



**NZ Dairy Workers Union**  
*Te Runanga Wai U*

# **RULES**

# **2023**

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## PART I – GENERAL

### 1. NAME

The name of the Union shall be "NEW ZEALAND DAIRY WORKERS UNION – TE RUNANGA WAI U INCORPORATED".

### 2. INTERPRETATION

2.1 In these Rules, unless the context otherwise requires:

"Acts" means the Incorporated Societies Act 1987 and / or the Employment Relations Act 2000 and includes any amendments to the Acts.

"Financial Year" means the year running from 1 April to 31 March.

"Member" means a person duly and properly admitted to the Union whose membership has not ceased by virtue of Rule 10.

"Month" means calendar month.

"Officers" means the President, Vice President and Secretary provided for in Rule 12.

"Officials" means the Officers and any other elected representatives, or the Organisers of the Union, or part thereof.

"Registrars" means the Registrar of Incorporated Societies under the Act and / or the registrar of Unions as defined in Part 4, section 27 of the Employment Relations Act 2000.

"Rules" means the Rules of the Union and includes any amendment to them.

"the Union" means The New Zealand Dairy Workers Union Te Runanga Wai U Incorporated.

"10 or more members" shall be determined by dividing the number of individual payments by the membership received from each site by either 26 or 52 depending on the payment cycle i.e. weekly or fortnightly to arrive at a full time equivalent membership for that site for the financial year finishing on 31 March.

2.2 The definition of "financial member" required in the Rules by the Act, is hereby stated to be the same as the meaning of "member" given above.

### 3. REGISTRATION

3.1 The Union shall be registered under the Acts.

3.2 Registration means that all persons who are members of the Union are bound by the Rules of the Union.



*Rules Amended by National Congress, June 2023*

#### **4. OBJECTS OF UNION**

The objects of the Union shall be:

- 4.1 To secure and preserve jobs.
- 4.2 To secure fair wages and just conditions of work for members.
- 4.3 To assist in the development of co-operation between workers in the industry throughout New Zealand.
- 4.4 To promote the interests of members, workers, and potential workers in relation to their conditions of employment, standard of living, quality of life, and economic, social family, community, and cultural interests.
- 4.5 To co-operate with, affiliate with, and actively support other workers or workers organisations, both within New Zealand and internationally, whose aims and objects are consistent with the interests of members.
- 4.6 To establish and operate educational, charitable, and welfare funds.
- 4.7 To do anything lawful that it may consider necessary or desirable to benefit from registration under the Acts or to attain the Union's objectives.
- 4.8 To exercise all of the powers of a Union under the Acts.
- 4.9 To exercise all of the powers of a natural person, except where such exercise would be incompatible with registration.

#### **5. REGISTERED OFFICE**

- 5.1 The Registered Office of the Union shall be at 34 Harwood Street, Hamilton, or such other place as may be selected from time to time by the National Congress.
- 5.2 Any change in the location of the Registered Office or in the postal address of the Union shall be notified forthwith to the Registrars and the members.



*Rules Amended by National Congress, June 2023*

## PART II – MEMBERSHIP AND SUBSCRIPTIONS

### 6. MEMBERSHIP COVERAGE

- 6.1 The Union shall comprise persons employed in or about or in connection with a dairy factory (registered with MAF or not) or related trades.
- 6.2 Any person employed or engaged to be employed in or about or in connection with the manufacture and sale of ice cream or related trades.
- 6.3 Any other person or groups of persons, that the National Executive considers appropriate. Except that no group in excess of 20% of the Unions' membership at the time, shall be admitted without the consent of a membership ballot.
- 6.4 The Officers or staff of the Union may be members of the Union by virtue of their office, and if not employees of the industry shall pay the same contributions to the Union as other members.

### 7. ADMISSION TO MEMBERSHIP

- 7.1 Any person eligible for membership shall become a member of the Union from the time of:
- (a) The Secretary receiving from that person the appropriate subscription, and entrance fee if any; or
  - (b) The Union receiving the first regular subscription deduction from an employer where a person has authorised the employer to make such deductions from his/her wages. (In this case, any entrance fee must be paid in full within one month of the first subscription deduction being made.)
- 7.2 Provisional membership subject to clauses 7.1 and 7.6 shall apply from the time a person completes the appropriate application form. Notwithstanding the above, only a financial member can stand for any DWU representative committee position (except for on-site committee positions).
- 7.3 A membership application under either subclause 7.1 (a) or (b) above, shall state, among other things, the members full name, private address, workplace and be signed by the applicant.
- 7.4 A member shall ensure that the Union is advised promptly of any change of residential address.
- 7.5 Each member shall be issued with a membership ticket approved by the National Executive.
- 7.6 The Officers of the Union shall have the powers to refuse the membership of any person they consider inappropriate.
- 7.6.1 Any person who resigns from the Union or becomes an unfinancial member and continues working in the industry may be subject to an entrance fee to subsequently rejoin or become a financial member at the discretion of the Officers. The amount of any such entrance fee shall also be decided by the Officers of the Union.
- 7.7 Each member of the Union acknowledges that by payment of subscriptions to the Union:
- (a) he/she authorises and appoints the Union to act as his/her sole and exclusive agent in all matters, disputes, or issues relating to or connected with his/her employment or prospective employment including, but not limited to, the negotiation, settlement, execution and enforcement of any individual or collective agreements, or part thereof relating to his/her employment;
  - (b) he/she shall be bound without qualification by all or any of the terms of any individual or collective agreement or agreements which cover or concern his/her employment and are negotiated by the Union and are duly ratified;
  - (c) he/she will be bound by and shall comply with any procedure for the ratification of any settlement of negotiations relating to the terms and conditions of his/her employment to which the Union may agree pursuant to Part 5, section 51(1) of the Employment Relations Act 2000.
  - (d) Any member may revoke in part or in full the authority conferred by this rule by notice in writing to a Regional Office of the Union giving no less than fourteen (14) days' notice of



revocation. Such revocation of authority to act does not constitute resignation from the Union;

- (e) If the member engages an alternative representative on any issues related to his/her employment this will be treated by the Union as a partial revocation of its authority and the Union will not be liable to provide representation on this issue related to his/her employment or any service related to it. This occurs immediately and does not require 14 days' notice.
- (f) A member who has revoked the authority conferred by this rule pursuant to Rule 7.7(d), who wishes to reinstate that authority shall make written application to the Secretary for approval for that authority to be subsequently reinstated.

## **8. SUBSCRIPTIONS, ENTRANCE FEES AND LEVIES**

### **8.1 Subscriptions**

The Annual Subscription shall be decided from time to time by a majority vote in a ballot by the membership after considering a recommendation from the National Congress, and may vary for different classes of member in accordance with Rule 34.

### **8.2 Levies**

On the recommendation of the National Executive, the National Congress may impose a levy on members, or certain members, for a specified purpose. Such levy shall not exceed 10% of each members Annual Subscription.

## **9. REGISTER OF MEMBERSHIP**

9.1 The Union shall keep an up-to-date register of members containing:

- (a) The member's full name;
- (b) The address of the member's workplace;
- (c) The member's occupation;
- (d) The award or agreement applicable to the member (if any);
- (e) The date on which the member joined the Union.

9.2 The Union shall keep an up-to-date register of the Officials and Auditors of the Union, including:

- (a) The Officers full name and address;
- (b) The Officers occupation;
- (c) The Auditors business' name and address.

## **10 CESSATION OF MEMBERSHIP**

### **10.1 Cessation of Employment**

Should a member cease to be employed in any occupation covered by Rule 6 (Membership Coverage), his/her membership of the Union shall terminate 14 days afterwards. The member shall remain liable for any outstanding fees, subscriptions, fines, and levies payable by him or her.

### **10.2 Resignation**

- (a) Any member wishing to resign must give the Union 14 days' notice in writing together with the reason for resignation.
- (b) A resignation shall not be effective, except by leave of the National Executive, until the member has paid all fees, subscriptions, fines and levies payable by the member under these Rules.

### **10.3 Arrears of Payment**

Any person who is more than three months in arrears with his/her subscription, or has all or any part of a fine or levy outstanding three months after payment is due, shall automatically cease to be a member of the Union and shall be removed from the Register of Members by the Secretary. A member shall not be in arrears if the National Executive has agreed to suspend or waive payments (for example, Rule 11. 2 herein).





10.4 **Expulsion**

A member may be expelled from the Union in accordance with Part V of these Rules (Discipline and Grievance Procedures). Such person shall not be re-admitted to membership except by resolution of the National Congress.

10.5 **Liabilities and Refunds**

(a) Cessation of membership shall not exempt a person from liability for any act or omission while a member.

