



2023 Annual Report & Financial Statements

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
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DWU NATIONAL PRESIDENT'S REPORT 2023

The DWU Membership Growth Strategy is vital



Mark Holmes
DWU National President

Kia ora koutou. It has been another tumultuous year, coming out of COVID and back into some form of normality. The last three years have been very tough on the whole country, not just the dairy industry.

The pandemic and reoccurring natural disasters has truly tested the resolve of this great nation and like always we have met the challenges head on and have come out the other side. There are still many Kiwi struggling and will continue to do so for some time. I am very proud that our Union has been able to assist our members that have been adversely affected by these disasters and we will continue to monitor those people with need for assistance.

The past twelve months have seen us farewell Laura Reekie from our Organiser ranks, Laura decided to head back to the industry and has taken up residence again at the Fonterra Te Rapa Site. We also farewelled Adam Craigie from the Northern Organisers position. I would like to publicly thank Laura and Adam for their work whilst they were in their respective roles and wish them all the best for the future.

It has also been a year of growth.

We have welcomed Alvin Livingstone and Lynette Blacklaws to fill those vacated positions, and we have created a new role, DWU Growth Lead Organiser. This role will look at greenfield sites and new opportunities within our current structures. Luke Coxon has joined us to take up this exciting new role. If we are to survive as a modern union, then we need to grow our membership to keep us viable. Luke's vast experience in this field will certainly be beneficial to this cause.

I would like to take a minute to mention the amazing team we have working for us all over Aotearoa. Our Organisers are now back to their full operating levels, and they are all busy with renegotiating various Collective Agreements and site visits. This has been very hard to do over the past three years, and their patience and tenacity has paid off. I thank all our Organisers for the commitment and hard work they provide on behalf of all our members.

Our office team out of Hamilton, Helen, Bobbi, and Carne have kept our Union humming during the rough times. I honestly believe this Union is all the better because of these women and my heartfelt

thanks goes out to them for all the unseen work they do for delegates and members.

Tom Buckley, our Organising Director for the past five years, has decided to have a bit of a break and seek new horizons. This was a new role for the DWU, and Tom did a tremendous job liaising with the Organisers, but more importantly set up solid connections with our Collective Agreement employers. These new relationships have set us in very good stead with the larger companies that we deal with, and he has ensured that the DWU will continue these strong contacts moving forward. Tom, thank you for all you have done for the DWU, I wish you all the very best for the future. We hope to see you back in some role with us in the future.

Richard Everson has accepted the role of Organising Director due to Toms departure. Richard is well known to our Union as he has been an Organiser in the Waikato for 14 years. Richard brings a wealth of knowledge to the position, and he has embraced this new opportunity with both hands. Congratulations Richard on your continued growth with the DWU and all the very best in your new role.

Mark Apiata-Wade has done a

phenomenal job over the past year. Not only does he have the role of Assistant Secretary, but he has also stepped in and covered areas when we have had holes due to staff departures or staff taking leave. He has taken on these roles on top of his normal duties, all while covering and negotiating Collective Agreements as well. Mark, I thank you for your drive and stamina and stepping up to the plate when it is needed. Ka pai.

To the National Executive Committee as always, the unseen work you all do goes mostly unacknowledged, but I sincerely thank you for the time you freely give to govern our Union and ensure we are in good stead to continue to grow. I thank you for your ongoing support and I look forward to working with you all over the coming year.

A special mention must go to Karangi Jones who stepped in and took on the interim position of National Vice-President. Karangi also heads up the DWU Runanga/Fono, but stepped aside to take on the National Vice-President role. Kim Phillips very kindly stepped into the DWU Runanga/Fono Convenor role to free up Karangi. Thank you Kim, for helping us out.

To all our Representative Committees, the DWU Women's Committee, the DWU Runanga/Fono, the DWU Youth Committee and of course the DWU Welfare Committee – thank you, thank you, thank you, on behalf of us all. You take the diversity of this Union and ensure we all have representation and a voice. The work you all do is essential to ensure our Union hears the voices of all members.

To the Convenors of those Committees, Nici Benington (Women's Committee), Karangi Jones and Kim Phillips (Runanga/Fono), Shaun Steiner (Youth Committee), and Glenn Barnes (Welfare Committee) thank you for all the work you do behind the scenes. The work you all do makes our Union stand out as one to be

used as an example to other unions, and in turn they strive to be like us.

To you the members, we are nothing without you and we cannot survive unless we continue to be strong in our membership numbers. As I mentioned earlier in this report, there will be a sustained push in the next year and subsequent years to increase our member numbers. We will all be asked to assist in our goal one way or another. Chris and the DWU team will drive this new initiative, but we all have contacts and ideas and maybe any one of these may be a positive and productive lead.

This Union will not survive if we just plod along at the same pace, we need to bolster our numbers dramatically, and Chris will deal with this in more detail in his report.

I would also like to thank our National Secretary, Chris Flatt. DWU members have no idea how hard this man works for us. His workload is immense, and he goes about it with great loyalty and diligence.

I have had the pleasure of working closely with Chris over this past year and he is truly inspirational in the way he structures his workday. His close connections with the Labour Party and current Government Ministers means the DWU has a unique insight into what is happening in the political arena. His contributions to the various boards and committees he sits on also puts the DWU at the forefront of insight into potential labour/industrial legislation. I know other Unions wish they had the connection we do.

We are very fortunate to have Chris as our National Secretary and I thank him most sincerely for the tireless effort he puts in on our behalf. I thank him most sincerely. I look forward to working with him in the coming year.

Finally, my sincere thanks to you all for the work you do as delegates and members. This is your Union, you make it what it is, and what it is, is a very strong and respected

Union within the Union movement.

Unity is power and power is strength. Kia kaha.

Mark Holmes (Holmesy)
DWU National President

***This is
your
Union...***

DWU NATIONAL SECRETARY'S REPORT 2023

It was an absolute pleasure to recently hold the DWU National Congress 2023 face-to-face, kanohi-ki-te-kanohi, after COVID-19 forced the DWU to replace the planned in-person 2022 DWU National Congress with a shortened online meeting that only discussed urgent Congress matters. It was great to be able to meet in person this year to celebrate our successes, as well as plan for our future. It was also great to be able to join together to finally celebrate our Union's 85th Anniversary as a National Union.

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 healthy financial position and excel-

lent staff and delegates. The DWU's membership remains constant, and we now have just over 8,250 members (making us 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 Aotearoa New Zealand is still only approximately 18% (with only around 9% of private sector workers now belonging to a union).

Over the last 12 months, the DWU and members have begun to adapt to a world where we manage and learn to work and live around COVID-19. As always, the health and safety of you and your whanau, as well as the protection of your jobs and the future of the dairy industry, remain the DWU's core focus.

Also over the last 12 months, 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

Celebrating 85 years as a National Union

As previously discussed, last year marked our 85th Anniversary as a National Union (1937-2022), but due to last year's COVID restrictions, we only recently got to celebrate this important milestone at this year's Congress.

The world and our industry was a very different place in 1937, when various regional DWU structures merged to gain national registration as a single National Union under the First Labour Government's groundbreaking reforms to the Industrial Conciliation & Arbitration Act; reforms that greatly increased the bargaining power of our union.

The First Labour Government's employment law changes provided the DWU with the ability to become a unified and centralised National Union that represented dairy workers across Aotearoa New Zealand. These employment law changes also allowed the DWU to negotiate national awards and far-reaching industry agreements that began the process of introducing standard terms and conditions across the dairy industry.

Over 85 years later, the founda-

tions laid in 1937 still provide the DWU with excellent and powerful industry terms and conditions for members, as well as effective governance and operational Union structures.

And today, the DWU continues to benefit from having a Labour Government. It should be clearly noted by all members that the DWU is utilizing the many new organising and bargaining laws and tactics that have been introduced by the current Sixth Labour Government. In particular, the DWU has been taking advantage of the many changes introduced to the Employment Relations Act by the Labour Government in our organising and unionising of nearly all the new dairy employers that have entered the industry over the last five years. This work has seen a large increase in the number of DWU Collective Agreements and worksites across the country.

But there is more to be done. The passing of the ground-breaking Fair Pay Agreements Act 2022 (FPA) by the Sixth Labour Government provides the DWU with new powers to organise and improve the terms and conditions of workers right across the dairy industry and not just those in the traditional dairy processing parts of the sector. The FPA law is a watershed in Aotearoa New Zealand's industrial relations system, and we now have an improved opportunity to protect our hard-won gains for existing members, as well as transform the lives and working conditions of 10,000s of new dairy and agriculture workers.

But to do this, we must see the re-election of a Labour-led Government on Saturday, 14 October 2023. Both the National and ACT parties have stated that, if they win the election, the FPA law will be gone by lunchtime. The ACT Party has also made it very clear that they will also be seeking a range of additional anti-union and anti-worker legislation if they are part of any Government coalition.

There is much on the line for

the DWU and our members at this year's election.

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 2022 to 31 March 2023 period, DWU officials, organisers, delegates, and members have been involved in the following collective bargaining efforts:

- The DWU has negotiated 28 CEAs covering the following companies: Alto Packaging Ltd (Longburn); Blue River 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 Ltd; Goodman Fielder Yoplait Ltd; Green Valley Dairies Ltd; Livestock Improvement Corporation (LIC); Milk Kitchen Ltd; Milk Test NZ Ltd; Miraka Ltd; NIG Nutritionals Ltd; NZ New Milk Ltd; NZ Nutritional

Wellness Ltd; Oceania Dairy (Yili) Ltd; Synlait Milk Ltd; Tatua Dairy Co-Operative; Timpack Ltd; Waiu Dairy Ltd; Westland Milk Products Ltd; and Yashili NZ Dairy Ltd.

- The DWU continues to develop and implement organising plans in relation to sites at Central Transport Ltd (CTL) (Lower Waikato), Epicurean Dairy Holdings Ltd (Avondale, Auckland), Happy Valley Milk Ltd (Otorohanga, Waikato), Mataura Valley Milk Ltd (East Gore, Southland), Olam Food Ingredients (Tokoroa, Waikato), Open Country Dairy (Awarua, Horotiu, Waharoa, and Whanganui), Pure Nutrition Ltd (Rolleston, Canterbury), and Much Moore Ice Cream Company Ltd (Glenfield, Auckland).
- In the 1 April 2022 to 31 March 2023 period, the DWU achieved wage settlements or wage increases across our 28 CEAs in the range of 2% to 9.4% (with the largest DWU CEA [the Fonterra Ingredients CEA] achieving a wage/allowance increase of 7.7% this year).
- In the 1 April 2022 to 31 March 2023 period, the cost of living as measured by the Consumer Price Index (CPI) significantly increased and ranged from 7.3% (year ending June 2022), 7.2% (year ending September 2022), 7.2% (year ending December 2022), and 6.7% (year ending March 2023) (average CPI for this period was 7.1%).
- In the 1 April 2022 to 31 March 2023 period, the DWU re-negotiated 17 of our 28 CEAs.
- Due to recent COVID and dairy industry uncertainties, the DWU has seen a very high number of one-year CEA settlements over the last 12 months. As such, over the upcoming 1 April 2023 to 31 March 2024 period, the DWU will again face a high level of bargaining with 19 of our 28 CEAs due for re-negotiation in this 12-month period.

