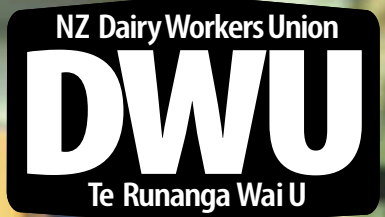


# DairyWorker

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



May-2018



## INSIDE:

- Historic Canpac CEA Settlement
- Update on Lower South Island Sites
- New DWU Women's Committee Members

DANIEL TAUWHARE

DWU Delegate  
Cream Products

Westland Milk Products  
Hokitika

# Changes in NZ Dairy Industry



**W**elcome to the May 2018 edition of your DWU Dairy Worker magazine. I encourage you to have a read through the Dairy Worker articles; it's your magazine, your Union!

## A changing world

The DWU continues to be a strong Union, continues to have a strong financial position, and a very good organising team. The DWU's membership continues to grow and we now have just under 8,250 members.

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

## A big year of negotiations

As we start to see growth returning to the dairy industry, the DWU will be arguing strongly that it is now time for dairy employers to repay the commitment shown by workers over the last few years.

With the cost of living also increasing and CPI (the cost of goods and services) now at 1.1% for the year ending March 2018, DWU members and workers are facing greater and greater financial pressures.

This has been, and will continue to be a key message that the DWU and members push in re-negotiations for the DWU Collective Employment Agreements (CEAs) that are up for bargaining this year:

- Oceania Dairy (Yili): 31 December 2017 expiry (negotiations still in progress);
- Green Valley Diaries: 28 February 2018 expiry (negotiations completed);
- Fonterra CCP: 28 February 2018 expiry (negotiations completed);
- Yashili NZ Dairy: 1 March 2018 (new Greenfield CEA completed);
- Dairyworks: 31 March 2018 expiry (negotiations completed);
- Fonterra Canpac: 31 March 2018 expiry (negotiations completed);
- LIC: 31 March 2018 expiry (negotiations completed);

- Envictus Dairies: 31 May 2018 expiry;
- Goodman Fielder Puhoi Cheese: 31 May 2018 expiry;
- Timpack: 31 May 2018 expiry;
- Blue River Dairy: 30 June 2018 expiry;
- Fonterra Tip Top: 30 June 2018 expiry;
- NZ New Milk: 31 July 2018 expiry;
- Milk Test NZ: 31 August 2018 expiry.

## Challenges ahead

As will be discussed at the upcoming DWU National Congress in June, there continues to be several large issues on the horizon that will directly affect the DWU and our members over the next few years:

**1. Our changing dairy industry:** Whilst Fonterra remains the largest company in the industry, times are dramatically changing as more and more employers enter the dairy industry. The percentage of milk that is supplied to Fonterra has dropped from 96% in 2002 to 84% in 2017. On current projections, this will drop to 79% by 2022. Over the last 12 months we have seen the expansion of existing players such as Danone, Oceania Dairy (Yili), and Synlait, as well as the announcement of new future dairy sites at Happy Valley Milk (Otorohanga), Miraka (South Waikato), Mataura Valley Milk (Gore) and Open Country Dairy (Horotiu, Hamilton);

**2. Our changing membership:** Our 2017 DWU Membership Survey continues to provide the Union with important data on a range of issues. One of these is the fact that our DWU membership and delegates are getting older. Whilst this is not a bad thing in itself, it does mean that we continue to face the challenge of ensuring we are identifying and training the next generation of DWU delegates and officials now and before our current delegates and workplace leaders leave the Union or retire;

**3. Our changing environment:** As a result of climate change, the NZ dairy industry will face significant changes over the next few years. We have already seen major governmental announcements in relation to the future development of the NZ oil and gas industry, and it is likely that the NZ dairy industry will also come

under increased governmental and public scrutiny. As a Union we will need to develop our strategy and tactics in relation to these issues to ensure that our members' jobs, conditions and futures are protected.

### **Talk to your DWU delegate**

If you have a view on these issues (or others that you think we should be focusing on), then make sure you get in touch with your DWU Departmental or Site Delegate over the next few weeks.

From 12-15 June, all DWU Site Delegates will be attending the annual DWU National Congress in Rotorua. The Congress is where DWU Site Delegates get to discuss and agree on our strategy and tactics to deal with these issues. As such, it is important that you talk to your DWU delegates before then so that they know your views on these issues.

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

“

**It is now time for  
Dairy Employers to  
repay the commitment  
shown by workers over  
the last few years...**

”

## From the President

**K**ia ora tatou katoa. We have recently wrapped up Regional Delegates meetings around the country with all our Site Delegates, DWU Women's Committee and DWU Runanga/Fono reps catching up on where we are at as a Union and what's on the horizon.

Our purpose is to maintain and enhance our standing as a relevant trade union. We have a large number of processing plants being built and a number of new dairy factories coming into the industry.

It's really important not just for the workers in these new companies to get good wages and conditions, but also for existing workers. If new dairy companies get away with not paying decent wages, our employers will be under pressure to drop our wages to stay competitive.

