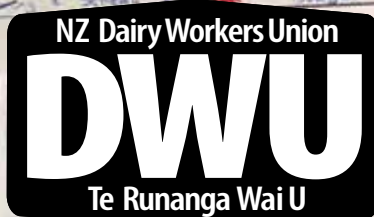


DairyWorker

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



November 2020



Ella Pick and
Barrie Kanara
at the Fonterra
Brightwater
Site.

INSIDE:

- Fonterra Ingredients CEA Settlement
- Latest DWU CEA Settlements & Updates
- DWU Women's Committee Elections



Farewell to a crazy year

Welcome to the final edition of the DWU Dairy Worker magazine for 2020. I really hope that you and your family will be able to enjoy some time off during the Christmas and New Year period after the crazy and stressful year that we have all experienced as a result of COVID-19.

This edition focuses on the many CEA negotiations that the DWU and our delegates and members have recently been involved with, including the DWU's largest Collective Employment Agreement (CEA), the DWU/Fonterra Ingredients CEA. You will find a report on this negotiation on page 4 of this edition. The DWU has also been involved in CEA bargaining at many other dairy companies over the last few months, including NIG Nutritionals, DFE Pharma, Yashili NZ, and Blue River Dairy. You will find comprehensive reports on these negotiations further on in the magazine.

Thanks to Dave Edwards

This edition also contains a special tribute to Dave Edwards (see pages 14 and 15), who recently retired from the dairy industry. Dave has been heavily involved with the DWU for over 35 years and has served DWU members in many roles, including as a DWU Departmental Delegate and the DWU Site Delegate at the Fonterra Waitoa site, as well as the DWU National Returning Officer for over seven years. Thanks again Dave for all your commitment, hard work and solidarity that you have given to your fellow DWU members over many decades. It has been greatly appreciated.

What a year!

Well it is an understatement to say that 2020 has been an extremely challenging year. COVID-19 has thrown the world a massive curve ball and has totally rearranged the way we live and interact with each other.

As hundreds of thousands of people around the world started dying from this dangerous new disease in April and May, the NZ Labour-led Government directed the country and people into lockdown in

order to get on top of the pandemic.

Thankfully, these extreme measures worked and over the second half of the year, our country and people have been able to enjoy a degree of personal freedom that many around the world would only dream of having at this time. As we see more and more countries in Europe return to lockdown, and as the death toll in the USA grows larger by the day, it is important to remind ourselves of how far we have come, but also how easily COVID-19 could return if we do not remain vigilant.

Thank you again to Essential Workers like yourself

But I also know that this year has placed huge strain and stress on you and your families as you continued to go to work through uncertain times to ensure that people here and around the world could still access healthy and nutritional dairy products. Once again, the world was reminded of the vital importance of Essential Workers like yourselves, Essential Workers who work so hard to ensure that we have safe and healthy food when we need it most.

So once again, a big thank you from the DWU to all dairy workers for your amazing efforts and hard work across this stressful year. It has been deeply appreciated.

Merry Christmas & Happy New Year

And finally, I would like to take this opportunity on behalf of all DWU Staff and the National Executive, to wish you and your family a very happy and safe Christmas and New Year. I hope you get an opportunity to have some time off during the next few months to relax and enjoy this wonderful country of ours.

Chris Flatt
DWU National Secretary

Role of DWU Delegates in the workplace



Our DWU Delegates are at the heart of the way we work; they are elected by DWU members as Union leaders in their workplace and are the first point of contact for information and advice.

Delegates play an important role in building the DWU's influence and presence in the workplace, whether it is by improving pay rates and conditions or giving members a collective voice in decisions that affect the way they work.

Relationship building is a key role of a DWU delegate, not only with members but with fellow delegates as well. Information sharing amongst delegates is also fundamental to the way we function. Delegates pass on experiences and wisdom from all corners of the country to get the best possible results for the workers we represent. Building a good working relationship with management is also essential, as the delegate is the vital link between the two parties.

