

DairyWorker

Quarterly publication of the

NZ Dairy Workers Union Te Runanga Wai U

NZ Dairy Workers Union

DWU

Te Runanga Wai U

August–2020



INSIDE:

- Froneri Tip Top, Auckland & Fonterra Te Roto Drive, Paraparaumu Update
- Latest DWU CEA Settlements & Updates
- DWU 50+ & 25+ Year Presentations

Fonterra Te Roto Drive
DWU Members at their
last site AGM.

**OCTOBER 2020
GENERAL
ELECTION**
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DWU Response to COVID-19



As we reported to DWU members at the recent DWU AGMs held around the country (before the latest COVID-19 outbreak meant we had to postpone the last 10 AGMs), there was always the possibility of a re-emergence of COVID-19. We have seen this around the world as second waves of infections have re-emerged throughout many countries. New Zealand is not immune to this risk.

As I write this editorial in late August, the Auckland region is currently in Alert Level 3 and the rest of NZ is in Alert Level 2. However, by the time you have received this edition of the Dairy Worker magazine and are reading this editorial, who knows whether the country will be out of these heightened alerts and back to Level 1, or whether the latest phase of COVID-19 has become even worse and more heightened alert levels have been declared by the Government.

Whatever scenario we are in, the DWU has implemented the following (in light of what we learnt as a Union during the first wave of COVID-19 several months ago) to ensure that DWU members and the dairy industry are protected through these uncertain times.

DWU Remote Organising Re-established

Because of our connection to the food industry and the risks of transmission, all DWU Organisers and Staff have been advised to work from home during Alert Levels 2 and above. However, Regional Organisers are still available for delegate and members enquiries via our distance organising model that uses teleconference/zoom communication where possible.

Please also be aware that DWU Regional Organisers are still able to personally meet with delegates and members for critical organising duties. For example, critical organising duties may include H&S support work for sites (including COVID-19 support), personal grievance/disciplinary support and CEA negotiation work.

The DWU has existing COVID-19 worksite access protocols in place with most dairy employers to ensure that DWU Organisers and Officials are still able to attend worksites for critical organising issues or support delegates and members by remote/distance methods. This is important to ensure the protection of members and workers health and safety as well as their terms and conditions of employment during this phase

of the pandemic.

DWU Site Delegates

DWU Site Delegates play a crucial and vital role in supporting members as well as providing feedback to DWU Organisers and Officials on member issues. In providing these vital member services, DWU Site Delegates have regular direct personal contact with members and other delegates.

The DWU's preference is that DWU Site Delegates remain on site in order to support members and workers during this time (unless there is a direct health risk to Site Delegates in doing this due to underlying health factors or age risks).

The safety of Site Delegates and members is our paramount concern at this time so please ensure you are complying with all COVID-19 and H&S directions provided by your employer in relation to this new alert.

COVID-19 Crisis Committee Structures

The DWU is in direct and regular communication with dairy employers throughout the Alert Level periods and we have reconvened our COVID-19 crisis committees that we established and used throughout the first wave of the pandemic.

Myself, Mark Apiata-Wade (DWU Assistant Secretary), Jared Phillips (DWU National Organiser), and Tom Buckley (DWU Organising Director) are in regular contact with Dairy Industry employers on behalf of all DWU members and workers via these crisis committees and structures.

The DWU is again using these crisis committees to obtain clarification on the wide range of leave and wage payment questions (and various other COVID-19 related issues) that delegates and members may raise with DWU Regional Organisers and DWU National Officials.

As such, members should continue to contact their DWU Site Delegate with any concerns they may have so that these can then be directed to the appropriate DWU Regional Organiser who can either deal with these via onsite structures, or escalate these matters to DWU National Officials who can raise these issues in the regular crisis committee meetings as required.

The Dairy Industry is an Essential Industry

Please remember that the dairy industry is an **essential**
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Fonterra Ingredients CEA Negotiations



Yes, it is a topic that is of interest to all Fonterra Dairy Workers and rightly so. It is time again to negotiate the DWU Fonterra Ingredients Collective Employment Agreement.

The process of calling for claims from DWU members lets your Delegates and Bargaining Team know what is important to you as a worker at the coal face.

Just to shed some light on the process, once the claims from workers have been received, the Bargaining Team will sort through them and identify the most common/popular claims and the claims that they think will benefit most workers.

I know some members think we rock up to Collective Employment Agreement (CEA) negotiations and the employer offers us an increase and we just negotiate the size of that increase with some extra conditions thrown in for good measure and that's it.

Well nothing is further from the truth. Negotiations are always a two-way street. More often than not, the employer also has a list of claims to change your CEA; conditions they want to introduce, adjust, or remove.

So a lot of the time spent at negotiations is not only about getting more, it is trying to keep what you already have. By the end of the process you end

up with a deal that the negotiators and their team can either recommend to workers to accept, or a deal that they recommend rejecting.

This is a very important point, as I think it is fundamental for the DWU to take a leadership role and firmly convey to workers whether the deal is to be accepted or rejected.

To come back to ratification meetings and tell members that we don't have a position on a deal and "you decide", shows no leadership and quite frankly, is a gutless position for any Union to take. The CEA bargaining model may not deliver everything you may expect, with what one worker thinking is a good deal, being the complete opposite to another worker. One thing I do know, is that the CEA bargaining model produces better results and provides better protection of your rates and conditions than an individual employment contract.

So members, have your say and voice your views, but please support your Delegates through CEA negotiations, as they are trying to do their very best for everybody.

Kia Kaha.
Barrie Kanara
DWU National President

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industry and is defined as an essential industry in **both** the Employment Relations Act and the list of essential services recently produced by the Government.

As such, our industry and workers are vital to the wellbeing of all Kiwis (and millions more overseas) who are dependent on our food production.

As such, as a Union we need to be assisting to find solutions at this time and we know the Government is also committed to ensuring the ongoing financial viability of the dairy industry.

Be assured that as the Dairy Workers Union, we will advocate for the best interests of all Dairy Workers at this time.

Stay safe everyone

Please be aware that the DWU continues to represent members throughout this pandemic to ensure the protection of members and workers health and safety as well as their terms and conditions of employment.

The DWU will continue to prioritise our critical

organising duties and support our representative structures during this time. The DWU will continue to ensure that the following fundamental industry principles are upheld for members and workers during this pandemic:

1. That all DWU members and workers are safe at work and that the DWU has clear protocols in place with employers to ensure DWU Organisers and Officials can represent and support delegates and members on and off site, as required.

2. That DWU members and workers continue to be fairly paid through all Alert Levels and that members have certainty around their leave arrangements and any ongoing restructures or change processes.

3. That your job is secure, and that the future of the dairy industry is protected during these uncertain times.

The DWU will also provide further updates via your DWU delegate structures and DWU site noticeboards as we receive new Government and Dairy Industry information.

Chris Flatt
DWU National Secretary

Recent CEA Negotiations

Blue River Dairy Negotiations & Growth of DWU membership

DWU members at Blue River Dairy in Invercargill are entering into negotiations for a new Collective Employment Agreement (CEA).

Part of Blue River Dairy's business is the processing of sheep's milk for nutritional formula exports. This will be the third time that this CEA is negotiated and it's great to see our membership growing. The DWU now has nearly 50 members, which is double what we had last time we were negotiating in 2018.