(b) If at the date of a members' termination of membership, his/her subscription is paid at least two months in advance, he/she shall be entitled to a proportionate refund, provided he/she makes a written request by the date of termination.

11. **HONORARY LIFE MEMBERSHIP**

11.1 The National Congress may confer Honorary Life Membership upon any person whose services to the Union it considers outstanding, who has retired from the Dairy Industry, and who has been a member of the Union for at least 25 years.

11.2 An Honorary Life Member shall have all the rights of a financial member but shall be exempt from the payment of subscriptions and levies.

11.3 Any member receiving Honorary Life Membership shall be invited to the National Congress on a nominated day to attend a presentation of the Life Membership.



## PART III – MANAGEMENT STRUCTURE

### 12. OFFICERS

12.1 The Officers of the Union shall be:

- (a) The President;
- (b) The Vice President; and
- (c) The Secretary

12.2 The duties and powers of the Officers are described in Schedule I.

12.3 The President and Vice President shall be elected for three-year terms in the manner provided for in Schedule II.

12.4 The National Secretary shall be appointed/dismissed by the National Executive and all delegates to the National Congress.

### 13. NATIONAL CONGRESS

#### 13.1 Powers

- (a) There shall be a National Congress which shall be the ruling body of the Union.
- (b) The National Congress shall have the widest powers to do all things that it considers necessary in pursuing the objects of the Union.
- (c) Without derogating from the generality of its powers, the National Congress shall have the following powers:
  - (i) To acquire, control and dispose of real or the personal property of the Union;
  - (ii) To invest or borrow funds;
  - (iii) To employ the funds and assets of the Union in any lawful manner consistent with the objects of the Union;
  - (iv) To direct the policy of the Union;
  - (v) To take disciplinary action against Union members; and
  - (vi) To pay any person transacting business on behalf of the Union, such remuneration as may be decided, from time to time, by the National Congress.

#### 13.2 Membership

The National Congress shall consist of-

- (a) The President;
- (b) The Vice President;
- (c) The Secretary (Ex officio without individual vote);
- (d) The Site Delegate from each workplace where the Union has a membership of 10 or more members.
- (e) Members of the National Executive who are not at the time National Congress Delegates.
- (f) Additional Delegates from the sites where the Union has less than 10 members, determined in accordance with the following subclause:
- (g) For the purpose of ensuring maximum but also efficient representation at the National Congress from those sites where the Union has less than 10 members, the National Executive shall, either group such sites wherever it is geographically possible to enable one delegate to represent a group of sites or attach them to a larger nearby site in order for them to be represented by the delegate of a larger site.  
Note: Such aggregated sites of less than 10 members shall be represented at National Congress by an elected Site Delegate.
- (h) One representative of the Union's life members. (Life members shall be deemed to be a site in their own right and entitled to attend with their appropriate number of votes at National Congress).



- (i) One member of the Union's paid staff, who are members of the Union. (Salaried/Paid staff shall be deemed to be a site in their own right and entitled to attend with their appropriate number of votes).
- (j) 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).
- (k) The Convenor of the Women's Committee. (The Women's 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 Women's Committee shall also be entitled to attend and speak at National Congress).
- (l) The Convenor of the Youth Committee. (The Youth 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 Youth Committee shall also be entitled to attend and speak at National Congress).
- (m) 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).
- (n) Organisers shall be entitled to attend and speak at National Congress without individual vote.

### 13.3 **Substitutes for Congress Delegates**

If for sickness or any other good cause, any Congress Delegate is unable to attend a meeting of the National Congress, the Site Delegates Committee may elect a substitute for that meeting.

### 13.4 **Meetings**

- (a) The National Congress shall hold an annual meeting each June at such place as the National Executive decides.
- (b) The Secretary shall advise the site delegates of any proposed changes to the Rules and Policies that are to be considered by Congress no later than two weeks after the April National Executive meeting.
- (c) The National Executive may call a special meeting of the National Congress if necessary at such time and place as it decides.
- (d) 40% of the Delegates eligible to attend such Congress may call a special National Congress meeting by requisition in writing to the Secretary or National President. On receipt of same, the Secretary shall convene such a meeting within 30 calendar days.
- (e) The Secretary shall give individual members of the National Congress at least three weeks' notice of any special meeting. Such notice shall specify the business to be transacted. In the case of the annual meeting, this shall include:
  - (i) The Annual Report; and
  - (ii) The Annual Accounts; and
  - (iii) Consideration of the Budget for the current financial year.
- (f) A quorum for any meeting of the National Congress shall be 75% of its current members.

## 14. **NATIONAL EXECUTIVE**

### 14.1 **Powers**

The National Executive shall, subject to:

- (a) Any rule that specifically reserves functions or powers to the National Congress; and
- (b) The policy and directions of the National Congress.
- (c) Manage and control the affairs and business of the Union at all times when the National Congress is not in session, this also includes employing the Unions' staff. It shall also refer matters of interest or concern to site or regional meetings for consideration.



*Rules Amended by National Congress, June 2023*

## 14.2 Membership

The National Executive shall consist of-

- (a) The President;
- (b) The Vice President;
- (c) The Secretary (Ex-Officio without vote);
- (d) Two regional representatives per region, elected at, and by all voting delegates attending the National Congress. For the purpose of this election, the delegates shall be divided into the following four regions:
  - (i) South Island;
  - (ii) Central North Island, being that area in the North Island south of Taupo;
  - (iii) Waikato/BOP, being that area in the North Island north of Taupo/but south of the Bombay Hills;
  - (iv) Northern, being that area in the North Island north of the Bombay Hills.
- (e) 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.
- (f) One North Island non-Fonterra representative elected at, and by all voting non-Fonterra North Island delegates attending the National Congress, from among National Congress voting delegates who are employed by a non-Fonterra employer in the North Island.
- (g) One South Island non-Fonterra representative elected at, and by all voting non-Fonterra South Island delegates attending the National Congress, from among National Congress voting delegates who are employed by a non-Fonterra employer in the South Island. For the purposes of the elections in Rules 14.2(f) and (g), where an employer operates in both the North and South Islands, voting delegates are only entitled to cast the eligible number of votes for their respective site. For example, Goodman Fielder Puhoi would only be eligible to vote in the North Island election and Goodman Fielder Christchurch would only be eligible to vote in the South Island election.
- (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.
- (i) A person may only hold one of the above positions at any one time.

## 14.3 Meetings

- (a) The National Executive shall meet ordinarily at least six times per year.
- (b) A special meeting of the National Executive may be convened by the Secretary or by any other three members of the National Executive, but the business proposed to be transacted shall be clearly stated. A special meeting *may* be convened by video or audio conferencing, as appropriate.
- (c) The Secretary shall give all members of the National Executive at least one week's individual notice of an ordinary Executive meeting, and one week's notice of a Special Meeting.
- (d) A quorum for any meeting of the National Executive shall be five voting members.

## 15. SPECIAL INTEREST GROUPS

### 15.1 DWU Women's Committee

- 15.1.1 (a) The Women's Committee shall consist of two Worksite Women's Delegates elected from each of the Union's four regions as defined in Rule 14.2(d) elected for a three-year term by the Worksite Women's Delegates (as defined in Rule 18.1(d)) prior to the pre-Congress meeting.
- (b) The Women's Committee shall meet once a year prior to Congress, and again during National Congress and at any other time that the National Executive or Secretary deem necessary.



Rules Amended by National Congress, June 2023

- (c) The Women's Committee Regional Representatives shall communicate with Worksite Women's Delegates in their region.
- 15.1.2 (a) Elections will be organised and run by the Union staff committee members (as per Policy C.24) acting as the Returning Officer.  
 (b) Election of the Women's Committee convenor. The committee shall elect from their own ranks at their pre-Congress meeting, a convenor, whose term of office shall be for three years commencing immediately and expiring three years later at their pre-Congress meeting.  
 (c) Nominations shall be open 14 days prior to the pre-Congress Women's Committee meeting.
- 15.1.3 (a) Election of the Women's Committee regional representatives. Nominations shall be open to elected Worksite Women's Delegates (as per Rule 18.1(d)).  
 (b) Nominations will be open for 14 days.  
 (c) A brief resume will be supplied by each candidate and the election will be conducted via a telephone conference call of the regions Worksite Women's Delegates. Any special votes must be arranged prior to the conference call with the returning officer and if transferred must be to another Worksite Women's Delegate within the region.
- 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 Māori 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 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.
- 15.3 **DWU Youth Committee**
- 15.3.1 (a) The Youth Committee shall consist of two Youth Representatives elected by and from each of the Union's four regions as defined in Rule 14.2(d) elected for a three-year term by a preferential postal ballot of all members 35 or under (as at the date of the election) in that region. The election of Youth Representatives shall take place prior to the Youth Committee's pre-Congress meeting.  
 (b) To be eligible for nomination as a Youth Representative, a person must be 35 or under as at the date of the election of the Youth Representative positions as discussed above.  
 (c) Any elected Youth Representative who turns 36 or older during their elected term will be entitled to stay on the Youth Committee and complete the remainder of their term.  
 (d) Elections will be organised and run by the Union's National Returning Officer in accordance with the nomination and voting process contained in Schedule II of these Rules.  
 (e) The Youth Committee shall meet once a year prior to Congress, and again during National Congress and at any other time that the National Executive or Secretary deem necessary.



