

Dairy Worker

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

NZ Dairy Workers Union
DWU
Te Runanga Wai U

May 2019



INSIDE: –Fonterra Ingredients CEA Variations Ballot
–Recent CEA Negotiations & Settlements –DWU Staff Changes

Changes in the Dairy Industry



Welcome to the May 2019 edition of your DWU Dairy Worker magazine. I encourage you to have a read through the Dairy Worker articles; it's your magazine, your Union!

A changing industry

The DWU continues to be a strong Union with 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 (making us the 9th largest union in NZ).

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 around 9% of private sector workers now belonging to a union).

The fundamental objective of the DWU is to protect and improve the core terms and conditions of existing members, and the DWU has been working hard to ensure that this has been achieved over the last 12 months.

In addition to this work, the DWU has also been unionising the new players that are emerging and growing throughout the dairy industry. This is vital if we are to prevent these new employers from paying lower wages and conditions to those paid by existing dairy employers and avoiding a possible "race-to-the-bottom" on wages and conditions, something that has occurred in other manufacturing and food-related sectors in NZ.

One word-change

As we have been discussing in the Dairy Worker magazine over the last few years, the dairy industry is undergoing fundamental change. The number of new dairy employers continues to grow, whilst the position of traditional co-operatives such as Fonterra and Westland Milk is increasingly being challenged. Whilst this has been occurring, there has also been dramatic change within the DWU Staff as well. Over the last 12 months the DWU has seen the employment of many new paid officials or the promotion of existing staff into new roles, including the following:

- Mark Apiata-Wade, DWU Assistant Secretary-Designate (promotion);
- Jared Phillips, DWU National Organiser (promotion);
- Tom Buckley, DWU Organising Director (new role and staff member);
- Adam Craigie, DWU Northern Organiser (new staff member);
- Laurel Reid, DWU Central Organiser (new staff member);
- Daniel Needham, DWU Upper South Island Organiser (new staff member);
- Reece Flawn, DWU Lower South Island Organiser (new staff member).

Over the last 12 months, the DWU has also said farewell to a number of staff, including:

- Jerome Mika (DWU Northern Organiser);
- Gavin Warne (DWU Central Organiser);
- Stuart Johnstone (DWU Lower South Island Organiser);
- Glenn Barnes (DWU Support Services Organiser).

I would like to take this opportunity to thank all these staff for the commitment and solidarity they have given to the DWU and our members over many years.

Challenges ahead

Considering this extensive change in both the dairy industry as well as our Union itself, 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 employer in the industry, its market position continues to dramatically change. Whilst Fonterra has returned to profit in the last 12 months, the forced sale of large assets such as Fonterra Tip Top to reduce internal debt, once again highlights the fundamentally different industry it now operates in. As previously reported, the percentage of milk that is supplied to Fonterra has dropped from 96% in 2002 to 82% in 2018. On current projections, this will drop to 75% by 2021. Over the last 12 months we have also seen the significant announcement of the possible sale of Westland Milk (one of NZ's oldest co-operatives) to China's largest dairy company, Inner Mongolia Yili Industrial Group Company Limited (Yili). Over the last 12 months, we

have also seen the ongoing expansion of existing players such as Synlait and Oceania Dairy (Yili), as well as the opening of new dairy processing sites at Mataura Valley Milk (Gore) and Open Country Dairy (Horotiu, Hamilton);

2. Our changing membership: The 2017 DWU Membership Survey continues to provide the Union with important data on a range of issues. This includes the fact that the average age of our DWU membership and delegate structures is increasing, as well as highlighting the varying levels of engagement and solidarity within our Union. The DWU is beginning to address 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 from the dairy industry;

3. Our changing environment: The NZ dairy industry is now starting to see and discuss significant new developments as a result of climate change and technological advancements. Whilst we are still at the early stages of development, there is no doubt that Artificial Intelligence (AI), transportation automa-

tion and renewable energy requirements, will have a dramatic and significant impact upon our industry and the jobs within it. As a Union we are developing our strategy and tactics in relation to these issues to ensure that our members' jobs, conditions and futures are protected as best as possible as these changes begin to increase.

Talk to your DWU delegate

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

From 10-14 June, all DWU Site Delegates will be attending the annual DWU National Congress in Rotorua. The Congress is where DWU Site Delegates get to discuss and agree on our strategy and tactics to deal with these issues. As such, it is important that you talk to your DWU delegates before the Congress, so that they know your views on these issues.

Chris Flatt
DWU National Secretary

From the President

Pink Shirt Day



As we look at the number of current campaigns being run by various NZ organisations, there are none more relevant right now than Pink Shirt Day, organised by the Mental Health Foundation.

We all have friends, family and work mates that have struggled with bullying and harassment and often we have tried to support them through what is a really tough and stressful time. The effects that bullying and harassment has on them and the potential damage that has occurred, often scars an individual's mental wellbeing and causes long-term damage.

Our DWU delegates are exposed more and more to these types of complaints and we only need to watch the news or look at our news feeds to see this issue becoming more prevalent. We have out-dated laws, no standards to work from, some employers turning a blind eye and the most concerning, the non-reporting of incidents.

As we learn more and more about what bullying and harassment looks like and what it's defined as, people are more inclined to talk to someone about this issue and seek some help. However, the fears about people speaking out are still there. Often the fear of

retaliation from employers deeply worries some workers, but people are now saying they have had enough and are seeking some help and guidance. We have such diverse communities in NZ that are rich in cultures and a wide range of beliefs. It's not that hard to see how intolerant this can make some people and how things can erupt because of that.

We must hope that by building more awareness around bullying and harassment and addressing it, that we can begin to stop such poor behaviour from repeating itself and work towards better environments in which we work, play and contribute to.

There is a long way to go until we have a positive NZ workplace culture, but we can all contribute and work towards what that looks like and the ways that we can address this. We can't just wait for that change to happen. We need to help nudge that along together to make some greater gains for all. If you feel like you need some assistance and or guidance in your workplace, please let your DWU Regional Organiser know.

Laura Reekie
DWU National President

LABOUR-LED GOVERNMENT INTRODUCES FAIRER EMPLOYMENT LAWS

Whilst the media has been paying a lot of attention to the industrial frustrations of nurses, teachers, junior doctors and other public service union members who have had long periods of wage freezes over the last 10 years, there have been a raft of employment law changes introduced by the Labour-led Government that have reversed some of the nastier changes made by the previous National/Act Government.