The increase in membership has largely resulted from Blue River Dairy restarting a third shift to enable an increase in production to keep up with demand.

It has been great work by the delegates' team on site, ensuring these new workers join up!



Reece Flawn
DWU Lower South Island
Organiser

Green Valley Dairies CEA Settled

Collective Employment Agreement (CEA) negotiations at Green Valley Dairies took place just before COVID-19 hit and the country went into the Level 4 Lockdown period.



DWU members at Blue River Dairy meeting to discuss their claims for upcoming negotiations.

Green Valley Dairies is situated in Mangatawhiri, just south of the Bombay Hills. It is an independent milk company operating since June 2003 which processes organic and non-organic milk and making an extensive range of barista milks for customers. Organic and non-organic cream is also processed by the Company.

The focus of these negotiations was to build on what was gained in the last round of CEA negotiations and to achieve a pay increase. The term of the renewed CEA is two years and it will expire in February 2022.

The Company will increase all printed rates by 1.9%, effective from 1 March 2020. The second wage increase is from 1 March 2021. The increase will consist of the annual Consumer Price Index (CPI) percentage movement to December 2020, plus 1% (CPI + 1%). If the CPI movement in the year to December 2020 is 0% or negative, then the wage increase will be a minimum of 1%.



Tim Herbert and Jo Darling, Green Valley Dairies DWU Site Delegates.

The DWU members at Green Valley Dairies ratified the new deal under Level 4 Lockdown conditions by using remote organising and multiple forms of telecommunication (and in accordance with DWU Rules). Text messaging, phone calls, and emails were all used to be able to communicate with members because face-to-face meetings were not possible.

I would like to thank Brett Brown, DWU Waikato/BOP Organiser for being the Advocate for these CEA negotiations. I'd also like to thank Tim Herbert and Jo Darling (DWU Delegates) for their contribution to these negotiations and for relaying information to workers during COVID-19 Lockdown. Thanks also to the DWU members on site who supported Jo Darling and Tim Herbert in their delegate roles. Finally, a big thank you also to Jay Hammond who was the DWU's Site Delegate (but who has now left Green Valley Dairies) for all the work that she put into supporting workers at the site.



Laura Reekie
DWU Upper Waikato Organiser

DairyWorks CEA Renewed & Synlait takes Ownership

Two significant developments have taken place at DairyWorks, a cheese repackaging and ice cream manufacturing business in Christchurch.

The Collective Employment Agreement (CEA) was renegotiated in March 2020, and the Company's



Negotiations were held at the Canterbury Trade Union Centre in Christchurch. The DWU's bargaining team consisted of Sam Burrows (DWU Site Delegate), Mele Hoeft (DWU Deputy Site Delegate), and Daniel Needham (DWU Upper South Island Organiser) all pictured here (L-R) as well as Jared Phillips (DWU National Organiser and DairyWorks CEA Advocate).

ownership changed hands on 1 April 2020, coming under Synlait's ownership.

The renegotiated CEA has a one-year term that will continue to be in force under Synlait's ownership and will expire on 31 March 2021.

The key aspects of the Terms of Settlement were:

- 2.9% increase on all rates and allowances (CPI +1%).
- Addition of one day's sick leave to a total of 7 days per year (with express agreement that this is for DWU members only).
- Increase of Paid Parental Leave top-up from 14 to 20 weeks (this is the employer-paid top-up to 80% of wages).
- Company-paid Partner Leave increased to 1 week from 2 days.
- Removal of 3-month entry level rates (these were previously in place for new permanent workers as an alternative to 90-day probationary periods).
- Two machines (holac and clam shell) added to list of operations which can go towards qualifying an operator for Advanced Operator rates.
- Additional Long-Service holiday of 1 week after 7 years (previously members qualified for their

first Long Service Holiday after 10 years).

In addition to the above, the CEA coverage clause was broadened, wording was clarified for long service payment calculations, and night shift start and finish times were codified in the document.

The DWU and DairyWorks bargaining teams also expressed interest in exploring and consulting about aligning the DairyWorks and Synlait CEA processes in the future.

The Terms of Settlement were ratified by 100% of DWU members voting in favour of accepting the deal.

Thanks to the DWU Delegates who attended negotiations and to the members who attended the claims and ratification meetings.



Jared Phillips
DWU National Organiser
& Advocate

Synlait DWU Members support CEA variations

Synlait DWU members recently voted 100% in favour of two variations to the Synlait Milk Limited Collective Employment Agreement (CEA).

Representing the DWU, Jared Phillips (DWU National Organiser) was involved in arranging the first variation, and Chris Flatt (DWU National Secretary) was involved in arranging the second variation.

Several membership meetings were held at the Temuka, Dunsandel, Pokeno, and Mangere sites for members to endorse these CEA changes.

Covering Synlait Foods (Talbot Forest) Workers

The first variation was to formally include the Synlait Foods (Talbot Forest) site, located in Temuka, into the already-established Synlait Milk CEA. There is strong union density at this site and the beginnings of a great DWU delegate structure.

This variation also included adding a 'subsequent parties' clause' into the CEA. This means that there is a clear pathway for workers at other Synlait-owned sites, which are not operated under the Synlait Milk division of the business, to enter into the Synlait Milk Limited CEA.

CEA updated to reflect positive employment law changes

The second variation amends the Synlait Milk CEA to reflect important employment law changes introduced by the Labour-led Government over the last three years.

This included removal of the 90-day probationary employment



One of the DWU's Synlait Foods (Talbot Forest) Delegates, Kalieb Jones, with DWU Upper South Island Regional Organiser, Daniel Needham at the Temuka site after one of the variation meetings.

provisions and the addition of further details on wage rates and wage-setting mechanisms.



Jared Phillips
DWU National Organiser & Advocate



DWU members attending one of four Synlait meetings at the Synlait Dunsandel site. Also in attendance was DWU National Organiser, Jared Phillips.

CODA Group Update—CEA Ratified

A proposed Collective Employment Agreement (CEA)—the first for CODA Group—went out to DWU members on the Mangere, Auckland site and the Rolleston, Canterbury site. The ratification vote was overwhelmingly in favour. Members have received a 2% pay increase from July 2020 and the CEA is for a 16-month term, expiring in June 2021.

However, the key part of the CEA wasn't the 2% pay rise, it was the introduction of a classification system which provides a pathway for learning new skills and career development, as well as significant pay increases when the training and skills are completed.

The introduction of a Level 4 rate of \$25 per hour is now available to DWU members after they complete their training (which includes the NZQA Fork-hoists with attachments and ManCage courses) and they agree to work across multiple departments.

For most of our members this represents an increase of between \$2.00-\$3.50 per hour. This is a significant achievement for the DWU and is the result of some great work by the two DWU delegates on the bargaining team, Nathan Matua and Nathan Dryden. Nathan Dryden has since left CODA Group to pursue other opportunities, so the DWU would like to give our sincere thanks to him for his great work in representing DWU members so well at the bargaining table.



Adam Craigie
DWU Northern Organiser

Dairy Fresh Update

We say goodbye (for now) to the drivers at Dairy Fresh. Dairy Fresh was owned by Hilton Haulage, a large South Island logistics company based in Canterbury. Dairy Fresh supplied their tankers to bring milk off farms for Miraka Limited's factory in Taupo.

