

2021

Annual Report

& Financial Statements



INSIDE:

- AGM Agenda, page 3
- DWU 2021 Congress Report, page 22
- AGM Dates and Venues, back page

DWU NATIONAL PRESIDENT'S REPORT 2021

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



Barrie Kanara
DWU National President

I would firstly like to acknowledge and reflect on the passing of several of our DWU Members throughout the year. Our thoughts and condolences go out to their whanau, friends, and workmates.

To our DWU Life Members past and present, we truly appreciate your efforts in establishing such a solid platform for us to operate from and setting the challenge for us to constantly improve upon your legacy.

Despite all its challenges, the last 12 months has been a solid and successful year for the Dairy Industry and DWU alike. Considering that a lot of industries and unions have taken a hit through COVID, the DWU on the other hand has continued to be in a good financial position with stable membership numbers.

I would like to take this opportunity to highlight the importance of the upcoming DWU Annual General Meetings (AGMs) which typically start in early July and finish in late August. These meetings are held on every DWU worksite (or on premises close by) and number around 70 meetings in total.

Unfortunately, over the last few years we have noticed a steady decline in the number of workers

attending these meetings, except for a few South Island sites. We realise the timing of these meetings for some sites is not the greatest, so we will be engaging with DWU Site Delegates to try and get the best possible available meeting time for members to attend.

I know the AGM agenda of reports, financials, DWU Rule & Policy remits, and general business does not generally set your heart racing and may not be the most exciting news you have ever heard, but these meetings are so very important to us as a Union.

Sure, you can read all this in the DWU Annual Report sent to your home address, but having issues explained and having the ability to question and debate issues is fundamental to us as a Union, as it not only makes for a more engaged and informed membership, but it also shows strength and solidarity when good numbers attend these meetings. Please make a real effort to attend and support YOUR AGM and Union.

As usual there are several people and groups I wish to thank. First, to our DWU National Secretary, Chris Flatt thank you for the conscientious and professional way you

manage the operations of the Union. The structures and resources you have embedded into the DWU, together with wise financial planning, has added strength and value to our Union and will hold us in good stead in the years to come.

To our DWU Assistant Secretary, Mark Apiata-Wade, DWU Organising Director, Tom Buckley, DWU National Organiser, Jared Phillips and to all our DWU Regional Organisers, thank you all for the distance you travel and all the varied roles you carry out and support. We greatly appreciate your efforts and the commitment you bring to these roles.

To the DWU National Vice President, Mark Holmes and to our DWU National Executive Members, I thank you all for your support and efforts throughout the year to maintain good governance and oversight and ensuring the smooth running of our Union.

In the DWU National Office our administrative team have been working hard to support our Organisers, Delegates, and members alike. They keep our Union functioning at such a high level, and your efforts are truly appreciated.

Once again, the DWU Women's

Committee, DWU Runanga/Fono and newly established DWU Youth Committee have provided great support, advice, and representation to the DWU and the National Executive. These representative groups enrich our Union and certainly widen the voice for our membership. A special thanks to the respective Committee Convenors: Nici Bennington; Karangi Jones; and William Buckley.

The DWU Welfare Committee is always kept busy supporting members through a wide range of Education Grants, Hardship Grants, and Funeral Grants for our members and their families. The Welfare Committee team lead by Frank Lancaster (DWU Life Member), have again done a stellar job supporting this vital work. The care, compassion, and timeliness shown to DWU members by the Welfare Committee is truly appreciated.

I would also like to acknowledge and thank all DWU Site and Departmental delegates for the work you do in supporting and standing up for our members. You are the face and backbone of this Union and without you we simply could not function. It feels like a thankless job sometimes, but this work is essential to the success of this Union. The huge amounts of your own personal time that you give to assist members, is highly appreciated.

To our DWU members, thank you for your continued support. Without you there would be no Union. Be proud that you belong to a well organised, resourceful, and stable Union. In these trying times, we are the envy of many. The challenge going forward is to reach 100% membership density on all dairy industry worksites, as there is strength in unity.

Finally, I would like to acknowledge

our DWU Administration Manager, Sally Wilson who has decided to retire after a long and distinguished career working for Unions for many decades and with the DWU for over 18 years. Sally's dedication, passion, and commitment to our Union over this time has been exemplary and she will be sorely missed. From all the DWU whanau, we wish Sally good health and all the very best for her well-earned retirement.

**Kia Kaha
Barrie Kanara
DWU National President**

Annual General Meeting Agenda:

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

- AGM Dates&Venues page 32
(back cover)

DWU NATIONAL SECRETARY'S REPORT 2021

It was an absolute pleasure to recently hold the DWU National Congress 2021 face-to-face, kanohi-ki-te-kanohi, after COVID-19 forced the DWU last year to replace the planned DWU National Congress 2020 with four Regional Congress teleconference meetings held in each of the four regions of our Union: Southern; Central; Waikato/BOP; and Northern.

It was great to be able to meet again in person to celebrate our successes as well as plan for our future.

This report outlines what was discussed at Congress including our strategic plan, audited accounts, this year's budget, and proposed changes to the DWU Rules and Policy.

What is the DWU National Congress?

The DWU National Congress is the highest decision-making body of the DWU and provides elected DWU Site Delegates of sites with 10+ members the ability to review the DWU's current performance as well as shape our future direction. Congress is an opportunity to look back on what has been achieved over the last 12 months, as well as discuss what still needs to be worked on in the years ahead.

Where are we at as a Union?

The DWU continues to be a relevant and effective Trade Union with a strong financial position and a very good organising and staff team. The DWU's membership continues to grow, and we now have just under 8,500 members (making us still the 9th largest union in NZ).

The DWU continues to represent approximately 85%-90% of workers employed in the dairy processing sector. It is important to again remind ourselves of this achievement when we know that union density in NZ is still only approximately 18% (with only around 9% of private sector workers now belonging to a union).

Over the last 12 months, as well as dealing with the COVID-19 pandemic, DWU Officials, Staff, and Delegates have continued to implement the strategic goals contained in our 2018-2022 Strategic Plan.

Our plan focuses on two core objectives; strengthening and growing our delegate structures and membership on existing sites, whilst also unionising the many new employers in the dairy industry.

This strategy continues to be successful and is reflected in the DWU's growing membership as well as the many new delegates attending our Congress (with the DWU now having 28 Collective Employment Agreements (CEAs) covering the entire dairy processing industry).



Chris Flatt
DWU National Secretary

COVID-19: DWU Response

The COVID-19 crisis has clearly been a huge challenge for the DWU and members. The DWU's first response was to reassure all DWU delegates and members that we were fully operational, and we were working to protect members interests at work as well as their terms and conditions of employment.

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

That meant that like delegates and members, whilst observing all appropriate health and safety precautions and protocols, DWU Organisers and Officials were still able to attend worksites for critical organising issues or to support delegates and members by remote/distance methods. This was vital to ensure the protection of members and workers health and safety as well as their terms and conditions of employment during the initial stages of the pandemic response.

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

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

2. That DWU members and workers continued to be fairly paid through the lockdown/crisis period and that members had certainty around their leave arrangements and any planned or ongoing restructures/change processes were put on hold.

3. That delegates' and members' jobs were secure, and that the future of the dairy industry was protected during very uncertain times.

Over the last 12 months, and as various localised and regional lockdowns have occurred, the DWU has continued to implement and focus on these three vital objectives to ensure we are protecting and supporting DWU members and delegates.

COVID-19: Looking ahead

Despite the challenges that have been placed upon the DWU and members by COVID-19, the DWU has, so far, managed to remain a strong Union with a strong financial position.

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

In addition to this objective, the DWU has also continued to unionise the new players that are entering and growing in the dairy industry. This work is vital if we are to prevent these new employers from

paying lower wages and conditions to those terms paid by existing dairy employers and avoiding a 'race-to-the-bottom' on wages and conditions, something that has occurred in other NZ food and manufacturing sectors.

DWU Financial Position

An important aspect of my role is the oversight and management of the DWU's finances and assets. Whilst the DWU continues to be in a strong financial position, over the last 12 months we have seen many of our organising projects and industrial services impacted by COVID-19.

In summary, due to physical distancing and lockdown requirements, for a large part of the last 12 months, the DWU was forced to implement a distance organising model that used zoom or other electronic communication (rather than face-to-face meetings), to reduce the possibility of DWU officials or delegates contributing to community transmission of the virus. Whilst this was a successful and useful short-term solution, it did mean that the DWU spent less than we traditionally would on core organising initiatives, membership servicing, and Collective Employment Agreement (CEA) negotiations.

This has resulted in the following financial outcomes for the 1 April 2020 to 31 March 2021 period:

- For the financial year ended 31 March 2021, the DWU recorded a net surplus after tax of \$352,182 (compared to a net surplus after tax of \$36,519 last year) and held total cash reserves of \$5,523,004 (compared to \$5,427,545 last year).

- The financial position of the DWU continues to be supported by our cash investments held in various term deposit and on-call bank

accounts. Accordingly, it is important to note the financial position of the Union without the income received from these investments (known as net surplus from trading). For the year ended 31 March 2021, we recorded a net surplus from trading of \$170,986 (compared with a net deficit from trading of -\$190,698 last year).

- It should be again noted that over the last 12 months, just over \$333,000 has been directly given back to members in times of need via our DWU Welfare Fund. Along with the traditional Education Grants, Hardship Grants, and Funeral Grants, over the last 12 months the DWU Welfare Committee has also provided COVID-19 DWU Emergency Grants for any members suffering extreme financial disadvantage because of the pandemic.

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

- Due to the ongoing growth in DWU worksites, members, and CEAs, the DWU will shortly be hiring an additional DWU Regional Organiser with the introduction of a new Southern Organiser position. This will mean that the DWU will be increasing its frontline organising team from seven (7) to eight (8) Organisers.

- This means that the DWU will have three (3) Organisers in each of the Waikato/BOP and Southern regions, as well as one (1) Organiser in each of the Central and Northern regions. This expansion of our frontline organising capacity will ensure we are maintaining a high level of servicing and organising for the growing number of DWU members, as well as ensuring

we are continuing to organise the many new employers in the dairy industry.

- The DWU has recently opened an Auckland Hub Office located close to Auckland Airport to ensure that we are reducing the travelling time and flight costs for the large numbers of DWU members, delegates, and Officials involved in the many industrial working groups, CEA negotiations, and delegate training sessions undertaken by the DWU.