The list of common issues a DWU delegate can face on a worksite can include; meetings around procedural issues, disciplinary matters, product losses, damage to Company property, drug or alcohol issues, workplace bullying, work injuries and ACC cases, incorrect pay, health and safety issues, and the list goes on.

This is why it is vital to have quality representation with the support that your DWU delegate can provide, backed up by our DWU Regional Organisers when they are needed.

Our DWU delegates' roles can be challenging to say the least and the challenges can vary from site to site.

On the medium-to-large sites, just the sheer number of members to represent can be daunting. This is where our structure of having our Departmental Delegates supporting our Site Delegates comes into its own. Without this, the workplace would be a nightmare to organise and maintain.

DWU Site Delegates on these bigger sites are often given paid time to devote to Union duties, which is a necessity. Quite frankly, Dairy Industry businesses could not function as well as they do without these fulltime Site Delegates.

On the smaller sites there are different challenges, as the delegates have to do all of this DWU work whilst holding down a full-time job, and that is quite often shift work. They have the legal right to do DWU duties on the job, but because of various work pressures, these delegates often work in their own time, which shows their outstanding commitment to their fellow workers.

Being a DWU delegate can be very satisfying and rewarding when you get a good result for an individual or a group of workers. The aim of all DWU Delegates is to represent our members to the best of our ability and try to get the best results in everything we do.

My personal thanks and appreciation go out to you all for the work done on behalf of the DWU membership, tu meke.

**Nga Mihi Kia Kaha.
Barrie Kanara
DWU National President**



New DWU Membership N3 Employee Benefits Cards will be posted out to all DWU members from mid-December.

*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.

Holdover CEA Settlement at Fonterra Ingredients

Bargaining of the DWU/Fonterra Ingredients CEA this year faced some unusual challenges in the face of significant COVID-19 restrictions that Fonterra had in place during the Peak Milk Flush period.

Despite these challenges, the DWU was able to negotiate an agreed approach to negotiations that involved reduced bargaining teams from both sides and a focus on giving some stability to DWU members through the pandemic.

The DWU negotiators were elected at the 2020 DWU National Congress and included Barrie Kanara (Fonterra Kauri), Jodi Middleton (Fonterra Canpac), Chris Jones (Fonterra Edgecumbe), Tracey Seaver (Fonterra Whareroa), Peter Daymond (Fonterra Pahiatua), Tom Faulkner (Fonterra Clandeboye), Mark Holmes (Fonterra Edendale) and the Advocates were Mark Apiata-Wade (DWU Assistant National Secretary) and Tom Buckley (DWU Organising Director).

Following three days of negotiations on 29 September, 1 October, and 2 October in Hamilton, the DWU secured a recommended holdover offer that includes:

- 12-month term;
- 2% wage and allowance increase;
- COVID-19 recognition payment of \$750;
- Working parties to review issues (such as annualised hours, covers and call-backs etc) in the term of the CEA that will report back to the next negotiations.

Importantly, this holdover settlement ensures a wage increase above the Consumer Price Index (CPI was 1.4% for the year to September) and a return to negotiations within 12 months. The recommended offer is deliberately straightforward because of the COVID-19 restrictions and to help members get through the next 12 months.

Joint Fonterra/DWU Working Groups over next 12 months

The holdover settlement includes an agreement between Fonterra and the DWU to establish Joint Fonterra/DWU Working Groups to work through important issues such as Annualised Hours, Covers and Call Backs, Leave Provisions and Qualification Payments over the next 12 months.

The Working Parties aim to prepare recommendations and report back to the next CEA negotiations. These Working Groups will be working on many of the issues contained in the claims that members have raised and the DWU will pursue these claims during the next 12 months.

COVID-19 has affected Ratification Process

Because of the Fonterra worksite restrictions in place due to COVID-19, we are not able to conduct a normal CEA ratification process involving large meetings across sites.

However, it is important that every DWU Fonterra Ingredients member gets an opportunity to

review the details of the recommended settlement.

The DWU has circulated information on the recommended settlement to members via their DWU Site Noticeboards, email distribution lists and by post. Schedules of voting times for each department have been published on the DWU Site Noticeboard and voting will remain open until Friday, 20 November.