(f) The Youth Committee shall elect a Convenor from their own ranks at their pre-Annual Congress meeting.

(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.

#### 15.4 **DWU Welfare Committee**

15.4.1 The DWU shall establish and operate a Welfare Fund in order to provide welfare relief, assistance, and benefits to DWU members and their dependents.

15.4.2 The Welfare Fund shall be financed out of the DWU's general account and will equal up to 10% of the DWU's net income received from subscriptions.

15.4.3 Management of the Welfare Fund shall be delegated to the Welfare Committee to generally oversee the operation of the Welfare Fund and make recommendations to the National Executive and National Congress on the operation of the Welfare Fund.

15.4.4 The Welfare Committee shall be a sub-committee of the National Executive.

15.4.5 The Welfare Committee shall consist of the following members:

15.4.5.1 The National Vice-President (Ex-Officio and will also be the Welfare Committee Convenor);

15.4.5.2 The National Secretary (Ex-Officio);

15.4.5.3 One elected representative from the National Executive, to be from and determined by the National Executive at their June meeting prior to the National Congress annual meeting;

15.4.5.4 Two elected representatives from the National Congress voting delegates to be from and determined by voting National Congress delegates at the National Congress annual meeting by the preferential voting method (50%+1 of eligible votes cast).

15.4.6 The Welfare Committee members shall serve a three-year term, commencing immediately after their election is completed (if appointed by election) and ending immediately prior to the next election three years later.

15.4.7 Any elected member of the Welfare Committee who retires from paid employment in the industry during their term may continue as a Welfare Committee member for the remainder of their term and will be entitled to all the benefits provided by the Welfare Fund.

15.4.8 The Welfare Committee will receive administrative and secretariat support via either an assigned DWU staff member as per Policy C.24, or by a contracted support person/s who will act as the Welfare Committee Co-Ordinator.

15.4.9 The Welfare Committee will meet either in person or by appropriate electronic means as often as is required to fulfill the management of the Welfare Fund.

#### 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 deems 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.

### **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.

## **16. CONTROL OF FUNDS**

- 16.1 All of the Union's funds shall be held and controlled by the National Executive and all subscriptions, entrance fees, levies, and other monies owed to the Union shall be paid to the Secretary.  
 16.2 The trustees of the Union shall be the President, Vice President, and Secretary. The signatories of the Union's bank account/s shall be the President, Vice President, Secretary and three other Officials of the Union. The signatures of the Secretary (or the Assistant Secretary if the Secretary is unavailable) and one other signatory shall be required to withdraw monies from any account.

## **17. REGIONAL AFFAIRS**

- 17.1 The National Executive shall allocate certain monies in the financial budget to enable the National Executive member/s, the "under 10 member" Congress representatives and the Organiser responsible for an area, to report and discuss the affairs of the Union with the Delegates in that area.  
 17.2 The Delegates of each region shall be required to meet at least once a year.

### **17.3 Annual General Meeting**

The National Secretary and National President (or their duly authorised representatives) shall attend at least once a year in each region, a meeting or meetings of the members of that region after the National Congress and normally in the period June to September. The meeting shall be called by the National Executive, advertised on site notice boards, giving at least two weeks' notice of such meetings. The quorum for such meetings shall be 10% of the membership eligible to attend such meetings. The business of these meetings shall include, among other things:

- (i) Presentation and discussion of the Annual Reports;
- (ii) Presentation of the Annual Accounts;
- (iii) Consideration of the Budget and Subscription for the current financial year.

## **18. SITE COMMITTEE**

### **18.1 Duties**

- (a) The affairs of the Union on each worksite shall be managed by a Site Committee.
- (b) The Site Committee and delegates on the site shall ensure that the Rules and the Policy of the Union are observed and shall generally act in a manner that will advance the interests of the members and bring credit to the Union.
- (c) The Site Committee shall consider matters referred to it by any other body of the Union.
- (d) The women delegates on the site committees shall elect a Worksite Women's Delegate for a three-year term.



*Rules Amended by National Congress, June 2023*

- (i) Where a site does not have any delegates who are women then the site delegate will call for nominations for a Worksite Women's Delegate who shall be elected by the site committee.
- (ii) The role of the Worksite Women's Delegate shall be to advise the Delegates Committee on women's matters and elect the Women's Committee Representatives in their region pursuant to Rules 15.1.1 and 15.1.2.

## 18.2 Membership

- (a) The Site Committee shall consist of a Site Delegate and Deputy Site Delegate and as many departmental delegates as the Site Delegates Committee decides.
- (b) Departments may also elect Deputy Department Delegates to assist the Department Delegates to carry out their duties.
- (c) The Site Delegate, Deputy Site Delegate, and Departmental Delegates shall be elected every three years consecutively in the manner provided for in Schedule II. The three-year election cycle will take effect from the next election for those positions.
- (d) The Site Delegate will automatically represent the site at the National Congress.

## 18.3 Meetings

- (a) The Site Committee shall meet monthly.
- (b) The Site Delegate shall be entitled to call a full meeting of members on the site whenever necessary.
- (c) A special meeting of members on the site may be called by any of the Secretary, the Organiser, the Site Delegate, the Site Committee, or by written requirement to the Site Delegate signed by not less than 10% of the membership of the site.
- (d) Department meetings may be called by any of the Secretary, Organiser, Site Delegate, Site Committee, Department Delegate or by written requirement to the Site Delegate signed by not less than 10% of the membership in the department.
- (e) At least one weeks' notice shall be given of any of the above meetings, except in an emergency. Such notice may be given by individual notice or by appropriate advertising on site notice boards.
- (f) The quorum for any site meeting shall be 25% of the members eligible to attend. This quorum may be met by aggregating the members attending a series of meetings on the site on the same subject.
- (g) Site meetings shall consider business placed before it by any member of the site. It shall have ultimate power to decide questions relating to site matters provided the decisions are within the Union Policies and within these Rules. When considering matters placed before it by any other body of the Union, it shall duly notify that other body of its decision after first having considered the matter. Where deemed appropriate by the referring body prior to the voting, the aggregate of such site voting shall determine the question under consideration.





## PART IV – ELECTION AND REMOVAL OF OFFICERS AND OTHER OFFICIALS

### 19. ELECTIONS

- 19.1 All Officers and other Officials, *unless otherwise stated*, shall be elected as provided for in Schedule II.
- 19.2 Any Officer or other Official shall be eligible for re-election if he/she otherwise meets the requirements of these Rules.

### 20. CASUAL VACANCIES

Should the position of an elected Officer or elected Official become vacant while there is more than 33% of the term of the office remaining, an election shall be held to fill the vacancy. If the vacancy occurs in the last 33% of the term it may be filled by resolution of the Officials controlling body as defined in Rule 21.1 or it may be filled by election under these Rules in which case the term of the successful candidate shall be extended to cover both the unexpired term of the casual vacancy and the further new term.

### 21. REMOVAL OF OFFICERS AND OTHER OFFICIALS

- 21.1 Any elected Officer, Site Delegate, or other elected Official of the Union not performing his/her duties in a manner satisfactory to their controlling body or considered unfit to continue in office because of disability, bankruptcy or misappropriation of Union funds may be suspended from office by resolution of a special meeting of the body concerned, called to consider a notice of motion that the Official be removed. Such resolutions must be carried by a two thirds majority of members at the meeting.

In Rule 21.1, "controlling body" means as follows:

- |        |   |   |
|--------|---|---|
| - For: | - Officers:                                     | - National Executive                                      |
|        | - Executive Committee Member:                   | - Site Delegates in the geographical area they represent. |
|        | - Site Delegate and other Site Representatives: | - Site Committee  |

- 21.2 Any suspension from office shall be followed forthwith by a secret ballot on the question that the Official be removed from office. The secret ballot shall be of members eligible to vote for the election of the Official concerned and shall be conducted in the same manner as an election. If the question is declared carried, the Official is thereby removed from office, and if not carried, is thereby reinstated in office.
- 21.3 The principles of natural justice must be observed throughout the suspension and removal proceedings, and in particular:
- (a) The notice of motion shall be accompanied by details of the allegation against the Official, and both shall be made available to the Official promptly; and
- (b) The Official, and/or their representative shall be given full opportunity to speak in his/her defence at the meeting at which the matter is discussed.
- 21.4 Any demand by a member or members that an Official be removed from office shall be dealt with under this Rule unless the controlling body concerned decides to refer the matter to the Grievance Committee through the National Executive.