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

DWU Strategic Plan 2018-2022

As previously discussed, the DWU developed the 2018-2022 Strategic Plan to help the Union deal with the many challenges and changes that are occurring in the NZ dairy industry. The strategic plan and the work that flows from it, is aimed at ensuring that we are achieving our strategic goal of *maintaining and enhancing our standing as a relevant trade union*.

Prior to COVID-19, DWU officials, staff, and delegates were working hard to implement the 2018-2022 Strategic Plan that was endorsed at the 2018 DWU National Congress.

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

Our strategic plan is even more important considering the challenges that we are now facing as a result of COVID-19.

Early in 2022, the DWU National Executive will be undertaking a comprehensive review of our future strategic direction and objectives to ensure that the DWU is prepared for the many challenges and opportunities arising in the dairy industry over the next 5-10 years.

Collective Bargaining Outcomes

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

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

Over the 1 April 2020 to 31 March 2021 period, DWU officials, organisers, delegates, and members have been involved in the following collective bargaining efforts:

- The DWU has now negotiated 28 CEAs covering the following companies: Allied Faxi NZ Food Ltd; Alto Packaging Ltd (Longburn); Blue River Dairy Ltd; BODCO Dairy Ltd; CODA Group Ltd; Dairy Goat Co-Operative; Dairyworks Christchurch Ltd; Danone Nutricia NZ Ltd; DFE Pharma Ltd; Fonterra

Brands (now including Consumer Cheese Products (CCP)); Fonterra Ingredients (now including Consumer Cheese Products (CCP) & Canpac); Froneri Tip Top Ltd; Goodman Fielder Meadow Fresh Ltd; Goodman Fielder Puhoi Cheese; Goodman Fielder Yoplait; Green Valley Dairies Ltd; Livestock Improvement Corporation (LIC); Milk Kitchen Ltd; Milk Test NZ Ltd; Miraka Ltd; NIG Nutritionals Ltd; NZ New Milk Ltd; Oceania Dairy (Yili) Ltd; Synlait Milk Ltd; Tatua Dairy Co-Operative; Timpack Ltd; Westland Milk Products Co-Operative; and Yashili NZ Dairy Ltd.

- In the 1 April 2020 to 31 March 2021 period, the DWU negotiated four (4) new DWU CEAs: Allied Faxi NZ Food Ltd, CODA Group Ltd, Miraka Ltd, and NIG Nutritionals Ltd. In this period, the DWU lost the Dairy Fresh Ltd CEA due to Dairy Fresh losing the transport supply contract to Central Transport Ltd (CTL). The DWU is now pursuing a new CEA with CTL to cover this work. The DWU is also currently in CEA negotiations with Waiu Dairy Ltd (Kawerau, Waikato).

- The DWU is also developing and implementing organising plans in relation to sites at Epicurean Dairy Holdings Ltd (Avondale, Auckland), Happy Valley Milk Ltd (Otorohanga, Waikato), NZ Nutritional Wellness Ltd (Mangere, Auckland), Mataura Valley Milk Ltd (East Gore, Southland), and Open Country Dairy (Awarua, Horotiu, Waiarua, and Whanganui).

- In the 1 April 2020 to 31 March 2021 period, the DWU re-negotiated 18 of our 28 CEAs.

- In the 1 April 2020 to 31 March 2021 period, the DWU achieved wage settlements or wage increases across our 28 CEAs in the range of 1.1% to 3% (average wage/allowance increase was 2.06%).

- In the 1 April 2020 to 31 March 2021 period, the cost of living as measured by the Consumer Price Index (CPI) ranged from 1.5% (year ending June 2020), 1.4% (year ending September 2020), 1.4% (year ending December 2020), and 1.5% (year ending March 2021) (average CPI for this period was 1.45%).

- Due to the economic uncertainties created by COVID-19, the DWU has seen an increase in one-year CEA settlements over the last 12 months. As such, over the upcoming 1 April 2021 to 31 March 2022 period, the DWU will face have an extremely high level of bargaining with 22 of our 28 CEAs due for re-negotiation in this 12-month period.

Thank you again

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

Thank you to the DWU National President, Barrie Kanara for the great work that he has performed this year in a wide range of governance and operational roles for the Union. Barrie provides outstanding leadership for our Union and his contributions in various site, working group, CEA negotiations, and governance operations is greatly appreciated. Thanks also to the DWU National Vice President, Mark Holmes for the excellent work he has undertaken for our Union in this role.

Thanks again to all the members of the DWU National Executive, DWU Runanga/Fono, DWU Welfare Committee, DWU Women's Committee, and the newly created DWU Youth Committee for the important work that you all provide

to our Union and members.

Also, a sincere thank you to all DWU Site and Departmental delegates who perform incredible work for our Union and members. You have an extremely important and vital role in our Union, and we deeply appreciate all the hard work, commitment, and solidarity that you provide to members. As I said in last year's report, the mana of our great Union is built upon your collective efforts and hard work.

I would also like to take this opportunity to pass on the DWU's sincere thanks and appreciation to the DWU Administration Manager, Sally Wilson. Sally has worked for the DWU since 2003 but has worked for other trade unions for many years prior to this. Sally has been a DWU stalwart and has ensured that delegates and members (as well as staff) are supported and assisted in their roles. Sally has well and

truly earned a break and we wish her all the very best for her retirement. Thank you Sally for all that you have given and contributed to our Union. It has been greatly appreciated.

And finally, a big thank you to all our members for continuing to belong to our great Union. As essential workers, you produce vital dairy produce and nutritional products for millions of people, both here in NZ and around the world. You should be proud of the work you do, as well as the vital role you play in our society. I deeply appreciate your ongoing commitment and membership of our Union.

Chris Flatt
DWU National Secretary

***Please
remember
to let
the DWU
know your
new contact
details!***



You can phone us on (07) 839 0239, or send an email to info@dwu.nz with your name, postal address, email, mobile number & worksite.

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

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

**Directory
for the year ended 31 March 2021**

| <u>Contents</u> | <u>Page</u> |
|------------------------------------------------------|-------------|
| Table of Contents | 2 |
| Directory | 3 |
| President's Report | 4 |
| Statement of Financial Performance | 5 |
| Statement of Financial Performance (Continued) | 6 |
| Statement of Movements in Equity | 7 |
| Statement of Financial Position | 8 |
| Notes to the Financial Statements | 10 |
| Auditors' Report | 16 |

Incorporated Society Number
562968

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

President
Barrie Kanara

Secretary
Chris Flatt

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

Accountants
MAP & Associates Limited
Chartered Accountants
14 Knox Street
Hamilton

Bankers
Bank of New Zealand Limited, Hamilton

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

Solicitors
Hazel Armstrong
Armstrong Thompson Barristers & Solicitors
Wellington

Tim Oldfield
SBM Legal Barristers & Solicitors
Auckland

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

**President's Report
for the year ended 31 March 2021**

| | 2021 \$ | 2020 \$ |
|--------------------------------------------------------|------------------|------------------|
| Net Surplus for the year | 352,182 | 36,519 |
| Accumulated Funds at 1 April 2020 | 6,206,199 | 6,169,680 |
| Leaving Accumulated Funds at 31 March 2021 | <u>6,558,381</u> | <u>6,206,199</u> |
| The state of the Union's affairs at 31 March 2021 was: | | |
| Assets Totalled | <u>7,097,514</u> | <u>6,718,996</u> |
| These were financed by: | | |
| Funds Invested in the Union of | 6,558,381 | 6,206,199 |
| Liabilities of | 539,133 | 512,797 |
| | <u>7,097,514</u> | <u>6,718,996</u> |

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

For and on behalf of the Union

B.J. Kanara
B Kanara - President

Dated 11 / 05 / 21.

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

**Statement of Financial Performance
for the year ended 31 March 2021**

| | 2021 \$ | 2020 \$ |
|---------------------------------------------|------------------|------------------|
| Income | | |
| Subscriptions | 3,525,158 | 3,434,431 |
| Contract Expenses | | |
| Personal Grievances and Disputes - Expenses | 43,028 | 35,453 |
| ACC Cases | 90,010 | 81,055 |
| | <u>133,038</u> | <u>116,508</u> |
| Negotiations - Expenses | 119,355 | 127,529 |
| | <u>119,355</u> | <u>127,529</u> |
| | <u>252,393</u> | <u>244,037</u> |
| Management Expenses | | |
| National Congress | 3,272,765 | 3,190,394 |
| National Executive | 4,651 | 72,396 |
| DWU Runanga/Fono | 43,458 | 52,953 |
| DWU Women's Committee | 104 | 15,368 |
| DWU Youth Committee | 104 | 15,960 |
| Regional Meetings | 9,807 | 4,469 |
| President/Vice President Election | 35,365 | 43,370 |
| | <u>736</u> | <u>11,212</u> |
| | <u>94,225</u> | <u>215,728</u> |
| Affiliation Expenses | | |
| NZCTU Affiliation Fees | 56,420 | 54,870 |
| NZCTU Meetings/Campaigns | 7,485 | 26,627 |
| NZ Labour Party Affiliation Expenses | 9,772 | 12,803 |
| IUF Affiliation Expenses | 49,206 | 44,815 |
| | <u>122,883</u> | <u>139,115</u> |
| Expenses | <u>3,055,657</u> | <u>2,835,551</u> |
| Expenses as per schedule (Page 6) | 2,884,671 | 3,026,249 |
| Net Surplus from Trading | <u>170,986</u> | <u>(190,698)</u> |
| Other Income | | |
| Depreciation Recovered | 16,384 | - |
| Interest Received | 137,262 | 187,541 |
| Miscellaneous Income | 60,943 | 84,347 |
| | <u>214,589</u> | <u>271,888</u> |
| Net Surplus Before Taxation | <u>385,575</u> | <u>81,190</u> |
| Deduct Taxation (Note 2) | 33,393 | 44,671 |
| Net Surplus After Taxation | <u>352,182</u> | <u>36,519</u> |
| Add Accumulated Funds Brought Forward | 6,206,199 | 6,169,680 |
| Leaving Available For Appropriation | <u>6,558,381</u> | <u>6,206,199</u> |

The accompanying notes form part of these financial statements.

The accompanying notes form part of these financial statements.

