

DairyWorker

Quarterly publication of the

NZ Dairy Workers Union Te Runanga Wai U

NZ Dairy Workers Union

DWU

Te Runanga Wai U

**MARCH
2021**



DWU YOUTH

Committee

—See article page 14

INSIDE:

- DWU members at Fonterra CCP join Fonterra Brands and Ingredients CEAs
- Pike River 10th Anniversary events
- International Women's Day celebrated

Year of the Vaccine



Welcome to the first edition of the DWU Dairy Worker magazine for 2021. I hope that you and your family were able to enjoy some time off during the Christmas and New Year period.

Unfortunately, this first edition of the Dairy Worker magazine is a little late arriving to you, as the recent community outbreak of COVID last month delayed production and distribution by a few weeks. The recent nationwide outbreak and lockdown from mid-February to early March, once again highlighted how quickly our lives can change if the virus gets out into the community. NZ was again 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.

But the recent outbreak and lockdown has again highlighted the urgent need to eradicate COVID completely, and this can only be achieved through the successful rollout of the upcoming COVID vaccination programme.

New Zealand's COVID-19 vaccine plan

This year the Government will be providing a free Pfizer/BioNTech vaccine to protect every person aged 16 and over in the country. To achieve successful COVID immunisation, you will need to receive two doses of the vaccine.

The NZ Government has now announced our vaccine rollout plan. First, health officials will be protecting those most at risk of catching COVID-19 in their workplace. This will reduce the risk of future outbreaks and lockdowns. Health officials will then be vaccinating people most at risk of getting seriously sick or dying if they get the virus.

To achieve this plan and to successfully immunise enough people to achieve appropriate herd immunity across all our communities, the Government will be rolling out the vaccine in four stages. Each stage will focus on four key groups that everyone in the country aged 16 and over will fall under:

Group 1—Commenced in February: Border and MIQ workers and the people they live with.

Group 2—Commenced in March: High-risk frontline workers and people living in high-risk places.

Group 3—From May: People who are at risk of getting very sick from COVID.

Group 4—From July: General population who are not in the earlier groups.

The vaccine is safe

We strongly encourage you to receive your vaccine. The vaccine is safe. It has been tested by hundreds of different medical control agencies around the world, including the European Medical Agency, the US Food & Drug Agency, and Medsafe here in New Zealand.

At the time of writing this editorial, over 650 million doses of the COVID vaccine have already been administered to people. There has been no large scale or significant adverse reactions to these immunisations, despite the media focusing on a tiny handful of cases around the world.

We will provide further vaccine and immunisation information and analysis for you in future editions of the Dairy Worker magazine, but for now we strongly encourage you to start preparing to receive your two doses. Get it for you and your families health, as well as for those people who cannot receive it due to their underlying health issues or immunocompromised status.

A big year of negotiations

As we have previously discussed in this magazine, the NZ Dairy Industry continues to experience substantial and fundamental change as we see the growth of new players in the industry as well as Fonterra continuing to implement their new strategy to focus on their NZ operations and improve their financial position.

The recent Climate Change Commission report is also recommending an approximately 15% reduction in national herd size by 2030 to meet NZ's emissions targets. At best, this will mean that total milk volume will remain flat over the next 5-10 years. However, this could also mean a reduction in milk volume available to NZ milk processors and manufacturing sites over this period. Whatever happens in the industry, the DWU will continue to work hard to ensure that members' wages and conditions are protected and improving. This will be a key focus for the DWU this year as we renegotiate the 19 DWU Collective Employment Agreements (CEAs) that are expiring over the next 12 months.

Here is to a safe 2021

Finally, here's to a safe and (hopefully) less stressful year ahead. As always, you are welcome to send me any comments or suggestions about what you would like to see in future editions of the Dairy Worker magazine.

Chris Flatt
DWU National Secretary

DWU National President Update



Kia ora all. I hope you managed to have some time off over the summer months and if not, you have some leave planned soon to enjoy a decent break.

At the time of writing this article the country has just come out of COVID Alert Level 3 for Auckland and Level 2 for the rest of the country. I sincerely hope this isn't a repeat of the roller coaster year of 2020. I guess time will tell.

This year will be extremely busy for the DWU with no less than 19 Collective Employment Agreements (CEAs) up for re-negotiation (these are known as wage-rounds). This in turn will keep DWU Staff, Regional Organisers, Site Delegates, and Departmental Delegates very busy over the coming months.

DWU National Congress

When COVID-19 reared its ugly head in March last year, it caused the cancellation of the Union's National Congress which is held in Rotorua for one week every year, thus reducing us to relying on regional teleconference calls to get essential financial, strategic, and operational business completed.