The DWU negotiators would like to thank all DWU Fonterra Ingredients members for your support during these negotiations.

Editor: Please note that since this article was written, the DWU/Fonterra Ingredients CEA ballot has closed. The holdover settlement has been ratified with 83.07% of eligible DWU Fonterra Ingredients members voting in favour. Thanks again to the 4,134 eligible DWU Fonterra Ingredients members who voted in the ballot (out of approximately 5,500 eligible members).



Mark Apiata-Wade
DWU Assistant Secretary
& Advocate



Tom Buckley
DWU Organising Director
& Advocate



DWU negotiators for the 2020 Fonterra Ingredients CEA bargaining: Mark Apiata-Wade (Advocate, DWU Assistant Secretary), Barrie Kanara (Northern Representative, DWU Site Delegate at Kauri), Tracey Seaver (Central Representative, DWU Site Delegate at Whareroa), Jodi Middleton (Waikato/BOP Representative, DWU Site Delegate at Canpac), Chris Jones (Waikato/BOP Representative, DWU Site Delegate at Edgcumbe), Peter Daymond (Central Representative, DWU Site Delegate at Pahiatua), Tom Faulkner (Southern Representative, DWU Site Delegate at Clandeboye), Tom Buckley (Advocate, DWU Organising Director), Mark Holmes (Southern Representative, DWU Site Delegate at Edendale).

“...this holdover settlement ensures a wage increase above the Consumer Price Index...”

NIG Nutritionals CEA Bargaining Underway

The DWU is pleased to announce that we have initiated bargaining for a new Collective Employment Agreement (CEA) with NIG Nutritionals and bargaining is now underway.

NIG Nutritionals operates from two sites in Auckland and specialises in consumer goat milk products. The DWU now has over 30 members based at the Paerata site in South Auckland. The DWU's membership includes Operators in Dry-side and Wet-side, as well as workers in can-filling, distribution, and in some co-ordination roles.

DWU and Company Bargaining Teams met in mid-October for two days and made an in-principle agreement for the introduction of a new classification system which will provide a clearer pathway to improving skills and recognition of current skills.

The DWU is currently seeking feedback from members about the proposed system and the types of skills required for each classification level to ensure these are achievable and relevant. This would represent a major step forward for our members.

Clear guidelines on how and when workers can achieve higher classification recognition was the most significant issue that the DWU Bargaining Team was presented with from members during the claims process.

Other issues we are looking to progress in this bargaining round are additional personal leave entitlements and improvements to eligibility for overtime rates. The DWU and Company Bargaining Teams are meeting again in mid-November to discuss the feedback on the classification system and to progress our



The orange shift at DFE gives the thumbs up to the new deal. Pictured here are Jono Ballantine, Darryn Davy, and Haden Walsh.

other CEA claims.



Adam Craigie
DWU Northern Organiser
& Advocate

New CEA for DFE Pharma Workers

Bargaining for a new Collective Employment Agreement (CEA) for DFE Pharma workers was recently completed. This new deal was ratified on 27 October.

Negotiations took place in the context of recent ownership changes. Fonterra announced in January 2020 that it had completed the sale of its 50% share of DFE Pharma to CVC Strategic Opportunities II.

Workers voted 100% in favour of the deal, which includes:

- All prior Terms and Conditions have been protected.

- A new 2-year term is introduced.
- First year: 2% increase on wages and allowances +1% cash COVID-19 recognition payment.
- Second year: 2.25% increase on wages and allowances.
- Over the Term of the Agreement the total allowable accumulation of Sick Leave will increase from 20 days to 30 days.

With the site no longer being part of Fonterra, there were many technical and wording changes to be made to the CEA document. The results are a great example of how the DWU provides better certainty as well as gains for members when there is a change in the Dairy Industry.



Laurel Reid
DWU Central Organiser
& Advocate



DWU members who were employed in the Secondary Processing department at Synlait Foods (Talbot Forest) in Temuka. All the best for the future, in the Dairy Industry and elsewhere.

