

Company's financials were known to everyone before bargaining commenced.

It must be noted that again in these latest CEA negotiations there was some outrage over the CEO's remuneration, but that's inevitable with the kind of inequity and inequality that is now prevalent in most western economies.

The negotiation process

The negotiations received presentations on Fonterra's financial results from both the Company, as well as from an independent source. The results appeared good, debt was reduced, and forecasts were promising (it should be noted that this was before the Danone Court case decision which awarded NZD\$183 million to Danone and the dairy price reductions in late 2017).

During the negotiations, the CPI figure for the year ending September 2017 was released, showing annual inflation at 1.9%. This was slightly lower than what we had been anticipating, as all expectations were on inflation reaching the 2% range. After a lengthy negotiation process spread over a four-week period, the final settlement was a three-year term CEA that delivers the following wage increases to members:

▪ **FIRST YEAR:** 3.5% on all wages/allowances plus a 0.5% one-off payment based on an individual's prior 12 months earning;

▪ **SECOND YEAR:** CPI (year ending September 2018) plus 1.0% on all wages/allowances;

▪ **THIRD YEAR:** CPI (year ending September 2019) plus 0.5% on all wages/allowances, plus another one-off cash payment of 0.5% (as per the first-year one-off cash payment), although this may be bettered if we can agree to a Short-Term Incentive (STI) bonus arrangement within that time frame.

With all the experts predicting inflation remaining around its current mark (inflation recently dropped to 1.6% for the year ending December 2017), this deal is going to put significant wage increases into our members' wage packets over the next three years.

Also, if the NZ or world economy has a recession over this period and inflation drops into negative figures, then the rates remain untouched and just the percentage increases are added (i.e. no reduction of wage rates). That's the monetary basis of the deal, and it follows our historical practice of ensuring we at least match inflation (if you don't match inflation then members' wages go backwards in real terms) or preferable, bettering inflation so that members achieve significant wage gains.

Member feedback

There has been some questioning by members of why we would tie up our largest CEA for three years, especially when we have a more worker-friendly Labour-led Government that is intending to improve employment laws. This is a good question, but

there are several reasons for this.

The DWU has negotiated three-year deals in the past. The negotiators did not specifically set out for a three-year deal, we are usually open to negotiate the term. But our efforts were focused on getting as much compounding wage rates and allowances as early in the term of the CEA as we could. The three-year deal let us achieve an immediate and decent increase to wages in the first year, as well as the CPI plus 1.0% in the second year which then allowed us to open the option of the cash and percentage increase (with the potential of an STI bonus payment) in the third year.

In relation to the new government, there have already been major changes to employment laws made by the Labour-led Government in its first 100 days. These were basically focused on getting rid of the worst changes that the National Government introduced over the last few years (and there is more about these changes in the National Secretary's editorial in the front of this Dairy Worker magazine).

Whilst these changes are very important for many NZ workers, the reality is that some of the laws introduced by National over the last few years were never actually used by Fonterra (after representations were made by the DWU not to use them). For example, under the Fonterra Ingredients CEA, no new workers were subject to the 90-day trial period laws nor offered anything less than the terms of the CEA at the start of their employment as Fonterra was technically able to do under National's previous employment laws.

The Labour Government's first 100-day changes to personal grievance laws now ensure that a worker's first remedy is reinstatement if they win their legal case. This change **WILL** apply to Fonterra Ingredients DWU members and signing a three-year deal **DOES NOT** stop members from receiving these new employment rights.

The other point to remember is that the proposed big employment law changes around "Fair Pay Agreements" that will introduce industry standard terms and conditions, will be developed by the Labour Government over the next two years. As such, negotiating a three-year deal protects and improves members' current terms and conditions whilst these next round of employment laws are developed by the Labour-led Government.

Transport issues

The DWU has known for some time that we needed to do some major work with Fonterra over growing transport issues.

Drivers have been reporting major fatigue issues over the last few years (which are serious health and safety issues for both our members and the general public), there have been serious retention issues amongst Fonterra drivers, and we are facing an aging workforce that are looking for alternative roster options.

Some drivers are taking big reductions in hours just to do a 4x4 roster and sometimes the 4x4 operations were stopped by the Company when there was a coverage crisis. The DWU was aware that just turning up to the negotiations and asking to put all drivers on a 4x4 roster would result in a large increase in staffing costs, plus the DWU is very aware that not all drivers want to change their existing hours. As such, it became a question of discussing with the Company how we might open various options that could achieve what was needed for drivers and the Company.

As such, prior to the negotiations, a DWU/Fonterra Transport Working Party meet many times to work through various options and see how these might be operationalized. This working group developed for the negotiations a series of concepts, ideas and some challenges to work through. These ideas and concepts

resulted in the transport options that were incorporated into the final deal.

This means the DWU has now achieved a goal of 15% of trucks on 4x4 rosters in the 2018/19 season, with their own set of hours that are targeted to the operation of a 4x4 roster. It also means that 20% of trucks need alternate start times (a lot of alternative start times are already done and if any more are needed they can only be done by volunteers or new starters). Effectively existing drivers will not have to change anything they don't want to. The deal opens options for them and the DWU has had to do some things differently in the negotiations to achieve it.

Also, the question of fatigue and the issue of covers and what is a "fair share" of call backs has been problematic in transport over the last few years. Prior to the negotiations, on a 4x4 roster with a 12-hour shift, if someone did a call back they may do 60 hours. If a driver is doing a 6x3 roster, doing a 11-hour shift, then they've burnt 63 hours before they get to days-off and cover situations.

To alleviate this problem, the ratified deal has achieved a solution whereby any cover/callback obligation is waived if more than 63 hours has been worked preceding days-off. Of course, a driver can work extra if it is offered and they agree to do it, because this obligation is then waived by them.

