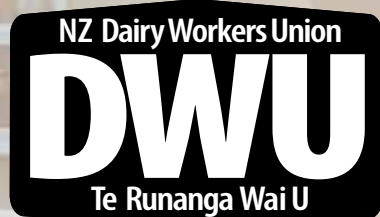


DairyWorker

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



November
2021

Major DWU Negotiations



INSIDE:

- Recent DWU CEA Negotiations
- Paid Parental Leave Update
- Tanker Drivers Reunion



A very challenging year

Welcome to the final edition of the DWU Dairy Worker magazine for 2021. I really hope that you and your family will be able to enjoy some time off during the Christmas and New Year period after the incredibly challenging and stressful year that we have all experienced.

As I write this editorial, the DWU is in the middle of two major processes; first is the ongoing response to the COVID-19 outbreak and vaccination programme, and second is the re-negotiation of four of the DWU's largest Collective Employment Agreements (CEAs) that cover members at Fonterra Brands, Fonterra Ingredients, Tatua, and Westland Milk Products.

COVID-19 Response

In relation to the ongoing COVID-19 outbreak and vaccination programme, the DWU continues to ensure that the following fundamental industry principles are upheld for members and workers during the COVID-19 pandemic:

1. That all DWU members and workers are safe at work and that the DWU has clear protocols in place with employers to ensure DWU Organisers and Officials can represent and support delegates and members on and off site, as required.
2. That DWU members and workers continue to be fairly paid through the COVID-19 pandemic and that members have certainty around their leave arrangements and any ongoing restructures/change processes.
3. That your job is secure, and that the future of the dairy industry is protected during these uncertain times.

If you haven't already, the DWU again strongly encourages you if you can, to please receive your two doses of the COVID-19 Vaccine. Get it for you and your families health, as well as for those people who cannot receive it due to their underlying health issues or immunocompromised status.

CEA Negotiations

In relation to CEA renegotiations, it is fair to say that it has been a trying time for DWU Officials, Staff and Negotiating Teams who have been or are currently, involved in DWU CEA negotiations. CEA negotiations are tough and stressful processes at the best of times, but they are even more challenging when you also required to comply with appropriate COVID-19 H&S

precautions, people limits, and processes as well.

At the time of writing this editorial, the CEA negotiations covering Fonterra Brands, Fonterra Ingredients, Tatua, and Westland Milk Products are still ongoing. As such, the DWU will provide further updates when we know the outcome of these CEA negotiations.

However, the DWU has also been involved in CEA bargaining at many other dairy companies over the last few months, including Blue River Dairy, Dairyworks, NZ New Milk Ltd, and CODA Group. You will find comprehensive reports on these settlements further on in the magazine.

Again, I can assure you that every DWU Official and Delegate involved in the current CEA negotiations is doing everything they can to achieve the very best settlement they can for members. As we have said before, the DWU is here to ensure that members' wages and conditions are protected and improved. We know that this is particularly important this year, as the cost of living just continues to go up and up.

Thank you again to Essential Workers like yourself

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

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

Happy Festive Season & Happy New Year

And finally, here's to a safe and (hopefully) less stressful year ahead. I would like to take this opportunity on behalf of all DWU Staff and the National Executive, to wish you and your family a very happy and safe festive season and New Year. I hope you get an opportunity to have some time off during the next few months to relax and hopefully to enjoy this wonderful country of ours.

Chris Flatt
DWU National Secretary

Hang in there, team



Kia ora all. First, a huge thank you to all DWU members who attended our DWU AGM's held in July and August around the country.

We almost wrapped them all up, with the exception of a few that have had to be rescheduled due to Alert Level changes. We still have some work to do around the best timing for these meetings, but for the most part they worked out OK for most sites.

I really enjoyed getting around the different regions and sites and meeting new members and catching up with a lot of familiar faces.