As a Union, we need to plan for these changes and make sure the work that needs to be done reflects these changes.

Our strategic plan gives us good direction and we have mapped and made plans to ensure we can allow for the growth and changes that will happen over the next four years. Our strategic goals include having good

organisational structures and keeping communication and training of our delegates consistent and up to date.

The partnerships and affiliations we have with relevant external parties ensures we don't become stuck in how we operate.

Industry employers, CTU, iwi and Maori trusts, coalition parties, and overseas governments are relationships that support our purpose.

We also cannot ignore the environmental and economical impact that dairying has on our country and this is also something we need to work on for the growth and future of the industry.

If you have any feedback on this work, please feel free to talk to your DWU Site Delegate. It is a plan after all, and if you feel we have missed anything please let us know.

*Ka mahi te hukuroa i na mahi.*

**Laura Boynton**  
**National President**





# Historic Deal for Fonterra Canpac

One of the key philosophies of any union is to build strong Collective Employment Agreements (CEAs) with good terms and conditions. One of the ways to achieve this is to increase the coverage and numbers of members under CEAs and make them as large as possible, as the old saying goes, “there is strength in numbers”.

Fonterra Canpac is a nutritional blending and canning operation in Hamilton that has operated under its own CEA since it formed from Dairy Packers and Dairy Containers in the 1990’s and currently has approximately 160+ DWU members.

## Canpac joins Fonterra CEA

One of the key wins for our Fonterra Canpac members at this year’s negotiations was to reach agreement with the Company to bring the Canpac workers under the coverage of the Fonterra Ingredients DWU CEA which covers around 4,500+ DWU members. This is a great achievement.

Canpac will operate under the Fonterra Ingredients CEA partly under its own schedule and handbook, and partly under the main body of the CEA.

## Summary of the deal:

- Term: 2-year & 7-month deal (to line up with the Fonterra Ingredients CEA 3-year deal);
- 1st year wages (1 April 2018): 3.5% on all wages and allowances, plus 0.5% one-off cash payment;
- 1st year wages (1 November 2018): CPI (for year ending September 2018) plus 1% on all wages and allowances;
- 2nd year wages (1 November 2019): CPI (for year ending September 2019) plus 0.5% on all wages and



allowances, plus 0.5% one-off cash payment.

Being one of Fonterra’s smallest CEAs, Canpac has struggled over the years to achieve the same level of wage deals as those obtained in the Fonterra Ingredients CEA. Canpac DWU members have long felt the underdogs when it has come to wage rounds when compared to other Fonterra CEAs.

Key to this whole deal being successful, will be to have the Fonterra Ingredients CEA members agreeing to include a new clause by variation into the Fonterra Ingredients CEA. This is required under NZ Employment Law to legally allow Canpac DWU workers to come under the coverage of the Fonterra Ingredients CEA. We will be holding ratification meetings to allow this to happen in the Fonterra Ingredients CEA sometime over the next 12 months.

I am hoping that this will be well received by our Fonterra Ingredients CEA members. Their fellow workers at Fonterra Canpac need the Fonterra Ingredients CEA members to show their solidarity and vote in favor and ratify the inclusion of the new clause allowing Canpac workers to join their collective.

*Just to make it very clear, if this clause is agreed by Fonterra Ingredients CEA DWU members, there will be no change to the terms and conditions provided to DWU members covered by the Fonterra Ingredients CEA.*

135 in favour  
0 against  
=100%

The new clause simply allows Fonterra Canpac DWU members to come under the coverage of the Fonterra Ingredients CEA.

The inclusion of Fonterra Canpac into the Fonterra Ingredients CEA strengthens both Fonterra Ingredients members and Fonterra Canpac members’ bargaining positions under the one larger CEA.

If you are a Fonterra Ingredients CEA member, please come to the ratification meetings and vote yes to the new clause when these are held in the next 12 months. We will provide more information on these meetings nearer the time.

If we fail to ratify this variation, it will mean that the current Fonterra Canpac CEA settlement cannot be ratified, and we will need to recommence bargaining for our DWU Canpac workers.

This is an historic deal as this is the first time that the DWU has achieved the ability to merge two Fonterra CEAs together.

If we succeed, we could be setting a great pathway for other smaller Fonterra CEAs to join larger Fonterra CEAs and provide increased protection and better wages and conditions for all our Fonterra members.



**Richard Everson**  
Waikato/BOP Organiser & Advocate

# Green Valley Dairies CEA Settled

**N**egotiations at Green Valley Dairies (GVD) have concluded with a 12-month deal being ratified by 100% in favour.

Green Valley Dairies is a fresh milk processor south of the Bombay Hills near Auckland. The company predominantly produces its own brand of milk products, along with home brands and contract products for Goodman Fielder Puhoi and Lewis Road among others. GVD also has the largest

organic dairy farm in New Zealand, hence its wide range of organic products.

The focus of these negotiations was to build upon what was gained last year and achieve a pay increase.