OTHER CEA GAINS

The DWU was also successful on several other claims we made at negotiations:

- Paid parental leave is now extended from 12 weeks to 16 weeks. Although it is likely that the Labour-led Government will also change the paid parental leave laws, members will still gain from the tax relief of having a solid 80% of their earnings whilst on paid parental leave;
- The deal also clarifies that long service holidays are 42 hours like other holiday weeks.

The Company's claims

Any negotiation must also consider the employer's claims and you will have seen some changes as a response to some of the Company's claims. In the negotiations, Fonterra identified several CEA areas they wanted to change as a response to the changing production environment in the dairy industry:

- The ability to flex up and down, and utilise staff in different places to make best use of resources were key to their approach;
- We have agreed to the concept of a multi-site operator, rather than the Company's original claim just to move people around as management wanted. We have agreed to trial the multi-site operator concept in the Waikato with volunteer workers who will "rove" and be recognised financially for this;
- Rosters and roster agreements seem to be a major issue for Fonterra and management seem to have lost confidence in getting rosters that achieve the operational speed they

require (of course this is not the DWU's usual experience, but we have agreed to have a joint DWU/Fonterra equal roster committee to consider these issues. This committee may even make roster decisions, but only to similar rosters operating at other typical sites);

- There are changes to Paid Not Worked (PNW) and this created some of the most debate and challenges at negotiations. It began as a serious claim from Fonterra to be able to send you home for four hours if there was no available work.

Our negotiators and observer delegates saw this as only leading to disruption to usual working life and suggested better use of PNW. This was eventually agreed to, so we rewrote the application of the existing PNW rules.

Previously there were three types of PNW which each had different rules. Now all PNW that's required by management has a maximum of 126 hours per salary year. PNW cannot be used on a public holiday and

to enable those who want to accelerate their hours and finish quickly, there is the opportunity to make arrangements with your manager and be waived from any PNW (this has always been in the CEA, but was seldom used in the past);

- We were concerned about whether management would try and use this to avoid excess hours. Clearly it's their intention and they could have tried under the old unlimited PNW rules and directed due PAL. But the seven-day notice and the requirement to apply PNW fairly will limit spontaneous use by management;

• A couple of small changes were also made to the temp clause for small sites and the period of flush for contractor usage (safeguarded for the 4x4 effects). We also picked up better recording of truck numbers (which is an important clue to permanent vs temp numbers);

- There was also a raft of Technical Committee, Job Classification Committee (JCC), and Drug & Alcohol Policy tidy ups and renewals.

—OVERALL—

As the advocate for these negotiations, I am very pleased with the deal. It was a long negotiation process, but at the end the negotiators and then the Site Delegates, voted to support and recommend the deal to members to adopt.

It has provided members covered by the CEA with a wage increase that is well above the current inflation rate of 1.6% and has protected and improved wages and CEA conditions over the next three years.

It has introduced a new set of transport options for drivers now, and into the future.

Along with the monetary increase, it has also opened the opportunity to rethink the future option of a Short-Term Incentive (STI) bonus system again. It has also provided a process to continue work on issues around annual hours, rostering and of course to fix the salary year creep issue.

It was always going to be difficult after the two prior negotiations which required some form of crisis management by both parties.

The DWU did end up with a solid majority vote in favour of the deal, but there were some sites that voted against the deal. I am not so surprised by this, because the deal made a lot of changes in a lot of areas and at the

same time had a three-year term. This always meant that members had a lot of information and issues to consider and balance up, and the time for explanation at ratification meetings is always limited.

I am aware that many Organisers heard a lot of misunderstandings or errors about the deal at ratification meetings that they had to clear up, but it's impossible to talk directly to every member covered by the deal. Let's just say that I would not like to be reopening negotiations again now, considering what's been happening with Fonterra and the dairy industry over the last few months.

And as always, a big thank you from me to all the negotiators, delegates, returning officers and Organisers who were involved in the negotiations or ran the ratification meetings. And of course, the biggest thanks go to all those DWU members who participated and voted in the ratification process.



Angus McConnell
Assistant Secretary/Advocate

Fonterra Brands/Alto Packaging CEA Settled

Main Points

Term of three years:

- **1st Year:** 3.5% on all rates and allowances (1/11/17 to 31/10/18);
- **2nd Year:** CPI + 1% on all rates and allowances (1/11/18 to 31/10/19);
- **3rd Year:** CPI + 0.5% on all rates and allowances (1/11/19 to 31/10/20) plus the potential to earn an additional 1% in the third year. (0.5% on wages and allowances and 0.5% cash lump sum. Conditional on reaching agreed performance targets).

Parental Leave

Top up to 80% of earnings for Primary Caregiver from 14 weeks to 16 weeks. Increase secondary caregiver (partner) from 5 working days to 14 calendar days.



Freezer Allowance (New)

Working in Freezers (at The Shed), an additional \$2.76 per hour.

Permit Issuers (New)

Permit Issuers will be paid \$14.64 per week.

There were no 'clawbacks' and there were a number of other tidy-ups and improvements in other areas.

The Settlement achieved CPI + 1.6% in year 1, CPI + 1% in year 2 and CPI + 0.5% in year 3 with the potential to achieve CPI + 1.5%

(in year 3). Fonterra Brands/Alto Packaging have sites at Takanini (Auckland), The Shed (Auckland Airport), Palmerston North and Christchurch. The Agreement was ratified by 55% in favour.



Mark Apiata-Wade
National Organiser/Advocate

Settlement for Lion Dairy & Drink

The Lion Dairy & Drink site in Palmerston North is the factory that produces Yoplait yogurt. The DWU has 32 members at the site.

After three days of negotiations the negotiating team (Laurie Rosewarne, Rebecca Broad, Nick Howe and myself) achieved a proposed settlement to take back to members to ratify. The deal was ratified by an overwhelming majority of members.