The National Congress is the DWU's highest governing body and is made up of representatives of every work site where we have members. In-depth discussions and strong debates are the norm at National Congress, so attending in person is essential in my view. Let's hope COVID allows it this year.

New employment laws

During its first term from 2017-2020, the Labour-led Government had its hands full with the Christchurch shootings, Whakaari/White Island eruption, several floods, and the onset of COVID just to name a few. Trying to deliver policies and follow through on election promises was also difficult when dealing with the balancing act required by coalition partners.

Now into its second term, the Labour Government has real pressure on it to deliver in many areas, especially now that the handbrake of coalition partners has been removed. One of the key areas of interest for the DWU is the policy known as Fair Pay Agreements (FPAs), with the Labour-led Government having established a working group on these in 2018 headed

by Jim Bolger. FPAs will aim to ensure that industry-wide standards are enforced across all employers operating in that industry and will hopefully take wage competition out of the equation.

This means that decent employers who want to do right by their staff are not undercut by exploitative employers who pay less or do not provide standard industry conditions. It means that business competition can be based on the best delivery of services, quality performance, or the best products, instead of the lowest possible wages.

Many businesses report that they would like to pay higher wages, but they cannot afford to because other companies undercut them and provide cheaper goods and services as a result. This can be described as a 'race to the bottom'—an incentive to pay the lowest wages possible.

In the Dairy Industry, FPAs will force not only the new dairy employer entrants but also some of the existing cellar dwellers, to pay decent wages by setting minimum standards for the whole dairy industry. This will also remove some of the financial pressure on those dairy companies who are currently paying decent wages.

This is a prime example of how our affiliation with the Labour Party will pay dividends for members. Through our affiliation, the DWU will have direct access to assist the development of this (and other) much needed employment policy.

Kia Kaha.

Barrie Kanara
DWU National President

*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 at Fonterra Consumer Cheese Processing (CCP) join Fonterra Ingredients & Fonterra Brands CEAs

Over 500 DWU members at the Fonterra Bridge Street and Fonterra Collingwood Street sites in Eltham voted in January 2021 to merge into the Fonterra Brands and Fonterra Ingredients Collective Employment Agreements (CEAs) respectively. This is an important achievement in the DWU's longstanding industrial bargaining strategy.

Following the closure of the Fonterra Te Roto site on the Kapiti Coast in early 2020, the DWU membership covered by the Fonterra CCP CEA was reduced to just two sites; Collingwood Street and Bridge Street in Eltham, South Taranaki.

In the DWU/Fonterra CCP CEA bargaining in early 2020, the DWU reached agreement with Fonterra to hold formal discussions about consolidating the Fonterra Collingwood Street site into the DWU/Fonterra Ingredients CEA and the Fonterra Bridge Street site into the DWU/Fonterra Brands CEA.

In December 2020 and following several meetings with Fonterra representatives, the DWU was able to arrive at a formal proposal to consolidate the Bridge Street and Collingwood Street sites into their respective CEAs.

In early January 2021, DWU members at CCP sites voted in favour of consolidating with these respective CEAs. The CEA consolidation process was finalised after the DWU was able to hold a ratification ballot for the Fonterra Brands CEA re-write that had been delayed due to

COVID restrictions. This took place earlier this month and was overwhelmingly supported by Fonterra Brands members (see article below).

The old DWU/Fonterra CCP CEA was a long-standing DWU CEA and was previously known as the Mainland Agreement. This agreement used to cover nearly 20 sites including current DWU sites such as the Goodman Fielder Blenheim Road site in Christchurch.

The CCP CEA consolidation process follows the previous consolidation of the Fonterra Canpac CEA (Canpac is a Hamilton site) into the DWU/Fonterra Ingredients CEA in 2019. Consolidation is a long standing DWU Policy to reduce the number of single-site or multi-site CEAs in operation in the Dairy Industry and increase the coverage of larger CEAs and provide better resources for members.

The consolidation of these Collective Agreements means that

DWU members have greater co-operation and support around their CEAs and working conditions. Both the Collingwood Street and Bridge Street sites received strong support during this consolidation process from other Fonterra Site Delegates and this support will only increase now that the two sites have joined these larger DWU/Fonterra CEAs.

A special thanks to the DWU negotiators for Collingwood Street (Karen Murphy, Dave Rush, Richard Everson, and Laurel Reid) and Bridge Street (Tracey-Leigh Pruden, Sarah Rudolph, Richard Everson, and Laurel Reid).



Tom Buckley
DWU Organising Director

Rewrite of the DWU/Fonterra Brands CEA

Throughout 2020, the DWU and Fonterra Brands/Alto Packaging representatives met to modernise and update the DWU/Fonterra Brands CEA. The main purpose of the update was to make the CEA easier to read and follow for members.

