

DairyWorker

Quarterly publication of the

NZ Dairy Workers Union Te Runanga Wai U

NZ Dairy Workers Union

DWU

Te Runanga Wai U

DWU CONGRESS
2019
EDITION
★★★★★★

August-2019



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- 25+ year DWU Presentations**

Pauline Small (ex-DWU Site Delegate)
& Jimmy McGeown (DWU Site Delegate),
Oceania Dairy (Yili) site, Glenavy.

DWU Annual Congress & AGMs 2019



Welcome to the August 2019 edition of your DWU Dairy Worker magazine. This edition focuses on the recently held DWU National Congress 2019 and DWU Annual General Meetings (AGMs). I encourage you to have a read through the Dairy Worker articles; it's your magazine, your Union!

DWU Annual General Meetings (AGMs)

Over the last two months, the DWU National President, Laura Boynton, DWU National Vice-President, Barrie Kanara and myself, have again had the pleasure of attending the 65 DWU AGMs that we hold across the country. We still have a couple of final AGMs to run, but thanks again to all the DWU members who have attended these meetings. I hope you enjoyed them and gained some useful information about your Union.

Member turnout has been very good this year, with just under 2,000 DWU members hearing the latest industrial, financial and operational news and having the opportunity to ask questions about their Union'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 around 60 members who have achieved 25+ years of service with the DWU with a framed certificate, DWU beanie and a DWU pen.

We also were able to award Bruce Cryer (Fonterra Waitoa) and Barry King (Fonterra Takaka) with gifts for their 50+ years of DWU service (there are pictures of these presentations later in this edition and a full list of recipients on the back page). Thanks again Bruce & Barry, for your commitment and dedication to the DWU.

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 in the next few weeks. Thanks again on behalf of all Dairy Workers to these long-serving members for their

loyalty and commitment to our Union.

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.

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 & Alto Ltd; Fonterra CCP; Fonterra DMV (DFE Pharma); Fonterra Ingredients (which now includes the AgBiz, Canpac & Dairy Fert operations); Froneri Tip Top; Goodman Fielder Ltd; Goodman Fielder Puhoi Cheese; Goodman Fielder Yoplait Palmerston North (previously Lion Dairy & Drinks NZ Ltd); Green Valley Dairies Ltd; Hilton Haulage Ltd; Livestock Improvement Corporation (LIC); Milk Test NZ Ltd; NZ New Milk Ltd; Oceania Dairy (Yili) Ltd; Synlait Milk Ltd (which now also includes Talbot Forest Cheese); Tatua 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 2019 & the establishment of the DWU Youth Committee

The DWU National Congress is the top decision-making body of the DWU and was held from 10-14 June in Rotorua. The focus for Congress delegates was reviewing the progress of the DWU's Strategic Plan 2018-2022. The purpose of the plan continues to be to "maintain and enhance our standing as a relevant trade union".

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

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 industry or retire.

Future DWU Leaders

To support this important work, the National Congress and AGMs have overwhelmingly endorsed the establishment of a DWU Youth Committee that will identify and engage with DWU members who are 35 years and under to create a nationwide structure that encourages younger DWU members to become more involved in the governance and operations of their Union.

The DWU Youth Committee will have a similar structure to the other DWU special interest groups (the DWU Women's Committee and the DWU Runanga/Fono). Elections for the eight DWU Youth Committee positions

(two each from the Northern, Waikato/BOP, Central and Southern Regions) will take place in October this year. All DWU members 35 years and under will be eligible to stand and vote for these positions.

This is an important and historic development for our Union and one that will ensure that all voices within our Union are being heard and that the next generation of DWU delegates, activists and leaders are being developed.

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 how to do this, please contact your DWU Site Delegate or DWU Regional Organiser (their contact details are on the last page of this magazine).

And as always, thanks again for being members of our Union.

Chris Flatt
DWU National Secretary

From the President

Site AGMs

Hopefully most of you managed to have a bit of down time before the new season kicks into full swing again and if not, I hope you have a bit of time planned before work sites start to ramp up.

Most sites would have had a DWU Annual General Meeting (AGM) by now with the exception of a few that needed to be changed for various reasons (mainly due to the weather this time of year).

There are not many Unions that hold the amount of AGM meetings that the DWU does, and although getting the timing of the meetings right can be difficult, it's pleasing to see that we still get good turn-outs to most meetings held on worksites or in community halls located close to them.

This year we scheduled around 65 meetings from the top of the North Island to the very bottom of the South. This is a good opportunity to get along and see what's happening within the DWU and to get a broad overview of the dairy industry in general.

At the AGMs, we have a look at the Union's financial position, discuss any policy and rule changes, with time set aside for general business and discussions on what's happening in members' areas. It's also a good chance to congratulate those DWU members who have completed 25 plus years' service as a DWU member.

We acknowledge these long-standing members with a small thank you gift and a framed certificate. The meetings usually last from anywhere between 45 minutes to an hour, and we have had the odd meeting come close to two hours due to general questions and issues from members.

As DWU National President, this is a chance for me to get to a number of sites and get to talk to people throughout the dairy industry and see what is happening on a national scale.

This gives a great overview of what's happening around the country and also a good chance to have really good discussions with members, and also clarify some issues that are raised. If you haven't had a chance to get to an AGM yet, then keep an eye for the annual reports that get delivered to your home postal address, have a read of the information inside and come along to the next meeting. It would be really good to have you there.

Thanks to the National Vice-President Barrie Kanara, who some of you may have also met. He has also attended a large number of meetings this year. Also, a big thanks to both Angus McConnell, DWU Assistant Secretary and Mark Apiata-Wade, DWU Assistant Secretary-designate for stepping in while the National Secretary Chris Flatt was attending other meetings.

Laura Reekie
DWU National President



Recent CEA Settlements

Goodman Fielder Puhoi CEA Renegotiated

We are pleased to announce that the Goodman Fielder Puhoi Collective Employment Agreement (CEA) has been ratified. The agreement was ratified by 67% of members on site and contains some great improvements in conditions and rates.

The major improvement to conditions is the extension of DISS (Dairy Industry Super Scheme) to all workers from their first day of work. Previously, DISS was capped at 30 workers, or after 5 years of employment. Now all 45 workers on site will get access to DISS from their first day on the job. This means they'll get an extra 5% into their superannuation and be covered by the excellent death and disability protections under the scheme.

Another major improvement was a Higher Duties Allowance which will provide better upskilling opportunities for experienced workers. Whenever a Team Leader is absent (and that department is in production), an experienced worker will step up into the Team Leader role and be paid that rate. This hadn't been happening in most departments and provides a great pathway, and recognition through the additional payment, for long-servers to get some experience in these roles.

This is a two-year deal that runs until 31 May 2021. It has a backdated pay rise of 2.2% for this year, and CPI plus 1% (capped at 2.5%) from 1 June 2020. The two Laboratory workers will get an additional \$1 an hour to bring their rates up to be more in line with industry averages. The lowest rate in the agreement has also been removed, and the second lowest rate received an extra 40 cent increase to bring it up to \$18.54, so the site isn't paying any workers

minimum wage or close to it.

The agreement also has some clarifications in it, namely that rostered workers can be required to work on Public Holidays, and it removes the wording of a "25% loading" for these workers. The pay loading of 23.5% for most workers and 25.5% for some will remain in their pay rates, but with the big increases to the minimum wage and the removal of the lowest rate this change of wording was necessary for the future.