The deal is a two-year deal with 2.5% on all rates and allowances in the first year and 3% on all rates and allowances in the second year. The payment of the night shift allowance has been an ongoing issue for workers onsite. If a worker has to swap to days or afternoon shift for whatever reason, then they

have been missing out on the night shift allowance. The site rotates through the three shifts, so workers expect to get 17 weeks of night shift a year. The allowance is over \$150 per week so missing out on it means big money. We have now agreed that if you are rostered to work nights and get put on days or afternoons, then workers don't miss out on the payment.

The Company also utilises a labour hire company for temps and permanent workers. The DWU was concerned that these workers weren't getting the hours they had been called in for and that there wasn't a minimum number of hours for these workers. As such, members claimed for minimum hours for these workers. Through this deal these workers are assured a mini-

mum of four hours work when they are called in. This was a great claim and win as the casual workers aren't members and the push from DWU members on site to get secure hours for them was a huge gain.

The DWU also managed to gain another win in that the required notice that has to be given to work stat holidays has been increased as well.

Big thanks to Laurie, Nick and Bex for their assistance during the negotiations and a big thanks to all our DWU members at the site for ratifying a good deal.



Gavin Warne
Central Organiser

Synlait workers endorse new CEA

The DWU is pleased to report that the Synlait CEA has been renewed. Members voted 100% in favour of the new deal at a December 2017 meeting.

The bargaining for the renewal of this agreement started in November 2016 and there were various debates which meant that we were unable to reach a position to recommend a deal until December 2017.

The agreement had come close to being one year past its expiry (31 October 2017), and when an agreement has not been renewed for longer than one year it can be discontinued. However, the DWU was able to negotiate an extension of the agreement so the parties could take a closer look at how the various issues could be resolved.

The settlement includes the following:

- **Bonus Payment:** DWU members will receive a bonus payment that is equal to the average percentage paid to non-members for the financial year 2018 bonus.

This will be the first time that DWU members will receive the company bonus and will be paid at the same time as non-members. However, if the bonus is replaced by a remuneration instrument of similar value, DWU members will also be entitled to participate in that remuneration instrument.

- **Back payment:** The deal provided for a backpay for DWU members going back to 1 November 2016, i.e. the length of time that members had gone without an increase. The back payment was payable at the amount that DWU members' hourly pay had fallen short of non-members workers with similar skill and competency.

- **Backpay accounting for 2017 increases:** The backpay also included



Standing: Chris Flatt (DWU National Secretary), Amanda Parke, Gary Benbow, Craig Goodgame, Jared Phillips (DWU Upper South Regional Organiser) Sitting: Angie Aitkin (Synlait DWU Site Delegate), Joe O'Sullivan, Lindsay Hegarty.

an adjustment that accounted for increases received by non-members from 1 August 2017.

- **Term and mid-point review:**

This will be a three-year deal and includes a mid-point review by both parties.

- **Training rates:** Training rates prior to competency assessments will be the same for all workers, including DWU members, within the same role.

- **Future pay rates:** DWU members' rates will be adjusted in accordance with the same annual wage review process that applies to non-members. This will ensure a level playing field for DWU members.

- **Representation on pay review matters:** The deal provides a written provision that DWU members will be able to have DWU assistance if they wish to have their review reconsidered.

- **Consultation:** A new provision has been written into the CEA which sets out a comprehensive consultation process for decisions on the operations and policies of the Company.

- **Improved overtime provisions:** The overtime clause has been amended to reflect that any hours worked *above the rostered hours* within a calendar week will be

paid at overtime rates except when workers are on a 6+3 training roster or when they are doing off-site training.

Those who have already taken the step to join the DWU at Synlait should be proud of what they have achieved by continuing to support what turned out to be a lengthy negotiating process. Thanks also go to Chris Flatt and Mark Apiata-Wade who handled the higher-level discussions which secured the new agreement.

And it is good to see that Synlait have adjusted some of their positions and we were able to resolve some areas of debate. Thanks to Synlait management for their support in achieving this new CEA.

Special thanks go to DWU Site Delegate, Angie Aitkin whose resolve and consistency has enabled this work to be achieved. At a future event, the DWU will formally congratulate her and fellow long-standing member Matt Neal and thank them for their contributions.



Jared Phillips
Upper South Island Organiser

Meet our DWU Site Delegates:

Fonterra Lichfield 1995

In 1995, Anchor opened one of the largest cheese plants in the southern hemisphere at Lichfield in the South Waikato, located midway between Tokoroa and Putaruru on State Highway 1.

Lichfield then consisted of three cheese plants, a Dry Cheese Plant producing cheddar, Edam and hard grade cheeses, a Brine Cheese Plant producing Gouda's, Emmentaler and Swiss cheeses and a Mozzarella Plant which was later decommissioned in the early 2000's.

Both the Dry and Brine cheese plants have the capacity to each produce well over 100 tonnes of cheese every 24 hours.

In 2001, Lichfield gained a five-tonne dryer to process the whey from the cheese process which until then was being spread over local land via trucks, tractors and irrigation systems.

In 2003, with the merger of both Anchor and Kiwi Cooperatives complete, the Lichfield factory became Fonterra Lichfield as we know it today.

2016 expansion

In 2016, Lichfield commissioned and opened a new 30 tonne/hour Whole Milk Powder plant and a 35,000m² Dry Store. This more than doubled the milk processing capacity of Lichfield to well over seven million litres per day. This expansion at Lichfield also included a new transport department, as well as the environmental department expanding its irrigation plant to manage the increase in milk volume waste.

With all these expansions at Lichfield, the DWU membership has increased to over 200 members. This has meant increased

workload for our delegates at Lichfield, especially with all the new plants and workgroups that have been introduced since 2016.

Fonterra Lichfield DWU Delegates

Brett Makene is the current Fonterra Lichfield DWU Site Delegate after he was elected in 2016. It has been a trying and busy time over the last 18 months with a lot of work still to do.