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

**Statement of Financial Performance (Continued)
for the year ended 31 March 2021**

| | 2021 \$ | 2020 \$ |
|-------------------------------------------------------------|------------------|------------------|
| Schedule of Expenses | | |
| Accident Compensation Levy | 4,344 | 3,725 |
| Audit Fees | 7,500 | 6,900 |
| Bank Charges & Interest | 3,368 | 2,913 |
| Donations | 265 | 75 |
| Education Expenses | 86,123 | 243,050 |
| Election Campaign Fund Expenses (Note 8) | 90,000 | - |
| FBT | 61,919 | 60,110 |
| Honoraria | 20,109 | 23,116 |
| Insurance | 2,352 | 10,111 |
| Solidarity & International Delegates Fund Expenses (Note 7) | 17,000 | 14,500 |
| International Activities | (5,196) | 12,379 |
| Light, Power & Heating | 589 | 836 |
| Living Wage Campaign | 4,522 | 4,522 |
| Membership Survey / Research | - | 3,643 |
| Organisers Expenses | 50,962 | 111,306 |
| Newspapers, Newsletters & Promotions | 72,420 | 100,878 |
| n3 Membership Benefits Scheme | 54,940 | 41,281 |
| Postage and Courier | 8,458 | 11,365 |
| Printing, Stationery and Photocopying | 24,803 | 21,174 |
| Publications | 3,577 | 3,197 |
| Rent and Rates | 90,802 | 94,622 |
| Repairs & Maintenance | 4,830 | 5,626 |
| Salaries, Wages and Superannuation | 1,684,336 | 1,641,573 |
| Secretarial & Accounting Fees | 6,955 | 6,590 |
| Telephone, Facsimile and Internet | 34,788 | 29,524 |
| Vehicle Expenses | 70,043 | 83,037 |
| Website & Database Management System | 46,661 | 45,710 |
| Welfare Expenses | 333,246 | 320,285 |
| Depreciation as per Schedule | 104,342 | 113,890 |
| Loss on Sale of Fixed Assets | 613 | 10,311 |
| Total Expenses | 2,884,671 | 3,026,249 |

The accompanying notes form part of these financial statements.

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

**Statement of Movements in Equity
for the year ended 31 March 2021**

| | 2021 \$ | 2020 \$ |
|-------------------------------------------------|--------------------|--------------------|
| Equity at the beginning of the year | 6,206,199 | 6,169,680 |
| Net Surplus for year | 352,182 | 36,519 |
| Total recognised revenues & expenses | 352,182 | 36,519 |
| Equity at the end of the year | \$6,558,381 | \$6,206,199 |

The accompanying notes form part of these financial statements.

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Financial Position
as at 31 March 2021

| | 2021 \$ | 2020 \$ |
|-------------------------------------------------------------|--------------------|--------------------|
| Current Assets | | |
| Bank of New Zealand - Cheque Account | 95,435 | 78,616 |
| Bank of New Zealand - Call Account | 270,471 | 183,967 |
| Taxation Refundable (Note 2) | 11,903 | 13,718 |
| Accounts Receivable | 9,011 | 6,249 |
| Total Current Assets | 386,820 | 282,550 |
| Less Current Liabilities | | |
| GST Due for payment | 45,327 | 52,308 |
| Accounts Payable | 128,276 | 97,838 |
| Accrued Expenses (Note 15) | 365,529 | 358,070 |
| Receipts in Advance | - | 4,583 |
| Total Current Liabilities | 539,132 | 512,799 |
| Net Current (Liabilities) | (152,312) | (230,249) |
| Non Current Assets | | |
| Fixed Assets (Note 10) | 424,835 | 444,132 |
| | 424,835 | 444,132 |
| Investments (Note 3) | | |
| Shares Held (Note 3a) | 660,139 | 481,771 |
| Advances (Note 3b) | 84,715 | 65,000 |
| Loan to Workers' Education Trust (Note 11) | 18,000 | 18,000 |
| Term Deposits (Note 3c) | | |
| - General Reserve (Note 5) | 2,375,911 | 2,288,782 |
| - Industrial & Legal Fund - ILF (Note 6) | 2,375,911 | 2,288,782 |
| - Solidarity & International Delegates Fund - SIDF (Note 7) | 767,602 | 784,602 |
| - Election Campaign Fund - ECF (Note 8) | 3,580 | 65,379 |
| Total of Reserves Currently Invested | 5,523,004 | 5,427,545 |
| Total Non Current Assets | 6,710,693 | 6,436,448 |
| Net Assets | \$6,558,381 | \$6,206,199 |

The accompanying notes form part of these financial statements.

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Financial Position
as at 31 March 2021

| | 2021 \$ | 2020 \$ |
|------------------------------------|--------------------|--------------------|
| Funds Invested in the Union | | |
| Accumulated Funds | 6,558,381 | 6,206,199 |
| Total Funds Employed | \$6,558,381 | \$6,206,199 |

For and on behalf of the Union

Chris Pratt
National Secretary
Dated
10 May 2021.

The accompanying notes form part of these financial statements.

Notes to the Financial Statements
for the year ended 31 March 2021

1. Statement of Accounting Policies

Reporting Entity

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

Reporting Basis

These financial statements have not been prepared for external use. They are prepared for internal purposes only and should not be relied on for any other purpose. They are therefore defined as special purpose reports and have been prepared to meet the requirements of clauses 17.3 (ii) and 29.2 (b) of the Union's rules. These financial statements have been prepared on a historical cost basis unless otherwise stated and are prepared in accordance with the accounting policies as stated below and in accordance with the Tax Administration (Financial Statements) Order 2014.

Measurement Base

The measurement base adopted is historical cost.

Accounts Receivables

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

Fixed Assets and Depreciation

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

Goods & Services Tax

The financial statements have been prepared on a GST exclusive basis, with the exception of Accounts Receivable or Payable and the net amount of GST Payable or GST Refund due at 31 March 2021 which is shown in the Statement of Financial Position as a Current Liability or Current Asset as the case may be.

Investments

Investments are stated at cost.

Changes in Accounting Policies

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

Income Tax

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

Notes to the Financial Statements
for the year ended 31 March 2021

Taxation

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

2. **Taxation**

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

| | 2021 \$ | 2020 \$ |
|-----------------------------------------|----------------|----------------|
| Net Surplus from outside the membership | 137,262 | 187,541 |
| Deduction for Non-Profit Bodies | (1,000) | (1,000) |
| Donations made to donee organisations | (17,000) | (14,500) |
| <u>Taxable Surplus</u> | <u>119,262</u> | <u>172,041</u> |
| Tax Charged @ 28% | 33,393 | 48,171 |
| Deduct 2019 Donation Rebate | - | (3,500) |
| Taxation per page 5 | 33,393 | 44,671 |
| Deduct Resident Withholding Tax Credits | 45,296 | 61,889 |
| Add 2019 Donation Rebate | - | 3,500 |
| <u>Taxation (Payable)/Refund Due</u> | <u>11,903</u> | <u>13,718</u> |

3. **Investments**

| | 2021 \$ | 2020 \$ |
|------------------------------------------------------------|------------------|------------------|
| (a) Shares | | |
| Waikato Trade Union Centre Limited (79%) (2020:62%) | 510,997 | 405,039 |
| Waikato Trade Union Centre Limited (Seismic Strengthening) | 76,732 | 76,732 |
| Waikato Trade Union Centre Limited (Roof Replacement) | 72,410 | - |
| Total Shares | 660,139 | 481,771 |
| (b) Advance | | |
| Waikato Trade Union Centre Limited | 65,000 | 65,000 |
| Waikato Trade Union Centre Limited (Roof Replacement) | 19,715 | - |
| Total Advances | 84,715 | 65,000 |
| (c) Bank Term Deposits / Reserves | | |
| BNZ Term Deposits | 1,427,999 | 1,400,001 |
| KiwiBank Term Deposit | 4,095,005 | 4,027,544 |
| Total Term Deposits | 5,523,004 | 5,427,545 |
| TOTAL INVESTMENTS | 6,267,858 | 5,974,316 |

The Term Deposits rolled over for another term on 31 March 2021. The Term Deposits are invested for terms of under a year to a year and have been continually reinvested.

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

**Notes to the Financial Statements
for the year ended 31 March 2021**

4. Subsequent Events

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

5. Movement in the General Reserve

| | 2021 | 2020 |
|------------------------------------------------|------------------|------------------|
| | \$ | \$ |
| Opening Balance 1 April 2020 | 2,288,781 | 2,316,848 |
| Movement to balance to 50% of General Reserves | 87,130 | (28,066) |
| | <u>2,375,911</u> | <u>2,288,782</u> |
| Closing Balance 31 March 2021 | <u>2,375,911</u> | <u>2,288,782</u> |

6. Movement in the Industrial & Legal Fund

| | 2021 | 2020 |
|------------------------------------------------|------------------|------------------|
| | \$ | \$ |
| Opening Balance 1 April 2020 | 2,288,781 | 2,316,848 |
| Movement to balance to 50% of General Reserves | 87,130 | (28,066) |
| | <u>2,375,911</u> | <u>2,288,782</u> |
| Closing Balance 31 March 2021 | <u>2,375,911</u> | <u>2,288,782</u> |

7. Movements in the Solidarity & International Delegates Fund

| | 2021 | 2020 |
|----------------------------------|----------------|----------------|
| | \$ | \$ |
| Opening Balance 1 April 2020 | 784,602 | 799,102 |
| Less Expenditure during the year | <u>784,602</u> | <u>799,102</u> |
| Closing Balance 31 March 2021 | <u>17,000</u> | <u>14,500</u> |
| | <u>767,602</u> | <u>784,602</u> |

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

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

**Notes to the Financial Statements
for the year ended 31 March 2021**

8. Movement in the Election Campaign Fund

| | 2021 | 2020 |
|----------------------------------|---------------|---------------|
| | \$ | \$ |
| Opening Balance 1 April 2020 | 65,379 | 37,904 |
| 0.8% of Membership Subscription | 28,201 | 27,475 |
| | <u>93,580</u> | <u>65,379</u> |
| Less Expenditure during the year | <u>90,000</u> | <u>-</u> |
| Closing Balance 31 March 2021 | <u>3,580</u> | <u>65,379</u> |