DWU Financial Position & Staffing Developments

An important part of my job 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 needed to invest in various organising projects and industrial services to compensate for reduced services that occurred because of the COVID restrictions.

Accordingly, over the last 12 months the DWU has increased the number of face-to-face and delegate training meetings, in order to catch-up with core organising initiatives, delegate training, and membership services that had been reduced because of COVID restrictions.

This has resulted in the following financial outcomes for the 1 April 2022 to 31 March 2023 period:

- For the financial year ended 31 March 2023, the DWU recorded a net deficit after tax of -\$127,410 (compared to a net surplus after tax of \$42,808 last year) and held total cash reserves of \$5,777,923 (compared to \$5,687,441 last year).
- The financial position of the DWU continues to be supported by our cash investments held in various term deposits. 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 2023, we recorded a net deficit from trading of -\$335,611 (compared with a net deficit from trading of -\$61,606 last year).
- It should be again noted that over the last 12 months, a record amount of just over \$390,000 has been 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 over \$40,000 in both COVID DWU Emergency Grants for any members

suffering extreme financial disadvantage because of the pandemic, as well as Cyclone Gabrielle/Northland Flooding Emergency Grants to support members who were severely affected by the extreme weather events in January and February 2023.

- 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 returnee applicants received an Education Grant of \$550 this year to assist with their education-related costs.
- Tom Buckley exited the role of DWU Organising Director on 7 April 2022. Before the DWU decided on whether to commence an external recruitment process, staff were provided with the opportunity to submit an Expression of Interest (EOI) for the Organising Director position. At the end of the EOI deadline, one EOI had been received from Richard Everson, DWU Lower Waikato Organiser.
- As agreed by the DWU National Executive, a selection panel of Mark Holmes (DWU National President), Mark Apiata-Wade (DWU Assistant Secretary), and Chris Flatt (DWU National Secretary) reviewed Richard's EOI and decided whether to appoint internally or commence a full external recruitment process.
- After discussions, the selection panel unanimously endorsed Richard Everson to be the new DWU Organising Director. The panel felt that Richard's extensive experience and skills with the DWU for nearly 15 years (and with the Dairy Industry for nearly 23 years), would be invaluable in the role and accordingly, we did not believe that we should nor needed, to conduct an external recruitment process. Following this, Richard and Tom implemented a handover process over March and early April

2023, with Richard continuing to also undertake his Lower Waikato Organiser role before Tom's exit from the DWU on 7 April 2022.

- Congratulations again to Richard on his appointment to this important position. Richard's extensive dairy industry experience and years of service with the DWU will greatly support him in this new role. I would also again like to thank Tom Buckley for his huge contribution to the DWU and our members over the last five (5) years as the DWU Organising Director. Tom is a true unionist and comrade who has always given his utmost in his work and who cares passionately about advancing the interests of working people.

- As a result of this internal appointment, I took the opportunity to review the current Waikato, BOP, and Hawke's Bay site allocations. As a result of this analysis, the current Lower Waikato region was modified to include sites across the Lower Eastern Waikato as well as both the Bay of Plenty and Hawke's Bay regions. This ensures that site allocations are located close geographically as well as ensuring that each Waikato Organiser has an appropriate mix of Fonterra and established sites plus new/greenfield developing sites in their Waikato allocations.
- Following this review, the DWU now has the following eight (8) frontline Organisers covering the following regions:

–Northern region: Alvin Livingstone;

–Upper Waikato region: Lynette Blacklaws;

–Waikato region: Brett Brown;

–Lower Waikato & Bays region: Tony Stevens

–Central North Island region: Laurel Reid;

–Upper South Island region: Daniel Needham;

–Central South Island region: Phil Knight;

–Lower South Island region: Reece Flawn.

- This frontline organising capacity

ensures we are maintaining a high level of servicing and organising for existing and new DWU members, as well as ensuring we are continuing to organise the many new employers in the dairy industry.

- To further support the DWU's strategic growth plans, the DWU also introduced a new Growth Lead Organiser role in February 2023. During the recruitment process for the DWU Upper Waikato Organiser position in December 2022, the DWU received applications from several candidates with strong growth and greenfield organising skillsets. As has been discussed over many years in the DWU Strategic Plan, the DWU has been planning for some time to introduce a Greenfields Campaign Team. There are various current industry developments and growth opportunities within the existing and wider dairy industry, as well as new statutory tools such as Fair Pay Agreements, which will assist the DWU in this vital growth work.

- The proposal to introduce a new DWU Growth Lead Organiser position was reported and discussed at the December National Executive meeting. The National Executive unanimously endorsed the proposal to develop a growth team, with the initial appointment of a fulltime Growth Lead Organiser based in the DWU Auckland Hub Office in early 2023.

- Accordingly, the DWU employed Luke Coxon as the DWU Growth Lead Organiser on Monday, 13 February 2023. Luke has over 20+ years' experience in the union movement and has worked for a wide range of unions including the Service & Food Workers Union (SFWU), Financial Sector Union (Finsec), National Distribution Union/First Union, the International Transport Workers' Federation and the IUF, and most recently APEX Union (the specialist union for medical, scientific, clinical, and technical employees in Aotearoa New Zealand).

- Luke has advanced knowledge and

experience of union organising of different sectors of workers (transport and logistics, finance, health, food, oil, and service industries), extensive knowledge and experience of greenfield (un-unionised) campaigning and organising, the development and delivery of a wide range of union education, as well as the production of strategic research for unions and peak trade union groups (such as corporate profiling and campaign research). This is an exciting development for the DWU and will support the implementation of our strategic plan and growth targets across the entire dairy industry.

- We also propose no increase to 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*.

Our Strategic Plan was endorsed at the 2018 DWU National Congress and 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 Collective Employment Agreements (CEAs) covering the entire dairy processing industry (with the DWU now having 28 CEAs covering the entire dairy processing industry).

Our strategic plan is even more important considering the current and future environmental and technological challenges that we will face in the dairy and primary sectors. Later this year, the DWU National Executive will undertake a comprehensive review of our 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.

And thank you

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

In particular, I would like to pass on my sincere thanks to both Barrie Kanara (National President until 23 June 2022) and Mark Holmes (National President from 11 August 2022) for their great work that they performed over the year in a wide range of governance and operational roles for the Union. Barrie and Mark have provided outstanding leadership to our Union and their contributions in various site, working group, CEA negotiations, and governance operations has been greatly appreciated. A big thank you must also go to the DWU Acting National Vice President, Karangi Jones for her hard work for our Union in this role over the last six months.

Thanks must go again to all the members of the DWU National Executive, DWU Runanga/Fono, DWU Welfare Committee, DWU Women's Committee, and DWU Youth Committee for the important work that you all provide to our Union and members. As I said in last year's report, the mana of our great Union is built upon your collective efforts and hard work.

Thanks must also go to our

amazing team of paid DWU staff. This team produces a huge volume of work and every one of them is deeply committed to the DWU and our members. Thank you to all our DWU staff for your hard work and true solidarity to our Union and members.

And finally, a big thank you to all DWU 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 Aotearoa New Zealand 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 to, and membership of, our Union.

Chris Flatt
DWU National Secretary

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.



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

DWU
online...



**Facebook
& Twitter too!**

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Directory
for the year ended 31 March 2023

Incorporated Society Number
562968

Office Locations

Auckland

Hamilton

Palmerston North

Christchurch

Dunedin

Serving the whole of New Zealand

President

Barrie Kanara (resigned 23 June 2022)

Mark Holmes (appointed 11 August 2022)

Secretary

Chris Platt

Auditors

Stephen Nalley

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 2023

	2023 \$	2022 \$
Net Surplus for the year	(127,410)	42,808
Accumulated Funds at 1 April 2022	6,601,189	6,558,381
Leaving Accumulated Funds at 31 March 2023	6,473,779	6,601,189
The state of the Union's affairs at 31 March 2023 was:		
Assets Totalled	7,343,910	7,323,468
These were financed by:		
Funds Invested in the Union of	6,473,779	6,601,189
Liabilities of	870,131	722,279
	7,343,910	7,323,468

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


M Holmes - President

Dated 17 May 2023

The accompanying notes form part of these financial statements.

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Financial Performance
for the year ended 31 March 2023

	2023 \$	2022 \$
Income		
Subscriptions		3,813,595
		3,628,128
Contract Expenses		
Personal Grievances and Disputes - Expenses	47,446	66,128
ACC Cases	72,300	97,026
	119,746	163,154
Negotiations - Expenses		
	70,121	155,820
	70,121	155,820
		318,974
	189,867	
	3,623,728	3,309,154
Management Expenses		
National Congress	89,540	124,217
National Executive	76,668	30,637
DWU Runanga/Fono	10,262	-
DWU Women's Committee	12,549	-
DWU Youth Committee	20,155	100
Regional Meetings	34,498	73,122
	243,672	228,076
Affiliation Expenses		
NZCTU Affiliation Fees	61,200	59,600
NZCTU Meetings/Campaigns	15,344	16,567
NZ Labour Party Affiliation Expenses	19,224	10,052
IUF Affiliation Expenses	54,093	48,999
	149,861	135,218
	3,230,195	2,945,860
Expenses		
Expenses as per schedule (Page 6)	3,565,806	3,007,466
Net Surplus/(Deficit) from Trading	(335,611)	(61,606)
Other Income		
Depreciation Recovered	32,713	-
Interest Received	165,759	53,913
Miscellaneous Income	50,471	60,277
	248,943	114,190
	(86,668)	52,584
Net Surplus/(Deficit) Before Taxation		
Deduct Taxation (Note 2)	40,742	9,776
	(127,410)	42,808
Net Surplus/(Deficit) After Taxation		
Add Accumulated Funds Brought Forward	6,601,189	6,558,381
Leaving Available For Appropriation	6,473,779	6,601,189

The accompanying notes form part of these financial statements.

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NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Financial Performance (Continued)
for the year ended 31 March 2023

	2023 \$	2022 \$
Schedule of Expenses		
Accident Compensation Levy	3,336	3,481
Audit Fees	9,000	15,900
Bank Charges & Interest	1,069	2,038
Computer Consumables	29,039	7,322
Consultants / Outsourced	18,204	8,138
Donations	250	3,000
Education Expenses	105,180	22,173
Education Expenses National Congress	35,000	68,401
FBT	67,758	65,704
General Election Campaign Fund (Note 8)	55,000	-
Health & Safety - Staff	7,211	3,382
Honoraria	9,893	22,170
Insurance	74,665	21,078
Solidarity & International Delegates Fund Expenses (Note 7)	96,336	18,000
Legal Fees	11,350	7,196
Light, Power & Heating	5,772	4,012
Living Wage Campaign	4,478	6,730
Office Expenses	11,862	3,589
Miscellaneous Expenses	3,862	3,488
Organisers Expenses	77,810	24,393
Newspapers, Newsletters & Promotions	29,251	34,229
n3 Membership Benefits Scheme	45,367	9,875
Postage and Courier	4,053	15,146
Printing, Stationery and Photocopying	30,955	30,036
President / Vice President Expenses	1,516	117
Publications	6,728	5,492
Rent and Rates	173,502	157,384
Repairs & Maintenance	(64)	6,432
Salaries, Wages and Superannuation	1,944,329	1,863,599
Secretarial & Accounting Fees	6,000	13,150
Staff Recruitment	1,414	9,648
Telephone, Facsimile and Internet	30,221	15,757
Vehicle Expenses	85,599	82,902
Website & Database Management System	52,826	57,246
Welfare Expenses	390,296	280,906
Depreciation as per Schedule	136,074	115,352
Loss on Sale of Fixed Assets	664	-
Total Expenses	3,565,806	3,007,466

The accompanying notes form part of these financial statements.