Brett has lived in Putaruru for most of his life. Brett worked in the Timber Industry for 28 years in timber mills around the South



Brett Makene

Waikato prior to entering the Dairy Industry full time in 2013. He was a long-time member of the Timber Workers Union (which merged with the EPMU, and is now part of E tū).

Brett was previously elected as Deputy Site Delegate after only two years at Lichfield and then was elected Site Delegate after Dave Reedy stepped down from the role in early 2016.

Dave had to leave the industry sadly because of health issues. Brett has taken on the role as Site Delegate to help ensure we maintain our term and conditions in our CEA

and that they are adhered to by management. Brett states that we have a great document, and having worked most of his life in another

industry where the conditions and pay were nothing like we have in our industry, he is committed to helping improve and maintain what we have.

Dave Reedy started work at Lichfield in 2001 and throughout his time at Lichfield held the positions of Departmental Delegate, Deputy Site Delegate and eventually elected as Site Delegate in 2014.

It was with great sadness that Dave announced he had to resign and stop working because of health issues in 2016. The Union would like to acknowledge all the hard work and commitment Dave Reedy has given the DWU over the years he worked at Lichfield and wish him and his family all the very best for the challenge he has ahead.

Dave was the Deputy Site Delegate when I was Site Delegate at Lichfield between 2003 and 2009. Dave always had the members' best interests at heart and was willing to challenge anything he felt was unfair or unjust. I would like to personally thank Dave and his family for the support he gave me over the time I was Site Delegate and as a DWU Organiser.



Dave Reedy



Richard Everson
Waikato/BOP Organiser

New DWU
Lower
South Island
Organiser

Introducing... Stuart Johnstone



I have received a very warm welcome to the DWU as I have been introduced around the Lower South Island sites and I am really looking forward to meeting more of our members on regular site visits.

I am married to Claudine and we have five children, Kane and Oliva (11), Lucy (7), Imogen (5) and Keziah (3). Our family also includes two cats, a puppy (since moving south), and Olivia's much loved Axolotl (Mexican walking fish). I enjoy time with my family and watching sport.

Australian origins

Born in Newcastle NSW Australia, I grew up in the Hunter Valley town of Singleton surrounded by an ever-increasing coal mining industry that was replacing the traditional local farming production. Wineries would also push into the region meaning today that coal and grapes are interesting neighbours.

After finishing school in 1983, I trained as an Apprentice Boilermaker for an engineering firm working around the local coal mines and railway coal loading points. Growing up in the area I was very aware of Union/Management conflicts and as an apprentice there was no requirement to be a union member. My first personal experience of such conflict was during the first year of my apprenticeship where management at the mine site we were working at threatened to kick us off their site due to me not being a union member. This was a spiteful move aimed at "pissing off" union delegates on that site just because they could. From this I saw

the need for strong union leadership and delegates who had true conviction for making work places a fairer place to be.

After becoming a tradesman, as a member of the Australian Metal Workers Union (AMWU), I spent the next five years working on different projects for different companies to expand my skill and knowledge and to learn as much about my trade as I could. Along the way I was regularly elected to the role of delegate or co-delegate, even when I was not a delegate I couldn't help but get involved and to stand up for my workmates.

The biggest fight came in 2003, when the multinational company P&H that I had been working for over the previous seven years tried to break up our Collective Agreement on the back of Industrial Relations Law changes from the then John Howard-led Liberal Government. After eight months of failed attempts to renew the document, several short strikes and an overtime ban, the Company locked all 80 plus workers out. The Company even tried to go around the Union by conducting a secret postal ballot and offering us individual contracts. From the time of lock out, the dispute lasted three months over the 2003 Christmas period. Pickets were erected, the police were called on several occasions, this was serious. Many families were really struggling with no money coming in and no prospect of being able to buy presents for their kids. We all

got through those three months due to the support and generosity of members from other unions who pledged weekly financial support, and local businesses and church groups that donated food and money. There was even a full-on Christmas Party held in a public park where every child received presents. This was true comradeship in action. Unfortunately, both sides lost as the fight became more about egos and less about the workers and what we wanted. In February 2004, the workshop was closed and we were all made redundant.

Moved to NZ 2004

In May 2004, my Kiwi wife and I moved to Dunedin and then in 2008 I began work at the Hillside Railway workshops owned by KiwiRail. At the time there was no indication of the future chain of events that would lead to 44 redundancies in mid-2011 and the eventual closure of the historic workshops on 21 December 2012. I became a delegate for the RMTU straight away, then was elected the Branch Vice Chair a year later and then Branch Chair after the sitting Branch Chair was one of the 44 redundancies.

Rather than continue the manufacturing of rolling stock in New Zealand, KiwiRail decided to start

getting flat deck wagons and other products made in China. This downturn in work led to those who wanted to stay having to reapply and be interviewed for the positions that would remain. The RMTU ran a campaign "NZ Work for NZ Workers" which brought together unnatural allies from the Otago Chamber of Commerce, local council and local business owners who all could see the negative impact for the city of Dunedin.

The cluster group that would meet monthly also included local politicians and KiwiRail managers. This campaign ran actively for around 18 months and was a great success as we achieved the aim to build organisation within our Union and we became the medias go to story which represented the loss of over 40,000 jobs in manufacturing over that time. Ours was a story that was known across the country.

In 2012, Hillside closed (but with the hope that one day it may re-open). I and around 115 other workers were made redundant.

I learnt a lot through this experience and began looking for work as a Union Organiser as I wanted to get involved fulltime in standing up for, and organising workers. I was employed by the RMTU as their Northern Organiser and have spent the last five years in Auckland fulfilling my in-built desire to see all workers treated fairly.

I am now looking forward to learning about the Dairy Industry as I apply my pragmatic approach to organising representing DWU members in the Lower South Island region.



Stuart Johnstone
Lower South Island Organiser



As a member of the Dairy Workers Union you may be entitled to a subsidised UniMed health insurance scheme paid for in full or in part by your employer.