The DWU unionised Dairy Fresh in 2019, establishing a Collective Employment Agreement (CEA) for these workers. Unfortunately, after just one season of working under the CEA, Dairy Fresh lost the contract to Central Transport Limited (CTL), a local-based transport company at Reporoa.

To lose the coverage of the Dairy Fresh operations after such a short time is obviously frustrating for both the Dairy Fresh workers and the DWU. So much work was undertaken to establish the new CEA. That work started back in June 2018 and we had negotiated the CEA by July 2019.

Through the engagement with Dairy Fresh, the DWU also developed a relationship with Hilton Haulage Limited which has several



other tanker operations throughout NZ, delivering milk to several dairy processing companies.

Most of the Dairy Fresh workers have kept their roles under the new owner, however CTL has so far resisted any engagement with the DWU and seems to have initiated an anti-Union approach with workers.

I can assure DWU members that we will continue to pursue coverage of these CTL workers and re-establishing a new CEA for those who want to continue or become DWU members.



Richard Everson
DWU Lower Waikato Organiser



CODA Group DWU bargaining team. L-R: Nathan Dryden, DWU delegate, Rolleston Canterbury site; DWU Northern Organiser Adam Craigie, and Nathan Matua, DWU delegate, Savill Drive Mangere site.

CEA Coverage for Fonterra Milk Merchandisers

Fonterra Milk Merchandisers are the workers who place and rotate Fonterra Milk products at our local supermarkets.

It's a big success that these workers may now elect to join the Fonterra Brands Collective Employment Agreement (CEA). The DWU reached this deal with Fonterra in April this year. It's a big step forward because for many years there have been periodic enquiries from Milk Merchandisers asking for help or asking how they can get covered by a CEA.

In the settlement documents between Fonterra and the DWU, there are special appendices that set out their position descriptions, hours of work, scope of start and finish times, provisions for fair share of weekend work, and definitions of part-time and full-time work. It is fantastic to have these matters agreed and codified for these workers. There were also some break-



Milk Merchandisers Andy Stanley, Tauranga, and Donovan Campbell, Papamoa.

throughs on wage and time matters. Specifically, future CEA increases will apply to printed rates. Further, for any hours worked over 40 hours per week, either the equivalent time-in-lieu or an additional payment may be agreed.

Brett Brown (DWU Waikato/BOP Organiser) and Mark Apiata-Wade (DWU Assistant Secretary) worked on establishing this CEA coverage. We would like to thank Milk Merchandiser Andy Stanley,

based in Tauranga, and Donovan Campbell, based in Papamoa, for persevering to bring DWU coverage to Fonterra Milk Merchandisers.



Mark Apiata-Wade
DWU Assistant Secretary

Southland Floods: DWU Welfare Fund Supports Members

The DWU's Welfare Fund provides financial grants that all DWU members can apply for. This includes assistance for Hardship, Education, and Funeral Grants.

As a DWU member, I had the misfortune of having to apply for a grant after the floods here in Southland in early February 2020, which resulted in a lot of flood damage to my house and contents.

I would like to thank the DWU for that financial help and for giving members a boost when situations are beyond our control. Although I

am fully insured and will have everything sorted after the repairs have been made, the assistance I got was immediate and it was a huge help to get things sorted on the day.

Also, Fonterra were extremely good at assisting people affected by the floods as quite a number of workers were in the same situation as myself. Some were worse off than me and lost everything. It is excellent that we have access to this type of help when we are in need.

So, thank you to the DWU Welfare



Committee for this assistance on behalf of everyone down here that was affected by this event or similar events.

Norm Corbett
DWU Transport Delegate
Fonterra Edendale

Fonterra Consumer Cheese Processing CEA Settled

The Fonterra Consumer Cheese Processing (CCP) Collective Employment Agreement (CEA) which covers approximately 580 DWU members at the Fonterra Collingwood Street (Eltham), Fonterra Bridge Street (Eltham) and Fonterra Te Roto Drive (Paraparaumu) sites, was due for renewal in March 2020. The CEA historically covered many sites across the North and South Island and was the old Mainland CEA.

In late 2019, Fonterra announced their plan to close the Fonterra Te Roto Drive (Paraparaumu) site, consolidating that work into the Bridge Street site in Eltham. After some delays due to COVID-19, the Fonterra Te Roto Drive (Paraparaumu) site is due to close later in 2020.

In February 2020, the DWU CCP negotiators met and agreed on the claims to take to negotiations. The DWU agreed to take a claim to bargaining to seek that the Fonterra CCP CEA be consolidated into other DWU CEAs.

This consolidation would consist of the Collingwood Street site being covered by the Fonterra/DWU Ingredients (Global Operations) CEA, and the Bridge Street site being covered by the Fonterra Brands CEA.

Delays to negotiations were caused by the physical distancing and ban on face-to-face meetings during the COVID-19 lockdown. As such, CEA negotiations planned for March 2020 were delayed until June.

The DWU met for two days of negotiations before returning for a third and final day in early July, which resulted in a recommended offer to DWU members. This offer included:

- A 2% wage increase backdated to



The DWU's bargaining team at the Fonterra CCP negotiations: L-R: Dave Lamb (DWU Site Delegate, Fonterra Te Roto Drive, Paraparaumu), Tom Buckley (DWU Organising Director and Advocate), Tracey-Leigh Pruden (DWU Site Delegate, Fonterra Bridge Street, Eltham), Dave Rush (DWU Deputy Site Delegate, Fonterra Collingwood Street, Eltham), Laurel Reid (DWU Central Organiser) and Karen Murphy (DWU Site Delegate, Fonterra Collingwood Street, Eltham).

1 March 2020.

- A process for consolidation of the Bridge Street Site to move under coverage of the DWU/ Fonterra Brands & Alto MECA.
- A process of consolidation for the Collingwood Street Site to move under coverage of the DWU/ Fonterra Ingredients CEA.
- If consolidation proceeds, the relevant Ingredients CEA or Brands & Alto MECA wage increase (if achieved at the upcoming negotiations for both CEAs) will be applied from 1 January 2021 and future applicable increases will be applied in accordance with the appropriate CEA/MECA.
- Pay cycle adjustment to align with the waged workforce in Fonterra.
- If consolidation does not proceed, the Fonterra CCP CEA will expire on 31 January 2021, but if consolidation proceeds, the CCP CEA expiry will be as set out in the Ingredients CEA or Brands & Alto MECA.

This offer was presented to members in late July 2020 for ratification and it was ratified with 86.75% of members in favour.

I would like to thank the DWU bargaining team, which included: Karen Murphy (Fonterra Collingwood Street DWU Site Delegate), Dave Rush (Fonterra Collingwood Street DWU Deputy Site Delegate), Tracey-Leigh Pruden (Fonterra Bridge Street DWU Site Delegate), Shane Stieller (Fonterra Bridge Street DWU Deputy Site Delegate), Laurel Reid (DWU Central Organiser), and Dave Lamb (Fonterra Te Roto Drive DWU Site Delegate) for their work throughout the negotiations.

I would also like to acknowledge the Fonterra Te Roto Drive DWU delegate team and especially Dave Lamb as DWU Site Delegate for his work supporting members through the site closure and through these negotiations.