As always there is more work to do, and our new project will focus on how members can upskill and progress through the grades more easily, but we are happy with this result and look forward to ensuring that these improvements to conditions are implemented properly.



Adam Craigie
Northern Regional Organiser



Dairy Goat CEA Settled

Dairy Goat Collective Employment Agreement (CEA) has been settled for another two years with a ratification vote of 100% from DWU members.

The main points of the settlement are:

- Two Year Term;
–Year One: 2.4% increase (CPI + 0.9%);
–Year Two: 2% increase;
 - Printed rates for lower paid rates increased between 2.4% to 14%.
- Negotiations were held in good spirits over three days. I would like to thank the negotiation team, Darren Ina and Rexina Aranui. These were complicated negotiations and at times tested both parties.

Welcome Dairy Fresh Logistics Workers

The DWU would like to welcome Hilton Haulage drivers trading as Dairy Fresh to the Union under a new Collective Agreement.

Dairy Fresh Logistics' is a transport company specialising in the collection of milk off farm and *continued on page 5...*



Dairy Goat Co-operative factory, Hamilton.



Dairy Fresh Logistics Truck.

delivering to dairy companies across the North Island. Established in 2009, Dairy Fresh operate from locations in Taupo and Maramarua. Dairy Fresh Logistics' is part of the Hilton Haulage group of companies.

Hilton Haulage are based in Timaru and Christchurch and are well known milk collection specialists along with providing other transport and logistic services to their customers.

Negotiations of the new Collective Employment agreement were held over May/June 2019 and was ratified by 100% of DWU members.

Key points of the agreement were:

- Two Year deal;
- 1.5% back pay to August 2018 upon ratification (workers had already received a 1.5% increase in August 2018);
- \$1 increase in printed rate from 1 August 2019;
- CPI increase from August 2020.



Richard Everson
Waikato Organiser/Advocate



Mark Apiata-Wade
Assistant Secretary Designate/ Advocate

Oceania Dairy/Yili CEA Settled

Oceania Dairy/Yili DWU members at the Glenavy site have voted 100% in favour of their new CEA settlement.

The main points are:

- Two and a half year term:
 - First year: 2.5% increase to wages/allowances (backdated to 1 January 2019);
 - Second year: 2.5% increase to wages/allowances (paid from 1 January 2020);
 - Last Six months: 1.5% increase to wages/allowances (paid from 1 January 2021 to 30 June 2021). (The extra six months is so the CEA will expire in June rather than December, which is a better time to do negotiations and avoid having to do backpays).
- There were two other 'tidy-ups' agreed to—the hours of work clause and sick leave clause, in order to make them clearer and fairer for both the Company and workers.



Oceania/Yili DWU members at one of the ratification meetings.

Farewell from Angus

Angus McConnell, DWU Assistant Secretary Retires

Hello everyone. I'm told that I have to use this edition as my chance to say goodbye, because I officially retire at the end of October.

I began work in the Dairy Industry as a 15-year old and apart from time as an apprentice and a bit of OE, I've been working either in the industry or for the Union ever since. I began working full-time for the DWU in 1985 but was a delegate and National Executive member prior to that.

We now work in a far different industry from when I started out. It has far fewer manual jobs and far more technical requirements. Farming is more corporate than the small family farms of my youth and Co-Operatives (which were once the total norm) are now in declining numbers. The dairy industry also has a plethora of new entrants and new challenges.

Terms and conditions have greatly improved because of the work of the DWU over a long period of time as well as by the successive efforts of members, delegates and officials over that time.

Because most of our CEAs have been in operation for a long period of time, the depth and breadth

of our terms and conditions are considerate and encompass many areas. Even though some of the new companies haven't agreed to pay all these conditions yet, they still have to consider industry standards to attract staff and experience.

I've had the privilege to observe and be part of many interesting negotiations, debates and changes, sometimes great, sometimes hard and challenging. I think that some of the most rewarding achievements were around the following:

- Flexible rosters;
- Annualised hours (although controversial at times, this is still a unique and valuable system);
- Dairy Industry Superannuation Scheme (DISS) in agreements;
- Medical Insurance provisions;
- Death & Disability insurance;
- New collective agreements and new membership coverage;
- And of course, the DWU has maintained a vast number of other provisions for members as well.

I have always admired the Dairy Industry for the way it has been interested in enabling its workers to develop career options and has provided training opportunities to achieve this. I've seen many young workers leave school at an early

age with minimal qualifications and then, when given the chance, absolutely grab and excel at adult education and dairy industry careers.

Our Union's success is something we should all be proud of. It's easy to sit on the fence and be

derogatory, but overall our Union

has tried to foresee the issues we face, address them to the best of our capacity, and prepare for the future. We are also financially strong.

Another strength of the DWU is that we don't just work in the industrial space, but also in the political and community sectors as well. We also do our bit internationally, because our industry is now global.

I have had the fortune to work with a lot of amazing members and delegates. Occasionally we encounter some selfish attitudes, but generally we see people with good intentions. And management also has some decent folk amongst them and some of my best learnings were borrowed from some managers.

Thanks to all who have made my working experiences over the years, I wish you and the DWU every success. I hope we continue to work in an industry that provides sustainable value to NZ and decent opportunities for workers. For those of you who may feel that I've not achieved as much as you would have liked, I'm sorry, there is only so much one individual can do.

Pauleen (my partner) and I are off to begin life as, builders, travellers, boaties, fish feeders, and gold card-holders. We are going to do as much community work as possible (so drive safe or you might see us again).

Cheers and a big thank you to everyone.



Angus McConnell
Assistant Secretary



Seated stage front; L. Angus McConnell & R. Glenn Barnes

DWU Life Membership Presentation Angus McConnell & Glenn Barnes

At our recent DWU National Congress, all DWU delegates voted unanimously in favour of bestowing DWU Life Membership on Angus McConnell and Glenn Barnes. This is a huge honour, as we have only made 25 workers Life Members in our long history.

Life Membership is given to members that have given outstanding service to the Union and our members. They must also have been a member of the DWU for at least 15 years and who have retired from the

Dairy Industry. Angus started work as a fulltime Organiser for the DWU in 1985 and Glenn started in 1988, with both having been long term members, delegates and executive members prior to this.

In our jobs, it is easy not to please or meet everyone's expectations, but no one could say that Angus or Glenn weren't committed Trade Unionists. Both Angus and Glenn always tried their hardest to get the best possible outcomes for the workers they represented.

It has been an honour and a privilege to work with you both.

On behalf of the DWU and our members, thank you very much and enjoy your well-earned retirement.



Mark Apiata-Wade
Assistant Secretary Designate



Top; DWU Runanga/Fono and supporters perform a Haka at Glenn Barnes' and Angus McConnell's Life Membership Presentation.
Below; 2019 Rotorua Congress DWU Delegates standing ovation for Glenn Barnes and Angus McConnell.



DWU National Congress 2019

10–14 June, Copthorne Hotel, Rotorua

Around 100 DWU Site Delegates, Representative Committee Members, and Staff attended the DWU 2019 National Congress. As well as official business, there was a lot of useful enagement and discussion to assist the Union to meet its future objectives.



Congress Business: Reports presented included the National Secretary's Report (being presented above), Dairy Industry Superannuation Scheme (DISS) Report, UniMed Report, Primary Industry Training Organisation Report, and the reports from the Women's, Runanga/Fono, and Welfare Committees. Various remits (which have been subsequently discussed at AGMs) were discussed and voted on. Jared Phillips, National Organiser, reported on developments from last year's Site Delegate workshops and led a workshop on site-level Union visibility and engagement.