Health insurance will often allow you to have treatment earlier and at a time that suits you, as opposed to having to wait on a public system waiting list, which can often be six months or more. Not only does health insurance help to avoid waiting lists but it will contribute to, and often fully cover, the costs of a variety of procedures that you may need.

Some costs associated with certain medical procedures, which your health insurance may cover, include:

- Hip replacement—\$29,000;
- Hernia—\$13,000;
- Hysterectomy—\$18,000;
- Cardiac Bypass—\$54,000;
- Cataracts—\$4,000.

Some benefits that you and your family will get from joining the Dairy Workers Union health insurance schemes provided by UniMed, that may not be available to the general public are:

- Subsidised premiums paid by your employer;
- Discounted premiums for extra cover you may like to add for yourself;
- Discounted premiums to add cover for your family;
- Cover for many pre-existing conditions immediately.

Get your cover now...

To benefit from all of these concessions, it is really important that you arrange your cover as soon as your

Dairy Workers Union contract entitles you to join. Contact and talk to your Union delegate or call UniMed on 0800 600 666.

Updated UniMed website

UniMed recently updated their website where you will find lots of useful information about claiming or adding/removing family members on your policy.

You can even securely upload documents to request a prior approval or submit a claim for reimbursement. You can download general documents in relation to your policy, although the Dairy Industry employee handbooks are not available as the website is open to the general public. (If you need an employee handbook you can request one from UniMed via the General Enquiry page on the website).

The website is the first of a series of exciting developments that UniMed are undertaking at the moment, and in the next few months you will receive an email invitation from UniMed to sign up for their online self-service.

We particularly like the self-service portal as it will enable you to interact with UniMed outside office hours, which is especially great for shift workers. To ensure you receive your email invitation head to the following website and provide your preferred email address: www.uni-med.co.nz/emailsignup/



Glenn Barnes
Support Services Organiser

Fonterra Waitoa Sensory Panel

Fonterra's Waitoa Sensory Panel is a small team of about 15 workers employed to taste various products before being sent to market. Tasting is required to assess whether the product meets customer requirements and to screen out any flavours which are not normal or acceptable.

Panellists undertake rigorous training using known samples to identify these flavours. Training can take up to five months, however some people do not have the taste buds for it so potential workers are screened to find the most suitable, who then go through the intensive training programme.

Because of the assault on the taste buds, tasting can only occur for a few hours a day so the panel usually tastes for only two hours a day, four days a week.

Tasting can involve comparing a sample to a control sample of milk powder, or attribute testing of butter, cream cheese, AMF, cream and powders to establish the product meets customer suitability.

Testing may also be undertaken during a customer complaint process. The panel know the type of product they are testing but not where it is from. They operate in a dimly lit isolated booth, so the products look uniform.

Duplicate and control samples are included in the selection to be tasted to establish consistency. After each sample the panellist needs to clean the palate by chewing on crackers and spitting them out



Fonterra Waitoa Sensory Panel members, Joy Shanley, seated, second from right.

or rinsing with carbonated water to stop carry over from previous samples.

Drinking coffee, smoking, using toothpaste for an hour before testing, and wearing perfume are all prohibited prior to tasting.

Joy Shanley—34 years on The Panel

The Sensory Panel has been in place for many years, with Joy Shanley the longest serving member at 34 years. Joy started on the panel after finding a note in her letter box looking for volunteers to join up while she was living nearby on a farm.

Things were quite different when Joy started, with remuneration being some money to cover petrol costs. Initially the panel worked out of one of the village houses. For a long time, the cheese tasting was a separate panel to the other products, however when the

Waitoa Cheese factory closed, only one panel remained at its current location in the Fonterra Waitoa Laboratory.

The current panel tastes all of the products made in the North Island, excluding cheese. Things have changed somewhat, with the panel now enjoying the provisions of the Fonterra Ingredients CEA.

Joy has 'retired' now to Morrinsville but is still an active member of the panel with no hint of real retirement. The social aspect of the job is the main attraction. Joy says she has met a lot of very nice people on the panel over the years.



Brett Brown
Waikato/BOP Organiser



Dale Stevens–30 years in Dairy

This article is a tribute to Dale Stevens who was a member, an Organiser and a staunch delegate of the Dairy Workers Union.

Dale was a strong advocate for Union rights and has worked in the Dairy Industry since 1988. Sadly, he left Fonterra at the beginning of 2018, to focus on family projects. We are hoping that it will only be on a temporary basis.

Started at Maungatapere

Dale Stevens left school in 1988, and started his career in the Lab working at Maungatapere Dairy Factory which was part of the Northland Co-Op Dairy. He worked there for a year before moving to the new powder factory at Kauri to work in the Process Lab. He had a short stint at the satellite lab operating from the Hikurangi site helping establish the new lab. Once it was up and running, he moved back to Kauri where he spent most of his working career before deciding to move to the Waikato in 1995.

In the Waikato

Waikato was a new challenge for Dale. However it didn't take long for Dale to find himself back in the Dairy Industry again, this time working in the Te Awamutu Lab until it closed in 1999. Dale did a short stint in the butter plant at Te Awamutu looking after EU Compliance, and then found a new opportunity working at Te Rapa as a Supervisor in the powder plant



Dale Stevens and family

in 2000. Dale's first taste of DWU duties was when he took on the Site Delegate role around 2003.

He worked as the Fonterra Te Awamutu DWU Site Delegate until becoming a DWU Organiser in 2005. As a Union Organiser his patch was Te Awamutu, Te Rapa, Canpac, Crawford St, Dairy Blenders and Timpack. In his words "he managed to survive a few years as an Organiser before leaving to become a Production Scheduler back at Te Awamutu".

Back to the North

Dale was content working in the Waikato and starting his young family, but the call of Northland was strong. Three years later he

made the decision to relocate with his wife and three young kids to a lifestyle block at Hukerenui. He was back in the sunny north in his lifestyle block, and working at Kauri which was 15 minutes from home. Dale stayed involved in the DWU continuing his delegate role supporting the Fonterra Kauri Site Delegate Barrie Kanara (and now DWU National Vice President) until Dale finished in January this year.

