



2020 Annual Report & Financial Statements

Annual General Meeting Agenda:

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

▪ AGM Dates & Venues
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NATIONAL PRESIDENT'S REPORT 2020

“To maintain and enhance our standing as a relevant Trade Union”



Barrie Kanara
DWU National President

Iwould like to acknowledge and reflect on the passing of several of our DWU members throughout the year and our thoughts go out to their whanau, friends, and workmates.

Also, to all our DWU Life Members past and present, your contributions to this Union can never be forgotten. You have given us all a platform and a challenge to improve on what we currently have. Huge respect to you all.

The last six weeks or so under the COVID-19 pandemic has overshadowed anything that has happened worldwide over the last 12 months.

COVID-19 has brought so many challenges to all sectors of our Country, Communities and Whanau (Families). I sincerely hope you are all well and have been keeping safe in your bubbles and at the time of writing this report, the country is about to drop to COVID-19 Alert Level 2, which should see the country take another step back to some sort of normality.

This pandemic has presented many challenges to us as a Union and I am pleased to report that as a whole the DWU, led by our National Secretary Chris Flatt, has done exceptionally well. The three most important things to me over the last two months, have been:

1. Keeping our DWU members safe;

2. Keeping members paid; and

3. Making sure we all had jobs to come back too.

I know a lot of our members will be thankful they are currently working in the Dairy Industry with solid Collective Employment Agreements (CEAs) and not working in other industries like tourism or retail which have been so badly affected.

It has been a busy and challenging year for me as the DWU Site Delegate, Fonterra Kauri and as the DWU National President, but it is both an honour and privilege to be elected and serve in these positions.

I would also like to congratulate Mark Holmes, DWU Site Delegate, Fonterra Edendale as the newly elected DWU National Vice President. I know we will work well together in our respective roles.

It is pleasing to note that DWU membership numbers have largely been unaffected to this point of the crisis. Thanks to our DWU organisers and staff for a lot of work to achieve this.

We are in a strong financial position and now have the resources in place to better unionise the new players in the industry, as well as improve our service to our existing membership base. There are many people, committees and bodies within our Union that need to be acknowledged.

I wish to thank our DWU National Secretary, Chris Flatt, who oversees and manages our Union to an exceptionally high standard in a very capable and professional manner. Chris also represents our interests on several boards, which gives our Union a voice to influence and improve policies for all workers. We appreciate the long hours you put in and the time spent away from your whanau.

I also wish to acknowledge our DWU Assistant National Secretary, Mark Apiata-Wade, DWU Organising Director, Tom Buckley, and DWU National Organiser, Jared Phillips. With many years of Union experience under their collective belts, they have proved a formidable team that will continue to serve us well into the future.

To our DWU National Executive Members, it has been a pleasure working with you all this year, thank you for all your mahi (work) maintaining governance and overseeing the running of our Union.

In the DWU National Office, our administrative team of Sally Wilson, Carne Greenbank, Bobbi Prentice and Wendy Harper, provide incredible support to our organising team, delegates, and members alike. Your efforts are truly appreciated.

To our talented and hardworking Regional Organisers who negotiate CEAs, support delegates, and

provide representation to our members, thank you so much for your dedication and commitment.

Our special interest groups of the DWU Women's Committee, DWU Runanga/Fono and our newly elected DWU Youth Committee, not only provide a more inclusive platform for members' voices and concerns to be heard, but they also enrich our Union's culture in so many ways. A big thank you to these groups for their advice and representation to the DWU and the National Executive.

Also, to the DWU Women's Committee's Convenor, Nici Benington and the DWU Runanga/Fono Convenor, Darryn Anderson, a huge thank you for all the work you do representing our interests on the NZ Council of Trade Unions.

The DWU Welfare Committee is kept extremely busy supporting our members through Funeral Grants, Hardship Grants and managing two rounds of Education Grants each year for members, spouses, and dependents 19 years and under.

This is a very hard-working Committee led by Frank Lancaster, DWU Welfare Committee Convenor and DWU Life Member. Thank you to all the Welfare Committee members for your compassion and efforts throughout the year.

My appreciation goes out to DWU Site Delegates and Departmental Delegates for the time and effort you have given representing our members throughout the year. You are truly the backbone of the DWU structures, and I know your work at the coal face can sometimes be a thankless task. But all of you have my admiration and respect for having the courage and tenacity to step up and give support and a voice to your fellow workers in the workplace.

Finally to our members, be proud of your Union. We have survived where other Unions have perished because we have stuck together through the tough times.

Thank you all for your continued support, patience and understanding. Without you there would be no Union and right now that would seem a scary proposition.

Strength is in Unity

Kia Kaha
Barrie Kanara
DWU National President



*Our priorities over
the last few months...*

- 1. Keeping our DWU members safe.**
- 2. Keeping members paid.**
- 3. Making sure we all had jobs to come back too.**

NATIONAL SECRETARY'S REPORT 2020

Before I go any further, I want to say thanks to all the essential workers who kept working through the recent COVID-19 lockdown periods.

To all our food processing workers, our supermarket workers who stocked shelves and kept stores open, our pharmacy workers who provided urgent medical supplies, gas station workers who kept the petrol flowing, and the government workers who ensured essential services were maintained, thank you.

Amongst these essential workers are our amazing dairy worker delegates and members, who kept producing vital dairy produce and nutritional products for millions of people, both here in NZ and around the world. At a time when you probably just wanted to stay at home in your bubble like everyone else, you went to work. Thank you again.

A different DWU National Congress

We now live in a COVID-19 dominated world and as always, the health and safety of delegates, members, and your families and whanau, as well as the protection of your jobs and the future of the dairy industry, is our core focus.

As such, this year the DWU National Executive was forced to cancel the planned National Congress in Rotorua from 9-12 June and instead held four Regional Congress meetings in each of

the four regions of our Union: Southern; Central; Waikato/BOP; and Northern. Due to COVID-19 restrictions, these meetings were held by teleconference from 15-17 June.