I would like to thank Chris Flatt, DWU National Secretary, Mark Apiata-Wade, DWU Assistant Secretary, and Mark Holmes, the DWU National Vice President for the two team approach this year. With almost 70 scheduled meetings to fit into a very small timeframe, the timetable has become nearly impossible for one team to cover. Also, I would like to acknowledge all the DWU Site Delegates and DWU Regional Organisers for coordinating the meetings, setting up the different venues, and all the mahi done behind the scenes.

Since holding the AGMs, the Delta variant of COVID-19 has plunged us back in to lockdowns, but this time I think we knew what to expect and what was expected of us during these restrictions. I have heard from many workers that they feel fortunate to be an essential worker in the dairy industry as they can come to a controlled and safe workplace, earn

their normal income, and meet their financial commitments. This is unlike some other workers who have been locked-down at home, unable to work, and relying on the Government workplace subsidy to pay a partial percentage of their wages.

They are also worried about the stability and future viability of their employment especially in the retail, hospitality, and tourism sectors as well as many jobs in small businesses.

During these COVID times, I know there are a lot of extra precautionary measures and hygiene requirements to meet, including temperature testing, sanitising, and the requirement to wear masks which I know can get bloody hot and uncomfortable (especially when you work in a hot or humid environment). The DWU is also engaging with Dairy Industry employers about vaccination and risk assessment related matters.

Hang in there, team. All measures that keep us safe and protect our industry and jobs are certainly worth doing.

I hope you are all well and are looking after yourself, your whanau, and each other and let's hope we are back to some form of normal in the near future.

Kia Kaha and stay safe.

Barrie Kanara
DWU National President

Seasonal Greetings!

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



—Panui on Vaccination—

Three of the most esteemed figures in traditional Maoridom have sent this panui (communication) out through their networks to encourage COVID-19 vaccinations amongst Maori. The signatories are the Maori King Tuheitia, Sir Tumu Te Heuheu (Chief of the Ngāti Tūwharetoa Iwi), and Anaru Tamihana (the Leader/Head of the Maori King movement, King-maker).

By the DWU Runanga/Fono



Hepetema 2021

Tuia te ao, tairanga te tangata. Purutia taawhia ngaa taonga naa te Atua i tuku mai ki te iti me te rahi.

Amohia ake te ora o te iwi, ka puta ki te whei ao.

E te iwi Māori,

Together we have responded across the globe with great aroha in times of struggle, need and difficulty. Māori all over the world have been a part of making everyday miracles - front line workers, kai distribution, assisting whānau, ringing kaumātua and leading online Karakia. Our way of life was challenged, but we have survived.

Now is the time when we must consider how we protect ourselves, our whānau, our whakapapa and everything about Te Iwi Māori. Together we invite all Māori, no matter where you are in the world, to get vaccinated from Covid-19, just like we have done. This is an important step in ensuring our Reo, our Tikanga and everything about being Māori stays here for generations to come!

Together we can be bold and take this step to becoming a safer people. Together we can be strong and united for all of Te Iwi Māori.

Do it for our mokopuna, kaumātua and whānau.
Do it for our culture, identity and language.
Do it because we are Māori!

He ariki tauria i piki i te pae o Rehua. Paimaarire ki a taatou katoa.


Anaru Tamihana
TUMUAKI O TE KIINGITANGA


Tuheitia Potaatau Te Wherowhero VII
TE KIINGI MAAORI


Taa Tūmū Te Heuheu
ARIKI O TUWHARETOA

Recent CEA Negotiations

Blue River Dairy CEA Ratified

The DWU is pleased to announce that the Blue River Dairy (BRD) Collective Employment Agreement (CEA) has been renegotiated and ratified. The CEA was ratified with members' voting 96% in favour of the deal.

The key elements of the deal are:

- Two-year CEA term.
- \$1.25 per hour increase for Trainees, Operators, and Senior Operators in the first year.
- \$1.50 per hour increase for Area Leads in the first year.
- \$0.75 per hour for all positions covered by the CEA in the second year.
- A holidays clause is fixed for night shift workers.

On 1 July 2022, workers' hourly rates will be between 8.8% and 9.9% higher than on 1 July 2021. This is extremely positive. Claims this year from BRD members were focused on getting wages increased because pay rates were low in comparison to the rest of the dairy industry.