The Banked Hours system implemented in the initial agreement was problematic, so it has been amended to be more usable, whilst still providing workers with guaranteed hours and income.

## Pay Rise and Long Service Leave achieved

A new provision for Long Service Leave is included in the agreement and the agreed pay increase is 2.6% for 12 months. My thanks go out

to Grant Belworthy for his valued contribution at negotiations and his continued work as DWU Site Delegate and to the two recently elected Department Delegates in Trish Holder and Tim Herbert. Thanks also to all our GVD members for their great support.



**Brett Brown**  
Waikato/BOP Organiser & Advocate



**Grant Belworthy** DWU Site  
Delegate Green Valley Dairies

# Westland Milk Products CEA Settled

**W**estland's CEA has been settled for a two year term with 3% on wages and allowances in the first year, CPI +1% in the second year and an agreement to quickly convene a classification review and to also consider annualised hours for transport in the future.

The proposal was well ratified by members with 92.2% in favour, which is in many ways reflective of the concern members had about Company performance over recent years.

The Company informed staff during the term of the last agreement about difficulties in maintaining competitiveness and payout and were concerned about keeping shareholder suppliers in the future. The Company embarked on a series of savings initiatives, including cutting headcount which created a

lot of concern within our membership. However in the end, members were largely satisfied with the way in which redundancy proposals were handled.

A large amount of discussion at the talks was centered around adaptability to meet the needs of a volatile marketplace. A series of base rosters were agreed in order to suit particular production requirements, whilst providing proper notice and earnings protection. Westland also matched the other changes negotiated in other CEAs on parental leave and long service leave.

Despite the talks taking three separate sessions plus a working party discussion on rosters that included the Xmas/New Year break (pretty long for Westland negotiations), our delegates remained active and united throughout the negotiations

and were very helpful to Jared and I throughout.

As this is my last time acting as advocate for these talks, I have to say that despite the serious work at hand, the talks are conducted in a positive manner. There is a sense of everyone looking out for each other and a far freer discourse at the talks. There is also a changing generation within our delegate structures (elsewhere too), which means a new generation of delegates are standing up to carry on the work of protecting these agreements that older delegates have nurtured for years.



**Angus McConnell**  
Assistant Secretary & Advocate

# Fonterra Consumer Cheese Products CEA Settled

**T**he Fonterra CCP document is a MECA (Multi Employer Collective Agreement) covering over 630 workers on three sites—Collingwood Street, Bridge Street and Te Roto Drive.

Over past negotiations we have tried to bring the CCP CEA more in line with the two main Fonterra CEAs, these being Fonterra Ingredients and Fonterra Brands.

So with this in mind, the negotiating team went into negotiations with the view that we weren't settling for anything less than the other two documents that were settled late last year, as well as trying to bring the CCP document more into line with the other CEAs.

## Two Year Deal

The deal is a two-year deal consisting of, first year 3.5% on all rates and allowances and a 0.5% bonus calculated on a workers previous 12 months earnings, and the second year is CPI plus 1% on all rates and allowances.

There has always been an issue with how domestic leave is utilised and not every worker has a need for this, so we rolled some of the domestic leave into a workers sick leave.

## Sick/Domestic Leave can now accumulate

A worker can now utilise this for themselves, their spouse or partner, their children or any dependant that they are required to look after.

The domestic leave was five days non-accumulating and the sick leave was seven days on shifts but now sick leave is 10 days accumulating. Previously domestic leave was never accumulating.

## Worker vote on rosters and statutory holidays retained

The Company claimed they wanted to have total control of whether they required workers to work on statutory days.

This document is unique in so much as that workers get balloted on whether they want to work statutory days or not. We have agreed that workers will not be required to work Christmas Day, Boxing Day or New Years Day and the day after but all other stats will be worked.

The Company of course came to the table with a few claims in regard to redundancy and the criteria for redundant workers, but these were put to bed by the team. There were also claims around requiring workers to commit to overtime, but once again the team worked around this and are now happy with how overtime will work in the future.



*Fonterra Consumer Cheese Products DWU negotiating team*

The Company also wanted the ability to change a worker's roster where there has been consultation and reasonable notice. This would go totally against how it is now, which is that moving to a different roster is by workers having a vote on changing roster patterns. So, we thought it a good idea to leave things as they are and let workers determine their own rosters.

All in all, a good deal that was ratified by 72% of members over the three sites. A big thanks to the negotiating team, Karen Murphy and Dave Rush (Collingwood St), Tracey-Leigh Pruden and Shelly Scown (Bridge St), Dave Lamb and Wayne Meyers (Te Roto Drive).

Also, a big thanks to the returning officers on the three sites as this is a huge job and one that doesn't always get recognised for the time and effort that these workers put in for the Union.



**Gavin Warne**  
**Central Organiser & Advocate**



# Update on Lower South Island Sites

I would like to offer my impressions and observations of the Lower South Island sites.

In a changing Dairy Industry, the Lower South has four Collective Agreements that cover seven sites.