Tamati Coffey Labour MP for Waiariki opened this year's Congress. Interestingly, we found out that his mother is a Union Rep in another Union. Tamati pointed out that housing is a huge issue for him, with Rotorua having the second highest number of homeless in New Zealand. He also spoke about mental health and said he was very pleased Labour is taking this seriously. Clayton Mitchell of NZ First also presented. He pointed out that trickle-down economics has not worked and emphasised the importance of lifting the minimum wage.



Michael Law for the Dairy Industry Research Group, spoke about the Union's membership percentage nationally and the DWU's maintenance of high union density. As always, he unpacked a lot of information to help keep us on point for understanding membership trends and industry demographics. He underlined the importance of goals and planning especially in the rapidly changing environment. In this photo is Oceania Dairy/Yili DWU Site Delegate, Jimmy McGeown.



Fonterra Panel

Miles Hurrell (Fonterra CEO), Robert Spurway (Fonterra Chief Operating Officer) and Rochelle Price (Fonterra General Manager of Employment Relations) represented Fonterra on a panel of speakers. Miles spoke about the Co-Operative's local NZ strategy and said he was both proud and privileged to lead Fonterra. Robert emphasised that we won't always agree with each other, but it's important to communicate and work together to resolve issues. Rochelle reaffirmed that and thanked all delegates for the work that they do, over and above, their normal duties. In this picture, the panel (accompanied by the DWU's National Secretary, Chris Flatt) is taking a question from a Site Delegate.



Bernard Hickey The prominent Economist spoke on the state of the New Zealand economy. Bernard covered the impact of the Dairy Industry Restructuring Act (DIRA) reforms, New Zealand's position in the middle of the geopolitical and economic contradiction between China and the US, and the big challenges around housing in New Zealand.

Nigel Haworth

NZ Labour Party President said that GDP by itself does not measure economic progress. The distribution of wealth is what is most important. Nigel thanked the DWU for its continued affiliation. Marja Lubeck (Labour List MP) said that employment relations is an important area for her. She is particularly concerned about the protection of vulnerable workers in some sectors. She outlined the employment legislation changes that have already been passed this year by the Labour-led Government. She said she believes in standing up for working people and their families. Nigel and Marja are pictured here. Prime Minister Jacinda Ardern also participated via video link.



Dave Bethwaite.



Angie Aitken.



Barrie Kanara & Laura Reekie.



Blair Hayward.

Susie Alison (National Union of Workers (Australia), Victoria Branch Secretary) and Neil Smith (NUW Organiser) visited Congress from Australia. Susie outlined the situation for Unions in Australia, saying that wages have stalled and profits are not being shared with workers. Susie told Congress about recent voting for a major merge of some Australian Unions. Neil spoke about the growing number of new players entering the dairy industry and how a serious drought was wreaking havoc inside the industry. Neil talked about the Union's increased efforts to empower delegates through delegate training. In this photo are Dave Mallinger (Fonterra Waitoa UHT, DWU Site Delegate), Neil Smith, Susie Alison, Rob Nixon (Tatua Dairy, DWU Site Delegate) and Peter Baker (Fonterra Hautapu, DWU Site Delegate).



Adrian Orr

Reserve Bank Governor, spoke on the last day of Congress. Items mentioned in his presentation included the role

of the Reserve Bank, inflation rates, employment levels and the labour market, New Zealand's balance sheet, farming debt, and the government's well-being policy.

Thanks to Pat Garrett (Fonterra Tirau, DWU Site Delegate) for his Congress notes that assisted with this article.

PRIMARY INDUSTRY TRAINING ORGANISATION (PRIMARY ITO) REPORT 2019

Background

Industry Training Organisations (ITOs) are recognised under the Industry Training Act 1992. The current 11 ITOs 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 expires 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. This is an important, if somewhat challenging task at times, with most directors coming from industry employers or representative bodies.

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. 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 PriITO (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:

- 21,683 trainees in total
- 5,284 employers of trainees
- 473,919 training credits achieved
- 10,143 programmes completed
- 22% Maori trainees
- 7% Pasifika trainees
- 18% aged 45 or older
- 30% aged 24 or under

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 has also continued to be heavily involved with Primary ITO over the last 12 months as the Primary ITO is a central deliverer of the Fonterra Dairycraft programme.

Reform of the Vocational Education sector (RoVE)

A major focus for the Primary ITO over the last few months has been analysing and preparing for the Government's proposed Reform of the Vocational Education sector (RoVE) that was announced in February 2019. The goal of RoVE is to ensure that the needs of learners, employers and communities drive the VET system and to help raise living standards for all New Zealanders. The Government wants a system that delivers to the regions of New Zealand (which is not happening currently in many parts of regional New Zealand). The RoVE proposals are attempting to ensure that there is greater availability of vocational education provision throughout New Zealand.

The RoVE process is also the Labour-led Government's first concerted reform of the neo-liberal right-wing competitive model that has been operating in New Zealand's education and health sectors over the last 30 years. The Government's proposed reforms comprise three main proposals:

- Redefined roles for education providers and industry bodies: This would mean de-establishing the current ITO structures and replacing them with Industry Skills Bodies (ISBs) that would support employers and trainees within a specific industry with their educational and training needs. ISBs would also advise the vocational education sector on what courses are needed and their content;
- An institution with the working title of New Zealand Institute

of Skills & Technology, that would bring together the current 16 public Institutes of Technology and Polytechnics (ITPs) into one single entity; and

- A unified vocational education funding system: Currently there are different funding models between ITPs and Universities.

Whilst RoVE is long overdue, there is still much uncertainty as to what the final recommendations and structures will mean for VET trainees as well as existing structures such as Primary ITO. As part of this process, both Primary ITO and the CTU are arguing strongly that any new structures must retain a direct worker voice in both governance and operational VET structures.

Ongoing development of the Industry Partnership Group

(IPG) structures

As previously reported, over the last 12 months the Primary ITO has undertaken further development and support of the Industry Partnership Group (IPG) networks within the organisation. IPGs form a vital link between industry and both the operational and governance functions of Primary ITO. These structures are 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

Again, one of the key challenges over the next 12 months will 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

UNIMED REPORT 2019

UniMed prides itself on giving our members the security of having medical treatment funded when they need it most, so that you don't have to wait in a long queue etc. Over the last year, DWU members and their families received over \$7M of health care treatment from UniMed, 12 of us had claims worth over \$30k per treatment, another 46 of us ranging between \$15k and \$30k per treatment.

It has been another successful year for us, all of the usual monetary figures are good, we are within our targets on costs, pay-out and putting some into the kitty, even though investment earnings fell off a long run of high earnings due to market conditions.

Issues around compliance have been well managed and created no problems. We have a new challenge

arising around the requirements to not sell inappropriate products (we don't think we do) following the Australian bank and insurance scandals and subsequent inquiry and to be able to give comfort to the FMA that neither we nor our sellers/brokers do this. You'll remember the Aussie banks were embroiled in scandals, selling disabled folk junk and continuing to bill deceased estates etc.

We had a textbook merger of the Education Unions Medical Scheme (EBS) (another "unions originated" small medical scheme) into UniMed. A smooth transition that was planned for, then executed without any disruption to members' claims. This resulted in a growth of our membership and subsequent share of the market without affecting our bottom line. It should also

eventually offer more options for new members whilst retaining our original schemes.

We have also had new additions to the board for specialist digital skills, as everyone can see disruptive business models occurring across a wide spectrum of service industries e.g. Uber, Netflix, Air BnB etc.