9. Movement in General Reserve and Industrial & Legal Fund

| | 2021 | 2020 |
|--------------------------------------------------------------------|----------------|-----------------|
| | \$ | \$ |
| Net Profit per page 5 | 352,182 | 36,519 |
| Add: | | |
| Decrease in Fixed Assets | 19,297 | 2,942 |
| Decrease in Advances | - | 30,267 |
| Decrease in Investments | - | 1,881 |
| Deduct: | | |
| Decrease in Net Current Liabilities | 77,937 | 114,765 |
| Increase in Investments | 178,368 | - |
| Increase in Advances | 19,714 | - |
| Increase in Total Reserves | <u>95,460</u> | <u>(43,156)</u> |
| Add: | | |
| Net Decrease in Election Campaign Fund | 61,799 | - |
| Net Decrease in Solidarity & International Delegates Fund | 17,000 | 14,500 |
| Deduct: | | |
| Net Increase in Election Campaign Fund | - | 27,476 |
| Increase in General Reserve and Industrial & Legal Fund | <u>174,259</u> | <u>(56,132)</u> |
| Half allocated to Industrial & Legal Fund | 87,130 | (28,066) |
| Half allocated to General Reserve | 87,130 | (28,066) |

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2021

| 10. Fixed Assets | 2021 | 2020 |
|-------------------------------------------------|------------------|------------------|
| | \$ | \$ |
| Leasehold Improvements | | |
| At cost | 81,618 | 81,618 |
| Less Accumulated Depreciation | 68,542 | 66,790 |
| | <u>13,076</u> | <u>14,828</u> |
| Motor Vehicles | | |
| At cost | 411,879 | 417,168 |
| Less Accumulated Depreciation | 185,630 | 196,356 |
| | <u>226,249</u> | <u>220,812</u> |
| Furniture & Fittings | | |
| At cost | 69,222 | 67,949 |
| Less Accumulated Depreciation | 55,852 | 53,196 |
| | <u>13,370</u> | <u>14,753</u> |
| Office Equipment | | |
| At cost | 92,733 | 97,534 |
| Less Accumulated Depreciation | 83,291 | 84,571 |
| | <u>9,442</u> | <u>12,963</u> |
| Website & Database Management System | | |
| At cost | 302,603 | 302,603 |
| Less Accumulated Depreciation | 139,905 | 121,827 |
| | <u>162,698</u> | <u>180,776</u> |
| Total Fixed Assets | <u>\$424,835</u> | <u>\$444,132</u> |

11. **Loan to Workers' Education Trust**
The Union agreed to lend the Worker's Education Trust \$18,000. \$8,000 was advanced to the Trust on the 10th December 2018 and the remaining \$10,000 was advanced to the Trust on 29th April 2019. Repayments by monthly automatic payments were to start from 1 December 2019 with a final repayment of any balance remaining 5 years from the date the funds were advanced. However due to the Trust's current financial situation the board decided to delay repayment of the loan. As at 31 March 2021 this decision is currently under review. Pending repayment of the loan, interest will be payable at the rate (if any) specified by the lender on the 28th February in any year with such interest being payable on the 31st March in any year when interest is specified. As at 31 March 2021 the lender has not specified an interest rate.

12. **Comparative Figures**
The comparative figures represent twelve months trading.
13. **Contingent Liabilities**
The Union has no contingent liabilities as at balance date. (31 March 2020 Nil)
14. **Capital Commitments**
There are no capital commitments at balance date. (31 March 2020 Nil)

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2021

15. **Employee Benefits**
Provision is made in respect of the liability for annual leave, long-service leave and retirement allowance at balance date. Long-service leave is accrued in respect of all employees with more than ten years service. Retirement allowance is accrued in respect of all employees with more than twelve years service.
16. **Nature of Business**
The business is a Trade Union serving the workers in the New Zealand Dairy Industry. The nature of the business has not changed during the year under review.
17. **Related Party Transactions**
The Union rents premises from and provides funding to companies in which the Union has a shareholding.
The Union has not undertaken any other material transactions with related parties. No related party debts have been written off or forgiven during the year.

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF NEW ZEALAND DAIRY WORKERS UNION - TE RANANGA WAI U INCORPORATED

Opinion

I have audited the special purpose financial statements of New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated (the Union) which comprise the statement of financial position as at 31 March 2021 and the statement of financial performance, statement of movements in equity for the year then ended, and notes to the financial statements, including a summary of accounting policies.

In my opinion, the accompanying financial statements of New Zealand Dairy Workers Union - Te Runanga Wai U Incorporated for the year ended 31 March 2021 are prepared in all material respects in accordance with the accounting policies as defined.

Basis of Opinion

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

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

Emphasis of Matter

Basis of Accounting and Restriction on Distribution and Use

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

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

Officer Responsibilities

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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



Anderson Accounting
11 May 2021
CAMBRIDGE

DRAFT BUDGET-2021/2022

| | 2021-22 Budget | 2020-21 Budget | Difference | BVR at 31.03.21 |
|----------------------------------------|-------------------|-------------------|---------------|------------------|
| Income | | | | |
| Membership Subs | 3,972,800 | 3,816,670 | | |
| Less GST | 518,191 | 497,827 | | |
| Nett Subscription Income | 3,454,609 | 3,318,843 | 135,765 | 3,525,158 |
| Interest (nett) | 36,560 | 91,909 | -55,349 | 91,966 |
| Miscellaneous Income | 56,200 | 83,700 | -27,500 | 55,858 |
| Total Income | 3,547,369 | 3,494,452 | 52,916 | 3,672,982 |
| Expenditure | | | | |
| DWU | | | | |
| Executive | 65,000 | 65,000 | 0 | 40,488 |
| Congress | 75,000 | 55,000 | 20,000 | 4,651 |
| Regional Delegates Meetings | 15,000 | 15,000 | 0 | 0 |
| Regional AGMs (inc A/Report) | 35,000 | 35,000 | 0 | 34,394 |
| Womens Committee Structure | 20,000 | 20,000 | 0 | 1,444 |
| Runanga Structure | 20,000 | 20,000 | 0 | 1,731 |
| Youth Structure | 20,000 | 20,000 | 0 | 10,758 |
| Agreements | | | | |
| Negotiations * | 135,000 | 135,000 | 0 | 110,711 |
| PGs & Disputes * | 50,000 | 50,000 | 0 | 39,888 |
| ACC Review * | 100,000 | 100,000 | 0 | 99,698 |
| National MOU Structures | 1,500 | 1,500 | 0 | 0 |
| NZCTU | | | | |
| Capitation 2.5% net subs (\$86,365) | 60,000 | 54,870 | 5,130 | 56,420 |
| NAC/Food Sector/H&S Meetings | 7,500 | 7,500 | 0 | 6,345 |
| Biennial Conferences | 7,500 | 7,500 | 0 | 0 |
| Campaigns * | 2,500 | 2,500 | 0 | 0 |
| Committee Pasifika/Stand Up | 2,500 | 2,500 | 0 | 0 |
| Runanga Exp | 2,500 | 2,500 | 0 | 0 |
| Women's Committee Exp | 2,500 | 2,500 | 0 | 1,607 |
| Youth Committee | 2,500 | 2,500 | 0 | 0 |
| IUF Capitation | 51,440 | 49,835 | 1,605 | 49,206 |
| NZLP Affiliation & Meetings | 12,500 | 13,000 | -500 | 9,772 |
| Administration Expenses | | | | |
| Bank Charges | 3,500 | 2,500 | 1,000 | 3,432 |
| Insurances (excluding vehicles) | 15,000 | 15,000 | 0 | 1,390 |
| Miscellaneous Administration | 1,000 | 1,000 | 0 | 0 |
| Phone/Tolls/Fax/Internet | 30,000 | 27,500 | 2,500 | 37,935 |
| Photocopying/Printing/Stationery | 27,500 | 27,500 | 0 | 25,997 |
| Post/Courier | 10,000 | 10,000 | 0 | 8,650 |
| Power | 1,500 | 5,500 | -4,000 | 539 |
| Publications Inward | 4,000 | 4,000 | 0 | 3,577 |
| Rent/Rates/Reception | 157,500 | 95,000 | 62,500 | 90,832 |
| Repairs & Maintenance | 7,500 | 7,500 | 0 | 5,155 |

DRAFT BUDGET-2021/2022

| | | | | |
|-------------------------------------------|------------------|------------------|----------------|------------------|
| Operating Expenses | | | | |
| ACC Levy | 5,000 | 5,000 | 0 | 4,344 |
| Accounting & Audit | 18,000 | 18,000 | 0 | 14,455 |
| Dairyworker | 52,500 | 62,500 | -10,000 | 39,987 |
| Del Promos | 20,000 | 20,000 | 0 | 22,453 |
| Donations | 2,500 | 5,000 | -2,500 | 265 |
| Education (6%) | 207,277 | 199,131 | 8,146 | 70,708 |
| Election (Pres/VP) | 0 | 0 | 0 | 5,197 |
| Election Camp Fund (0.8%) | 27,637 | 26,551 | 1,086 | 90,000 |
| Equipment | 10,000 | 10,000 | 0 | 3,123 |
| FBT | 65,000 | 55,000 | 10,000 | 61,603 |
| Honoraria | 30,000 | 25,000 | 5,000 | 19,709 |
| International Del Fund (3%) (\$103,638) | 0 | 0 | 0 | 17,000 |
| International Activities | 5,000 | 15,000 | -10,000 | -5,196 |
| Living Wage Campaign | 7,500 | 7,500 | 0 | 4,522 |
| Miscellaneous Expenses | 5,000 | 5,000 | 0 | 0 |
| Motor Veh - Expenses | 132,000 | 121,000 | 11,000 | 72,650 |
| Motor Veh - Replacement | 64,000 | 64,000 | 0 | 64,945 |
| n3 Membership Card | 46,500 | 35,000 | 11,500 | 54,940 |
| Organisers Expenses | 96,250 | 87,750 | 8,500 | 48,562 |
| President/Vice President | 1,500 | 1,500 | 0 | 0 |
| Research | 7,500 | 7,500 | 0 | 0 |
| Membership Survey | 7,500 | 7,500 | 0 | 0 |
| Welfare Fund (approx 10%) | 345,461 | 331,884 | 13,577 | 333,550 |
| Salary/Wage/Super etc | 1,778,230 | 1,655,000 | 123,230 | 1,673,895 |
| Server/Portal/Website | 47,500 | 47,500 | 0 | 49,850 |
| WTUC Shares | 0 | 0 | 0 | 105,958 |
| Total Expenditure | 3,927,294 | 3,669,521 | 257,773 | 3,397,140 |
| Less COVID Delayed Costs from 2020 | -275,000 | | | |
| | 3,652,294 | | | |
| Surplus | -104,926 | -175,069 | 70,143 | 275,842 |
| | -2.96% | -5.01% | | |

Capital Expenditure - Reserves to be set aside for:

Internal Server Upgrade \$25,000

WTUC Reception Upgrade \$75,000

* = estimate

RULE REMITS CARRIED BY DWU CONGRESS-2021

RULE REMIT 1

DWU Rule 8.1

Amend by adding the following words to the current section “in accordance with Rule 34”.