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NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Statement of Movements in Equity
for the year ended 31 March 2023

	2023 \$	2022 \$
Equity at the beginning of the year	6,601,189	6,558,381
Net (Deficit) for year	(127,410)	42,808
Total recognised revenues & expenses	(127,410)	42,808
Equity at the end of the year	<u>\$6,473,779</u>	<u>\$6,601,189</u>

The accompanying notes form part of these financial statements.

Current Assets		
Bank of New Zealand - Operating Account	51,855	340,707
Bank of New Zealand - Call Account	199,734	92,157
Taxation Refundable (Note 2)	13,958	8,015
Accounts Receivable	5,837	556
Prepayments	76,254	65,028
Sundry Debtors	1,217	2,975
Total Current Assets	<u>348,855</u>	<u>509,438</u>
Less Current Liabilities		
GST Due for payment	46,244	67,377
Accounts Payable	78,546	33,388
Employee Entitlements (Note 15)	644,717	605,938
Accrued Expenses	15,000	15,575
Provision for National Congress	85,625	-
Total Current Liabilities	<u>870,132</u>	<u>722,278</u>
Net Current (Liabilities)	<u>(521,277)</u>	<u>(212,840)</u>
Non Current Assets		
Fixed Assets (Note 10)	491,994	373,734
	491,994	373,734
Investments (Note 3)		
Shares Held (Note 3a)	660,139	660,139
Advances (Note 3b)	65,000	84,715
Loan to Workers' Education Trust (Note 11)	-	8,000
Term Deposits (Note 3c)		
- General Reserve (Note 5)	2,558,271	2,452,617
- Industrial & Legal Fund - ILF (Note 6)	2,558,272	2,452,617
- Solidarity & International Delegates Fund - SIDF (Note 7)	653,266	749,602
- Election Campaign Fund - ECF (Note 8)	8,114	32,605
Total of Reserves Currently Invested	<u>5,777,923</u>	<u>5,687,441</u>
Total Non Current Assets	<u>6,995,056</u>	<u>6,814,029</u>
Net Assets	<u>\$6,473,779</u>	<u>\$6,601,189</u>

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 2023

	2023	2022
	\$	\$
Funds Invested in the Union		
Accumulated Funds	6,473,779	6,601,189
Total Funds Employed	<u>\$6,473,779</u>	<u>\$6,601,189</u>

For and on behalf of the Union

National Secretary

Dated

Guus Flatt
16/5/23

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2023

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 (i) 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. The method of depreciation was changed from 1 April 2021 from the diminishing value method to the straight line method. Depreciation is charged at the maximum rates allowable by the Inland Revenue Department, except for Website and Database which is depreciated at 33.3% straight line which is considered reasonable based on its useful life of 3 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 2023 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.

(31 March 2022): Depreciation

The policy in respect of Fixed Assets and Depreciation has changed during the year to change the depreciation method from diminishing value to straight line calculations. From 1 April 2021 we have applied the straight line basis to the opening book value and are depreciating that on a straight line basis. The change in policy has impacted the special purpose financial reports by decreasing the net surplus and the net book value of fixed assets and the accumulated funds by \$12,284).

The accompanying notes form part of these financial statements.

Notes to the Financial Statements
for the year ended 31 March 2023

(31 March 2022): Accrual Accounting

There has been a change from cash basis to accrual basis accounting for the following expenditure items during the year. The change has resulted in the following expenditure items being accrued

- Accounting
- Audit Fees
- Payroll

And the following expenditure items, where applicable are treated as prepayments

- Memberships/Affiliations

The change in policy has impacted the special purpose financial reports by increasing the net surplus and accumulated funds by \$529 and increasing current assets (prepayments) by \$40,000 and increasing current liabilities by \$39,471.

Note that the increase in current liabilities is due to the accrued accounting and audit fees of \$15,000 and the 4 day wage accrual of \$24,471. All the other 'accruals' were previously accrued, however they were just reflected as creditors, not employee entitlements or accrued expenditure.

All other accounting policies were applied on a consistent basis during the year).

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.

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.

	2023	2022
	\$	\$
Net Surplus from outside the membership	165,759	53,913
Deduction for Non-Profit Bodies	(1,000)	(1,000)
Donations made to donee organisations	(19,250)	(18,000)
<u>Taxable Surplus</u>	<u>145,509</u>	<u>34,913</u>
Tax Charged @ 28%	40,743	9,776
Taxation per page 5	40,743	9,776
Deduct Resident Withholding Tax Credits	54,700	17,791
<u>Taxation (Payable)/Refund Due</u>	<u>13,957</u>	<u>8,015</u>

Notes to the Financial Statements
for the year ended 31 March 2023

3. Investments

	2023	2022
	\$	\$
(a) Shares		
Waikato Trade Union Centre Limited (79%) (2021:79%)	510,997	510,997
Waikato Trade Union Centre Limited (Seismic Strengthening)	76,732	76,732
Waikato Trade Union Centre Limited (Roof Replacement)	72,410	72,410
<u>Total Shares</u>	<u>660,139</u>	<u>660,139</u>
(b) Advance		
Waikato Trade Union Centre Limited	65,000	65,000
Waikato Trade Union Centre Limited (Roof Replacement)	-	19,715
<u>Total Advances</u>	<u>65,000</u>	<u>84,715</u>
(c) Bank Term Deposits / Reserves		
BNZ Term Deposits	815,000	1,564,999
KiwiBank Term Deposit	4,962,923	4,122,442
<u>Total Term Deposits</u>	<u>5,777,923</u>	<u>5,687,441</u>
TOTAL INVESTMENTS	6,503,062	6,432,295

The Term Deposits rolled over for another term on 27 March 2023. The Term Deposits are invested for terms between six months and one year and have been continually reinvested.

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

	2023	2022
	\$	\$
Opening Balance 1 April 2022	2,452,617	2,375,911
Movement to balance to 50% of General Reserves	105,655	76,706
	<u>2,558,272</u>	<u>2,452,617</u>
Closing Balance 31 March 2023	<u>2,558,272</u>	<u>2,452,617</u>

NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2023

6. Movement in the Industrial & Legal Fund		
Opening Balance 1 April 2022	2022	
Movement to balance to 50% of General Reserves	\$	\$
	2,452,617	2,375,911
	105,655	76,706
	<u>2,558,272</u>	<u>2,452,617</u>
Closing Balance 31 March 2023		
	<u>2,558,272</u>	<u>2,452,617</u>
7. Movements in the Solidarity & International Delegates Fund		
Opening Balance 1 April 2022	2022	
	\$	\$
	749,602	767,602
	<u>749,602</u>	<u>767,602</u>
Less Expenditure during the year		
Closing Balance 31 March 2023		
	<u>96,336</u>	<u>18,000</u>
	<u>653,266</u>	<u>749,602</u>
The contribution to this fund has been frozen since 1 April 2018.		
8. Movement in the Election Campaign Fund		
Opening Balance 1 April 2022	2022	
0.8% of Membership Subscription	\$	\$
	32,605	3,580
	30,509	29,025
	<u>63,114</u>	<u>32,605</u>
Less Expenditure during the year		
Closing Balance 31 March 2023		
	<u>55,000</u>	<u>-</u>
	<u>8,114</u>	<u>32,605</u>

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NEW ZEALAND DAIRY WORKERS UNION
- TE RUNANGA WAI U INCORPORATED

Notes to the Financial Statements
for the year ended 31 March 2023

9. Movement in General Reserve and Industrial & Legal Fund		
Net Profit per page 5	2023	2022
Net Deficit per page 5	\$	\$
	(127,410)	42,808
Add:		
Increase in Net Current Liabilities	308,437	60,528
Decrease in Fixed Assets	-	51,101
Decrease in Advances	19,715	-
Decrease in Investments	8,000	10,000
Deduct:		
Increase in Fixed Assets	118,260	-
	<u>90,482</u>	<u>164,437</u>
Increase in Total Reserves		
	<u>24,491</u>	<u>-</u>
Add:		
Net Decrease in Election Campaign Fund	24,491	-
Net Decrease in Solidarity & International Delegates Fund	96,336	18,000
Deduct:		
Net Increase in Election Campaign Fund	-	29,025
	<u>211,309</u>	<u>153,412</u>
Increase in General Reserve and Industrial & Legal Fund		
Half allocated to Industrial & Legal Fund	105,655	76,706
Half allocated to General Reserve	105,655	76,706

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10. Fixed Assets			
Leasehold Improvements			
At cost	2023	2022	
	\$	\$	
Less Accumulated Depreciation	86,053	83,113	
	71,057	69,654	
	14,996	13,459	
Motor Vehicles			
At cost	566,107	452,410	
Less Accumulated Depreciation	189,242	238,108	
	376,865	214,302	
Furniture & Fittings			
At cost	78,522	81,314	
Less Accumulated Depreciation	58,974	58,479	
	19,548	22,835	
Office Equipment			
At cost	123,330	102,866	
Less Accumulated Depreciation	97,032	88,193	
	26,298	14,673	
Website & Database Management System			
At cost	302,603	302,603	
Less Accumulated Depreciation	248,316	194,138	
	54,287	108,465	
Total Fixed Assets	\$491,994	\$373,734	

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 of \$1,000 per month started on 20 May 2021. As at 31 March 2023 the loan has been fully repaid. (31 March 2022: At 31 March 2022 the outstanding balance was \$8,000. Loan termination date is 5 years from the date the funds were advanced. 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). No Interest was charged.