Synlait Foods (Talbot Forest) Restructure

In mid-August 2020, the DWU was informed of a proposal for substantial restructuring at the Synlait Foods (Talbot Forest) site in Temuka, South Canterbury. After a period of substantial DWU membership growth when the site came under Synlait ownership in mid-2019, this restructure affected many DWU members at site.

There were two parts to the restructure proposal; closing the Secondary Processing department completely, and reducing the number of workers in the manufacturing plant. The reduction in the manufacturing plant resulted from the delay of the movement to 24/7 production until August 2021.

There were many aspects to the DWU's representation in this

process, two of these being:

- Assisting those that wished to transition to other roles within the Synlait group, Dairy Industry, or other local industry, which in turn kept jobs available at site for those wishing to stay.
- Advocating for redundancy and redeployment entitlements for those affected by the proposal.

The outcome of this process did result in a number of members seeking other work outside of the site, as well as the Secondary Processing department being closed down and those members being made redundant.

The DWU contributed towards a farewell function for Secondary Processing workers at the Crown Hotel in Temuka and this was well-attended by members.

For members who continue to work in the manufacturing plant,

the DWU will be commencing Collective Employment Agreement (CEA) negotiations soon (as part of the national Synlait CEA negotiations).

In total, 21 DWU members no longer have jobs at the site as a result of the restructures. On behalf of the DWU, we wish members who have moved on or were made redundant, all the very best for their futures and we hope to see you back in the industry and DWU, soon.



Daniel Needham
DWU Upper South Island
Organiser



Yashili's Pokeno site.

Yashili CEA Settlement Ratified

Yashili came to New Zealand in 2012 and is one of the leading infant formula producers for the domestic market in China. The state-of-the-art facility at Pokeno has the production capacity of over 50,000 tonnes per year of premium infant formula.

Collective Employment Agreement (CEA) negotiations at Yashili Pokeno, in North Waikato, took place just prior to the first COVID-19 outbreaks and the country going into Level 3 and Level 4 Lockdowns in March.

Yashili DWU members have now ratified their new CEA. The new deal includes:

- Two year deal from 1 April 2020 to 31 March 2022.
- 1.5% wage increase from 1 April 2020.
- 1.5% wage increase from 1 April 2021.
- New Wage Classification Levels, with associated pay bands and minimum pay rates, now added to the CEA.
- The requirement that over the two-year CEA term, a Competency Matrix will be established to provide guidelines for further job classification and structure.
- New Family Violence Leave provisions incorporated into the CEA.

In light of COVID-19, the CEA ratification process had to be done differently. The ratification took place remotely and was done with a range of alternative methods, rather than

face-to-face meetings. Text messaging, emails, and phone calls were all used (in accordance with the DWU Rules) and this enabled workers to ratify the deal appropriately.

Thanks to all the DWU members who participated. I really appreciated the efforts of everyone during that difficult time. I would also like to thank Blair Hayward (former Yashili DWU Site Delegate) for assisting before he left Yashili and Mark Apiata-Wade (DWU Assistant Secretary) who was the advocate for the negotiations.



Laura Reekie
DWU Upper Waikato Organiser

Blue River Dairy CEA Renewal

The DWU is pleased to announce that the Blue River Dairy Collective Employment Agreement (CEA) has been renewed and ratified by DWU members.

The Blue River Dairy site is in Invercargill and makes products with both sheep and goat milk. The agreement was ratified with 74% of members voting in favour of this deal.

These are the key points about the deal:

- This is a one-year deal.
- The trainee rate is increased by 75 cents per hour (3.85%).
- All other rates are increased by 1.75%.
- A new entitlement is introduced; 4 hours pay if a shift is cancelled without notice.
- A skills competency matrix is also being developed and the DWU

will be observing and checking on how this can create further job and wage improvements for many workers on site.

The CEA bargaining for this site was initially delayed as a result of COVID-19 precautions and our preference for face-to-face negotiations rather than video conferencing. There were a few twists and turns associated with the bargaining process and an initial offer was voted down by members before the terms described above were settled.