Examples of update areas included the shift definitions and allowances being put together in one place rather than in separate clauses throughout the CEA, and technical legal wording such as “*notwithstanding the above*” being removed. Also, the former Bereavement

Consolidation gets the tick from DWU Members

It has been a busy start to the year as we tidy up the end of year bargaining commitments that were delayed due to COVID restrictions. The main piece of work has been the consolidation of the two Fonterra CCP Eltham sites. This has seen the Fonterra Collingwood Street site going into the DWU/Fonterra Ingredients CEA, and the Fonterra Bridge Street site going into the DWU/Fonterra Brands CEA.

I am pleased to report that this important consolidation proposal was overwhelming supported by DWU members at both sites.

The second step in this process was to ratify the DWU/Fonterra Brands/Alto CEA settlement offer of a one-year term, 2% wage increase and a COVID recognition cash payment of \$750. Finally, the DWU held ratification meetings for the rewritten DWU/Fonterra Brands CEA as it needed a rewrite to make it clearer (no loss of any terms in the rewrite process).

This ratification process took place a few weeks ago and 95.6% of members voted in favour of the rewrite. Another busy year ahead



DWU member meetings being held in January to vote whether to join the respective larger CEAs at each of the two Eltham sites. Tom Buckley, DWU Organising Director, Karen Murphy, DWU Site Delegate, Fonterra Collingwood Street, and David Rush, DWU Deputy Site Delegate, Fonterra Collingwood Street.

with CEA negotiations as COVID restrictions resulted in a few one-year settlements last year. For example, Timpack CEA claims are now being obtained from members and CEA bargaining will take place soon.

Alto CEA bargaining is in April so we have called for claims, along with bargaining for the main Goodman Fielder CEA. Then later in 2021, we will start preparing for CEA bargaining for the Fonterra

Ingredients CEA, Fonterra Brands CEA, and the Goodman Fielder Yoplait (Palmerston North) CEA. So, lots of member meetings coming up if we can keep COVID at bay.



Laurel Reid
DWU Central Organiser

Leave clause notes that leave for up to a maximum of five days is allowed. This has caused issues for members regarding when the maximum would be applied and when less than five days would be given.

The updated CEA will make it clear that eight days' bereavement leave is available on the death of a spouse/partner or child, five days' leave for a parent, and three days' leave for a sibling, grandparent, grandchild, or a spouse/partner's parent or sibling. Up to an additional

two days' leave will be available in exceptional circumstances for cultural and travel requirements.

The CEA has only been simplified and updated for ease of use, with the added bonus of an improved bereavement leave clause. No other major changes have been made to the content of the CEA, as the CEA has just been tidied up so that it is easier to understand for members.

The DWU Negotiating Team recommended that DWU members

voted in favour of the re-written CEA at recent CEA variation meetings at Fonterra Brands sites. Members voted 95.6% in favour of adopting the changes. Thanks to everyone involved.



Adam Craigie
DWU Northern Organiser

Tatua Irrigation now covered by the Collective Employment Agreement



Tatua irrigation workers (L-R) Tim Worsell, Murray Read, Noel Taylor, and Adam Ngarama. Karl Thomasen is absent.

At the last DWU/Tatua CEA negotiations, the DWU was successful in getting Irrigation workers covered by the Collective Employment Agreement (CEA). Previously these workers were all on Individual Employment Agreements (IEAs).

Under the DWU/Tatua CEA, these workers now have access to our superannuation scheme and subsidized medical insurance, as well as the opportunities to learn new skills, move to a higher pay level, and all the other benefits of CEA coverage and DWU membership.

Noel Taylor has also been elected

as the DWU Irrigation Department Delegate. I would like to thank Noel and all the other operators who were working in the irrigation area at the time of the CEA negotiations for their support in getting the deal in place.



Brett Brown
DWU Waikato/BOP Organiser
& Advocate

DWU online...

**Facebook
& Twitter too!**



Changes at Dairyworks

The DWU has had members and a Collective Employment Agreement (CEA) at Dairyworks for well over a decade. In the past 12 months, there have been some significant operational changes involving Dairyworks.

In April 2020, Synlait finalised the purchase and acquisition of the Dairyworks business located in Hornby, Christchurch. The sale was on an ongoing basis, which meant that DWU members continued to operate under the existing DWU/Dairyworks CEA. The Christchurch site will complement other Synlait sites and also receive product from the Talbot Forest Cheese site in Temuka that was purchased by Synlait in August 2019.

When Synlait purchased the Temuka site, the DWU negotiated with the Company that the Temuka site would come under the coverage of the Synlait CEA and that Temuka site workers would have the rights and entitlements of new Synlait employees under the coverage of the DWU/Synlait CEA.