Few of these changes directly affected dairy workers, especially where existing CEAs have better provisions on some of these areas, but some changes did affect us or had the potential to affect us. The old adage of “an injury to one is an injury to all” is very true in the industrial world, eventually the worst employers undercut the ground of the more decent.

After discussions with the DWU, some dairy companies had disregarded the previous changes and carried on business as usual in regard to the 30 day rule etc, but for the sake of new workers and other New Zealand workers, the new employment laws bring a return to

fairer rules in the workplace.

The explanations below are taken from the Ministry of Business, Innovation & Employment (MBIE) website and are a good summary of the changes. For those among us who don't like the necessity of thinking and acting politically, the reality is if you don't get political then rights get removed. A change to a more worker friendly government has in this case restored a lot and we expect more to follow in the future in regards to Fair Pay Agreements (as we still have sectors in New Zealand that exist on the bare legal minimums). A second term of the present Labour-led Government (with less reliance on NZ First) is essential if we want to get these additional improvements in employment laws.

Rights for employees

• Set rest and meal breaks

Employees must be given set rest and meal breaks based on the number of hours worked, to help them work safely and productively. Employers must pay for minimum rest breaks but don't have to pay for minimum meal breaks. Employers and employees can agree when the breaks can be taken. If they cannot agree, the law will require the breaks to be taken at set times, so long as it's reasonable and practicable to do so.

Some limited exemptions may apply for some workers in specified essential services or national security services.

• Trial periods

90-day trial periods are restricted

to businesses with 19 or fewer employees, to restore protections from unjustified dismissal for most employees when they start a new job.

Businesses with 20 or more employees can continue to use probationary periods to assess an employee's skills against the role's responsibilities. A probationary period lays out a fair process for managing performance issues and ending employment if the issues aren't resolved.

• Reinstatement for unfairly dismissed employees

If requested, reinstatement must be the first course of action considered by the Employment Relations Authority for employees who have found to be unfairly dismissed. Reinstatement means the employee gets their previous job back.

The Employment Relations Authority will still assess whether reinstatement is practicable and reasonable for both parties.

• Vulnerable industry employees

Employees in the specified vulnerable industries such as cleaning and catering services will be able to transfer their current contract terms and conditions, regardless of the size of their employer. Changes also include a longer notice period for employees to choose to transfer to the new employer.

New categories of employees may apply to receive the protections under the specified 'vulnerable workers'. Instead of a full legislative process, these categories can be amended through a recommendation by the Minister for Workplace



Relations and Safety. An applicant must make a request to amend to the Minister.

Changes for Collective Bargaining, Collective Agreements and Unions

- **Duty to conclude bargaining**

Parties must conclude collective bargaining, unless there are genuine reasons based on reasonable grounds not to. This ensures that parties genuinely attempt to reach an agreement.

Parties will not have to settle a multi-employer collective agreement (MECA) if their reason for not wanting to settle is based on reasonable grounds. For example, if there are significant differences between two employers – such as one operating in an area where costs and wages are higher – it could be reasonable for an employer to negotiate a single-employer collective agreement instead.

- **Removal of the multi-employer collective agreement opt-out**

Employers can no longer opt out of bargaining for multi-employer collective agreement. They must enter into multi-employer bargaining when they are asked to join by a union.

- **Earlier initiation timeframes for unions in collective bargaining**

Where an applicable collective agreement is already in force and before the collective agreement expires, unions can initiate bargaining 20 days ahead of employers.

- **Restoration of the 30-day rule**
New employees must be employed under terms consistent with the collective agreement for the first 30 days. The employer and employee may agree more favourable terms than the collective.

- **Employers cannot deduct pay for partial strikes**

Employers can no longer deduct pay in response to partial strikes, such as wearing t-shirts instead of uniforms as part of low-level indus-

trial disputes. Employers can still respond to a partial strike action the same way as any other strike, which could include suspending employees without pay or a lockout.

- **Union representatives can enter workplaces without consent in some circumstances**

Union representatives can enter workplaces without consent, provided the employees are covered under or bargaining towards a collective agreement. Representatives can still only enter a workplace for certain purposes, must be respectful of normal operating hours, and follow health, safety and security procedures.

Union representatives still need to seek consent before entering workplaces where no collective agreement or bargaining exists, and for workplaces that are also residences (such as farmhouses). Union representatives can also enter a workplace to assist a non-union employee with matters relating to health and safety if that employee has requested their assistance.

- **Pay rates must be included in collective agreements**

This must include an indication of how the rate of wages or salary may increase over the agreement's term.

- **A form for employees to indicate if they intend to join a union**

Employers must provide new employees with the prescribed form within the employee's first ten days of employment and return the form to the applicable union(s), unless the employee objects. The form gives employees time to talk to their union representatives before considering and indicating whether they intend to join a union or remain on the individual employment agreement.

Employers must pass on information about the role and function of unions to prospective employees.



Unions must bear the costs if they want printed materials to be passed on.

- **Reasonable paid time for union delegates**

Employers must allow for reasonable paid time for union delegates to carry out their union activities, such as representing employees in collective bargaining. Employees will need to agree with their employer to do so or, at a minimum, notify them in advance. An employer will be able to deny the request if it will unreasonably disrupt the business or the performance of the employee's duties.

- **Employee protections against discrimination for union membership**

Employees have more protections against discrimination on the basis of their union membership status, including either being a union member or intending to be a union member. An employer's behaviour can be seen as discriminatory if it occurs within 18 months of employees carrying out union activities. This is an extension of 6 months.



Angus McConnell
Assistant Secretary

RECENT CEA NEGOTIATIONS

Danone/Oceania-Yili/Goodman Fielder

SUMMARY OF MAIN POINTS

Danone—Two Sites in Auckland, One Site in Balclutha

- Two year Agreement
 - First year; 2.3% from 1 January 2019
 - Second year; 2% from 1 January 2020
- Rate for all overtime now 1.5x (this has progressively been lifted from no overtime rate to now 1.5x over the last couple of negotiations)

Also, after a couple of years of work there is now an agreed transparent fair Classifications System in the CEA, so workers can see how and what they need to do to gain a higher rate/classification with an appeals process and an annual review. This also meant that a large number of workers received increases over and above the general increase. Ratified by 87.3% in favour.

