

DairyWorker

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

August–2018

NZ Dairy Workers Union

DWU

Te Runanga Wai U

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Presentations

DWU Goodman Fielder Puhoi
Negotiation Team

Clockwise from lower left; Mark Apiata-Wade,
Jerome Mika, Mel Thomas, JC Erasmus,
LaVina Ireland, Paul Ireland, Florin Cuc,
and Glenn Stirling

DWU Annual Congress and AGMs 2018



Welcome to the August 2018 edition of your DWU Dairy Worker magazine. This edition focuses on the recently held DWU National Congress 2018 and DWU Annual General Meetings (AGMs). I encourage you to have a read through the Dairy Worker articles; it's your magazine, your Union!

Annual General Meetings (AGMs)

Over the last two months, the DWU National President, Laura Boynton and I (with help from the DWU National Vice-President, Barrie Kanara), have again had the pleasure of attending over 60 DWU AGMs across the country. We still have a couple of final AGMs to hold, but thanks again to all the DWU members who attended these meetings. I hope you enjoyed them and gained some useful information about your Union.

Turnouts at AGMs were slightly down on previous years, with just under 1,750 DWU members hearing the latest industrial, financial and operational news and having the opportunity to ask questions about the DWU's activities over the last 12 months. Whilst we always try to hold AGMs at the most convenient times for members (including holding several meetings on various big sites), I know that some members are not always able to attend these meetings for various reasons. Thanks again to those members who could make it this year.

Recognising and thanking our long-serving DWU members

As started at the 2013 AGMs, we again had the pleasure of formally recognising those DWU members with 25+ years' service with the Union at our recent AGMs (and a few with over 50+ years' of service too). These long-service members were presented with a framed certificate, DWU beanie and a DWU pen.

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

State of the DWU & the NZ Dairy Industry

As we discussed at the AGMs, unlike most NZ unions, the DWU's membership continues to grow and we now have over 8,000 members for the first time in our history. Our strength is based on the fact we are an industry union with members in nearly all dairy employers as well as CEAs with the following companies: Alto Longburn Ltd; Blue River Dairy Ltd; BODCO Dairy Ltd; Dairy Goat Co-Operative; Dairyworks Ltd; Danone Nutricia NZ Ltd; Envictus Dairies Ltd; Fonterra Brands; Fonterra Canpac; Fonterra CCP; Fonterra DMV (DFE Pharma); Fonterra Ingredients; Fonterra Tip Top; Goodman Fielder Ltd; Goodman Fielder Puhoi Cheese; Green Valley Dairies Ltd; Lion Dairy & Drinks NZ Ltd; Livestock Improvement Corporation (LIC); Milk Test NZ Ltd; NZ AgBiz Ltd; NZ New Milk Ltd; Oceania Dairy (Yili) Ltd; Synlait Milk Ltd; Tatura Dairy; Timpack Ltd; Westland Milk Products; and Yashili NZ Dairy Ltd.

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

We must and will maintain our wide industry coverage if we are to maintain our members' wages and conditions, particularly as new players enter the NZ dairy industry. That is why over the last 12 months, the DWU has worked hard to maintain and grow existing unionised worksites, as well as organise and negotiate CEAs at new dairy industry companies.

DWU National Congress 2018

The DWU National Congress is the top decision making body of the DWU and was again held this year in Rotorua from 12-15 June. The focus again for Congress delegates was reviewing the progress of the DWU's Strategic Plan 2014-2018 as well as setting our new DWU Strategic Plan 2018-2022. The purpose of the plan continues to be to "*maintain and enhance our standing as a relevant trade union*" and the new Strategic Plan continues to focus on the following strategic goals over the next four years to achieve this:

1. **Organisational Viability:** We are retaining and growing our membership, organising structures and financial reserves;

2. **Communications/Training:** We provide relevant and timely communications and training to members and delegates about our strategy, operations and values/purpose;
3. **Growth/Future:** We are at the forefront of developments in the dairy industry and the union movement;
4. **Partnerships:** We initiate, develop and maintain partnerships that are beneficial to our values/purpose.

Future DWU Leaders

The DWU National Congress also discussed the vital issue of how we identify and train the next generation of DWU delegates and activists.

Our 2016 and 2017 DWU Membership Surveys provided 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.

To support this important work, the Congress endorsed the introduction of a DWU Youth Committee with the same structure as the other DWU special interest groups (the DWU Women's Committee and the DWU Runanga/Fono). The DWU Youth Committee will aim to identify and engage with DWU members who are 35 years and under and create a structure that encourages these members to become more involved in the governance and operations of their Union.

The DWU National Executive has established a working group to develop the specific rules and remits to create the DWU Youth Committee, and these will be brought back to the 2019 DWU National Congress for consideration, discussion and endorsement.

This is important work to ensure all voices within our Union are being heard. I encourage all DWU members (regardless of your age) to become more involved in the delegate and representative structures of your Union. For more information on these, please contact your DWU Site Delegate or DWU Regional Organiser (their contact details are on the last page of this magazine).

Thanks again for being members of our Union.

Chris Flatt
DWU National Secretary

From the President

Firstly, thanks to all the DWU members that turned up to the AGMs held in their regions. We have almost wrapped them all up with only a few more to conclude that had to be rescheduled.

Thanks also to the Regional Organisers in those areas as well as the National Executive members and special interest group members that attended meetings outside of their regions. By doing this we managed to encourage a few more women to take up the role of Women's Worksite Delegates, which is great to see.

Timing is always an issue when holding the AGMs but we appreciate those members that managed to get along to one.

The AGMs highlight to me the work that has taken place in the regions to build on the strategic plan that we have in place and how it makes the DWU relevant across the whole dairy industry. AGMs are a vital part of our Union so members can become more involved and are up to date with what is currently happening, and more importantly, what lies ahead for the future. They allow our members to question and potentially challenge what is and isn't working well as a Union. They also offer members the best opportunity to look

over our financial reports and discuss any matters of interest or concern.

At this year's AGMs there was a lot of interest shown and questions raised on

such a variety of topics that at some sites we almost ran out of time. Questions were not restricted to the dairy industry alone, but also included queries about New Zealand's teachers, nurses, bus drivers, the scope of outside dairy investors, the benefits of the Labour Party affiliation, through to how we go about recruiting more members.