I would like to thank the BRD members for their strong support this year and their commitment to the DWU during this round of negotiations.

I would also like to thank Tom Buckley (DWU Organising Director) who was the DWU's advocate for these negotiations. A special thanks goes to Brendon Harrington

(DWU Site Delegate) and Cameron Johnston (DWU Deputy Site Delegate) who participated in the DWU Bargaining Team. Thank you for your work reaching a successful deal.

It wasn't always smooth sailing, but we are glad to have a ratified settlement and a clear understanding of the work needed in the next eight months before we again return to bargaining.



Reece Flawn
DWU Lower South Island
Organiser



Thumbs up at Westland Milk Products.



Richard Dyer (DWU Milk Collection Delegate), Jason Carr (DWU Co-Site Delegate), and Phil Barker (DWU Warehouse Delegate) at Westland Milk Products.

CEA Pay Increases for DWU Members in 2020

Giving the thumbs up to the second year pay increase from their 2019-2021 Collective Employment Agreement

(CEA) at Westland Milk Products Hokitika site are Richard Dyer (DWU Milk Collection Delegate), Jason Carr (DWU Co-Site Delegate), and Phil Barker (DWU Warehouse Delegate).

Westland DWU members' second year increase will take effect in mid-December and it will be a 2.4%

increase on wages and conditions. A few other examples of second year CEA wage increases in 2020 were a 2.5% increase at Tatua Dairy in September 2020 and a 2.5% wage increase at Goodman Fielder (Puhoi and Meadow Fresh in May 2020, Yoplait in October 2020).

South Island Synlait Meetings

Nine DWU membership meetings were recently held across various different shifts at the Synlait Dunsandel and Synlait Foods (Talbot Forest) sites in Canterbury in October.

The meetings were held to discuss claims for the upcoming DWU/Synlait Collective Employment Agreement (CEA) negotiations.



Jared Phillips
DWU National Organiser & Advocate



DISS—Creating First Home Buyer Opportunities



Goodman Fielder Blenheim Road, DWU member, Aaron Heslop, outside his new Christchurch home.

Recently, I was able to catch up with Goodman Fielder Blenheim Road, Christchurch, member Aaron Heslop. Aaron and his partner Rebecca have recently purchased their first house in Sydenham, Christchurch.

After years of making rent payments (that were a similar amount as a mortgage payment), they were able to use Aaron's Dairy Industry Superannuation Scheme (DISS) funds and Rebecca's KiwiSaver funds to help them get enough money for a first home deposit.

They were also eligible for a Kainga Ora First Home Grant, something which many members and their families could be eligible for if they are in the same position of purchasing a first home.

With the rising cost of housing across the country, DISS (or KiwiSaver if DISS is unavailable) is a fantastic way for members to save money to use towards their first home.

Check with your DWU Site Delegate to see if DISS is available to you. If available, I encourage all DWU members and particularly new



workers to sign up as soon as possible to gain the full benefits.



Daniel Needham
DWU Upper South Island
Organiser

Some of the Smaller Dairy Companies covered by the DWU

The DWU has just under 8,500 members with around 6,000 working on Fonterra sites. That leaves just under 2,500 DWU members who work for other dairy employers. We thought it would be an opportune time to introduce (or reintroduce) some of the smaller companies in the Lower Waikato region.

BODCO

A small blending plant on Kaimiro Street, Pukete, Hamilton.

Established in 2014, BODCO produces cans of infant formula primarily for the Chinese market.

BODCO is controlled by their majority shareholder, China Animal Husbandry Group who are also the major shareholders of Mataura Valley Milk (located just outside of Gore in Southland). For the last 16 months, DWU members at BODCO have been covered by a Collective Employment Agreement (CEA).



Dairy Goat

A Co-operative owned by 71 farmers in the Waikato region primarily dealing with Goat Milk. Dairy Goat has two small dryers as well as blending and canning plants in the centre of Hamilton's Melville area.

