



2018 Annual Report & Financial Statements

Annual General Meeting Agenda:

1. Intro and Apologies
2. Annual Reports
3. Financial Statements
4. Budget
5. Rule Changes
6. Policy Changes
7. General Business

▪ AGM Dates & Venues
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NATIONAL PRESIDENT'S REPORT 2018

This year has seen a lot of changes both within our Union and within the union movement generally, and also the election of a worker friendly government led by the Labour Party. It is at the forefront that we work “to maintain and enhance our standing as a relevant trade union”.

We bid farewell to members that contributed a huge amount towards our Union, and welcome new members through vacancies that became available. The loss of two life members in Lady Di, Keith Liddington, ex-National President Terry Smith and our long-standing DWU Women's Committee representative Maria Kumeroa left us with heavy hearts as we said goodbye.

Thanks to the newly elected DWU National Vice President and the DWU National Executive for your assistance in managing the Union's affairs in a conscientious and economical manner. All our financials have recently been audited and approved.

Thanks to the Organisers and Staff and their dedication to the work they do. The growth and changes we have seen, and will continue to see in the near future, along with our Strategic Plan, has our organisation looking forward and planning well for what's ahead.

My thanks to the DWU Runanga/Fono and the DWU Women's Committee who bring cultural pride and mana to our Union. The support they provide not only the DWU, but also for the work they provide to the outside bodies and contributions to the CTU. Also thanks to those who represent the DWU on outside bodies and organisations.

Our DWU Welfare Committee have offered support for families through a natural disaster, loss of family members as well as support for those struggling through tough times, to education assistance for members and families who are looking to advance their education further. This adds to our Union like no other in the country.

Last but no means least, many thanks to all our DWU delegates, and the efforts put into representing our membership. I know at times it feels like a thankless job but it really does make a difference, so thanks for the amazing job that you all do.

Laura Boynton
DWU National President



Laura Boynton
National President

“
**We work to
maintain &
enhance our
standing as
a relevant
Trade Union.**
”

NATIONAL SECRETARY'S REPORT 2018

As previously reported, over the last few years, DWU Officials, Staff, and Delegates have been working hard to implement our 2014-2018 Strategic Plan.

This plan has aimed to grow our delegate structures and membership on existing sites, whilst also unionising the many new dairy employers operating in our industry. This strategy has been going well and is reflected in the DWU's growing membership, as well as the many new delegates attending our recent National Congress in Rotorua from 12-15 June.

This strategy has also been important to prevent new dairy industry employers from paying lower wages and conditions to those currently paid by existing dairy employers. This is vital to prevent a possible "race-to-the-bottom" on wages and conditions, something that has occurred in other manufacturing and food-related sectors in NZ.

At the same time as we have been working on this strategic goal, the DWU has also been working hard to protect existing members' core terms and conditions, and where possible, prevent members and workers from losing their jobs. This has been important over the last few years whilst the dairy industry faced tough economic times.

As we have seen financial growth returning to the dairy industry, the DWU has been working hard to ensure that an increasing share of this growth has been distributed back to the very workers who created the wealth in the first place.

With the cost of living 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. As such, improving members' wages and conditions continues to be a key priority for the DWU.

Future issues on the horizon?

As reported to you last year, 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 over 8,000 members for the first time in the DWU's history.

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

But as reported at last year's AGMs, 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 sup-



Chris Flatt
National Secretary

plied 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 (Rotorua), Miraka (South Waikato), Mataura Valley Milk (Gore) and Open Country Dairy (Horotiu, Hamilton);

2. Our changing membership:

Our 2017 DWU Membership Survey (discussed in greater detail later in this report) 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:

The NZ dairy industry will increasingly face significant changes over the next few years

as a consequence of climate change. We have already seen significant 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.

DWU Strategic Plan 2018-2022

As previously discussed, the DWU developed our 2014-2018 Strategic Plan to meet the challenges discussed above. This year's National Congress reviewed both the last four years of work under this Strategic Plan, as well as debating and endorsing the new 2018-2022 Strategic Plan.

The strategic plan and the work that flows from it, is aimed at ensuring that we are achieving our strategic goal of ***maintaining and enhancing our standing as a relevant trade union.***

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

Organisational Viability & Membership Communications

The first of the four goals in the DWU Strategic Plan 2018-2022 is to maintain and enhance our Union's organisational viability by ensuring we are retaining and growing our membership, organising structures and financial position. The second goal is ensuring that we are providing relevant and timely communications and training to members and delegates about our Union.

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

- Our Support Services Team has developed and distributed tools that will assist the strengthening of organising and delegate structures within our existing unionised sites. These include delegate committee agendas, attendance registers, membership mapping tools, and site organising plans;
 - Publication of monthly organiser site visit and delegate committee meeting dates on both our website and all DWU site notice-boards to assist with developing and strengthening organising and delegate structures within our existing unionised sites;
 - Without missing a single edition, the production every two weeks of our DWU notice-board publications (including the 'Did You Know' and Monthly Newsletter series) that outline upcoming DWU and site events, as well as provide information to delegates and members on important industrial issues;
 - Further development of the DWU website so that it is a useful source of information as well as a central point for important DWU resources and publications
- (for example, electronic copies of Dairy Worker magazines, Welfare Fund application forms and delegate resources);
- Shortly, the introduction of a new fulltime DWU Staff position (Organising Director) to ensure that the Union is providing the best support and resources to organisers and delegates. The Organising Director will be a senior role responsible for regular contact with, and support to, individual Regional Organisers to develop and support the achievement of strategic organising objectives, site organising plans and delegate tools, and site organising or recruitment campaigns. They will also provide support for Regional Organisers in relation to Greenfield identification and recruitment opportunities;
 - Ongoing organising campaigns on targeted existing and Greenfield dairy sites including Allied Faxi NZ Food Company (Kerepehi), BODCO Dairy (Te Rapa, Hamilton), Blue River Dairy (Invercargill), Green Valley Dairies (Mangatawhiri, Waikato), NZ AgBiz Ltd (Waharoa, Waikato), Oceania Dairy (Yili) Ltd (Glenavy, South Canterbury), Synlait Milk Ltd (Dunsandel, Canterbury), and Yashili NZ Dairy Ltd (Pokeno, Waikato). These campaigns have led to new or renewed CEAs for a number of these sites (discussed further in this report);
 - Analysis of the 821 responses to the 2017 DWU Membership Survey that was sent out to members in the May 2017 Dairy Worker magazine. The Membership Survey provides the Union with an indication of how we are tracking against our Strategic Plan targets of not less than 90% membership satisfaction with our communication and training;