I really enjoyed getting around the country again, meeting new members and catching up with everyone. Thanks to you all for your input into the AGMs, and if you haven't yet, you should definitely make an effort to get along to the next one.

Nga mihi nui.

Laura Boynton
DWU National President



NZ New Milk CEA Settled

NZ New Milk workers have ratified the renewal of their Collective Agreement.

All focus was given to improve the wage rates of these workers who have fallen behind some competitors during the last period. Two days of negotiations held in good and serious discussions, has resulted in a proposed deal being presented to the workforce and voted in.

Luckily for me negotiations were during Cook Islands language week and I got to share how NZ New Milk celebrate the occasion, some learning, some singing and dancing and some great fun.

It was good to see a small new company celebrating the diversity of staff, enabling sharing of pride in culture at work and promoting understanding within their workplace.

The settlement maintains all present conditions and continues a variation made during the last term and the three year term moves to improve the pay rates solidly over time (3.5%, 3%, 3%) with undertakings to meet annually to track how we are doing.



Angus McConnell
Assistant Secretary
Advocate



Ngopera Williams, NZ New Milk DWU Site Delegate

New CEA for Yashili workers

It has taken close to three years but we finally have a new Collective Employment Agreement at the Yashili plant in Pokeno. Yashili had been in a state of constant change. This constant change, both operationally and with personnel, has seen two management teams and three DWU Site Delegates attend negotiations to reach the CEA we have today. The new CEA is a good start, with good terms and conditions around overtime, hours of work and union matters.

The DWU wishes to thank its delegates and members for staying strong over the last few years. It has been the ability to hold our density at Yashili even with the large change in personnel, that has enabled the DWU to negotiate and get a new CEA for our members.

The new CEA has a term of two years and expires on 31 March 2020. The deal was ratified by 100% of DWU members⁴

Northern Region Collective Employment Agreements Settled

Fonterra Brands Tip Top

Main Points

- Two Year Term;
 - 1st Year: 3% increase on wage rates and allowances;
 - Plus potential 0.5% cash bonus (linked to work improvements);
 - One weeks extra annual leave per worker per year (all workers will now get five weeks per year);
 - An hour and a half (90 minutes) per week at overtime rates for shift handover/daily meetings;
 - 2nd Year:CPI increase on wages rates and allowances;
 - Plus potential 0.5% cash bonus (linked to work improvements);
- Was ratified by 74% of members in favour.



Fonterra Brands Tip Top DWU negotiating team, Sally Tatopau, Andrew Cruikshank, sitting L to R–Rima Strickland, Lorna Murphy-Ngatoa

Goodman Fielder Puhoi

Main Points

- One Year Term;
- 2.3% increase on wage rates and allowances;
- One extra sick day per worker per year (moving from seven to eight days). These can be accumulated and paid out on leaving employment.

Was ratified by 87% of members in favour.



Mark Apiata-Wade
National Organiser/Advocate

Timpack CEA Renewed

Timpack workers recently ratified their proposed new CEA by 100%.

This was a great result and reflects some good changes to their terms and conditions from this year's negotiations.

We managed to shift the starting rates of the minimum wage by 50c per hour and give a further 25c per hour increase to new workers after 12 months.

It is the DWU's goal to lift the starting rates to the Living Wage and while this is a great start, we have a long way to go.

Other aspects of the deal:

- Term of two years–expires 31 May 2020;
- The ability to bank overtime hours for holidays;
- Other than the starting rates, rates and allowances will increase:
- Year 1: 2.6%
- Year 2: 2.5%
- Inclusion of a special sick leave clause;
- Agreement for Job Sharing.



Richard Everson
Waikato/BOP Organiser

Lion Dairy and Drinks

The Lion Dairy and Drinks site in Palmerston North is responsible for all the Yoplait yoghurt in New Zealand. Not a huge site with 32 DWU members, but a very efficient one when you consider that they supply the whole of the country.

Over the past few years this site has had several names and several owners, starting with International Fine Foods, National Foods (an Australian owned company) and now Lion Dairy and Drinks owned by the Lion Company. In the near future another change is proposed as Goodman Fielder Dairy have recently made an offer on the site. This offer was accepted by Lion but required Commerce Commission consent. The consent was given last week and now it seems like just a formality for Goodman Fielder and Yoplait to sort out necessary business requirements and then Goodman Fielder will look at taking over the site later this year.

Understandably this new owner (or any new owner) has the DWU workers at Lion a tad nervous as they do not fully understand what this means for the future of the site. As far as the DWU is concerned we have been told it will be business as usual for all workers and that Goodman Fielder sees this site as an opportunity to increase their production.

The Lion site is 100% Unionised and with a strong CEA just renegotiated last year, all workers' jobs are secure. From what the DWU has been told they will be more secure under the Goodman Fielder ownership, as there will be more opportunities for workers if they want them. Lion only has the one dairy site in New Zealand so opportunities for workers up-skilling and moving up the pay scale is limited, but within

the Goodman Fielder portfolio of sites there are many more opportunities for workers that want them. In saying that, it is always an unsettling time for workers and their families as there will always be uncertainties with any new owner.

With the purchase now under way, the next lot of work is to try and consolidate the Lion and Goodman Fielder CEAs. Not an easy task by any means as they are both very different in regard to shift patterns, classification levels, training matrix and the like but it makes good sense to put the Lion CEA into the Goodman Fielder CEA so that all workers on all Goodman Fielder sites have the same terms and conditions. Also, I have stated that Lion is a site of 32 members and the Goodman Fielder CEA covers over 300 workers, so moving Lion workers into the Goodman Fielder CEA gives them more strength and security. It is also goes some ways to standardising Dairy Workers terms and conditions which is something that we should all be thinking about.

We may never get back to the OLD Yellow book (one CEA for all workers) but where possible we should be endeavouring to consolidate our collectives so that we have larger CEAs that cover more workers, rather than many smaller collectives covering small sites (which makes those smaller sites more vulnerable and could diminish workers terms and conditions). CEAs covering larger numbers of members with same or similar terms and conditions makes the CEAs stronger and make workers more secure. It is also a pathway to Industry Standards which will set the bench mark for all present and future members. This is imperative with new companies starting up, so that workers in these new dairy companies get the same terms and conditions (maybe not the same money to start



with) as other Dairy Workers get. These are the right to superannuation, medical insurance, set hours, an input into rosters, minimum hours of work and all the other things that we take for granted. These rights have been fought for by DWU members that have gone before us and we must ensure that all Dairy Workers in the future have these rights as well.