As discussed above, this decision was driven by our fundamental commitment to members' health and safety and the protection of dairy industry jobs. However, these Regional Congress meetings still undertook the work that we normally perform at our traditional DWU National Congress, namely:

- Receiving the DWU Annual Report and 2019/20 Annual Accounts;
- Considering the DWU Budget for 2020/21; and
- Discussing and voting on the received DWU Rule and Policy remits.

And as always, we ensured that the Regional Congress meetings were attended by DWU Site Delegates from worksites with 10 or more members (plus smaller worksites combined to achieve 10 or more members), as well as the relevant Regional Representatives from the DWU Runanga/Fono, DWU Welfare Committee, DWU Women's Committee, and the newly established DWU Youth Committee.

And I would like to take this opportunity to again congratulate all those recently elected to the newly established DWU Youth Committee.

We had a very large number of nominations for these eight positions and I look forward to working



Chris Flatt
DWU National Secretary

with the Youth Committee (as well as those who stood and weren't successful) in the vital work that this group will be undertaking over the next 12 months. This work is vital to ensure that the voice of younger DWU members are being heard within our Union.

COVID-19: DWU Response

The COVID-19 crisis has rewritten the global and domestic game plan. NZ now faces the real possibility of mass unemployment across a wide range of sectors. Faced with this, the DWU's first response was to assure all DWU delegates and members that we were fully staffed as per usual and we were working to protect members interests at work as well as their terms and conditions of employment.

The DWU was deemed to be part of the dairy industry and as such, was a part of an essential industry and essential business operations.

That meant that like delegates and members, whilst observing all appropriate health and safety precautions and protocols, DWU Organisers and Officials were still able to attend worksites for critical organising issues or to support delegates and members by remote/distance methods. This was vital to

ensure the protection of members and workers health and safety as well as their terms and conditions of employment during the initial stages of the pandemic response.

The DWU rapidly developed a response strategy aimed at ensuring that the following fundamental industry principles were (and continue to be) upheld for members and workers during the pandemic:

1. That all DWU members and workers were safe at work and that the DWU had clear protocols in place with employers to ensure DWU Organisers and Officials could represent and support delegates and members on and off site, as required.
2. That DWU members and workers continued to be fairly paid through the lockdown/crisis period and that members had certainty around their leave arrangements and any planned or ongoing restructures/change processes were put on hold.
3. That delegates and members jobs were secure, and that the future of the dairy industry was protected during very uncertain times.

In order to implement the above strategy, myself, Mark Apiata-Wade (DWU Assistant Secretary), Jared Phillips (DWU National Organiser), and Tom Buckley (DWU Organising Director) quickly established formal communication structures with dairy industry employers on behalf of all DWU members and workers to get as much information as we could about their pandemic response plans.

For instance, a DWU/Fonterra COVID-19 Crisis Committee was established to hold conference call meetings at 7pm every night for the first month of Level 4 (and then every 2-3 days in Levels 3 and 2), to develop leave and wage payment solutions. Representing the DWU on the Committee were Mark Apiata-Wade and Tom Buckley. After each nightly call, I was briefed

about these discussions and critical information was able to be provided to DWU Organisers, delegates and members.

The DWU established similar regular contact meetings/structures with other dairy industry employers, including Danone, Goodman Fielder, Oceania Dairy/Yili, Synlait Milk, Westland Milk, and Yashili. Other smaller dairy employers also had regular contact from DWU Organisers and Officials to ensure that the DWU's three fundamental industry principles were also being applied to members at these sites.

More importantly these structures ensured that member and delegate issues (that could not be resolved at site level), could be rapidly escalated into these meeting structures. The DWU was then able to use these forums to chase employers for urgent clarification on the wide range of leave, wage payment and restructure questions (and various other COVID-19 related issues) that delegates and members were raising with DWU Regional Organisers and DWU National Officials.

Whilst the DWU has been successful in achieving and applying these principles across the majority of the dairy industry, there has been a small number of dairy sites and members that have required the essential services leave and wage support provided by the Labour-led Government in order to protect their jobs. Where this occurred, the DWU also assisted these companies with their government applications as best we could.

Our affiliation to the Labour Party has again been invaluable, as it has provided the DWU with the ability to rapidly report members' concerns and experiences into the highest level of government. This connection will also be vital as we now begin the economic rebuild of our country.

The Union before COVID-19

Despite the challenges that have been placed upon the DWU and members by COVID-19, the DWU has, so far, managed to remain a strong Union with a strong financial position. Saying this, I am incredibly aware that events can rapidly change in this crisis. At the time of writing this report, the DWU's membership is growing and we now have over 8,250 members (making us the 9th largest union in NZ).

The DWU continues to have a very good organising team and site delegate structure and this year we have welcomed Laura Reekie (ex-DWU National President and DWU Site Delegate, Fonterra Te Rapa) into the organising team as the new seventh DWU Organiser.

As a result of the hard work and dedication of our officials, organisers, and delegates, 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 10% of private sector workers now belonging to a union).

The fundamental objective of the DWU is to protect and improve members' core terms and conditions and the DWU has been working hard over the last 12 months to ensure that is being achieved. In my view, COVID-19 makes the role and work of the DWU even more important.

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

DWU Financial Position

An important aspect of my role is the oversight and management of the DWU's finances and assets. Whilst the DWU continues to be in a strong financial position, over the last 12 months we have worked hard to reduce the forecasted 2019/20 financial year budget deficit, whilst at the same time expanding our organising initiatives, membership servicing, and Collective Employment Agreement (CEA) negotiations. This has been a tricky balancing act, but has resulted in the following financial outcomes:

- For the financial year ended 31 March 2020, the DWU recorded a net surplus after tax of \$36,519 (compared to a net surplus after tax of \$266,411 last year) and total cash reserves of \$5,427,545 (compared to \$5,470,701 last year).

- The financial position of the DWU continues to be underpinned by our cash investments held in various term deposit and on-call bank accounts. Accordingly, it is important to note the financial position of the Union without the income received from these investments (known as net surplus from trading). For the year ended 31 March 2020, we recorded a net deficit from trading of -\$190,698 (compared with a net surplus from trading of \$24,378 last year).