- In relation to the DWU's **communication methods**, the 821 responses to the 2017 DWU Membership Survey indicated the following:

- Copy of CEA: 75.4% rate as very good/good/average;
- Dairy Worker Magazine: 95.0% rate as very good/good/average;
- DWU Posters & Newsletters: 82.5% rate as very good/good/average;
- DWU Website: 40.0% rate as very good/good/average;
- DWU Social Media: (new question): 22.8% rate as very good/good/average;
- Overall rating of communication methods: 63.1% rate as very good/good/average.

- In relation to the DWU's **overall performance**, the 821 responses to the 2017 DWU Membership Survey indicated the following:

- Very good/good: 68.3% (52.6% in 1993 survey & 63.3% in 2016 survey);
- Average: 22.8% (33.1% in 1993 survey & 24.8% in 2016 survey);
- Poor/very poor: 8.4% (7.9% in 1993 survey & 11.5% in 2016 survey);
- No response/missing: 0.5% (6.4% in 1993 survey & 0.4% in 2016 survey).

- Considering the volume of work (and important data) that the 2016 and 2017 Surveys have produced, the Membership Survey will now be held every two-years. The DWU Comprehensive Survey will be carried out every 10 years with the next to be held in 2020. This will mean the following:

- Membership Survey: 2016 (completed), 2017 (completed), 2019, 2021, 2023, etc.
- Comprehensive Survey: 1993 (completed), 2000 (completed), 2011 (completed), 2020, 2030, 2040, etc.

- Continuing to increase the amount of training we provide to both Site and Departmental Delegates. This has resulted in 70% of Site Delegates (up from 33% last year) and 43% of Departmental Delegates (down from 55% last year) receiving some form of appropriate DWU training over the last 12 months;

- Ongoing work to update membership contact details including members' mobile phone numbers, home email addresses and home postal addresses. This has resulted in 27% of members not providing the DWU with their mobile numbers as at 31 March 2018 (down from 32% as at 31 March 2017), 41% of members not providing the DWU with their home email address as at 31 March 2018 (down from 52% as at 31 March 2017), and only 3% of members not providing the DWU with their postal address as at 31 March 2018 (down from 4% as at 31 March 2017);

- Maintaining membership growth over the last 12 months, with just over 8,000 DWU members as at 31 March 2018 (at a time when most NZ unions are experiencing declining union membership).

Collective Bargaining Outcomes

The DWU continues to work hard to maintain and improve members' terms and conditions contained in our existing CEAs, as well as protect new dairy workers by organising and negotiating new CEAs at several new dairy industry companies.

The guiding principle for the DWU over the last 12 months has been the goal of achieving positive wage outcomes whilst not trading off existing terms and conditions; terms and conditions that have been achieved over many years of strug-

gle by DWU members. As we often discuss at AGMs, it is our hard-fought CEA terms and conditions that provide our members with a say in their workplace and we must do everything we can to prevent these from being clawed-back by employers.

Because of this work by DWU Staff, Delegates and members we have been involved in the following collective bargaining over the last 12 months:

- The DWU has now negotiated 25 CEAs covering the following companies: Alto Longburn, Blue River Dairy, Dairy Goat Co-Op, Dairyworks, Danone Nutricia NZ Ltd, Envictus Dairies Ltd, Fonterra (Brands / Canpac / CCP / DMV (DFE Pharma) / Ingredients / Tip Top), Goodman Fielder, Goodman Fielder Puhoi Cheese, Green Valley Dairies Ltd, Lion Dairy & Drinks NZ Ltd, Livestock Improvement Corporation (LIC), Milk Test NZ, NZ New Milk, Oceania Dairy (Yili) Ltd, Synlait Milk Ltd, Tatua Dairy, Timpack, Westland Milk Products, and Yashili NZ Dairy Ltd;

- The DWU is also currently in negotiations with the following three (3) Greenfield sites as a result of organising campaigns to achieve 80%+ membership density: Allied Faxi NZ Food Company (Kerepehi), BODCO Dairy Ltd (Te Rapa, Hamilton), and NZ AgBiz Ltd (Waharoa, Waikato);

- The DWU will also be monitoring construction and commissioning of five (5) new dairy processing sites over the next 12 months: Happy Valley Milk Ltd (Otorohanga, Waikato), Open Country Dairy Ltd (Horotiu, Waikato), Mataura Valley Milk Ltd (East Gore), Synlait Milk Ltd (Pokeno, Waikato), and a Tokoroa dairy factory;

- In the 1 April 2017 to 31 March 2018 period, the DWU re-negotiated 15 of our 25 CEAs;

- In the 1 April 2017 to 31 March 2018 period, the DWU achieved wage settlements across its 25 CEAs in the range of 1.1% to 4.0% (**average wage/allowance increase was 2.42%**);

- In the 1 April 2017 to 31 March 2018 period, the cost of living as measured by the Consumer Price Index (CPI) ranged from 1.7% (year ending June 2017), 1.9% (year ending September 2017), 1.6% (year ending December 2017), and 1.1% (year ending March 2018) (**average CPI for this period was 1.58%**);

- Due to the high number of one-year and two-year CEA settlements over the last 12 months, the 1 April 2018 to 31 March 2019 period will also be a busy bargaining time with 12 of our 25 CEAs due for re-negotiation in this period.