We must all be united when it comes to rights for workers, that's why we are a great Union.

As I have stated this site is 100% Unionised and this is due in part to the DWU Site Delegate there; Laurie Rosewarne (Big Laurie) who has been the DWU Site Delegate for nine years. Laurie received his 25 years certificate as a DWU member last year and was recently diagnosed with terminal cancer.

Unfortunately, Laurie passed away on 24th August. Before he passed away, Laurie wanted to make sure that his members were going to be OK so with the assistance of his brother who drove him, Laurie made a huge effort to visit the site and have a site meeting to ensure members were looked after. A very moving meeting with the Big Fella being told only two weeks earlier that he only had weeks left himself, but he still wanted to make sure everyone was looked after. The cancer affected most of his organs but couldn't touch his Union ticker. Our thoughts are with Laurie's family at this time.



Gavin Warne
Central Organiser

Oceania Dairy (Yili)

The CEA has been renewed for our DWU members working at Oceania Dairy Ltd (Yili) for a 12-month term.

This latest negotiation delivered several improvements including having the wages schedule written into the CEA, a General Wage Increase (GWI) of 2.4% and a clause to allow the DWU Site Delegate reasonable paid hours for their union work (a clause which many Site Delegates already find very helpful in their own CEAs).

Other changes include a clause for DWU space on noticeboards, an overtime clause, a commitment to begin a discussion about service recognition for DWU members and a number of wording and formatting tidy-ups to reflect what actually takes place at work.

This represents a good step forward for our DWU members and we will be gearing up over the coming weeks to set dates and times for members to attend claims meetings in preparation for our next negotiations.

Blue River Dairy

In the past couple of months, our DWU membership at Blue River Dairy has almost doubled. The growth has come from temps that have been made permanent and new employees signing up and a slow-down in the churn of members leaving to seek employment elsewhere.

Our DWU delegates and management are doing an outstanding job developing a positive Union/Employer relationship, with recent changes that benefit both parties. There has been open discussion by

management with DWU members, and DWU members having the opportunity to offer feedback before decisions are made.

This positive relationship was further demonstrated during our recent CEA negotiations. A Terms of Settlement is currently being signed off, draft CEA to be reviewed and this will hopefully be ratified by members by the time you are reading this article.

Blue River is continuing to grow as a business in a region that has very low unemployment. This will hopefully lead to further opportunities for our members' career development and further growth in DWU membership.



Stuart Johnstone
Lower South Island Organiser

Fonterra Edendale– DWU Delegates Committee



From left to right: Kevin Pitau, Gordon Smith, Josh Bucknell, Rod Wise, Colin Lee, Stuart Johnstone (DWU Lower South Island Regional Organiser), Ian Turner (DWU Welfare Committee Southern Region Representative), Allan Browning, Alistair Kelly, Steven Hughes, Neil Cleghorn, Paetau Wynyard (DWU Runanga/Fono Representative), Mark Holmes (Fonterra Edendale DWU Site Delegate).

Ian Turner—the Southern Representative on the DWU Welfare Committee—attended Fonterra Edendale's monthly delegates' committee meeting in May. Ian updated the Site Committee on the DWU's welfare work and gave a reminder about how to access hardship, education, and funeral grant applications.

Industrial Scene

Westland Hokitika DWU members support teachers strike



DWU Members Hannah Hurley (ITN DWU Department Delegate), Colin Warner (ITN DWU Department Delegate), Richard Dyer (DWU Transport Delegate) supporting NZEI Teachers.

–Photo from DWU Member Emma Hurley.

Fonterra Reporoa Milestone

The Fonterra Reporoa Site recently celebrated its 50 year operational milestone and many present and past staff attended the celebration.

Our own longest serving DWU Site Delegate, Jesse Newton was one of the keynote speakers. Jesse reminisced on earlier management, confessed the odd misdemeanour, entertained us as a “stand up”, displayed his prowess with Te Reo and generally did the DWU membership and staff very proud with his Korero.

Interesting speeches also by Fonterra management with site facts and history, and a very interesting talk by Mark Leslie's Dad. Reporoa certainly has a dairy pioneering tradition that was experienced at Reporoa earlier than other parts of New Zealand.

Very nice way to celebrate a piece of history and fitting for Jessie as piece of DWU history too.



The new DWU Membership n3 Employee Benefits Cards will be posted out to DWU members in December.