Tom Buckley
DWU Organising Director
& Fonterra CCP Advocate

DWU Delegate Appointed as Unions Taranaki Convenor

My name is Dave Rush and I'm a fellow DWU member and also the DWU Deputy Site Delegate at Fonterra CCP Collingwood Street, Eltham. Recently I was appointed to the role of Convenor for Unions Taranaki.

There are various local union committees in centres throughout New Zealand, on which CTU-affiliated Unions represent their unions on local matters and carry out nation-wide campaigns locally.

We are currently in the process of getting Unions Taranaki to be more active and getting local union members more involved again. I was elected as the Unions Taranaki Convenor in late 2019, but COVID-19 put a hold on what we were trying to restart.

In my Unions Taranaki Convenor role, I was lucky enough to get an opportunity to attend the Unions Manawatu monthly meeting in Palmerston North in July. I found that there were a great number of people from a wide range of unions out there working hard to improve their communities and strengthen the union movement as a whole. I want to acknowledge the fantastic

work that is going on.

It was awesome to attend a meeting with such a well-established union and community team that has been active for a long time. Besides the standard agenda items, some new issues came to light

such as the proposal for 10 days sick leave for all workers, improved redundancy rights sought for large parts of the workforce, Fair Pay Agreements, the strengthening of Health and Safety laws, the importance of stronger public services, the Living Wage campaign, and much more. All these are issues that unions are lobbying for as key issues at the upcoming general election in September.

For more information about the Safer Sick Leave campaign, members can visit the www.together.org.nz website, which is an online campaigning arm of the union movement.

As well as union representation, the Unions Manawatu meeting had representation from the local Regional Skills Leadership Group, Palmerston North Community Services Council, and other community groups. Attending Unions Manawatu has certainly given me some insight into what we



Unions Manawatu meeting, July 2020.

can do in the Taranaki area in the future.

Dave Rush
DWU Deputy Site Delegate
Fonterra Collingwood Street

Central Region DWU Update

Recent work in the area has included Timpack Ltd and Fonterra CCP bargaining which are both in the process of ratification.

Also, planning for Fonterra DFE bargaining is now well under way, and we have also opened the call for remits for the Fonterra Ingredients CEA bargaining that will take place in late-September. The DWU AGM's have also been recently held across the region, so a busy time all round.

Thanks to all the DWU delegates for their hard work during the recent COVID-19 lockdown. It wasn't an easy time with all the unknowns, but you all made it a little easier for our members with your support. Well done.



Unions Manawatu Convenor Dion Martin (left), pictured with Dave Rush (right) who has been appointed Unions Taranaki Convenor



Thanks from the Australian Council of Trade Unions (ACTU)

In January this year, the DWU promoted the Victoria Bushfire Appeal, the Red Cross appeal, and the Australian Council of Trade Unions (ACTU) Relief Fund to DWU members and supporters who wanted to make individual donations. We reprint here the message of thanks sent to donors by the ACTU Secretary, Sally McManus.

I am writing to thank you for your kind donation to the ACTU Bushfire Appeal from earlier this year.

Your donation helped many Union members who had been severely affected by the devastating fires of 2019/2020. Most of those people who you helped, had to flee for their lives and lost their homes, property, livestock and all their worldly possessions.

They were also impacted with substantial loss of income from being unable to get to their usual workplaces due to roadblocks or unsafe conditions.

Many businesses also closed during this time which impacted workers. Most members are still coming to terms with their loss, trauma, and the psychological scars

from surviving this unprecedented natural disaster.

We are pleased to let you know that the ACTU Bushfire Relief Fund has now officially concluded and that all the money donated has been distributed.

In total, AUD\$273,131.41 was raised from 543 generous individuals like you, as well as international unions in solidarity with Australia.

There were 51 grant applicants who have received a minimum of \$1,500 to up to \$10,000 each, depending on their circumstances. All applicants were assessed personally by an independent volunteer working group.

Applicants and their families have been overwhelmed to receive a grant and most importantly the support from the ACTU and fellow union members - with many saying that it was their union that came through for them and cared where others didn't.

Please note that your donation is fully tax deductible and a full report of the donations and money disbursed is available upon request.

Finally, I would like to thank you once again. You have supported and made a difference to many families and your contribution and generosity will not be forgotten.

**In Unity
Sally McManus
Secretary, Australian Council
of Trade Unions**

Messages from recipients...



Thanks to your generosity, we have been able to put your funds towards helping us move forward. We are slowly getting there, and the farm is looking better now than a few months ago, we were able to sow down the farm and have had good rain to follow up, so grass is growing for winter.

—Kelly

We have been heavily affected with more than 90% of our property burnt (2nd time in 10 years), have lost a lot but also are very lucky/fortunate at the same time. It will be a long road to recovery with still over 50kms of fencing to do but there are always people who are worse off.

—Joanne

You have no idea how much this will help, as recently I have had to stop work due to my son having autism and not being at school due to COVID-19 restrictions. He's quite vulnerable so has to stay home for now and cannot do home-schooling without me present and the fire event really took its toll on his mental health after losing everything, he is only processing now.

—Kath

DWU Welfare Committee Report 2020

Welfare Payments from 1 April 2019 to 31 March 2020
Funds spent during the year are as follows:

Grant	Grant Amount	2019 #	2019 Total	2020 #	2020 Total
Death of Dependent	\$2,000.00	2	\$4,000.00	5	\$10,000.00
Death of Member	\$3,500.00	16	\$56,000.00	14	\$49,000.00
Death of Spouse	\$2,000.00	13	\$26,000.00	14	\$28,000.00
Education Grants - Jul 19/Feb 20		199	\$147,475.00	217	\$147,261.00
Emergency Grant - COVID-19	\$500.00	-	-	1	\$500.00
Emergency Grant - Edendale Floods	\$1,000.00	-	-	5	\$5,000.00
Emergency Grant - Nelson Fires	\$1,000.00	4	\$4,000.00	-	-
Hardship Grants		131	\$78,489.01	132	\$74,309.04
Miscellaneous	Congress/Meetings		\$4,812.99		\$5,910.34
	Vouchers on Hand		-\$1,000.00		-
Plus: Financial Statements (Accounts Payable transaction)			-		\$304.35
Expenditure 1 April to 31 March			\$319,777.00		\$320,284.73
Annual Budget (1 April to 31 March)			\$308,383.00		\$318,896.00

The last financial year has been quite a trying time for the DWU Welfare Committee. Nevertheless, we have attempted to service our DWU members in a timely manner and in light of

varying standards of living and cultural differences. To this end, all DWU delegates are to be congratulated for ensuring that most Welfare Fund applications have contained the relevant details.

As Convenor of the DWU Welfare Committee, I would like to acknowledge my fellow committee members, Ian Turner, Bernice Mills and Chrissy Phillips. Although we may not have agreed on all claims their application and empathy towards the membership make my job extremely easy and satisfying.

It would be remiss of me not to thank Sally for her endless efforts to service the committee. She is always prepared to go that extra yard to assist. Big thanks to Chris for his advice and wisdom in trying times. Also, to Carne and Bobbi, thank you.

I trust that soon we should be back together to celebrate the successes of our Union and our incredible Labour-led government.

As always, I remain beholden to you all.

Frank Lancaster
DWU Welfare Committee
Convenor



DWU Welfare Committee with DWU National Secretary Chris Flatt (at left), members Frank Lancaster, Chrissy Phillips, Bernice Mills and Ian Turner.