New challenges from new large entrants and new offerings from Southern Cross, but UniMed has strength in our company provision model that returns best value as a mutual based society. The challenge of cost and affordability is always close to our thinking.

Big and genuine thanks to Glenn who is retiring as a director and deputy chair at the next UniMed AGM, and of course thanks to other directors and staff who do a great job on behalf of all members.

Angus McConnell
DWU Rep on UniMed Board

DWU WELFARE COMMITTEE REPORT 2019

**Welfare Payments from
1 April 2018 to 31 March 2019**

**Funds spent during the year
are as follows;**



Welfare Committee; Ian Turner (Southern), Frank Lancaster (Northern & Convenor), Christina Phillips (Waikato/BOP), Bernice Mills (Central).

Grant	Grant Amount	2018 #	2018 Total	2019 #	2019 Total
Death of Dependent	\$2,000.00	3	\$6,000.00	2	\$4,000.00
Death of Member	\$3,500.00	17	\$59,500.00	16	\$56,000.00
Death of Spouse	\$2,000.00	10	\$20,000.00	13	\$26,000.00
Ed Grants - Jul 18/Feb 19		157	\$140,595.00	199	\$147,475.00
Hardship Grants		146	\$86,508.34	131	\$78,489.01
Edgecumbe Floods	\$1,000.00	50	\$50,000.00	-	0
Nelson Fires	\$1,000.00	-	-	4	\$4,000.00
Miscellaneous	Congress/Meetings		\$3,207.66		\$4,812.99
	Vouchers on Hand		-\$450.00		-\$1,000.00
Expenditure 1 April to 31 March			\$365,361.00		\$319,777.00
Annual Budget (1 April to 31 March)			\$297,870.00		\$308,383.00

Another very busy year for the Welfare Committee. The new method of operation by focusing on using email appears to be working very well and I am sure members appreciate the quicker service.

A big thank you to my two rocks - Bernice Mills and Ian Turner, and to Bill Johnston who assisted when he could despite family problems.

The input of my fellow Committee members makes my job easier and is much appreciated. To Glenn Barnes

our Committee Co-ordinator, a big thank you for keeping us on track and the Committee wishes you well in your retirement, as temporary as it has been given your help in the South Island. We welcome Sally Wilson who has stepped into this role bringing all her expertise to the position.

Special thanks to Chris Flatt, Carne Greenbank and Bobbi Prentice for all their assistance and work they do to help the Welfare

Committee function. Finally, a big thank you to all the DWU Site Delegates whose vigilance in sending in claims and making sure all the relevant information is provided (mostly), allows our job to be done more readily and in a timely manner.

**Frank Lancaster
DWU Welfare Committee
Convenor**

DWU WOMEN'S COMMITTEE REPORT

2019

Welcome to Congress 2019! This gathering of like-minds is a great place to learn and share your experiences so that you are better equipped when you return to your workplace.

The issue of Mental Health was a big focus for us this year, we heard a lot of feedback from DWU Delegate's that when issues arise, they are sometimes at a loss as to who or what services they should refer members on to. With this in mind, we compiled a National Helpline contact list, which has gone down well around worksites.

At the time of writing this report, the Women's Committee is gearing up to support 'Pink Shirt Day' on 17 May. The theme is "Speak Up, Stand Together, Stop Bullying" (K rero Mai, K rero Atu, Mauri T, Mauri Ora). This International Day is to raise awareness of bullying, which is unfortunately a common workplace (and school) issue and this couldn't be more relevant with the recent events in Christchurch. One in five people experience workplace bullying each year and many studies show that people who are bullied are more likely to experience mental health issues. We want to help celebrate diversity in all its forms and help make our own worksites safe, supportive, welcoming and inclusive of everyone. We also need to be more conscious of what and how we say things.

Carne has been instrumental in putting together some informative articles for the Dairy Worker magazine and with the Regional Organisers help, we have been able to get some positive results for workers. An example of this was in

the February 2019 DairyWorker on 'Leave Entitlements when a Miscarriage Occurs'. An email enquiry came through from a member who suffered a miscarriage and took annual leave, she was referred on to Jared Phillips (her Regional Organiser at the time) and he successfully managed to help this member get her annual leave reinstated and changed to bereavement leave instead. She was extremely thankful for the informative article and of course for Jared's thoughtful words and assistance of such a delicate matter.

Carne and Camille attended a Toi Wahine panel discussion in Hamilton in August to support Mel Martin from the Young Workers Resource Centre (YWRC), who was part of the panel made up of some of Waikato's most passionate and committed wahine. The conversation throughout the evening focused on some of the issue's women face in the home and workplace such as health and domestic violence issues, inequality, bullying, unconscious bias and lack of diversity at work. The panel examined what can be done (individually and collectively)

to combat these.

As of 1 April 2019, the new Domestic Violence: Victims Protection Bill 2018 has taken effect. The March 'Did You Know?' outlined this new law and we also produced with the CTU, a Factsheet for Union Organisers and Union Delegates. We will be exploring options to have more Worksite Women's Delegates (WSWDs) training relating to this at our pre-Congress meeting as we feel that it's important for both Site Delegates and WSWDs to be up to speed on this new law.

Finally, I would like to say thank you to the amazing women on the Committee for their hard work; thank you to Carne for the outstanding work she does behind the scenes, she is my rock and I value her input immensely; and a big thank you to Site Delegates and Organisers for your ongoing support to the Committee and helping us get WSWDs up and going on your own worksites.

Nici Benington
DWU Women's Committee
Convenor



Women's Committee; Back; Nici Benington (Southern & Convenor), Julie Bengston (Central), Helen Rowe (Central), Carne Greenbank (Convenor). Front; Renee Ormsby (Southern), Francie Cook (Waikato/BOP), LaVina Ireland (Northern), Camille Rondon (Waikato/BOP), Iona Ngapere (Northern).

DWU RUNANGA/FONO REPORT 2019

Nau mai ki a koutou katoa. (Welcome to you all). Another annual DWU Congress is upon us.

Firstly, it's nice to see all your faces again. Kia ora koutou to the National Executive and all the new Site Delegates attending Congress for the first time. (I'm sure, it'll be an enlightening experience for all of you).

Over the past year the Runanga/Fono have, in conjunction with the CTU Runanga, dealt with a wide range of issues, highlighting its importance within the DWU, such as ongoing Pay and Gender/Ethnicity Inequality, Living Wage, Mana Wahine Treaty Claim through to Tikanga around workplace fatalities. Moving forward from the present to the future of the DWU, just transition, i.e total automation, robotics and Te Kupenga Rangatahi, youth engagement and how these are currently impacting on the DWU and the broader union movement.

Regular DairyWorker articles on various Maori/Pacific Island traditions and tikanga (protocol) have been produced thanks to Mark Apiata-Wade.

We received feedback from Delegates that it would be good to have the waiata available so you can join in, so we have included them at the back of the Congress Papers. Feel free to get up and join us if you want! However, the order of the songs is not the order they will be sung, as it depends on the speaker or occasion and what we think is an

appropriate waiata for use.

The DWU Runanga/Fono and DWU Women's Committee have each put in a remit this year to go from a two-year term, to three years effective from 2022.

This will align us with the National Executive (Convenors of both Committees are members of the National Executive) and other governance groups within the DWU, including the proposed Youth Committee, which will be established with a three-year term. We also have put in Life Membership nominations for Glenn Barnes (Support Services Organiser, retired Dec 2018) and Angus McConnell (Assistant Secretary, due to retire in Oct 2019). We acknowledge and thank these two gentlemen for their long-standing service and unwavering devotion to the DWU and its members.