RULE REMIT 2

DWU Rule 15.2

Amend by adding the highlighted changes to the current sections and clauses:

15.2 Te Runanga/Fono o DWU

15.2.1 The Runanga/Fono Committee shall consist of two Runanga delegates elected in each of the Union’s four regions as defined in Rule 14.2(d) for a three-year term by a site committee delegate from each site in the relevant region who identifies as Maori and prior to the pre-National Congress meeting. Where there is no site committee delegate who identifies as Maori, the Site Delegate of that site will vote on the site committees’ behalf. A separate additional delegate representing Pacific Islanders will be called for and elected by the Runanga delegates as soon as practicable after the Runanga election. The term for all members will be concurrent and subject to Part IV – 20 Casual Vacancies.

15.2.2 (a) The Runanga/Fono Committee shall meet once a year prior to National Congress and once at National Congress.

15.2.3 The Runanga/Fono Committee shall elect a Convenor from their own ranks at their pre-National Congress meeting and whose term of office shall be for three years commencing immediately and expiring three years later at the termination of that year’s pre-National Congress meeting.

15.2.4 (c) A brief resume will be supplied by each candidate which will be circulated prior to the election and will usually be conducted via a teleconference call.

(e) The voting site committee delegate or Site Delegate will be encouraged to talk to the Runanga/Fono Convenor prior to casting their vote for the Runanga delegate in order to take into account Tikanga Maori.

DWU Rule, Schedule II – Election and Ballot Procedures

1.4 Manner of Election

(e) For Runanga members, by ballot of a site committee delegate from each site in the relevant region who identifies as Maori or where there is no site committee delegate who identifies as Maori, the Site Delegate of that site pursuant to Rules 15.2.1 and 15.2.4. When a ballot has

multiple candidates, it will be conducted by exhaustive balloting until there is a clear majority winner/s (based on ballots cast);

RULE REMIT 3

DWU Rule 18.2(c)

Delete current rule and replace with following:

18.2(c) The Site Delegate, Deputy Site Delegate, and Departmental Delegates shall be elected every three years consecutively in the manner provided for in Schedule II. The three year election cycle will take effect from the next election for those positions.

DWU Rule 18.2(d)

Delete current Rule 18.2(d) entirely and renumber with current Rule 18.2(e).

DWU Rule, Schedule II, Clause 4

Amend by adding the highlighted changes to the current clauses:

4.2 The Site Delegate and Deputy Site Delegate shall be elected for a maximum three-year term but in alternative years.

4.3 Departmental delegates to the site committee shall each be elected for a three-year term in alternative years to the elections held in accordance with clause 4.2.

RULE REMIT 4

DWU Rule 34.3

Amend by inserting “...Runanga/Fono, or Youth Committee may of their own...”.

RULE REMIT 5

DWU Rule, Schedule II

Insert the following Transitional Arrangements section at the end of the Schedule recommending a review of site representative elections:

Transitional Arrangements

The DWU National Congress endorses a review of the DWU Rules relating to the election of site representatives with particular focus on how the Union incorporates the appropriate use of electronic communication and voting methods within site representative elections.

To assist this work, the DWU National Congress endorses the establishment of a DWU National Executive working group to review the DWU Rules in relation to election of site representatives and to run several trials of potential new voting methodology before the 2022 National Congress. Accordingly, the National Congress authorises these trials to be undertaken in accordance with voting methods proposed by the working group and for these election results to be duly authorised by the Congress. The working group will then prepare specific rule remits to be brought to the 2022 National Congress.

RULE REMIT 6

DWU Rule, Schedule II, Clause 2.2

Delete the entire Transitional Arrangements section in the note section.

RULE REMIT 7

DWU Rule, Schedule IV

Update the Appointments Register as required.

POLICY REMITS CARRIED BY DWU CONGRESS–2021

POLICY REMIT 1

DWU Policy C.15

Update Honorary DWU Life Membership list to include William Johnston (Bunter) and Sally Wilson both on 17 June 2021.

POLICY REMIT 2

DWU Policy C.18.1

Amend “2020” to read “2023”.

POLICY REMIT 3

DWU Policy C.23.3

Amend by inserting “...Runanga/Fono, or Youth Committee may of their own...”.

POLICY REMIT 4

DWU Policy D.13

Amend by adding the highlighted changes to the current clauses:

D.13.1 The National President be paid an honorarium of \$3,500 net per year.

D.13.2 The Welfare Co-ordinator be paid an honorarium of \$2,350 net per year.

D.13.3 The National Vice President be paid an honorarium of \$2,350 net per year.

D.13.4 The National Returning Officer be paid an

honorarium of \$1,200 net per year.

D.13.5 These honorariums to be reviewed again in 2022 and subsequently every three years thereafter.

POLICY REMIT 5

DWU Policy D.16.2

Amend by adding the highlighted changes to the current clause:

D.16.2 Funds

The SIDF will be held in a separate bank account and at the National Executive’s discretion each year, will be funded from the general account at the rate of up to 3% of the income received from members’ subscriptions (excluding GST).

POLICY REMIT 6

DWU Policy E.3.6

Delete the entire clause.

POLICY REMIT 7

DWU Policy H.8.5

Delete the entire clause.

POLICY REMIT 8

DWU Policy P–Sexual Harassment Policy (*cont’d p20...*)

(cont'd from p19...)

Amend last paragraph of the “Responsibilities of the DWU as Employer” section to read:

The DWU will take reasonable steps to immediately respond to and investigate complaints of sexual harassment in the workplace and take corrective action.

POLICY REMIT 9

DWU NEW Policy R – Bullying and Harassment Policy

Insert the following new policy:

R) BULLYING AND HARASSMENT POLICY

Purpose

The DWU does not tolerate bullying or harassment of any form.

Workplace bullying is a significant hazard. It affects people physically and mentally, resulting in increased stress levels, decreased emotional wellbeing, reduced coping strategies and lower work performance.

Scope

This policy outlines the DWU's expectation that DWU employees, delegates and members will provide a safe and inclusive work environment, free from bullying and harassment, when:

- Dealing with other DWU employees, delegates, and members; and
- Representing the DWU at formal or informal DWU meetings and events.

Definition of Bullying

Bullying is defined as unreasonable and repeated behaviour towards a person or group that can lead to physical or psychological harm.

- Unreasonable behaviour covers actions which a reasonable person would not do in similar circumstances, including victimising, humiliating, intimidating, or threatening a person.
- Repeated behaviour is persistent and can include a range of actions.

A single incident is not usually considered bullying, (but can in certain extreme circumstances) and can escalate if ignored.

Examples of bullying behaviours include:

- Yelling, screaming, or abusive language;
- Subtle intimidation (such as inappropriate comments about personal appearance);
- Continual criticism;
- “Ganging-up”;
- Isolating or ignoring a person;
- Practical jokes gone wrong;

- Setting impossible deadlines;
- Sabotaging someone's work or their ability to do their job by not providing them with vital information and/or resources.

Examples of what are not bullying behaviours include:

- One-off or occasional instances of forgetfulness, rudeness, or tactlessness;
- Setting high performance standards because of quality or safety;
- Constructive feedback and legitimate advice or peer review;
- Warning or disciplining a DWU employee, delegate, or member in line with the DWU Rules and Policies.

Definition of Harassment

Harassment is any uninvited or unwelcome behaviour that offends, humiliates, or intimidates another person, whether or not that effect is intended. Harassment may include physical, psychological, visual, verbal, or non-verbal conduct. (For sexual harassment, please refer to Policy ‘P’ in the DWU Policy book).

Behaviour constituting harassment is often a matter of perception and interpretation, and tolerance for what is considered ‘acceptable behaviour’ may vary widely among individuals. Harassment may occur as a single act, or as a series of incidents, persistent innuendoes, or threats.

Harassment can take many forms, it may be silent or loud, subtle, or openly hostile, it can be private or public. It may take the form of general harassment or be specifically aimed at people with particular or different characteristics.

Even if behaviour does not offend the person to whom it is directed, others overhearing or present whilst such behaviour is occurring may take offence and feel that they are being harassed.

Examples of behaviour which could constitute harassment include:

- Offensive physical contact, derogatory language, or intimidating actions;
- Insulting or threatening gestures or language (express or implied) or continued and unnecessary shouting in the workplace;
- Openly displayed pictures, posters, graffiti, or written materials which might be offensive to some, and
- Unjustified and unnecessary comments about a person's work or capacity for work, religious beliefs, cultural background, or sexual characteristics.

Definition of Racial Harassment

Racial harassment includes language, visual material or physical behaviour that ridicules or expresses

hostility against a DWU employee, delegate, member, or non-member on grounds of race, is hurtful to the member and adversely affects his or her employment, job performance or job satisfaction.

Vilification or inciting racial disharmony occurs where a person publishes, distributes or broadcasts written material or words, or uses words in a public place, which are threatening, abusive or insulting, with the intent of inciting hostility or ill-will against, or bringing into contempt or ridicule, any group of people on the ground of their colour, race, or ethnic or national origins, and the written material or words are likely to do so.

Examples of behaviour which could constitute racial harassment include:

- Abuse, insults, or “jokes” about a person’s racial, ethnic, or national origin, physical features, or accent;
- “Jokes” about food preferences, or religious and/or social customs;
- Derogatory or belittling name calling;
- Deliberately mispronouncing or mocking people’s names.

Sexual Harassment

Please refer to ‘DWU Policy P–Sexual Harassment’ in the DWU Policy book.

