

# DairyWorker

ONLINE EDITION

THE ONLINE PUBLICATION OF THE NZ DAIRY WORKERS UNION • TE RUNANGA WAIŪ



DECEMBER 2024

VOLUME 30 #1



*Brett Makene (DWU Site Delegate, second left) & Members – Fonterra Lichfield*

## INSIDE:

**DWU CEA Settlements & Updates**

**Delegate Profiles**

**Dairy Industry Site Profiles**



# Welcome back to the Dairy Worker magazine



**Chris Flatt**  
DWU National Secretary

**K**ia Ora DWU Whaanau, Welcome back to the DWU Dairy Worker magazine. We have taken a break from producing the magazine over the last two years after receiving feedback from members about what they wanted to see and hear from their Union. As a result of this feedback, we are producing fewer and smaller copies of the magazine, as well as only sending it electronically to members. We have also stopped sending hard copies of the magazine by post to your home address, to save money and reduce the environmental impact of the magazine with printing and packaging costs.

2024 has been a big year for your Union. The DWU team of senior officials, organisers, and delegates have been heavily involved in numerous renegotiations of employment terms and conditions covered in our Collective Employment Agreements (CEAs). The DWU now has just under 30 CEAs that cover the entire dairy processing industry and the majority of these have been up for renegotiation this year.

This includes our two largest CEAs – the Fonterra Ingredients and the Fonterra Brands (now Fonterra Oceania)/Alto CEAs. As I write this editorial we have a settlement offer for both CEAs and these are currently being voted on at hundreds of ratification meetings across Fonterra sites. I encourage all Fonterra members to attend these meetings and vote in favour of the proposed offers.

But we are not just a Fonterra-focused Union, and this year has seen a huge amount of work unionising and negotiating terms and conditions right across the dairy processing industry. This work has seen many new CEAs developed in new dairy employer sites, which means that the DWU

continues to represent over 90% of all workers employed in our coverage areas of dairy processing jobs. No other private sector union in Aotearoa New Zealand has this level of membership coverage and we must continue to maintain this as the dairy industry goes through a huge transformation of workplace, technology, and climate change over the next few years.

The DWU has also made some long overdue and important changes to our governance and site structures. These changes were introduced as a result of the new Incorporated Societies Act 2022, but also to ensure that our governance structures can meet and deal with future challenges and opportunities.

**As a DWU member, the major change you will see is that from next year we will be replacing your traditional site AGM with a new Special Site Meeting that will be held at a time convenient for your site. Instead of trying to hold 80+ AGMs in the July-August period like we traditionally have done, these new Special Site Meetings will be held at a time (or times) that work for members and delegates. And hopefully we can make them a bit more fun and offer some food and a bit more social opportunity to mix and mingle.**

The other big change is the end of the once-a-year DWU Annual Congress with a new two-yearly Biennial Conference/AGM. Your DWU Site Delegate will still attend this in-person meeting (or online meeting every second year) and will vote on policies and budgets on behalf of members (your Site Delegate will hold as many votes as there are members at your site).

These changes were nearly unanimously endorsed at the 80+ site AGMs held in July and August earlier this year and we think they will combine the best of member engagement with an appropriate and cost-effective governance structure for our great Union.

---

## Merry Christmas & Happy New Year

Once again, a big thank you to our DWU National President, Mark Holmes for the huge work and amazing leadership he provides our Union and members. This man works so many unpaid hours in this role because he believes in workers' rights and the DWU. Thank you Mark for all that you do for our Union.

A huge thank you also to all our amazing DWU National Executive members and the hardworking representatives of our wonderful Union Representative Committees; the DWU Runanga, the DWU Women's Committee, the DWU Youth Committee, and the DWU Pasefika & Ethnic Minorities Komiti. Thank you also to our amazing team of DWU officials and staff who work so hard and give so much to our members.

And finally, but most importantly, a huge thank you from the DWU to all DWU delegates and members for your amazing efforts and hard work across this year. It has been deeply appreciated. Here's to a safe and (hopefully) less stressful year ahead.

I would also like to take this opportunity on behalf of all DWU Staff and the National Executive, to wish you and your family a very happy and safe Christmas and New Year. I hope you get an opportunity to have some time off during the next few months to relax and enjoy this wonderful country of ours.

# Kia Ora Whanau



**Mark Holmes**  
*DWU National President*

**W**ith another year rapidly coming to an end, I thought I would put finger to keyboard just to touch base with you all.

2024 has been a very busy year for our DWU staff and delegates. There has been a lot of bargaining this year with our Organiser/Negotiators doing an outstanding job for our members and reaching deals that will benefit you, the members, over the next year.

This year saw our two largest agreements come to the bargaining table, those being Fonterra Brands and the Fonterra Ingredients CEA's.

Both deals were agreed upon and at the time of writing this article they were both going through the ratification process. There were nine other Collective Agreements that were settled over the past year. This is an extraordinary workload for our staff. The pressure and time restraints that go with bargaining are immense and our staff work tirelessly on behalf of you, our members. Whether it be our negotiating teams or the admin staff supporting in the background, we are very well advocated for by this amazing team.

We have also this year carried on with the transition from Rules and Policy documents to finalizing our new DWU Constitution. This has been a huge undertaking, and our thanks and gratitude must go to our National Secretary, Chris Flatt and our resident legal eagle, General Counsel, Jared Phillips for the outstanding work they have done for the implementation of this document. I cannot stress enough how much time this has taken. These two staff members have more often than not had to fit this piece of work in on top of their normal duties. You will appreciate it when it comes in to force in a timely manner, and thanks for your participation, voting on it. Thank you to you both for your dedication to this project, ensuring it was completed within the time frames set by the Registrar.

We have had the last of our AGM

tours this year. This is another piece of work that is demanding on both time and resources. I have to question having our National Secretary and Assistant Secretary tied up for seven weeks on the road to perform these meetings when in some meetings we only get a handful of people attending and some, we get no one at all. Their time is too precious to be on the road for this long and I am very happy to see this matter is addressed in the new Constitution.

There will still be dedicated site meetings to discuss site specific issues. Your Organisers will attend these along with anyone you request from the Senior Leadership Team. This will not mean that Chris and Mark will attend all of these meetings. It will be shared amongst the whole Senior Leadership Team, Chris, Mark, Richard and Jared. This is a much wiser use of our resource, and I am very keen to see this happen country-wide.