There is also a new kid on the block due to begin production next season in Mataura Valley Milk, which is situated just north of Gore.

Each of the sites are unique, varying in size and range of products for different markets, but the one constant for each site are the committed delegates and members of the DWU.

## Fonterra Studholme

This site is now the most northern site in the reconfigured Lower South Island patch. This site of around 30 members can be best described as a very happy family, who understand their site and who are happy to play their part in the larger Fonterra structure.

## Oceania Dairy

This site is in Glenavy and is owned by China's largest dairy company Yili. This has been and continues to be a challenging site for the DWU, with what appears to be quite a high turnover of staff.

Our 29 members represent about 30% of the workforce and hopefully by the time you are reading this we will have settled our latest CEA negotiations with improved terms and conditions for our members. Expansion plans will see this site grow and we look forward to an increased membership too.

## Fonterra Mosgiel

This Distribution Centre is a virtual fortress to get into, but once inside there is wall-to-wall Fonterra product. Conversations are relaxed with plenty of banter.

## Danone Balclutha

This factory near Clydevale (near Balclutha) cannot be missed as it sits up on a hill. This site has had a large number of temps with a number being made permanent recently, offering us more recruitment opportunities.

Danone are very open to the DWU Regional Organiser spending time on site. A small restructure has seen one of our member's roles disestablished but they have moved into a new role. The Company and Union worked through the process together and avoided any need for a redundancy.

## Fonterra Stirling

This site is also near Balclutha and is a site I really enjoy visiting for its relaxed atmosphere and embedded DWU culture. As you would expect, all Fonterra sites in this region accept the DWU presence as part of everyday life, but none more than here though. My impression is this is a very stable site for its people and processes, who happily take the time to educate me about modern day cheese production. Plus my family loves the cheese I buy at the factory shop.

## Mataura Valley Milk

This Greenfield site (near Gore) is nearing completion. One of the cranes has come down and now the roads to and around the site are being completed. Several DWU members have left other sites to work there.

## Fonterra Edendale

This site is by far the largest and is the only site in this region with a full-time delegate. Edendale has 470 members operating four dryers, a cheese plant and casein plant. A large site changes the dynamics

and the 20-strong team of DWU Department Delegates represent our members very well. Formal monthly delegate meetings on a site this size is essential, and these are generally well attended, with good discussions of what is happening around the site. Delegates support each other very well, sharing and offering advice on how they have or are dealing with the same or similar situations.

## Blue River Dairy

This site is very different in a number of ways, it is a sheep milk factory, the operation is in a converted former town milk station and it is in suburban Invercargill. The location impacts upon the hours of operation to appease the neighbours living across the road. Up until recently, Blue River has been a five day per week operation but it has recently been proposed to move non-production tasks to a Saturday to improve productivity. This has been another site that has relied heavily on temps and has experienced high staff turnover.

## Committed DWU Delegates

The Lower South Island region has very committed delegates at each site who are driven to make a difference for our members. I continue to enjoy my time on the sites and meeting more of our members.

## New Dunedin DWU office

The DWU also has a new DWU office in the region, which is in the South Dunedin Labour Party rooms at 68 Macandrew Road, South Dunedin. If I am not on one of your sites, please feel free to visit me there.



**Stuart Johnstone**  
Lower South Island Organiser



# Upper South Island Regional Activity

## New Dairyworks CEA Ratified

In mid-April our DWU members at Dairyworks in Hornby, Christchurch, ratified new terms for their Collective Agreement.

Highlights of the new agreement are: 2% increase for each year of the two-year deal, an extension of the coverage clause so the agreement now covers ice cream workers (previously cheese only), a new pay level for staff who become competent on 3 of 4 specified processing lines, plus other minor gains.

Recently the Company and DWU also jointly rolled out a new drug and alcohol policy which is strongly aligned with DWU principles of putting safety first, prioritising rehabilitation, and prohibiting random testing in favour of the 'identify and assist' principle.

## LIC Negotiations Commenced

The DWU is in negotiations to renew the Collective Agreement for lab technicians and weigh station assistants at the Livestock Improvement Corporation (LIC) sites in Christchurch and Hamilton.



*Dairyworks Ratification meeting, DWU Site Delegate for Dairyworks, Sam Burrows, at lower left.*

## Thanks to Robyn and congratulations to Trumpy

The DWU would like to thank Robyn Struthers for her time in the DWU Deputy Site Delegate role at Fonterra Darfield.

In this role she assisted many members. She has taken up a new position as Site Eligibility Specialist and is no longer covered by the Collective Agreement.

We would like to congratulate Grant Trumper ('Trumpy') on becoming the new DWU Deputy Site Delegate during the 2018 Darfield elections process, in which other new departmental delegates were



*Robyn Struthers and Grant Trumper cutting the Xmas cake at Darfield monthly delegates meeting in December 2017.*

also elected. Grant has been a drivers' department delegate for a long period and has been active on various matters, including being on the Site Attendance Committee.