- It should be again noted that over the last 12 months the DWU has taken the decision to increase membership services, particularly in relation to membership servicing and legal/ACC enforcement, as well as an ongoing large budget allocation to the DWU Welfare Fund.

For example, in the last 12 months, just over \$320,000 has been directly given back to members in times of need via our Welfare Fund. This has recently included the introduction of a COVID-19 DWU Emergency Grant of \$500 for those members suffering extreme

financial hardship as a result of the pandemic.

- The amount allocated to DWU Education Grants has also steadily increased from \$10,000 (in 2013) to up to \$170,000 over the last 12 months (with the DWU now having two rounds of Education Grants per year). This meant that first-time applicants for an Education Grant received a grant of \$800/\$750 this year, whilst applicants who had received an Education Grant in the past received a grant of \$550/\$500 to assist with their education-related costs.

- Over the last 12 months the DWU has also increased the number of DWU Organisers. The DWU now has seven regional organisers with the introduction of the new Upper Waikato Organiser position (with Laura Reekie taking up this role) to ensure we are maintaining a high level of servicing and organising for the growing number of DWU members, as well as to ensure we are continuing to organise the many new employers in the dairy industry.

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

DWU Strategic Plan 2018–2022

As previously discussed, the DWU developed the 2018-2022 Strategic Plan to help meet the challenges discussed above. The strategic plan and the work that flows from it, is aimed at ensuring that we are achieving our strategic goal of *maintaining and enhancing our standing as a relevant trade union*.

Prior to COVID-19, DWU officials, staff, and delegates were implement-

ing the 2018-2022 Strategic Plan that was endorsed at the 2018 DWU National Congress.

This plan focuses on two core objectives: strengthening and growing our delegate structures and membership on existing sites, whilst also unionising the many new employers in the dairy industry. This strategy continues to be successful and this is reflected in the DWU's growing membership as well as the many new DWU CEAs covering the entire dairy processing industry.

Having our strategic plan is even more important considering the challenges that we are all now facing because of COVID-19. The DWU National Executive will shortly be undertaking its regular review of our strategic plan to ensure that it is still meeting the challenges and opportunities that the COVID-19 crisis will be presenting to our Union and members.

Collective Bargaining Outcomes

The fundamental role of the DWU is to maintain and improve members' terms and conditions contained in our existing CEAs, as well as to protect new dairy workers by organising and negotiating CEAs at new dairy industry employers.

Over the last 12 months, the DWU has continued to focus on achieving positive wage outcomes whilst not trading off existing terms and conditions; terms and conditions that have been achieved by the combined efforts of generations of previous DWU members. As we have discussed at previous National Congress meetings, it is our hard-fought CEA terms and conditions that provide our members with a say in their workplace and we must do everything we can to prevent these from being clawed-back by employers.

Over the last 12 months, DWU

officials, organisers, delegates, and members have been involved in the following collective bargaining efforts:

- The DWU has now negotiated 27 CEAs covering the following companies: Allied Faxe NZ Food Ltd, Alto Packaging Ltd (Longburn), Blue River Dairy Ltd, BODCO Dairy Ltd, Dairy Goat Co-Operative, Dairy Fresh Ltd, Dairyworks Ltd, Danone Nutricia NZ Ltd, Fonterra Co-Operative Group (Brands / Canpac / Consumer Cheese Products (CCP) / DMV (DFE Pharma) / Ingredients), Froneri Tip Top, Goodman Fielder Ltd, Goodman Fielder Puhoi Cheese, Goodman Fielder Yoplait, Green Valley Dairies Ltd, Livestock Improvement Corporation (LIC), Milk Kitchen Ltd (Envictus Dairies Ltd), Milk Test NZ Ltd, NZ New Milk Ltd, Oceania Dairy (Yili) Ltd, Synlait Milk Ltd, Tatua Dairy Co-Operative, Timpack Ltd, Westland Milk Products Co-Operative, and Yashili NZ Dairy Ltd.

- Included in this has been the negotiation of one new DWU CEA in the last 12 months: Allied Faxe NZ Food Ltd (Kerepehi, Waikato). The DWU is also currently in CEA negotiations with the following four (4) Greenfield sites as a result of ongoing organising campaigns: Bakels Edible Oils Ltd (Mount Maunganui, BOP); CODA Group (Nationwide); Miraka Ltd (Taupo); and Waiu Dairy Ltd (Kawerau, Waikato).

- The DWU is also implementing organising plans in relation to new sites at Mataura Valley Milk Ltd (East Gore, Southland) and Happy Valley Milk Ltd (Otorohanga, Waikato).

- In the 1 April 2019 to 31 March 2020 period, the DWU re-negotiated 11 of our 27 CEAs.

- In the 1 April 2019 to 31 March 2020 period, the DWU achieved wage settlements across our 27 CEAs in the

range of 1.5% to 3% (average wage/allowance increase was 2.4%).

- In the 1 April 2019 to 31 March 2020 period, the cost of living as measured by the Consumer Price Index (CPI) ranged from 1.9% (year ending June 2019), 1.5% (year ending September 2019), 1.9% (year ending December 2019), and 2.5% (year ending March 2020) (average CPI for this period was 1.95%).

- Due to the high number of one-year and two-year CEA settlements over the last few years, the upcoming 1 April 2020 to 31 March 2021 period will also have a high level of bargaining with 17 of our 27 CEAs due for re-negotiation in this 12 month period.

Thank you again

Once again, I would like to take this opportunity to say a big thank you to all our DWU officials, staff, organisers, delegates and members for the work that you perform for and on behalf of the DWU. We have a strong Union because of your efforts and hard work.

Thank you to the DWU National President, Barrie Kanara for the great work that he has performed this year in a wide range of governance and operational projects for the Union. Thanks also to the recently elected DWU National Vice President, Mark Holmes for the work he has already undertaken in this role.

Thanks must again go to all the members of the DWU National Executive, DWU Runanga/Fono, DWU Welfare Committee, and the DWU Women's Committee for the important work that they provide to our Union and members. Thanks to the newly elected DWU Youth Committee for the important work that I know you will be undertaking for the Union and our younger members. As I said in last year's

report, the mana of our great Union is built upon your collective efforts and hard work.