We are coming to the end of the first year of the National Coalition Government and I have to say it has been a bit of a mess. From an industrial relations point of view, unions like ours are under attack from this Coalition and we need to be prepared for the onslaught that I believe we are going to face over the next year. There are planned amendments to the Holidays Act along with a revision of the sick pay allocations. As I stated on the AGM trail, we are a political body, and we need to stand strong with other Unions as we are forced to fight some of these perceived changes. The DWU has approximately 8,500 members. We need to mobilise now and start talking about the reinstatement of a Labour Government. We must not give in to this employer-based government. We cannot just hope Labour forms a government in 2026, we need to let our people know what this Government is doing do the working man and woman. We need to stand side-by-side and say in a very united voice, enough is enough.

I have watched over the past couple of days with great admiration the strength and power of the Hikoi to parliament. This movement grew as it made its way south. Nearly 100,000 people across the country can't be

wrong. They made sure their voices were heard.

We need to take a leaf out of their book and ensure along with other unions, that our voices are heard and we do not tolerate this attack on the workers of this country.

Enough doom and gloom.

I would like to take this opportunity to thank a few people. Firstly, our National Executive for the work that you all do on behalf of our members. Your input to the running of this Union is invaluable. A special thanks to Chris Jones (Vice President) who steps in when I can't make it.

To those that head up our Representative Committees, Niki, Karangi, Cam and AJ - thank you for the ongoing work you and your teams do for your respective committees. This work is often done in your own time, and I sincerely thank you all for your efforts.

To our Organisers. I know the miles you have to travel to tend to your respective sites. I see how much time you need to be away from your Whanau. You often have to work on your own for much of the time and I know sometimes that can be hard. I thank you for your ongoing support and dedication to the role, your skills and passion for the job is obvious to me and I thank you all.

To our Senior Leadership Team, Mark, Richard and Jared. You guys are amazing with the amount of work you get through. It's easy for someone to say that's what they get paid for. I see how hard you all work and appreciate it as is often above and beyond what we pay you, so thank you. (I do not want to see this as a claim at your next wage round).

To our amazing Admin team. You are the glue that holds this whole thing together. I know this has been a challenging year for you all, but I hope you see the light that is at the end of the tunnel. All of you contribute so much to our organisation and all of us down to the last person truly appreciate your efforts. Thank you ladies.

I know you're all saying he hasn't mentioned Chris. This is on purpose as I like to save the best till last. Chris, it has been a real pleasure working



alongside you over the past year. I know I have said this in the past, we are so lucky to have a person with your skills representing us. Your unbelievable work ethic is infectious, I am often in awe when you tell what you have fitted into a quiet weekend, work, family, Labour party stuff, you are like the energiser bunny, you just keep going. I truly look forward to standing by your side again next year,

what a ride that is going to be. Thank you mate.

Finally, I hope you are getting sorted for the festive season, if you are lucky enough to have a break please stay safe. Take the opportunity to connect with whanau, slip slop slap and have a restful break. Recharge the batteries.

If you have to work through, then I hope you get some time with the family and a planned break a bit later on.

On behalf of the National Executive, I wish you all a very happy and safe festive season.

Talk to you in '25.

Kia Kaha  
Holmesy



Merry Festive Season  
& a Happy New Year  
to you and your family

from all DWU Staff



# Introducing our DWU Delegates at Waiū Dairy



**Dion Liddell**

*DWU Lower Waikato & Bays  
Organiser*

Waiū Dairy's processing plant is located in Kawerau in the eastern Bay of Plenty. The site is almost 100 percent unionised with good conditions achieved over the last few years, including UniMed and Dairy Industry Super Scheme (DISS) cover. The DWU is currently bargaining for renewal of our DWU Collective Employment Agreement. Debbie Griffin is the DWU's Site Delegate, supported by other active DWU Delegates at the site. Here is more about each of them below:

## Debbie Griffin

*Ngāti Porou/ Ngāti Pikiao*

Debbie has spent seven years in the Dairy Industry, including five years with Waiū, and two years previously with Fonterra Edgumbe. She has done various roles including packing and palletising. She is currently working in the butter department. Debbie enjoys lawn bowls, watching the Warriors, and spending time with whānau.

## Simon Waaka

*Tūhoe/ Ngāti Ngāti Pūkeko*

Simon has spent 10 years in the Dairy Industry, including five years with Waiū. He was previously at Fonterra Te Awamutu. Simon has done various roles including packing and dryer operator. He's currently working in butter palletising. Simon is the father of Stacey Waaka, rugby player, Olympic gold medallist and Black Ferns rep. Simon is also the Kaihautū at Waiū.



*(L-R) Warren Tawa, Debbie Griffin, Rangimaringi Fox, Simon Waaka*

## Warren Tawa

*Tūhoe*

Warren has spent 23 years in the Dairy Industry, including three years with Waiū, and the previous 20 years with Fonterra Edgumbe. He has done various roles within cream products from packing to Supervisor. Warren has recently started Te reo Māori courses and enjoys spending time with whānau.

## Rangimaringi Fox

*Tūwharetoa/ Ngāti Awa*

Rangimaringi has five years in the Dairy Industry employed with Waiū. She has done numerous roles including packing, operator and palletising. She also enjoys whānau time, weekend sports, and spending time with her moko.

# Improving the Progression System at Oceania Brands NZ



**Alvin Livingstone**  
DWU Northern Organiser

2024 has been a year of change for DWU members working for what was formerly known as Fonterra Brands New Zealand Ltd (FBNZ), but is now called Fonterra Oceania (FO). The business is up for sale and the Collective Employment Agreement (CEA) has been renegotiated. Also during the year, DWU Delegates, members, and officials have been deeply involved in reviewing the member progression systems across all FO sites in Aotearoa/New Zealand to make sure they are fit for purpose.

Over the last several months, DWU delegates and members have been participating in Job Classification System (JCS) Working Parties with the business to co-build the JCS.

A shared understanding by members and the DWU, is that the busi-

ness must continue to improve and be competitive. Continuously improving plants, machines, ways of doing things, and career opportunities for members is key. The JCS co-build needed to include DWU member voice and brain power. One way to ensure this, was to set up JCS working parties across all FO sites in Aotearoa New Zealand.

Commitment to nationwide working parties requires resources and time. However, after some straight-talking conversations, the DWU and local managers agreed for working parties to form and begin work on the JCS. The value for members being part of the JCS co-build was that the terms of the CEA were being met around worker participation, but more important than anything, it meant that members had a say, a voice, influence, and felt valued and respected in their workplace!