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 2022 Nil)

14. Capital Commitments

There are no capital commitments at balance date. (31 March 2022 Nil)

- 15. Employee Benefits**
Provision is made in respect of the liability for wages, 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 a company in which the Union has a shareholding.
For Related Party Shares refer to Note 3(a)
For Related Party Advances refer to Note 3(b).
The following summarises the amount of related party transactions during the year.
- | | 2023 | 2022 |
|--|--------|--------|
| | \$ | \$ |
| Waikato Trade Union Centre Ltd - Rent | 86,829 | 75,893 |
| Waikato Trade Union Centre Ltd - Accounts Payable | 10,299 | 7,388 |
| Waikato Trade Union Centre Ltd - Accounts Receivable | 1,305 | 556 |
- 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 2023 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 2023 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 skepticism 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
17 May 2023
CAMBRIDGE

NZ Dairy Workers Union Inc DRAFT DWU Budget 2023-2024 (For AGM Approval) 1 April 2023 to 31 March 2024				
	2023-2024 Draft Budget	2022-2023 Final Budget	\$ Variance to 2022 Budget	March 23 YTD
Income				
Net Subscriptions	3,798,261	3,581,217	217,044	3,813,595
Interest Received	210,000	75,000	135,000	111,058
Miscellaneous Income	62,505	61,232	4,941	50,471
Total Income	4,070,766	3,717,449	353,317	3,975,124
Expenses				
Agreement Expenses				
Negotiations	80,000	85,000	(5,000)	34,059
Joint Working Parties/MOU Structures	20,000	15,000	5,000	36,145
PGs & Disputes	55,000	55,000	0	47,446
ACC Reviews & Compensation	100,000	100,000	0	72,300
Total Agreement Expenses	255,000	255,000	0	189,950
Management Expenses				
National Executive	70,000	65,000	5,000	76,668
National Congress - Event	63,547	76,125	(12,578)	76,125
National Congress - 2022 Online Exps	0	0	0	13,415
National Congress - Education	27,671	35,000	(7,329)	35,000
Reg Delegate Meetings	45,000	45,000	0	1,142
Regional AGMs	45,000	45,000	0	33,356
Runanga Structure	20,000	20,000	0	10,262
Womens Committee Structure	20,000	20,000	0	12,549
Youth Committee Structure	20,000	20,000	0	20,155
Fono & Ethnic Minorities Structure	20,000	0	20,000	0
Total Management Expenses	331,218	326,125	5,093	278,672
Affiliate Expenses				
CTU Affiliate Meetings	7,500	7,500	0	6,662
CTU Biennial Conferences	12,500	10,000	2,500	0
CTU Campaigns	5,000	5,000	0	1,078
CTU Pasifika Cttee	2,500	2,500	0	1,782
CTU Women's Cttee	2,500	2,500	0	2,299
CTU Runanga	2,500	2,500	0	2,726
CTU Youth Committee	2,500	2,500	0	796
CTU Affiliation Fees	62,000	62,000	0	61,200
IUF Affiliate Expenses	56,800	51,440	5,360	54,093
NZLP Affiliation	12,500	12,500	0	19,224
Total Affiliate Expenses	166,300	158,440	7,860	149,860
Total Expenses	752,518	739,565	12,953	618,482
Gross Profit	3,318,248	2,977,884	340,364	3,356,642
Administration Expenses				
Bank Charges	3,500	3,500	0	1,071
Education - Staff	5,000	10,000	(5,000)	4,832
Health & Safety - Staff	7,500	5,000	2,500	7,211
Insurance	80,050	73,500	6,550	74,665

Legal Fees	15,000	15,000	0	11,350
Misc Admin Expenses	1,500	1,500	0	277
Office Expenses	10,000	5,000	5,000	11,862
Phone/Fax/Tolls/Internet	35,000	30,000	5,000	31,261
Photocopy/Printing/Stationery	35,000	30,000	5,000	30,955
Post/Courier	15,000	15,000	0	4,053
Power	6,500	4,000	2,500	5,772
Publications/Subscriptions	7,500	7,000	500	6,728
Rent/Rates/Reception	205,000	167,750	37,250	173,502
Repairs & Maintenance	5,000	5,000	0	-64
Operating Expenses				
ACC Levy	5,000	5,000	0	3,336
Accounting & Audit	15,000	15,000	0	15,000
DairyWorker	22,500	52,500	(30,000)	1,400
Donations	2,500	2,500	0	250
Education - Delegates	162,242	145,000	17,242	100,348
Elections (Pres/VP)	7,500	2,500	5,000	0
FBT	75,000	70,000	5,000	67,758
General Election Campaign Fund	30,386	28,650	1,736	33,650
Honoraria	10,525	30,000	(19,475)	9,863
International Activities	7,500	7,500	0	0
Solidarity & International Dels Fund	0	0	0	53,370
Misc Operating Expenses	2,500	2,500	0	3,587
Motor Vehicle Expenses	91,000	114,000	(23,000)	86,015
Organisers Expenses	85,000	85,000	0	77,810
President & Vice President Exp	1,000	1,000	0	1,516
Consultants/Outsourced	20,000	20,000	0	18,204
Research - Industrial	5,000	5,000	0	0
Salary/Wages/Superannuation	2,135,000	1,872,000	263,000	1,894,384
Movement in Annual Leave	0	0	0	-3,787
Movement in Early Retirement Allowance	0	0	0	23,634
Delegates Withholding Tax (33%)	25,000	20,000	5,000	25,546
Staff Recruitment	2,500	2,500	0	1,414
Welfare Fund	379,826	358,122	21,704	390,296
Server/Portal/Website	57,500	53,500	4,000	55,047
IT Consumables/Small Hardware	6,500	1,500	5,000	6,127
IT Maintenance	20,000	5,000	15,000	18,095
IT Licence Fees	0	0	0	4,817
Delegate Promos	20,000	20,000	0	27,851
Living Wage Campaign	7,500	7,500	0	4,478
n3 Membership Card	52,500	50,000	2,500	45,367
Research - Membership Survey	5,000	7,500	(2,500)	0
Gain on Sale of Asset	0	0	0	-32,713
Loss of Disposal/Sale of Asset	0	0	0	664
Less Depreciation (approx)	142,000	145,000	(3,000)	135,762
Total Expenses	4,580,047	4,240,586	339,461	4,051,046
Less Revenue from 2021 COVID Impacts	0	(290,000)	(290,000)	0
	4,580,047	3,950,586	49,461	4,051,046
Operating Profit/(Loss)	(509,281)	(233,137)	303,856	(75,922)
Less Extraordinary Expense (WET)	0	0	0	42,706
Net Profit/(Loss)	(509,281)	(233,137)	303,856	(118,628)
Less Equipment	10,000	10,000	0	0
Less Motor Vehicle Replacement (Capex)	112,500	130,000	(17,500)	0
Less Review Admin/IT (Capex)	5,000	5,000	0	0
Capital Profit/(Loss)	(636,781)	(378,137)	321,356	(118,628)

RULE REMITS CARRIED BY 2023 DWU CONGRESS

RULE REMIT 1

Moved DWU Runanga/Fono

DWU Rules, Rule 13.2(j)

Amend the current Rule 13.2(j) to read:

“The Convenor of the Runanga. (The Runanga shall be deemed to be a site in their own right and entitled to attend with their appropriate number of votes. All members of the Runanga shall also be entitled to attend and speak at National Congress).”

Reasons: Since the formation of the DWU Runanga/Fono, membership numbers of Pacific Islanders and other Ethnic Minority Communities have risen substantially and deserve a stronger voice and representation at the highest level of our Union – the DWU National Congress. It is the intention of the DWU Runanga/Fono to encourage other ethnic communities to participate via a designated DWU Fono & Ethnic Minorities Committee.

RULE REMIT 2

Moved DWU Runanga/Fono

DWU Rules, Rule 13.2(m)

Amend the current Rule 13.2(m) to read:

“The Convenor of the Fono & Ethnic Minorities Committee. (The Fono & Ethnic Minorities Committee shall be deemed to be a site in their own right and entitled to attend with their appropriate number of votes. All members of the Fono & Ethnic Minorities Committee shall also be entitled to attend and speak at National Congress).”

Reasons: Since the formation of the DWU Runanga/Fono, membership numbers of Pacific Islanders and other Ethnic Minority Communities have risen substantially and deserve a stronger voice and representation at the highest level of our Union – the DWU National Congress. It is the

intention of the DWU Runanga/Fono to encourage other ethnic communities to participate via a designated DWU Fono & Ethnic Minorities Committee.

RULE REMIT 3

Moved DWU Runanga/Fono

DWU Rules, Rule 13.2(n)

Insert new Rule 13.2(n) that reads:

“Organisers shall be entitled to attend and speak at National Congress without individual vote.”

Reasons: Since the formation of the DWU Runanga/Fono, membership numbers of Pacific Islanders and other Ethnic Minority Communities have risen substantially and deserve a stronger voice and representation at the highest level of our Union – the DWU National Congress. It is the intention of the DWU Runanga/Fono to encourage other ethnic communities to participate via a designated DWU Fono & Ethnic Minorities Committee.

RULE REMIT 4

Moved DWU Runanga/Fono

DWU Rules, Rule 14.2(e)

Amend the current Rule 14.2(e) to read:

“The Convenor of the Women’s Committee and the Convenor of the Runanga and the Convenor of the Youth Committee and the Convenor of the Fono & Ethnic Minorities Committee.”

Reasons: Since the formation of the DWU Runanga/Fono, membership numbers of Pacific Islanders and other Ethnic Minority Communities have risen substantially and deserve a stronger voice and representation at the highest level of our Union – the DWU National Congress. It is the intention of the DWU Runanga/Fono to encourage other ethnic communities to participate via a designated DWU Fono & Ethnic Minorities Committee.

RULE REMIT 5

Moved DWU National President

(on behalf of DWU Rules Committee)

DWU Rule 14.2(h)

Amend the clause to read:

“(h) The DWU Senior Leadership Team (Assistant Secretary, Organising Director, General Counsel, and Finance & Administration Manager) shall be entitled to attend and speak at any meeting of the National Executive, without vote.”

RULE REMIT 6

Moved DWU Runanga/Fono

DWU Rules, Rule 15.2

Amend the current Rule 15.2 to read:

15.2 Te Runanga o DWU

15.2.1 The Runanga 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 Mori and prior to the pre-National Congress meeting. Where there is no site committee delegate who identifies as Māori, the Site Delegate of that site will vote on the site committees’ behalf. The term for all members will be concurrent and subject to Part IV – 20 Casual Vacancies.

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

(b) The Runanga may meet at other times when the National Executive deems it necessary.

15.2.3 The Runanga 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 (a) Elections will be

RULE REMITS CARRIED BY 2023 DWU CONGRESS

organised and run by the Union staff committee members (as per Policy C.24) acting as the Returning Officer.

(b) Nominations will be open for 14 days.

(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.

(d) Runanga reps should be or have been a union delegate and if not, will be required to attend a union delegates training course as soon as possible.

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

Reasons: Since the formation of the DWU Runanga/Fono, membership numbers of Pacific Islanders and other Ethnic Minority Communities have risen substantially and deserve a stronger voice and representation at the highest level of our Union – the DWU National Congress. It is the intention of the DWU Runanga/Fono to encourage other ethnic communities to participate via a designated DWU Fono & Ethnic Minorities Committee.

RULE REMIT 7

Moved DWU Youth Committee
DWU Rule 15.3.1(g)

Insert new Rule:

“(g) Youth Committee reps should be or have been a Union delegate and if not, will be required to attend a Union delegates training course as soon as possible.”

Reasons: To strengthen the DWU Youth Committee’s understanding and apply more options for our youth members. The knowledge carried from the training can be useful when discussing issues

with our youth members. It will expand the individual’s confidence on the work site and create a positive image for members. This also ensures consistency with the Runanga/Fono, as Youth Committee reps are not elected from an existing delegate role within the worksite, rather from the general DWU membership who meet the eligibility criteria.