In December 2020, the Dairyworks business formally announced the legal amalgamation of the Dairyworks Christchurch and Temuka sites, with both sites now being referred to as Dairyworks with their locations as their identifier. This process now makes Dairyworks the second largest cheese processor in New Zealand and brings both sites for-



Dairyworks members at the DWU's AGM for the Hornby site in 2020.



The DWU's AGM at the Temuka site in 2020. As of December 2020, the Temuka site is now part of the Dairyworks business, owned by Synlait.

mally into the same structure.

For the DWU members at either site, their terms and conditions of employment remain as they were previously, with the Dairyworks Christchurch members being covered by the DWU/Dairyworks CEA and the Dairyworks Temuka members being covered by the DWU/Synlait CEA. Operationally this change should see improvements for

both sites, particularly with dedicated health and safety resources allowing more focus and investment on each site.



Daniel Needham
DWU Upper South Island
Organiser

DWU Members remember 10 years since the Pike River Mine Disaster

19 November 2020 marked 10 years since the Pike River Mine Disaster.

There were various memorial events held across the country, where people showed their respect for the 29 Miners who lost their lives.

There was also a variety of ways that DWU members and staff remembered the 29 workers.

Laurel Reid, DWU Central Organiser and Dan Simon, DWU Site Delegate, Fonterra Brands Makomako Road, Palmerston North, attended a Pike River Mine Disaster Memorial Service at Memorial Park in Palmerston North.

Laurel was very honoured to be asked to read out the names of the 29 Miners. Each person in attendance then placed a piece of coal from the Pike River coal seam in remembrance of the men who lost their lives at work.



Dan Simon, DWU Site Delegate, Fonterra Brands Makomako Road, standing at the Palmerston North Memorial.

Phil Burton, DWU Transport Delegate, Fonterra Studholme also made a visit to the West Coast to coincide with the 10-year anniversary and to pay his respects. Phil also visited the end of the public access road to the Pike River mine. Phil also visited Blackball, noting that he was very pleased to be visiting the birthplace of New Zealand's union movement and the NZ Labour Party.

Hei Maumaharatanga
(In Loving Memory)



Jared Phillips
DWU National Organiser



Phil Burton, DWU Transport Delegate for the Fonterra Studholme Site took this photo of the road that leads to Pike River.



Phil Burton at Blackball, birthplace of the Union movement and NZ Labour Party.

10th Anniversary

PIKE RIVER MINE

Pike River Memorial Run

In the South Island, two DWU members, Paula and John Crawshaw, got on their motorbikes and participated in the Pike River Memorial Run Tribute. Paula works at the Dairyworks Temuka site, and John works at Fonterra Clandeboye.

The motorcycle run started in Blackball and went to the Pike River memorial site at Atarau. The run then went to Grey Valley, on to Reefton, and then through the Buller Gorge to Westport. The run came back down State Highway 6, stopping off at Punakaiki, and then finally finished at Blackball. There were many memorial activities throughout the run, including a special presentation from Waihi workers who had travelled to the West Coast to pay their respects.



The Pike River Memorial Run started at the Blackball Hotel, West Coast



Paula Crawshaw (DWU Member at Dairyworks Temuka) at Blackball.



Paula Crawshaw (DWU Member at Dairyworks Temuka) and John Crawshaw (DWU Member at Fonterra Clandeboye).



The Motorcycle Run at the Pike River Memorial Site, Atarau, West Coast.

DWU Delegate



After some delays due to COVID-19, Stage 1 and 2 DWU Delegate Training has been up and running again, with several Training Days being held in both Hamilton and Christchurch.

For all events the DWU has carefully observed all relevant industry health and safety measures and government public health directives.

Paul Dylan Lama, a Departmental Delegate at the Fonterra Shed worksite, makes a presentation during a workshop on Dignity and Respect in the Workplace.



Frank Lancaster (DWU Welfare Committee Convenor and Northern Rep) presenting to Stage 2 Delegates about the work of the DWU Welfare Committee. Other DWU Welfare Committee Reps standing by are (L-R) Ian Turner (Southern), Christina Phillips (Waikato/BOP), and Bernice Mills (Central). The DWU Welfare Committee had a meeting in Hamilton on this day, so the Regional Reps made a guest presentation at the Delegates Training.

Training 2021



DWU Stage 1 Delegates Training, participants in a workshop on Unions and the Economy.



Fonterra Whareroa DWU Departmental Delegate Marty Canterbury presents about the impacts of workplace bullying.