The best people to know the whats, whys, whens, and hows of any workplace are the workers themselves.

Our members and DWU Delegates who volunteered to be on the working parties, have done a great job working with managers to piece together the JCS jigsaw.

Change in the workplace is sometimes uneasy and that has been the experience for some members who are transitioning from the old classification system to the new. The silver lining is that our CEA conditions ensure that no worker will be disadvantaged. If there are areas of disagreement, our DWU Delegate teams and DWU officials can support the members.

## Delegate Profile Mason Whiu

Yashili Pokeno



**Lynette Blacklaws**  
DWU Upper Waikato Organiser

Mason is 23 years old and was born in Waitakere Hospital, Auckland. Mason has worked at Yashili since 2020 and became the DWU Site Delegate in April 2024, following the settlement of a two-year term Collective Employment Agreement between the DWU and Yashili. That settlement included a pay increase averaging 5.3% for the 2024 increase, and 4.15% from 1 April 2025.

During the short time that Mason has been the DWU Site Delegate, he has been instrumental in growing the DWU membership from just four

members to 32 members. Mason is a natural workplace leader and takes his role as a DWU Site Delegate seriously. This translates into fantastic communication, trust and respect between him, his members, and the DWU's structures.

Since attending the DWU National Congress in June 2024, he has become interested in being more involved in the DWU, including looking at potentially putting himself forward for roles on the DWU Youth Committee or the DWU Runanga in the future.

In his spare time, Mason looks after his health and fitness by playing sports and he also enjoys some gaming on the side.

About his experience with the DWU so far, Mason said, "The Union has been great so far and despite being one of the youngest Site Delegates, all the other delegates have welcomed me with open arms and given me so much knowledge and wisdom that'll help me become a better person".



Mason with his nephew Te Ata Tomairangi



# My Experience in the DWU

## Tukulua "Paea" Aluesi

*DWU Site Delegate*

*Coda Group (Saville Drive site)*

**M**y name is Tukulua, but everyone calls me Paea. I migrated from Tonga to Auckland when I was 24 years old in 2004. My first job was at Purina Pet Care. I worked there for 10 years, then Nestle, and now Coda. I have now been with Coda Group, Saville Drive, Favona, Auckland for 10 years, working in the warehouse.

For the first six years there was no union at Coda Group. The DWU came in and we became unionised between late 2019 and early 2020, just before COVID.

I'm also a solo dad with three teenage children under my care. Auckland is such an expensive city to live in and rent is so high. It's hard being a solo dad, paying for all the expenses, transporting kids to school. I was even thinking to move countries when it was really tough in order to earn more money, but we decided to stay together as a family.

The DWU really helped me personally through the DWU Welfare Fund. When school started, they provided a grant that helped a lot. The DWU helped me when I was off work for a few months as a result of an injury at work. I'm so thankful to the DWU for this assistance, for me and my kids. We were able to survive because of the help from the Union.

Now my daughters are 18 and 19 and graduated from high school and are working, so things are easier for our family, and we have the finances we need and can survive. One daughter works at Kmart and the other at McDonalds, while both are also studying. My son is only 12 and is still at high school.

I became the DWU Site Delegate last year, and it's been a big learning process for me. You have to be at the front speaking on behalf of the workers, while the other members can sit back relaxing. Sometimes it can be a bit frustrating when your discussing issues with management and they have a different view. I'm always open to learn and receive guidance from my DWU Organiser, on how to best represent the members and resolve



issues. I like to learn, so I can always do better as a Delegate.

We've seen a big difference at Coda since we joined the DWU. Every time we negotiate our Collective Agreement, we see good improvements and we have seen a lot of benefits come in as a result.

This year it wasn't easy to negotiate, but our DWU Organiser, Luke Coxon, was able to guide us through the negotiations. He hit the point and helped the Company understand our position and explained the reasons for them to agree to a fair outcome. In the end we were really happy with the outcome. We got many of the claims that the members wanted.

Recently I also attended the DWU National Congress and it was another learning process for me. At the start I was really lost, but then I became familiar with so many things about the Union, the finances for example and challenges the union faces. It was great to meet other DWU Delegates and learn from them. The best part though was the food, I don't know how much weight I put on, but it was quite a bit. Lucky I was also able to go to the gym in the hotel and try to work it off each morning. In my free time, I go to the gym and workout, this is my release time and motivates at the start of the day and to be ready for the challenge.



# Introducing Colette Boddie DWU Waikato Organiser



**Colette Boddie**  
DWU Waikato Organiser

**K**ia ora koutou. My name is Colette Boddie, and I am excited to share my experiences so far as the new DWU Waikato Organiser. I have only been with this incredible team for a short while, but I have already been moved by the passion and commitment shown in advocating for our Dairy Industry workforce.

One of the standout moments for me has been learning about our recent successes in advocating for fair wages. The negotiations that have led to significant pay increases highlight the DWU's unwavering commitment to ensuring that our members can provide for their families with dignity.

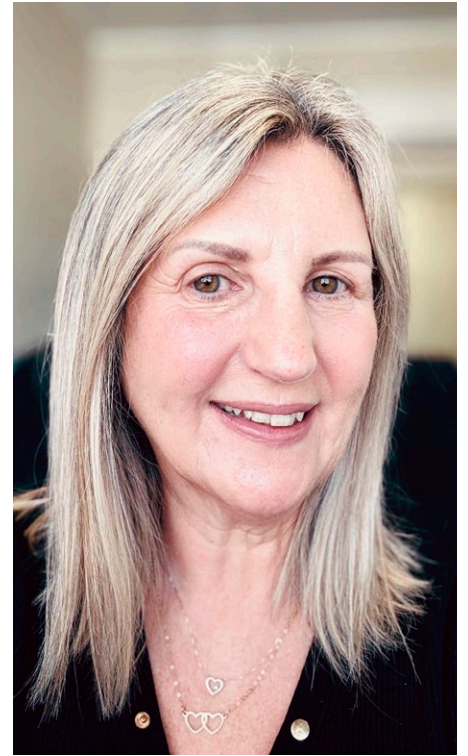
Additionally, I have noticed a strong emphasis on mental health awareness within the industry. It is encour-

aging to see initiatives like "Mental Health Awareness Week," which highlight the importance of acknowledging feelings of stress and being overwhelmed, and reassuring individuals that they are not alone. These initiatives foster a culture of compassion and understanding.