**Remember to let us know
your new contact details!**

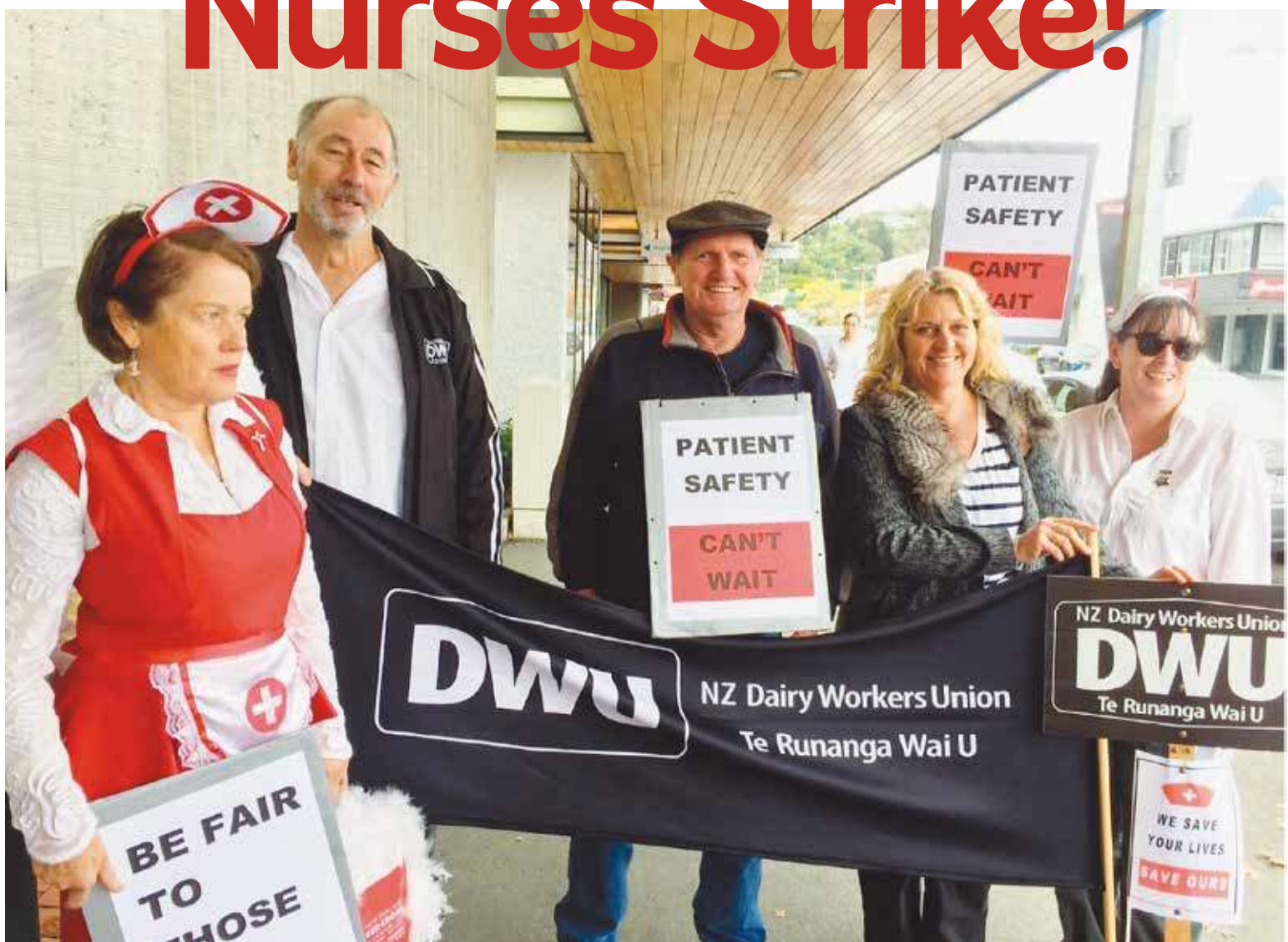
You can phone us on (07) 839 0239, or send an email to... info@dwu.nz with your name, postal address, email, mobile number and worksite.



DWU members supporting the nurses

Top–Daniel Needham (Goodman Fielder Blenheim Road, DWU Site Delegate), and Jared Phillips (DWU Upper South Island Regional Organiser) attended the Christchurch NZNO strike. Below: Fonterra Brightwater members Dave Bethwaite (DWU Site Delegate), Peter Taylor (DWU Member) and Dianne Barker (DWU Returning Officer) attended an NZNO rally to support nurses in Nelson.

Nurses Strike!



2018 DWU NATIONAL CONGRESS

The DWU's Annual Congress was held in Rotorua in June of this year. This is the Union's highest ruling body made up of Site Delegates who met for 4 days to discuss and debate on how the Union is run on behalf of their sites' members.

All of the various Committees and Representatives also give their annual reports for the previous 12 months work and any proposals for the coming year. Reports were also received from the DWU Women's Committee, DWU Runanga/Fono, UniMed, Dairy Industry Superannuation Scheme and Primary Industry Training Organisation. Our financial statements and budget along with Rule and Policy changes were adopted, and have subsequently gone to DWU AGM's for discussion.

We also had detailed presentations from Goodman Fielder Senior Management, Bernard Hickey (Economist), Dairy Industry Researchers along with NZ First and Labour Party MPs and officials. Again, another educational and informative Congress.



UniMed Report 2018

Licensed by the Reserve Bank, UniMed is a not-for-profit mutual society, formed in 1979 to provide DWU Members with access to affordable and equitable health care funding.

The best interests of our Members remain at the front of our minds, and we are free from the pressures of shareholders wanting us to make large profits to pay them dividends.

Challenges face us however, including demographic changes and an ageing population, increased expectations about levels of health care, and the increase in medical costs to keep pace with useful new technologies. This results in our ongoing need to balance costs and premiums and to ensure continuation of our prudent investment strategy which has served us well over the past 38 years.

We are naturally pleased to be able to report another year of solid progress and service to the membership, adding further to the Society's

reserves which underpin our insurance operations and ensure that we will be 'here when you need us'. As an average, we target to return 85% of all premiums to the membership by way of claims' reimbursements and the most recently completed year saw an 83.3% return of premiums. This has assisted in balancing the targeted average because the preceding year's claims had accounted for 86.8% of Members' contributions.

Our vision is that "UniMed Members will continue to access value for money private health care funding, assisting them to lead

healthy productive lives". As providers of group and individual medical insurance, we play an important part in the New Zealand health



system, protecting our Members and enabling them to connect with affordable services. We also seek to strengthen UniMed's relationships with health care partners for the benefit of our Members.

The preceding year's work on upgrading the various plan options to which our Members can elect to subscribe has continued, even though the changes have been more modest over the reporting period. However, it was pleasing to be able to introduce the new UniCare Advantage plan which contains many upgraded individual benefit sections. As designed, it has been progressively rolled out over our portfolio.

2018 DWU National Congress: Card Vote

POLICY REMIT #4

Policy D, Finance (Allowances)

Delete the following clauses:

D.8.1; D.8.2; D.8.3; D.8.4; D.8.5; D.8.6; D.8.7; D.8.8.

Insert the following clause after the heading "D.8 Allowances":

"Upon production of appropriate receipts, the Union will reimburse reasonable expenses incurred by any person attending an official union meeting away from their place of work which lasts for more than four hours, or reasonable expenses incurred by any person that is required to stay overnight for

the purposes of attending an official union meeting."