## Tom's Long Ride

Congratulations to Tom Faulkner for reaching the finish line of the epic 3000km Tour Aotearoa ride from Cape Reinga to Bluff. What an inspiration! The ride is 30% on road and 70% off road. He said, "To all you lot that cheered me on (continued top of page 9...)"



*In this photo are (L-R) Liz Burrows, DWU Deputy Delegate, LIC Christchurch, Jane Muggeridge, DWU Site Delegate, LIC Hamilton, Ringi Knight, DWU Deputy Delegate, LIC Hamilton. The negotiations are ongoing and were also attended by Jared Phillips DWU Upper South Island Organiser, and Richard Everson DWU Waikato Organiser.*



all the way through my journey. I really appreciated it. Those messages of support got me through my darkest patches. Again thanks and it's now over. Till next time. Yeah right!"

Tom is the Fonterra Clandeboye DWU Site Delegate and is one of two Southern Region DWU National Executive members.

## Solidarity with Lyttelton Port workers

Jared and Diamond, along with Wayne Ruscoe of the Meat Workers Union, spoke to the workers at one of their members meetings. On another occasion Jared, Diamond, and Jayden Cuthbert (Westland Rolleston Warehouse Departmental Delegate) attended a public meeting in relation to the dispute. Amongst other Union donations, the DWU contributed \$500 to the dispute.



**Jared Phillips**  
Upper South Island Organiser



Tom Faulkner



Jared Phillips, left, DWU Upper South Island Regional Organiser, and Diamond Lill, right, Fonterra Darfield DWU Site Delegate, are pictured here on a march supporting Lyttelton RMTU port workers during their dispute.

## History of DWU 0.6% Union Fee

**A**fter our Union divorced itself from the short lived amalgamation with the Woollen Workers' Union in the early 90's, we had to re-establish the organisation of the Union itself.

The DWU also had to turn our minds to the future financial and resource base of the Union. We had thought amalgamation would enable a bigger pool of reserves with more shared resources. For whatever reason this didn't quite work out this way and a bit of culture clash between us ended in divorce (not acrimonious).

Anyway the DWU had to decide how we should go about rebuilding our financial base and getting enough in the bank to see us through.

At the same time, some unions were locked in very costly legal actions, the most famous was at the Port of Melbourne where a Victorian Liberal Government had locked out workers in an attempt to get rid of their existing workforce and contract them out to one of the big contracting firms (Patrick's), that were recruiting scabs worldwide.

Luckily the Maritime Union had the strength to maintain a fight, and the money to win on the legal front too.

Not surprisingly, union fee structures centred high in our discus-

sions. Previously we had a set fee and adjusted fees annually, usually by a pittance superseded by the usual debate on inflation, costs and services with little thought about what was needed to fund our Union properly for the future.

### **The rationale behind the DWU Union fee structure**

We had seen the % fee in operation in some overseas unions (e.g. Meiji in Japan) and eventually we landed on a % of income fee for several reasons:

1. Being % based, it eases the burden on the low paid and places a higher cost on those who get the most financially out of the Union.
2. A % fee automatically adjusts according to earnings. As such, the DWU's earnings are connected in many ways to those of its members, and it does remove the annual need for union fee adjustments (no member can argue that they don't see the books, as that was a task Ray Potroz and the recent secretaries have undertaken as a core duty).
3. A % fee also transcends the old definitions of earnings, whether it includes OT, what is base if you calculate it on base etc. The fee is simply calculated on all gross earnings. Simple and straight forward.

We thought at the time that we needed to save reserves and set the

fee with an aim to accrue up to three years of annual operating costs. It would have, and does to a degree give us, an investment stream but we have yet to achieve the goal of three years operating costs in the bank.

We are still very mindful that in some administrative areas we are dependant on employers' goodwill. Union fees are deducted by company payroll systems and it's a pretty painless weekly or fortnightly process. Imagine the difficulty and organisation it would take if a right wing government outlawed that practice. We would be hassling members for bank automatic payments and the % fee would become hard to manage, so that was part of our thinking on the three years reserve target.

The % fee structure, discussed at two Congress's before being adopted at AGMs, created the financial base of today's Union. Without this money, organising work cannot be done. Without these resources, we cannot recruit new sites and cover them whilst we bargain. Without this money, we can't offer the proper legal and ACC support that members get.

Money's not everything, but without enough, we are limited in what the DWU can achieve.



**Angus McConnell**  
Assistant Secretary



### **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](mailto:info@dwu.nz) with your name, postal address, email, mobile number and worksite.





I attended two days of DWU Delegate training in Hamilton recently and I wanted to report back on some of the things I learned.

### **The 0.6% Union fee.**

By having the fee set as a % of our pay, the fee is affordable for workers on different incomes. Those who make more, pay more. Some Dairy Workers at some sites don't make much money, whereas others make very good money.

In addition, having a set % means that we don't have to organise votes every few years to change the rate.

The DWU fee pays for things like our Education Grants and Welfare Fund. It also keeps us well resourced to look after your rights.