The concerted efforts to improve safety standards and provide ongoing training are not merely statistics in a report; they play a vital role in reducing workplace injuries and enhancing the well-being of our members. I passionately believe that no worker should ever have to compromise their safety for the sake of their job.

I am proud to be part of a Union that recognises the unique challenges faced by members and actively works to provide welfare and education grants. This commitment reflects the core values of solidarity and community that I wholeheartedly embrace.

I think that the culture of collectiv-



ism and dedication within the DWU is solid as it continues to advocate for fair pay, workplace safety, and workers' welfare.

Thank you for welcoming me into the DWU, I look forward to working with you all.



## DWU Delegates Training 2024

**I**n early 2024, the DWU completed its Stage 1 and Refresher Delegate Training catch-up. In the second half of 2024, advanced DWU Delegates Training was held in Auckland, Hamilton, Christchurch, and at the Fonterra Whareroa Site. Stage 1 Delegates

Training was also held at the Oceania Dairy Limited site in Glenavy, South Canterbury. Pictured here are DWU Delegates at Stage 2 training, held at the Waikato Trade Union Centre, Hamilton in September.



# Ensuring Worker Voice on Health & Safety Reform



**Jared Phillips**  
DWU General Counsel

A delegation of DWU representatives attended the Ensuring Workers Voice on Health & Safety Reform forum at the Parliament Buildings in September. They attended alongside Delegates and Health & Safety Reps (HSRs) from a broad range of unions. The message was that the Coalition Government must not relax health and safety responsibilities or cut health and safety spending. Instead, workplace health and safety must be improved.

The event was organised by the Council of Trade Unions - Te Kauae Kaimahi (CTU). After hearing from key speakers at this forum, our Delegation also joined a focus group and gave feedback to the CTU about what's important for improving health and safety in the Dairy Industry.



The delegation was (L-R), Chris Jones (DWU Vice-President), Jared Phillips (DWU General Counsel & H&S Lead), Camille Rondon (Fonterra Te Awamutu Deputy Site Delegate and HSR), Karangi Jones (Fonterra Canpac Senior Delegate & HSR), AJ Johnson (Fonterra Brands Takanini Senior Delegate & HSR), Jordan Cronin (Westland Rolleston Site Delegate).



The delegation pictured with Labour MP and Labour Party spokesperson for Workplace Relations & Safety, Camilla Belich.





## Industrial Work - Always Ongoing



**Daniel Needham**  
DWU Upper South Organiser

It's been a big year for Collective Employment Agreement (CEA) bargaining work and assisting with members' issues at work. Alongside that, other industrial work and strong engagement with employers by our Site Delegates Committees is always ongoing. Some of that work by these Committees and I (just in my organising area), is described below:

### Westland Milk Products Hokitika

The DWU has been heavily involved in a Consultative Committee established to oversee the changes to job roles and operations following Westland's decision to build a new Lacto-

ferrin and Milk Treatment plant. This has resulted in the creation of higher skilled and paid jobs without any loss of employment, while the Consultative Committee continues to receive regular operational updates from the employer and enhance and support the outcome of these changes.

### Westland Milk Products Rolleston

This site is smaller than the Westland Hokitika Site, but our DWU structures have worked hard to ensure a very high membership density, and we now have 60 members there. This site performs Transport, Warehousing and UHT Manufacturing functions. It is a key operational hub for milk movements between the Canterbury area and the Westland Hokitika site, as well as with the other Yili-owned Oceania Dairy site in Glenavy.

### Dairyworks Hornby

The employer undertook capital expenditure projects in the back end of 2023 into 2024, such as the automation of palletising finished product which has prompted organisational changes. The DWU and the employer have regular engagement on these changes.

### Synlait Dunsandel

The DWU has been involved in strong engagement with the employer on operational matters at the site as well as on employment policy, such as the Drug & Alcohol and Leave matters. As part of this engagement, a DWU Delegate attending fully funded offsite training about Drugs & Alcohol in the workplace.

**GET INVOLVED ONLINE**

**DWU** [nzdwu.org.nz](https://nzdwu.org.nz)

**f** [facebook.com/nzdwu](https://facebook.com/nzdwu)

**X** [x.com/nzdwu](https://x.com/nzdwu)



# Welcome to Mataura Valley Milk



**Reece Flawn**

DWU Lower South Island  
Organiser

The DWU and Mataura Valley Milk now have a Collective Employment Agreement (CEA) in place. This has been a long process, with delays experienced initially due to COVID, and then the ownership structure being uncertain until A2 Milk purchased a controlling stake.

Over this time, the DWU has held meetings at eateries, cafes, and more highly attended meetings at a couple pubs in the area. At these meetings we signed up a group of members who have stayed with us through this process as we worked towards this result.

Thanks to Luke Coxon (DWU Growth Lead Organiser) as advocate and Quinton Hammond as DWU member representative for the work in getting this over the line. Without Quinton we wouldn't have been able to achieve this.

This CEA is very much the starting point for future discussions with



*The Mataura Valley Milk site is just outside of Gore. It was started in 2016 with investment from the Chinese Animal Husbandry Group (CAHG). The first milk was received on site in August 2018 with the first nutritional production run happening the following December that year. A2 Milk then purchased a 75% controlling stake in the business, a deal that allowed them to maintain close contact with their distribution company in China who shares a parent company with CAHG.*

Mataura Valley Milk and we see it as a good platform to build off as grow membership on site.

We went into these negotiations with realistic expectations of the results we would be able to achieve in the first bargaining round. In saying that, we were happy to come away with our first CEA and with it an increase of 4% for our members, back

paid to July 2024. This deal was for one year only, and we will be back around the table in June/July next year. We are committed to strong engagement with Mataura Valley Milk and look forward to them being a successful part of the New Zealand dairy industry.

## DWU EDUCATION GRANTS

The DWU believes that education is a vital part of a happy and successful life, so this year through our Welfare Fund we are providing up to \$170,000 of Education Grants.

Eligibility to apply for Education Grants is automatic to all financial DWU members of at least 3 months, their spouses/partners, their children 19 years of age or under, and to all DWU Life Members.

For more details and to apply visit [nzdwu.org.nz](http://nzdwu.org.nz)

Applications close 15 February 2025





# Rugby at the Heart of the Timaru Port Stores Team



**Phil Knight**

*DWU Central South Island  
Organiser*

*With thanks to*

**Anam Mana**

While it is only a small team at the Fonterra Dry Store at Timaru Port, it has a great footprint in local rugby. Three of the team have been or still are stalwarts of the club and representative scenes. And all are front row guys, so don't muck them around!