We say haere ra to Fanueli Baice (Pacific Island Rep.) and Colin Duggan (Northern Rep.) who resigned from the Runanga/Fono. Colin was successfully elected DWU Site Delegate at FBNZ Takanini, so has stepped down from the position to concentrate on his new role and

members on site.

Thank you both for your contribution. At the time of writing this report, we have three nominations in for the vacant Northern Rep. position, so Mark will host a telephone conference to elect a new person. As per DWU Rule 15.2.1, if the new person elected is not of Pacific Island descent, then a Pacific Island Rep. election will be held as well. We look forward to welcoming our new DWU Runanga/Fono members to this Congress.

Lastly, we acknowledge one who was with us here last year and has since passed away. Laurie Rosewarne, Goodman Fielder Yoplait, Palmerston North (formerly Lion) DWU Site Delegate. E ki tonu o te pouri i to tatou aau inaianei moe to tatou hoa. (Our hearts are full of sorrow, sleep now our friend).

Darryn Anderson
DWU Runanga/Fono Convenor



Runanga/Fono; Back; Mark Apiata-Wade Co-ordinator, Dave Hemopo (Southern), Kim Phillips (Northern), Paetau Wynyard (Southern), Tupaea Ahomiro (Waikato/BOP), Darryn Anderson (Central & Convenor). Front; Karangi Jones (Waikato/BOP), Rama Phillips (Central).

DAIRY INDUSTRY SUPERANNUATION (DISS) REPORT 2019

The year ending 31 March 2019 allocated interest rates for each Investment Option were confirmed by the DISS Board and are:

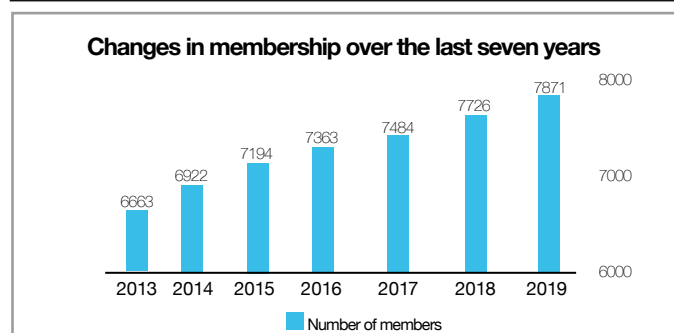
Cash	Cash Conservative	Conservative	Conservative Balanced	Balanced	Balanced Growth	Growth
1.37%	2.46%	3.54%	4.26%	4.95%	5.33%	5.71%

The Scheme is now worth 785.5 million dollars with a contributing membership of 6,962.

Withdrawals

During the year to 31 March 2019, the following withdrawals were made from the Scheme:

Leaving Service		In-Service	
Retirements	150	Significant financial hardship	31
Leaving service / resignation	373	First home withdrawal	128
Retrenchments / redundancy	10	Partial transfer to another complying Superannuation Fund / KiwiSaver Scheme	-
Deaths	12	Property (Relationships) Act	10
Transfer to other schemes	-	Partial withdrawal by members aged 65+	108
Medical disengagement / serious illness	9	Regular partial withdrawal	31
Total members who made leaving service withdrawals	554	Total members who made in-service withdrawals	308



DWU Members Who Passed Away During the Year

(1 April 2018 to 31 March 2019)



Anne Pugh Fonterra-Waitoa
Brian Swain Fonterra-Edendale
Christopher Murray Fonterra-Waitoa
George Clearwater Fonterra-Edendale
Judy Kohi Fonterra-Edgumbe
Kane Green Fonterra CCP-Collingwood St
Laurie Rosewarne Goodman Fielder-Yoplait
Michael Herewini FBNZ-Takanini

Michael Rukuwai Fonterra-Te Rapa
Michael Saggars Goodman Fielder-Blenheim Rd
Peter Cairns Fonterra-Edendale
Russell Bettridge Fonterra-CanPac
Teremataora Raivaru Fonterra-Lichfield
Terry Ashford Fonterra-Whareroa
William Turner Timpack-New Plymouth

CTU Women's Conference

Scream

So that one day

A hundred years from now

Another sister will not have to

Dry her tears wondering where

In history she lost her voice.

— Jasmin Kaur

On Friday 12 and Saturday 13 July 2019, I was privileged to be part of a small delegation of DWU Women's Committee Representatives who attended the CTU Biennial Women's Conference, entitled 'W hine Toa: Organising for change'.

Our delegation was made up of

workers, wood processors, actors, midwives, are just some of the occupations represented in the room."

"We have achieved so much together as working women in the last two years; the passing of law to provide for paid domestic violence leave, increasing of paid parental leave to 26 weeks (from July 2020), there have been significant equal pay claims and cases, and internationally the passing of an international convention on the elimination of gender based violence at work."

Throughout the conference a strong focus was on the continued

need to fight for gender equality, to fight to end pay disparity for Maori and Pasifika workers, and also the need for pay transparency.

We heard from some amazing keynote speakers:

- Tania Te Whenua—the acting legal counsel on the Waitangi

Tribunal Mana W hine Kaupapa Inquiry;

- Saunoamaali'i Dr Karanina Sumeo—the new EEO Commissioner at the Human Rights Commission;

- Mich-Elle Myers—National Officer, Maritime Union of Australia and Australian Labour Party Vice-President; and

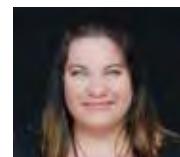
- Julie-Anne Genter—Minister for Women.

There were also a range of informative workshops on critical issues facing women in the workplace and workshops for building skills, as well as panel session of union women on "Organising for Change".

The workshop sessions were:

- Racism and the ethnic pay gap;
- Domestic violence provisions – putting these into practice;
- A Pasifika perspective on wellbeing;
- Strategies to stop sexual harassment and gender-based violence at work;
- Women's rights at work;
- There are no jobs on a dead planet.

On behalf of the DWU Women's Committee, we would like to express our thanks and appreciation to the CTU Women's Council for the time and efforts put in to organising such a successful conference. We all came away enlightened and eager to share our new information with the DWU Women's Committee Representatives who could not attend and to share relevant information with delegates and members.



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



myself, Nici Benington (Southern Rep and Convenor), Renee Ormsby (Southern Rep), Julie Bengston (Central Rep) and Lavina Ireland (Northern Rep).

In a media release, Rachel Mackintosh (CTU Vice President) was excited to announce what the two days had in store for close to 200 union women from 18 different unions who were present, "Union women are a force for change. At this conference we have working women from across Aotearoa."

"Cleaners, teachers, doctors, locomotive drivers, dairy workers, nurses, seafarers, senior public servants, retail workers, mental health



Tragedy at Pike River Mine

by Rebecca Macfie

Reviewed by Phil Burton

"If you take shortcuts in mining, you don't get hurt, you die".

This is an incredibly gripping story told by a well-respected and multi-award winning journalist Rebecca Macfie.

The book covers the story of how the Pike River Mine came to be, through to the Royal Commission of Inquiry on the Pike River Coal Mine Tragedy.

It is the parts between these two events that brought out the whole range of emotions, from anger, to sadness at the needless loss of 29 men that went to work but didn't go home, to utter disbelief that this was allowed to happen at all.