Speakers: T Faulkner, M Holmes, M Apiata-Wade, D Crookes, J Narayan, D Mallinger, C Flatt, H Hollis, D Needham, G Warne, B Hayward, A McConnell

CARD VOTE

For	3579
Against	4139
Invalid	79

LOST



Angus McConnell/Glenn Barnes
DWU Reps on UniMed Board

Primary Industry Training Organsiation (Primary ITO) Report 2018



Background

Industry Training Organisations (ITOs) are recognised under the Industry Training Act 1992. There are currently 11 ITOs in existence. ITOs are established by particular industries and are responsible for:

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

Over the last 12 months, I have continued to be an independent director representing workers and trainees on the Primary ITO Board in accordance with the Industry Training Act. My current three-year term on the Primary ITO Board expired in May 2018. In anticipation of this, the Primary ITO Board recently unanimously endorsed me for a new three-year term that will expire in May 2021.

As reported to last year's National Congress, my focus throughout this period has been to ensure that the views of workers and trainees are heard around the Primary ITO Board table.

Primary ITO coverage

Primary ITO continues to be one of New Zealand's largest ITOs and offers nationally recognised New Zealand Qualifications Authority (NZQA) qualifications in more than 30 industry sectors.

The Primary ITO supports the growth of people working in industries that are the foundation of New Zealand's economy. Primary ITO's focus is on raising the knowledge and skill levels needed for these industries to grow and become more sustainable, and on enabling more people to pursue productive and rewarding careers.

Primary ITO works closely with the Tertiary Education Commission (TEC), the NZ Qualifications Authority (NZQA) and with industry groups, employers, and workers to deliver the training and qualifications needed for long-term growth and success.

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

Achievements over the last year

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

- 28,205 trainees in total;
- 6,454 employers of trainees;
- 19% Maori trainees;
- 10% Pasifika trainees;
- 565,547 training credits achieved;
- 13,272 programmes completed;
- 28% aged 24 or under;
- 20% aged 45 or older.

The information I receive as a Primary ITO Board member indicates that many new dairy industry employers continue to invest significant amounts of money and worker time into Primary ITO supported training. Fonterra also continues to be heavily involved with Primary ITO over the last 12 months in relation to the development and introduction of the Fonterra Dairycraft programme.

New Primary ITO Staff

There continues to be much change within Primary ITO staff over the last 12 months, including a completely new Senior Leadership Team (SLT) led by the current CEO, Linda Sissons (CEO since November 2016).

Over the last 12 months, the CEO



and SLT have been implementing a range of strategic, operational and staffing changes to improve Primary ITO's financial and training position. The most significant of these in my view, has been the creation last year of four (4) sector groups: Dairy, Meat & Fibre; Horticulture; Seafood; and Primary Services. Each of these groups is led by a National Group Manager which provides a new layer of strategic leadership and expertise within Primary ITO, further leading to a significant lift in engagement and confidence by industry in the Primary ITO.

Ongoing development of the Industry Partnership Group (IPG) structures

A continued focus of Primary ITO over the last 12 months has been the further development and support of the Industry Partnership Group (IPG) networks within Primary ITO. IPGs form a vital link

between industry and both the operational and governance functions of Primary ITO. It is the IPGs that provide the Primary ITO management and Board with specific feedback and guidance on training and educational issues within their various industries.

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

1. Amenity Horticulture Services
2. Avocado & Kiwifruit
3. Dairy Farming
4. Dairy Processing
5. Equine & Racing
6. Meat & Leather Processing
7. Nursery Production
8. Pip Fruit & Summer Fruit
9. Seafood
10. Sheep / Beef / Deer
11. Sports Turf

12. Vegetable & Other Fruit
13. Viticulture
14. Wool Harvesting

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



Chris Flatt
Worker/Trainee Representative
on Primary ITO Board

DWU members who passed away during the year

—1 April 2017 to 31 March 2018—

David Kava Fonterra–Tip Top

Dianne Dwight Life Member

Gary Thorburn Fonterra–Kauri

Geroge Hill Fonterra–Clandeboyne

Ian Vinnicombe Fonterra–Hautapu

Ilati Toá Green Valley Dairies

Keith Liddington Life Member

Leon Squire Fonterra–Whareroa

Maria Kumeroa Fonterra–Whareroa



Michael Lewer Fonterra–Edgecumbe

Michael Saggars Goodman Fielder–Blenheim Rd.

Natalee Lawson Fonterra–Waitoa

Norman Neil Fonterra–Kapuni

Robert Priestley Fonterra–Waitoa

Stephen Smith Fonterra–Whareroa

Sue Archer Fonterra–Darfield

Terry Smith Fonterra–Whareroa

DWU Welfare Committee Report 2018

A tragic year for the DWU Welfare Committee with the passing of our mentor Lady Di. We have undergone a change in operation with all claims now being actioned by e-mail which ensures a quicker turn-around for our members.

As can be seen by the Annual Budget figures below we ran at a deficit last financial year mainly due to the emergency grants we provided

to DWU members affected by the Edgecombe floods. My thanks to Bernice Mills and Ian Turner for all their input over the year and a big welcome to Bill Johnston who has come on board as the new Waikato/BOP representative.

Also, a very special thanks to Glenn Barnes who assists in the co-ordination of the fund and ensures that everything is dealt with in a timely manner. Finally, a very

special thanks to Chris Flatt, Sally Wilson, Carne Greenbank and Bobbi Prentice for all the work they do for the DWU Welfare Committee.



Frank Lancaster
DWU Welfare Committee
Convenor

Welfare Payments from 1 April 2017 to 31 March 2018

Hardship Applications Declined	=	4
Total Education Applications Received	=	197
Education Applications Declined	=	7

The funds spent during the year are as follows:

Grant	Grant Amount	2017 #	31 March 2017 Total	2018 #	31 March 2018 Total
Death of Dependent	\$2,000	3	\$6,000.00	3	\$6,000.00
Death of Member	\$2,750	3	\$8,250.00	0	\$0.00
Death of Member	\$3,500	5	\$17,500.00	17	\$59,500.00
Death of Spouse	\$2,000	13	\$26,000.00	10	\$20,000.00
Edgecumbe Floods	\$1,000	0		50	\$50,000.00
Education Grants		157	\$119,325.00	190	\$140,595.00
Hardship Grants		112	\$66,700.06	146	\$86,508.34
Miscellaneous	Congress/Meetings		\$7,380.94		\$3,207.66
	Vouchers on Hand				-\$450.00
Expenditure 1 April 2017 to 31 March 2018					\$365,361.00
Annual Budget (1 April 2017 to 31 March 2018)					\$297,870.00



DWU Women's Committee Report 2018

I am proud to be part of this Union and extremely proud to be working with a great bunch of women. I'd like to thank the Reps who have not returned to our Committee for the work they have done over the last term—Rosie Coker, Lucille Tane and Merel van Royen.