Oceania/Yili—Single Site in Glenavy (Canterbury)

- Two and a half year (30 months) Agreement
 - First year; 2.5% from 1 January 2019
 - Second year; 2.5% from 1 January 2020
 - Last 6 months = 1.5% from 1 January 2021, expiry 20 June 2021.
- It was agreed to extend the term by six months to avoid the previous end of December expiry and thereby avoiding negotiating over the Christmas period and avoid having to pay backpay. Ratified 100% in favour.



Oceania/Yili DWU Members.

Goodman Fielder—Two Sites; Blenheim Road (Christchurch) and Longburn (Palmerston North)

- Two year Agreement
 - First year; 2.2%
 - Second year; CPI + 1% (minimum 1.5%/maximum 2.5%)
- A major piece of work that has been carried out over the last couple of years has seen a major rewrite of the Classifications/Wage Grading Structure in the CEA as they were outdated and vastly different between the two sites.

This has meant that approximately 30 workers at each of the sites got increases to their rates above the general increase.

A new payment of an allowance equal to four hours additional pay when a worker has had their start time changed with less than 48 hours notice.

Additional tidy ups and improvements for sick leave, part-time workers, non-work ACC and internal transfers/shift changes. Pending Ratification.



Mark Apiata-Wade
National Organiser/Advocate



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.

Fonterra Tip Top Sale

Fonterra Tip Top recently announced that they have been bought by global ice-cream manufacturer Froneri for \$380 million. Froneri is a European based partnership between Nestle and PAI Partners that operates in 20



Fonterra Tip Top DWU Site Delegate Rima Strickland

countries across the world, and all they do is make ice-cream.

Their brands include Movenpick, Peters, Cadbury Ice-cream, and Oreo. They are currently the 3rd largest ice-cream manufacturer in the world and the purchase of Tip Top is part of their acquisition strategy, with their eyes on the Number 1 spot.

Froneri will be keeping their

manufacturing at the current Tip Top site in Mt Wellington, Auckland and the best news is that there will be no changes to the terms and conditions for our 175 members on-site, except for the name on the front of the Collective Employment Agreement.

Froneri operates on a Global model with decision making devolved to site level in each country, but with the Company looking for efficiencies in procurement and innovation globally. This is great news for our members as decisions around things like shift times will remain at the site-level.

The Tip Top Senior Management Team and salaried staff will also remain in place. Over the next 12 months, Tip Top will be reviewing their policies and procedures but we are confident that we will be involved in any decisions which affect the terms and working conditions of our members.

While Tip Top has been through many sales before, this one was difficult for our members due to the media speculation about moving manufacturing away from the



DWU Members at Tip Top keep jobs and CEA

current site. The news that it will stay here in Auckland and that there won't be any changes to staffing levels or employment conditions, is a massive relief and we look forward to working with Froneri in the future.



Adam Craigie
Northern Organiser



Roosters fan, and Fonterra Tip Top DWU Site Delegate Rima Strickland, centre, at right, Frank Lancaster, long time former Fonterra Tip Top Site Delegate and current DWU Welfare Committee Convenor.



PINK SHIRT DAY

The DWU Women's Committee and DWU Runanga/Fono joined the Pink Shirt Day (Friday, 17 May 2019) movement to Speak Up, Stand Together, Stop Bullying (Korero Mai, Korero Atu, Mauri Tu, Mauri Ora).

Both Committees had the privilege of speaking at the DWU Regional Delegates Meetings held around the Country about Pink Shirt Day and encouraged worksites to get on board. The response was pleasing, with a number of Delegates in attendance placing orders for official Pink Shirt Day packs for their worksites.

About Pink Shirt Day

Pink Shirt Day is a national bullying prevention campaign run by the Mental Health Foundation of New Zealand since 2012. Pink Shirt Day began in Canada in 2007 when two students took a stand against homophobic bullying after a new student was bullied for wearing pink.

Why prevent bullying?

Workplace bullying is a serious issue in Aotearoa. One in five people experience workplace bullying each year. Many studies show that people who are bullied are more likely to experience mental health issues, such as depression and anxiety. They are also more vulnerable to experiencing suicidal thoughts.

About bullying

Worksafe NZ defines workplace bullying as repeated and unreasonable behaviour directed towards a worker or a group of workers that can lead to physical or psychological harm. The behaviour is persistent (occurs more than once) and can involve a range of actions over time. People targeted often feel they are unable to protect themselves due to real or perceived power imbalances.

Who gets bullied?

People who are the targets of bullying are often non-confrontational. Studies suggest people who bully others are more likely to choose targets who have a different ethnicity, religion, gender identity or sexual orientation, or because they have a disability.

How to be an Upstander?

An Upstander is someone who notices bullying behaviour and uses words and/or actions to help someone who is being bullied. This is different from being a Bystander – someone who notices bullying behaviour but does not or cannot help.

Upstanders can be an important part of the solution to stopping bullying. We all have a choice as to whether we can support the person being bullied or stand by and watch. These five steps can help you be an Upstander and take safe and effective action. Every bullying situation is different, so think about which option would work best for you:

Support the person experiencing bullying

- Support the person being bullied, even if you just stand beside them and let them know you've got their back.
- Let the person doing the bullying know you've noticed the behaviour and that it's not acceptable.
- Encourage them to ask for help, go with them to get help or provide them with information about where to go for help. Let them know

they're not alone and you're there for them.

Don't support the behaviour

Make it clear to your colleagues that you won't be involved in the behaviour.

- Don't encourage bullying behaviour by harassing, teasing or spreading gossip about others, verbally or on social networking sites.
- Don't acknowledge, reply or forward messages or photos that could be hurtful or embarrassing to a colleague.

Call it!

If you feel safe, step in and call the person out on their bullying behaviour.

- Be direct, calm and confident, and let the person know their behaviour isn't okay.
- Use your words to show kindness to those involved.
- Don't stand by and watch. It can be hard in the moment, but it can make a huge difference.
- Leave and act. If you don't feel safe to step in and stop the bullying while it's happening, it's best to walk away and think about what you can do to help. Later you might let the person experiencing the bullying know that you saw and ask what might help or have a quiet word with the person doing the bullying behaviour.