The most astonishing part for me was how – in this day and age of health and safety – so many faults and problems could be pointed out to the Company and pointed out to many, many, departmental managers, and the faults were acknowledged, but they weren't actioned or were fobbed off and eventually swept under the carpet.

Don't get me wrong, there were many good people who worked hard to get things put right for the guys underground, and to ensure that

the Company's own policies were being followed.

However, they faced continual push back and a reluctance to put things right, "and incident reports they filed were just being thrown in the rubbish bin".

The need for a strong united Union on site would have gone a long way to helping resolve some of the issues the workers faced, however Pike River Coal had no intention of ever forming some sort of relationship with a Union.

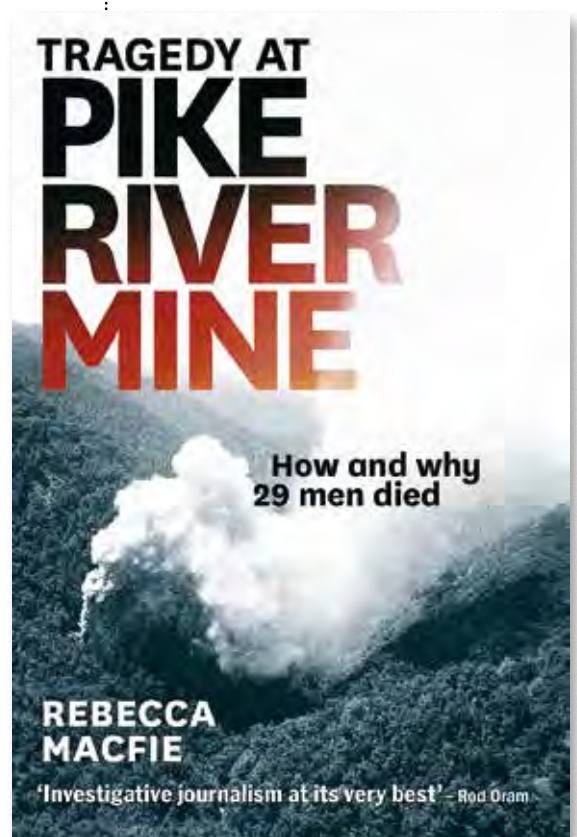
Pike River Coal had an internal health and safety committee, but there were no Union members on it. One day when management were asked if the Union could join in a health and safety training exercise, they replied "Please do not use the Union in the same sentence as anything at Pike. Our relationship and the way we communicate is between us and our employees".

Many said that they didn't want to upset management by joining up, however some members of the Union representing them at the time did walk out of the mine one day. This only ever happened once and it was over a health and safety issue when there was not enough working vehicles in the mine to get everyone out in an emergency.

Once out of the mine, the Union was told by Pike River Coal to order the men back to work or the Union would be sued. The issue the men walked out over was fixed within a

matter of hours. A vehicle that was out of action for three weeks was promptly fixed.

I can assure anyone that reads this book that their view on the Pike River Coal Mine will change forever, and like me, will look forward to the



day they do get back inside the mine and find enough evidence to hold those people that are accountable... to account. The families deserve to get their loved ones home.

Phil Burton is a DWU Drivers' Delegate at the Fonterra Studholme site in South Canterbury.



#10 in the series “Understanding Maori” prepared by the DWU Runanga/Fono

Te Tiriti o Waitangi The Treaty Of Waitangi

Original Maori Text (with literal translation)

He kupu whakataki: Ko Wikitoria, te Kuini o Ingarani, i tana mahara atawai ki nga Rangatira me nga Hapu o Nu Tirani, i tana hiahia hoki kia tohungia ki a ratou o ratou rangatiratanga, me to ratou wenua, a kia mau tonu hoki te Rongo ki a ratou me te ata noho hoki, kua wakaaro ia he mea tika kia tukua mai tetahi Rangatira hei kai whakarite ki nga tangata maori o Nu Tirani. Kia wakaetia e nga Rangatira maori te Kawanatanga o te Kuini, ki nga wahi katoa o te wenua me nga motu. Na te mea hoki he tokomaha ke nga tangata o tona iwi kua noho ki tenei wenua, a e haere mai nei.

Na, ko te Kuini e hiahia ana kia wakaritea te Kawanatanga, kia kaua ai nga kino e puta mai ki te tangata maori ki te pakeha e noho ture kore ana.

Na, kua pai te Kuini kia tukua a hau, a WIREMU HOPIHONA, he Kapitana i te Roiara Nawa, hei Kawana mo nga wahi katoa o Nu Tirani, e tukua aianei amua atu ki te kuini, e mea atu ana ia ki nga Rangatira o te Wakaminenga o nga Hapu o Nu Tirani, me era Rangatira atu, enei ture ka Korerotia nei.

Ko te Tuatahi

Ko nga Rangatira o te Wakaminenga, me nga Rangatira katoa hoki, kihai i uru ki taua Wakaminenga, ka tuku rawa atu ki te Kuini o Ingarani ake tonu atu te Kawanatanga katoa o o ratou wenua. *The Chiefs of the Confederation, and all the Chiefs who have not joined in that Confederation give absolutely to the Queen of England for ever the complete government over their land.*

Ko te Tuarua

Ko te Kuini o Ingarani ka wakarite ka wakaee ki nga Rangatira, ki nga Hapu, ki nga tangata katoa o Nu Tirani, te tino rangatiratanga o o ratou wenua o ratou kainga me o ratou taonga katoa. Otiia ko nga Rangatira o te Wakaminenga, me nga Rangatira katoa atu, ka tuku ki te Kuini te hokonga o era wahi wenua e pai ai te tangata nona te wenua, ki te ritenga o te utu e wakaritea ai e ratou ko te kai hoko e meatia nei e te Kuini hei kai hoko mona. *The Queen of England agrees to protect the Chiefs, the Subtribes, and all the people of New Zealand in the unqualified exercise of their chieftanship over their lands, their villages, and all their treasures. But on the other hand the Chiefs of the Confederation and all the other Chiefs will sell land to the Queen at the price agreed by the person owning it and by the person buying it (the latter being) appointed by the Queen as her purchase agent.*

Ko te Tuatoru

Hei wakaritenga mai hoki tenei mo te wakaetanga ki te Kawanatanga o te Kuini. Ka tiakina e te Kuini o Ingarani nga tangata maori katoa o Nu Tirani. Ka tukua ki a ratou nga tikanga katoa rite tahi ki ana mea ki nga tangata o Ingarani. *For this agreed arrangement therefore concerning the Government of the Queen, the Queen of England will protect all the ordinary people of New Zealand, and will give them all the rights and duties of citizenship as the people of England.*

[signed] W. Hobson
Consul and Lieutenant-Governor

Na ko matou ko nga Rangatira o te Wakaminenga o nga Hapu o Nu Tirani, ka huihui nei ki Waitangi. Ko matou hoki nga Rangatira o Nu Tirani, ka kite nei i te ritenga o enei kupu, ka tangohia ka wakaetia katoatia e matou. Koia ka tohungia ai o matou ingoa o matou tohu. Ka meatia tenei ki Waitangi, i te ono o nga ra o Pepuere, i te tau kotahi mano, e waru rau, e wa tekau, o to tatou Ariki.

The Fourth Article: Two churchmen, the Catholic Bishop Pompallier and the Anglican Missionary William Colenso, recorded a discussion on what today would be called religious freedom and customary law. In answer to a direct question from Pompallier, Hobson agreed to the following statement. It was read to the meeting before any of the chiefs had signed the Treaty.