And finally, a big thank you to all our members for continuing to belong to our great Union. I deeply appreciate your ongoing commitment and membership of our Union.

Chris Flatt
DWU National Secretary

NEW ZEALAND DAIRY WORKERS UNION - TE RUNANGA WAI U INCORPORATED

Directory for the year ended 31 March 2020

Incorporated Society Number
562968

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

President
Laura Boynton (resigned 31 October 2019)
Barrie Kanara (appointed 1 February 2020)

Secretary
Chris Flatt

Auditors
Stephen Nolley
Anderson Accounting
Chartered Accountants
Level 1
47 Alpha Street
Cambridge

Accountants
MAP & Associates Limited
Chartered Accountants
14 Knox Street
Hamilton

Bankers
Bank of New Zealand Limited, Hamilton

Nature of Business
Trade Union serving the workers in the
New Zealand Dairy Industry

Solicitor
Hazel Armstrong
Barrister & Solicitor
Wellington

NEW ZEALAND DAIRY WORKERS UNION - TE RUNANGA WAI U INCORPORATED

President's Report for the year ended 31 March 2020

	2020 \$	2019 \$
Net Surplus for the year	36,519	266,411
Accumulated Funds at 1 April 2019	6,169,680	5,903,269
Leaving Accumulated Funds at 31 March 2020	<u>6,206,199</u>	<u>6,169,680</u>

The state of the Union's affairs at 31 March 2020 was:

Assets Totalled 6,718,996 6,824,273

These were financed by:

Funds Invested in the Union of
Liabilities of 6,206,199 6,169,680
512,797 654,593
6,718,996 6,824,273

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

For and on behalf of the Union



B Kanara - President

Dated 18 May 2020

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

**Statement of Financial Performance
for the year ended 31 March 2020**

	2020 \$	2019 \$
Income		
Subscriptions	3,434,431	3,286,421
Contract Expenses		
Personal Grievances and Disputes - Expenses	35,453	78,846
ACC Cases	81,055	77,984
	116,508	156,830
Negotiations - Expenses	127,529	76,455
	127,529	76,455
	244,037	233,285
Management Expenses	3,190,394	3,053,136
National Congress	72,396	50,657
National Executive	52,953	65,999
DWU Runanga/Fono	15,368	16,890
DWU Women's Committee	15,960	20,732
DWU Youth Committee	4,469	-
Regional Meetings	43,370	56,892
President/Vice President Election	11,212	-
	215,728	211,170
Affiliation Expenses		
NZCTU Affiliation Fees	54,870	53,475
NZCTU Meetings/Campaigns	26,627	11,192
NZ Labour Party Affiliation Expenses	12,803	12,061
IUF Affiliation Expenses	44,815	42,750
	139,115	119,478
Expenses	2,835,551	2,722,488
Expenses as per schedule (Page 6)	3,026,249	2,698,110
Net Surplus from Trading	(190,698)	24,378
Other Income		
Depreciation Recovered	-	2,682
Interest Received	187,541	192,399
Miscellaneous Income	84,347	100,543
	271,888	295,624
Net Surplus Before Taxation	81,190	320,002
Deduct Taxation (Note 2)	44,671	53,591
Net Surplus After Taxation	36,519	266,411
Add Accumulated Funds Brought Forward	6,169,680	5,903,269
Leaving Available For Appropriation	6,206,199	6,169,680

The accompanying notes form part of these financial statements.

**ANDERSON ACCOUNTING
MARKED FOR IDENTIFICATION**

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

**Statement of Financial Performance (Continued)
for the year ended 31 March 2020**

	2020 \$	2019 \$
Schedule of Expenses		
Accident Compensation Levy	3,725	3,489
Audit Fees	6,900	6,700
Bank Charges & Interest	2,913	2,494
Donations	75	2,775
Education Expenses	243,050	141,852
FBI	60,110	56,359
Honoraria	23,116	24,967
Insurance	10,111	9,921
Solidarity & International Delegates Fund Expenses (Note 6)	14,500	16,000
International Activities	12,379	4,249
Light, Power & Heating	836	973
Living Wage Campaign	4,522	4,522
Membership Survey / Research	3,643	15,588
Organisers Expenses	111,306	77,957
Newspapers, Newsletters & Promotions	100,878	73,124
n3 Membership Benefits Scheme	41,281	26,602
Postage and Courier	11,365	9,100
Printing, Stationery and Photocopying	21,174	25,823
Publications	3,197	3,758
Rent and Rates	94,622	92,548
Repairs & Maintenance	5,626	7,094
Salaries, Wages and Superannuation	1,715,333	1,547,927
Retirement Allowance Provision	(73,760)	(68,747)
Secretarial & Accounting Fees	6,590	6,530
Telephone, Facsimile and Internet	29,524	28,831
Vehicle Expenses	83,037	106,519
Website & Database Management System	45,710	45,158
Welfare Expenses	320,285	319,777
Depreciation as per Schedule	113,890	106,220
Loss on Sale of Fixed Assets	10,311	-
Total Expenses	3,026,249	2,698,110

The accompanying notes form part of these financial statements.

**ANDERSON ACCOUNTING
MARKED FOR IDENTIFICATION**

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Movements in Equity
for the year ended 31 March 2020

	2020 \$	2019 \$
Equity at the beginning of the year	6,169,680	5,903,269
Net Surplus for year	36,519	266,411
Total recognised revenues & expenses	<u>36,519</u>	<u>266,411</u>
Equity at the end of the year	<u>\$6,206,199</u>	<u>\$6,169,680</u>

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Financial Position
as at 31 March 2020