RULE REMIT 8

Moved DWU National President
(on behalf of DWU Rules Committee)

DWU Rule 15.4

Remove the “Transitional Arrangements” section at the end of Rule 15.4 as it is no longer required.

RULE REMIT 9

Moved DWU Runanga/Fono
DWU Rules, Rule 15.5

Insert a new Rule 15.5 to define the role and duties of the DWU Fono & Ethnic Minorities Committee that reads:

15.5 DWU Fono & Ethnic Minorities Committee

15.5.1 The Fono & Ethnic Minorities Committee shall consist of two 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 Pacifica and/or from the Ethnic community prior to the pre-National Congress meeting. Where there is no site committee delegate who identifies as Pacifica and/or from the Ethnic minorities community, the Site Delegate of that site will vote on the site committees’ behalf. The term for all members will be concurrent and subject to Part IV – 20 Casual Vacancies.

15.5.2 (a) The Fono & Ethnic Minorities Committee shall meet once a year prior to National

Congress and once at National Congress.

(b) The Fono & Ethnic Minorities Committee may meet at other times when the National Executive deem it necessary.

15.5.3 The Fono & Ethnic Minorities 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.

15.5.4 (a) Elections will be organised and run by the Union staff committee members (as per Policy C.24) acting as the Returning Officer.

(b) Nominations will be open for 14 days.

(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.

(d) Fono & Ethnic Minorities Committee reps should be or have been a union delegate and if not, will be required to attend a union delegates training course as soon as possible.

(e) The voting site committee delegate or Site Delegate will be encouraged to talk to the Fono & Ethnic Minorities Committee Convenor prior to casting their vote for the Fono & Ethnic Minorities Committee delegate in order to take into account appropriate cultural practices.

Reasons: Since the formation of the DWU Runanga/Fono, membership numbers of Pacific Islanders and other Ethnic Minority Communities have risen substantially and deserve a stronger voice and representation at the highest level of our Union – the DWU National Congress. It is the intention of the DWU Runanga/Fono to encourage other ethnic communities to participate via a

RULE REMITS CARRIED BY 2023 DWU CONGRESS

designated DWU Fono & Ethnic Minorities Committee.

RULE REMIT 10

Moved DWU Runanga/Fono Transitional Arrangements

Insert the following transitional arrangements section after Rule 15.5:

“Transitional Arrangements

If endorsed at the 2023 AGMs, these Rule changes would take effect from March 2024 and there will be a one-off four-year term (March 2024 – March 2028) for the new DWU Fono & Ethnic Minorities Committee to align it with the current terms of the other DWU Representative Committees. From March 2028, a normal three-year term will operate for the Fono & Ethnic Minorities Committee.”

Reasons: Since the formation of the DWU Runanga/Fono, membership numbers of Pacific Islanders and other Ethnic Minority Communities have risen substantially and deserve a stronger voice and representation at the highest level of our Union – the DWU National Congress. It is the intention of the DWU Runanga/Fono to encourage other ethnic communities to participate via a designated DWU Fono & Ethnic Minorities Committee.

RULE REMIT 11

Moved DWU Runanga/Fono DWU Rules, Rule 34.3

Amend the current Rule 34.3 to read: “The National Executive, Industrial Staff, Life Members, Runanga, Women’s Committee, Welfare Committee, Youth Committee, or Fono & Ethnic Minorities Committee may of their own volition propose amendments to these Rules...”

Reasons: Since the formation of the DWU Runanga/Fono, membership numbers of Pacific

Islanders and other Ethnic Minority Communities have risen substantially and deserve a stronger voice and representation at the highest level of our Union – the DWU National Congress. It is the intention of the DWU Runanga/Fono to encourage other ethnic communities to participate via a designated DWU Fono & Ethnic Minorities Committee.

RULE REMIT 12

Moved DWU National President (on behalf of DWU Rules Committee)

DWU Rules–Election of National President & National Vice President

DWU Rules, Schedule II, Clause 1.1

Amend the current Clause 1.1 to read:

- (a) Secret postal and/or secret electronic ballot;
- (b) Secret ballot at site meetings;
- (c) Ballot of voting National Congress Delegates;
- (d) Ballot of the Worksite Women’s Delegates of the regions defined in Rule 14.2(d)....”

DWU Rules, Schedule II, Clause 1.4(a)

Replace the current Clause 1.4(a) with the following:

“For the National President and National Vice President elections, by secret electronic ballot of all voting delegates who would be eligible to attend the National Congress at the time nominations close by the preferential voting method (50%+1 of eligible votes cast), pursuant to Rule 13.2 herein.”

DWU Rules, Schedule II, Clause 1.5(b)

Replace the current Clause 1.5(b) with the following:

“In the case of the National President and National Vice

President elections, voting shall...”

DWU Rules, Schedule II, Clause 2
Replace the entire current Clause 2 with the following:

“2. ELECTION OF NATIONAL PRESIDENT AND NATIONAL VICE PRESIDENT

2.1.1 The National President and National Vice President shall each be elected for a three-year term, commencing on 1 April in the first year and ending on 31 March three years later.

2.1.2 The election for the positions shall be one (1) year apart with the National Vice President’s election one (1) year after the National President’s election.

2.1.3 To be eligible for nomination and to hold the position, a member must be a voting delegate to the National Congress.

2.1.4 The DWU National Secretary and paid DWU Officials/ Staff shall not be eligible for nomination to the positions of National President and National Vice President.”

Reasons: The current DWU Rules stipulate that any member with 12 or more months membership can stand for election to the position of either DWU National President or DWU National Vice President. This means that the most senior governance roles in the Union can be held by members who are not voting delegates to the DWU Congress or are not DWU Site Delegates. However, the DWU Rules stipulate that National Executive members must be current Site Delegates and must stand down from the National Executive if they stop being an elected Site Delegate.

Both the DWU Rules Committee and the DWU National Executive believe that it is not best governance practice to require your National Executive members to

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be experienced and current Site Delegates, but then not have similar experience or governance experience requirements for the senior elected positions of National President or National Vice President.

As such, the National Congress has proposed that only voting DWU National Congress delegates should be able to stand for, and to vote for, the National President or National Vice President positions.

If this change to the current Rules is endorsed at the 2023 Site AGMs, then the new voting methods for National President and National Vice President will become effective from 1 October 2023.

RULE REMIT 13

**Moved DWU National President
(on behalf of DWU Rules
Committee)**

DWU Rules, Schedule II, Clause 1.4
Amend schedule to allow for secret electronic voting methods instead of requiring secret postal ballots:

“(f) For Youth Committee Representatives, by secret preferential electronic ballot of all members 35 or under from those areas, pursuant to Rule 15.3.1 herein.

(g) For National Executive casual vacancies by secret preferential electronic ballot of the National Congress delegates pursuant to Rule 14.2(d) herein.”

Reasons: The current DWU Rules stipulate that a secret postal ballot must be held for the above elections. Voter participation in postal elections is extremely low as the use of post is no longer common practice in this age of email and online communication. Further, using postal voting is also discriminatory against younger members as many younger members are not used to, or experienced in, postal voting. Lastly, postal ballots are extremely expensive and time-consuming processes compared to available secret

online or electronic voting options.

RULE REMIT 14

**Moved DWU Runanga/Fono
DWU Rules, Schedule II, Clause 1.4**
Insert a new clause 1.4(g) and renumber remaining clauses appropriately:

“(g) For Fono & Ethnic Minorities Committee members, by ballot of a site committee delegate from each site in the relevant region who identifies as Pacifica and/or from the Ethnic community or where there is no site committee delegate who identifies as Pacifica and/or from the Ethnic community, the Site Delegate of that site pursuant to Rules 15.5.1 and 15.5.4. 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).”

Reasons: Since the formation of the DWU Runanga/Fono, membership numbers of Pacific Islanders and other Ethnic Minority Communities have risen substantially and deserve a stronger voice and representation at the highest level of our Union – the DWU National Congress. It is the intention of the DWU Runanga/Fono to encourage other ethnic communities to participate via a designated DWU Fono & Ethnic Minorities Committee.

RULE REMIT 15

**Moved DWU National President
(on behalf of DWU Rules
Committee)**

DWU Rules, Schedule II, Clause 1.5
Amend schedule to allow for secret electronic voting methods instead of requiring secret postal ballots:

“(e)(i) In the case of a secret preferential electronic ballot, the Returning Officer shall...”

RULE REMIT 16

**Moved DWU National President
(on behalf of DWU Rules**

Committee)

DWU Rules, Schedule II, Clause 3.2
Remove the words in brackets at the end of the clause as they are now all voting delegates to Congress:
“3.2 To be eligible for nomination and to hold the position, a person must be a voting delegate to the National Congress.”

RULE REMIT 17

**Moved DWU National President
(on behalf of DWU Rules
Committee)**

DWU Rules, Schedule II, Clause 4
Extension to existing Transitional Arrangements relating to the review of the election of site representatives:

“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 2024 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 2024 National Congress.”

Reasons: The COVID-19 restrictions impacted upon the DWU's ability to hold face-to-face meetings and in person election processes. Whilst the DWU does not want to totally replace these in person methods, the COVID-19 restrictions

highlighted the need for the DWU Rules to also include email and electronic methods within our voting and ratification processes. This remit was passed at the 2021 DWU National Congress, but the Working Group has not been established nor worked on these matters due to DWU workloads.

RULE REMIT 18

Moved DWU National President
(on behalf of DWU Rules
Committee)

DWU Rules, Schedule IV

Update the Appointments Register
as required.

Reasons: Administrative tidy-up.

POLICY REMIT 1

Moved DWU Runanga/Fono

DWU Policy B.3

Amend the clause to read:

“B.3 Te Runanga o DWU

B.3.1 Te Runanga o DWU is an advisory body to the National Executive on Maori and *Te Tiriti* o Waitangi issues that may concern the DWU. Te Runanga o DWU will represent and promote the interests of Maori workers and to foster and promote the interests, education, and participation of Maori in union issues.

B.3.2 Te Runanga o DWU supports the CTU Runanga.

B.3.3 Te Runanga o DWU strongly opposes any split in the union movement based on race or gender and we reiterate our position is as unionist-working class first with Maori representation from within.”

Reasons: Since the formation of the DWU Runanga/Fono, membership numbers of Pacific Islanders and other Ethnic Minority Communities have risen substantially and deserve a stronger voice and representation at the highest level of our Union – the DWU National Congress. It is the intention of the DWU Runanga/Fono to encourage other ethnic communities to participate via a designated DWU Fono & Ethnic Minorities Committee.

POLICY REMIT 2

Moved DWU Runanga/Fono

DWU Policy B.6

Insert the following clause and renumber remaining clauses appropriately:

“B.6 DWU Fono & Ethnic Minorities Committee

B.6.1 The Fono & Ethnic Minorities Committee is an advisory body to the National Executive on Pacifica and and/or Ethnic minorities community issues that may concern the DWU. The Fono &

Ethnic Minorities Committee will represent and promote the interests of Pacifica workers and workers of other Ethnic minorities communities and to foster and promote the interests, education and participation of Pacifica and Ethnic minorities communities in union issues.