Froneri Tip Top CEA renewed during large restructure

In late April 2020, the DWU was officially informed by Froneri Tip Top of a shift change proposal to move all workers from their fixed shifts of 5 days/8 hours on to a rotating roster pattern, and a restructure proposal with the reduction of over 40 permanent roles.

The DWU was also going into Collective Employment Agreement (CEA) bargaining which was to expire on 30 June 2020.

Since receiving this news from the Company, the DWU's goal has been to ensure that all DWU members who could work the new roster pattern and wanted a job, kept a job, and all DWU members who couldn't work the new roster arrangement should receive their redundancy entitlements. The DWU also pushed for a trial period to be available for those workers who were unsure if the changes would be manageable for them and whether they could balance the new roster with their personal commitments.

The DWU has achieved all these goals for Tip Top DWU members.

The key points of the new CEA which came into effect on 20 July are:

- An average 2% increase to all paid rates; a lump sum payment of \$1,500 to all DWU members who stay (average 2.5% payment).
- A new classification system which provides better clarity and an achievable path to learning new skills and receiving compensation for them.
- \$1,500 to be paid to all casual workers as compensation for a lack of work during the COVID-19 lockdown.
- \$1,500 to be paid to all

workers who could not work during the COVID-19 lockdown due to childcare responsibilities.

- All workers who wanted redundancy got redundancy.
- All workers who wanted a trial got a trial.
- All workers who wanted a job got a job.

This was all achieved without any significant clawbacks to CEA conditions, and still achieving a pay increase and lump-sum payment, both of which are higher than the most recent annual Consumer Price Index (CPI) annual percentage movement.

The road to getting this outcome was not easy, and it was a difficult time for DWU delegates and members as there was a lot of uncertainty about their future.

An issue for DWU members that we were not successful on, was their preference that the new roster should be worked as fixed shifts with a day team and a night team, without the rotation. This was a significant topic of discussion throughout our CEA bargaining but the Froneri management were unwilling to concede this issue.

A key piece of work over the coming months will be around training and development to make sure that our Tip Top members do have the opportunity to move up the job classification levels, and are paid for the skills they have.

The CEA bargaining team was led by DWU Assistant Secretary, Mark Apiata-Wade, myself as the DWU Northern Regional Organiser, and DWU delegates, Lorna Sagisagi, Laura Murphy, and Rima Strickland. Our amazing DWU

delegates also provided support to members and had hundreds of conversations throughout

the process with individual workers about what their preference was, and whether they wanted to stay or take redundancy. The final pieces of support that the DWU was able to provide was a series of workshops for those members that chose voluntary redundancy, and to put on a farewell function that was held on Saturday, 18 July.

The DWU ran workshops for all redundant members on their options for withdrawing or transferring their DISS and UniMed contact information, as well as information on where to go for budgeting and WINZ support. The DWU also organised a CV writing and interview skills workshop which was very well received and had great feedback from the attendees.

The farewell function was held on Saturday 18 July at the Mt Roskill War Memorial Hall and was a chance for our members to get together to eat some great BBQ food and say their farewells after many years together.

See p14 and 15 for photos of the DWU's farewell function for Tip Top workers who took their redundancy entitlements.



Adam Craigie
DWU Northern Organiser



The DWU and our Froneri Tip Top members organised a big farewell event for the DWU members who volunteered to take redundancy during the recent Company restructure.

The function was held on Saturday 18 July at Mt Roskill War Memorial Hall in Auckland. It was great to have the opportunity to have a celebratory event for all the workers and especially for those who were moving on from Tip Top. The event was also attended by Chris Flatt (DWU National Secretary), Mark Apiata-Wade (DWU Assistant Secretary), and Adam Craigie (DWU Northern Organiser).

Farwell to those who are moving on, and all the best for you and your families!



Classic Dairy sign



The crew taking a selfie.



DWU Assistant Secretary Mark Apiata-Wade giving a speech and karakia before kai.



Long serving member Dave Faul getting his Samoan farewell dance



Some of the DWU members who took voluntary redundancy. All the best for the future!



Member Denise Mears with her Certificate of Service alongside former managers Kim Ballinger and Marcus McGowan.

Top DWU Members



DWU Deputy Site Delegate Sally Roberts giving a speech.



Christine Fletcher holding a photo collage made by Tui Peterson.



DWU member Diane Coxell with her Certificate of Service & former managers Kim Ballinger and Marcus McGowan.



DWU Departmental Delegate Joe Toala, who organised the DJ and pig on a spit, giving a speech with DWU Deputy Site Delegate Sally Roberts.

A day in the life of a Fonterra Planning & Dispatch (P&D) Milk Scheduler

The lifts open on Level 4, 80 London St, Hamilton. I walk towards our Kronos Kiosk and scan in – my day has begun. It is approximately 5.30am and the office is buzzing with people, it's shift-handover time.

I say hi to everyone, log into my computer and check my emails. First up we have a DMS meeting, going over what has happened during the last 12 hours, factory breakdowns, supplier issues, accidents, weather events – anything that influenced Milk Collection, anything that can affect our coming shift.

First job of the day is checking each farmers vat capacity. Do I need to change certain farms onto everyday collection as they are about to overflow their vat, or back to skip-a-day if their milk volume is dropping, depending on the time of year. Once this has been completed and suppliers have been advised, via text, of their pickup cycle change, I can start on the Farm Estimates.

This job takes me well into late

morning and is the backbone of a schedule. It is very important to me that I get the estimates as accurate as I can. Often there is some investigation required when a supplier's volume has increased or decreased and occasionally a phone call to the farmer is required for more information regarding the volume change.

The better the estimates, the better the schedule and the more accurate the volumes our factories are expecting will be.

After transferring the estimates from Aspire, the system which holds all the farm information, through into Genesis, which is the

system we use to build the schedule, I go through the diary and enter all the special collections: on holds, milk left behind, rejected farms, on farm events, events like the Targa Rally, road closures. These requests all need to be carefully scheduled.



Marilyn Fearn, DWU member, P&D Milk Scheduler, Fonterra London Street.

Milk Allocation staff will usually get a plan to me sometime before midday with the volumes of milk each factory and customer requires and the product movement between factories, such as cream, permeate, SMR, whey cream etc. Often this plan is changed throughout the day.

At some point, before beginning to build the schedule, I would have checked in Genesis that the transport depots have supplied the required number of drivers and trucks on the road, checked the driver restrictions or special requirements, changed trucks that



Fonterra, London St, Hamilton.



Marilyn at her workstation.

have been swapped with another region, queried anything that does not look right in the Genesis set-up i.e. drivers setup to start or finish where their truck does not, and check any other issues I have to be aware of.

Throughout the day my phone is constantly busy with calls from the depots (changing trucks, drivers or trailers) and the Farmer Central team relating to issues on certain farms which we need to take into consideration and work around. If there is a major weather event affecting farms, power outages, factory outages etc, the day can become extremely busy.

I also have my ear open for any problems our dispatchers may be having throughout the day, i.e. problems collecting off a farm or a product load that they are unable to achieve, which I can include in my schedule.

Just when I think I have the best

schedule, usually around 3.30pm, a factory may break down causing major issues. Milk Allocation will come to me with changes to the plan or Farmer Central will call with a special collection.