Growth/Future & Partnerships

The third goal of the DWU Strategic Plan 2018-2022 is to secure our growth/future by ensuring we are at the forefront of developments in the dairy industry and the union movement, whilst the fourth and final goal is to initiate, develop and maintain external partnerships that are beneficial to our Union and its values and purpose.

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

- **Living Wage Campaign:** The DWU is committed to ongoing support of the Living Wage campaign for all New Zealand workers as well as to ensure all DWU members are being paid at least the current 2018 Living Wage of \$20.55 (up from last year's \$20.20 per hour). The DWU still has members that are not paid above this and ongoing work is occurring to raise these members above this very important wage rate;

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

- **International Union of Food Workers (IUF):** Ongoing involvement in the IUF Dairy Division, particularly in relation to projects involving the Asia/Pacific region. To support this work, I attended the IUF Dairy Division Steering Group meeting in San Francisco in March 2018. This meeting progressed the IUF Dairy Division's global organizing initiative "A Fair Deal for Dairy Workers" as well as reviewed and updated the IUF's international organising plans for various multi-national companies involved in the dairy industry;

- **Indian Dairy Workers Union Federation (DEFOI):** Ongoing support by the DWU of the

organising work of Indian dairy workers. This work is particularly important in light of the growing role that India will play in the global dairy industry over the next decade;

- **NZ Labour Party:** Ongoing involvement via our affiliation to the Labour Party which provides the DWU with voting rights and input into Labour Party policy and candidate selections so we have influence in developing fair laws that provide workers with decent wages and conditions. The DWU's major focus over the last 12 months was supporting the election of a Labour-led Government at the 2017 General Election and the development of the Labour Party's Industrial Relations policy. The DWU is now working closely with the Labour Government and the other five (5) Labour-affiliated unions, to introduce major changes to NZ's employment laws including the introduction of Fair Pay Agreements that will introduce an industry approach to bargaining which enforces common terms and conditions on all employers within an industry;

- **Overseas dairy industry employers and related groups:** Ongoing discussions with a number of new dairy employers and related industry bodies to support our efforts to maintain our current dairy industry coverage;

- **Representation on relevant external boards:** I continue to represent the DWU on a number of external bodies to represent the views of members and to protect the DWU's financial investments, including the Primary Industry Training Organisation (Primary ITO) (the ITO responsible for setting and monitoring national skill and qualification standards and

training in the dairy industry), and the Waikato & Taranaki Trade Union Centres that govern and administer the assets of these respective Trade Union Centres.

DWU Financial Position

An important aspect of my role is oversight and management of the DWU's finances and assets. Whilst the DWU continues to be in a strong financial position, over the last 12 months we have again been required to increase our spending on member services (including increased spending on CEA negotiations, delegate training and DWU Welfare Fund applications). These increased spending obligations have resulted in the following financial outcomes:

- For the financial year ended 31 March 2018, the DWU recorded a net deficit after tax of -\$70,214 (compared to a net deficit after tax of -\$97,887 last year) and total cash reserves of \$5,341,854 (compared to \$5,380,531 last year);
- The financial position of the DWU continues to be underpinned by the large level of cash investments held in various term deposit and on-call bank accounts. Accordingly, it is important to note the financial position of the Union without the income received from these investments (net surplus from trading);
- For the year ended 31 March 2018, we recorded a net deficit from trading of -\$317,548 (down from -\$346,440 last year). This was due to several unbudgeted expenses including the \$50,000 in Emergency Welfare Grants we provided to DWU members affected by the 2017 Edgecumbe floods and \$25,000 to introduce the new N3 DWU

Membership card, as well as increased spending on various operational budget lines including CEA negotiations (due to the extra length of time it took the DWU to reach agreement in a number of these negotiations), DWU delegate training (in order to ensure our training goals in our Strategic Plan were being achieved), and ACC legal cases (which again saw an increase in the numbers of claims being challenged by Work Aon and ACC providers);

- It should be again noted that over the last 12 months the DWU has taken the decision to increase services to members, particularly increasing delegate training numbers and a large increase in the amount being allocated to the DWU Welfare Fund. In the last 12 months, over \$365,000 has been directly given back to members in times of need via our Welfare Fund.

In particular, the amount allocated to DWU Education Grants has steadily increased from \$10,000 (in 2013) to \$170,000 this year (with the DWU now having two rounds of Education Grants per year).

This has meant that first-time applicants for an Education Grant again received a grant of \$850 this year, whilst applicants who had received an Education Grant in the past received a grant of \$625 to assist with their education-related costs;

- We propose to continue to maintain the DWU's fee structure at 0.6% of gross income, which means that for every \$100 of earnings, DWU members pay just 60 cents in DWU fees.

Delegates and members for the work that you perform for and on behalf of the DWU. We have a strong Union because of your efforts and hard work.

Whilst the Union is a collective organisation, thanks must again go to several individuals. First, thank you to Laura Boynton for the work she has performed as DWU National President and before this as the Acting National President when Terry Smith was forced to resign due to ill-health. Our thoughts and love go out again to Terry's family following his death in February this year.

Thanks must also go to the National Vice-President, Barrie Kanara for the great work he has performed this year, first as the Northern Regional Rep on the National Executive and then recently as the elected DWU National Vice President.