Dairy Goat produce infant formula using goat's milk, which is exported around the world. DWU members at Dairy Goat have worked under a Collective Employment Agreement (CEA) since 2015.



Timpack Industries Ltd

A large locally owned pallet manufacturing business with plants throughout New Zealand, supplying pallets and custom cartage containers for the dairy and horticulture industries. The DWU has a Collective Employment Agreement (CEA) covering workers at the larger Hamilton Te Rapa plant and the New Plymouth plant. Both plants supply a majority of the pallets used by Fonterra. The DWU has members across both sites working under a CEA that has been in place since the 1990s. The photo is of the Te Rapa plant in Hamilton.



Miraka

Located in Mokai, 30km northwest of Taupo, in New Zealand's central North Island, Miraka is a milk manufacturing site producing WMP powder and UHT milk products for predominantly the Chinese market. Miraka is majority owned by a group of Maori trusts and incorporations. Miraka has approximately 104 milk suppliers within a 100km radius from the factory. The DWU has members at Miraka working under a new (June 2020) Collective Employment Agreement (CEA).



Milk Kitchen

Formerly called Envictus Ltd, this Company was founded in 2008 by owner Neil McGarva. Milk Kitchen is based in the Hawkes Bay. Milk Kitchen manufactures UHT dairy, non-dairy, plant-based drinks, sports drinks, and juice drinks in recyclable bottles for both domestic and global markets.

Milk Kitchen also contracts out and produces product on behalf of

other manufacturers. DWU members have been working under a Collective Employment Agreement (CEA) since 2010.



Richard Everson
Lower Waikato Organiser



Recognising Dave Edwards contribution to the DWU

Dave Edwards started his working life in the NZ Navy. His trade was Able Seaman specialising in weaponry. Dave really enjoyed the travel involved with this job.

39 years at Waitoa

In September 1981, the NZ Dairy Group (trading as Anchor Products) commissioned a Nutritional Products plant (now Dryer 1 and Dryer 2) at Waitoa in the Waikato. Dave took up a packing room role in that plant. He was involved with the plant right from the commissioning stage. The NZ Dairy Group later merged with other co-operatives to become Fonterra. Dave remained employed at Waitoa for 39 years until his recent retirement in 2020.



Dave with thank you cards at work.

During his time in the Dairy Industry, one of Dave's highlights has been watching new people enter the industry and progressing up the ranks. Another highlight has been seeing the beneficial side of automation; while it has its downsides, it has reduced terrible manual work.

During his time at the Waitoa Site, Dave has been a DWU Departmental Delegate, a DWU Deputy Site Delegate, and for the last five years, he has been the DWU

Site Delegate.

Supervisor, DWU Site and Departmental Delegate roles!

Dave commanded respect wherever he went and in whatever he did. People do not often come more forthright and honest than Dave, hence why he was held in such high regard as both a Supervisor in the plant and as the DWU Site Delegate. Dave was widely respected for his plant packing room knowledge and for his manner with people.

It was obvious that Dave would do well as a Site Delegate, as well as in his other position as Dairy Craft Coach, where he was tasked with facilitating a Fonterra learning system to upskill process workers.

DWU Returning Officer

When Dave was asked to take on the job as the DWU National Returning Officer in 2013, it was a natural fit. Dave filled this position for many years and provided outstanding service in overseeing many site and national elections.

Retirement

Outside of work, Dave has always been an avid fisherman and he spends many hours tormenting fish out of the Coromandel with his brothers and friends. In later years



Dave at work, Fonterra Waitoa.

he rediscovered his misspent youth and bought a very large motorbike.

Dave lives in Matamata with his wife Sheryl who has supported Dave so much over the years. Now it is time to enjoy some retirement. The Edwards name is not lost to the Waitoa site. Their son, Robert, now holds the same Packing Room Supervisor role that Dave held for so many years. I wish you well in retirement Dave, and many thanks from the whole of the DWU for all your years of service and commitment to DWU members.