Sometimes these requests are easily included into the schedule, but if not, the pressure is now on to rebuild the schedule and get it out to the trucks by 4pm so the 4x4 drivers can get out the gate and start their shift.

After the Schedule is released at 4pm or 4am, I create reports for the customers and factories, and

for the incoming Schedulers and Dispatchers. I then check the special collections in Farmer Central and add into our scheduling diaries the special collections for the next shifts.

Editorial note: Thanks Marilyn for your article describing a day in the life of a Fonterra Scheduler. Marilyn is also the DWU Women's Worksite Delegate at the Fonterra Planning and Dispatch worksite in London Street, Hamilton.

DWU online...



DID YOU KNOW?

Nga Tikanga Maori– The Maori Way–Concepts/Definitions

Maoritanga

(Things that related directly to the values and concepts of Maori). Both Maoritanga and spirituality are part of our cultural heritage. A greater use of Maori words may help to gain a greater understanding, not only of the values that people are trying to develop, but also of Maoritanga and its relationship to other cultures.

Wairua

This expresses the spiritual aspect of Maoritanga, a love of nature in all its aspects. We must develop a respect for the environment and encourage an awe and wonderment of nature itself. Wairua is the spiritual aspect of nature – the forest, the sea etc.

Aroha

This term embodies the concept of love in its broadest sense – commitment to a relationship, consideration for others, co-operation, compassion, empathy, affection, respect for oneself and for others. We must be encouraged to express aroha to other workers and the community.

Whanaungatanga

Whanau is the extended family. Whanaungatanga binds families into a togetherness, the foundation of which is aroha. The whanau provides support and security. The stronger members of the family assist and encourage weaker ones in all aspects of living and working together. A sense of belonging is established.

Turangawaewae

(Standing place from where one gains the authority to belong). Your workplace is turangawaewae for all those who work in it. Each person is recognised as an individual – irrespective of age or position. Each person should be shown respect and courtesy with the right to be heard. Turangawaewae requires the obligation of people to listen to each other. Interjections or interruptions are not part of turangawaewae. If your workplace is the turangawaewae of all those who are part of it, communication is not a problem. The obligation to listen and the automatic right to speak, ensures that communication is complete.

Hui

This is a meeting to discuss a common problem or activity. A hui immediately infers the practice of aroha, whanaungatanga and turangawaewae. Essential aspects are:

- (a) A topic for discussion.
- (b) Those who participate have the right to speak.
- (c) An obligation that those who are speaking must be listened to.
- (d) Decisions are reached by consensus.
- (e) There are no interjections.

Tapu

The concept of tapu is one of the means of sanction, restraint, and self-discipline. The acceptance that certain situations are tapu requires the need for care or avoidance, but especially of respect. The more obvious example, a burial ground, helps us to grasp the significance of tapu.

Mana

Mana (prestige) requires acknowledgement by other people. Arrogant people will not have mana. Mana is derived from serving the people. It is one of the forms of aroha. Mana is earned.

Reo

Above all else, it stands for the place of language. People should become familiar with the Maori language. This will ensure the correct pronunciation of people's names, of places names, of mythological heroes etc. Maori songs, words and phrases could be incorporated into our daily workplace routines. Communication ensures a continuance of a culture. It is easy to interchange words, phrases, and sentences where there is a commitment to do so.

Kia maumahara

Remember:

- (a) The head is tapu. It could be objectionable for any person to ruffle the hair of a Maori person, even with a friendly intent.
- (b) The kumu (buttocks) placed where the head will be is insulting. To sit on a desk where a person will then rest their hands and support their head is the height of insult.
- (c) Do not sit on tables. To place kumu where food will be put is equally insulting.
- (d) The tangi gives all the community an opportunity to honour the dead and comfort close relatives. On such occasions it may be necessary for Maori workers to be absent from work for up to a week, especially if they must travel.
- (e) Not all taonga are tapu. They become tapu by acquiring mana over the course of time (similar, perhaps, to the family heirloom).

Ihi

Power, authority, essential force.





Manaakitang

Respect for hosts, or kindness to guests, to entertain, to look after.

Mauri

Hidden essential life force or a symbol of this.

Noa

Safe from tapu (see above), non-sacred, not tabooed.

Raupatu

Confiscate, take by force.

Rohe

Boundary, a territory (either geographical or spiritual) of an iwi or hapu.

Taihoa

To delay, to wait, to hold off to allow maturation of plans etc.

Tiaki

To care for, look after, guard (kaitiaki – guardian, trustee).

Taonga

Treasured possessions of cultural items, anything precious.

Tino Rangatiratanga

The highest possible independent chiefly authority, paramount authority, sometimes used for sovereignty.

Wehi

To be held in awe.

Whakapapa

Genealogy, to recite genealogy, to establish kin connections.

Whenua

Land, homeland, country (also afterbirth, placenta).

By the DWU Runanga/Fono

Domestic Violence First Responder Training

In July, Nici Benington and Emma Thomas attended the

Shine organisation's Domestic Violence First Responder training in Christchurch. A Domestic Violence First Responder is someone who is able to assist someone who has been subject to domestic violence, so that they can identify what help is available, how, and where, to get it.

Nici is the DWU's Women's Committee Convenor, employed at Goodman Fielder's Blenheim Road Site, and Emma Thomas is the DWU Women's Worksite Delegate at Westland Hokitika.

Nici said:

"I went on this course in the hope of learning how to help anyone going through this issue without saying the wrong thing.

This was my worst fear that I could offend someone. What I learnt is that sometimes people just want to be heard.

I now feel that I have the tools to help someone in my workplace and know where I can get information to them to make them feel safer.

This was a really good course, well presented and eye opening in the fact that even a 6-month old can be the most impacted person in a DV situation. It also further instilled the knowledge that how children are treated can impact their entire life and their actions to an extent."

The Domestic Violence Protection Act came into force in April 2019, and provides employees affected by domestic violence with up to 10 days leave per year.

Last year the female DWU Site Delegates and Women's Worksite Delegates at Fonterra sites also attended Domestic Violence First Responder Training. The DWU will continue to pursue First Responder training opportunities.



Nici Benington and Emma Thomas

DWU National Congress 2020

COVID-19 restrictions prevented the DWU from holding its traditional face-to-face meeting in Rotorua this year. Instead, the DWU National Congress 2020 was held between 15-17 June via four regional teleconference meetings for the Northern, Waikato/BOP, Central, and Southern regions.

Thanks to the DWU Site Delegates and Representative Committee Reps (including the newly formed DWU Youth Committee reps) who attended their respective meeting.

Annual reports and financial statements were presented, and discussions and votes were held on DWU Rule remits.

Due to the unprecedented times we have been in due to COVID-19, and as decided by the DWU National Executive, the full in-person



Attending all 2020 National Congress Regional Teleconferences were L-R: Chris Flatt (DWU National Secretary), Jared Phillips (DWU National Organiser), Mark Apiata-Wade (DWU Assistant Secretary), Tom Buckley (DWU Organising Director), Mark Holmes (DWU National Vice-President) and Barrie Kanara (DWU National President).

National Congress was not held this year. However, there will be a five-day National Congress next year with guest speakers, dairy industry research presentations, industry speakers, delegate workshops, and more.



Chris Flatt
DWU National Secretary

DWU Youth Committee Formed

In June 2019, the DWU National Congress and AGMs endorsed the establishment of a new DWU Youth Committee to engage with DWU members who are 35 years and under and create a nationwide structure that encourages younger DWU members to become more involved in the governance and operations of the DWU.