The DWU also submitted claims to introduce other conditions that most dairy workers enjoy, including Long Service Leave, timeframes for converting temporary workers to permanent employment, and increased notice periods for roster changes. Unfortunately, we were not able to achieve these changes this time as part of the deal.

To their credit, BRD representatives didn't have any claw-back claims and their claims were

mainly around tidying up wording and getting the Sick Leave and Matariki law changes reflected in the CEA.

CEA negotiations were set down for two days. Initially, the mood wasn't overly positive because of a site announcement made right before the start of negotiations that there was to be a temporary reduction in shifts due to a drop in product demand in China. However, in the end the negotiations went well once it was more focussed on wage rates.

Also unfortunately, for the second year in a row COVID-19 had an impact on the BRD CEA bargaining. The move to Alert Level 4 occurred the day before we were due to hold our first ratification meeting. Accordingly, we established a safe and acceptable way to hold the ratification process remotely, and we made it work and got a ratified settlement.

I would like to thank the BRD members for their support and commitment to the DWU during this round of negotiations. Also, thanks to our DWU negotiators; Tom Buckley (DWU Organising Director), Brendon Harrington (BRD DWU Site Delegate), and Gary Burrows (BRD DWU Departmental Delegate) for their work in reaching a successful deal and outcome.

The DWU is looking forward to using the gains in this renewed CEA to keep building its work at BRD over the next two years.



Reece Flawn
DWU Lower South Island Organiser



Dairyworks Short Term CEA Ratified: Negotiations due to recommence

Dairyworks Collective Employment Agreement (CEA) negotiations were held back in April 2021 and a settlement offer was presented to DWU members in May.

DWU members ratified the new CEA with 100% of the vote in favour of accepting the agreement, which was a fantastic result.

Key outcomes from the bargaining were:

- An 8-month term of the CEA with a 1% increase on all rates and allowances. The DWU sought a short term for this CEA so that Dairyworks negotiation timeframes become aligned with the negotiating timeframes of the Synlait Milk CEA (Synlait now owns Dairyworks).
- An additional 1% increase-level added to the long service pay table, taking the long service allowance to 10% after 10 years' service.
- Implementation of the Bargaining Fee, ensuring that the minority of workers who do not belong to the DWU are unable to

Continued on page 6...

Continued from page 5...

receive the gains and benefits of the CEA for free. DWU members felt so strongly about this issue that it was one of our priority claims for the negotiations.

- Creation of a Special Leave clause. The new clause provides a way for DWU members who have exhausted their Sick Leave entitlements to obtain further discretionary leave when they require time off work because of illness.

- Clarification on hours of work when working shifts that run across two days when one of those days is a public holiday. The clarification results in no disadvantage for DWU members but it also lessens start time disruption so that workers can remain on their usual scheduled shifts.

I would like to acknowledge and thank the other DWU Bargaining Team participants, Sam Burrows (DWU Site Delegate) and Kiriwai Marston (DWU Department Delegate) for their hard work and involvement during this negotiation. The discussions were always held in a very productive and diligent manner.

Last but not least, a huge thank you to all DWU members on site, your engagement throughout the process was fantastic and provided us with plenty of ideas and feedback for future negotiations. We look forward to recommencing the negotiations later in 2021, and the DWU has already initiated the next round of bargaining.



Daniel Needham
DWU Upper South Island
Organiser & Advocate



At NZ New Milk, some of the DWU's members attending their 2021 DWU Site AGM.

NZ New Milk CEA Renewed

DWU members at New Zealand New Milk ratified their proposed Collective Employment Agreement (CEA) in mid-August 2021. NZ New Milk is one of the lower paid sites in the Dairy Industry and members there were previously receiving minimum wage rates.