- 21.5 Notwithstanding Rule 21.4 above, if the Grievance Committee finds a charge against an Official to be proved, it may recommend to the National Executive (or the National Executive may on its own motion resolve) that he/she be removed from office. The National Executive may then suspend the Official from office. Such suspension shall be followed, after the seven-day appeal period, by the secret ballot provided for in Rule 21.2.
- 21.6 If an appeal is filed against the National Executives suspension decision, no secret ballot of members shall be held, and the suspension shall continue until the National Congress has considered the matter. If the National Congress upholds the resolution that the Official be removed from office, he/she shall thereby be removed.



## PART V – DISCIPLINE AND GRIEVANCE PROCEDURE

### 22. GRIEVANCE COMMITTEE

#### 22.1 Powers

- (a) The Grievance Committee shall hear and examine grievances between members or charges against members.
- (b) Grievances or charges shall first be communicated by a member or members in writing to the National Secretary or the National President and shall only then be referred by the National Executive to the Grievance Committee.

#### 22.2 Membership

The Grievance Committee shall consist of:

- (a) A representative from the Officers of the Union (for example the National President) or the nominated proxy representative from the Officers of the Union (for example the National Vice President) to be determined by the Officers of the Union in June prior to the National Congress annual meeting.

Where the representative from the Officers of the Union (for example the National President) is involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by the nominated proxy representative from the Officers of the Union (for example the National Vice President).

Where the nominated proxy representative from the Officers of the Union (for example the National Vice President) is also involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by the remaining Officer of the Union (for example the National Secretary).

Where all three Officers of the Union are involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by an independent person to be appointed by the National Executive.

- (b) A representative from the National Executive or the nominated proxy representative from the National Executive to be determined by the National Executive at their June meeting prior to the National Congress annual meeting.

Where the representative from the National Executive is involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by the nominated proxy representative from the National Executive.

Where the nominated proxy representative from the National Executive is also involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by another National Executive member determined by the National Executive.

- (c) A representative from the Union's paid staff or the nominated proxy representative from the Union's paid staff to be determined by the Union's paid staff in June prior to the National Congress annual meeting.

Where the representative from the Union's paid staff is involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by the nominated proxy representative from the Union's paid staff.



Where the nominated proxy representative from the Union's paid staff is also involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by another member of the Union's paid staff determined by the Union's paid staff.

- (d) A representative from the National Congress voting delegates or the nominated proxy representative from the National Congress voting delegates to be determined by voting National Congress delegates at the National Congress annual meeting.

Where the representative from the National Congress voting delegates is involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by the nominated proxy representative from the National Congress voting delegates.

Where the nominated proxy representative from the National Congress voting delegates is also involved in the dispute or charge in question, they shall withdraw from the Grievance Committee for the enquiry and shall be replaced for that enquiry by another voting National Congress delegate determined by the voting delegates of the National Congress as at that date.

- (e) In addition to the four Grievance Committee members discussed in Rules 22.2(a), (b), (c) and (d), the National Executive may also appoint an independent person to the Grievance Committee for that enquiry, and may appoint that independent person to chair the enquiry.

The Grievance Committee members may also request that the National Executive appoint an independent person to the Grievance Committee for that enquiry, and may request that the independent person chair the enquiry.

- (f) Unless directed otherwise by the National Executive in accordance with Rule 22.2(e), the Grievance Committee shall elect from its own ranks a Chair, who for the purpose of the Grievance Committee shall exercise all powers of the National President.

- (g) Except for any independent person appointed to the Grievance Committee in accordance with Rule 22.2(e), to be eligible for nomination and to hold a position on the Grievance Committee, a representative must remain an eligible member of the body they are representing (for example, the representative from the National Congress voting delegates must remain a voting delegate to the National Congress to remain on the Grievance Committee).

Where the Grievance Committee representative stops being an eligible member of the body they are representing, they will be automatically replaced by the nominated proxy representative for that body.

Where the nominated proxy representative of that body also stops being an eligible member of that body, the rules around causal vacancies (Rule 20) shall apply for that representative position.

- (h) A person may only hold one Grievance Committee representative position at any one time (for example, if the National President is the representative from the Officers of the Union s/he cannot also be the representative from the National Executive).

### 22.3 **Election process and length of term**

- (a) The three Grievance Committee representatives and the three respective proxy representatives discussed in Rules 22.2(a), (b) and (c), shall be elected at their respective June meetings prior to the National Congress annual meeting.



- (b) These appointments shall be notified to the National Congress annual meeting prior to the election of the National Congress voting delegate representative and nominated proxy National Congress voting delegate representative discussed in Rule 22.2(d).
- (c) The National Congress voting delegate representative and nominated proxy National Congress voting delegate representative discussed in Rule 22.2(d), shall then be elected by voting National Congress delegates.
- (d) Grievance Committee representative positions shall be for a three-year term, commencing the day after the National Congress annual meeting in the year in which they are elected and ending on the final day of the National Congress annual meeting three years later.
- (e) By resolution of the National Congress, the Grievance Committee may remain in office to complete any enquiry already commenced.

## **23. CHARGES AGAINST MEMBERS**

Any member may be charged with a breach of these Rules who:

- 23.1 Refuses to comply with these Rules;
- 23.2 Willfully violates a lawful resolution of the Union;
- 23.3 Improperly divulges the business of the Union to non-members without consent;
- 23.4 Makes any unsubstantiated accusation against a member of the Union; or
- 23.5 In any other way, willfully brings the Union or its members into disrepute or willfully undermines the Union's objectives.

## **24. PRINCIPLES OF NATURAL JUSTICE**

The Grievance Committee shall throughout an enquiry observe the principles of natural justice, and in particular:

- 24.1 Must make available promptly to the parties involved full details of the nature of the enquiry and of allegations made; and
- 24.2 Must give any party against whom allegations are made adequate notice (at least fourteen days) of a hearing and the opportunity to be heard in his/her defence, or if the member so desires to lay a written signed statement before the Committee.

## **25. FINDINGS, REMEDIES, PENALTIES, APPEALS**

- 25.1 The Grievance Committee shall communicate its findings and reasons for them in writing to the National Executive and to the parties. It shall in the case of a grievance recommend a remedy, or in the case of a charge, a penalty, if any. Such penalties may include a censure, a fine (maximum of \$1,000), or expulsion from the Union. All fines go to the Union's nominated charity.
- 25.2 The National Executive shall by resolution adopt, modify, or reject the recommendation. Any party to the proceedings may within seven days of such resolution appeal to the National Congress against the National Executive's decision. The National Congress' decision (or the National Executive's decision if unappealed) shall be final and binding on all members.

## **26. TRAVEL EXPENSES AND COSTS**

- 26.1 If a member facing a charge has to travel to appear before the Grievance Committee, he/she shall be reimbursed all reasonable expenses.
- 26.2 If the Grievance Committee finds that any complaint or charge has been made maliciously, or that no case has been made for it, the National Executive may make the member/s bringing such complaint or charge liable for all or part of the costs of the enquiry, by resolution to that effect voted for by at least five members of the National Executive.



## PART VI – VARIOUS ADMINISTRATIVE MATTERS

### 27. REMUNERATION AND EXPENSES

- 27.1 Any Officer, member of the National Congress or National Executive, or other person transacting business for the Union shall receive such remuneration as shall be decided upon by the National Congress. However, it is intended that the positions of President and Vice President should be essentially honorary and the positions of Secretary, Assistant Secretary, Organisers and Administrative staff, full/part time and paid.
- 27.2 The Secretary shall pay reasonable out-of-pocket expenses to any of the persons mentioned in Rule 27.1 above, especially for attendance at Union Meetings.

### 28. BALLOTS AND RATIFICATION

#### 28.1(a) Strike Ballot

Should there be a strike proposal the members who would be required to take the strike action shall be given the opportunity to vote on the issue. Should one member who would be required to take strike action require the vote to be taken by secret ballot, then the vote shall be so taken. Any strike endorsed by such ballot shall be binding on all members who would be required to participate in the strike.

- 28.1(b) The ballot to impose or remove a strike action shall be decided by a majority of 50% plus one (1) or more of the members who are eligible to vote and who do so.

#### 28.2 Ratification of Collective Agreements

##### (a) Site Meetings

There shall be a meeting, or a series of meetings, at each site intended to be covered by the proposed CEA in order to discuss the proposed offer and to ratify or reject the recommendation from the negotiating committee.