The DWU is pleased to announce that the DWU Youth Committee has now been established, elections have been held, and the Committee has met over Zoom prior to our first ever face-to-face training and planning meeting scheduled for mid-August 2020. The DWU would like to congratulate the new representatives.

- **Northern Region reps:**
Casey Samaeli & Mets Purea.

- **Waikato/BOP Region reps:**
Karl Sullivan-Tuttlewski & Tresa Shirtcliff.

- **Central Region reps:**
Samantha Michael & William Buckley.

- **Southern Region reps:**
Alanna Fettes & vacant position.

One of the Southern Region Representatives, Callum Turner, left his role to pursue new opportunities outside the region, so we will be running elections soon for this vacant position.

The purpose of the DWU Youth Committee is to help the DWU be more relevant to our younger members. To do this, the Committee is shortly sending out a survey to all DWU members aged 35 years and under to seek their feedback

on what the priorities and focus of the Committee should be. There was a lot of interest in the Youth Committee and so we are also gathering the names and contact details of other young DWU members who want to be involved in the Committee's projects at the local level.

Please email me at adam@dwu.nz if you would like to be included in this, and look out for more updates in the future.



Adam Craigie
DWU Northern Organiser
& DWU Youth Committee
Co-ordinator



You can apply for Parental Leave if:

- You or your partner (married; civil union or de facto relationship) is pregnant.
- You will be the primary carer of a child under the age of six. (You will qualify if you have permanent primary responsibility for the care, development and upbringing of a child under six e.g. grandparents with full-time care, whāngai, adoptive parents or other permanent guardians.)
- You have been employed for 10 hours per week for at least 26 of the 52 weeks up to your due date or date the child comes into your care. This can be for one employer or a combination of employers - even if there were periods where you did not work.

Parental Leave is not automatic - it must be applied for in writing.

- All forms of Parental Leave must be applied for at least 3 months prior to the due date of birth.
- Leave can last for up to 52 weeks + 2 weeks for partner at time of birth.
- A partner can get Parental Leave if he/she shares responsibility of the care of the child. (Only one person can take Primary Carer Leave at any one time, but the total allocation may be shared with a spouse/partner as long as they are also eligible under the Act.)

Primary Carer Leave

Leave of up to 26 weeks is available when baby is due. It can be taken 6 weeks earlier in some cases.

Minimum IRD entitlement is 26 weeks tax payer funded at either \$606.46 a week before tax or your weekly rate, whichever is the lowest.

This can be transferred to the partner.

Partner's Leave

Unpaid leave of up to 2 weeks is available to the partner at the time of the birth or adoption.

- One week unpaid leave for partners with 6 months service.
- Two weeks unpaid leave for partners with 12 months service.

Extended Leave

Can be taken by either partners or shared by both to care for the child after birth or adoption.

- Up to 52 weeks (including the paid 26 weeks) if you have been working for the same employer for at least an average of 10 hours a week in the 12 months immediately before the arrival of the child.
- Up to 26 weeks (including the paid 26 weeks) if you have been working for the same employer for at least an average of 10 hours a week in the 6 months immediately before the arrival of the child.

To claim Parental Leave

Give your employer at **least 3 months written notice** of when you wish to take leave.

After agreement has been reached with your employer you need to apply for PPL from IRD.

Application forms (IR880) are available from your employer or can be downloaded from IRD website.

Your job must be kept open

For leave of less than 4 weeks (unless it is a redundancy situation).

It must also be kept open for leave of longer duration unless the employer can **prove** it is such a position for it to be impractical for a temp so as to keep the position open.

If you agree that your job can't be kept open

(These circumstances are not common, please contact your Union)

You then have a 6 month preference period during which you are offered any similar jobs that may become vacant.

You must take that job within 7 days of the starting date set by the employer.

You are still entitled to the 26 weeks paid leave.

If you don't agree that your job can't be kept open

Contact your Union for advice.

Then challenge your employers decision. Remember your employer has to **prove** the unworkability of a temp.

Special Leave

An additional unpaid leave (up to 10 days) for reasons directly associated with the pregnancy (e.g. antenatal classes, scans or doctors/midwife appointments).

The letter must contain

- The type of leave wanted.
- The date leave starts and its length.
- Doctor/Midwife confirmation of due date.
- Partners details/leave applied for if leave is being shared.
- Who is intending to assume care of the child.

KEEP A COPY OF THE LETTER.



CHECK YOUR CEA FOR ADDITIONAL ENTITLEMENTS AND INFORMATION OR CONTACT YOUR SITE DELEGATE.

Parental Leave

During parental leave, service with the employer counts as unbroken.

Periods of unpaid leave will effect your average earnings for holiday pay.

Returning to work early

If your child is miscarried, stillborn, dies or is adopted you may return to work early.

In other cases, if your employer agrees, you can return to work early.

Twenty-one (21) days notice must be given.

If you are taking permanent primary responsibility

You will need to attach with your letter:

- A certified copy of a court order placing the child in your custody.
- A copy of a letter from the Ministry or Organisation who has custody of the child confirming that you are or will be the primary carer in respect of the child.
- A copy of the application for a parenting order or adoption order (if one has been made).

Your employer must

- Let you have parental leave if you meet the conditions.
- Respond within 21 days telling you if you are eligible for parental leave and if your job can be kept open.
- An employer cannot dismiss you because you are pregnant or apply for parental leave.

Returning to work

You must give notice to your employer of when you intend to return to work at least 21 days prior to the date your parental leave ends.

On return to work, you are entitled to return to your previous position.

Prepared by the DWU Women's Committee

For more information, please contact your Site Delegate or go to <https://www.employment.govt.nz/leave-and-holidays/parental-leave/>



DWU Members Receive Long Service Recognition

Congratulations to the following DWU members for receiving recognition certificates for 25 years and 50 years of membership in the DWU.

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–Tauranga Port

Laurence Wilbore

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–Clandebye

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

50
years



Chris Flatt (DWU National Secretary) and Rob Nixon (Tatua Dairy Co-Op DWU Site Delegate) stand with Peter Kelly after he was presented with his 50+ years DWU Membership Certificate at his site's AGM meeting. Well done Peter!

25
years



At the Fonterra Maungaturoto site AGM, Georgina Phillips and Tim O'Donoghue (DWU Site Delegate) were both presented with 25+ years' service recognition certificates. They are pictured here with DWU Assistant Secretary Mark Apiata-Wade (second from left), and DWU National President Barrie Kanara (right of picture). Great work Georgina and Tim.

25
years



Chris Flatt (DWU National Secretary), Beau Smith, and Barrie Kanara (DWU National President) at the Fonterra Stirling site AGM.

Westland Dairy–Charlie Ferguson *Interview*

While on a monthly visit to the Westland Hokitika site, I was fortunate enough to spend some time with the recently retired Charlie Ferguson, and go over his experience from 30-plus years in the dairy industry and his long involvement with the DWU.

Charlie and I had previously worked together at the now Goodman Fielder-owned site at Blenheim Road, Christchurch where Charlie was a DWU Department Delegate and DWU Site Delegate for several years before leaving to return to work at the Westland Hokitika site. Charlie was kind enough to offer his time for an interview with me.