We wish Dale and his family well.



Jerome Mika
Northern Organiser



Don't forget to let us know your new contact details!

You can phone us on (07) 839 0239, or send an email to... info@dwu.nz with your name, postal address, email, mobile number and worksite.

Pacific Peoples

There is a wide range of Pacific peoples. Samoa remains the largest Pacific peoples ethnic group in NZ, at 48.7% (144,138 people in 2013). Other Pacific ethnic groups with large populations include:

- Cook Island Maori – 61,839 people (20.9% of Pacific peoples population);
- Tongan – 60,333 people (20.4%);
- Niuean – 23,883 people (8.1%).

The Pacific Islands comprise three ethno-geographic groupings – Melanesia, Micronesia and Polynesia.

The Pacific Island region covers more than 800,000 km² of land – of which New Zealand and the island of New Guinea make up approximately nine-tenths – and millions of km² of ocean.

It is a mixture of independent states, associated states, integral parts of non-Pacific Island countries and dependent states.

North of the Equator and east of the Philippines are the islands of Micronesia, which form an arc that ranges from Palau, Guam, and the Northern Mariana Islands in the west eastward through the Federated States of Micronesia (the Caroline Islands), Nauru, and the Marshall Islands to Kiribati.

In the eastern Pacific, largely enclosed within a huge triangle formed by the Hawaiian Islands to the north, New Zealand to the southwest, and Easter Islands (Rapa Nui) far to the east, are the many islands of Polynesia.

Other components of this widely

scattered collection, again generally from west to east, are Tuvalu, Wallis and Futuna, Tokelau, Samoa, American Samoa, Tonga, Niue, the Cook Islands and French Polynesia.



TUVALU

is a small island country. It used to be called Ellice Islands; it was part of the Gilbert and Ellice Islands. It is a monarchy.

Tuvalu is getting smaller. If the sea level keeps rising at the same rate, this country will be covered by water in about 50 years.

The most important language spoken in Tuvalu is Tuvaluan, although Nuiian is spoken on the island of Nui.



TOKELAU

is an island group in the Pacific Ocean. It is a territory of New Zealand. Tokelau does not have an official capital.

The most important languages spoken in Tokelau are English and Tokelauan. There are about 1,405 people living in Tokelau.



FIJI

gained independence from the British Empire in 1970 after 96 years as a British colony.

Native Fijians of Melanesian and Polynesian ancestry make up 54% of the population.

Under British rule, Indian servants were brought to Fiji to work in the sugarcane fields. Descendants of these Indian labourers are called Indo-Fijians (Fijian Indians) and currently make up around 40% of the population. Fiji has a population of 896,758 as of 2013.

There are 322 islands in Fiji and over 500 small islets. Around 110 of these islands are inhabited, although 87% of the population lives on the two biggest islands Viti Levu and Vanua Levu. These islands are spread over 194,000 km² of which just 10% is land.



THE COOK ISLANDS

is named after explorer James Cook and are a group of 15 islands in the South Pacific Ocean between Fiji and French Polynesia.

The Cook Islands are divided into two groups – the North islands and the South islands. The North islands are made of low-lying coral atolls. The South islands, formed from volcanoes, have rich, fertile soil and rain forests.

The Cook Islands have a wet raining season from December to March, followed by a dry season. Tropical storms are common.

The Cook Islands has a population of approximately 20,000 people.



SAMOA

is a group of nine islands in the South Pacific Ocean known for its beautiful scenery and friendly people.

Germany ruled Samoa briefly in the early 20th Century. After World War One, New Zealand administered Samoa's Government and helped it become independent.

Families and tradition are very important here and extended families often live in small clusters of homes. Families share land and equipment.

In addition to European explorers, European and American missionaries have made a big impact here. Samoans hold tightly to their family traditions, as well as their Christian faith.

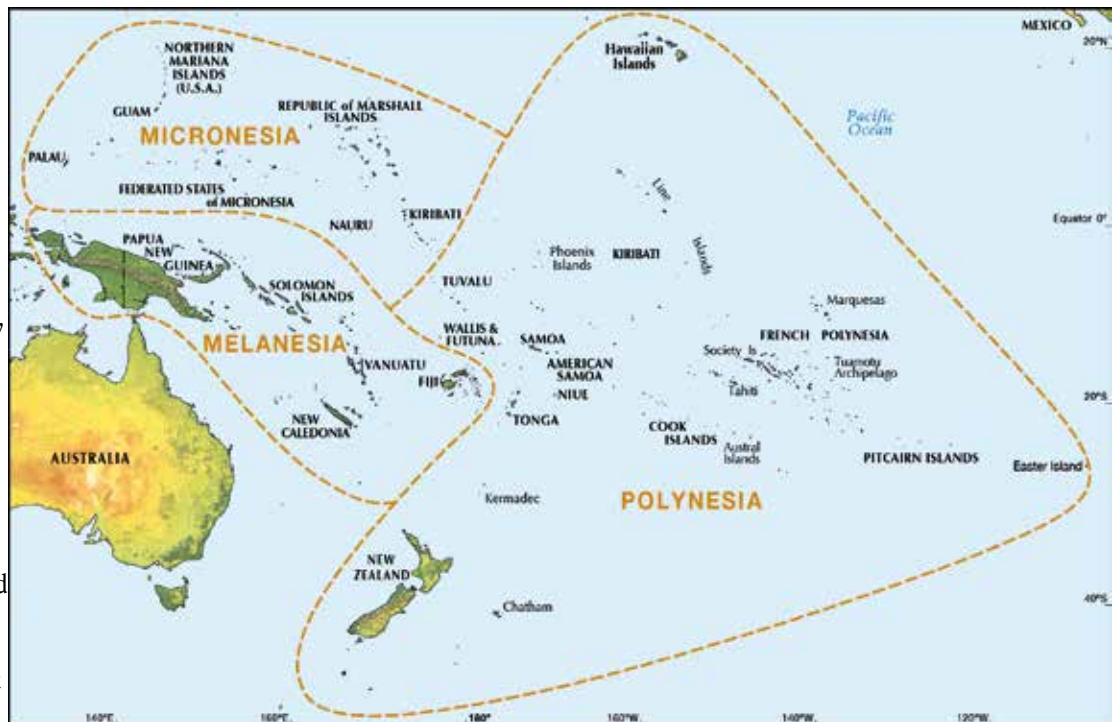


TONGA

is a country made up of 170 islands and lies in the South Pacific Ocean, only 36 islands are inhabited by people.