International Women's Day

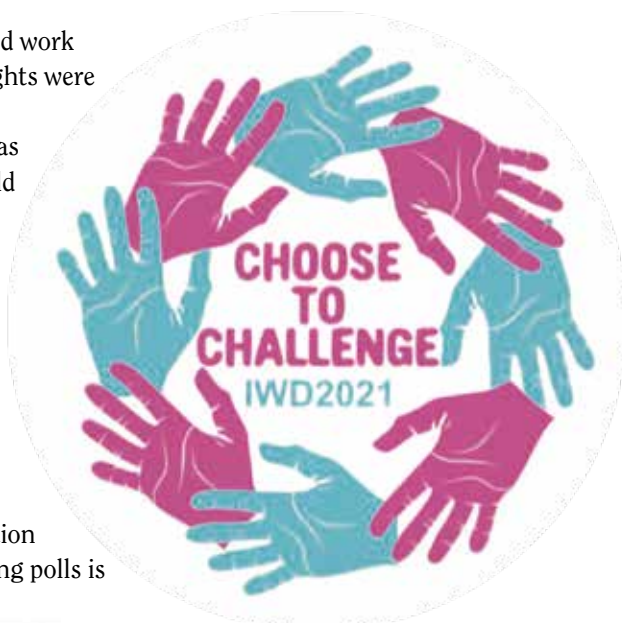
For 110 years, International Women's Day (IWD) has been, and continues to be, celebrated around the world. This global day is marked every year on 8 March. This is a global day dedicated to celebrating women's achievements in the social, economic, cultural, and political spheres, and a global day to recognise not only how far women's rights have come, but also how far we have yet to go.

Back in 1911, only eight countries allowed women to vote, equal pay for equal work was

unheard of—if women could work at all—and reproductive rights were non-existent.

In 1893, New Zealand was the first nation in the world to grant female adult women the right to vote, and many countries followed in quick succession.

However today there are still countries (particularly in Africa and the Middle East) where voting for women is allowed, but violence and intimidation against women at the voting polls is



still occurring. In support of a local International Women's Day event in Hamilton, we attended the 'Voices of Women #ChooseToChallenge' Panel discussion at the Meteor Theatre in Hamilton.

We both enjoyed listening to very robust discussions, which included topics such as the gender/ethnic pay gap, inequity, colonisation, and women's health issues. A thought-provoking challenge was presented to the audience—to 'challenge yourself'.

A challenged world
is an alert world.

*—Individually, we are all responsible
for our own thoughts and actions—
all day, every day.*

*—We can choose to challenge and
call out gender bias and inequity.*

*—We can choose to seek out and
celebrate women's achievements.*

*—Collectively, we can all help create
an inclusive world.*

*—From challenge comes change, so
let us all choose to challenge.*



Carne Greenbank (DWU Women's Committee Co-ordinator), and Camille Rondon (one of two Waikato /BOP Representatives on the DWU Women's Committee) at the 'Voices of Women #ChooseToChallenge' event in Hamilton.



Panel speakers (L-R) Saunoamaali'i Karanina Sumeo, Joe Wrigley, Hannah Huggan, and Rana Arif.

The Panel included:

- **Saunoamaali'i Karanina Sumeo**—EEO Commissioner
Saunoamaali'i has worked as a public advisor, consultant, and social worker, advocating for the rights and interests of children, youth, women, Rainbow, and Pacific communities. Saunoamaali'i spoke about the New Zealand Human Rights Commission's Talanoa report and inquiry into the Pacific pay gap.
- **Hannah Huggan (Te-Aitanga-a-Mahaki)**—Youth and Climate Activist
Hannah's work includes leading a community climate action group

(Student Environment Leaders), developing a youth body with Waikato Regional Council, and representing climate action for the Waikato Wellbeing Project. Within these roles, Hannah has organised strikes, run community events, and engaged with local politics in the hope of building stronger communities and enacting change.

- **Rana Arif**—Youth Engagement Advocate

Rana's roots come from Syria and Iraq—two places she calls home along with Aotearoa. She is passionate about youth engagement and

making sure the voices of our youth are being heard.

- **Jo Wrigley**—Community Leader
Jo advocates for social and environmental justice. Having worked as a union organiser, a beneficiary advocate, and in stakeholder engagement, Jo brings a wide range of governance experience in the community.



Camille Rondon
DWU Women's Committee
Waikato/BOP Rep



Carne Greenbank
DWU Women's Committee
Co-Ordinator



The Role of the DWU Youth Committee

The role of the DWU Youth Committee is 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 Youth Committee conducted a survey in 2020 to get feedback from young DWU members about their key issues. The major concerns for younger DWU members were having a better understanding of the DWU and CEA agreements and most importantly, having opportunities available for their professional development.