Responsibilities of the DWU as an Employer

The DWU has a responsibility to act in good faith to ensure the work environment is free from conduct and behaviour that constitutes bullying and/or harassment. The DWU will take reasonable steps to immediately respond to and investigate complaints of bullying and/or harassment in the workplace and take corrective action.

Responsibilities of DWU Members and Employees

DWU employees, delegates and members will avoid behaviour that constitutes bullying or harassment as defined above.

Procedures for Resolving Complaints

If a DWU employee, delegate or member feels they have been bullied or harassed at a DWU formal and/or informal Union event (including, but not limited to the National Congress, CEA Claims Meetings and Negotiations, Delegate Forums/Meetings etc), the DWU encourages them to address their complaint as soon as possible so that a resolution can be promptly achieved.

1. Self-Help

Explain to the person responsible that their behaviour is of concern (specifying what that behaviour is), that you do not like it, and ask for it to stop.

2. DWU Intervention

A DWU delegate or member can request either their Site Delegate, Departmental Delegate or Regional Organiser, to intervene. A DWU employee can request an appropriate support person to intervene. DWU intervention or mediation can be informal or formal and aims to seek a resolution that is acceptable to both parties.

3. Formal complaints

Please make complaints to either: DWU National Secretary, the Assistant Secretary or the Women’s Committee Convenor, Women’s Committee Co-Ordinator, or their DWU Regional Organiser.

Breach of Policy

Any DWU employee, delegate or member found to be in breach of this policy and/or participating in bullying or harassment may be subject to an investigation by the DWU National Executive and/or DWU Grievance Committee.

After conducting an appropriate investigation as contained in the DWU Rules and Policies, these bodies may impose an appropriate punishment, up to termination of DWU membership.

Sanctions

DWU Employees

If, as an outcome of an investigation, it is considered that a DWU employee may have committed a breach of this policy, then the DWU will abide by the obligations it has at law as employer, including if appropriate following the usual disciplinary process, and will take fair and reasonable action in all the circumstances, which may include dismissal if it concludes the policy breach was serious enough to justify it.

DWU Members (non-DWU employees)

If the matter involves a DWU member who is not a DWU employee, then the member may be asked to take fair and reasonable remedial steps or may have their membership terminated.

Knowingly False Complaints

If, as an outcome of an investigation, it is considered that a complainant has intentionally made a false complaint, a DWU employee complainant may be subject to disciplinary action and a DWU member (non-employee) may have their membership terminated.

Responsibility for monitoring compliance

The DWU National Secretary in conjunction with the Women’s Committee Convener and Co-ordinator are responsible for monitoring compliance with this policy.

DWU NATIONAL CONGRESS 2021

14–18 June, Copthorne Hotel, Rotorua

Around 110 DWU Site Delegates, DWU Representative Committee Members, and Staff attended the DWU's 2021 National Congress held in Rotorua. As well as undertaking official business, there was a lot of useful engagement and discussion that will assist the DWU to carry out its future strategy. A range of knowledgeable and impressive speakers also attended throughout the week.



Congress Business

Reports presented included Chris Flatt's National Secretary's Report and Barrie Kanara's National President's Report (pictured left), as well as reports from UniMed, Dairy Industry Superannuation Scheme (DISS), and DWU Representative Committee Reports (see pages 24, 28, 29, 30). DWU Rule and Policy remit proposals were also discussed and voted on (see pages 18-21). DWU Site Delegates also participated in education workshops to discuss DWU site development and Collective Employment Agreement (CEA) topics.



Siouxsie Wiles, New Zealander of the Year 2021

Siouxsie Wiles (above centre) has worked hard over many years to make sure that COVID-19 science and pandemic information is clear and understandable, and she was named New Zealander of the Year for 2021. At our National Congress she described how COVID-19 contains the perfect storm of factors in a virus, which led to the global pandemic. Siouxsie also spoke about the importance of vaccination and immunisation and made herself available for a well-attended workshop session for those delegates who wanted to ask further questions and hear more information about the safety of vaccines.

Whineray, Kate Daly, Christie Hall, and Rochelle Price attended Congress to discuss Dairy Industry developments.

Fonterra CEO Miles Hurrell's presentation highlighted the appreciation from suppliers for those who collected, processed, and distributed milk and milk products in the COVID-19 environment.

Later in the week, Synlait Milk's Acting CEO John Penno and People & Culture Manager Director Boyd Williams also attended Congress. It was the first time that Synlait Milk had attended the DWU National Congress and John Penno spoke on a range of topics including Synlait's early days, values, and future.

Representatives from the Fonterra and Synlait delegations received many questions from the floor, making our National Congress a

Dairy Industry Speakers

Senior Fonterra representatives (below) Miles Hurrell, Fraser



Pictured above, Chris Flatt receives a question from Charlie Vea, DWU Site Delegate at Fonterra Brands-The Shed site.



great opportunity for direct engagement with some of New Zealand's key Dairy Industry leaders.

Cameron Bagrie

Senior NZ economist Cameron Bagrie spoke about the state of the



New Zealand economy and the Dairy Industry. Cameron spoke about important aspects of the COVID-19 recovery and discussed the role of technology and economic disruptions. He also underlined the

strong connection between housing, education, and economic strength. Cameron provided interesting examples and stories to make his points and delegates were able to ask many questions about the economy.

Lisa Meto Fox & Robyn Paiti



Lisa Meto Fox (Project Manager, NZ Human Rights Commission's Pacific Pay Gap Inquiry) presented on the pay gap faced by Pasifika workers in New Zealand. Also in attendance was Robyn Paiti (Human Rights Commission Advisor Pasifika). Lisa outlined some of the facts and the causes of the pay gap and after the presentation, both Lisa and Robyn had further discussions with DWU Pasifika Site Delegates and Representative Committee members.



Ministers Carmel Sepuloni & Michael Wood

Labour Party representatives Carmel Sepuloni (Minister of Social Development & Employment and Minister of ACC) and Michael Wood (Minister of Workplace Relations & Safety and Minister of Transport) were welcomed with a powhiri and then waiata lead by the DWU Runanga/Fono.

They both spoke about developments within their portfolios, including discussions on Fair Pay Agreements, improved leave entitlements for workers, a review to expand the scope of ACC cover, and the need to improve access to ACC entitlements for some social groups that are missing out.

Robert Reid

First Union's President Robert Reid spoke about UnionAid's work



advocating for social justice and fighting against poverty in Asia and the Pacific.

UnionAid is currently involved in a campaign demanding justice for persecuted trade unionists in Myanmar. The DWU 2021 Congress resolved to make a \$1,000 donation to UnionAid's 2021 appeal to support this important work with trade unionists around the world.

DWU Life Member Presentations

Sally Wilson (pictured left) and Billy Johnston (Bunter) (pictured right) were awarded DWU Life Memberships in recognition of their long and outstanding contributions to the DWU.

Many speakers acknowledged their service to DWU members and to the broader Labour movement. Sally was the DWU's Administration Manager for nearly 18 years and Bunter has been a loyal DWU member, Site Delegate, and Waikato/BOP Region Representative on the DWU National Executive for nearly 20 years. Both received their Life Memberships with their proud whanau and friends in attendance. Here they are pictured with DWU National President, Barrie Kanara, shortly after receiving their DWU Life Memberships.



DWU RUNANGA/FONO REPORT 2021



DWU Runanga/Fono Representatives from left to right are: Paetau Wynyard (Southern Rep), Karangi Jones (Waikato/BOP Rep & Convenor), AJ Johnson (Pacific Island Rep), Glenn Stirling (Northern Rep), Kim Phillips (Northern Rep), Lucille Tane (Central Rep), Mark Apiata-Wade (DWU Runanga/Fono Co-ordinator), David Hemopo (Southern Rep), and Tupaea Ahomiro (Waikato/BOP Rep).

Tena koutou katoa te whanau Uniana - Greetings to all our Union family. Welcome aboard to our new Runanga/Fono members:

- Glenn Stirling: Goodman Fielder, Puhoi Site–Northern Rep;
- Lucille Tane: Goodman Fielder, Longburn Site–Central Rep;
- AJ Johnson: Fonterra Brands, Takanini–Pacific Island Rep.

We currently have one vacancy for the Central Region due to Darryn Anderson's departure from the dairy industry.

The DWU Runanga/Fono would like to promote and encourage the use of Te Reo Māori within the DWU, as it is an official language of Aotearoa. With this in mind, over the last year, Tupaea Ahomiro (Waikato/BOP Rep) has been working closely with Carne Greenbank and Mark Apiata-Wade to translate into Te Reo Māori all DWU staff titles, various DWU positions (e.g., Delegate Roles, National Executive and Committee Reps) and publication names such as the Did You Know? and Dairy Worker magazine.

We think the best approach is to start small and build on that.

One of these small changes you may have noticed is that from January 2021, the DWU Monthly newsletters now list both the English and Māori seasons.

Work now in progress is the re-establishing of our DWU presence at CTU Runanga and Komiti Pasefika forums. We would like to acknowledge our past members, Darryn Anderson and Rama Phillips for their service and contribution

representing their site and regions.

Ehara taaku toa i te toa takitahi, engari he toa takitini.

My strength is not as an individual, but as a collective.

Ngā mihi.

Karangi Jones
**Kaiwhakarite Runanga/
Fono a Rohe**
DWU Runanga/Fono Convenor

DWU Members who passed away during the Year.