The DWU has about \$5 million in the bank. This money is there to ensure that if the Union has a major fight with an employer, it can afford to do things like undertake lawsuits and make sure your legal rights are not abused.

A few years ago, there was a major dispute with Open Country Dairy which cost around \$100,000. At some places the Union Delegates who work for members—are targets for management.

I hope we never have a big fight with Fonterra or any other Dairy Company, but if we do we are ready. (The Union does not want to give up terms and benefits unless we are getting something good in return).

### **Drug Testing**

The Union was able to get Fonterra to agree that you can only be drug tested when there are reasonable grounds that you are taking drugs or after a serious incident. Failure of a drug test will not result in dismissal so long as the worker undergoes treatment. (For details see the

## DWU Delegate's view on training session

back of the Collective Agreement).

A worker will not be fired for failing a drug test in itself—but could be fired if the relevant incident was serious enough for dismissal.

Other workplaces have random drug testing—and a failed test means the end of employment. This is one benefit of the DWU in Fonterra - they got in and organised a policy with the Company which is good for workers.

### **Don't lie**

If you ever get into a potential disciplinary situation—don't make things worse by telling a lie. Should your lie be found out, what might have got you off with a warning now could get you fired—because the boss can no longer trust you. Also, if things get too intense in a meeting with management ask for a Union delegate to be with you.

It was also mentioned at the training that if a worker makes a mistake a quick apology could make all the difference. Telling the boss, you screwed up and are sorry at the start, may be a good way of defusing a serious situation before the boss starts disciplinary warnings.

It should also be noted that managers don't want to fire workers. Being humble helps give them the excuse not to.

Our Collective Agreement is based on decades of work. Our Union got annualized hours in—which fixes the problem that workers used to have in the peak season with lots of money, and then very little near the end of the season. The Union got special sick leave for those who need it—instead of losing their income due to illness. A huge amount of work goes into writing these deals.

### **There is strength in numbers**

Since the DWU has most of the workers in the dairy industry in the Union, we have strength with the Company. In a previous negotiation round, the Company tried to take away the 9% Super for new workers (effectively a pay cut!). The Union said no. Because the Union was in a strong position, it was able to preserve this benefit for all new workers.

You can of course try and negotiate a deal with the Company on your own. The Company chooses how big your pay rise is. If the Company wants to change things, you can try and change their mind, but if you don't like it you can leave. You then become one among thousands with no bargaining power.

### **Mistakes cost jobs**

The reason for the layoffs at Fonterra Canpac has been the lack of business due to the WPC80 botulism contamination issue. There was simply less business.

### **Dairy Industry is changing**

Danone and the Chinese are expanding into our industry. It is no longer only Fonterra and a few other companies. The DWU is working to ensure that terms and conditions are similar throughout the Industry. It is harder to argue for a pay rise when there is a dairy site down the road paying less money.

Thanks very much for reading this and being DWU members. Feel free to have a chat with me or another delegate. We are here to support you.

**Brendan Waugh**  
Deputy Site Delegate  
Fonterra Waitoa



# DWU Delegate

—100 DWU Delegates trained!—

**D**WU Delegate Training was again well-attended with good interest and participation from Delegates from around the Country.

We have completed 8x two-day seminars, 4x Level 1 (Introductory/New Delegates) and 4x Level 2 (Advanced) courses with approximately 100x Delegates trained.

The next round of training seminars are planned for July/August and we already have 43 names on the Level 1 (Introductory/New Delegates) waitlist. If you are a new DWU Delegate, Runanga/Fono or Women's Committee member who has yet to enrol for training, please email [carne@dwu.nz](mailto:carne@dwu.nz)



**Mark Apiata-Wade**  
National Organiser





# Training Seminars







# *Tangihanga (Funerals)*

## **Tangihanga—what is it?**

**A** tangihanga usually lasts three days and is held either on a marae, or sometimes nowadays, at the person's house. It is the Maori process of mourning.

Fundamental to this process is the support for the bereaving whanau (family), those that have been left behind and have to deal with the loss of someone they love. People gather to spend time with the whanau, to grieve with them and to support them in their time of sorrow.

A tangihanga is a chance to reaffirm whanau ties, to meet again with long lost relations, to meet relations that you may never have seen and a chance for the children of that whanau to meet their aunts and uncles.

A tangihanga is not just about grieving, but about saying goodbye. It is about having one last time with the person, to talk to them, to laugh with them (have you ever heard the hard case stories that can come out at tangihanga about the person) and to cry for them.

A tangihanga is also about talking to others about the person. The general korero (talk) often revolves around the person. Some people find it hard to talk about their feelings concerning their loss to those that are as close to the person as they are, feeling that the other person is going through the same thing, and they do not want to impose themselves on anyone.

However, at a tangihanga there are plenty of people to share your grief. This is all part of the support

at a tangihanga.

The tupapaku (body) is also not left alone at all during the whole tangihanga. This is so the person has company for their final days on earth, and so that they know they will never be forgotten.