Key Settlement points

- The new CEA provides a minimum increase to all wage rates of \$0.75 cents, or 3.8%, with some members also receiving skills-based increases to increase their rates by up to \$1.50.
- The term of this CEA is 11 months from 1 August 2021 until 30 June 2022. This will mean that next year's increase will be applied a month earlier and this is part of the DWU's approach to bring the site pay increase closer to the increases in the minimum wage on 1 April each year.
- The CEA settlement also created a working group to review the way the classification matrix works on-site, with the aim of enabling

more members to move up through the classification levels and receive higher pay when they do move up levels. This will be reviewed and worked on during the term of the CEA.



Adam Craigie
DWU Northern Organiser
& Advocate

New CEA Ratified by CODA Group DWU Members

A new Collective Employment Agreement (CEA) between the DWU and CODA Group was ratified in late July 2021.

A previous revised CEA offer proposed by the Company, which was not recommended by the DWU, was voted down unanimously by



The DWU's 2021 AGM for the CODA Group.

members as it did not address many of our members key concerns.

After this took place, the DWU Negotiating Team went back to the bargaining table with a strong mandate from our membership and was able to make progress on many of these concerns, leading to an improved offer from the Company. The improved offer was accepted with a 90% majority of votes across all CODA sites.

Key Settlement points

- 2% wage increase, rather than the initial offer of 1.5%. While the 2% increase is delayed for three months, it means that members are better off long-term.
- The major improvement in the new CEA is the inclusion of the

Company's first ever overtime clause. Many workers on the site have worked there for many years and often work up to 60 hours a week as well as on weekends but have previously never received any overtime rates for this work.

- The new CEA provides for T1.25 after 50 hours work or for work on a rostered day off. While this is not the best overtime clause in the dairy industry, it is an important first step in having overtime and weekend work recognised.

- The final improvement is a shorter CEA term of one year so that we can go back into bargaining early next year to make further gains for our DWU members at CODA Group.



Adam Craigie
DWU Northern Organiser & Advocate



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

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



You can apply for Parental Leave if:

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

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

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

Primary Carer Leave

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

Minimum IRD entitlement is 26 weeks tax payer funded at either \$621.76 a week before tax or your weekly rate, whichever is the lowest.

This can be transferred to the partner.

To claim Parental Leave

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

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

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

Your job must be kept open

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

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

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

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

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

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

You are still entitled to the 26 weeks paid leave.

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

Contact your Union for advice.

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

Partner's Leave

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

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

Special Leave

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

The letter must contain

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

KEEP A COPY OF THE LETTER.



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

Parental Leave

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

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

Returning to work early

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

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

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

Prepared by the DWU Women's Committee

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

Extended Leave

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

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

If you are taking permanent primary responsibility

You will need to attach with your letter:

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



Your employer must

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



Returning to work

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

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



New Waikato Dairy Factories

There will soon be two new dairy processing facilities in the Waikato. These investments show that there is still plenty of confidence in the Dairy Industry with companies willing to invest hundreds of millions of dollars to develop new processing capacity.

Happy Valley Nutrition Limited: Ōtorohanga

Happy Valley Nutrition Limited is a joint venture between New Zealand, Australia, and Hong Kong investors. Commissioning of the new plant is expected to start in mid to late 2022.

The Happy Valley Nutrition site will be located just outside Ōtorohanga, less than 50 minutes south-west of Hamilton, and in a key dairying region of Aotearoa New Zealand.

The site will be able to accommodate up to two, eight-tonne per hour spray driers (WMP equivalent), which will enable scalability and product-flex, and with further land available nearby to accommodate future growth.

Olam Food Ingredients: Tokoroa

Olam Food Ingredients (OHI), which is owned by the Singapore based company Olam International, has announced that it will be building a new Spray Dryer at Tokoroa in the South Waikato. OHI ranks among the top three dairy suppliers in the world and the Tokoroa plant will be part of its global network



Architect drawing of finished Happy Valley Nutrition site, Ōtorohanga.

that spans 20 major milk consumption markets including South-East Asia, China, the Middle East, and Africa. The Tokoroa plant is expected to be operational in 2023.

processing plants/capacity than current milk in this country and the national dairy herd is set to further reduce by 15% over the next 5-10 years to meet our carbon reduction



The planned Olam Food Ingredients site at the southern entrance to Tokoroa.