The members of the DWU Youth Committee were also pleased to see that their own personal concerns (which had been discussed at previous DWU Youth Committee meetings), aligned with the survey feedback given by younger DWU members. The Youth Committee then met at the end of 2020, after COVID-19 postponed our original meeting, to discuss the future direction of the Committee. The meeting was very valuable and gave us the chance to examine the survey feedback and plan for our future activities.

DWU Youth Committee members are now going back to young DWU members who had expressed an interest in being involved and working alongside the DWU Youth Committee. We are asking for examples of Professional Development Plans from other young members so that the Youth Committee can provide examples to other young DWU members as well as give advice on how to improve professional development at the site level.



Photo L-R: Mets Pura (Northern Rep–Fonterra Brands, Takanini), Samantha Michael (Central Rep–Goodman Fielder, Longburn), Karl Sullivan-Tutlewski (Waikato/BOP Rep–Fonterra Ingredients, Tirau), Alanna Fettes (Southern Rep–Fonterra Ingredients, Clandeboye), Will Buckley (Central Rep/Convenor–Fonterra Ingredients, Whareroa) and Adam Craigie (DWU Youth Committee Co-Ordinator and DWU Northern Organiser). Absent: Casey Samaeli (Northern Rep–Fonterra Brands, Takanini).

The DWU Youth Committee is also looking into running some social functions with elements of CEA education on large sites to provide young members with an opportunity to learn more about the DWU and their CEAs.

Please contact your regional DWU Youth Committee member if you

are interested in becoming involved in any part of the DWU Youth Committee activities or structures.

Will Buckley
DWU Youth Committee
Convenor

Adam Craigie
DWU Youth Committee
Co-Ordinator

Ayshya Topliss–L8 Team Leader, Microbiology Lab, Fonterra Whareroa

Moving into the Dairy Industry for a change in lifestyle, Ayshya has now been in the industry for 10 years.

After completing a short stint in manufacturing, and then working as a general hand at Fonterra Bridge Street, Ayshya then moved into a role as a laboratory technician at both Fonterra Bridge Street and later at the Fonterra Whareroa plant.

After starting in a Level 3 role, Ayshya has now moved into a Team Leader (Level 8) position.

The move from manufacturing to a laboratory role was completely new for Ayshya. But not being satisfied with her previous role and feeling ‘stuck in a rut’, she was motivated to look for a change.

With no prior experience in the role, she puts her move down to being proactive with a fearless approach to finding something that



Ayshya Topliss with her son Mason

suit her. As Ayshya said:

“I’d never had any lab experience and I just went and spoke to the Lab Manager at the time and asked a few questions. I spent a day in the lab to see if I liked it, and I did. And they offered me the job.”

Whilst her manufacturing skills and knowledge were not immediately transferrable to the laboratory, these skills did become more valuable the more she progressed up the classification levels.

Since starting in the Dairy Industry it has taken five years for Ayshya to move from a Level 3 role into her current Level 8 role. Ayshya does admit that she found that there were times that she felt stuck in her ways and lost interest in continuing her development. But through a strong personal drive and support from colleagues and managers, she overcame these hurdles.

Adopting a new mindset following a six-month break on maternity leave, she realised she should do what she loved doing and would risk nothing by applying for higher levels.

Ayshya found that moving up levels was ‘definitely scary’ especially as she didn’t have extensive experience and it was easy to get stuck in her current role. But she says that you should do what you love doing and if the opportunity is there, take it. Ayshya says that you lose nothing in applying and if it doesn’t work out you just go back to doing what you were already doing before.

Will Buckley
DWU Youth Committee
Convenor



Ayshya Topliss

Colin Lee—40 years in the Dairy Industry

started working in the Edendale cheese plant in 1979 as a temporary worker and then was taken on permanently in September 1980.

Two years later, the decision was made to make four positions redundant. One of my co-workers took the redundancy, while the other three of us went into the Whey division which at the time had several colourful characters.

After a few years, the offer was made to go back into cheese, but I decided to stay in the Whey division, working on the floor and packing line for around two years. I then learnt to run the crude which I did for a couple of years and which came with plenty of overtime. I then learnt how to run the Whey evaporators and continue to do this role today.

Rosters were a bit different back then. Three of us worked on a 6x2 roster with four days working 16-20 hours(!), followed by two days of working eight hours and then two days off. We moved from that onto a split roster with eight-hour days, with any work at night being overtime.

They then changed it to be three eight hours shifts. Eventually we settled into a 4x4 pattern, with four days on then four days off, followed by four nights on and four nights off, and then onto a two-days, two-nights, four-off pattern, which was the best roster in my view.

We had a stop work meeting one

day to vote on a wage increase but the Whey delegate didn't show up, so I stood for the role. As my father



Colin Lee

was the Site Delegate at the time, it seemed like a natural fit.