Jack Gibson-Pani has recently made his Heartland Rugby debut. Jack has played many years for his home club of McKenzie Rugby Football Club up in Fairlie in the South Canterbury region. He has been at Timaru Dry Store now for seven years, the first three with Coda Group, after which Fonterra took over the dry store. Jack played his second Heartland game at Eden Park on 22 September, against Horowhenua-Kapiti. Jack has been over to the West Coast to play the last of the Heartland round before then heading into finals footy. Jack's dad is Andy Pani who played for South Canterbury and also works at Fonterra Clondeboye. We wish Jack the very best for the future of his rugby career.

We also have another rugby stalwart in Vaka Taelega. Vaka currently plays for Temuka Rugby Club and has over 120 appearances. He has also played many years in the Heartland Competition with South Canterbury with over 70 Caps under his belt. He has also represented NZ Heartland in higher honours for a few years playing alongside the very best in the Heartland Competition. Vaka has had to undergo surgery on his knee in a few weeks' time due to a mid-year club rugby injury. Vaka has been doing his pre-surgery rehab and is keen to get back on the field as soon as possible.

Anam Mana is also another rugby head at Timaru Dry, where he has been coaching Temuka Rugby Club for five years after playing five years at the club. He also had an international coaching job a few years ago, coaching the Cook Island National Team - that would be one of many higher honours in his CV.

Anam now has many roles under his belt, including the coaching and support of many community teams. These include Temuka Rugby Senior Men, Aoraki Rugby League under 14s girls, under 16's girls, Senior Women, and Senior men.

Anam also keeps himself busy at work, being a Level 6 working out of Timaru Dry, the DWU Site Delegate and is a founding member of our very own DWU Pasifika & Ethnic Minorities Komiti.

Vaka and Jack, with the help of our wonderful Union and the super scheme (DISS), have recently purchased their very own first home for themselves and their families. We are grateful to have these guys as part of our Timaru Dry team representing us on the sports field while doing a great job daily on site.



*Jack Gibson Pani*



*Vaka Taelega (right)*



*Anam Mana (left)*



# 2024 A Busy Year of Bargaining



**Richard Everson**  
DWU Organising Director





The DWU represents workers across the entire dairy manufacturing industry in Aotearoa New Zealand and is proud to have a union density of approximately 90%. This achievement is largely due to the dedicated efforts of our Organising and Senior Leadership Team, who work closely with our delegates, the driving force behind our work.

The DWU represents members at 32 employers nationwide. In addition to our daily responsibilities in supporting our existing members, we are actively engaged in negotiating an increasing number of Collective Employment Agreements, currently totalling 29.

This work is ongoing as we actively seek to recruit and unionise both new and existing employers within the dairy industry. This effort also extends to producers of milk substitutes, such as precision fermentation, and milk alternatives, like oat and almond milk.

The DWU's success is achieved by our small but dedicated team working closely with site and area delegates. Our organisational structure aligns with our strategic goals, focusing on advocating for better terms and conditions, improving the standard of living for current members, and continuing to expand the Union.

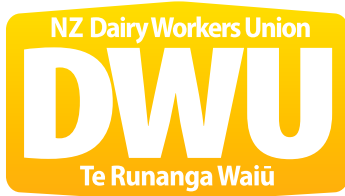
## CEAs settled so in 2024 (at the time of writing):

CEA	DETAILS
 <b>ALTO LONGBURN</b>	15-month Term 2024 7.5% on all rates and allowances \$500 net to all members.
 <b>CANARY</b>	New CEA 1-year Term 2024 5.50 % CPI plus 0.8% on rates and allowances.
 <b>CODA</b>	1-year term 2024 CPI plus 0.2%, on all rates and allowances, Improved overtime provisions.
 <b>DAIRY GOAT CO OPERATIVE</b>	2-year term Year 1 (2024): 2.75% on rates and allowances year 2 (2025): 3.25% on rates and allowances Add Senior Store Person to coverage
 <b>DFE PHARMA</b>	3-year term Year 1 (2024): 4.7% on rate and allowances, Mid-term increase (OCT): 0.3% increase on rates and allowances Year 2 4% (2025): Increase on all rates and allowances Year 3 4% (2026): Increase on all rates and allowances
 <b>GOODMAN FIELDER NZ</b>	1-year term 2024 4.25% Increase on all rates and allowances (CPI plus 0.25%)
 <b>LIC</b>	2-year term Year 1 2024: 3% on rates and allowances Year 2 2025: 2.5% on rates and allowances Redundancy Clause with 12 weeks redundancy New competency matrix for senior analysis unit operators
 <b>MILK TEST NZ</b>	2-year term Year 1 2024: 3.5% increase to all rates and allowances Year 2: CPI plus .5%
 <b>MUCH MOORE ICE CREAM</b>	New CEA 1-year term 2024 Increase of 5.6% (CPI+0.9%) Donning & Doffing time of 6 mins
 <b>NZ NUTRITIONAL WELLNESS</b>	2-year term Year 1 (2024): 4% (CPI plus 0.7%) Year 2 (2025): 3.5% on all rates and allowances
 <b>TIMPACK</b>	2-year Term Year 1 (2024): 2.5% \$600 gross payment Year 2 (2025): 3% on rates and allowances Increase in medical Insurance subsidy
 <b>YASHILI</b>	2-year term Year 1 (2024): 4.3% (CPI plus 0.3%) Year 2 (2025): Extra \$1 per hour Increase in progression tiers averaging 5.15% increase in tier payments

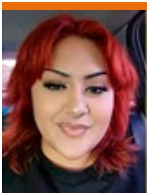
## Introducing the DWU Youth Committee Representatives!



**Carne Greenbank**  
DWU Support Services  
Administrator



### Youth Committee



**Northern Rep**  
**Zedra Daniel**

*Goodman Fielder, Puhoi*

Kia ora, my name's Zedra, and I am a DWU Youth Committee Rep for the Northern Region. I work at the Goodman Fielder Puhoi Valley Cheese Factory as a cheesemaker & Grade 5 Production Machine Operator. In 2022 I was elected to the committee and it has been a wonderful development opportunity. My goal is to pave the way for our youth who will enter and work in the industry and DWU, as well as helping the committee succeed and share collective knowledge with youth members.