But where is the milk coming from?

However, these developments do raise the question of where the milk for these new sites will be coming from? These new processing factories are being built at a time when new Government legislation is being drafted and put in place to ensure Aotearoa New Zealand embarks on a necessary journey to both reduce our carbon footprint and have sustainable farming practices in place that ensure our land, waterways, and environment are protected for future generations.

Further, we already have more

requirements. And we now have two more dairy factories on the horizon?

I guess it's going to be an interesting time as the DWU works hard to protect current and new dairy worker jobs, but also advocate to Government and employers that the dairy industry must become more environmentally sustainable.



Richard Everson
DWU Lower Waikato Organiser

2021 Health & Safety Training and Developments

CTU and WorkSafe Representatives joint H&S Training 2021

The Health & Safety for Union Representatives course run by the NZ Council of Trade Unions (CTU) and WorkSafe Reps, was attended by DWU Site Delegates from Westland Dairy Company (Rolleston), Dairyworks (Christchurch), Blue River Dairy (Invercargill), Fonterra Canpac (Hamilton), and Froneri Tip-Top (Auckland) sites.

The DWU Site Delegates attended the two-day course in either Wellington or Christchurch. The course focusses on the role of Union Delegates and Representatives in Workplace Health and Safety.

Safeskills 2021 Conference

A group of Fonterra Health & Safety Representatives (HSRs) attended the 2021 Thomson-Reuters Safeguard Safeskills Conference. The one-day conference was held at five locations throughout Aotearoa New Zealand.

WorkSafe and Fonterra were both sponsors of the event. This year the event's focus was worker participation in Health and Safety.

Stand in the Gap Presentations

"Stand in the Gap" presentations were recently held at various Waikato Fonterra sites. The presentation by Wiremu and Marsella Edmonds was enjoyable as based on real life experience, and humorous at times. This couple lost one of their sons in a forestry workplace accident, so in parts "Stand in the Gap" was also extremely sad, thought-provoking, and challenging. Stand in the Gap is about everyone being empowered to raise their voice when they see a gap in their H&S systems or controls.



Wiremu Edmonds presenting the "Stand in the Gap" presentation in Te Awamutu.

DWU-Fonterra H&S Worker Participation Agreement

The DWU and Fonterra recently reached agreement on a new Worker Participation Agreement (WPA).

The WPA is aligned to health and safety laws, but is enhanced with principles such as monitoring the frequency of site and department H&S committee meetings, DWU Regional Organisers attending site and department H&S committee meetings at their discretion, DWU Delegates being consulted on any return to work if work has been ceased for a H&S reason, choice of H&S training for HSRs, and a commitment between the DWU and Fonterra to hold quarterly higher-level H&S meetings.

Thanks to all our H&S Reps/Committee members out there, our Delegates, and our members who take up H&S issues in the workplace.



Jared Phillips
DWU National Organiser



Wiremu Edmonds (Tuakiri Limited), Sinclair Watson (DWU Site Delegate, Fonterra Te Awamutu), Laura Reekie (DWU Upper Waikato Organiser), and Marsella Edmonds (Tuakiri Limited) after Wiremu and Marsella's presentation in Te Awamutu.



SafeSkills Conference 2021, Hamilton: Eddie Coombs (Distribution Centre Health & Safety Rep [HSR], Fonterra Edgecumbe), Stephen Oliver (Powders HSR, Fonterra Te Awamutu), Ali Whitton (WorkSafe, Design Lead, Engagement, and Implementation Team), Levi Magee (Distribution Centre HSR, Fonterra Edgecumbe), Jodi Middleton (DWU Site Delegate, Fonterra Canpac), and Jared Phillips (DWU National Organiser).



SafeSkills Conference, Hamilton 2021: With a strong background in forestry, Wade Brunt presented for Toroawhi. Co-designed with WorkSafe, Toroawhi works to improve worker engagement and participation in Forestry.