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

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

Chris Flatt
DWU National Secretary

Thank you again

Once again, I would like to take this opportunity to say a big thank you to all DWU Staff, Organisers,

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

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

**FOR THE YEAR ENDED
31 MARCH 2018**

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

**Directory
for the year ended 31 March 2018**

Incorporated Society Number
562968

Office Locations

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

President

Terry Smith (resigned 11 April 2017)
Laura Boynton (National Vice President. Acting President from 11 April 2017 to 21 September 2017.
President from 22 September 2017)

Secretary

Chris Flatt

Auditors

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

Accountants

MAP & Associates Limited
Chartered Accountants
14 Knox Street
Hamilton

Bankers

Bank of New Zealand Limited, Hamilton

Nature of Business

Trade Union serving the workers in the
New Zealand Dairy Industry

Solicitor

Hazel Armstrong
Barrister & Solicitor
Wellington

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

**President's Report
for the year ended 31 March 2018**

	2018 \$	2017 \$
Net Surplus for the year	(70,214)	(97,887)
Accumulated Funds at 1 April 2017	5,973,483	6,071,370
Leaving Accumulated Funds at 31 March 2018	<u>5,903,269</u>	<u>5,973,483</u>
The state of the Union's affairs at 31 March 2018 was:		
Assets Totalled	<u>6,616,410</u>	<u>6,718,463</u>
These were financed by:		
Funds Invested in the Union of	5,903,269	5,973,483
Liabilities of	713,141	744,981
	<u>6,616,410</u>	<u>6,718,463</u>

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

For and on behalf of the Union


L. Boynton - President

07/05/18

Dated

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

**Statement of Financial Performance
for the year ended 31 March 2018**

	2018 \$	2017 \$
Income		
Subscriptions		3,146,616
		3,012,212
Contract Expenses		
Personal Grievances and Disputes - Expenses	59,973	52,845
Personal Grievances and Disputes - Recovered	-	-
ACC Cases	73,148	39,915
	133,121	92,760
Negotiations - Expenses	216,569	91,885
Negotiations - Recovered	-	-
	216,569	91,885
	349,690	184,645
	2,796,926	2,827,567
Management Expenses		
National Congress	45,299	75,406
National Executive	68,350	58,265
DWU Runanga/Fono	11,641	24,755
DWU Women's Committee	12,836	17,919
Regional Meetings	52,025	49,383
President/Vice President Election	26,852	440
	217,003	226,168
Affiliation Expenses		
NZCTU Affiliation Fees	74,467	73,153
NZCTU Meetings/Campaigns	28,557	15,998
NZ Labour Party Affiliation Expenses	13,415	13,037
IUF Affiliation Expenses	39,901	38,475
	156,340	140,663
	2,423,583	2,460,736
	2,741,131	2,807,176
	(317,548)	(346,440)
Expenses		
Expenses as per schedule (Page 6)		
Net Surplus from Trading		
Other Income		
Depreciation Recovered	3,181	5,759
Interest Received	188,160	190,353
Miscellaneous Income	108,398	105,460
	299,739	301,572
	(17,809)	(44,868)
Net Surplus Before Taxation		
Deduct Taxation (Note 2)	52,405	53,019
Net Surplus After Taxation		
Add Accumulated Funds Brought Forward	5,973,483	6,071,370
Leaving Available For Appropriation	<u>5,903,269</u>	<u>5,973,483</u>

The accompanying notes form part of these financial statements.

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

**Statement of Financial Performance (Continued)
for the year ended 31 March 2018**

	2018 \$	2017 \$
Schedule of Expenses		
Accident Compensation Levy	3,641	3,709
Audit Fees	4,575	6,085
Bank Charges & Interest	3,284	2,277
Donations	20,447	4,573
Education Expenses	239,811	198,558
Election Campaign Fund Expenses (Note 7)	70,000	30,000
FBT	48,671	102,418
Honoraria	27,981	30,349
Insurance	13,527	12,159
Solidarity & International Delegates Fund Expenses (Note 6)	-	15,000
International Activities	19,752	23,246
Light, Power & Heating	5,388	4,794
Membership Survey / Research	20,867	22,406
Organisers Expenses	78,054	95,457
Newspapers, Newsletters & Promotions	82,158	93,175
n3 Membership Benefits Scheme	24,270	-
Postage and Courier	7,637	7,700
Printing, Stationery and Photocopying	26,000	28,690
Publications	3,096	3,723
Rent and Rates	82,911	78,060
Repairs & Maintenance	12,234	6,939
Salaries, Wages and Superannuation	1,327,535	1,330,221
Retirement Allowance Provision	(45,978)	161,895
Secretarial & Accounting Fees	7,980	9,085
Telephone, Facsimile and Internet	24,467	26,433
Vehicle Expenses	83,277	78,268
Website & Database Management System	73,566	55,760
Welfare Expenses	365,361	251,156
Depreciation as per Schedule	110,540	121,422
Loss on Sale of Fixed Assets	79	3,618
Total Expenses	<u>2,741,131</u>	<u>2,807,176</u>

The accompanying notes form part of these financial statements.

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Movements in Equity
for the year ended 31 March 2018

	2018 \$	2017 \$
Equity at the beginning of the year	5,973,483	6,071,370
Net (Deficit) for year	(70,214)	(97,887)
Total recognised revenues & expenses	(70,214)	(97,887)
Equity at the end of the year	<u>\$5,903,269</u>	<u>\$5,973,483</u>

The accompanying notes form part of these financial statements

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Financial Position
as at 31 March 2018