**Northern Rep**  
**Tenille Amani**

*Fonterra Brands, Takanini*

Talofa lava, my name's Tenille and I'm a proud Samoan. I'm a Northern Rep of the DWU Youth Committee. I work at Fonterra Brands Takanini as a Team Leader on nights overseeing the Ambient & Chilled DCs, a role I've been in for 2 years now. My aim is to make a positive influence amongst our youth, engaging & encouraging them to spread awareness with all DWU members. I'm passionate about helping others and strongly advocate for safe working environments & high quality of life, inside and outside our workplaces. I'm excited to be a part of this team to build stronger foundations for the DWU.



**Waikato/BOP Rep**  
**Bethany-Rose Erutoe**

*Fonterra, Waitoa UHT*

Kia ora, my name is Bethany-Rose and I currently work at Fonterra Waitoa UHT as a Palletising Operator.

As one of two Waikato/BOP DWU Youth Committee Reps it has been a privilege learning and working amongst my peers and role models inside and outside the DWU. I am proud to call the DWU Youth Committee my whanau and I am especially passionate about what we as the Youth Committee can continue to contribute and progress within the DWU.



**Waikato/BOP Rep**  
**Sam Morgan**

*Fonterra, Te Awamutu*

I'm Sam, a Dryer & Evaporator Operator at Fonterra Te Awamutu site. I've been in the industry 7 years and have a strong passion for what's right. I represent the Waikato/BOP region for the DWU Youth Committee. I am very approachable so if you have any queries whether it be work or union based, feel free to get in touch.



**Central North Island Rep & Convenor**  
**Cameron Severinsen Ross**

*Fonterra, Whareroa*

I am Cameron, I have been with Fonterra Whareroa site for 3 years. I've worked in the cheese plant & currently work in milk reception/treatment area. I became part of the DWU Youth Committee in 2022 and have recently taken on the role of Committee Convenor. I'm excited to work with this group as we all are very passionate and have a focus and drive on the current issues that youth members face both in the workplace and setting themselves for the future.



**Central North Island Rep**  
**Tom le Fleming**

*Fonterra, Whareroa*

Kia Ora, I'm Tom from Fonterra Whareroa. I've been working as a Lab Technician for a year now, and I've recently taken on the role of the DWU Youth Committee Rep for the Central North Island region. In my position, I aim to provide support to the youth in the dairy industry, ensuring a bright future for all our dairy workers by making the voices of the youth are heard and represented.



**Southern Rep**  
**Georgie Moleta**

*Fonterra, Takaka*

Hey everyone! My name's Georgie. As a L7 Supervisor at Fonterra Takaka, I enjoy being part of a small team where I feel like I can make a real difference. I'm a butcher by trade and have always worked in male dominated industries & feel privileged to be able to represent the women in the industry and on my site by being their delegate for the past 4 years. In 2022 I joined the Youth Committee as a Southern Rep and I'm excited to be a part of this committee making a real difference for young DWU members.



**DWU Youth Committee**  
**Co-ordinator**  
**Daniel Needham**

*DWU Upper South Island*  
*Organiser*

Along with being Upper South Island Organiser for the DWU I am also the Co-ordinator for the DWU Youth Committee. I recently passed 5 years working for the DWU, prior to this I worked for 15 years at the Goodman Fielder Blenheim Rd site where I first became involved with the DWU, as a member, department delegate and eventually Site Delegate. I look forward to working alongside and supporting the elected representatives to ensure the knowledge and significance of the DWU remains in place with young workers in the industry.



## Pasefika & Ethnic Minorities Komiti



AJ Johnson, Convenor, Pasefika & Ethnic Minorities Komiti

This is the newest DWU Representative Committee and it's an exciting development for the DWU. AJ Johnson was elected as the Convenor of the Komiti and he has represented the Komiti for its first time at a DWU National Executive meeting. The Komiti is meeting online to stay connected, discuss Pasefika and Ethnic Minorities issues, matters of interest, and upcoming events.

The Komiti Representatives are:

**Northern:**

**AJ Johnson**

Convenor, Fonterra Takanini, Samoan

**Charlie Vea**

Fonterra The Shed, Tongan

**Waikato/BOP:**

**Lingi Banks**

Fonterra Canpac, Samoan

**Leon Govender**

Fonterra Te Rapa, Indian

**Central North Island:**

**Dharminder Toora**

Fonterra Bridge Street, Indian

**Buddhike Wijerathne**

Goodman Fielder Yoplait, Sri Lankan

**Southern:**

**Anam Mana**

Fonterra Timaru, Cook Island Maori

**Wes Allen-Naoupu**

Fonterra Darfield

Alvin Livingstone (DWU Northern Organiser) is the DWU Staff Co-ordinator and is of Samoan descent. Mark Apiata-Wade (DWU Assistant Secretary) and Karangi Jones (DWU National Returning Officer) have also been involved in supporting the recent elections. Great work by everybody involved, building this new Komiti.

## Women's Committee Farewell Lavina Ireland

The DWU Women's Committee bid farewell to Lavina Ireland, a long-time Women's Committee Northern Representative, who retired from Goodman Fielder Puhoi, and the Dairy Industry in early November 2024.

Along with delegates and members at the site, Alvin Livingstone (DWU Northern Organiser), Nici Benington (DWU Women's Committee Convenor) and Carne Greenbank (DWU Women's Committee Co-ordinator) attended Lavina's farewell lunch onsite.

The DWU presented Lavina with a DWU Certificate of Service, along with a pounamu, to acknowledge her contributions and support to the DWU Women's Committee and her workmates in the DWU.

Congratulations on your retirement Lavina, and best wishes for the future!



Carne Greenbank presents Lavina Ireland with a DWU Certificate of Service & Pounamu.



(L-R) Nici Benington, Lavina Ireland & Carne Greenbank.



(L-R) Bryce Skinner (Goodman Fielder Puhoi DWU Site Delegate), Nici Benington, Lavina Ireland, Carne Greenbank, Glenn Stirling (DWU Runanga Northern Representative/Goodman Fielder Puhoi Departmental Delegate) and Alvin Livingstone

## Rūnanga - Haere Ra Tupaea Ahomiro

Earlier this year, the DWU Runanga farewelled Tupaea Ahomiro, who retired from Fonterra Lichfield and the Dairy Industry. Tupaea was the longest-serving DWU Runanga Representative, having served 14 years as one of the Waikato/BOP Representatives. On behalf of the DWU Runanga members, past and present, we thank you for your huge contribution and support.

We also thank you for the manaakitanga (hospitality) that you displayed to new delegates and Committee Representatives especially over the many years.