Get support or help

- Support the person who is experiencing the bullying to ask for help.
- You could offer to go with them



Waikato/BOP Region DWU Delegates.

to the site delegate, a manager, or HR; or provide them with information about where to go for help.

- If your workplace has a policy related to bullying, it will help you to know what to do next and who to talk to.

- There are people who care and want to help.

“If Upstanders are confident to take safe and effective action to support the person experiencing bullying, there is a greater possibility that bullying can stop and the target of bullying behaviour can recover.”



Julie Bengston
DWU Women's
Committee
Central
Region Rep



Carne-S Greenbank
DWU Women's
Committee
Co-ordinator



A number of Delegates ordered official Pink Shirt Day packs for their worksites.



Central Region DWU Delegates.

What is bullying?



a) The target person is exposed to unwanted negative acts.



b) The negative acts are repeated regularly.



c) They occur over a prolonged period of time.



d) Targets often feel helpless due to power imbalances.



South Island Region DWU Delegates.

Speak UP
STAND
TOGETHER
STOP BULLYING



Northern Region DWU Delegates.



Fonterra DairyFert DWU Members.



Fonterra DairyFert DWU Members.



Waikato TUC staff. (DWU, TEU, First Union and YWRC).



Fonterra Brightwater DWU Members.

CEA Renegotiated at LIC



Daryl Hartley (Hornby, Christchurch, DWU Site Delegate), Ringi Knight (Riverlea Road, Hamilton, DWU Deputy Site Delegate), and Jane Muggeridge (Riverlea Road, Hamilton, DWU Site Delegate).

In late-March, the DWU renegotiated its Collective Employment Agreement (CEA) with Livestock Improvement Corporation (LIC).

Summary:

Wage rates, rotating shift day allowance, rotating shift night allowance, night shift allowance, and meal allowances, will all increase by 2.9% (CPI to December 2018 + 1%) for the 2019-2020 season.

As a result of impending automation and labour process changes, the Unit Analysis Operator role and Weigh Station Assistant role will merge during the term of the renewed agreement. The new merged role will be called "Sample Processing Operator" and it will be paid on the former Unit Analysis Operator scale (which had a higher rate than the Weigh Station Assistant role).

In addition, for Levels 4, 5 and 6 of the new Sample Processing Operator role, rates will increase by 5% instead of 2.9%.

The elimination of the Weigh Station Assistant position will lead to a workforce reduction over both the Christchurch and Hamilton sites.

This will not result in redundancies as such, because LIC workers are seasonally employed at the beginning of each season. However, in my opinion it may mean there will be some shortened fixed-term contracts at the Christchurch site where the new automation is set to be introduced in early-2020 (rather than during an off-season period, as is the case at the Hamilton site).

For the DWU, the workforce reduction means that our bargaining strategy at LIC is even further focussed on job security and permanent employment in the seasonal context of milk testing. This is reflected in the 5% increase on multi-operator pay levels (mentioned above) but is also reflected in new improvements on hours of work provisions.

The minimum shift per day will increase from four hours to five hours. Also, in a separate clause, during the September to

March period, Sample Processing Operators and Wash Line Assistants will be guaranteed a minimum of 25 hours per week whenever they are scheduled for work over five days in a week. When they are scheduled for less than five days, the minimum will remain 20 hours.

The CEA is for a 16-month term, which means we will begin the next negotiations at the beginning of the 2020-2021 season rather than the end of the 2019-2020 season.

The DWU bargaining team consisted of myself, Richard Everson (DWU Waikato/BOP Regional Organiser) and Daryl Hartley (Hornby, Christchurch, DWU Site Delegate), Ringi Knight (Riverlea Road, Hamilton, DWU Deputy Site Delegate), and Jane Muggeridge (Riverlea Road, Hamilton, DWU Site Delegate).



Jared Phillips
National Organiser & Advocate

Responding to Mosque attacks

The Mosque terror attack in Christchurch was emotionally devastating for those who knew the victims. For the rest of us in Christchurch and around the country we felt horrified, shocked, and numbed.

People spend a large amount of their life in the workplace, so it's important for Unions and Union members to help ensure that workplaces are places of support for workers who need it.

This is especially true for Muslim members at the moment. And we'd like to thank all our DWU members who have gone out of their way to provide support.

Like other Unions, the DWU has played a role ensuring (or in most cases just 'checking') that appropriate leave has been made available to those who were grieving after the attack.

In one case, the DWU Welfare Committee approved a hardship grant application for a grieving worker who was financially bur-

dened by the attack. Another worker from the same site (who was in a technical role and no longer under the coverage of the DWU Collective Agreement) and his daughter survived the attack.

Unions are amongst the largest voluntary membership organisations in the country. For a long time, Unions have used their numbers to promote unity and peace in the interests of ordinary workers. We should all challenge ourselves to amplify those efforts in the coming period.



Jared Phillips
National Organiser



On behalf of the DWU, Chris Flatt (DWU National Secretary) and Tom Faulkner (DWU National Executive member and Fonterra Clondeboye DWU Site Delegate) took time out on 28 March to pay their respects at the North Hagley Park (Christchurch) floral tribute for victims of the Mosque shootings.

DWU Assists during Tasman Fires

During the recent Tasman fires, four members at the Brightwater Fonterra site received emergency grants approved by the DWU Welfare Committee.



These grants were much appreciated in a time of need whilst members were evacuated from the area. DWU Site Delegate, Dave Bethwaite expressed thanks at the recent

DWU Southern Regional Delegates Meeting and we have also received the following thanks:

"I would just like to thank the Union for their quick response to helping out members that had to be evacuated from the Wakefield fires. This certainly helped with

getting accommodation, food, clothing etc and took a lot of the stress out of the situation. My family was very grateful for the help. Thanks heaps to the Union, Welfare Committee, and also DWU members."

Mike Granger, Fonterra Brightwater DWU Member.

Being Pigeon Valley residents, we were very grateful for what we received during the stressful times we had. Many thanks."

Ray Smith, Fonterra Brightwater DWU Member.

Fonterra Ingredients CEA Variation Ballots

The DWU is currently holding two variation ballots with members covered by the Fonterra Ingredients CEA. It is important to note that both variation ballots are related to Union claims that we have been working to achieve for many, many years.