	2020 \$	2019 \$
Current Assets		
Bank of New Zealand - Cheque Account	78,616	92,426
Bank of New Zealand - Call Account	183,967	200,158
Taxation Refundable (Note 2)	13,718	9,901
Accounts Receivable	6,249	7,095
Total Current Assets	<u>282,550</u>	<u>309,580</u>
Less Current Liabilities		
GST Due for payment	52,308	46,082
Accounts Payable	97,838	141,846
Accrued Expenses (Note 14)	358,070	462,666
Receipts in Advance	4,583	4,000
Total Current Liabilities	<u>512,799</u>	<u>654,594</u>
Net Current (Liabilities)	<u>(230,249)</u>	<u>(345,014)</u>
Non Current Assets		
Fixed Assets (Note 9)	444,132	447,074
	<u>444,132</u>	<u>447,074</u>
Investments (Note 3)		
Shares Held (Note 3a)	481,771	493,652
Advances (Note 3b)	65,000	95,267
Loan to Workers' Education Trust (Note 10)	18,000	8,000
Term Deposits (Note 3c)		
- General Reserve	2,288,782	2,316,848
- Industrial & Legal Fund - ILF (Note 5)	2,288,782	2,316,848
- Solidarity & International Delegates Fund - SIDF (Note 6)	784,602	799,102
- Election Campaign Fund - ECF (Note 7)	65,379	37,903
Total of Reserves Currently Invested	<u>5,427,545</u>	<u>5,470,701</u>
Total Non Current Assets	<u>6,436,448</u>	<u>6,514,694</u>
Net Assets	<u>\$6,206,199</u>	<u>\$6,169,680</u>

The accompanying notes form part of these financial statements



ANDERSON ACCOUNTING
MARKED FOR IDENTIFICATION

The accompanying notes form part of these financial statements



ANDERSON ACCOUNTING
MARKED FOR IDENTIFICATION

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Financial Position
as at 31 March 2020

	2020 \$	2019 \$
Funds Invested in the Union		
Accumulated Funds	6,206,199	6,169,680
Total Funds Employed	<u>\$6,206,199</u>	<u>\$6,169,680</u>

For and on behalf of the Union



National Secretary - Chris Flatt

Dated 18 May 2020

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2020

1. Statement of Accounting Policies

Reporting Entity

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

Reporting Basis

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

Measurement Base

The measurement base adopted is historical cost.

Accounts Receivables

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

Fixed Assets and Depreciation

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

Goods & Services Tax

The financial statements have been prepared on a GST exclusive basis, with the exception of Accounts Receivable or Payable and the net amount of GST Payable or GST Refund due at 31 March 2020 which is shown in the Statement of Financial Position as a Current Liability or Current Asset as the case may be.

Investments

Investments are stated at cost.

Changes in Accounting Policies

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

Income Tax

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

Notes to the Financial Statements
for the year ended 31 March 2020

Taxation

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

Taxation

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

	2020	2019
	\$	\$
Net Surplus from outside the membership	187,541	192,399
Deduction for Non-Profit Bodies	(1,000)	(1,000)
Donations made to donee organisations	(14,500)	-
Taxable Surplus	172,041	191,399
Tax Charged @ 28%	48,171	53,592
Deduct 2019 Donation Rebate	(3,500)	-
Taxation per page 5	44,671	53,592
Deduct Resident Withholding Tax Credits	61,889	63,492
Add 2019 Donation Rebate	3,500	-
Taxation (Payable)/Refund Due	13,718	9,900

3. Investments

	2020	2019
	\$	\$
(a) Shares		
Centre for High Performance Work Limited (50%)	-	11,881
Waikato Trade Union Centre Limited (62%)	405,039	405,039
Waikato Trade Union Centre Limited (Seismic Strengthening)	76,732	76,732
	481,771	481,771
Total Shares	481,771	493,652
(b) Advance		
Waikato Trade Union Centre Limited	65,000	91,326
Waikato Trade Union Centre Limited (Maintenance)	-	3,941
Total Advances	65,000	95,267
(c) Bank Term Deposits / Reserves		
BNZ Term Deposits	1,400,001	1,536,180
KiwiBank Term Deposit	4,027,544	3,934,521
Total Term Deposits	5,427,545	5,470,701
TOTAL INVESTMENTS	5,974,316	6,059,620

Notes to the Financial Statements
for the year ended 31 March 2020

The Term Deposits rolled over for another term on 31 March 2020. The Term Deposits are invested for terms of under a year to a year and have been continually reinvested.

4. Subsequent Events

There have been no events subsequent to balance date that have a material effect on the financial statements. The Officers consider that as the organisation's membership work within an essential service the impact of Covid-19 and the Government imposed lockdown should not have a significant impact on the core business of the Union.

5. Movement in the Industrial & Legal Fund

	2020	2019
	\$	\$
Opening Balance 1 April 2019	2,316,848	2,257,571
Movement to balance to 50% of General Reserves	(28,066)	59,277
	2,288,782	2,316,848
Closing Balance 31 March 2020	2,288,782	2,316,848

6. Movements in the Solidarity & International Delegates Fund

	2020	2019
	\$	\$
Opening Balance 1 April 2019	799,102	815,102
Less Expenditure during the year	14,500	16,000
Closing Balance 31 March 2020	784,602	799,102

The contribution to this fund has been frozen since 1 April 2018.

7. Movement in the Election Campaign Fund

	2020	2019
	\$	\$
Opening Balance 1 April 2019	37,904	11,612
0.8% of Membership Subscription	27,475	26,291
	65,379	37,903
Closing Balance 31 March 2020	65,379	37,903

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2020

8. Movement in General Reserve and Industrial & Legal Fund		
Net Profit per page 5	2020	2019
	\$	\$
	36,519	266,411
<u>Add:</u>		
Decrease in Fixed Assets	2,942	15,243
Decrease in Advances	30,267	17,118
Decrease in Investments	1,881	-
<u>Deduct:</u>		
Decrease in Net Current Liabilities	114,765	161,925
Increase in Investments	-	8,000
Decrease in Total Reserves	<u>(43,156)</u>	<u>128,847</u>
<u>Add:</u>		
Net Decrease in Solidarity & International Delegates Fund	14,500	16,000
<u>Deduct:</u>		
Net Increase in Election Campaign Fund	27,476	26,291
Decrease in General Reserve and Industrial & Legal Fund	<u>(56,132)</u>	<u>118,556</u>
Half allocated to Industrial & Legal Fund	(28,066)	59,278
Half allocated to General Reserve	(28,066)	59,278
9. Fixed Assets	2020	2019
	\$	\$
Leasehold Improvements		
At cost	81,618	81,618
Less Accumulated Depreciation	66,790	64,803
	<u>14,828</u>	<u>16,815</u>
Motor Vehicles		
At cost	417,168	390,639
Less Accumulated Depreciation	196,356	194,954
	<u>220,812</u>	<u>195,685</u>
Furniture & Fittings		
At cost	67,949	67,949
Less Accumulated Depreciation	53,196	49,960
	<u>14,753</u>	<u>17,989</u>