Tonga was settled by Polynesian explorers around 500 B.C. Tongans believe the Polynesian God had a son with a Tongan maiden. This son became king of Tonga around 950 A.D. Until recently, Tonga has been ruled by descendants of this first king.

Relatives of the king were made chiefs. For centuries, the chiefs fought among themselves. They also sent warships to Fiji and Samoa. When European explorers and missionaries arrived, the Tongans plotted to kill them and succeeded more than once.



PACIFIC ISLANDS: Three ethno-geographic groupings– Melanesia, Micronesia and Polynesia.



AMERICAN SAMOA

is a group of islands in the South Pacific Ocean that lie about halfway between Hawaii and New Zealand and about 100km east of the island country of Samoa, which is part of the same archipelago, ethnicity and culture. American Samoa is an unincorporated territory of the USA. American Samoa has a population of 55,519 people and is the southernmost territory of the United States.

Most American Samoans are bilingual and can speak English and Samoan fluently. It is the only major territory of the United States in which citizenship is not granted at birth, and people born there are considered “non-citizen nationals”.



NIUE

is an island country northeast of

New Zealand, east of Tonga, south of Samoa and west of the Cook Islands. Niue's land area is about 261 km² and its population was about 1,600 in 2016.

The island is commonly referred to as “The Rock”, which comes from the traditional name “Rock of Polynesia”. Niue is one of the world's largest coral islands.

Niue is a self-governing state in free association with New Zealand and New Zealand conducts most diplomatic relations (though not all) on its behalf. Niueans are citizens of New Zealand, and Queen Elizabeth II is head of state in her capacity as Queen of New Zealand.

Between 90-95% of Niuean people live in New Zealand, along with about 70% of the speakers of the Niuean language. It is a bilingual country with over 30% of its population speaking both Niuean and English, though the percentage of monolingual English-speaking people is only 11%, while 46% are monolingual Niuean speakers.

By the DWU Runanga/Fono

Domestic violence is a workplace issue

In the space of one year, about 50% of all New Zealand organisations will have staff affected by family violence in some way, as victims or colleagues of people who have experienced family violence.

Family violence can affect the safety and productivity of a workplace.

Employees who are victims of family violence may:

- Be distressed, depressed, anxious, distracted and fearful at work.
- Need to take time off work to attend court, seek medical attention, counselling, or other support.
- Leave their job because they are hiding from their abuser.
- Have a protection order which could have implications for the workplace (e.g. the violent person cannot contact or go to the workplace).
- Have their ability to work sabotaged by the violent person (e.g. through damage to their car so that they are late for work or work taken home may be destroyed).

Employees who are perpetrators of family violence may:

- Pose a risk to the victim's colleagues.
- Pose a risk to staff and clients in their own workplace.
- Use work time and resources to harass, stalk and monitor their victim (e.g. calling the victim many times a day to control what she is doing).
- Have a protection order against them, which means that they are not allowed access to weapons

(guns, knives, etc) and have conditions like not contacting or being near certain people.

- Need to take time off to attend court or stopping violence programmes, or be prosecuted for a crime that affects their employment.

Workmates are often among the first people to notice that someone is affected by family violence.

You may become aware that someone is struggling to cope emotion-



ally at work. They may have become withdrawn, depressed, anxious or distracted and fearful at work. They may start not turning up to work or be late, or they may not want to go home. They might have signs of physical injury.

It is OK to help.

- If you're worried about someone don't be afraid to ask:
- Is someone hurting you at home?
- Is someone making you feel scared?
- Do you feel unsafe in your relationship?
- Are you OK?

It's OK to talk about your concerns with a family violence service

or police family violence coordinator if you aren't sure what to do or say. Phone the information line 0800 456 450 (9am to 11pm) to find services in your area, and work out what you can do.

What you say can make a difference:

- It's not OK that you are being hurt.
- It's not your fault.
- When you're ready I'm here.
- There is help available.

While respecting your workmate's privacy, you could find out and let them know what support your workplace offers people affected by family violence. Perhaps there's a Human Resources (HR) policy that allows for special leave or free access to an Employee Assistance Programme (EAP).

If someone is in danger call the Police on 111.

Providing a safe and supportive environment for people who are experiencing violence improves the workplace:

- Less absenteeism.
- Lower staff turnover.
- Greater productivity.
- Fewer safety risks.
- Better morale.
- Staff feel valued.