The first variation ballot is to bring the Fonterra Canpac CEA (which is a separate CEA that just covers DWU members working at Fonterra Canpac in Hamilton), into the larger Fonterra Ingredients CEA. This CEA consolidation claim was achieved (after many years of work) at last year's Fonterra Canpac CEA negotiations and has been overwhelmingly supported by DWU members at Fonterra Canpac.

The second variation ballot deals with the longstanding issue of the timing of the salary year contained in the Fonterra Ingredients CEA. For many years now, the DWU has been informing the Company of the need to realign the start of the salary year closer to where it was originally set when the Fonterra Ingredients CEA was created (when the annualised hours system was inherited from the legacy Anchor and Kiwi CEAs).

Origin of the salary year creep problem

Prior to annualised hours, the Dairy Industry worked a salary system which was based on 52 weeks of the year rather than a calendar date. Some of our seasoned members will recall working a period on-roster and a period off-roster and a salary calculation for those 52 weeks (annualised hours simply followed that same tradition). However, every six or seven years there would be arguments as to when the new

rostering period would start. We probably still have those issues on sites where the old salary system operates.

Why do we need to fix the salary year?

When the Fonterra Ingredients CEA was created, the DWU felt it was logical that we established the salary year around the end of the pay period in early August, so that it was a month later than when holidays became due. The Dairy Industry has a long tradition of workers taking holidays within the season. The Anchor CEA used the same date for both the holiday year and the salary year, but that had some complications in relation to legal requirements around when leave needs to be taken.

The simple problem is there was never and still is not a perfect time to begin the salary year. This is because the milk flow differs from North to South. However, when the Fonterra Ingredients CEA was created, early August was determined as the best overall date for most of the country. As such, salary year hours began as the workload began (that is not universal across all work arrangements, but very applicable when handling and processing milk intake).

Since the Fonterra Ingredients CEA was created, the salary year start date has been creeping backwards and now starts in the middle of July (this is why we call it the salary year creep issue). This is because the salary year is based on 26 (fortnightly) equal pays which adds up to 364 days, whereas as you will know, the calendar year is 365 days (plus a leap day when this occurs every four years).

The DWU has formally raised this issue with the Company at the last two Fonterra Ingredients CEA negotiations. Both the Company and the DWU agreed to resolve the issue but the parties have been hampered by the Company's lack of technical capacity to introduce a solution. At first the problem was the old QTAR system which was "past its use by date" and the Company was not prepared to modify it in case it caused wider payroll problems. The DWU was promised that the new Kronos system, was going to solve these issues and you will all be aware that Kronos has introduced a whole new range of problems and issues that the DWU and the Company are currently trying to urgently overcome.

There is good logic to having salary year hours becoming available when the work ramps up on sites, rather than be guessing about using PNW and anticipated leave. The problem with the current system is that if workers incur large amounts of PNW and anticipated leave at the beginning of the season and then leave the industry whilst still behind in hours or leave accrual that amount is deductible. The other effect is that if the amount of PNW and anticipated leave is large it creates a disincentive for workers to complete their hours and increases the potential for hours to be written off.

Also, if we leave the salary year date unaltered then it will continue to move earlier and earlier in the year and will eventually fall behind the holiday accrual year, which would be absurd.

What is the proposed fix to the salary year creep problems?

In a perfect world, the DWU would like to see the Fonterra Ingredients CEA move to a set calendar date and then get the Company to do a

recalculation of hours to match the extra days.

Unfortunately, the Company has informed the DWU that they don't yet have the confidence that their systems can handle a revamp to ensure that the salary year would end during a pay period and starting a new salary year during the same week.

As such, the variation ballot instead proposes a simple extension of the present salary year period by two weeks taking us to 25 July in 2020. Essentially this is an interim solution to get back to the original salary year dates when the Fonterra Ingredients CEA was created, but the DWU is aware that this is only a partial solution and that the parties will have to keep negotiating a permanent fix to this problem.

The current variation proposal is simple enough, it's just another two-week period tagged on to next year's salary period. Those extra two weeks are compensated by a recalculation of hours and thus increased earnings over the longer two-week period. We simply divided present hours by 52 and then multiplied by 54, so all workers across all the various categories of Schedule 1 get those two extra weeks, pro-rata on their present hours.

If the variation is endorsed by affected Fonterra Ingredients CEA members, then the DWU and the Company have agreed to introduce this in the 2019/2020 year rather than try to extend the current 2018/2019 year which could have disrupted the plans workers may have already made.

The holiday accrual period is unchanged and comes due on 30 June as usual. The work done in the extra two weeks in July 2020 accrues leave as it usually would and this leave becomes due again on 30 June 2021. This is because leave accrual is based on a calendar year in the Fonterra Ingredients CEA.

This is a one-off change

Please note that the variation only proposes one extension to the salary year period in the 2019/2020 season, which will end on 25 July instead of 14 July. After that (unless the parties have agreed on a long-term solution to enable a calendar year salary year), the salary year will revert to a 52 week year and will return to the usual hours calculation and will again begin creeping back until a long-term and permanent solution is found and agreed upon.

Some members have raised the question of whether this one-off 54-week salary year will influence their earnings during the year for tax purposes. Like the holiday year, the financial year is unchanged and is a calendar year, so the proposed salary year variation will not affect earnings over the 1 April to 31 March period.

Other effects?

Undoubtedly there will be some concerns about the change of date. DWU delegates and Company managers will need to think about the start and finish of rosters if this variation is agreed. Some thought and discussion will be needed if some sites have early or unique production cycles, but that already happens now to a certain extent.

Some members have suggested that we should just extend the salary year by using PNW. But PNW is still using hours from a particular salary year so the period must recognise pay and be cost neutral (as we originally claimed at CEA negotiations in order to get a fix to this problem), hence the pro rata hours.

Why don't we use a mini year solution?

Back in 2002, the parties to the Fonterra Ingredients CEA extended

the salary year by doing what was called a "mini year" (approximately five weeks for Anchor workers).

This was very confusing because the holiday accrual year was unchanged and it also required attendance during the extra time, whereas an extension still enables CHC even if two weeks later than usual.

The effect on OVT was also one of the DWU's concerns. But if we do nothing, all that will happen from the 14 July is that we will begin next year's hours, thus no OVT anyway. Avoidance of OVT may be every managers instruction under the present climate, but managers would need full staffing and they still have to allow PAL and ADT to be taken, so it's a bit of an unknown effect, but OVT was never a guaranteed payment anyway. Having the two weeks added on to the salary year also enables the hours to be completed and avoids the complication of a distinct two-week period on its own (i.e. pro rata of stuff like PNW etc).