##### (b) Ballot Boxes

- (i) A ballot box will be opened at the close of the meeting or at the close of the first meeting: and
- (ii) There shall be an adequate number of ballot boxes available on each site; and
- (iii) Ballot boxes shall remain open for the time notified by the Returning Officer.

##### (c) Timeframes

- (i) For each site, there shall be a meeting of the Site Delegates Committee who shall determine:
- (ii) The date for the Site Meeting(s); and
- (iii) The date the ballot boxes close. The ballot boxes shall remain open for either a minimum period that equates to the longest set of days off on that site, plus one day, or until the returning officer is satisfied that all members eligible to vote on that site have had reasonable time to do so.

##### (d) Returning Officer

The Returning Officer shall do all things he/she considers necessary for the fair and proper conduct of the ballot including:

- (i) Give reasonable notice of the meeting and ballot dates to each member entitled to vote. Such notice to members may be by way of individual and/or appropriate advertising;
- (ii) Make every effort to ensure proper worksite publicity, particularly by way of notice posted on notice boards throughout the site;
- (iii) Notify the members of the process for obtaining special votes;
- (iv) Provide members with a special vote by post, electronic mail, or other speedy means, where appropriate;
- (v) Provide an adequate number of ballot boxes on site;
- (vi) Oversee the voting;



(vii) Counting the votes as soon as possible after voting closes.

**(e) Eligibility to Vote**

All members who are covered by the coverage clause of the proposed CEA are entitled to vote.

**(f) Conduct of Ballot**

Members should make every effort to attend a ratification meeting. There shall be sufficient meetings held on site to cover shifts and rosters to ensure that members have every opportunity to attend a meeting.

- (i) Voting shall be restricted to a vote either for or against ratification of the proposed CEA. No amendments may be proposed during the ratification process.
- (ii) After the site meeting has closed, the Returning Officer shall provide one voting paper to each eligible member who presents him/herself for voting.
- (iii) No proxy votes shall be permitted until after the site meeting has closed.
- (iv) Special votes may be permitted where a member satisfies the Returning Officer that he/she is unable to personally attend and vote because of bona fide absence from the site during the time the ballot box is open, including being suspended from employment. In such circumstances, the Returning Officer may provide a voting paper in advance of the site meeting.
- (v) All completed ballot papers shall be placed in a locked ballot box, which shall not be opened until after the ballot closes.
- (vi) The Returning Officer shall count the votes and declare that the CEA has been ratified or has not been ratified, unless the ratification covers more than one site in which case a declaration will not be made until the final ballots are collated and declared by the advocate of the collective agreement.
- (vii) The ballot shall be decided by a simple majority (50% + 1) of the members who are entitled to vote and who do vote.

**28.3 Variation of Collective Agreements**

**(a) Variation of Collective Agreement**

The terms and conditions of a Collective Agreement may be varied by mutual agreement of the parties to it. Any such variation shall be in writing and signed by the key signatories to the Collective Agreement. Any such variation shall comply with all appropriate statutory requirements in effect at the time of the variation.

**(b) Affected Members**

Prior to any such variation being agreed to, the affected members shall be provided with the opportunity to vote for the proposed variation to the Collective Agreement. The affected members are only those members whose terms and conditions are directly and materially changed as a result of the variation. The affected members will be identified by way of a list provided by the advocate of the variation to the Collective Agreement prior to any variation ballot.

**(c) Meetings to Discuss and Vote for Variation**

There shall be a site meeting, or a series of site meetings, at each site of affected members, or a meeting by other telecommunication method (for example by videoconference or teleconference) in order for affected members to discuss the proposed variation and to ratify or reject the proposed variation.

**(d) National Returning Officer**

The National Returning Officer (with the support of Site Returning Officers where required) shall do all things he/she considers necessary for the fair and proper conduct of the variation meeting(s) and variation ballot including:

- (i) Give reasonable notice of the meeting(s) and ballot dates to each affected member entitled to vote. Such notice to affected members may be by way of individual and/or appropriate advertising;
- (ii) Ensure affected members are provided with appropriate information on the proposed variation to the Collective Agreement to ensure they are able to make an informed decision about the proposed variation;
- (iii) Where appropriate, make every effort to ensure proper worksite publicity, particularly by way of notice posted on notice boards throughout the site(s);



- (iv) Notify the affected members of the process for voting, including the obtaining of special votes;
- (v) Provide affected members with a physical or electronic vote;
- (vi) Where appropriate, provide an adequate number of ballot boxes on site for the collection of votes;
- (vii) Oversee the physical or electronic voting process;
- (viii) Count the physical or electronic votes as soon as possible after voting closes.

**(e) Conduct of Variation Ballot**

Affected members should make every effort to attend a variation meeting. There shall be sufficient site meetings or meeting(s) by other telecommunication methods to cover shifts and rosters to ensure that affected members have every opportunity to attend a variation meeting.

- (i) Voting shall be restricted to a vote either for or against the proposed variation of the Collective Agreement. No amendments may be proposed during the variation process.
- (ii) After the variation meeting has closed, the National Returning Officer shall provide one voting paper (either physically or by way of other appropriate electronic means) to each affected member who presents him/herself for voting.
- (iii) No proxy votes shall be permitted until after the variation meeting has closed.
- (iv) Special votes may be permitted where an affected member satisfies the National Returning Officer that he/she is unable to personally attend and vote because of bona fide absence during the time the ballot box is open, including being suspended from employment. In such circumstances, the National Returning Officer may provide a voting paper or accept electronic votes in advance of the variation meeting.
- (v) All completed ballot papers shall be placed in a locked ballot box or returned electronically to the National Returning Officer to be placed in the locked ballot box, which shall not be opened until after the ballot closes.
- (vi) The National Returning Officer shall count the votes and declare that the Collective Agreement has been varied or has not been varied, unless the variation covers more than one site in which case a declaration will not be made until the final ballots are collated and declared by the advocate of the Collective Agreement.
- (vii) The variation ballot shall be decided by a simple majority (50% + 1) of the affected members who are entitled to vote and who do vote.

**29. MEMBERS RIGHTS OF ACCESS TO UNION DOCUMENTS**

**29.1 Supply of Rules, Policies and Amendments**

- (a) The Union shall supply upon request forthwith and free-of-charge to any person who joins the Union an up-to-date copy of the Rules or Policies. A reasonable charge may be made for any replacement copy.
- (b) The Union shall supply a copy of any amendment made to the Rules or Policies to each member of the Union, free-of-charge within 30 days of the amendment being made. This may be done by way of the Union's newspaper.

**29.2 Supply of Annual Report, Audited Annual Accounts, and Resolutions**

The Union shall supply free-of-charge to any member who requests it, one copy of:

- (a) The Union's Annual Report;
- (b) The Union's latest income and expenditure account and balance sheet together with the Auditor's report on the accounts;
- (c) Any resolution passed within the last five years at any general or special meeting of the National Congress or by the National Executive or its preceding body.

**29.3 Inspection of Accounting Records and Registers**

The accounting records and register of officers of the Union may be inspected free-of-charge by every member having an interest in the funds at all reasonable hours, upon her/him giving 48 hours' notice to the Secretary of his/her desire to do so.





### **30. USE OF SEAL AND EXECUTION OF INSTRUMENTS**

- 30.1 There shall be a seal of the Union, which shall be kept in safe custody by the Secretary.
- 30.2 All documents requiring sealing shall be executed by the Secretary (or other person authorised by the National Executive) affixing the seal thereto pursuant to a resolution of the National Executive. Any affixing shall be attested by one or other trustee or cheque signatory.
- 30.3 The Secretary shall keep a seal register, which shall record the date and a brief description of every document to which the seal has been affixed.
- 30.4 Notwithstanding Rule 30.2 above, the Secretary and another National Executive member may affix the seal for the purpose of recovering monies or pursuing industrial cases on behalf of the Union. Such affixing shall be notified to the next National Executive meeting and be entered in the seal register.
- 30.5 The Executive shall have the power by resolution to alter or renew the seal where this is necessary.

### **31. REPRESENTATION AT FORMAL PROCEEDINGS**

The Union may be represented in any formal proceedings by any person or persons, so authorised from time to time by the National Congress, National Executive, or joint decision of National Officers.

### **32. AUDITOR**

Subject to the provisions of the relevant Act relating to the audit of accounts of the Union, the National Congress shall from time to time appoint an Auditor, who shall be a member of the Institute of Chartered Accountants of New Zealand. The books of the Union shall be audited not later than 31 May each year or more often if required by a resolution of the National Congress or National Executive. The Auditor shall hold the position until a successor is appointed. The Auditor shall be eligible for reappointment.