Thanks for taking time out to catch up and go over your involvement in the Dairy Industry and the DWU. It might be easiest to start with a timeline of your work in the industry.

No problem at all. My first involvement in the industry goes back to when I was still a student back in 1972. I started as a wash-up boy over the summer and would also assist in packing where needed. I worked through to the end of that season and was fortunate enough to be offered a permanent role for the 1972-73 season - performing the same tasks to begin with - and went from there.

My first stint with Westland ended in 1980 when I travelled over to Australia and lived there for 18 months. I then returned to Westland for a second time in 1982 and worked through until around 1990. After that I pursued alternative employment around the West



Charlie Ferguson, July 2020.

The DWU would like to thank Charlie for his long service to the DWU. Charlie has assisted many workers individually and through collective Union work. He's always maintained a lively presence and many friendships at site-level and in the DWU, and this has always given strong visibility to the DWU. Good luck for your travels Charlie, and we're sure we'll remain in touch.

Coast and Canterbury area until coming back to Westland after missing two seasons and working through until early 2000, when I packed up and went across the hill to the Mainland Products Meadow Fresh site at Blenheim Road (now Goodman Fielder).

I worked at Blenheim Road in the Lab up until 2007 when I left to go over to watch the Rugby World Cup and upon returning to NZ, I found myself back in Hokitika and working for Westland for the fourth time!

How did you become involved in DWU positions further to being an active member?

Well to start with, my membership was "a given" as soon as I walked through the door as most people from that era will attest to. In terms of my deeper involvement, it came about as a result of my experience while working in Australia as a member of the Carpenters' Union. The comradery and solidarity I experienced while

working there shaped my view and thinking of unionism, and it was something I wanted to be involved with once I came back to NZ.

I've had multiple stints as a DWU Site Delegate, both here in Westland Hokitika and at GF Blenheim Road Christchurch, but one of the prouder moments for me was being present in the formative stages of the DWU Runanga/Fono and being a member of that DWU Representative Committee.

You would have seen some massive changes during your time in the dairy industry?

Absolutely! I think back to the work systems and rostering from when I first started and wonder how we ever managed to work through it. The 7-on & 1-off roster was certainly tough, but it provided a great social atmosphere and you would still somehow find the time to do what you needed to.

The other big change was when the volumes of milk increased to the extent where production and manufacturing became 24/7. When I first started, it was set start times on one production run. The only exceptions to this were boiler operators or other select roles where workers started slightly earlier or remained slightly later than most of the workforce.

While it would be difficult to narrow it down to just a few, are there any significant events or wins for members that stand out for you?

Obviously the 1989 dispute stands out. For any new dairy worker, it is something which has positively shaped the way we work in our industry and it is well worth looking up and reading about it.

The other significant one would have been in 1997 where we held firm after the Company tried to retreat from what had been previ-



Westland Hokitika

ously agreed in a prior bargaining session. Then obviously there are the numerous individual circumstances where you have been able to support or assist a member in their time of need, and it's always great to get a result for them.

What is on the horizon now for you? Any significant plans or intentions for your retirement?

Well, I am tidying up the house and packing everything I can into my VW camper and hitting the road. I'm hoping to catch up with friends and family around the country as well as old comrades and workmates from yesteryear!

Once again thanks for your time Charlie. Are there any other final comments you would like to add?

I think it is more important than ever that we retain the DWU's strength and relevance in the current day given what's happening around the world. If we can pass on the knowledge to those coming

through the ranks, then the DWU will be strong for the future and will be able to deal with any problems that arise.

Finally, I would like to take the opportunity to thank and acknowledge some past and present DWU officials who have been extremely helpful and influential in my career. In no certain order they are Ray and Gail Potroz, Angus McConnell, James Ritchie, Brian Wooler, Glen Barnes, Murray Kearse, Mark Apiata-Wade, Chris Flatt, and Jared Phillips. I hope I haven't missed any out, but sincerest apologies if I have! I hope to catch up with as many people as possible when I'm out on the road touring around the countryside.



Daniel Needham
DWU Upper South Island
Organiser

—In Memorium—

Fly high Josiah

Ka rere kaha ana te aroha...
ahakoa iti he pounamu—
Sending you all strength and
love as a small gift.

This the DWU's message of sympathy to Jerome and Jules Mika, and their whanau, after the passing of their son Josiah.

Josiah passed away after battling an illness in May. The photos here speak to his big spirit and we join with all his friends and family to say Fly High Josiah!



Josiah Mika



Josiah Mika with his parents and brothers.

*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, mob. number & worksite.

— DWU Members who passed away during the year —

(1 April 2019 to 31 March 2020)

Áfaáso Tau	Danone–Aintree Ave
Colin Richardson	Fonterra–Reporoa
Ian Simmons	Fonterra CCP–Bridge St
Jason Hull	Fonterra–Brightwater
Lee Williamson	Fonterra–Clandeboyne
Maáa Tapusoa	Danone–Can Forming
Mike Whare	Froneri–Tip Top



Nicholas Brady	Fonterra CCP–Collingwood St
Pakileata Vakuata	Danone–Aintree Ave
Phillip Lloyd	Fonterra–Stirling
Robbie McMullan	Westland Milk Products–Hokitika
Selwyn Vesty	Fonterra–Whareroa
Shane Stewart	Fonterra–Whareroa
Stephen Rogal	Fonterra–Edendale



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DWU Representatives

National President: *Barrie Kanara*

National Vice President: *Mark Holmes*

National Executive:

Rima Strickland (Northern), Chris Jones & Jodi Middleton (Waikato/BOP), Peter Daymond & Vacant (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 Porea (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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2020 General Election

The Labour-led Government is receiving popular support due to its world-leading handling of the COVID-19 pandemic and its leadership of the team of 5 million. With the General Election taking place in October, it's also important for the DWU to highlight some of the achievements for workers' rights in the first three years of the Labour-led Government.

Workplace Improvements

- Better Job Security and Conditions for Workers.
- 90-day trial periods are gone for large employers.
- If a worker is unjustly dismissed, job reinstatement is now back as the primary legal remedy.
- Minimum rest and meal breaks were put back into law.
- Prior to COVID-19, unemployment rates were down to 3.9 % - the lowest percentage since 2008. (the year of the Global Financial Crisis).

Improved Collective Bargaining and Union Rights

- Employers (and Unions) can't walk away from Collective Employment Agreement (CEA) bargaining. over a disagreement on a matter.
- Unions have improved right of entry to worksites.
- The requirement to include wage or salary rates (or how they are calculated) in CEAs was established.
- Paid time for Union Delegates was put into law.
- Unions can initiate for a Collective Employment Agreement (CEA) before Employers can.
- An Employer must supply Union information to new workers if a Union provides it.

And importantly we saw...

- Three decent minimum wage increases, with the minimum wage moving from \$15.75 in April 2017 to \$18.90 today.
- Pike River Re-entry, fulfilling commitments to workers' families.
- Provincial Growth Fund, which has included offering support to the Dairy Processing sector.
- Paid Parental Leave, expanded from 18 weeks at 1 July 2018, to 26 weeks from 1 July 2020.

**We encourage all members to vote in
the October 2020 Election.**

And watch this space for more improvements!

Authorised by Chris Flatt, National Secretary, DWU, 34 Harwood Street, Hamilton.

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



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