WORKSAFE
NEW ZEALAND | MAHI HAUMARU
AOTEAROA



Helen Sadgrave, Head of Health, Safety, and Wellbeing at St John, chaired the Safeguard Safeskills Conferences in 2021.

DWU Youth Committee: The Future of the DWU

Background to the formation of the DWU Youth Committee in 2019

In August 2016, I attended a NZ Council of Trade Unions (CTU) Organising for Growth conference with representatives from both New Zealand and international unions.

A couple of the workshops I attended were about youth representation at the governance level of unions. The DWU was one of the few unions that did not have this in place. I undertook to go back to our Union and ask what could be done in this regard. Another workshop discussed communication methods used for younger union members.

A year or so later, Mel Brodie, DWU Site Delegate at Fonterra London Street site, submitted a remit to the DWU National Congress seeking youth representation on the DWU National Executive. Congress directed the DWU National Executive to investigate what that representation could look like, and ultimately a DWU Youth Committee structure like the DWU Women's Committee and DWU Runanga/Fono was endorsed.

Mel initially held the view that the DWU was run by grumpy old men and that young people were not engaged or interested in the affairs of the DWU, but that view changed over time.

Mel realised that many DWU delegates and officials at least, are not too grumpy. It was very encouraging to see such a good number of young people nominate for the first ever DWU Youth Committee in late 2019. It shows that young



Brett Brown presenting Will Buckley with the CTU Stand Up T-shirt.

people are engaged and interested in our Union and workers' rights. That is very important considering that young workers are the future of our Union.

At the CTU conference I was given a Stand-Up T-shirt which I kept and have given to Will Buckley, the first Convener of the DWU Youth Committee. Stand Up is the CTU's representative structure for young workers (up to the age of 35).

Will Buckley has now moved on from that position and we thank him for the fantastic work he pro-

vided to help to get the DWU Youth Committee off the ground. I am very pleased to see a formal youth structure in the DWU.



Brett Brown
DWU Waikato/BOP Organiser

Farewell to Dave Bethwaite

The DWU took the opportunity to invite Dave Bethwaite (the DWU's former and longstanding Site Delegate at the Fonterra Brightwater Site) to the DWU Brightwater Site AGM in August. Dave had retired from the dairy industry back in May 2021.

The DWU and Dave's workmates formally thanked him for the all the work he has done for the DWU and our members. Tim Morgan (DWU Site Delegate at Fonterra Takaka) and Chris Sangster (DWU Deputy Site Delegate at Fonterra Takaka) also joined the meeting to acknowledge Dave's awesome contribution.

Dave was the DWU Site Delegate at Fonterra Brightwater since 2008. He first started in the Dairy Industry as a boilerman back in 1975 at the Takaka site. He performed numerous other roles over

his five years there. He then took up a role at the Nelson freezing works as a boilerman and spent 18 years there. He came back to the Dairy Industry in October 2000 when he returned to the Brightwater site.

Again, he started as a boilerman and then performed numerous other roles before finishing off his career as the Stores Chargehand.

At the DWU AGM, Dave mentioned that he already misses the great relationships he had at work and within the DWU, the time spent with other Delegates, and supporting his work mates. He said he will miss everybody and the comradery he experienced in the Union.

Dave was presented with a card signed by many DWU staff members as well as workmates from both the Brightwater and Takaka sites. We wish Dave all the best in his retirement. For me it was awesome to catch up with him again and I am sure we will see Dave around future DWU events.



After 2021 Fonterra Brightwater site DWU AGM. Dave at left, with Mark Apiata-Wade (DWU Assist. Secretary), Ella Robinson-Pick (new DWU Site Delegate, Fonterra Brightwater), Barrie Kanara (DWU National President), & Laurel Reid (DWU Central North Island Organiser).



Laurel Reid
DWU Central North Island
Organiser

DWU Site Delegate Profile: Sinclair Watson

Sinclair Watson was born in a quaint little fishing village on the banks of the River Clyde in Glasgow, Scotland.