### **33. CANCELLATION OF REGISTRATION**

- 33.1 Except in the case of amalgamation with another Union/s, should a majority of members at any time desire to cancel the registration of the Union, the Secretary shall forthwith make application to the Registrar, in the prescribed form, for the cancellation of the Union. However, no such application shall be made unless:
- (a) The Union has first sent to each member written notice of its intention to make the application; and
  - (b) No objections are received or a majority of the members of the Union support the application.
- 33.2 Before such cancellation of the Union has been effected, the National Executive shall realise all the assets of the Union and pay all liabilities of the Union.
- 33.3 Subject to a final audit in accordance with the Act, surplus funds (if any) shall be disposed of in pursuance of the objects set out in Rule 4 (Objects of the Union) and in such manner as the National Congress may decide.
- 33.4 Should the National Congress or National Executive desire to cancel the registration of the Union in order to amalgamate with another Union, such cancellation shall not be carried out until the proposed amalgamation has been endorsed by a majority vote of the membership in a secret ballot held at site meetings.

### **34. AMENDMENT OF RULES**

- 34.1 The Rules of the Union shall not be amended except by a majority vote in a ballot of the membership after considering such a recommendation from the National Congress.
- 34.2 Should any member desire that these Rules be amended at the next National Congress, he/she may move the desired amendment at an ordinary meeting of his/her site or, if a Delegate, at a Site Committee meeting. Should the proposed amendment be passed, it shall be forwarded by the Site



Delegate to the National Secretary at least two weeks prior to the April meeting of the National Executive.

34.3 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. Such amendments shall be forwarded to the National Secretary at least two weeks prior to the April meeting of the National Executive.

34.4 Should an amendment be passed by the National Congress, it shall be referred as a recommendation to the membership for final determination by postal ballot or ballot at site meetings, as determined by the National Congress. If the ballot of the membership favours the recommended change the Secretary shall apply forthwith to the Registrar for its registration. No such amendment shall come into force until it has been registered.

### **35. OPERATIVE DATE AND TRANSITION**

35.1 These Rules shall come into force on the date of registration.

35.2 At the time these Rules come into force, all persons holding office or position under the previous Rules in force shall continue to hold office under these latest rules until they vacate the office or position, complete their term of office in accordance with these latest rules, or a more recent set of rules come into force.

### **36. SCHEDULES**

The Schedules to these Rules are:

Schedule I Duties and Powers of Officers

Schedule II Election and Ballot Procedures

Schedule III Standing Orders

Schedule IV Appointments Register

### **37. MATTERS NOT PROVIDED FOR**

Any matter not provided for in these Rules shall be decided by the National Congress or National Executive.



## SCHEDULE I – DUTIES AND POWERS OF OFFICERS AND OFFICIALS

### 1. GENERAL

- 1.1 The Unions' Officers shall, at all times, act effectively and efficiently within the Unions' Rules and Policies and in a manner which will advance the interests of members and bring good credit upon the Union.
- 1.2 The National Officers (President, Vice President, and Secretary,) shall be entitled to attend and speak at any meeting of the Union.

### 2. PRESIDENT

- The President shall supervise the affairs of the Union, including;
- 2.1 Presiding over, and keeping order at, all meetings of the National Congress and National Executive and any other National meeting;
- 2.2 Ensuring that all lawful instructions of the National Congress and National Executive are carried out;
- 2.3 Performing such other lawful duties as are usual for the office of President.

### 3. VICE PRESIDENT

- The Vice President shall:
- 3.1 Render assistance to the President.
- 3.2 In the absence of the President he/she shall have all the powers and shall carry out all the duties of the President: Provided that if the President and Vice President are both absent, the members present shall appoint one of the members to be chair of the meeting, and while so acting he/she shall have all the powers and carry out the duties of the President.

### 4. SECRETARY

- The National Secretary shall be appointed/dismissed by the National Executive and the Delegates to National Congress. The terms of his/her employment shall be in accordance with his/her Employment Contract.
- 4.1 His/her duties shall be as per the Job Description.

### 5. ORGANISERS AND ASSISTANT SECRETARY

- Organisers and Assistant Secretary shall be appointed/dismissed by the National Secretary, National Executive, and in the case of Organisers, delegates to National Congress from that region/s in accordance with the terms of the Union's Staff Collective Employment Agreement.
- 5.1 Their duties shall be as per their Job Description.



## SCHEDULE II – ELECTION AND BALLOT PROCEDURES

### 1. ELECTION PROCEDURES GENERALLY

#### 1.1 Types of Ballot

Every election in the Union shall be held by:

- (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).
- whichever is specified in these Rules.

#### 1.2 Returning Officer

- (a) For each election, the National Executive or Site Committee shall appoint a Returning Officer, who shall not be a candidate for any office to be filled.
- (b) The Returning Officer shall be notified by the appropriate controlling body of the election and provided with the register of members entitled to vote in that particular election.
- (c) The Returning Officer shall do all things he/she considers necessary for the fair and proper conduct of the election.
- (d) Where an election is to be held by ballot at site meetings or in other circumstances where the Returning Officer cannot personally carry out all his/her duties in terms of these Rules, the Returning Officer may appoint assistants as needed. The assistants shall carry out all the instructions of the Returning Officer. No assistant shall be a candidate for any office to be filled.

#### 1.3 Nominations

- (a) Except in the case of delegate (site and departmental) elections when 14 days' notice shall be given, at least 28 days before nominations close the Returning Officer shall give reasonable notice of the election to each member entitled to vote. In such notice, the Returning Officer shall call for nominations, specifying the closing date and times and advise details of the election process.
- (b) The notice to members may be by way of individual notice and/or appropriate advertising. The Returning Officer shall make every effort to ensure proper worksite publicity, particularly by way of notice posted on notice boards throughout a site.
- (c) Nominations shall be in writing in the form prescribed or provided by the Returning Officer. Each nomination shall require a nominator and seconder and their signatures, and the signed consent of the nominee. The nominator and seconder must both be members of the Union. In the case of Regional, Site or Departmental elections, all three members discussed above (nominee, nominator, seconder) must also be members in the respective Region, Site or Department.
- (d) If only one valid nomination is received for a position, the Returning Officer shall declare that nominee elected unopposed. If more than one valid nomination is received, an election shall be held.

#### 1.4 Manner of Election

Elections shall be held in the following ways:

- (a) 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.
- (b) For National Executive regional representatives, by ballot of all voting delegates attending the National Congress from that region by the preferential voting method



(50%+1 of eligible votes cast), pursuant to Rule 14.2(d) herein. Where there are two regional representatives to be elected, the process shall be the following:

- (i) A ballot for the first National Executive regional representative position shall be held by the preferential voting method. The winner of this first ballot will be the candidate who receives 50%+1 of eligible votes cast pursuant to Rule 14.2(d);
- (ii) A ballot for the second National Executive regional representative position shall be held by the preferential voting method. The winner of the first ballot is not entitled to cast their sites votes in the second ballot. The winner of this second ballot will be the candidate who receives 50%+1 of remaining eligible votes cast pursuant to Rule 14.2(d).
- (c) For the National Executive North Island and South Island non-Fonterra representatives, by preferential voting ballot of the eligible voting delegates attending the National Congress from those areas, pursuant to Rules 14.2(f) and (g) herein.
- (d) For Women's Committee Representatives, by ballot of the elected Worksite Women's Delegates on each site in that region pursuant to Rules 15.1(a) and 15.1.1(a). 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).
- (e) For Runanga members, by ballot of a site committee delegate from each site in the relevant region who identifies as Maori or where there is no site committee delegate who identifies as Maori, the Site Delegate of that site pursuant to Rules 15.2.1 and 15.2.4. When a ballot has multiple candidates, it will be conducted by exhaustive balloting until there is a clear majority winner/s (based on ballots cast).
- (f) For Youth Committee Representatives, by secret preferential electronic ballot of all members 35 or under from those areas, pursuant to Rules 15.3.1 herein.
- (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).
- (h) For National Executive casual vacancies by secret preferential electronic ballot of the National Congress delegates from those areas, pursuant to rule 14.2(d) herein.
- (i) For Site Delegates and representatives, by secret ballot at a site meeting or meetings.
- (j) For Departmental Delegate, by secret ballot of a meeting of their department.
- (k) For the Union's Life Member representative to National Congress, by duly notified meeting by way of teleconference or other appropriate telecommunication method, of all current Life Members of the Union.