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2020

Office Equipment		
At cost	97,534	98,975
Less Accumulated Depreciation	84,571	83,253
	<u>12,963</u>	<u>15,722</u>
Website & Database Management System		
At cost	302,603	302,603
Less Accumulated Depreciation	121,827	101,740
	<u>180,776</u>	<u>200,863</u>
Total Fixed Assets	<u>\$444,132</u>	<u>\$447,074</u>
10. Loan to Workers' Education Trust		
The Union agreed to lend the Worker's Education Trust \$18,000. \$8,000 was advanced to the Trust on the 10th December 2018 and the remaining \$10,000 was advanced to the Trust on 29th April 2019. Repayments by monthly automatic payments were to start from 1 December 2019 with a final repayment of any balance remaining 5 years from the date the funds were advanced. However due to the Trust's current financial situation the board decided to delay repayment of the loan. This decision is subject to review on 30 June 2020. Pending repayment of the loan interest will be payable at the rate (if any) specified by the lender on the 28th February in any year with such interest being payable on the 31st March in any year when interest is specified.		
11. Comparative Figures		
The comparative figures represent twelve months trading.		
12. Contingent Liabilities		
The Union has no contingent liabilities as at balance date. (31 March 2019 Nil)		
13. Capital Commitments		
There are no capital commitments at balance date. (31 March 2019 Workers' Education Trust \$10,000 Loan)		
14. Employee Benefits		
Provision is made in respect of the liability for annual leave, long-service leave and retirement allowance at balance date. Long-service leave is accrued in respect of all employees with more than ten years service. Retirement allowance is accrued in respect of all employees with more than twelve years service.		
15. Nature of Business		
The business is a Trade Union serving the workers in the New Zealand Dairy Industry. The nature of the business has not changed during the year under review.		
16. Related Party Transactions		
The Union rents premises from and provides funding to companies in which the Union has a shareholding.		
The Union has not undertaken any other material transactions with related parties. No related party debts have been written off or forgiven during the year.		

Opinion

I have audited the financial statements of New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated (the Union) which comprise the statement of financial position as at 31 March 2020 and the statement of financial performance, statement of movements in equity for the year then ended, and notes to the financial statements, including a summary of accounting policies.

In my opinion, the accompanying financial statements of New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated for the year ended 31 March 2020 are prepared in all material respects in accordance with the accounting policies as defined.

Basis of Opinion

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

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

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

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

I also draw your attention to Note 4 on page 12 of the financial statements, which describes the impact of subsequent events.

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

Officer Responsibilities

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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



Anderson Accounting
20 May 2020
CAMBRIDGE

Draft Budget - 2020-2021

	2020-21 Budget	2019-20 Budget	Difference	BVR at 31.03.20
Income				
Membership Subs	3,816,670	3,667,300		
Less GST	497,827	478,343		
Nett Subscription Income	3,318,843	3,188,957	129,886	3,434,431
Interest (nett)	91,909	128,288	-36,379	125,652
Miscellaneous Income	83,700	79,000	4,700	83,346
Total Income	3,494,452	3,396,245	98,207	3,643,429
Expenditure				
DWU				
Executive	65,000	65,000	0	54,023
Congress	55,000	70,000	-15,000	72,396
Regional Delegates Meetings	15,000	15,000	0	14,108
Regional AGMs (inc A/Report)	35,000	35,000	0	31,483
Womens Committee Structure	20,000	20,000	0	15,368
Runanga Structure	20,000	20,000	0	15,960
Youth Structure	20,000	10,000	10,000	3,518
Agreements				
Negotiations *	135,000	100,000	35,000	135,233
PGs & Disputes *	50,000	60,000	-10,000	36,619
ACC Review *	100,000	60,000	40,000	81,174
National JWP/CHPW	1,500	1,500	0	0
NZCTU				
Capitation 2.5% net subs (\$82,971)	54,870	53,475	1,395	54,870
NAC/Food Sector/H&S Meetings	7,500	7,500	0	6,777
Biennial Conf (Komiti Pasefika, Out@Work, StandUp)	7,500	7,500	0	13,699
Campaigns *	2,500	5,000	-2,500	0
Committee Pasifika/Stand Up	2,500	2,500	0	1,254
Runanga Exp	2,500	2,500	0	846
Women's Committee Exp	2,500	2,500	0	4,143
Youth Committee	2,500	1,250	1,250	0
IUF Capitation	49,835	42,085	7,750	44,815
NZLP Affiliation & Meetings	13,000	13,000	0	15,254
Administration Expenses				
Bank Charges	2,500	2,500	0	2,924
Insurances (excluding vehicles)	15,000	15,000	0	10,111
Miscellaneous Administration	1,000	1,000	0	0
Phone/Tolls/Fax/Internet	27,500	27,500	0	27,385
Photocopying/Printing/Stationery	27,500	27,500	0	20,665
Post/Courier	10,000	10,000	0	11,529
Power	5,500	5,500	0	893
Publications Inward	4,000	4,000	0	3,197
Rent/Rates/Reception	95,000	95,000	0	94,582
Repairs & Maintenance	7,500	7,500	0	5,398