E mea ana te Kawana ko nga whakapono katoa o Ingarani, o nga Weteriana, o Roma, me te ritenga Maori hoki e tiakina ngatahitia e ia.

English text

Her Majesty Victoria, Queen of the United Kingdom of Great Britain and Ireland, regarding with Her Royal Favour the Native Chiefs and Tribes of New Zealand, and anxious to protect their just Rights and Property, and to secure to them the enjoyment of Peace and Good Order, has deemed it necessary, in consequence of the great number of Her Majesty's Subjects who have already settled in New Zealand, and the rapid extension of Emigration both from Europe and Australia which is still in progress, to constitute and appoint a functionary properly authorized to treat with the Aborigines of New Zealand for the recognition of Her Majesty's Sovereign authority over the whole or any part of those islands. Her Majesty, therefore, being desirous to establish a settled form of Civil Government with a view to avert the evil consequences which must result from the absence of the necessary Laws and Institutions alike to the Native population and to Her subjects, has been graciously pleased to empower and to authorize me, William Hobson, a Captain in Her Majesty's Royal Navy, Consul, and Lieutenant-Governor of such parts of New Zealand as may be, or hereafter shall be, ceded to Her Majesty, to invite the confederated and Independent Chiefs of New Zealand to concur in the following Articles and Conditions.

Article the First

The Chiefs of the Confederation of the United Tribes of New Zealand, and the separate and Independent Chiefs who have not become members of the Confederation, cede to Her Majesty the Queen of England, absolutely and without reservation, all the rights and powers of Sovereignty which the said Confederation or Individual Chiefs respectively exercise or possess, or may be supposed to exercise or to possess, over their respective Territories as the sole Sovereigns thereof.

Article the Second

Her Majesty the Queen of England confirms and guarantees to the Chiefs and Tribes of New Zealand, and to the respective families and individuals thereof, the full, exclusive, and undisturbed possession of their Lands and Estates, Forests, Fisheries and other properties which they may collectively or individually possess, so long as it is their wish and desire to retain the same in their possession, but the Chiefs of the United Tribes and the individual Chiefs yield to Her Majesty the exclusive right of Pre-emption over such lands as the proprietors and persons appointed by Her Majesty to treat with them in that behalf.

Article the third

In consideration therefore, Her Majesty the Queen of England extends to the Natives of New Zealand her Royal protection and imparts to them all the Rights and Privileges of British Subjects.

W. Hobson
Lieutenant-Governor

Now, therefore, We, the Chiefs of the Confederation of the United Tribes of New Zealand, being assembled in Congress at Victoria, in Waitangi, and We, the Separate and Independent Chiefs of New Zealand claiming authority over the Tribes and Territories which are specified after our respective names, having been made to fully understand the Provisions of the foregoing Treaty, accept and enter into the same in the full spirit and meaning thereof: in witness of which, we have attached our signatures or marks at the places and the dates respectively specified. Done at Waitangi, this Sixth day of February, in the year of Our Lord one thousand eight hundred and forty.

Translation: The Governor says that the several faiths (beliefs) of England, of the Wesleyans, of Rome, and also Maori custom shall alike be protected by him.

The Treaty of Waitangi (1840) is New Zealand's founding document and has major significance for human rights and harmonious race relations in New Zealand. The four articles of the Treaty reflect fundamental human rights principles.

Article 1 reflects the right to self-determination for incoming settlers, democratic rights such as citizenship rights and legal rights protected by the rule of law. Article 2 reflects the right to self-determination for tangata whenua, indigenous rights and property rights. Article 3 reflects the right to equality and non-discrimination in the realisation of civil, political, economic and social rights. Article 4 reflects the right to freedom of religion and beliefs.

(Commission's submission to the UPR process 2013)



Bruce Cryer—52 years and still going strong

Bruce started with the NZ Co-Op Dairy Company at the Waitoa Transport Department on 20 September 1967 at 19 years of age. In those early days, Bruce drove an S Model Bedford with a 7000ltr semi on it. For a few years Bruce was still picking up cream in cans carried in a frame on the back of these trucks. The roster was a split shift 5 on 1 off before adopting the 6 and 2 pattern and now 6 and 3.

The Te Rapa factory did not exist then so the Waitoa pick up area extended to Kaihere, Taupiri, Te Hoe and Gordonton. This area reduced after Te Rapa was built, but expanded to include the Coromandel when Waikato Valley Dairies and New Zealand Dairy Group merged. Bruce says this only served to make the job even more interesting. These days Bruce can be seen driving anywhere in the Waikato, BOP, King Country and even Northland.

Now Bruce drives a Volvo 500 with a capacity of 26,000 ltrs.

A career highlight that stands out for Bruce is the two weeks working out of the Clandeboye depot picking up loads from only one or two sheds and providing a good opportunity to have a look around the Canterbury Plains.

During the off seasons in past years, Bruce has worked in the Fleet Services Workshop, tankers build, spray painting and in recent years assisting the Farm Assets team installing new vats.

Bruce has retired from riding motorbikes and from scuba diving but still takes part in volunteer environmental work. Catching up

with his son, Steven, is pretty easy, as he works at Fonterra Waitoa as a tanker driver too.

Congratulations Bruce.



Brett Brown
Waikato/BOP Organiser



Bruce Cryer began driving an S Model Bedford, centre, and standing by today's Volvo 500 above.

Introducing: Daniel Needham DWU Upper South Island Organiser



DWU Upper South Island Organiser Daniel Needham, holding DWU Banner.

Hi everyone, I'm Daniel Needham and I am very pleased to have been appointed as the Upper South Island Regional Organiser for the New Zealand Dairy Workers Union Te Runanga Wai U.

I came into this role after being based at the Goodman Fielder Blenheim Road site in Christchurch, where I served for 14.5 years as a DWU member. My active involvement in the Union (other than always attending AGM's and ratifications) came about as a result of a restructure in the town milk production department that I worked in.

As a result of this, I became a

DWU department delegate and helped to ensure that all affected workers in that process either kept their jobs or were redeployed to other jobs on site. This really reinforced to me the power and the position of the DWU on site as representatives for workers.

Eventually I took over the role of DWU Site Delegate later that year and have been intent ever since to build on the great work that Jared Phillips (previous DWU Upper South Organiser) and Tony Bergman (previous DWU Site Delegate) had done in building and maintaining the delegates structure and Union presence on site. I would like to take this opportunity to give them

special thanks, as well as the other delegates and all DWU members from the Blenheim Road site. Your support always meant a lot and I look forward to maintaining the link with the site in my new role.

The chance to get involved in the wider dairy industry was one of the key motivators in taking on the role, as well as getting involved in the wider union movement. To date I have attended meetings at most of the Upper South sites with the only exceptions being those not back in season yet who I will visit shortly.

By the time you read this I hope to have seen and met as many of you as possible on the AGM tour, and look forward to working with the great network of DWU delegates and members we have in the Upper South and across the country.



**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.



Daniel Needham
Upper South Island Organiser

Introducing: Reece Flawn

DWU Lower South Island Organiser

After 10 years working for Fonterra, I have found the last eight weeks to be an eye opener on the way the wider dairy industry works, and the differences between all the players and sites in my Lower South Island patch. Starting in this role near the end of the season has meant a lot of sites have been quieter than usual on my visits, but the common theme across them all has been the commitment and passion from each DWU Site Delegate to ensure all our members are getting a fair deal.

Here is a brief round up of the sites I cover.