Brett Brown
DWU Waikato/BOP Organiser



Dave with Brett Brown (DWU Waikato/BOP Organiser), Mark Apiata-Wade (DWU Assistant Secretary), and Chris Flatt (DWU National Secretary).



Dave and his wife Sheryl shortly after Dave was presented with his DWU Certificate of Service at his home.



Dave with Mark Apiata-Wade (DWU Assistant Secretary) and Chris Flatt (DWU National Secretary).

DWU Women's Committee 2020 Elections & Profiles

The DWU National Women's Committee roles were up for re-election again this year. Thanks to everyone who stood in their region, and congratulations to those who have been elected.

Role of DWU Women's Committee

The DWU Women's Committee is an advisory body to the DWU National Executive on women workers' issues that may concern the DWU.

The Women's Committee is to represent and promote the interests of women workers and to foster and promote the interests, education, and participation of women in Union issues.

The DWU Women's Committee supports and participates in the CTU Women's Council. The DWU Women's Committee strongly opposes any split in the union movement based on gender and we reiterate our position is as unionist-working class first, with female representation from within.

DWU Women's Committee Representatives:

Nici Benington Southern Region (Convenor)

I work in the Lab at Goodman Fielder Blenheim Road, where I have been for 18 years.



I am currently a DWU Department Delegate and the DWU Worksite Women's Delegate, roles that I have held for about 17 years. I have been a DWU Women's Committee Regional Rep for 15 years. Ultimately, I would like to continue to see an increase in empowering women in the dairy industry to stand up for their rights and opportunities.

Eileen Tuitupou Northern Region

I have worked for Goodman Fielder Puhoi for over four years now as a Packing/Machine



Operator. I recently became the DWU Worksite Women's Delegate and joined the DWU Women's Committee as one of the Northern Reps.

I am excited to take on this challenge to represent, support and be a voice for all. I am looking forward to learning more about this role and be able to support women out there who may need guidance.

Camille Rondon Waikato/BOP Region

I work at Fonterra Te Awamutu in the Whole Milk Powder plant and I am the current DWU Worksite Women's Delegate



and DWU Returning Officer. I am also trained as a Fonterra First Responder to Family Violence. I have been in the dairy industry for over 25 years.

I have been on the DWU Women's Committee for two terms and I feel the committee has achieved so much—but as we all know—there is always more work to be done moving forward! I am a passionate unionist and proactive in making sure our voice and opinion is heard and we are treated fairly and with respect, as everyone should regardless of gender.

Marilyn Fearn Waikato/BOP Region

I have been employed by Fonterra in the Transport Planning and Dispatch team for 12 years. During this time, I was the DWU Site Delegate for 2½ years.



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I am someone who does not like to see anyone struggling or unhappy and will help in any way I can to make their working or home life a better place to be in.

I am looking forward to the challenges and hard work ahead. I am eager to learn more from a great team of intelligent and experienced women delegates. I am also very happy to have the opportunity to bring to this Committee a representative for women in transport.

Julie Bengston **Central Region**

I am in my second term representing the Central Region on the DWU Women's Committee.



I work for Fonterra Brands in Palmerston North where I have been for nine years as a Senior Laboratory Technician. This term on the Committee, I am interested in doing some work on Pay Parity as I believe we have groups that are affected by this in our women's workforce.

Janey Hardy **Central Region**

I have been at Fonterra Whareroa in the Chemistry Laboratory for almost 10 seasons. I have been a DWU



Departmental Delegate for three years and this is my first season as being a DWU Worksite Women's Delegate and Central Region rep on

the DWU Women's Committee.

Working at Fonterra is a life choice for me, and I enjoy my position within the Chemistry Laboratory. I am passionate about my role as a DWU delegate and am excited to be involved with the DWU Women's Committee. I look forward to any challenges that may present themselves and being the voice for our members.

Renee Ormsby **Southern Region**

I have worked in the dairy industry since 2013 when I became a DWU Delegate at the



Distribution Centre at Fonterra Darfield that same year. A couple of years later, I became the DWU Worksite Women's Delegate and eventually one of the DWU Women's Committee Southern reps.