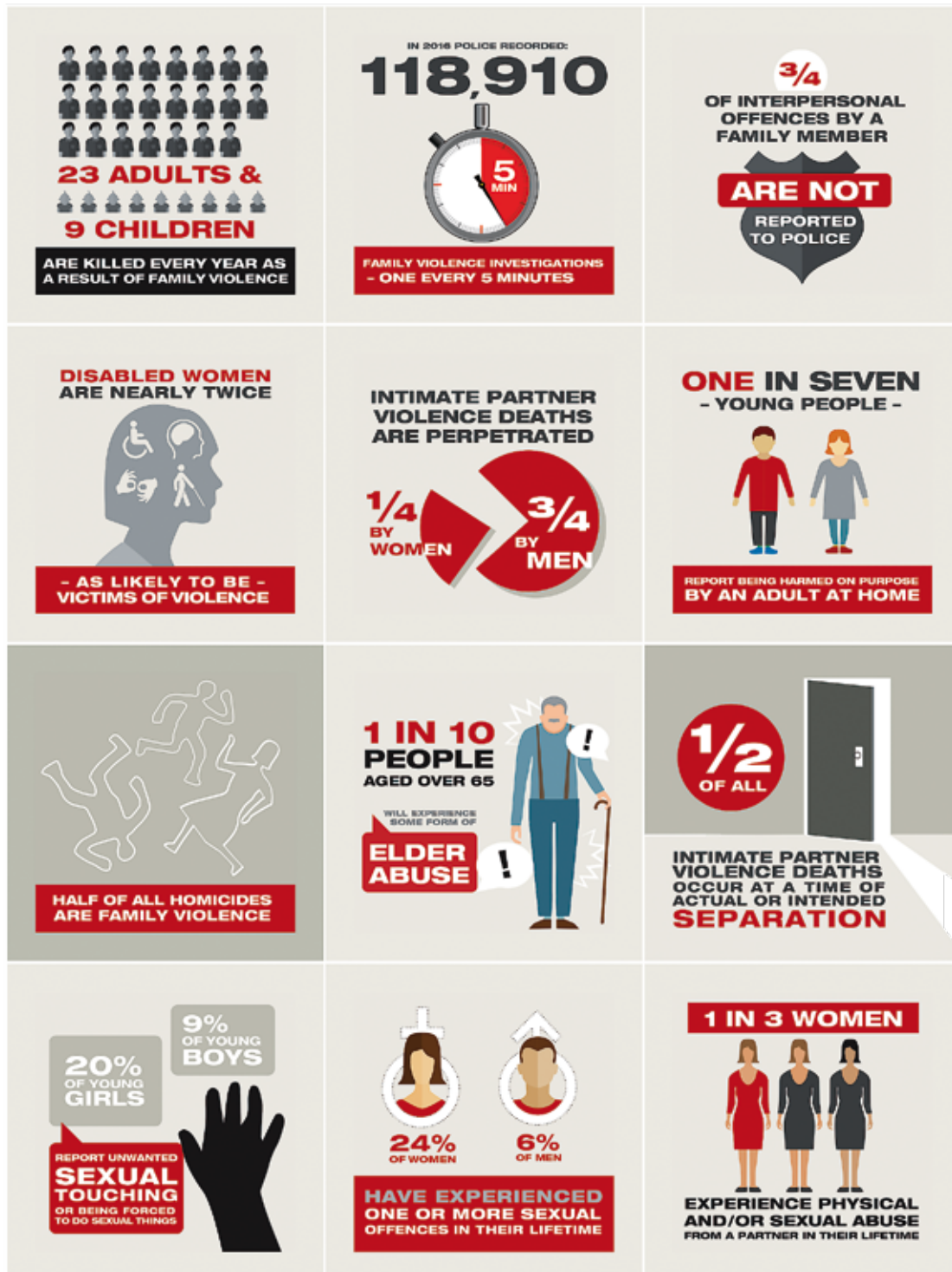
To find out more information, the DWU Women's Committee encourages you to visit...

www.areyouok.org.nz/

By the DWU Women's Committee



The true picture of family violence in New Zealand



Links to references are available at areyouok.org.nz/family-violence/statistics

areyouok.org.nz | 0800 456 450

—In Memorium—

Iliati To'a (Lati)

Sadly, the Green Valley Dairies DWU Site Delegate, Lati, passed away suddenly aged 42 years as the result of a tragic traffic accident in November 2017.

Lati was held in high esteem by many people as evidenced by the very large turnout at his funeral. There were moving tributes by his beloved Otara Scorpions Rugby League Club (he was still playing) and by the Dairy Workers Union, Green Valley Dairies management, and his family.

Moe mai ra e te rangatira Lati



Iliati To'a (Lati) on his motorcycle



Ilati's children and his wife Trinity

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



Stuart Johnstone
Organiser Lower South Island Region
027 531 4251
stuart@dwu.nz



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: Laura Boynton

National Vice President: Barrie Kanara

National Executive:

Vacant (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 & Convenor), Bernice Mills (Central), Ian Turner (Southern)

DWU Women's Committee:

Nici Benington (Southern & Convenor) & Vacant (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

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



DWU Membership n3 Employee Benefits Card

By now, all DWU members should have received their DWU Membership n3 Employee Benefit Card.

How does it work?

Members receive discounted prices at selected retailers by either downloading the discount vouchers at www.n3.co.nz/Employee-Benefits-My-Vouchers and showing the voucher, or presenting your card in-store

when making the purchase to receive the discount.

The card is available only to current DWU members. We do a monthly reconciliation (DWU and n3) to cancel cards for those who have left, send new cards to new members and replace lost cards—change of address, name etc—so please keep us up to date with any changes of home address or email address.

The DWU Internal Employee Benefits support person is Mark Apiata-Wade, National Organiser – mark@dwu.nz

To ensure you don't miss out on exclusive n3 deals, we need your personal email address. Please let us know by phoning (07) 839 0239, or send us an email at info@dwu.nz with your name, email and worksite.

 Use AWD: V533899 for all bookings	 No. 191095	 Car and Truck Rental Use BCD: E752199 for all bookings	 Process as n3 \$13 Ticket
 No. 121324	 Call Gilpin Travel on 09 361 4748 & quote 'n3'	 Your Building Partner No. 3021764	 No. Nt: 2084000 St: 2039827
 No. 10065390	 No. EC41GS	 Redeem online at bridgestonetyres.co.nz/n3	 Book at millenniumhotels.co.nz/nz/n3
 No. 9498311	 New customers only: Call 0800 20 18 20 & quote n3	 No. n31000	 n3 Employee Benefits