Welcome to our new members, Julie Bengston from Fonterra Brands in Palmerston North and Renee Ormsby from Fonterra Darfield and returning is Francie Cook from Fonterra Hautapu. You will learn so much over this following term, thank you for taking the step to learn more within the DWU.

I'd like to acknowledge the achievement of our National President Laura Boynton. Well done being the first woman President! It's great to see you leading the way for other women to follow.

On a sad note, this year has seen the passing of one courageous woman, Lady Di (long serving DWU Welfare Committee Convenor and Life Member) who has always been sitting in front of me since I began coming to Congress. I know Lady Di will be watching over us. I'd also like to acknowledge our previous National President Terry Smith, he

was a good bugger. You will both be greatly missed. Iona, Camille, Carne and I attended the CTU Women's Conference where we heard first hand from Kristine Bartlett about her pay equity case and the milestone win for PSA, ETu on behalf of all caregivers around the country. We were very excited that Erin Polaczuk (PSA National Secretary) could join us at Congress this year to discuss this in more detail.

It has been a productive year on the Women's Committee in two areas in particular:

1. Increase the number of Worksite Women's Delegates (WSWD):

We set a challenge to see if we could get the number of WSWD's from 37% up to 60% before our 2018 Women's Committee Rep elections in March 2018. We managed to increase this to 52%.

2. WSWD Training:

We held two training seminars with all WSWD's on bullying/harassment, pay equity campaign updates (PSA, ETu), and more importantly, to educate WSWD's on what the role involves and just how crucial it is

to play their part in electing the DWU Women's Committee reps for their region. This was a really good opportunity to network with delegates whom we rarely get to see and we received positive feedback from this.

I thank the Site Delegates who have been in touch with us giving updates on how they are getting on with recruiting a WSWD on their site. We have received feedback that some women delegates are hesitant to take up the role or women members who don't want to become delegates, in both scenarios, they think it would be an extra workload. As a Committee, we will be working on an action plan on how we can overcome such obstacles.

As always—I'd like to thank Carne for her awesome advice and help over the last year, I'd be stuck without you.



Nici Benington
DWU Women's Committee
Convenor



Erin Polaczuk, PSA National Secretary, addressing the DWU Congress



Dairy Industry Superannuation Scheme Report 2018 (DISS)

Another good year for the Dairy Industry Super Scheme. Nett assets available for benefits at year ending 31/03/2018 was \$748,874,730. This was up approximately \$50 million from the previous year. Total membership is 7,726, contributing employee members 6,972.

After many years of campaigning, Westland and Fonterra Tip Top have recently gained access to DISS via collective employment agreement negotiations, so a potential 400 more members. We continue to look at improvements to the scheme where possible via the following;

- ‘Best Doctors’ scheme;
- ‘Insurance Amnesty’.



Mark Apiata-Wade
DWU Rep on DISS Board

Final declared interest rates are:

DISS Scheme CREDITED INTEREST RATES

Growth	7.9%
Balanced/Growth	7.18%
Balanced	6.40%
Conservative/Balanced	5.12%
Conservative	3.85%
Cash/Conservative	2.57%
Cash	1.30%



DWU Runanga/Fono Report 2018

Kia ora Uniana whanau, as you can see we have some new DWU Runanga/Fono members this year as a result of our recent elections:

- Colin Duggan – Fonterra Brands, Takanini (Northern);
- Fanueli Baice – Fonterra Brands, The Shed in Auckland (Pacific Island Representative);
- Darryn Anderson – Fonterra Brands, Te Roto Drive Paraparaumu (Central);
- David Hemopo – Fonterra Ingredients, Darfield (Southern).

They join those of us return-

ing members, Kim Phillips (Northern), Tupaea Ahomiro and myself, Karangi Jones (both Waikato/BOP), along with Rama Phillips (Central), Paetau Wynyard (Southern) and Mark Apiata-Wade our Co-Ordinator.

We had one remit into Congress this year, to change our Runanga/Fono elections from telephone conference call balloting to the annual Regional Delegate's meeting (in the year they are due) as we always get very low turnouts on the call, but we get very good attendance at the Regional Meetings.

We would also like to acknowledge the service of those members who either didn't stand again or didn't win the election – Mark Michael, Ali Brooks and Jarvis Boulter.

And as always, many thanks to the National Executive and Congress for your support. Mauri ora.