	2018 \$	2017 \$
Current Assets		
Bank of New Zealand - Cheque Account	49,581	58,883
Bank of New Zealand - Call Account	125,096	170,913
Taxation Refundable (Note 2)	9,688	9,797
Accounts Receivable	21,836	4,481
Total Current Assets	<u>206,201</u>	<u>244,074</u>
Less Current Liabilities		
GST Due for payment	39,112	38,552
Accounts Payable	148,733	140,906
Accrued Expenses (Note 13)	525,295	565,523
Total Current Liabilities	<u>713,140</u>	<u>744,981</u>
Net Current (Liabilities)	<u>(506,939)</u>	<u>(500,907)</u>
Non Current Assets		
Fixed Assets (Note 9)	462,317	527,454
Investments (Note 3)		
Shares Held (Note 3a)	493,652	313,328
Advances (Note 3b)	112,385	253,077
Term Deposits (Note 3c)		
- General Reserve	2,257,570	2,301,694
- Industrial & Legal Fund - ILF (Note 5)	2,257,570	2,301,694
- Solidarity & International Delegates Fund - SIDF (Note 6)	815,102	720,703
- Election Campaign Fund - ECF (Note 7)	11,612	56,440
Total of Reserves Currently Invested	<u>5,341,854</u>	<u>5,380,531</u>
Total Non Current Assets	<u>6,410,208</u>	<u>6,474,390</u>
Net Assets	<u>\$5,903,269</u>	<u>\$5,973,483</u>

The accompanying notes form part of these financial statements

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

**Statement of Financial Position
as at 31 March 2018**

	2018 \$	2017 \$
Funds Invested in the Union		
Accumulated Funds	5,903,269	5,973,483
Total Funds Employed	<u>\$5,903,269</u>	<u>\$5,973,483</u>

For and on behalf of the Union


National Secretary

Dated 7 May 2018.

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

**Notes to the Financial Statements
for the year ended 31 March 2018**

1. Statement of Accounting Policies

Reporting Entity

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

Reporting Basis

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

Measurement Base

The measurement base adopted is historical cost.

Accounts Receivables

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

Fixed Assets and Depreciation

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

Goods & Services Tax

The financial statements have been prepared on a GST exclusive basis, with the exception of Accounts Receivable or Payable and the net amount of GST Payable or GST Refund due at 31 March 2018 which is shown in the Statement of Financial Position as a Current Liability or Current Asset as the case may be.

Investments

Investments are stated at cost.

Changes in Accounting Policies

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

Income Tax

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



Notes to the Financial Statements
for the year ended 31 March 2018

Taxation

Provision is made for taxation after taking full advantage of all deductions and concessions permitted. No provision has been made for deferred tax as there is no material timing difference.

2. Taxation

Taxation charged in the Statement of Financial Performance is the estimated liability in respect of the surplus earned outside the membership for the year.

	2018 \$	2017 \$
Net Surplus from outside the membership	188,160	190,353
Deduction for Non-Profit Bodies	(1,000)	(1,000)
Taxable Surplus	187,160	189,353
Tax Charged @ 28%	52,405	53,019
Resident Withholding Tax Credits	62,093	62,816
Taxation (Payable)/Refund Due	9,688	9,797

3. Investments

	2018 \$	2017 \$
(a) Shares		
Centre for High Performance Work Limited (50%)	11,881	11,881
Waikato Trade Union Centre Limited (62%) (2017:48%)	405,039	301,447
Waikato Trade Union Centre Limited (Seismic Strengthening)	76,732	-
	481,771	301,447
Total Shares	493,652	313,328
(b) Advance		
Waikato Trade Union Centre Limited	91,326	91,326
Waikato Trade Union Centre Limited (Seismic Strengthening)	498	161,751
Waikato Trade Union Centre Limited (Maintenance)	20,561	-
Total Advances	112,385	253,077
(c) Bank Term Deposits / Reserves		
BNZ Term Deposits	1,499,999	1,630,000
KiwiBank Term Deposit	3,841,855	3,750,531
Total Term Deposits	5,341,854	5,380,531
TOTAL INVESTMENTS	5,947,891	5,946,936

The Term Deposits rolled over for another term on 31 March 2018. The Term Deposits are invested for terms of under a year to a year and have been continually reinvested.

Notes to the Financial Statements
for the year ended 31 March 2018

4. Subsequent Events

There have been no events subsequent to balance date that have a material effect on the financial statements.

5. Movement in the Industrial & Legal Fund

Opening Balance 1 April 2017	2018 \$	2017 \$
Movement to balance to 50% of General Reserves	2,301,694	2,403,574
	(44,124)	(101,880)
	2,257,570	2,301,694
Closing Balance 31 March 2018	2,257,570	2,301,694

6. Movements in the Solidarity & International Delegates Fund

Opening Balance 1 April 2017	2018 \$	2017 \$
3% of Membership Subscriptions	720,704	645,337
	94,398	90,366
	815,102	735,703
Less Expenditure during the year	-	15,000
Closing Balance 31 March 2018	815,102	720,703

7. Movement in the Election Campaign Fund

Opening Balance 1 April 2017	2018 \$	2017 \$
0.8% of Membership Subscription	56,439	62,342
	25,173	24,098
	81,612	86,440
Less Expenditure during the year	70,000	30,000
Closing Balance 31 March 2018	11,612	56,440

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2018

8. Movement in General Reserve and Industrial & Legal Fund

	2018	2017
	\$	\$
Net Deficit per page 5	(70,214)	(97,887)
Add:		
Increase in Net Current Liabilities	6,032	195,931
Decrease in Fixed Assets	65,137	7,410
Decrease in Advances	140,692	-
Deduct:		
Increase in Investments	180,324	78,000
Increase in Advances	-	161,751
Decrease in Total Reserves	(38,677)	(134,297)
Add:		
Net Decrease in Election Campaign Fund	44,828	5,902
Deduct:		
Net Increase in Solidarity & International Delegates Fund	94,399	75,366
Decrease in General Reserve and Industrial & Legal Fund	(88,248)	(203,761)
Half allocated to Industrial & Legal Fund	(44,124)	(101,881)
Half allocated to General Reserve	(44,124)	(101,881)
Fixed Assets	2018	2017
	\$	\$
Leasehold Improvements		
At cost	81,618	81,618
Less Accumulated Depreciation	62,548	59,990
	19,070	21,628
Motor Vehicles		
At cost	384,334	382,603
Less Accumulated Depreciation	208,015	165,688
	176,319	216,915
Furniture & Fittings		
At cost	67,949	62,265
Less Accumulated Depreciation	45,979	41,483
	21,970	20,782

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2018

Office Equipment		
At cost	94,114	87,235
Less Accumulated Depreciation	72,338	67,088
	21,776	20,147
Website & Database Management System		
At cost	302,603	302,603
Less Accumulated Depreciation	79,421	54,621
	223,182	247,982
Total Fixed Assets	\$462,317	\$527,454

10. Comparative Figures

The comparative figures represent twelve months trading.