The annualised hours system in the Fonterra Ingredients CEA is unique. It enables a variety of rosters, it has some unusual categories like PNW, it enables holidays within an hours' format, and it protects workers' base-line earnings irrespective of good or bad seasons. Very few NZ manufacturing industries use annualised hours and the system we have is very much "home grown" with its own set of agreed rules as to how we make it work. Unfortunately, when we do find anomalies or quirks like this, the DWU and the Company must find ways to resolve them ourselves.



Angus McConnell
Assistant Secretary

DWU Attends Taranaki Summit

A few weeks before the 2017 general election, Jacinda Ardern said “Climate change is my generation’s nuclear-free moment”.

Two years before this, the Paris Agreement called for global temperatures to rise a maximum of 2 degrees Celsius by the end of the century (compared to pre-industrial times) and as close as possible to 1.5 degrees Celsius. The world has already warmed 1 degree Celsius.

Since forming a government, the issue of climate change has remained a priority, with the government refusing to grant any further oil and gas permits (except onshore Taranaki) and the announcement in May 2019 of the Zero Carbon Bill which will set emissions reductions targets to reach a net zero emissions across New Zealand by 2050.

This is radical change, not just of the energy sector but the whole economy, and requires a radical approach. Agriculture, particularly Dairy will have its own challenges with the Zero Carbon Bill setting out targets including a 10% reduction in methane emissions by 2030 and a provisional reduction by 24-47% by 2050. These targets will have real impact on our economy, industry and jobs.

The government, unions, business and iwi held a Summit on Just Transition to tackle the challenges and changes that we will face in

transforming our economy. The summit was opened by the Prime Minister,

Jacinda Ardern with a cautionary tale from her time growing in the town of Murupara in the 1980s where she saw the human impact of sudden dramatic economic reforms which displaced families and destroyed businesses.

The Prime Minister announced at the Summit the creation of a clean energy centre that will be built in Taranaki by the Government with \$20 million committed to go into research, creating 45 jobs.

The summit focused on making sure that any transformation is planned, anticipating the problems and ensuring as much as a possible that people, industry and government meet these challenges in a just way.

Fonterra, Synlait & Dairy NZ joined the Summit with senior representatives from each Organisation. Robert Spurway, COO of Global Operations from Fonterra told the summit how Fonterra had “skin in the game” and that Fonterra intended to help lead the way to becoming carbon neutral. Leon Clement, CEO of Synlait, told the Summit how “people and planet are equal to profit” and how Synlait was “doing milk differently for a new world”.

Mr Clement said consumers are prepared to spend extra for a greener product. Jenny Cameron, General Manager Responsible Dairy, from Dairy NZ spoke about how for every worker

on-farm, there were four workers off-farm.

Sam Huggard, Secretary of the NZ Council of Trade Unions discussed the impact of closures at Lane Walker Rudkin and the Cadbury factory in Dunedin, how these examples demonstrated the importance of mapping the current workforce into new jobs and ensuring that they have the skills required to do this.

Samantha Smith, Director of Just Transition at the International Trade Union Confederation discussed the future of work and how businesses are changing the models to meet sustainability challenges.

Agricultural jobs sit in an awkward place on climate change, and regulation is needed to prevent the worst impacts on our industry, however as the Prime Minister pointed out what is the cost to doing nothing?

As workers who depend on the seasons and produce food from our land, we cannot simply ignore climate change as it will impact on us first. As our industry adapts, as it will, we need to make sure that we do not become the first victims of climate change and that we adapt to meet the challenge and ensure that it is done justly.



Tom Buckley
Organising Director

Alto Longburn CEA Settlement

The Alto Longburn Palmerston North site produces plastic bottles for the Goodman Fielder site situated right through the wall of the plant.

Originally Alto workers were employees of Goodman Fielder, but the blow-moulding side of the business was sold off some years ago to Alto and a new Alto CEA was created (based on the previous Goodman Fielder CEA). There were no losses for workers, as all terms and conditions were transferred over to the CEA. It is a small site with 16 members and is 100% unionised.

Over two days of negotiations, Denis McGoldrick, DWU Site Delegate and myself reached a two-year deal that we were happy to take back to DWU members to ratify.

The proposed settlement included the following:

- First year: 2.5% on all wages and allowances;
- Second year: 2.6% on all wages and allowances;
- The way that breaks were taken was different to the way the CEA reads so rather than change the breaks, we changed the CEA to reflect normal practice;
- Introduced a new domestic violence leave clause; and
- Tidy-ups around serious misconduct and misconduct within the disciplinary clause.

Over the years, there have been some issues around workers moving up through the classification levels; both for more pay, but also to gain more skills and then being able to advance through the Company if they wanted too.

We have achieved a written agreement with the Company that within the first 12 months of the new CEA, there will be a total review of



the skills required to move up the levels and both a skills and training matrix so that workers can further their careers within the wider dairy industry. As stated, this has been an issue for workers for some time.

The new CEA was ratified last week by 100% in favour, so big thanks to Denis for his help and a big thanks to members for voting the way they did. I am more than happy with the deal and with the way it was ratified especially as this is the last DWU negotiations I will be part of, as I am going into early retirement at the end of May.

Thanks from Gavin Warne

I want to take this opportunity to thank everyone that has assisted and supported me over the years.

I have been so fortunate to have the Site Delegates and Department Delegates that I have in the Central Region. Thank you for your support, I am so grateful for it. I am sure that they will also support their new DWU Central Organiser, Laurel Reid as she settles into the role.

Even though I am moving on and starting a new chapter and journey in life, please stay in touch as I have been fortunate enough to have met many members and have made some lifelong friendships.

I have enjoyed my time in the industry and my time in this position especially and thank you all. But please remember that this is a great supportive Union and it can only stay that way or even get better with everyone doing their bit, when and wherever they can.

It's YOUR Union, be proud of it, and support it as Dairy Workers are so fortunate to have it. Adios Mi Amigos. Stay strong.



Gavin Warne
Central Organiser

Fonterra Canpac CEA consolidated with Fonterra Ingredients CEA

Canpac was formed in the late 1990's with the Amalgamation of Dairy Packers and Dairy Containers and has long been its own little island in the Dairy Industry, first under Anchor and today under Fonterra.