Karangi Jones
DWU Runanga/Fono Convenor

2018 DWU AGM ATTENDANCE

Site	Attendance	Annual Accounts	Draft Budget	Rule Remits
Fonterra - Kauri	71	C	C	C
Fonterra - Leon Leicester	12	C	C	C
Fonterra - Maungaturoto	4	C	C	C
Fonterra Brands/Alto - Takanini	172	C	C	C
Fonterra Brands - The Shed	29	C	C	C
Goodman Fielder - Puhoi	32	C	C	C
Northern Region	320	C	C	C
Allied Faxi NZ Food Co Ltd - Kerepehi	3	C	C	C
Dairy Goat - Hamilton	9	C	C	C
Fonterra - Canpac	100	C	C	C
Fonterra - Crawford St	26	C	C	C
Fonterra - Edgecumbe	25	C	C	C
Fonterra - FGA London St	9	C	C	C
Fonterra - Hautapu	17	C	C	C
Fonterra - Morrinsville	12	C	C	C
Fonterra - Mt Maunganui/Tauranga Port	15	C	C	C
Fonterra - P&D London St	12	C	C	C
Fonterra - Reporoa	54	C	C	C
Fonterra - Te Awamutu	40	C	C	C
Fonterra - Te Rapa	60	C	C	C
Fonterra - Tirau	9	C	C	C
Fonterra - Waharoa	4	C	C	C
Fonterra - Waitoa/UHT	61	C	C	C
Green Valley Dairies - Maungatawhiri	21	C	C	C
Tatua - Tatanui	13	C	C	C
Timpack - Frankton	36	C	C	C
Waikato/BOP Region	526	C	C	C
Fonterra - Kapuni	20	C	C	C
Fonterra - New Plymouth Port Stores	12	C	C	C
Fonterra - Pahiatua	14	C	C	C
Fonterra - Whareroa	62	C	C	C
Fonterra Brands/Alto - Mako Mako Rd	29	C	C	C
Fonterra CCP - Collingwood & Bridge St	130	C	C	C
Fonterra CCP - Te Roto Drive	33	C	C	C
Goodman Fielder/Alto - Longburn	39	C	C	C
Lion Dairy & Drink - Palmerston North	16	C	C	C
Central Region	355	C	C	C
Blue River Dairy - Invercargill	16	C	C	C
Dairyworks - Christchurch	27	C	C	C
Danone - Balclutha	10	C	C	C
Fonterra - Brightwater	11	C	C	C
Fonterra - Clandeboye	116	C	C	C
Fonterra - Darfield	55	C	C	C
Fonterra - Edendale	105	C	C	C
Fonterra - Marlborough	4	C	C	C
Fonterra - Mosgiel	16	C	C	C
Fonterra - Stirling	42	C	C	C
Fonterra - Studholme	18	C	C	C
Fonterra - Takaka	13	C	C	C
Fonterra Brands - Halswell Junction	7	C	C	C
Goodman Fielder - Blenheim Rd	29	C	C	C
Oceania Dairy/Yili - Glenavy	7	C	C	C
Synlait Milk - Dunsandel	10	C	C	C
Westland Milk Products - Hokitika	38	C	C	C
Westland Milk Products - Rolleston	9	C	C	C
Southern Region	533	C	C	C
TOTALS	1734	C	C	C
Meetings still to be held: Danone - Auckland, Fonterra Brands - Tip Top, NZ New Milk - Auckland, BODCO Dairy - Hamilton, Fonterra - Lichfield, LIC - Hamilton, Yashili NZ - Pokeno, Envictus - Hastings, LIC - Christchurch				

What do Carvings mean?

Every carving has a very special meaning or story behind its design.

In particular the carvings based on Maori designs have special significance.

The pre-European Maori had no written language so tribal history and the stories of the gods were kept using many forms of fine arts and crafts ranging from basket and cloth weaving to complex wood, bone, shell and jade carving. These artifacts were then handed down through generations of tribal elders and became sacred objects or treas-

ures “Taonga”, telling the history of a tribe and taking on the spirits of past great leaders and warriors who had worn them.

It is believed that a carving which is worn with respect or given and received with love, takes on part of the spirit of those who wear or handle it. In this way it becomes a spiritual link between people spanning time and distance.

Pendants, jewelry and various tools such as needles, spear tips and fish hooks made from bone developed into a fine art form with great importance being placed on every

piece, many of which took years to make using stone tools.

The Maori have a great respect for nature and have many legends about the creation of the earth and all its inhabitants. Many of these legends revolve around the spirits or gods who created or protect each part of their world such as the mountains, the forests, the lakes and the creatures of the sea.

Most carvings combine elements from several areas of mythology which interact with each other to tell a story.

—Some Basic Design Elements & Their Meanings—

Koru:

The spiral is a Koru, representing the fern frond as it opens bringing new life and purity to the world. It also represents peace, tranquility and spirituality along with a strong sense of re-growth or new beginnings.

Twist:

The twist with its crisscross form represents the many paths of life and love and as such is regarded as the original eternity symbol. The double and triple twists have a similar meaning but refer more to the joining of two peoples or cultures rather than individuals. They also refer to the three baskets of knowledge.

Hei-Matau:

These very stylised fish hooks represent strength, prosperity, abundance, fertility and a great respect for the sea.

Hei-Matau are also symbols of power and authority which are held in great reverence by the Maori people.

Manaia:

The Manaia is an ancient mythical being with a birds head and a human form. It is said to be the messenger between the earthly world of mortals and the domain of the spirits. It is a holder of great spiritual energy and is a guardian against evil.



Circle:

The closed circle is said to represent the circle of life which has no beginning or end, is seamless and of which we are all a part. It also tells of the stars and planets which are part of the circle of life and contain the knowledge of our origins.

Tiki:

The Tiki is a very ancient symbol and is by far the least understood so there are a number of legends about its meaning. Some say he came from the stars and that he was the first man of the world. He is also often depicted with webbed feet which suggests a strong link to the creatures of the sea. The Tiki is regarded as a good luck charm when worn and in some areas is also regarded as a fertility symbol.

Toki:

This design represents the Toki or Adze (“adz” in American English) which was used to carve the great canoes and also to cut and work timber for the fortresses or Pahi in which the Maori lived. It is also the mark of the craftsman and artist.

Whales, Dolphins and Turtles:

The ocean has always been the dominant force for the Maori people who traveled huge distances in their long canoes and lived on the bounty of the tropical waters. They had a great respect for the creatures on the sea and in particular dolphins and whales.

Some recent DWU Acknowledgements & Presentations



Jerome Mika (former DWU Northern Organiser) presenting a gift of a Pounamu necklace and earrings to long serving Goodman Fielder Puhoi DWU Site Delegate and DWU Runanga/Fono representative Mel Thomas, who has stepped down from these positions. Mel remains a DWU Departmental Delegate.



Mark Apiata-Wade, DWU National Organiser presenting on behalf of the DWU a Pounamu necklace and a couple of bottles of wine to Jerome Mika in thanks for his service. Jerome has left the DWU to pursue other opportunities.



Angie Aitken, long serving DWU Site Delegate at Synlait Dunsandel was presented a taonga on behalf of the DWU at the request of Synlait DWU members in appreciation of her dedication to Dairy Workers in often very difficult circumstances over a long period of time.

Edwin Solia–NZ New Milk, Auckland, DWU Member

My name is Edwin Solia. I am an employee of NZ New Milk based in Auckland as a Warehouse Operator.

I am the second youngest of nine, you know just your typical Island sized family. I am a very proud Samoan, born and raised here in the “Land of the Long White Cloud” or as of late “Land of the Long Grey Clouds”.

At the tender age of 30, I have the honour and privilege to be representing New Zealand in the upcoming Men's Netball Trans-Tasman series against Australia to be held in Adelaide this October.

I never would have thought that one day I would be representing this great country of ours let alone it being in netball. Basketball was my sport, having played representative basketball both here and in Australia, netball never crossed my mind.