11. Contingent Liabilities

The Union has no contingent liabilities as at balance date. (31 March 2017 Nil)

12. Capital Commitments

There are no capital commitments at balance date. (31 March 2017: The Union has a commitment of \$70,175 to purchase shares in Waikato Trade Union Centre Limited from the other shareholders to fund their contribution towards seismic strengthening repairs. The Union has a commitment to a potential upgrade to the internal server. This is expected to cost approximately \$25,000).

13. Employee Benefits

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

14. Nature of Business

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

15. Related Party Transactions

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

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

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF NEW ZEALAND DAIRY WORKERS UNION – TE RANANGA WAI U INCORPORATED

Opinion

I have audited the financial statements of New Zealand Dairy Workers Union – Te Runanga Wai U Incorporated (the Union) which comprise the statement of financial position as at 31 March 2018 and the statement of financial performance, statement of movements in equity for the year then ended, and notes to the financial statements, including a summary of accounting policies.

In my opinion, the accompanying financial statements of New Zealand Dairy Workers Union – Te Runanga Wai U Incorporated for the year ended 31 March 2018 are prepared in all material respects in accordance with the accounting policies as defined.

Basis of Opinion

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

I am also the auditor of Waikato Trade Union Centre, a company that the Union is a majority shareholder in. Other than that relationship and auditor of the Union I have no other interest in New Zealand Dairy Workers Union – Te Runanga Wai U Inc.

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

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

My report is intended solely for the Union and should not be distributed to or used by parties other than New Zealand Dairy Workers Union – Te Runanga Wai U Incorporated.

Officer Responsibilities

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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



Stephen Nelley
10 May 2018
CAMBRIDGE

Draft Budget-2018/2019

	2018-19 Budget	2017-18 Budget	Difference	BVR at 31.03.18
Income				
Membership Subs	3,546,400	3,425,500		
Less GST	462,574	446,804		
Nett Subscription Income	3,083,826	2,978,696	105,130	3,146,616
Interest (nett)	128,825	133,849	-5,024	126,067
Miscellaneous Income	109,838	106,140	3,698	108,398
Total Income	3,322,489	3,218,685	103,804	3,381,081
Expenditure				
DWU				
Executive	65,000	65,000	0	67,883
Congress	50,000	50,000	0	45,299
Regional Delegates Meetings	15,000	15,000	0	18,450
Regional AGMs (inc A/Report)	35,000	35,000	0	33,574
Womens Committee Structure	17,500	20,000	-2,500	14,636
Runanga Structure	17,500	20,000	-2,500	13,846
Agreements				
Negotiations *	120,000	100,000	20,000	221,706
PGs & Disputes *	70,000	80,000	-10,000	62,133
ACC Review *	50,000	40,000	10,000	65,890
National JWP/CHPW	1,500	1,500	0	538
NZCTU				
Capitation 2.5% net subs (\$77,096)	53,475	74,467	-20,992	77,803
NAC/Food Sector/H&S Meetings	7,500	7,500	0	6,179
Women's Committee Exp	5,000	2,500	2,500	4,284
Runanga Exp	5,000	2,500	2,500	5,085
Committee Pasifika/Stand Up	2,500	1,500	1,000	464
Biennial Conf (CTU, Runanga, Women's)	7,500	7,500	0	13,300
Campaigns *	5,000	5,000	0	0
IUF Capitation	41,310	37,335	3,975	39,901
NZLP Affiliation & Meetings	13,000	13,000	0	13,115
Administration Expenses				
Bank Charges	2,500	2,000	500	3,258
Insurances (excluding vehicles)	15,000	14,000	1,000	21,102
Miscellaneous	1,000	1,000	0	0
Phone/Tolls/Fax/Internet	27,500	30,000	-2,500	25,396
Photocopying/Printing/Stationery	27,500	27,500	0	23,689
Post/Courier	10,000	10,000	0	7,746
Power	5,500	5,500	0	5,422
Publications Inward	4,000	4,000	0	3,096
Rent/Rates/Reception	95,000	82,500	12,500	83,959
Repairs & Maintenance	7,500	6,500	1,000	12,146

Draft Budget-2018/2019

	2018-19 Budget	2017-18 Budget	Difference	BVR at 31.03.18
Operating Expenses				
ACC Levy	5,000	5,000	0	3,641
Accounting & Audit	18,000	18,000	0	10,925
Dairyworker	65,000	65,000	0	55,362
Del Promos	20,000	20,000	0	28,313
Donations	5,000	5,000	0	20,447
Education (6%)	185,030	178,722	6,308	220,760
Election (Pres/VP)	0	10,000	-10,000	26,852
Election Camp Fund (0.8%)	24,671	23,830	841	70,000
Equipment	10,000	10,000	0	17,961
FBT	55,000	55,000	0	49,069
Honoraria	30,515	29,500	1,015	26,875
International Del Fund (3%) (\$92,515)	0	89,361	-89,361	0
International Activities	22,500	37,500	-15,000	18,477
Living Wage Campaign	7,500	0	7,500	0
Miscellaneous Expenses	5,000	5,000	0	24,270
Motor Veh - Expenses	121,000	110,000	11,000	85,774
Motor Veh - Replacement	96,000	96,000	0	24,339
n3 Membership Card	25,000	0	25,000	0
Organisers Expenses	77,500	72,500	5,000	77,671
President/Vice President	1,500	1,500	0	0
Research	10,000	20,000	-10,000	2,885
Membership Survey	10,000	15,000	-5,000	15,664
Welfare Fund (approx 10%)	308,383	297,870	10,513	366,759
Salary/Wage/Super etc	1,525,000	1,350,000	175,000	1,321,411
Server/Portal/Website	67,500	55,000	12,500	74,222
Total Expenditure	3,472,383	3,330,584	141,798	2,727,752
Surplus	-149,894	-111,899	-37,994	-50,758
	-4.51%	-3.48%		