B.6.2 The Fono & Ethnic Minorities Committee supports the CTU Komiti Pasefika.

B.6.3 The Fono & Ethnic Minorities Committee strongly opposes any split in the union movement based on race or gender and we reiterate our position is as unionist-working class first with Pacifica and/or other Ethnic minorities representation from within.”

Reasons: Since the formation of the DWU Runanga/Fono, membership numbers of Pacific Islanders and other Ethnic Minority Communities have risen substantially and deserve a stronger voice and representation at the highest level of our Union – the DWU National Congress. It is the intention of the DWU Runanga/Fono to encourage other ethnic communities to participate via a designated DWU Fono & Ethnic Minorities Committee.

POLICY REMIT 3

Moved Fonterra Whareroa

DWU Policy C.15

Amend the clause to include John Kerehoma as a DWU Life Member.

Reasons: John has over 40 years DWU membership. He was DWU Site Delegate at Whareroa site for at least two terms and he sat on the DWU National Executive during this time. John was an active participant of the foundations of what we now know as the DWU Runanga/Fono.

POLICY REMIT 4

Moved DWU Runanga/Fono

DWU Policy C.17

Amend the clause to read:

POLICY REMITS CARRIED BY 2023 DWU CONGRESS

“Te Runanga o DWU will open and close Congress with reference to Te Ao Maori.”

POLICY REMIT 5

Moved DWU National President
(on behalf of DWU Rules
Committee)

DWU Policy C.19

Amend C.19 to read:

“Electronic Ballot CVs

For all elections conducted as electronic ballots, all candidates supply CVs of up to 500 words and a suitable photograph to the Returning Officer.”

POLICY REMIT 6

Moved DWU National President
(on behalf of DWU Rules
Committee)

DWU Policy C.20

Insert “2023” in C.20.1 and insert “2033” in C.20.2.

POLICY REMIT 7

Moved DWU Runanga/Fono
DWU Policy C.23.3

Amend C.23.3 to read:

“The National Executive, Industrial Staff, Life Members, Runanga, Women’s Committee, Welfare Committee, Youth Committee, or Fono & Ethnic Minorities Committee may of their own volition, propose amendments to these Policies...”

Reasons: Since the formation of the DWU Runanga/Fono, membership numbers of Pacific Islanders and other Ethnic Minority Communities have risen substantially and deserve a stronger voice and representation at the highest level of our Union – the DWU National Congress. It is the intention of the DWU Runanga/Fono to encourage other ethnic communities to participate via a designated DWU Fono & Ethnic Minorities Committee.

POLICY REMIT 8

Moved DWU National President
(on behalf of DWU Rules
Committee)

DWU Policy D.1

Remove “T. Buckley” and insert “R. Everson”.

POLICY REMIT 9

Moved DWU Staff

DWU Policy D.9

Insert a new D.9.2 that reads:

“D.9.2 Whilst processing the delegate’s reimbursement, the DWU finance team will check the mileage claimed from the starting address noted on the reimbursement form and will pay according to an electronic map mileage calculation. If extra mileage should be added (for example for pick-ups), this should be noted and initialled by the authoriser of the reimbursement form.”

Reasons: In order to ensure mileage is reimbursed accurately and fairly and consistent with DWU audit and financial reporting obligations.

POLICY REMIT 10

Moved DWU National President
(on behalf of DWU Rules
Committee)

DWU Policy D.15

Amend or introduce the following:

- D.15.1: “...flat rate of \$7,500 net of tax...”.
- D.15.3: “...the first \$7,500 (net of tax)...”.
- D.15.7: “These rates to be reviewed again in 2024 and subsequently every three years thereafter.”

Reasons: These rates have not been adjusted since June 2011. The time commitment and legal responsibility required in these roles has substantially increased over the last 12 years. The proposed remit increases these rates by the annual inflation changes over the 2011-2023 period. This remit

also requires that a further review of these rates take place in 2024 and every three years thereafter to ensure that they keep up with inflation and work expectations. Accordingly, this remit increases the current rates by the following methodology: \$7,500 calculated by adding the CPI rate for the period June 2011 to December 2022 to the current \$4,000 rate (equalling \$5,100) plus adding an additional one-off \$2,400 on this figure to reflect the increased workload of these roles.

POLICY REMIT 11

Moved DWU National President
(on behalf of DWU Rules
Committee)

DWU Policy H.2

Amend section to only allow access to the Welfare Fund by financial DWU members:

“H.2.1 Eligibility to apply for Hardship Grants is automatic to all financial DWU members...”

H.2.2 Eligibility to apply for Education Grants is automatic to all financial DWU members...”

H.2.3 Eligibility to apply for Funeral Benefits is automatic to all financial DWU members...”

POLICY REMIT 12

Moved DWU National President
(on behalf of DWU Rules
Committee)

DWU Policy H.3.7

Insert a new H.3.7 that reads:

“H.3.7 The Welfare Committee’s decision is final and no correspondence will be entered into.”

Reasons: This subclause is currently in the DWU Policy subclause pertaining to Education Grants and should be extended to the Hardship Grants subclause.



25+ Years DWU Membership Certificate Presentations —2023—



NORTHERN

Fonterra–Kauri
Kelvin Skeels
Fonterra–Maungaturoto
Mathew Smith
Fonterra Brands–Takanini
Martin McGregor

WAIKATO/BOP

Fonterra–Edgecumbe
David Hansen
Fonterra–Hautapu
Hayden Curin
Fonterra–Lichfield
Judith Richards
Fonterra–Te Awamutu
Douglas MacKenzie
Fonterra–Te Rapa
Stephen Crawford
Fonterra–Tirau
Robert Hey
Fonterra–Waitoa
Craig Whakaari
Robin Mead
Stephen Higham
Craig White
Deidre Ingwersen

CENTRAL NORTH ISLAND

Fonterra–Collingwood Street
Lynda Kahu
Fonterra–Pahiatua
David Drummond
Fonterra–Whareroa
Tony Anderson
David Pettett
Philip Orr
Tony Peters
Troy Scott
Andre Webb
Thomas Kira

SOUTHERN

Fonterra–Clandeboyne
Elaine Heather
Grant Wilson
Wayne Johnstone
Fonterra–Edendale
Jodie Forde
Julian Haira
Fonterra–Stirling
Richard Keen
Goodman Fielder–Blenheim Road
Dianne Bain
Richard Nimmo
Waata Manawatu

DAIRY INDUSTRY SUPERANNUATION SCHEME (DISS) REPORT 2023

A very turbulent year as financial markets were battered as inflation, cost of living, and the Russia-Ukraine war took their toll.

It has been another challenging year for investments as most asset classes posted significant losses in 2022 with inflation levels not seen since the 1980's. This led to central banks in most developed countries rapidly increasing interest rates to try and dampen inflation that reached near double digits in many countries. Multi-decade high inflation in 2022 can be pinned on three general causes:

- Increases in household demand for goods as the

world re-emerged from Covid lockdowns.

- Supply-chain shortages intensified by Russia's invasion of Ukraine and extended lockdown in China; and
- A strong labour market which resulted in increases in labour costs, service costs and a rise in job vacancies.

The overall fund has total investments of \$859,970,514 down from \$903,078,332 last year.



Returns for year ending 31 March 2023 (after tax and expenses)

Returns for year ending 31 March 2023 (after tax and expenses)							
	Cash	Cash Conservative	Conservative	Conservative Balanced	Balanced	Balanced Growth	Growth
Year Ending	1.87%	-0.25%	-2.40%	-3.67%	-4.97%	-5.32%	-5.68%
10 years (p.a)	1.3%	2.2%	3.0%	4.0%	5.0%	5.6%	6.2%

First home withdrawals of \$2,813,673. Death/Permanent Incapacity payouts of \$7,558,850.

Mark Apiata-Wade
DISS Director



Are you enrolled to vote? NZ General Election 14 October –Have Your Say!

<https://vote.nz>

DWU RUNANGA/FONO REPORT 2023

Kia ora koutou katoa. It is right and appropriate that on behalf of the DWU Runanga/Fono, I start by offering warm greetings and salutations to all our DWU officers, officials, and delegates old and new that row our waka together in unison, and to uphold the values of those that have come and gone before us. We all feel a great sense of gratitude to all those members who have paved the way before us, and a responsibility to continue their work for the Union.

I want to acknowledge Karangi Jones for her tireless work as the Convenor of the DWU Runanga/Fono since 2017. She continues to show great strength in leadership and delegation, and even greater humility. Karangi has re-established our union involvement with the CTU Runanga, where wider union issues impacting Māori workers are addressed and worked through.

Karangi was also approached by Te Taura Whiri i te Reo Māori (Māori Language Commission) asking for the DWU Runanga/Fono assistance to help launch their new website to correspond with Māori Language Week. Thank you to the Runanga/Fono Reps who were happy to share their own personal experiences.

Last year Aotearoa celebrated a number of significant Te Reo Māori milestones, that are worthy of highlighting in this report. These include:

- 50 years since the Māori language petition was presented;
- 35 years since te reo became an official language;
- 35 years since the Māori Language Commission opened their doors;
- 50 years since Matatini began (under another name);
- 40 years since the first kōhanga reo;

- We also celebrated the first Matariki public holiday.

The DWU Runanga/Fono met in person at the DWU Auckland Hub Office on 15-16 March. At our meeting we focused on the following:



- The formation and history of the DWU Runanga/Fono.
- Why it was formed.
- How it was formed.
- The importance of having a Runanga/Fono.
- The growth of our membership. (Outcome - to be presented at Congress).
- How many different cultures we have within our Union membership.
- What are the challenges we face.
- What are the needs of our members.
- What are our values.
- How best we can help support everyone.

Earlier this year, Te Kāhui Tika Tangata (Human Rights Commission) called on the Government to level the playing field and pass a law requiring all employers to be transparent and take action on their gender, Mori, Pacific, and other ethnic pay gaps.

Their recent report found that in 2021 for every dollar earned by a Pākehā man, Pākehā women were paid just 89 cents. For Māori men

that drops to 86 cents and Māori women 81 cents. For our Pacific whānau, men were paid just 81 cents and Pacific women only 75 cents.

This gap means many of our whanau, friends, and neighbours are not being paid or promoted fairly, simply because of their gender or ethnicity. They are not only missing out on crucial wages but opportunities to fulfil their

potential and make meaningful choices about their lives. On top of that, many are now in crisis due to recent financial and weather event across Aotearoa. Closing pay gaps would go a long way to reducing poverty and inequity in our society.

Not only is this the right thing to do, but it will ensure Aotearoa is honouring te Tiriti o Waitangi and meeting its human rights obligations. It will also bring us in line with other progressive countries already moving towards closing their pay gaps.

I want to especially acknowledge and thank AJ Johnson, currently our sole DWU Runanga/Fono Pacific Island Rep, for his invaluable time and efforts in supporting Te Kāhui Tika Tangata (Human Rights Commission) on the National Pacific Pay Gap Inquiry and the need for pay transparency.