Sinclair was a professional firefighter stationed in Glasgow for seven years prior to emigrating



Sinclair Watson (AKA "Sinkie").

to New Zealand in 1978. After arriving in New Zealand, he began working in the construction industry. He then worked at the Waikato Women's Hospital, and then got a maintenance electrical position with Lotus Dairy Company

in Te Awamutu. When Lotus Dairy Company closed, Sinclair crossed the 'railway lines' and joined the New Zealand Co-Operative Dairy Company.

Where has the time gone?

42 years later, Sinclair Watson is still currently a wastewater treatment operator at the Fonterra Te Awamutu site. Sinclair became the DWU Site Delegate at Te Awamutu in 1989, a milestone year for both the DWU and the Company at the time (Anchor Products).

Sinclair commented, "tensions during that period were high." Sinclair was a part of the wage bargaining talks and industrial action that occurred at that time.

There have been many changes to

the Dairy Industry in Sinclair's 42 years. As he put it, "from pencils to technology" with the speed of change being quite significant.

Sinclair has held several senior positions within the DWU, including Regional Rep, National Executive member, National Vice President, and National President.

Sinclair is happily married to Isabella, and they have five grandchildren. When he has time, Sinclair enjoys a round of golf, some jogging to keep fit, and keeping his two youngest grandkids amused.



Laura Reekie
DWU Upper Waikato Organiser

Welcome to Phil Knight DWU Central South Island Organiser

Phil Knight was recently appointed as the new DWU Central South Island Organiser. This is a new position that has increased the size of the DWU Organising team to eight covering the entire country.

There are now three Regional Organisers covering the South Island, whereas previously there were two for this entire region. Phil is based at the DWU Office located in the Canterbury Trade Union Centre in Christchurch.

Phil was born in Helensville and after living some of his life in Auckland and Singapore, he has now lived most of his life in Christchurch.

Previously, Phil has worked as an engineer/maintenance fitter at the Toyota assembly plant in Christchurch and became the Site Delegate at the site until its closure.

He and his partner Leanne got married on her parents' ranch outside Calgary, Canada in 1997. Shortly after that, they came back to Christchurch and Phil soon started working for the Engineering, Printing, and Manufacturing Union (EPMU) in 1997.

Since then, he has worked for the EPMU/E tū Union in various roles including as a District Organiser, Lead Organiser for the Christchurch team, Industry Coordinator for Food & Manufacturing Industries, and most recently as an E tū Negotiation Specialist.

Phil brings over 20 years of union and organising experience to the DWU from both the food and manufacturing industries. Phil commenced employment with the DWU on 20 September and he is very



Phil Knight, DWU Central South Island Organiser.

excited to be joining the DWU team. Outside of work, Phil's primary interests are sports motorbikes, a bit of exercise, and enjoying a bit of travel when he's able to. Phil has enjoyed getting out to the DWU sites that he is responsible for and meeting DWU members and Delegates.

Welcome to the DWU, Phil!



Phil on his sports bike.



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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), Vacant (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 & Vacant (Central), Alanna Fettes & Vacant (Southern), and Adam Craigie (Co-ordinator)

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Bringing back memories at Drivers Reunion



In July this year, close to 200 people attended a reunion of tanker drivers, and various other Fonterra employees, at the Te Aroha RSA. Organised by Chris Roberts, the gathering was a chance for the drivers to catch up with workmates not seen for many years.

Chris had arranged for a 2020 Mercedes tanker to be on-site, with some of the older drivers commenting “it would be a day’s work just climbing into the cab”.

The reunion was originally planned for last year, but due to COVID restrictions only a scaled down version could be held then, with around 80 people attending that previous event.

The recent event was attended by ex-drivers from as far away as Australia and many people commented that Maries Kitchen, located at the RSA, put on a magnificent meal.

Reprinted with permission from Te Aroha News, Thursday 8 July 2021. Submitted by Brett Brown, DWU Waikato/BOP Organiser. The reunion was for drivers who were amalgamated to the Waitoa depot site from the Kerepehi, Waharoa, Morrinsville, and Waitoa sites.



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