Capital Expenditure - Reserves to be set aside for: Internal Server Upgrade \$25,000

* = estimate

Rule Remits carried by 2018 Congress

RULE REMIT #1

Youth Representative Committee - Recommendation

“Congress to endorse the introduction of a youth representative committee with the same structure as the other DWU special interest groups, with two representatives per region. Youth delegates from Congress to join the DWU National Executive working group to develop rules for the implementation of the youth representative committee, which are to be brought to the 2019 National Congress. There they will consider term, voting process, and the objectives of the youth representative committee. The recommended youth age to sit at 35 years and under.”

RULE REMIT #2

Rule 15: Special Interest Groups

Amend the following:

Rule 15.1(a): Replace all “worksite women’s delegate/s” with “Worksite Women’s Delegate/s”. Delete words: “March/April”.

Rule 15.1.1(b): Replace words “March/April” with “pre-Congress”;

Rule 15.1.1(c): Replace words “March/April” with “pre-Congress”;

Rule 15.1.2(a): Replace all “worksite women’s delegate/s” with “Worksite Women’s Delegate/s”.

Rule 15.1.2(c): Replace all “worksite women’s delegate/s” with “Worksite Women’s Delegate/s”.

RULE REMIT #3

Rule 15: Special Interest Groups

Delete current Rules 15.1(b) and 15.1(c) and replace with following new Rule 15.1(b):

“The Women’s Committee shall meet once a year prior to Congress, again during National Congress and at any other time that the National Executive or Secretary deem necessary.”

RULE REMIT #4

Rule 15: Special Interest Groups

Rule 15.2.2 (a): Delete “...in March or April...”.

Rule 15.2.4 (c): Delete “...via telephone conference call of the regions Site Delegates.” and replace with: “...at the appropriate annual Regional Delegates Meeting.”

Rule 15.2.4 (f): Delete entire clause.

RULE REMIT #5

Rule 18: Site Committee

Amend the following:

Rule 18.1(d): Replace “worksite women’s delegate” with “Worksite Women’s Delegate”.

Rule 18.1(d)(i): Replace “worksite women’s delegate” with “Worksite Women’s Delegate”.

RULE REMIT #6

Delete Rule 18.1(d)(ii) and transfer wording to become a new Rule 15.1(c) so it will read:

“The Women’s Committee Regional Representatives shall communicate with Worksite Women’s Delegates in their regions.”

RULE REMIT #7

Rule 18: Site Committee

Insert following new Rule 18.1(d)(ii):

“The role of the Worksite Women’s Delegate shall be to advise the Delegates Committee on women’s matters and elect the Women’s Committee Representatives in their region pursuant to Rules 15.1.1 and 15.1.2.”

RULE REMIT #8

Schedule II, Clause 1.1(d)

Replace “Site Women’s delegates” with “Worksite Women’s Delegate/s”.

RULE REMIT #9

Schedule II, Clause 1.3(c)

Replace last line with the following:

“In the case of Regional, Site or Departmental elections, all three members discussed above (nominee, nominator, seconder) must also be members in the respective Region, Site or Department.”

RULE REMIT #10

Schedule II, Clause 1.4(d)

Replace with the following wording:

“For Women’s Committee Representatives, by ballot of the elected Worksite Women’s Delegate’s on each site in that region pursuant to Rules 15.1(a) and 15.1.1(a). When a ballot has multiple candidates, it will be conducted by exhaustive balloting until there is a clear majority winner/s (based on ballots cast);”

RULE REMIT #11

Schedule II, Clause 3.1

Insert the following words at the end of the clause:

“(except for the DWU Women’s Committee Convenor and the DWU Runanga/Fono Convenor who shall be elected for a two-year term as per their respective election cycles).”

RULE REMIT #12

Schedule II, Clause 4.5

Insert the following words at the end of the clause:

“(as long as they comply with the requirements outlined in Schedule II, Clause 1.3(c) above).”

Policy Remits carried by 2018 Congress

POLICY REMIT #1

Policy C.10, Women's Rights **Amend the following clauses:**

C.10.1: Replace "Site Women's Delegate" with "Worksite Women's Delegate".
C.10.2: Replace "Site Women's Delegate" with "Worksite Women's Delegate".

POLICY REMIT #2

Policy C, Dairy Workers Union **Amend the following clauses:**

C.9: Replace "2013" with "2016";
C.13: Replace "2016" with "2019";
C.18.1: Delete clause and renumber C.18.2 and C.18.3;
C.18.2: Replace "2016" with "2019";
C.18.3: Replace "2017" with "2020".

POLICY REMIT #3

Policy H, Welfare Fund (Hardship Grants)

Amend the following clauses:

H.6.2: "...the Welfare Committee may grant a further increment of \$650 (\$1300 in total)."
H.6.3: "...no more than two (2) Hardship Grants will be provided to the same individual in a financial year."

POLICY REMIT #4

Policy D, Finance

Amend the following clause:

D.13.2: Replace "Co-ordinator" with "Convenor".