AJ has also attended the CTU Komiti Pasefika Fono, and Pasifika Festival held at Western Springs, Auckland in March to assist with the CTU Komiti Pasefika stall. At both of these events, we were

pleased to have Charlie Vea (DWU Site Delegate, FBNZ The Shed) there to support AJ. Ngaa mihi nui ki a korua AJ raua ko Charlie – a big thank you to you both.

Since the formation of the DWU Runanga/Fono, our membership of Pacific Island Nations and other Ethnic Cultures has significantly increased, as has the workload of our Pacific Island Rep. The Runanga/Fono submitted a remit to Congress for the formation of a new Fono and Ethnic Minorities Committee.

The workload of the DWU Runanga/Fono Pacific Island Rep has become increasingly more demanding in recent years. After reviewing our vast ethnicities within the DWU membership, we strongly believe that it is now time to share the load and have a dedi-

cated Fono and Ethnic Minorities Committee group. This would add value and support and provide a strong understanding of how to cater to our members' needs.

We strongly supported the remit and requested that Congress consider our submission. The Fono and Ethnic cultures deserve a voice and representation at the highest level of our Union and at our Congress.

The Runanga/Fono encourage our Fono and Ethnic Cultures to be involved by having a designated Fono and Ethnic Minorities Committee.

Finally, I would like to take this opportunity on behalf of the Runanga/Fono to thank our Rangatira, Mark Apiata-Wade, for his guidance and contribution as the Runanga/Fono Coordinator. Mark, we appreciate your years of

commitment to strengthen the cultural diversity which aids in member solidarity, making our Union unique with the aim to cater to the many different faces of our membership.

*“Ko nga tahu a o tapuwai inanahi, hei tauira ora mo apopo”.
In Te Ao Māori (the Māori world) it is our past that always lies in front of us. The footsteps laid down by our ancestors create the paving stones upon which we stand today. That means if we are to truly understand how we came to be who we are today, we have to understand the footsteps—all of the footsteps—that brought us here.”*

Naaku na

Kim Phillips
Acting DWU Runanga/Fono
Convenor

DWU WOMEN'S COMMITTEE REPORT 2023

This is a big year to recognise the growth in our Union, the DWU. I feel this is one of the strongest private sector unions and one that I'm proud to be part of.

I'd like to recognise the past members of the Women's Committee, the work they have done to set it up to where we are now. The ones who have gone on to hold positions further in the Union too, like Laura Reekie and Karangi Jones who I look to as inspiring women who lead other women.

I'd like to thank, not only the National Executive and Officers of the Union, but also the current Women's Committee, for their continued support and commitment to creating better working conditions for women in our Union, but not just women, all Union members. Because if you support one you support all, we all benefit.

In my time on this Committee, I have seen so many changes in the way the DWU has responded to dif-

ferent events around Aotearoa New Zealand. The support has come from the governance of the Union, but it ultimately has come from you, the members. The Welfare Grants, the Education Grants, and Funeral Grants all come from you, the members. Without you, the DWU could not give back to you.

I hear so often, what does the Union do for me? Do you have

smoko-breaks, lunch breaks, allowances, holidays, call backs? They don't come out of nothing, they have been hard fought for by staunch union organisers in the past. It's getting harder and harder to keep those conditions because employers offer lump sum dollars to give up these conditions. We need to remind members these are benefits that we have fought hard



for. Let us not forget these achievements for the betterment of all.

I have been extremely fortunate to have had some amazing experiences with the DWU, and I want to thank the Union for those experiences. My time is nearly done on this

Committee, and I know that the DWU is in good hands with current members.

Lastly, I'd like to thank my right-hand lady, Carne, you have been my rock in the office, my go to person and our number one supporter.

The work you do behind the scenes is amazing, you are a very special person, I thank you so very much.

Nici Benington
DWU Women's Committee
Convenor

DWU YOUTH COMMITTEE REPORT 2023

Tena koutou katoa. Firstly, the DWU Youth Committee would like to recognise all past and current DWU members and delegates, and we appreciate the opportunity the DWU has provided to our younger members by creating this Committee.

This was the first year the Youth Committee held a vote at Congress. We as a Committee believe this is a step in the right direction and thank all those involved for making this happen.

We are still yet to fill one vacant position for a second Northern Regional Youth Committee Representative. I call upon our Northern Representatives in attendance to please advocate for our Committee within your sites to those who are eligible and who would be a good fit. We would love to fill this position as soon as possible.

I often get asked what the Youth Committee is. It's an opportunity. Opportunity to grow and become better as a Union. Opportunity to help our young members understand the benefits that the DWU offers. Opportunity to give our members the best start to their working lives in the industry.

We met as a Committee for the first-time last year in October. It was a refresh for the Committee after the disruption of the COVID-19 pandemic and the exiting of the industry of the previous Committee Representatives.

Right from the introductions, you could feel that this was a great group of people who wanted to

make a difference. Since that meeting, we have had a lot of constructive sessions establishing what we want to set out and achieve.

We had a long list of ideas and issues that youth face in the industry. We decided that with our Committee having a high turnover rate due to the age limitations on eligibility to stand for the Committee, as well as young workers being more inclined to transition in and out of the industry, we wanted to lay a solid foundation so if we are unsuccessful in being re-elected, the next Committee can come in and hit the ground running with the foundations we have laid.

Within our lists of ideas and issues, we had a lot of great points raised, but we all understand that everything can't be achieved at once. Good things take time, and we will build upon achievements year after year.

A highlighted focus was employment entitlements, particularly superannuation and how to make sure our members take full advantage of it, particularly young members in order to set themselves up for the purchase of their first home and retirement. We are eager to work with subject matter experts on DISS and KiwiSaver to get the right information out to members to help them make informed decisions on what are fundamental rights and employment benefits that previous generations have advocated and fought for.



Within our group we have also highlighted mental health awareness. We want to help people understand where the Union can help our members in these troubling times. Sitting here amongst us today we may have people struggling. It's not just youth who struggle, it can be sitting with anyone at any time and hidden by a smile. Which is why we need to advocate for support for these people and continue to support organisations who make a difference to their lives, so our children's children have great support systems in the futures to come.

I would like to finish by thanking my team for their contributions and work they have carried out so far. And a special mention to Carne Greenbank and Daniel Needham. You two have guided us well each meeting and we appreciate the help, support, and generosity you provide for us all.

Nga mihi

Shaun Steiner
DWU Youth Committee Convenor

DWU NATIONAL

Approximately 110 DWU Site Delegates, DWU Representative Committee Members, and DWU staff, plus a line-up of prominent guests, attended the DWU's 2023 National Congress held recently in Rotorua, 12–16 June, Novotel Lakeside Hotel, Rotorua



DWU Life Members

DWU's 85th Anniversary

The DWU celebrated its 85th Anniversary as a National Union (1937-2022) at this Congress (deferred from 2022 due to COVID-19). DWU Assistant Secretary, Mark Apiata-Wade provided an overview of the history and development of the DWU Representative Committees.

The DWU Runanga/Fono also presented Congress attendees with their DWU 85th Anniversary Taonga Special Congress Gift. There was also a presentation to DWU Life Members, honouring the achievements of our Kaumtua and Kuia (pictured above).

National Congress Business

Reports presented included Chris Flatt's DWU National Secretary's Report, Mark Holmes' DWU National President's Report, Dairy Industry Superannuation Scheme (DISS) Report by Mark Apiata Wade, and UniMed Report by Chris Flatt. The DWU Representative Committee Reports were also presented, and DWU Rule & Policy remits were discussed and voted on.

AJ Johnson and the DWU Runanga/Fono (pictured at right) led a discussion on a large group

of remits, which after some discussion, were passed unanimously. The effect of the remits is that the DWU Runanga/Fono is replaced by an independent DWU Runanga and a new DWU Fono & Ethnic Minorities Committee, meaning improved representation for Māori, Pasifika, and Ethnic Minorities within the DWU and Dairy Industry.

Two DWU Welfare Committee roles were elected from amongst National Congress delegates; congratulations to Sue Norman (DWU Site Delegate, Fonterra Waitoa) and Alan Hill (DWU Site Delegate, Fonterra Stirling). A representative and a proxy representative for the

*DWU 85 Year
Anniversary Taonga
Special Congress Gift.*



DWU Grievance Committee were also elected from amongst National Congress delegates; congratulations to Grant Barrett (DWU Site Delegate, Fonterra Dairy Fert) and Sean Donohue (DWU Site Delegate, Alto Packaging Takanini) respectively.



DWU Runanga/Fono

CONGRESS 2023



Fonterra's Delegation Miles Hurrell, Anna Palairot, and Alan van der Nagel, with Chris Flatt and Mark Holmes

Dairy Industry Speakers

Westland Chief Executive Officer, Richard Wyeth spoke about the importance of connecting key strategy ideas with good execution to achieve the improvements that have been seen at Westland. Senior Fonterra Representatives, Miles

Hurrell (CEO), Anna Palairot (Acting Chief Operating Officer), and Alan van der Nagel (Director New Zealand Manufacturing) discussed the state of the Co-Operative and the Dairy Industry, with a focus on growing industry pressures, supply chain

resilience, and sustainability initiatives in dairy manufacturing. Tim Keir, General Manager Operations for Tatua Dairy, presented about the proud history of Tatua, the DWU's role in it, and maintaining the Co-operative's core principles.



NZ Labour Party Speakers

The NZ Labour Party delegation included Tamati Coffey (Labour Member of Parliament), Tane Phillips (Labour Party, Senior Vice President Mori), Jill Day (Labour Party President), and our New Zealand Prime Minister, Chris Hipkins. The Prime Minister, congratulated the DWU on the occasion of celebrating its 85th Anniversary and acknowledged dairy workers circumstances working through COVID as Essential Workers and said he was proud of what Dairy Workers had achieved.

The PM said that Government needs to build a strong base for wage growth. Jill Day acknowledged the DWU Representative Committees, Tane Phillips acknowledged the DWU for its support to other Unions, and Tamati Coffey acknowledged the hard work by local groups in Rotorua on poverty issues.



Richard Wagstaff

Council of Trade Unions Te Kauae Kaimahi (NZCTU)

Richard Wagstaff, CTU President, spoke on key topics for the NZ union movement and key campaigns being undertaken, such as supporting and establishing Fair Pay Agreements (FPAs) as a way to lift wages for large numbers of working people. Richard also stressed an important discussion on what good jobs look like for the broad Union movement to aspire to.

DWU NATIONAL CONGRESS 2023

DWU Life Membership Award

The Congress voted to adopt the entry of John Kerehoma, Fonterra Whareroa to DWU Life Membership. This was followed by a presentation to him by Chris Flatt and Mark Holmes, and his acceptance speech (pictured). John has been in the Dairy Industry for just under 50 years and has been a DWU Site Delegate and DWU National Executive member, as well as serving in other DWU roles including at Kiwi Dairies and the Fonterra Whareroa site. John was joined by his son to receive this honour. He is pictured here, centre, with Chris Flatt and Mark Holmes.



DWU Life Member John Kerehoma, Fonterra Whareroa, with Chris Flatt DWU National Secretary, left, and DWU National President Mark Holmes, right.