(1 April 2020—31 March 2021)

Jacob Hori
Tzu-Wen Joy
Stephen Frost
Roger Perrott
Richard Walsh
Nigel Walker
Jonti Haines
Jonothan Collier
John Snowdon
Greg Sutherland
B Green
Gavin Taylor
Derek Feasey
Bill O'Neill
Ben Ruddell

Fonterra–Whareroa
Fonterra–Te Rapa
Fonterra–Whareroa
Fonterra–Edendale
Fonterra–Clandeboyne
Timpack–Hamilton
Fonterra Brands–Takanini
Fonterra–Kauri
Fonterra–Canpac
Fonterra–Clandeboyne
Timpack–Hamilton
Fonterra–Longburn
Fonterra–P&D London Street
Fonterra–Edgumbe
Fonterra–Collingwood Street



25+ Years DWU Membership Certificate Presentations 2021



—NORTHERN—

Alto Packaging–Takanini

Mohammed Farook
Mohammed Iqbal

Fonterra Brands–Takanini

Duisdidit Mantes
William Matthews
John McLeod

Fonterra–Kauri

Ming Danklof
George Herbert
Steven Rawiri
Meizi Teng
John Vesey
Shane Whitehead

Fonterra–Maungaturoto

Anthony Birchall
Beryl Collinson

—WAIKATO/BOP—

Fonterra–Canpac

Sharleen Goulsbro
Kimsa Heng
Marjorie Murray
Nigel Palanoe
Vicky Tunnell

Fonterra–Crawford St Stores

Richard Wharehoka

Fonterra–Hautapu

Tony Kurmann
Gary Trotter

Fonterra–Lichfield

Michael Hart
Wano Whaanga

Fonterra–Reporoa

Lisa Capper
June Moles
Frank Rodgers

Fonterra–Te Awamutu

Paul Campbell
Tony Devlin
Jack Mailman
Graeme McLean
Joseph Mens
John Mills
John Primmer
Murray Rumbles

Fonterra–Te Rapa

David Danklof
Richard Evans
Gerard O'Connor
Iain Rattray
Robert Reeve
Kevin Spring

Fonterra–Tirau

Craig Jenkins

Fonterra–Waitoa

Rawiri Huriwai
Stephen Lovelock
Kerry McInnes
Christopher Proffitt

Tatua Dairy Company–Tatua

Paul Cleveland
Jeffrey Hall
Tejinder Singh Virk
Pamel Stevenson
Mervyn Thomas

—CENTRAL—

Alto Packaging–Longburn

Murray Gates

Fonterra–Collingwood Street

Gary Baker
Leo Gosney
Greg Hughes
Desmond Hussey
Sylvia Julian-Matthews
Michael Mantell
Karen Murphy
Michael Stieller

Fonterra–Longburn

Gregory Booth
Brian Sullivan

Fonterra–Whareroa

Rex Bishop
Anthony Brown

Daniel Graham
Robert Henry
Donald Holt
Wayne Renall
Joseph Richardson
Sheryl Stanners
Mark Stowell
Gavin Tamou
Kerry Zimmerman

—SOUTHERN—

Fonterra–Clandeboyne

Renato Ferrer
Mark Hunter
John Kelman
Chris Nolan
Ian Price
Marty Smith
Maxwell Turner
Graeme Watson
Steven Wilson

Fonterra–Edendale

Brendon Cameron
Gordon Caghey
David Fotheringham
Scott Harris
Lynette Heads
Fernlea Manson
Vaughan McVicar
Lynley Michel
Stephen Swain
Earl Veint
Keith Whitson

Fonterra–Stirling

Jonni De Malmanche
Malcolm Montgomerie

Fonterra–Takaka

Jason Arnst
Chris Sangster

Goodman Fielder–Blenheim Road

Craig Buckland

Westland Dairy Company–Hokitika

Steven Foster
Michael McAuliffe
Philip Olson
Harry Parker
Lynn Ross

DAIRY INDUSTRY SUPERANNUATION SCHEME (DISS) REPORT 2021



2020 proved to be one of the most tumultuous and disruptive years in modern history. In a response to the rising global COVID-19 pandemic, countries closed borders and introduced national lockdowns.

Near the end of the last financial year, share market volatility soared to levels unseen since the Global Financial Crisis (GFC) in 2008, and declines were considerably more rapid.

However, it is important to remember that saving for retirement is a long-term task, and while the short-term market outlook remains uncertain, we encourage members to retain a focus on long-term objectives as evidenced below.

New website

Our new DISS website launched in May 2021, and offers members easier navigation, improved site functionality, and enhanced security. You can access the new site at www.dairysuper.co.nz.

You will likely notice the improved website layout on mobile devices, making it even easier for you to get information about the Scheme and your account while on the go. Some new features include:

- Login dashboard: All your information is brought together in a single screen.
- Risk attitude quiz: An easily accessible link to Sorted's short quiz designed to help you understand

your risk tolerance.

- Retirement benefit projection: A calculation based on set assumptions that shows what your future retirement balance might be.
- Communication preference: Easy to change and update your contact details and communication method to ensure you keep updated on the Scheme and your account.

Also remember the DISS Helpline: (0800) 355 900.

Mark Apiata-Wade
DWU-DISS Director

Returns for year ending 31 March 2021 (after tax and expenses)

| Cash | Cash Conservative | Conservative | Conservative Balanced | Balanced | Balanced Growth | Growth |
|-------|-------------------|--------------|-----------------------|----------|-----------------|--------|
| 0.05% | 4.56% | 9.24% | 14.58% | 20.14% | 23.23% | 26.38% |

DISS Helpline: (0800) 355 900

UNIMED REPORT 2021

UniMed continues to pride itself on giving our Members the security of being able to afford and access medical treatment when they and their families need it most and not be forced into lengthy public waiting lists.

It has been a successful but challenging year for UniMed as the uncertainty of COVID-19 had the potential to seriously impact upon operations. Some key financial and operational highlights for the year ending 30 June 2020 (UniMed's financial year):

- Members' premium payments increased by 8.8% to \$70,261,780.
- Claims paid and provided for increased 8.3% to \$56,007,417.
- 80 cents of every premium dollar earned was returned to Members by way of claims payments.
- 10 cents to run UniMed's operations and 10 cents to be added to Members' Funds.
- Total comprehensive income for the year amounted to \$12,763,016 – all of which is retained within the Society. It is these reserves that underpin the insurance risk we assume on behalf of all Members.

- "A" (Excellent) Financial Strength Rating reconfirmed by AM Best.

- Awarded the Canstar Most Satisfied Customers Health Insurance Award for 2020.

During the COVID Level 4 lockdown, UniMed implemented their Business Continuity policy and UniMed staff were able to work remotely from home with virtually no impact on service levels to Members.

During the initial lockdown, UniMed also returned surplus funds to Members by way of a two-week premium credit applied to all policies. These funds were the result of cancelled claims during the lockdown period for procedures that will now never take place.

UniMed also introduced several enhanced benefits for six months and provided a range of options to Members and sponsoring employers requiring hardship relief. These additional benefits (such as free flu vaccination and mental health support) have been greatly appreciated by Members.

UniMed's vision is that UniMed Members will continue to access value for money private health care. UniMed's mission is to grow sustainably, providing Members with access to affordable and equitable

health care funding.

These objectives are important to remember because over the next few years, UniMed will increasingly be tested as new medical insurance players and disruptors (such as Google, Amazon, and Apple), as well as new medical developments and technology, begin to impact upon the provision of private medical insurance.

Over the next few months and years, UniMed Members are likely to see an increased focus on providing a diverse suite of policies and support, rather than simply offering "ambulance at the bottom of the cliff" medical procedure support.

This strategic and operational diversification will be vital seeing that UniMed is currently only covering 6% of the private medical insurance market, with Southern Cross covering 63%, NIB 15%, and AIA 8% respectively.

Again, thanks to Angus McConnell who also serves on the UniMed Board with me. After serving nearly two years on the Board, I am incredibly grateful to be able to work alongside Angus, as well as Tim McGuinness. Their wisdom and hard work for UniMed members is deeply appreciated.

Chris Flatt
DWU-UniMed Director

DWU
online...

Facebook
& Twitter too!



DWU YOUTH COMMITTEE REPORT 2021



DWU Youth Committee Representatives in this photo are: Mets Pura (Northern Rep, front row, second from left), William Buckley (Central Rep & Convenor, front row, third from left), Karl Sullivan-Tuttlewski (Waikato/BOP Rep, front row, fourth from left), and Adam Craigie (DWU Youth Committee Co-Ordinator, front row, second from right). With them are all 2021 DWU Congress delegates aged 35 and under.

Kia ora, 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 about having a better understanding of the DWU and Collective Employment Agreements (CEAs) 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.

These will be based on the key themes of our 2020 Survey, narrowing the focus of DWU youth into two major categories:

1. A desire for more robust personal development;
2. More knowledge about their respective CEAs.

Advocacy for further personal development has been progressed through the completion of a development profile on a team leader within the Union. We are also gathering job level characteristics from site to site, to see where standardisation can be achieved across similar roles.

We are also beginning to gather information on what applicable training/qualifications are out

there, as this will help our members progress in their chosen role.

CEA knowledge information sessions have begun to be co-ordinated and will be trialed in May beginning with the Fonterra Whareroa site.

Unfortunately, we have already had some Youth Committee members step-down due to other priorities and changes in their lives so we will be scheduling elections for these vacant roles soon.

Coupled with these ongoing actions, we have begun to form a network of youth members interested in helping our Youth Committee on a site-based level.

If you know of any young members or delegates on your sites who may be interested, please ask them to make contact with me about this.

Ngā Mihi.
William Buckley
DWU Youth Committee Convenor

DWU WOMEN'S COMMITTEE REPORT 2021



DWU Women's Committee (L-R): Camille Rondon (Waikato/BOP Rep), Renee Ormsby (Southern Rep & Co-Convenor), Julie Bengston (Central Rep), Marilyn Fearn (Waikato/BOP Rep), Nici Benington (Southern Rep & Co-Convenor), Faye Samupo (Northern Rep), Janey Hardy (Central Rep), Carne Greenbank (DWU Women's Committee Co-Ordinator), and Elaine Tuitupou (Northern Rep).

I can't believe it's been a year already and so much has happened in this last year. I would like to acknowledge the hard (and at times stressful) work that essential workers in the dairy industry have done. I feel very lucky to have had work to go to in these tough times.

A warm welcome to our new DWU Women's Committee Reps—Elaine Tuitupou (Northern, Goodman Fielder - Puhoi), Faye Samupo (Northern, Fonterra Brands - The Shed), Marilyn Fearn (Waikato/BOP, Fonterra Operations - P&D London St), and Janey Hardy (Central, Fonterra Operations - Whareroa).

New challenges are ahead for the Committee, and I should have more details of our plans as I present this report, as we are meeting for the first time before Congress. I'd like to continue our progress in the Women's Committee both in having champions who are a wealth of knowledge in issues and keeping up with what issues we face in the dairy industry.

I'd also like to thank Jared for allowing Carne the opportunity to train delegates on 'Preventing

Bullying and Harassment in the Workplace' at Stage 2 Delegate Training. I have received positive reports about this workshop, with a lot of delegate participation and engagement.