## 1.5 Conduct of Ballot

- (a) Each candidate and the body that appoints the Returning Officer may appoint scrutineer(s) to watch the ballot, and the Returning Officer shall afford such scrutineer(s) all reasonable facilities for doing so.
- (b) In the case of the National President and National Vice President elections, voting shall begin not earlier than 14 days after nominations close and the election shall be completed not later than 56 days after nominations close.
- (c) In the case of National Executive members, voting shall be conducted at the National Congress. Nominations shall close 28 days prior to the commencement of the National Congress where the voting shall take place.
- (d) In the case of Site Delegates and Special Interest Group Representatives, voting shall begin not earlier than seven days after nominations close and the election shall be completed not later than 21 days after nominations close.



- (e) (i) In the case of a secret preferential electronic ballot, the Returning Officer shall have delivered or forwarded to each member entitled to vote, a ballot paper clearly showing the names of the candidates for election. It must state the method of voting, the time within which the ballot paper is to be returned, and the address to which it is to be returned.
- (e) (ii) The President and Vice President ballot should (where there are more than two candidates) be conducted by a preferential vote (on the ballot paper) and run (by distributing the lowest polling candidate's voter preference) until there is a clear majority winner of valid votes cast.
- (f) The ballot paper may be accompanied by a document, giving brief personal details supplied by the candidates. In this event, the Returning Officer must offer the candidates equivalent space in the document.
- (g) In the case of a ballot to be held at a site meeting or site meetings, the Returning Officer shall ensure that at least seven days' notice is given, by notice on notice boards throughout each site concerned and any other available means, of the candidate/s for election, the place/s, date/s and time/s of the meeting/s on the site/s concerned, and the procedure for obtaining special votes for members unable to attend.
- (h) In a site meeting ballot, a ballot paper shall be supplied by the Returning Officer or his/her assistant to each eligible member who attends a meeting called to conduct the ballot, or applied prior to the meeting for a special vote in accordance with the duly notified procedure. The Returning Officer or his/her assistant shall, on issuing the ballot paper, delete the members name from a current membership roll of the site concerned.  
All completed ballot papers shall be placed in a locked ballot box, which shall not be opened until after the ballot closes. The votes shall be counted by the Returning Officer in the presence of the scrutineer appointed by the candidates and/or the controlling body.
- (i) As soon as possible after the ballot closes, the Returning Officer shall count the votes and, setting aside all informal papers, shall declare the highest polling candidate/s elected.  
Where there is an equality of votes between candidates and the addition of a vote would entitle any of those candidates to be declared elected, the Returning Officer shall determine by lot which candidate shall be elected.
- (j) The ballot shall be conducted in every respect so as to ensure secrecy of voting. The requirements of the Act as to the preservation and safe custody of the ballot papers and other papers issued in connection with it shall be strictly complied with. Such papers shall be securely preserved at the Registered or area office of the Union (whichever is appropriate) for at least one year after the completion of the ballot.

## **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

## **3. ELECTION OF NATIONAL EXECUTIVE MEMBERS**

- 3.1 The National Executive members shall be elected for a three-year term, commencing immediately after the election is completed and ending immediately prior to the next election three years later.



*Rules Amended by National Congress, June 2023*

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

#### **4. ELECTION OF SITE REPRESENTATIVES**

4.1 Site elections shall be held during the months of February or March with the term commencing immediately after the election is declared and ending immediately prior to the next succeeding election for that.

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

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

4.4 The Site Committee shall appoint or re-appoint the Site Returning Officer during the month of January each year.

4.5 Any member of the Union on the site at the date that nominations close may be nominated to the positions of Site Delegate, Deputy Site Delegate. Any member on the site may be nominated as a Departmental Delegate to the Site Committee (as long as they comply with the requirements outlined in Schedule II, Clause 1.3(c) above).

4.6 The Site Returning Officer shall ensure that each candidate has an opportunity to address a site meeting.

4.7 A Site Delegate must work in the New Zealand Dairy Industry on the site which he/she represents.

#### **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.

#### **5. OTHER QUESTIONS TO BE DECIDED BY BALLOT**

Any question requiring to be put to a secret ballot of members shall be conducted in like form of that for an election, and clause 1.1 above shall apply with any necessary modifications. Such modifications may include:

- (a) Compressing the time limits as appropriate (e.g. if in terms of Standing Order 6(d), a secret ballot is required on a motion being debated at the meeting, the secret ballot should normally be taken at the meeting itself, with less formal ballot papers than would usually be the case);
- (b) The appointment of scrutineer by any member or members recognised by the Returning Officer as having a greater concern in the result of the ballot than members generally.



## SCHEDULE III – STANDING ORDERS

### 1. ORDER OF BUSINESS

The order of business shall generally be:

- (a) Apologies;
- (b) Roll Call (only necessary at committee meetings);
- (c) Reading and Confirmation of Minutes;
- (d) Correspondence, Outward and Inward;
- (e) Reports;
- (f) Accounts and other financial matters;
- (g) Business held over from previous meetings;
- (h) Notices of motion of which previous notice has been given;
- (i) General Business.

### 2. SIGNING OF MINUTES

The Chair shall sign all confirmed Minutes.

### 3. MOTIONS AND AMENDMENTS

- (a) A motion is a formal proposal for consideration by a meeting. A motion shall not be discussed unless it is both moved and seconded.
- (b) Except when moved by the Chair, all motions shall be seconded. Any motion not seconded shall lapse without discussion.
- (c) Once a motion is before the meeting, it may be withdrawn only if the mover and seconder agree that it should be so.
- (d) A motion may be amended by striking out and/or adding certain words.
- (e) An amendment must deal with the same subject matter as the original motion. If it has the effect of negating the substance of the original motion, it is out of order.
- (f) Only one amendment shall be discussed at the one time.
- (g) If an amendment is carried, it shall take the place of the original motion (i.e. become the substantive motion).
- (h) If an amendment is lost, other amendments may follow.
- (i) No member shall move or second an amendment if he/she has moved or seconded the original motion or a previous amendment.

### 4. NOTICES OF MOTION

- (a) A Notice of Motion is a notice given by a member that he/she wishes a motion to be placed on the agenda of a future meeting for discussion and decision.
- (b) A member shall give Notice of Motion for a future meeting by:
  - (i) Reading it aloud at a previous meeting and then handing it in writing to the Chair; or
  - (ii) Giving at least seven days' notice in writing to the Secretary.
- (c) No resolution recorded in the minutes shall be rescinded unless such notice of the proposed rescission has been given.
- (d) Notices of Motion shall be taken in the order in which the notice is given of them, but a motion shall lapse if the mover is not present when it is called or if it is not seconded by some other member.





## 5. CONDUCT OF DEBATE

- (a) Members speaking at a meeting shall stand while doing so (unless the meeting is a small one) and address their remarks to the Chair.
- (b) If two or more speakers desire to speak, the Chair shall at once decide who has the floor.
- (c) The Chair shall confine each speaker to the subject under debate.
- (d) No more than two members shall speak in succession either for or against any motion before the meeting, and if at the conclusion of the second speakers remarks no member wants to speak on the other side, the motion shall be put to the vote.
- (e) The seconder of a motion or amendment may do so pro forma and reserve his/her right of speaking to the question until later.  
A member can only speak once upon any question before the meeting except:
  - (i) To reply as the mover of the motion;
  - (ii) To raise a point of order.
- (f) The mover of any original motion may have ten minutes to speak in moving the motion and five minutes to reply. No other member shall be allowed to speak for more than five minutes at any one time.

## 6. VOTING

- (a) Except when a card vote is used, voting at all meetings shall be on the basis of one person, one vote.
- (b) Voting at a meeting shall be by the voices (except when a card vote is used).
- (c) Any member present may demand a division by way of a show of hands, or the Chair may so decide if he/she is uncertain as to a decision on the voices.
- (d) Voting by secret ballot at a meeting shall be carried out if a formal motion to that effect is passed by the meeting.
- (e)
  - (i) A card vote shall be used at the National Congress during any election ballot or when one or more Congress delegates so request. In such cases each delegate shall exercise one vote for each financial member employed on the site/s they represent.
  - (ii) It shall be permissible for delegates to vote according to mandate from their site/s on a particular issue or election, or to cast a split vote which reflects their sites actual voting results on that issue or election, except for National Executive member elections.
  - (iii) A site delegate committee can requisition the voting record of their Congress delegate.
- (f) Any person who simultaneously holds more than one vote bearing office shall nonetheless be entitled to exercise only one deliberative vote.

## 7. ACTING CHAIRPERSON

Notwithstanding 6(f) the Chair may request, or the meeting may appoint, a voting member of the meeting to take the Chair temporarily as Acting Chairperson. The Acting Chairperson will be entitled to their normal vote and the Chairs' casting vote.