*Tupaea speaking to the DWU Representative Committees joint hui held in early 2024, with Daniel Needham (DWU Upper South Island Organiser and DWU Youth Committee Coordinator)*



*Tupaea speaking to the DWU Representative Committees (Runanga, Women's Committee & Youth Committee) at joint hui held earlier this year. With Daniel Needham and Mark Apiata-Wade (DWU Assistant Secretary/DWU Runanga Co-ordinator)*




*Karangi Jones (DWU Runanga Convenor) with Tupaea Ahomiro*

# CHANGE OF ADDRESS?

**Don't forget to let the DWU know your new contact details!**

Call (07) 839 0239 or email [info@dwu.nz](mailto:info@dwu.nz) with your name, postal address, email, phone number & worksite





# Fonterra CEA Renewals

## Mark Apiata-Wade

DWU Assistant Secretary

## & Richard Everson

DWU Organising Director

The DWU entered negotiations to renew the Fonterra Ingredients and Fonterra Brands (now Oceania)/Alto Collective Employment Agreements (CEAs) in mid-October, through to early November 2024. These are the DWU's two largest CEAs.

The Fonterra Ingredients deal is a one-year deal that is out for ratification and voting at the time of writing. The highlights of the deal are:

- 1-year term, 2.5% increase on rates and allowances (CPI is 2.2%).
- An extra 8 hours' alternative holidays per year for all workers in recognition of Matariki (worth 0.4%).
- Collingwood Street and Canpac equivalent is all workers get an extra day (8 hours) added to their annual leave entitlement.
- Drivers – percentage of trucks goes up from 'up to 15%' on 4x4 roster to '20% on 4x4' roster.
- Laboratory rates – a large number of lab rates have been adjusted upwards to align with process rates.
- Meal breaks – any worker who works a minimum of 42 weeks in a year on a 12-hour roster will be paid a meal break for the remaining weeks (10 weeks) regardless of whether they work 12 hour days or not.
- Option for workers to 'cash up' long service leave holidays.
- Annualised hours – a major re-vamp/update of annualised hours which will now include 'cash for covers' at one for one, if you are at least 42 hours ahead of your hours.

There are a range of other improvements in the settlement documents. The DWU is recommending supporting this settlement which comes after three years of CPI+ pay increases which saw workers under this agreement get wage and allowance increases of more than 18% over those three years.



Day one of the Fonterra Ingredients CEA Negotiations, with all Fonterra Ingredients DWU Site Delegates in attendance



The DWU's Bargaining Team for the Fonterra Brands/Oceania, Alto CEA negotiations (L-R): Mark Apiata-Wade (DWU Assistant Secretary, Lead Advocate), Monks Parata (Bridge Street, DWU Site Delegate), Jarrad Sands (Alto Makomako Road, DWU Site Delegate), Daniel Simon (Makomako Road, DWU Site Delegate), Laurel Reid (DWU Central North Island Organiser, Assistant Advocate), Mark Heaslip (Takanini, DWU Site Delegate), Mark Forsyth (Halswell Junction Road, DWU Site Delegate), Sean Donohue (Alto Takanini, DWU Site Delegate), Alvin Livingstone (DWU Northern Organiser, Assistant Advocate), and Charlie Veal (The Shed, DWU Site Delegate).

The Bargaining Team was DWU Assistant Secretary, Mark Apiata-Wade (Co-advocate), DWU Organising Director, Richard Everson (Co-advocate),

and elected Front Bench members Barry Kanara (Northern Representative), Chris Jones (Waikato/Bay of Plenty Representative), Sue Norman

(Waikato/Bay of Plenty Representative), Tracey Seaver (Central North Island Representative), Trevor Batchelor (Central North Island Representative), Mark Holmes (South Island Representative) and Diamond Lill (South Island Representative), accompanied by Darryl Smith (Observer, Clendeboye) and Karen Murphy (Observer, Collingwood Street).

Thanks to all Fonterra Ingredients DWU Site Delegates for participating at the start and end days of the Bargaining Process. And thanks, must also go to Carne Greenbank (DWU Support Services Administrator) for organising our team's logistics, Daniel Needham (DWU Upper South Organiser) for chairing the DWU Front bench, and Phil Knight (DWU Central South Island Organiser for minuting and other documentation work.

The Fonterra Brands (now Oceania)/Alto Ingredients recommended offer is a three-year deal from November 2024 to 31 October 2027. The three-year deal is tailored to the environment for Fonterra Brands/Oceania

and Alto bargaining. It is to ensure greater security of terms and conditions, with this part of Fonterra's business being up for sale.

The key highlights of the deal are:

- Year One: 2.6% increase on (printed and paid) rates and allowances for all workers; and a one-off payment to each permanent worker employed as at 1 November 2024 of \$50 (gross).
- Year Two: 2.5% increase on (printed and paid) rates and allowances for all workers; plus an additional 1% increase on printed and paid rates for day workers at Bridge Street who work Monday to Friday (including Monday to Thursday workers – being a total increase of 3.5%).
- Year Three: An increase on (printed and paid) rates and allowances for all workers of either September 2026 CPI plus 0.5% or 4.0%, whichever is the lower.
- An extra 8 hours alternative holidays per year for all workers in rec-

ognition of Matariki (worth 0.4%).

- Various fixes on definition of shift work, meal breaks, and continuous running.

There are a range of other improvements in the settlement documents.

The Settlement is being strongly recommended by the DWU.

## Update

At the time of publication, the Fonterra Brands (now Oceania)/Alto Collective Employment Agreement has been ratified by a majority of 72.6% in favour across all sites. Great outcome and congratulations to all involved.

# Central North Island Update

## Laurel Reid

Central North Island Organiser



As well as the bargaining processes for Collective Agreements, there's been a lot of other DWU activity in the Central North Island area. Below are some of the key activities that have been happening.

I have had great feedback from delegates from Alto, DFE, Goodman Fielder and Fonterra who have so far attended DWU Delegates training this year, and others are looking forward to the next lot of training.

Trevor Batchelor, our DWU Site Delegate at Fonterra Longburn attended a two-day Organising for Health & Safety course run by the Council of Trade Unions - Te Kauae Kaimahi, in Wellington. He was really happy with the course and said, "I would highly recommend to any Site Delegate or organiser to attend a CTU health and safety training, the course is well set out and easy to navigate through

each section and fun. The instructors are friendly, helpful and knowledgeable. You'll leave with information you didn't know you were missing."