Fonterra Canpac has gone through a lot of change since then, with successive restructures that have seen it move from a site of over 400 members to 160 members today.

The biggest impact on the Canpac site came in 2013, with the notorious false botulism test incident that resulted in the exit of Danone as a Canpac customer. Fonterra announced a precautionary recall in August 2013 of any product produced using WPC80. This test was done by a third-party laboratory, the test later turned out to be false. However, the damage to Danone's product reputation was done and Danone sued claiming loses in the 100's of millions. An international

tribunal later upheld Danone's claim and in 2017 held that Fonterra had to pay Danone NZD\$183 million in damages. The loss of the Danone work had a major impact on Canpac and resulted in a large restructure in 2015 reducing DWU members to around 160 members.

There have been three further restructures since then, one closing the Press plant covered by the DWU and Print plant covered by the Etū union, one removing a night shift in the Can Assembly plant and one producing minor change.

This has made negotiations problematic for the DWU and Canpac's members have been under their own CEA, being just one site of medium size. In 2016 the DWU and delegates started a project to merge Canpac into the Fonterra Ingredients CEA which has over 4,000 members.

We were glad to convince the Fonterra negotiating team to allow this and spent most of the 2017 negotiations finalising the merger.

Solidarity appreciated by Canpac DWU members

The Canpac members voted 100% in favour to merge and we are pleased that the final step ratifying Canpac's inclusion into the Fonterra Ingredients CEA was accepted by these members. This gives Canpac workers a much better outlook when it comes to collective bargaining and job security.

This is important work for the DWU and very much part of our strategy to amalgamate smaller collectives into larger ones especially, when they have the same employer.

The DWU and the Canpac members wish to thank all DWU members covered under the Fonterra Ingredients CEA for their show of solidarity to their fellow workers.



Richard Everson
Waikato/BOP Organiser
& Advocate



Fonterra Canpac DWU Negotiating Team.

Māori King Movement (Kīngitanga)

Prepared by the
DWU Runanga/Fono

Initially set up to try and unite all Māori Tribes in an effort to stop the confiscation of Māori land, the King is essentially now the leader of the Tainui Māori. This is a non-constitutional role. It is a hereditary role. The current Māori King, Tūheitia, is of the line of the first Māori King, Pōtatau Te Wherowhero and was elected in 2006.

The official residence is Turongo House at Tūrangawaewase Marae in Ngaruawahia, Waikato.

The Kīngitanga or Māori King movement is one of the most enduring Māori institutions that emerged in colonial times, and one of the longest-running political institutions in New Zealand.

There was no single Māori sovereign when Europeans first came to New Zealand. Instead, Māori tribes functioned independently under the leadership of their own chiefs. However, by the 1850s Māori were faced with increasing numbers of British settlers, political marginalisation and growing demand from the Crown to purchase their lands. Māori were divided between those who were prepared to sell and those who were not.

The Beginnings of the Kīngitanga

In the year that the Pakeha population exceeded that of Māori in New Zealand, the first Māori King was chosen. A decade previously, this concept had been suggested, then in 1854, Ngāti Ruanui hosted the first of many joint talks among North Island Māori to halt the advance of Pakeha settlement and stem the decay perceived in traditional Māori society. Now a unified Māori response was believed possible in the movement, soon to be called Kīngitanga. The aged but very high-ranking Waikato chief Te Wherowhero (who had not signed the Treaty) became the first King, taking the name Pōtatau. Around him grew the Kīngitanga movement, supported by Māori from Hauraki to Horowhenua. The Kīngitanga was not universally welcomed among Māori though, with many chiefs refusing to put their mana under that of someone else. The Northern Tribes of Tai Tokerau had no involvement because they strongly associated with the Treaty, which was viewed by some as being in opposition to the Māori King movement. They and others reacted against the strongly Tainui tribal connections of the Kīngitanga leadership. It should be noted that the Kīngitanga regarded the Queen as complementary to the Māori King, not as a competitor, but the colonial government took a different view. Under the second King, Tāwhiao (who ruled for 34 years from 1860), the movement gave strong direction and cohesion in many of the armed campaigns that followed.

Understanding Maori-

Article #9 in a series prepared by the DWU Runanga/Fono



King Pōtatau (1858-1860)



King Tāwhiao (1860-1894)



King Mahuta (1894-1912)



King Te Rata (1912-1933)



King Korokī (1933-1966)



Queen Te Atairangikaahu (1966-2006)



The KINGITANGA

King Tūheitia, current Māori King (2006-present).
The previous six Māori Monarchs since the Kingitanga began are depicted here at left, and below.

Green Valley Dairies CEA Ratified

CEA negotiations at Green Valley Dairies (GVD) have concluded with a 12-month deal being ratified by 100% of those who voted.

GVD is a fresh milk processor south of the Bombay Hills near Auckland. The Company predominantly produces its own brand of milk products along with home brands and contract products for Puhoi and Lewis Road among others. GVD also has the largest organic dairy farm in New Zealand hence its wide range of organic products.

Once again, we were confronted with new management and new DWU delegates, however negotiations went well. The outcome was, of course, not all we wanted but we did achieve an acceptable outcome.

The focus of negotiations was to build on what was established last year and achieve a wage increase.

Pay Rise—2.4% for 12 months

The main outcome was a 12-month deal with a pay rise of 2.4% and a three hour call out payment. Additionally, some clarity has been added to the grade system, temp reporting and medical examination clauses. A drug and alcohol policy is also now part of the CEA.

Negotiations began with Jay Hammond, DWU Site Delegate, with Trish Holder and Tim Herbert attending as DWU Department Delegates. Trish resigned from GVD



GVD DWU Departmental Delegate Trish Holder, GVD DWU Site Delegate Jay Hammond, and GVD DWU Departmental Delegate Tim Herbert.

during negotiations, so we concluded with Jay and Tim. Thanks to these three members for their work during negotiations and ratification.



Brett Brown Waikato/BOP
Organiser & Advocate



Early retirement for Gavin Warne

Gavin Warne, DWU Central Regional Organiser, is leaving the DWU at the end of May and is opting to take early retirement. DWU Staff took the opportunity at a recent staff day in Hamilton to present Gavin with a pounamu, some books and a Certificate of Service thanking him for his contributions to the DWU on behalf of the members he has supported and represented (from a collection amongst DWU Staff).