After several Site Delegate changes, I eventually found myself in that role as well.

At the time, the DWU Organiser was Brian Wooller and we managed to get an agreement for me to be able to have paid time off to conduct DWU business on site. The agreement was that I could use two afternoons a week to do Union work,

but I was to be on call and provided with a pager. There were no DWU Offices in those days, so I carried everything around with me in a briefcase, eventually earning the nickname "suitcase".

While I was DWU Site Delegate, we had a Collective Employment Agreement, but it was with the Southland Dairy Co-Op. Under the guidance of DWU National Secretary, Ray Potroz, we broke away from that to achieve a site contract and then slowly progressed to getting included in the main DWU Dairy Industry Collective Agreement.

I stayed in the role of DWU Site Delegate for eight years and am still a department delegate today. When I started in the industry 40 years ago, I never would have thought I would still be in the job today. If you see me around the Fonterra Edendale site feel free to say hello and if you have some time, stop for a chat, there are many stories I can tell....



Reece Flawn
DWU Lower South Island
Organiser

Jodi Middleton

DWU Site Delegate for Fonterra Canpac

Jodi Middleton entered the Dairy Industry in 2000 at the Fonterra Canpac site in Hamilton. Prior to this, Jodi was a keen athlete who played several sports including Maori women's rugby league, New Zealand soccer, and boxing.

When Jodi started her job in 2000 as a temp, her sporting career was essentially ended because she could not make her training sessions due to her hours of work. Also at the time, women's rugby league and soccer had to fund all of their own expenses as they were not paid to play professionally like the men's teams.

The sporting world's loss was the Fonterra Canpac workers gain. After just 11 month's temping and less than a year into her new permanent role, Jodi made the decision to run in her DWU Department Delegate election, which she won.

Jodi explains that she has always had a passion to help people. These are qualities that you cannot teach or train people and she spent nine years studying employment relations and workers' rights and also representing workers in the workplace. Jodi says that this background has helped her to understand what it means to be a DWU Site Delegate as well as teaching her about the role of a Union.

"When I became a Department Delegate in 2001 there was such a huge gap (the them and us approach) between the Union and Company on site. The atmosphere was tense, so I set myself a personal goal to help close that gap and change the culture. As the years went on, I built good rap-



From Left: Tom Buckley, DWU Organising Director, Jodi Middleton, Fonterra Canpac DWU Site Delegate, Jared Philips, DWU National Organiser, Rt. Hon. Jacinda Ardern, NZ Prime Minister, Mark Apiata-Wade, DWU Assistant Secretary, Laura Reekie, DWU Upper Waikato Organiser, Chris Flatt, DWU National Secretary and Brett Brown, DWU Waikato/BOP Organiser.

port, respect and Mana between workers and management because I learnt that you do not just represent workers with all guns blazing, you achieve the results you need by mutual respect and co-operation, basically being cool, calm, and collective. This is not saying that there has not been tension and a few heated moments at times, however from what I have witnessed the one that loses it first has lost the argument."

"My Nana always told me this whakatauke—"Mahia te mahi mena, hei painga mo te iwi"—Do what needs to be done for, the betterment of our people. Also "He aha te mea nui o te Ao", He tangata, He tangata, He tangata—What is the most important thing in the world, our people, our people, our people."

Jodi became the DWU Site

Delegate at Fonterra Canpac in September 2010. *"I was nervous because that's next level compared to being a Department Delegate. However, I took the challenge on and I must say it's been the best decision I have ever made as I am able to help people on a wider scale."* Jodi recalls that one of her earliest challenges related to the Maori Queens Tangihanga:

"As a Department Delegate I had to prepare a document on behalf of the DWU for Fonterra Management to understand the importance for Maori people of attending and carrying out their cultural duties to attend the Tangihanga of the Maori Queen, Dame Te Atairangi Kaahu. She was the longest serving monarch (over 40 years) in the history of the Kingitanga. My document (continued on page 18)..."

... (continued from page 17)
was accepted by Fonterra and they paid bereavement leave to all those who attended the Tangihanga from around the country.”

Jodi was also elected on to the DWU Runanga/Fono Committee in 2005 and the DWU Women's Committee in 2008 representing the Waikato/Bay of Plenty region.

Jodi's hardest challenge as a DWU Site Delegate came in 2014 when Fonterra Canpac was subject to a site restructure. 133 jobs were being made redundant, it was all over the news and Waikato Times newspaper, mainly because Fonterra was under national focus due to the WPC80 issue at the time. For the first three months, Jodi was surviving on a couple of hours sleep a night due to the toll of representing her members and making sure they were OK as they did not know if they still had a job or not.