There's going to be a lot of activity at Fonterra Whareroa with a massive new cool store project going on. The new cool store will be the size of three rugby fields with a cost of around \$150 million. This will bring the site back to being the largest in the country.

We also have Unions Manawatu and Unions Taranaki back in action now that COVID restrictions have been largely removed. Any DWU members that are keen to get more involved in union activities please feel free to make contact, and I will point you in the right direction. A recent forum with Labour's Willie Jackson MP and Camilla Belich MP is just one example of the sort of events that are held in the Manawatu area. Each area meets monthly with other unions and like-minded people to support each other in raising community awareness and support around activities within the community or on worksites.

A Labour Party forum was held in the Manawatu to discuss the protection of workers' rights. Unions Manawatu members were amongst the attendees at this meeting.





**Alvin Livingstone**

*Northern Organiser*  
027 238 4868  
alvin@dwu.nz



**Lynette Blacklaws**

*Upper Waikato Organiser*  
027 258 4773  
lynette@dwu.nz



**Dion Liddell**

*Lower Waikato & Bays Organiser*  
027 257 5959  
dion@dwu.nz



**Colette Boddie**

*Waikato Organiser*  
027 338 5806  
colette@dwu.nz



**Laurel Reid**

*Central North Island Organiser*  
021 824 451  
laurel@dwu.nz



**Daniel Needham**

*Upper South Island Organiser*  
027 315 1606  
daniel@dwu.nz



**Phil Knight**

*Central South Island Organiser*  
027 333 0376  
phil@dwu.nz



**Reece Flawn**

*Lower South Island Organiser*  
027 885 0003  
reece@dwu.nz



**Chris Flatt**

*National Secretary*  
027 451 3579  
chris@dwu.nz



**Mark Apiata-Wade**

*Assistant Secretary*  
021 939 634  
mark@dwu.nz



**Jared Philips**

*General Counsel*  
029 494 9863  
jared@dwu.nz



**Richard Everson**

*Organising Director*  
021 824 450  
richard@dwu.nz



**Luke Coxon**

*Growth Lead Organiser*  
021 904 888  
luke@dwu.nz



**Karen Beadle**

*Finance & Administration Manager*  
07 839 0239  
karen@dwu.nz



**Carne Greenbank**

*Support Services Administrator*  
07 839 0239  
carne@dwu.nz



**Filka Oliver**

*Office Administrator*  
07 839 0239  
filka@dwu.nz

## DWU REPRESENTATIVES

**National President:** Mark Holmes

**National Vice President:** Chris Jones

**National Executive:**

Barrie Kanara & Rima Strickland (Northern), Jodi Middleton & Grant Barrett (Waikato/BOP), Tracey Seaver & Daniel Simon (Central North Island), Diamond Lill & Darryl Smith (Southern), Non-Fonterra Reps: Rob Nixon (North Island), Daniel Tauwhare (South Island), Aj Johnson (Pasefika & Ethnic Minorities Komiti), Karangi Jones (Runanga), Nici Benington (Women's Committee), & Cameron Severinsen Ross (Youth Committee)

**NZCTU Representatives:**

Runanga Rep: Karangi Jones

Women's Rep: Nici Benington

Komiti Pasefika Rep: Aj Johnson

Stand Up Rep: Cameron Severinsen Ross

Nat Affiliates Council Rep: Chris Flatt

**DWU Welfare Committee:**

Chris Jones (National Vice President & Convenor), Chris Flatt (National Secretary), Barrie Kanara (National Executive Rep), Sue Norman & Allan Hill (National Conference Reps), and Glenn Barnes (Coordinator).

**DWU National Returning Officer:**

Karangi Jones

**DWU Pasefika & Ethnic Minorities Komiti:**

Aj Johnson (Northern & Convenor) & Charlie Vea (Northern), Lingi Banks & Leon Govender (Waikato/BOP), Dharminder Toora & Buddhike Wijerathne (Central North Island), Anam Mana & Wesley Allen-Naoupu (Southern), & Alvin Livingstone (Coordinator)

**DWU Runanga:**

Karangi Jones (Waikato/BOP & Convenor) & vacant (Waikato/BOP), Kim Phillips & Glenn Stirling (Northern), Lucille Tane & vacant (Central North Island), David Hemopo & Paetau Wynyard (Southern), & Mark Apiata-Wade (Coordinator)

**DWU Women's Committee:**

Nici Benington (Southern & Convenor) & Emma Thomas (Southern), Iona Ngapera & vacant (Northern), Camille Rondon & Marilyn Fearn (Waikato/BOP), Sheena Waite & Julie Bengston (Central North Island), & Carne Greenbank (Coordinator)

**DWU Youth Committee:**

Cameron Severinsen Ross (Central North Island & Convenor) & Tom le Fleming (Central North Island), Zedra Daniel & Tenille Amani (Northern), Bethany-Rose Erutoe & Sam Morgan (Waikato/BOP), Georgie Moleta & vacant (Southern), & Daniel Needham (Coordinator)

## CONTACT

**National Office**

Waikato TUC Building  
34 Harwood Street  
Hamilton 3204

**PO Box 9046**  
Hamilton 3240

**Phone** (07) 839 0239

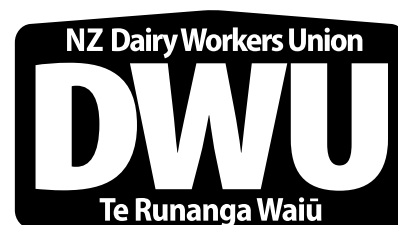
**info@dwu.nz**

**Freepost 538**

NZ Dairy Workers Union  
PO Box 9046  
Hamilton 3240


**Fax** (07) 838 0398

**www.nzdwu.org.nz**



# SIGN UP A CO-WORKER TODAY

The more members we have, the stronger we are



Ask them to talk to your site delegate  
or put them in contact with us:  
[info@dwu.nz](mailto:info@dwu.nz) or (07) 839 0239



*This publication is for the information of members of the NZ Dairy Workers Union Te Runanga Waiū ONLY  
DairyWorker is the official online magazine of the NZ Dairy Workers Union Te Runanga Waiū.  
It is distributed to financial members of the DWU.  
Contents may not necessarily be official Union policy.*

**Contributions are welcome from Union members.**  
Send to: The Editor, DairyWorker, by email to [chris@dwu.nz](mailto:chris@dwu.nz)

Authorised by Chris Flatt, DWU National Secretary, 34 Harwood Street, Hamilton.