A couple of years ago I pointed out how we all can take a part in standing up to others when what they say is inappropriate or out of line. Nip that in the bud before it escalates. The more we shut it down the quicker it becomes not part of normal behaviour. Seeing what has happened around the world in the last year, shows me we are ready to stop this behaviour.

At the time of writing this report, 23 Site Delegates and/or WSWDs have signed up to receive Pink Shirt Day packs. These packs include posters that will be displayed on noticeboards to show their support towards Pink Shirt Day on 22 May. A day to 'speak up, stand together and stop bullying' within the workplace. To all the delegates who supported Pink Shirt Day—thank you!

Some excellent progress with a law change that finally recognises a miscarriage as bereavement. This law change, following Royal

Assent, will soon allow up to 3 days' bereavement leave if an employee (or their partner) experiences a miscarriage or stillbirth. Losing a baby can be such a terrible time for the family, and bereavement leave will give an employee (and partner) time to grieve and to take care of matters to do with the bereavement.

I'm proud to say that we are so much further ahead in the DWU with our policies than 10 years ago, and I am so proud that the Bullying and Harassment Policy remit we put forward to Congress was approved unanimously by Congress delegates. Many of the CEAs we negotiate have one, but we didn't have one in our own Policy book. It was definitely time to get on board.

Finally, I'd like to thank the Women's Committee and the National Executive for the support over the year and especially Carne for her amazing work behind the scenes. You are all doing great jobs.

Yours forever proud to be in the Union.

Nici Benington
DWU Women's Committee
Convenor

DWU WELFARE COMMITTEE REPORT 2021



DWU Welfare Committee (L-R): Christina Phillips (Waikato/BOP Rep), Ian Turner (Southern Rep), Frank Lancaster (Northern Rep & Convenor), Helen Jelinek (DWU Welfare Committee Co-Ordinator), Bernice Mills (Central Rep), and Chris Flatt (National Secretary) (absent).

Welfare Payments from 1 April 2020 to 31 March 2021

Funds spent during the year are as follows:

| Grant | Grant Amount | 2020 # | 31 March 2020 Total | 2021 # | 31 March 2021 Total |
|-------------------------------------------------------------|------------------|--------|------------------------|--------|------------------------|
| Death of Dependent | \$2,000 | 5 | \$10,000.00 | 4 | \$8,000.00 |
| Death of Member | \$3,500 | 14 | \$49,000.00 | 15 | \$52,500.00 |
| Death of Spouse | \$2,000 | 14 | \$28,000.00 | 17 | \$34,000.00 |
| Emergency - Covid Payments | \$500 | 1 | \$500.00 | 33 | \$16,500.00 |
| Emergency - Edendale Floods | \$1,000 | 5 | \$5,000.00 | | |
| Education Grants | | 217 | \$147,261.00 | 199 | \$128,297.00 |
| Hardship Grants | | 132 | \$74,309.04 | 148 | \$89,571.13 |
| Miscellaneous | Welfare Meetings | | \$5,910.34 | | \$4,377.52 |
| Financial Statements 2019-20 (Accounts Payable Transaction) | | | \$304.35 | | |

As things progress slowly towards normality, I am proud to report back to you on the workings of the DWU Welfare Fund in the last financial year.

The major thing to notice in how funds were spent are the COVID-19 emergency grant payments of \$16,500. With the advent of COVID, we as a Welfare Committee went early and hard. We recognise that COVID was going to impact on some member's incomes, so we

assembled a special fund of \$500 per claim to assist in the combatting of COVID. This was a highly successful strategy, and I am sure was welcomed by the membership. You may also note further increases in death benefit payments. This is something we will have to be increasingly aware of in the future.

To my fellow committee members, Ian Turner, Bernice Mills and Chrissy Phillips, I thank you for all your endeavours through these

difficult times. Your efforts to provide a quick response to all claims allowed us to expedite payments in a timely matter. To Chris and all the office staff in Hamilton a big thank you. Your efforts pertaining to the Welfare Committee certainly make my job substantially easier.

As always, I am beholden to you all.

Frank Lancaster
DWU Welfare Committee
Convenor



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adam@dwu.nz



Laura Reekie
Upper Waikato Organiser
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Richard Everson
Lower Waikato Organiser
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Carne-S. Greenbank
Support Services Administrator
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DWU Representatives

National President: *Barrie Kanara*

National Vice President: *Mark Holmes*

National Executive:

Rima Strickland & Vacant (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 Helen Jelinek (Co-ordinator)

National Returning Officer:
Vacant

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:

Mets Pura & Vacant (Northern), Karl Sullivan-Tutlewski & Vacant (Waikato/BOP), Samantha Michael (Central) & Will Buckley (Central & Convenor), Alanna Fettes & Vacant (Southern), and Adam Craigie (Co-ordinator)

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2021 ANNUAL GENERAL MEETING Dates and Venues

| DATE | TIME | SITE | VENUE |
|------------------------------------------------------------------------------------|---------|---------------------------------------|----------------------------|
| NORTHERN | | | |
| Monday, 19 July | 12noon | NIG Nutritionals - Paerata | On Site |
| | 2.00pm | CODA Group - Auckland | On Site |
| Tuesday, 20 July | 6.00am | Fonterra - Kauri | On Site |
| | 9.30am | Fonterra - Maungaturoto | On Site |
| | 1.00pm | Goodman Fielder - Puhoi | On Site |
| Wednesday, 21 July | 11.00am | Fonterra Brands - The Shed | On Site |
| | 12.30pm | NZ New Milk - Auckland | On Site |
| | 2.00pm | Danone - Auckland | Nutricia Cans |
| | 5.30pm | Froneri - Tip Top | Cafeteria |
| Thursday, 22 July | 3.30pm | Fonterra Brands/Alto - Takanini | Cafeteria |
| | 5.15pm | Fonterra Brands/Alto - Takanini | Cafeteria |
| WAIKATO/BOP | | | |
| Thursday, 22 July | 12noon | Synlait Milk - Pokeno | On Site |
| Monday, 26 July | 12noon | Timpack - Hamilton | Cafeteria |
| | 2.00pm | Fonterra - Canpac | Cafeteria |
| | 3.30pm | Fonterra - Crawford Street | Cafeteria |
| Tuesday, 27 July | 10.00am | Fonterra - Morrinsville | Butter Cafeteria |
| | 12noon | Fonterra - Waitoa/UHT Plant | Waitoa Bowling Club |
| | 2.00pm | Tatua - Tatanui | Cafeteria |
| Wednesday, 28 July | 10.00am | Fonterra - Tirau | Upstairs Cafeteria |
| | 12noon | Fonterra - Lichfield | On Site |
| | 2.00pm | Fonterra - Reporoa | Cafeteria |
| Thursday, 29 July | 7.00am | Fonterra - Te Rapa & Milk Test NZ | Training Room |
| | 11.00am | Fonterra - Tauranga Port Stores | On Site |
| | 2.00pm | Fonterra - Edgecumbe | Cafeteria |
| Friday, 30 July | 8.30am | Fonterra - Te Awamutu | Learning Centre |
| | 11.00am | Fonterra - Hautapu & Dairy Fert | Social Club |
| | 2.00pm | Miraka - Mokai | On Site |
| Monday, 9 August | 10.00am | Fonterra - OLS London Street | On Site |
| | 2.00pm | Fonterra - Waharoa | Cafeteria |
| | 5.00pm | Fonterra - P&D London Street | On Site |
| Tuesday, 10 August | 12.30pm | Green Valley Dairies - Mangatawhiri | On Site |
| | 2.00pm | Yashili NZ - Pokeno | On Site |
| Wednesday, 11 August | 12noon | BODCO Dairy - Hamilton | On Site |
| Thursday, 12 August | 12noon | Dairy Goat - Hamilton | Cafeteria |
| | 3.30pm | LIC - Hamilton | On Site |
| CENTRAL | | | |
| Tuesday, 3 August | 7.00am | Fonterra - Pahiatua | Pahiatua Fire Station |
| | 10.00am | Fonterra Brands/Alto - Mako Mako Rd | On Site |
| | 1.00pm | Goodman Fielder/Alto - Longburn | Fonterra Back Building |
| | 2.00pm | Fonterra - Longburn | Fonterra Back Building |
| Wednesday, 4 August | 10.00am | Fonterra - Whareroa | Hawera Salvation Army Hall |
| | 12.30pm | Fonterra - Collingwood St & Bridge St | Eltham Town Hall |
| | 2.15pm | Fonterra - Kapuni & DFE Pharma | On Site |
| Thursday, 5 August | 8.00am | Goodman Fielder - Yoplat P/North | Cafeteria |
| SOUTHERN | | | |
| Monday, 26 July | 6.00pm | Blue River Dairy - Invercargill | Cafeteria |
| Tuesday, 27 July | 10.00am | Fonterra - Edendale | Edendale Activity Centre |
| | 2.00pm | Fonterra - Stirling | On Site |
| | 4.00pm | Danone - Balclutha | Greenfield Hotel |
| Wednesday, 28 July | 8.00am | Fonterra - Mosgiel | On Site |
| | 12.30pm | Oceania Dairy/Yili - Glenavy | On Site |
| | 2.30pm | Fonterra - Studholme | Cafeteria |
| Thursday, 29 July | 7.00am | Fonterra - Timaru | On Site |
| | 9.00am | Fonterra - Clandeboye | Hall |
| | 12noon | Dairyworks - Temuka | Cafeteria |
| Friday, 30 July | 8.30am | Westland Dairy Company - Rolleston | UHT DE Hall |
| Monday, 2 August | 1.30pm | Fonterra Brands - Halswell Junction | Cafeteria |
| | 3.00pm | Dairyworks - Christchurch | Cafeteria |
| Wednesday, 4 August | 8.30am | Goodman Fielder - Blenheim Road | Cafeteria |
| | 11.00am | Synlait Milk - Dunsandel | Blake Room |
| Thursday, 5 August | 7.30am | Westland Dairy Company - Hokitika | South Conference Room |
| | 1.30pm | Fonterra - Darfield | Waimak/Rakaia Room |
| | 3.30pm | Fonterra - Brightwater | On Site |
| Friday, 6 August | 8.00am | Fonterra - Takaka | On Site |
| | 2.00pm | Fonterra - Tuamarina | On Site |
| TBC = Allied Faxi, LIC Christchurch, Milk Kitchen/Envictus, & Synlait Milk Mangere | | | |