## 8. POINT OF ORDER

- (a) A point of order is a member drawing to the Chairs' attention something the member considers to be a breach of order. A point of order may not be raised simply to express a difference of opinion or to contradict a speaker.
- (b) The following shall be recognised as breaches of order:
  - (i) The violation of any Standing Order;
  - (ii) Discussion of a question not before the meeting;



*Rules Amended by National Congress, June 2023*

- (iii) Misrepresentation of any statement made by a member; and
  - (iv) The use of offensive language.
- (c) On a point of order being raised, any other member speaking shall sit down. The Chair shall then invite the member raising the point of order to speak to it, which the member will do clearly and succinctly, and then sit down.
- (d) The Chair shall then decide the matter promptly. The Chairs' ruling will then be final unless challenged immediately by formal motion to the meeting.

## 9. CHALLENGE TO CHAIR'S RULING

- (a) Any ruling of the Chair (including on a point of order) may be challenged by the motion "That the Chairpersons' ruling be disagreed with".
- (b) The Chair shall, immediately the motion has been seconded, vacate the Chair in favour of an Acting Chairperson.
- (c) Only the mover and seconder of the motion may speak to it and the Chairperson may reply.
- (d) After the Chairperson has replied, the motion shall be put to the vote without further discussion in the following form:  
"That the Chairpersons' ruling be upheld."  
If this motion is lost, upon resuming the Chair, the Chair shall give a different ruling to that disagreed with.

## 10. BEHAVIOUR OF MEMBERS

Any member disrupting the meeting (refusing to obey rulings from the Chair, persistently infringing Standing Orders, or engaging in disorderly conduct) shall be warned by the Chair that further disruption will result in his/her expulsion from the meeting. Upon such further disruption occurring, the Chair shall expel the member from the meeting.

## 11. SUPERSEDING MOTIONS

The following motions:

- May not be moved or seconded by members who have already spoken on the question under discussion;
  - May not be moved while another member is speaking;
  - May not be moved by a member at the end of his/her speech;
  - Shall require the support of a two thirds majority of the members at the meeting to be carried.
- (a) "That the motion (or amendment) be now put"
- Note** This is the motion most commonly referred to as "the closure motion".
- (i) If it is carried, the motion or amendment shall be put immediately, provided that the mover of the motion or amendment may exercise a right of reply.
  - (ii) If it is carried on an amendment, debate on the original motion shall resume.
- (b) "That the meeting proceed to the next business".
- (i) If it is carried on a motion, it terminates debate on the motion for that meeting.
  - (ii) If carried on an amendment, debate on the original motion shall resume.
- (c) "That the meeting be adjourned".
- (i) If the motion does not state the time and date to which the meeting is desired to be adjourned, the adjournment shall be to the next ordinary meeting.
  - (ii) If the motion does state the time and date of adjournment, amendments may be proposed to such time and date.
  - (iii) If the motion is carried, the meeting shall be adjourned immediately.



**12. SUSPENSION OF STANDING ORDERS**

Standing Orders, or any of them, relating to the order of business, notices of motion, and conduct of debate may be suspended for the time being by a resolution carried by a two thirds majority of members at the meeting.

**13. MATTERS NOT PROVIDED FOR**

These standing orders do not cover every situation.

Any matter not provided for in them shall be decided by the Chair in accordance with normal meeting procedure.



*Rules Amended by National Congress, June 2023*

## SCHEDULE IV - APPOINTMENTS REGISTER

POSITION	REGION	NAME	STARTED	TERM	DUE
<b>National President</b>		Mark Holmes	Mar-22	3 years	Mar-25
<b>National Vice President</b>		Chris Jones	Mar-23	3 years	Mar-26
<b>National Executive</b>	Northern	Rima Strickland	Jun-22	3 years	Jun-25
	Northern	Barrie Kanara	Jun-22	3 years	Jun-25
	Waikato/BOP	Jodi Middleton	Jun-22	3 years	Jun-25
	Waikato/BOP	<i>Vacant</i>	Jun-22	3 years	Jun-25
	Central North Island	Tracey Seaver	Jun-22	3 years	Jun-25
	Central North Island	Daniel Simon	Jun-22	3 years	Jun-25
	Southern	Tom Faulkner	Jun-22	3 years	Jun-25
	Southern	Diamond Lill	Jun-22	3 years	Jun-25
	North Island Non-Fonterra	Rob Nixon	Jun-22	3 years	Jun-25
	South Island Non-Fonterra	<i>Vacant</i>	Jun-22	3 years	Jun-25
	Women's Committee Rep	Nici Benington	Mar-22	3 years	Mar-25
	Runanga Rep	Karangi Jones	Mar-22	3 years	Mar-25
	Youth Committee Rep	<i>Vacant</i>	Mar-22	3 years	Mar-25
	Fono & Ethnic Minorities Rep	<i>Vacant</i>	Mar-24	4 years	Mar-28
<b>Grievance Committee</b>	Officers Rep	Chris Flatt	Jun-23	3 years	Jun-26
	National Executive Rep	Rima Strickland	Jun-23	3 years	Jun-26
	Union Staff Rep	Richard Everson	Jun-23	3 years	Jun-26
	National Congress Rep	Grant Barrett	Jun-23	3 years	Jun-26
<b>National Returning Officer</b>		Karangi Jones	Jun-22	3 years	Jun-25
<b>DISS Director</b>		Mark Apiata-Wade	Jun-22	3 years	Jun-25
<b>UniMed Director</b>		Angus McConnell	Oct-20	3 years	Oct-23
		Chris Flatt	Oct-22	3 years	Oct-25
<b>Life Member Rep</b>		Bunter Johnston	Mar-23	2 years	Mar-25
<b>DWU Welfare Committee</b>	National Vice President (Convenor)	Chris Jones	Jun-22	3 years	Jun-25
	National Secretary	Chris Flatt	Jun-22	3 years	Jun-25
	National Executive Rep	Barrie Kanara	Jun-22	3 years	Jun-25
	National Congress Rep	Sue Norman	Jun-22	3 years	Jun-25
	National Congress Rep	Alan Hill	Jun-22	3 years	Jun-25
<b>DWU Women's Committee</b>	Northern	Iona Ngapera	Mar-22	3 years	Mar-25
	Northern	LaVina Ireland	Mar-22	3 years	Mar-25
	Waikato/BOP	Camille Rondon	Mar-22	3 years	Mar-25
	Waikato/BOP	Marilyn Fearn	Mar-22	3 years	Mar-25
	Central North Island	Sheena Waite	Mar-22	3 years	Mar-25
	Central North Island	Julie Bengston	Mar-22	3 years	Mar-25
	Southern (Convenor)	Nici Benington	Mar-22	3 years	Mar-25
	Southern	Ella Pick	Mar-22	3 years	Mar-25
<b>DWU Runanga</b>	Northern	Kim Phillips	Mar-22	3 years	Mar-25
	Northern	Glenn Stirling	Mar-22	3 years	Mar-25
	Waikato/BOP (Convenor)	Karangi Jones	Mar-22	3 years	Mar-25
	Waikato/BOP	Tupaea Ahomiro	Mar-22	3 years	Mar-25
	Central North Island	Lucille Tane	Mar-22	3 years	Mar-25
	Central North Island	<i>Vacant</i>	Mar-22	3 years	Mar-25
	Southern	David Hemopo	Mar-22	3 years	Mar-25
	Southern	Paetau Wynyard	Mar-22	3 years	Mar-25



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POSITION	REGION	NAME	STARTED	TERM	DUE
<b>DWU Youth Committee</b>	Northern	Zedra Daniel	Mar-22	3 years	Mar-25
	Northern	<i>Vacant</i>	Mar-22	3 years	Mar-25
	Waikato/BOP	<i>Vacant</i>	Mar-22	3 years	Mar-25
	Waikato/BOP	Bethany-Rose Erutoe	Mar-22	3 years	Mar-25
	Central North Island	Cameron Severinsen Ross	Mar-22	3 years	Mar-25
	Central North Island	Ryan Cunningham	Mar-22	3 years	Mar-25
	Southern	Georgie Moleta	Mar-22	3 years	Mar-25
	Southern	Wes Allen-Naoupu	Mar-22	3 years	Mar-25
<b>DWU Fono &amp; Ethnic Minorities Committee</b>	Northern	<i>Vacant</i>	Mar-24	4 years	Mar-28
	Northern	<i>Vacant</i>	Mar-24	4 years	Mar-28
	Waikato/BOP	<i>Vacant</i>	Mar-24	4 years	Mar-28
	Waikato/BOP	<i>Vacant</i>	Mar-24	4 years	Mar-28
	Central North Island	<i>Vacant</i>	Mar-24	4 years	Mar-28
	Central North Island	<i>Vacant</i>	Mar-24	4 years	Mar-28
	Southern	<i>Vacant</i>	Mar-24	4 years	Mar-28
	Southern	<i>Vacant</i>	Mar-24	4 years	Mar-28



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