“Lots of uneasy times and tears shed, EAP were on site 24/7 along with Department Delegates and me. As things progressed through the restructure, all those workers who wanted redundancy, got it and we managed to redeploy and relocate all remaining workers into Fonterra sites from the top of the north right to the deep south. There were no forced redundancies.”

Jodi was also elected as one of the two Waikato/BOP Representatives on the DWU National Executive in 2013 and has held this position to this day. Jodi believes Unions are essential to the wellbeing and job security of all New Zealand workers. Being part of the DWU's governing body has been both challenging and a privilege, and one she takes seriously and hopes to be part of as long as she is able to, and workers want her there.

“The DWU protects and enhances our terms and conditions, protects us in times of troubles, offers Educations Grants, Funeral Grants,

Hardship Grants, UniMed medical cover, superannuation, life insurance and so much more. Without the protection of the Union, workers can really be run over and mistreated. Without a Union our people would struggle for decent wages, employment protection, and other assistance such as lawyers, ACC, restructure support, Disciplinary and Investigation support, and so much more. There's so much the Union has to offer, so we need to educate our members so they understand the entirety of the Union, what we stand for and what we have to offer.”

Outside of work Jodi is also involved with Women's Refuge, troubled youth, domestic violence prevention, Gang-affiliated families, and Working with Families support to ensure workers get what they need for their children and themselves for a better life. And if Jodi ever gets time for herself, she likes to spend it with well-deserved whanau time, boxing, tattooing, sports, and interior and exterior house designing.

“Coming from a broken home, growing up around drugs, gangs, alcohol and violence was normal to me, until I hit my teens and went off the rails. I made the decision to change my life and that was not easy when people are always expecting you to fail. I worked hard to turn my life around and prove the cycle can be changed to have a better life. To date I have done that, I don't regret my upbringing or my past as it has helped me learn how I can use my life experiences to help others in the same situation to come out on top.”



Richard Everson
DWU Lower Waikato Organiser

Kevin Te Wharau “signs off”



Kevin Te Wharau

Kia ora whanau. Ko Kevin Te Wharau toku ignoa.

I am finally signing off due to medical reasons after working in the Dairy Industry for 40 years, including 20 years at Morrinsville, seven at Waitoa D3, and the last 13 years at Tatua.

I have been a DWU member for 40 years and can still remember the day little old Morrinsville site went out on strike in the mid 80's due to some pay dispute. We were on strike for three or four days but got what we wanted in the end.

Everyone has a choice to become a DWU member or not. For me it was a no-brainer. It may have cost a bit to be a member, but I gained a lot more money in wage increases over the years and am very proud to be a DWU member. Keep up the good work, DWU.

Kia Kaha, Arohanui, God Bless.
Te.

Note: Kevin, it was a pleasure working with you and always a good laugh catching up. Good luck to you and Diane for the future.

Brett Brown
DWU Waikato/BOP Organiser



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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), Will Buckley (Youth Committee Rep).

NZCTU representatives:

NZCTU Runanga Rep: Karangi Jones
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), Lucille Tane & Vacant (Central), David Hemopo & Paetau Wynyard (Southern), AJ Johnson (Pacific Island Rep), and Mark Apiata-Wade (Co-ordinator)

DWU Women's Committee:

Nici Benington (Southern & Convenor), Renee Ormsby (Southern), Elaine Tuitupou & Faye Samupo (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 Sullivan-Tutlewski & Vacant (Waikato/BOP), Samantha Michael (Central) & Will Buckley (Central and Convenor), Alanna Fettes & Vacant (Southern), and Adam Craigie (Co-ordinator)

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—In Memorium—



L-R Back: Dave Stevenson and Shaun Cameron (Fonterra Canpac Managers), Mark Apiata-Wade (DWU Assistant Secretary)

L-R Front: Danielle Pijenburg (Fonterra Canpac workmate), Jodi Middleton (DWU Site Delegate), John Snowden, Lucy Apiata-Wade (Fonterra Canpac workmate).

John Snowden

Long-serving Fonterra Canpac worker John Snowden (whose wife Sue still works there) passed away last year. Representatives from Fonterra Canpac Management and the DWU visited John before his passing to present him with Certificates and small gifts acknowledging his 25 years' service/membership to both Fonterra and the DWU. Special thanks to Fonterra Managers Derek Woodworth, Alan van der Nagel and Rochelle Price for their assistance and contributions.



Graeme Cunningham

Graeme Cunningham

Graeme Cunningham also passed away last year. Graeme was a tanker driver for Alpine Dairy (Clandeboyne) and then the DWU South Island Regional Organiser for a number of years in the late 1980s and early 1990s.

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