I have always been a member of a Union throughout my working life, but I never really thought about what it was to be in a Union until becoming a DWU delegate and then getting more in-depth with the DWU Women's Committee. I have witnessed the huge amount of work that goes unseen (and at times un-thanked) by our DWU Delegates, Committees, Staff, National Executive and Life Members (still involved with our Union). Always fighting the fair and good fights!



Carne Greenbank **Co-Ordinator**

I started working for the DWU in 2001 and am currently the DWU Support Services



Administrator and DWU Women's Committee Co-Ordinator. I am proud to be involved with the DWU Women's Committee and to see just how far we have come.

Despite our achievements, we still have so much work to do, and many things to continue learning so we can efficiently help our members—especially around parental leave, domestic violence leave, bullying and sexual harassment. I look forward to working with all the DWU Women's Committee reps this term, who bring years of delegate and industry experience with them.

Carne Greenbank
DWU Support Services
Administrator & DWU Women's
Committee Co-ordinator

DWU online...



—In Memorium—

Farewell to Billy O'Neil

The following piece was written by Richard Knight, Fonterra Edgecumbe–Transport Depot Manager. It is reproduced below in full and with his permission.

The Edgecumbe Transport team have said farewell to one of our family. Billy O'Neil sadly passed away on 30 September returning home from work.

Before coming to New Zealand, Billy moved to the UK from Northern Ireland where he drove trucks extensively through Europe. While in the UK, he met Judie his future wife. After moving to NZ, he fell in love with the Bay of Plenty and settling in Papamoa, together they had two children; Shaun and Kattie-Louise. Billy then started at Te Puke dairy company and this was his only job in NZ, driving tankers for 33 years.

Famous for his humour and quick wit, Billy will be sorely missed. He loved his music, particularly Pink Floyd and a Warriors supporter “this will be their year”.

Billy was a much respected and valued member of our team, forever in our hearts and always part of the transport family.



Seasonal Greetings!

*From all DWU Staff;
Merry Xmas & a
Happy New Year to
you and your family...*





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DWU Representatives

National President: *Barrie Kanara*

National Vice President: *Mark Holmes*

National Executive:

Rima Strickland & Colin Duggan (Northern), Chris Jones & Jodi Middleton (Waikato/BOP), Peter Daymond & Tracey Seaver (Central), Tom Faulkner & Diamond Lill (Southern), Non-Fonterra Reps: Angie Aitken (South Island) & Rob Nixon (North Island), Karangi Jones (Runanga/Fono Rep), Nici Benington (Women's Committee Rep), Vacant (Youth Committee Rep).

NZCTU representatives:

*NZCTU Runanga Rep: Vacant
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:

Karangi Jones (Waikato/BOP & Convenor) & Tupaea Ahomiro (Waikato/BOP), Kim Phillips & Glenn Stirling (Northern), Darryn Anderson & Lucille Tane (Central), David Hemopo & Paetau Wynyard (Southern), Andrew AJ Johnson (Pacific Island Rep), 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 Syullivan-Tutlewski & Tresa Shirtclif (Waikato/BOP), Samantha Micheal & William Buckley (Central), Allana Fettes & Vacant (Southern), and Adam Craigie (Co-ordinator)

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DWU EDUCATION GRANTS

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

—Applications for assistance must include:—

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

Applications for the second allocation of Education Grants will close on 7 February 2021 and the Welfare Committee will meet mid-February 2021 to review all applications and allocate grants.

Once you have completed your application please return to:

info@dwu.nz

OR

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

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

H.8.1 The Welfare Fund shall make available up to \$170,000 per annum for education purposes for DWU members, spouses/partners and their children in accordance with Policy H.2.2. The Welfare Committee will determine how the above sum is to be distributed between the two Education Grant allocations discussed in Policy H.8.2

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

H.8.3 Education Grants must be used for educational purposes that are undertaken in the same calendar year as the Welfare Committee's February or

July meetings (for example, an application to pay costs incurred in a previous year will not be accepted).

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

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

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

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