Policy H, Welfare Fund

Amend the following clauses:

H.4.2: Replace "Co-ordinator" with "Convenor";
H.5: Replace "Co-ordinator" with "Convenor";
H.6.1: Replace "Co-ordinator" with "Convenor";
H.7.1: Replace "Co-ordinator" with "Convenor";
H.7.2: Replace "Co-ordinator" with "Convenor".



–Front Row: Nici Benington (DWU Women's Committee Rep), Laura Boynton (DWU National President), Chris Flatt (DWU National Secretary), Barrie Kanara (DWU National Vice President), Karangi Jones (DWU Runanga/Fono Rep), Tom Faulkner (Southern Regional Rep)–Back Row: Lloyd Fafeita (North Island Non-Fonterra Rep), Ray Mills (Southern Regional Rep), Jodi Middleton & Bill Johnston (Waikato/BOP Regional Reps), Bill Bryant (Central Regional Rep), Gwyn Stevenson (South Island Non-Fonterra Rep), Freddie Herbert (Northern Regional Rep), Peter Daymond (Central Regional Rep).

2018 Annual General Meeting Dates and Venues

DATE	TIME	SITE	VENUE
NORTHERN			
Monday, 9 July	10.00am	Fonterra Brands/Alto - Takanini	Cafeteria
	12noon	NZ New Milk - Auckland	On Site
	2.00pm	Danone - Auckland	Nutricia Cans
Tuesday, 10 July	6.30am	Fonterra - Kauri	On Site
	10.00am	Fonterra - Maungaturoto	On Site
	1.00pm	Goodman Fielder - Puhoi	Puhoi Sports Club
Wednesday, 11 July	10.00am	Fonterra - Leon Leicester	On Site
	2.00pm	Fonterra Brands - The Shed	On Site
	4.00pm	Fonterra Brands/Alto - Takanini	Cafeteria
WAIKATO/BOP			
Monday, 16 July	7.45am	Fonterra - Te Awamutu	Training Centre
	10.00am	Fonterra - FGA London St	On Site
	12noon	Fonterra - Hautapu	Social Club
	5.00pm	Fonterra - P&D London St	Level 4
Tuesday, 17 July	7.00am	Fonterra - Te Rapa	Training Room
	10.00am	Fonterra - Tirau	Upstairs Cafeteria
	1.00pm	Fonterra - Reporoa	Cafeteria
Wednesday, 18 July	9.00am	Fonterra - Waharoa	Cafeteria
	11.00am	Fonterra - Mt Mau/Tauranga Port	On Site
	2.00pm	Fonterra - Edgecumbe	Cafeteria
Thursday, 19 July	8.00am	Fonterra - Lichfield	On Site
	11.00am	Fonterra - Morrinsville	Butter Cafeteria
	1.00pm	Fonterra - Waitoa/UHT Plant	Waitoa Hall
	3.00pm	Tatua - Tatuanui	Cafeteria
Thursday, 26 July	12noon	Timpack - Frankton	Cafeteria
	2.00pm	Fonterra - Canpac	Cafeteria
	3.30pm	Fonterra - Crawford St	On Site
Friday, 27 July	5.00am	Fonterra - Canpac	Cafeteria
	6.00am	Fonterra - Canpac	Cafeteria
Monday, 13 August	12.30pm	Dairy Goat - Hamilton	On Site
Tuesday, 14 August	8.30am	Allied Faxi NZ - Kerepehi	Ngatea Hall
	11.00am	Green Valley Dairies - Mangatawhiri	On Site
	1.30pm	Yashili NZ - Pokeno	On Site
CENTRAL			
Monday, 23 July	10.30am	Fonterra CCP - Te Roto Drive	Board Room
	1.30pm	Goodman Fielder/Alto - Longburn	On Site
	4.00pm	Lion Dairy & Drinks - Palmerston North	Cafeteria
Tuesday, 24 July	10.00am	Fonterra Brands/Alto - Mako Mako Rd	On Site
	3.30pm	Fonterra - Kapuni	Cafeteria
Wednesday, 25 July	10.00am	Fonterra - Whareroa	Hawera Salvation Army Hall
	12.30pm	Fonterra CCP - Collingwood & Bridge St	Eltham Sports Pavilion
	3.00pm	Fonterra - New Plymouth Port Stores	Cafeteria
Wednesday, 22 August	7.00am	Fonterra - Pahiatua	Fire Station
SOUTHERN			
Tuesday, 31 July	8.00am	Blue River Dairy - Invercargill	Cafeteria
	11.00am	Fonterra - Edendale	Edendale Activity Centre
	3.00pm	Fonterra - Stirling	On Site
	5.00pm	Danone - Balclutha	On Site
Wednesday, 1 August	8.00am	Fonterra - Mosgiel	On Site
	12.30pm	Oceania Dairy/Yili - Glenavy	On Site
	2.30pm	Fonterra - Studholme	Cafeteria
Thursday, 2 August	9.00am	Fonterra - Clandeboye	Hall
	3.00pm	Fonterra - Darfield	Cafeteria
Friday, 3 August	11.00am	Westland Milk Products - Rolleston	On Site
	1.30pm	Fonterra Brands - Halswell Junction	Cafeteria
	3.00pm	Dairyworks - Christchurch	Cafeteria
Monday, 6 August	10.00am	Goodman Fielder - Blenheim Rd	Cafeteria
	1.00pm	Synlait Milk - Dunsandel	On Site
Tuesday, 7 August	8.30am	Westland Milk Products - Hokitika	Rugby Hall
	3.00pm	Fonterra - Brightwater	On Site
Wednesday, 8 August	8.00am	Fonterra - Takaka	Blues Cafeteria
	4.00pm	Fonterra - Tuamarina	On Site
TBC = BODCO Dairy Hamilton, Envictus Hastings, LIC Christchurch, LIC Hamilton, & Fonterra Tip Top Auckland			