## **Terms used:**

<b>Maori</b>	<b>English</b>
Whanau	<i>Family</i>
Tupapaku	<i>Body</i>
Kai Haakari	<i>Meal after burial</i>
Takahitekainga	<i>Bless this house</i>
Urupa	<i>Cemetery</i>
Inoi/Karakia	<i>Prayer</i>

## **Tangihanga—Procedures**

### **Powhiri (Welcome Ceremony).**

As with all Maori hui (gatherings) each group that comes receives a powhiri. If you wish to go to a





tangihanga, but are not Maori and do not know protocol, go along and wait for other people to arrive, then join their group.

The wero (challenge) is very rarely seen at a tangihanga.

Some areas will not powhiri at night and therefore it is a good idea to make sure that you arrive before dusk.

Traditionally, where the koha is placed at a tangihanga dictates the purpose of the koha. Placed at the foot of the tupapaku signifies it is for the whanau to help cover the costs of embalming etc. Placed between the manuhiri and the tangata whenua signifies it is to help cover the costs of the marae, kai etc.

Some people put down two koha, one for each place.

Some whanau ensure that straight after the powhiri, the manuhiri are taken straight in for kai.

## Po Whakangahau (Final Night)

Po Whakangahau, or Po Whakamutunga, is the final night. On this night people perform, sing, tell jokes and generally have a good night of laughter. It is to cheer the whanau up, knowing that the next day will be the hardest.

## The Burial

After the service the tupapaku is taken to the urupa for the burial. There are never private burials from tangihanga – everyone is there to support the whanau. If the urupa is close by, the tupapaku is usually carried to the urupa, with everyone else following along behind.

When everyone is gathered at the gate of the urupa with the tupapaku, the kai karanga (person doing the karanga) calls everyone in.

A final service is sometimes said and the person is lowered to their final resting place.

Time is now given for people to speak and to say their final farewells. Some sing songs as well. When this is all finished, everyone files past the grave and throws either a flower or a piece of dirt in.

And so the cycle is complete, we are born of woman and we return to woman.

*“Whatungarongaro te tangata toit te whenua.”*

*“As man disappears from sight, the land remains.”*

(This demonstrates the holistic values of the Maori, and the utmost respect of Papatuanuku, the mother of the earth.)

## Takahi te Kainga

Once the person has been buried, if they lived close by, people will go to their house to bless it. If they live in another area or far away, this is done at a later stage.

## Kai Haakari

The final feast, is symbolic in that it uses the food and presence of women to lift the tapu from the tangihanga off all concerned.



## DWU Women's Committee Changes

In March 2018, all DWU Women's Committee Regional Representative positions (two positions per region) were up for re-election. It was really encouraging to receive such a huge number of nominations from Worksite Women's Delegate's (WSWDs) interested in the positions and thank you to all those who put their names forward.

We would like to say a huge thank you to our past Reps who did not return this year—Roseanne Coker, Lucille Tane and Merel van Royen. Your contributions and hard work on the Committee were much appreciated.

We would also like to welcome our new members, Julie Bengston (Fonterra Brands, Palmerston North) and Renee Ormsby (Fonterra Ingredients, Darfield) and welcome back Francie Cook (Fonterra Ingredients, Hautapu).

We are looking forward to working with you all. Our DWU Women's Committee is now made up of the following representatives:

### Northern:

Iona Ngapera (Fonterra Brands, Takanini), Lavina Ireland (Goodman Fielder, Puhoi)

### Waikato/BOP:

Camille Rondon (Fonterra Ingredients, Te Awamutu), Francie Cook (Fonterra Ingredients, Hautapu)

### Central:

Helen Rowe (Fonterra CCP, Te Roto Drive Paraparaumu), Julie Bengston (Fonterra Brands, Palmerston North)

### Southern:

Nici Benington (Goodman Fielder, Blenheim Road Christchurch), Renee Ormsby (Fonterra Ingredients, Darfield)

### DWU Staff Co-Ordinator:

Carne-S Greenbank.

**Nici Benington and  
Carne-S Greenbank  
DWU Women's Committee**

### Introducing ...

#### **JULIE BENGSTON**

Hi, my name is Julie Bengston and



I have recently been elected to the DWU Women's Committee representing the Central Region.

I work for Fonterra Brands Palmerston North where I have worked for eight years as a Laboratory Technician.

I am a Mum with four adult children and my oldest son has just had our first grandson, Cooper who is just about to start walking. My husband and I have a 1890's Villa on 5.5 acres of land so we are always working on a project or two. I am looking forward to being part of this Committee and seeing where this new role takes me.

### Kia Ora Koutou.

#### **RENEE ORMSBY**

My name is Renee Ormsby. Born in



the Waikato, raised in the BOP and currently living in Canterbury.

I have been working for Fonterra Darfield, in the Distribution Centre for five years, for a few of those years I have been the Departmental Delegate and the Worksite Women's Delegate and most recently appointed to the DWU Women's Committee for the Southern Region.

I am looking forward to the new learning journey that comes with these roles, helping our Union members when and where I can. I think time is the most expensive commodity so out of work I love spending that time with my two boys, family and friends, usually jamming some sounds and chilling out.