Gavin (sometimes known as “Walt” or “Buckles”) has been the Central Regional Organiser for close to 12 years and was previously the DWU Site Delegate

at Fonterra Canpac in Hamilton. He lives with his partner on 70 acres not far from Pahiataua and is looking forward to further pursuing his lifelong love of quarter horses.

Many thanks Gavin, for your service to the DWU and its members.



THANK YOU:



Ex Fonterra DWU member Deep Khattrra says thanks...

Hi Team.

As you may already know, I have resigned from Fonterra as I have accepted a new role in Victoria Australia.

This is a note of thanks to you and all DWU Delegates for making my time in the DWU a memorable and enjoyable experience. I would like to express my gratitude to all of you for providing me with your support throughout my term as a DWU Delegate.

I have given my Delegate responsibilities to a new DWU member, Grant Barrett.

I would be happy to be of any help to all of you, if ever the need arises. Thank you all once again and all the best for your future endeavors. Kind regards

**Deep Khattrra
Ex Fonterra DairyFert
DWU Site Delegate**



Ray started at the Stirling site (located just outside Balclutha in the Deep South) in 1994 driving a whey truck for two seasons before being offered a three month trial in the packing department.

This led to a full time position. Six months later he was approached by the then DWU Site Delegate, Shaun O'Connor to be the Deputy Site Delegate. Another six months later, Shaun moved on so Ray stepped up to the DWU Site Delegate role. Apart from a short stint back at Deputy to allow a co-worker to step up and gain experience until they left, Ray has remained the DWU Site Delegate until this years election when he stood aside in preparation for retirement. All up, Ray has given his time and energy to the DWU for over 20 years!

Ray first became interested in being a Union Delegate after being made redundant from his previous job after eight years and despite being a union member there, the Union Organiser wasn't allowed on site due to the National Government's policies of the day. There was no opportunity to negotiate a redundancy package, it was a case of "take it or leave it", which didn't sit right with Ray and he didn't want to be subjected to that kind of situation again.

When Ray started at Otago Cheese in Stirling (as it was called then), he could tell the DWU was a strong organisation and it was an easy decision to become a member despite his experience at his last job. Ray was excited to become a Delegate so he could be at the

—Ray Mills—



Ray Mills, Fonterra Stirling.

forefront of keeping the Union a formidable force for ensuring better working conditions.

One highlight for Ray was seeing and being involved in the changing from Otago Cheese to Kiwi and eventually to Fonterra when it was formed in 2001. Ray was also an observer of the change process undertaken by Ray Potroz, DWU National Secretary from 1988-2003.

Ray has many fond memories of his involvement in the DWU, including being on the "front bench team" during CEA negotiations and remembers one instance of having pizza and cola at midnight as negotiations went into overtime to ensure an acceptable deal was achieved. Another highlight has been watching as other delegates have grown and developed skills when working with groups of people and individuals.

Ray also wanted to mention his admiration for Angus McConnell, DWU Assistant Secretary, and his ability to keep negotiations on the right track and also mentioned Mark Apiata-Wade's love for tinned peas as something that sticks in his mind! He also has an appreciation

for the DWU Regional Organisers and the work they put in to keep the wheels turning.

Ray is proud to have been part of the governance of a well organised Union even if it has meant making some tough decisions at times. He is especially proud of the way the DWU's Welfare Fund has grown to be a real benefit to members and takes his hat off to the late Lady Di and all the members of the DWU Welfare Committee, both past and present.

Ray has met a lot of people and made a lot of lifetime friends through his involvement in the DWU and through attending the DWU National Congress. The networking during the social times at Congress has been an invaluable opportunity to share ideas on how to approach site issues and Ray has also had the opportunity to meet many well-known political leaders including Helen Clark and Jacinda Ardern. Not everything has been positive though as it's always sad when members lose their job, but not as bad as when members pass away through illness or accidents.

Most of all, Ray would like to thank his wife Raylene for her support as he couldn't put the hours into being a DWU Delegate without her understanding!

As for the future, Ray intends to keep working for a bit longer but at the same time enjoy making more use of his motorhome as he and Raylene explore New Zealand as well as more international travel. Their next trip is a holiday in Rarotonga during Congress week which Ray admits isn't the best timing as he was looking forward to getting back to the five day Congress! The Cheers Bar won't be the same without you mate!

Gwyn Stevenson
DWU Site Delegate
Danone Balclutha



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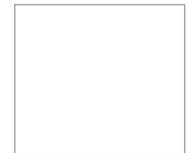
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Vacant
Support Services Organiser

DWU Representatives

National President: *Laura Reekie*

National Vice President: *Barrie Kanara*

National Executive:

Vacant (Northern), Bill Johnston & Jodi Middleton (Waikato/BOP), Peter Daymond & Bill Bryant (Central), Tom Faulkner & Vacant (Southern), Non-Fonterra Reps: Gwyn Stevenson (South Island) and Vacant (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 Sally Wilson (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 & Vacant (Northern), Karangi Jones & Tupaea Ahomiro (Waikato/BOP), Paetau Wynyard & David Hemopo (Southern), Vacant (Pacific Island Rep), and Mark Apiata-Wade (Co-ordinator)

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DWU EDUCATION GRANTS

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

—Applications for assistance must include:—

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

Applications for the first allocation of Education Grants will close on 27 June 2019 and the Welfare Committee will meet early in July 2019 to review all applications and allocate grants.

Once you have completed your application please return to:
 info@dwu.nz

OR

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

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

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

H.8.2 There will be two Education Grant allocations every financial year [1 April to 31 March]. Applications for the first allocation will close on 27 June each year and will be considered at the July meeting of the Welfare Committee, with the funds being available that calendar year. Applications for the second allocation will close on 7 February each year and will be considered at the February meeting of the Welfare Committee, with the funds being available that calendar year. An applicant will only be eligible to receive one Education Grant per financial year. For example an applicant cannot receive an Education Grant in July and then receive another Education Grant in February of the same financial year.

H.8.3 Education Grants must be used for educational

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

H.8.4 Education Grants will generally be provided for the following educational purposes:

- Defined courses of study from established educational providers (for example University, ITO or Tech courses);
- Special educational events or activities;
- Support for special educational requirements or assistance (for example extra tuition for learning difficulties).

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

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

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