DRAFT BUDGET-2020/2021

	2020-21 Budget	2019-20 Budget	Difference	BVR at 31.03.20
Operating Expenses				
ACC Levy	5,000	5,000	0	3,725
Accounting & Audit	18,000	18,000	0	13,690
Dairyworker	62,500	62,500	0	80,372
Del Promos	20,000	20,000	0	26,494
Donations	5,000	5,000	0	75
Education (6%)	199,131	191,336	7,795	245,327
Election (Pres/VP)	0	5,000	-5,000	6,750
Election Camp Fund (0.8%)	26,551	25,512	1,039	0
Equipment	10,000	10,000	0	7,504
FBT	55,000	55,000	0	58,722
Honoraria	25,000	30,515	-5,515	19,510
International Del Fund (3%) (\$99,565)	0	0	0	24,500
International Activities	15,000	17,500	-2,500	12,400
Living Wage Campaign	7,500	7,500	0	4,522
Miscellaneous Expenses	5,000	5,000	0	0
Motor Veh - Expenses	121,000	121,000	0	81,028
Motor Veh - Replacement	64,000	96,000	-32,000	113,755
n3 Membership Card	35,000	25,000	10,000	41,281
Organisers Expenses	87,750	77,500	10,250	114,189
President/Vice President	1,500	1,500	0	0
Research	7,500	10,000	-2,500	0
Membership Survey	7,500	10,000	-2,500	3,643
Welfare Fund (approx 10%)	331,884	318,896	12,988	322,067
Salary/Wage/Super etc	1,655,000	1,550,000	105,000	1,771,108
Server/Portal/Website	47,500	47,500	0	45,753
Total Expenditure	3,669,521	3,504,569	164,952	3,774,639
Surplus	-175,068	-149,894	-66,744	-131,212
	-5.01%	-4.51%		

Capital Expenditure - Reserves to be set aside for:

Internal Server Upgrade \$25,000

WTUC Reception Upgrade \$75,000

* = estimate

RULE REMITS CARRIED-2020

RULE REMIT 1

DWU Rules, Rule 14.2(d)

Replace first line with the following:

“Two regional representatives per region, elected at, and by all voting delegates attending the National Congress. For the purposes of this election...”

Reason/s: This change will ensure that there are equal numbers of Regional Representatives on the DWU National Executive as currently the Northern Region only has one Regional Representative, but all other regions have two each. This change will also mean all DWU Representative Structures have equal number of representatives (two reps each from the four regions).

National Congress 2020 vote: Remit passed after card vote called.

In favour: 5649 votes

Against: 1802 votes

Abstentions: 34 votes

Total votes cast: 7485

RULE REMIT 2

DWU Rules, Rule 17.3

Amend the first line to read:

“The National Secretary and National President (or their duly authorised representatives) shall attend at least once a year...”

Reason/s: With over 70 AGMs, it is often impossible for the DWU National Secretary and DWU National President to be able to attend every AGM. Whilst the DWU attempts to ensure that the DWU National Secretary and DWU National President attend as many AGMs as possible, this proposed change reflects that sometimes the DWU is required to have their duly authorised representatives (such as the DWU National Vice President or DWU Assistant Secretary) attend on their behalf.

National Congress 2020 vote: Remit passed unanimously.

DWU online...

for DWU News...



Facebook & Twitter too!



***Please remember
to let the DWU
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 & worksite.



2020 DWU AGM Presentation

50+ Years DWU Membership Certificate Presentations 2020



—**WAIKATO/BOP**—
Tatua Dairy Company–Tatua
Peter Kelly

25+ Years DWU Membership Certificate Presentations 2020



—**NORTHERN**—
Fonterra Brands–Takanini
James Doran
Henry Pook
Fonterra–Kauri
Donald Cumming
Noel Demchy
Barrie Kanara
Shane Ross
Sean Tito
Fonterra–Maungaturoto
Timothy O'Donoghue
Georgina Phillips

—**WAIKATO/BOP**—

Fonterra–Canpac

Steven Sales
Robert Shannon
John Snowdon

Fonterra–Edgecumbe

Sean Armstrong
Steven Beasley
Graham Cheesman
Eric Schroder
Mike Southon

Fonterra–Hautapu

Jason Currall
Graeme Hansen

Fonterra–Morrinsville

Carol Hauraki

Fonterra–P&D London St

Tony Knight

Fonterra–Te Awamutu

Keith Hutton

Fonterra–Tirau

Patrick Garrett
Tony Wilbore

Fonterra–Waitoa

Donald Miller

Tatua Dairy Company–Tatua

Dean Griffen
Brent Jacobsen

Timpack–Hamilton

Alfred Hamiora

—**CENTRAL**—

Fonterra CCP–Bridge Street

Brendon Mulligan

Fonterra CCP–Collingwood Street

Kim Clement
Andrew Herewini
Sonya Kurth-Gaston
Ken MacKay
Tracey Meier-Waite

Sheryle Ranford
Mary-Jane Smillie
Christopher Tubby

Fonterra–Longburn

Stephen Anderson

Fonterra–Pahiatua

Michael Barnes
Ross McIntyre

Fonterra–Whareroa

Phillip Hohaia
Barry King
Phillip Kuklinski
David Linders
Gavin Nagle
Mark Northcott
Gary O'Keeffe
Brian Ross
James Thomson
Ellison Whakatutu

Goodman Fielder–Longburn

Raymond McGovern

Goodman Fielder–Yoplait

Peter Dansby

—**SOUTHERN**—

Fonterra–Clandeboyne

Edward Braid
Owen Daly
Grahame Duncombe
Peter Geary
Candy Jones
Peter Leask
Garry Wallace

Fonterra–Edendale

Brent Cunningham
Jason Stephens
Quentin Wylie

Fonterra–Stirling

Robert McCammon
Warren Smith

Goodman Fielder–Blenheim Road

Robert Fleming



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Richard Everson
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Bobbi Prentice
Membership Administrator
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Carne-S. Greenbank
Support Services Administrator
07 839 0239
carne@dwu.nz



Vacant
Support Services Organiser

DWU Representatives

National President: *Barrie Kanara*

National Vice President: *Mark Holmes*

National Executive:

Rima Strickland (Northern), Chris Jones & Jodi Middleton (Waikato/BOP), Peter Daymond & Bill Bryant (Central), Tom Faulkner & Vacant (Southern), Non-Fonterra Reps: Vacant (South Island) and Rob Nixon (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), Christina Phillips (Waikato/BOP), Bernice Mills (Central), Ian Turner (Southern), and Sally Wilson (Co-ordinator)

National Returning Officer:

Keiryn Barnes

DWU Runanga/Fono:

Darryn Anderson (Central & Convenor), Rama Phillips (Central), Kim Phillips & Andrew (AJ) Johnson (Northern), Karangi Jones & Tupaea Ahomiro (Waikato/BOP), Paetau Wynyard & David Hemopo (Southern), and Mark Apiata-Wade (Co-ordinator)

DWU Women's Committee:

Nici Benington (Southern & Convenor), Renee Ormsby (Southern), Elaine Tuitupou & Vacant (Northern), Camille Rondon & Marilyn Fearn (Waikato/BOP), Julie Bengston & Janey Hardey (Central), and Carne-S. Greenbank (Co-ordinator)

DWU Youth Committee:

Casey Samaeli & Mets Pura (Northern), Karl Syllivan-Tutlewski & Tresa Shirtclif (Waikato/BOP), Samantha Micheal & William Buckley (Central), Allana Fettes & Vacant (Southern), and Adam Craigie (Co-ordinator)

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Waikato TUC Building
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Hamilton 3204

PO Box 9046
Hamilton 3240

Phone (07) 839 0239
Fax (07) 838 0398

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NZ Dairy Workers Union
PO Box 9046
Hamilton 3240

website:
www.nzdwu.org.nz

email:
info@dwu.nz

2020 ANNUAL GENERAL MEETING Dates and Venues

DATE	TIME	SITE	VENUE
NORTHERN			
Monday, 6 July	4.00pm	Fonterra Brands - Takanini	Cafeteria
	5.30pm	Fonterra Brands - Takanini	Cafeteria
Tuesday, 7 July	6.00am	Fonterra - Kauri	On Site
	9.30am	Fonterra - Maungaturoto	On Site
	1.00pm	Goodman Fielder - Puhoi	Puhoi Sports Club
Monday, 3 August	2.00pm	Fonterra - The Shed	On Site
	3.30pm	NZ New Milk - Auckland	On Site
	4.30pm	Danone - Auckland	Nutricia Cans
Tuesday, 11 August	5.00pm	Froneri - Tip Top	On Site
	6.00pm	Froneri - Tip Top	On Site
Tuesday, 18 August	2.00pm	Coda Group - Auckland	On Site
WAIKATO/BOP			
Wednesday, 8 July	12noon	Timpack - Frankton	On Site
	2.00pm	Fonterra - Canpac	Cafeteria
Monday, 13 July	7.45am	Fonterra - Te Awamutu	Training Centre
	12noon	Fonterra - Hautapu	Social Club
	2.00pm	Fonterra - Waharoa	Cafeteria
Tuesday, 14 July	10.00am	Fonterra - Reporoa	Cafeteria
	2.00pm	Fonterra - Edgecumbe	Cafeteria
Wednesday, 15 July	7.00am	Fonterra - Te Rapa	Training Room
	10.00am	Fonterra - Tirau	Upstairs Cafeteria
	12noon	Tatua - Tatuani	Cafeteria
Thursday, 16 July	10.30am	Fonterra - Morrinsville	Butter Cafeteria
	12noon	Fonterra - Waitoa/UHT Plant	Waitoa Hall
Monday, 10 August	10.00am	Fonterra - OLS London Street	On Site
	1.00pm	Fonterra - Lichfield	On Site
	5.00pm	Fonterra - P&D London Street	Level 4
Tuesday, 11 August	12.30pm	Synlait Milk - Pokeno	On Site
	2.00pm	Yashili NZ - Pokeno	On Site
Wednesday, 12 August	11.00am	Fonterra - Mt Maun/Tauranga Port	On Site
	3.30pm	Fonterra - Crawford St	Cafeteria
Monday, 17 August	12noon	Dairy Goat - Hamilton	Cafeteria
Tuesday, 18 August	12noon	Green Valley Dairies - Mangatawhiri	On Site
Tuesday, 25 August	2.00pm	Bodco Dairy - Hamilton	On Site
	3.30pm	LIC - Hamilton	On Site
CENTRAL			
Monday, 20 July	10.00am	Fonterra Brands/Alto - Mako Mako Rd	On Site
	1.00pm	Goodman Fielder/Alto - Longburn	On Site
	4.00pm	Goodman Fielder - Yoplaik P/North	Cafeteria
Tuesday, 21 July	10.00am	Fonterra - Whareroa	Hawera Salvation Army Hall
	12.30pm	Fonterra CCP - Collingwood & Bridge St	Eltham Town Hall
Wednesday, 22 July	8.00am	Fonterra - Pahiatua	Pahiatua Fire Station
	12.30pm	Fonterra CCP - Te Roto Drive	On Site
SOUTHERN			
Monday, 27 July	6.00pm	Blue River Dairy - Invercargill	Cafeteria
Tuesday, 28 July	10.00am	Fonterra - Edendale	Edendale Activity Centre
	2.00pm	Fonterra - Stirling	On Site
	4.00pm	Danone - Balclutha	Town & Country
Wednesday, 29 July	8.00am	Fonterra - Mosgiel	On Site
	12.30pm	Oceania Dairy/Yili - Glenavy	On Site
	2.00pm	Fonterra - Studholme	Cafeteria
Thursday, 30 July	7.00am	Fonterra - Timaru	On Site
	9.00am	Fonterra - Clandeboye	Hall
	11.30am	Synlait Milk (TFC) - Temuka	On Site
	3.00pm	Dairyworks - Christchurch	Cafeteria
Friday, 31 July	8.30am	Westland Milk Products - Rolleston	On Site
	10.30am	Synlait Milk - Dunsandel	On Site
Wednesday, 5 August	8.30am	Fonterra Brands - Halswell Junction	Cafeteria
	10.00am	Goodman Fielder - Blenheim Rd	Cafeteria
	12noon	Fonterra - Darfield	On Site
Thursday, 6 August	8.30am	Westland Milk Products - Hokitika	Rugby Hall
	3.00pm	Fonterra - Brightwater	On Site
Friday, 7 August	8.00am	Fonterra - Takaka	On Site
	2.00pm	Fonterra - Tuamarina	On Site
TBC = Allied Faxi, Milk Kitchen/Envictus, Miraka, LIC - Christchurch & Synlait Milk - Mangere			