### Welcome back ...

#### **FRANCIE COOK**

Hello to all DWU members! I have been employed at the Fonterra Hautapu site since 2000.

I have been the Worksite Women's Delegate about six years and I am also Deputy Site Delegate. In March this year I was re-elected back onto the DWU Women's Committee as one of the Waikato/BOP Reps.

I am a mother of five grown up children and Oma to three grandchildren. I truly believe that belonging to a union is like having an insurance policy for you, your family and your job—hopefully you don't need it but it's there if you do and



it makes sure you are being paid for your worth, along with being safe at your jobs.



### Jackie Allen—Fonterra Tip Top Member

Jackie Allen is a loyal member of the DWU and last month reached a few milestones in her life.



Jackie, front L, and Fonterra Tip Top workmates

I had the opportunity to chat to her in the Fonterra Tip Top cafeteria. She was so happy to share her life story and her eyes lit up when she started to reminisce on a few special moments. Jackie celebrated her 60th birthday that week (7 April)

and the next day was just as important to her. She was celebrating 44 years of service at Fonterra Tip Top Ice Cream.

Jackie has lived in Otahuhu all her life and has seen a lot of changes in her community. She's an Otahuhu original and has always supported the Union. She blames it all on her father! After serving as a Royal Marine in the Second World War, her father settled back into civilian life as a Wharfie.

He was a staunch unionist and a big fan of Michael Joseph Savage's First Labour Government. His advice to Jackie was "when you get a job you have to join the Union and you must continue the family tradition of supporting the Labour Party".

So, in 1974 Jackie left Otahuhu College and started working at Tip Top. She lived around the corner in Panama Road

so she would always walk to work. It was only recently that she stopped after being harassed a few times late in the evening. Her friends from the Tip Top team now give her a ride home. Jackie enjoys her job and loves her Tip Top family.

She has recently had a few health issues, but she refuses to finish work and continues to soldier on. Jackie is one of four DWU members that have been with Tip Top for 40+ years.



Jackie Allen

### Ioane Autagavaia—NZ New Milk Member

Ioane Autagavaia works at NZ New Milk, and he recently represented Counties at the NZTIF National Championship held in Wellington.

A very shy person at work, but on



Ioane Autagavaia

the field he is an elite athlete. Prepping for the tournament was difficult for Ioane, especially juggling work priorities with team training. The tournament was held from 23-26 February and he

was ready to compete with the best athletes at the Tag Nationals. Day One was pool play where their team went through all their games undefeated. Day Two was a different ball game as it was heading into finals football which meant any loss

would mean you were going home with nothing. They played Canterbury in the Quarter Finals and beat them convincingly. The semis were going to be their hardest challenge, as they were playing the best team of the competition, Porirua. It was a tough game which was decided at the last minute 6-5. They played Wellington in the final and were up 5-1 at half time. The final score was 8-4 and Ioane and his team were 2018 Champions. All the hard work had paid off.



Jerome Mika  
Northern Organiser





## Gavin Taylor

**K**ia ora DWU. It's with great pleasure I'm able to provide an update regarding my Real Estate studies.

A DWU Education Grant last year helped lighten the financial burden with studying and completing a Real Estate (Agent) Level 5 Diploma. Thank you to all involved. Very best regards.

**Gavin Taylor**  
Fonterra Longburn Driver



## Ellen Burmester



I got an Education Grant from the DWU in 2017 which helped me afford to study massage.

I completed a Level 4 Certificate of Massage part time at Wintec while working full time at Tatua. I have just graduated, and I also got awarded with the Certificate of Massage Top Student for 2017. Thank you for the grant I received. I wouldn't have been able to do it without your help!

Thanks heaps.

**Ellen Burmester**  
Tatua Laboratory

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[info@dwu.nz](mailto:info@dwu.nz)

## DWU Representatives

**National President:** Laura Boynton

**National Vice President:** Barrie Kanara

**National Executive:**

Freddie Herbert (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:**

Frank Lancaster (Northern & Convenor), Bill Johnston (Waikato/BOP), Bernice Mills (Central), Ian Turner (Southern), and Glenn Barnes (Co-ordinator)

**DWU Women's Committee:**

Nici Benington (Southern & Convenor), Renee Ormsby (Southern), LaVina Ireland & Iona Ngapera (Northern), Francie Cook & Camille Rondon (Waikato/BOP), Helen Rowe & Julie Bengston (Central), and Carne-S. Greenbank (Co-ordinator)

**DWU Runanga/Fono:**

Karangi Jones (Waikato/BOP & Convenor) & Tupaea Ahomiro (Waikato/BOP), Kim Phillips & Colin Duggan (Northern), Darryn Anderson & Rama Phillips (Central), Paetau Wynyard & David Hemopo (Southern), Fanueli Baice (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



# 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 close on 27 June 2018 and the Welfare Committee will meet mid-July to review all applications and allocate grants.

[www.dwu.org](http://www.dwu.org) for full details