Shamubeel Eaquad (Economist)

Economist Shamubeel Eaquad (pictured below) spoke about the current state of international economic volatility with reference to COVID, inflation, changes in the natural environment, and recession. He underlined the need for resilience and preparation for a tough environment. He also emphasised some positives, including that comparably, in Aotearoa New Zealand, we face these problems from a low unemployment position where most people have work.



UniMed & Dairy Industry Superannuation Scheme (DISS)

Louise Zacest, UniMed Chief Executive, spoke on the history of UniMed and the strategy to take UniMed forward into the future, including with new UniMed initiatives. Tim McGuinness, DISS Chairperson, has been serving in the role for 14 years. He spoke to the importance of steady long-term projections for savings schemes and encouraged financial planning to DISS members. Louise and Tim were formally recognised for their outstanding work (pictured below).



Mark Apiata-Wade speaking to UniMed and DISS Representatives

DWU WELFARE COMMITTEE REPORT 2023

DWU WELFARE FUND PAYMENTS FOR YEAR ENDED 31 MARCH 2023

Grant Type	Grant Amount	Number paid 2022 fy	Amount paid 2022 fy	Number paid 2023 fy	Amount paid 2023 fy
Death of Member	\$3,500	9	\$31,500.00	17	\$59,500.00
Death of Spouse	\$2,000	9	\$18,000.00	5	\$10,000.00
Death of Dependent	\$2,000	1	\$2,000.00	0	\$0.00
Hardship Grants		144	\$95,482.85	150	\$111,289.77
Emergency - Covid Payments	\$500	8	\$4,000.00	11	\$5,500.00
Covid 19 Delegate Grants	\$500	n/a	\$0.00	45	\$22,500.00
Emergency - Flood Relief	\$1,000			17	\$17,000.00
Education Grants		201	\$127,775.00	258	\$163,962.00
Closure Hospitality - Temuka			\$734.86		\$0.00
Welfare Committee Meeting costs			\$1,413.75		\$544.54
General Ledger 1 April to 31 March			\$280,906.46		\$390,296.31
Annual Budget - 1 April to 31 March			\$345,461.00		\$358,121.70

DWU Members who passed away during the Year

(1 April 2022—31 March 2023)

Albert January	Fonterra – Tirau
Brendan Schumacher	Fonterra – Morrinsville
Carol Hauraki	Fonterra – Waitoa
Daryl Hutt	Fonterra – Clandeboye
Dennis Sewell	Fonterra – Darfield
Donald Dimmock	Fonterra – Clandeboye
Donna Wong	Fonterra – Canpac
Graeme Singer	Tatua Dairy Company
Johannes (Wicus) Myburg	Fonterra – Clandeboye
Lance Fatupaito	Timpack Industries – Hamilton
Leeann Woods	Fonterra – Edgecumbe
Maureen Spooner	Fonterra – Collingwood Street
Peter Reha	Fonterra – Crawford Street
Phil Burton	Fonterra – Clandeboye
Phil Hamilton	Goodman Fielder – Blenheim Road
Roland Hema	Fonterra - Waitoa
Sonny Black	Timpack Industries – Hamilton



For nearly 45 years UniMed has been striving to make healthcare more accessible and affordable for working New Zealanders and their whānau.

Now, as our public health system comes under sustained pressure, health insurance is becoming even more of a priority for businesses throughout the country as they seek to support the health and wellbeing of their people. UniMed has seen growth in its Membership as a result of this and was delighted to welcome the 100,000th Member to the UniMed family this year.



There has also been an increase in claims with over \$81 million paid out in the last 12 months, an increase of 30% on the same period last year.

While some of this reflects pent-up demand for services following Covid-19 lockdowns, healthcare costs and member use of services are also increasing. This will have a flow-on effect on premiums at a time when members are facing general cost of living challenges.

UniMed remains focused on keeping premiums as affordable as possible and is also aiming to continue to grow its membership to enable more New Zealanders to access health services.

As UniMed prepares for future growth, we have been focusing on the implementation of new technology to improve our services and enhance our Member experience. We launched a refreshed website and new online claims service – Smart Claim, to make the claims process even easier. In addition, UniMed introduced CARA, a new automation system to process low level claims. This has sped up our processing time and enabled our staff to focus on providing expert customer care for Members who need it.

UniMed is also starting to expand its focus to include services that help Members stay well. As part of this, UniMed is the first health insurer to appoint a Chief Wellness Officer who will lead development of new services for members and business partners.

Recognising the challenges faced by members who have a serious condition diagnosed, we have introduced a new insurance module that pays a lump sum in this circumstance. In addition, we have established a new Care Manager role. This role is initially focussed on supporting members going through cancer treatment but is expected to extend into other areas. The Care Manager liaises with providers to make the process easier for members, connects members with support services and ensures that access to insured services is optimised.

JUNE 2023

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DWU Representatives

National President: Mark Holmes

National Vice President: Chris Jones

National Executive:

Barrie Kanara & Rima Strickland (Northern), Jodi Middleton & Vacant (Waikato/BOP), Tracey Seaver & Daniel Simon (Central North Island), Tom Faulkner & Diamond Lill (Southern), Non-Fonterra Reps: Rob Nixon (North Island) & Vacant (South Island), Karangi Jones (Runanga/Fono Rep), Nici Benington (Women's Committee Rep), & Shaun Steiner (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:

Chris Jones (National Vice President & Convenor), Chris Flatt (National Secretary), Barrie Kanara (National Executive Rep), Sue Norman & Allan Hill (National Congress Reps), & Glenn Barnes (Co-Ordinator)

DWU National Returning Officer: Karangi Jones

DWU Runanga/Fono:

Karangi Jones (Waikato/BOP & Convenor) & Tupaea Ahomiro (Waikato/BOP), Kim Phillips & Glenn Stirling (Northern), Lucille Tane & Vacant (Central North Island), David Hemopo & Paetau Wynyard (Southern), AJ Johnson (Pacific Island Rep), & Mark Apiata-Wade (Co-Ordinator)

DWU Women's Committee:

Nici Benington (Southern & Convenor) & Ella Pick (Southern), Lavina Ireland & Iona Ngapera (Northern), Camille Rondon & Marilyn Fearn (Waikato/BOP), Julie Bengston & Sheena Waite (Central North Island), & Carne Greenbank (Co-Ordinator)

DWU Youth Committee:

Shaun Steiner (Waikato/BOP & Convenor) & Bethany-Rose Erutoe (Waikato/BOP), Zedra Daniel & Vacant (Northern), Ryan Cunningham & Cameron Severinsen Ross (Central North Island), Wes Allen-Naoupu & Georgie Moleta (Southern), & Daniel Needham (Co-Ordinator)



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DATE	TIME	SITE	VENUE
NORTHERN			
Tuesday, 11 July	12noon	NIG Nutritionals - Paerata	On Site
	2.00pm	Froneri - Tip Top	Cafeteria
Wednesday, 12 July	6.00am	Fonterra - Kauri	On Site
	10.00am	Fonterra - Maungaturoto	On Site
	1.00pm	Goodman Fielder - Puhoi	On Site
Monday, 14 August	12.30pm	NZ New Milk - Auckland	On Site
	2.00pm	Danone - Auckland	On Site
Thursday, 17 August	9.00am	CODA Group - Auckland	On Site
Friday, 18 August	11.00am	Fonterra Brands - The Shed	Cafeteria
	3.30pm	Fonterra Brands/Alto - Takanini	Cafeteria
	5.15pm	Fonterra Brands/Alto - Takanini	Cafeteria
WAIKATO/BOP			
Monday, 17 July	12noon	Timpack - Hamilton	Cafeteria
	2.00pm	Fonterra - Canpac	Cafeteria
	3.30pm	Fonterra - Crawford Street	Cafeteria
Tuesday, 18 July	10.00am	Fonterra - Morrinsville	Butter Cafeteria
	12noon	Fonterra - Waitoa & UHT Plant	Waitoa Bowling Club
	2.00pm	Tatua - Tatanui	Cafeteria
Wednesday, 19 July	9.00am	Fonterra - Tirau	Upstairs Cafeteria
	11.00am	Miraka - Mokai	On Site
	2.00pm	Fonterra - Reporoa	On Site
Thursday, 20 July	7.00am	Fonterra - Te Rapa & Milk Test NZ	On Site
	10.30am	Fonterra - Hautapu & Dairy Fert	On Site
	2.00pm	Fonterra - Edgecumbe	On Site
	3.30pm	Waiu Dairy - Kawerau	On Site
Friday, 21 July	8.00am	Fonterra - Te Awamutu	Learning Centre
Monday, 24 July	11.00am	Fonterra - Lichfield	On Site
Monday, 21 August	10.00am	Fonterra - OLS London Street	On Site
	12noon	Dairy Goat - Hamilton	On Site
Tuesday, 22 August	11.00am	Fonterra - Tauranga Port Stores	Cafeteria
	2.00pm	Fonterra - Waharoa	Cafeteria
	5.00pm	Fonterra - P&D London Street	On Site
Friday, 25 August	10.00am	Yashili - Pokeno	On Site
	12noon	Synlait Milk - Pokeno	On Site
	3.00pm	LIC - Hamilton	On Site
CENTRAL NORTH ISLAND			
Monday, 31 July	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
Tuesday, 1 August	7.00am	Fonterra - Pahiatua	Pahiatua Fire Station
	10.00am	Fonterra Brands/Alto - Mako Mako Rd	On Site
	1.00pm	GF/Fonterra/Alto - Longburn	On GF Site
	4.00pm	Goodman Fielder - Yoplait P/North	Cafeteria
SOUTHERN			
Tuesday, 25 July	6.00pm	Blue River Dairy - Invercargill	Cafeteria
Wednesday, 26 July	10.00am	Fonterra - Edendale	Edendale Activity Centre
	2.00pm	Fonterra - Stirling	On Site
	4.00pm	Danone - Balclutha	On Site
Thursday, 27 July	8.00am	Fonterra - Mosgiel	On Site
	1.00pm	Fonterra - Timaru Port Stores	On Site
	3.00pm	Fonterra - Clandeboye	Hall
Friday, 28 July	9.00am	Oceania Dairy/Yili - Glenavy	On Site
	11.00am	Fonterra - Studholme	Cafeteria
	3.00pm	Westland Dairy - Rolleston	On Site
Wednesday, 2 August	4.30pm	Fonterra - Takaka	On Site
Monday, 7 August	11.00am	LIC - Christchurch	Cafeteria
	1.30pm	Fonterra Brands - Halswell Junction	Cafeteria
	3.00pm	Dairyworks - Christchurch	Cafeteria
Tuesday, 15 August	8.30am	Goodman Fielder - Blenheim Road	Cafeteria
	11.30am	Synlait Milk - Dunsandel	On Site
Wednesday, 16 August	9.00am	Westland Dairy - Hokitika	On Site
	3.00pm	Fonterra - Darfield	On Site
TBC = Fonterra Tuamaringa, Green Valley Dairies, Milk Kitchen, & Synlait Milk Mangere			