But after countless injuries and a bit of a push from my partner to give netball a go, here I am. After participating in my first Mens National Tournament last year, I was selected into the New Zealand squad and the rest is history.

It has been a whirlwind of a ride having to learn a whole new sport but I am very much enjoying the challenge. Unlike our sister team the Silver Ferns, mens netball is still a minority sport therefore funding is hard to come across so a lot of team and individual fundraising is a must.

With that said, I cannot wait to put on the silver fern and represent NZ and hopefully do what no other mens netball team has done before, and that's BEAT Australia.



“Impossible is just a word thrown around by small men who find it easier to live in the world they’ve been given, than to explore the power they have to change it. Impossible is not a fact. Its an opinion. Impossible is potential. Impossible is temporary. Impossible is nothing.” —Muhammad Ali

Patrick Ilalio–Fonterra The Shed

Patrick Ilalio currently works at Fonterra–The Shed as a Storeman. Patrick plays a vital role in the Ambient Team in delivering our Fonterra products to our domestic and export customers.

Proud of his Samoan background, Patrick works hard in providing for his family and definitely loves his rugby. Outside of work, Patrick is part of the Tatau dance group that has been around for 10+ years.

Performing at different locations around New Zealand and around the world, his next big event will be in Indonesia in a few months. Staying connected to his roots by showcasing his talents through traditional Samoan dance, Patrick is a natural leader and continues to inspire others at his work place to appreciate and be proud of their culture.

Fanueli Baice
DWU Site Delegate
Fonterra –The Shed



East Tamaki's third changing back Forward Patrick Ilalio breaks into the clear with three Waitakere City defenders breasting down his back.



Tamaki's Trevor Maala lunges for the tryline.

East Tamaki tame visitors

Action from East Tamaki's comfortable 36-10 Portola Cup win over Waitakere City last weekend.



Mark Apiata-Wade 25 Years with the DWU

Longstanding Service to the DWU

The DWU National Congress 2018 formally paid respect and acknowledgement to Mark Apiata-Wade for his long and valuable service to the DWU as an official for over 25 years.

Mark's service to the Union began at Anchor Te Rapa as the drivers delegate before he became the DWU Waikato Organiser for a period before he returned to the Dairy Packers Site for a stint and served as the DWU Site Delegate there. Mark then became the DWU's Northern Organiser for a number of years and now serves as the DWU National Organiser filling many areas and roles for the Union including CEA negotiations, Greenfield organising support, DWU delegate education, Drug & Alcohol Policy issues and everything else that we may have put upon his shoulders over the last few decades.

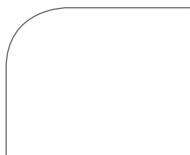
Some of the myths perpetuated by Mark himself as being a laid-back, technically incompetent, uncaring, and indifferent type of guy were exposed for the facade they are by Angus McConnell (DWU Assistant Secretary) and Kim Phillips (DWU Runanga/Fono Rep) in their tributes to Mark in which the true value of Mark's contributions over the years were discussed. These contributions have benefitted all Dairy Workers.

This acknowledgement of Mark was a fitting conclusion to the 2018 Congress and luckily we caught Mark by surprise because this is the kind of thing that Mark does to others.



Kim Phillips (DWU Runanga/Fono Representative) hongis Mark Apiata-Wade during the presentation at the DWU 2018 Congress in Rotorua. Mark admitted later – "I was completely surprised, humbled, and quite emotional."

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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), Darryn Anderson (Runanga/Fono Rep), Nici Benington (Women's Committee Rep)

NZCTU representatives:

NZCTU Runanga Rep: Darryn Anderson

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:

Darryn Anderson (Central & Convenor), Rama Phillips (Central), Kim Phillips & Colin Duggan (Northern), Karangi Jones & Tupaea Ahomiro (Waikato/BOP), Paetau Wynyard & David Hemopo (Southern), Fanueli Biace (Pacific Island Rep), and Mark Apiata-Wade (Co-ordinator)

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25+ Years DWU Membership Certificate Presentations 2018



—NORTHERN—

Fonterra Brands – Takanini

Liza Allison
Christopher James
Joseph Ngata
Lorraine Tawhiao



*Goodman
Fielder
Longburn,
Sonja Lincoln,
presented by
Chris Flatt*

—WAIKATO/BOP—

Fonterra – Edgecumbe

Michael Hoefsloot

Fonterra – Hautapu

Raywin Pierce

Fonterra – P&D London St

Alfred Peters

Fonterra – Reporoa

Shaun McCashin

Fonterra – Te Awamutu

David Herbert

Fonterra – Te Rapa

Patrick Toa
Paul Tournier



*Fonterra CCP
Collingwood St,
Hayley Mathieson
presented by
Chris Flatt
DWU National
Secretary*

—CENTRAL—

Fonterra CCP – Collingwood St

Martha Allan
Hayley Mathieson

Fonterra – Longburn

Sam Maxwell
Lloyd Smith (50+ years)

Fonterra – Kapuni

Henare Pakau

Fonterra – New Plymouth

Frank Frost
Darryl Owen

Fonterra – Whareroa

John Buis
Garry Coleman
Howard Foley
Kenneth Gibbons
Sharon Kumeroa
Norman Mainwaring
Clinton McKay

Paul McKee

Robert Orr

Tapp Pirikahu

Phillip Smith

Gerald Sturmeay

Pirikahu Tapp

Richard Tito

Colin Todd

Ivan Toopi

Mervyn Watt

Wayne Wilson

Goodman Fielder – Longburn

Albert Beattie

Stephan Daw

Lloyd Fafeita

Elizabeth Goodwin

Sonja Lincoln

Gary Williams

—SOUTHERN—

Fonterra – Clandeboye

Leigh-Anne Finter
Grant Ritani
Guynes Whittle

Fonterra – Edendale

Malcolm Anderson
Trevor Caldwell
Grant Leathwick

Grant McLiskey

Ross Ramsay

Trevor Sheat

Fonterra – Stirling

Kevin McGarvie

Westland Milk Products – Hokitika

Kelvin Grant
Raymond Linklater



*Goodman Fielder Longburn, Lloyd Fafeita,
presented by Chris Flatt DWU National
Secretary*

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

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