Blue River Dairy:

Blue River is the only plant in the world which manufactures nutritional formulas using milk from three different animals – cow, goat and sheep. From the commissioning of the new manufacturing plant through to the Dairy Industry's perpetual issue of rostering, it is never a dull moment for DWU Site Delegate Brendon Harrington. Brendon has been instrumental in helping develop a good working relationship between Blue River and the DWU.

Fonterra Edendale:

The biggest site in the Lower South Island and one that punches well above its weight in all things Fonterra related. Current holders of the Champions Cup, I am also reliably informed. Mark Holmes (Holmesy) is the DWU Site Delegate on the ground there and, with the help of the DWU department delegates, is doing a great job of keeping everything ticking along. Thanks has to go to Alistair Kelly who is stepping down as the transport

delegate, for his work with sorting out the drivers settlement.

Mataura Valley:

This is a greenfield site just outside of Gore on which we have a couple of members. We are working through developing a plan to increase our membership and establish a DWU presence on site.

Danone:

The site is located inland from the bustling metropolis of Balclutha. DWU Site Delegate Gwyn Stevenson is currently working on building his support network onsite through encouraging members to become department delegates. We have formalised the monthly meeting structure to (hopefully) improve the chances of catching more delegates and we have extended an invite to Site Management and HR to attend if there are issues coming up either party needs to be aware of.

Fonterra Stirling:

This is another site located near Balclutha and part of the Fonterra stable. New DWU Site Delegate Allan Hill has massive shoes to fill in replacing union stalwart Ray Mills who has stepped down to ease his transition into retirement and, while it is early days, Allan is enjoying the role so far. (Maybe not the drive home from Christchurch after his flight home from the DWU Congress was cancelled though).

Fonterra Mosgiel:

This is a Distribution Centre that receives product from Edendale and Stirling. Ex DWU Deputy Site Delegate Rory Quarrell has stepped up into the vacant Site Delegate role and is supported by new Deputy



Site Delegate Arron Swan. Rory has inherited the issues affecting the OLS team and is working through getting these ironed out for our members.

Yili (Oceania Dairy):

Another new DWU Site Delegate in karaoke king Jimmy McGeown. Jimmy is doing a great job and has seen Union membership steadily rising with now over 60 members. Lab rosters are a contentious issue (as most rosters are in the dairy industry) and we are currently working through getting these in place. Yili wants to be the biggest dairy company in the world by 2030 so plenty of growth expected.

Fonterra Studholme:

This is the furthest northern site in my patch and DWU Site Delegate Vanessa Hawke is overseeing all things Union onsite. Studholme is different to most sites in that they run winter milk when most other sites are shut for maintenance. It has enabled roster agreements to be sorted and signed off already as staff have still been on site to vote.

All in all it has been a great start to my time in the role and I am looking forward to getting around the sites now everyone is back into the swing of a new season.



Reece Flawn
Lower South Island Organiser

—In Memorium—

Mark Hope

It is with great sadness that the DWU notes the recent passing of Mark Hope (AKA Hopey). Mark was a long-serving DWU delegate at the Fonterra Takaka factory. Mark was always quick to help his fellow workers and had a wonderfully engaging personality, quick wit and great sense of humour. The DWU wishes to acknowledge the contributions made to the Union by Mark and extend our sympathies to his family.



Mark Hope, DWU Delegate, Fonterra Takaka.

Robbie McMullan

Long serving DWU member Robbie McMullan passed away in June. Robbie worked at Westland Milk Products for over 43 years. In 1975, Robbie started on a '7 days on, 1 day off' roster as a packing operator.

He was a DWU member right from the start. Back then in the packing department, rubber bands were used for sealing plastic liners and a hand sewing machine was used for sealing paper outers. In 1977, Robbie became a separator operator, which was very manual work at the time, in which separator discs had to be manually washed.

In 1980, Robbie started running an evaporator and Westland's Dryer 1. At the time this was another manual technology plant where understanding the 'ins and outs' of spray drying really made Robbie understand how the smallest changes affected the product.

Like many DWU members, Robbie was a silent achiever and very camera shy. Robbie was awarded his 40-year service award in the powder plant itself because he did not want to receive it at an awards dinner. He was not a man who looked for praise or attention although he deserved praise more than most.

Robbie's workmates and department managers said of Robbie: *"Robbie was not a man for the management life, although he could have become a manager many times over. He was a very hands-on operator and strong teacher and friend to many in his time with us. It is a real credit to Robbie how he took the years of change in his stride and never failed to adapt. He has been a great person to meet, know and work with, and will leave some very big shoes to fill both in the job and in our memories."*

Outside of work, Robbie was a keen sportsman in his younger years and he had a hell of a boot on him. He liked getting firewood, skilfully clearing back sections of unwanted trees, and helping anyone that needed a hand. He loved spending time with his family.

He is survived by his wife Raylene, his daughters Georgia, Heidi, Kate, and his grandson, Archer. The DWU passes its warm condolences to them and to his workmates and friends.



Inside the powder plant control room, Robbie receiving his 40 years of service recognition from Westland's then-CEO, Rod Quin.

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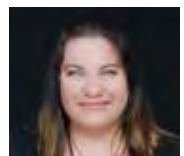
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NZCTU Women's Rep: Nici Benington
Nat Affiliates Council Rep: Chris Flatt*

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2019 DWU AGM Presentations

50+ Years DWU Membership Certificate Presentations 2019



—WAIKATO/BOP—

Fonterra—Waitoa
Bruce Cryer

—SOUTHERN—

Fonterra—Takaka
Barry King

25+ Years DWU Membership Certificate Presentations 2019



—NORTHERN—

Fonterra Brands—Takanini
Richard Cassidy
Mark Ferguson
Charles Waaka
Fonterra—Kauri
Brent Cleary
Ian Doel
Mark Keatley
Sean Pindred

—WAIKATO/BOP—

Fonterra—Canpac
Tony Heu
Martin Kerr-Bell
Thomas Murray
Fonterra—Crawford St Stores
Frank Verhoeven
Fonterra—Edgecumbe
Alan Looker
Dean Towler

*DWU National Secretary
Chris Flatt, and DWU
National President
Laura Reekie, present-
ing Fonterra Waitoa
DWU member Bruce
Cryer with his 50+ Year
Membership Certificate.*



Fonterra—Reporoa
Brian Hay

Fonterra—Te Awamutu
Robert Crawford
Kevin Donaldson
Kelvin Gray
Richard Rasmussen
Raymond Saunders

Fonterra—Te Rapa
Brian Pengelly
Jason Porter

Fonterra - Waitoa
Peter Hughes

Tatua Dairy Company—Tatua
Robin Cummins

—CENTRAL—

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Steve Waite

Fonterra CCP—Collingwood Street
Megan Austin
Sandra Barr
Andrea Bishop
Karen Henderson
Daniel Scott
Angela Turahui

Fonterra—Pahiatua
Michael Fairless
Keith Pinfold
Greg Shanahan
Kaho Tipene

Fonterra—Paraparaumu
Dave Lamb

Fonterra—Whareroa

John Buis
Gary Davison
Patrick Kerehoma
Robert Rio
Peter Robins
Goodman Fielder—Longburn
Stephan Daw

—SOUTHERN—

Fonterra—Clandeboye
Tom Faulkner
James Fitzgerald
Vicki Gould
Garry Kerridge
Ian Kynaston
Alistair Morland
Wayne Pierce

Fonterra—Edendale
Darrell Argyle
Aaron Davidson
Edwin Hayman
David Hilston
Bruce Leggett
Joanne Moncur
Aron Swain
Marc Swain

Fonterra—Takaka
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